

APPROVED

# CASA ACADEMY

## Minutes

### Company Culture Committee Meeting

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#### **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

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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.

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#### **Committee Members Present**

M. Major, M. Tucker, T. Clayton Cundy

#### **Committee Members Absent**

M. Dahlen

#### **Guests Present**

J. Leahy

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### **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 Engagement 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