



Catalina Foothills Unified School District #16

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## **BOARD AGENDA ITEM**

**ITEM NO:** 6.4

**BOARD MEETING DATE:** Tuesday, May 13, 2025

**NEW BUSINESS ITEM:** Consideration of Revisions to Catalina Foothills School District (CFSD) Performance Award Plan (first reading)

**SUBMITTED BY:** Mindy Westover, Associate Superintendent

**PRESENTED BY:** Mindy Westover, Associate Superintendent

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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 Collaborative Inquiry Teams (CIT). Currently, staff must participate in a CIT to be eligible for the performance award. We recommend specifying a minimum participation threshold of 12 meetings annually.

The 2025–2026 school year marks the fourth year of implementation for CITs, which serve as the foundation of our district-wide continuous improvement efforts. Establishing a consistent participation requirement across all sites will strengthen the fidelity and impact of the CIT process.

This adjustment reinstates a standard previously in place under our former data teams model. For the past three years, we suspended minimum meeting requirements while building the CIT structure. Now that the process is fully established and integrated into our professional learning system, it is appropriate to reintroduce a defined participation expectation.

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

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