



NATIONAL INDIAN EDUCATION ASSOCIATION

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NIEA BOARD OF DIRECTORS QUARTERLY MEETING
Washington, DC—Holiday Inn, Capitol—Meeting Room
Monday, March 14, 2022 8:00am to 5:30pm EST

Join Zoom Meeting

<https://us06web.zoom.us/j/6163709825?pwd=WUZUdnFqWFNPVG5TeW5ENU1tZ3JJEZz09>

Meeting ID: 616 370 9825

Passcode: khdi5c

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Draft Meeting Minutes

Board Members and Attendees	Present	Absent Excused	Absent Unexcused
1. Jason Dropik, President, Great Plains Regional Representative	X		
2. Dr. Connie Locklear, 1 st VP Southeast Regional Representative	X		
3. Patricia Whitefoot, 2 nd VP West Regional Representative	X		
4. Tesia Zientek, Treasurer, At-Large Community Representative	X		
5. Brandon Thoms, Secretary, At-Large Community Representative	X		
6. Ben Baldwin, Parliamentarian, Student Board Member	X		
7. Dr. Jolene Bowman, At-Large Community Representative	X		
8. Theresa Sarabia, Alaska Regional Representative	X		
9. Sara Mae Williams, Student Board Member		X	
10. Alison Black, At-Large Community Representative	X		
11. Sedelta Oosahwee, Northeast Regional Representative	X		
12. Ka'ano'i Walk, Hawaii Regional Representative	X		
13. Dr. Lori Quigley, Ombudsperson	X		
Staff/Guest Time Log In		Time In	Time Out
Diana Cournoyer, Executive Director	X		
Miriam Davis-Rosenbaum, HR and Operations Director	X		
Kelly Metz, O'Connor and Associates	X		
Amy Foulkes, O'Connor and Associates	X		
Maureen Shuler, Morgan Stanley	X		
Kendra Clements, We The People Consulting	X		

TIME	AGENDA TOPICS	RESPONSIBLE PARTY
8:30 am	Call Meeting to Order, Prayer & Roll Call	Jason Dropik, President
8:35 am	Agenda (BOD Quarterly Meeting Agenda) Action: Motion by Ben B. to approve the March 14, 2022 Board of Directors quarterly meeting agenda, seconded by Tesia Z.; no further discussion; 10 approved, 0 opposed, 0 abstained; motion carries.	Jason Dropik, President Brandon Thoms, Secretary
8:36 AM	Meeting Minutes Action: Motion by Tesia Z. to approve the October 17, 2021 BOD meeting minutes; seconded by Ben B.; Jason indicates board members have access to meeting minutes in Drop Box; no further discussion; 9 approved; 0 opposed; 1 abstained; motion carried.	Brandon Thoms, Secretary
8:37 AM	Sadelta Osawee introduces herself: she works for NEA; Board introduces themselves to Sedlelta.	
8:44 AM	Fiscal Report and Updates/Investment Portfolio <ul style="list-style-type: none"> • Diana introduces the organizations’s tactical plan relative to the \$6million gift. Step 1: Establish an operating reserve; this will ensure NIEA’s ability to continue to operate during an economic downturn, pandemic or similar disruption. Step 2: Revisit investment policy statement ad consider new investments. • Kelly: Establish priorities: Establish an operating reserve equal to nine months operating expenses (approximentely \$810,000) in case of emergency through opening a money market account with Wells Fargo. Propority 2: Revisit investment policy statement and put investment advisor engagement out to bid. Define short, mid and long term investment goals. Engage fiscal committee in this process. Priority 3: Invest in organizational sustainability. CIS certification. Whole child initiative. Educator initiative Capacity building for NIEA board of Directoes and Staff (repository); • Diana: We will become a “Community & Schools” model: to provide a service to turn around troubled schools; wrap around services; educator initiative (native educator development; native education systems; professional development); <p>An opporitunity to upscale:</p> <ol style="list-style-type: none"> 1. we have an opportunity to ensure organizational sustainability and longevity 2. Prioritize investments in NIEA that will allow for expansion of NIEA programs and less reliance on grants. 	Diana C. Kelly Metz, O’Connor Consulting- Morgan Stanley

TIME	AGENDA TOPICS	RESPONSIBLE PARTY
	<p>3. The problem with grant funding: implementing funders’ priorities, not our own; inability to take initiatives to scale.</p> <p>What is means to upscale: Aside from convection and advocacy work, much of NIEA’s programativ work is grant funded; while NIEA does amazing work in support of these grant funded activities, oftentimes the activities stop when the grant funding ends; when scaling up or taking programs to scale, NIEA can expand the reach of grant-funded piloet programs to communities.</p> <p>Goals of scaling up: 1. Expand NIEA’s impact while becoming less reliant on grant finding to support programmatic initiatives. 2. Develop self-sustaining fee for service midel for NIEA programs. Goal is \$150,000 per year NIEA currently pays \$250,000 per school.</p> <p>Oragnizational sustainability: Obtain communities in Schools Certification. 1. \$150,000 investment for training and certification. 2. Currently there are no Native CIS affiliates. 3. Conduct a pilot project with three tribally controlled schools in Maine. 3. In year 3, we will have the capacity to offer CIS services to other schools.</p> <p>Whole Child Initiative: 1. Approximately \$80,000 investment in first year. 2. Expand wrap around services beyond trauma informed trainings to include social and prevention services. 3. Currently piloting these trainings in small towns in OK. 4. Will need to hire staff to support the Whole Child Initiative; expect to profit from this work in year two.</p> <ul style="list-style-type: none"> • Jolene asks “what are the pitfalls? How does NIEA protect itself from liability or negative outcomes? How do we assess the integrity of NIEA?” Tribal Community & Schools is a minimum 5 year commitment by each school. <p>Diana: Depending on which state, there are different benchmarks/goals. NIEA works with state Dept of Ed/tribal ed departments to ensure compliance/practice.</p> <p>Sedleta: “I’m wondering of the sustainability? Diana: I don’t have an answer for that yet? We need to sign on so we can learn as we have a lot to learn.</p> <p>Patsy: Wondering the involvement of preschool and early childhood education? Diana: if the school has the program we would involve them.</p> <p>Connie: is there a way that we can go back to the table to ask for</p>	

TIME	AGENDA TOPICS	RESPONSIBLE PARTY
	<p>collaboration?</p> <ul style="list-style-type: none"> • Why TCI? <ol style="list-style-type: none"> 1. NIEA wants to indigenize this approach to ensure students are able to integrate culturally-responsive interventions. 2. By implementing policies and procedures that incorporate Native ways of knowing and doing, we will foster identity formation. 3. In partnership with CIS Mid-America, we have piloted TCIS approach with positive results; therefore, we would like to become the first native licensed organization. • Organizational sustainability continued: <p>Educator Initiative: partially funded through new grants from NoVo and Kellogg Foundations. Includes expansion of job board as well as a focus on teacher recruitment, development and retention and future teacher programs. NIEA would create a model for assessing tribal colleges, recommending improvements, etc. to improve education at tribal colleges.</p> <p>Accreditation Program: Currently only one Native accreditation organization working in one state. This presents an opportunity for NIEA to positively influence the quality of Native education.</p> <p>Educator Initiative & Accreditation: Educator Initiative is a component of NIEA’s current strategic plan and driven by member resolution. The current teaching landscape does not consistently produce qualified educators of Native students. Our Educator Initiative will take a holistic approach to recruiting, developing, mentoring and retaining quality educators.</p> <p>Why Accreditation? There currently are non Native k-12 accreditation agencies. This is the logical next step in the progression of educator initiatives.</p> <p>Capacity Building Board: NIEA funded board retreat with facilitator Retreat will be organized by NIEA staff; NIEA will sponsor regional meetings hosted by NIEA board members in regions.</p> <p>Staff: Restructure organization chart to have more traditional organizational structure. Include staff positions at the entry level (program associate or coordinator level) Hire new position with an M & E focus to support evaluation and documentation of impact of and outcomes of NIEA programs.</p> 	

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	<p>Will also fill existing vacancies and increase staffing to support sustainability initiatives.</p> <ul style="list-style-type: none"> • Updated Budget overview given by Diana; Kelly; Amy <p>NIEA Organizational Chart – Leadership Team Diana gives overview of current and proposed operational flow chart</p> <p>Diana and staff are currently working on a cost of living/wage adjustment/hybrid model (virtual/in-person) relative to program team. Most of the program team positions will be remote.</p> <p>Strategic alignment of programs—Kelly gives overview.</p> <p>Inaugural NIEA Charity Golf Classic Friday, June 3—Shawnee, OK</p> <p>Goals: Hold golf fundraiser every convention Aim to use tribal golf courses</p> <p>Funding to support student fellowships & internships Estimated golf tournament revenue--\$45,000.00</p> <p>Launching the convention logo save the date on April 4, 2022. The logo will change as a GIF</p> <p>Theme of convention: Education Sovereignty October 5-8, 2022</p> <p>Diana gives overview of convention schedule This year is the 50 year anniversary of Indian Education Act</p>	
10:27— 10:55 AM	Break	
10:55 AM	<p>Board reconvenes</p> <ul style="list-style-type: none"> • Kendra Clements asks the board to look at the presentation from this morning and send her two priorities. This will help form more accurate STRAP plan. Asks that the board to send her their top two priorities by next Monday, March 21. 	

11:00 AM	<p>NIEA Organizational Update NIEA Events Update – Summer Golf Tournament, 53rd Annual Convention</p> <p>Diana presents</p> <p>Begins with Strategic Model Initiative overview</p> <p>Gives overview of NIEA Programs: Native Language Preservation (ANA) Tribak communities in schools (NYCP) Healing intergenerational Trauma (NoVo) Highlighting Native Veterans (NEH) and (ANA only in Montana) Supporting Student Success in Navajo Nation (ACE) Native Education for All (WEND) (North Dakota/MN/AZ) Teacher Preparation Pilot (Kellogg) Afterschool Programming (Wallace) National Educator Initiative (CCT) Whole Child Initiative (CCT) Tribal Communities in Schools (CCT)</p> <p>National Educator Initiative the NIEA Teacher Initiative was launched at the 2017 NIEA Hill Day in response to a 2016 resolution from our membership. Within the initiative, there are four pillars of strategic work that are in the various phases of planning and implantation.</p> <p>Pillar1: Teacher Recruitment Pillar 2: Culture Based Training Pillar 3: Advocacy Pillar 4: Teacher Retention</p> <p>National Educator Initiative (NEI)</p> <p>Expected Outcomes: Teacher recruitment; Culture-Based training; Teacher Advocacy: Teacher Retention</p> <p>Tribal Communities in Schools: Tier one: School wide services Tier two: Targeted Programs Tier three: Individualized Support</p> <p>How the support systems work: 1. Needs assessment 2. Support Identification 3. Integrated Student Supports 4. Monitoring and Adjusting 5. Evaluation 6. Proven Success</p>	Diana Cournoyer, Executive Director
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Lori asks: Will the data be shared?
Diana: yes we do have access through agreements

Patsy asks: "Is this a new power point?"
Diana says she will have Miriam send to her.

Healing Historical Trauma:

Boarding school healing curriculum—12 module curriculum, one targeted to educators and the other to Native students.

Indigenous Empowerment & resilience Training—Also known as the Blanket Exercise.

Home from School Teaching Resources—In partnership with Calder Productions, film Home from School is used in Trauma Informed Training for Educators.

Highlighting Native Veterans:

Two Grants: Warrior Spirit Project & Illuminating the Contributions of Native Veterans.

Supporting Our Student Success in Navajo Nation

Indian Education for All—WEND Foundation

Creating opportunities to transform education systems where Navajo people have been invisible or erased. North Dakota; Minnesota; Arizona.

Culture and Language Based Resources:

- Discovery Ed Lessons & Guides
- Review and edit Native content in K-5 literacy curriculum for Amplify
- National Park Services Project (Lewis and Clark)
- Gallup McKinley School Navajo Language Project

Diana gives presentation on NIEA Tactical Plan 2019-2022

- Shares that she is putting aside \$50,000 for regional meetings. Jason asks what are the overarching goals of the board. Jolene says hiring a staff for online engagement to do videos or training/learning opportunities on how to build your education voice within your tribe or community to help build sustainability/membership.

Connie asks if any of the funding will be used for an education resource center? Says a lot of the components can be housed within the resource center. Diana says, "Yes, we have funding in our budget to build the resource center online. The curriculum that's being developed in ANA veterans Center in Montana. The NRAY repository will be housed in the resource center."

	<p>Jason suggests setting a date for a work session to finalize the tactical plan. Kendra says she will put all the work we did today into a working document that she'll send to board. All strategic direction areas will be funded to some degree. Diana asks if we want to modify tomorrow's agenda. Jason says we can address that after Diana's presentation tomorrow. Patsy says she would like to see funding for regional membership development efforts. Says she agrees with Jason that we must continue with our fundraising efforts. Patsy asks the board to think about a special initiative for Alaska Natives and Hawaiians due to a lack of funding in those areas. Lori says we should not become complacent just because we have this money now. Wae need to continue our efforts to partner with other organizations and agencies regionally. Judi makes an announcement that she will be leaving NIEA.</p> <p>Action: Motion by Ben B. to approve report; seconded by Teresa S.; no further discussion; 10 approved; 0 opposed; 0 abstained; motion carries.</p>	
11:58 AM	<p>Jason reminds everyone to put the retreat dates into your calendar.</p> <p>Item: Scheduling Board work session: 1-3 PM EST Monday, April 25, 2022</p> <p>Board Retreat: Saturday, June 3 through June 5 (half-day on the 5th) in Oklahoma City & Shawnee, OK.</p>	
12:00 PM to 12:30 PM	<p>Lunch Break – Food is Medicine</p> <p>Maureen Shuler, Morgan Stanley Greystone presents on Financials 62 % of portfolio is in stock 37% fixed</p> <p>Says the account is nicely balanced even now when the market is moderately volatile.</p> <p>Lori asks what happens if the market turn extremely volatile such as a recession? Maureen says what happens in a market decline is some areas go down more than other areas and yet other areas remain much less affected--which makes the case for diversification. Says inflation is swinging to a high point and bonds will not protect the portfolio. NIEA is attempting to remain diversified. Associations generally have a time horizon in perpetuity.</p> <p>Jason asks, "how often are you looking to make minor adjustments?" Maureen: "I look at the portfolio on a quarterly basis. As long as we don't drift away from any allocation greater than 5%, we won't make any adjustments."</p> <p>There has been a decline in value of about \$27,000 in the first two months of this year.</p> <p>Overall, the account has aggregated earnings benefits more so in the last 11-12 years. Diana says that NIEA made money on the convention in Hawaii and the board at the time invested some of that money, which is why you see the</p>	

	<p>significant jump.</p> <p>Jason says we do need a plan to ensure we maintain our portfolio? We will have fiscal take a look at _____.</p>	
12:55 PM	<p>Committee Assignments for new Board Members</p> <ul style="list-style-type: none"> • Sedelta to Membership Committee, NES, NRAE and NEED Committee. Alison to Advocacy Committee and NES Committee Teresa to co-chair NRAE Committee Ka’ano’i Walk to NEED and Advocacy Committee Jolene to Fiscal Committee • Miriam will update the committee lists. <p>Action: Ben B. motions to approve all committee members, seconded by Connie L., <u>10</u> approve, <u>0</u> abstentions, <u>0</u> opposed; Motion carries.</p>	Board; NIEA Staff
1:11 PM	<p>Committee Transition Documents and Oath of Office Documents</p> <p>Action: Motion to approve BOD Oath of Office Documents by Ben B., seconded by Tesia Z.: no discussion; <u>10</u> approve, <u>0</u> abstentions, <u>0</u> opposed, Motion carries.</p> <ul style="list-style-type: none"> • Oath of Office given by Jason D. to Ka’ano’i Walk, Sedelta Oowahsee and Alison Black • Patsy approves Oath via digital signature <p>Action: Motion by Ben B. to approve updated Conflict of Interest Policy, seconded by Tesia Z.; discussion: Connie asks what are the updates? Miriam says its been updated in conjunction with Governance and Fiscal to ensure NIEA is in compliance; <u>10</u> approve, <u>0</u> opposed, <u>0</u> abstentions, Motion carries.</p> <ul style="list-style-type: none"> • Ben gives an overview of the Committee Transition Document that can be used as a template. <p>Action: Jolene B. motions to approve Committee Transition Document; seconded by Patsy W.; <u>10</u> approved, <u>0</u> opposed, <u>0</u> abstentions.</p>	Jason Dropik
1:28 to 1:48 PM	<p>Regional Meetings Update</p> <ul style="list-style-type: none"> • Lori says each of the regional representatives are responsible for hosting two regional meetings each year. Says her region hosted meetings with guest speakers such as Senator Elizabeth Warren. Recommends scheduling a virtual meeting but could also make it hybrid or in-person; says membership is key and that we need to recruit. • Connie L. says they partnered with her University, NCAI and local tribes to invite them. Says Southeast is hosting a regional meeting March 29. 	Jason Dropik; Board; Staff

	<p>When are they taking place? Where are they taking place? Any barriers that we can collectively address?</p> <ul style="list-style-type: none"> • Sedelta O. asks what is the budget or length of time; its suggested not longer than two-hours; budget is \$3,500 for six regional meetings; however you can request additional funds if justified and planned. Sedelta says perhaps there's an opportunity to get sponsorships for the regional meetings. Agenda is generally sharing NIEA resources/vision-mission/community. • Jason shares May 13-14 WIEA conference in Milwaukee at Indian Committee Sschool in-person. • Patsy shares that May 23-26 Affiliated Tribes Northwest region meeting and April 4-6 Washington Tribes • Diana says there will be a lot of partners here at Hill Week that we can make connections with so that the meetings can be community driven and NIEA support. • Jason says if there's anything we need for regional meetings ask as NIEA has templates and can support the efforts. 	
1:49 to 2:10 PM	<p>NIEA Hill Week Update</p> <p>Hill Week Events</p> <ul style="list-style-type: none"> • Diana gives a detailed overview of both board member personal agenda and overall event schedule; Board assignments; key topics/issues. <p>Board members are meeting Thursday morning to strategize for our conversations with staff members and legislators.</p> <p>Diana says we will get a packet tomorrow with all of our priority issues.</p>	Diana Cournoyer
2:10 PM Meeting in recess until 2:45 PM	Transition to US Dept of Education (Across the street from Holiday Inn)	
3:00pm to 5:00pm	<p>Conversation with ED Leadership:</p> <p>Julian Guerrero, Jr., Director, Office of Indian Education</p>	U.S. Dept of Education
5:00pm to 5:15pm	<p>Wrap Up and Adjournment</p> <p>Action:</p> <p>Moved by , seconded by to adjourn the meeting; all approved, motion carried, meeting adjourned at XX:XX p.m. EST</p> <p><i>Next meeting is scheduled for XXX, 2021, from EST.XXX to XXX EST.</i></p>	Jason Dropik