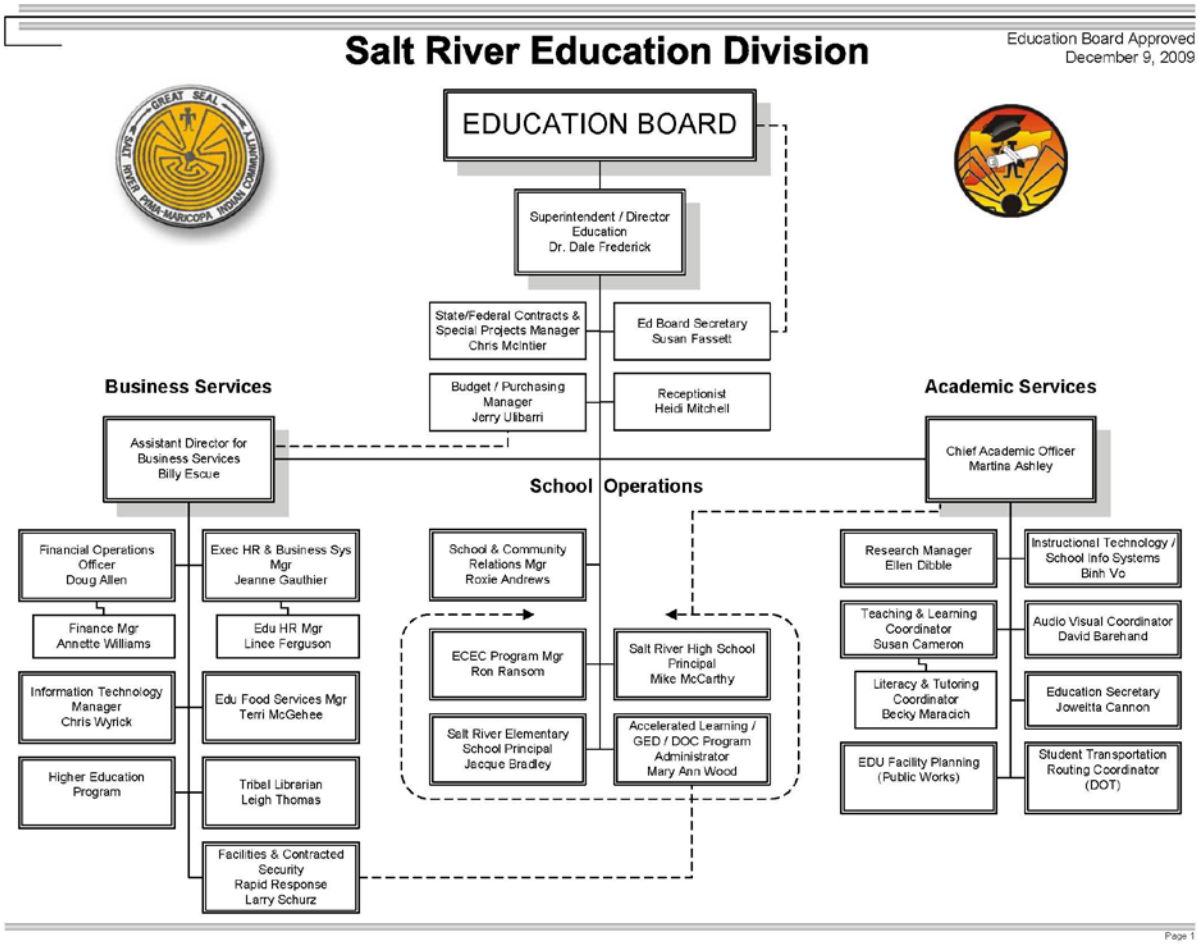
ORGANIZATIONAL CHART & NARRATIVE

The Education Division Organization chart including the charter schools and all other program areas as adopted by the Education Board on December 9, 2009 is shown below:



EDUCATION BOARD SCOPE

The Education Board is defined in Salt River Pima-Maricopa Indian Community (SRPMIC) by ordinance as approved by the SRPMIC Council (See Business Plan, Section II. Sustainability, C, Part 2.). The Education Board is responsible for oversight of the Education Division and Community Schools. The Education Board approves the budget, financial statement, reviews audit findings, approves policies, authorizes grant applications and contracts, authorizes service and employment contracts, and provides programmatic direction to the Superintendent / Director of Education.

SUPERINTENDENT / DIRECTOR OF EDUCATION

The Superintendent / Director of Education is under the direction of the Education Board, is the Chief Executive Officer of the Education Division. He provides planning, organization, direction and control, within the parameters of the policies as adopted by the Education Board, over the operations of the Education Division and Community Schools.

The Superintendent / Director's Office oversees the development and monitoring of the operating and capital budget; grant application development; grant contract compliance; special project oversight; Education Board staff support; and School and Community Relations Office services. The School and Community Relations Office provides services to enhance community student attendance and achievement in Salt River Community Schools, Mesa Public Schools and at boarding schools, while monitoring student attendance and encouraging parental involvement.

BUSINESS SERVICES

The Business Services Office is under the direction of the Superintendent / Director of Education and provides: finance; human resources; information technology; day-to-day facility services; and **Food Services*** to school operations. In addition the Business Services Office provides Higher Education scholarships and tribal library services for community members. The Business Services Office coordinates with the Tribal government Finance Department, Treasurer's Office, Human Resources Department and Internal Auditor for centralized services and support.

> **School Nutrition Services** – Under the direction of the Assistant Director for Business Services school breakfast and lunch is provided to all students under the National School Lunch Program. The SRPMIC subsidizes the program, students are designated free or reduced price for program reporting purposes, but all students are provided breakfast and lunch at no cost to them.

**** Including food service to Charter Schools.***

ACADEMIC SERVICES

The Academic Services Office is under the direction of the Superintendent / Director of Education and provides: education data analysis, planning, research and reporting; curriculum support and tutoring; **student transportation coordination***; long-term facility planning; audio visual support; and instructional technology services to school operations.

**** Including student transportation to Charter Schools managed by tribal Department of Transportation.***

NON-CHARTER SCHOOL OPERATIONS

Early Childhood Education Center *(Tribally Operated)*

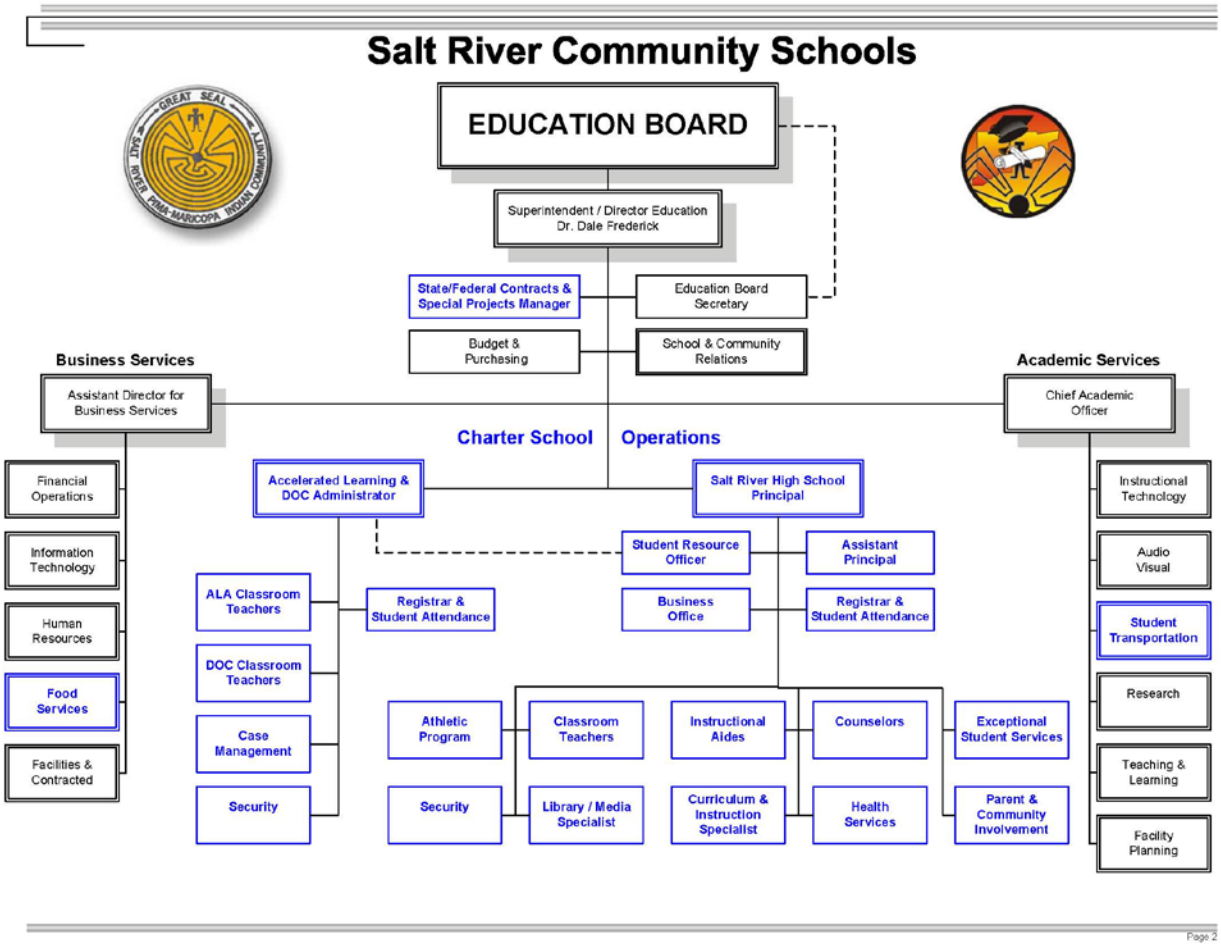
The Early Childhood Education Center Program Manager is under the direction of the Superintendent / Director of Education. The ECEC is an early education center, operating Head Start, Early Head Start and child care programs. The ECEC Program Manager oversees early childhood education, health and developmental screening, nutritional services, and special education services for children birth to five years. In addition, family services coordination and parental training is provided to assure a holistic approach to family challenges.

Salt River Elementary School (Bureau of Indian Education Grant School)

The Salt River Elementary School (SRES) Principal is under the direction of the Superintendent / Director of Education. The SRES is a BIA/BIE school. The SRES Principal manages an NCA accredited school serving children kindergarten through sixth grade. SRES has achieved AYP for the last five years offering a standards-based and research-based curriculum including the Dynamic Indicators of Basic Early Literacy Skills (DIBELS) assessment tool and Rodel Mathematics to monitor and increase student achievement. In addition, the Response to Intervention (RTI) Model is being implemented to support individual student growth. All classrooms have integrated modern classroom technologies including student computer pods, teacher laptops, and interactive display boards.

CHARTER SCHOOLS

***** SRHS and ALA Charter School Operations are shown in Blue below:***



SALT RIVER HIGH SCHOOL**

Under the direction of the Superintendent / Director of Education the Salt River High School (SRHS) Principal manages high school operations. **SRHS has been an Arizona Department of Education Charter School since 1996**. The SRHS Principal manages an NCA accredited school that has achieved AYP in 2007-08 and 2008-09. In addition SRHS has earned AZ Learns Performing Plus in 2007-08 and Performing in 2008-09. SRHS provides a culturally rich and challenging educational environment that empowers students with the skills for a successful journey of life-long learning. School staff are committed to enhancing all students' personal and spiritual well being while actively seeking parental and community involvement. SRHS fosters an atmosphere of respect, self-determination and tribal sovereignty to ensure students' roles as responsible citizens.

The SRHS Principal manages the junior high school and high school (grades 7 through 12) providing instructional services programs that meet the academic, cultural, emotional, social, physical, creative and other needs of student with the following staff:

Classroom Teachers – Under the direction of the SRHS Principal provides a flexible program and classroom environment that motivates students to develop skills, attitudes and knowledge needed to provide a foundation for secondary or post secondary education in accordance with adopted curriculum and performance standards. All teachers are appropriately certified and highly qualified. Teachers monitor student performance; identify issues and mediate quickly to keep each student on-track academically; they implement a challenging curriculum; assess students and review outcomes.

NOTE: In the 2009-10 School Year there are thirty-one Classroom Teachers at SRHS.

Instructional Aides – Under the direction of the SRHS Principal provides assistance to the classroom teacher including tutoring, small group instruction, computer lab supervision, and clerical support. Provides additional student oversight and behavior monitoring. All instructional aides meet the "highly qualified" requirement for paraprofessionals.

NOTE: In the 2009-10 School Year there are six School Instructional Aides at SRHS.

Technology – Under the direction of the SRHS Principal the Education Division Technology Manager provides technology services utilizing desktop computers, laptop computers, Prometheum boards in most core classrooms, Elmo projection systems, and a Distance Learning facility. The student to computer ratio is 3:1. Microsoft Office Suite application software is utilized on all staff and student computers. The technology manager ensures that all educational software and student reporting system software meets system standards requirements.

Science Laboratory – Under the direction of the SRHS Principal the science department has laboratory facilities for scientific lab coursework.

Dual Credit – Under the direction of the SRHS Principal students have the opportunity to have dual enrollment in courses offered through Scottsdale Community College to earn credit toward both their high school diploma and college credit hours simultaneously.

Exceptional Student Services (ESS) Program – A Special Education Facilitator and certified Special Education Teachers are under the direction of the SRHS Principal and provide flexible services in compliance with all IDEA regulations.

> *NOTE: In the 2009-10 School Year there are eight Special Education Teachers at SRHS; and six Special Education Instructional Aides at SRHS.*

Parent & Community Involvement – Under the direction of the SRHS Principal provides and coordinates family and community events, parent training events, conducts family surveys, establishes strong partnerships with parents and organizations, publicizes school events in community news media, and establishes linkages with local higher educational institutions.

Counselors – Under the direction of the SRHS Principal provides academic counseling, ECAP plans, post high school planning and on-site crisis intervention services. Includes individual and/or group support services enabling student's social, emotional and academic growth.

> *NOTE: In the 2009-10 School Year there are three School Counselors at SRHS.*

Health Services – Under the direction of the SRHS Principal provides general nursing care and treatment including physical assessments and preventive health care. Includes vision, hearing, height and weight, oral health, blood pressure and other age appropriate screenings. Maintains records and coordinates with families, community agencies and medical personnel to provide services for students as appropriate. Monitors immunizations to assure regulatory compliance.

Curriculum & Instruction – Under the direction of the SRHS Principal provides faculty professional development services in the areas of instructional strategies, curriculum mapping, lesson planning, quality assessments and student data evaluation. Works closely with administrators and subject area facilitators to ensure effective implementation of the curriculum to meet individual student needs.

Library & Media Center – Under the direction of the SRHS Principal provides an organized library / media center and program in an environment favorable to learning through the use of various media including books, Internet, application software, CDs, DVDs, videos, virtual meetings, and video streaming.

Transportation – Under the direction the SRHS Principal transportation is provided to all students living within the boundaries of the SRPMIC.

Security – Under the direction of the SRHS Principal provides a safe learning environment for students by monitoring the facility and students, and by providing emergency services.

Child Care Services – Under the direction of the ECEC Program Manager in partnership with the SRHS Principal provides on-site child care for high school age parents so that they can continue their education and achieve their educational goals.

Extra-Curricular Activities – The principal oversees the supervision of extra-curricular activities including athletics, student clubs, yearbook, band and other activities in compliance with Education Board adopted policies.

Athletic Program – Under the direction of the SRHS Principal provides a robust athletic program in accordance with Arizona Interscholastic Association (AIA) guidelines ensuring both academic and sportsmanship excellence.

ACCELERATED LEARNING ACADEMY **

The Accelerated Learning Academy & Department of Corrections (DOC) Administrator reports to the Superintendent / Director of Education. **ALA has been an Arizona Department of Education Charter School site beginning in School Year 2009-10.** The Accelerated Learning & DOC Administrator manages an intense and challenging educational environment that empowers students with the skills for a successful journey of life-long learning. The school is committed to helping students gain the academic skills and credits needed to obtain a high school diploma while also empowering students with career and life skills that will enable them to lead successful lives as responsible citizens of the Salt River Pima-Maricopa Indian Community.

ALA Classroom Teachers – Reports to the Accelerated Learning Academy (ALA) & Department of Correction (DOC) Administrator to provide an intense core curriculum class experience that can include computer aided instruction, with career awareness and life skills classes. Motivates students to develop skills, attitudes and knowledge needed to provide a good foundation for secondary or post secondary education in accordance with adopted curriculum and performance standards. The program includes monitoring student performance, identifying issues and mediating quickly to keep each student on-track; implementation of challenging curriculum; student assessment and outcome reviews. All teachers are appropriately certified and highly qualified.

NOTE: In the 2009-10 School Year there are five Classroom Teachers at ALA.

DOC Classroom Teachers – Reports to the Accelerated Learning Academy (ALA) & Department of Correction (DOC) Administrator to provide standards based classroom courses or computer aided instruction for credit recovery purposes to incarcerated youth grades 7-12 based on student need. Classes focus on core academics as well as life skills, career awareness, and transition services. All teachers are appropriately certified and highly qualified.

NOTE: In the 2009-10 School Year there are two Classroom Teachers at DOC.

Case Management – Reports to the Accelerated Learning Academy (ALA) & Department of Correction (DOC) Administrator to provide necessary academic, counseling and career services to students. Duties include developing graduation plans, scheduling of coursework, scheduling and oversight of service learning hours, transition plans for post graduation, and help with college enrollment or post-high school employment opportunities.