

Listen *and* Learn

**Insights and Action Steps from Community
Feedback**

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Bringing voice to a shared vision

Superintendent's 100 Day Plan



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Commitment to **building empowering relationships** and **soliciting the voices** of others so that we have a shared meaning of success and what it will take to attain it.

Understand perspectives, experiences and aspirations

Inform the Superintendent's and the district's priorities

Community engagement is the cornerstone of the work in CFSD.

Inclusive Process Through World Café Methodology

Table Questions per Round

#1- What are your dreams and aspirations for your child's future in the Catalina Foothills School District? **(12 min)**

(Host stays and others move to new table)

#2a - What aspects of the school's current programs or practices do you find most beneficial for your child's learning? **(6 min)**

#2b - What challenges have you faced in supporting your child's education, and how can CFSD address these challenges? **(6 min)**

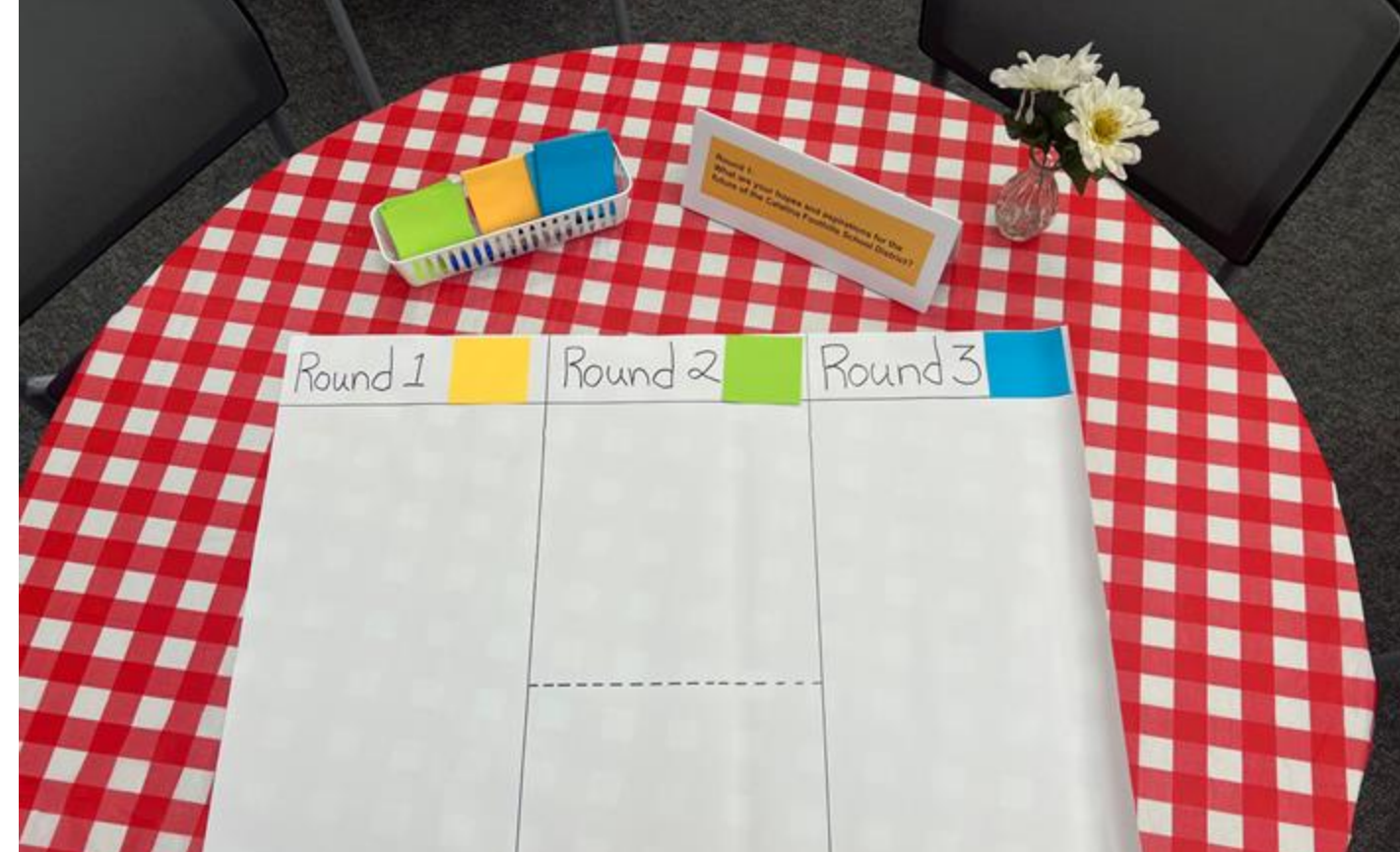
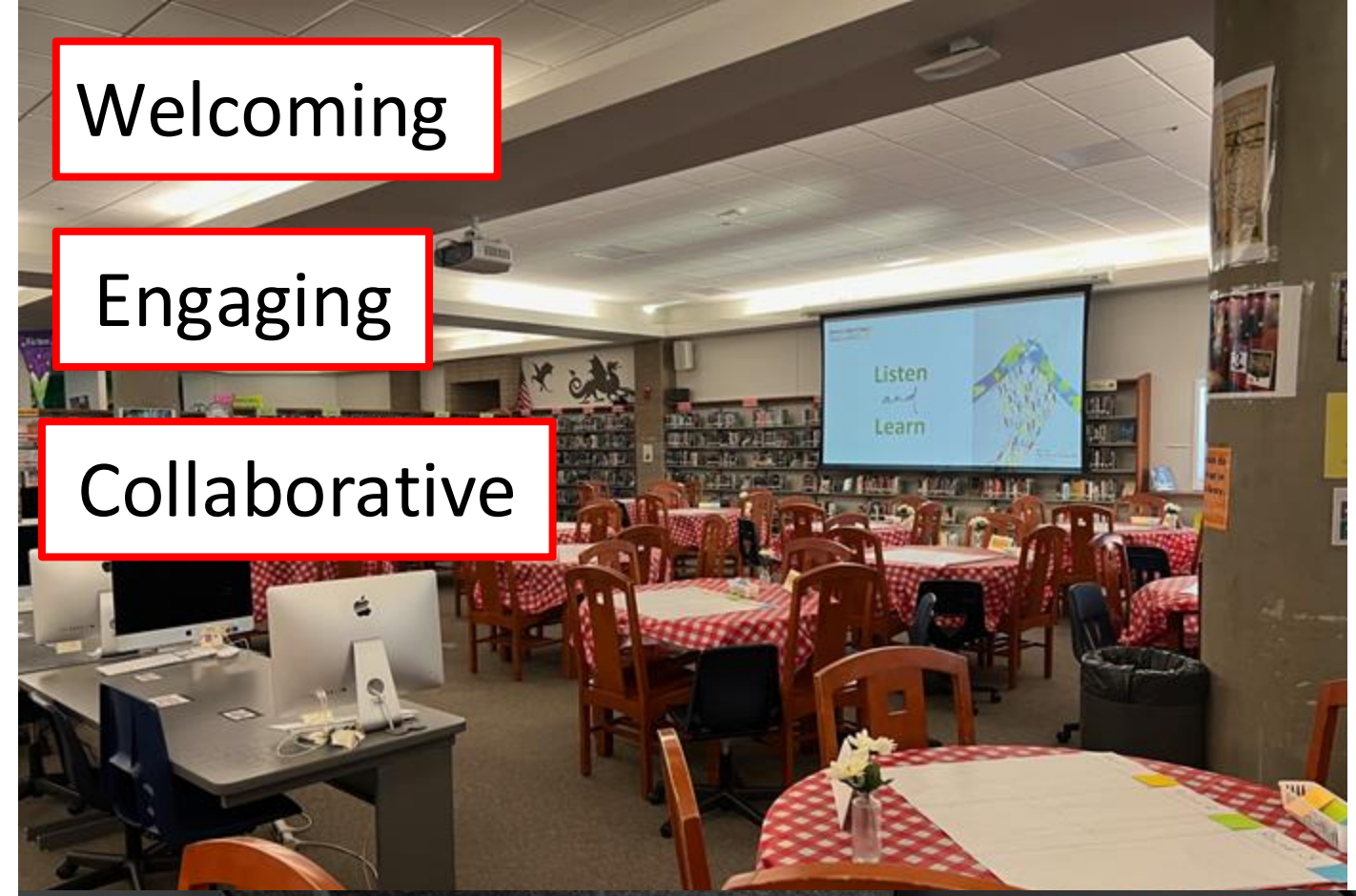
(New Host stays and others move to new table)

#3 - What priorities do you think CFSD should focus on to enhance your child's educational experience and ensure future success? **(12 min)**

Welcoming

Engaging

Collaborative



12 in-person sessions involving 471 people and an online survey alternative

Listen and Learn Engagement

- **Total Sessions:** 12 sessions across district sites.
- **Participants:** 471 participants across all stakeholder groups.
- **Responses Analyzed:** Over 3,000 Post-It notes and survey responses.



Level Specific Themes (based on over 3000 in-person session post-it contributions and 95 survey responses)

PreK - Elementary

Valley View, Manzanita, Sunrise Drive, Ventana Vista, Canyon View

- Focus on reducing class size and increasing support staff
- Emphasis on social-emotional learning and safe environments

Parents/Families

AM & PM in-person and surveys

- Stronger communication about curriculum and safety protocols
- Clearer behavioral expectations for discipline

Middle/High School

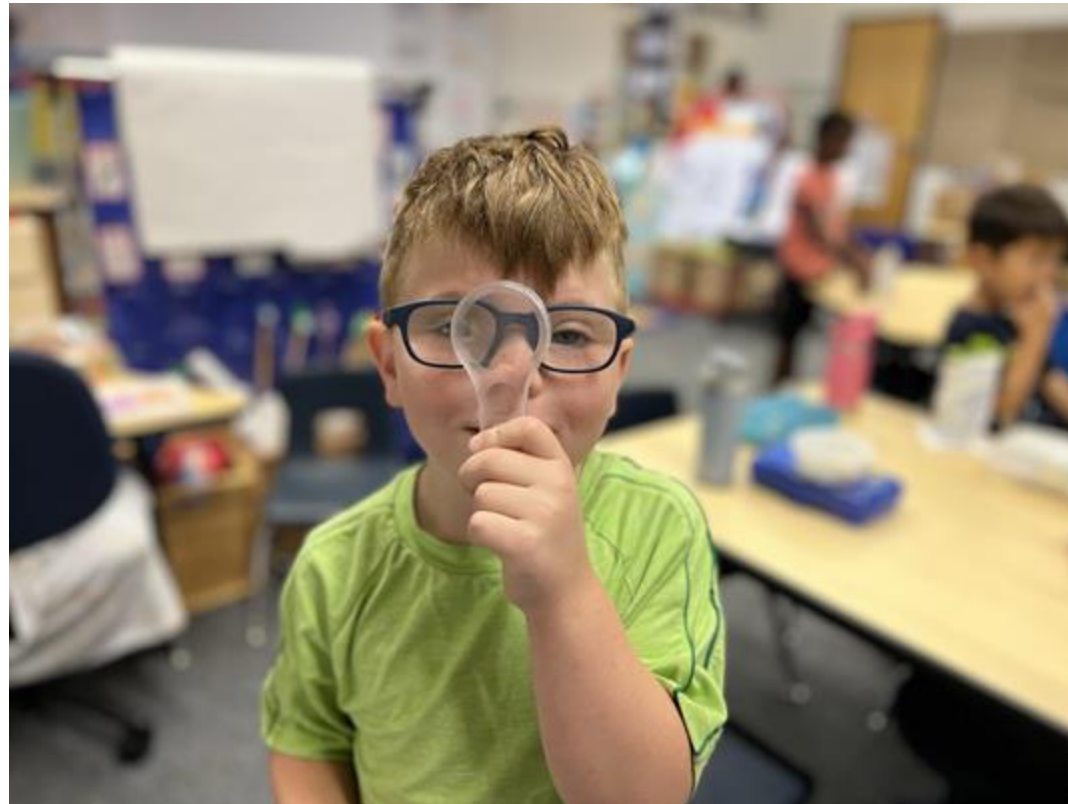
OGMS, ECMS, CFHS

- Broaden elective and career-ready pathways
- Increase mental health resources and support for staff
- Consistency between schools

MAC Staff & PreK-12 Administrator Team

- Support staff development, retention, well-being and inclusive culture
- Enhance communication and streamline processes and update operation practices

Key Themes



**Strengthen Teacher
Support, Retention, and
Professional Development**

**Cultivate a Safe, Inclusive,
and Supportive School
Environment**

**Enhance Personalized
Learning and
Individualized Support**

**Foster Community
Engagement and Build A
Cohesive School Culture**

**Promote Rigorous Academic
Standards and Career-Ready
Skills**

**Encourage Transparent
Communication and
Active Family Engagement**

**Modernize Facilities and
Resources to Support
Diverse Learning Needs**

Cultivate a Safe, Inclusive, and Supportive School Environment

Strengthen social-emotional learning (SEL) programs, mental health resources, and anti-bullying measures to support students' emotional well-being.

Reinforce consistent behavior protocols and ensure safe, inclusive spaces for all students, with dedicated resources for physical and emotional safety across all grades.



CFSD has expanded social-emotional learning programs and mental health resources

CFSD has increased counseling staff at sites to support student well-being.

CFSD has adopted Centegix Crisis Alert System

CFSD has initiated Comprehensive Threat Assessment Guidelines (CSTAG) training for all administrators and counselors.

CFSD has hired a security specialist to work with sites to standardize our Emergency Operation Plan (EOP).

Foster Community Engagement and Build A Cohesive School Culture

Strengthen partnerships with local organizations and families to build a welcoming, inclusive school community.

Celebrate diversity through cultural events, community service initiatives, and active dialogue, fostering a district culture that respects and values all backgrounds.

CFSD celebrates culture through cultural celebrations at the site level.

CFSD partners with local organizations to provide community service opportunities and student internships.

CFSD hosts a variety of events designed to foster connections between schools and communities, including **Falcon Fly-Ins, Falcon Fly-Outs, Fall Fling, Panther Pride Day, and Manzanita's Family Evening of the Arts and Culture, Ventana Vista's Popsta!** and **Falcon Connections.**



Strengthen Teacher Support, Retention, and Professional Development

Remain the leader in competitive compensation, benefits, and support work-life balance measures to attract and retain high-quality educators.

Continue tailored professional development in areas like SEL, classroom management, and differentiated instruction to support teacher growth and job satisfaction.

CFSD has consistently increased teacher salaries since the salary freeze from 2008-2010.

CFSD has the highest teacher salary in Southern Arizona.

The CFSD Foundation provides financial support to provide new teacher support, coaching, and mentoring.

CFSD has dedicated personnel to provide professional learning to new and veteran staff.

CFSD offers teacher leadership opportunities in curriculum planning and assessment design.



Promote Rigorous Academic Standards and Career-Ready Skills

Maintain high academic standards with a comprehensive curriculum that prepares students for college, vocational paths, and real-world applications.

Strengthen life skills such as financial literacy, leadership, and time management to ensure students are well-equipped for success beyond school.



CFSD offers 23 Advanced Placement courses.

CFSD offers industry certifications, internships, and work-based learning through Career and Technical Education courses that align with careers students are interested in.

CFSD's World Language and Immersion programs develop interculturality. The number of students who are earning the Seal of Biliteracy is growing every year.

CFSD offers a wide variety of mathematics pathways to meet student needs.

Enhance Personalized Learning and Individualized Support

Reduce class sizes and provide targeted support through additional educational assistants and specialized staff, particularly for special education and advanced learners.

Ensure every student, regardless of ability, has access to the resources and opportunities they need to excel.

CFSD reduced class size in K-3.

CFSD increased staffing for gifted students and students with special needs.

CFSD is adding Khan Academy and Khanmigo in grades 5-12.

CFSD offers Read Strong, Math Lab support, and counselor-led small groups.

Afterschool programs and clubs create unique learning pathways, from Community Schools to CTE.



Encourage Transparent Communication and Active Family Engagement

Improve consistent, transparent communication with families on student progress, safety protocols, and curriculum updates, creating an open channel for feedback and collaboration.

Foster family involvement through regular events, volunteer opportunities, and active partnerships that connect families with the district's goals.

CFSD implemented ParentSquare for streamlined communication.

CFSD hosted safety sessions at each site to engage parents in district-wide discussion.

CFSD meets regularly with FFO, booster and Foundation leaders.

Schools host family nights on specific parenting topics and events like Coffee with the Counselors.



Modernize Facilities and Resources to Support Diverse Learning Needs

Update and expand facilities to support a range of programs, from arts and athletics to Career and Technical Education (CTE) and sustainable practices.

Ensure that all students and teachers have access to current technology and library resources, creating a conducive learning environment that supports diverse interests and engagement.

CFSD invested \$5M in security upgrades district-wide.

CFSD constructed a new music building at CFHS to provide a dedicated space for the growing orchestra and guitar programs.

CFSD makes ongoing site improvements and upgrades at each site using bond dollars approved by our community.

CFSD replaced 16 buses in our fleet this year with plans to replace 13 with the next bond issuance.



Moving from Feedback to Action

Integrate themes into strategic goals.

Engage principals in the site-specific work as well as district wide initiatives.

Provide regular updates to staff and community.

Expand outreach for feedback to include students and alumni.

Continue to gather feedback throughout our work.

OUR DEEP LEARNING GOALS		
<p>★ Reduce the gap between current and desired student academic achievement.</p> <ul style="list-style-type: none">➤ Increase the achievement of literacy and numeracy in all academic content areas by addressing students' diverse needs and abilities.➤ Develop knowledge and skills that transfer to college, careers, and civic life.	<p>★ Raise the engagement of students so they are highly motivated to set and achieve increasingly challenging goals for deep learning.</p> <ul style="list-style-type: none">➤ Develop positive academic mindsets so students are more confident learners who feel they belong to the CFSD academic community, succeed in their learning, grow their competence with effort, and find value in their work.➤ Develop the deep learning proficiencies of citizenship, critical thinking and problem solving, creativity and innovation, communication, collaboration, and systems thinking (5c + s = dlp).	<p>★ Partner with families and community to achieve our strategic priorities.</p> <ul style="list-style-type: none">➤ Engage in regular meaningful communication about student learning.➤ Foster strong relationships with and among CFSD alumni.

Highlights and Feedback

- **CFSD Community Engagement:**

- Teachers & Staff:

- "We really felt heard." & "Very professional & organized"
- "It gave me different perspectives" & "Having all the staff here instead of just the teachers is crucial"

Parents and Families: Parents appreciated connecting with others across the district and gaining broader perspectives.

- "The process helped us build community" & "People came together across levels was valuable."
- "Normalized a lot of feelings, everyone was vulnerable, it was a positive environment."

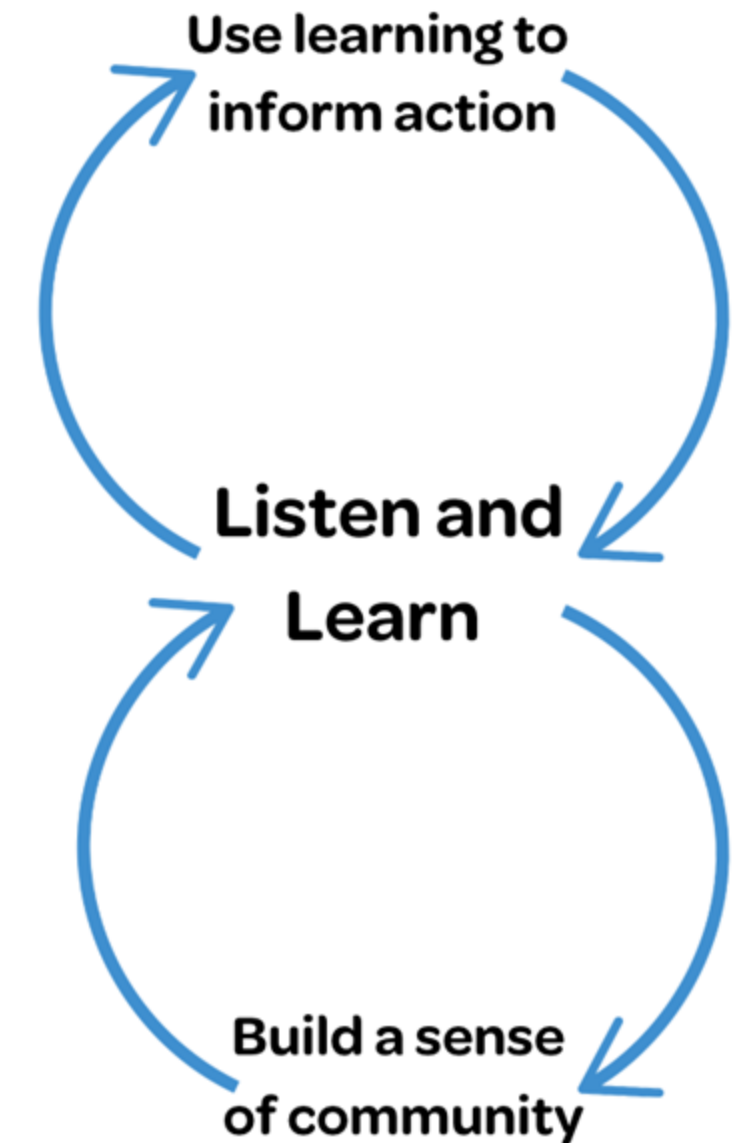
- Quote from Superintendent Bartlett:

- "Building these connections is critical to the district's continued success."

- **Actionable Insights:**

- Key topics discussed: Aspirations, district strengths, barriers to success, and top priorities.
- Parent Feedback: Sessions deepened their engagement and empowered them to share experiences.
- Overall sense of the importance of dialogue to foster connections
- How could we incorporate this process in some way for students?

- **Resilience:** Despite coinciding with a security incident, the sessions provided valuable feedback on CFSD's proactive approach to safety.



Together we are
shaping the future of
our district and
ensuring excellence for
all students.

