Service Area Demographics:

Blackfeet Community College (BCC) is a tribally controlled college located in Browning on the Blackfeet Reservation in northwestern Montana, chartered by the Blackfeet Tribal Business Council in October, 1974. Accreditation: Northwest Commission on Colleges and Universities, an institutional accrediting body recognized by the Council of Higher Education Accreditation and the U.S. Department of Education, granted BCC accreditation December 11, 1985. Blackfeet Community College Board of Trustees: The board consists of five community members representing the 5 districts on the Blackfeet Reservation and the president of the Student Congress. Admission: Everyone is welcome without regard to race, color, religion, sex, ancestry, national origin, veteran status, disability and/or not obligated to attend public school. Mission of Blackfeet Community College: The purpose of Blackfeet Community College is to provide the Blackfeet Nation and our “Universal Community” access to quality educational programs that prepare students for achievement in higher education, meaningful employment, basic skills instruction, and community education, while integrating the Blackfeet culture and language.

Mission Statement Goals of Blackfeet Community College:

1. Access – providing access to all members of the community’s service district who desire education and training enabling them to pursue life-long educational opportunities.
2. Achievement in higher education – providing opportunity for students to earn academic degrees and supporting their transfer to upper division higher education institutions.
3. Meaningful employment – providing opportunity for students to earn degrees and certificates that would qualify them to gain meaningful employment.
4. **Basic skills**— providing students with programs and courses that will increase their likelihood of academic success.

5. **Continuing education**— providing the community with courses and programs that enrich community life and support life-long education.

6. **Integrating Blackfeet culture and language**— providing programs and courses that sustain the past and promote the vitality of the Blackfeet Nation’s future.

Blackfeet Community College provides higher education opportunities to approximately 400 students per year in Associates of Arts., Associates of Science, Associates of Applied Science. degrees and certificate programs. Blackfeet Community College is moving towards a 4-year institution with the integration of a 2+2 hybrid models with Montana Universities such as University of Montana- Missoula, University of Montana- Western, and Montana State University- Northern.

The Blackfeet Indian reservation is a Federally Recognized Indian Tribe located in Northwestern Montana, encompassing approximately 1.5 million acres, (2,372 square miles). The reservation is bordered to the north by the Canadian border; the south by Lewis and Clark State Park; the west by Glacier National Park and the east by Cut Bank and Toole County. The Blackfeet reservation is located in the rural counties of Glacier and part of Pondera County. Browning is the largest community on the Blackfeet Indian reservation with the smaller communities of Babb, St. Mary, Starr School, East Glacier, Seville, Blackfoot, and Heart Butte (located in Pondera County). According to the 2018-2022 Blackfeet Tribal Enrollment Census, there are 17,194 enrolled Blackfeet members of which 9,557 live on the reservation and 7,637 live off reservation either in Montana or out of state.
The Blackfeet Indian Reservation is an isolated rural area; the following mileage chart shows the miles between Browning and communities on the reservation and nearby population centers’ off-reservation.

<table>
<thead>
<tr>
<th>Mileage from Browning to reservation communities of: (roundtrip)</th>
<th>Mileage from Browning to off-reservation nearby communities of: (roundtrip)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heart Butte</td>
<td>Cut Bank</td>
</tr>
<tr>
<td>52</td>
<td>70</td>
</tr>
<tr>
<td>Starr School</td>
<td>Great Falls</td>
</tr>
<tr>
<td>16</td>
<td>350</td>
</tr>
<tr>
<td>East Glacier</td>
<td>Kalispell</td>
</tr>
<tr>
<td>28</td>
<td>208</td>
</tr>
<tr>
<td>St. Mary/Babb</td>
<td>Missoula</td>
</tr>
<tr>
<td>82</td>
<td>500</td>
</tr>
<tr>
<td>Seville</td>
<td>Calgary Alberta Canada</td>
</tr>
<tr>
<td>70</td>
<td>440</td>
</tr>
</tbody>
</table>

The unemployment rate on the Blackfeet Reservation as indicated by the Local Area Unemployment Statistics (LAUS) Program is 11.2%. This is significantly higher than the unemployment rates for Glacier County (8%), which includes the Blackfeet Reservation in its count, Pondera County (4.5%) and the State of Montana (4.9%). The relatively low labor force participation rate on the Reservation (59.3%) is a clear indication that there are a significant number of discouraged workers. Discouraged workers are individuals who been unemployed for a long period of time and have given up on seeking employment. These individuals are not considered part of the labor force from the Census Bureau’s perspective. It is believed that the actual unemployment rate would likely be much higher on the Blackfeet Reservation if those individuals who have been unable to find employment, and have quit looking, were considered to be part of the labor force.
The high unemployment and low labor force participation rates on the reservation can be viewed both positively and negatively. While these rates are indicators of economic distress which has historically plagued the Blackfeet Reservation, during times of tight labor markets the potentially available labor on the Reservation is an opportunity which could be attractive to business and industry.

a. Need for Project

Blackfeet Community College and the Blackfeet Reservation are in need of the Native American Career and Technical Education Program in Science, Technology, Engineering, and Mathematics, here on referred to as BNACTEP-STEM. The BNACTEP-STEM project will offer 3 certificate programs and 2 Associate of Science degree programs at Blackfeet Community College in Hydrology, Records and Information Management and Tribal Legal Studies; One-Year Certificate Hydrology Aid. Associate of Science Hydrology Technician, One-Year Certificate Tribal Legal Studies, and Associate of Science Tribal Legal Studies, One-Year Certificate Records and Information Management. All of these education programs offered by BNACTEP-STEM are pathways to pursue Associates degrees or transfer to Baccalaureate programs at Montana Universities.

In response to the Invitational Priority set forth by the application criteria, BNACTEP-STEM and Blackfeet Community College hereby declare this NACTEP project be considered a STEM field based on the science, technology, engineering, and mathematical curriculums of the hydrology program of study.

The determination of need comes from discussing and meeting with State and Tribal entities, reviewing data on local labor market demands, occupational trends, Blackfeet Tribe

Please see the following evidenced data below for the need of the Hydrology, Records and Information Management and Tribal Legal Studies programs on or near the Blackfeet Reservation:

**Need for Hydrology Aid/Technician and A.S. Degree:**

**Blackfeet Tribe Comprehensive Economic Development Strategy for 2018-2023**

The Blackfeet Water Compact and Settlement Act is an agreement among the Blackfeet Nation, the United States and the State of Montana that confirms and establishes the Tribe’s water rights (also called Winters Doctrine) and confirms the Tribe’s jurisdiction and authority to manage those rights. The compact required the approval of the Tribe, the State of Montana and the United States. The Montana Legislature approved the compact in 2009. Congress passed a bill that was then signed into law by President Obama in 2016. Then on April 20, 2017, Blackfeet tribal members voted to approve the Blackfeet Water Compact and Settlement Act. A finalized water rights agreement would provide more than $470 million in federal funding for projects focused on improved water usage on the Reservation for community water supplies, irrigation, fisheries, recreational lakes, energy projects, resolution of environmental issues and other water related uses.

**Montana Department of Labor & Industry Job Projections for 2012-2022**

The Montana Department of Labor & Industry predicts a 15.1% growth rate for Water Treatment Plant and Water System Operators between 2012 and 2022. The projected employment for the year 2022 is 792 positions. It is pertinent to remember that the Montana Department of Labor & Industry Job Projections was published in 2014. The Blackfeet Water
Compact, as mentioned above in the Blackfeet Tribe Comprehensive Economic Development Strategy, was signed into law by President Obama on December 16, 2016, and then approved by the Blackfeet Tribe in April 2017. Therefore, the job projections for Water Treatment Plant and Water System Operators is not reflected in the 15.1% growth rate. The projection will be much higher than anticipated.

Need for Records and Information Management One Year Certificate:

This short-term training in Records and Information Management, hereafter referred to as RIM, will help fill a training gap for any office administrative in the current work force and increase the employability of prospective employees on the Blackfeet Reservation. Currently the largest employers in our area are the Blackfeet Tribe, Indian Health Services, Bureau of Indian Affairs, and the local schools. Each of these potential employers must stay in compliance with regulations in regards to the United States government’s records policy. Having a certificate in RIM would make any potential and current employee a valuable asset.

Need for Tribal Legal Studies Certificate and A.S. Degree:

The Blackfeet Reservation has a shortage of adequately trained workers in the field of law and legal services. The Blackfeet Tribal Court stated that their staff is in need of training and they do not have a sufficient workforce to replace key positions. The Blackfeet Tribal Court is unique in the fact that individuals do not necessarily have to be law trained to practice law in the Tribal court, they only need to pass the Tribal Bar Exam. Many court personnel lack real court experience and/or law training prior to obtaining employment at the court. The courts find themselves training new personnel on the job. Because the court’s caseloads are exceptionally
high, these new employees many times do not get adequate training, which in turn can negatively affect outcomes for their clients and victims. Attorneys are hard to come by on the Blackfeet Reservation and there are very few trained paralegals/court advocates/legal assistants.

More comprehensive training for the current and future workforce in the tribal legal field can mediate some of the seemingly insurmountable issues the Blackfeet community faces. Students will get the opportunity to obtain hands-on, relevant training using various instructional modalities including; mock trials, formalized internships, online learning, on-site training at the courts, practice based learning and traditional classroom instruction. Students will learn practical knowledge relevant to working in the Blackfeet community as well as receive cutting edge training in topics such as alternative dispute resolution, restorative justice and trauma informed practices.

**Blackfeet Tribe Comprehensive Economic Development Strategy for 2018-2023**

Blackfeet law enforcement is funded by a 638 contract with the Bureau of Indian Affairs. The jail holds up to 48 inmates and is managed by the Bureau of Indian Affairs District 5 Corrections. The Blackfeet Tribe does not have any jurisdictional agreements with Glacier County Sheriff or Pondera County Sheriff's offices. The only agreement is with the Montana Highway Patrol.

Blackfeet Tribal Court has jurisdiction over civil and criminal matters occurring on the reservation, as authorized by the Blackfeet Constitution, and tribal and federal law. The appropriate court of jurisdiction for residents for the Blackfeet Indian reservations depends on the status of the individual. The Tribal member, non-tribal member, and Canadian Indian and non-Indian will determine what level of jurisdiction whether; tribal, federal or both. The Blackfeet Tribal Court follows laws specified to the Blackfeet
Reservation which includes Blackfeet Law and Order Code, Civil, Family Court Code, Ordinance 81 (Commercial), Fish and Game Code, and Ordinance 108 (Child Support). The orders involve the Blackfeet Court criminal, civil, family, traffic, probate, fish and game, and name change. The Blackfeet Court of Appeals hears appeals on the decisions of the Blackfeet Tribal Court and the Blackfeet Family Court.

Officers are typically trained in one of two training programs, Montana Law Enforcement Academy or Federal Law Enforcement Academy. There is a training gap in both options. The Montana Law Enforcement Academy does not cover federal laws that govern reservations. The Federal Law Enforcement Academy does not cover Montana specific laws. Neither training program provides training specific to Blackfeet laws, codes or policies. Our project can fill these training gaps.

Montana Department of Labor & Industry Job Projections for 2012-2022

The Montana Department of Labor & Industry projects many occupations in law, public safety, and security for 2012-2022. The following table includes occupations taken from the Montana Department of Labor & Industry Job Projections that are specific to the Tribal Legal Studies certificate and degree offered by the BNACTEP-STEM project:

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2022 Employment Projections</th>
<th>Growth Rate 2012-2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paralegals and Legal Assistants</td>
<td>983</td>
<td>23.3%</td>
</tr>
<tr>
<td>Bailiffs</td>
<td>58</td>
<td>11.5%</td>
</tr>
<tr>
<td>Correctional Officers and Jailers</td>
<td>1,216</td>
<td>12.0%</td>
</tr>
<tr>
<td>Detectives and Criminal Investigators</td>
<td>554</td>
<td>7.6%</td>
</tr>
</tbody>
</table>
First Line Supervisors of Police & Detectives  |  367  |  11.2%  
Fish & Game Wardens  |  140  |  8.5%  
Legal Secretaries  |  900  |  23.3%  
Recreational Protective Service Workers  |  671  |  17.7%  
Police and Sheriff’s Patrol Officers  |  1,936  |  12.8%  
Police, Fire, ad Ambulance Dispatchers  |  419  |  12.9%  
Protective Service Workers  |  553  |  10.6%  

In conclusion, the needs are high for the Hydrology and Tribal Legal Studies programs on the Blackfeet Reservation. There are many law entities on and near the Blackfeet Reservation and the high turnover and burnout in these occupations require more skilled and trained employees in these areas of study. The newly passed water compact agreement for the Blackfeet Reservation has a high employment projection, specifically in high demand hydrology aid and technician occupations. The current workforce and any potential employees in the office administration field would benefit from a short term training in RIM.

b. Quality of the Project Design

Guided by the mission statement and goals of Blackfeet Community College, the following goal and objectives for this program will be the focus:

Goal:

To provide quality post-secondary education in 5 degree and certificate programs to Native Americans residing on or near the Blackfeet Reservation that prepares them with
meaningful employment opportunities in industry-related careers and emerging professions while focusing on STEM related courses.

**Objectives:**

1. Over the 5-year project period, 60 students will attain industry-recognized credentials, certificates or degrees in the 5 curriculums that are aligned with challenging academic standards:
   - 1) One-year certificate Hydrology Aid;
   - 2) Associate of Science Hydrology Technician;
   - 3) One-year certificate Records and Information Management;
   - 4) One-year certificate Tribal Legal Studies;
   - 5) Associate of Science Tribal Legal Studies.

2. Career guidance, placement services, and academic counseling provided for 100% of BNACTEP-STEM students per year with 50% being placed in employment, additional education, or military.

3. Provide 60% of the BNACTEP students with work-related experience such as supervised occupational experience, on-the-job training experience, and/or field experience.

   The program planners, learning outcomes, and course requirements are listed below for all 5 programs:

**Course Requirements:**

**Associate of Science, Hydrology Technician**

This program provides students with the entry-level skills for a career in hydrology. A total of 62 credit hours are required for an Associate of Science degree in Hydrology Technician. In order to achieve an Associates of Science in Hydrology Technician, a student must meet all General Education Core requirements (31 credits) and cores 8 (31 credits) in Hydrology.
The Learning Outcomes for the Hydrology Technician Associate of Science program are as follows:

- Understand some of the major theories and practices of hydrology.
- Demonstrate a basic understanding of essential technical and computational skills in surface and groundwater quantification and quality.
- Ability to read maps and use GIS/GPS navigation systems.
- Demonstrate a basic knowledge or awareness of place based water resource issues and their related cultural perspectives.
- Recognize and understand common terminology associated with hydrology.
- Knowledge of basic principles of hydrologic processes sufficient to evaluate data collected for accuracy; determine variances, and applicability of data to meet organization hydraulic goals and objectives.
- Demonstrate effective written, oral, and graphical communication of basic hydrological measurements and concepts.

OPM requirements

**Individual Occupational Requirements**

- Technician or aid in engineering, earth, physical, or natural science, forestry, soil conservation, or surveying.
- Trades or crafts work in maintenance or construction of facilities or equipment related to hydrology.
- Drafting.
- Construction estimating.
along with core requirements students will be required to complete the following degree specific courses.

<table>
<thead>
<tr>
<th>Course #</th>
<th>Name of Course</th>
<th>Semester</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>FORS 250</td>
<td>GIS/GPS</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>GEO 101 &amp; 102</td>
<td>Intro to Geology w/ Lab</td>
<td></td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>ENSC 243</td>
<td>Soils</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>EGEN 105</td>
<td>Intro to Engineering</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>ENSC 215</td>
<td>Ground water Hydrology w/ lab for field experience</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>ENSC220</td>
<td>Surface Water Hydrology w lab for field experience</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>ENSC270</td>
<td>Water Quality Monitoring</td>
<td></td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>

**One-Year Certificate, Hydrology Aid**

This program provides students with the entry-level skills for a career in hydrology. This is a career ladder certificate that can lead to an Associate of Science Hydrology Technician degree. A total of 32 credit hours are required for a One-Year Certificate in Hydrology Aid. In order to achieve the One-Year Certificate, a student must meet all General Education Core requirements (12 credits) and specialized requirements (20 credits) in Hydrology.

The Learning Outcomes for the Hydrology Aid Certificate program are as follows:

- Understand some of the major theories and practices of hydrology.
- Demonstrate a basic understanding of essential technical and computational skills in surface and groundwater quantification and quality.
- Ability to read maps and use GIS/GPS navigation systems.
- Demonstrate a basic knowledge or awareness of place based water resource issues and their related cultural perspectives.
- Recognize and understand common terminology associated with hydrology.

*along with core requirements students will be required to complete the following degree specific courses.

<table>
<thead>
<tr>
<th>Course #</th>
<th>Name of Course</th>
<th>Semester</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>CORE 8</td>
<td>Hydrology Technician</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FORS 250</td>
<td>GIS/GPS</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>BIOB 101 &amp; 102</td>
<td>Discover Biology w/ Lab</td>
<td></td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>ENSC 215</td>
<td>Ground Water Hydrology w/ Lab</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>GEO 101 &amp; 102</td>
<td>Intro to Geology w/ Lab</td>
<td></td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>ENSC 270</td>
<td>Intro to Water Quality Monitoring</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>ENSC 220</td>
<td>Surface Water Hydrology w/ Lab</td>
<td></td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>

**One-Year Certificate, Records and Information Management**

Records and Information Management One-Year Certificate provides students with the methods for developing and controlling office records. Organized record keeping is vital to legal, business, health care, and other companies that must stay in compliance with regulations in regards to the United States government’s records policy. National record association handbooks
will be utilized as part of the curriculum. Along with the Records I and II classes, a Tribal Records course has been developed, which is the first of its kind for Tribal Colleges and Universities. In the Tribal Records course BCC students will study the first recorded documents with the US government. The course begins with the Blackfoot Treaties and Agreements then progresses to current Blackfeet Tribal issues and documents. A total of (30) credit hours is required to complete the One-Year Certificate in RIM.

The Learning Outcomes for the Records and Information Management Program are as follows:

- Students will code and arrange lists of personal, business and government names in proper order.
- Students will know how to apply records and information management principles to transfer information to an electronic database.
- Students will be able to identify federal government records, non-records, and personal papers: organize records into series, apply the inventory process, calculate disposal, and transfer dates, and apply a program schedule and the GRS.
- Students will research Treaties and Agreements made between the Blackfoot Confederacy and the United States government, specifically the boundaries of the Amskapi Pikuni (Blackfeet) Reservation and Rights guaranteed in those documents.

*along with core requirements students will be required to complete the following degree specific courses.

<table>
<thead>
<tr>
<th>Course #</th>
<th>Name of Course</th>
<th>Semester</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>CORE 8 –RIM</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BMGT 112</td>
<td>Records Information Management I</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Course Code</td>
<td>Course Title</td>
<td>Credits</td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------------</td>
<td>---------------------------------------</td>
<td>---------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>VOC 101</td>
<td>Employer/Employee Relations</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CAPP 120</td>
<td>Intro to Computers &amp; MS Office</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BMGT 114</td>
<td>Records Information Management II</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BMGT 118</td>
<td>Tribal Records</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BFIN 205</td>
<td>Personal Finance</td>
<td>3</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Associate of Science, Tribal Legal Studies**

The Tribal Legal Studies A.S. Degree is designed to prepare students for a career as a Tribal Legal Advocate. Students will develop the skills necessary for legal research and writing; gain an understanding of the basics of federal, state, and tribal law; gain an understanding of Native American legal issues; and gain hands-on experience through experiential learning. Also, students will study the Blackfeet Tribal Code to help prepare them to pass the tribal bar exam. This curriculum is designed to preserve the cultural traditions and heritage of the Blackfeet People through integration of the Blackfeet world view.

**The Learning Outcomes are as follows:**

- To develop knowledge and skills related to tribal, state and federal court systems, as well as civil and criminal jurisdictions.
- To develop effective written and verbal skills to accurately and appropriately read and convey information.
• To apply knowledge and skills critically in the context of living and/or assisting with tribal legal services, specifically as it relates to tribal law, tribal courts and tribal communities.

• Experiential learning will include mock trials, interviewing, record keeping, and ethical behavior.

• Prepare students to transfer to a 4-year institution.

*along with core requirements students will be required to complete the following degree specific courses

<table>
<thead>
<tr>
<th>Course #</th>
<th>Name of Course</th>
<th>Semester</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>CJUS 101</td>
<td>Intro to Law</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>CJUS 121</td>
<td>Intro to Criminal Justice</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>CJUS 140</td>
<td>Tribal Criminal Law &amp; Procedure</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>CJUS 180</td>
<td>Blackfeet Law &amp; Order Code</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>CJUS 200</td>
<td>Alternative Dispute Resolution</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>CJUS 286</td>
<td>Legal Research Writing</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>CJUS 298</td>
<td>Internship</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>NASX 276</td>
<td>Federal Indian Law, Policy, &amp; Governance</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>CAS 145</td>
<td>Addiction Studies</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>PSYX 240</td>
<td>Abnormal Psychology</td>
<td></td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>
One-Year Certificate Tribal Legal Studies

The Tribal Legal Studies One-Year Certificate is designed to prepare students for a career as a Tribal Legal Assistant. Students will develop the skills necessary to assist with legal research and writing; gain an understanding of the basics of federal, state, and tribal law; gain an understanding of Native American legal issues; and gain hands-on experience through experiential learning. Also, students will study the Blackfeet Tribal Code to help prepare them to pass the tribal bar exam. This curriculum is designed to preserve the cultural traditions and heritage of the Blackfeet People through integration of the Blackfeet world view.

The Learning Outcomes are as follows:

- To develop knowledge and skills related to tribal, state and federal court systems, as well as civil and criminal jurisdictions.
- To develop effective written and verbal skills to accurately and appropriately read and convey information.
- To apply knowledge and skills critically in the context of living and/or assisting with tribal legal services, specifically as it relates to tribal law, tribal courts and tribal communities.
- Experiential learning will include mock trials, interviewing, record keeping, and ethical behavior.

*along with core requirements students will be required to complete the following degree specific courses

<table>
<thead>
<tr>
<th>Course #</th>
<th>Name of Course</th>
<th>Semester</th>
<th>Credits</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>CORE 8 – Tribal Legal Studies</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>
The BNACTEP-STEM program and activities will be extensively evaluated to make sure programs offered meet industry-related standards for employment. Each program will develop a syllabus; lesson plans and learning outcomes for each certification and/or degree to meet industry-related standards. Evaluation results of programs will give feedback on program effectiveness, program improvements and practices to better retain and serve students.

Each program under BNACTEP-STEM will develop standard operating procedures that will include practices, activities and strategies in place that can be disseminated throughout Indian Country for other Tribal Colleges and Universities to replicate.

The opportunities that are available in hydrology, records and information management and tribal legal studies are high skill, high wage, and high demand occupations. Prospective BNACTEP-STEM students will receive industry related credentials in hydrology, RIM, and tribal legal studies along with certificates and associates degrees. The five curriculums and industry recognized credentials that will be offered through BNACTEP-STEM were developed based on the demand for industry-related jobs on the Blackfeet Reservation, regional opportunities and state-wide opportunities in these areas such as the Blackfeet Water Compact and need expressed by the Blackfeet Tribe.
Opportunities are constantly changing in the workforce industry and the education provided by BNACTEP-STEM can keep up with the change. The student, who can understand and approach any technical problem, can be a benefit to the modern day workforce in any job they want to pursue. These students are the next generation of problem solvers and shakers; they will help shape what happens in our growing industries. Students receiving credentials and/or a degree can work for local agencies and businesses to provide technological advances and a more efficient work place. Our local government (BIA and Tribal) and local agencies can hire qualified people with the qualifications and skills received from the BNACTEP-STEM program.

Potential employers include the Blackfeet Tribal Courts, BIA law enforcement, Blackfeet Tribe Legal Department, Montana Legal Association-Blackfeet location, Blackfeet Fish & Game, Blackfeet Housing, Blackfeet Appellate Court, ICWA, Program, Blackfeet Child Protective Services, Adult & Juvenile Probation offices, Parole Officers, BIA Wills and Probate, National Park Service, Sheriff’s Office, Domestic Violence Program, Victim’s Advocates, security officers and legal secretaries.

A Career/Placement Center is a crucial element in the success of a student pursuing industry-related education credentials and/or degrees. Career Center staff is the link between job placements; career opportunities, seeking financial assistance opportunities, and helping students apply for jobs and prepare for interviews. A strong resource filled center is the key for a student’s ability to gain employment or further their education.

The BNACTEP-STEM Career Center will assist BNACTEP-STEM participants (and alumni) achieve their educational goal(s) in pursuing a career. The BNACTEP-STEM Career/Placement Center will assist students and alumni with preparing for life during and after their educational experience at Blackfeet Community College. The BNACTEP-STEM
Career/Placement Center concept will be based on (4) plans: Life Plan, Cultural Plan, Career Plan, and Education Plan:

- The Life Plan will help students develop a strategy and setup goals to follow.
- The Cultural Plan will be a cultural/social assessment that will identify the need for coping and solving skill. The Cultural Plan will include or address the spirit, emotion, physical and mental state of an individual through cultural values.
- The Career Plan will help the students design a career plan that will be closely followed in work experience and job placement efforts.
- The Education Plan will help the students develop skills necessary for employment.

These Plans will help retain students and give them written documents they can use to reflect on as they move through their career plans. Services students receive through the Center will become part of their plans.

The Career/Placement Center will also provide a variety of basic services that will give students assistance in choosing a major at a university, finding an internship, searching for jobs, applying for jobs, – and everything in between.

- **Career Decision Making:** The Career/Placement Center counselor will help you figure out what career is right for you by using self-assessment tools to examine your values, personality, interests and abilities.

- **Career Exploration:** The Career/Placement Center will help you learn about various occupations. The counselor will point you toward resources you can use to gather information. Online resources will be maintained for career-related information. Connections with alumni will be maintained and used as a resource to discuss their careers with current students.
• **Resume Writing / Cover Letter Writing:** The Career/Placement Center will help students write their resumes and cover letters. Resume Writing workshops will be held and assistance with individual resume and cover letter critiques will be available as needed.

• **Job Interview Preparation:** Workshops to help you learn how to present yourself well on a job interview and Employee/Employer Relations workshops will be offered.

• **Job Placement:** Job listings will be maintained and posted for easy access for students. These listings will also include part-time job openings and internship opportunities.

Not everyone wants to pursue a degree program, many people are looking to gain job skills in a short time span without having to take extra courses that they cannot afford or do not need for their skill. The design of the BNACTEP-STEM curriculums will provide this target audience the choice of pursuing a certification program to enhance their job skills and the possibility of increasing their wages. The certificate programs are stackable credentials, meaning that the Associates degrees can be achieved in one additional year after earning the certificate. The Associates degrees are also transferrable. Students can transfer to a four-year institution and pursue a baccalaureate in these fields of study offered by BNACTEP-STEM.

With a high number of BCC students receiving PELL this indicates our target population is low income and dependent upon financial support to stay in college. Direct assistance for BNACTEP-STEM students will be provided to students who have exhausted all resources and is needed to address the barriers to the students’ successful participation in the project. Stipends will be provided to students who participate in Supervised Occupational Experience in the form of their second year field experience course, and continuing education degree specific workshop trainings held throughout the academic year.
Students enrolled in BNACTEP-STEM certificate or degree programs can apply to receive direct assistance or stipends to participate in a project funded under this program, which will include all five programs of study, One-Year Hydrology Aid Certificate, A.S. Hydrology Technician, One-Year Certificate Records and Information Management, One-Year Tribal Legal Studies Certificate, and A.S. Tribal Legal Studies.

Students must meet the following requirements for student eligibility:

1) Be enrolled in a career and technical education project funded under BNACTEP-STEM program;

2) Be in regular attendance in a BNACTEP-STEM program and meets BCC published attendance requirements;

3) Maintain satisfactory progress in his or her program of study according to the Financial Aid Satisfactory Academic Progress published standards for satisfactory progress defined in Blackfeet Community College’s 2016-2018 Catalog;

4) Students who have already taken a course and completed the course will not be eligible for a stipend; and

5) Have an acute economic need that--

a. Prevents participation in a project funded under this program without a stipend; and

b. Financial needs cannot be met through a work-study program.

c. The student’s financial need statement indicates a need for more financial aid, and the stipend will not exceed the student’s financial need, which will be verified by the Financial Aid Office.
There will be an application form for BNACTEP-STEM students to fill out to be considered a part of the program. The applications will be verified and signed by the Financial Aid Office and BNACTEP-STEM Director. A Financial Needs Assessment will be attached from the Financial Aid Office, indicating a need for the stipend and that the stipend will not put the student over their financial need limit. The applicant will also need to attach their academic transcript that verifies their declared major in the program, BCC education plan for graduation in declared major, course schedule for the academic semester they are applying, signed agreement for stipend, satisfactory academic progress verification form signed by Financial Aid Officer, and certification of Native American lineage.

Established linkages include local and federal agencies including the Blackfeet Tribe and the Water Compact Commission, Blackfeet Tribal Employment Rights Office, Blackfeet Tribal Courts, Blackfeet Tribe Consultants and Engineering firms, Blackfeet Community College, Department of Defense, Fish and Wildlife, Indian Health Services. NACTEP grants have been at Blackfeet Community College for a number of years and have established many partnerships with community, state and federal resources. The NACTEP grants at Blackfeet Community College carry a great reputation across the Blackfeet Nation. If funded, this reputation and these partnerships will be maintained with the new program.

All Blackfeet Community College personnel are required to have an education plan on file in the Human Resource Department. This plan should reflect higher education and/or training each employee wants to pursue for the year, providing funds and the training is available. Professional development funds have been budgeted for key personnel of BNACTEP-STEM. Three full-time instructors and three BNACTEP-STEM administration staff will pursue training opportunities in their respective area of education. Key personnel will seek professional development.
opportunities based on the education and training needs relevant to their current position and department they work in. BNACTEP-STEM Director and Placement Specialist will attend the annual Project Directors meeting and Career and Technical Education Conferences.

Administrative Assistant will attend job specific seminars to enhance their skills in office administration. All key personnel are encouraged to seek continued education that will enhance their instruction ability and keep them up-to-date with new and emerging job skill development they can utilize in the classroom and in daily administrative operations.

Blackfeet Community College has a policy in place to continuously review performance of personnel. Annual evaluations and professional development plans are completed by the staff and faculty to identify and satisfy training needs. The BNACTEP-STEM Director will meet with key project staff and personnel to complete employee evaluations. Along with the Human Resource Department, the BNACTEP-STEM Director will keep a file on each BNACTEP-STEM employee in order to make sure performance goals and professional development plans are met.

c. **Adequacy of Resources**

Blackfeet Community College has grown from scattered classrooms across the Blackfeet Indian Reservation to a permanent flourish campus located on the south entrance to Browning, Montana. Our campus consists of the following buildings: LEED Platinum Certified South Wind Lodge Math/Science Classroom & Lab; Newly Constructed Greenhouse; Vocational Education building; Technology Center building; Media; Health & Fitness Center; Day Care Center; Beaver Painted Lodge & Administration; Medicine Springs Library; Maintenance and National Science Fellows building; two buildings that house the Registered Nursing Program; and the Red Fox building for the Business and Information Technology Department; Health
Science and Education building that was completed in the fall of 2018. Blackfeet Community College has the facilities to house the BNACTEP-STEM program. The new BNACTEP-STEM program is guaranteed enough classroom and building space to ensure successful program development and objective completions.

Letters of support have been collected from the Blackfeet Tribal Water Resources, Blackfeet Tribal Court, and Salish Kootenai College Hydrology Department. Blackfeet Community College has an excellent working relationship with all agencies on the Blackfeet Reservation, providing numerous workshops for their staff, workshops to provide skills needed by their agency for student employment. This is a great opportunity for the college to provide certified skilled workers that agencies will draw from. Letters of support are included in this application.

All Blackfeet Community College instructors are required to have a degree related to the area they are instructing in as per the Blackfeet Community College’s Employee Policies and Procedures Manual. All job descriptions are included at attachments. All positions will be advertised as per Blackfeet Community College’s Employee Policies and Procedures Manual concerning employment.

d. Quality of the Management Plan

Goal of the Project:
To provide quality post-secondary education in 5 degree and certificate programs to Native Americans residing on or near the Blackfeet Reservation that prepares them with meaningful employment opportunities in industry-related careers and emerging professions while focusing on STEM related courses.

Objectives:
1. Over the 5-year project period, 60 students will attain industry-recognized credentials, certificates or degrees in the 5 curriculums that are aligned with challenging academic standards:

   1) One-year certificate Hydrology Aid;
   2) Associate of Science Hydrology Technician;
   3) One-year certificate Tribal Legal Studies;
   4) Associate of Science Tribal Legal Studies;
   5) One-year certificate Records and Information Management.

2. Career guidance, placement services, and academic counseling provided for 100% of BNACTEP-STEM students per year with 50% being placed in employment, additional education, or military.

3. Provide BNACTEP-STEM students with work-related experience such as supervised occupational experience, on-the-job training experience, and/or field experience.

   Blackfeet Community College is committed to a program of equal opportunity for education, employment and participation in college activities without regard to race, color, sex, age, religion, creed, national origin or physical disability. Title IX of the Educational Amendments of 1972 specifically prohibits discrimination in education programs and activities on the basis of sex. The regulation extends to employment by and admission to the College. The College follows the principles embodied in the Blackfeet Tribal non-discrimination policy and the Federal “Fair Employment Practices” legislation. Persons applying for positions at the College will be considered for employment without regard to age, sex, race, color, religion, creed, physical disability or national origin. It is the general policy of the College to give preference to qualified American Indian applicants, especially enrolled members of the Blackfeet
Tribe, in filling employment vacancies, while complying with all applicable federal and tribal employment requirements.

The Program Director, Administrative Assistant, Placement Specialist, Records and Information Management Instructor, Hydrology Instructor, and Tribal Legal Studies Instructor are all full-time employees who will devote 100% of their work time to BNACTEP-STEM’s goal and objectives and to make sure the focus of day-to-day program operations and activities meet the goal and objectives.

It is common administrative practice for Blackfeet Community College to approach all federally funded programs with a team concept. All personnel involved in the program and other staff whose responsibility is with Federal programs accountability work together, for the betterment of each program, and makes sure the program is being accountable while meeting the needs of the students. The PI, Math & Science Division Chair, Human Services Division Chair, Business Division Chair, Academic Affairs Dean, as well as the Grants Finance Officer and Business Office staff will provide assistance and direction to the Program Director to ensure the success of the program.

The following will provide 10% of their time in-kind to ensure the success of the program and assist the Program Director as needed. (Resumes’ attached)

- [Name], Director Institutional Development, Principal Investigator for the program
- [Name], Math and Science Division Chair, to ensure the success of the Hydrology Program.
- [Name], Human Services Division Chair, to ensure the success of the Criminal Justice, Tribal Legal Studies Program.
Business Division Chair, to ensure the success of the Records and Information Management Program.

The following will provide 100% of their time instructing courses for the BNACTEP-STEM program. (Resumes’ attached)

- Criminal Justice- Tribal Legal Studies Instructor, Full-time, Juris Doctorate and Tribal Bar Exam.
- Hydrology Instructor, Full-time, BA+3 years’ work experience.
- RIM Instructor, Full-time, BA+3 years’ work experience.

Program Director, will devote 100% of her work time to BNACTEP-STEM’s goal and objectives and to make sure the focus of day-to-day program operations and activities meet the goal and objectives. has her Bachelor’s degree in Business and thirteen plus years work experience. has experience with two prior NACTEP grant and one current NACTEP-STEM grant at Blackfeet Community College. (Resume’ Attached).

Administrative Assistant, will devote 100% of her work time to BNACTEP-STEM goal and objectives. has her Associates degree in Business with eight years’ work experience. has experience with one previous NACTEP grant and one current NACTEP-STEM program at Blackfeet Community College. (Resume’ Attached).

Placement Specialist, will devote 100% of her work time to BNACTEP-STEM goal and objectives. has her Bachelor’s degree in Psychology with three years’ work experience. has one year work experience with the current BNACTEP-STEM program at Blackfeet Community College. (Resume’Attached).
All job descriptions are included as attachments. All positions will be advertised as per Blackfeet Community College’s Employee Policies and Procedures Manual concerning employment.

e. Quality of the Project Evaluation

The Blackfeet NACTEP-STEM evaluation process will be extensive, thorough and appropriate to the goal, objectives and outcomes of this project. Evaluation will be formative and summative in nature to measure program success and include qualitative and quantitative data that reflects the performance measures required by GPRA.

All degree and certification programs will work fully with the college’s Office of Mission Effectiveness. Data will be collected from a wide array of sources both within and external to BNACTEP-STEM curriculums. Course completion and graduation statistics, industry recognized training completions, student follow up surveys, graduate and exit surveys are just a sample of the data streams available for interpretation.

Direct measures will include:

- Pre and post student surveys for each course offered in the certificate and degree programs.
- Student exit surveys upon completion of program and/or certificate, or if student did not complete semester.
- Advisory Committee feedback
- External Evaluator review
- Graduate employment
- Student satisfaction surveys for the Career Center

Indirect measures will include:
Instructor and Course Evaluations (student assessment of learning gains)
Graduate Exit Survey (student assessment of learning gains)
Alumni Survey (student assessment of learning gains)

An External Evaluator will be contracted to work with the BNACTEP-STEM program staff to develop an effective evaluation instrument based on GPRA evaluation requirements, data required for the annual Department of Education report, and evaluation of the goal, objectives and activities of the program. The evaluation will consist of qualitative and quantitative data and a feedback mechanism to improve program effectiveness.

The External Evaluator will provide an evaluation report at the end of each academic year to provide data to help improve program objectives and activities to better serve students and meet program objectives. An annual evaluation report will be required as part of the annual program report to the Department of Education.

f. Economic Development Plan

As sited in the need for the project, BNACTEP-STEM proposes exemplary approaches that involve the Blackfeet Tribe Comprehensive Economic Development Strategy for 2018-2023. With the need to expand the knowledge and credentials of current and potential employees, the BNACTEP-STEM program will be guided by the Comprehensive Economic Development Strategy, specifically for the Hydrology certificate and degree program. The Blackfeet Tribe has used an allotted budget and created a Water Resources department that establishes the water compact projects for the tribe. BNACTEP-STEM will work directly with this department and its supervisor, [name], as well as various BIA entities to ensure our Hydrology program has the support to meet the curriculums and program goal and objectives.
The economic development strategy on water rights entails the ultimate goal and planned water projects to be completed. $422 million (in addition to the state contribution of $49 million) in funding will go to the Blackfeet Tribe for water-related projects on the Reservation. By providing a Hydrology degree program at Blackfeet Community College through BNACTEP-STEM, the needs of employment will be met. Our community members need to be highly trained and skilled in the areas of water resources and hydrology so they can fill these anticipated positions.