APPROVED

CASA ACADEMY

Minutes

Company Culture Committee Meeting

Date and Time
Wednesday January 10, 2018 at 12:00 PM

Location
Fennemore Craig, P.C., 2394 East Camelback Road, Phoenix, Arizona 85048, Suite 600

CASA Academy Governing Board meetings will take place at the CASA Academy campus (1500 W Maryland Ave, Phoenix, AZ 85015). Per A.R.S. § 38-431.02, notice of meetings for CASA Academy and any of its committees will be posted on this website. Notices will also be posted in the front office of CASA Academy (1500 W Maryland Ave, Phoenix, AZ 85015), which is open from 8:00 am to 4:00 pm, Monday through Friday.

Committee Members Present
M. Major, M. Tucker, T. Clayton Cundy

Committee Members Absent
M. Dahlen

Ex Officio Members Present
J. Leahy

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

M. Tucker called a meeting of the Company Culture Committee of CASA ACADEMY to order on Wednesday Jan 10, 2018 at 12:06 PM.

C. Approve Minutes

M. Major made a motion to approve minutes.
M. Tucker seconded the motion.

The committee **VOTED** unanimously to approve the motion.

D. Career Path for the Continuing Teachers

Discussion regarding creating career paths for staff, including: (1) how to set short term (1-year) goals that align with long term goals; (2) making goals measurable; (3) brainstorming goals (ex: lead a PD, plan a science/social studies unit, organize a field trip or pep rally); (4) how to keep staff invested in long term goals (goals that are 3-5 years down the road); and (5) how to handle opening new positions to current staff.

E. Movement of surveys from Governance Committee to the Culture and Engagment Committee.

F. Culture and Engagement Surveys for next year

G. Discuss a January meeting to review the CEO scale for the survey

Confirmed meeting on 1/31 at 12:00.

H. identify means and ways to retain teachers and staff

Discussion regarding teacher retention and recruitment, including how career paths will be a key lever here, referral bonuses, and compensation incentives.

II. Closing Items

A. Adjourn Meeting

M. Tucker made a motion to adjourn the meeting.
M. Major seconded the motion.
The committee **VOTED** unanimously to approve the motion.
There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 1:00 PM.

Respectfully Submitted,
M. Tucker