

*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:

| <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.

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.