



DZIŁ DITŁ'OOÍ SCHOOL OF EMPOWERMENT, ACTION AND PERSEVERANCE (DEAP)

Empowering students and communities through education, culture, wellness and service

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November 25, 2019

This letter is in response to the NMPED Preliminary Analysis for the Dził Dítł'ooí School of Empowerment, Action & Perseverance (DEAP) charter renewal.

The DEAP Leadership Team and Governing Council are very proud of the progress that DEAP has made in the past 5 years. We are always striving to grow and develop stronger practices in all areas. The NMPED Preliminary Analysis identified two key areas for DEAP to continue to develop :Governance and Facilities (Part B 3.c Governance Responsibilities and Part E 4).

The following response highlights how the DEAP team is making concerted efforts in addressing the areas of concern:

- I. Governance Responsibilities
 - A. Business Management Oversight: In the 2018-2019 annual site visit, the DEAP Governing Council did not demonstrate adequate business management oversight as the audit and finance committees did not maintain consistent meetings or membership. To address this area, the DEAP Governing Council has committed to hold Finance Committee meetings one hour prior to Governing Council meetings. The Audit Committee will conduct quarterly meetings throughout an academic year. In addition, the DEAP Governing Council will work closely with the Business Manager and DEAP Head Administrator to receive proper training and determine best practices for business management oversight.
 - B. Evaluation of Head Administrator: The DEAP Governing Council did not successfully complete an evaluation for the DEAP Head Administrator in SY 2017. To address this area of growth, the DEAP GC has created a detailed action plan to ensure that the evaluation is completed in a timely and comprehensive manner. The action plan is attached to this response.
- II. Facilities: DEAP's current NMCI Score is 55.82% which does not meet or exceed the current state average. DEAP has struggled to develop adequate infrastructure on

the school site. However, given the local context and lack of resources, DEAP has been able to accomplish much progress in establishing not only buildings but also utility lines. To strengthen this area, DEAP has partnered with the NACA Inspired Schools Network Facilities Manager, the Navajo Nation and several community partners to develop a more responsive facilities master plan for DEAP's growth. DEAP is also leading efforts to explore ways to utilize Indigenous learning structures (hogans) as primary facilities that meet E-Occupancy. DEAP will continue to work with PSFA to enhance our facilities to meet the needs of our learning philosophy and students. DEAP fully intends to apply for grants and funding that will help DEAP establish quality facilities. In addition, DEAP is a 2019-2020 recipient of the Community Schools Planning Grant in which facilities will be a major focus area in determining how DEAP grows.

The DEAP Leadership Team and Governing Council are very excited to move forward with the renewal process. We hope to continue creating meaningful and relevant learning experiences for our students. If you should have any questions or concerns, please contact the DEAP Head Administrator, Louella Poblano and/or the DEAP Governing Council President, Benita Litson.

Sincerely,
The DEAP Leadership Team and Governing Council