

Monitoring Response Document

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

Date Report Submitted: 2/22/2024

Date of Board's Monitoring Response: 3/14/2024

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:

<u>Ends Reports:</u>	<u>Executive Limitations Reports</u>
1. The Board finds that the Superintendent: a. has achieved the goals established in the policy. b. is making reasonable progress towards achieving the goals. c. is making reasonable progress towards achieving the goals, but a greater degree of progress is expected in some areas.* d. is not making reasonable progress in achieving the goals established. * e. 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.

Not new, but requiring a written response to the Promise as part of the job application process is something the Board appreciates. Impressive/creative job retaining employees through reassignment and other means during a period of budget challenges. Good effort to rebuild substitute availability and fill rates post pandemic. Research shows that staff recognition is a key contributor to staff performance and retention. The sheer number of robust efforts is almost overwhelming. There is clear evidence of keeping staff up to date on strategies of inclusion and aligning instructional practices to The Bellingham Promise. There are successful efforts to train and build skills of paraeducators and beginning educators. There is evidence of maintaining and improving the numbers of ethnically diverse staff. We understand that these are challenging times due to state funding formula shortfalls. Continuity in teaching roles supports improved student outcomes. [Ronfeldt-et-al.pdf \(caldercenter.org\)](#) Our district's work to maintain continuity in student-facing roles during a period of significant budget challenge was commendable and supportive to our students' development and the goals of The Bellingham Promise.

In addition, the following were noted: work to retain and rehire staff as much as possible during budget cuts, creativity in how to attract new staff, efficiencies in hiring and onboarding process, employee recognition is always a high point for this district, volunteers back to pre-pandemic levels, excellent work around professional learning, particularly around the inclusion model. The Promise Awards, Good Apple recognition, kickoff event and Promise Stories really celebrate the great work of individuals and groups within the district. This work is commendable in its creative reinforcement of The Bellingham Promise goals and outcomes. The positive impact that new teacher mentoring has on retention is significant. ([Hayes 2021](#)) Bellingham's TOSA

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assignment, with funding support from the BEST grant, for mentoring new teachers is a commendable approach to improving support for new teachers at an especially important time in their careers.

3. Please note areas for additional improvement.

None. However, noted are that substitute shortage continues to be a (statewide) challenge, but work has been done to lessen their need. Continued emphasis on addressing the shortfall in available substitutes, a problem that is not unique to BPS, is necessary and recognized in the report.

4. Comments on the report itself.

Comprehensive, plenty of data, examples and links are provided. An excellent report with helpful information and detail that positions the board well for evaluation of the outcomes relative to our stated directions and limitations. The Board wonders if it might be a useful addition to include notable trends in aggregated employee evaluation information in future cycles.

5. Possible changes to the policy.

None identified.