

## **Recognition Committee Meeting Minutes 4 to 5 p.m. March 19, 2008**

**Attendees:** Tanya Rowe, Chair; Kelly Bashaw, Judy Berglund, Allan Botts, Jeff Coulter, Sheri Emerson, Elaine Lynch, Debbie Nelson, Melinda Nelson, Titus Rhode, Kathy Stimac, Mary Anne Stuckart, Denise Suess, Lauren Thomas, John VanHaalen

Tanya Rowe began the meeting with introductions of members of the committee. She told everyone that the School Board has designated recognition of students, staff and community as a work priority. This will be a standing committee and won't disband. If possible, she would like members to stay on the committee for two years to achieve consistency.

Tanya spoke about the purpose of this committee: to build positive relationships in and out of the district in order to foster the district goal of preparing all students for college, career and citizenship. She mentioned a keynote address she heard recently by National Teacher of the Year Andrea Peterson. Andrea stated in her speech that the new three R's (rigor, relevance, relationship) are out of order and should read "relationships, relevance and rigor" because in order to achieve the second two, strong relationships must be in place. This committee will be committed to the 'relationship' piece. The committee briefly discussed the chapter passed out from the book "The Fred Factor" and the group decided they would like to read this as a group to enhance their study of the topic of building high performance through relationships and recognition. Tanya stated that Superintendent Vedra has made recognition one of his highest priorities in order to create a culture where we have many "Fred's" who are dedicated to customer service and perform at very high levels.

Tanya next went over the new policy 5345 and procedure 5345 that outline the district's current recognition activities. She highlighted the new School Board Shining Stars program, the new and updated retirement dinner event, the All School Kick Off event in August, the Graduating Senior Star Awards and the upcoming District Annual Awards.

The remainder of the meeting was spent talking about setting up an Annual Award program in the district, based on nominations from individual schools. After much discussion, the committee decided that we should push forward this year with the program and design criteria for schools to use in nominating school winners in the areas outlined in the procedures. Tanya will send out sample rubrics from other districts before the next meeting via e-mail for the group to provide input and make decision about process for selection.

The committee will meet again in April to move forward on the nomination procedure for the districtwide awards. By having Annual Awards, it allows our district to throw our hat in the ring for teacher of the year awards at the state and national levels. It was mentioned that the challenge in this kind of process is to make sure that the people not nominated don't feel left out or demoralized.

At the next meeting in April, the committee will discuss how to honor this year's winners, Annual Staff Appreciation Week and logistics for the May meeting.