APPROVED

CASA ACADEMY

Minutes

Company Culture Committee Meeting

Date and Time
Wednesday October 3, 2018 at 12:00 PM

Location
Office of Fennemore Craig, P.C., 2394 E. Camelback Road, Suite 600, Phoenix, Arizona 85016

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

Committee Members Absent
None

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

M. Major called a meeting of the Company Culture Committee of CASA ACADEMY to order on Wednesday Oct 3, 2018 at 12:04 PM.

C. Approve Minutes

M. Tucker made a motion to approve minutes from the Company Culture Committee Meeting on 09-05-18 Company Culture Committee Meeting on 09-05-18.
E. Hunt seconded the motion.
The committee **VOTED** unanimously to approve the motion.

Roll Call

M. Tucker	Aye
T. Clayton Cundy	Aye
E. Hunt	Aye
M. Major	Aye

II. Other Business

A. Revisit Core Values

Review core values (definitions and student-friendly definitions). The student-friendly definitions of the core values are set in stone. Discussions regarding applying these core values to the staff. If we expect the core values of our students, we should expect them of our staff. Compare the core values with the CASA culture and engagement committee components of culture; discussions how to merge the documents. Discussions regarding the creation of long term culture and the utility of simplicity. Leave the mission and philosophy as they are; revise the core beliefs and core values. Discussions regarding incorporating the core values into teacher evaluation; add in a self-evaluation to evaluate the core values (to be added to December evaluation). Madison to make revisions and circulate draft of committee core values.

B. Review and update questions for one-on-one meetings

Review and revise teacher survey questions. Discussions regarding ownership of academics and adding questions into the survey tailored around data results. Discuss placeholders for questions coming out of the annual staff survey. Meetings will be 30 minutes.

C. Additional Items to Discuss

Next time: discuss annual survey results; culture and retention.

III. Closing Items

A. Adjourn Meeting

M. Major made a motion to adjourn the meeting.
M. Tucker seconded the motion.
The committee **VOTED** unanimously to approve the motion.

Roll Call

E. Hunt	Aye
M. Major	Aye
M. Tucker	Aye
T. Clayton Cundy	Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 1:06 PM.

Respectfully Submitted,
M. Major