Memorandum of Agreement: Opening the Box of Traditional Ecological Knowledge: STEAM Pathways  
US Department of Education, Alaska Native Education Program

This MEMORANDUM OF AGREEMENT (MOA) is designed to further the communication, collaboration, and partnership between SEALASKA HERITAGE INSTITUTE (SHI), the SITKA TRIBE OF ALASKA (STA) and the SITKA SCHOOL DISTRICT (SSD).

Purpose:

Sealaska Heritage Institute has been awarded funding by the US Department of Education, Alaska Native Education program for the three-year OPENING THE BOX OF TRADITIONAL ECOLOGICAL KNOWLEDGE: STEAM PATHWAYS project which will allow SHI, STA, six partnering school districts, and additional partner organizations to implement objectives that have been collaboratively designed to provide services for Alaska Native students.

The program operates with these priorities in the 3 year grant cycle:

- **Goal 1.** Establish a regional Traditional Ecological Knowledge STEAM community of practice (CoP) of STEAM educators & cultural specialists to design & offer culturally relevant STEAM curriculum.
  - **Objective 1.1:** Recruit and develop commitment of 13-member community of practice.
    - **Output:** The 13-member CoP will be comprised of teachers from each partner school, cultural specialists and/or community members from the following communities: Juneau, Sitka, Klawock, Wrangell, Chatham, and Hoonah.
  - **Objective 1.2:** Engage 13-member community of practice in professional development activities centered around Traditional Ecological Knowledge STEAM.
    - **Output:** 13 CoP members from 6 partner schools will engage in 520 hours (40 hours each year) of professional development activities related to Traditional Ecological Knowledge STEAM, cultural knowledge, mentorship, curriculum development, and implementation.
  - **Objective 1.3** In the 6 partnering school districts, 20 STEAM teachers will enroll in a 20 hour Introduction to Tlingit, Haida and Tsimshian cultures.
    - **Output:** 60 teachers (20 per year) in partnering school districts participate in Introduction to Tlingit, Haida and Tsimshian cultures.
  - **Objective 1.4** Members of the CoP develop 2 TEK STEAM Science courses with differentiation for the courses to be adapted into asynchronous virtual courses.
    - **Output:** In year 2 and year 3 of the grant, 2 TEK STEAM courses are taught in partnering school districts on a rotating basis.

- **Goal 2:** AK Native students have opportunities to build their identity as a STEAM professional that is aligned with their cultural identity and cultural values.
  - **Objective 2.1** Engage high school students in real world STEAM challenges that builds confidence and interests in post-secondary education and careers.
    - **Output 1:** 6 STEAM extracurricular programs formed in Year 1; 1 at each of 6 partnering districts.
    - **Output 2:** 120 Alaska Native students attend summer academy and earn high school and college credit through dual enrollment in Year 1-3.
  - **Objective 2.2** 40 students per year build a mentorship relationship with a STEAM professional.
    - **Output:** 40 students a year complete a 20 hour yearlong mentorship
● **Goal 3:** Development of a regional STEAM network of professionals to provide mentorship, coaching, role models, & internship opportunities for Alaska Native students.

   ○ **Objective 3.1** - Create a mentorship training program for STEAM professionals working with AK Native youth.
     - **Output 1:** Publish a training manual for mentors and students for STEAM professionals for a year-long mentoring curriculum.
     - **Output 2:** 40 Mentors complete a 20-hour mentoring workbook.

   ○ **Objective 3.2** Create a network of STEAM Professionals to support student real-world research projects.
     - **Output 1:** Publish a training manual for mentors and student mentoring workbook for STEAM professionals to review with their mentee.
     - **Output 2:** 6 coaches support AK Native students to complete a real-world research experiences and present to an authentic audience.

   ○ **Objective 3.3** Provide Alaska Native High School students with STEAM internships.
     - **Output:** 20 new internship/ job shadow positions created for HS students with professional partners including NOAA, Sealaska and subsidiaries, and tribes.

Recognizing our collective responsibilities to those that we serve, and that through the combined efforts, knowledge, and resources of our organizations we can better achieve our common goals and initiatives, SHI, Sitka Tribe of Alaska and the Sitka School District will collaborate as necessary to implement the goals and objectives listed above. Therefore, Alaska Native students attending SITKA SCHOOL DISTRICT will directly benefit from this partnership and from the three-year OPENING THE BOX OF TRADITIONAL ECOLOGICAL KNOWLEDGE: STEAM PATHWAYS.

**Partners:**

**Sealaska Heritage Institute (SHI)** was chartered by Sealaska Corporation Inc. (Sealaska) in 1982 as a nonprofit 501(c)(3). Sealaska recognizes SHI as its tribal organization, created for the purposes of applying on its behalf for grants and contracts - and to administer programs and funding - to enhance the culture, well-being, education, and heritage of more than 22,000 members. Specifically, SHI is sanctioned by Sealaska, per resolution #2016.25, to apply for and operate grants and contracts awarded through the US Department of Education's Alaska Native Education (ANE) program.

SHI is governed entirely by Alaska Natives and operates with a mission to "Perpetuate and enhance the Tlingit, Haida, and Tsimshian cultures and promote cross cultural awareness." SHI is located in Alaska's capital city of Juneau, serves the region of Southeast Alaska, and has 38 years of experience partnering with Native parents, teachers, leaders, communities, and schools to develop and collaboratively manage educational programming that meet the: (1) State of Alaska Content and the Performance Standards for Alaska Students and (2) Alaska Standards for Culturally Responsive Schools.

**Sitka Tribe of Alaska (STA)** is an Indian Reorganization Act Tribal government. Its nine-person Council is composed of individuals elected by the Tribal Citizens. The Council supervises a General Manager hired by and serving at the will of the Council. Prior to 1993, STA operated its basic services programs through Public Law 93-638 Indian Self-Determination Act contracts. Shortly thereafter, the Tribe entered a Self-Governance Compact (authorized by Public Law 100-472) and has since negotiated an annual funding agreement with the U.S. Government for general operations and provision of a variety of programs including employment rights, natural and cultural resource protection, higher and vocational education, domestic violence prevention, social services, and more. STA and SSD are long-term partners in their work to develop and implement culturally responsive curriculum and teaching methods in the Sitka School District.

**The Sitka School District (SSD)** operates with a mission of: “Discovering potential, nurturing growth, and inspiring lifelong curiosity.” Its vision is: “Educating our children to realize their potential and contribute in a connected global society.” SSD is a K-12 public school district serving about 1,250 students. Sitka is one of
the largest cities in Alaska with about 9,000 residents. Sitka is located on the western edge of Baranof Island and faces the Gulf of Alaska. SSD strives to make learning relevant and engaging, and 83% of its alumni agree that the students graduate from SSD prepared for life. The SSD is the second largest employer in Sitka, and 29% of its teachers and staff and 74% of its elected officials are SSD graduates.

**Vision**

The SITKA TRIBE OF ALASKA, SITKA SCHOOL DISTRICT, and SHI have a common vision for the *Opening the Box of Traditional Ecological Knowledge: STEAM Pathways* project: Alaska Native high school students receiving instruction from educators who support each other - and who are supported by their schools, communities, and their region - are more likely to succeed academically in school; further, Alaska Native students who engage in place-based STEAM classes developed and implemented with those knowledgeable in Traditional Ecological Knowledge will increase their science and mathematics skills and expand their awareness of STEAM-related careers - better preparing these Alaska Native students to matriculate to University and leadership positions within our communities.

**Budget**

SHI will contract with SSD to fund administrative support and teaching staff needed to plan and implement for TEK STEAM courses that will be delivered in years 2 & 3 of the grant.

<table>
<thead>
<tr>
<th>Budget Category</th>
<th>Y1 Budget</th>
<th>Y2 Budget</th>
<th>Y3 Budget</th>
<th>Total Budget</th>
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<td>Sitka Tribe of Alaska</td>
<td>$50,000</td>
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<td><strong>$50,540</strong></td>
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<th>Total Budget</th>
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<tr>
<td>SSD- Grant implementation support</td>
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<td>SSD- Pacific High- Year 1 Integration Planning Time (20hrs/hr x 4 teachers x $33.33/hr)</td>
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<td>SSD – Year 1 Curriculum Planning (0.15 x $110,000 FTE)</td>
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<td>SSD – COP Participation (2 teachers x 1.5hrs x 9 months x $40/hour)</td>
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<td>SSD – TEK STEAM Teacher(s) (1.5x $110,000 FTE)</td>
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**Scope:**

Sitka Tribe of Alaska will:
• Employ a school based cultural specialist to support Sitka School District TEK STEAM teachers (year 1 Pacific High curriculum integration and Year 2,3 with implementation)
• STA cultural specialist will be part of the 13 member CoP developing TEK STEAM curriculum in Year 1 and ongoing participation in Year 2 and 3.
• Assist SHI in the recruitment of STEAM organizations, businesses, and professionals in Sitka to support:
  ▪ Real-world STEAM research opportunities for students participating in AISES projects,
  ▪ Yearlong 20 hour mentorships to HS student that attended the SHI Summer Academy,
  ▪ Post-graduation internships/job shadow opportunities.
• Promote TEK STEAM classes offered at Sitka High School and Pacific High School.
• Promote Summer Academy and AISES opportunities to students and families

**Sitka School District will:**

• Designate a point person to coordinate the implementation of project.
• Identify 1.5 FTE teachers for Year 2 and Year 3 to teach TEK STEAM courses at Sitka High school and Pacific High School as well as provide mentorship to colleagues in integration of TEK and culturally responsive education pedagogy.
• Support the curriculum integration planning at Pacific High in Year 1
• Identify 2 STEAM teachers to participate in 13 member CoP with teacher stipends paid by SHI.
• Utilize funds to support .15 FTE of a STEAM Teacher in the CoP to have contractual time to work on TEK STEAM curriculum with the other CoP members.
• Assist with the scheduling, space and student recruitment for class.
• Recruit teachers to participate in the Introduction to Tlingit, Haida and Tsimshian (1 credit -20 hours) PD with teacher stipend paid by SHI.
• Promote summer academy and AISES opportunities to students and families
• Coordinate with SHI project director and Sitka Tribe of Alaska in order for school based cultural specialist to work with TEK STEAM teachers.
• Administer student surveys and feedback on TEK STEAM course
• Provide data to SHI on STEAM class enrollment and district data to support grant evaluations.

**Sealaska Heritage Institute will:**

• Co-develop TEK STEAM curriculum with CoP members and TEK STEAM Specialist.
• Host a Summer Academy for HS students with dual enrollment
• Support yearlong mentorships for Summer Academy students
• Coordinate 20 internships/job shadow opportunities for post-graduation HS students in the project
• Serve as the regional chapter for AISES and support 8 students annually to travel to national conference
• Coordinate with Sitka School district to offer a TEK STEAM class for students during years 2 & 3 of the grant.
• Coordinate with Sitka Tribe of Alaska for school based cultural specialist to participate in 13 member CoP.
• Offer a (1 credit/20 hour) Introduction to Tlingit, Haida, and Tsimshian for up to 20 STEAM teachers involved in the project (all six districts).
• Support each collaborating school to engage students and provide training for mentors to participate in a regional AISES Science Fair.
• Support travel expenses for COP teachers and STA Cultural Specialist to participate in annual meetings.
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<thead>
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<th>Name</th>
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<tbody>
<tr>
<td>Rosita Worl, PhD, President</td>
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<tr>
<td>Sealaska Heritage Institute</td>
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<td>Lisa Gassman, General Manager</td>
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<td>Sitka Tribe of Alaska</td>
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<tr>
<td>Frank Hauser, Superintendent</td>
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<td>Sitka School District</td>
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