

Monitoring Response Document

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

Date Report Submitted: 2/10/2021

Date of Board's Monitoring Response: 3/10/2021

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>
- The Board finds that the Superintendent: - has achieved the goals established in the policy. - is making reasonable progress towards achieving the goals. - is making reasonable progress towards achieving the goals, but a greater degree of progress is expected in some areas.* - is not making reasonable progress in achieving the goals established. * - cannot be determined*	- The Board finds that the Superintendent: is in compliance. - is in compliance, except for items(s) noted.* - is making reasonable progress toward compliance.* - is not in compliance or is not making reasonable progress toward compliance.* - cannot be determined*
<i>*see comments below (No. 3)</i>	

- Please note commendable progress over the last year.

There were so many changes and updates to policies due to the pandemic. The board recognizes all of the hard work and planning done by so many. This includes pivoting HR activities to remote alternatives, providing online professional development, shifting the volunteer coordinator to meet food and internet needs, and managing staffing as families' remote/in-person needs and preferences shifted over the school year. There was also commendable work done to avoid substitute shortages that affected many other districts in our state. The Board also recognizes excellent work to support newer educators and to gain agreements with the BEA and BAO for contracts. In hiring the new Equity, Diversity and Inclusion Director, the district also shows continued commitment to addressing equity issues.

- Please note areas for additional improvement.

No areas identified.

- Comments on the report itself.

The Board appreciates all of the examples and the comprehensive nature of this report and the examples showing how our superintendent is in compliance with EL-4.

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5. Possible changes to the policy.

No changes identified.