

MINUTES OF THE WORK SESSION – APRIL 16, 2026

The Board of Education of the Aspen Peaks School District met in a work session on Thursday, April 16, 2026, at 7:08 PM. The work session took place in a conference room at the Aspen Peaks School District located at 759 E Pacific Drive in American Fork, UT.

Board members present: Board President Diane Knight, Vice President Amber Bonner, Nicki Brammer, Jeanne-Marie Burrows, Jason Hart, Steve Sparti, and Jason Theler.

Also present: no one else was present

President Diane Knight conducted the meeting.

COMMUNITY COMMENTS - no comments

DISCUSSION/ACTION ITEMS:

1. Key Performance Indicators for Superintendent Evaluation

The board is required by law to evaluate the superintendent annually. The goal for this meeting was to determine a rough draft of the evaluation which will be presented to Superintendent Perkins for input and collaboration.

The evaluation consists of two parts:

- FOCUS AREAS (select up to 5)
- Key Performance Indicators or KPIs (select up to 8.)

Each board member previously completed a survey to determine priority Focus Areas and KPIs. (See the attached document, “Superintendent Evaluation /KPI Priorities.”)

The following synopsis of survey results was presented to board members:

FOCUS AREA 1: District Infrastructure & Operational Readiness	7/7
● District ready to open and operate successfully	6/7
● Organizational structure established and operational	3/7
● District data and reporting systems in place and usable	3/7
FOCUS AREA 2: Organizational Culture & Talent Systems	6/7
● Clear and compelling vision for working in APSD	4/6
● Staffing readiness for district launch	3/6
● Clear HR support approach for schools and district leaders	2/6
FOCUS AREA 3: Community & Governance Engagement	6/7
● Growing community trust and confidence in the district	5/6
● Superintendent visible and engaged with schools and Community	4/6
FOCUS AREA 4: Student Learning Foundations	4/7
● Clear direction for curriculum and instruction across schools	4/4
● Clear and compliant support for students with additional needs (SPED and intervention)	3/4

FOCUS AREA 5: Fiscal Stewardship & Compliance

4/7

- District budget developed and financially sustainable 2/4
- Regulatory and legal compliance maintained 2/4
- Resources directed toward district priorities 2/4

During the discussion, the board changed the Focus Areas and KPIs to be more reflective of their vision for Aspen Peaks:

FOCUS AREA 1: Students

- KPI: Establish systems to provide clear and compliant support for all learners
 - POSSIBLE 2027 KPI: Curriculum & Instruction

FOCUS AREA 2: Teachers/Staff

- KPI: Development of a clear description of the employee experience, expectations and what differentiates APSD as an employer
 - POSSIBLE 2027 KPI: Quality & Timely Professional Development
 - POSSIBLE 2027 KPI: Staffing Readiness

FOCUS AREA 3: Community

- KPI 1: Superintendent visible and engaged.
- KPI 2: Seek regular stakeholder feedback and use it to inform decisions

FOCUS AREA 4: Operational/Fiscal Readiness

- KPI 1: District budget developed and resources directed to district priorities
- KPI 2: District organizational structure and reporting systems in place

FOCUS AREA 5: Innovation

- KPI: Regularly analyze existing structures for potential innovation.
 - Possible categories of innovation
 1. Teacher career path possibilities
 2. Pay scales
 3. Student experience
 4. Employee wellness
 5. Creative problem solving
 6. Lunch offerings/schedules
 7. School schedules, i.e. start times, etc.

ADJOURNMENT

The work session adjourned at 9:07 PM.