

HÀYI HAM

Who We Are

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*"Hasso yu', fanà'gue yu', nà'i yu' ni' iyo-ku."
Remember me, teach me, give me what is mine.*

ESTABLISHED

Incorporated June 7, 2024. Opened August 2024 as **Guam's first CHamoru-medium immersion charter school**. A non-profit public benefit corporation under 17 GCA §12102, overseen by the Guam Academy Charter Schools Council.

I HINAGO'-TA · OUR MISSION

To produce and empower young indigenous and non-indigenous minds through culturally rich and inclusive CHamoru Medium Education, fostering academic excellence, CHamoru values and traditions, cultural pride, and holistic growth.

I LINI'E'-TA · OUR VISION

Cultivate a learning environment where CHamoru language, culture, and traditions are at the heart of education, empowering children to become proud, knowledgeable stewards of their heritage and compassionate global citizens.

Strategic Charter Goals

- | | |
|----------------------------|-----------------------------|
| 1 Cultivate Cultural Pride | 2 Academic Excellence |
| 3 Language Revitalization | 4 Holistic Development |
| 5 Community Engagement | 6 Environmental Stewardship |
| 7 Equity & Inclusion | 8 Global Citizenship |

Operational Structure

A seven-member **independent Board of Directors** governs the Academy. Four independent members constitute a majority following the May 2025 transition from the Chief Hurao, Inc. transitional board.

BOARD OF DIRECTORS

Ryan Salas · Chairman | **Joe Nowell** · Vice Chairman | **John Sarmiento** · Treasurer | **Frank Ichihara** · Secretary | **Dena Rendon, Derene Faculo, Lee Brandon Cruz** · Directors

LEADERSHIP TEAM & WORKFORCE

Anna Marie B. Arceo · CEO & Principal | **Angelana S. Iriarte** · COO | **Ma'ina A. Diego** · CAO & Vice Principal | **Mariana Arceo** · Executive Operations Manager

26 staff: 4 Leadership · 2 Admin · 9 Education · 7 Ed Support · 4 Support. **85%** hold or pursue certification · **70%** CHamoru proficient · **100%** culturally trained

WHO WE SERVE · DEMOGRAPHICS AS OF SEPTEMBER 30, 2025

176

Total Students (PreK3–6th)

98.9%

CHamoru Heritage

23

Villages Represented

51 / 49

Male / Female %

28

Students on Waitlist

Geographic distribution: Northern 37.5% · Central 24.4% · Southern 15.3% · Other 22.7%. **Heritage:** CHamoru only 77.8% · Mixed CHamoru 21.0% · Other 1.1%.

ESTAO FINA'NÁ'GUEN FOTMÁT

Performance Report · Key Missions, Services & Outcome Measures

MH delivers **CHamoru-medium immersion education** for grades PreK3 through 6, integrating indigenous language, cultural practices, and rigorous academic standards. Services include classroom instruction, family engagement programming (Eskuelan Mañaina parent classes), place-based cultural enrichment (Lina'la' i Tano'), and partnership-driven curriculum delivery with cultural institutions and community knowledge keepers.

176 Students Enrolled	93.4% YoY Enrollment Growth	92.3% Student Retention	98.9% Grade Advancement
85% School-Wide Avg	83.86% Avg Daily Attendance	10+ Island-Wide Awards	23 Villages Reached

Academic Outcomes · SY 2024–2025

PROGRAM LEVEL	STUDENTS	AVG.
Preschool (K3–K4)	29	92–100%
Kindergarten (K5)	15	88%
Elementary (1–5)	47	80%
School-Wide	91	85%

CONTENT AREA RESULTS

Mathematics		81%
Social Studies		80%
Language Arts		78%
Science		78%

12-POINT IMMERSION ADVANTAGE

Continuous-immersion kindergarteners scored **89.2%** versus **77%** for new entrants — quantitative evidence of immersion-program effectiveness within a single grade level.

GRADE ADVANCEMENT & RETENTION

- ▶ **98.9%** grade advancement (90 of 91 students)
- ▶ **100%** transition retention: full K4 → Kindergarten cohort (14/14); full 5th → 6th cohort (7/7)
- ▶ One 3rd-grade strategic retention reflects individualized, readiness-based advancement

Charter Goal Progress · Year 1 Evidence

CULTURAL PRIDE

Daily CHamoru use · School-built Campus Hut · Lina'la' i Tano' activities

ACADEMIC EXCELLENCE

9 UOG Ina'cha'igen awards + 1st Place World Architecture Day

LANGUAGE REVITALIZATION

100% PreK / 50% K–5 immersion · competitive success in CHamoru categories

COMMUNITY ENGAGEMENT

4 family programs · \$11K+ raised · partnerships with UOG Press, Kumisión I Fino' CHamoru, DOAG, Guam Museum

ENVIRONMENTAL STEWARDSHIP

Hånom Project (MCCA) · DOAG indigenous tree planting · GSC Sustainability

EQUITY & INCLUSION

Open enrollment · Trauma-informed practice · CHamoru-values behavior model

HOLISTIC DEVELOPMENT

Trauma-informed training (Dr. Sauder · Dr. Betances) · Social-emotional integration

GLOBAL CITIZENSHIP

UOG Press place-based resources · Global perspectives anchored in CHamoru identity

COMMUNITY IMPACT (FY25 + EARLY FY26)

~**200** care packages distributed (Ginen I Kurason) · **500+** attendees at Prugrãmmen Pãsgua at the Guam Museum · **400+** family volunteer hours · **85%+** family participation in cultural events · **\$11,000+** raised through grassroots fundraising · **65** CHamoru storybooks produced via GCC Young Authors Program · Eskuelan Mañaina parent CHamoru classes launched.

INATAN ENTERU FONDON SALÁPPE'

Financial Snapshot · Costs of Service & Sources of Funding

AUDIT FY25 RESULT	<p>UNMODIFIED ("CLEAN") OPINION · ERNST & YOUNG, LLP</p> <p>MH received an unmodified opinion on its financial statements for the fiscal year ended September 30, 2025. Independent auditors identified no material weaknesses in internal control. Four control deficiencies were noted as procedural improvement items, all currently being addressed. FY25 was the Academy's first full year of operations and first audit under Office of Public Accountability oversight.</p>
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Revenues · Total \$1,379,749

SOURCE	AMOUNT	%
GovGuam appropriations (per-pupil)	\$1,372,434	99.5%
Miscellaneous	\$3,250	0.2%
Grants (EPA Wetland Education)	\$2,500	0.2%
Fundraising	\$1,134	0.1%
Student meals	\$431	<0.1%
Total Revenues	\$1,379,749	100%

PER-PUPIL FUNDING MECHANICS

<p>\$7,800</p> <p>PER-PUPIL RATE · P.L.L. 37-125</p>	<p>Capped at 200 students. With 176 enrolled at year-end, MH received \$1.37M — approximately 88% of the \$1.56M maximum allocation. \$529,393 in receivables remained outstanding from GovGuam.</p>
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FISCAL YEAR-END POSITION

Change in net position	+\$11,252
Net position, end of year	\$218,668
General Fund balance	\$184,247
CHA bridge loan (non-interest-bearing)	\$193,852

Expenses · Total \$1,368,497

CATEGORY	AMOUNT
Instructional salaries & wages	\$398,083
Contract services (CHA curriculum/training)	\$328,858
Admin salaries & wages	\$277,424
Amortization	\$93,268
Student meal supplement	\$58,080
Office & classroom equipment	\$47,648
Utilities	\$38,176
Communication & technology	\$29,082
Depreciation	\$23,438
Insurance	\$16,406
Other operating	\$57,099
Total Expenses	\$1,368,497

COST-OF-SERVICE CONTEXT

Salaries and wages combined (\$675,507) represented **49%** of total operating expenditures — the largest cost category, reflecting the staffing intensity required for indigenous-language immersion. Contracted curriculum and teacher training accounted for an additional **24%**, reflecting the developmental investment required where CHamoru-medium materials, certified educators, and assessment tools are still being built.

How Costs Are Covered & Fiscal Accountability

Appropriations are received in monthly allotments from the General Fund of GovGuam via the Department of Administration on a reimbursable basis. Chief Hurao, Inc. (CHA) — the Academy's affiliated nonprofit — provided non-interest-bearing emergency bridge financing through the start-up period and delivered \$325,000 in contracted CHamoru-medium curriculum and teacher training services during FY25. **Accountability:** Guam Procurement Law compliance · monthly reconciliations and Board oversight · digital accounting transition · internal-control improvements per EY recommendations · independent Board majority.

INATAN MO'NA

Future Outlook · Forecast of Challenges & Economic Outlook

Year 2 focuses on **institutionalizing systems, scaling the language model, advancing accreditation,** and building durable infrastructure for sustainable CHamoru language revitalization.

Year 2 Expansion (FY26 · Underway)

- ▶ Added second PreK3 and PreK4 classes; launched first 6th grade
- ▶ Enrollment grew 91 → **176** students; 28 on waitlist
- ▶ Staff increased 18 → **26**
- ▶ Facility expansion planned to approach the 200-student authorized cap

Academic Goals

- ▶ Advance K–6 CHamoru-medium instruction to **90%** immersion
- ▶ Implement standardized testing framework alongside CHamoru-medium assessments
- ▶ Launch formal CHamoru language proficiency instruments
- ▶ Strengthen upper-grade math and science scaffolding
- ▶ Deepen UOG Press place-based textbook integration

CHamoru Educator Pipeline

"GROW YOUR OWN" INNOVATION

Pineksai Program recruits fluent CHamoru speakers from MH's 20-year pipeline as educators-in-training. **Hātsa Hurao Fast Track** (Chief Hurao Academy) provides accelerated certification. **Nina'fitme Program** (Kumisión I Fino' CHamoru × GCC) certified 6 immersion educators recruited to MH. Currently 85% of staff hold or pursue certification; 70% CHamoru proficient.

Accreditation

Eligibility Application completed for the **World Indigenous Nations Higher Education Consortium (WINHEC)**. Year 2 milestones: maintain membership and begin Self-Study, validating MH's CHamoru-centered approach alongside indigenous institutions in Hawai'i, New Zealand, and Canada.

Anticipated Challenges & Mitigation

CHALLENGE	MITIGATION STRATEGY
Shortage of certified CHamoru-speaking teachers	Early recruitment · PD stipends · language scholarship exploration
Limited facility capacity	Strategic sublease expansion · modular classrooms
Sustaining rapid growth	Process documentation · parent communication systems
Balancing rigor & revitalization	Curriculum pacing guides · language integration training
Scarcity of CHamoru-medium materials	Partnerships with CHA, UOG Press, GCC · in-house development

Economic Outlook

- ▶ **Per-pupil rate of \$7,800** has held constant while salary, contracted service, and utility costs have risen with growth
- ▶ **Enrollment growth** is the only structural revenue lever; demand (28-student waitlist) exceeds the 200-student authorization cap
- ▶ **\$529K in outstanding GovGuam receivables** creates ongoing working-capital pressure; CHA bridge financing has been a critical safety net
- ▶ **Grants & partnerships** (~\$2,500 in FY25) cannot scale to offset structural funding gaps

FORWARD POSITION

A per-pupil rate calibrated to the cost drivers of CHamoru-medium immersion would strengthen MH's capacity to deliver on its 2032 goal of **1,455 fluent CHamoru speakers**.

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Sources: FY25 Audited Financial Statements (EY) · FY25 Financial Highlights (OPA Guam) · MH Annual Report SY 2024–2025 (17 GCA §12107(n)) · MH Accomplishments Report (Feb. 2026)