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## Hastings NAPAC

Native American Parent Advisory Committee Board  
hastingsnapac@isd200.org

February 20th, 2024

### RESOLUTION FOR NON-CONCURRENCE

Pursuant to MN Statutes, section 124D.78, subdivision 1, The Hastings Native American Indian Parent Advisory Committee (NAPAC) is issuing a resolution of nonconcurrency for the 2023-2024 school year (see attached).

This committee has voted and determined Hastings Public Schools (ISD 200) "is not meeting the needs of American Indian (AI) students." Being in compliance with guidelines set forth by the MN Department of Education (MDE) and Office of American Indian Education (OAIE), we submit these recommendations:

- 1. Immediately add Dedicated Staff - Native American Education Liaison**
  - a. We also recommend planning for additional staffing increases as may be required with future student counts. There is enough work and students in our district to warrant a Director-level position.
- 2. Curriculum & Language implementation as required by Indigenous Education For All**
- 3. 100% Staff Development attendance through Tribal Relations Training through the Office of American Indian Education**
  - a. Including ongoing cultural competency training as developed. Tribal Relations training also required for all newly hired education staff and leadership.
- 4. District-wide endorsement and promotion of new standards and ongoing efforts**
  - a. Cohesive efforts at all schools and grade levels, including communicating expectations and opportunities to all district staff and NAPAC parents and students
- 5. The Hastings NAPAC would like all student educational assessment data disaggregated by ethnicity and made available to us on a yearly basis.**
  - a. For example, trend graduation rates, trend discipline data, trend special education data, trend math and reading assessments, and trend MCA data.
- 6. The Hastings NAPAC would like the full transparency allowable on any requests for information related to expenditures and items associated with the NAPAC funding.**



BRIDGE TO SUCCESS

# Hastings Public Schools

INDEPENDENT SCHOOL DISTRICT 200  
1000 11<sup>TH</sup> STREET WEST  
HASTINGS, MN 55033-2597  
Phone (651) 480-7000  
Fax (651) 480-7004

April 3, 2024

Chair Humphrey and the entire Hastings Native American Parent Advisory Committee,

On February 20, 2024, the Hastings NAPAC provided a vote of non-concurrence indicating that the Hastings School District has not been in compliance with the guidelines set forth by the Minnesota Department of Education and the Office of American Indian Education.

The Hastings School Board, district superintendent and the department of teaching and learning has reviewed your recommendations and on behalf of the district, each item has a response as noted below:

1. Immediately add Dedicated Staff - Native American Education Liaison

*\*The process to add dedicated staff has taken considerable time; however, the position has been posted with interviews in place on April 10, 2024.*

2. Curriculum & Language implementation as required by Indigenous Education For All

*\*All areas of our curriculum are currently being reviewed to ensure that all standards are embedded as defined by the state of MN and within the Indigenous Education for All language.*

*\*The district is also working to provide additional staff development specifically to ensure that our activities and texts are aligned to Indigenous Peoples in our area.*

*\*American Indian Culture and Language Classes Required (Minnesota Statutes, 124D.74, Subdivision 7) A district or participating school that conducts American Indian education programs under sections 124D.71 to 124D.82 must provide American Indian culture and language classes if: (1) at least five percent of students are American Indian students; or (2) 100 or more students are American Indian students. (b) For purposes of this subdivision, "American Indian students" means students identified by the state count of American Indian students on October 1 of the previous school year.*

3. 100% Staff Development attendance through Tribal Relations Training through the Office of American Indian Education

*\*Currently the district is providing culturally responsive teaching professional development for all staff. Specific staff development will be provided regarding tribal relations.*

4. District-wide endorsement and promotion of new standards and ongoing efforts

*\*All areas of our curriculum are currently being reviewed to ensure that all standards are embedded as defined by the state of MN and within the Indigenous Education for All language.*

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5. The Hastings NAPAC would like all student educational assessment data disaggregated by ethnicity and made available to us on a yearly basis.

*\*As in the 23-24 school year, all trend data will be made available.*

6. The Hastings NAPAC would like the full transparency allowable on any requests for information related to expenditures and items associated with the NAPAC funding.

*\*As in the 23-24 school year, all budget expenses and records will be made available upon request.*

It is the unwavering goal of Hastings Public Schools to meet the needs of all of our students. We look forward to continuing to strengthen our relationship with our Hastings Native American Parent Advisory Committee and aspire to be a MN model of an example of a strong partnership committed to the wellbeing and academic success of our students.

While the upcoming school board meeting falls on day 61 from the original submission, this letter meets all expected timelines. The letter in its entirety will be included and reviewed at the upcoming April school board meeting.

Sincerely,

  
Tamara Champa