



BRIDGE TO SUCCESS

Hastings Public Schools

INDEPENDENT SCHOOL DISTRICT 200
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April 22, 2026

Chair Humphrey and the entire Hastings Native American Parent Advisory Committee,

On February 25, 2026, the Hastings Native American Parent Advisory Committee (NAPAC) provided a vote of non-concurrence indicating that Hastings Public Schools has not been in compliance with the guidelines set forth by the Minnesota Department of Education and the Office of American Indian Education.

The Hastings School Board, district superintendent, cabinet members, and our Native American liaison have reviewed your written recommendations and the responses are noted below:

1. American Indian Language and Culture Course

"Immediately begin the process of identifying and securing qualified American Indian language and culture instructors or community-based partners who can deliver this programming and be open to all students, not just the Native students."

District Response:

- The District will secure a qualified American Indian language and culture instructor to deliver programming to students in at least one identified site in the 2026-27 school year.

2. Develop a Native American Education Implementation Plan

"Work collaboratively with our NAPAC and the Office of American Indian Education at MDE and the Tribal Education Department at Prairie Island and/or the Tribal Nations Education Committee to develop an implementation plan with a clear and accountable timeline."

District Response:

- The Director of Teaching and Learning will lead the work in creating a Native American Education implementation and action plan. This includes supporting our Native American learners, implementing Indigenous Education for All, and our Native Language and Culture course(s). The work will be done with input from NAPAC, and collaboration with OAIE and additional partners.
- The work will begin April 2 at the NAPAC meeting, with a plan completed by June 30, 2026.

3. Funding Allocation

"Allocate funding from the general district budgets, not be totally reliant on our AIEA funding to fully support and sustain full-time American Indian Education positions of this nature."

District Response:

- District funding through Achievement and Integration to support Native American Educational Liaison (.5 FTE of the 1.0 FTE total) runs through the 2028-29 school year.
- The general fund will be utilized to fund the American Indian language and culture instructor if no grant dollars are received.

The district's response in its entirety will be included and reviewed at the upcoming April school board meeting.

Sincerely,

Dr. Kristine Wehrkamp Herman
Superintendent