

Recognition Committee Meeting Minutes
4:15 to 5 p.m. March 15, 2011

Attending: Melinda Nelson, Mary Anne Stuckart, Kevin Johnson, Linda Miller, Susie Landsem, Denise Sues, Anika Barklind, Gennie Clawson, Tanya Rowe, chair, Margaret Gude, recorder

After brief introductions and a welcome to new member Anika Barklind, Tanya Rowe did a quick recap of where we are at with three awards in the Annual Awards program that have not been settled yet: One Schoolhouse, Closing the Achievement Gap and Leadership. The Leadership award will be decided by a group of administrator peers and the other two awards will be reviewed later this spring.

Sign up sheets were passed around for help with the Retirement Dinner set up (scheduled for April 28 at the Country Club). Invitations have been sent out to those retirees who have left service since April 2010 to present.

A discussion of Staff Appreciation Week ensued and the Committee decided to forego a Districtwide Staff Appreciation Week given that most school PTAs celebrate staff the first week in May with treats/lunches/etc...Some schools may not have an active PTA organizing celebrations. Tanya will send out an e-mail to principals to find any schools that may not have an active PTA leading to inequity in celebrating staff. With the help of the Superintendent's Parent Advisory Committee and the Bellingham Public School Foundation, a staff lunch could be brought in at these schools.

In lieu of the district sending out a card or a small treat to all staff this year, the committee decided that the best time to honor and appreciate all staff is during the All Staff Back-to-School Event in late August/early September. Suggestions included continuing with the breakfast and handing out a small token such as a pencil or pen with the logo and an inscription. Committee will discuss further at a May meeting yet to be determined.

The committee proceeded with a discussion of the 2011 Annual Awards recipients and the timeline for the surprises scheduled for later in March. As a wrap-up to the 2011 Annual Awards program, the committee was asked to send in any reflections or suggestions for improvement. (Please see attached submissions.)

Denise Suess (My thoughts):

- 1) Still find it difficult to pick one great person from a group of great people; however, after doing it for a number of years I can find “small bits” that stand out above another. A lot weighs on the writing ability of the nominator. Not sure how to get around that. Would continue to direct those who are reading the individual’s files to concentrate on the detail of accomplishment and not just the eloquence of the writer.
- 2) Are all schools participating in the nomination process? Any schools that we need to ask a little more cooperation from? I have not heard that there is, just wondering.
- 3) I can’t think of anything else to comment on. I did like the way Tanya handled Melinda and dismissing her from the meeting without giving away anything. Nice!

Kevin Johnson (turned in at meeting)

- 1) Create a timeline checklist for the administrators to send out to their staff (post/e-mail)
Example: 1 month window is open, 1 week left, nomination due tomorrow, etc...
- 2) Put up a poster for staff lounges in each school.

Kevin...e-mailed in:

So, I made time to meet with several key players at Sehome about the Annual Awards process/timeline, and thought I would share a little feedback from them (I mostly just listened, so I could get notes right.)

1. They felt like the form explaining what to do for a nomination had changed (I actually wasn’t sure about whether it had, or hadn’t?) from previous years, but regardless they felt like the form itself is a bit “too wordy”. They hoped for clear, concise set of bulleted points of what they do and do not need would be more helpful.
2. Timeline – they weren’t sure where all their time went, but they were sure they ran out too quickly? They wondered about an on-line submission (perhaps a e-mail, or T Drive “drop box”) maybe speeding up the process?
3. Finally, they all felt bad about not nominating more people from our school – that was mostly because I made them feel guilty for having the Dist. Teacher of the Year in 2010, and then not nominating anyone for teacher, team, or volunteer this year – however, they all really knew of people that would have loved to honor, they just didn’t...

On another note, I spoke with Phyllis about changing the Staff Appreciation “gift”/whatever to the Welcome Breakfast and she thought that was a GREAT idea!