



PUEBLO OF ISLETA

P.O. BOX 1270 ISLETA, NM 87022

MEMORANDUM OF AGREEMENT **BETWEEN THE** **PUEBLO OF ISLETA AND THE NEW MEXICO** **STATE PUBLIC EDUCATION DEPARTMENT**

THIS AGREEMENT is made and entered into by the New Mexico State Public Education Department, hereinafter referred to as the "NMPED" and the Pueblo of Isleta hereinafter referred to as the "POI".

WHEREAS, the NMPED recognizes the unique role and sovereignty of the POI in establishing standards and criteria for, and determining competency of, persons seeking certification in Native American Language and Culture, K-12;

NOW, THEREFORE, the NMPED and the POI do hereby agree as follows:

I. SCOPE OF AGREEMENT

The NMPED and the POI desire to effectuate an agreement whereby the POI establishes standards and criteria for determining and verifying competencies that lead to the issuance by the NMPED of Native American Language and Culture certification pursuant to its rule governing Certification in Native American Language and Culture, K-12.

II. EFFECTIVE DATE AND TERM

This Agreement shall become effective commencing upon the most recent date of signature by both parties and shall terminate upon written notice by either party in accordance with Paragraph V.

III. AMENDMENT

This Agreement shall not be altered, changed, or amended except by an instrument in writing executed by the parties hereto.

IV. ADMINISTRATION OF AGREEMENT

- A. The NMPED and the POI will each designate and notify the other of a liaison to work cooperatively to implement the terms of this Agreement. The liaison for the NMPED shall be the Assistant Secretary of Education for Indian Education.
- B. The POI acknowledges that its verification pursuant to this Agreement does not ensure that an individual will be certified pursuant to the NMPED rule governing Certification in Native American Language and Culture, K-12. In addition to the verification by the POI, applicants must comply with all provisions of 6.60.7 NMAC (*Educator Licensure Application Fee*), 6.60.8 NMAC (*Background Checks*), and 6.60.9 NMAC (*Code of Professional Responsibility of the Education Profession, Standards of Professional Conduct*).
- C. The POI will perform the following activities pursuant to this Agreement:
 1. The POI shall develop and maintain standards and criteria for determining competency to teach the language and culture of the POI. These standards, criteria and competencies shall not be subject to review and approval by the NMPED.
 2. The POI shall develop a process to determine a candidate's competency in the initial or continuing certification in Native American Language and Culture. Such process shall not be subject to review and approval by the NMPED.
 3. The POI shall evaluate individuals seeking certification in Native American Language and Culture, and will provide in writing to the Professional Licensure Unit of the NMPED, either verification that the applicant meets the standards and criteria developed by the POI, or a denial of verification and the reason(s) for the denial. The verification or denial will be based solely on the applicant's meeting the standards and criteria established by the POI, or failure to meet those standards and criteria. The verification or denial of verification by the POI shall be final and not subject to appeal to or review by the NMPED.
 4. Upon receipt of written verification from the POI that an individual has met the standards of competence and language proficiency required for certification, the NMPED shall issue a Level 1, 3-year certification in Native American Language and Culture to that individual; provided that, no other grounds or cause exist, as set forth in Paragraph IV D below, for denying issuance of the certification.
 5. The POI shall develop an appeal procedure for individuals whose verification of meeting the POI's standards and criteria has been denied. The decision of the POI shall be final and not subject to further appeal to or review by the NMPED.

6. Within 30 days of the effective date of this MOA, the POI shall file with the NMPED either a detailed summary of its appeal procedure, an outline of the procedure, or a copy of the actual written procedure.

D. The NMPED will perform the following activities pursuant to this Agreement:

1. The NMPED shall permit an individual whose application for initial or renewed certification has been denied pursuant to Paragraphs IV D, 2 and 3 below, to request a hearing before the NMPED. The NMPED shall not entertain any appeals based upon the POI's determination that the applicant has failed to meet standards and criteria for language and culture.
2. The scope of any hearing held by NMPED shall be limited to:
 - (a) the POI's use or failure to use its own appeal procedure in denying initial or renewed verification that a person has met the POI's standards and criteria;
 - (b) nonpayment of the NMPED's application fee pursuant to 6.60.7 NMAC (*Educator Licensure Application Fee*),
 - (c) failure to submit to or clear a background check pursuant to 6.60.8 NMAC (*Background Checks*),
 - (d) engaging in behavior that violates 6.60.9 NMAC (*Code of Professional Responsibility of the Education Profession, Standards of Professional Conduct*),
 - (e) engaging in behavior that violates 6.68.3 NMAC (*Suspension or Revocation of a License Held by a Licensed School Individual*), and
 - (f) engaging in behavior that violates 6.68.2 NMAC (*Denial of Applications for Licenses for School Personnel*).
3. Any hearing held before the NMPED under this MOA shall be conducted pursuant to the *Uniform Licensing Act* [Sections 61-1-1 through 61-1-31, NMSA 1978].

V. RENEWAL OF CERTIFICATE

The POI shall develop and maintain standards and criteria for determining a person's eligibility to receive issuance of renewed certification to teach the language and culture of the POI. These standards, criteria and competencies for renewed certification shall not be subject to review and approval by the NMPED. The POI shall follow the same process for reviewing a person's eligibility to receive issuance of renewed certification as is described in Paragraph IV C above. The NMPED shall perform the same functions as set forth in paragraph IV D above. Any renewed certification issued by the NMPED shall be at Level 2 and be for a period of nine (9) years.

VI. TECHNICAL ASSISTANCE

The NMPED will work cooperatively with the POI to provide technical assistance regarding standards and criteria for certification. Technical assistance will be provided according to the availability of NMPED resources.

VII. TERMINATION OF AGREEMENT

Either party hereto, upon thirty (30) days written notice to the other party, may terminate this Agreement. By such termination, neither party may nullify obligations incurred prior to the effective date of the termination. Termination of the agreement shall not operate to negate certification issued pursuant to the Agreement.

VIII. INTEGRATION OF AGREEMENT

This Agreement incorporates all of the agreements, covenants, and understandings between the parties hereto concerning the subject matter hereof, and all such covenants, agreements and understandings have been merged into this written Agreement. No prior agreements or understandings, verbal or otherwise, of the parties or their agents shall become valid or enforceable unless contained in this Agreement.

IX. MAINTENANCE OF RECORDS

The POI agree to maintain, store, protect and safeguard records setting forth the POI's standards and criteria for verifying competencies described in Paragraph IV C above. The POI agrees to permit inspection of these standards and criteria by the Secretary of Education or her/his designee.

IN WITNESS WHEREOF, THE PARTIES HAVE EXECUTED THIS Agreement as of the most recent date of both signatures appearing below.

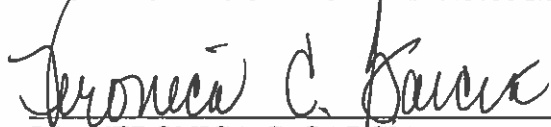
THE PUEBLO OF ISLETA



J. ROBERT BENAVIDES
GOVERNOR

2-27-07
DATE

STATE OF NEW MEXICO
PUBLIC EDUCATION DEPARTMENT



DR. VERONICA C. GARCIA
SECRETARY OF EDUCATION

3/15/07
DATE

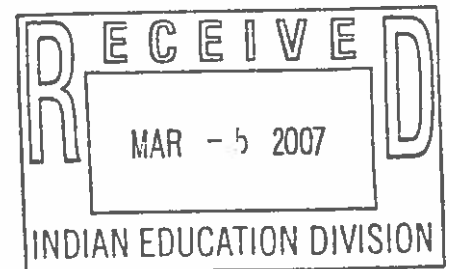
PROCESS FOR DETERMINING CRITERIA TO TEACH THE LANGUAGE & CULTURE OF THE PUEBLO

- I. Determining a Candidate's Competency: The Pueblo of Isleta has developed the following process for determining a candidate's competency for acquiring an initial of Continuing Certification in Native American Language & Culture for the Pueblo of Isleta to get a State of New Mexico teaching licensure to teach elementary and/or secondary school course work.

- II. The Pueblo of Isleta Tribal Council will determine a candidate's competency to acquire Level I and Teaching Level II Certification in Native American Language & Culture by performing the following process:
 - a. The Tribal Council will use Level I Certification requirements (see attachment) to determine whether a candidate has met all criteria.
 - c. The Tribal Council will use Level II Certification requirements (see attachment) to determine whether a candidate has met all criteria.
 - d. The Tribal Council will use both Level I and Level II Certification requirements to then make recommendations for state teaching licensure.

- III. If an applicant meets all Level I or Level II requirements for Native American Language & Culture Certification, the Tribal Council will issue a letter certifying that the candidate has met all requirements with the Governor's signature and will then recommend and request certification to the NM State Professional Licensure Unit.

- IV. Denial of Certification:
 1. If an applicant does not meet all Level I or Level II Certification requirements, the council will deny the request for certification.



PROCESS FOR DETERMINING CRITERIA TO TEACH THE LANGUAGE & CULTURE OF THE PUEBLO

The Pueblo of Isleta will develop and maintain standards and criteria for determining competency to teach the history and culture of the Pueblo of Isleta. The standards and criteria developed by the Pueblo of Isleta and agreed upon by the Pueblo of Isleta Tribal Council will include an applicant's demonstration of these teaching abilities:

- I. Teaching Standards:**
 - a. Ability to communicate by speaking the Isleta Language with fluency and accuracy.
 - b. Ability to plan and organize instructional materials, units, and lessons designed to instruct students in the historic and cultural traditions of the Pueblo of Isleta
 - c. Ability to develop, encourage and promote student participation in activities and events that reflect the history and culture of the Pueblo of Isleta and bring the history and culture closer to the students.
 - d. Ability to maintain a respectful, well managed learning environment for students.
 - e. Ability to provide guidance and counseling to the well-being of the Pueblo of Isleta.

- II. Assessment of Standards: An applicant will demonstrate his/her ability to the Tribal Council by:**
 - a. A oral overview of basic Isleta history and culture
 - b. An oral language assessment in the Isleta Language using a question and answer method from the Pueblo of Isleta Tribal Council members and the Isleta Language and Cultural Preservation Committee (ILCPC).

- III. Cultural Competences:**
 - a. No part of the Tiwa language or the Pueblo Isleta religious practices will be taught in the public classroom to any student without approval of the Pueblo of Isleta Governor and Tribal Council.
 - b. Plan and organize instructional materials units, lesson plans for the Isleta Pueblo history and cultural traditions will be reviewed and approved by the Pueblo of Isleta Tribal Council.

- IV. Scoring Rubric for Assessment**

An applicant will be evaluated using a numbered rubric:

5 – The applicant demonstrates a clear and fluent knowledge and application of the skill concept.

3 – The applicant demonstrates a basic or general knowledge of the skill/concept.

1 – The applicant demonstrates a lack of knowledge and application of the skill/concept.

REQUIREMENTS FOR LEVEL I CERTIFICATION IN NATIVE AMERICAN LANGUAGE AND CULTURE K-12

Section A:

Individuals seeking Level I Certification (3 year PED certification) must meet the following requirements to receive an endorsement from the Pueblo of Isleta Tribal Council.

1. Must be 21 years old years of age and an enrolled member the Pueblo of Isleta
2. Must demonstrate fluency and accuracy of the language and culture before the Tribal Council and ILCPC using the previous standards rubric score.
 - a. The candidate will speak about the history and culture of the Pueblo of Isleta for fifteen minutes and then the Tribal Council and ILCPC will have time for question and answer also in Pueblo of Isleta Language.
 - b. Questions will be posed by the Pueblo of Isleta tribal council.
3. The candidate must provide verification of professional training, in-service training and/or workshops in the areas of classroom management and curriculum & instructions.

Section B:

1. Have knowledge of common cultural activities, language, tribal protocol, practices, arts and history of the Pueblo of Isleta.
2. Have the ability to coordinate and develop materials, planning lessons, develop curriculum, where applicable.
3. Have knowledge of classroom management strategies and skills.
4. Have ability to coordinate and communicate with teachers and parents regarding student progress, student needs, and culture and history of the Pueblo of Isleta.
5. Have knowledge of policies & procedures of the schools where teaching will occur.
6. Have the willingness to continue professional development activities and events.

Section C:

The candidate must be familiar with the required New Mexico State Common Teacher Competencies:

1. Demonstrates knowledge of the content area and curriculum.
2. Utilizes a variety of teaching methods and resources.
3. Communicates with and obtains feedback from students.
4. Understands principles of student growth and development
5. Utilizes student assessment techniques and procedures.
6. Manages the educational setting
7. Recognizes student diversity and creates an atmosphere of support and safety.
8. Demonstrates a willingness to examine and implement change.
9. Works productively with colleagues, parents, and community.

REQUIREMENTS FOR LEVEL II CERTIFICATION IN NATIVE AMERICAN LANGUAGE AND CULTURE K-12

Section A:

Individuals seeking Level II Certification (9 year PED certification) must meet the following requirements:

1. Must have successfully met and completed all requirements in Level I.
2. Have satisfactory teacher performance evaluations during employment at Level I and have the recommendation and approval of the advising school administrator and tribal council.
3. Provide verification of on-going professional development in the areas of classroom management, curriculum and instruction.
4. Provide sample lesson plans, units and curriculum for on-going culture learning activities.

Section B:

The candidate must implement the required New Mexico State Common Teacher Competencies:

1. Demonstrates knowledge of the content area and curriculum.
2. Utilizes a variety of teaching methods and resources.
3. Communicates with and obtains feedback from students.
4. Understands principles of student growth and development
5. Utilizes student assessment techniques and procedures.
6. Manages the educational setting
7. Recognizes student diversity and creates an atmosphere of support and safety.
8. Demonstrates a willingness to examine and implement change.
9. Works productively with colleagues, parents, and community.

Section C:

The candidate (for Level I and II) must adhere to the following:

1. Provide semester reports including lesson plans and materials to the Pueblo of Isleta Tribal Council.
2. Adhere to all Los Lunas school District personnel policies and be under the direct supervision of the high school principal.
3. The Los Lunas High School principal will collaborate with the Pueblo of Isleta Tribal Council to develop an evaluation process for the teacher.

REQUIREMENTS FOR LEVEL I AND LEVEL II APPEAL

APPEAL:

A candidate has the right to appeal a denial for Level I or Level II Teaching Certification in Native American Language and Culture K-12.

Appeals Process:

1. An appeal must be put in writing, stating specific reasons as to why one should be reconsidered for verification and recommendation for certification to the NM State Professional Licensure Unit. This appeal must be submitted to the Pueblo of Isleta Tribal Council upon receipt and acknowledgement of an appeal shall schedule an appeals hearing within seven (7) working days after receipt of a denial notice.
2. The Pueblo of Isleta Tribal Council, upon receipt and acknowledgement of an appeal, shall schedule an appeals hearing within ten (10) working days. Notice of the date/time/location of an appeals hearing will be forwarded to the candidate.
3. The Pueblo of Isleta Tribal Council shall discuss and make a decision on an appeal based on Level I or Level II Certification requirements.
4. The decision of the Pueblo of Isleta Tribal Council shall be final.