

C9L22 (School Consultation/Tribes)

Budget Language

\$294,000 of the general fund—state appropriation for fiscal year 2024 and \$294,000 of the general fund—state appropriation for fiscal year 2025 provided solely for implementation of chapter 9, Laws of 2022 (school consultation/tribes).

Proviso Purpose

Starting from September 1, 2024, individuals serving as school board members, superintendents, and any other personnel within school districts mandated to engage in Tribal consultation under Title VI of the federal Every Student Succeeds Act (ESSA), also known as Public Law 114-95, Sections 20 U.S.C. 1001 et seq. and 20 U.S.C. 6301 et seq., are required to complete and obtain certification for the three-hour Strengthening Tribal Consultation (STC) training.

The STC training outlines a specific partnership with Washington State School Directors' Association (WSSDA) to identify best practices and gather feedback from Tribes and local education agencies which have been labelled WSSDA Tribal Convening.

In addition, this Proviso also covers the mandated Administrators Government-to-Government Relationships Training for all school administrators upon recertification initiating July 1, 2023.

Services Provided

Initial services included developing curriculum and training for the three-hour training. Services that continued are the administration, organization, and delivery of training across the state to include travel, materials, and supplies to provide direct and hybrid training that sponsored five (5) hybrid with zoom option trainings, and two (2) virtual-only trainings for a total of seven (7) opportunities of Strengthening Tribal Consultation (STC) trainings across the state in this proviso year. Canvas modules were also created for an asynchronous entry point. With the WSSDA partnership, three (3) Tribal Convenings were initially planned. However, time and circumstance only allowed for two (2).

Criteria for Receiving Services/Grants

Every Student Succeeds Act Tribal Consultation is required by all districts receiving Title VI Indian Education Grant Awards of more than \$40,000 and/or that have a Native American student population of over 50% (Every Student Succeeds Act section 1111(a)(1)(A)). Tribal consultation is required for all Title programs covered by ESSA, not solely Title VI—Indian Education. These districts are required by State mandates for all their directors and superintendents to complete the Strengthening Tribal Consultation Training upon director seating every three (3) years.

All school administrators in Washington state are required to take the Administrators Government-to-Government Relationships Training upon recertification every five (5) years.



Beneficiaries in the 2024-25 School Year

Number of School Districts:	All
Number of Schools:	All
Number of Students:	All
Number of Educators:	1200 Recertified Administrators
Other:	300 School Directors & Superintendents

Are Federal or Other Funds Contingent on State Funding?

No

State Funding History

Fiscal Year	Amount Funded	Actual Expenditures
2025	\$294,000	\$274,162
2024	\$294,000	\$263,077
2023	\$294,000	\$202,031

Number of Beneficiaries Per Fiscal Year (e.g. School Districts, Schools, Students, Educators, Other)

Fiscal Year	Number of Beneficiaries
2025	All
2024	All
2023	11 Districts, 2 Tribes, 6 School Boards, 55 Superintendents, 55 District Employees, 22 Tribal Employees

Programmatic Changes Since Inception (If Any)

None.

Program(s) Evaluation or Major Findings

Given the unknown scale of this training initiative, multiple delivery methods were explored. A synchronous hybrid model, combining in-person and virtual training, was ultimately selected.

Administrator Training to Date in (Certification Year: July 1–June 30):

- 2023–2024: 5 G2G options (Certification Training Year: July 1–April 30)
- 2024–2025: 8 G2G options (Certification Training Year: June 1–February 1)
- 2025–2026: 6 Anticipated G2G options (Certification Training Year: June 1–January 1 with 3 in June, 2 in October, and 1 in December)

Preliminary Satisfaction Survey Data:

- 92% Satisfied/Very Satisfied in subject matter topics presented
- 90% Satisfied/Very Satisfied on the amount of material presented
- 47% No Preference (largest answer) on delivery mode when asked about in-person or virtual
- Number one answer for favorite part of the training: Introduction to new topics from Presenters in storytelling fashion
- Number one answer for dislike the most: "Sit & Get"

Introductory Educator Education on AI/AN Data from Single Zoom Poll:

- 70% of educators in the event received their K–12 teacher in Washington State
- 42% of educators in the event received very little education on AI/AN in their K–12 education
- 62.5% received Zero education on AI/AN in College
- 85% received Zero education on AI/AN in their Teacher Ed Program
- 78.5% teach on or near Tribal Lands or an Indian Reservation
- 40.5% answered yes they knew their district had a Title VII Program
- 60.5% answered they did not know if their district had a JOM Program
- 36% of administrators selected the school they currently teach at because it was on or near a reservation
- 14 Administrators claimed to be AI/AN

Administrator Government-to-Government Relationship Training Numbers Data 2023–2024:

- 5 general trainings
- 1,539 individual registrations for the synchronous trainings
- 961 registrations for asynchronous modules
- 902 Administrators requiring recertification in Certification Year 2023–24

Administrator Government-to-Government Relationship Training Numbers Data 2024–2025:

- 8 trainings: 6 general, 1 AWSP/WASA Pre-Conference, 1 WACTA Post-Conference
- 1,200 individual registrations for synchronous trainings
- 74 registrations for the asynchronous modules

Strengthening Tribal Consultation for School Directors Training

Substitute Senate Bill 5252 (2022) states that beginning September 1, 2024, school board members, superintendents, and any other staff at school districts that are required to perform Tribal consultation under Title VI of the federal ESSA (P.L. 114-95, 20 U.S.C. Sec. 1001 et seq., 20 U.S.C. 6301 et seq.) must take and certify completion of the three-hour Strengthening Tribal Consultation.

The Strengthening Tribal Consultation (STC) training is a mandatory professional development course designed to equip Washington State school directors with the knowledge necessary to engage in effective government-to-government relationships with federally recognized tribes. This training focuses on historical context, federal racial/ethnic data reporting policies, and best practices in Tribal Consultation, ensuring that school boards uphold equity, sovereignty, and culturally responsive governance.

Number of STC Trainings to Date:

- 2023: 4 STC options
- 2024: 13 STC options

Number of Individuals in 42 Districts trained in first year: 274 (98% Completion Rate)

Preliminary Satisfaction Data:

- 89.6% Satisfied/Very Satisfied in subject matter topics presented
- 94.4% Satisfied/Very Satisfied on the amount of material presented
- 47% No Preference (largest answer) on delivery mode when asked about in-person or virtual
- 58.1% Neutral when asked if STC needs to be more research based
- 47.2% Neutral when asked if more social activities need to be incorporated
- 41.2% In-Person, 41.8% No Preference and 17% for delivery mode

Answers for favorite part of the training:

- Learning about Tribal Sovereignty
- Data policies
- Recommendations for Tribal Consultation
- Concise and practical presentation
- Storytelling/humor/lived experience
- Videos
- Question & Answer opportunities

Answers for least part of the training:

- Too short/rushed

- Need more JMLSTI
- Time: evening
- Need food
- Too far to travel/more locations
- Not enough activities for online people

When asked to list other areas the STC should lean into these topics for second training:

- Examples of good LEA/Tribal relationship
- Tribal Language & Culture in schools
- Before & after policy implement stats
- Grad/data eates for high Native population LEAs
- Data from successful partnership LEAs
- Deeper data dive
- Contiguous tribe information
- Data broken down by ESD
- Historical trauma/boarding schools
- JMLSTI: Everything

Major Challenges Faced by Program(s)

Personnel changes and budget personnel especially of an administrative assistant has hindered the data keeping and expenditure of the budget. OSPI overall budget cuts have tremendously impacted data keeping and administrative responsibilities to the Tribal Consultation Program with the reduction of the administrative assistance position.

In SB5252, recordkeeping of School Directors by both the Office of Native Education (ONE) and WSSDA is reliant on the districts to provide updates on resignations, removals, and newly appointed directors, which provides difficulty in maintaining accurate records for training and reporting purposes. ONE is streamlining the data process to be more efficient from the registration to the certificate awarding process; however, both agencies continue to rely on individual districts to provide current, accurate, and timely information.

One final note on budget expenditures, WSSDA cancelled a scheduled Convening in Omak, Washington due to low registration numbers resulting in the return of approximately \$20,000 to ONE's Tribal Consultation budget.

Future Opportunities

Tribes, per this legislation, reserve the right to create and administer their own specific Administrators Government-to-Government Relationships training. There have been inquiries from Tribes but none to date have acted upon this option. However, there has been interest by a couple LEAs to partner with their consultation Tribe to co-develop a training of which ONE would assist in facilitating and certifying that process.

Other Relevant Information

It is important to know that funding is for two biennia and the requirement for Administrator recertification is every five (5) years leaving a gap in funding for one year with no administrators trained. Also, the typical length of service for a school director is three (3) years requiring a part two for all those directors with initial certification in the biennium resulting in a mismatch of funding to recertification years.

Schools/Districts Receiving Assistance

[Click here to see a list of all OSPI grant recipients in the 2025 Fiscal Year.](#)

Program Contact Information

Name: Maxine Alex
Title: Tribal Consultation Program Supervisor
Phone: 564-200-2619
Email: maxine.alex@k12.wa.us