

## 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:

<u>Ends Reports:</u>	<u>Executive Limitations Reports</u>
<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. is in compliance. <b>KB DB CDH JM</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 <u>or</u> 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.

**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.

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