

Arizona Department of Education
Native American Dropout Prevention Workgroup Meeting (NADPI)

August 15, 2007

2005 North Central Avenue, 3rd Floor Conference Room

9:00 a.m. – 1:00 p.m.

MEETING NOTES

1. **Welcome** – Debora Norris

This is our third statewide meeting. It is the Arizona Department of Education’s hope to communicate information about Dropout Prevention to other tribes in the state. During the course of the NADPI Grant, we will be meeting as a workgroup like this approximately twelve times. You are part of this think-tank for the state of Arizona on Dropout Prevention because of your expertise in the field and the classroom.

2. **Introductions** – Leon Oosahwe

ADE STAFF: Maxine Daly, Debora Norris, Bonnie Talakte, Bob Coccagna & Laurie Larson.

- **Introduction of Current and New Participants** – Leon Ben – Ft. Thomas, Lenny Dempsey – Pascua Yaqui, Mike Niles – ASU, Ted Hibbeler – PUHSD/NAEP, Kenneth Poocha – AZCIA, Jana Narcia – Ak-Chin, Craig Brandow – San Carlos HS, Eileen Hill – WMAT JOM, Terry Antonio – San Carlos HS, Vernadale Suttle – Alchesay HS, Kathy Kitcheyan – DES, Tara Frank – Alchesay HS, Catherine Steele – San Carlos Intermediate School, Pat McIntyre – Phoenix College

3. **Overview of NADPI Projects** –

San Carlos High School – Terry Antonio-Prevention Specialist, Craig Brandow-Counselor

Mission Statement: SCHS exists to meet the educational needs of all students, and to provide opportunities for comprehensive experiences for all.

SCHS is focused on a comprehensive education program that builds on the existing educational infrastructure and prepares pathways towards educational excellence and success in the future.

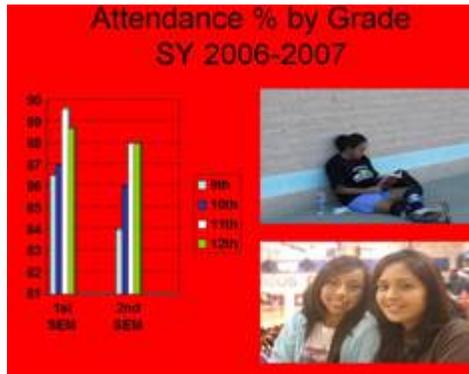
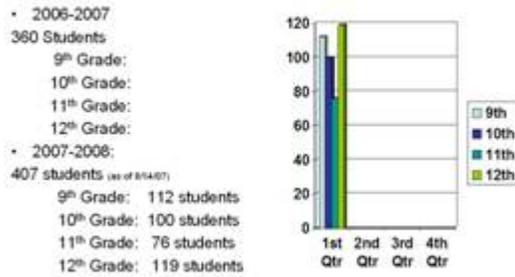
Goals:

All students will demonstrate effective problem-solving skills across the curriculum.

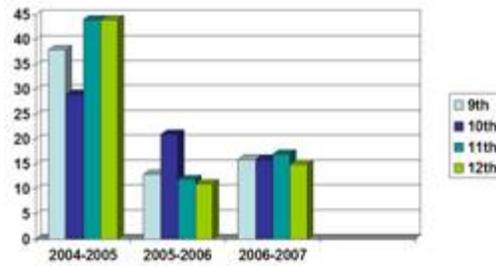
To have everyone achieve proficiency on the AIMS test through the Reading, Writing, Math and tutorial programs. To increase the graduation rate by the implementation of a 8-12 Dropout Prevention Program. To have higher expectations for all students at our school.

To attract students regionally to participate in the recently upgraded Vocational Education Department, as well as the JROTC program.

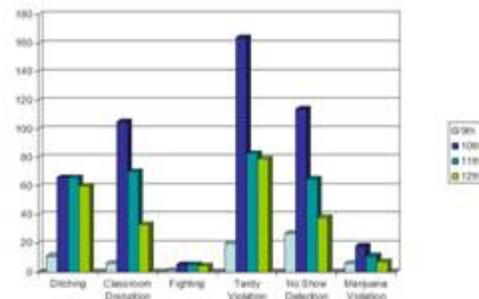
SCHS Enrollment



Dropout Rate for SCHS (# of Students)



Discipline



COMMENTS & QUESTIONS from NADPI Workgroup for San Carlos:

Jana Narcia: Boarding school credits are not equivalent to public high schools

Ted Hibbeler: Same as urban HS to Reservation schools credits not equivalent. All stakeholders should get together to provide uniform credits, perhaps even starting an Indian "SAIS" system.

Leon Ben: Be extra careful when looking at numbers and enrollment fluctuation. Also, take into account that Arizona ranks last – 50th in per pupil expenditure.

Lenny Dempsey: Let's look at better tracking mechanisms for data / tribal demographics.

Jana Narcia: Many times other schools have already counted your students. Student migration statistics need a closer look.

Pat McIntyre: Are bridge programs being implemented, to help students who miss credits due to pregnancy and other life events?

Craig Brandow: Yes, our alternative School has been successful in that regard.

Terry Antonio: Back to the credit discrepancy issue, that happens quite a lot, leading to the unfortunate situation of students having to repeat courses and parents often don't understand.

Catherine Steele: As a principal, out of 50 graduates I saw that tracking the 110 missing students was almost non-existent.

Kathy Kitcheyan: Focus on the programs kids need, with charters closed, perhaps more than an Alternative School is needed.

Mike Niles: Family involvement is key to high school completion, are there other outreach programs for parents?

Terry Antonio: The Parent Committee exists, but participation need improvement.

Bonnie Talakte: There is a barrier and parents feel excluded. However, the NADPI Grant has a community component, where parents are encouraged to be on the advisory council. This all takes time, but we hope to see marked improvement for year 3.

Pat McIntyre: Perhaps classes for parents on how to apply for financial aid for their kids, and other parenting skills would be helpful.

Jana Narcia: One strategy may be to hire tribal government positions in schools and regular monthly meetings for all stake holders. The SOS group (Save Our Students) is a successful program to model.

Pat McIntyre: What about childcare for teen mothers?

Bonnie Talakte: The NADPI Grant does have built in provisions to refer kids to childcare in the community as well as social services.

Lenny Dempsey: 8th Grade orientation and Summer Bridge Programs are important.

Ted Hibbeler: Are there special Apache language courses?

Terry Antonio: Yes, also Apache History Classes.

Eileen Hill: What about the relationship with Tribal Leaders?

Terry Antonio: We do need to beef up their attendance at our community meetings.

Debora Norris: On your list of why kids dropout of school, two others not on your list but happen frequently are: 1) They didn't like the teacher, 2) Once sports is over they have no other reason to stay

Bob Coccagna: Looking at your grade comparison charts, particularly in the 9th grade, the drop from 1st to 2nd semester lends support for the need for a bridge program. With discipline the highest in 10th grade, it points to a need for a 9th grade intervention program.

Jana Narcia: Other schools affect the proper count of dropouts. How this is assessed needs a closer look.

Mike Niles: How is the relationship with other programs like social services?

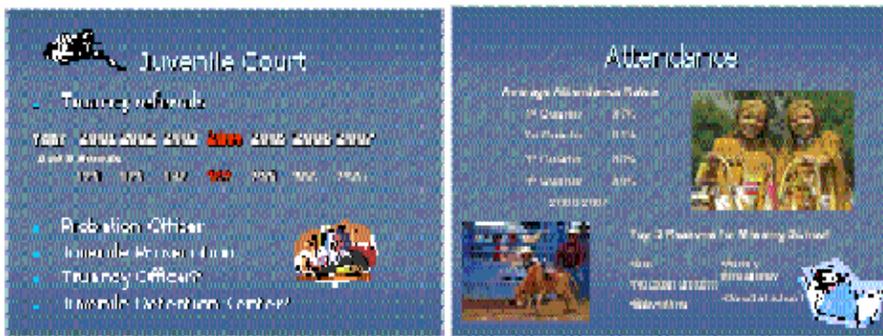
Terry Antonio: Yes, they have attended our meetings, particularly the Wellness Programs.

Bonnie Talakte: The composition of stakeholders should come from all aspects of the community, and we hope to increase attendance in all of those areas.

Kathy Kitcheyan: Docket H22 – land claims money, has money set aside for truancy / education. Talk to the education community about this. Look for funds everywhere you can, as in the future federal funding may decrease.

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- Alchesay High School – Tara Frank-Counselor,  
Vernadale Suttle-Prevention Specialist
  
  - *Superintendent – Earl Pettit*
  - *Principal – Jeff Fuller*
  - *Associate Principal – Madeline Palmer*
  
  - Dropout Prevention Counselor
    - Tara Frank
      - Graduated from Eastern Washington University in 2006 with a Masters in School Counseling
      - Started working at Alchesay July 17, 2006
      - Last year I coached Froshmore Volleyball
      - Travel Club Sponsor
  
  - Dropout Prevention Specialist
    - Vernadale C. Suttle
      - Received second chance to graduate at Collbran Job Corps, Collbran Colorado
      - Attended A I B T, Phoenix Arizona received Certificate in Business Technology
      - Hired January 16, 2007
      - WMAT Tribal Member, Eagle Clan
      - Live in Whiteriver, District IV
  
  - Radio Announcements
  - Community Meetings
  - Parent meetings
  - Poster Contest
  - Newsletters
  
  - Attendance Team Members are:
    - Bonnie Kayson of JV Prosecution (Prosecutor),
    - Mellisa Larzerlere & Brandon Tenjieth of Education Dept for the Off Reservation Boarding Schools & Job Corps Recruitment,
    - Jerold Alaha of JV Court (Probation Officer),
  - Still in the process of getting fingerprinting completed & board approval for other members
  - School Year 2007-2008 will be in full operation
  - Still recruiting for other members

- Applications to be a mentor available here at Alchesay High School
  - Parent & Student consent forms available upon agreement by both
  - Still Recruiting!
  - Have 2 potential mentors waiting on School board approval
  - Distributed brochures to all Tribal Departments
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- Social Services
  - Child Protective Services
  - Apache Behavioral Health



### Class of 2007 – 80 Graduates

- At the time of graduation 119 seniors were enrolled = 67%
  - Throughout the school year 211 seniors were enrolled = 39.7%
  - 40 of the 80 seniors went through our Alternative program to make up credits for graduation = 51%
  - 92 seniors dropped out of school this year
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- Raising AIMS Scores
    - Buckle Down
    - Tutoring
    - Practice Tests
  - AIMS for Graduates
    - 28 Augmented Seniors
    - 3 Did not graduate due to failing AIMS
  - Raising Attendance Rates
    - Letters home
    - Bulletin announcements

- Posters in school
- Notifying suspended students
- Picking up students who needed a ride to school



**STAFF DEVELOPMENT:**

- Weekly Friday Staff Meeting

Personalized

Saturday Field Trips

- Breaking Ranks II
- Dropout Prevention
- Education Conference –Tribal Education
- Involving Families In Prevention Programs
- Steps to a Healthy Life – Celebrating Girls in Sports
- Drug Abuse Prevention & Meth Treatment Workshop
- Career Choices

**NEW DEVELOPMENTS:**

- Uniforms
- Intersession
  - Credit rescue
- Home Base
- Freshman Houses
- Drug and Alcohol Prevention Specialist (needed)

**1<sup>ST</sup> YEAR PROGRESS:**

- Community Awareness
  - Dropout Prevention Community Meetings
- Reenrollment
  - Support group
- Freshman Orientation
  - Parent Night
- Student Leadership

- Student voice
- Truancy referrals
- Advisory
  - 5 Year Plans
  - Goal Setting
  - Individual Performance Plans
- Teen Parents
  - Support group
  - Day care
  - Flexible Scheduling
- Staff Development
  - Cultural Sensitivity/Awareness
- Career and Technical Education
  - Certification available upon completion of program
- More Community Involvement
  - Tribal Support
  - Student activities
- Better Attendance Tracking
  - Training for both Staff Members
  - Regular corrections done
- Active Student Leadership Program
  - Working with incoming freshmen
  - Develop policies and procedures with administration
- Stronger Support at Alternative School
  - Certified teachers in core areas to help students
  - Counselor available on-site

COMMENTS & QUESTIONS from NADPI Workgroup for Whiteriver:

Pat McIntyre: Does the tribe pay for uniforms?

Tara Frank: The churches and JOM help provide funds for this.

Pat McIntyre: How about a service that cleans uniforms, and are extra sets provided on the school grounds?

Tara Frank: Not yet.

Mike Niles: How do you count dropouts with G.E.D.s?

Tara Frank: They are completers.

Mike Niles: What about the advisory part, the curriculum?

Tara Frank: We bring both teacher and student perspective to the community meetings, we use surveys to gauge progress, trends.

Leon Oosahwe: Who began the uniform policy?

Tara Frank: A group of parents brought it up to the board, and the board approved as a way to ID students.

Jana Narcia: Many other schools use uniforms too.

Kathy Kitcheyan: I like the uniforms, as it eliminates competition.

Leon Ben: We got a vendor to do ours, it eliminates any gang colors.  
Mike Niles: Is the Tribal Council participating?  
Tara Frank: Not consistently at meetings, hard to get them involved.  
Mike Niles: What percentage of work plans have been implemented?  
Tara Frank: They are all new, as this is the first year, with our freshmen.  
Kenneth Poocha: What do these work plans say?  
Tara Frank: Many said college, followed by the military. We made all freshmen pick something.  
Pat McIntyre: do you help with college recruitment?  
Tara Frank: Yes, we also have college fair day, and we have a counselor on staff specifically devoted for that.  
Lenny Dempsey: Do you use timelines and work backwards with career counseling so students have a direct gameplan to achieve their goals?  
Tara Frank: Yes, we also work with the Northern Arizona Vocational Institute of Technology on this.  
Kathy Kitcheyan: When life events occur, parents don't "kick kids out of the nest" like they used to, thus taking away from a student's drive to achieve on their own.  
Mike Niles: Do you follow up with successful kids, what worked for them and model that?  
Tara Frank: Yes, the education department does just that.  
Eileen Hill: What does the tribe provide? If the reservation does not provide enough quality jobs, we will lose our best and brightest as they will settle elsewhere.  
Kathy Kitcheyan: It is also so important to breakout statistics by gender. Current statistics do show the female students with higher graduation rates.  
Pat McIntyre: Most successful students, had at least one person who believed in them.  
Tara Frank: We have many programs, audio visual, drafting, plus personality and talent questionnaires to determine their interests.  
Leon Ben: It's also important to define success in Indian terms, using our family values.  
Craig Brandow: While working for NAU in engineering, we had a college career day with little attendance. I gathered info from all the presenters, then invited them directly to the school. Now the auditorium was packed. We worked with goal setting, best practices and the kids were surrounded with positive role models.

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#### 4. **New Business** –Bonnie Talakte

##### A. Overview of Year-One Project Evaluation Report

###### **Evaluation Team:**

- 2006-2007, **Pima Prevention Partnership**
  - Identified in grant proposal to perform outside evaluation
  
- **New 2007-2009, *LeCroy and Milligan Associates, Inc.***
  - Selected through 2007 RFP process

### **Purpose of External Evaluation:**

- Required by USDOE for federal grants
- Provides an overview of the progress made by the sub-grantee schools
- Year-One report--primarily Process evaluation
- Years-Two and Three report will focus on Outcomes of goals and objectives of the project

### **Process Evaluation:**

- Assessment of the project implementation plan:
  - Components
  - Strategies
  - Activities
- NADPI first year implementation plan:
  - Developed work plan based upon grant proposal
  - Hired staff
  - Trained staff
  - Developed external evaluation scope-of-work
  - Met with stakeholders

### **Outcome Evaluation:**

- Measures the results of project goals and (8) objectives each year.
- Report does not include 2005-2006 data & statistics due to timing. Addendum will be submitted to the USDOE in October to reflect measurable outcomes.
- Baseline data for this report reflects 2004-2005 ADE figures

### **Evaluation Tasks Accomplished:**

- Focus Group Study
  - Students
  - Parents
  - Tribal Agency Representatives
- Key Stakeholder Interviews
  - Tribal Government Representatives
- Program Staff Interviews
  - Start-up successes & challenges

### **Evaluation Findings:**

- **Project has achieved some of its goals in Year-One:**
  - Garnered community support
  - Developed critical relationships with stakeholders
  - Elevated dropout awareness to crisis level within the schools and communities
  - Brought together schools, communities, key organizations and players

- Grant staff integrated into school environment
- Work with at-risk students in the school environment

**Challenges:**

- Engage parents in project activities
- Motivate teachers to participate fully
- Connect with truant students

**Recommendations for Year-Two:**

- Organize a more formalized communication structure within the project and between grant staff and school personnel.
  - Scheduled staff meetings with Principal
  - Update presentations by grant staff to school personnel
  - Formalized information sharing between projects
  
- Increase the focus on enlisting parental and school personnel support and participation
  - Increase outreach to parents
  - Activities to bring parents on school campus
  - Professional development seminars/trainings for faculty
  - Use of key faculty and their successful strategies to implement new initiatives
  - Mentoring program between senior and new faculty members
  
- Formalize data collecting schedule and actively track the data to avoid backlog for grant staff
  - Assess staff activities on a scheduled basis by Principal and Project Director to determine effectiveness of strategies
  - Evaluator and Project Director meet on a scheduled basis with grant staff to assess data collection tools and processes

COMMENTS & QUESTIONS from NADPI Workgroup for Bonnie Talakte / ADE:

Kenneth Poocha: Where does the annual report get sent to? To Tribal Leaders?

Bonnie Talakte: It gets sent to Washington D.C. for reporting and funding purposes and is not currently sent to Tribal Leaders. We can look into the possibility of that for future reports.

Kathy Kitcheyan: Having Bonnie present the report to the Inter-Tribal meetings and others would be beneficial/

Bonnie Talakte: Within our third year of funding, we hope to have a model for all schools to follow, and I will be very happy to present it.

Maxine Daly: Yes, we would appreciate your input to identify other groups to us, where we can present, and provide collaboration, we would be more than happy to.

Mike Niles: considering the 20/10 project that's focused on Dropout Prevention, do you include them?

Bonnie Talakte: Fort McDowell will present at our National Dropout Prevention Conference.

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## B. Research Priorities for Workgroup – Debora Norris

We know there is strength in our communities, just examining the Sunrise Ceremony, the strength the girls show to go on and the stamina it takes with support from the community is a perfect model to address getting through high school. There is no “they” it is us as community leaders who will take this to the people. I'd like to announce some new tools we have been recently awarded to help collect research through ASU and Mike Niles:

In general there are four grants and one internal proposal for urban and rural collection of data. We will also fund graduate students, one will be assigned to be a liaison for the NADPI Workgroup, another will be assigned to the Inter-Tribal Council to provide support. Three others will be tribal specific, thus bringing more dollars and support to benefit the goals of the NADPI Workgroup.

Mike Niles has developed the Indigenous Early Intervention Alliance (IEIA) - please check out the new website for this effort - <http://indigenous-early-intervention.com/>. There is a "news" update on the website with some "highlights" from this summer and scholarship information in the "Money for Native College Students" page.

## COMMENTS & QUESTIONS from NADPI Workgroup for Debora Norris / Mike Niles:

Pat McIntyre: Have you heard of the State of Minnesota's “Expand the Circle”?

Mike Niles: Charter schools are behind in Phoenix. We want to open up scholarships / Keepers of the Fire to all students, whether on the reservation or in urban areas.

Debora Norris: We will be using our graduate student to focus on research priorities and finding Best Practices. We will share this work with Tribal Leaders, school districts, court systems and other key stakeholders. Looking at our university system, what case studies can they bring to the table? We hope to have communities buy into the issues and bring back optimism.

We will also look at the impact of dropouts on tribal society, searching for more localized information, instead of focusing on the National data. We will also focus on school intervention, the curriculum that's in place and staff turnover.

Kathy Kitcheyan: Recommendations should include the local DES office. Keep in mind the new hospital that is being built. Are we preparing our kids to get those jobs in our own community?

Debora Norris: Scholarship programs fail if few graduate. Let's look to reduce duplication of efforts for maximum student support. Finding ways to best deliver social services, and tools to help students is important. Parental enforcement / involvement is key.

Jana Narcia: The Utes hold back tribal monies until students meet certain goals, graduation and other levels. Should we model that?

Maxine Daly: We hope to have more focus groups, plus also focus on native students on retention.

Kathy Kitcheyan: Also don't forget to add studies on alcohol, meth use and gangs.

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### **ADE Dropout Prevention Conference – Bob Coccagna/Maxine Daly**

As you know, the 2007 National Dropout Prevention Conference in at the Hyatt Regency Phoenix is fast approaching. It is being held **Friday, September 14 - Sunday, September 16**. We have an exciting line up of **national** and **local** presenters who will present cutting edge dropout prevention tools and strategies for all students on a wide variety of topics. We would love for you to participate in this important event to support and encourage you in your important role of meeting the needs of students and keeping them in school.

While the Hyatt Regency Phoenix conference rate deadline has passed, we have attached is an alternate list of hotel options in the downtown area. For more information about the conference, go to:

<http://www.ade.az.gov/asd/dropout/conference/>.

To register for the conference, go

to: <http://www.ade.az.gov/onlineregistration/EventLocationSelection.asp?EventID=1393>. If you have any questions, please contact [Sandra.Skelton@azed.gov](mailto:Sandra.Skelton@azed.gov), 602 542-4130.

We look forward to seeing you at The Hyatt Regency Phoenix in September!

### **Featured *Sum It Up!* Keynote Speakers**

Σ **Mr. Franklin Schargel**, Author and National Speaker. Mr. Schargel co-developed the 15 Effective Strategies for High School Dropouts which are used across the nation! [www.schoolsuccessnetwork.com](http://www.schoolsuccessnetwork.com)

Σ **Dr. Marcus Nelson**, A nationally renowned speaker, Dr. Nelson inspires his audiences to personal and organization growth, and the importance of working hard to reach one's goals. [www.marcusnelson.org](http://www.marcusnelson.org)

Σ **Mr. Wendsler Nosie**, Chairman of the San Carlos Apache Tribe. Chairman Nosie will speak on the importance of staying in school as a way of gaining the necessary skills to function in the 21st Century while, at the same time, preserving the traditions and cultural heritage of previous generations.

Σ **Mr. William Cleveland**, Writer, musician and founder and Director of the Center for the Study of Art and Community. Despite shrinking resources, artists all over the world are using creative processes to engage disaffected young people in positive ways to succeed in school. [www.artandcommunity.com](http://www.artandcommunity.com)

Σ **Mr. Ron Glodoski**, Leading National Expert on Bullying, Substance Abuse and Resiliency [www.worldviewlinks.com](http://www.worldviewlinks.com)

This conference is sponsored by the Arizona Department of Education and is not affiliated with the National Dropout Prevention Center/Network.

5. **Closing: Leon Oosahwe: Date and Time of Next Meeting** –  
November 15, 2007, 10:00 a.m., ADE Central Avenue Facility