



NAVAJO PREPRATORY SCHOOL

NEW MEXICO INDIAN AFFAIRS COMMITTEE

July 7, 2021



TODAY'S PRESENTATION

PURPOSE

Provide an update on Navajo Preparatory School's strategic goals, COVID-19 response, and Campus development

TALKING POINTS

NPS 2020-2021 Annual Report

- Strategic Plan
 - COVID-19 Response & Accomplishments
- Campus Development

Board of Trustees



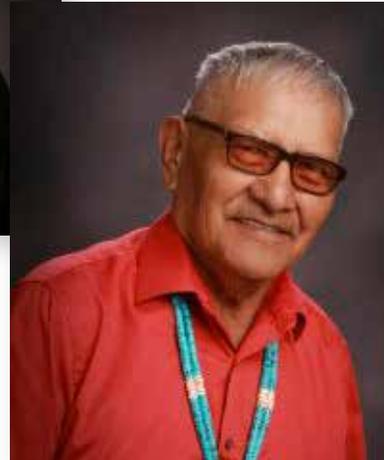
Sherrick Roanhorse
President
Ft. Defiance Agency



Matthew Tso
Vice-President
Shiprock Agency



Anderson Yazzie, Jr.
Secretary/Treasurer
Western/Chinle Agency



Charley Long
Member at Large
Eastern Agency



Cade Allison
Ad-Hoc Member
Student Senate

Vision and Mission

The vision of Navajo Preparatory School, Inc. (Navajo Prep) is reflected in the IB Learner profile and motto:

Yideeskáągóó Naat'áani
Leaders Now and into the Future

Mission:

Our mission is to develop inquisitive, compassionate life-long learners and leaders through a challenging curriculum of international education and assessment. To promote a strong foundation of Navajo Philosophy and holistic worldview that fosters intercultural understanding and respect in a global society.



History

Navajo Prep was established in 1991 by the Education Committee of the Navajo Nation Council (Resolution ECMY-33-91). The school is incorporated under the Navajo Nation Corporation Code and the New Mexico State Corporation Commission as a non-profit organization under 501(c)(3) of the IRS code.

Navajo Prep is located in Farmington, New Mexico on the 82.45 acre site of the former campus of the Navajo Methodist Mission School. The site was purchased by the Navajo Nation in 1995 from the Women's Division of the General Board of Global Ministries of the United Methodist Church. (Navajo Nation Council Resolution CJA-02-95). The site is now the permanent home of the Navajo Prep under a 99-year lease with the Navajo Nation (RCMA-38-98).

The School operates under the auspices of Public Law 100-297 as a grant school with federal funding, pursuant to legislative sanction by the Navajo Nation. The current reauthorization of the Public Law 100-297 by the Navajo Nation Board of Education ends June 30, 2022.

2021-2024

Strategic Plan

Highlights:

The strategic planning process was led by the Core Team, which met bi-weekly throughout the year. The Core Team includes representatives from all departments and is tasked with providing guidance and feedback in determining the strategic goals of the school.

Committee Members: Kim Becenti, Leland Becenti, Shawna Becenti, Sean Bekis, Kevin Belin, Janet Clifton, Diane Dembowski, Rod Denetso, Shawna Eaton, Yvette Escojeda, Donna Fernandez, James Jacobs, Teahonna James, Keith Neil, Darah Tabrum, Lesley Tohtsoni, Carol Tom, Manuel Watchman, Cheryl Wolfe



Goal One: Navajo Prep will embrace and value the Navajo language and other indigenous languages and ways of life as a global citizen.

Outcome 1.1: Increase the use of Indigenous languages and culture acquisition campus-wide.

Outcome 1.2: Increase the percentage of students earning the Navajo Nation Seal of Bilingual Proficiency to 12.5% across the 2023 cohort and ongoing thereafter.

Outcome 1.3: Increase campus-wide support full Navajo language and culture immersion through the creation of a Diné Bizaad Institute.

Goal Two: Navajo Prep will achieve International Baccalaureate (IB) excellence and prepare all students for post-secondary opportunities.

Outcome 2.1: Fully implement the IB Diploma Programme and Middle Years Programme (MYP) into Navajo Prep.

Outcome 2.2: Implement MYP program to support DP success rates and prepare underclassmen for the rigor of IBDP.

Outcome 2.3: Extend IB educational philosophy across campus and beyond to promote both an interdisciplinary and a Navajo philosophy of learning.

Goal Three: Navajo Prep will recruit, retain, and develop exceptional students, teachers, leaders, and support staff.

Outcome 3.1: Refine student and staff recruiting strategy to increase outreach and applicant pool.

Outcome 3.2: Develop competitive incentive packages that attract and retain highly qualified staff.

Outcome 3.3: Increase retention of students at NPS by 5% each year over the next 3 years.

Goal Four: Navajo Prep will increase communication among stakeholders through systems, processes, and transparency.

Outcome 4.1: Increased frequency to quarterly of presentations and communication to specific stakeholders.

Outcome 4.2: Refine NPS public image through rebranding and marketing efforts to strengthen the school's narrative and story.

Outcome 4.3: Increase partnerships to strengthen professional learning communities and shared initiatives across Native communities and beyond.



GOAL 5 CAMPUS DEVELOPMENT

OUTCOME 1

Develop a holistic campus wide technology plan that includes all stakeholder needs and a professional development calendar.

OUTCOME 2

Align the current master campus plan to school mission and vision to outline facility improvement and growth over the next five years.

OUTCOME 3

Expand the residential program to foster well-rounded students in culture and language, academic excellence, and IB learner profile traits.

FUNDING SOURCES

FEDERAL

ISEP

Title I, II, IV, VI

Grants: Immersion, ACES, NAL@Ed

STATE

NM Capital Outlay

NAVAJO NATION

Trust Fund- 14,600

Drainage Project

UNRESTRICTED

Student Fees

Private donations

Revenue generating activities

CAPITAL OUTLAY FUNDING

Thank you

2019

\$362,500

- Upgraded and installed security cameras
- Improved phone system
- Installed smart boards in every classroom
- Security monitors and apps

2020

\$50,000

- Dismantled hogan
- Purchased hogan log kit
- Designed and developed new hogan structure

2021

2022

\$875,000

- Construct and finish new hogan
- Improve security cameras wiring and server
- Keyless entries campuswide
- Dine Bizaad renovation of SSC
- Signage and landscaping

NM CAPITAL OUTLAY

2021 FUNDED PRIORITIES

*Thank
you*

Capital Outlay Priority 1: LCS Project ID #914

- Security and Technology: Upgrades for Navajo Preparatory School – Purchase and install cameras, keyless entry systems, computers, and servers for facilities located at NPS Campus - \$475k
- Impact: This will allow NPS to expand virtual learning and offer greater security to our staff and students through cameras, keyless entries, and increased surveillance.

Capital Outlay Priority 2: LCS Project ID #913

- General infrastructure improvements for Navajo Prep School - plan, design, construct, equip and make improvements to the Hogan, facilities, and infrastructure located on NPS campus. - \$400k
- Impact: Throughout campus, there are infrastructure upgrades required to support ADA regulations and safety. Additional monies are being sought to complete the construction of the Hogan, which serves as the cultural foundation of the school.

FEDERAL GRANTS

US DEP. OF ED: NATIVE AMERICAN LANGUAGE EDUCATION GRANT

US DOE competitive grant funding project to expand Diné Bizaad Institute at Navajo Preparatory School and hire Director of Diné Bizaad Institute. The project includes curriculum development, community engagement, and professional development. Project Funded \$294,840 over 3 years.

US DEP. OF ED.: ACCESSING CHOICE IN EDUCATION

US DOE competitive grant funding to expand International Baccalaureate program, and incorporate service providers to support college guidance, Navajo language, and culture acquisition and, health and wellness. Letters of Support from President Jonathan Nez, Acting Superintendent Patricia Gonnig, the Honorable Council Delegate Daniel Tso and, the Honorable Council Delegate Amber Crotty supported Navajo Prep's application. Funded \$949,650 over 3 years

BIE NATIVE LANGUAGE IMMERSION GRANT

BIE competitive grant funding project to increase Navajo language resources and increase student engagement through NPS museum exhibit. Funded \$271,600 for SY 2020-2021



Academics

Highlights of Transition to Online Learning

- The pandemic forced a full transition to online, virtual learning for all students and teachers.
- This required teachers to transform all of their previous lessons and materials in fully virtual formats.
- In order to make this happen, many professional development opportunities were made available to teachers.
- Global Online Academy provided a week-long asynchronous training focused on transitioning lessons into virtual formats and online resources for creating video content and interactive programs
- The implementation of the new Learning Management System, Schoology, housed all Academic lesson plans, assignments, assessments, video recordings, gradebooks, and lesson materials
- Social/Emotional wellness and student interventions documented within Panorama Student Support System.
- Teachers provided new Apple MacBook Pros with training on utilizing laptop and programs for virtual learning.

IB Program Expansion to include MYP

- Feasibility Study conducted and application for Candidacy to include Middle Years Programme grades 9-10 to facilitate IB within all aspects of classroom learning
- The MYP has now included Navajo Language in Language Acquisition options for students in learning an additional language in the 9th and 10th grade
- Multiple workshops and webinars with Carolyn Derr Consultant for IB Alignment 9-12 to ensure alignment in all subject areas between MYP and DP while also incorporating Approaches to Teaching and Learning in all instructional practices

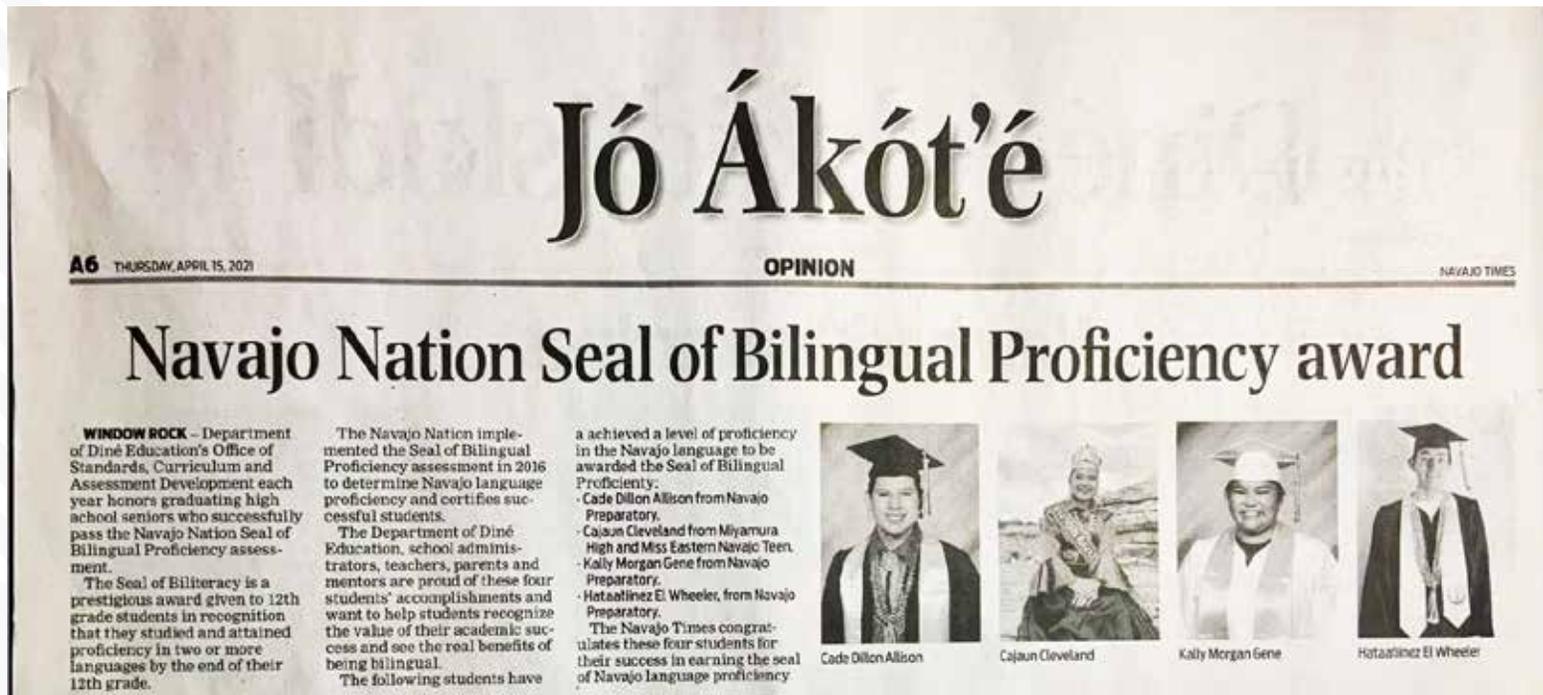
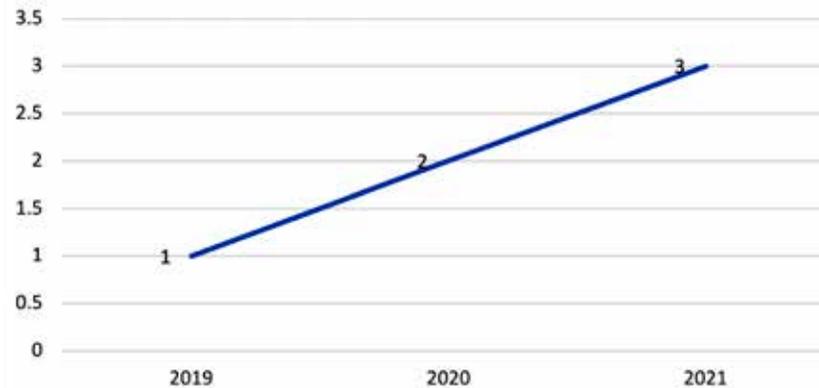
Hybrid Transition

- 113 students chose hybrid for Q4 (45% of student population)
- Zero COVID-19 cases on campus
- Increased collaboration between departments with meal deliveries, academic supplies, student interventions, social/emotional wellness included Food Service, Academics, Residential, Student & Community Engagement, Transportation, After-School Program

Navajo Language

Since 2019, Navajo Preparatory School has made it a strategic goal to graduate the numbers of students with the Navajo Language Seal of Bilingual Proficiency. The seal is awarded by the Navajo Nation's Department of Diné Education. Navajo Prep has maintained a 100% increase in the number of Navajo Language Seal of Bilingual Proficiency earned each year since 2019.

NAVAJO LANGUAGE SEAL OF BILINGUAL PROFICIENCY, NUMBER OF STUDENTS AWARDED



IT

Apple Macbook Pros & Macbook Airs, Apple iPads, hotspots (NTUA, CellularOne, AT&T, Verizon, MOFI, Kajeet), Wifi on buses, back-up battery for Dodge Hall, Verizon phone upgrades, outdoor Wifi, subscriptions, satellite internet

FACILITIES

Touchless faucets, toilets, & paper towel dispensers, riding scrubbers, disc scrubbers, walk-behind scrubbers, lawn vacuums, gym locker room shower upgrades, Residential flooring upgrade, PPE, signage, plexiglass, Renovated & redesigned old computer labs

ACADEMICS

LMS System, video conferencing, desks for all classrooms, stand up desks for teachers, Distance Learning Classrooms, teacher headphones, professional development, lab table infrastructure



CARES ACT SUCCESS

CARES SPENDING BY PERCENT



Cares Act Initiatives

Purchases and Upgrades



IT

Apple Macbook Pros & Macbook Airs, Apple iPads, hotspots (NTUA, CellularOne, AT&T, Verizon, MOFI, Kajeet), Wifi on buses, back-up battery for Dodge Hall, Verizon phone upgrades, outdoor Wifi, subscriptions, satellite internet

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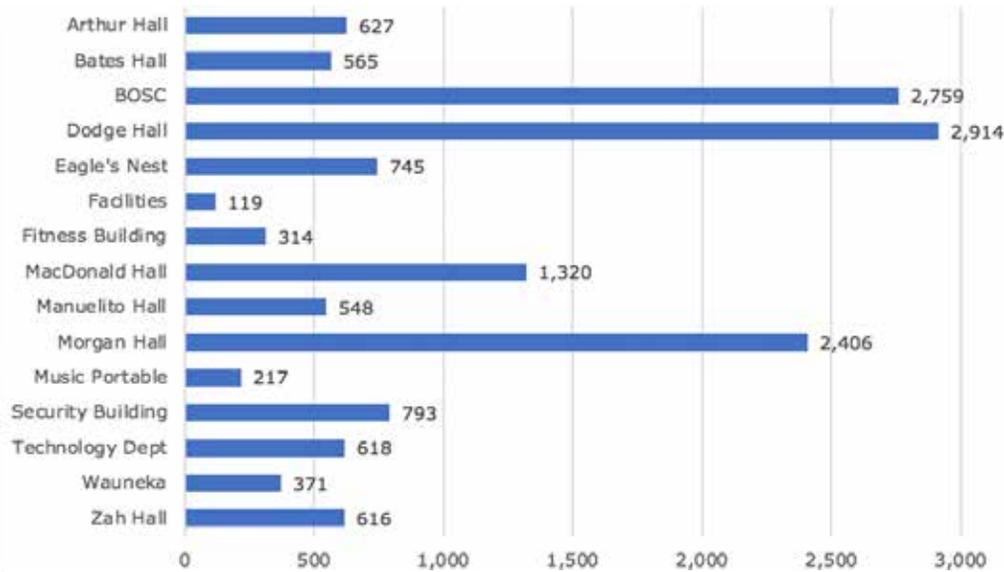
Touchless faucets, toilets, & paper towel dispensers, riding scrubbers, disc scrubbers, walk-behind scrubbers, lawn vacuums, gym locker room shower upgrades, Residential flooring upgrade, PPE, signage, plexiglass

Cares Act Budget: \$38,187.87

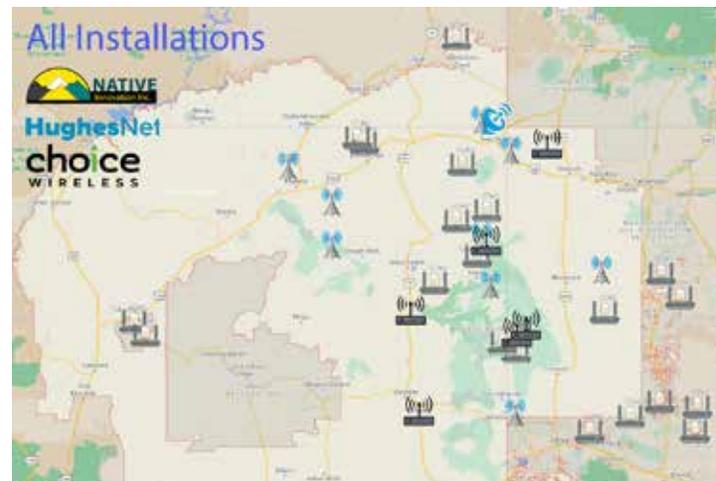
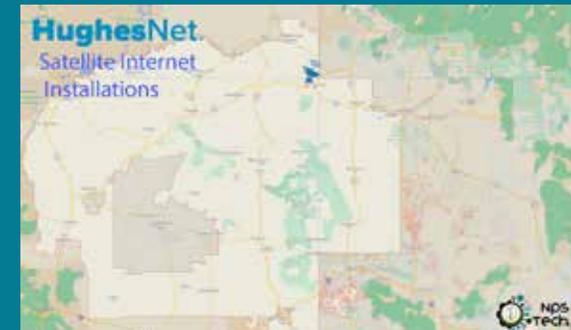
Description	Budget	YTD Transactions	Balance	Encumbrance	Balance
Cares Act ESSR Supplies And Materials	\$90,000.00	\$87,211.28	\$2,788.72	\$2,504.24	\$284.48
Cares Act ESSR Minor Equipment	\$486,740.00	\$474,707.43	\$12,032.57	\$9,802.42	\$2,230.15
Cares Act ESSR Contract Consulting Services	\$408,500.00	\$348,668.19	\$59,831.81	\$58,969.68	\$862.13
Cares Act ESSR Staff Training	\$11,000.00	\$10,010.39	\$989.61	-	\$989.61
Cares Act ESSR Contingency	\$10,450.00	\$5,000.00	\$5,450.00	-	\$5,450.00
Cares Act Bie Direct Supplies & Materials	\$57,500.00	\$51,863.72	\$5,636.28	\$5,473.93	\$162.35
Cares Act Bie Direct Minor Equipment	\$120,000.00	\$89,084.00	\$30,916.00	-	\$30,916.00
Cares Act Bie Direct Contract Consulting Services	\$260,000.00	\$40,565.47	\$219,434.53	\$45,000.00	\$174,434.53
Cares Act Bie Direct Staff Training	\$20,000.00	-	\$20,000.00	\$3,231.35	\$16,768.65
Total	1,464,190.00	\$1,107,110.48	\$357,079.52	\$124,981.62	\$232,097.90

Network Infrastructure

MOST UTILIZED ACCESS POINTS



These maps showcase all locations where the NPS Technology Department installed additional equipment for student Internet access. These are in addition to the 280+ Kajeet hotspots that were given to each student. These installs consisted of Native Innovation AT&T mofi routers (with and without externally mounted antennas), NTUA Choice Wireless routers, and a HughesNet satellite installation.



Facilities and Operations

Highlights: Renovations that have been completed this year:

1. Morgan Hall Kitchen, Stoves, Electrical Work and Sinks, Total **\$14,299.74**
2. Eagles Nest Gym, Nps Drain in front of Gym, Total **\$32,576.16**
3. Touchless Toilets, Toilets in all Buildings, Total **\$26,538.27**
4. Soap Dispenser, All Buildings, Total **\$18,350.00**
5. Tile in all Five (5) Dorms, Zah, Garrett, Bates, Arthur, & Manuelito Dorms, Total **\$136,176.60**
6. Touchless Faucets, Faucets in all Buildings, Total **\$39,889.50**
7. Touchless water Fountain's w/bottle stations, Water Fountains Throughout School, Total **\$18,939.15**
8. Paper Towel Dispenser, All Buildings, Total **\$9,476.50**
9. Manual windows in All Dorms, In All Boiler rooms, Total **\$5,791.25**
10. Clear Plexi-Glass Health for Campus, All Buildings, Total **\$19,846.85**
11. Hillyard Custodian Machines, for all buildings, Total **\$54,998.65**
12. Mezzanine Above the Library, Putting windows overlooking Library, Total **\$19,836.96**
13. Replace windows in Wauneka so staff can open windows, Total **\$54,73.93**
14. Build a Soundproof Classroom for digital media center, Total **\$17,324.83**
15. Build a wall in Mezzanine overlooking Library to have an office & conference room, Total **\$6,105.85**

BIE FUNDED HVAC PROJECT:

\$2,389,233.91



PENDING PROJECTS

MASTER PLAN REDESIGN

of Building 32, Recreation Center,
Outdoor Amphitheater, Landscape plan,
drainage, Track/Football Field, etc.
Selecting Architecture Firm for project

KEYLESS ENTRY & SECURITY UPGRADES

All buildings & bus attendance
Shovel ready

PAVEMENT

Old oval & football field
Shovel ready

DINE BIZAAD CENTER

Renovation of SSC & museum exhibit
Shovel ready

HYBRID PLAN OVERVIEW

Key Points of the Navajo Prep Hybrid Plan:

- Students and their families have the option to remain in the 100% at-home virtual environment or participate in the hybrid model that rotates students between “face-to-face” learning and learning at-home in a virtual environment.
- 44% of our students have requested to stay virtual and 56% have indicated an interest in returning to campus for hybrid in-person learning.
- The plan addressed the challenges for ELL, SPED accommodations, compliance, and related services, 504 compliance, and implementing our International Baccalaureate Programme at full capacity.
- Meets all requirements outlined by the New Mexico Public Education Department, Bureau of Indian Education, CDC, New Mexico Department of Health, and Navajo Nation Department of Diné Education.
- Consulted all stakeholders: students, parents, local community members, tribal leaders, our Board of Trustees, BIE Safety Officers, and San Juan County Emergency Management, as well as governing bodies such as the New Mexico Department of Health, the Navajo Nation Department of Health, the Navajo Nation, and the State of New Mexico NMPED, to ensure that movement between the phases of the Return to School Plan is advisable and safe for students and the community.
- Student-Based Health Center employs a full-time Registered Nurse, full-time certified Medical Assistant, and daily tele-doc opportunities through Northern Navajo Medical Center and conducts all contact tracing when necessary.
- Staff will be prepared to implement the hybrid model through professional development via webinars and remote meetings for protocols and procedures. Topics include: cleaning, COVID-19 prevention and procedures, class management, and hybrid teaching strategies to support both in-person and at-home learners.
- San Juan County Fire Marshal and BIE Facilities Manager conducted a safety walkthrough.

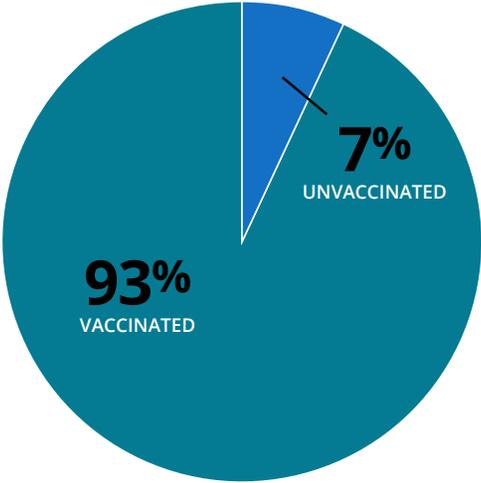
"Education is the most powerful weapon which you can use to change the world" - Nelson Mandela



COVID-19 Impact

The pandemic disrupted and impacted every aspect of the operation. Despite this challenge the Navajo Prep team adapted and made it possible to have hybrid learning a reality. In addition, the school incentivized retention by doing a payout to all staff.

Once vaccines became available, the school also pioneered a vaccine incentive program which resulted in 93% of staff getting vaccinated. The incentive paid \$500.00 to each employee that showed proof of vaccination. In addition to this accomplishment, the school added an additional level of safety by implementing COVID-19 surveillance testing. The Human Resource department developed a partnership with AFC clinic in Farmington where medical staff would come on campus to test a random number of staff for COVID-19. This test included a rapid and PCR test, with 25% of staff being tested each week. The random surveillance testing has yielded an astounding 0% prevalence rate on campus.



Dr. Taylor MacKenzie Health Center

School Based Health Center (SBHC)

COVID-19 STUDENT VACCINATION INCENTIVES:

110 student submissions = **\$33,000 distributed to students**

STUDENT VACCINATION RATES BY GRADE LEVEL

Seniors **95%**

Juniors **76%**

Sophomores **37%**

Freshman **8%** (1st dose)

51% vaccinated

Students who utilized Teledoc: **4%**

SBHC VACCINATION CLINICS: October 2020 Flu vaccine clinics

20% of students

60% of staff

COVID VACCINE CLINIC 2021

10% of students

3% of staff

COVID-19: HOW MANY STUDENTS REPORTED IN THEIR HOME:

Student: 8%

Staff: 5%

HOW MANY STUDENTS DOES SBHC SEE IN A WEEK

20 students per week - **Hybrid**

3-4 students per month - **Virtual**





<http://www.let.rug.nl/usa/documents/1851-1875/navajo-treaty-of-1868.php>

“My grandchild, education is the ladder. Tell our children to take it.”
~ Chief Manuelito