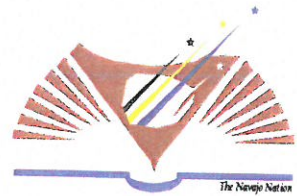




Dr. Buu Nygren
President

DEPARTMENT OF DINÉ EDUCATION
THE NAVAJO NATION

P.O. Box 670 · Window Rock, Arizona 86515
PHONE (928) 871 – 7475 · FAX (928) 871 – 7474



Richelle Montoya
Vice-President

NNBESE-935-2023

RESOLUTION OF THE
NAVAJO NATION BOARD OF EDUCATION

Relating to Education; Supporting and Approving the Navajo Head Start's School Year 2022-2023 Annual Report

WHEREAS:

1. The Navajo Nation Board of Education (hereinafter the "Board") is the education agent in the Executive Branch for the purposes of overseeing the operation of all schools serving the Navajo Nation. 10 N.N.C. § 106 (A). The Board carries out its duties and responsibilities through the Department of Diné Education (hereinafter the "Department"). 10 N.N.C. §106 (G)(3).
2. The Department is the administrative agency within the Navajo Nation with responsibility and authority for implementing and enforcing the educational laws of the Navajo Nation. 2 N.N.C. §1801(B); 10 N.N.C. §107(A). The Department is under the immediate direction of the Navajo Nation Superintendent of Schools, subject to the overall direction of the Board. 10 N.N.C. §107(B).
3. The Navajo Head Start ("NHS") Program, which is located within the Department of Diné Education as approved by the Department's Plan of Operation, Resolution No. GSCMY-19-07. The NHS also is funded by a grant from the Office of Head Start, Administration of Children and Families (ACF), under the terms of the Head Start Act, 42 U.S.C. §9801 *et seq.*, and applicable regulations. The Navajo Nation is named the grantee and is responsible for ensuring compliance with the Head Start Act and performance standards in delivering the services to Navajo children and their families. The Board is designated by the Navajo Nation as the governing body for the Navajo Head Start program. Resolution HEHSC-035-13.
4. The Board acknowledges the Navajo Head Start Policy Council Resolution NHSPC-08-30-2023 "Supports and Approves the Navajo Head Start's School Year 2022-2023 Annual Report" (attached as "EXHIBIT A"), including supporting documents.

NOW THEREFORE BE IT RESOLVED THAT:

1. The Navajo Nation Board of Education hereby supports and approves the "Navajo Head Start's School Year 2022-2023 Annual Report" (attached as "EXHIBIT A").

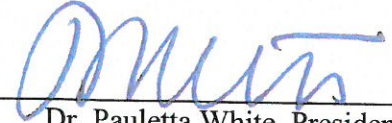
NAVAJO NATION BOARD OF EDUCATION

Dr. Pauletta White, **President** · Andrea K. Thomas, **Vice President** · Dellard Curley, **Secretary**
Members: Sharon A. Toadecheenie · Dr. Henry Fowler · Nadine Chatto
Joan A. Gray · Emerson John · Spencer W. Willie · Freda Nells · Mary E. Begay
Claudia Edgewater, Acting Superintendent of Schools

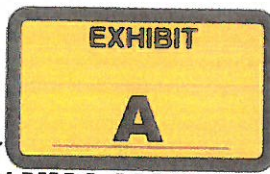
2. The Navajo Nation Board of Education hereby directs and empowers the Assistant Superintendent of Head Start to take any actions deemed as necessary and proper to carry out the purposes of this resolution.

CERTIFICATION

I hereby certify that the foregoing resolution was duly considered by the Navajo Nation Board of Education at a duly called meeting at Window Rock, Arizona (Navajo Nation) at which a quorum was present, motioned by Spencer W. Willie and seconded by Joan A. Gray and that the same was passed by a vote of 8 in favor; 0 opposed; 0 abstained, this 6th day of September 2023.



Dr. Pauletta White, President
Navajo Nation Board of Education



NAVAJO HEAD START
DEPARTMENT OF DINE EDUCATION



DR. BUU NYGREN, *President*
RICHELLE MONTOYA, *Vice-President*

ROY TRACY
(D) *Assistant Superintendent of Head Start*

NIISPC-08-30-2023

RESOLUTION OF THE
NAVAJO HEAD START POLICY COUNCIL

SUPPORTS AND APPROVES NAVAJO HEAD START'S SCHOOL YEAR 2022-2023
ANNUAL REPORT

WHEREAS:

1. Pursuant to Resolution No. HEHSCAP-08-19, the Health, Education and Human Services Committee of the Navajo Nation Council approved the Plan of Operation for the Navajo Head Start. The Navajo Head Start is situated under the Executive Branch of the Navajo Nation government within the Department of Diné Education and Navajo Nation Board of Education serves as the Governing Body for Navajo Head Start; and
2. Pursuant to 45 CFR 1301—*Program Governance* and section 642(c)(2)(B) of the *Head Start Act*, the Navajo Head Start Policy Council is a duly elected and constituted Head Start Policy Council and an authorized entity of the Navajo Nation government; and
3. Pursuant to 45 CFR 1303.10-12-*Administrative Requirements*, Navajo Head Start must observe standards of organization, management, and administration that will ensure that all program activities are conducted in a manner consistent with the purposes of the Head Start Act; and
4. Pursuant to 45 CFR 1302.102(b)(2)-*Achieving program goals*, each year the program must collect and utilize data to monitor progress toward the program's goals and identify strengths and/or corrections; and
5. Pursuant to 45 CFR 1302.102(d)(2)- *Achieving program goals, Reporting*, a program must submit: Annually, a program must publish and disseminate a report that complies with section 644(a)(2) of the Act and includes a summary of a program's most recent community assessment, as described in §1302.11(b); and
6. The Navajo Head Start program provides a learning environment of early childhood developmental experiences for children to engage in a greater degree of social competence through collaborative efforts with parents, communities, and local resources; and
7. The Navajo Head Start Policy Council works in the best interest of the Navajo Head Start program and will continue in providing quality services to children and families by ensuring the review of the Annual Report.



NAVAJO HEAD START
DEPARTMENT OF DINE EDUCATION



DR. BUU NYGREN, *President*
RICHELLE MONTOYA, *Vice-President*

ROY TRACY
(D) Assistant Superintendent of Head Start

NOW, THEREFORE BE IT RESOLVED:

The Navajo Head Start Policy Council Supports and Approves Navajo Head Start's School Year 2022-2023 Annual Report.

CERTIFICATION

I hereby certify that the foregoing resolution was duly considered by the Navajo Head Start Policy Council at a duly called meeting via teleconference in which a quorum was present and that it was passed by vote of 6 in favor, 0 opposed, and 0 abstained, this 22nd day of August 2023.

Motion by: Bobby George

Second by: Janice Filfred

Joseph Hernandez, Vice President
DoDE—Navajo Head Start Policy Council



Navajo Head Start



School Year 2022-2023
ANNUAL REPORT

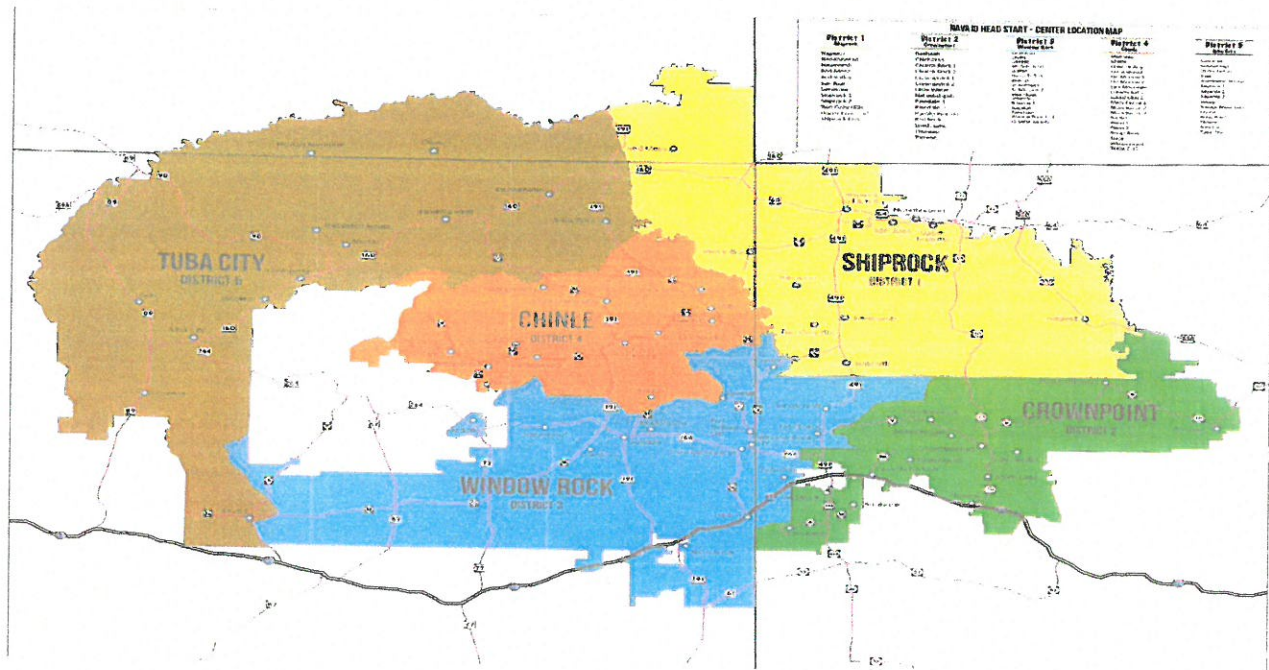


HEAD START / EARLY HEAD START

For School Year 2022-2023, enrolled children attended by *in-person* for in-classroom instruction. If there were no safe facilities available, children would utilize home-based services. There are seventy-nine (79) NHS Centers and five (5) Early Head Start programs in operation during a normal school year. Each Center has three (3) staff members at the district level of support.

SERVICE DELIVERY AREA

There are seventy-nine (79) NHS Centers and five (5) Early Head Start programs in operation during a normal school year.



In the 2022-2023 school year, NHS provided Center-base services in 58 Head Start Centers and 11 home-base services for Head Start Centers with staffing and/or facility issues. Also, NHS provided Center-based services for 1 Early Head Start program and 4 Early Head Start programs provided home-based services. There were 10 classrooms (Head Start Centers) closed during the 2022-2023 school year. The closures were due to facility issues and/or staffing issues.

PROGRAM OPERATIONS

Navajo Head Start continues to be one of the only Head Start tribal super grantee across the United States. NHS made great progress post COVID-19 pandemic by reopening its classrooms for in-person learning. Navajo Head Start staff returned to work and in-person learning for NHS children while following safety guidelines and protocols.

Each Center/classroom has three (3) staff members – Teacher, Paraprofessional, and Bus Driver. At the District (regional) level of support, there are approximately thirty (30) staff inclusive of 6 staff per District – School Readiness Coach (2), ERSEA Family Engagement Liaison (2), Mental Health & Disabilities Liaison, and Health & Nutrition Liaison. In total, Navajo Head Start has on average two-hundred eighty (280) staff working from various offices throughout the Navajo Nation.

As we continue to re-evaluate and analyze our community assessment and self-assessment, continuous improvements, changes and/or reorganization occur within the Navajo Nation Head Start program.

EDUCATIONAL SERVICES

In School Year 2022-2023, Navajo Head Start re-opened its classrooms and began providing in-person learning services following the Department of Diné Education's School Re-Opening Plan and guidance from the Navajo Department of Health. Moreover, strict COVID-19 safety protocols and guidelines were adhered to – social distancing (6 feet apart), sanitizing, mask wearing and the like. Navajo Head Start Centers continue with sanitizing and mask wearing although the Navajo Nation government lifted such restrictions.

School Readiness managed through the pandemic and continued to make decisions that were in the best interest of families and children. Preparations for reopening classrooms post COVID-19 pandemic certainly changed the outlook on School Readiness and program operations for teachers, paraprofessionals, and school bus drivers.

Learning Model Option

The learning model option depended on the health and safety gating criteria post-pandemic for Head Start. The Learning Model Option selected was In-Person Learning for School Year 2022-2023.

In-person Learning

The In-Person learning option was implemented for the school year. This option allowed families to have their child(ren) learning at the Center with a full day schedule. Children in-person learning were immersed into a new learning environment that was safe following post COVID-19 pandemic safety guidelines and protocols.

Monday	Tuesday	Wednesday	Thursday	Friday
In-Person	In-Person	In-Person	In-Person	In-Person

The learning environments detailed with five (5) interest areas, toys and games were ideally chosen on their capacity of cleaning. Each interest area identified and labeled, in addition, the traffic flow of the classroom marked with a one way in and out. The Center included Center staff to pass their Reopening Attestation Assessment prior to reopening their classroom. The assessment reviewed protocols, policies and procedures for screening and temperature protocols, and cleaning/sanitizing schedules.

As School Readiness prepared the classroom and in-person learning option, the Center staff began to utilize technology and learning tools to bridge the gap of transitioning from remote learning to in-person. Teachers began using innovative resources in connecting culture and language revitalization to the classroom as well.

ENROLLMENT

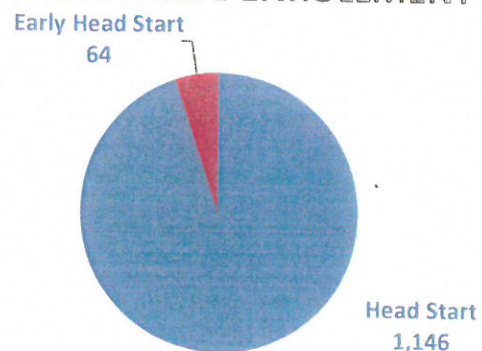
Navajo Head Start (NHS) delivers a comprehensive child development program to seventy-nine (79) Head Start Centers and five (5) Early Head Start Centers throughout the Navajo Nation. Navajo Head Start ensures each enrolled HS and EHS child and their families in the service area receive and meet all their educational goals. NHS embarks upon the development and implementation of opportunities available to continue to provide quality comprehensive early educational services.

The curriculum for infants and toddlers supports the development and learning of children. The support will guide the child's Progress/Tracking as it focuses on the development of the skills children are capable of learning at that stage of their development. The Creative Curriculum for NHS (three-to-five-year old's) is designed to encourage integrated, play-based learning, as children continue to explore and discover the world around them and develop skills in the various developmental domains on a continuum. EHS and HS children must have the opportunity to learn in ways that are in harmony with how they think, observe and experience the world while respecting language and culture.

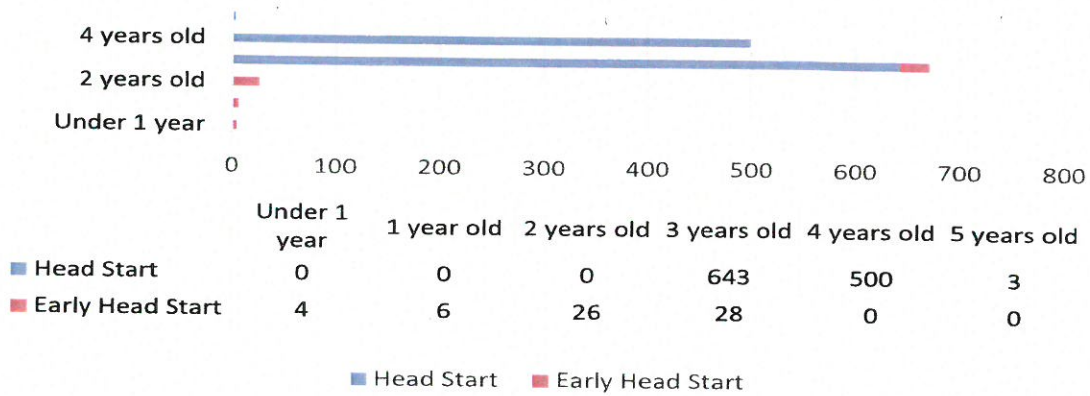
In School Year 2022-2023 the cumulative enrollment for Head Start and Early Head Start slightly decreased as compared to School Year 2021-2022: Head Start decreased by 71 and Early Head Start decreased by 8.

Cumulative Enrollment	Participants
Head Start	1,146
Early Head Start	64

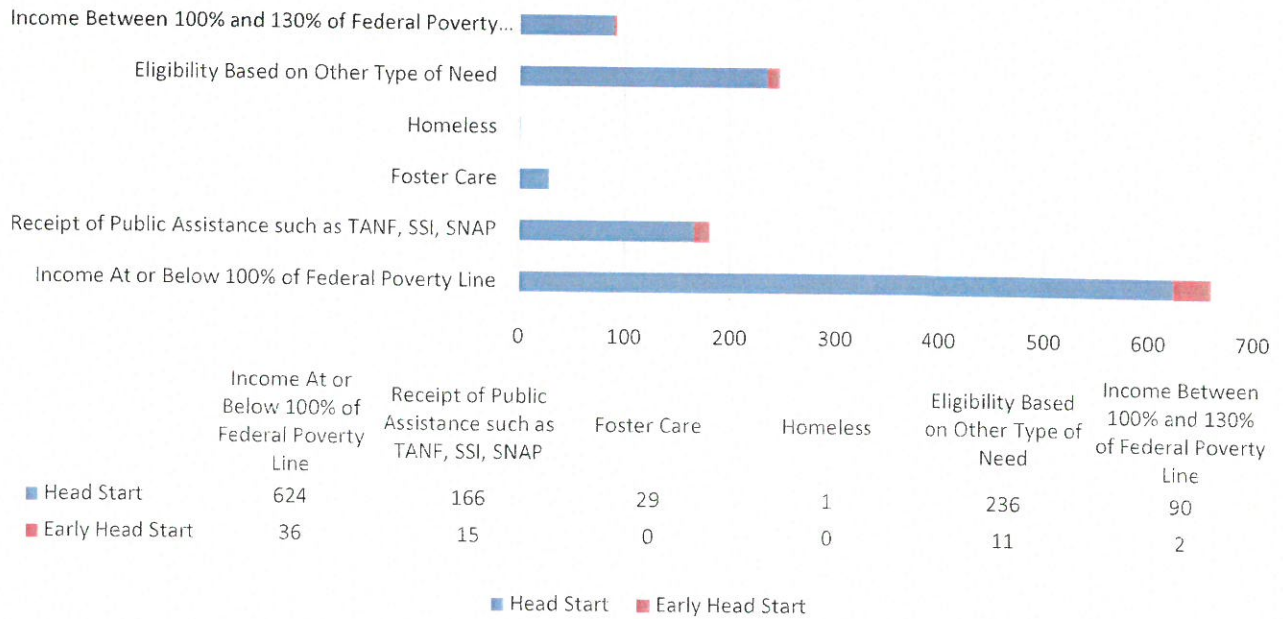
CUMULATIVE ENROLLMENT



Age Demographics Head Start & Early Head Start



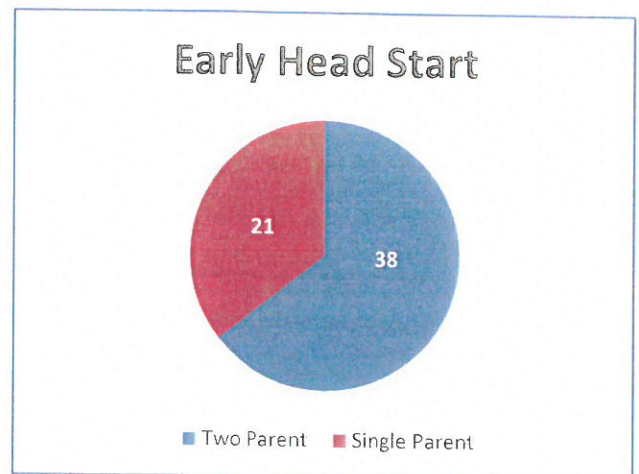
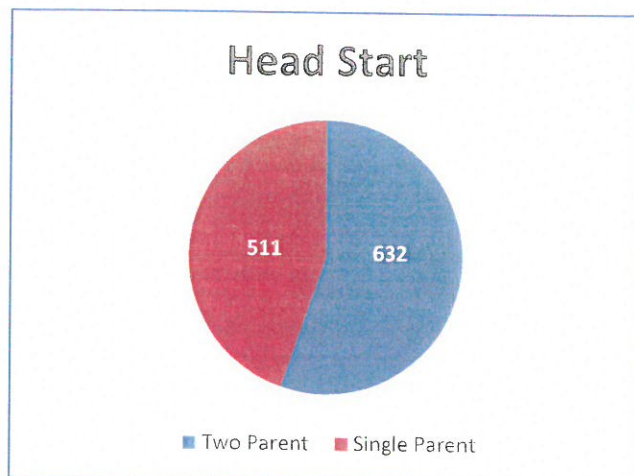
Eligibility Demographics Head Start & Early Head Start



Eligibility Demographics by Race	Head Start	Early Head Start
American Indian or Alaska Native	1,129	62
Asian	3	0
Black or African American	4	0
Native Hawaiian or Pacific Islander	0	1
White	7	0
Bi-Racial/Multi-Racial	3	1
Other	0	0
Unspecified	0	0
	1,146	64

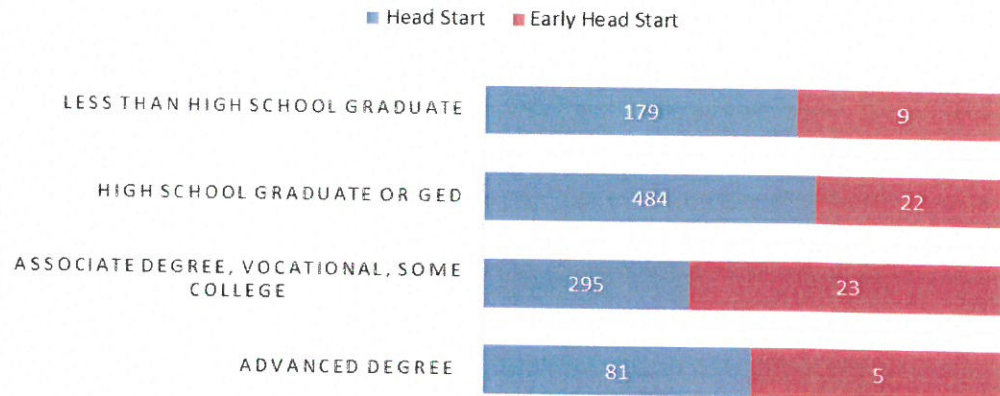
Student Transitions	No. of Students
Ready for Kindergarten	423
Transitioning from Early Head Start to Head Start	9
Transitioning from Early Head Start to another early childhood program	5
Aged out of Early Head Start who did not enter another early childhood program	4
	928

Families in Head Start	Head Start	Early Head Start
Two Parent	632	38
Single Parent	511	21
	1,143	59



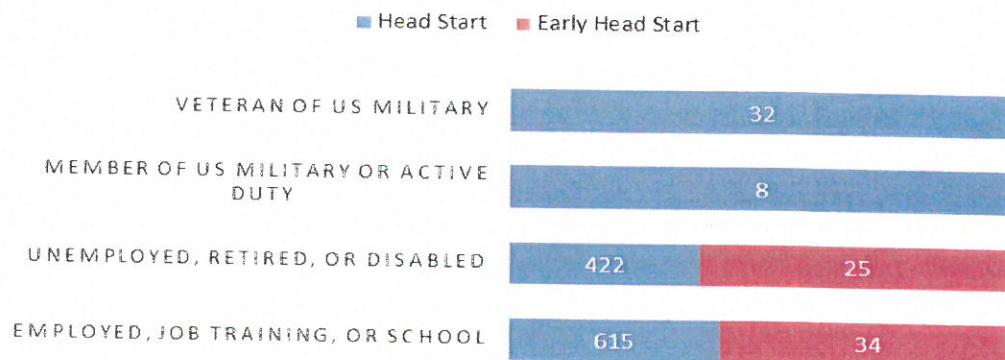
Parent Education Demographics	Head Start	Early Head Start
Advanced Degree	81	5
Associate Degree, Vocational, Some College	295	23
High School Graduate or GED	484	22
Less than High School Graduate	179	9

PARENT EDUCATION DEMOGRAPHICS

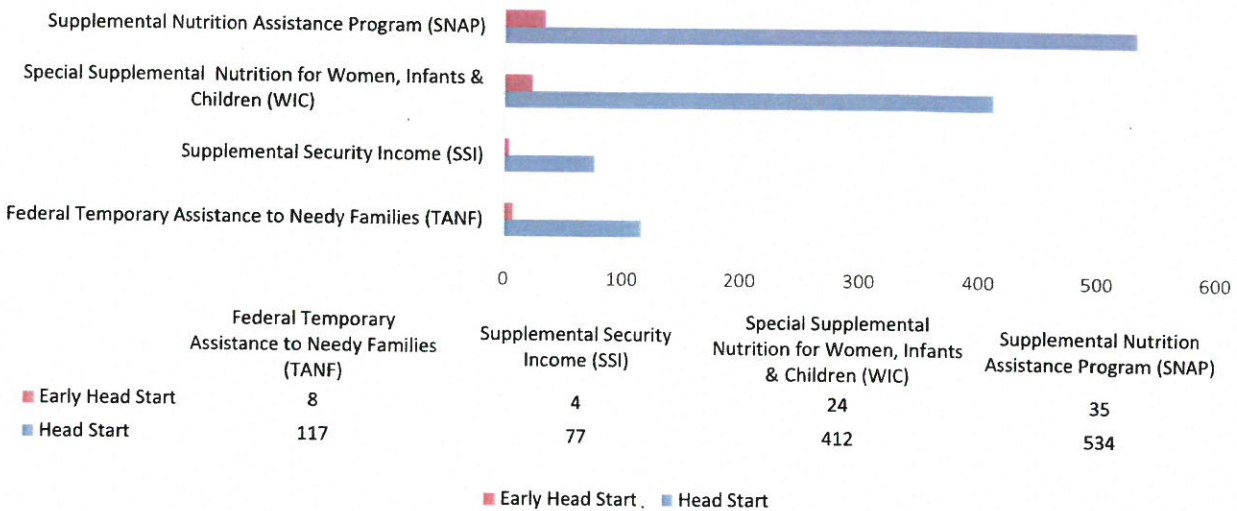


Employment, Job Training, School	Head Start	Early Head Start
Employed, Job Training, or School	615	34
Unemployed, Retired, or Disabled	422	25
Member of US military or active duty	8	0
Veteran of US military	32	0

EMPLOYMENT, JOB TRAINING, & SCHOOL



Federal or Other Assistance for Families



FACILITIES – NAVAJO HEAD START CENTERS

Facilities objective is to support and maintain a physical environment that is safe, accessible, age-appropriate, and culturally sensitive in keeping with the individual needs of children, families, and communities with 95% interactions and daily upkeep of the Head Start Centers.

For School Year 2022-2023, enrolled children attended by *in-person* for in-classroom instruction. If there were no safe facilities available, children would utilize home-based services. There are seventy-nine (79) NHS Centers and five (5) Early Head Start programs in operation during a normal school year. Each Center has three (3) staff members at the district level of support. In the 2022-2023 school year, NHS provided Center-base services in 58 Head Start Centers and 11 home-base services for Head Start Centers with staffing and/or facility issues. Also, Navajo Head Start provided Center-based services for 1 Early Head Start program and 4 Early Head Start programs provided home-based services.

Of the 84 sites, there are 74 in operation and ten (10) closed due to compromised structural integrity and staff shortages. Approximately 77 sites are in dire need of replacement due to structural deficiencies – many sites are over 58 years old. Over the years, patchwork has been completed on roofing, infrastructure, HVAC systems. Supplies for the older buildings dating back to the 1970's require professional contractors due to the threat of asbestos or the parts needed for replacement are no longer available and obsolete.

At the beginning of School Year 2022-2023, Navajo Head Start re-opened its classrooms and began providing in-person learning services. However, strict COVID-19 safety protocols and guidelines were adhered to – social distancing (6 feet apart), sanitizing, mask wearing and the like. NHS Centers continue with sanitizing and mask wearing although the Navajo Nation government lifted such restrictions.

The In-Person learning option was implemented for the school year. This option allowed families to have their child(ren) learning at the Center with a full day schedule. Children in-person learning were immersed into a new learning environment that was safe following post COVID-19 pandemic safety guidelines and protocols.

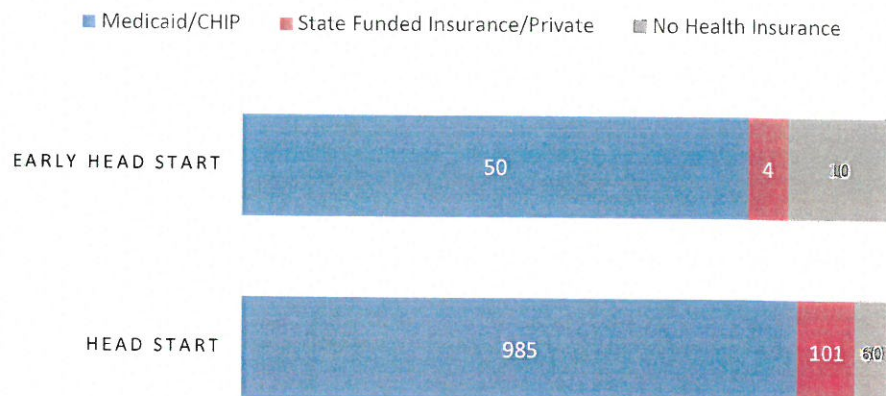
EARLY CHILDHOOD DEVELOPMENT / HEALTH PROGRAM SERVICES

The health of all Navajo Head Start (NHS) children is at the forefront of the program. Navajo Head Start has a strong health program that follows the Head Start Program Performance Standards and enhances those standards through one-on-one engagement, close monitoring and strong partnerships with our local community of health care providers. Areas of focus include health care, oral health, mental health, physical health, health screenings, food, nutrition, Health Services Advisory Committee, and medication administration.

Navajo Head Start (NHS) delivers a comprehensive child development program to seventy-nine (79) Head Start Centers and five (5) Early Head Start Centers throughout the Navajo Nation. Navajo Head Start wants to ensure each enrolled Head Start and Early Head Start child and their families in the service area meet all their educational goals. NHS ensures such progress/tracking are made by providing activities and experiences that support such development over time.

The past year Navajo Area Indian Health Services, including the P.L. 93-638 contracted health facilities, provided physical exams, dental, immunizations and screenings vital to the rural Navajo communities. In doing so, this helped families to access preventive health care and intervention for those children with no insurance or lack of transportation to healthcare facilities.

HEALTH INSURANCE



Navajo Head Start Health Services Advisory Committee

Navajo Head Start has a Health Services Advisory Committee (HSAC) as required by the Head Start Program Performance Standards §1302.40 (b). The HSA Committee meets quarterly to discuss important health issues with Navajo Head Start staff. The committee consists of parents, Indian Health Service representatives, Office of Environmental Health representatives, and various other health care providers such as physicians, registered nurses, health educators and other health care professionals. The committee is a strong resource for the Navajo Head Start program. Many of the members assist with dental screenings, mobile health units, nutrition education and physical activity programs and other services deemed necessary to comply with Head Start Program Performance Standards.

Health Requirements / 45-Day Mandate

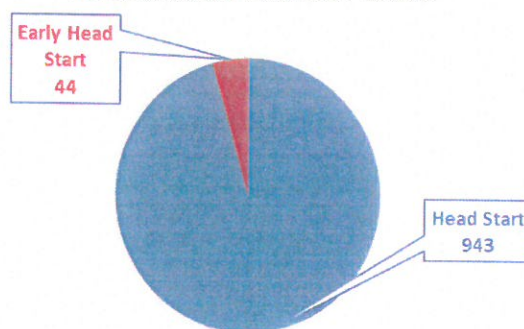
Navajo Head Start must meet health requirements upon a child's enrollment into the program. Within the first 45 days of enrollment, children must complete development, social-emotional, vision and health screening. Along with the 45-day screenings, NHS implements dental screenings and apply fluoride varnish. An additional 45-days are added for a total of 90 days for children to complete their physical examination, dental, blood pressure, lead, growth assessments and hematocrit/hemoglobin tests.

Navajo Head Start must meet health requirements upon a child's enrollment into the Head Start program. Within the first 45 days of enrollment, children must complete development, social and emotional, vision and health screening.

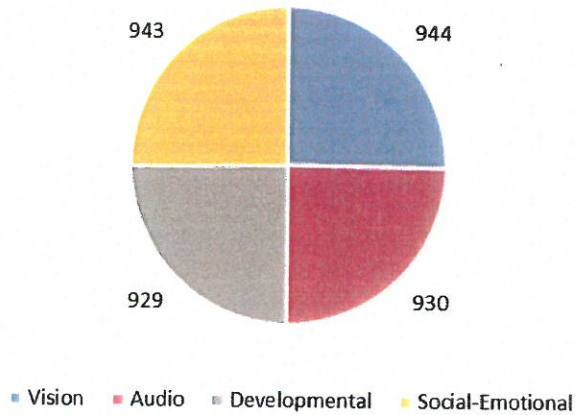
Navajo Head Start assists families in meeting their child's health care needs by following the Head Start Performance Standard for the 45-Day Mandate. The 45-Day Mandate includes the 45-Day Health Screening Requirements. Screening provides support to families to ensure children are up-to-date with their immunizations, support to identify health care providers for medical and dental services, and follow-up for children who may have been given a referral.

Accessible Health Care	Head Start	Early Head Start
Ongoing source of continuous, accessible health care	943	44

ONGOING SOURCE OF CONTINUOUS,
ACCESSIBLE HEALTH CARE

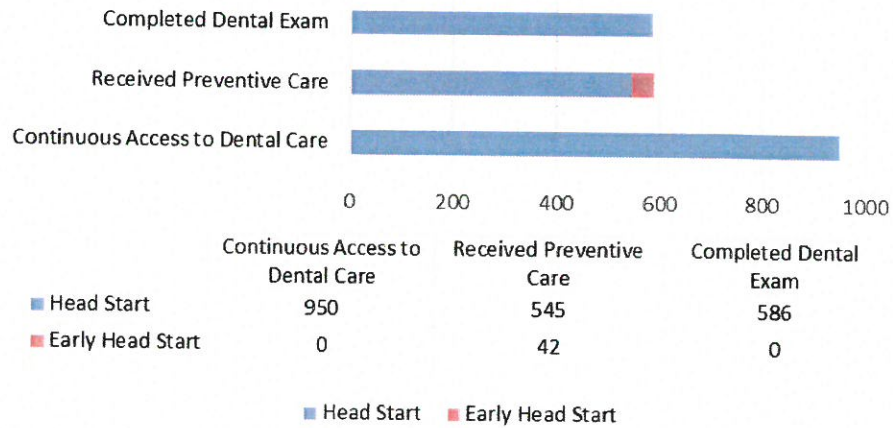


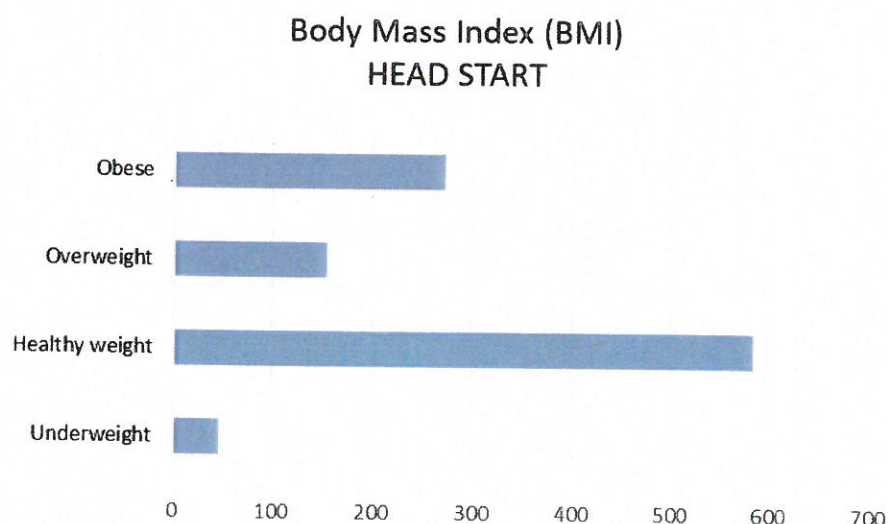
Head Start 45-Day Mandate



NOTE: Early Head Start does not have the 45-Day Mandate requirements, therefore, no data for Early Head Start.

Dental Services



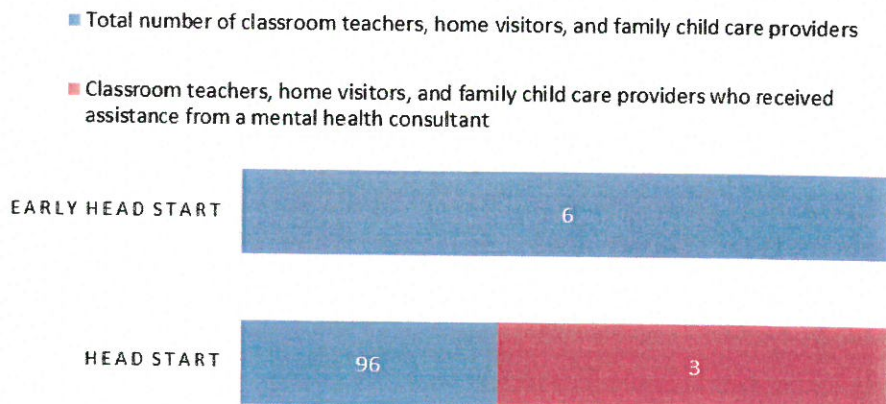


NOTE: (1) No Body Mass Index (BMI) reported for Early Head Start.
 (2) For Head Start children 86 are missing their growth assessment.

Mental Health and Behavioral Health Services

The Mental Health content area within Navajo Head Start (NHS) provides mental health services and behavioral health services and serves children with disabilities and/or delays. Navajo Head Start addresses the social emotional (SE) well-being of each child through the Brigance SE assessment tool. The Brigance SE provides a snapshot of a child's developing capacity to express and regulate emotions, form trusting relationships, explore, and learn. Navajo Head Start can refer a child to our Mental Health Consultant through Navajo Nation Office of Special Education (NNOSERS) agreement. NHS also has a SE referral process on how to address behaviors and/or concerns with mental health through a behavior intervention plan (BIP) that the MHD liaison leads with the Mental Health Consultant.

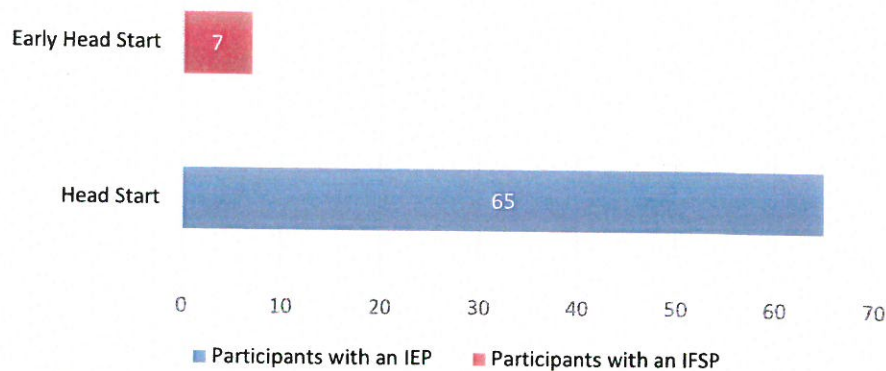
MENTAL HEALTH CONSULTATION



Disabilities Services

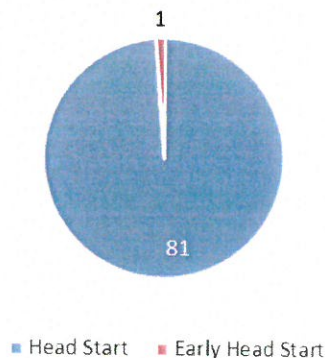
The Disabilities Services content area identifies at-risk children for possible disability and/or delay through child find and concern referrals. Navajo Head Start (NHS) serves children with an established Individualized Family Service Plan (IFSP) and Individualized Education Plan (IEP) through individualization and modifications when teaching. This past school year 2022-2023 reached 55 (4.2%) Head Start IEPs and 7 (18.9%) Early Head Start IFSPs. The percentage was calculated from the funded enrollment of 1,313 for Head Start and 37 for Early Head Start. The Brigance Developmental determines if there is a need for additional support services or referral for a disability or delay to the local education agency (LEA).

Disabilities Services

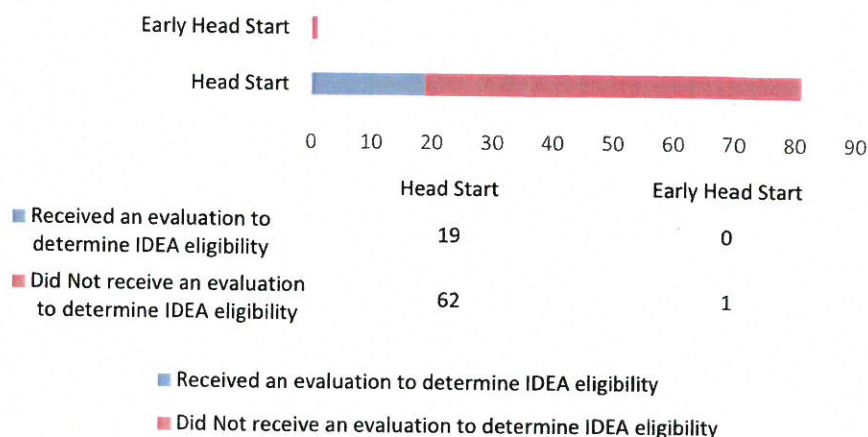


NOTE: In the Program Information Report – Individualized Education Plan (IEP) is reported for Head Start and Individualized Family Service Plan (IFSP) is reported for Early Head Start.

Children referred for an evaluation to determine eligibility under the Individuals with Disabilities Education Act (IDEA)

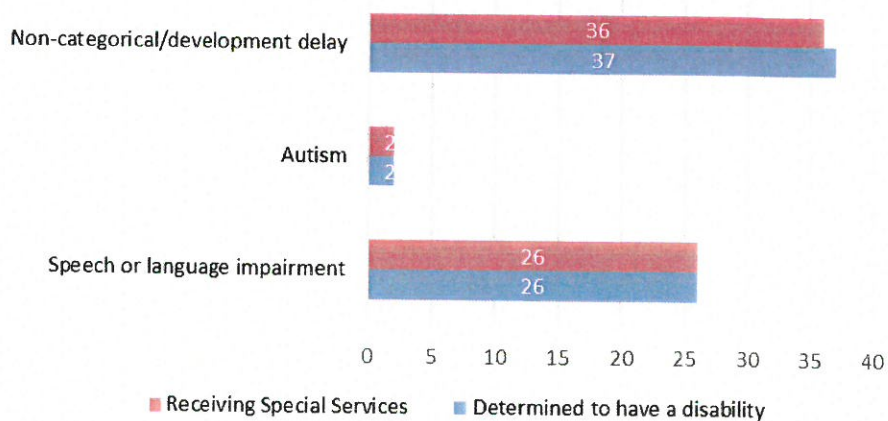


IDEA ELIGIBILITY EVALUATION



For Head Start the following diagnosed primary disability were reported in the Program Information Report: speech or language impairment; autism; and non-categorical/development delay. For Early Head Start, diagnosed primary disability is not reported in the Program Information Report.

Head Start Diagnosed Primary Disability



Nutrition Services

Navajo Head Start has a strong Nutrition program that follows the Head Start Program Performance Standards § 1302.44 combined with maintaining compliance with Child and Adult Care Food Program (CACFP) for the states of Arizona, New Mexico and Utah. The CACFP program is a state-funded grant that reimburses Navajo Head Start for food costs.

Navajo Head Start receives supplemental funding from the respective state Child and Adult Care Food Program (CACFP). This reimbursement program pays for 80% of all NHS food costs. Each School Year, to stay in compliance, NHS follows very stringent USDA guidelines for nutrition.

For compliance purposes, Navajo Head Start must adhere to the nutrition guidelines set by USDA; therefore, all food is prepared at the Center using fresh ingredients and there are no fried foods or foods high in sugar. In addition, NHS encourages educational nutrition activities with the students at least two times a month. Navajo Head Start follows a Registered Dietician approved 5-week menu cycle for 5 days of school and tries to incorporate traditional/cultural food when possible.

Arizona NHS Centers (49)		New Mexico NHS Centers (32)	Utah NHS Centers (3)
Cornfields	Many Farms 1	Baahaali	PENDING
Ganado	Many Farms 2 (close)	Chichiltah (close)	Red Mesa
Kindahlichii	Many Farms 3	Church Rock 1	Navajo Mountain
Lupton	Nazlini	Church Rock 2 (close)	Oljato
Rural (Sanders)	Pinon 1	Crownpoint 1	
Sawmill	Pinon 2 (close)	Crownpoint 2	
St. Michaels 1	Rough Rock	Crystal	
St. Michaels 2	Tsaile	Little Water	
Steamboat 1	Whippoorwill	Nahodishgish (Dalton Pass)	
Steamboat 2 (Jeddito)	Dine College EHS Toddler	Nageezi	
Window Rock 1	Cameron	Nenahnezad (close)	
Window Rock 2	Cowsprings	Newcomb	
Window Rock 3	Dennehotso	Pinedale 1	
Window Rock 4	Gap	Pinedale 2 (close)	
Ft. Defiance EHS Infant	Inscription House	Pueblo Pintado	
Ft. Defiance EHS Toddler	Kayenta 1	Red Rock	
Blue Gap	Kayenta 2	San Juan	
Chinle	Kayenta 3	Sanostee	
Chinle Valley	Leupp	Shiprock 1	
Cottonwood	Rock Point	Shiprock 2	
Del Muerto 1	Shonto	Shiprock EHS Infant	
Del Muerto 2	Tonalea	Shiprock EHS Toddler	
Low Mountain	Tuba City	Smith Lake	
Lukachukai 1	Red Valley (close)	Standing Rock (close)	
Lukachukai 2		Tohatchi 1 (close)	
		Tohatchi 2	
		Thoreau	
		Torreón	
		Tsayatoh	
		Twin Lakes	
		Two Grey Hills (close)	
		Upper Fruitland	

NOTE: The Utah CACFP agreement is pending finalization by the state.

TRANSPORTATION

Navajo Head Start's transportation fleet consists of ninety-six (96) school buses and owns 47 tribal vehicles purchased through the Navajo Nation Fleet Management Department. Transportation did an inventory of buses and found that there are 68 – 2020 buses, 14 – 2017 buses, and 14 – 2014 buses. The 2017 and 2014 buses are used as standby should one of the newer buses break down or needs services.

Navajo Head Start transportation services are essential to the families who do not have reliable transportation to transport their child(ren) to and from the Centers daily. Navajo Head Start has an inventory of ninety-six (96) Type A school buses with three (3) equipped with wheelchair lifts to transport children with special needs and/or disabilities. NHS provides transportation services for enrolled children while others are dropped off and/or picked up by the parent(s) or guardian(s). Navajo Head Start complies with all federal, state, and local transportation requirements relating to the use of school buses and driver qualifications pursuant to Head Start Program Performance Standards Subpart F – Transportation §§ 1303.70 through 1303.75.

Transportation - Individuals	Head Start	Early Head Start
Transportation Provided To and From Classes	667	0

PROGRAM GOVERNANCE

Local Parent Committee members are orientated on Head Start program governance and operations, leadership training, technical assistance, support to carry out their duties and responsibilities, and information on their roles and responsibilities as a committee member.

- Local Parent Committee meetings are open to the public and held monthly/virtually.
- Head Start Policy Council meetings are open to the public and held the 3rd Thursday of every month and are conducted virtually.
- The LPC serves as a link between Head Start and the public and/or private organizations.

During School Year 2022-2023, the LPCs were active and several LPCs held in-person and/or virtual meetings. District 1 – Shiprock had 7 active LPCs (Shiprock 1 and 2 Centers combined their LPC); District 2 – Crownpoint had 9 active LPCs; District 3 – Ft. Defiance had 17 active LPCs (St. Michaels 1 and 2 Centers combined their LPC and Window Rock Centers 1, 2, 3, 4 combined their LPC). There was no LPC data available for District 4 – Chinle and District 5 – Tuba City. The local parent committees planned their Center children's promotions and field trips. The Regional Partnership Coordinators provided guidance and support to the local parent committees and attended meetings as well.

The Navajo Head Start Policy Council holds their meetings every third Thursday of the month. During Fiscal Year 2022, the NHS Policy Council considered and approved 39 resolutions inclusive of the Office of Head Start required report (Program Information Report – Head Start and Early Head; Annual Report, Annual Community Assessment Update; and Self-Assessment Report) and content area policies and procedures. These 39 resolutions were then submitted to the Navajo Nation Board of Education for their consideration and approval. The NHS Policy Council advocates, supports and establishes partnerships on behalf of Navajo Head Start. The Navajo Head Start Policy Council held virtual meetings throughout the fiscal year.

NAVAJO HEAD START STAFFING

The Office of Head Start requires stringent compliance for program staffing and Navajo Head Start complies with the Head Start Program Performance Standards relating to program staffing requirements § 1302.91 – 1302.94 and as indicated in the Head Start Act.

Navajo Head Start Staff	Head Start	Early Head Start
NHS Center Staff	242	8
NHS Staff	90	0

Total Staff: 340

Navajo Head Start Funded Positions	Head Start	Early Head Start
HS Teacher	80	8
HS Paraprofessional	82	
HS Bus Driver	80	
Educational Services Staff	31	
Health & Nutrition	5	
Fleet Coordinators	2	
Maintenance Technician	11	
Information Technology	5	
Regional Partnership Coordinator	2	
Human Resources	3	
Office Specialist	7	
Finance	8	
Administrative	8	
Temporary/Unclassified	8	

Navajo Head Start Vacancies	Number Of
HS Teacher	21
HS Paraprofessional	10
HS Bus Driver	35
Education Services staff	11
Maintenance Technician	1
Information Technology	1
Office Specialist	3
Finance	7
Administrative	5
Other	2

Total Vacancies: 96

Navajo Head Start Staff Credentials	Number Of
Advanced Degree	2
Master's Degree	10
Bachelor's Degree	64
Associate Degree	76
College Degree/Training Certification	37
High School Graduate	55

BUDGET and EXPENDITURES

Navajo Head Start was awarded \$27,568,865.00 for Fiscal Year 2022 in federal funds.

Fiscal Year 2022

FEDERAL FUNDS	\$24,947,282.00
HS COVID-19	\$1,006,308.00
HS ARPA	\$1,615,275.00
NAVAJO NATION - IMMERSION	\$30,802.00
NAVAJO NATION – CASH MATCH 20%	\$5,581,425.00
Total	\$33,181,092.00

Sources of Non-Federal Share

Navajo Head Start is required to provide 20% of the total grant award amount as the non-federal share. NHS's non-federal share is comprised of Cash Match funding allocation from the Navajo Nation and In-kind contributions, if applicable. In addition, per Navajo Nation Code Title 10, NHS does receive funding from Navajo Nation for Tribal language culture preservation and revitalization for Immersion.

Navajo Nation Immersion	\$30,802.00
Total	\$30,802.00

Administrative Costs

The administrative costs to operate a Head Start program cannot exceed 15% of the total budget.

Head Start Administrative Costs were: \$ 2,969,114.15 at 10.85% of the total budget.

Early Head Start Administrative Costs were: \$ 14, 870.00 at 1.89% of the total budget.

Total Administrative Costs \$2,983,984.15 Percentage of Budget: 12.5%

****NOTE: Navajo Head Start is awaiting the Final Financial Report for FY 2022 from Office of the Controller. Upon receiving the final financial report, the information will be inserted into the Annual Report.**