

Monitoring Response Document

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

Date Report submitted: 2/19/20

ing Response: 3/25/20

Board makes the following conclusions:

<u>Ends Reports:</u>	<u>Executive Limitations Reports</u>
<p>1. The Board finds that the Superintendent:</p> <ul 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* 	<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"> a. <u>is in compliance.</u> 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*
<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.
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- 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 75th percentile for most groups, despite challenging statewide uncertainties and context.
3. Please note areas for additional improvement.
- None.