

2022-2023 CFSD Governing Board Goals & Achievements

Goal: Prioritize the need to attract and retain highly qualified teachers.

Achievement: Raising Teacher Salaries and Offering Timely Contracts.

The CFSD Governing Board approved teacher salaries for next year, per the CFSD administrative proposal. The starting salary for the 2023-2024 school year will be \$50,000 for a teacher without experience. All returning teachers will realize a \$4,341 increase. This is between a 5.35% and 9.32% increase depending on where the employee is on our salary schedule.

The Board has approved two rounds of teacher contracts resulting in almost 300 teachers being offered those contracts. This is possible because families have been diligent about enrolling their students for the next school year. We always base the contract offerings on enrollment.

Achievement: Retaining Teachers.

Every three years, we administer a teacher retention survey. The results of our 2021 survey were shared with the CFSD Governing Board at its February 22 meeting and compared to the previous two years of survey results from 2015 and 2018.

Our 10-year district average for teacher retention is 82% (elementary-83%, middle – 82%, high school – 80%). We hire about 60 teachers each year. Over the past 5 years, the primary reasons for elementary teachers to leave the district were relocation, family/personal reasons, and non-renewal of their teaching contract. During the same 5-year period, middle school teachers left the district due to relocation, retirement, and dissatisfaction. High school teachers' reasons for leaving CFSD were relocation, non-renewal of their teaching contract, and dissatisfaction. Note: All first-year CFSD teachers have a non-renewable contract. Some are rehired; others are not due to performance issues.

Over the past three years of the administration of the survey (2015, 2018, 2021), the results about why teachers came to CFSD and stayed here were the same: 1) CFSD has a strong reputation that attracts teachers; 2) Salary continues to be a top priority for teachers; 3) Coworkers and collaboration time with coworkers are very high motivators for teachers; and, 4) Support from principals and other administrators contributes to the overall satisfaction level of teachers.

Achievement: Monitoring Workplace Climate.

Each year the Board requests that CFSD administer a climate survey. In years past, workload surfaced as the number one issue identified in the climate survey. Results are disaggregated by school site and shared with principals. Working with the Superintendent, the Board made several changes over the years to adjust workload expectations to try and mitigate this concern. It continues to be a priority.

Achievement: Raising Salaries of Classified Employees.

For the 2023-2024 fiscal year, the Board approved an 8% increase to the hourly wages for classified/support staff on a revised wage schedule. This results in our minimum wage increasing to \$15.02 for an individual without experience and starts on step 1 of the wage schedule. For Inclusion EA's, the Board approved the recommendation to move their classification 3 vertical steps in addition to the 8% wage increase recommended to the Board, resulting in a 12% bump.

The Board understands that we need to be as competitive as possible in the labor market to keep our quality support staff, and recruit and hire successfully. The Board added 5% to the wage pool for classified exempt employees and 5% to the salary pool for administrators. These dollars are distributed based on performance and the wage/salary comparability of like positions.

Goal: Ensure that the curriculum meets the needs of all learners.

Achievement: Approving Revisions to High School Programs and Courses for 2023-2024.

In January, the CFSD Governing Board approved the following changes to our high school programs/courses for the 2023-2024 school year.

In Math, the Board approved the change to replace Honors Precalculus with Advanced Placement (AP) Precalculus. This is a new course offered by the College Board for next year. It is almost identical to our current Honors Precalculus. Some of our students enrolled in the current Honors Precalculus course are seniors and do not have the opportunity to take an AP math course because they run out of time in high school. This change provides the opportunity to earn college credit in high school.

In English, the Board approved the revision of all grades 9-11 English course descriptions and titles (except for AP courses). The new courses are:

- English 9: Coming of Age
- English 10: The Individual and Society
- Honors English 10: Mirrors and Windows

Note: Students make connections to literature through their own knowledge and experiences (mirrors) as well as through others' lives and experiences (windows).

The revised English grade 12 options are:

- English 12: Persuasion in Pop Culture
- English 12: Fantasy and Myth
- English 12: Mystery and Thriller
- English 12: Sci Fi and Dystopia

The Board approved the merger of our two one-semester creative writing courses into one yearlong course.

- Creative Writing: Art, Meaning, and Story

In CTE/JTED Programs (career-technical education), the Board approved the revision of the computer programming pathway so that all three available courses are AP offerings.

- AP Computer Science Principles
- AP Computer Science A and/or Advanced Computer Programming

The Board approved the addition of an early childhood education program to prepare students for employment in the early childhood setting (PreK-grade 3).

- Early Childhood Education 1 (2023-2024)
- Early Childhood Education 2 (2024-2025)
- Early Childhood Education 3 (2025-2026)

Achievement: Approving Revisions to History and Social Science Standards for 2023-2024

On November 21, the CFSD Governing Board approved History and Social Science academic standards for grades K-2, 4-8, and the high school's United States History (grade 10) and United States Government (grade 12) for implementation in the 2023-2024 school year. The standards for grade 3: Arizona Studies, the high school's World History (grade 9) and Economics (grade 12) were approved in May for implementation this school year.

The History and Social Science Standards are articulated by grade level for kindergarten through eighth grade. Each of those grade levels also has a content theme and focus for the year.

Kindergarten – Children as Citizens; 1st grade – Communities: Living and Working Together; 2nd Grade – The World Around Me; 3rd grade – Arizona Studies; 4th grade – Regions and Cultures of the Americas; 5th grade – United States Studies (American Revolution 1763 to Industrialism 1900s); 6th grade – Global Studies: World Regions and Cultures of the Eastern Hemisphere; 7th grade – Scientific Revolution and Enlightenment – Present; and 8th grade – Citizenship and Civic Engagement in Today's Society.

This is not the case for the high school standards. Local school districts are responsible for creating their courses using the state's high school History and Social Science Standards as well as state and local graduation requirements. The high school social studies pathway (with courses and descriptions) was approved in January 2022. Grade 9 – World History or AP World History: Modern; 10th grade – United States History or AP United States History; 11th grade – Perspectives on Modern History and American Law & Justice or AP Psychology; and 12th grade – United States Government or AP United States Government and Economics or AP Microeconomics.

Achievement: Preparing students for careers that don't even exist yet.

Within CFSD, we have a strong track record of developing an innovative curriculum that gives every learner the opportunity to thrive. Examples include Chinese and Spanish immersion, K-5 robotics, AP classes, K-12 visual and performing arts with the addition of orchestra and guitar, and the addition of high school computer science courses. CFSD students are well-prepared for college or the workplace after they leave our district.

Achievement: Creating a caring learning community with high expectations.

The Board plays a pivotal role in our students' success. CFSD students consistently perform better on statewide assessments than their counterparts, the graduation rate has remained well above 94% since 2015, 90% of graduates attend college, and Niche ranks CFSD the #1 public school district in Arizona (2023). The most recent statewide assessment scores rank CFSD as #1 in English and #3 in Math, of 238 unified public school districts in Arizona.

In 2023, all CFSD schools earned an "A" letter grade from the Arizona Department of Education. The state's definition of "A" – Excellent:

- Distinguished performance on statewide assessment
- Significant student growth
- Students on track to proficiency
- High 4-year graduation rates
- Overall performance is significantly higher than state average

Goal: Ensure that federal recovery funds are used wisely.

Achievement: Overseeing the CFSD's American Rescue Plan Elementary and Secondary School Emergency Relief (ARP ESSER) III Plan.

The district was awarded \$2,322,760.89 in ESSER III funds to be spent over multiple years. The award period is March 13, 2020 – September 30, 2024. The funds are to help the district safely reopen and sustain the safe operation of schools and address the impacts of COVID-19 on students by addressing students' academic, social, emotional, and mental health needs. The plan was approved by the Arizona Department of Education and can be amended under new conditions and/or any necessary spending plan revisions. ESSER III has specific use requirements set by the federal government. The funds may be spent in the following three areas: Prevention and Mitigation Strategies; Addressing Unfinished Learning/"Learning Loss" and Academic, Social, Emotional, and Mental Health needs; and Other Uses of Funds.

Among the Board-approved uses for ESSER III funds include: additional elementary counselors, social and emotional counseling supports for students, high school increased credit recovery learning opportunities, targeted academic support, extended day intensive tutoring for K-8, professional development/training for teachers and staff, Chromebooks/charging carts, water fountains with bottle filler stations and HEPA air filtration units & replacement filters.

Goal: Approve a responsible budget that aligns with the district's objectives.

Achievement: Finding \$2 million in the budget to fund staff pay increases.

The Board ensures that the priorities in the budget are consistent with the priorities set by the Board. This year, two million dollars was found in the budget to allocate toward staff pay increases. Providing salaries that are the highest of any Tucson-area school district enable our staff to feel valued. It helps us attract and retain high quality professionals.

Achievement: Keeping enrollment over 5,000 students.

Maintaining our high-quality programs and services relies on strong enrollment numbers. We want to maintain at least 5,000 students so that our schools can operate efficiently. Our 2022-2023 enrollment is over 5,300 students. Our uptick in enrollment this year is primarily at the high school where we have more than 1,900 students. The Board periodically reviews enrollment to ensure that we are meeting our goals.

Achievement: Calling a successful bond election.

In June, the CFSD Governing Board called an election for November 8. There were three questions on the ballot.

1. Bonds in the amount of \$38.5 million to underwrite approximately 115 facility and transportation projects. The facility projects include renovations and infrastructure upgrades (e.g., HVAC, weatherization, roofing) on all campuses. We also need to replace our bus fleet.
2. Continuation of our District Additional Assistance (DAA) Override of \$14 million (\$2 million annually for seven years) to pay for technology and curriculum resources. This override has been in place for the past 14 years.
3. Continuation of our Maintenance and Operations Budget Override that added 13.3% to what the state finance formula authorizes. The override generates about \$4.5 million annually. It has been in place since 1984.

All three of these proposals were passed by CFSD residents.

Next up, the Governing Board will authorize the first issuance of school improvement bonds that our voters approved in November. The first issuance will be \$14.5 million of the \$38.5 million approved by voters. We will issue bonds every two years (2023, 2025, 2027, 2029).

Priority projects for the \$14.5M are the string facility addition to the high school, Ventana Vista projects that were not completed during its renovation (e.g., sidewalk and parking lot repair, new playground equipment, irrigation system replacement), safety and security upgrades on all 9 campuses, and bus replacement.

Goal: Review and augment safety protocols for every campus.

Achievement: Upgrading school safety measures at every school.

The Governing Board reviewed the safety and security assessment report created by an outside firm that we hired last May. They did an in-depth physical examination of each of our nine campuses (grounds and buildings) over the summer and made recommendations related to each. The Board's review was done in executive session. Safety and security discussions are exempt from Arizona's open meeting law, except to notice the community that we are addressing the topic confidentially. Although some further security measures that we undertake will no doubt be obvious, others will not be.

Goal: Foster a diverse and inclusive environment for all students.

Achievement: Upholding the CFSD nondiscrimination policy.

In 2015, the CFSD Governing Board unanimously adopted a policy which states that our district is committed to nondiscrimination on the basis of sex, sexual orientation, gender identity or expression, national origin, ethnicity, religion, creed, age or disability. With the passage of the federal Equality Act (H.R.3185 - 114th Congress) on Jul 23, 2015, public school desegregation standards were revised to provide for the assignment of students without regard to sexual orientation or gender identity. Our nondiscrimination policy, and the practices that go with it, are firmly rooted in both written and case law for the 9th circuit in which we reside.

This year, much of what critics have suggested the Board do to accommodate our students' needs is simply contrary to the law. As such, there is no plan to revise the Board policy to exclude the language referencing gender identity or expression. Board members have indicated their full support of the current policy and our administrators' implementation of this policy in our schools. We've seen this same widespread support among our parents and residents. In the last CFSD Governing Board election, the winning slate of candidates ran on a platform where all students are welcomed and valued. Prior to a recent organized protest, which was mostly attended by those who live outside of our district, there was no feedback from students or parents about this practice during the last 8 years that it has been in place. Our practices are supported by reputable research on the positive effects of gender-affirming practices on the physical, mental, and emotional health of our students.