

Retention Committee Recommendation to CCSD School Board.

Situation 1: Low morale amongst staff of CCSD, possible lack of longevity of staff members within CCSD

Recommendations: 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. Strategic Goal: Explore and implement creative solutions to increase staff retention.

- A. The Retention Committee would like to thank the school board for their continued support given to staff.
- B. After meeting with a SERRC representative, it is the recommendation of this committee for the board to pursue these services. The committee met with a SERRC representative to address communication issues within CCSD. The committee's first step is to work with our SERRC representative to develop a survey that will be sent out to all district staff.
- C. What is currently in place to proactively recruit substitutes for our district? While the substitute pay seems comparable to other districts on the island, we still do not have a substitute pool to call on which is causing undue stress on certified and classified staff in the brick-and-mortar schools. As we previously stated: The substitute (lack thereof) situation in the district is becoming critical. Teachers are asked to give up their time, paras are pulled away from their students (illegal in IEP situations) and this committee fears that burnout among staff will come quickly and cause staff to leave the district.
- D. The committee would encourage the district to continue to actively recruit for the 2 PE positions available in the district. Newly graduated/certificated individuals in December will be looking for positions available.
- E. The Retention Committee would like to see the school board continue to promote CCSD staff appreciation.

The retention committee would like to thank the School Board for reconsideration of these recommendations. Once these 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.