

*Monitoring Response Document*

Policy Monitored: EL-4, Staff Treatment, Compensation & Evaluation

Date Report submitted: 2/19/20

Date of Board's Monitoring Response: 3/25/20

The Board has received and reviewed the Superintendent's Monitoring Report referenced above. Following the Board's review and discussions with the Superintendent and his representatives, the Board makes the following conclusions:

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

2. Please note commendable progress over the last year.

- Reduction in paper and 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.
- 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 the communications team engaged 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 and Culturally Responsive Training (CRT) for staff.
- Professional development and staff mentoring are strong and intentional.
- Challenging year for labor negotiations was managed very well.
- Impressive Substitute Fill Rate Chart.

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- Appreciate all the hard work towards bargaining and salary adjustments.
  - Maintained 75<sup>th</sup> percentile for most groups, despite challenging statewide uncertainties and context.
3. Please note areas for additional improvement.
    - None.
  4. Comments on the report itself.
    - This report is great, appreciate the thoroughness of the report, it's very helpful to bold new initiatives and work.
  5. Possible changes to the policy.
    - None.