



FOUNTAIN HILLS

UNIFIED SCHOOL DISTRICT

MINUTES OF THE GOVERNING BOARD FOUNTAIN HILLS UNIFIED SCHOOL DISTRICT NO. 98

"We Achieve and Celebrate Educational Excellence"

**Wednesday, July 21, 2021
Business Meeting and Board Retreat
4:00 p.m.**

Business Meeting

I. Call to Order

Time: 4:05 p.m.

II. Roll Call

Board members present are Nadya Jenkins, President, Judith Rutkowski, Vice President, Jill Reed, Member, Wendy Barnard, Member and Dana Saar, Member.

III. Approval of Agenda

Motion: Wendy Barnard

Second: Judith Rutkowski

The board approved unanimously 5-0

IV. Pledge of Allegiance

Mrs. Jenkins requested Mr. Flynn lead the audience in the Pledge of Allegiance.

V. Informational Reports

a. Superintendent's Comments

o Sports Medicine

- Only one company bid and then they withdrew. We are now looking to hire our own athletic trainer if we are able to do so.
- We will post position on TalentEd.
- It would cost less than if we went through a company, but the time and involvement with our students will be more.

o Start of School

- Admin retreat was yesterday 7/20.

- Ms. Glass went through all expectations and district initiatives.
- All admin then went to an escape room for team building and they all had a great time together.
- The school sites are busy preparing for Falcon Fest and Meet the Teacher. School pictures for staff and students will be at the same time in hopes to get more families in attendance.
- Staff welcome back email will go out Friday 7/23 and email to families will go out Monday 7/26.
- A band and music teacher was interviewed today and he is very interested in coming here.
- We are working through hiring some of our open positions. They are as follows:
 - a. Elementary School needs a SPED and SPED Resource teacher, one kinder teacher, three first grade teachers, as well as one second grade and third grade teacher.
 - b. Middle School and High School needs an art teacher.
 - c. High School needs a SPED resource teacher.
- We have lost a few candidates that signed contracts because they can't afford housing in the area.
- Many districts are having the same struggles
- Based on current numbers we may be ok with the staff that we have already hired.
- We may have to contract for the SPED resource position.
- Legislative Update
 - We will receive funding for gifted education with our new parameters in place. Our new plan meets the requirements of the legislature to receive funding.
 - We will receive Group B funding for Special Education, including increases for general learning disabilities, speech language disabilities and significant increases for multiple disabilities, autism and severe disabilities.
 - Per Governor Ducey, we may not require face coverings or a COVID vaccination. It is still not clear if we can request vaccination information.
 - We need to work on how we present information in regards to inquiries about critical race theory. Ms. Glass will be discussing this with staff at a mandatory PD and will encourage them to approach carefully. The idea of offering equity in our district is simply about providing the same and equitable opportunities for all our students.
 - Sex Education is now opt in and all our curriculum needs to be reviewed by families by December 15th.
 - Instructional time models. This school year we can only have 50% of our time in remote instruction which is not a problem for us as we are not offering it.
 - We need to have two public hearings regarding our Instructional Time Models that are both due by the end of August. This will help us if we have to close schools due to a COVID outbreak.
 - If an outbreak is determined, then we will follow MCDPH and CDC guidelines in how to quarantine.

VI. Public Comments

- None

VII. Consent Agenda

- Personnel Action
- Staff Handbook
- Staff Salary Increase
- Athletic Trainer Job Description
- K-8 Counselor Job Description
- Certified Pay Schedule
- Approval of Minutes from the June 30, 2021 Business Meeting & Work Study Session

Motion: Nadya Jenkins

Second: Judith Rutkowski

The board approved unanimously 5-0

VIII. Action Items

- In House Landscaping Proposal
 - The board would like for the district to move forward with an in house landscaper with the potential for hiring 3 positions.

Motion: Wendy Barnard

Second: Judith Rutkowski

The board approved unanimously 5-0

IX. Governing Board Reports

Dana Saar – Mr. Saar had nothing to share.

Jill Reed – Mrs. Reed had nothing to share.

Wendy Barnard – Dr. Barnard attended the legislative update. She always appreciates ASBA's information and updates. As well as the additional information provided to help the Board to be able to articulate things in an easier way.

Judith Rutkowski – Mrs. Rutkowski spent a lot of time reading the entire board packet.

Nadya Jenkins – Mrs. Jenkins shared that she enjoyed summer break and that she is excited to continue the momentum of all the positive changes that the district has made over the last year.

X. Future Action

XI. Adjournment of Business Meeting

Motion: Nadya Jenkins

Second: Wendy Barnard

The board approved unanimously 5-0

Time: 4:33 p.m.

Board Retreat

I. Call to Order

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Time: 4:41 p.m.

II. Approval of Agenda

Motion: Nadya Jenkins

Second: Judith Rutkowski

The board approved unanimously 5-0

III. Board Retreat Discussion Items

a. Stake Holder Survey

- Survey Results have been shared with Principals so that they can start to build off the results at each of their sites.
- We will hold a Panorama training August 2nd to teach the use of survey results and the Student Success module.
- School belonging and Student Teacher relationships are low scores and the Board questions if that is at the middle school or the high school as it is unclear.
- These results would be a great tool to build board/superintendent goals. For example, reaching at least a 50th percentile.
- We need to focus on comparing ourselves to our own percentile and not necessarily focus on the national percentile.
- Family Survey
 1. 28% of our parents see that the school's evaluation system of our students is neither fair or unfair.
 - a. This would look different for a SPED student versus a Gen Ed student.
 2. 69% prefer to receive communication via email.
 3. The Board feels that it would be valuable to share the results with teachers.
 4. School climate results at 45% could adversely affect the override election.
 5. The results from the staff and teacher surveys that directly correlate to school climate has low percentages in feedback/coaching and professional development.
 6. We as a district need to provide professional development so that our teachers focus more on project based learning to help with our student engagement.
 7. Our staff needs a lot of TLC this year because last year was very difficult with COVID and we struggled to provide the trainings and one to one interaction that they need to grow.
 8. The Board feels they can do a better job at recognizing our teachers and staff that go above and beyond.
 9. It is important that we use the surveys to base our goals on and include that in our public meetings so that our families know that we are listening to them.
 10. Ms. Glass is sharing the family and the student information with the staff at the mandatory PD day. She can also write an article for the FH Times as well as post it on the website, Facebook, etc.

11. For transparency, we need to publish that the new Board goals set for 21-22 were based on the data received from the surveys.
12. We need to remind teachers and staff that professional developments are also based on survey results.

b. Board Goals

- Broad goals are beneficial to allow you to pivot mid-year if necessary. More specific goals are also good but do not allow you flexibility.
- It is important to set the goals but not necessarily add the details on how we will get there so that we have flexibility to change the approach of how we meet those goals.
- To update to more current language the Board recommends including skill based achievement goals.
- The Board creates the goals, Kelly and the Board then create objectives to achieve those goals.
- We need to consider when developing the goals that we have a lot of new staff and it is a recovery year for returning staff and students.
- The Board feels we need to see the growth over two years under Ms. Glass' supervision and include a strategic plan in order to have much change in our current goals.
- Success is relative and every single student has their own level of success.
- All though without a strategic plan, it may be premature to change goals but we can rework the goals a bit so that they reflect the results from the surveys.
- It is important to include equity in our goals. The Board agrees that it would work well with goal #3 or #5. Ms. Glass prefers equity be used in goal #1 or remove goal #2 and add a new goal to include equity.
- Goal #1 was reworded and goal #2 will be kept.
- The Board suggests that we remove "implement" from goal #4 and reword.
- The Board suggests for goal #5 to remove "create and maintain" and reword. However, not to get to specific so that there is flexibility. It is also suggested to keep "safety and security" and add "nurtures physical and mental well-being."
- The Board suggests for goal #3 to use "champion a unified learning environment."
- The proposed goals for 2021-22 are as follows:
 1. Champion a unified learning environment that engages students, their families, and our community.
 2. Support individualized and equitable opportunities for all students to reach their maximum potential.
 3. Provide a safe and secure environment for students, staff and visitors that supports physical and mental well-being.
 4. Consistently maintain responsible stewardship of district funds and resources in the best interests of our students and community.
 5. Promote and advance the district's success and excellence.

c. Individual Board Member Goals

- The Board would like to get more people to come and meet them but also to get out and introduce themselves to the community.

- The Board will provide representation at Falcon Fest and Meet the Teacher
 - The Board would appreciate to have something in writing with the events the Board will attend throughout the year, that can be shared with the community so they are aware of the involvement of the board. It is suggested that each Board member will attend at least one event per month
 - The Board suggested to have Board members sit on committees that don't report back to the Board.
 - Possibly attend FH Coalition, Chamber of Commerce, Kiwanis, Rotary, Booster and PTO meetings. etc.
 - The Board will prepare a report for the Falcon Focus once a quarter.
 - The Board will write their individual goals and send to Krista so that we can put something together to share with the community.
- d. Superintendent's Goals
- Ms. Glass would like clarity from the Board so that she knows exactly what expectations the Board has for her.
 - She is not against making her goals measurable but feels that we are not ready to consider student achievement as a measurable goal, but instead to create objectives on how to increase student achievement.
 - The district wide roll out of PBIS is going to help tremendously with behavior amongst our students which will allow more time to focus on growth in achievement.
 - Ms. Glass asked the Board what focus area is most important to them.
 - She feels we need a reset from last year and it will take time to build the achievement using the new and existing tools that we have.
 - Ms. Glass would like us to be transparent with families on what it will take to increase achievement.
 - The Board feels that for the first semester, the biggest goal for Ms. Glass is taking control of the override.
 - Once the new goals are adopted, and we have more achievement data, Ms. Glass can work with the Board to develop the more specific goals and expectations for her.

XII. Dates of Upcoming Meetings

Wednesday August 11, 2021 – Regular Board Meeting @ 6:30 p.m. and
 Wednesday, August 25, 2021 – Work Study Session @ 5:00 p.m. in the FHUSD
 Learning Center


IV. Adjournment

Motion: Nadya Jenkins
 Second: Wendy Barnard
 The board approved unanimously 5-0
 Time: 6:53 p.m.


Dated this 11th day of August, 2021



Nadya Jenkins, President



Judith Rutkowski, Vice President



Jill Reed



Wendy Barnard



Dana Saar