



4/27/2026

Dear Minnesota Department of Education,

On behalf of the Rock Ridge Public Schools Board of Education, we are formally responding to the recent American Indian Parent Advisory Committee (AIPAC) vote of non-compliance.

We appreciate the feedback provided by AIPAC and recognize the importance of ensuring that our American Indian Education program operates with transparency, clarity, and in full alignment with Minnesota Statutes. After reviewing the AIPAC letter, the district acknowledges the primary concerns identified, including budget transparency, clarity of communication, goal-setting processes, and AIPAC engagement.

Specifically, the AIPAC letter identifies concerns regarding:

- The need for clear and understandable budget reporting, as prior reports were perceived as overly complex and difficult to interpret (*page 1–2*)
- A lack of formalized goal-setting and voting processes (*page 2*)
- The need for stronger communication and increased participation to ensure effective collaboration (*page 3*)

In response, the district is implementing the following corrective actions:

1. Budget Transparency

Beginning in May 2026, the district will present a clear, simplified, and current budget report at every AIPAC meeting. This report will include:

- Total Indian Education funding
- Amount expended to date
- Remaining balance
- Johnson O. Maley funds
- Grant funding totals and expenditures

These reports will be designed to be accessible and easily understood to support meaningful consultation.

2. Data Sharing for Informed Decision-Making

Also beginning in May 2026, the district will provide consistent data at each AIPAC meeting, including:

- Student enrollment
- Attendance
- Academic performance

This ensures that AIPAC has the necessary information to make informed recommendations aligned to student outcomes.

3. Goal Setting and Alignment

The district acknowledges the concern regarding the absence of formally approved goals. To address this:

- Indigenous Education staff participated in training on the *4 Disciplines of Execution (4DX)* in April 2026
- A joint training for AIPAC members and district staff will take place in August 2026 to establish clear, measurable goals for the 2026–2027 school year
- These goals will be formally reviewed and approved in collaboration with AIPAC

4. Strengthening Communication and Collaboration

To improve communication and trust, the district will implement the *13 Behaviors of High Trust* framework to guide interactions between staff and AIPAC. This work is intended to ensure clear, respectful, and timely communication moving forward.

5. Meeting Structure and Governance

To support clarity, documentation, and timely action, the district will implement the following structures:

- AIPAC will provide a meeting agenda at least two (2) working days prior to each meeting
- The district will ensure all requested information is prepared and shared at meetings
- AIPAC will submit formal recommendations in writing within five (5) working days following each meeting
- The district will formally respond to recommendations in accordance with statutory requirements

6. Ongoing Commitment to Collaboration

The district recognizes AIPAC's desire for increased participation and engagement and will continue working collaboratively to support strong parent representation and involvement.

The Rock Ridge School Board is committed to full compliance with Minnesota Indian Education requirements and to building a transparent, collaborative partnership with AIPAC. We believe the actions outlined above directly address the concerns raised and establish clear systems for sustained compliance moving forward.

We appreciate the opportunity to respond and welcome any additional guidance from the Minnesota Department of Education.

Sincerely,

Rock Ridge Public Schools Board of Education

John Uhan, Chair