

BOARD POLICY EXPECTATION

With respect to interactions with the community (parents, students, and the general public), the Superintendent shall not fail to ensure that all stakeholders are treated with respect and dignity at the district level, within each school and classroom.

CERTIFICATION

I hereby present my monitoring report on Executive Limitations Policy EL-2 “Community Relationships” in accordance with the monitoring schedule set forth in board policy. I certify that the information contained in this report is true as of April 16th, 2019.

Dave Holmes, Superintendent

SUPERINTENDENT’S INTERPRETATION OF POLICY

I interpret this expectation regarding community relationships to mean the Board believes the district must interact, support and communicate to all community stakeholders in a positive and supportive manner. By operating in a manner that is proactive, transparent and sincere, we will increase the likelihood that a positive and supportive learning culture will be developed for students and therefore maximize the opportunity students will have to accomplish the expectations set forth in the Board’s Ends Policies. This process will also build the capacity of the district to serve students and meet the overall community expectations for the success of us all.

REPORT

There are seven specific areas described in this policy. The following will address each specific area of EL-2 as best as possible. At the time of this report, I believe that the district is in compliance with all the Board’s expectations.

1. *The superintendent shall not fail to build upon the positive image of the district.*

IN COMPLIANCE

Our entire district team continues to do a very good job of building upon and protecting the positive image of our district. We have many traditional events, practices, communications and interactions that occur each year. During the current year, we’ve had many positive news articles on topics such as our athletic teams, our knowledge bowl and our efforts to build a new middle school, dealing with the growth of our district and community. In addition this year, we saw many positive stories, posts and comments about our fair labor agreements, our budgeting and ultimately the positive state of our district’s finances. I’m not aware of any published articles this past year that were critical of the district! We continue to

have many positive community engagement efforts such as Kindy-Cub nights, incoming freshman orientation, the district backpack event and Veterans Day assemblies to name just a few. The Father/Daughter dance continues to build as a tradition and was an incredible event this year drawing much praise and appreciation. In addition, we've done a great job of partnering with our parent support groups to continue many popular events such as fall carnival, christmas bazaar, family movie nights and book fairs. All of these events are huge successes and provide both parent and community involvement, and also enhance the image of the district. Therefore, I believe strongly that we are in compliance with this expectation.

2. ***The superintendent shall not fail to take reasonable steps to communicate with stakeholders through regular communications (e.g. newsletters, website, email, etc.). IN COMPLIANCE***

We continue to expand and upgrade our electronic platforms. We have improved and maintained a "well visited" facebook page, expanded our webpage and increased our email and electronic communication with parents. Based on my personal purview of webpages for other districts, I believe that we have more relevant content than anyone else available to our stakeholders on our webpage. We have transparency in everything we do. We continue to use School Messenger (telephone communication system) to inform parents of important news beyond school weather delays and closures. All in all, we have received very positive feedback from stakeholders about our communications, changes to formats and responsiveness to inquiries.

To facilitate better feedback from stakeholders as part of essential two-way communications, we continue to organize our usual linkage meetings throughout the year. Whether this is with students, staff or parents and community, linkage meetings provide not only the Board, but also the organization with valuable perspectives, ideas and feedback from those we serve. Finally, we have held community nights with and without the Board where we have invited the community in to listen and communicate with us on numerous topics from the new school progress, social emotional issues and teen depression. I am confident there is ample evidence of not only reasonable steps being taken, but that significant opportunities have been increased to provide many opportunities for strong two-way communication with stakeholders.

3. ***The superintendent shall not fail to appropriately involve stakeholders in an advisory capacity in important issues which impact them directly; nor fail to provide to district advisory groups, such as those formed for curriculum, facilities, and levy/bond matters, a formal charter document advising each such group of its purpose, organization and functions. IN COMPLIANCE***

We continue to have positions on our IMC committee to maintain broad community

representation on curriculum adoption. Over the past year, we have worked closely with different stakeholders to discuss and make decisions around continued changes and improvements to our special education services. Our levy support group expanded its membership via Citizen's for La Center Schools and had success with the levy passage in a time when our neighboring districts struggled. Our administrative team continues to represent the district with attendance and participation in outside support groups such as the music association, the booster club and the PTO. CTE advisory committee has continued their participation and work. Lastly, with the successful completion of our high school accreditation process, parents were given an opportunity to evaluate and give input on both our student learning improvement plan and on the process itself. All of this creates two way communication that is used to gain input from a variety of special interest stakeholders that in turn increases the capacity of our district.

4. ***The superintendent shall not fail to build positive relationships with the media as an important conduit of communication with the public. IN COMPLIANCE***

As the district spokesperson, I continue to have opportunities to interact with the media this year. The primary media connections over the past year continue to be with *The Reflector* Newspaper and *ClarkCountyToday.com*. The district has built a very positive relationship with Ken Vance, the editor of *Clark County Today* while he was the editor at *The Reflector*. He has written a number of positive, interesting and informative articles about our district. We have had many media interactions about the exciting happenings in the district that included stories on our students, activities, sports and educational achievements/opportunities. I do work diligently with Adam Littman of *The Columbian* and he has produced a number of positive stories usually related to finance. All of these news stories continue to give information to stakeholders as well as build on the positive image of the district, many beyond our district. Good relationships pay off!

5. ***The superintendent shall not fail to build positive relationships with community businesses, service and community groups and other community groups involved in building a positive school community. IN COMPLIANCE***

We continue to enjoy many positive relationships with community businesses and organizations that have been cultivated over the years that enrich our school community. Some of these include the La Center Community Foundation, the Casino Charitable Trust, ESD 112, La Center United, Citizens for La Center Schools, the Lions Club, the city of La Center and the La Center Police Department to name a few. All these organizations help make our school community better, stronger and safer through their selfless contributions of resources, manpower and expertise. Two particular relationships have been improved and are becoming key to our current district goals this past year. Our relationship with LCU and their new coordinator, Angela Johnson, has really become a positive working partnership especially around social-emotional issues and addressing student use of drugs and

alcohol. Our relationship with the city and Mayor Greg Thornton, is invaluable in our new school construction process.

6. ***The superintendent shall not fail to be visible and approachable as the CEO of the school district.*** IN COMPLIANCE

I continue to see this expectation has having two distinct parts that work together. Being visible is about being where students, teachers, parents and community are and then being approachable while at those events or in those areas.

I pride myself on being both approachable and frequenting places and times where the district is conducting our business of teaching and learning. I believe that being approachable and inviting of conversation, criticism, and ideas is built over time with trust and building of connections. I've worked for over two decades to build those community connections and continue to do so everyday. I feel like I know almost everyone in our district. Many of our current parents on the K-8 campus and a few at the HS are my former students and/or athletes. This gives me a huge advantage in making connections and building trust.

Over the past year, I have attended concerts, performances, competitions, classrooms, athletic events, orientations, community events/meetings, city council meetings, county council meetings, ESD meetings and state meetings on behalf of the district. I've met with our local legislators numerous times and have corresponded with them on an ongoing basis during this very important legislative session. All these events/meetings allow me to learn a great deal about how our schools are serving students and meeting the expectations of stakeholders while building lasting relationships and sending the message of approachability.

7. ***The superintendent shall not fail to prepare annual school and district progress reports to the public.*** IN COMPLIANCE

The annual reports are completed in the fall of each year for the previous year. The current annual report for each school is available online at each school's website and in hard copy in each office. Each report includes all items required by state law at a minimum, but goes beyond that in many areas to share the successes with stakeholders. I believe we were highly successful in this regard. This was the second year that the district has had a "district improvement plan" that was built upon the three "building improvement plans." Our annual report was done in a professional manner that was used to also promote our levy and build positive view of the district. We not only published our annual report, but a very thorough improvement plan as well.

Notes from AL-2 reports-

Elementary-

Community Relations (opportunities for parent and community involvement)

Monthly newsletters

Electronic communication (via Messenger) for grade-level and school-wide events, news and updates.

Seeking two community members for Whole Child Team – re: social/emotional learning.

Collaborating with two parents and staff to establish/promote “Bobcat Buddies” to generate consistent recess volunteers and family/community involvement.

Partnering with PTO on school-wide events (Bingo Night, Father/Daughter Dance, Mother/Son event)

Title 1 School-wide Committee (includes three community members)

Hi-Cap Leadership team – Community participation

Grade-level family involvement events (Math Nights, Family Picnic, Literacy, etc.)

Music concerts/art shows

Parent surveys (twice yearly) – Panorama

Field trips (by grade level)

Field Day

Science Fair - (Solar-powered cars), “Math is Cool”, Science Olympiad

Ukulele Club

Middle School-

LCMS has added a newsletter recently called “Hawks Headlines”. Each month it is emailed to middle school parents and staff, placed on our website, and a link to it included in the monthly board reports. It contains upcoming dates and events, important messages, and highlights of various activities around the building. A big shout out to assistant secretary Rochelle Wilson, who is the founder and creator of Hawks Headlines.

Stakeholders are always treated with respect and dignity, and we tirelessly work to

build positive rapport with our community. With social media outlets being used frequently, it can be a challenge at times to address misinformation, or partial stories. We always stay above the fray, and work to problem solve at the core of an issue, with professionalism and kindness.

High School-

From accreditation:

The ESD team conducted focus groups, structured and informal interviews with certificated and classified staff, parents, and students.

There is evidence of broad stakeholder involvement in the SIP planning process. *‘As a paraeducator, my opinions are welcome and accepted by teachers.’*

Multiple tools are used to gather evidence of input from students and community members. Survey results and meeting agendas verified the stakeholder feedback that data are regularly considered in the improvement planning process

Study teams are formed that analyze data on late start mornings. These teams are cross-section representative of multiple leadership teams.

The *LCHS Communication Protocol* defines how stakeholders are included in the updates of the plan.

Providing formal (surveys) and informal opportunities for the administrative team to receive feedback from staff, students and parents. All stakeholder groups feel comfortable providing that input.