

## **Faculty Advisory Meeting 3/3/2026**

Meeting started at 7:00 am - Superintendent Narducci opened the meeting by welcoming everyone in attendance.

### ***Superintendent Updates***

- We have 6 A+ Schools
- CEF Raffle Winner is Janeen Scaringelli, CEC Director
- Elementary Track Meet results: Carlson and Humphrey took home the 1<sup>st</sup> place trophies.
- Parents Day at the Capital (2/25) – we had great representation.
- Read Across America is this/ week. Superintendent Narducci will be reading at Basha Elementary and Frye Elementary.
- Read to the Final Four – 9 of our elementary schools participated.
- Plays and Musicals – Superintendent Narducci encouraged staff to attend Elementary performances if you are able to.
- Athletic Championships – PHS Girls & Girls Soccer are the 6A State Champions; CCHS Girls Soccer took the Open Division State Championship

### ***New Superintendent Updates***

Superintendent Narducci met with Dr. Battle. She is excited to join the Chandler Team and learn as much as possible. Dr. Battle will be meeting with Superintendent Narducci and cabinet members every Monday until she starts in July. This time will also allow for site visits.

### ***Staffing Cuts, Workload and Sustainability***

Superintendent Narducci informed the advisory that we have 14 schools under 450 students. We expect more decline next year. We are just not replacing the graduating kids with incoming Kindergarten students. School closures will cause us to send kids to other schools; this will make parents unhappy, and they will look for other options. Mesa Public Schools has 22 schools under 250 enrolled students. Our sites with the lowest number of students are San Marcos and Navarrete. Staff reductions will be necessary when schools close. Feedback from staff is that people need to make more money. In order to give salary increases, we need to increase our enrollment. The plan for next year is to start the staffing process earlier.

### ***Budget and Financial Decisions***

Emphasized our decline in enrollment. This is happening across the nation. As we continue to decline, we still want to value our employees. The Governing will decide between money to keep staff vs. money to provide raises for employees.

Ms. Berry shared the check register with the group along with options that were given to the Board.

Many asked where the money for the early signing stipend comes from – Lana explained that this is a one-time payment, monies were set aside in the Maintenance and Repairs account. Since the Bond passed, these funds are now available and can be used for one-time payments in salaries. After consulting with our attorneys, we can legally offer a one-time signing incentive to our employees using the one-time money.

*Meeting ended at 8:20 am*

## **Kudos & Concerns**

### **Knox Gifted Academy**

Kudos:

- Students raised over \$23,000 for American Heart Association’s Kid’s Heart Challenge.
- Knox has been named an A+ School of Excellence!
- Knox earned several awards with our extra-curricular teams including the Vex Team earning the Judges Award, our Future City Team earning a Top 5 placement, and a Spelling Bee runner up.

Concerns:

- None.

### **Riggs Elementary**

Kudos:

- Our Kinder–3rd Grade Celebration of Learning Night on December 3, 2025, was a great success! We had a wonderful turnout of Riggs families who came to support and celebrate our students. Families enjoyed student song performances and had the opportunity to visit classrooms to view current projects and learning displays.
- Riggs is incredibly fortunate to partner with Casteel High School’s Ed Pro program. We currently have 30 Ed Pro students who come weekly to serve as student helpers, working in small groups with our elementary students. This partnership has created a valuable and enriching experience for both our students and the high school participants.
- Congratulations to our 1st and 2nd grade teachers for completing the 95 Percent Training! This professional development focuses on strengthening phonological awareness, phonics, and word recognition. We are excited to see these research-based strategies implemented in classrooms to further support our students’ literacy growth.

Concerns: none

### **Frye Elementary**

Kudos:

- Third Grade students made it to the Sweet 16 for the Read to the Final Four competition.
- Mrs. Abbey, sixth grade teacher, earned her National Board Certification in Early Adolescence ELA.
- Frye staff had a lot of positive feedback on our recent Learning Walks, which focused on clarity and explicit instruction.

Concerns: None

### **ACP High School**

Kudos:

- It has been a privilege to work with Mr. Chris Driving Hawk during his tenure at ACP HS. He has served as a tremendous asset to the Arizona College Prep community, building strong ties with both students and staff. To maintain this kind of positive momentum, we hope the district will consider longer-term placements for Deans at a specific location. We look forward to establishing an equally productive partnership with the incoming Dean.
  - *The decision ware made in the best interest of the needs of all our schools, administrators and individual people being forced to move. Administrators have always been subject to movement as needed, but most especially Deans. These decisions are not taken lightly.*

Concerns:

- Kudos #1 for a suggestion.

### **Bologna**

Kudos:

- One of our sixth-grade students has improved their sight word reading from 3rd grade to 5th grade level!
- Our English Language Development students are working very hard in tutoring. There has been a lot of growth from the dedication of Mrs. Ezolt!
- Our 4th/5th Gabriel's Angels small group who work with Ms. Darcy and therapy dog Lily will be featured in some of Gabriel's Angels presentations/flyers. A recording crew will come out to one of their upcoming group sessions to record them in action and interview teachers on campus regarding the impact the Dog Therapy team has working with our students.

Concerns:

- What is being done proactively by the district to work on increasing enrollment (as much as possible)? Additionally, what is CUSD proactively working on in advance of budget considerations next year so that the only answer isn't more cuts? As more cuts happen, more tasks/expectations will continue to fall on staff shoulders and will beget more struggles. Time for teachers continues to shrink as the workload only increases. While teachers are incredible, there needs to be a sustainable balance between staffing cuts, class sizes, workloads, and teacher clarity/preparedness. Education, especially public, is too important to continue over-relying on teachers just "making it work" year after year.

- *Thank you for raising these important concerns. We fully recognize the impact that staffing reductions and increased expectations can have on our teachers and staff, and we agree that long-term sustainability must remain a priority.*

*From an enrollment perspective, increasing and stabilizing student enrollment is a top priority for the district. We are actively strengthening our marketing and outreach efforts to better communicate the value of CUSD, highlight our programs, and ensure families understand the opportunities available within our schools.*

*In addition, we are taking a more proactive approach to future budget planning. We will begin our budget committee process earlier this year, starting in the fall, to allow for more thoughtful planning, broader input, and the identification of strategies that go beyond reductions alone.*

*Our goal is to balance fiscal responsibility with maintaining high-quality educational experiences. That includes being mindful of class sizes, staff workloads, and ensuring teachers have the clarity and support they need to be successful.*

*We hear your concern that relying on staff to continually "make it work" is not sustainable, and we are committed to working toward solutions that better align resources, expectations, and support moving forward.*

- The process for hiring teachers is based on the STAMP assessment, there isn't much consistency in this department.
  - *We are in the process of streamlining the issuing of a regular contract once the STAMP assessment is completed.*
- The lack of behavioral support for students on days with no dean.
  - *Site teams will have to create a plan for who will help both when the dean is there and when they are not. Student Services team can help with training*

*and supporting but cannot be part of the site plan. Counselors/social workers will continue to support as they have.*

### **Payne Junior High School**

Kudos:

- We had a successful Step-Up Day - we welcomed 515 sixth graders to tour the school, learn about registration, ask questions of current Payne students, and enjoyed lunch in the cafeteria. They all left with Payne gear and a big smile! We definitely built-up excitement for next year.
- Donneen Mundt won an educator of the year award that will be presented at the Chandler City Council meeting this week!
- We are excited to host our annual Carnival this week! It always is a big success - thanks to our amazing Boosters and STUCO.

Concerns:

- Concern regarding what Spanish 1 looks like next year at the jr high level with schools moving to daily elective schedule. Currently, the Spanish teacher on campus has been told that a student would have to take Spanish their 7th grade year and 8th grade year to have Spanish 1 complete for high school. There are a few concerns with that: 1. Will more curriculum/resources be provided as that doubles the time with them being a daily elective. 2. Concern regarding student interest; why would a student want to give up two years of electives when they could just wait to do it for one year at the high school level. Our Spanish teacher would like clarification on this as soon as possible to prepare for next year.
  - *This was a site decision. (1) Yes, the curriculum department met with Spanish teachers to develop the curriculum map. There will be enough curriculum for both years. (2) Student should be well prepared to take Spanish 2 in 9<sup>th</sup> grade since Spanish I will be taught at a slower pace. Each site had the option of how they want to teach Spanish I.*
- With all the changes, what is the projected student to teacher ratio at the SECONDARY level only for next school year?
  - *The student-to-teacher ratio is projecting to remain the same as it has always been at 24:1. This means that we staff teachers at the secondary level by taking the total school enrollment and then dividing it by 24.*

### **Andersen Junior High School**

Kudos:

- Our STAR MOY data for math showed an average of 50% growth. Also, the prediction for 7th graders specifically is that 22% of them will test proficient on AASA which would be a large jump from last year!
- During Season 3, each week a team goes to AZ Brain Food each Thursday. They assist with packing nearly 4,000 meals that are distributed across the East Valley, including CUSD. This season 90 students have volunteered with their coaches.
- AJHS was represented at the Chandler Innovation Fair: Ms. Miller and Ms. Johnson both represented our school and our STEM accomplishments. We also hosted Faces of Science for our students, and it was a huge success.

Concerns:

- One area of concern is the change in operating hours and sports. Now that we are aligned with other junior highs, we are noticing a lot of student athletes absent from core classes at the end of the day due to games. Last year, on our earlier schedule, we didn't have as many games interfere with class time. However, this year it seems excessive.
  - *Our sport start times in the EVC have not changed. Many of our schools have been getting out of school around 4pm so missing that last hour is common. That said, student athletes know they must keep up with their grades, or they don't compete. If we were to move the games later, we would run out of daylight certainly in our 2<sup>nd</sup> and 3<sup>rd</sup> quarter outdoor sports. One thing that can be considered is to move their advisory or conference time to the end of the day.*

**Shumway Leadership Academy**

Kudos:

- We are proud of our two teams that placed second in the Chandler Innovation Fair. We had an excellent turnout of students and families at the fair, and it continues to be an event the students look forward to each year.
- Our school wide attendance effort has yielded an increase in attendance across the school. Our goose, Nugget lays a golden egg for each class that has perfect attendance for the day. Inside the golden egg there is a positive affirmation and a chance for a free dress day, or popcorn party. The Golden Ticket attendance program addresses students with chronic absenteeism and has been yielding positive results as well. Our EGGcellent Crew of students visit members of the Golden Ticket program daily and celebrates their attendance. Students can earn a Golden Ticket for every 5 days they attend and make purchases from our store. Most students aim to purchase a popcorn party or snow cone party for their class.
- Our students leaders on campus continue to lead the way with supporting campus in various ways including 6th graders supporting kindergarteners in their classrooms, and

leaders teach positive sportsmanship at lunch recess to younger students. Our Heart Healthy initiative has had a successful year with increased participation from last year.

Concerns:

- Our only concern for this quarter is field trip bussing has been very problematic this quarter. Twice in the past two weeks our students have arrived late to leadership events and track events due to buses arriving considerably late or not showing at all which promoted us to outreach Transportation.
  - *Thank you for sharing your concerns.*

### **Casteel High School**

Kudos:

- On January 27th, Casteel presented our 9th annual COLTure day. COLTure day is a lively celebration of our school's diverse cultures.
- The Casteel Band was awarded a \$1000 donation from Fulton Homes and Big 94.5FM. They also named Mr. J as Teacher of the Month.
- Congrats to our Awesome Seniors who participated in Caps and Crayons. The Kinders were so excited with the whole program, from walking in, to the Cheer and Pom Kids. Sitting in the huge stands and being the loudest when we had a contest! As the students walked onto the field, many of them were giving high fives to our staff and several were in awe of the special "football" grass we had! Watching the kids and Seniors take pictures together and give hugs on the way out was heartwarming! Thanks also to all the sponsors that played a role as well.

Concerns:

- Our Band facilities are inadequate for student learning. The band room does not serve the students in the program. The current space was never intended to be the permanent space, and the room is a fire hazard daily. Do we have a plan for the Bond dollars at Casteel?
  - *2025 Bond did not include any monies for CCHS band room improvements.*
- There is a growing concern that we are only split into two schools when convenient for the desired outcome by district, but yet classified as one school at the state and district level. When will this be decided which, we are.
  - *These decisions are based on what's best for the campus given the current arrangement. Casteel will continue to operate as 2 separate schools. We are expecting many changes to the reporting and subsequent rating of schools to shift in the near future as they are being debated at the state level currently. Once those decisions are made, then a determination for how schools are classified will be made.*

- Concerned about the recent cuts to equal the \$12 million the district is needing to save, yet in Super Q there was stated that there is a one-time 2% early signing retention stipend for employees who sign and return contracts within 5 business days of issuance. Where is this money coming from?
  - *The one-time 2% early signing retention stipend is being funded through one-time reserve funds. Because the district's override and bond were approved, we are no longer required to rely on these reserves for preventative maintenance and capital projects at the level we otherwise would have. This has provided some flexibility to use a portion of those one-time funds to directly support and retain our staff.*

*It is important to note that these are not ongoing funds, which is why the stipend is structured as a one-time payment rather than a permanent increase to compensation.*

*We understand the concern given the reductions that are being made, and we are working to be as strategic as possible balancing necessary budget adjustments while also investing in staff retention during a very competitive hiring environment.*

### **Santan Elementary**

Kudos:

- Kudos to our Open House Committee for putting together a terrific event for families registered for or interested in Santan for next year. It was a great evening!
- Kudos to our whole staff for helping to facilitate and being present for Picnic with Pals. We welcomed over 700 people to campus for the community event, and the response from families was outstanding!

Concerns:

- Continued concern about the exposure of allowed inappropriate behavior of Chief Hill JH kids on Santan Elementary students. ex. cussing and sexual content conversations.
  - *The location of junior high students that are in the opportunity program currently located at STJHS will be evaluated to determine the best location for the next school year. As a district, we are legally obligated to provide these students with an education, and currently Hill will not host the Junior students.*

### **Galveston Elementary**

Kudos:

- Third Grade did a huge PBL while incorporating STEM, design, reading, writing nonfiction, measurement, a Community Service Project and collaboration. They did a Float Parade, a Non-fiction Book, and a Wax Museum about Changemakers in AZ. The parents and students loved it and learned A LOT!!
- Next week is Read Across America Week. We will be celebrating literacy with guest readers (including Mayor and Mrs. Hartke, the Chandler Fire Chief, and many members of the City Council). This fun week will also include a Dr. Seuss themed Spirit Week and Dr. Seuss trivia contest.  
The Arizona Cardinals will be at Galveston for their Tackle Reading Event on 3/6. There will be a whole school assembly during which a story will be read to the students, and each student will leave the assembly with a free book!
- Our STEM teams are working on many incredible projects from Pre-k all the way to 6th grade. We have cardboard creators, animal habitat builders, Change Makers, Science experiments, and Fidget makers. Thanks to Mr. Notley, our campus creates a STEM environment for access to all students.

Concerns: none

### **Navarrete Elementary**

Kudos:

- Navarrete is an A+ School of Excellence! This recognition reflects the hard work of our students, dedication of our staff, and unwavering support from the Navarrete community.
- Our Navarrete running club had 44 students who placed and received ribbons at one race!
- Congratulations to 3 Navarrete students who were selected for CUSD Honor Band and one student won the peace art contest award.

Concerns: none

### **Haley Elementary**

Kudos:

- Haley is once again an A+ school! We're so excited and proud!
- Our amazing Drama Club is working hard on our annual show. Mrs. Abrahamson, many teachers, parents, and former Haley Tiger student volunteers have been working hard with our fourth-sixth graders on Wonka Jr.

Concerns:

- Is there going to be PD or compensation offered for the K-5 reading endorsement that is required by 2028 by the state? Many other districts have paid for their teachers to get

the certification. We spend a bunch of money on Letters training, but that was only for 3 teachers per site. ADE has paused its free courses.

- *Alison Krystek is working on communication regarding K-5 Literacy Endorsement options for our staff. Current news regarding the K-5v Literacy Endorsement can be found thin the HR newsletter.*

## **ACP Middle School**

Kudos:

- We appreciate all the hard work that was put into finding a new superintendent. Thank you for soliciting input from district employees.
- Our VEX teams did an amazing job at their last tournament walking away with four of the seven awards including the coveted Excellence Award.
- Our Debate team earned the Sweepstakes Award at the Harvard Council Tournament and Academic Pentathletes won 3rd place for 6th grade team, 2nd place for both 7th & 8th grade teams and countless individual awards. Riddisha Singh walked away with the coveted overall gold medal!!

Concerns:

- Why is there a signing bonus for signing contracts early? Where did these funds come from, and why did so many positions get cut when there were funds for bonuses like these?
  - *The early contract signing stipend is funded using one-time reserve funds. Because these funds are not ongoing, they can only be used for one-time purposes such as retention incentives—not for permanent salary increases.*

*The reductions that were made are necessary to ensure we can sustain ongoing compensation, including raises, in the future. Ongoing expenses must be supported by ongoing revenue, and that is what drives the need for position reductions.*

*We recognize that it can feel contradictory to see both reductions and a stipend at the same time. However, the intent is to use one-time funds strategically to retain staff in the short term, while making the structural adjustments needed to maintain long-term financial stability.*

- Is the district doing anything to help secure more substitute teachers? It seems like it is a struggle to get substitutes. When was the last time that the sub pay was increased?

- *We are reviewing fill rates and collecting data to determine how we can fill each vacancy. We are in the process of increasing the substitute pool from 800 – 1,000.*
- We continue to have major concerns about the health and safety of our students and staff related to pigeon infestation on our campus.
  - *Actively addressing these concerns and working with site staff on ideas. Az Best has been contracted for pigeon removal and remediation.*

### **CTA Goodman**

Kudos:

- Kudos to Anderson Junior High for a successful, smooth-operating track meet! Students had a wonderful time participating! What a great, memorable experience for them.
- 6th graders showed leadership by modeling how to play the ukulele for our kindergarten students and then teaching them how to play!
- Kudos to the CUSD Crisis team for supporting our students and staff after the sudden passing of one of our staff members.

Concerns: none

### **CTA/EPA Humphrey**

Kudos:

- Humphrey Campus Drama Club is doing amazingly! Our cast and crew have been putting in a lot of work to prepare Shrek Jr.! We also had a lot of support from our families and PTO to make sure that we have all of the supplies we need to bring the show to life with the props and set! The performance will be on Thursday, May 7th, 2026, at 6:00PM!
- Humphrey is one of the schools chosen for reimagining this year and we are so excited and appreciative. We cannot wait to get started. Thank you!

Concerns:

- Has the district considered a half day after the two P/T conference days, since elementary teachers are at school late on Thursday.
  - *No- the half days on conference days are to provide more options for the families to meet with the teachers to discuss their students' progress. There are school activities throughout the year that require staff to stay late. We don't offset those late nights with half days as this can impact on the required instructional minutes required by the state.*

- How will the district support the elementary sites with the special education department chair role now that deans will be supporting two sites and will not always be available when needed?
  - *Student Services team will provide trainings/meetings with the department chairs to ensure they are aware of the supports that they can give to the site teams and to help them with the compliance pieces of the duties, if they haven't had that responsibility previously.*

## **Bogle Junior High School**

### Kudos:

- The Bogle Jr. High Vex Robotics Team came to mentor our Robotics Team and gave us a look at what robotics looks like in Middle School. It was an amazing experience all around, and we even had two former Toros representing their team. The Team had a great time at the Chandler Innovation Fair, alongside our Tarwater teachers and students who represented as well.
- We had a wonderful Lunar New Year Celebration with many community partners, and we even had the Mayor in attendance! Two Tarwater students as well as the entire 2nd Grade DLI class's work has been selected to represent Tarwater Elementary at the 2025 National Chinese EXPO of Student Works which is an event organized by the American Academy of International Culture and Education. AAICE is a non-profit organization led by U.S. experts and teachers and provides support and information on best practices for educators as they teach Mandarin to American students.
- Allocating more FTE for paras based on the number of students in SPED and hiring paras for the SPED teachers/students was great! Thank you.

### Concerns:

- Conferences: Current scheduling of Parent-Teacher conferences creates significant barriers to effective family engagement. Quarter 1 conferences occur before sufficient student data can be gathered, while Quarter 3 conferences are held too late to implement meaningful academic interventions before year-end testing. Additionally, scheduling overlaps with the Chandler Innovation Fair creates a logistical strain for teachers.
  - *The timing of these has been discussed with the junior high principals. They prefer the Quarter 1 date because many junior highs have student-led conferences at this time. This is also time for teachers to build relationships with families before school becomes difficult for some students. This will hopefully lead to more conversations between parents and teachers. The quarter 3 conferences are held about 3-4 weeks into the 2<sup>nd</sup> semester. There are still a*

*quarter and a half of the school year left. During January, registration takes place. There is very little time to add anything else that month.*

- MTSS and ELD Implementation: Without interventionists, we are experiencing an unsustainable instructional model where classroom teachers must simultaneously manage Tier 1 instruction alongside multiple Tier 2, Tier 3, and ELD mini lessons. This "diluted" instructional environment, combined with the administrative burden of logging intensive data points, is detracting from the quality of core planning and direct student instruction.
  - *Bogle JHS does have at least one full time ELD teacher, in the current school year, who is providing ELD targeted instruction. Integrated instruction should happen in core content areas through the use of scaffolded instructional strategies and differentiation to meet student needs based on the students' proficiency level. When a student is receiving specific language support in Tier 1 instruction through targeted and integrated instruction, the vast majority experience success. Tier 2 and Tier 3 intervention supports are outlined by the MTSS guidance provided by Curriculum and Instruction, frequently differing in implementation by site. However, small group instruction with other students also struggling with the same concept, tutoring, intersession, and summer school are all additional ways to provide tiered support to ELs who may be struggling.*

### **Rice Elementary**

Kudos:

- Rice collaborated this year with Blue Watermelon Project, an Arizona-based nonprofit that connects schools to healthy, local, seasonal foods through hands-on learning. Founded by James Beard Award-winning chef Charleen Badman, the program brought an interactive cooking experience to our fourth graders, who prepared kohlrabi and apple salad alongside Chef Badman. The experience was filmed and shared at the Growing School Gardens Summit-and Rice was proudly featured in the video! We are glad to have these wonderful experiences that Mrs. Fogelman; our garden coordinator provides for our students.
- Students, families, and staff will enjoy another wonderful STEAM Night at the end of February.

Concerns:

- With the change of principal for the next school year, it creates a sense of uncertainty for the staff.
  - *We share the concern about the importance of hiring and supporting the next principal for Rice Elementary. The elementary executive directors have a clear*

*plan for soliciting and accepting input of the school community in deciding who should be considered candidates. Additionally, staff and community members will be part of the hiring interview committee.*

### **Santan Junior High School**

Kudos:

- We are so proud of our 8 students that advance to State for National History Day!  
Under the guidance of social studies teacher Donna Gustafson  
Ellie Schuttenberg - Ignaz Semmelweis and his Revolutionary Discovery - performance  
Aria Patel - Ignaz Semmelweis and his Revolutionary Discovery - performance  
Clara Salemi - Marching Towards Change - The Women's March on Versailles - Exhibit  
Ellie Kim - Anna Wintour: The Revolutionary That Refined the Fashion and Magazine Industry - website  
Sofia Piccinini - Beyond the Color Line: Loving v Virginia, A Turning Point for the Civil Rights Movement - paper  
Kadence Johnson - The Day that Lives in Infamy: The Revolution of Pearl Harbor - paper  
Ari Guzek - The Digital Revolution of Chess: Computers Surpass Humans and Beyond - documentary  
Ben Eaton - The Digital Revolution of Chess: Computers Surpass Humans and Beyond - documentary.
- We appreciate the district doing their best to protect our jobs and not implement RIFs.
- The bonuses that we have been getting have been so well-timed. We really appreciate having the money for holidays and breaks, etc.

Concerns:

- Many staff members were uncomfortable with the way that the reductions, especially for librarians, were handled. It seemed the librarians, tech teachers and the others were not given the respect that they deserve as professionals. The information was poorly timed and perhaps premature. It led to division within the community and while we understand the at cuts have to made, it really didn't feel like there was enough thought given to the process. Additionally, it seems like there were no options given to maybe keep the librarian at the junior high level. Maybe we could have been creative. Instead, the message was that their jobs were not valued. This doesn't feel good. CUSD can be better.
  - *We appreciate the feedback. The January Board Study Session was the first time specific options were reviewed. We met groups in December prior to the discussions. A budget planning session was also held with the Board in December where the total number of reductions and impacts were*

- discussed. Apologies, as we understand that staffing reductions have been difficult and for many unsettling. Although these are the timelines we used in the past, we know that these concerns matter. The decisions were not made lightly, and CUSD is not immune to enrollment shifts and reductions as communicated during faculty and parent advisories all year. Although the decisions were based on complex factors including enrollment, budget realities and long term stability as well as trends other declining school districts have followed in time, we recognize that we must continue to improve how we communicate, support and carry out changes of this magnitude as we will be faced with additional reductions and cuts over the next 3-4 years based on projected enrollment decreases. We have a plan to start the process much earlier - We will initiate budget committee in August and obtain input for recommendations for the 27-28 budget cycle.*
- There are still many people that do not feel transparency in the process of how the district administrative level will be cut. It is fair for us to know what is and what isn't being considered, even if final decisions haven't been made.
    - *As a reminder, at the January board meeting, we implemented the initial reduction of 7.0 FTE, which included one director, three assistant directors, and site-level administrative positions. Following the next two board meetings, the Board also authorized an additional \$300,000 in reductions. Those additional reductions will come from two director-level positions. The process is currently being finalized, and we expect to have more information to share in the coming weeks. We remain committed to being as transparent as possible throughout this process and will continue to communicate updates as decisions are confirmed.*
  - There was a time when CUSD was a big district that felt small. While we often grumbled about it, we interacted with people across the district by way of professional development that was hosted at various sites. We had the Spring Rally that had fun, celebratory vibe and raffles and we would run into people we knew across the district. We could buy plants from the Chandler High greenhouse. Now we are isolated and online and rarely have need to set foot on a campus that is not our own. It's very sad to see the human connection part of our CUSD staff being lost. Perhaps the intention is to lighten the load of the staff, but what is the tradeoff? It seems like the PD classes are great places to start to unite our employees across our many campuses.
    - *We agree that being in the district for over thirty years I can count on one hand the times our District Rally was cancelled. Although the Rallies have changed over the years in complexity - remembering the days we held them in a high school gymnasium and each school performed a skit that focused on our Mission and Vision, to our current format of Speaker, gathering, games etc. There is much that goes into the preparation and planning to provide this experience. One year we broke it down into seven (7) smaller rallies due to*

*social distancing.... This year we looked at the survey feedback as well as input from our Chandler Education Association and based on the input the majority felt they would like the time at their sites. We value these human connectors, especially opportunities that give staff members who may have worked at multiple locations as well. We will take that into consideration as we move forward. We know that the Center for the Arts is shut down going into next year based on the main stage remodel. However, we will look at ways we can be a large district and provide opportunities for participation in events that celebrate and culture build.*

### **Chandler Online Academy**

Kudos:

- The first time COA has earned an "A" Letter Grade from the AZSBE. Earning an "A" is rare for online schools as student populations tend to be extremely transient. Nice to see all the hard work paying off from the teachers to the office staff!
- We are in the middle of Winter Olympics Spirit Week! Students and teachers have the opportunity to dress up and share on their social media and on-screen during meetings. We had a nice turnout for our advisory winter Olympics Kahoot games!

Concerns:

- Concern about navigating AI usage for students in our online setting. We want students to use it as a tool ethically to help them in their education, not in place of their education.
  - *PD has been provided to all 9-12 sites and Shaun Creighton and Tech coaches can support staff as requested.*

### **Carlson Elementary**

Kudos:

- Our specials cohorts are going well. We have received great feedback from our students, families and staff.
- We have just finished our twice a week math tutoring partnership with ACP High School.

Concerns: none

### **Auxier Elementary**

Kudos:

- Our administration is fantastic. They have completely changed the vibe of our school!
- We went from over 20 people leaving Auxier last year to having to involuntary transfer one person this year. Teachers are very happy at Auxier.

Concerns: none

### **Jacobson Elementary**

Kudos:

- AZELLA testing went well and all students were tested.
- The staff have embraced PBL and grade levels have been sharing their amazing projects to the whole school.
- Our drama club has been working hard practicing for our upcoming performance of Aladdin.

Concerns:

- Wi-Fi has been slow and spotty at times.
  - IT will be conducting a Heat Map to determine the issue.
- The cleaning of the rooms was subpar, until just last week when a new person subbed. Hopefully they will stay.
  - *Thank you for sharing your concerns.*

### **CTA Independence**

Kudos:

- We are so excited to have 3 students placed at HISEF this year! It's a wonderful experience and two of our students are headed to AZSEF as our school representatives!
- We had our annual Variety Show on Friday, Feb. 27th! It was an enormous success, and we couldn't be more impressed with our students as they showed their incredible talents!
- We had a very successful Book Fair during our spring Parent Teacher Conferences, raising over \$13,000! We're excited as some of the proceeds from the fair go directly to purchasing new Library books for our school and students!

Concerns:

- How are we getting a raise if we are letting go of positions? Is it a total of 4% with the two 2% or just 2% and you get one or the other.
  - *The 2% retention stipend is a one-time payment funded from reserve funds and is not part of ongoing compensation. The 2% raise, however, is ongoing and is funded primarily through our M&O budget, aligned to the 2% increase in the state's base support level in the Governor's budget.*

*So, this is not a combined 4% ongoing increase. It is a 2% ongoing raise, with an additional one-time 2% stipend for those who qualify.*

*As enrollment declines, we must right-size staffing based on our student counts and staffing models. Fewer students mean fewer funded positions. This allows us to use the new ongoing dollars from the state to provide sustainable raises that help us retain and attract high-quality staff.*

*We understand how difficult this balance is and are working to align resources in a way that supports both our people and our long-term financial stability.*

- Just curious about why elementary doesn't do just intervention conferences in the spring like the junior highs. Some schools or grade levels at other schools do have this as an option, so why isn't this made so all schools can participate in this way to make the conferences more purposeful in the spring?
  - *In elementary schools, we value the opportunity to have individualized conferences with every parent to discuss each student's progress. This is a time to review progress, data points, and set goals moving forward. Whether a student is struggling, or not, it is important to maintain those positive relationships with the families throughout the students' elementary years.*

### **Chandler Early College**

Kudos:

- ASVAB was given for the first time at CEC for 17 students on February 11, 2026.
- We are wrapping up classes and giving 1st semester finals next week. Our kids have worked so hard this quarter, and we are so proud of them!
- We had our initial Cognia visit this week for accreditation!

Concerns:

- As we look at the 301 mandatory actions, can we suggest that we practice UDL by providing various pathways for staff to meet those payment requirements. Providing a few different options, rather than a single standard task (Learning Walks), would really align with our district's goals for inclusive and professional growth.
  - *301 will be actions will be determined by the Super Prop committee at the end of this semester or the very start of the next school year. Learning walks will be expected to be completed next year regardless of whether they are tied to 301 payments or not. With that in mind, the previous Super Prop committee felt like it was a good common expectation for the 301 plan.*
- We are hoping to work with marketing more to get information to students at the traditional sites who could benefit from our campus.

- *We are happy to have the marketing and communications team work with CEC to help support getting more information about the wonderful opportunities available at CEC.*

### **San Marcos Elementary**

Kudos:

- Artist Pierce completed his Artist in Residency and painted a mural in the multipurpose room.
- San Marcos had 95% participation in Parent teacher conferences.

Concerns: none

### **Basha High School**

Kudos:

- Both Basketball teams made the elite 8 in the open.
- Band, Choir, and Orchestra will be performing at Carnegie Hall in March.
- Ac Pen are Region Champs and Ac Dec finished 1st in pre state.

Concerns:

- Spring intersession credit recovery- concerns with students showing mastery.
  - *Spring intersession Grade Enhancement is not the same as credit recovery. We are trying to provide an intervention prior to failing (think an MTSS intervention). The intent of the intersession is to re-teach essential standards that were taught in quarter 3 to students who have in progress grades below 60% at the end of Quarter 3. If they complete the weeklong intersession successfully (on time, present every day, participatory, complete in class work) they will receive a grade enhancement up to 60% so they are no longer failing at the start of quarter 4. The intent isn't for mastery learning but for additional instruction and exposure to essential standards to help the student be successful in quarter 4.*
- The copiers just do not work well. Lots of breaking down.
  - *Service contracts are in place, please submit work orders.*

### **Fulton Elementary**

Kudos:

- I am so proud of our Lego club who showed up to demonstrate their builds at the innovation fair and represent Fulton. 1st - 4th graders learning how to present, lead demonstration conversations with spectators of all ages, and troubleshoot build fails in real time! My heart is bursting with pride for these kiddos!  
-Mrs. Evans, current k6 tech teacher and Lego robotics club coach.

- With deans being split between campuses how is the district looking to redistribute their responsibilities, particularly special education?

Concerns:

- We are formally requesting that the Knox Elementary School bus stop be relocated from our campus parking lot.

At this time, parents are dropping students off in the middle of the lot, which blocks traffic flow and creates significant congestion in our back parking area. Students are also exiting vehicles in unsafe locations, increasing the risk of an accident. In addition, parents park in the street, near the dumpsters, and in the middle of the parking lot. When parents and staff members politely ask drivers to move, responses are often uncooperative or disrespectful, which further complicates maintaining a safe and orderly environment.

This ongoing congestion presents serious safety concerns for our students, staff, and families, particularly during arrival times. For the safety of everyone on campus, we respectfully request that the Knox bus stop be moved to a safer and more appropriate location outside of our parking lot.

Thank you for your attention to this important matter. We appreciate your support in helping us maintain a safe and secure campus environment.

- *This is the first time we have heard of this concern. Dave and Mark will visit with site administration as well as observe pick up and drop off to assess and determine solutions.*

### **Basha Elementary School**

Kudos:

- Our site has completed our learning walks. We have seen a big shift in changes with our teachers and learning new ways to get our children engaged.
- We had an amazing Career Day. Huge community support!
- We will have our celebration of learning next week along with our 4th grade recorder concert. Mrs. Vogus works very hard with all of the students and their abilities to put on an amazing concert for our parents.

Concerns:

- SUBSTITUTES are difficult to find again.

- *We are reviewing fill rates and collecting data to determine how we can fill each vacancy. We are in the process of increasing the substitute pool from 800 – 1,000.*
- Enrollment.
- Changes with new leadership.
  - *The governing board has selected our new Superintendent - Dr. Anna Battle who is the current Deputy Superintendent at Roosevelt School District, Former Superintendent at Casa Grande, and former Administrator with Arizona State University Poly Tech campuses. I have known Dr. Battle for years and she is excited to continue to enhance and grow opportunities in CUSD for our students, staff and community. We have initiated transition meetings for her to get to know more about Chandler, and she has already emersed herself in our community by attending and participating in community events. She is absorbing much information prior to starting in her role on July 1, 2026.*

### **Perry High School**

Kudos:

- Several Perry Winter Sports are competing in State Tournaments. Currently, girls' basketball has reached the semifinals of the Open Bracket, boys' basketball is competing in the 6A tournament, and girls' soccer will be playing in the 6A championship on February 28.
- Perry recently retired the former Puma jersey and current NBA All-Star Jalen Williams of the world champion Oklahoma City Thunder. Jalen, his parents, and his Thunder teammates attended a Perry Basketball home game in Dan Serrano gym.

Concerns: none

### **Casteel Junior High School**

Kudos:

- Kudos to Counseling for promoting the Peer facil program - it really makes a difference for the specialized students and impacts the overall culture of inclusion on this campus so much compared to others I have taught at 😊.
- Kudos: We have a new mindfulness room that students love and have a safe space to come during lunch and when needing a break. ITS AMAZING as you know!!
- Kudos: Casteel hosted the largest Science Olympiad in the state. We had over 500 students from 25 different schools from across the state come to our school to compete in over 23 different science & engineering events. And a huge thank you to the NJHS

and NHS for volunteering as timers and helpers. The Casteel Invitational is the premiere event of the Science Olympiad Season.

Concerns:

- Sub shortages.
  - *We are reviewing fill rates and collecting data to determine how we can fill each vacancy. We are in the process of increasing the substitute pool from 800 – 1,000.*

### **Hartford Elementary**

Kudos:

- We had a group of 6th Grade students that placed 1st in the 2026 Hamilton Invitational Science and Engineering Fair. Also, three students from our 2nd Grade TOP class earned a Special award at the 2026 CIF. They received the "University of Arizona Wildcat Wonder Award" for their project, "Cafeteria Robot Using Teachable Machines."
- Mr. Kim, our 2nd-grade TOP teacher has been awarded a \$5,000 grant from the Jack Miller Center for his innovative project, "Freedom Message Machines."
- Our 5th and 6th track teams did very well in regionals (23 first place, 4 second place, 5 third place and 4 fourth place). We are very proud of them!

Concerns: none

### **Weinberg Gifted Academy**

Kudos:

- WGA 5th and 6th grade did well at the track meet. Winning first place in 5th grade girls 4X100 relay, 6th grade 4X4 Relay, 5th Grade Girls 200 and 5th grade standing jump.
- 5th grade students (Mae P and Lauren S) got second place for HICEF and have moved on to the state competition.
- New computers were brought to replace our old computers.

Concerns: none

### **CTA Freedom**

Kudos:

- A Slam Dunk for Literacy: Celebrating CTA Freedom!  
We want to extend a massive congratulations to the phenomenal third graders at CTA Freedom! These incredible "Falcon" scholars didn't just read—they dominated.

We are thrilled to celebrate their advancement to the Elite Eight in the statewide Read to the Final Four literacy competition. While they didn't quite make the Final Four, their

dedication to literacy is nothing short of legendary.

By the Numbers:

Since the competition tipped off on January 19th, these students have shown what true "Mamba Mentality" looks like in a library:

3,455 Minutes: The staggering average amount of time logged per student.

Top Tier Talent: Advancing to the Elite Eight out of hundreds of participating schools across Arizona.

- Our DLI Stamp testing was very successful!
- Our students are making a lot of growth on the STAR benchmark tests!

Concerns:

- Like many districts in the region, we are navigating the challenges of declining enrollment due to shifting demographics and rising housing costs. How can we attract families and help with the declining enrollment.

Have we as a district explored the possibility of expanding our services to the homeschool community. We've seen the success of programs like Mesa Public Schools' Eagleridge Enrichment Program, which offers:

Elective classes (Art, PE, STEM) specifically for homeschooled students.

Part-time schedules (1–2 days a week) that allow families to keep their homeschool autonomy while benefiting from district resources.

Certified instruction in a collaborative social environment.

Have we formally looked into creating a similar "elective hub" for homeschoolers? By offering high-quality electives or "a la carte" programs, we could bridge the gap with local families who are currently outside our system, utilize our beautiful facilities more effectively, and potentially see these families transition into full-time enrollment as they experience our amazing culture firsthand.

- How can we attract more families to our district? What can we offer that no other district offers?
  - *We continue to market our programs and choice schools to a high degree. Our sites focus will need to focus on high quality customer service as in many school districts that are experiencing the same declines they are working on retention of students and families and providing them with the type of customer service that they will tell others about. We see it in our schools where relationships are key and where parents and students are the central part of the culture of the school. We have been offering choice programs for years, which has slowed down our decline as many families opt for a school that best meets their child's interest and needs right here in CUSD. We agree that the more innovative,*

*creative and engaging the educational programs are at a school, the attraction rate will be higher - we have seen that in our own schools. We have many amazing options both inside and outside our district. We encourage our leadership and sites to explore these programs. Historically Mesa Unified had a larger number of registered Home Schoolers so offering some programming at a site was successful. With the increase in ESA's we may have a higher number of homeschoolers who may take a class, elective etc. so it will be something to monitor in the future. In addition, we have to look at the scale of providing the services and costs. We provided our parents with a home instruction model with access to online and found that there was saturation of service provider thus reducing the number of families requesting the option.*

### **Chandler Early College**

Kudos:

- Our students are enjoying each having personal access to their own laptop.
- Students are demonstrating progress with Unique Learning Curriculum.

Concerns: none

### **Chandler High School**

Kudos:

- We are beyond thrilled to celebrate our 10th A+ designation from the AEF!! We have always known that CHS is the best high school in the State, but this is a great reminder!! Scoring #1 among the designated high schools in AZ for A+ is something we are incredibly proud of!!
- A thank you for the IT improvements in the North K-building... teachers have seen a significant improvement in their Wi-Fi. We are looking forward to these improvements campus-wide soon.
- We are very excited to be piloting a new IB for All program on the CHS campus - this will be a huge win for our students, teachers and our community! IB is even looking at us to model this new initiative for future schools around the world!

Concerns:

- Our World Language Dept is concerned about student enrollment numbers dropping - we will have lost 3.5 FTEs in 2 years. What are the District's plans to support WL moving forward?
  - *We will continue to support WL through professional release days and continued conversations regarding items which impact WL Departments. Site specific WL*

*concerns (enrollment and offerings) should be addressed with Site Administration.*

- With the position of our Mindfulness Coordinator having been dissolved, what are the District's plans to continue this model for our students. We have seen it positively affect over 5500 students just this year - are we continuing the use of these mindfulness spaces and who will be managing them?
  - *All the CUSD high schools have mindfulness rooms on campus and have not had a mindfulness coordinator (prevention coordinator) position on the campus. The plan would be for Chandler High to follow the models that are currently being used at the other CUSD high schools.*
- "As we are sure most schools are concerned, we are also concerned about the decrease in FTE's. Our campus has historically seen numbers increase at the end of the summer, but with the lower staffing numbers, we're just concerned about what next year will look like in our classrooms. We are also concerned about what this will do to our required lower teacher-to-student ratios in our IB classes.
  - *All CUSD schools are staffed according to enrollment. Consequently, the reduction in staff is directly related to the decline in enrolment at CHS. Enrollments are tracked all year round. This includes looking at trend data for multiple years previous and the size of cohorts as they move through each grade level prior to arriving at the high school level. The student enrollments for the 25-26 school year never exceeded the FTE allocation. In fact, FTE allocation significantly exceeded student enrollment, far more than any other CUSD high school. Currently, the 26-27 student enrollment and allocated FTE are trending to repeat.*

### **Hancock Elementary School**

Kudos:

- Our Innovation Fair booth, "The Art of Science," at the Chandler Innovation Fair was a tremendous success! We are so proud of how everything came together and of the incredible energy throughout the day. A huge thank you to our amazing committee members who dedicated their time and helped run the booth from start to finish. While we did not have any project winners at the district level this year, we thoroughly enjoyed interacting with all of the innovative and thoughtful projects that were submitted. The creativity, effort, and problem-solving skills on display were inspiring. We are so proud of our students and grateful to everyone who made this event such a positive and memorable experience!
- We proudly celebrated excellence, dedication, and achievement at our AAA Awards Night! It was a wonderful evening honoring outstanding members of our school community who exemplified excellence in service, leadership, and character.

We were thrilled to recognize the following honorees:

- ★ Lindsey Wisniweski – Staff
- ★ Larry Riggs – Volunteer
- ★ Derek Alvarez Guzman – Student

The evening was a meaningful celebration of the positive impact these individuals have made on our school community. We are grateful for their commitment and proud to recognize their achievements!

- Our before- and after-school clubs continue to thrive this season, providing excellent extracurricular opportunities for our students to explore their interests, build friendships, and develop new skills. We are so proud of the strong participation and enthusiasm shown across all of our programs. Recently, our fifth- and sixth-grade students participated in the annual district track meet, where they had a successful and fun experience competing alongside other students from across the Chandler district.

Concerns: none

### **Bogle Junior High School**

Kudos:

- We are so excited to be getting a new roof starting over spring break!
- Our students are really loving the lunchtime prevention activities since this has been implemented.
- While many schools' enrollment has been declining, we are seeing increased enrollment numbers for next year.

Concerns: none

### **CTA Liberty**

Kudos:

- Liberty's Literacy Night was more than a success! We had a large turnout and the families loved it! They were impressed. Many families expressed to me that this is why they love CTA Liberty. Some also said they could see that the teachers put in a great deal of work to make this event successful for all. The students were excited to show the work they did and loved seeing the contributions of the other levels. Our Kindergarten Open House was held at the same time, so new families also got to participate in the knowledge and fun. I saw that some of the families have already decided to register their child/children after they completed kinder orientation and traveled to the different grade levels contributions. I was the greeter and stayed there as

families left the event. I got to hear all of the positive compliments. The office staff, as well as our administration, and the teachers were in full force. Some teachers put in a lot of extra hours to make this happen, too, and all students made their contributions. I believe that this event really sold our school and its programs. This is just one of the reasons that CTA Liberty is a great place to work and to be a student!

- We are incredibly proud to celebrate two of our third-grade students who were named finalists in the 4th Annual Postcard Contest hosted by the Arizona Historical Society.

Their original postcard designs were selected by a panel that included retired educators, members of the Tempe Historical League, the Arizona Historical Society, and representatives from the K12 Coalition. Finalist entries were showcased publicly at the Arizona History Museum and the Arizona Heritage Center on Arizona's Statehood Day, where community members had the opportunity to vote.

Being selected as finalists in a statewide academic competition is an incredible honor. These students demonstrated strong historical understanding, creativity, and pride in Arizona's heritage. We are so proud of how they represented Liberty with excellence!

- Liberty students demonstrated an extraordinary commitment to literacy through participation in the ReadBowl, a national reading competition that promotes reading volume, stamina, and student accountability.

We are incredibly proud to share that our 6th grade team earned the title of State Champions — a testament to their dedication, teamwork, and love of reading.

Throughout the competition, students tracked minutes, set goals, and encouraged one another, building both literacy skills and a strong reading culture across campus.

This achievement reflects Liberty's commitment to fostering engaged, motivated readers and celebrating academic excellence at the highest level.

#### Concerns:

- As we prepare to implement the updated Career Literacy standards next year, there is growing concern about how campuses will fund the hands-on, project-based learning experiences these standards require. Career literacy emphasizes authentic exploration of career pathways, technology integration, real-world problem solving, and community connections — all of which often require materials, digital tools, consumables, guest speakers, or specialized resources. Without a clearly defined funding structure or district-supported materials, implementation may vary significantly from campus to campus, potentially creating inequities in student access and experience. Clarification around dedicated funding, resource allocation, and district-supported curriculum or

professional development would help ensure consistent, high-quality implementation across schools and allow students to fully benefit from the vision of the standards.

- *Teaching and Learning is purchasing basic initial equipment and resources to support each site. Principals have also been collaborating and brainstorming ways to engage their community partners for additional support. The Career Literacy approach encourages the use of recycled and easily accessible materials whenever possible. Please note that not all projects will necessarily result in a physical product requiring materials. However, we have identified one required project per grade band each year that will be fully implemented and will lead to a tangible product. The curriculum menu provides one project per quarter, and the priority is to focus on developing the skills listed in the Career Literacy standards. In collaboration with our technology department, we are creating an alignment to how the different technology tools do we already have available to students can be used to enhance their learning experience.*

*In addition, the curriculum menu includes a list of free learning opportunities, such as suggested field trips and community partners to reach out for support. Teaching and Learning continues to recruit and develop new partnerships to add to the list. During training sessions, we also provide a list of grants that teachers and school leaders may be interested in applying if they wish to acquire specific materials for their unique site needs.*

*The curriculum menu ensures consistency across schools while still allowing each site to maintain its unique identity and respond to the needs of its specific community. Principals participating in the initial implementation have already shared examples of how they are leveraging their own school community partners for support and current budget to support as well. The IRC team will continue to provide coaching and assist sites that may need help building partnerships with industry.*

## **Andersen Elementary School**

Kudos:

- We are an A PLUS SCHOOL!!!!!!
- We finished Spring Conferences and we are so grateful for all the supportive parents who met with us, as well as for all the staff that put in countless hours to make sure our students are supported on their learning journey. Andersen Elementary has an awesome learning community!
- We have the best PTO who are always finding new ways to support our school!

Concerns:

- Lots of people are getting sick and there seems to be a shortage of substitutes.
  - *We are reviewing fill rates and collecting data to determine how we can fill each vacancy. We are in the process of increasing the substitute pool from 800 – 1,000.*

### **Sanborn Elementary School**

Kudos:

- Attendance at Sanborn Festival in January - 731 (332 adults / 323 children / 76 vendors) This was the first time our PTO made a significant profit of \$6,700.
- Musical Production of Finding Nemo - 4 total showings (2 student / 2 community) - We packed our Re-Imagined Amphitheater with over 350 guests at each community showing.
- Spring Family Picnic — This Friday during lunch — we are estimating for about 300-350 families to show up based on our amazing turnout during our Fall Family Picnic.

Concerns: none