



Catalina Foothills Unified School District #16  
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## **BOARD AGENDA ITEM**

**ITEM NO:** 7.1

**BOARD MEETING DATE:** Tuesday, May 26, 2026

**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 are three recommended changes to the Performance Award Plan for the 2026–2027 school year. These recommendations are related to the Professional Learning requirement associated with Collaborative Inquiry Teams (CIT), attendance eligibility requirements, and the individual teacher performance component.

Currently, staff members must participate in a CIT and attend at least 12 meetings during the school year to be eligible for the performance award. CITs are intended to serve as a primary driver for continuous school improvement and student achievement. The recommendation is that each CIT establish a goal aligned to improving student academic outcomes. These goals should be academically focused, rigorous, specific, measurable, and include numerical indicators of success. Counselors may choose to focus on attendance-related goals due to the nature of their roles. This change is intended to ensure that CIT participation results not only in collaboration, but also in focused and measurable improvement efforts.

The second recommended change relates to attendance eligibility requirements. Currently, staff members must attend at least 90% (162 days) of the 180 instructional days to receive the full performance award. Once an employee falls below the 90% threshold, the award is prorated based on days worked. The proposed revision would establish that employees who miss more than 70 workdays during the school year would no longer be eligible for a prorated portion of performance pay. This threshold accounts for the 60 workdays available through Family and Medical Leave Act (FMLA) protections, in addition to the 10 leave days employees receive annually.

The final recommended change relates to the individual teacher performance component. Currently, teachers must receive a rating of effective or highly effective on the Teacher Assessment Program (TAP) evaluation to qualify for 100% of the award. The recommendation is to differentiate expectations for probationary teachers during their first three years of employment. Under this proposal, probationary teachers who receive a developing rating would remain eligible for 100% of the performance award. The district recognizes that probationary teachers are still developing their instructional practices and adjusting to the district's rigorous expectations for teaching and learning. This adjustment is intended to provide new teachers with the time and support necessary for professional growth during the early stages of their careers. Teachers beyond their third year of employment would continue to be expected to perform at the effective or highly effective level to receive the full award.

The performance award amount is determined annually by the State's allocation to the district through the Classroom Site Fund. For the 2026–2027 school year, the funding amount is projected to increase to \$883 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.**