

## **BAYFIELD SCHOOL DISTRICT**

### **Indian Policies and Procedures (IPPs)**

It is the intent of the School District of Bayfield that all Indian children of school age have equal access to all programs, services and activities offered within the school district. To this end, the School District of Bayfield will consult with local tribal officials and parents of Indian children in the planning and development of Indian Policies and Procedures (IPPs), general education programs, and activities. These policies and procedures will be revised annually and revisions will be made within ninety (90) days of the determination that requirements are not being adequately met.

Each year, the Board President will designate one Board member to serve as a liaison with the Indian community and attend the Johnson O'Malley Committee meetings and Impact Aid Program meetings on a regular basis. The District Administrator is designated as the official liaison for the district.

The Board of Education encourages Indian involvement in decisions related to the expenditure of federal funds designated for Indian children and those residing on Indian lands. The Impact Aid Program provides money in lieu of local property taxes that could be collected if the land was legally designated as a tax base. The Indian Education Act provides money under Title VII to local school districts for support of Indian Education programs under the guidance of an Advisory Committee.

The Board of Education values the cultural diversity of this community and the special contribution made by Indian people. The Board of Education encourages collaboration with the tribe and recognizes its tribal sovereignty.

The Board of Education is committed to representing throughout the instructional program the importance of this cultural diversity and emphasizing, in particular, the importance of the Ojibwe and all Native Americans. Furthermore, the Board is committed to providing educational programs which identify and address the unique needs of Indian children.

As part of this commitment, the Board not only encourages all members of the community to participate in decision-making which affects the education of their children, the Board seeks the involvement of Indian people.

**POLICY 1:** School District of Bayfield will disseminate by use of email, mail and hand delivery and make available relevant applications, evaluations, program plans and information related to the district's education program and activities with sufficient advance notice but not later than one week in advance to allow tribal council, tribal members, Johnson O'Malley Committee and parents of Indian children the opportunity to review and make recommendations. [34CFR222.94(a)(1)]. Consideration of the tribe's preference of communication will be considered through the monthly Johnson O'Malley

(JOM) monthly meetings held the first Wednesday of each month at the Red Cliff Tribal Administration Building. The Impact Aid Hearing held the second Monday in November at the Legendary Waters Resort and Casino Event Center along with the monthly school board meetings held the second Monday of each month at the School District of Bayfield or upon request of the tribal council to meet with the District Superintendent at any time.

**PROCEDURE 1:** The School District of Bayfield will, as soon as reasonably possible after such information becomes available, but not later than one week in advance of any meeting, mail, email hand deliver and make available to Indian parents, the JOM committee, and tribal officials a copy of the following documents:

- Impact Aid application;
- Evaluation of all education programs assisted with Impact Aid funds; and
- Plans for education programs the District intends to initiate or eliminate.

In addition, information regarding these materials will be included on the District's web page, if appropriate.

Parents of Indian children, tribal officials and the public will be given notice of any and all meetings related to equal participation or the content of the educational program by posting information about meeting times and locations in the tribal offices, on the district web page, and via email and social media. The location, date and time of any meeting described above shall be posted in the same manner as a legally posted Board meeting. The School District of Bayfield will take in consideration the tribe's preferred method of communication through the JOM monthly meetings held the first Wednesday of each month at the Tribal Administration building, the Impact Aid Hearing held the second Monday in November at the Legendary Waters Resort and Casino Event Center, the monthly school board meetings held the second Monday of each month at the School District of Bayfield or upon request of the tribal council to meet with the District Administrator.

**POLICY 2:** The School District of Bayfield will afford an opportunity for the parents of Indian children and tribal officials to provide their views on the District's educational program and activities, including recommendations on the needs of their children and on how the District may help those children realize the benefits of the educational programs and activities monthly through the Johnson O'Malley Committee (JOM) held the first Wednesday of each month held at the Tribal Administration building, the Board of Education Meetings held the second Monday of each month at the School District of Bayfield, the Impact Aid Hearing held the second Monday in November held at the Legendary Waters Resort and Casino Event Center or by calling, mailing, email or make arrangements with the District Administrator to meet in person, or with the Tribal Council. [34CFR222.94(a)(2)]

- (i) The District will notify the tribal officials and parents of Indian Children of the opportunity to submit comments and recommendations, taking consideration of the tribe's preference for the method of communication, the

- first Wednesday of each month Johnson O'Malley Committee (JOM) meetings held at the Tribal Administration building, the second Monday in November Impact Aid Hearing held at the Legendary Waters Resort and Casino Event Center, or the School Board Meetings held the second Monday of each month at the School District of Bayfield; or upon request of the Tribal Council to meet with the District Administrator, and
- (ii) The District will modify the method and time for soliciting Indian views, if necessary, to ensure maximum participation of tribal members and parents of Indian children through communication from Johnson O'Malley Committee (JOM) meetings held the first Wednesday of each month at the Tribal Administration building, the second Monday in November Impact Aid Hearing held at the Legendary Waters Resort and Casino Event Center, communication through the School Board Meetings held the second Monday of each month at the School District of Bayfield, or upon request of the Tribal Council to meet with the District Administrator.

**PROCEDURE 2:** The Johnson O'Malley Committee (JOM) of the School District of Bayfield will meet the first Wednesday monthly at the Tribal Administration building, the Regular School Board Meetings that meet the second Monday of each month at the School District of Bayfield, the Impact Aid Hearing held the second Monday in November at the Legendary Waters Resort and Casino Event Center, or upon request of the Tribal Council to meet with the District Administrator for the purpose of addressing comments and concerns of parents of Indian children regarding the District's educational programs and activities. The meeting agendas will be posted at the Tribal Government Building, and on the school website, and all meetings will be open to the public, allowing for tribal officials as well as parents of Indian children the opportunity to submit comments and recommendations for consideration.

A school board representative is a non-voting member of the Johnson O'Malley Committee (JOM). This representation allows for the discussion of the needs of the students and ideas to be brought forward to both the JOM Committee as well as the School Board.

At each of the monthly meetings of the School Board, a section of time is set aside for communications from the public. This is a time to offer comments and suggestions regarding programming for Indian students. In addition, a public hearing is held the second Monday in November at the Legendary Waters Resort and Casino Event Center which is specifically devoted to addressing questions regarding federal programs along with the Johnson O'Malley Committee (JOM) held the first Wednesday of each month at the Tribal Administration building, or upon request of the Tribal Council to meet with the District Administrator. Based upon suggestions of preferred methods of communication, as well as ways to maximize participation from tribal officials, as well as parents of Indian children will be seriously considered.

Information will be included in student handbooks/enrollment packets regarding opportunities to provide input to the District.

The District and John O'Malley Committee (JOM) representatives or upon request of the Tribal Council to meet with the District Administrator will schedule meetings and also consider rescheduling meetings along with the preferred methods of communication to maximize participation from tribal officials as well as parents of Indian children to discuss ongoing programming goals.

**POLICY 3:** The School District of Bayfield will annually assess the extent to which Indian children participate on an equal basis with non-Indian children in the District's education program and activities. [34CFR222.94(a)(3)]

- (i) The District will monitor Indian student participation in all academic and co-curricular activities. The district shall annually calculate from its records the ratio of Indian children compared to other children participating in academic and co-curricular programs.
- (ii) District officials will review school data to assess the extent of Indian children's participation in the District's educational programs on an equal basis.
- (iii) The District will share its assessment of district funding, Indian student participation in extra/co-curricular activities such as athletic, music, club offerings, related academic achievements and other related data with the parents of Indian children and tribal officials by posting at tribal offices and on the District's web page as soon as reasonably possible after such information becomes available, but not later than one week in advance of the meeting. The results will also be discussed at the Impact Aid Hearing the second Monday in November at the Legendary Waters Resort and Casino Event Center.
- (iv) Parents of Indian children, tribal officials and other interested parties may express their views on participation through direct communication with the school district, at any school board meeting held the second Monday of each month at the School District of Bayfield, Johnson O'Malley Committee (JOM) held the first Wednesday of each month at the Tribal Administration building, or upon request of the Tribal Council to meet with the District Administrator, communicating with the District Administrator by mail, email or in person.
- (v) If it is determined that there are gaps in Indian participation in the educational program or activities, the School Board, in consultation with the Johnson O'Malley Committee and tribal officials, will modify its education program in such a way as to improve Indian participation.
- (vi) Copies of annual reports will be provided to tribal officials and shared as soon as reasonably possible after such information becomes available, but no later than one week in advance of the meeting. The annual report will be made available to the parents of Indian children, Johnson O'Malley Committee (JOM), Tribal Council by mail, email, hand delivery with enough time to provide comments, suggestions, feedback at the Annual Impact Aid Hearing held the second Monday in November at the Legendary Waters Resort and Casino Event Center or at any Johnson O'Malley Committee

held the first Wednesday of each month, or the Board of Education Meetings held the second Monday of each month at the School District of Bayfield or direct communication with the Tribal Council or District Administrator by mail, email, or in person.

**PROCEDURE 3:** The School District of Bayfield will take the following measures to annually assess the extent to which Indian children participate on an equal basis with non-Indian children in the District's education programs and activities.

- A. The District will monitor Indian student participation in all academic and co-curricular activities. The district shall annually calculate from its records the ratio of Indian children compared to other children participating in academic and co-curricular programs.
- B. District officials will review school data to assess the extent of Indian children's participation in the District's educational programs on an equal basis.
- C. The District will share its assessment of district funding, Indian student participation in extra/co-curricular activities such as athletic, music, club offerings, related academic achievements and other related data with the parents of Indian children and tribal officials by posting at tribal offices and on the District's web page as soon as reasonably possible after such information becomes available, but not later than one week in advance of the meeting. The results will also be discussed at the Impact Aid Hearing the second Monday in November at the Legendary Waters Resort and Casino Event Center.
- D. Parents of Indian children, tribal officials and other interested parties may express their views on participation through direct communication with the school district, at any school board meeting held the second Monday of each month at the School District of Bayfield, Johnson O'Malley Committee (JOM) held the first Wednesday of each month at the Tribal Administration building, or upon request of the Tribal Council to meet with the District Administrator.
- E. If it is determined that there are gaps in Indian participation in the educational program or activities, the School Board, in consultation with the JOM Committee and tribal officials, will modify its education program in such a way as to improve Indian participation.
- F. Copies of annual reports will be provided to tribal officials as soon as reasonably possible after such information becomes available, but no later than one week in advance of the meeting.

**POLICY 4:** The School District of Bayfield will modify the Indian Policies and Procedures, if necessary, based upon the results of any assessment or input described in this document during the first meeting of each school year of the Johnson O'Malley Committee (JOM). [34CFR222.94(a)(4)]. Parents of Indian children, Tribal members may call, email or attend the Johnson O'Malley Committee (JOM) or Tribal Council prior to the adoption of the IPPs or attend the Board of Education Meetings held the second Monday of each month at the School District of Bayfield if revisions are suggested, the changes will be forwarded to the School Board, as well as tribal officials and the parents of Indian children for review and consideration.

The School Board which meets the second Monday of each month at the School District of Bayfield will review any modifications to the Indian Policies and Procedures recommended by the JOM Committee at its monthly policy committee meeting held the first Wednesday of each month. The modifications will then be forwarded to the subsequent School Board meeting held the second Monday of each month at the School District of Bayfield of the approved changes and implementation.

Parents of Indian children and tribal officials and the Johnson O'Malley Committee (JOM) will be notified within two weeks of adoption of any changes to the Indian Policies and Procedures by the School Board by posting at tribal offices, District's web page, and the Johnson O'Malley Committee (JOM).

**PROCEDURE 4:** During the first meeting of each school year of the Johnson O'Malley Committee (JOM), the Indian Policies and Procedures will be reviewed and revised, if necessary. If revisions are suggested, the changes will be forwarded to the School Board, as well as tribal officials and the parents of Indian children for review and consideration. If necessary, the JOM committee may suggest revisions at other times of the year as appropriate. The JOM committee will review the effectiveness of the District's methods of gathering the input of Indian parents and tribal members; calculate the number of Indian suggestions which were actually implemented; and permit Indian parents and tribal officials to suggest more effective ways of communicating their views.

The School Board will review any modifications to the Indian Policies and Procedures recommended by the JOM committee at its monthly policy committee meeting held the first Wednesday of each month. The modifications will then be forwarded to the subsequent School Board meeting held the second Monday of each month.

The JOM committee and tribal officials will be notified within two weeks of adoption of any changes to the Indian Policies and Procedures by the School Board by posting at tribal offices, District's web page, and the Johnson O'Malley Committee (JOM).

**POLICY 5:** The District will respond at least annually in writing to comments and recommendations made by tribal officials or parents of Indian children prior to the submission of Indian Policies and Procedures by the District at the annual Impact Aid Hearing held the second Monday in November at the Legendary Waters Resort and Casino Event Center. The meeting will be noticed by posting at area public locations the local newspaper Ashland Daily Press, public community communication notices via radio announcements, posting at the Tribal Government building, notice to the Johnson O'Malley Committee (JOM), and the District website. Any updates will be made available by mail, email to parents of Indian children and tribal officials along with the Johnson O'Malley Committee (JOM) no later than one week prior to the meeting. [34CFR222.94(a)(5)]

**PROCEDURE 5:** The District will at least annually respond in writing to comments and recommendations made by the Johnson O'Malley Committee (JOM), tribal officials, or parents of Indian children. The responses shall be disseminated to all parties by posting

at tribal offices and on the District's web page prior to the submission of the Indian Policies and Procedures by the District.

**POLICY 6:** The District will provide a copy of the Indian Policies and Procedures annually at the Impact Aid Hearing held the second Monday in November at the Legendary Waters Resort and Casino Event Center, mail, email or hand delivery to tribal officials, and mail, email or hand delivery to the Johnson O'Malley Committee (JOM). Copies of the Indian Policies and Procedures will be made available to parents of Indian children at the Tribal Government Building along with being available to be sent home with the student by the school or by contacting the school district office, or contacting the District Administrator. [34CFR222.94(a)(6)]

**PROCEDURE 6:** The District will annually provide a copy of the current Indian Policies and Procedures at the Impact aid Hearing held the second Monday in November at the Legendary Waters Resort and Casino Event Center, to tribal officials by mail, email or hand delivery, and mail, email or hand delivery to the Johnson O'Malley Committee (JOM). Copies of the Indian Policies and Procedures will be made available to all parents of Indian children at the Tribal Government Building, along with being available to be sent home with the student by the school or by contacting the school district office or contacting the District Administrator.

LEGAL REF: Section 115.735, 118.13 Wis. Stats.  
20 USC 7424

CROSS REF: Title VIII Impact Aid  
Title VII Indian Education Formula Grant Program

APPROVED: October 8, 2007  
REVIEWED: December 8, 2008  
REVIEWED: November 9, 2009  
REVIEWED: November 8, 2010  
REVIEWED: November 14, 2011  
REVIEWED: November 12, 2012  
REVIEWED: November 11, 2013  
REVISED: September 8, 2014  
REVISED: October 26, 2015  
REVIEWED: October 24, 2016  
REVISED: November 13, 2017  
REVISED: January 8, 2018