

Monitoring Response Document

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

Date Report Submitted: 2/13/2025

Date of Board's Monitoring Response: 3/13/2025

The Board has received and reviewed the Superintendent's Monitoring Report referenced above. Following the Board's review and discussions with the Superintendent and his representatives, the Board makes the following conclusions:

Ends Reports:	Executive Limitations Reports
1. The Board finds that the Superintendent: a. has achieved the goals established in the policy or is making reasonable progress towards achieving the goals. b. is making reasonable progress towards achieving the goals, but a greater degree of progress is expected for policy items noted.* c. is not making reasonable progress in achieving the goals established. * d. cannot be determined*	1. The Board finds that the Superintendent: a. is in compliance, with the acknowledgement that there is always more work to be done. b. is making reasonable progress towards compliance, except for item(s) noted.* c. is not making reasonable progress toward compliance.* d. cannot be determined*
<i>*see comments below (No. 3)</i>	

2. Please note commendable progress over the last year.

The district demonstrates strong, ongoing efforts to support, develop, and recognize its staff, with clear evidence of improvement across multiple areas. Recruitment and hiring practices continue to evolve, including the launch of a new jobs webpage and a focus on building a staff that reflects the diversity of the student population. Employee recognition is thoughtful and well-executed, and professional learning opportunities have steadily improved, as seen in the dramatic increase in training course completion. Substitute fill rates have risen notably despite increased absences, reflecting smart staffing strategies. The district also maintains strong, collaborative relationships with labor organizations and continues to make meaningful progress on staff compensation. Grant-funded programs like PESB and BEST have further enhanced training and support systems. Overall, staff at all levels appear highly engaged and high-performing, and the district's approach—from hiring through retirement—is both strategic and deeply appreciated.

3. Please note areas for additional improvement.

None.

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4. Comments on the report itself.

Very comprehensive and informative.

5. Possible changes to the policy.

None.