

# Native American Legislative Liaison Committee Meeting

San Juan School District

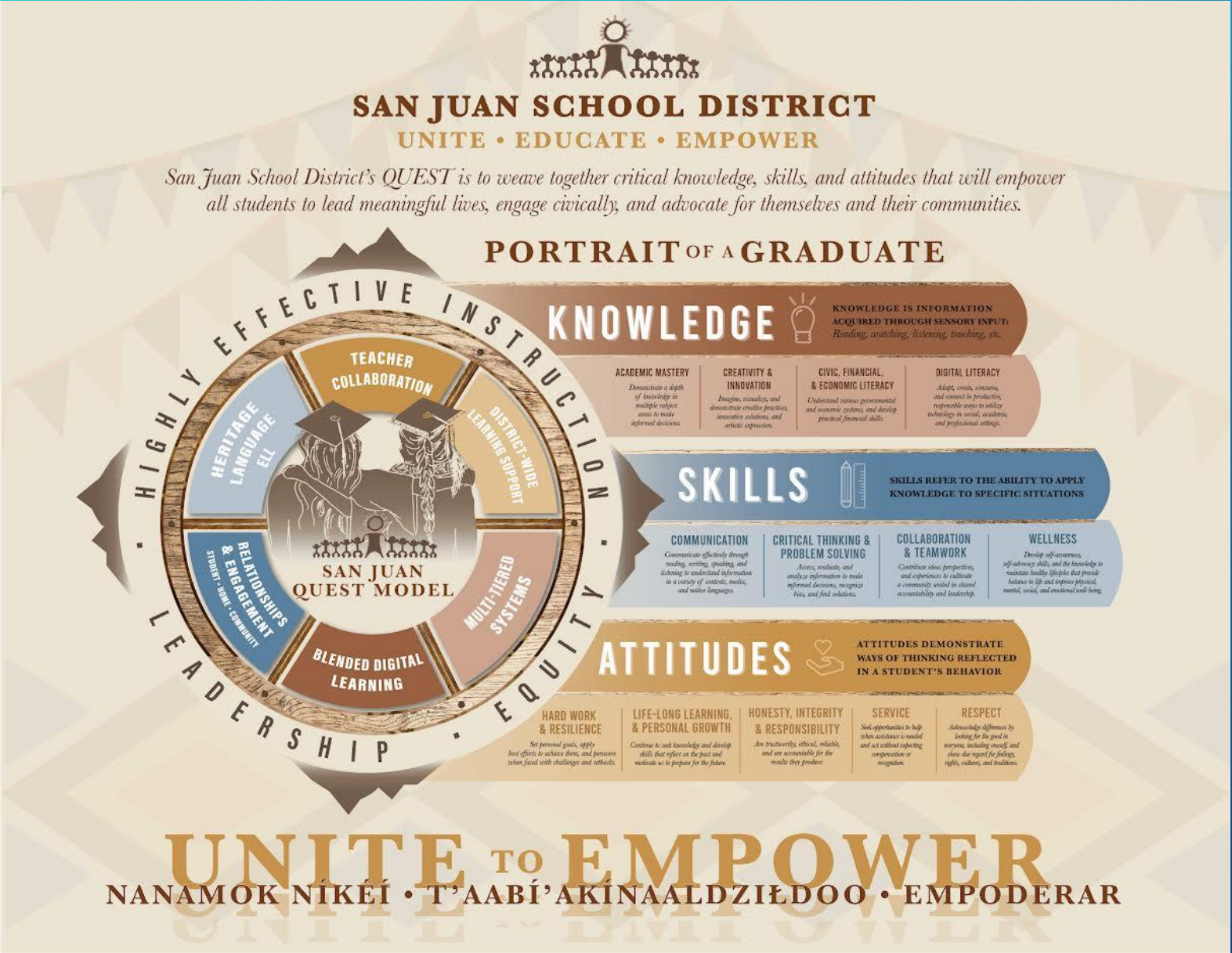
November 14, 2023

Superintendent Christine Fitzgerald



# Quality Teacher Incentive Program

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San Juan School District	% of teachers with 14 or more years' experience	
	2016-2017	2023-2024
Monticello Elementary	54%	71%
La Sal Elementary	50%	50%
Blanding Elementary	41%	40%
Montezuma Creek Elementary	15%	50%
Tse'bii'nidzisgai Elementary	7%	62%
Bluff Elementary	0%	20%
Monument Valley High School	29%	27%
Whitehorse High School	21%	35%
Navajo Mountain High School	33%	33%

**Goal #1 Provide the same level of experience and skill level in all elementary schools**

Goal #2 Increase efforts to attract and retain quality candidates to teach in our six River Region Schools.

1. Signing Bonus (ranging from \$1,500-\$5,000) to all elementary teachers and high need secondary teachers
2. Retention Bonus to non-QTIP elementary teachers and non-QTIP core secondary teachers

## Goal #3 Grow our own teaching pool

1. Four Dine' teachers hired through partnership with USU teacher preparation program in 2019-2020 school year are all still working for San Juan School District in the River Region Schools.
2. Three Dine' paraprofessionals working in the River Region Schools have begun teacher certification programs at USU through the SJSD Native Youth Grant.

# Additional Outcomes

San Juan School District Schools	% of Native American teachers	
	2016-2017	2023-2024
Montezuma Creek Elementary	50%	68%
Tse'bii'nidzisgai Elementary	47%	63%
Bluff Elementary	13%	29%
Monument Valley High School	41%	60%
Whitehorse High School	21%	55%
Navajo Mountain High School	33%	33%

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