

Ganado Unified School District No.20

Our Vision is to be a professional learning community that focuses on all students exceeding educational expectations.



Our Mission is to ensure all students a quality education and strengthen Diné cultural values for life long learning.

Minutes of Public Meeting and Work Study Session Of the Governing Board of the Ganado Unified School District No. 20 January 28-29, 2023, at 8:00 a.m. – Little America Conference Center, Flagstaff, Arizona

- I. CALL TO ORDER:** Joseph Mora, Board President called the meeting to order at 8:16 a.m.
- II. ROLL CALL:** Marcarlo Roanhorse, Patrick Burns, Wallace James, Jr., Allen Blacksheep, Jr., Joseph Mora were all present in person.
- III. INVOCATION:** Davis Begay, Transportation Supervisor provided the invocation.
- IV. APPROVAL OF AGENDA:** Discussion and Possible Action to Approve the Agenda. Mr. Allen Blacksheep, Jr. motions to approve the agenda, second by Mr. Patrick Burns.
Voice Vote: Mr. Roanhorse – Aye; Mr. Burns – Aye; Mr. James – Aye; Mr. Blacksheep – Aye; Mr. Mora – Aye;
Motion Carries: 5, 0, 0
- V. WORK STUDY SESSION:** (No action will be taken)

Saturday, January 28, 2023

Introductions, and Overview of the District - Leandra Thomas, Interim Superintendent.

School Letter Grades Calculations/Models used - Leandra Thomas, Interim Superintendent.

Dr. Thomas introduced the Leadership Team of Ganado Unified School District.

Dr. Thomas, Interim Superintendent provided a brief of various plans in the district such as the safety plan, 301 plan, retention stipend, curriculum, power school, timeclock plus, capital plan, possible raises for the next school year, impact aid, school calendar, professional development for teachers (prop 301), test score alignment, audits, security in schools, Foodservice profits, technology plan, and Nursing Department. Dr. Thomas also provided models used to calculate school letter grades for K-2, grades K-8, and grades K-12. She also provided a comparison of school letter grades of high schools within the vicinity of Ganado High School. Dr. Thomas stated that Ganado Primary School is currently in its 1st-year school improvement, the Ganado Intermediate School and Ganado Middle School are in their 4th year of school improvement, and Ganado High School has a C letter Grade. Dr. Thomas provided a School Improvement issues and plan for year 1-3, Assessment System, Year 1, Year 2, and Year 3. She also provided the Capital/Project listing.

Mr. Roanhorse introduced guests Philandria Nelson and Minifred Lilly who are representatives of the Parent Advisory Committee (PAC)/Indian Education Committee (IEC).

The Governing Board members introduced themselves.

School Improvement (SI) Status

- **Primary School SI Presentation/Update - Corrina Begay, Acting Principal:** Corrina Begay, Acting Principal provided the Kindergarten Benchmark 1 & 2 for English Language Arts and Math. Ms. Begay provided a Kindergarten Intervention Plan. Ms. Begay provided the First Grade Benchmark 1 & 2 for English Language Arts and Math as well as a First Grade Intervention Plan. Ms. Begay provided the Second Grade Benchmark 1 & 2 for English Language Arts and Math as well as the Second Grade Intervention Plan. Ms. Begay presented the Cohort Synopsis, School Integrated Action Plan Goals SIAP as well as provided

smart goals for the Primary School. Ms. Begay stated that she recommends either an extended school year or summer school where all students to attend.

Concerns:

- There is a bill being presented at the legislative level that will provide more funds to achieving school districts, which Ganado USD needs to be a part of receiving, they need to get out of this school improvement status.
- Rules for ELL (English Language Learners) rules are changing.
- The Aggregate Expenditure Level is being presented at the Arizona House of Representatives again, if this goes through, the district could lose over \$2 million dollars of budget.
- The 2nd grade is the greatest concern so the district needs to do all it can for the students.
- Ms. Begay says it will take about 2 years to get out of school improvement and for students to get on track. She says that as soon as everyone comes to the table with the same conversations is when they will be on the way, right now they don't have that.

Mr. Mora called for a break at 10:03 a.m.

The meeting resumed at 10:18 a.m.

Mr. Blacksheep recommends that administration start planning and implementing strategies such as starting allies with other school districts in the same scenario regarding the bills that are going to the house of representatives.

Ms. Begay stated that she has met with all 2nd-grade parents and staff on implementing and assisting with intervention. She stated that although the Allied Teachers have their own lesson plans and smart goals, she is requesting that they assist with interventions while the teacher works with lower-level students.

- **Intermediate School SI Presentation/Update** - Corrina Begay, Principal: Corrina Begay, Principal provided the 3rd Grade Benchmark 1 & 2 for English Language Arts, Math and Science. She provided the 4th Grade Benchmark 1 & 2 for English Language Arts, Math and Science. Ms. Begay provided the 5th Grade Benchmark 1 & 2 for English Language Arts, Math and Science. Ms. Begay stated that the Intermediate School Leadership Team and herself developed a School Integrated Action Plan SIAP for Primary Need 1 & Desired outcome, School Integrated Action Plan SIAP for Primary Need 2 & Desired outcome, School Integrated Action Plan SIAP for Primary Need 3 & Desired outcome, with an overall academic objectives SIAP, and an Intervention Plan. Ms. Begay provided smart goals for the Intermediate School.
- **Middle School SI Presentation/Update** - Leandra Begaye, Principal: Leandra Begaye, Principal provided a presentation to the board on Current Student Academic Status, ELA Benchmark Results for 6th grade, ELA Benchmark Result for 7th grade, ELA Benchmark Results for 8th grade, Math Benchmark Results for 6th grade, Math Benchmark Results for 7th grade, Math Benchmark Results for 8th grade, Intervention Programs, Number of Teachers/Students Tutoring, Promotion Plans, Bullying, Staff Morale What Do Students Think, GMS ELA Goals for 6th, 7th and 8th grade, GMS Math Goals for 6th, 7th and 8th grade, and School Improvement Exit Goals.

Ms. Begaye stated that the Middle School will implement the goal and safety plan through the Intervention Action Plan.

Ms. Begaye stated that students are having problems with math and reading which is creating student and staff morale. She stated that they need a math and reading interventionist to assist the students.

Mr. Mora recessed the meeting for lunch at 12:30 p.m.

The meeting resumed at 1:31 p.m.

- **High School Presentation/Updates** - Lucille Sidney, Principal: Lucille Sidney, Principal provided a presentation to the Governing Board on the School Letter Grade and ADE Accountability Model, School Letter Grade trend, ADE 5-year Assessment model, Improvement plan continued, Curriculum (Core/Supplemental), Tutoring/Credit Recovery, Graduation information, and provided information on the student who are on track to graduate and those who are lacking credits to graduate along with the intervention available to assist. Mrs. Sidney shared with the board that she challenged the ADE on the school letter grade based on the fact that Ganado USD had not participated in the State Assessments in SY'2021 and did not have the proficiency and growth data needed to provide a more comprehensive school letter grade.

Mr. Blacksheep requested the number of teacher vacancies and the number of teachers teaching in non-related areas.

Mr. Roanhorse appreciated the high school challenging the school letter grade, trend showing growth, and outlining the assessment model. Mr. Roanhorse advised the other Governing Board members to reach out to stakeholders, parents, and grandparents to assist in guiding students to get on track to graduate. He stated that they need to act now, not until April or May.

- **Instructional Services – Adelfa Begay, Director:** Adelfa Begay, Instructional Services Director provided a presentation on ELA Beginning of Year Assessment for August 15-24, 2022: GUSD BOY ELA K-12; Math Beginning of Year Assessment for August 15-24, 2022: GUSD BOY Math 22-23; CSF (Classroom Site Fund) Plan 2022-23 4. Break out of CSF Payment Twenty Percent Based on Teacher Performance where she stated that if a teacher gets a rating of effective or highly effective, using the Danielson Evaluation, they will receive the allotment. Mrs. Begay gave an example of what the Principals send her when compiling the information. Mrs. Begay provided the CSF Plan 22-23 Twenty Percent based on test scores where Mrs. Begay said that teachers at each school site will be awarded this money for 5% academic growth as a school average. Mrs. Begay also provided the CSF Plan 22-23 sixty percent of the payout is based on professional development, where she stated that any professional development that is recognized as acceptable by the State of Arizona for recertification may be used for the professional development portion of the performance pay. Mrs. Begay also shared the CSF Payout eligible teacher example. Mrs. Begay stated that pacing guides are not in place because if a previous teacher has a pacing guide in place and the teacher leaves a new incoming teacher will not be able to follow it completely because they come in with their own ideas.

Mr. Roanhorse stated that assessments and CSF should be based more on data.

Mr. Mora agrees that CSF should be based more on data which will help motivate those teachers that allow everyone else to do the work is his opinion. He is requesting that the Classroom Site Fund Plan be presented to the Governing Board prior to December 31st.

- **Federal Programs & Grants – Shannon Hood, Director:** Shannon Hood, Federal Programs and Grants Director provided a presentation on Culture, Language and Parent Involvement. Ms. Hood provided information on Parent Events and Activities, Dine Culture & Language Curriculum, District Language & Culture Preservation Plan, and requested Input on the District Language & Culture Preservation Plan.

Mr. Blacksheep stated that additional funding needs to be sought out to beef up the services, because the students need it as many students cannot speak the Navajo Language today. Mr. Blacksheep talked about the previous Federal Programs Director who used to schedule cultural events for new incoming teachers.

Mr. Roanhorse would like the annual parent day to be revitalized. He suggested possibly looking into a Culture and Language Coordinator.

Mr. James suggested reiterated the parent day be revitalized with one in May. He stated that he would like to see more PAC/IEC involvement in work study sessions and conferences as there is enough funding to involve parents.

Ms. Hood provided the capital projects listing and went over the projects that are funded under the ESSER Funds, Impact Aid and School Facilities Board funded capital projects as well as provided information on the Capital project complications.

Mr. Blacksheep stated that he would like to see majority of the funding impact majority of the students and not only spent on sports only. He stated that funds are only spent on specific sports and not all equally. As an example, he would like to see wrestling matches return back to the district which has not happened in a long time. He would like to see projects that will impact students and staff safety, like the Career and Technical buildings are unsafe and needs to be addressed. Prioritized based on safety and needs.

Mr. Roanhorse asked if the softball/baseball field replacement is following procurement protocols and wanted to know if School Facilities Board can take care of any of these projects?

Dr. Thomas provided the Intermediate School timeline and what has happened to date.

Mr. Mora recessed the meeting for the day at 5:00 p.m.

The meeting convened at 8:05 a.m.

Marcarlo Roanhorse, Patrick Burns, Wallace James, Jr., Allen Blacksheep, Jr., Joseph Mora were all present in person. Leandra Thomas provided the invocation.

Mr. Roanhorse is concerned about the grants that were not correctly entered, where it created a lot of past due and lost grants. He asked if these grants were going to be reimbursed to the granting entities or if changes/modifications were going to be made.

Ms. Hood stated that the Accounts Specialist completes the completion reports which were not done, because last year there was a part time person in there and this year, there is a new person in the position. She stated that there are some grants where the district will get reimbursed. She also

stated that some payroll items need to be corrected because of some salaries. Ms. Hood stated that she has oversight of many of the grants that did not submit a completion report and that they are working with the Apache County office to get an assessment of all grants. Ms. Hood stated about \$1.5-\$2 million dollars at the most might be in jeopardy.

Dr. Thomas stated that the district is in a beautiful mess where they are stepping back, assessing the situation and working on it. She stated that they are working on each item, each day and getting things done and still accomplishing goals.

Mr. Blacksheep is concerned and sees no teamwork here. He stated that the administration needs to get it and get back on track. He does not want to see the same issues three (3) months down the road. He suggests working as a team and getting the funding back.

Mr. Mora stated that Ms. Hood needs to work with the Business Office to get the reports done. He stated that consultants may be expensive but they could use assistance from them as well as the Arizona Department of Education if assistance is needed on how to complete a completion report. He stated that the district needs to work with the funding entities and the Business office needs to get it done.

Ms. Keyannie provided amounts for the grants and amounts. She stated that the Business office is plagued with vacant positions and a new Accounting Specialist that has not worked with grants management before.

- **Business Services – Henrietta Keyannie, Director:** Henrietta Keyannie, Business Services Director provided a presentation to the board on Funds used for Operational Purposes, Data used for M&O Budget limit calculations, Impact Aid funding, Summary of Budgets by category, IRS Demand for payment, District received a 90-day letter from the Auditor General's office, the email from the Auditor General's office and the corrective action plan.

Ms. Keyannie stated that once all files have been submitted to the IRS, they will abate penalties in the amount of over \$1.6 million, however there is probably more interest that has accumulated to date. Ms. Keyannie stated that the USFR Financial report is non-compliant, however a Corrective Action Plan for each item has been completed.

Ms. Keyannie stated that they started working on the Corrective Action Plan in January and have been working on procedures for payroll. She stated that other items are minor which the business office staff and departmental staff are told to review and provide correct coding, otherwise, the items are returned to the requestor.

Ms. Keyannie stated that the IRS will not look at the penalty until all the documents are filed with them and the student who was rejected from the student count this year was recently moved out of state.

- **Human Resources – Cameo Pete, Director:** Cameo Pete, Human Resources Director provided a presentation on Employment Trends, Recruitment & Retention which included Hiring Practices, Recruitment, Data from other sources, Data from the Arizona Department of Education, Data from ASPAA, Challenges, Retaining employees, GUSD Data – Non-Returning Employees, Reasons for leaving, Indicators for Job Satisfaction as of June 2022 – Exit Surveys, Comments from Employee Perspective, 2022-2023 exits?; But what about the current staff?; and Overview – Creating a sense of value to change workplace culture.

Ms. Pete stated that the nurse position was reclassified which was the best move for her to be moved to the classified salary scale versus the certified salary scale. She stated that there are 230 employees in the district, 77 that are certified, 180 classified with 300 overall district-wide employees.

Ms. Keyannie stated that Impact Aid funds the retention stipend.

Ms. Pete went over the SY2023-24 Proposed Support Staff Salary Schedule, the Proposed raises for Continuing Classified Staff, Proposed Certified Salary Schedule, Proposed raises for continuing Certified Staff, Proposed Support Exempt Salary Schedule, Proposed Administrative Salary Schedule, Proposed raises for Continuing Support Exempt and Administrators, Proposed Substitute Teacher Salary Schedule, Proposed Retention Schedule for Continuing staff, Proposed Heard to Fill and National Board Certified Schedule, and the Proposed Professional Growth for Certified Employees & Educational Stipend for Classified Employees.

Mr. Mora call for a break at 10:48 a.m.

The meeting resumed at 11:05 a.m.

- **Emergency Response/Security – Fred Yazzie, Supervisor:** Fred Yazzie provided a presentation on Security and Emergency Response on Covid-19 In-Person Plan, Emergency Response Plan Binder, Security Officer Rotation, Current Issues, Ganado High School Data on Drugs, Security & Emergency Response Future Goals, Emergency Response Plan, Preventative Measures currently, The possibility and needs of a School Resource Officer, Custodians and their goals and needs.
- **Exceptional Student Services – Lucy Brown, Director:** Lucy Brown, Exceptional Student Services Director provided a presentation on What is Special Education, What is an IEP and 504, ESS Teachers in the Primary School, ESS Teachers in the

Intermediate School, ESS Teachers in the Middle School, ESS Teachers in the High School, The related service providers of the district, What is included in an IEP (Individualized Educational Plan), and the Transportation of ESS Students.

- **Information Technology – Jerome Burns, Supervisor:** Jerome Burns, Technology Supervisor provided a presentation on the Technology Department on Yearly Goals Overview, Fiscal Year 2015, Fiscal Year 2016, Fiscal Year 2017, Fiscal Year 2018, Fiscal Year 2019, Fiscal Year 2020, Fiscal Year 2021, Fiscal Year 2022, Fiscal Year 2023 and what goals were developed, completed and supported by his department within that fiscal year.
- **Facility Maintenance – Irvin Curtis, Supervisor:** Irvin Curtis, Maintenance Supervisor provided a presentation on the Maintenance Department on Introduction, Maintenance staffing, Maintenance Responsibilities, Housing, Projects at Ganado Primary School, Ganado Intermediate School, Ganado Middle School, Ganado High School, other projects, Department accomplishments and goals.
- **Transportation – Davis Begay, Supervisor:** Davis Begay, Transportation Supervisor provided a presentation on the Transportation Department on staffing, School Bus/District Vehicle Inventory, Daily Bus Routes/Mileage Data, Policies, Regulations and Guidelines, Communication, Bus rotation schedule and Department Goals.
- **District Athletic Program – April Clairmont, Director:** April Clairmont, District Athletic Director provided a brief overview of the department and a small group activity.
- **Career Technical Education – Chris McNabb, Director:** Chris McNabb, Assistant GHS Principal and CTE Director provided a presentation on the GHS Career Technical Education Department on staffing, CTE Program model, Other information such as program monitoring, Dual Enrollment, N.A.T.I.V.E., Example of Industry Certification, SY'22-23 CTE Course Enrollment, Concentrators and Completers.
- **District Nurse – Kristin White, Registered Nurse**
- **Food Services – Alicia Ben, Supervisor**

Mr. Mora apologized to the two (2) presenters that were not able to present due to time restraints.

The Governing Board members each provided a statement and comments.


VI. ADJOURNMENT: Mr. Allen Blacksheep, Jr. motions to adjourn, second by Mr. Marcarlo Roanhorse. Meeting adjourned at 1:07 p.m. by acclamation.

Voice Vote: ALL – Aye;

Motion Carries: 5, 0, 0

Respectfully submitted by Ruth Kanuho, Superintendent Secretary
Completed on February 1, 2023

Dated this 2nd day of March, 2023



Joseph Mora, Governing Board President