



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: 4.4

BOARD MEETING DATE: Thursday, September 25, 2025

UNFINISHED BUSINESS: Approval of Superintendent's Proposed Performance Goals for 2025-2026 (second reading)

SUBMITTED BY: Denise Bartlett, Superintendent

PRESENTED BY: Denise Bartlett, Superintendent

The attached goals are recommended to receive priority attention during 2025-2026.

The goals constitute one piece of the superintendent's performance plan and are in addition to the responsibilities delineated in the job description (policy CBA). The job description outlines priority operational expectations in several work categories.

Goals are derived from our strategic plan, your feedback during the performance evaluation, and other work necessary to ensure effective schools for students and staff.

Although these goals are referenced as the superintendent's, their accomplishment depends on our administrative team's expert knowledge and leadership, and the collaborative efforts of our entire professional staff.

The purpose of your formal annual review of these goals is to make sure that we agree about their importance as the focus of our work.

After the first reading of the goals, there was a new goal written with the outcome of improving school culture and climate.

The goal reads: By May 2026, increase the percentage of students in grades 3-12 who report feeling engaged in their learning and confident in their ability to succeed from ___% to ___% as measured by pre-and post-survey results.

Additionally, a goal for the outcome of increasing community outreach and awareness to foster strong relationships without community was revised.

The goal reads: By June 2026, increase community outreach and awareness and strengthen relationships with families by registering at least 450 new community members to receive ParentSquare posts, as measured by the number of verified registrations in our resident group tracked in the ParentSquare system.

RECOMMENDED MOTION: I move that the governing board approve the Superintendent's Performance Goals for 2025-2026, as presented. The progress toward and/or achievement of these agreed upon goals will be the basis for governing board consideration of and action on the 2025-2026 performance pay component of the superintendent's contract.