

Recognition Committee Meeting Minutes

4 to 5 p.m. June 3, 2008

Attendees: Sheri Emerson, Allan Botts, Jeff Coulter, Melinda Nelson, Mary Anne Stuckart, Denise Suess, Lauren Thomas, Titus Rhode, John VanHaalen, Tanya Rowe, Chair; and Margaret Gude, Recorder.

Chairperson Tanya Rowe started the meeting by commending the group for their accomplishment this spring in developing and implementing a district recognition program. A lot was accomplished in a short amount of time.

Ken Vedra joined the group to commend them for their efficient work. He stated that he was amazed and what was accomplished since the committee first came together. Ken reiterated the importance of recognition to the district and said he has a lot more ideas to put in place next year.

Tanya next went over the schedule for the surprise visits the next day as well as the videotaping and video production of the award winners to be shared at the back-to-school kickoff in late August.

She then briefly went over the plan for the kickoff and asked if anyone had any ideas on how to honor all the annual award nominees/winners at this event. In the future, the committee could decide to have schools with greenhouses grow plants over the summer. This year, the superintendent/school board will hand a flower to each nominee as a way to honor them in front of all staff.

Tanya mentioned that she is investigating the price of getting district t-shirts for all staff in attendance. This appears that it will run between \$5,000 and \$6,000 for 1400 shirts. She is looking for sponsorship for these shirts.

The next steps with annual awards include finding the state nomination forms. For the State Teacher of the Year nomination, the deadline was May 30 to the ESD. Next year, we will be able to make their nomination deadline. This year, due to the accelerated and late process, the district just missed the cutoff.

The committee went over what worked and what needed some improvement in the annual awards process.

Some pieces that worked well:

- Committee subgroups for reading, scoring nomination forms.
- One nomination in each category coming from school level.
- Award sponsorship

Some pieces that need improvement:

- Encourage nominators to do better on paperwork. We want to be able to score the nominee not the nominator. Include concrete examples and letters of support. Maybe review language on state nomination form.
- Work on scoring rubric to include more areas. (This will help spread out the final tallies.)
- Define how to break a tie.

- Start process earlier with an earlier deadline. (January/End of first semester?) Market it earlier in the school year, encourage people to think about it.
- Pull administrators out of certificated award
- Create a leadership award working with the district leadership group and the BAO (Bellingham Administrators' Organization)

A discussion ensued about whether to split the elementary and secondary awards and to honor two winners. Tanya reiterated that the district can only have one winner in each category.

Tanya encouraged everyone to remain on the committee if their schedules allow.

The committee will meet at least twice in the fall. Meetings will be scheduled at 4 p.m. on Thursdays. The first meeting will be scheduled early in the 2008-09 school year.