

MEMORANDUM OF UNDERSTANDING BETWEEN THE LOWER ELWHA KLALLAM TRIBE
AND THE PORT ANGELES SCHOOL DISTRICT #121

September 10, 2015

September 10, 2016

Port Angeles School District #121 (hereinafter "District") and the Lower Elwha Klallam Tribe (hereinafter "Tribe") enter into this formal written memorandum of understanding to implement educational and cultural strategies to close the opportunity gap for all Native American students within the Port Angeles School District.

Mission Statement

District and Tribe will collaborate to ensure adequate, appropriate, and timely communication to enhance government to government relationships and within their collaboration will promote dialogue and cultural exchanges for implementation strategies to close the opportunity gap and by doing so will work towards sustained learning communities that prepare each student to live, work and learn successfully in a changing world.

Vision

All District students will reach high standards and graduate prepared with knowledge, skills and abilities to choose a successful future by creating an awareness of diverse cultures and unity within our communities.

- District and Tribe personnel will work collaboratively to implement Klallam history and cultural curriculum within the classrooms and school community. The tribe will provide annual training to District staff to enhance the knowledge of the American Tribe's history and culture at the beginning of each school year.
- District and Tribe allocated resources will be used to directly enhance the education of all Native American students, and to leverage community resources and expertise to further the education of all students by working to close the opportunity gap and increase cultural awareness.
- District and Tribe personnel will work collaboratively to educate and enhance the understanding within our community about Klallam language, history, and culture such as a potlatch, cultural exchange and other cultural outreach activities within Port Angeles Schools to advance the educational relationship. Request for information and activities will be coordinated with the Klallam Language Teacher.
- The parties agree to work together to identify and access future funding to enhance Klallam language, history and culture outside the District. Tribally-funded support staff will be available to work closely with students, families and District and Tribe personnel to enhance student's success towards graduation. District and Tribe personnel will support and comply with

provisions and assurances required for participation in federally and state funded programs used to fund educational program in the District.

- The District will provide office space in its facilities for all academic support personnel while they are engaged in outreach and academic support instruction for all Native American students within the District.
- The District will provide annual funding to match salary and benefits for the Klallam Language Teacher position at Port Angeles High School and funding for three Native American academic support and cultural outreach staff position(s), one position at Port Angeles High School, one position at Dry Creek Elementary and one position at Stevens Middle School. The responsibilities of those positions will include instruction of the Klallam Language at Port Angeles High School, and cultural outreach and academic support at Dry Creek Elementary School, Stevens Middle School and Port Angeles High School.
- District and Tribe personnel will assure completion of the work-plan including sharing attendance, grade and academic data in relevant grants applied for by and award to the Tribe.
- Graduating seniors will be permitted to wear cultural regalia at their respective high-school graduation ceremony.
- District and Tribe personnel will meet in September to discuss the -school-year needs of all Native American Students within the District. The discussion will include salaries, benefits, and job descriptions compensation professional development and individual school need for the following year. The District and Tribe will develop a matrix for the evaluation of the effectiveness of programs through the direct analysis of student achievement data along with daily attendance and progress toward graduation.
- Designated District and Tribe personnel will attend all scheduled Johnson O'Malley meetings to give a report on the work that they are doing at their respective school. Individual reports will include students' successes and barriers to success, attendance, enrollment, challenges, and resources that may be needed. The District will compensate District academic support personnel for attendance at these meetings. Employees will be notified of the scheduled meetings.
- The Johnson O'Malley/Title VII parent committee meetings will satisfy Title VII grant requirements. District and Tribe personnel will schedule an annual joint meeting of the District School Board Directors and Tribal Council to confer on the progress of tribally-supported students and programs and to continue to strengthen our communications and commitment to students' success. This MOU will be reviewed at this meeting.
- District and Tribe personnel will attend quarterly scheduled leadership meetings to collaborate and focus on the overall mission to close the opportunity gap. The committee will discuss and resolve -any incidences that may occur due to different cultures within the District.

- Designated District and Tribe personnel will attend regularly scheduled meetings of the Truancy Outreach Group.
- District and Tribe personnel will support the evaluation of the effectiveness of programs through the direct analysis of student achievement in the area of language arts, science and math, as well as daily attendance and academic progress towards graduation. Quarterly reporting of activities completed and measured impact will be completed as part of funding requirements.
- The parties agree to look for resources, best practices and connect with other successful schools for innovative education strategies in ways to close the opportunity gap for all Native American students within the District.

This MOU does not constitute or create, nor is it intended to constitute or create, any legally binding or enforceable obligation on the part of either party or relationship between the parties. This MOU will be revisited September in the year 2017.

- District and Tribe support and comply with provisions and assurances required for participation in federally-funded title programs used to fund the educational and education support programs described herein;

APPROVED: Frances G. Charles Date: 01/19/2016

Frances G. Charles, Chairperson

APPROVED: Dr. Marc Jackson Date: 1-28-16

Dr. Marc Jackson, Superintendent