

Board Report
Assistant Superintendent
February, 2020

Recruitment and Retention Team:

The District Recruitment and Retention Team has recently traveled to schools to present on how sick leave affects retirement. Mr. Conrad has presented two different situations to help folks understand the value of accumulated sick time. He used the board policy to help folks further understand why 151 accumulated sick time was the “magic” number for employees. So far, the employees have been very appreciative of the information. There were several who stated they were unaware of how the system works. This project has been completed. We have visited all schools and talked with all the certified employees.

Intent to Return Forms:

The personnel department sent out the yearly “intent to return” letters to staff last week. These letters help identify employees who will be retiring or already know they do not intend to return for other reasons. They also help identify staff who may want to transfer to a different job, building or location. Update: About 85% have been returned to the office as of 2/12/2020. Mrs. Wainscott will be following up with those employees who have yet to return theirs. At this point we have a few employees who have indicated their intent to retire. We will update the board on the numbers when they are completed.

Graduate Profile Work:

We have begun meeting with each school faculty to begin the implementation of the Graduate Profile. The process looks like this:

1. Meet with each school faculty to discuss the components of the profile;
2. Have the individual school faculty work in groups to determine what skills, dispositions or outcomes are included in each of the four components (Adaptive Learner, Healthy Individual, Compassionate Citizen, Productive Contributor);
3. Each school will take the specific skills, dispositions and outcomes and then determine where they fit into the curriculum of each building;
4. Once they are placed in the curriculum, each staff will determine how the

skills will be taught and how they will be assessed.

The work looks like this in its process. A successful student as a positive member of the community who can make our community stronger in a variety of ways is the goal, the "WHY" if you will. The Graduate Profile and the outcomes and skills determined by each staff is the "WHAT." The most difficult part of the process are the "WHERE" and "HOW" portions. Our goal is to have this complete to begin in the fall when school starts back.