

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, 2022.

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, lifelong learners, who can thrive. In addition, I will focus on building partnerships with families, the community, staff, and students.

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 continue to work on refining our District Strategic Improvement Plan (DSIP). The DSIP is the long-term plan for improving student learning and is based on current research within education. The value of planning, implementing, assessing, reflecting, and repeating is a constant way of keeping pace with student needs as they

come into our system. We will be taking this to our community this year for input to help seal the partnerships we developed through the levy campaign.

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

IN COMPLIANCE

We continue to assume positive intentions on the part of all stakeholders. The constant focus on our mission has provided a direction to maintain the level of growth we need to support our students. Michelle O'Neil has worked diligently to provide professional development that is focused on our mission and within the boundaries set by our DSIP.

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

IN COMPLIANCE

We have a positive relationship with staff members and their respective bargaining units as well as non-represented staff. We meet regularly to connect and provide solutions to challenges faced throughout the school year. In this process we have been able to make significant progress toward a positive relationship which in turn can keep our eyes focused on our students and their growth.

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

IN COMPLIANCE

I have had several personnel matters that have needed attention this school year. I have handled them with dignity and respect to those involved. Listening, problem solving, and working toward a solution are at the core of the approach. Additionally, I am not willing to bend on our core values of serving students and their learning to provide supportive learning environments that empower students to reach their fullest potential.

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

The challenge we face in a district our size is the number of responsibilities that land on each of our shoulders due to budgetary limitations. That being said, I am working with Lauri Landerholm within the succession plan, Michelle O'Neil to direct teaching and learning, and Carrie Lindsey as our student services director. These are all jobs I used to do in my prior role as the assistant superintendent. I am excited for this team,

along with the leadership of our principals to support students, staff, and families in our mission.

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

IN COMPLIANCE

This year, due to the initial levy loss, we had to become creative to rekindle the love of our community and schools to pass our levy. We enlisted the support of Ross Higgins who designed an “I Love La Center” campaign which shifted the tide of negativity in a small way to support our amazing community and schools. I believe this is a key factor as to why our levy passed and I am so thankful for our volunteer team for their efforts and work to support the kids of La Center.

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

IN COMPLIANCE

The levy made this more challenging, however, the initial reaction to our certificated postings has been amazing considering how late we are entering the job search. Classified positions are a different story, however, these may be a bit slower to fill. That being said, we continue to focus on the highest quality candidate to serve our students and families. I have added our mission statement to each job application I review as the top item to be accomplished within their general duties.

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

IN COMPLIANCE

We are currently in bargaining with both units and are progressing. We would be nearing completion, however, we were focused on the passage of the levy prior to the completion of negotiations.

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.