

**Minutes**  
**NORTHEAST ARIZONA TECHNOLOGICAL INSTITUTE OF VOCATIONAL EDUCATION**  
**(NATIVE)**  
**Regular Governing Board Retreat**  
**Tuesday, July 7, 2015**  
**Hospitality Classroom, NATIVE District Central Campus, NATIVE District, Kayenta, Arizona**

**Regular Board Retreat**

**I. Call to Order and Welcome – Board President**

NATIVE Board President Yazzie called the NATIVE Board Retreat to order at 9:03 AM.

**II. Roll Call – Business Manager**

Present – Governing Board: Margaret Yazzie, Sanders Unified School District  
Anderson Jones, Chinle Unified School District  
Jeremy Curtis, Ganado Unified School District  
Eugene Kirk, Window Rock Unified School District  
Leroy Shingoitewa, Tuba City Unified School District  
Absent – Governing Board: Marshall Johnson, Pinon Unified School District  
Lavina Smith, Kayenta Unified School District  
Lee Zhonnie, Red Mesa Unified School District

In addition to the five Governing Board members, the NATIVE Superintendent, the NATIVE CTE Coordinator, the NATIVE Business Manager, one site CTE Director, one site administrator, one legal counsel, for a total of 11, were in attendance for all or part of the meeting.

**III. Review and Discussion of District Vision & Mission – Superintendent**

Superintendent Tsosie disseminated copies of all of the Arizona JTEDs vision and mission statements, then reviewed the Arizona state map with the locations of the JTEDs. Board members, NATIVE administration and attendees discussed revisions to the NATIVE vision and mission statements. The Vision statement was recommended to be revised to "While supporting cultural identity, NATIVE will provide quality learning experiences to succeed in tomorrow's workforce." The Mission statement was recommended to be revised to "Provide industry-driven Career Technical education to empower all NATIVE students with skills and knowledge to access opportunities in local, regional, and global workforce." Superintendent Tsosie indicated that he will share the recommended revisions to site CTE directors, teachers, and others to gather their thoughts about the two statements.

**IV. Review and Discussion of “JTED” name to possibly “CTED”**

Superintendent Tsosie indicated that he attended a JTED Superintendents' retreat, the retreat encouraged changing the name JTED to CTED. Superintendent Tsosie informed the NATIVE Board of reasons why a change is encouraged. Board members in attendance support the idea of the change.

10:00 AM Break

**V. Review and Discussion of NATIVE District 3-5 Year Goals/Plans – Superintendent**

Superintendent Tsosie disseminated copies of a handout that lists previous NATIVE 5 year goals 2009-2014, and a handout of a draft copy of NATIVE 3-5 year goals 2015-2020. Superintendent Tsosie thoroughly reviewed each goal and provided an update on each of the goals. Some of the goals were marked out due to limited funds. Ongoing goals were marked as well. Goal 2 was heavily considered to be eliminated due to current technology trends and limited Erate funds. Goal 3 needs to be updated with current professional development delivery, an ongoing goal. Goal 4 may include additional ways to offer a high demand program through student surveys or labor market reports. The Programs of Study grants provide support for this goal. Dual credit and concurrent enrollment classes

with Dine' College, Navajo Technical University, Northland Pioneer College were discussed. Goal 5 was thoroughly presented to the NATIVE Board include keeping updated on current legislation, removal of funding cap, attendance files, site allocation payments. Goal 6 include NATIVE District Central Campus funding opportunities to support construction, support partnership with other entities, expand program offerings, explore addition of Charter Schools to NATIVE. Superintendent Tsosie inquired for suggestions from the NATIVE Board pertaining to the new goals. A concise agreement was made that the new goals are more achievable and a better tool.

12:00 – 1:00 PM Lunch Break

**I. Site CTE Directors/Responsibilities – Superintendent, CTE Directors**

One site CTE Director began attending the retreat.

The retreat re-started as Superintendent Tsosie presented documentation related a job description for CTE Director at a site, and reviewed a list of site CTE Director responsibilities, a list generated by Superintendent Tsosie. He reinforced the fact that the CTE directors oversee other duties beyond CTE. Monument Valley HS CTE Director McBride shared that he is part of a team and is depended on for other tasks beyond CTE. Mr. McBride indicated that it is his choice to teach. He recommended to add 3rd party certification, and turned the concern around and asked the NATIVE Board what their expectations are. Board member Shingoitewa explained his experience when he approached a non CTE administrator about CTE programming. CTE teaches academic skills and should be considered as part of a school and not be separated. Highly qualified teachers versus CTE teachers concerns were expressed. NATIVE budgets should be carefully evaluated when presented to the NATIVE Board and to put salary and benefits at a minimum, which eliminates other travel costs such as professional development and travel. Industry standard equipment preferred. Salaries should be provided by the sites and not NATIVE. If we are to bring the quality of the programs up then we have to work on bringing up poor ones. Board member Jones shared a "common sense" teaching. Superintendent Tsosie advised that NATIVE will post meeting attendance, requirements, and consequences to site CTE Directors to encourage more involvement with NATIVE.

**II. Legal Issues/Do's and Don'ts – Brandon Kavanagh – Mangum, Wall**

Introductions were made for NATIVE legal counsel Brandon Kavanagh of Mangum, Walls, Stoops & Warden. A hard copy of the presentation was given to attendees. Legal Counsel Kavanagh reviewed the presentation emphasizing on powers and obligations, acting on behalf of others, Board members as individuals, balancing roles, open meeting law, default concept, take action in public meetings, and follow a posted agenda. All Board emails should be avoided, traveling together, personal meetings to unintentionally discuss District business.

2:45 PM Break

**III. CTE in School Sites/1 Year Plan – CTE Coordinator, Superintendent**

NATIVE CTE Coordinator Jonathan Yazzie presented a power point called "Student Success" based on his experience as the NATIVE Coordinator to which is the NATIVE 1 year plan for the FY2016 school year. Successful program evaluations determine program need and development, and Arizona Department of Education initiatives are being met. The ADE initiatives include Career and Technical Student Organizations (CTSO) activities and workplace employability standards. A list of CTOSs was presented. ADE encourages industry participation in development of CTE standards. Communication, critical thinking, problem solving, are lacking in the standards due to culture shock upon the NATIVE students. The three program evaluation rubrics were explained. The Emerging program rubric is applied for new teachers and or new programs, recommended to be used for two years. The High Quality rubric for applied to programs that are more than two years. The Programs of Excellence rubric entails a lot of components. The Monument Valley HS Ag program is the only NATIVE program that utilizes this rubric. Mr. Yazzie emphasized that these rubrics are straight from JTED

legislation and program assurances. Superintendent Tsosie reported that FY2015 program evaluations indicate 95% of NATIVE CTE programs are high quality programs, and emphasized recognition and incentives that support level of programs. Board member Shingoitewa encouraged that site District administrators be informed of program evaluations results. CTE Coordinator Yazzie added that programs that do not have a certified CTE teacher or inadequate facility should not be funded. Long term CTE substitute teachers are also ongoing issue. Program evaluations are deemed to have an approved ADE coherent sequence. Career exploration is required as part of the coherent sequence.

CTE Coordinator Yazzie presented that the one year goals presentation “Student Success” supports the NATIVE Vision and Mission statement that collectively includes students, teachers, directors, secretaries and facilitators. NATIVE will provide career specific expenses including certification fees, OSHA 10 training, NCCER and AWS certification, food handlers certification, Lynda.com training, CNA, first aid, CPR, background checks, Microsoft Academy training, and other appropriate student expenses. Lists of links for safety training was presented which in hence provide updated information. Detailed explanations of expenses were presented

CTE Coordinator Yazzie cannot emphasize enough the importance of Student Safety in the classroom. The OSHA 10 certification certifies the students of OSHA safety and allows them to be more employable. Student safety statistics were presented. The OSHA 10 safety course that NATIVE will offer is a lifelong renewable certification if certified every two years.

NATIVE CTE teachers are highly encouraged to attend a CTSO Leadership Training as attended by CTE Coordinator Yazzie. The training provides quality outstanding lesson plans at no charge. The lesson plans are embedded in CTE projects. NATIVE will provide funds for 2 attendees from each site attend this training.

NATIVE District will provide professional development to the NATIVE teachers to ensure teachers remain certified. An estimated 40% of teachers evaluated were 1<sup>st</sup> and 2<sup>nd</sup> year teachers. New teachers are sometimes uninformed of certification issues. A major issue in the NATIVE District is the ADE initiative Workplace Employability Standards. NATIVE continues to provide important professional development training dates and locations. It is NATIVE’s goals to bring as many professional development trainings to the NATIVE Districts to avoid costly travel costs and time away from the classroom. Advisory committees are a required component to a successful program. Development of Common Core standards into CTE lesson plans was discussed. Safety professional development trainings should be required to attend by all CTE Directors. New CTE teachers straight from the industry need professional development in classroom management. New CTE teachers that are on provisional certificates used to have to complete 18 college credits within a timeframe, instead of college credits, now can attend approved professional development hours. The ACTE Premier Series professional development packet has all required classes and trainings to become a certified CTE teacher.

NATIVE District will provide to site CTE directors with professional development, grant writing assistance, templates on NATIVE websites, and strive for improved communication between NATIVE District and the sites.

NATIVE District will strive to train the VCDL facilitators to be more effective in case the VCDL network fails on any given day, academic intervention may be a method. NATIVE District will provide funds for CTE Secretaries and Clerks to attend an Administrative assistant conference in Flagstaff on August 8, 2015. CTE Secretaries and Clerks are individuals that complete ADE data reports and need professional development as well.

SkillsNATIVE 2015 contests concerns were presented.

Board member Jones and Yazzie inquired about safety issues and classroom management at the sites. CTE Coordinator Yazzie replied to Board members' concerns.

Closing remarks were made by Superintendent Tsosie.

4:00 PM  
Adjourn

6:30 PM

Dinner, Kayenta Monument Valley Inn – The Wagon Wheel Restaurant

The five NATIVE Board members, three NATIVE administrators, and one NATIVE site administrator attended dinner at the Wagon Wheel Restaurant, Kayenta Monument Valley Inn.

### **Regular Governing Board Retreat**

**Wednesday, July 8, 2015**

**Hospitality Classroom, NATIVE District Central Campus, NATIVE District, Kayenta, Arizona**

#### **Regular Board Retreat**

#### **I. Call to Order and Welcome -- Board President**

NATIVE Board President Yazzie called the NATIVE Board Retreat to order at 9:03 AM.

#### **II. Roll Call – Business Manager**

Present – Governing Board: Margaret Yazzie, Sanders Unified School District  
Anderson Jones, Chinle Unified School District  
Jeremy Curtis, Ganado Unified School District  
Eugene Kirk, Window Rock Unified School District  
Leroy Shingoitewa, Tuba City Unified School District  
Lavina Smith, Kayenta Unified School District (*arrived at 9:03 AM*)  
Lee Zhonnie, Red Mesa Unified School District

Absent – Governing Board: Marshall Johnson, Pinon Unified School District

In addition to the seven Governing Board members, the NATIVE Superintendent, the NATIVE CTE Coordinator, the NATIVE Business Manager, the NATIVE Business Consultant, one NATIVE site administrator, one NATIVE site Superintendent, two Arizona State legislators, one Arizona JTED lobbyist, one local media newspaper reporter, one airplane aviator aviayitor, one past NATIVE Board member, and one NATIVE community/industry representative, for a total of 20, were in attendance for all or part of the meeting.

#### **III. NATIVE District – Superintendent**

Superintendent Tsosie welcomed attendees and initiated introductions. Everyone in attendance introduced themselves which provided background of attendees. Superintendent Tsosie gave a power point presentation. He described what NATIVE District was like before the construction of the Central Campus and how he shadowed previous NATIVE administrators Leshner and Gilmore to learn as much as he could about NATIVE, and continues to be a learning process. The purpose of the NATIVE District is to provide opportunities for our children and grandchildren. Arizona statute **SS**15-391 allowed for the 14 Arizona JTEDs to form. Williams Allsbrooks, an attendee was the one to initiate documentation to form the NATIVE JTED over 13 years ago. NATIVE District is spread out to 3 Arizona counties, Apache, Navajo, and Coconino. NATIVE currently has an estimated 2,200 students enrolled in over 18 CTE different programs. The Central Campus has 3 programs,

Hospitality, Culinary Arts and Graphic Communications. NATIVE has 8 satellite sites which are all the Arizona public high schools across the Navajo Nation from which we have a Board member. NATIVE supports the satellite sites with an M&O allocation, up to date equipment, software, dual enrollment nursing classes with Northland Pioneer College, microwave network to provide real time streaming to gap the physical distances between the sites, professional development based on annual program evaluations, program certification for students, SkillsNATIVE, curriculum development for teachers coming from industry with little or no teaching experience.

Superintendent Tsosie indicated that the current legislation allows for a \$7 million cut to JTEDs through fiscal year 2017. He gave detailed explanations of how legislation affects NATIVE JTED funding. CTE research, studies, reports, and statistics were presented that validate the success of CTE programs. NATIVE teaches industry level standards. Superintendent Tsosie stressed that JTEDs are not double dipping and not double funded, a perception made by some.

#### **IV. Current AZ JTED Situation/Recent Legislation Changes – Gretchen Jacobs, AZ Governmental Affairs**

Gretchen Jacobs, an Arizona JTED Lobbyist covered her background. Lobbyist Jacobs announced that a judge ruled to give \$300 million in the current year for back funding for inflation costs that were that were required by statute but were not paid to the schools, which drastically affected the current budget, along with other shortfalls. A newly elected Governor also contributed to the JTED cuts.

One good outcome is that the legislation approved a one-time \$1 million of soft capital to rural JTEDs to purchase state of the art equipment. Another positive outcome is that Governor Ducey did not push any cuts to JTEDs. At the end, the legislature gave the Governor 90% of what the Governor requested. JTED, satellites, central campus terminology can be confusing and misunderstood at the legislative level. It appeared that there was extra funding being applied to member Districts and JTED which took a 14% percent cut combined, in addition an additional percentage is diverted before JTED funds reach the satellites. The diverted funds validate the 50% cut before it reaches the satellites. The significant cut will not take into effect until 2017, allowing time to fix it. Lobbyist Jacobs indicated that it is her intention to restore the JTED funding.

Arizona State Senator Begay expressed his appreciation to Lobbyist Jacob's efforts to explain the JTED funding situation. Senator Begay continued to express his transparent perspective on the legislature and the process of the budget cycle. He indicated that transportation funds were approved for the Navajo Nation. The Navajo Nation and other Arizona tribes were approved funding for their tribal colleges and their dual enrollment fund. The overall budget that was approved and signed is a \$9.1 billion budget. He spoke of additional cuts to other programs beside JTEDs. The process is not a good site. He explained on how the budget surplus is used, which has potential to go to JTEDs. Being a legislature is not a popularity contest, it is a job where one has to make hard decisions. Both Senator Begay and Representative Benally's legislative district is the largest in the State that spans across 7 counties, and serves 7 tribes. Both legislatures are a minority at the Arizona legislature. He believes that the future of the State of Arizona is dependent upon the success and partnership with our rural tribal communities and vice versa. The investment that need to be made with JTED funding and with the impact NATIVE has needs to be increase to find the dollars both in the State and other non-state revenue resources to help expand the NATIVE programs.

Arizona State Representative Jennifer Benally expressed her concerns about the importance of JTED funding. Her experience as Navajo Court judge pursues her reasoning on the importance of funds to support the people of her legislative district. There is a misconception that we do not pay taxes, which is not true. She spoke of programs that need legislative funds including the NATIVE JTED.

Break 10:37 AM

Senator Begay presented areas of opportunities for NATIVE District with potential funding. The tribal college dual enrollment program fund has the potential to expand to be available to JTEDs. A Navajo Code Talkers Code Writers initiative as partnered with the Arizona Science Foundation to work with industry corporations as Dell, Intel, to create a pipeline of native code writing through K-12. The goal of the program is to establish certify 1,000 Native American code writers. The initial development of this program is now in progress. Senator Begay requested interested parties do a follow up with him to be included in an upcoming Native American Advisory meeting. Senator Begay shared initiatives of a program called Indian School Bus Route, related transportation programs, and teacher certification issues.

Superintendent Tsosie, Superintendent Allsbrooks, and Board Member Zhonnie inquired about Senator Begay's presentation.

CTE Coordinator Yazzie inquired of any funds available for construction. Senator Begay replied by providing information to google Multi Agency Tribal Infrastructure Collaborative that may direct you to a resource. Senator Begay indicated that he look out for such funding opportunities. Lobbyist Jacobs indicated that the entire state is hurting for construction funds.

Representative Benally stressed the need of participation from the citizens to support legislative issues.

Board member Zhonnie expressed his gratitude and appreciation to Senator Begay for his efforts to be in attendance in today's meeting. He believes that the youth come to NATIVE in hopes they receive career opportunities. He believes that NATIVE is the foundation of the youth. A recommendation was given to Senator Begay to come back and see what is going on with our youth.

Senator Begay informed that citizens' presence and emails is a very powerful perspective in gaining funds. The funding effects are partially due from recovering from the recession of years past. He pledged that he will return to future meetings and Board retreats. Representative Benally indicated that she believes in JTED programs. She also expressed her concerns about teaching certification. She assured the audience that she works for the public and insisted if her presence is needed at the NATIVE meeting to inform her.

Board member Shingoitewa addressed Senator Begay from an educator's perspective. He indicated that Senator Begay is a model for our children, and that we all look up to him for reassurance and that he is there to protect us. When it comes to education, the State of Arizona does not acknowledge the fact that Native Americans put a lot of money into education funds. During the recession, without Indian gaming and Peabody Coal, the economy would have collapsed. Until we get the education funds we deserve we will continue this fight. NATIVE's objective is to provide the best education for our children in the state of Arizona. Our calling is to support every child that comes through this program. To enable the students to receive the tools to make life what it needs to be. He advised both Legislators to think very thoroughly and clearly on budget issues. He reported that he was upset with the outcome of legislative budget. He indicated that the information presented today gave him a better understanding of the legislators' perspectives.

Board member Yazzie expressed her excitement and appreciation for the discussion. She highly values Career and Technical Education.

Board member Jones shared his perspective on the outlook on our children's future and what role he plays in it. Through being an educator and a coach he understands the significance of our children's future.

**V. Review and Discussion of Updated NATIVE District FY16 & FY17 Budget Projections -- Business Manager, Superintendent**

Superintendent Tsosie presented a summarized update of the NATIVE District FY16 & FY17 Budget Projections based on NATIVE's collaborative research. He emphasized that the figures presented on based on current information and subject to change.

Adjourn 12:37 PM End of Retreat

Lunch, NATIVE Culinary Kitchen

Dated this 13<sup>th</sup> day of July, 2015  
Northeast Arizona Technological Institute of Vocational Education



By Ron Tsosie, Superintendent