

MINUTES OF THE WORK SESSION – JUNE 22, 2026

The Board of Education of the Aspen Peaks School District met in a study session on Monday, June 22, 2026, at 1:21pm. The work session took place in a conference room at 759 E Pacific Drive office 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: Superintendent Perkins and Business Administrator Bea Twede. There was approximately 1 other in attendance.

President Diane Knight conducted the meeting.

COMMUNITY COMMENTS

There were no comments

DISCUSSION/ACTION ITEMS:

1. Housekeeping items
 - a. Superintendent Meetings - is the schedule working?
 - i. Yes, we will stick to Monday at 3:30pm.
 - ii. Committee meetings need to start if they haven't already. We need to set up a schedule that works for everyone. Are we going to have all our meetings on Monday or throughout the week?
2. Superintendent evaluation metrics
 - a. We are required by law to evaluate the superintendent annually.
 - i. Diane turned the meeting over to Superintendent Perkins for his comments.
 1. What is the timing of the evaluation? - Board decided on January
 - a. The board feels if either party is not going to renew, the January timeline allows for time to search for another superintendent prior to the end of the contract on June 30.
 2. Focus Area 1: Students
 - a. KPI: Establish systems to provide clear and compliant support for all learners
 - i. POSSIBLE 2027 KPI: Curriculum & Instruction
 - b. This January we will be a "skeleton" crew, there will be no students, only staff. Staff will be working on the handbook.
 3. Focus Area 2: Teachers/Staff
 - a. KPI: Development of a clear description of the employee experience, expectations and what differentiates APSD as an employer.
 - i. POSSIBLE 2027 KPI: Quality & Timely Professional Development.
 - ii. POSSIBLE 2027 KPI: Staffing Readiness
 - b. January timeline would include a Professional Development Plan for the next 3 years. The Strategic Plan will not be complete.

Onboarding of new staff - we want to help teachers feel supported in the months of January - March when morale is down. We want our ESPs to feel appreciated and supported.

4. Focus Area 3: Community

- a. KPI 1: Superintendent visible and engaged.
- b. KPI 2: Seek regular stakeholder feedback and use it to inform decisions.
- c. Visibility in January is tricky. Aspen Peaks July 1, 2027 visibility will be in full swing. The Board confirmed that Superintendent Perkins is already doing this with school visits, summer festivals. We are receiving feedback through surveys at Gratitude Tours, Boundary Studies, Cultural styles (responses from principals), website current with district activities and dates, etc...

5. Focus Area 4: Operational/Fiscal Readiness

- a. KPI 1: District budget developed and resources directed to district priorities.
- b. KPI 2: District organizational structure and reporting systems in place.
- c. The budget will be directed towards our priorities and organizational structure will be in place.

6. Focus Area 5: Innovation

- a. KPI: Regularly analyze existing structures for potential innovation.
 - i. 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...
- b. Innovation - we are going to continue building our structures for Aspen Peaks, different from Alpine. We will be open to and listen to innovations as they are introduced. Are we looking at our existing structures and trying to improve those structures? Are we being responsive to the feedback from our community? We don't want to get too comfortable with the ways things are going currently. We are looking for meaningful change. We need to be open to other ideas and be willing to try new things. Document our findings when we have researched our innovative ideas. Our team is speaking with colleagues around the country and getting ideas from them.

- b. We need to do this process with our Business Administrator also.

3. Discussion about Aspen Peaks School District's Mission, Vision and Values - our goal is to leave with an Aspen Peaks School District Mission, Vision and Values
 - a. We need to come up with a single statement that we can start to build on.
 - i. Aspen Peaks Board Priorities
 1. Nurture Every Student's Potential - Cultivate a seamless culture of care and connection that wraps around every child. Ensure all learners possess the resources, interventions and pathways needed to thrive academically and emotionally.
 2. Foster a Robust Educator Culture - Establish a professional culture that attracts, develops and retains outstanding educators and support professionals - giving them the freedom and support to inspire students every day.
 3. Connect Families & Unite Community - Build bridges of trust and partner with our families, schools and local communities. Elevate the voices of all stakeholders to create a welcoming educational environment for every student.
 4. Prioritize Resources for Student Success - Champion operational integrity, compliance and financial transparency. Maximize every dollar and asset to advance the student learning experience.
 5. Innovate Purposefully for Student Learning - Promote a forward-thinking learning community that pilots innovative pathways and experiences - preparing our students to adapt and lead in an ever-changing world.
 - b. Mission/Purpose Statement - 10 words or less
 - i. Mission Statement - **EVERY STUDENT - EVERY DAY**
 - ii. Each year we could add a VERB prior to the tag line
 - c. Superintendent Perkins shared the *Vision for Aspen Peaks* handout with the Board that the cabinet is using to gather feedback. Please review the handout.

ADJOURNMENT

The work session adjourned at 3:07 PM.