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:

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

*see comments below (No. 3)

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.
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

- Appreciate all the hard work towards bargaining and salary adjustments.
- Maintained 75th percentile for most groups, despite challenging statewide uncertainties and context.

3. Please note areas for additional improvement.
- None.

- 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.