

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 outlined in the board policy. I certify that the information contained in this report is true as of August 22nd, 2023.

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, learning, and their families. 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 are continually working to build a "through line" from the mission to the student as we work to improve student learning. Specifically, the District Strategic Improvement Plan or DSIP holds the overarching goals and strategies that are linked within the leadership

paradigm and Multi-Tiered Student Support work. Building Strategic Improvement Plans or BSIP, contains the reflection of the DSIP within the building. The overall goal is the achievement of the district mission and our students have access to high-quality learning environments so that when they are out of school they have choices for their career and life's journey.

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

IN COMPLIANCE

[Link to this year's plan for PD](#)

The link shows the professional development from June 2023 through January 2024. The PD is comprehensive and for most of the staff. When you see information in the Building SIPs or the District SIP that talks about intervention or instructional strategies, this is where the training is coming from to build the skills of our staff. We continue to grow professional development options for staff to improve their craft of teaching.

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

IN COMPLIANCE

I believe in our staff and believe that I treat staff with respect, dignity, and concern for their well-being. To that end, I am self-reporting and truly believe that I treat staff with respect and dignity. I also believe we have a system in place that if a staff member feels that I am being unfair, staff know how to get help with their concerns. Anytime someone comes forward with a concern, I always treat the concern with the attitude toward-what can I learn from the situation.

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

IN COMPLIANCE

We have and will continue to utilize the contract to guide our work moving forward with personnel matters. This past year I was able to, on a part-time basis, bring on an Assistant Superintendent to assist with concerns, personnel matters, and grievances as they arise.

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

As we continue to build our team and develop the skill set, we continue to improve our service to families, students, and staff. Thinking back three years, I was attempting to

accomplish four staff members' roles toward improving instruction. Our work continues to grow intentionally toward improving student learning. We continue to grow our own by building backup plans in the event of a catastrophic challenge within our team. Additionally, I will always deflect to our team for the great work as none of this is possible independently, and it takes a team to accomplish the great work that is happening in LCSD.

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

IN COMPLIANCE

With the expansion of our social media presence for LCSD, I Love La Center, Facebook, and focus on family and basics, we continue to share the amazing work that is happening in our district. We will continue to focus on a "growth mindset" to ensure we continue to maintain growth regardless of the success of our system. Additionally, I believe it is important to own our mistakes and challenges. We learn from mistakes and continue to grow and build a plan to support our team and students to grow brain cells.

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

IN COMPLIANCE

One of the success indicators I am using to show our recruitment trends is the sheer number of applicants we are seeing for open positions. We had a 2nd-grade and 3rd-grade teaching position and garnered 60 and 73 applicants respectively. We will always choose the best candidate and jobs in La Center have become significantly more competitive.

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

IN COMPLIANCE

I believe we have a good relationship with both unions, LCEA and SEIU. We have settled the wage openers in both contracts this summer and look forward to continuing positive relationships moving forward.

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

IN COMPLIANCE

The calendar, by policy, is processed mid-year. Routinely I seek input from staff for ideas as to how we can improve the calendar and be strategic in its creation. We have made adjustments based on feedback over the years.