



2023-2024 CFSD Governing Board Goals and Achievements

Goal: Ensure consistent leadership of the school district.

Achievement: *Appointing a new superintendent to continue the leadership of the district.*

After an extensive interview process, the Board appointed Denise Bartlett to succeed Dr. Mary Kamerzell, as Superintendent of the Catalina Foothills School District. This hiring was an instrumental step toward preserving the excellence of the Catalina Foothills School District with an experienced administrator who was familiar with the educational landscape in Arizona. Dr. Bartlett assumed the Superintendency on July 1, 2024, after Dr. Kamerzell's twenty-eight-year leadership of the district.

Goal: Prioritize the need to attract and retain highly qualified teachers and staff.

Achievement: *Raising Teacher Salaries and Offering Timely Contracts.*

The CFSD Governing Board approved teacher salaries for the 2024-2025 school year, per the administrative proposal. The starting salary will be \$53,000 for a teacher without experience. All returning teachers will realize between a \$3,910-\$3,926 increase. This is between a 3.53% and 5.89% increase depending on where the employee is on the salary schedule. This is an average increase of 4.51%.

The Board approved two rounds of teacher contracts resulting in almost 300 teachers being offered those contracts. Contracts are issued based on enrollment at the schools. This is possible because families have been diligent about enrolling their students for the next school year.

Achievement: *Retaining Teachers and staff.*

Every three years, we administer a teacher retention survey. The survey was administered in the spring of 2024. The survey was administered to all classified staff for the first time in 2024. Results of this most recent survey will be shared with the CFSD governing board in January 2025.

The 10-year district average for teacher retention is 82% (Elementary-82%, Middle School-82%, High School-82%). We hire between 50-60 teachers each year. Over the past 6 years,

the primary reason that elementary teachers leave the district are for relocation, family/personal reasons, and retirement. During the same six-year period, middle school attrition was due to retirement, relocation, or to work in another school district in Tucson. High school teachers' reasons for leaving CFSD were relocation, leaving to work in another district in Tucson, or being non-renewed.

The most recent administration of the Retention Survey shows that teachers come to CFSD because of the school and district reputation, salary, and the job responsibilities. Teachers decide to stay with CFSD for employment because of the salary, coworkers and collaboration, and principal or administrator support. The survey results are shared with administrators and the governing board for information and action where possible.

Achievement: Raising Wages for Classified Employees

For the 2024-2025 fiscal year, the board approved a 5% increase to the hourly wage for classified/support staff on a revised wage schedule. This results in an increase to the minimum wage to \$15.63 for an individual without experience and starts at step 1 of the wage schedule. This increase for classified employees amounts to a 35% increase to wages over the past five years.

The Board understands that we need to be as competitive as possible in the labor market to keep our quality support staff, and recruit and hire successfully. The board added 5% to the wage pool for classified exempt employees and 5% to the salary pool for administrators. These dollars are distributed based on performance and the wage/salary comparability of like positions.

Goal: Ensure that curriculum meets the needs of all learners

Achievement: Approving Revision to High School Programs and Courses for 2024-2025.

In December the CFSD Governing Board approved revisions to Business Management, Film and TV, and Technical Theater in the CTE/JTED program. There were eleven courses in the three programs that were revised.

The course standards for Business Management I, Business Management 2 and Business Management 3 were revised to reflect the Arizona Department of Education's CTE technical standards developed and validated by an industry technical standards validation committee and the Career and Arizona Career and Technical Education Quality Commission.

The Board also approved a second course option for students who enroll in Business Management 2: Applied Business Systems. After completing Business Management 1, students will be able to select Business Development and Administration or Applied Business Systems as the second course in the pathway.

The Applied Business course was also approved by the Board. In this course, students will have the opportunity to focus on project management and business applications as well as business budgeting, accounting and finance principles. The Microsoft Office or QuickBooks certification will also be available to students enrolled in this course.

The Business Development and Administration course focuses on business careers or entrepreneurial endeavors, applied economics, project management, and human resource management. Students may also earn the Rise Up-Retail industry certification will be available to students enrolled in this course.

The Board approved updated course standards for Film & TV 1, Film & TV2, and Film & TV3. The standards for these courses were updated to include Media Arts standards of creating, producing, responding, and connecting. The inclusion of these standards will provide students with the opportunity to use these courses for the Arizona State Seal of Arts Proficiency.

The Board approved updated standards for the Technical Theater courses: Theater Fundamentals, Intermediate Theater Production 1, and Advanced Theater Production 2. Theater Fundamentals was revised to a one-year course instead of a semester course.

In the Early Childhood Education courses, the Board approved revisions to the standards for Early Childhood 1 and the course standards for Early Childhood 2 course. Substantial changes were approved to Early Childhood 1 and some standards from Early Childhood 1 were moved to Early Childhood 2 to better prepare students for the state assessment for the program which occurs after students take Early Childhood 2. The Early Childhood Education program will prepare students for employment in the early childhood setting.

In May, Governing Board approved the History and Social Science standards of the high school courses Perspectives on Modern History (Grade 11), American Law and Justice (Grade 11), and Advanced Placement Psychology for implementation in the 2024-2025 school year. These courses will give students in 11th grade a choice between taking Perspectives on Modern History and American Law and Justice each for one semester or AP psychology which is a year-long class.

In Science, the Board approved a reorganization of the K-5 Science Standards to align with the Inspire Science grade-level resources teachers use for teaching science. This reorganization will increase teachers' efficiency in implementing and assessing all K-5 science standards and will support the consistent use of grade-level science materials. pro

Goal: Approve a College and Career Counseling program for high school students.

Achievement: Approving a comprehensive College and Career program that will enable students to make informed decisions about postsecondary opportunities.

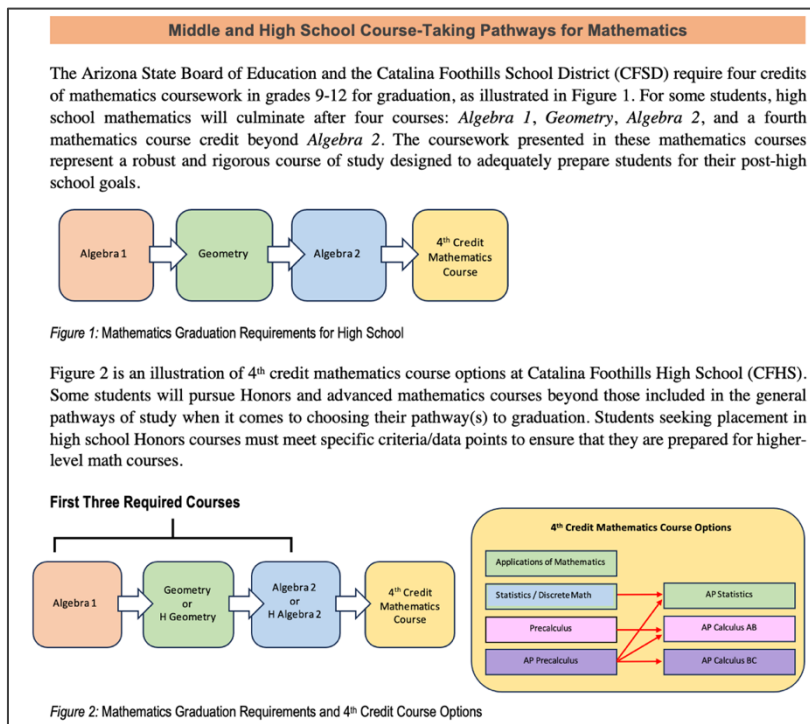
The Board approved additional high school counseling FTE dedicated to providing information and resources to students as they make decisions about postsecondary college and career options. The addition of 1.5 counselors at the high school increases the number of full-time counselors to 7. One full-time counselor was approved to be dedicated solely to college and career planning for students. This counselor will provide leadership in establishing, maintaining, supporting, and sustaining college and career activities.

The .5 FTE additional counselor approved by the Board created a 1.0 FTE counselor that will focus on freshmen. This counselor will meet with all new-to district freshmen to support their transition to high school, meet individually with all freshmen to discuss goals, recommend academic resources, provide options for course and career pathways, and encourage involvement in the school community.

Goal: Ensure that all students have access to mathematics at the appropriate rate and level of rigor.

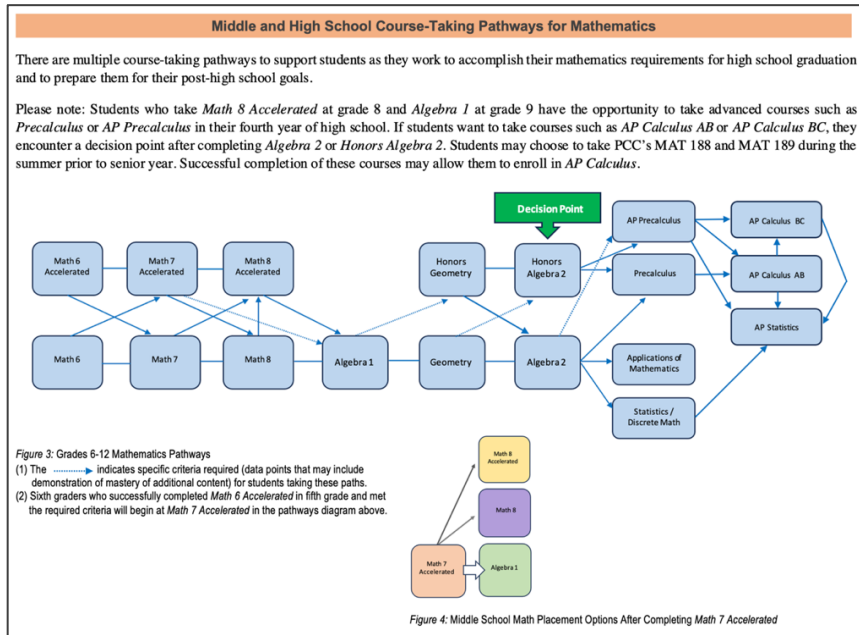
Achievement: Approving a new course for middle school students: Math 8 Accelerated.

The Board approved a new mathematics course for middle school students, Math 8 Accelerated, with standards that incorporate essential concepts and skills from Math 8, but in greater depth. The course also includes Algebra I skills and concepts that are critical to providing a strong understanding of and foundation to the essential skills in Algebra I.



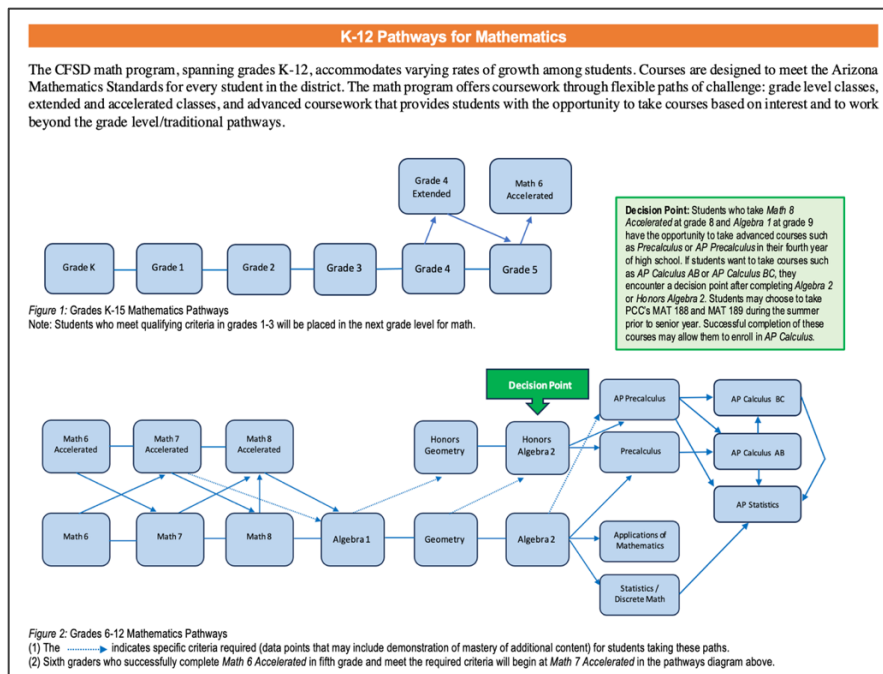
Achievement: Approving an updated mathematics pathway for middle and high school students.

With the addition of Math Accelerated 8 at middle school, the Board approved the revised mathematics pathway for students in middle and high school. The new pathway is less linear and shows how students can move on and off the pathway in a variety of ways and still meet the goal of enrolling in advanced mathematics courses before graduating from high school.



Achievement: Approving additional FTE for gifted specialists at the elementary level to support advanced mathematics students with a focus on K-3 students.

The board approved the additional FTE for gifted specialists at the elementary schools. This additional FTE will provide a full-time gifted specialist at each elementary site. The increase in FTE will be used to provide direct instruction to qualifying students who are advanced in mathematics or to teach an Extended Math class at grades 1-4, but with a focus on the primary grades (1-3).



Goal: Ensure that federal recovery funds are used wisely.

Achievement: Overseeing the CFSD’s American Rescue Plan Elementary and Secondary School Emergency Relief (ARP ESSER) III Plan.

The district was awarded \$2, 322, 760.89 in ESSER III funds to be spent over multiple years. The award period is March 13, 2020-September 30, 2024. The funds are to help the district safely reopen and sustain the safe operation of schools and address the impacts of COVID-19 on students by addressing students’ academic, social, emotional, and mental health needs. The plan was approved by the Arizona Department of Education and can be amended under new conditions and/or any necessary spending plan revisions. ESSERIII has specific use requirements set by the federal government. The funds may be spent in the following three areas: Prevention and Mitigation Strategies; Addressing Unfinished Learning/ “Learning Loss” and Academic, Social, Emotional, and Mental Health needs; and Other Uses of Funds.

The Board approved the following uses for ESSER III funds: additional elementary counselors, social and emotional counseling supports for students, high school increased credit recovery learning opportunities, targeted academic support, extended day intensive tutoring for K-8, professional development/training for teachers and staff, Chromebook/charging carts, water fountains with bottle filler stations and HEPPA air filtration units and replacement filters.

Goal: Approve a responsible budget that aligns with the district's objectives.

Achievement: *Allocating \$2.5 Million to fund staff pay increases.*

The Board ensures that the priorities in the budget are consistent with the priorities set by the Board. This year, \$2.5 million was allocated toward staff pay increases. Providing salaries that are the highest in the Tucson area enable our staff to feel valued. High salaries and wages help us attract and retain high quality professionals.

Achievement: *Keeping enrollment over 5,000 students.*

Maintaining our high-quality programs and services relies on strong enrollment at our schools. We strive to maintain at least 5,000 students so that our schools can operate efficiently. The enrollment for the 2023-2024 in Prek-12 is 5,336. Enrollment at the high school increased year over year, helping us maintain enrollment. The Board periodically reviews enrollment to ensure we are meeting our goals.

Goal: Increase and improve safety protocols for every campus.

Achievement: *Upgrading school safety measures at every campus.*

Bond dollars as well as District Additional Assistance dollars were used to install front office security and safety protocols at each campus. Safety protocols included camera identification for entry into the front office, bullet resistant glass enclosures for each office, and an activation entry system to access the campus. Other less obvious safety measures were also installed to ensure the safety of our students and staff.