



PERSONNEL COMMITTEE MEETING MINUTES NOVEMBER 30, 2020

Members Present: Lisa Johnston, Meredith Sauer, Kathy Willis

Others Present: Director of Human Resources Joyce Greenwood-Aerts, Superintendent Mark Holzman

The meeting was called to order by committee chair Lisa Johnston at 1:30pm. The meeting was recorded and is posted on the MPSD website for public view.

NEW POLICY: TITLE IX Regulations - Non-Discrimination on the Basis of Sex in Education Programs or Activities

Ms. Greenwood-Aerts explained to the committee that due to changes in the existing Title IX regulations it was recommended by NEOLA to adopt a stand-alone policy related to the topic of 1) non-discrimination on the basis of sex, and 2) prohibiting sexual harassment. The new regulations include changes to how school districts address, investigate and adjudicate allegations of sexual harassment. Ms. Greenwood-Aerts also shared that the recommended 'new' policy was written by attorneys to ensure compliance to the law. In addition, Ms. Greenwood-Aerts shared that the MPSD district attorney was consulted in reviewing the new Title IX policy.

Meredith Sauer made one suggestion under the Introduction section:

- Current wording: The Board does not discriminate on the basis of sex (including sexual orientation or gender identify) in it's education programs or activities
- Proposed removal of parenthesis to read: The Board does not discriminate on the basis of sex including sexual orientation or gender identify in it's education programs or activities

There was no further discussion on the content of the policy. Meredith made a motion, 2nd by Kathy Willis to move forward to the full board this policy for a first read with the recommendation to remove the parentheses in the sentence as noted in these minutes.

New Teacher / Professional Faculty 90 Day Satisfaction Survey

Ms. Greenwood-Aerts communicated with the committee that all new teachers/professional faculty were recently surveyed to allow our newest staff the opportunity to provide feedback regarding their 'MPSD experience' in their first 90 days of employment. The questions that were asked are aligned with the many years of research done by the Gallup Organization as it relates to the key factors that drive employee engagement and satisfaction. We know that teacher engagement levels are directly related to student engagement which correlates to student achievement and graduation rates. This same survey with the same questions was given in 2019 to all new teachers/professional faculty for comparison purposes. Ms. Greenwood-Aerts shared a PowerPoint presentation summarizing the results and key findings. The below is a summary of the data:

- 89% of new teachers participated (39 out of 44 responded)
- The five questions with the highest number of strongly agree / agree were:
 - I feel supported by my building principal (38 out of 39)
 - I am part of a team of colleagues that I trust and respect (37 out of 39)
 - My principal has checked in with me to answer questions and provide feedback (37 out of 39)
 - The building(s) I work in have a positive school culture (36 out of 39)
 - My work is meaningful and making a difference in the students I serve (36 out of 39)
 - I made the right decision to join the MPSD (36 out of 39)

- I understand the Mission/Vision of the MPSD and my philosophies align with them (36 out of 39)
- Potential questions to explore further / opportunities for growth:
 - In the past several weeks, I have received recognition or praise for doing good work
 - 32 out of 39 strongly agreed or agreed
 - I am optimistic about growth and development opportunities available to me
 - 31 out of 39 strongly agreed or agreed
 - I have the materials and resources to perform my job well
 - 30 out of 39 strongly agreed or agreed

The entire powerpoint presentation is available in Board Book for board members to review if they wish. Kathy Willis suggested continuing to conduct the survey of new staff in subsequent years. Ms. Greenwood-Aerts has shared the power point presentation with all administrators and further discussion and reviewing of the data will occur at the December All Admin meeting with the principals.

MPSD Support Groups

Ms. Greenwood-Aerts was pleased to share with the committee that over 40 MPSD employees are interested and have signed up to participate in the support groups that will be facilitated by Michael Morgan, Mental Wellness Coordinator. Starting the week of November 30 and weekly through December, Michael will facilitate five different groups with a focus on empathy, hope and self-care during a time when some staff are struggling both in their personal and work lives due to the pandemic. The groups provide an opportunity to share stories and struggles and more importantly to connect with colleagues to support and help each other. The feedback that Michael has received after the meetings that took place the week of November 30 are very positive and encouraging. If employee interest continues after the December meetings, Michael will continue to facilitate the weekly meetings into the new year and provide the opportunity for additional staff to join.

On a motion by Meredith Sauer and 2nd by Kathy Willis, the meeting was adjourned at 2:20pm.