

Impact Aid Native American Policies and Procedures

South Tama County Community School District

2026-27 School Year

MISSION STATEMENT

It is the mission of the South Tama County Community School District (STCCSD) to provide a rich academic, student-centered education that results in success for all learners.

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

ATTESTATIONS

The STCCSD attests that it has established Native American Policies and Procedures (NAPPs) as required in section 7004 of the Impact Aid law for any children claimed who reside on eligible Native American lands. The NAPPs have been adequately disseminated to the tribes and parents of children residing on eligible Native American lands. A copy of the current policies and procedures was attached to the FY27 Impact Aid application.

The STCCSD attests that it has provided a copy of written responses to comments, concerns and recommendations received from tribal leaders and parents of Native American children through the Native American policies and procedures consultation process and disseminated these responses to tribal leaders and parents of Native American children prior to the submission of their FY27 Impact Aid application.

Native American POLICIES AND PROCEDURES

The following Native American policies and procedures become effective upon school board approval.

POLICY (1): The LEA will disseminate relevant applications, evaluations, program plans and information related to the LEA's education program and activities with sufficient advance notice to allow tribes and parents of Native American children the opportunity to review and make recommendations. [34CFR222.94(a)(1)]

Procedure 1: (How STCCSD will achieve Policy 1)

1.1: Dissemination of Materials

The LEA will disseminate, as soon as reasonably possible after such information becomes available, but not later than 10 days in advance of any meeting to Native American parents and Tribal officials a copy of the following documents using email, notes sent home with students, the district social media, the community social media, at the Tribal Center, and posting to the district web site:

- Impact Aid FY27 application, no later than 30 days after its final approval;
- Any evaluation of educational programs assisted with Impact Aid Funds 30 days after completion; and
- Any plans for education programs STCCSD intends to initiate or eliminate.
- In addition, information regarding these materials will be included in the STCCSD's building newsletters, as appropriate.

1.2: Gathering Information

An annual needs assessment of Native American parents and high school students by the STCCSD superintendent or designee must be conducted by April 15. Reports of the results will be presented to the STCCSD School Board and copies of the results sent to the SAC and Fox Tribe, all education committee members, and the tribal chairman

The STCCSD School Board meetings are held on the 2nd and 4th Monday of each month. Any person or committee member wishing to be added to the agenda must notify the STCCSD administration office by the Wednesday prior to the board meeting, except that the first meeting of the month is often not held during June, July, and August.

1.3 Notification of Tribal members of location, time and meeting dates

Parents of Native American 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 including information about meeting times and locations in the local newspapers, public postings, tribal newsletters, and the district's website. The location, date and time of any meeting described above shall be posted in the same manner as a legally posted Board meeting. Information to be published in the tribal newsletter must be received the Wednesday prior to its release. The information should be sent to the Tribal Center

Administrative Office. ATTN: Tribal Newsletter.

1.4: Review of existing performance data

Parents of Native American children, tribal officials, the Native American Education Committee and any other interested persons can review assessment data to help develop or modify educational programs and services allowing for the participation of Native American students on an equal basis in the district.

1.5: Distribution of meeting minutes

Minutes from the Native American Education meetings will be posted on the District's website for all patrons and Tribal officials to review. This will allow for ongoing dissemination of information.

POLICY (2): STCCSD will provide an opportunity for the Meskwaki Tribe and parents of Native American children 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. [34CFR222.94(a)(2)]. This includes:

- (i) Notify tribes and the parents of Native American children of the opportunity to submit comments and recommendations, considering the tribe's preference for method of communication, and
- (ii) Modify the method of and time for soliciting Native American views, if necessary, to ensure the maximum participation of tribes and parents of Native American children.

Procedure 2: (How STCCSD will achieve Policy 2)

2.1 How parents of Native American children and members of the tribe can provide input on the educational program and activities

The Meskwaki Tribe or their designee, and parents of Native American children served by the STCCSD, shall be provided with the opportunity to comment on the participation of Native American children on an equal basis in the school programs with all other children educated by the STCCSD.

During October of each year, the STCCSD shall hold a public meeting for the express purpose of permitting the Sac & Fox Tribe of the Mississippi in Iowa (Meskwaki Tribe) and parents of Native American children the opportunity to:

- a. Comment on the participation of Native American children on an equal basis in the school program with all other children educated by the STCCSD.
- b. Receive and review data presented by the STCCSD on numbers and percentages of Native American students participating in each program offered by the school

and thereby assess the extent to which Native American children do participate on an equal basis.

- c. Make recommendations on how the STCCSD might modify its education program to allow Native American children to participate on an equal basis.
- d. Receive a report from the school on any evaluation of education programs offered by the STCCSD 30 days after the evaluation is completed. Reports will be sent to education committee members and the Tribal Chairman.
- e. Provide meaningful input into the planning and development of any educational programs the school is considering for implementation or elimination.
- f. Make recommendations concerning the needs of their children.
- g. Mutually discuss with school personnel ways by which the Sac & Fox Tribe of the Mississippi in Iowa (Meskwaki Tribe) and parents can assist their children in realizing the benefits to be derived from all programs offered by the STCCSD.
- h. Present their overall views on the education programs in the STCCSD, including the operation of the school(s), the overall effectiveness of the school(s) or its individual programs, and the degree of parental participation allowed.
- i. The education committee will act as a liaison between the STCCSD and members of the Sac & Fox Tribe of the Mississippi in Iowa (Meskwaki Tribe) or Native American parents.
- j. The STCCSD will hold an annual school board meeting at the Meskwaki Tribal Center to afford Native American parents the opportunity to express their concerns. (Recommend the first school board meeting in October.)
- k. The STCCSD will review school data, recommendations and comments from tribal officials and parents to assess the extent of Native American children participation in the education programs on an equal basis with all children educated by the school district.

2.2 How and when the LEA will notify tribe and parents of Native American children of the opportunities to submit recommendations and comments

The Native American Education Committee of the STCCSD will meet regularly for the purpose of addressing comments and concerns of parents of Native American children regarding the District's educational programs and activities. The meeting agendas are posted and all meetings are open to the public allowing for tribal officials as well as parents of Native American children the opportunity to submit comments and recommendations for consideration.

2.3 Preferred method of communication

The STCCSD has consulted with the tribe prior to the adoption of these board policies. The Meskwaki Tribe prefers all communication with the tribe and the parents of Native American children be disseminated via email, notes sent home with students, and posting to the district's web site.

2.4 How STCCSD will consider the tribe's preferred method of communication

The STCCSD will, to the extent possible, take the tribe's preferred method of communication

into consideration for all correspondence with the tribe and the parents of Native American children for consultation on these NAPPs and the educational program and activities. Preferred methods of communication will be an annual topic of conversation in the meetings with the Native American Education Committee.

2.5 How the STCCSD will modify the method of communication and time of meetings to ensure maximum participation

At each of the twice-per-month school board meetings, a section of time is set aside for communications from the public. This is a time to offer comments and suggestions regarding programming for Native American students. In addition to the Native American Education committee meetings, a public hearing is scheduled in April which is specifically devoted to addressing questions regarding federal programs. Based upon suggestions, preferred methods of communication as well as ways to maximize participation from tribal officials as well as parents of Native American children will be seriously considered.

POLICY (3): The STCCSD will annually assess the extent to which Native American children participate on an equal basis with non-Native American children in the district's educational program and activities. [34CFR222.94(a)(3)]

- (i) Share relevant information related to Native American children's participation in the LEA's education program and activities with tribes and parents of Native American children; and
- (ii) Allow tribes and parents of Native American children the opportunity and time to review and comment on whether Native American children participate on an equal basis with non-Native American children.

Procedure 3: (How STCCSD will achieve Policy 3)

The STCCSD will take the following measures to annually assess the extent to which Native American children participate on an equal basis with non-Native American children in the District's education program and activities.

- A. The STCCSD will monitor Native American student participation in all academic and co-curricular activities.
- B. School district officials will review school and student data to assess the extent of Native American children's participation in the district's educational programs on an equal basis.
- C. The STCCSD will share its assessment of district funding, Native American student participation, related academic achievements and other related data will be shared with the parents of Native American children and tribal officials by email at least 10 days in advance of any meeting to discuss the extent to which Native American children participate with non-Native American children.

D. Parents of Native American children, tribal officials and other interested parties may express their views on participation at any time through direct communication with the school district, at any school board meeting or to the Native American Education Committee.

E. Copies of all annual reports will be provided to tribal officials via email at least 10 days in advance of any meeting to discuss the assessment and any related modifications to the educational program or activities to improve Native American participation. Summaries of the assessments will be sent home to the parents of Native American children via student at least 10 days in advance of any meeting to discuss the assessment and any related modifications to the educational program or activities to improve Native American participation. Full copies of the assessment will be provided to parents upon request to the school district.

POLICY (4): The STCCSD will modify the NAPPs if necessary, based upon the results of any assessment or input described in this document [34CFR222.94(a)(4)]

Procedure 4: (How your LEA will achieve Policy 4)

4.1 How and when the tribes or parents of Native American children can make recommendations for changes to the NAPPs

The Native American Education Committee has scheduled meetings regularly to discuss the content of the NAPPs and educational programs and activities. Parents of Native American children and tribal officials are notified via email, notes home with students, and the district web site regarding these meetings and their ability to submit comments. In addition, the parents of Native American children and tribal officials may recommend changes to the NAPPs or the educational program at any regularly scheduled Native American Education meeting, school board meeting, or in direct communication with the school district.

4.2 Who evaluates the recommendations

The Native American Education Committee takes all public comments on changes to the NAPPs, evaluates them and proposes changes to the STCCSD School Board.

4.3 Who decides if the NAPPs will be revised to accommodate these recommendations

The STCCSD School Board, in collaboration with STCCSD administration, will decide on all recommended revisions to these NAPPs.

4.4 When the changes will be implemented

Any changes by the STCCSD School Board will become effective immediately upon adoption.

4.5 How the tribes and parents of Native American children will be made aware of the changes

The STCCSD will disseminate copies of the revised NAPPs to the tribe and parents of Native American children within 30 days of adoption by the STCCSD School Board.

POLICY (5): The STCCSD will respond at least annually in writing to comments and recommendations made by tribes or parents of Native American children, and disseminate the responses to the tribe and parents of Native American children prior to the submission of the NAPPs by the STCCSD. [34CFR222.94(a)(5)]

Procedure 5: (How STCCSD will achieve Policy 5)

The STCCSD will at least annually respond in writing to comments and recommendations made by the STCCSD Native American Education Committee, tribal officials, or parents of Native American children, and disseminate the responses to all parties by email prior to the submission of the NAPPs by the District.

POLICY (6): The STCCSD will provide a copy of the NAPPs annually to the affected tribe or tribes. [34CFR 222.94 (a)(6)]

Procedure 6: (How STCCSD will achieve Policy 6)

The STCCSD will annually provide a copy of the current Native American Policies and Procedures to the Meskwaki tribe by email and posting to the district's web site

Complaint and Hearing Procedures

The officials or representatives designated by the Sac & Fox Tribe of the Mississippi in Iowa tribal council and/or parents of Native American children may file or register a complaint with the STCCSD regarding any matter addressed in the Native American Policies and Procedures. The following procedure shall govern such complaint:

Step 1: - Principal, Immediate Supervisor, or Personnel Contact Person

A student or a parent of a student, with a complaint of discrimination based upon their gender, race, national origin, religion, age or disability are encouraged to first discuss it with the instructor, counselor, supervisor, building administrator, program administrator or personnel contact directly involved, with the objective of resolving the matter informally.

Step 2: Supervisor

If the complaint is not resolved at level one and the complainant wishes to pursue the complaint, the complainant may formalize it by filing a written complaint. The complaint is to be filed with the immediate supervisor. The filing of the formal written complaint at level two must be within 15 working days from the date of the event-giving rise to the complaint, or from the date the complainant could reasonably become aware of such occurrence. The written complaint should include in specific terms the practice(s), which is considered discriminatory, the regulation, principle or statute being violated, and the remedial action being sought. The complainant may request that a meeting concerning the complaint be held with the supervisor. A minor student

may be accompanied at that meeting by a parent or guardian. The supervisor shall investigate the complaint and attempt to resolve it. A written report from the supervisor regarding action taken will be sent to the involved parties within a reasonable time, usually within 15 working days, after receipt of the complaint.

Step 3: Superintendent/Designee

If the aggrieved party remains unsatisfied with the progress toward the solution of the problem, he/she may within ten (10) working days file a written appeal to the Superintendent. The complainant may request a meeting with the Superintendent or his/her designee. The superintendent/designee may request a meeting with the complainant to discuss the appeal. A decision will be rendered by the superintendent within a reasonable time, usually within 15 working days, after the receipt of the written appeal.

Step 4: Board of Education

If the aggrieved party remains unsatisfied with the progress toward a solution, he/she may within ten (10) working days, submit written complaint to the STCCSD Board of Education by submitting a written request to the Superintendent to have the matter placed on the agenda of a special or regularly scheduled board meeting. A written decision will be furnished to the complaining party following board action.

If, in cases of disability complaints at the elementary and secondary level, the issue is not resolved through the complaint process, the students/parents have a right to an impartial hearing before a third-party outside the school district to resolve the issue.

This procedure in no way denies the right of the complainant to file formal complaints with the Iowa Civil Rights Commission, the U.S. Department Education Office for Civil Rights, the Equal Employment Opportunity Commission, or the Iowa Department of Education for mediation or rectification of civil rights complaints, or to seek private counsel for complaints alleging discrimination.

All persons involved in a meeting or hearing may be accompanied by a representative of their choosing.

Complaints involving more than one supervisor may be initiated at Step 3.

No form of reprisal shall be taken against any party for reasons of having been involved in the processing of a complaint.

Nothing shall prohibit a person from withdrawing a complaint at any step.

Board Approval Date: 01/12/2026