

Retention Committee response to the school board

Morale: The confidence, enthusiasm, and discipline of a person or group at a particular time.

Based on the "Listening Tour Results," community and staff comments, along with several parental and community emails it is apparent that there is indeed a morale issue within the schools of Craig City School District.

As stated in the initial recommendations, the rationale for this is multifactorial. Ultimately, the committee finds what the committee finds. Morale is a broad construct with many contributing factors. The recommendations below have been constructed as a starting point for the board to consider.

- 1) Situation: The morale issue has stemmed from how upper administration treats teachers and staff. It seems that there is a trust issue that has developed between both entities. This is both difficult and uncomfortable to address, however, the retention committee recommends trust building exercises be considered to enhance and mend these relationships. The manner in which these are conducted shall remain up to the school board.
- 2) Background: The events leading up to this morale issue have been disclosed both publicly during school board meetings, and via email from multiple entities including staff, teachers, parents, and community members. There have been multiple documented episodes displaying that the morale issue has been caused by lack of appreciation and respect by upper administration in regards to encounters with Craig City School District staff and teachers. Additionally, the retention committee recommends that the School Board consider upper administration communication methods as a primary means behind why there's a morale issue within the school buildings of Craig City School District.
- 3) Assessment: The retention committee recommends the School Board consider upper administration communication classes/education or mentoring regarding proper methods of delivery. The current and historical communication encounters utilized by upper administration have been detrimental to morale within the schools. Perhaps enhanced communication classes/education/mentorship with regard to administration interactions with staff and teachers would be a starting point for this issue.
- 4) Recommendations: The retention committee recommends reevaluation after the above actions have been taken to determine whether staff morale has improved. The manner in which the school board conducts this reevaluation is recommended to be facilitated by the retention committee. The retention committee would like to remind the School Board that the last question in the "listening tour results" survey demonstrated that 70% of the 30% of staff responses indicated that their plans to stay were "unknown at this time".

The retention committee would like to thank the School Board for reconsideration of these recommendations. Once these initial steps have been taken regarding this morale issue, the retention committee believes that additional interventions can be recommended to assist with

the building relationships, enhancing staff appreciation, and promoting teamwork within the Craig City School District. However, these additional interventions will be ineffective until the issues discussed in this document have been addressed and enacted as the primary means of the morale issues within the schools.

This committee would also like to add that going forward both the committee and the board retain their sense of professionalism in regards to the purpose of this committee. We need to understand that taking a look at why people are leaving the district means taking a hard look at ourselves and the district and how we can be better.