

# 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.

## Work Study Session Records Of the Governing Board of the Ganado Unified School District No. 20 March 6-7, 2015 at 9:00 a.m. in the High Country Conference Center/Drury Inn & Suites, Flagstaff, Arizona

- I. **CALL TO ORDER:** Allan Blacksheep, Jr. called the March 06, 2015 Work Study Session to order at 9:13 a.m.
- II. **ROLL CALL:** Allan Blacksheep, Jr., Teresa Gorman, Phillip Bluehouse and Wanda Begay were present.
- III. **APPROVAL OF AGENDA:** Discussion and Possible Action to Approve the Agenda. Mrs. Teresa Gorman motioned to approve the agenda as provided, second by Dr. Phillip Bluehouse.  
*Voice Vote: Mr. Blacksheep – I; Mrs. Gorman – I; Mrs. Begay – I; Dr. Bluehouse – I*  
*Motion Carries: 4, 0, 0*
- IV. **STUDY SESSION: (No action will be taken)**
  - A. **Presentation and discussion regarding the Proposed FY 2016 Budget.** Mrs. Judy James provided the projected budget for FY'15-16. There is a projection of ADE Average Daily membership for FY'15-16 to increase from last year by about 62.43 students to base state funding on. On Impact Aid Enrollment Count they project an increase of 110 students, including Pre-K Students. The FY'14-15 budget including M&O, Impact Aid and all other budget coming into the district is \$21,471,722 and project a budget of \$22,473,670 for FY'15-16. Sources of additional funding to come from state funding and inflationary funding for the increased student enrollment of 62.43, totaling \$517,613 and Impact Aid funding for the increased student enrollment of 110 students, totaling \$684,335. Other adjustments to the FY' 2016 Budget included the reduction in District Additional Assistance of \$200,000, which is a Ducey's budget proposal; Inflationary funding for prior years there is an anticipation that \$74,750 (Governor proposed) and \$325,000 (court proposed) will be received, which is not included in the budget. There are additional possible expenses in 2015-16 for Elementary School Principal, Elementary School Counselor, Teachers (5), Project Lead the Way Program, and Increase in insurance programs, totaling \$633,433. Mr. Blacksheep suggested looking into a cultural/language infused program, which may come up as a future mandate from the Navajo Tribe. Mr. Allsbrooks recommends that funding be reviewed in the future to anticipate hiring an additional Cultural/Language teacher at the Elementary school level. There is a possibility that Alton Shepherd, Council Delegate will develop a pilot program at Ganado Unified School District. Mr. Shepherd is requesting a meeting with the Leadership Team. Ms. James made an overview of the possible cuts to the 2015-16 budget, which includes the Governor's proposal to include moving 5% of 001 non-classroom expenses into the classroom. She concluded her presentation with the 2015-16 Budget summary and salary considerations for 2015-16. Mr. Blacksheep would like to see the show of figures before commitments are made. Mr. Allsbrooks stated that budget proposals will not be made until June and approvals made in July. However by May they may return to the Governing Board for approval on recommendations of additional personnel to begin advertising for the next school year.
  - B. **Presentation and discussion regarding the District Housing Plan.** Mr. Wesley Begay provided a District Housing Plan for the Governing Board overviewing the history and current conditions of the housing and how to proceed in the future. There are seven complexes within the district, six on the main campus and one down at the high school. The Elementary Apartments are currently structurally in good shape with a few cracks in the foundations & exterior walls, recently re-roofed and three units were repainted. The apartments required building system upgrades and currently 19 tenants are occupying this complex. Townhouse Apartments which were purchased used prefabricated modular units with all wood construction, requires building system upgrades and occupies 26 tenants. Middle School Apartments which are block exterior walls with wood trusses, sheathing and shingle roofing, structurally in good shape, 2 units are being remodeled and remaining units require building system upgrades. Currently 8 tenants occupying this complex. Old High School Apartments are in poor condition and should be vacated. Units showing signs of structural fatigue, heaving interior/exterior concrete slabs, exterior walls pulling outwards spreading roof ridge, etc. 4 modular units are in good shape all wood construction, 2 double wide trailers need to be removed and currently 7 tenants occupying this complex. Redwood Apartments prefabricated all wood construction, structures are in poor condition and should be vacated. Currently 5 tenants occupy this complex,

one will be leaving at the end of the school year. Ganado West Apartment are wood construction with slab on grade & metal roofing, more than half of the units are renovated, exterior wall and trims recently painted and valve boxes were replaced, GW-19 has structural issues and is currently uninhabitable, currently 29 tenants occupy this complex. Trailer Court infrastructure upgraded, 19 spaces of which 7 are private trailers and 12 district owned trailers. Currently 11 tenants occupy the trailer court. The current proposed site for new construction is between the trailer court and Middle School Apartments. Mr. Begay provided estimated pricing and floor plans for three different units that they propose for consideration. From experience many of the tenants request for two bedroom units as opposed to three or four bedrooms. Majority of the units that are vacant of three bedroom units that will accommodate staff members that have families. There is recommendation that all the Old High School Apartments, all redwood apartments and two of the elementary apartments which are in bad shape need to be removed. As per the strategic plan, it is proposed that ten duplex units will be done yearly until all units are built. Mr. Allsbrooks stated that once we build on the vacant spot, then other unsightly sites will be leveled and those become a building spot, etc. This will have to work this way because we have no land. Mrs. Begay does not want to see any prefabricated buildings and/or trailers. She would also like to see nice landscaping to go with the new housing. Mr. Allsbrooks is recommending the 2 bedroom, 2 bathroom \$199,000 per duplex plan as an ideal plan. The plan of order of abandonment is the Old High School, Elementary Apartments (Southwest units) and the Middle School Apartments, however this will only occur after some new units have been built between the trailer court and Middle School Apartments. Governing Board members present are in agreement that Ganado Unified School District needs new units for the employees. Mr. Blacksheep stated that money needs to be put into the housing units that are still structurally sound and to include landscaping. The Governing Board directed the Superintendent to place this item on the agenda for approval of the 2 bedroom \$199,000 duplex as the recommended.

- A. Presentation and discussion regarding the Teacher Performance Evaluation System.** Ms. Patrice Horstman, Attorney with Hufford, Horstman, Mongini, Parnell & Tucker, P.C. provided a presentation on issues related to the Governing Board policies of Teacher Performance Evaluation System. She wanted to emphasize on the provisions of the new law that goes into effect during the 2015-16 school year and went through those changes. She stated that part of the problem is that there is no assistance from the Arizona Department of Education regarding the changes and kind of left to figure out what this is saying. The statute also put into effect the Arizona Model Framework evaluation developed by Arizona Department of Education and put an emphasis on student achievement, which set forth various percentages utilizing quantitative data to determine this student achievement. The framework provided is pretty strict and not a whole lot that the school district can do. There is some flexibility in the evaluation instrument in the weighting that is done to determine the overall evaluation score. She provided the changes in GCO-RA and GCO-RB. She stated that the law 15537C2 will need to be changed because it becomes into effect 2015-2016 where the districts need to describe the performance improvement plan which needs to be enacted and in place for the lowest performance levels. The lowest performance levels are developing and ineffective teachers. The law talks about something that needs to have some standards in place to meet the requirement of the law. The second thing it does is it broadens when you must issue a preliminary notice of inadequacy of classroom performance. A preliminary notice of inadequacy of classroom performance is different from a performance improvement plan. A performance improvement plan may be given to a teacher that you do not give a notice of inadequacy of classroom performance for. But the requirement of a preliminary notice of inadequacy of classroom performance, the law says that during the observation process you receive one ineffective and two developing as part of that formal observation that you would issue a preliminary notice of inadequacy of classroom performance. A new provision was added for the 2015-16 that needs to be added to the Teacher evaluation system and policies is that teacher effective rating of developing or ineffective that is developed on the summative evaluation. If a teacher has a rating of developing or ineffective for two years must be issued a preliminary notice of inadequacy of classroom performance. In the past a teacher could be on an improvement plan and could go into the next year. Mr. Allsbrooks clarified that what is being said now is that when a teacher gets a rating of ineffective or developing for two consecutive years will get one of these notices and may not get their contract extended. The law to become effective in 2015-16 allows the Superintendent in consultation with the Principal or supervisor of the Teacher to waive this requirement in some limited situations and do not have to do a preliminary notice of inadequacy of classroom performance if the teacher is on his or her first or second year of teaching at the discretion of the superintendent and supervisor. The other is that if in fact this teacher has been assigned to a new classroom, new school or new subject in which case the Superintendent with the consultation of the Principal or supervisor of the teacher can extend with limited specifications. The law does not say how long we can make these extensions. Therefore how long do we expect to continue to do extensions? The law states in the provision regarding summative evaluation which is used as a criterion for establishing compensation (which is), a teacher has the right to disagree with the evaluation and may make a written appeal within ten working days of the evaluation conference. The policy establishes that, however the teacher evaluation system which has a different appeal procedures, which can be confusing. Therefore, Ms. Horstman recommends the district to refer to the appeal of an evaluation pursuant to the existing policy. However, Mrs. Gorman is suggesting that the policy and the teacher evaluation system languages need to be changed to coincide with each other. She also feels that teachers should have the opportunity to appeal their observations. Some of the additions that Ms. Horstman recommends the Teacher Evaluation Committee to revisit to the policies and provide additions to the policies and to the Teacher Evaluation system which are: 1.) Incentives for Teachers: Teachers in the highest performance classification (which may include multi-year contracts; 2.) Incentives for Teachers: Teachers in the two highest performance classifications who work at schools with a school letter grade of a D or F. Getting your best teachers who are willing to go over to lower performing school. This is for teachers that are willing to transfer to lower performing schools 3) Protection for teachers who are transferred against their will or possibly voluntarily transferring to a school with a letter grade of a D or F. Protection of a teacher where a principal of a school, who is their evaluator is designated in the lowest performance classification is ineffective. Mr. Allsbrooks stated that the Teacher Evaluations Committee is reviewing the plan, but not the policy. His suggestion is for the Governing Board and Superintendent to work with the school attorney, Arizona School Board

Association (ASBA) and the Attorney General's office to work on the policy. Due to the change in the AIMS requirement, the High School is looking into student records for those student who received a certificate of completion and completed their 22 credit hours and send out letters to students to let them know they are eligible to receive a diploma, however they will get a diploma with Class of 2015. Mr. Allsbrooks reviewed some of the problematic areas that the Teacher Evaluation Committee is encountering. He touched up on the Teacher Effectiveness Rating (Summative Evaluation) and what the Teacher Evaluation Committee is coming up with different measurements in place of the school letter grade. The different options that the committee is looking at is an average number from reading/math scores, student attendance rates (likes the best to assist in funding), ELL Data and Parental Satisfaction Survey. The group decided to take all performance objective and average out and come up with the number at the end of the observations, but this will change for next year. In Classroom Level data, they are talking about possibly changing assessments that is used to measure student achievement. They are talking about this now, but there is no decision yet. The problem they are running into is that Galileo testing were not doing the same, because of the pre (lower level of rigor; half of the test for previous grade and half of the test for current grade) and post-test (higher level of rigor) that Galileo makes. The committee is also discussing the Formula for calculating the Teacher effectiveness Rating. Mr. Allsbrooks anticipates that around Mid-April they will have the Teacher Evaluation System out to the teachers to vote for the system and then to the Governing Board for approval. Mr. Blacksheep is stated that student achievement needs to be a factor in drafting up the system. Mr. Allsbrooks will work with Ms. Horstman on the policy and will share with the employees. Mrs. Begay would like to see our teachers be nominated for Teacher of the Year at the annual ASBA conference.

*Meeting recessed for the day at 3:45 p.m. on March 05, 2015.*

*Meeting reconvened at 9:07 a.m. on March 06, 2015.*

*Allan Blacksheep, Jr., Teresa Gorman, Phillip Bluehouse and Wanda Begay were present.*

*Mr. Allsbrooks stated that the house and senate passed the budget yesterday, which is the same as the presentation that presented yesterday by Ms. James. The only difference is that they plan to cut less than they were talking about, therefore will not impact the district negatively. That includes that extra \$78,000 for inflationary funding. Worst case scenario new money will be up by \$100,080,000. He will give the Governing Board the latest figures at the April Regular Governing Board Meeting.*

- B. Presentation and discussion regarding Project Lead the Way.** Mrs. Jeanna Dowse, Director of Instructional Services started her presentation with the confusion of not knowing where the Arizona Department of Education and the Government is going with testing requirements, however if we continue to use the Foundation of Learning model, she sees the ability to surpass the confusion and that the students will be ready for whatever the state and Government decide to pitch at them. Mrs. Dowse provided a presentation on Project Lead the Way (PLTW) which has been an ongoing idea going through program and curriculum research for the past one and a half years. They have visited Toppenish High School, Middle School and Garfield Elementary Schools, where they had identical student demographics and is located on the Yakima Indian Reservation. They have involved teachers from all three schools, the STEM Committee and visited schools in other areas. Project Lead the Way Curriculum will enable Ganado Unified School District (GUSD) to provide a comprehensive STEM curriculum to students from K-12<sup>th</sup> grades, incorporates a project and problem based research curriculum that will enable our students to master Arizona College and Career Readiness Standards and students will apply what they have learned to hands-on, project and activity based learning activities. This curriculum will introduce students attending GUSD to careers in science, technology, engineering and mathematics and will provide them with them with a strong foundation to continue to pursue careers in these subject areas. Why Project Lead the Way? Project Lead the Way is a comprehensive rigorous and relevant curriculum that is collaboratively developed and consistently reviewed and improved by Project Lead the Way staff, teachers, university educators, industry experts and school administrators. It leverages an innovative, project based approach fostering collaboration and building critical-thinking skills, High Quality Professional development: Three phase approach which includes readiness training, core training and ongoing training and Engaged Network: GUSD will establish community partnership to advise on the implementation of our PLTW curriculum. What is Project Based Learning (PBL)? Students go through an extended process of inquiry in response to a complex question, problem or challenge. There is some degree of "student voice and choice", rigorous projects are carefully planned, managed and assessed to help students learn key academic content, practice 21<sup>st</sup> Century Skills (such as collaboration, communication and critical thinking) and create high-quality, authentic project and presentation. Mrs. Dowse, Helen Aseret (GES Principal), Steve Wyble (GMS Principal) and Kim Pearce (GHS Principal) provided the Key Elements found in Project Based Learning, provided a three (3) year implementation plan, PLTW Standards and objective alignment at each respective school. The program cost over the next three (3) years at each school is estimated for SY'2015-16 to be \$233,073.34; SY'2016-17 to be \$116,948.52; SY'2017-18 to be \$118,799.69. The cost estimates will include Professional Development, Counselor Conference, Material/supply costs, Teaching Position at the Middle School, Marketing and public relations. Some of the costs will decrease after the first year. The PLTW will add to the science programs as a separate course and will not be funneled through all classes, such as English. This program will not replace other classes, but will be a supplement course where students will earn credit toward science or Career Technical Education requirement. The hiring of additional teachers will not be required, except at the Middle School. Teachers will be receiving training/professional development. Mr. Blacksheep stated that the teacher teaching needs to respect the cultural aspects and needs to be watched very carefully. Ganado Unified School District will be the first district on the reservation to launch PLTW K-12, however there are several schools in the valley that have implemented the program. There is a rubric that is used to assess the student. Ms. Horstman is recommending a three (3) year contract with the right to opt out by April of each year, however this could be a perpetual contract. Mrs. Dowse stated that this program provides the curriculum and that it is already written out for the teachers down to the

supplies needed. Toppenish stated that they adjust it to fit their needs, however did not mess with the integrity of the program. The program is not a scripted program. Mr. Blacksheep is concerned that a lot of money is invested in the program and down the road thrown to the wayside, however likes what the program offers by making learning fun, help the students learn and come to school. The real key to the program is to have the proper teacher and the monitoring of Principals, so the Teacher and the Principal needs to commit to the program. Mr. Allsbrooks will amend the agenda on Monday morning to add the Project Lead the Way Agreement for action at the Regular Governing Board meeting on March 10, 2015. Mrs. Gorman would like to ensure that Ms. Horstman's recommendation to be able to opt out of the contract. Mr. Allsbrooks will get with Project Lead the Way to ensure that the legal aspects be taken care of such as the Arizona State Laws prevail for our issues since we are a state funded district. He also stated the time is of essence to get this approved so that staff could start their training so we can implement at the beginning of the year.

**V. ANNOUNCEMENTS**

- VI. ADJOURNMENT:** Mrs. Teresa Gorman motions to adjourn, second by Mrs. Wanda Begay. Meeting adjourned at 11:45 a.m.  
*Voice Vote: ALL – I*  
*Motion Carries: 4, 0, 0*

Respectfully submitted by Ruth E. Kanuho, Superintendent's Secretary.