



Catalina Foothills Unified School District #16
2101 E. River Road, Tucson, AZ 85718
(520) 209-7500 (520) 209-7570 FAX www.cfsd16.org

BOARD AGENDA ITEM

ITEM NO: 4.1

BOARD MEETING DATE: Tuesday, May 27, 2025

UNFINISHED BUSINESS: Approval of Revisions to Catalina Foothills School District (CFSD) Performance Award Plan (second reading)

SUBMITTED BY: Mindy Westover, Associate Superintendent

PRESENTED BY: Mindy Westover, Associate Superintendent

Following the first reading of the Performance Award Plan on May 13, 2025, there was a recommendation to clarify the number of Collaborative Inquiry Team (CIT) meetings each site is expected to offer annually. This feedback has been incorporated into the revised plan.

There is one recommended change to the Performance Award Plan for the 2025–2026 school year. We propose an update to the Professional Learning requirement related to participation in CITs. Currently, staff must participate in a CIT to be eligible for the performance award. The revised language specifies that:

- Each site must offer a minimum of 14 CIT meetings per year.
- Staff must attend at least 12 of those meetings to meet eligibility criteria.

The 2025–2026 school year marks the fourth year of CIT implementation, which has become the foundation of our district-wide continuous improvement system. Establishing clear participation requirements across all sites will improve consistency and enhance the impact of the CIT process.

This update reinstates a standard previously in place under our former data teams model. For the past three years, minimum meeting expectations were suspended while the CIT structure was being developed. With the process now fully established and embedded into our professional learning system, it is appropriate to reintroduce defined participation expectations.

The performance award amount is based on the State's Classroom Site Fund allocation. For the 2025–2026 school year, the funding will increase to \$842 per weighted student count.

RECOMMENDED MOTION: I move that the governing board approve the revisions to CFSD Performance Award Plan, as presented.