



Dr. Doug Clauschee (Navajo-Dine')

Dr. Clauschee is the former Associate Superintendent of Chinle Unified School District located in Northeast Arizona on the Navajo Nation. His educational career spans 30 years and has been retired from the public school system since 2020. He serves as an educational consultant working with BIE schools in AZ mentoring and coaching principals and working with teachers to develop quality instruction. His philosophy as an educator is to ensure that all students have equitable access to high quality teaching and academic excellence. He advocates a culturally responsive approach to leadership, schooling, and teaching. He believes the language and culture of an indigenous student should be seen as a strength and an asset in achieving academic goals.

Dr. Clauschee started his teaching career at the secondary level and became the principal of the largest high school on the Navajo Nation where he was a former graduate and later became the associate superintendent of Instruction. His devotion and desire to continue to support schools led him to become an educational consultant. His goals include developing professional learning communities, building data driven cultures, and providing strategic planning for schools. His strength lies in his knowledge and capability to be an instructional leader demonstrated by developing high quality instruction. His district leadership experience honed his skills and strengthened his determination to successfully lead a district of 4000 plus students and 400 plus employees. He is dedicated to strengthening the education of students by building culturally responsive schools and eradicating racial bias towards Indigenous students and families. He believes being responsive to the culture of the community involves building a bridge between the local communities and the school by creating inclusionary policies and procedures, especially those schools in remote areas on Indian reservations.

Dr. Clauschee has served on numerous committees and in 2020 had the opportunity to speak in Washington DC on the challenges of teacher recruitment and retention on the Navajo Nation. He has presented at various conferences on the successes achieved as a school leader and his research. He has been awarded Administrator of the year honors and was recognized by the state education offices for his high school afterschool programs. He also was an adjunct instructor teaching *Math for Elementary Teachers* at local tribal colleges.

Dr. Clauschee received his B.S. in Math education, M.A. in educational leadership and in 2020 attained his Ph.D. for his research on successful Native American educational communities. He is a father of seven children, grandfather to four and one on the way. He is married to soon to be Dr. Maria Morones-Clauschee who is an ESS teacher in a BIE school.