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:

<table>
<thead>
<tr>
<th>Ends Reports:</th>
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</thead>
<tbody>
<tr>
<td>1. The Board finds that the Superintendent:</td>
</tr>
<tr>
<td>a. has achieved the goals established in the policy.</td>
</tr>
<tr>
<td>b. is making reasonable progress towards achieving the goals.</td>
</tr>
<tr>
<td>c. is making reasonable progress towards achieving the goals, but a greater degree of progress is expected in some areas.*</td>
</tr>
<tr>
<td>d. is not making reasonable progress in achieving the goals established. *</td>
</tr>
<tr>
<td>e. cannot be determined*</td>
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<table>
<thead>
<tr>
<th>Executive Limitations Reports</th>
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</thead>
<tbody>
<tr>
<td>1. The Board finds that the Superintendent:</td>
</tr>
<tr>
<td>a. is in compliance. KB DB CDH JM</td>
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<tr>
<td>b. is in compliance, except for items(s) noted.*</td>
</tr>
<tr>
<td>c. is making reasonable progress toward compliance.*</td>
</tr>
<tr>
<td>d. is not in compliance or is not making reasonable progress toward compliance,*</td>
</tr>
<tr>
<td>e. cannot be determined*</td>
</tr>
</tbody>
</table>

*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.


**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.