

HPS Indian Education For All Action Plan**Progress Report**
January 2005

Action	Person Responsible	Projected Completion Date	Status
IMPLEMENTATION			
The HPS Title VII Program will continue to fund a specialist with knowledge of and experience with Indian education to work with all HPS schools as a program coordinator.	Assistant Superintendent, Title VII Parent Committee, and Indian Education Advisory Council	Ongoing	Sandy Wilson continues in this role.
HPS will continue its annual efforts toward implementation of American Indian Heritage Day outlining various resources and materials available to schools and teachers.	Assistant Superintendent and Indian Education Program Coordinator	Annually by September 10	Report prepared.
An Indian Education Advisory Council will be established to provide guidance and oversight to this action plan and other related issues to the Indian Education Program.	Assistant Superintendent and Indian Education Program Coordinator	July 30, 2004	13 members met for the first time in November and have second meeting scheduled for early February.
HPS will develop and maintain a partnership with area and state NAS Departments/ Tribal Colleges in it's efforts to implement Indian Education For All.	Assistant Superintendent and Indian Education Program Coordinator	Ongoing	No action taken to date.
AWARENESS			
HPS will continue awareness effort with the community through 2 public awareness activities in the 2004-05 school year	Assistant Superintendent and the Indian Education Program Coordinator	April 30, 2004	No action taken to date locally.
HPS will continue awareness efforts with the local law makers through personal invitations to public awareness activities.	Assistant Superintendent	Ongoing	A presentation was made to local legislators in late November and recommendations for the upcoming Legislative Session were given.

CURRICULUM			
Curriculum guides with American Indian content aligned to the content and performance standards have been developed by the OPI – beginning with social studies. These guides will be disseminated to the Social Studies Curriculum Committee for it's use during it's review process.	Assistant Superintendent and Curriculum Specialist	September 30, 2004	Social Studies and Fine Arts have met once and Sandy Wilson is serving on both committees.
Each HPS content area scheduled for curriculum review will present a report on its efforts toward implementing Indian Education For All to the Assistant Superintendent along with it's curriculum document. This report will be shared with Trustees and the Indian Education Advisory Council.	Assistant Superintendent and Curriculum Specialist	Annually for each 2 content areas listed on the approved 5 year review cycle.	No action taken to date.
DATA COLLECTION			
HPS will send a follow-up letter to each school asking what their activities on American Indian Heritage Day were in order to collect activities to develop a database and provide this information in the annual report.	Assistant Superintendent and Indian Education Program Coordinator	October 31, 2004	Completed.
A letter will be written to each school outlining Indian Education For All, its intent, the HPS action steps and encourage schools to implement Indian education in their schools.	Superintendent and Assistant Superintendent	August 20, 2004	Completed.
Parents, Teachers, Building Administrators, and Trustees will be surveyed to determine their perception of the availability of existing data and information related to Indian education.	Assistant Superintendent and Indian Education Program Coordinator	November 30, 2004	Survey is being prepared and a target date of late February is set to conduct the survey.
HPS will assure that Indian educators have input into the district assessment system as well as sit on any committees regarding assessment.	Assistant Superintendent and Assessment Specialist	Ongoing	Sandy Wilson has been instrumental in making decisions about what reading assessments we have moved to in grades K-2.

HPS will implement Indian Education For All as a regular agenda item at quarterly HPS administrators' and HPS Cabinet meetings to evaluate progress in each district facility environment.	Superintendent and Assistant Superintendent	Ongoing	Indian Education For All was on the November agenda for these groups. A progress was given and recommendations as to what steps can be taken by building principals were made.
HPS will research any disparity in achievement scores of Indian students and develop an action plan to decrease this disparity where it exists.	Assistant Superintendent, Assessment Specialist, and Indian Education Program Coordinator	April 30, 2005	This data is being disaggregated and a report is due to the Superintendent by February 1, 2005.
HPS will conduct a 5 year longitudinal study of American Indian students with the purpose of identifying issues specific to HPS that might be addressed to improve academic performance.	Assistant Superintendent, Assessment Specialist, and Indian Education Program Coordinator	Spring 2009	No action taken to date.
A checklist of possible implementation activities will be developed and disseminated for use throughout HPS in order to keep track of progress on this topic and will be a part of the annual progress report.	Assistant Superintendent and Indian Education Program Coordinator	October 31, 2004	Completed.
INSTRUCTION			
HPS will continue to research and disseminate best practices in Indian education to all HPS instructional staff.	Assistant Superintendent, Curriculum Specialist, and Indian Education Program Coordinator	Ongoing	No action taken to date.
PROFESSIONAL DEVELOPMENT			
The first year of the implementation of the HPS Action Plan, professional development will be dedicated to creating awareness of Indian Education For All, presenting best practices for educating American Indian students, and historical authenticity.	Assistant Superintendent and Indian Education Program Coordinator	August 31, 2004	Completed.
A handbook on Indian Education For All and HPS Indian Education programming will be developed and given to all current and incoming HPS employees.	Assistant Superintendent and Indian Education Program Coordinator	August 16, 2004	Completed.

A process will be implemented to keep track of professional development activities provided to and participated in by HPS staff in order to assure that Indian Education For All information is provided to all HPS staff within a 3 year period and a report on this effort will be a part of annual report given to Board of Trustees.	Assistant Superintendent	September 10, 2004	Completed.
HPS will participate in the annual MIEA Conference and pay specific attention to other implementation efforts, professional development opportunities, and best practice instructional methods in reference to Indian Education For All.	Assistant Superintendent and Indian Education Program Coordinator	Ongoing	A proposal has been submitted to make a follow-up presentation from last on our work on this Action Plan.
POLICY			
HPS will develop and adopt a district Indian Education For All policy as required by law.	Superintendent and Assistant Superintendent	May 31, 2005	Policy is pending approval within the comprehensive policy review process.
RECRUITMENT AND RETENTION			
A plan will be developed to address the issue of recruitment and retention of American Indian teachers.	Administrative Team	May 31, 2005	A survey of staff is currently being conducted regarding recruitment and retention issues.
REPORTING			
HPS will present its progress toward implementing Indian Education For All at the Board of Trustees regular January Board meeting.	Assistant Superintendent and Indian Education Program Coordinator	Ongoing	We have advanced that schedule by presenting in November of 2004.
HPS will include specific American Indian data in the district and school educational profile reports published annually and approved by the Board of Trustees.	Assistant Superintendent and Assessment Specialist	Ongoing	Complete for 2004-05.