

**MINUTES OF THE SPECIAL MEETING/  
STUDY SESSION  
OF THE GOVERNING BOARD  
SCOTTSDALE UNIFIED SCHOOL DISTRICT NO. 48**

November 12, 2015

A Special Meeting/Study Session of the Governing Board of the Scottsdale Unified School District, #48, Maricopa County, was called to order at 12:28 PM, at the Scottsdale Unified School District Mohave District Annex, 8500 E. Jackrabbit Road, Scottsdale, Arizona.

Board Members in attendance were Bonnie Sneed, President; George Jackson, Vice President; Kim Hartmann; and Barbara Perleberg. Pam Kirby was absent. Superintendent David J. Peterson was also present. A quorum was present.

Information/Discussion Items

Dr. Pam Sitton, Assistant Superintendent for Human Resources, presented Information/Discussion Item III. A. 1. Retention of Talent. A PowerPoint was shared that gave an overview of the results of employee surveys. The number one reason people stay with SUSD is because “the job fits well with the other areas of my life.” Dr. Sitton reviewed the many offerings available to all employees, such as the District’s mentoring programs, leadership development programs, and professional learning opportunities. New ideas to retain employees were discussed. Those included performance pay incentives, leadership coaching program, and a leadership mastermind group. In the future, the Board would like to discuss a way the District can develop and fund its own Career Ladder Program. They would also like to discuss what it would cost to offer more professional development opportunities to employees.

In the continuation of discussions related to the District’s 2020 Strategic Plan focus areas, Dr. Karen Benson, Executive Director for Instructional Services, presented Information/Discussion Item III. A. 2. Teacher Quality and Professional Development. A PowerPoint was shared showing the many celebrations the District accomplished or met from the 2011 plan, such as the establishment of programs for mentoring and leadership development for teachers, principals, and administrators. Also, the District implemented teacher and administrator evaluation systems.

Dr. Sitton continued the presentation relating to the 2020 Strategic Plan focus area Optimal Class Size and Personalized Learning (Information/Discussion Item II. A. 3) with a PowerPoint reviewing the strategies accomplished or met from the 2011 plan. E-learning was established, staffing ratios were lowered, and the Summer Bridge program was successfully established.

Future Items

Mrs. Hartmann asked how the inflation settlement funding the District may receive would be spent in relation to the subjects discussed at this Study Session. Dr. Peterson has been developing a plan and will bring the discussion to the Board at a future Study Session.

At 2:37 PM, Mrs. Sneed moved to adjourn the meeting. Mr. Jackson seconded the motion.

The motion was approved with a vote of 4 – 0 (Mrs. Kirby was absent).

Dated this 12<sup>th</sup> day of November 2015.

**The Governing Board of the Scottsdale Unified School District #48**

\_\_\_\_\_  
Bonnie Sneed, President

\_\_\_\_\_  
George Jackson, Vice President

\_\_\_\_\_  
Kim Hartmann

\_\_\_\_\_  
ABSENT  
\_\_\_\_\_  
Pam Kirby

\_\_\_\_\_  
Barbara Perleberg

Information/Discussion

•Retention of Talent

•Teacher Quality and Professional Development

•Optimal Class Size and Personalized Learning

Future Items

Motion #16  
Adjournment