

**NORTHEAST ARIZONA TECHNOLOGICAL INSTITUTE OF VOCATIONAL EDUCATION DISTRICT
GOVERNING BOARD RETREAT MEETING MINUTES**

NATIVE Board Retreat June 13, 14, 15, 2023 (Tuesday, June 13, 2023)

Generated by Patricia Osif on Tuesday, June 13, 2023

1. JUNE 13, 2023 at 1:00 PM - 4:00 PM (MST)

1.1 Call to Order and Welcome

Opening of NATIVE Board Retreat was called to order at 1:15 PM (MST) by Vice President Zhonnie.

1.2 Roll Call

Board Members Present:

Lee Zhonnie, Red Mesa Unified School District
Marie Acothley, Tuba City Unified School District
Jeremy Curtis, Ganado Unified School District
Eugene Kirk, Window Rock Unified School District

Board Members Absent:

Margaret Yazzie, Sanders Unified School District
Michael Bahe, Pinon Unified School District
Lavina Smith, Kayenta Unified School District

In addition to four (4) Governing Board members, the NATIVE Superintendent, NATIVE Business Manager, NATIVE CTE Coordinator, and NATIVE Governing Board Secretary, 2 community members for a total of 10 were in attendance for all or part of the meeting.

1.3 1:00 PM - 1:30 PM Technology Support

NATIVE District Board Secretary, Mrs. Osif handed out "Confidential Information" to Board members regarding BoardDocs & Email password. Superintendent Tsosie announced to Board members to contact NATIVE District, if they are having problems logging into Board Docs and school email.

1.4 1:30 PM - 3:00 PM Updates/Information (P. Osif, J. Yazzie, R. Tsosie)

Mrs. Patricia Osif, NATIVE Board Secretary handed out the following documents to NATIVE Board members.

- BCB-E Conflict of Interest
- IJNDB-E Use of Technology Agreement
- Board Contact Information
- FY23-24 Governing Board Meeting
- Governing Board Terms

Mr. Jonathan Yazzie CTE Coordinator shared the ADE/CTED Quality and Compliance Review

1A Standards Alignment, Integrated Curriculum

- Arizona Program Technical Standards
- Professional Skills
- Work-Base Learning
- CTSO Integration
- Academic Integration

Included via Curriculum Map, Scope and Sequence, Syllabus, etc.

- Work-Base Learning

3A Access and Equity

- Data includes Special Pop's (inline with Perkins)
- Enrollment Summary - VOC1
- Attending IEP meetings, Sign in sheets, Correspondence with SPED case worker, etc.
- Non-Discriminatory Clause

5A Business and Community Partnerships

- Business & Industry Partnerships
- Meeting Agenda, Minutes, Sign-in Sheets (Advisory Meeting, Steering Community)
- Contract Log

8A Work-Base Learning (Beyond the classroom, connecting classroom learning to work, not class, but a method)

- Course Information where Work Base Learning Occurs (Internship)
- Syllabus
- Course Description
- Curriculum Map

Superintendent Tsosie and CTE Coordinator Yazzie will work on a form to have school sites be in compliance with the reviewed indicators.

Board President Yazzie arrived at 1:59 PM (MST)

Recommendations for school site:

Binder Training - CTED Improvement Plan

- 3 Part Training

Mandatory for Non-Compliant Programs??

- 1a-3b Fall
- 4a-7b Winter
- 5a-9c Spring

Board member Curtis, "NATIVE District supports CTE teachers by purchasing equipment and approve school sites budget. I agree with the recommendations there needs to be an Improvement Plan in place." Board President Yazzie and Vice President Zhonnie agreed. NATIVE District will work with teachers and administrators.

Professional Development

ACTEaz Premier Series

- Lab Safety

Course SY23-24

- Scope and Sequence
- Work-Base Learning
- Using Advisory Councils Effectively

CTSO New Advisor Training

- July 15th Summer Conference
- August 2nd ADE Training
- September 6th ADE Training
- October 14th Virtual Training
- November 28th ADE Training

Advance Advisory Training December 4-8 Virtual (4-6PM)

SkillsUSA

Region 8

Need 7 Regional Officers: President, Vice President, Secretary, Treasure, Reporter, Parliamentarian, Historian

- SPARK in the Ballpark
- Officer Training @ Region 8
- <https://www.azskillsusa.org/spark>

SkillsNATIVE

- Event took place at Window Rock USD on February 8, 2023
- Posted winners in each category on NATIVE District website: natedistrict.org
- Due to the confusion of SkillsNATIVE and SkillsUSA, there has been a request to change the name
- SY23-24 SkillsNATIVE competition - location of event will be open to CTE Directors. Also, additional categories will be added

AWS Student Certified Welders

- Chinle HS - 4
- Monument Valley HS - 5
- Red Mesa HS - 0
- Ganado HS - 1
- Window Rock HS - 8
- Tuba City HS - 6

Other Concerns

Attorney General Audit

- Capital Asset
 - Depreciation
 - Training on capital asset
 - June 29th
 - Equipment Recycling/Disposal September 2023
- Central Campus
 - Storm drains
 - HVAC

Ron Tsosie, NATIVE Superintendent/Principal

Vision Statement: While supporting cultural identity, NATIVE Will provide quality learning experiences to succeed in tomorrow's workforce.

Mission Statement: Provide industry driven Career Technical Education to empower all NATIVE students with skills and knowledge to access opportunities in local, regional and global workforce.

3-5 Year Goals

6 Goals

1. Communication & Collaboration - conduct meetings that pertain to NATIVE District and talk about issues regarding NATIVE.
2. Quality CTE Programs - to provide training for CTE teachers, and CTE Directors.
3. Advocate - NATIVE District does have an advocated voice at the state level. Check your emails to receive information from ASBA regarding political agendas.
4. Awareness & Education - Network and talk to people when attending conferences regarding NATIVE District.
5. Recognition & Thanks - Open to ideas on awards to recognize staff, student and community members. NATIVE District will need to update agenda and include Recognition & Thanks.
6. Development & Growth - Change the wording from Central Campus to NATIVE District wide. Goal #6 will read, "Continued development of NATIVE District Wide facilities and programs."

Calendar was handed out - reminded Board members to take a look at FY23-24 calendar.

Capital Carryover Funds Plan - Items to Improve at NATIVE Central Campus

- School Vehicles
- Roof Maintenance & Repairs

- New Digital Signage
- Reseal of NATIVE District Hogans
- HVAC Maintenance
- Electrical/Lighting Maintenance & Repair

1.5 3:00 PM - 3:15 PM Break

1.6 3:15 PM - 4:00 PM Budget Overview, Capital Budget/Fund Balance Planning

Gabriel Yazzie, NATIVE Business Manager went over FY23-24 Proposed Adopted Budget

001 Operations & Maintenance

- Salaries (New Teachers are included)
- Benefits (New Teachers are included)
- Purchases Services
- Consultants
- Supplies
- Utilities
- Other Pass Through Payments
- Operations & Maintenance

610 Unrestricted Capital

- Rentals - Xerox Machines
- Library Books, Instructional Aides
- Property
- Capital Vehicles
- Other Objects

Board member Curtis reminded Board members student enrollment is dropping. Encourage students to attend local schools to increase Average Daily Membership (ADM).

1.7 3:56 PM (MST) Adjourn

2. JUNE 14, 2023 at 9:00 AM - 12:00 PM (MST) Regular Governing Board Meeting

3. JUNE 14, 2023 at 1:00 PM - 4:00 PM (MST) CTE DIRECTOR SESSION

3.1 Call to Order and Welcome

Opening of the Board Retreat was called to order at 1:00 PM (MST) by President Yazzie.

3.2 Roll Call

Board Members Present:

- Margaret Yazzie, Sanders Unified School District
- Lee Zhonnie, Red Mesa Unified School District
- Marie Acothley, Tuba City Unified School District
- Michael Bahe, Pinon Unified School District
- Jeremy Curtis, Ganado Unified School District
- Eugene Kirk, Window Rock Unified School District

Board Members Absent:

- Lavina Smith, Kayenta Unified School District

In addition to six (6) Governing Board members, the NATIVE Superintendent, NATIVE Business Manager, NATIVE CTE Coordinator, and NATIVE Governing Board Secretary, 6 CTE Directors, 7 community members for a total of 23 were in attendance for all or part of the meeting.

3.3 1:00 PM - 1:30 PM NATIVE Business Office Information (Gabriel Yazzie, NATIVE Business Manager)

Purchasing Procedures Powerpoint

NATIVE District orders capital assets for all school sites.

- Budget is approved by NATIVE District Board members.
- Approved Budget will be process for items that are requested according to budget.

3 Written Quotes is required when:

- Purchase is at least \$10,000 - \$100,000
- Exception: If the vendor is apart of Cooperative Agreement with Mohave, 1GPA, State Procurement, etc.

NATIVE District will go with the lowest bid. Items for price quotes are required to have the same amount of items and the same model. Vendor bids will be compared.

A W9 must be submitted for new vendors. NATIVE District needs correct remittance payment address.

Process of Requisition

*Submit Requisition to NATIVE District Office to Patricia Osif email: patricia@nativected.org

- NATIVE District will review request
- If approved, requisition will be processed into a purchase order
 - 1 purchase order sent to CTE Site Director
 - 1 purchase order sent to Site Secretary
 - 1 purchase order sent to Vendor - vendor will process the order

- 1 purchase order is kept at NATIVE District Office
 - 1 Entity purchase order to CTE Director Jonathan Yazzie for equipment purchased over \$250
- If requisition is denied, requisition will be sent back to CTE Site Director with an explanation
- *CTE School Site receives Capital items
 - School site CTE Department will check items to make sure items are not damaged and receives everything on the purchase order
 - Sign and date "Receiving Copy" write down the quantity and return receiving copy to NATIVE District Office to Evelynna Cleveland-Gray email: evelyna@nativected.org
- *Invoice
 - Invoice should be sent to NATIVE District Office to Evelynna Cleveland-Gray
 - Payment will be processed and purchase order will be closed
- *Tagging of Equipment
 - Equipment over \$250.00 will be tagged by CTE Director Jonathan Yazzie
- Questions & Concerns:
 - Tyrell Harvey, Window Rock CTE Director and Clyde McBride, Monument Valley CTE Director are requesting Cooperative Vendor List and to have access to Visions under NATIVE District. Mr. Gabriel Yazzie, NATIVE Business Manager will contact Visions to verify if CTE Directors can have access under Vision.
 - The \$10,000 purchases are calculated by 'like items' not by vendor
 - Large capital items vendors require to use a lift and these items will be delivered to school sites. Tuba City & Pinon are requesting items to be delivered to school site warehouse.
 - Site CTE Directors will need to send a purchase order to site Warehouse
 - Capital equipment that are purchased through NATIVE District should have NATIVE tags

3.4 1:30 PM - 2:30 PM NATIVE Yearly CTE Program Quality & Compliance Monitoring Results (Ron Tsosie, NATIVE Superintendent/Principal)

- 2 Monitoring: ADE Compliance and Quality Component & Annual NATIVE District Evaluation
 - Update Evaluations
 - Most programs met the compliance
 - As for the Quality - this area needs improvement
 - Annual NATIVE District Program Evaluations - Problem Area
 - Meeting the Compliance in Indicator 1
 - Indicator 1 Curriculum - most teachers did not implement the Academic Standards, or Work Base Learning
 - Teachers need to show evidence of curriculum that are being taught
 - Template needs to be the same, NATIVE District will create a form
 - Schedule a time for each teachers with the same program to meet together
 - Indicator 8 Workbase Learning
 - Implement SAE
 - Internship
 - Lab / Projects requesting documents of projects
 - Job applications for programs
 - Students are interviewed and placed at different job site
 - Student keep a journal of work base learning - hours worked are logged
 - Students are responsible of projects, and work with clients
 - Funds earned through Career and Technical Student Organization (CTSO) should be deposited into 535 accounts and replenish funds back into the CTE programs
 - Template needs to be shared for work base learning
(Teachers should not insert the guideline from Arizona Department of Education)
 - #5 Partnership with Business and Industries (Navajo Nation lacks business' and industries on the reservation)
 - Form partnerships out of town - through the internet
 - Collaborate programs with each school sites
 - Use the Union for industrial programs like: construction and welding, etc.
 - Meeting Compliance for Advisory Board
 - 2 Industry partners
 - 1 Student
 - 1 Parent
 - 2 Teacher

Keep a telephone / email record of when site CTE teachers contacted Advisory Board members. Write down the date and time of contact. Teachers should keep this information in the binder.

- Career and Technical Student Organization (CTSO) Indicator
 - To be in Compliance there needs to be 4 things in place
 - Bi-laws & Constitution approved
 - Teacher as the advisor
 - Students membership registration to CTSSO
 - Program of Work
 - Chapters should have their own Program

Quality of Career and Technical Student Organization (CTSO)

- Students should be attending leadership camp, and conferences

- SkillsUSA State Director Daniel Kelly is requesting all SkillsUSA Regions (1-8) to be unified
- SkillsUSA competitions will be the same from Region 1-8
- Election of Officers for Region 8
 - Region 8 will need to select 7 Regional Officers, Deadline to submit student names is September 1, 2023
 - Regional Officer training start September 5, 2023
 - Requesting the 7 officers to be selected by school site
 - Regional Officers to be selected: President, Vice President, Secretary, Treasurer, Reporter, Parliamentarian, Historian
 - Students selected will need to elect regional officers
 - The student officers application deadline is August 27, 2023
 - Interview process should be completed by September 1, 2023
 - Arizona Department of Education (ADE) posted 7 trainings for student officers starting at ACTEaz Summer Conference
- Tentatively State Championship for SkillsUSA will be March 28-29, 2024
- February 22, 2024, will be Region 8 Competition (will affect Parent Conference at Monument Valley HS)
- for all Skills Regions 1-8 a name change may include the name "SPARK"

Introduced of Cheryl Grass, Shonto Preparatory School Principal and Navajo Nation First Lady Jasmine Blackwater Nygren are present.

3.5 2:30 PM -2:45 PM Break

3.6 2:45 PM -3:15 PM CTE Professional Development Teacher Needs

Schedule Professional Development with Ron Tsosie, Superintendent, and Jonathan Yazzie, CTE District Coordinator and Arizona Department of Education.

Jonathan Yazzie, CTE Director, is recommending an "Improvement Plan" to school sites when evaluating each program Mandatory for Non-Compliant Programs

- 1a-3b Fall
- 4a-7b Winter
- 5a-9c Spring

Go through the whole binder.

Our binders are living document - update constantly and keep a record of each program.

Chinle CTE Director is in agreement of "Improvement Plan." " Site CTE Directors need support from NATIVE Central District."

Board member Zhonnie thanked the CTE Directors and staff for attending. How can NATIVE District help the CTE Directors with the teachers. NATIVE District would like to see improvement in the programs, "we want to help".

Board member Curtis, "We are all held accountable teaching our students to run the programs at each school sites. We all need to be in compliance with the programs. NATIVE Board members approve allocations to school sites to help with CTE programs. Professional development will be provided through NATIVE District or AZ Department of Education. A CTE teacher who are coaches affects CTE Programs. CTE teachers are not 100% focus on CTE Program - CTE Teachers need to be committed. Get programs in compliance. Low enrollment at all school sites. What happens to funding if the enrollment becomes too low? Improvement Plan may need to be set up. There are struggles at all sites. Need to collaborate with each other to improve on all programs. Work with one another."

Possibly use CTE teacher as trainers from school sites. Incentives for teachers through Perkins Grant is possible.

Clyde McBride, Monument Valley High School, CTE Director

- Need to share information and skills with one another
- Work together as one
- Have incentives for programs that meet ADE & NATIVE District Compliance

Tyrell Harvey, Window Rock High School, CTE Director

- Willing to host FBLA & DECA Chapters to come and learn the officers roles
- Superintendent Tsosie & CTE Coordinator Yazzie to identify teachers to be trainers
- Training to be on Saturday and possibly at Chinle Unified School District, Chinle is the central location for all school sites
- Federal Program is used for incentive

Cedric Dawavendewa, Hopi High School, Graphic Arts Teacher

- Requesting Professional Development Training on half day schedule

Doris Nelson, Tuba City High School, CTE Director

- Scope and Sequence by Programs to collaborate
- Premier Series (re-certification) for teachers
- Work Base Learning
- CTSO to be an advisor

NATIVE District Superintendent Tsosie

- Pinon Unified School District conducts a virtual training for teachers
- Schedule professional development with your teachers

Serena Jimmy, Chinle High School, CTE Director

- Noticed Premier Series for Scope and Sequence was the surface not enough time to complete and work on items that matter
- Have trainers come to school district sites

NATIVE District CTE Coordinator, Jonathan Yazzie

- Mr. Jonathan Yazzie will be teaching at ACTEaz Summer Conference Lab Safety Management - 2 courses
- Bring back Scope and Sequence, Work Base Learning, and using Advisory Council at NATIVE District
 - Mr. Yazzie requested to work on the binders during the training

3.7 3:15 PM - 4:00 PM End of Year Student Recognition Event

Goals for NATIVE District. One of the goals is to recognize student and teachers.

What do you think the Recognition Event should look like?

- Graduation ceremony for Completers
- Most Outstanding Students (Male & Female)
- A suggestion: CTE Directors write up an Outstanding Student of the Year application - have the Board members select the student
- Stoles for seniors graduate
- Banquet
- Student of the Month - each student selected will be given a plaque
- Another suggestion: Have the student of the month who are selected; select the Outstanding Student of the Year
- "Signing Day" for CTE who continues their education, work, etc.
- Graduation Program recognized students who were completers, and participants
- A banner should be displayed
- NATIVE District does have a Facebook account and Ms. White, NATIVE Administrative Assistant is willing to update NATIVE District Facebook

Board President Yazzie is requesting NATIVE Board members to advocate NATIVE District programs by talking to the local Superintendent, and community members. Let's work together and collaborate with each other.

3.8 4:15 PM (MST) Adjourn**4. JUNE 15, 2023 at 9:00 AM - 11:00 AM (MST) CTE DIRECTOR SESSION****4.1 Call to Order and Welcome**

Opening of the Board Retreat was called to order at 9:00 AM (MST) by President Yazzie.

4.2 Roll Call

Board Members Present:

Margaret Yazzie, Sanders Unified School District
 Lee Zhonnie, Red Mesa Unified School District
 Jeremy Curtis, Ganado Unified School District
 Eugene Kirk, Window Rock Unified School District

Board Members Absent:

Marie Acothley, Tuba City Unified School District
 Michael Bahe, Pinon Unified School District
 Lavina Smith, Kayenta Unified School District

In addition to four (4) Governing Board members, the NATIVE Superintendent, NATIVE Business Manager, NATIVE CTE Coordinator, and NATIVE Governing Board Secretary, 5 CTE Directors, 9 community members for a total of 22 were in attendance for all or part of the meeting.

Introduction of Odessa Reeves, Greyhills Academic School Counselor

4.3 9:00 AM - 9:30 AM School Site Allocations, Gabriel Yazzie Business Manager

9:05 AM (MST) Board member Bahe arrived to the meeting.

9:15 AM (MST) Board member Acothley arrived to the meeting.

FY23-24 Site Allocation

- Showed projected Average Daily Membership (ADM) for each site
- Account 596 is managed by site Business Manager
- Once budget is set, it is set. Can't transfers from 610 to 596
- Roll over amounts will continue to make purchases
- Capital equipment will be purchased through Central Campus
- Site schools are required to send Average Daily Membership (ADM)
- 60% is allocated on the 40th Day
- 40% is allocated on the 100th Day
- Uniform System of Financial Records (USFR) Capital Codes
- Items are broken down by program and by items purchased
- Instructional Aids can not be purchased through capital items
- Items are coded based on items
- Site Business Managers will code items different from NATIVE District Business Manager
- NATIVE District tags items costing over \$250.00

Introduction of Sheena Greenstone, Shonto School Counselor

4.4 9:30 AM -10:30 AM School Site CTE Director Plans for Upcoming School Year

1. Clyde McBride, Monument Valley High School

- Due to low enrollment Drafting will not be offered
 - Early Childhood Education received 5 Star - \$19,000 Grant was awarded to Monument Valley High School to remodel COPE Lab
 - Grant will build infant and toddler room at COPE Lab
 - Back to 7 periods a day for FY23-24
 - Marketing can get certification
 - First season of Navajo Vet
2. Doris Nelson, Tuba City High School
- Coherent Sequence is established for counselors
 - Career Exploration & computer class
 - 30 Chromebooks were purchased to do the ICEV, AZCIS ECAP, OSHA10
 - On-site professional development
 - CTE Department meeting will be held once a month
 - Career and Technical Student Organizations (CTSO) travels for local, Regional and State
 - Ordering supplies early
 - Recommend training on Technical Skills Assessment (TSA) going over the domain and framework
 - Industry Credentials will be prepared for seniors
 - Meet CTE teachers and stakeholders review CLNA
3. Virginia Tsoie, Red Mesa High School
- 3 teachers (Marketing, Graphic Arts, Welding, Construction)
 - Working on Indicator 1
 - On-site professional development
 - Finish OSHA10
 - Inventory on Equipment
 - ICEV will be used
 - CTSO membership & Advisory meeting
4. Karlene Henderson, Pinon High School
- 6 teachers (Construction, Culinary, Automotive, Business Management, Welding, Agri-Science)
 - Work on Monitoring Binder
 - Professional Development - Premier Series
 - Career and Technical Student Organizations (CTSO) - Culinary program does utilize the CTSO
 - Career and Technical Student Organizations (CTSO) Membership are submitted
 - Inventory for all programs
 - Equipment purchased by NATIVE District can be disposed by site school, for more information please contact Jonathan Yazzie, NATIVE CTE Coordinator
5. Serena Jimmy, Chinle High School
- Data was given to teacher to develop goals
 - CTE Teachers have developed their goals
 - Technical Skills Assessment (TSA) was revealed to teacher
 - 10/11 program received industry certifications
 - 5 new programs received industry certification
 - 32.2% students passed the Technical Skills Assessment (TSA)
 - Goal is set at 60% for SY23-24 to pass Technical Skills Assessment (TSA)
 - Focus on ESS students to pass the Technical Skills Assessment (TSA)
 - 1 teacher offered dual enrollment - next year goal is to increase to 5 teachers
 - 120 Hours Log Work Base Learning
 - Teachers need to check student's journals for Work Base Learning
 - Chinle CTE Director will team teaching with Software Application
 - Template to create Lab Schedule
 - Curriculum will be revised constantly
 - Goal to create website for Chinle USD - CTE Department
 - Career and Technical Student Organizations (CTSO) Welding, Masonry, Construction, Cosmetology, Heavy Equipment, Drafting, Software App Design traveled for competition
 - Chinle USD has scheduled three (3) Professional Development during the coming year
 - Focus on maintenance on Heavy Equipment
 - Expose students to Advisory / Partnership and encourage students to advance into a higher career goals, like a journeyman
6. Chris McNabb, Ganado High School
- Handed out document for NATIVE Board members
- Monitoring for NATIVE/State
 - Ag Science didn't complete (Teacher resigned)
 - Construction did not turned in documents on time. Teacher is also teaching Architectural Drafting
 - 30% passed the Technical Skills Assessment (TSA) 18/61 students passed
 - AZ Department of Education (ADE) Credentials
 - Motivate students
 - Career Exploration Teacher resigned
 - Two (2) Dual Enrollment Courses
 - Accomplishments: Completion of OSHA, DCW, First Aide, AWS, Serve Safe
- Upcoming Year
Do better with programs - always improving

To increase scores in Technical Skills Assessment (TSA)
 More Career and Technical Student Organizations (CTSO) travel
 Equipment to be used
 Work Base Learning
 Documentation of Monitoring
 Vehicle purchase
 Hire Construction teacher

7. Tyrell Harvey, Window Rock High School

- Programs have 3 levels per each program (Example Welding I, Welding II and Welding III) for 10th, 11th, 12th grade
- Careers Exploration (9th grade) was not counted on the ADE side
- 91% passed the Technical Skills Assessment (TSA) 40/43 students passed
- Stipend Requirements for Window Rock High School - Career and Technical Education Department
 - Attend Career and Technical Student Organizations (CTSO) Conference per year - the more conference the higher the stipend
 - Career and Technical Student Organizations (CTSO) travel with students to compete at events and have students certified
 - Establish Student Base Enterprise
 - Fundraising with students
 - Coffee bar for students/staff (before school, during lunch and after school)
 - 24 students placed at National Conference in Marketing Program

8. Ms. Lynn Fredericks, Hopi High School Principal

Students are very excited in Graphic Arts Program, teacher Cedric Dawavendewa. Hands on teaching is great and students are learning to make it meaningful. Hopi High School recently hired a Home Aide Teacher. No teacher for Culinary. Hopi High School does have a welding and automotive. (The automotive teacher resigned this year.) Work Base Learning will be difficult at Hopi High School. Parent involvement is important. Monthly meeting has been established with parents. Hop High School has create avenues for students. Grateful for attending the NATIVE Board retreat.

9. Odessa Reeves, Greyhills Academy Counselor

Only program doing well is Culinary (teacher is also the food service director at Greyhills Academy)
 Greyhills needs an auto, and welding teachers
 Greyhills Academy does have the potential to do better

10. Cheryl Grass, Shonto High School Principal

Visions and goals are set for next school year. One goal is to have students receive a diploma and be certified through Career and Technical Education

4.5 10:30 AM - 11:00 AM SkillsNATIVE 2023/24 Planning

NATIVE Skills Competition will be February 22, 2024

Location: Mr. McBride offered Kayenta Unified School District and Serena Jimmy, Chinle Unified School District also offered

Reminder: Skills USA Region 8 Officers will need to be selected

5. ADJOURN RETREAT

Margaret Yazzie, NATIVE District Board President

"Thank you for attending NATIVE Board retreat. These students are our future leaders, let's continue to mold them. CTE Students will always remember the teaching and how it has affected them. The love that you have for students shows."

- Commend all the CTE teachers - anything can be done.
- Work closely with the parents, and grandparents what courses are offered at NATIVE District.
- Networking is important, always working together to help each other.

11:18 AM (MST) Adjournment of NATIVE Board Retreat