

Monitoring Response Document – INITIAL COMPILATION

Policy Monitored: EL-4, Staff Treatment, Compensation & Evaluation
 Date Report Submitted: Feb. 19, 2020
 Date Due to Board President: March 11, 2020
 Board Member: Bashaw, Benjamin, Diaz Hackler, Mason

Below are my responses in connection with the report:

<u>Ends Reports:</u>	<u>Executive Limitations Reports</u>
1. The Board finds that the Superintendent: <ol style="list-style-type: none"> a. has achieved the goals established in the policy. b. is making reasonable progress towards achieving the goals. c. is making reasonable progress towards achieving the goals, but a greater degree of progress is expected in some areas.* d. is <i>not</i> making reasonable progress in achieving the goals established. * e. cannot be determined* 	1. The Board finds that the Superintendent: <ol style="list-style-type: none"> a. is in compliance. KB DB CDH JM b. is in compliance, except for items(s) noted.* c. is making reasonable progress toward compliance.* d. is <i>not</i> in compliance <u>or</u> is <i>not</i> making reasonable progress toward compliance.* e. cannot be determined*
*see comments below (No. 3)	

2. Please note commendable progress over the last year.

KB:

- Reduction in paper.
- Using online forms.
- Posting positions earlier to get a better pool of applicants.
- Personal day buy-back.
- Culturally responsive practices that are ongoing with partners.
- One hundred percent of employees enrolled in SEBB.

DB:

- Noted use of new technology to improve efficiency in HR processes. Shows progress and creativity.
- Nice strategy to use personal day buy-back and keep teachers in the classroom.
- It has been mentioned in previous years, but there is a bold use of awards and events for staff recognition.
- Expanded focus on culturally responsive practices supports the district’s emphasis on equity, inclusion and diversity.
- Professional development and staff mentoring is strong and intentional.
- Challenging year for labor negotiations was managed very well.

CDH:

- Impressive Substitute Fill Rate Chart.

- Culturally Responsive Training (CRT) for staff.
- Appreciate all of the hard work towards bargaining and salary adjustments.

JM:

- Success in utilizing substitutes and filling vacancies.
- Creative solution to use personal buybacks to meet various needs.
- The Communications team does a great job in providing thoughtful and meaningful avenues for employee recognition.
- Work to increase knowledge and training capacity around culturally responsive practices.
- Maintained 75th percentile for most groups, despite challenging statewide uncertainties and context.

3. Please note areas for additional improvement.

KB:

- None.

DB:

- None.

CDH:

- None at this time.

JM:

- None.

4. Comments on the report itself.

KB:

- I appreciated the thoroughness of the report.

DB:

- As in other reports, it's very helpful to bold new initiatives and work.

CDH:

- This report is great.

JM:

- None.

5. Possible changes to the policy.

KB:

- None.

DB:

- None.

CDH:

- None.

JM:

- None.