



# SUSD Phase II Design Advisory Team

Meeting 1  
March 26, 2026

# Agenda



- Welcome – Dr. Menzel
- Design/Advisory Team
  - Makeup & Roles, Purpose & Intended Outcomes, Introductions
- Norms and Decision Making – Defining Consensus
- The SUSD Difference:
  - Mission, Vision and Values
  - Strategic Plan – Current Goals and Focus of Teams
- Greater Context
- SUSD Context - Shared by District Team Members
  - Marketing efforts
  - School Finance 101 - Budget
- Next Steps - Closing

*Break*

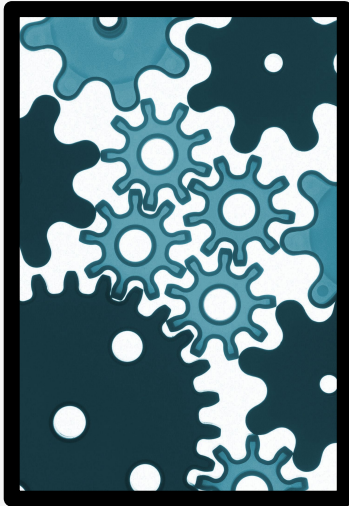
# Welcome – Dr. Menzel



## Setting the Stage for Phase 2:

- Phase 1 - Key Decisions
- Phase 2 - Proposed Ideas Shared to Date
- *Thank you* for your commitment to serve in this capacity!

# Phase 2 Team – Makeup & Roles



## Membership:

- 4 parents – each potentially impacted school
- 1 staff member – each potentially impacted school
- 7 SUSD community members at large
  
- Guests – Honored Experience
- Facilitators

## Supporting Team Members:

- District Admin Team and Site Principals

# Phase 2 Team – Makeup & Roles



## Facilitators

### Dr. Quintin Boyce

- Associate Vice President of Outreach with Educational Outreach and Student Services at ASU
- Led “like” committee work - Kyrene

### Dr. Karen Benson

- Clinical Assistant Professor - ASU
- Former Associate Supt. - SUSD

## Guests - Honored Experience

### Dr. Carole Basile

- Dean of Mary Lou Fulton College for Teaching and Learning Innovation at ASU

### Jan Dubauskas, Esq.

- Councilwoman, City of Scottsdale

# Purpose & Intended Outcomes



## SUSD -- School Repurposing & Enrollment Review

Website - [Link](#)

**Phase II Design Team** – Design and develop recommendations for a path forward for schools in the Desert Mountain Learning Community, including Copper Ridge School.

**Specifically: Develop 3 options for a long-range plan that address projected enrollment trends and maximize the use of schools and facilities – inviting additional community/family input and further vetting by District Team members**

\* Identify options to reduce our “footprint” to increase our impact – rendering full and thriving schools.

**Priority Considerations:**

- Optimize facility use
- Ensure financial viability
- Maintain academic excellence



# Meeting Dates & Key Topics

Tentative and flexible based on Design Team's needs



|          |   |
|----------|---|
| March 26 | Design Team: Structure - Purpose - Launch<br>Budget & Marketing |
| April 2  | Enrollment Trends<br>Facility Usage<br>Decision-Making Rubric   |
| April 16 | Demographic Trends - Models                                     |
| April 30 | Design Team - Dialogue  |
| May 7    | Determine Recommended Options<br>Survey/Invite Community Input  |

# Phase 2 Team – Introductions



- Name
- “Connection” to SUSD
- One thing you hope we accomplish, explore, or model in our work together...

A sample introduction form titled "Table Group - Insights" with a SUSD logo. The form is tilted and contains two sections for writing. The first section is labeled "Introduction - Share yourself - How do you hope to accomplish, explore, or model in our work together?" and the second section is labeled "Bridging the - Share shared ideas and what you hope to see, and what you hope to avoid about the future of our learning system."

# Norms to Guide Our Work Together



- **Engage fully**
  - active participation, start and end on time
- **Respect and seek to understand all perspectives**
  - assume positive intent, listen to understand
- **Collaborate constructively**
  - communicate openly, actively listen, disagree respectfully, stay flexible, be willing to compromise
- **Stay focused on solutions and shared goals**
  - use evidence to guide decisions, keep outcomes in mind
- **Cultivate a safe space for authentic and candid collaboration**
  - agree not to record meetings – nor share or attribute comments shared in confidence outside the group
- **Commit to consensus-based decision making**

# Consensus

A group decision making process where the participants work together to find a solution that achieves broad acceptance – even if not everyone’s first choice, and commit to moving forward together once consensus is reached.



**Process:**  
5-Finger Consensus

**Practice/Application:**  
Norms

# 5-Finger Consensus Overview

## 5-Finger Consensus

1<sup>st</sup> Vote

2<sup>nd</sup> Vote

3<sup>rd</sup> Vote: Majority Rules



- 5 – Strongly agree
- 4 – Agree
- 3 – Will go with group's decision
- 2 – Disagree
- 1 – Strongly disagree and can't support

# 1st Vote



On the first vote, if everyone shows a 5, 4 or 3, consensus has been reached, and we can move ahead.

If there are any 1s or 2s, those who indicate such are given the opportunity to explain to the rest of the group why they gave the rating and make recommendations to change the alternative in order to make it acceptable to them.

The originator of the alternative has the option to make the change or leave the option as it is and explains the decision to the rest of the group. If a change is made to the recommendation, then it is a new first vote. If no change is made then it goes on to the second vote.

# 2nd Vote

On the second vote, if everyone shows a 5, 4, 3, or 2, the decision is made, and we can move ahead.

The 2s are in essence saying, “I don’t think it is a good idea, but if that is what the group wants to do, I won’t block it.”

However, if there are any 1s, those who indicate such are given the opportunity to explain to the rest of the group why they gave the rating and make recommendations to change the alternative in order to make it acceptable to them.

Once more, the originator of the alternative has the option to make the change or leave the option as it is and explains the decision to the rest of the group. If a change is made to the recommendation, then it is a new first vote. If no change is made, then it goes on to the third vote.

# 3rd Vote

Majority rules

The decision is made based on the majority of the participants.



# Questions?



If you have a question during the presentations, please fill out a question card at your table.

Any questions you have after the meeting please pose via email to Karen Benson (email shared with group).

Some questions may be answered in future meetings.



# The SUSD Difference



# The SUSD Difference



- > 20,000 students
- 29 physical campuses and one online school
- Premier choice for Pre-K-12 public education for more than 128 years

# Students at the Center



*OUR WHY:*

*because  
kids!*

*OUR COMMITMENT:*



Elevate  
**Excellence**  
EVERY DAY.

*OUR FOCUS:*





# Grounding our Work...



OUR FOCUS  
THEIR FUTURE

## DISTRICT VISION

*Engaging all students in world-class,  
future-focused learning*

## DISTRICT MISSION

*We inspire, motivate, and empower all to  
think critically, act collaboratively, and embrace  
diversity for a life of intellectual exploration,  
community engagement, and personal growth.*



## DISTRICT VALUES



**Excellence:** *We nurture a growth-minded culture of high expectations, creativity, persistence, and self-discipline.*

**Integrity:** *We demonstrate honesty, transparency, and reliability through our words and actions.*

**Empathy:** *We welcome all with kindness, love, compassion, and joy.*

**Trust:** *We earn the confidence of stakeholders through accountability, openness, and authenticity.*

**Inclusion:** *We create an equitable environment where everyone is respected, treated with dignity, and has a sense of belonging.*

**Unity:** *We connect across communities to advance educational opportunities for all.*

# Strategic Planning

## Current Teams at Work



SUSD Strategic Plan  
website - [link](#)

### Innovation

#### Math Powers Possibility

##### **SPARK Team:**

- Exploring and designing program options
- Intake process for vetting ideas/proposals
- Cross membership with Phase II Team

#### Centralized Enrollment

#### MTSS Team



# Strategic Planning – Why the need for this team/work?

## 1. Ensure Quality Education

- a. Fewer students in a building can affect access to specialized programs, course offerings, electives/specials, extracurriculars, and support services.
- b. Schools with fewer students will reduce staff to match enrollment and may lead to larger class sizes.
- c. Addressing enrollment trends through strategic planning will help to maximize educational and extracurricular offerings for all students.

## 2. Optimize Space & Resources

- b. Declining enrollment results in underutilized facilities and leads to inefficient use of funding, staff, and facilities.
- c. Schools still incur maintenance and operational costs for these underutilized spaces, diverting funds that could be used for instructional resources and programs.
- d. Efficient use of buildings focuses resources on students rather than maintenance.

# Strategic Planning – Why the need for this team/work?

## 3. Support Financial Stability

- a. Schools face financial pressure when buildings operate below capacity.
- b. Maintaining a balanced budget preserves funds for the classroom.

## 4. Ensure Community Engagement

- b. Community-supported solutions are more sustainable and effective.
- c. Community input helps to minimize disruptions to families and neighborhoods.
- d. A number of potential changes may *require* community involvement.

## 5. Plan for Future Needs

- b. Enrollment trends may continue to shift.
- c. Preparing now ensures schools are responsive to future demographic changes.

# “Macro” Context of Our Work – Anchor Points



## 1. School Choice Expansion & Competition

- Families have more options than ever (public, charter, private, microschools, virtual, homeschool), and are actively choosing based on fit and quality—not just proximity.

## 2. Declining Birth Rates & Population Shifts

- Fewer school-age children in many areas, plus housing and migration patterns reshaping communities.

## 3. AI & the Changing Nature of Learning

- Personalized, flexible, tech-enabled learning is redefining what school looks like and how it functions.

## 4. Evolving Family Expectations

- Families want flexibility, safety, relevance, and clear pathways to careers and college.

## 5. Redefining the Purpose of School (Community + Workforce Alignment)

- Growing push for schools to serve as hubs—integrating academics, career pathways, and community services.



# BREAK



# Fostering Engagement

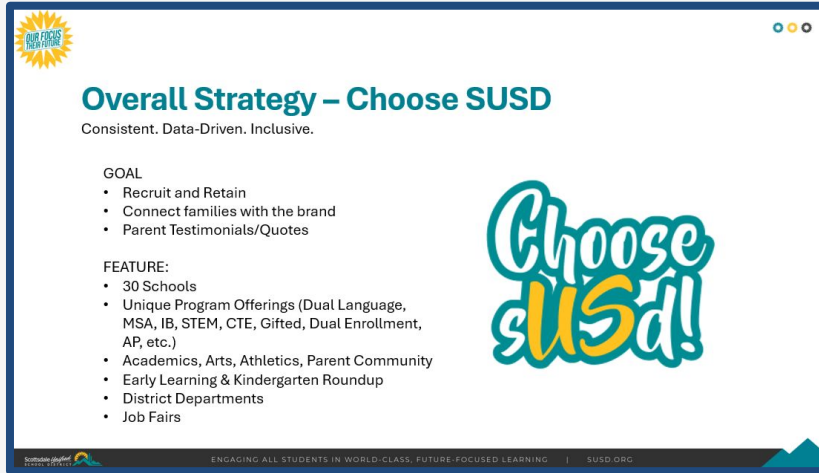


**K W L**

Topic: \_\_\_\_\_

| <b>K</b> What I know | <b>W</b> What I wonder | <b>L</b> What I learned |
|----------------------|------------------------|-------------------------|
|                      |                        |                         |

# Marketing Efforts - Enrollment



**Overall Strategy – Choose SUSD**  
Consistent. Data-Driven. Inclusive.

**GOAL**

- Recruit and Retain
- Connect families with the brand
- Parent Testimonials/Quotes

**FEATURE:**

- 30 Schools
- Unique Program Offerings (Dual Language, MSA, IB, STEM, CTE, Gifted, Dual Enrollment, AP, etc.)
- Academics, Arts, Athletics, Parent Community
- Early Learning & Kindergarten Roundup
- District Departments
- Job Fairs

**Choose SUSD!**

OUR FOCUS THEIR FUTURE

Scottsdale *Unified* SCHOOL DISTRICT

ENGAGING ALL STUDENTS IN WORLD-CLASS, FUTURE-FOCUSED LEARNING | SUSD.ORG



[Link](#)

# Team Debrief



**K W L**

Topic:

**K** What I know

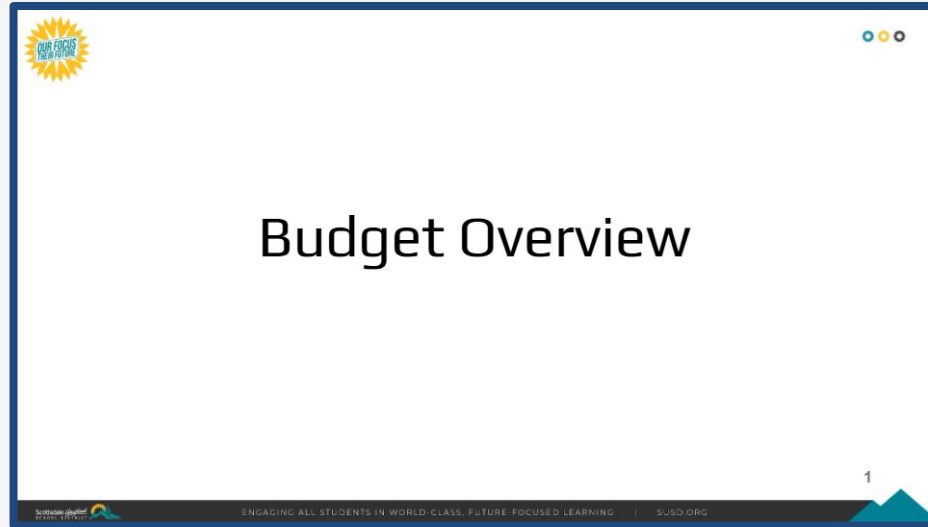
**W** What I wonder

**L** What I learned

## Inviting your insights:

What additional information is needed to understand context and make informed recommendations?

# Budget 101 - Overview



[Link](#)

# Team Debrief



**K W L**

Topic:

| <b>K</b> What I know | <b>W</b> What I wonder | <b>L</b> What I learned |
|----------------------|------------------------|-------------------------|
|                      |                        |                         |

## Inviting your insights:

What additional information is needed to understand context and make informed recommendations?

# Sharing Design Team Progress with SUSD Community

**After each meeting  
we'll post a summary  
statement – along  
with our slide deck:**

*SUSD School  
Repurposing &  
Enrollment Review -  
[Link](#)*

The SUSD Phase 2 Design Advisory Team has officially begun its work together. During the first meeting, members focused on building a strong foundation for collaboration — clarifying the team's purpose, roles, and decision-making process. The group also reviewed the district's mission, vision, values, and current strategic priorities to ensure a shared understanding moving forward.

The team examined important district context, including recent marketing efforts and key school finance fundamentals, to support and inform future discussions and recommendations. The group will continue its work in upcoming meetings, with the goal of identifying options to share with the broader community and invite feedback at the culmination of its work this spring.

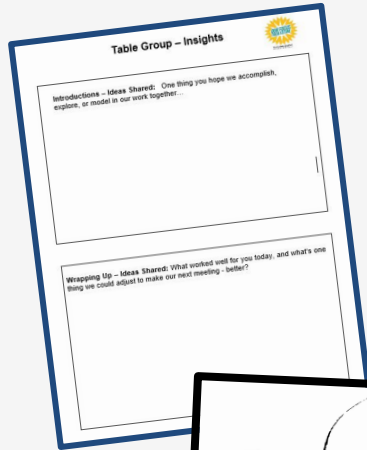
# Inviting Community Feedback Survey

At the conclusion of our work – we will develop a survey to invite community feedback on options identified by the Design Team.





# Wrapping Up



## Next Meeting:

- April 2 - 4:30 - 7:30
- DMHS Library

## Recommended Homework:

- Review materials on website: *School Repurposing & Enrollment Review* - [Link](#)
- Review Key Budget Presentation - [Link](#)