

Monitoring Report - Executive Limitations Policy
EL-3 Staff Relationships

BOARD POLICY EXPECTATIONS

With respect to interactions with district staff, the Superintendent shall not fail to ensure an organized, mission-focused, and empowering culture exists for all employees in the service of students.

CERTIFICATION

I hereby present my monitoring report on Executive Limitations Policy EL-3 “Staff 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 August 16th, 2021.

Peter Rosenkranz, Superintendent

SUPERINTENDENT’S INTERPRETATION OF POLICY

I interpret this expectation that as a district we will continue to build systems that are focused on our district mission and facilitate a culture in service of students and their learning. I will continue the work on rebuilding and reenergizing our mission statement as a unifying component to build coherence within our system that is focused on our students' learning and growth. I truly believe that we are working to develop confident and self-reliant, life-long learners, who can thrive.

REPORT

There are nine specific areas described in this policy. The following will address each specific area of EL-3 as best as possible. At the time of this report, I believe that the district is in compliance with the Board’s expectations.

1. *The superintendent shall not fail in having a long-term plan for the district that has gained the support of all stakeholders and is approved by the Board.*

IN COMPLIANCE

We have an approved District Strategic Improvement Plan that is subject to annual review and update based on data and input from stakeholders. This plan is linked to the Building Strategic Improvement Plans and is in service to improving student learning.

- District Strategic Improvement Plan

- Building School Improvement Plans
- Three Year PBL/STEM Plan
- 100-day PBL/STEM Plan from June 2021 Reboot Meeting

2. *Fail to provide positive, mission-focused professional development opportunities for all staff.*

IN COMPLIANCE

With the recent completion of the book study by our leadership team, Coherence, The Right Drivers in Action for Schools, Districts, and Systems, by Michael Fullan and Joanne Quinn, we are continuing to develop and improve on our systems that connect the strategic plan and our professional development. We have an outstanding mission statement that can provide unity and clarity as to our direction for student learning. We are specifically targeting training on reading and math instruction specifically for students who may have lost reading skills due to COVID interruptions. Additionally, mathematics training for the new materials that teachers are using in 3rd grade through Algebra II. Specifically, 3rd - 5th grades are piloting the Bridges materials that have been in use with the primary grades and 6th - Algebra II are Carnegie materials that are in a pilot year.

Targeted staff training for this school year:

- Professional development prior to the start of school that focuses on high-quality instruction for all students
- PBL/STEM needs for teachers to support student learning
- Mathematics training for new materials implementation (Bridges, Carnegie)
- Orton-Gillingham supplementary reading strategy training

3. The superintendent shall not fail to treat staff with respect, dignity, and concern for their well-being.

IN COMPLIANCE

Throughout this pandemic, we have been working to make sure we not only maximize in-person student learning, but also meet the needs of our staff. I truly believe we always listen. We may not always agree, but we do work together and in the end our kids benefit from this work. Over the past year, we have met with staff and the associations to work through and within COVID protocols as they are disseminated from the state. We headed up the COVID Response Team early on in our work to bring different stakeholders together.

4. The superintendent shall not fail to handle personnel matters in a fair, appropriate and impartial manner.

IN COMPLIANCE

I have been working specifically with the union and the association through Dave Holmes for the past four years. I believe I have done admirably through this work as we continue to develop our relationships and solve challenges we all face through COVID and beyond.

5. The Superintendent shall not fail to appropriately and effectively delegate decision-making to the appropriate level in a manner that empowers distributed decision-making.

IN COMPLIANCE

With the beginning of a new year comes some changes that will impact delegation and decision making with specific ownership in order to diversify the workload. Specifically, we have split the assistant superintendent role into two positions, Director of Student Services and Director of Teaching and Learning. With the personal understanding of the workload requirements of all that is being asked of school districts, we were in need of the additional personnel to support our teachers which will in turn support our students and ultimately create independent life-long learners who can thrive.

6. The superintendent shall not fail to recognize the good work that staff achieves on behalf of students.

IN COMPLIANCE

There are multiple ways we work to recognize the success of our staff and students. Specifically, we use board meetings to recognize the good work our staff is doing each month. Additionally, board reports from our principals and directors often share specific examples of student success and achievement.

7. The superintendent shall not fail to recruit the best staff possible to achieve the mission of the district.

IN COMPLIANCE

The La Center School District enjoys a reputation of a wonderful place to work and raise a family. The number of applicants has steadily increased over time with quality candidates making hiring decisions difficult. This is a nice problem to have. Working to connect the district mission statement, we are upgrading our postings to include the mission statement as the first expectation of employment. We will continue to refine our hiring process and practices to meet the needs of our students by attracting and hiring high quality applicants.

8. The superintendent shall not fail to effectively manage employee union negotiations with minimal impact on district services to students.

IN COMPLIANCE

I have worked in concert with Dave over the past three years to negotiate Memos of Understanding, three year contracts, and am currently working on a wage opener with our classified staff. We work together in good faith to build a strong relationship and I anticipate we will continue to collaborate throughout this year.

9. The superintendent shall not fail to implement a process for calendar development that allows stakeholder input.

IN COMPLIANCE

There are many factors that impact the district calendar. Similar to years past, I will provide options for the board to make a final decision.