

Response and Status Update as of February 2025 For the 2023-2024 Vote and Resolution of Non-Concurrence

1. Recommendation	AIPAC committee members tour sites with American Indian Liaisons to get a better feel for what the Liaisons do for our students.
Response	We are working to schedule tours for each of the 8 committee members. The committee members will each be paired with a liaison during a day and time that works best for the committee members. We are also reaching out to the Duluth Indigenous Commission to get a list of member contacts to set up tours as well.
Status	We were able to get one scheduled but due to the busyness at the end of the year not everyone had a chance to get a tour. The new Coordinator, Shelia White, will offer and schedule tours for interested committee members.
2. Recommendation	We recommend identifying transportation supports or a transportation alternative for American Indian students.
Response	We continue to explore ways to enhance transportation for students. This year, we reduced the transportation access distance for high school students from 2 miles to 1 mile. In addition, we entered into a pilot program with the Duluth Transit Authority to provide free rides to high school students. Both efforts have resulted in increased ridership and access to reliable transportation for all students. Vans were purchased and provided to the schools to assist with transporting students. Also, an additional Families in Transition (FIT) position was added to support unhoused and foster care students with transportation needs.
Status	The District established an attendance campaign to improve attendance. Due to a lack of funding the DTA partnership was discontinued at the start of the school year. Fortunately, the partnership restarted in February and continued through the 2026 school year. Unfortunately the FIT position has been discontinued.
3. Recommendation	We recommend PD for all staff with respect to American Indian history/culture/contributions.
Response	The Teaching, Learning, and Equity department leaders will identify professional development resources and training that focus on American Indian history, culture, and contributions. The PD will be offered through various ways and coordinated by the PD coordinator.

Status	A full day of inclusion-focused Professional Development for all certified and non-certified staff was provided on October 14. It honored Indigenous People with performances, and 17 available hours of Indigenous focused learning for staff. This focus of inclusion and American Indian focused learning for staff will be present at every Professional Development day throughout the school year. Professional Development will be offered in a variety of forms: in person training, self led resources, and online training.
4. Recommendation	We recommend the HR department create an action plan for recruitment/retention specific to American Indian teachers, administration and staff.
Response	Human Resources is in the process of developing a specific recruitment/retention plan for American Indian teachers, administration and staff. We are hoping to have the plan completed by the end of this school year. We have a draft that we are currently refining.
Status	A plan has been drafted by the Human Resources department and it will be shared at a future School Board meeting.
5. Recommendation	We recommend trialing a pilot school within a school program to foster internal support and community for American Indian students.
Response	A planning team met bi-weekly over a two month period to map out what a pilot program entails. At the end of April the team will know what funding has been earmarked for this program and plans for implementation will be finalized by the end of the school year 2024.
Status	We have implemented an indigenous cohort of students at Denfeld. The pilot is being evaluated in partnership with UMD. A program status and finds will be shared at a future School Board meeting.
6. Recommendation	We recommend ensuring a manageable case-load ratio for American Indian Liaisons based on the most accurate count of American Indian students being served by the district.
Response	The MDE (American Indian Education) State Aid has increased, enabling the AIE Department to hire additional American Indian Liaison positions.
Status	Two positions were considered,, one for the Denfeld Chort and the other for ALC/AEO. The position at Denfeld has been filled. The ALC/AEO position is still under consideration.
7. Recommendation	We recommend identifying a support person whose role it would be to collect and disseminate information re: opportunities for scholarships/career training and other opportunities for American Indian students who are both enrolled and descendents.

Response	Denfeld and East High School Counselors should provide information and a plan to the American Indian Education (AIE) Department. This will ensure that the AIE Department, specifically the High School Liaisons can provide information and support to American Indian students. And, we have submitted a grant request for Minnesota's Closing Opportunity Grants that, if approved, would add a Licensed School Counselor (preference to BIPOC) to support this work. Significant additional funding for adding opportunities for student and family events and experiences and training for school staff is also included. Grant notification should come by June 2024 for funding to be used in the 24-25 and 25-26 school years.
Status	We were not awarded this grant but plan to reapply when it opens again. Counselors and career center staff will be working closely with Integration Specialists and Home School Liaisons to make sure we are connecting with AI students to personally invite them to these events. We added additional busing for Discover Healthcare on October 2nd and asked ISPECs and AISHLs to help us recruit students to attend. Specialists and Liaisons are also invited to book additional busing for students for events. (For example, an additional bus funded by Career and Technical Education has been booked for the Tour of Manufacturing on October 24 for students attending with ISPECs, previously we were just busing for the manufacturing classes.)
8. Recommendation	We recommend reserving dedicated space for the American Indian Education Program in Duluth Public Schools.
Response	The Coordinator of American Indian Education has been invited to principal support meetings at both the secondary and elementary level to walk different spaces in the building and to hear the decision making behind where programming is located.
Status	Dedicated spaces have been identified in coordination with the coordinator, the directors of education and site principals.
9. Recommendation	We recommend dedicating district resources to directly support American Indian students' attendance and academics and utilizing American Indian Education funds to supplement the district plan goals.
Response	The district currently provides support staff (reading interventionists, math interventionists, and mentors etc.) to assist many students with academics, attendance, and social emotional well being. We will continue to provide these kinds of support positions for American Indian students who need the additional support.
Status	We have many interventionists throughout the district hired with various funding sources (FIT, Title 1A & 1D, Special Education, ADSIS). The passing of the referendum has also aided in keeping SEL, math, reading interventionists at each elementary school. Check-in with the school attendance teams on where students are with attendance and getting them the support that they need to help with consentant attendance.

10. Recommendation	We recommend district funding to create two American Indian Curriculum, Academic and Integration Specialists to provide educational and cultural support.
Response	The district has created a new Ojibwe Language and Culture Coordinator position. The coordinator will be a districtwide leadership position for the programming and curriculum for Ojibwe language which includes Oshki-Inwewin, the Misaabekong Immersion program and Ojibwe Language courses in the Duluth Public Schools.
Status	The new coordinator has been doing a great job independently going into classrooms providing support and feedback.
11. Recommendation	We recommend providing the AIPAC with regular updates, at least bi-annual updates. On growth and movement of goals that target American Indian students.
Response	The Coordinator of American Indian Education will work with the assistant superintendent to ensure that the AIPAC will have the data needed to make informed recommendations and are kept apprised of progress made towards goals for American Indian students. Updates will align with the MDE timeline and also as requested by the AIPAC as needed.
Status	Duluth Preschool is happy to attend AIPAC twice annually to share data regarding American Indian Students in our program.
12. Recommendation	We recommend that the district collaborate with its' AIPAC to share and review data pertaining to American Indian students.
Response	The assistant superintendent will Identify Teaching, Learning and Equity members and a school board member to attend monthly AIPAC meetings .
Status	Teaching, Learning and Equity department members have started attending AIPAC meetings when requested. They will continue to do so when requested. School Board members are now assigned to attend the monthly meetings. There is a primary representative and an alternate.