



Request for Proposal

Sealaska Heritage Institute

Preparing Indigenous Teachers and Administrators for Alaska Schools (PITAAS)

Sealaska Heritage Institute is a private nonprofit founded in 1980 to perpetuate and enhance Tlingit, Haida and Tsimshian cultures of Southeast Alaska. Its goal is to promote cultural diversity and cross-cultural understanding through public services and events. Sealaska also conducts social, scientific and public policy research and advocacy that promote Alaska Native arts, cultures, history and education statewide. The institute is governed by a Board of Trustees and guided by a Council of Traditional Scholars, a Native Artist Committee and a Southeast Regional Language Committee.

SHI is requesting proposals from a qualified consultant or consultants interested in evaluating the Preparing Indigenous Teachers and Administrators for Alaska Schools program.

Program Overview

Preparing Indigenous Teachers and Administrators for Alaska Schools is a three-year project through September 2021, funded by the U.S. Department of Education, Alaska Native Education Program. This project designed and implemented by Sealaska Heritage Institute (SHI), University of Alaska Southeast (UAS), Juneau School District, Hoonah School District and Klawock School District and will address preservation of NWC art and culture through empowering education.

Project Goals and Evaluation Plan

Goals	Objectives
<p>Goal 1a: Increasing the Number and Quality of Alaska Native Educators</p> <p>Goal 1b: Public visibility of successful AK Native educators.</p>	<p>Objective 1a.1. Recruit & prepare AK Native students for a career in the classroom.</p> <p>Objective 1a.2. Recruit & prepare AK Native educators for a career in Educational Leadership.</p> <p>Objective 1a.3. Recruit & support AK Native students for an advanced degree in Education or Language & Culture.</p> <p>Objective 1.a.4. Establish a collaborative SHI/UAS PITAAS scholarship committee.</p> <p>Objective 1.b.1 A collaborative SHI/UAS <i>PITAAS AK Native Educator of Distinction</i> annual award.</p> <p>Objective 1.b.2. Greater visibility for PITAAS program.</p>

<p>Goal 2a: Professional Development programs for Alaska educators</p>	<p>Objective 2a.1. PD for AK educators on the connection between SEL skills and students' academic and life success.</p> <p>Objective 2a.2. PD for educators on EL theory and practice. Specific strategies for Native ELLs.</p> <p>Objective 2a.3. Facilitate faculty and SHI staff involvement in workshops, conferences, or research on AK Native Ed, SEL and/or ELL theory and practice.</p> <p>Objective 2a.4. Fund visiting professors/cultural experts to be collaboratively used in SHI and PITAAS activities.</p> <p>Objective 2a.5. SHI Lecture Series. Lectures, topics selected by SHI professional staff, cover relevant topics and questions on Native history, culture, art and indigenous ways of knowing/being/teaching.</p>
<p>Goal 3a: Culturally & linguistically competent educators support the success of AK Native students.</p> <p>Goal 3b: Build Alaska's capacity for teaching AK Native languages in K-12 classrooms as well as for dual language classrooms and language nests.</p>	<p>Objective 3a.1. Develop a competitive scholarship for Alaska Native Language & Culture Studies.</p> <p>Objective 3a.2. Support education students who want to take one or more Alaska Native language courses.</p> <p>Objective 3a.3. Provide funding and support for the UAS NRSC.</p> <p>Objective 3b.1. Develop the PITAAS Language Empowerment Model described in the text and fund up to two Ph.D. candidate/researcher/ mentors each year.</p>
<p>Goal 4: Support the development of a pipeline for AK Native high school students interested in a teaching career while providing PITAAS students with an opportunity to observe and teach in an AK Native program for middle and high-school students.</p>	<p>Objective 4a.1. UAS/SOE and SHI will collaborate to recruit, interview, fund and support PITAAS students for internships in SHI's Latseen Leadership program.</p>

Evaluation Plan

The design and methodology of Preparing Indigenous Teachers and Administrators for Alaska Schools Project evaluation ensures that a variety of measures, aligned to project Goals, Objectives and Outcomes yield significant results, evidence, and lessons learned to



pass on to stakeholders. The evaluation design utilizes both qualitative and numerical data in order to provide information that will guide and strengthen the PITAAS program. The Evaluator and full-time PITAAS project facilitator, under the guidance of the Dean of the School of Education and the PITAAS program director, will be in charge of all data collection analysis and presentation.

The evaluations are designed to be process oriented and built for accountability and innovation. The evaluation is tightly aligned to the PITAAS project goals and objectives and is designed to produce high quality data that will contribute to statewide interest in preparing effective Alaska Native Educators. Evaluation methods align with PITAAS objectives in ways that are as unobtrusive as possible while still producing quality data. The Evaluator has been involved with the PITAAS for the past few years and is extremely competent.

The evaluator will meet at least 4 times per year, either in person or through audio, with the PITAAS team including staff from both Sealaska Heritage Institute and UAS. Additional data sources will include our partner, PITAAS students, the PITAAS Advisory Board and key UAS faculty when their input is needed. Interviews and facilitated focus group discussions will be held by the Evaluator to identify emerging problems, trends and potential solution strategies. The formative components will help shape or modify various project activities as necessary. Basic formative questions include: *Have the activities and objectives been accomplished? Have activities met with resistance or obstacles? What solutions were found? Have there been unanticipated effects? Should some of our activities be modified?*

Sealaska Heritage, PITAAS staff and School of Education faculty will get bi-annual bulletins containing a synthesis of collected data updating readers on student recruitment and enrollment, PITAAS events and other initiatives. A similar bulletin will be distributed to our partner organization, Sealaska Heritage Institute, as well as Advisory Board members, local communities and interested Native organizations.

The Evaluator will write, edit and publish the end of year Annual Report in quantities sufficient for approval and outreach purposes. The chart below outlines the data collection component of the PITAAS evaluation design.

The Evaluator will recommend adjustments to Objectives and Activities as appropriate. The summative evaluation in Year Three will present culminating analysis of the extensive measures of progress and indicators of impact at high school, college and community levels. This analysis will present the background for the Ten Year Sustainability Plan to be finalized and disseminated in Year Three. Evaluation methods align with Project Outcomes in a way that is as unobtrusive as possible, and make use of a variety of tools appropriate to each Objective. The Evaluator will work with the Co-Managers and Core Team to develop, review and administer evaluation tools and complete all reports in a timely fashion.

Project Timeline



The grant is a three-year award. The selected evaluator is expected to commit the Project evaluation for three years, but the contract will be reviewed and renewed at the end of each year. This consultancy should begin as soon as possible and be completed no later than September 30, 2021.

Required Qualifications

- Experience as program evaluator and author of evaluation reports
- Demonstrated knowledge and use of appropriate evaluation tools, best practices for evaluation implementation and analysis and reporting of collected data.
- Knowledge of Alaska Native culture and education

Preferred Qualifications

- Background in secondary education and/or post-secondary education
- Understanding of UAS and SHI programs

To Submit Proposal

- Proposal outlining how the above tasks would be performed and qualifications
- Estimate of fees to perform services
- Resume of all consultants who would be involved in the project
- Contact information for 3 organizations you've evaluated projects for

Email to Carmaleeda.estrada@sealaska.com by May 17, 2019

