

Recognition Committee Meeting Minutes 4 to 5 p.m. June 2, 2009

Attendees: Sheri Emerson, Denise Suess, Judy Berglund, Melinda Nelson, Mary Anne Stuckart, Lauren Thomas, Mark Parrish, Sue Anderson, Nora Klewiada, ex officio Tanya Rowe, chair, Margaret Gude, recorder of minutes.

Tanya Rowe began the meeting asking everyone to introduce themselves to refresh everyone's memory.

Tanya updated the committee about the calendar issues still unresolved regarding when the state-funded Learning Improvement day (LID) would be in the fall (before school on Sept. 3 or Nov. 20). Since the meeting, Sept. 3 was designated for the LID. The opening event for all district staff will begin with breakfast at 7:15 a.m. on Sept. 4 at Squalicum High School.

The committee thought that the event should be briefer overall. The breakfast should continue to be a grab and go (last year was bagels) keeping the focus on the event. By keeping with one speaker only, Dr. Vedra's state of the district address, this will condense the time as well.

The recognition part of the event will remain a focus, with special seating, a framed photo and flower on the seats for each of the school annual award winners. It was suggested that we send a nametag to each award winner that they can wear to the event so that we can identify the winners and help them find their seating easier. There will be a 5-minute video highlighting the positive impact of staff on students.

The Communications office will send out logistical information about the opening day event before the end of the school year, highlighting the 'spirit day' nature of the event, and asking that school staff wear their school colors and shirts. It was discussed that schools should try to sit together again with the help of signs.

Committee member Denise Suess offered to help if needed during the event. Other members also stated they could help out that morning. Tanya will send an e-mail to committee members to request their help, if they are willing.

Next on the agenda was a debrief of the 2009 Annual Awards process. Everyone on the committee agreed the timeline worked a lot better this year, especially because it was early enough to submit names to the State Teacher of the Year nomination process. The Recognition Committee was able to nominate our Certificated Staff Members of the Year and Classified Staff Member of the year for State/Regional honors. Everyone also agreed that the rubric worked a lot better with a wider spread of points. Committee member Judy Berglund suggested having a photo of the nominee attached to the nomination packet for the purpose of putting a face with a name. Concerns were voiced about perception of scoring being tied to appearance. Another suggestion was if it would be possible to score the packets without names attached to increase objectivity. This brought up bigger questions of subjectivity in scoring, scoring as a team, and whether the content or the completion of the packet should have more weight. The committee tabled discussion of the nomination and scoring process and will review all of the above suggestions in early fall as we put together the 2010 Annual Awards.

Tanya did a quick synopsis of the spring recognition activities. The April Retirement Dinner went well, was well-attended and became entirely self-funded this year with donations from the Foundation and Colacurcio Brothers. The Recognition Committee will be added to the list of invitations that go out. The

Senior Star event was also a positive event highlighting 32 star seniors in the district.

Staff Appreciation Week came at an unfortunate time of budget cuts and non-renewal letters going out, yet it was still decided that it was better to do something, even though awkward. Treats were entirely self-funded by Trader Joe's and Great Harvest Bread. There was a discussion about possibly moving up the staff appreciation week in the winter to not coincide with any future budget impact. Overall, everyone believed that the personal touch of having Board Members and /or central office administrators hand deliver treats. Tanya explained that each principal determined how and when to honor their staff during the week and Board members/central office administrators were scheduled to bring the treats at that time. Tanya will ask that Staff Appreciation be added to the level meeting agendas in the fall so schools can share "best methods" of honoring staff. For example, Wade King had a school assembly when staff received their 'treat' allowing the students to see and add to the appreciation. Another school put the treat in the staff mailboxes. In short, committee members agreed that the delivery method is important and some schools could get ideas from other schools on how to do this more effectively.

Next year, the committee suggested the Communications Office approach Baker's Breakfast Cookies to see if they would be willing to donate their pre-packaged mini-cookies.

Tanya asked members if they were planning to remain on the committee next year. Those that are not returning were thanked for the time they put in during the last two years launching the committee and recognition program.

Next year's committee will continue with the following members: Lauren Thomas, Jody Morgan, Kathy Stimac, Denise Suess, Mary Anne Stuckart, Mark Parrish, Melinda Nelson, Jeff Coulter, Allan Botts, Kelly Bashaw, Judy Berglund, Sue Anderson

Open positions: A community partner (replacing Sheri Emerson), an administrator at the high school level, one student position, and possibly the certificated staff at the elementary level (Debbie Nelson wasn't sure as of June.)

Tanya will put out a call for some new members in June.

Next meeting: Fall 2009