

REVISIONS made by the
KGBSD Native Education Committee
to the
Memorandum of Understanding
Between the Ketchikan Indian Community and the
Ketchikan School District

This Memorandum of Understanding (MOU) is executed between the Ketchikan Indian Community (Tribe) and the Ketchikan Gateway Borough School District (KGBSD) in order to document the partnership between the Ketchikan School District and the Ketchikan Indian Community.

In serving their mutual students they agree to work together to create a more successful student community recognizing that positive role models are an important component to growing a strong and diverse student population.

WHEREAS, the Ketchikan Indian Community is a federally-recognized Indian Tribe located in and around the community of Ketchikan, Alaska with an interest in fostering the education of youth served by the Tribe and in creating successful future leaders of the Tribe; **and**

WHEREAS, the Ketchikan Indian Community has a vital interest in providing the best education for youth in its community, increasing its high school graduation rate, decreasing its school dropout rate, as well as providing cultural learning resources and an understanding of tribal values and beliefs that foster a productive student and citizen in the community; **and**

WHEREAS, KGBSD is a public school district responsible for students in and around Ketchikan, Alaska that also, has a vital interest in educating students to be responsible citizens by creating effective learning environments for students within its district which includes creating positive role models that all students can identify with; **and**

WHEREAS, the Ketchikan Gateway Borough School District in the best interest of all students shall expand their educational options available by providing diversity in their recruitment and hiring process pursuant to this Agreement for the reasons cited herein; **and**

WHEREAS, KGBSD and the Tribe have collaborated to create a strong working relationship and students are provided resources from both entities in order to better ensure their successful future;

NOW THEREFORE, let it be resolved that the parties to this agreement find that in order to provide the best educational opportunities for their mutual students, the Ketchikan Indian Community and KGBSD strive and agree to the following understandings:

- I. The object of this Agreement is to memorialize the various understandings between the Ketchikan Indian Community and KGBSD with regard for the recruitment and hiring of a diverse and representative body of educators and administrators that reflect the student population more closely. This agreement also expresses a need to diversify the hiring committees to include at least 20% of elected Tribal officials or their designees from a list provided by the Tribe annually.

- II. The Ketchikan Indian Community's standing is unique as federal laws honor its status as a federally recognized tribe with a government to government relationship.
- III. This MOU creates inclusion on the hiring committees for the Ketchikan Gateway Borough School District and is solely intended to create diversity in our schools for all students. The school enrollment population includes 36% Native Americans with a current drop-out rate of 67%. The drop-out rate has a direct relationship with the need for more positive Native role models in the KGBSD. The Ketchikan Indian Community recognizes that this is a long term problem which will require support and positive transformational solutions.
- IV. As part of this MOU, the Ketchikan Indian Community will commit to offering Higher Education funding for the development of Native educators who in-turn will be eligible for hiring in the KGBSD.

Now, therefore it be further resolved that,

The Ketchikan Gateway Borough School District and the Ketchikan Indian Community agree and confirm that diversity in the education of our students is both a positive reflection of our community and will be a contributing factor in creating a learning environment that not only provides roles models for the Native American population but also creates opportunities for all ethnic groups in the Ketchikan Gateway Borough School District.

DATE: 8/9/19

KGBSD Board President


Ketchikan Indian Community, President