

Tularosa Municipal Schools

Tularosa Municipal Schools currently has 920 students in grades PreK-12. We have four schools:

Tularosa Elementary	Grades PreK-2
Tularosa Intermediate	Grades 3-6
Tularosa Middle School	Grades 7-8
Tularosa High School	Grades 9-12

Tularosa Municipal Schools District Mission and Goals for 1015-2016 are:

MISSION STATEMENT AND GOALS

Mission

The mission of the Tularosa Municipal Schools Board of Education is to create an environment where lifelong learning is *valued*, excellence is *expected*, and improvement is *continuous*.

Goals

The goals of the Tularosa Municipal Schools Board of Education are to provide high student achievement, a safe welcoming learning environment, efficient and effective operations, and support the District's Educational Plan for Student Success (EPSS).

A. High Student Achievement

1. The percentage of students in all groups who scored proficient or above in math will increase as specified by the School Growth Target (SGT), as measured by the New Mexico Standards Based Assessment (NMSBA).
2. The percentage of students in all groups who scored proficient or above in reading will as specified by the School Growth Target (SGT), as measured by the New Mexico Standards Based Assessment (NMSBA).

B. Safe & Welcoming Learning Environment

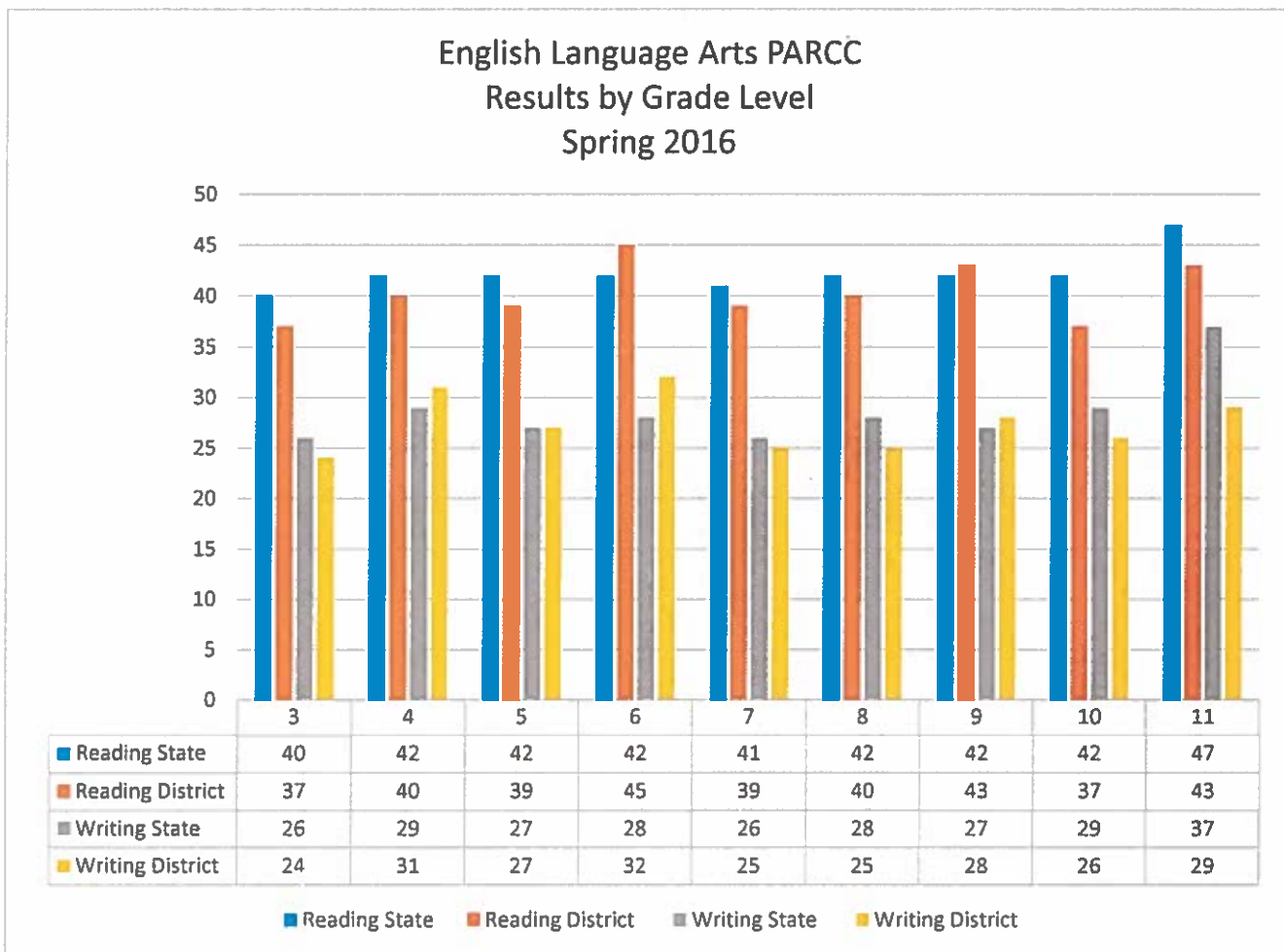
1. Implement and update the Approved Safety Plan at each school
2. Continue the Preventive Maintenance Plan
3. Continue to update and implement FIMS/School Dude
4. Staff will strive to maintain a welcoming environment for students, parents and visitors.

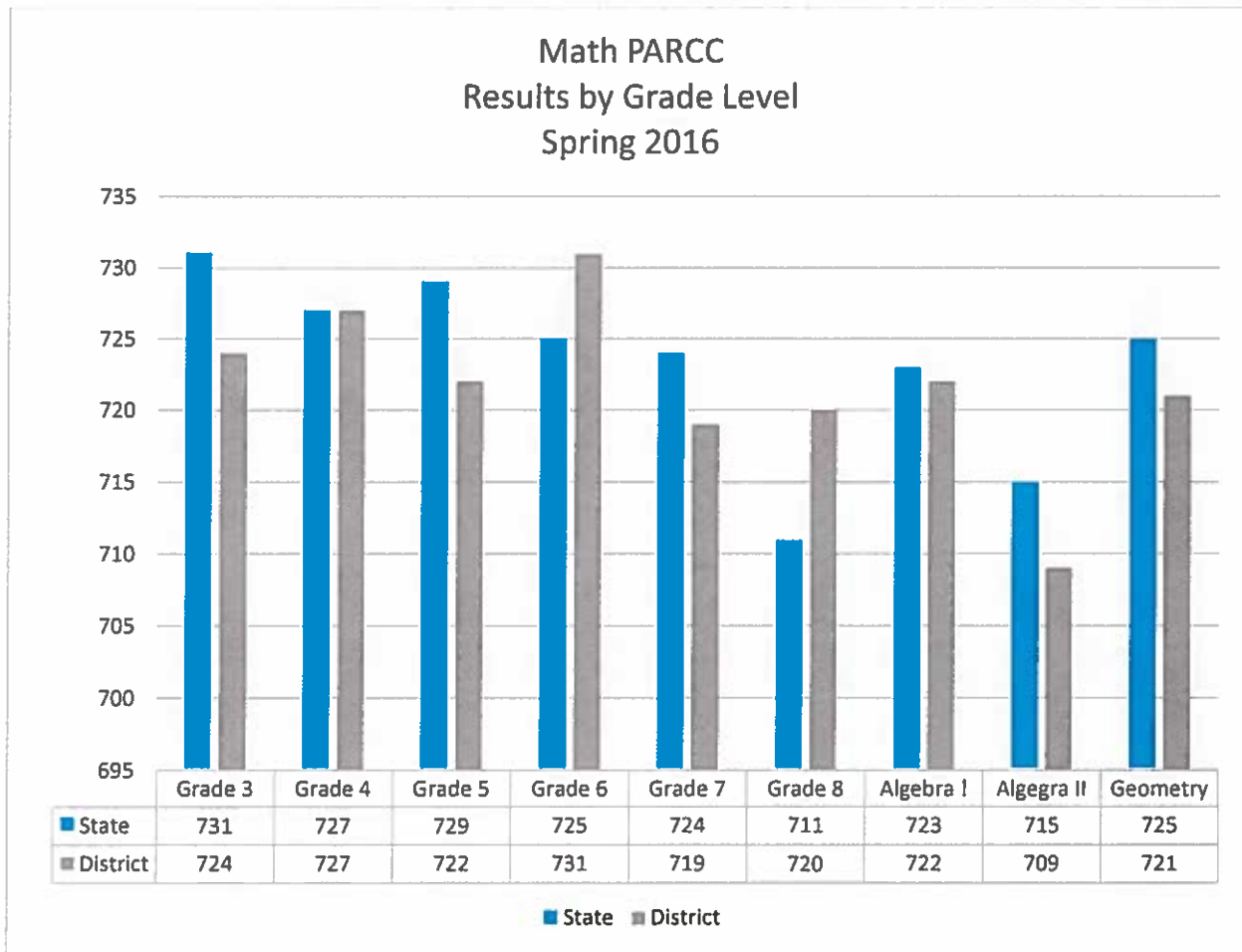
C. Efficient & Effective Operations

1. Student learning will be supported and enhanced by effective and efficient operation of support services as measured by improvement in one or more support areas.

2. All budget requests will be tied to the District Aims and Goals and the Educational Plan for Student Success.
 - a. The percentage of students scoring proficient or higher in reading and math will increase as specified by the School Growth Targets (SGT) for each school and all students as measured by New Mexico's Partnership for Assessment of Readiness for College and Careers
 - b. Continue to Implement the Common Core State Standards
 - c. Continue to implement the NMTeach educator evaluation system
 - d. Safety Plans at Each School
 - e. Continue Preventive Maintenance Plan and Facilities Master Plan
 - f. Continue to update and implement FIMS(School Dude)
 - g. Maintain a welcoming environment for students, parents, and visitors
 - h. Student learning will be enhanced by effective and efficient operations.
 - i. All budget requests will be tied to district aims and goals.
 - j. Continue to Update the EPSS

Student Achievement





School Safety

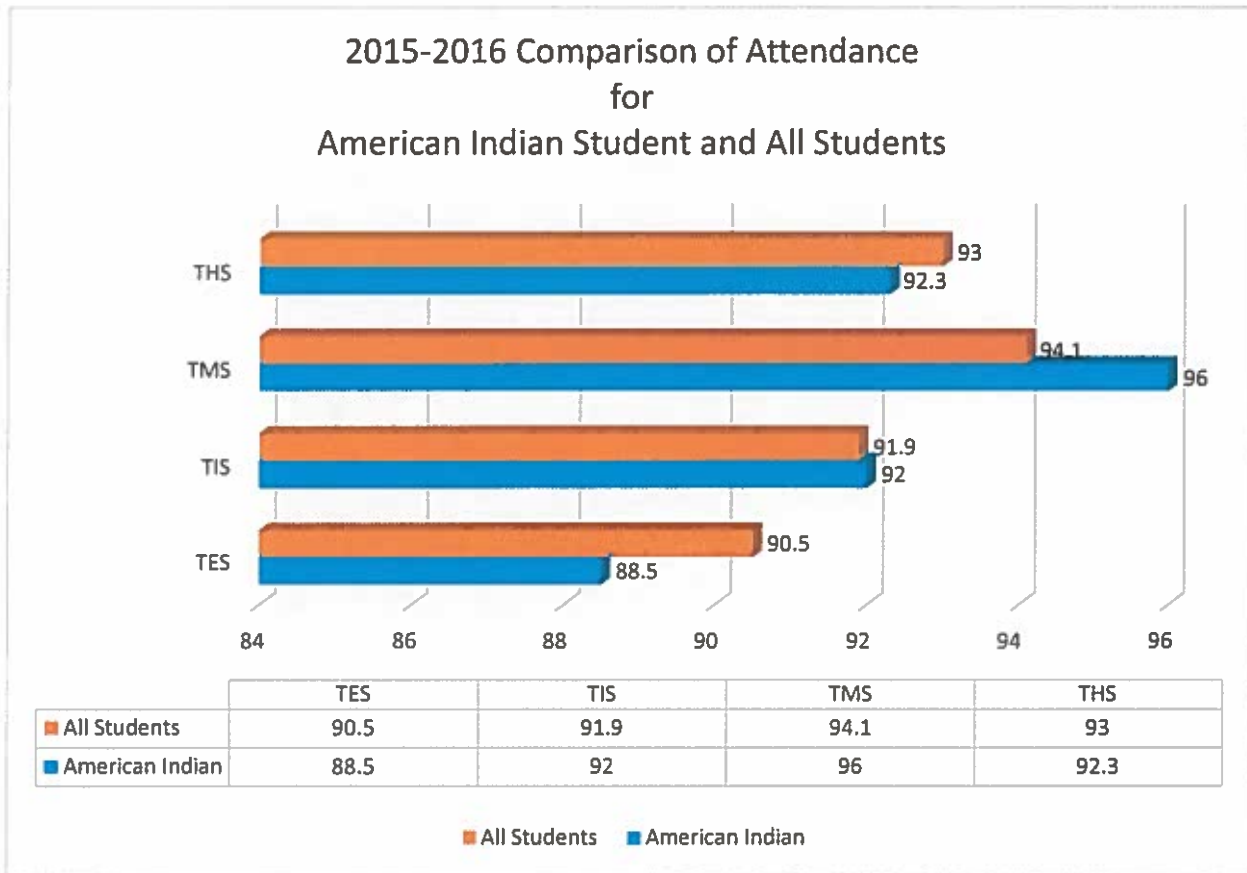
Each school within the district has developed a Safe Schools Plan. These plans are reviewed annually by each school. They also review the plans with local law enforcement to allow for their input and assistance in developing and implementing the plan. Each school has a Safety Committee as well as a Non Violent Crisis Team.

Each school has a discipline policy that is implemented consistently for all students including American Indian students. All schools follow the Board Policy Manual which includes policies on bullying and harassment.

Tularosa Municipal Schools has a Wellness Policy that is reviewed annually.

Tularosa Municipal Schools coordinates with all parents including American Indian parents in response to disasters and emergencies. Most emergencies that require parent involvement are related to weather especially for our American Indian students and parents.

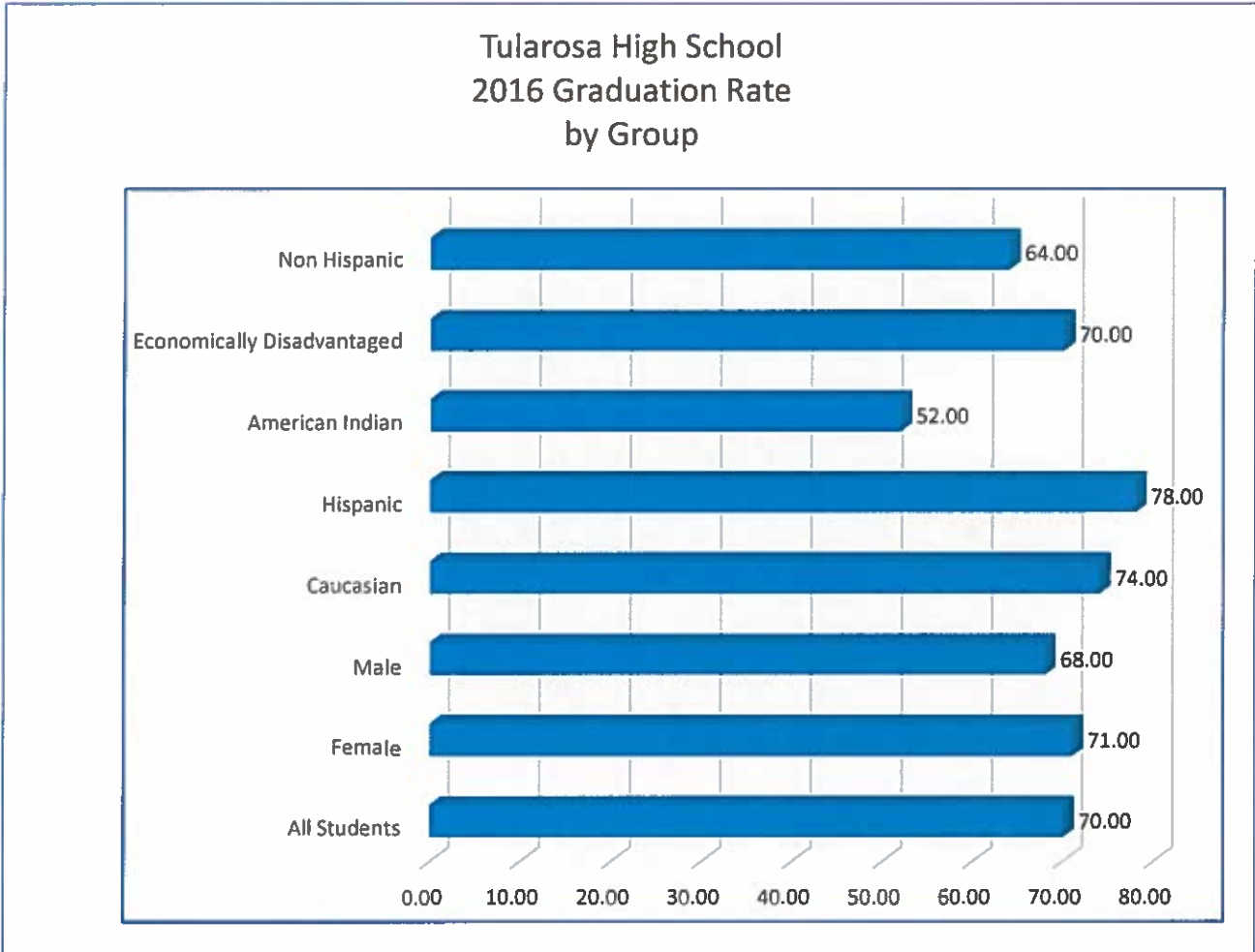
Attendance



The district is not aware of any communication services supporting the decrease of drop outs and/or increased attendance.

The district is not aware of the underlying causes of dropout rates targeting American Indian students.

Graduation Rate



Parent and Community Involvement

Tularosa Municipal Schools promotes parent and community involvement at all schools.

All schools have parent/teacher conferences twice per year. The elementary and intermediate school have two days for conferences in October and 2 days in March. The middle and high school have one day in October and one day in March.

Each school has an open house at the beginning of the year to provide an opportunity for parents to meet their student’s teacher or teachers. The dates of these are not scheduled on the same day to allow parents with students at different school sites to attend all meetings. Additionally, the high school schedules a special meeting for the ninth grade students and their parents. At this meeting, the principal and counselor review requirements for graduation, attendance, grading, credits and expectations for high school students. Information is provided about selecting courses, programs, and activities. The parents and students meet the teachers and tour the campus. All parents of students participating in athletics are required to attend a meeting at the beginning of the year and prior to each individual sport to learn about the requirements for participation and the rules for specific athletic programs.

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All schools have Parent Advisory Council meetings at their respective school sites. During those meetings parents provided with information that will help their students be successful in school. They receive clear information about report cards and how grades are earned. They are provided with information about state testing expectations and student test results. Schools also provide parents with information about volunteering in the schools.

During the year, it is also important to maintain regular two-way communication with parents. Each school uses an agenda to provide parents and teachers a method for communicating on a daily basis. Additionally, we use the Power School Parent Portal to give parents immediate access to their child's attendance, grades, and discipline. This also provides the parent access to their child's teacher through email. Individual schools and teachers also send newsletters to parents. Newsletters include information about curriculum, assessments, and standards-based instruction.

The Quality of Education Survey is provided for parents to give their input each year. We have this available at the Parent and Teacher Conferences in the spring. At this time, we have computers available for parents to complete the survey. We also periodically send a Title VII Needs Assessment to the parents of Native American students to provide the district with information about the parent's perceptions of the school programs and processes.

Students are recognized for their work and accomplishments at each school site, and they are also recognized at board meetings.

Promoting Positive Parenting

Tularosa Municipal Schools Sponsors parent education workshops and other courses or training for all parents including Native American parents.

The district provides all families including Native American families with information on child or adolescent development.

The district provides all families including Native American families with strategies that support learning at home. Our family night activities provide parents with useful tools to support learning in the home.

The district sponsors home visiting programs or community meetings to help families understand schools and to help schools understand families as required.

Enhance Student Learning

Tularosa Municipal Schools provides Websites and learning resources for students and families. Our district website has links to many useful program.

We provide family-friendly information on New Mexico's Content Standards and Benchmarks. The schools also provide information on how parents can monitor and discuss schoolwork with their child. Schools assist families in helping to set academic goals, select courses and programs and plan for college, their next grade level or work

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Tularosa Municipal Schools has provided after school programs for students, with support from Tribes and Tribal entities or organizations.

Tularosa Municipal Schools provides family services through partnerships with school counseling, health, recreation, job training, and other agencies such as Region IX Educational Cooperative.

Schools individually organizes service learning projects for the community, students, families, and schools.

All parents including parents of American Indian students are invited to be on the school district or school's advisory council, improvement team, or other committees.

Tularosa Municipal Schools does seek input from all parents on school improvement plans or initiatives to improve academic achievement and wellness of all students including Native American students.

Formal policies and procedures are in place for two-way communication with Tribal leadership and Tribal entities.

Tribal representatives have not been involved in professional development opportunities around schoolwide or districtwide programs.

Parents of American Indian students are invited to be involved in revising school/district curricula, developing policies, and participation on advisory teams

Tularosa Municipal Schools has education programs that directly support all students including American Indian students?

Pre-K	All educational programs support all students including American Indian students
Elementary	All educational programs support all students including American Indian students.
Middle School	All educational programs support all students including American Indian students
High School	All educational programs support all students including American Indian students

How many American Indian students are directly impacted?

Pre-K	35
Elementary	148
Middle School	53
High School	80

Does the school district support equitable educational opportunities for American Indian students?

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Pre-K	The school district supports equitable educational opportunities for all students including American Indian students.
Elementary	The school district supports equitable educational opportunities for all students including American Indian students.
Middle School	The school district supports equitable educational opportunities for all students including American Indian students.
High School	The school district supports equitable educational opportunities for all students including American Indian students.

SY15/16 Tribal Education Status Report

The core subject areas offered to support academic success of American Indian students.

Pre-K	Reading and math
Elementary	Reading, writing, math, science, and social studies
Middle School	Reading, writing, math, science, and social studies
High School	Reading, writing, math, science, and social studies

The core subject areas offered to support the cultural success of American Indian students.

Pre-K	Reading and math
Elementary	Reading, writing, math, science, and social studies
Middle School	Reading, writing, math, science, and social studies
High School	Reading, writing, math, science, and social studies

The district does offer after school tutoring if we have students who will participate.

Tularosa Municipal Schools does not have an MOA in place with the Mescalero Apache Tribe for Tribal Heritage Language Program.	We are currently having discussions about the teaching of the students' tribal heritage language with the Tribe.
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Tularosa Municipal Schools does not have any 520 Native American Language and Culture teachers?

The district offers support to ELL students.	PreK-12
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Tularosa Municipal Schools does not have any bilingual classes in the students' Tribal heritage language.

Tularosa Municipal Schools does not offer cultural competency training provided by Tribal representatives, teachers, or the community. We do utilize the liaison to provide some Tribal information. This is provided as requested.

The district does not offer educational retreats for teachers.

Tularosa Municipal Schools does not offer the K-3 Plus Program.

SY15/16 Tribal Education Status Report

Tularosa Municipal Schools offers dual credit programs.	9, 10, 11, 12
Please list the programs and partnership(s) with Higher Educational Institution.	NMSUA, Eastern New Mexico University, and UNM We offer dual credit classes in many subject areas based upon student course selections.
How many students participate in dual credit?	41
The district offers online curriculum.	9, 10, 11, 12
The district has not collaborated with tribes to ensure IT resources are accessible for students?	
The district has not offered culturally linguistic responsive instruction for teachers.	Tularosa Municipal Schools does provide teachers with guidance on what is appropriate content for instruction.
Professional development is provided for teachers on an ongoing basis.	Professional development has been provided for professional learning communities, data analysis, and strategies to implement the core content.

Educational Programs Targeting Tribal Students

Financial Reports

Tularosa Municipal Schools has a business office with a full time business manager and three additional full time equivalent positions to prepare and monitor our daily business operations. The business manager attends trainings conducted by PED to maintain and improve her skills. We receive state equalization guarantee which is the major part of our funding. This funding is based upon our student membership on the 80th and 120th day of the prior year. Additionally, we receive funding through Title I, Title II, Title VII, Title VIII, Rural Low Income, Results Driven Accountability, IDEA B and IDEA B Preschool. We utilize the general operational funds for all students including American Indian students in grades PreK-12. We also have funds that provide for personnel directly supporting and/or impacting American Indian Students. PED-IED, Title VII, Title VIII, Title I and Title II funds are used for these personnel:

Pre-K

Pre-K Teacher and Ancillary Services

SY15/16 Tribal Education Status Report

Elementary	.25 Liaison, 5 teachers per grade level to support all students in K-2, and 4 teachers per grade level in 3-6
Middle School	.25 Liaison, 4 core teachers per grade level (7th grade), and 4.5 elective teachers to support all students
High School	.25 Liaison, grades 9-12 have 3 core teachers per grade level and 4.5 elective teachers to support all students

The district provides supplies and materials supporting all students including American Indian students.

The district does not offer reimbursement for fees for ACT/SAT, but we do qualify for a waiver of fees if appropriate.

SY15/16 Tribal Education Status Report

Q14: Please list intervention/prevention programs that support the decrease of drop out offered to students.	Compass Learning, Plato Learning and Path Blazers
Tularosa Municipal Schools does offer extended school year services for students in special education?	We offer extended school year services when required.
Q16: Check the box for each funding source for which you receive funds used for extended school year services for special education students.	PED-IED, Other (please specify) IDEA and PED
Tularosa Municipal Schools does offer family/school support through a liaison.	PreK–12 The district provides for parent and teacher conferences, Math Night, Literacy Night, College and Career Night, and Open House for all students including American Indian students.
Tularosa Municipal Schools does provide for family/school support.	
The district participates in home visits for American Indian students.	PreK–12, Home visits are done when necessary.
Q21: Please list the support for home visits.	
Elementary	Principal, Counselor, and Liaison
Middle School	Principal, Counselor, and Liaison
High School	Principal, Counselor, and Liaison
The district provides individual student conferences in grades	PreK–12
The district does offer intervention programs. i.e: academic and/or behavioral interventions	PreK–12

Tularosa Municipal Schools has the following types of academic intervention programs for all students including American Indian students:

SY15/16 Tribal Education Status Report

Elementary	WINN (What I Need Now), Lexia Learning, Compass Learning Path Blazers
Middle School	Achieve 3000
High School	Agile Minds Algebra
We do offer STEM classes which are primarily science, math and computers. We also provide the following STEM classes and opportunities: Elementary	Robotics Club, Science, computers, and Math
Middle School	Stem Class, Science, computers, and Math
High School	Science, computers, and Math
Summer School is offered at Tularosa High School.	Plato Learning and Credit Recovery

Variable School Calendars

Tularosa Municipal Schools does not follow a variable calendar. The district calendar committee develops two calendars based upon our testing schedule and other events. We then have each staff member vote on the calendar of their choice. We do share this calendar with Mescalero Apache School. Even though we do not have a variable calendar, we do work with Tribal members and Tribal entities to excuse American Indian students for cultural activities and events.

School District Consultations

During the school year, Tularosa Municipal Schools had consultations with municipal organizations. In the spring, we had one meeting with the Department of Health.

During the year we had two consultations with the Mescalero Tribe. We met once with the Mescalero Tribal Council to review attendance, dropout, achievement, Impact Aid, Title VII, and the Indian Policies and Procedures. We also met with the Indian Education Committee to review these items. The liaison met with the Indian Education Parent Committee to identify needs and provide information about the program.

In the spring, we also had one meeting with the Public Education Assistant Secretary for Indian Education.

We also meet with NMSUA as requested.

SY15/16 Tribal Education Status Report

Indigenous Research, Evaluation, and Curricula

Tularosa Municipal Schools does not have any Indigenous Research, Evaluation, and Curricula. We have met with the Tribal Education Committee regarding the teaching of Apache in our schools.

**TULAROSA MUNICIPAL SCHOOLS DISTRICT
504 FIRST STREET
TULAROSA, NEW MEXICO 88352**

IMPACT AID - SECTION 8003 I INDIAN POLICIES AND PROCEDURES PLAN (IPP)

Introduction

The Tularosa Municipal Schools District Board of Education assures that the following policies and procedures shall be implemented to assure equal participation of Native American students in the educational programs offered by the Tularosa Municipal Schools District, also, to ensure that parents of Native American students, Mescalero Apache Tribal Officials, and Mescalero Tribal Education Personnel have opportunity to review, and provide input in IMPACT AID - SECTION 8003 funded programs.

The Tularosa Municipal Schools District assure that the IMPACT AID - SECTION 8003 I Indian Policies and Procedures Plan (IPP) that information will be disseminated to Mescalero Apache Tribal Officials, Mescalero Tribal Education Personnel and parents of Native American students as set forth in this document.

This document is intended to comply with the federal guidelines/requirements through IMPACT AID - SECTION 8003 I to ensure increased participation of Native American parents and the Mescalero Apache Tribe in the educational process of Native American students.

SECTION I

Tularosa Municipal School District will give Mescalero Apache officials and parents opportunity to review and comment to assure Indian student participation on an equal basis in the education programs of the District.

A. This will continue through duly called School Board, parental, and special meetings. Meetings will be publicized via the local newspaper.

B. A local parent committee will be elected by Indian parents in the District. The parent committee (Tularosa Indian Education Committee (TIEC)) will serve to make recommendations: in planning, evaluating, and monitoring annual Indian Policies and Procedures; and to recommend to the School Board changes needed to improve the program. Each Board session will be publicized with the same notification as above. We will publicize parental meetings, committee meetings, and special meetings, ie open house etc. through parent letters and publication in the Indian Education Office.

SECTION II

Tularosa Municipal School District will give Mescalero Apache officials and parents opportunity to review and comment to assure Indian student participation on an equal basis. Tularosa Municipal Schools District will review school data and comments to assist the extent of Indian students' participation in the educational program on an equal basis.

- A. School district officials will also solicit comments from tribal officials regarding educational programs, activities, and plans during the development of the program application.
- B. Periodic presentations regarding school district goals, annual school district report card, and student achievement initiatives will be made to the Tularosa Indian Education Committee (TIEC), parents, and Tribal representatives.
- C. Annual review of school enrollment data and comments from Indian parents and tribal officials will be reviewed by the district.

SECTION III

Tularosa Municipal School District will utilize its resources through the Tularosa Indian Education Committee (TIEC) to advise the School District to modify its educational program, to ensure equal participation in the program by Indian students, when necessary.

- A. The local school administration shall review recommendations when an informal concern is voiced regarding modifications and adjustments will be considered to ensure compliance.
- B. The local Board of education will review and consider recommended program modifications to ensure equal participation of Indian students.
- C. The District grievance policy and procedures will be followed to ensure a timely and appropriate resolution to formal complaints.

SECTION IV

Tularosa Municipal School District will disseminate, in a timely manner, the IMPACT AID - SECTION 8003 I Impact Aid Indian Policies and Procedures to Mescalero Apache officials and Tularosa Indian Education Committee (TIEC) members to ensure adequate time to review and to receive comments. After formal adoption, the IMPACT AID - SECTION 8003 I Impact Aid Application and the IMPACT AID - SECTION 8003 I Impact Aid Indian Policies and Procedures will be provided to :

- A. The State Department of Education, and
- B. The members of the Tularosa Indian Education Committee (TIEC)
- C. The Tularosa Indian Education Committee (TIEC) will be consulted during the development of the IMPACT AID - SECTION 8003 I Indian Policies and Procedures, the IMPACT AID - SECTION 8003 I application, and the IMPACT AID - SECTION 8003 I Indian Set Aside program budget.

SECTION V

Tularosa Municipal School District will hold a School Board Meeting after IMPACT AID - SECTION 8003 I materials have been disseminated in order for the public to discuss and provide input on the aforementioned IMPACT AID - SECTION 8003 I materials. The Tularosa Municipal School District will hold these meetings in accordance with the New Mexico Open Meetings Resolution and the Local Board Policies. The New Mexico Open Meetings Resolution requires adequate notice to be given to the public prior to the convening of the meeting. In no case will the materials contained in Section IV be addressed without adequate advance notice.

- A. Information such as location, place, and agenda items of School Board meetings or public hearings will be publicized on local news media prior to the actual meeting.
- B. Ample opportunity will be given to the public to place an item on the agenda. The public may submit written comments and/or oral testimony at the meeting.

SECTION VI

Tularosa Municipal School District adopts these procedures to assure meaningful input from the Indian community (Tularosa Indian Education Committee (TIEC), parents, Mescalero Apache representatives) and modifying policies and procedures based on that input.

- A. The Mescalero Apache Division of Education and the State Department of Education monitoring teams will have opportunity to make recommendations concerning the educational programs.
- B. An ad hoc committee may be formed to review the extent of meaningful Indian parental involvement and make recommendations to the Board of Education for improvement of parental involvement and input.
- C. These recommendations will be addressed at a duly called School Board meeting. Section Four will be utilized to publicize this meeting.

Tularosa Municipal Schools District Mission and Goals

Mission Statement

The mission of the Tularosa Municipal Schools Board of Education is to create an environment where lifelong learning is valued, excellence is expected, and improvement is continuous.

District Goals

The goals of the Tularosa Municipal Schools Board of Education are to provide high student achievement, a safe welcoming learning environment, efficient and effective operations that support the District's Education Plan for Student Success (EPSS).

- A. **High Student Achievement**
 - 1. The percentage of students in all groups who scored proficient or above in math will increase as specified by the Annual Measurable Objective (AMO), as measured by the New Mexico Standards Based Assessment (NMSBA).
 - 2. The percentage of students in all groups who scored proficient or above in reading will as specified by the Annual Measurable Objective (AMO), as measured by the New Mexico Standards Based Assessment (NMSBA).
- B. **Safe and Welcoming Learning Environment**
 - 1. Implement approved safety plan at each school
 - 2. Implement the Maintenance Plan
 - 3. Implement FIMS/School Dude
- C. **Efficient and Effective Operations**
 - 1. Student learning will be supported and enhanced by effective and efficient operation of support services as measured by improvement in one or more support areas.
 - 2. All budget requests will be tied to the district aims and goals

POLICY STATEMENT - EQUAL EDUCATIONAL AND EMPLOYMENT OPPORTUNITY

In accordance with *Title VI of the Civil Rights Act of 1964*, it shall be the policy of the Tularosa Municipal School District to assure that no person shall on the grounds of race, color, or national origin be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.

Further, in accordance with *IMPACT AID - SECTION 8003 of the Civil Rights Act of 1964*, it shall be the policy of the District to prohibit job discrimination because of race, color, religion, sex, or national origin.

Further, in accordance with the *Age Discrimination Act of 1975*, it shall be the policy of the District to prohibit discrimination based on a person's age.

Further, in accordance with *Title IX of the Education Amendments of 1972*, it shall be the policy of the District to provide equal educational opportunities for students and equal employment opportunities for staff, thus prohibiting discrimination in education based on sex.

Further, in accordance with the *Section 504 of PL 92-112, the Rehabilitation Act of 1973*, it shall be the policy of the District to provide equal education opportunities for handicapped students and equal employment opportunities for handicapped applicants and staff, thus prohibiting discrimination in education or employment based on handicapping condition.

The District has designated the Superintendent, as the person for the District's compliance with the provisions of *Title VI and VII of the Civil Rights Act of 1964, The Age Discrimination Act of 1975, Title IX of the Education Amendment of 1972, and Section 504 of PL 92-112, the Rehabilitation Act of 1973*. The responsibility of this position shall be directed toward the assurance that no barriers exist in equal educational opportunities, in programs and activities for students, nor in equal employment, development, advancement or treatment of employees on the basis of sex or disability. Concerns, complaints, and requests for information should be directed to the Superintendent, 504 First Street, Tularosa, New Mexico 88352, 505 585-2782.

Further, in accordance with the *Americans With Disabilities Act (ADA)*, the District does not discriminate on the basis of disability in the admission or access to, or treatment or employment in its programs or activities. The District has designated the Superintendent, 504 First Street, Tularosa, New Mexico 88352, 505 585-2782, as coordinator for the District's compliance with the non-discrimination requirements of *ADA*. Information concerning the provisions of the *Americans with Disabilities Act*, and the rights provided thereunder (including grievance procedures) is available from the District coordinator.

Mescalero Apache Tribe
And
Tularosa Municipal Schools

Indian Policies and Procedures

APPROVED BY



School Board President, Tularosa Municipal Schools 1-27-16
Date



Superintendent, Tularosa Municipal Schools 1/19/16
Date



Mescalero Indian Education Committee Representative 1-15-16
Date



Mescalero Apache Tribal Official/Designee 1/15/16
Date