Kayenta Community Outreach Meeting

February 18, 2016

**Lorraine Benally – Introduction**

Lorraine introduced herself as Center Manager for Northland Pioneer College – Kayenta Center. Lorraine expressed her thankfulness to Kayenta Township for their generous support for a space for three years coming up in July. Lorraine informed the Town Manager that the town maintenance dept. has been very good about checking with NPC-Kayenta Center to find out if there is anything they need to do according to their maintenance repair reforms, which she truly appreciates. They have also been getting jobs/repairs done in a timely manner.

Kayenta Center FTSE (Full Time Student Equivalent) count may not reflect it, but Lorraine honestly believes that the Kayenta Center does a lot of community services, i.e., making computer use available for the community. Despite the two-dollar fee, it is very popular, along with one computer for government and education websites only use.

Kayenta Center‘s strong area is the GED program and College Preparation Courses. A student can be prepared to challenge the GED Exam and still continue the preparation for college courses with a lot of personal attention.

Northland Pioneer College has been awarded recently for awarding the most certificates of proficiency in areas like Early Childhood, to the Native Americans students. Lorraine gives credit to Myrtle Dayzie-Grey, Kayenta Center’s Academic Advisor, because one aspect of the retention program is to make contact with students that didn’t complete their courses from the previous semester, or those that didn’t return. Through this program, NPC advisors are given a list of these students’ names, so Myrtle not only calls these students but also checks into courses they have already taken to see if they quality for a certificate, or how long they might be from completing degree program requirements, no matter which campus or center the student is from. Letting these students know how close they are to obtaining a certificate or a degree motivates them to register for more courses.

Other programs that are still really strong in Kayenta community and the surrounding areas are Elementary Education and Early Childhood Development. In these programs, Myrtle guides students to apply for their Certificate of Proficiency as they continue toward earning their Associate of Arts. Lorraine gives Myrtle a lot of credit for working with students by giving them a lot of attention on a one-on-one basis.

Lorraine notices Monument Valley High School graduates with Gates Millennium Scholarships, who go off to big universities, are starting to return to Northland Pioneer College for a semester to get themselves back on track with higher grades in their general education courses. These students end up staying here to get their Associate Degree before moving back to universities.

Lorraine believes that Kayenta Center is doing a lot of community based services. An issue is that Kayenta Center students don’t like the fact that NPC does not have magazine course schedules anymore, and that they have to go online, but our Center does explain that as college students, they need to start getting comfortable using technological resources.

Lorraine, holding up NPC-Career Focus magazine said, “This is the only thing that I distribute around the community now, this magazine has a lot of information about what to expect from Northland Pioneer College, what the college can do for students and NPC has the lowest tuition in Arizona.”

Lorraine concluded her introduction that NPC-Kayenta Center Community Outreach meeting will only be a round table meeting, therefore we will not have an agenda to follow; it will be an open meeting.

**President – Jeanne Swarthout** suggests to drop back and do some introductions.

 **Calandra Walker**: Introduces self as an employee with NPC since 2007 and is an alumnus. Calandra commends and is thankful to Lorraine for all that she does for the Center, its staff, and the community.

**Lilian Smith: introduces herself and is available to help wherever she is needed with what she can. (Community Member)**

**President:** appreciates everyone’s presence here.

**Charley Smith**: introduces self and as Lilian Smith companion. (Community Member)

**Jeanne Swarthout**: Introduces self as the President of Northland Pioneer College.

**Gabriel Yazzie**: Introduces self as town manager for Kayenta Town Ship.

**Philona Brown**: Introduces self as working with Kayenta Public Health Nursing in Inscription House clinic. She is here on behalf of Ruth White.

**Chris**: works with Kayenta Township.

Jarvis Williams: Introduces self as community liaison from Peabody Coal Company.

 **Walter Begay:** Introduces as just passing through Kayenta and is with Mr. Jarvis Williams.

 **President:** askes Walter that Peabody sends him every year, don’t they? NPC really appreciates that.

 **Mark Vest:** introduces himself as the Vice President for Learning and Student Services and explains that faculty and student support services work through him before the president.

**Betsy Ann Wilson**: is the executive director of NPC Friends and Family, which is the colleges’ nonprofit foundational arm. She works to raise money for student’s grants and scholarships to help students stay in school.

**President Swarthout:** informed everyone that there is no agenda today. Would like to start off with a couple of words and would rather hear from everybody else. Made everyone aware that we are all in interesting times, everything is shifting around us whether it is at the federal level, state level, tribal level or community level. “We are suddenly finding ourselves as a college faced with the interesting time, seeing the effects on our college income due to Cholla Plant down in Joseph City. So we thought we had a couple of years, but we really need to sit down over the next month or two to go over budget development process right now for fiscal year 2016-2017, what are our strategies are like, …what to do to keep improving, keep service levels increasingly better, and the Power Plant shut down effect on how the college will operate.” The other thing she explained is FTSE (pronounced “footsie”); FTSE is not actually one student, but it is a way that… the slang that educators or higher education use. The state counts our students as per year, 30 credits of attendance is one FTSE. Dr. Swarthout explained that this is an artificial definition of what we do because one student, whether they take 3 credits or 15 credits in the semester, takes the same amount time and effort from us. The state uses the definition very artificially and the reality is we deal with students day in and day out. Dr. Swarthout then asked Mark Vest if he wanted to start off with anything.

**Mark Vest**- Added that the artificial definition of FTSE probably hurts Kayenta Center more than any other place else in the County, because there are more part-time students here than anywhere else. Kayenta Center has almost four students for every one FTSE. So the numbers that we were working with at the state reflect about a quarter of the actual participation, and that does not include community members coming in and using services that don’t count, such as the aforementioned community-access computers. So we know there is a lot more activity going on, and it is not reflected just in those raw numbers from the state. Those numbers were designed to count University students, who are almost all full-time students. At the community college level, County wise, we’ve got almost three times as many students as we have FTSE, and for Kayenta Center, it’s almost four times as many.

**President Swarthout:** Informed the group that this is a reflection of the community needs. These are students who cannot afford to go full-time, maybe due to financial issues, family/childcare, transportation, or cultural issues. This is how students need to proceed through higher education and it is up a little at a time. President’s terms, “It is a dishonor to expect community college students to be going full-time semester after semester, it is just not reality of what students in these communities deal with.” So, with that very brief discussion, we are really here to hear and understand what Kayenta Community needs or that the College is not meeting.” Dr. Swarthout asked the audience what services are missing such as programs. “We’re here to listen to Kayenta Community members to take back and try to figure out how much NPC can do and what NPC simply may not be able to take on.”

**Jarvis Williams**: Introduced himself as a liaison for Peabody Coal Company. Thinks these types of outreach provide an opportunity to just shed some light on the industry and give some insight on what NPC is able to do and provide for our community. He informed the group that the Navajo Tribe just renewed the lease for the coal mine to 2019 with some hurdles for SRP/Navajo Generating Station and Peabody to have to go through before the Federal Government gives the okay for the mine to continue after 2019. He explained these hurdles as the Clean Air Act, Obama’s Clean Power Plants Initiative, and the influence of natural gas prices, which will deeply impact Kayenta Community through the Native American workforce this year. Jarvis says Peabody can only try to warn people that it’s a good time to review the impact coal mining has on the communities and to begin making adjustments. He knows that Kayenta would be the one to be most impacted more than other communities, so NPC can provide transitional opportunities for the affected workforce, education, public health and safety, and the Kayenta community as whole.

**President Swarthout:** Acknowledged that home life, social services, and medical services are all impacted by that kind of thing; it is community wide and a lot to think about.

**Jarvis Williams**:Agreed and asked how the college can adjust their curriculum to anticipate those employees that will be impacted with loss of employment. Jarvis warned that there will be more retirees transitioning to a new environment after working more than twenty-five years or so.

**President Swarthout:** Is sure that the township has a lot to consider on how they will move forward because it is going to radically change workforce and health services.

**Gabriel:** Appreciated all the information that Jarvis brought to this meeting about the industrial impact on the community. He went on to familiarize the NPC Staff that MVHS-Native campus offers hospitality, designs, IT designs, graphic designs arts, and internship programs for their high school students. Gabriel then questioned how and/or what type of skilled-based educational assistance higher institutions can provide to Kayenta Community; he would like to see technical education and internship program opportunities for college students. He also updated the group on the Kayenta Health Center opening for patients on April 17, 2016, which will have job opportunities in the health and human service areas. He wants high school graduates to have opportunities to train for areas such as architect, carpentry, electrician, nursing, welding, etc.

**President Swarthout:** While listening and thinking…says NPC does some early work/isin the process of building some initial agreements with the NATIVE District for Dual enrollment.

**Mark Vest:** Added that NPC is running the nursing assistant program with general education courses such as college algebra and college composition I & II with MVHS-NATIVE District. Mark also explained a little about the Title III Grant that NPC applied for and received over the summer. He actually had a conversation with the MVHS Superintendent back in the spring but MV was kind of in flux with an outgoing and coming-in of superintendents at that point, so nothing was settled. He further explained that the Title III Grant is a five year Federal Grant. The idea behind the grant is that we would build a connected classroom-a distance education classroom, identical to the ones we use here in the center, but it would set up at area high schools. to allow an NPC faculty member would be able to teach college transferrable math and English courses, plus at least a couple other dual enrollment courses to high school students. (iIt’s called dual enrollment because it will allow high school students to earn both college and high school credit at the same time.) Mark said NPC would focus on courses that students need for general education, because those courses are useful for anybody, whether you are going into a trades program and eventually an Associates degree, as well as for students moving on to the university. Mark acknowledged that Betsy Ann Wilson the grant writer learned during her research that nationally, high school graduates who have at least six college credit hours before they graduate from high school are much more likely to go to college and be successful when they get there and not drop out after a semester or two and come back. He concluded that NPC has 10 partner school districts for the first year; NPC has some general meetings starting next week high schools in Holbrook, Shonto, Red Mesa, and Hopiwho are among the 10 districts.

**Vangie Wilkinson (MVHS):** asked why KUSD-MVHS aren’t on their list to meet with.

**Mark Vest:**  Answered, because nobody from KUSD-MV ever responded to their request to partner, which he thinks has to do with the fact that the KUSD Superintendent position was in transition. Mark is aware that there are a lot of comings and goings with administrative positions in school districts around the county, so NPC wrote the grant to add in two additional districts a year in years 2, 3, and 4, and received a lot of interest from Valley (Sanders) and from Pinon. Mark said he needs to sit down soon with the new superintendents of Kayenta-Monument Valley and Whiteriver Unified School District on White Mountain Apache reservation. Mark absolutely thinks that Monument Valley has a strong history of excellent education, with the best graduation rates in the area and has a reputation for sending students on to post-secondary education so there are a group of students that would really benefit from using Title III Grant; it’s just a matter of getting Monument Valley involved in year, two, or three. He concluded that this would supplement for a lot of students, it is not to replace but to add to the things we are currently doing at the Kayenta Center.

**Betsy Ann Wilson:** Betsy said, “You may be thinking why would NPC be teaching at the high school or why not just let the high school teachers teach dual enrollment courses.” She explained that NPC has done that a lot in the past but NPC accreditation has changed, such that teachers, who teach transfer courses or general education courses have a higher requirement for certification. Instructors have to have a master’s level or a certain number of graduate credits in the subject area they teach, if it is to be used for university transfer. Betsy said, “Because NPC instructors already meet the certification requirements, NPC can setup their equipment at area high schools to give those students the opportunity to earn dual enrollment credits.” In addition, Betsy added that as NPC adopts this approach does not mean one teacher will be teaching 10 schools; the purpose for meeting next week with area superintendents is to figure out how NPC can cluster schedules, cluster schools according to their bell schedules and according to the types of classes they want offered.

**A Gentleman**: Asked what power plant is going down and how big of effect will it be on NPC.

**President Swarthout &** **Betsy Ann Wilson**: Answered, Cholla Power Plant in Joseph City, AZ; its shut down will affect all areas but we do not know how big the effect will be. We hope for more time to prepare and to look ahead. The NPC President said the effect is the property tax revenue, NPC has only experienced the first revenue effect. President Swarthout does not know what the next two will look like and thinks Navajo County is also in its revenue base. “Right now, NPC obviously needs to do a lot of planning and timing but don’t think the immediate impact isn’t huge and that the college is going to have to work hard to absorb that impact and still move forward.” The President’s desire is, it doesn’t impact a great deal, probably impact the internal college staff. The college had just sent a salary increase request, which right now (in light of the news about the reduction in property tax revenue) is not reasonable. Now we really need to sit down and talk. President Swarthout said, “Reality is hitting but service is the biggest concern. NPC can maintain level of service and level of programs but has to rethink how to move forward for every new kind of concept that would serve a community like Kayenta, which may mean serving fewer of students or doing less community service, what has value and what doesn’t to the communities NPC serves and what new things will bring higher value.

**Evangeline Wilkinson:** Introduces self as the associate superintendent at Kayenta School District. She has been working at the administrative level for the last 25 years and would push for our district to be a part of dual credit program, because the school district has been wanting one. But as was mentioned, the teachers have to have a Master’s degree. She explained that most teachers only have bachelor’s degrees and it’s really hard get them to go back and work on a Master’s degree, because essentially it becomes the individual’s responsibility to take ownership of their own learning. She is concerned this type of problem creates a disservice for the students, because they are the ones losing out and in addition to this, the school district’s workforce right now has a lot of people reaching retirement. Finally, the Arizona standards are now at higher levels. She explained that AZ standards are the types of things that require the teachers to be teaching at a different levels/ways like just working by letting go of the textbook uses; these she points out as other interesting hurdles. Vangie also mentioned a grant opportunity with Intel that was approved. Intel, having a strong technology workforce, needs people who can do coding, computer programming, etc. Two school districts and Greyhills High School on the reservation, including Chinle and Kayenta will also be participating via teleconferences. Telecommunications. equipment will be set up at KUSD-MV, and they were initially to have started early January. Vangie concluded that when students have completed the program, they will be able to intern at a facility down in the Valley - Intel or other big corporation - instead of going right into the work force.

**President Swarthout:** Asked Vangie what KUSD would need from NPC although she may not have the answer right away.

**Vangie Wilkinson:** Answered that another thing KUSD needs from the college is people who are really passionate about becoming teachers; to explore opportunities to push for education to certify teachers to come in and teach wonderful things with their kids.

**President Swarthout:** Said, “We’re finding across Arizona in particular, nationally as well but much more across Arizona that there is an increasing reluctance for people to consider teaching as a profession, and I think that’s tragic that it is becoming a huge problem; think about what that means for AZ kids.”

**Mark Vest:** Mark topped it by saying that the greatest decline in enrollment in any university programing is in education. Because if you are having problems now finding qualified teachers, what’s it going to be like in 10 years - who’s going to be coming out of the imaginary pipeline, bachelor’s degree pipeline?

**Evangeline Wilkinson:** Brought up issues going on within the school system, lack of social services; the KUSD only has two social service workers in the area and as was mentioned earlier, cuts to the industrial workforce impact the structure of the families.

**President Swarthout:** Asked again, regarding the Intel grant, if there are curriculum pieces or things that NPC can assist with.

**Evangeline Wilkinson:** Responded with, “They are bringing in the curriculum; look for somebody who is going to be stationed here to work specifically on college level courses.”

**Sylvaderick Young:** Introduced himself by his Navajo Clans, Todachiinii nishli, bitnaii bashichiin, Nakaii Dine’e dashicheii, Tachinii dashinali and added that he is employed with the Indian Health Service as the domestic violence prevention coordinator. He stated that he has projects addressing domestic violence such as this evening he has “Our Strong Marriages” by Johnson Dennison scheduled at the Kayenta Health Center. He is also working with Avery Denny, professor from Diné College to establish “Youth Empowerment Services” with the Kayenta Unified School District.

**Wena Hesus:** Introduced herself as coming in from Window Rock and works with the LDS church serving the whole Navajo reservation and border towns, Utah, New Mexico and Arizona.

**Rebecca Benally:** Greeted everyone with a good morning, and said that she used to work at the TóDínéeshzheeʼ shelter home here in Kayenta but just started 2 weeks ago with a new program, Eve’s Place, which is a domestic violence organization out from Phoenix. She will be doing the mobile advocacy program, which is another resource for Kayenta, Inscription House, and Tuba City.

**Mark Vest:** Real briefly, wants help to get NAU involved, saying two years ago, NPC started a conversation with NAU College of Education letting them know NPC has a distance education network that includes sites in Kayenta, Hopi, Whiteriver, and all over Navajo and Southern Apache country. He said NPC wanted to turn over the network classrooms on Saturdays for NAU to commit their faculties to teach upper division courses, because NPC is blocked from teaching anything above the 200 level courses by State Law. He explained that this could help students get to the point of moving into the NAU College of Education, but NPC cannot do anything more for NAU. At that point, NAU would have to be doing their work at the university level and NAU also went through Dean transitions so now NPC is just restarting that conversation with the third NAU Dean for the College of Ed. Mark explained what NPC would like to see happen is have NAU offering post-baccalaureate classes for people who have bachelor’s degrees who need additional work, or offering 300+ course levels through NPC’s Distance Learning System in combination with online, so students can work on their bachelor’s degree coursework as much as possible doing student teaching locally. NPC’s idea is to identify people who already live in the community who want to help in the community by becoming a teacher locally; they don’t have to leave here to pursue their degree and post-graduate certification to become eligible to teach. And of course he says, “Along that way, NPC would come in part of the day, offer all introductory course work in the morning potentially, then NAU could have the system in the afternoon and offer a couple of classes on Saturday in the afternoon.” Mark went on saying that NPC is restarting that conversation with NAU, but one of the things that NPC knows is to be able to convince NAU that there are enough identified students interested locally, in Kayenta, in St. Johns, in Holbrook, or Hopi, or wherever the case may be; that these numbers must be worth NAU’s time to invest in a program.

**President Swarthout:** Wants the understanding that NPC can unite those communities through the system so if there’s five here, five in Hopi, six in St. Johns, and/or three in Holbrook, NPC can pull it together to give NAU the numbers. It’s really a matter of getting NAU to commit to rural areas, which has been a struggle.

**Mark Vest:** Mark added that NPC’s hope is to say to NAU, “NPC will give you a system that is already in place, let you put sixteen or seventeen students together at four or five different locations and all NPC needs you to do is get the instructor drive over to Winslow to teach the class from the NPC site in Winslow, or NPC can figure out how to connect to a classroom in Flagstaff to teach from Flagstaff.”

**President Swarthout:** Assured the group that NPC can cloud to Flagstaff, NPC has done tests long time ago and knows the NPC system can cloud anywhere in Flagstaff’s system; so these things are doable. She concluded that it’s really persuading the university that is worthwhile to them to have a presence out here.

**Mark Vest:** Is hoping in the upcoming year, NPC reaches a point where we’re going to need to come to you all (the Kayenta Community Outreach participants) to help us identify people who are teacher aids right now, that you see a lot of promise in, that could move forward, or people who are on emergency certification, that you want to get off emergency certification to regular certification; or community members, people who are already taking classes at the college.

**Vangie Wilkinson:** Says right now, KUSD has a few through the certification process with Arizona, a few teachers at the high school that are on interim certification and they’re picking up their course route through Grand Canyon or other colleges. She said one of KUSD’s biggest hard-to-fill positions are Science, Math, and English, which in the past have tried to work with NAU to create a program on-site for secondary teaching. It is real difficult to accomplish.

**President Swarthout:** Agrees it’s difficult to do, because it’s in a specialty area, but as we are having these conversations with NAU, NAU is increasingly pulling out of Navajo County.

**Mark Vest:** Says from a county perspective, at this point, is how can we get NAU back here, what do we need to do to make it attractive enough to get them back? Because they provide a service NPC cannot provide. Mark gives example, “
Say we got x number of people who expressed interest, are qualified, and want to pursue this, and the school districts are supportive of these people, and already know who they are, some of them may already work at the district.” Mark is sure that if we can do this in a number of communities, we have a lot stronger case to make to the Dean of College of Education. He concluded that this is because we know Education is where there’s a huge need in every community; it’s also a program that can be done easily through a distance learning system, especially if you have local school districts participating, and they can provide the student teaching, so it’s a program that’s needed and easy to deliver.

**President Swarthout:** Said she was at the Navajo Apache administrative meeting, where superintendents from Apache and Navajo Counties meet at the beginning of the school year. There was a discussion among all the superintendents of the two counties, about teacher vacancies and teacher shortage. She said at the meeting they we went around the table and asked how many teachers they were short in their districts. She said each superintendent started by saying, “Oh, I’m just short four,” the next said, “Just short six.” and so forth, until, by the time they were done, the President said she calculated about 70 teachers in Navajo County. Then she asked, “How many of your teachers are on emergency certification?” At the end, in Navajo County, we were actually short about 450 teachers! That’s huge, so a lot of districts need to get those emergency certifications certified through the regular process.

**Vangie Wilkinson:** Replied to the teacher shortage by saying some teachers can get certified or have a certification to be highly qualified, because they haven’t been able to pass the Arizona State Certification Exam for Teachers. They may have gone through an educational program, gotten their bachelors in elementary or secondary education, but they just can’t pass that exam.

**President Swarthout:** Informed the group that basic education for elementary education is really basic Math, English, Science, and Social Studies, so that is one of the many problems in Navajo County and it affects this area probably as much, if not more than most areas.

**Mark Vest:** Explained the kind of the challenge that NPC faces, getting students started in that pipeline. When he talked to the Navajo and Apache County superintendents who are involved in NAVIT program, they approached NPC to put together a one-year certificate program to get students familiar, get their feet wet with the idea of being a teacher, create licensed teacher aids, certified teacher aids for their NAVIT School Districts. Mark said NPC spent about a year going to every NAVIT school district and talking to every high school sophomore and junior class. At the end of the process, which is in the first year, the school districts only had three students. He concluded that is the challenge NPC faces with the current generation of students going into the teaching profession.

**President Swarthout:** Said, “One of whom was the daughter of the NAVIT JTED superintendent, so you know what that means about the political climate around teaching.”

**Mark Vest:** “So students look around schools and they see vacancies, understanding that there are job opportunities to stay within their community to work, and yet that’s something we have to work together on to turn that mentality around.”

**President Swarthout:** Says, “That’s a state and political issue. We work at the state level on this, partly because schools aren’t well-funded. You can’t pay teachers what they’re worth if the schools are not adequately funded. So there’s this long pipeline of issues to move the needle on getting people interested and passionate about teaching. It’s very frustrating. If K-12 is not working, our job gets bigger and bigger and bigger. If K-12 is struggling then of course there are more dropouts, so our GED program gets bigger and bigger and bigger. Students wanting to come to NPC for higher education are struggling, so we need K-12 healthy and happy so we all can do our jobs better. The days when I get discouraged are when I just get back from being at the legislature for a couple of days. It’s really discouraging that they are trying to take away 3 million from the JTED’s, (Joint Technological Education Districts) and there’s been a big fight to give it back.” Both the senate and the house said, “We should give it back.” Then they both passed bills to return JTED funding, but then they got into this game of whose bill should go to the governor’s desk for credit, causing them to not release the bills to get signed. I was like, “Excuse me; you’re playing political football with kids’ futures.”

**President Swarthout:** “Suddenly food has become a priority. Conversation and food can go together.”