



## **Board Report for Assistant Superintendent**

February 2026

### ***Strategic Plan Focus Areas***

#### ***Engagement***

- We have completed our engagement with the Community Education Staff while we looked at their wage and benefits. It was a great process. Lisa Z. did a great job facilitating conversations. A huge shout out to Sarah Bentley, Erin Martin, Jen Peterson, Mathilde McDaniels, and Jack Smith for giving up their time and advocating for the Early Childhood Center and Community Education department.
- In addition we continue to get the Red Rover time tracking system in place with the last few groups. Each group has provided new challenges. That said, Nicole and Ryan are doing a great job of working with our Admin Team and staff to provide the best level of support for this change. Once the kinks are worked out, we know this will be more supportive and protective of the staff and the district.

#### ***Portrait of a Graduate***

- We continue our staffing process for the district. We are using staffing standards from the state and federal levels to ensure we are in line with appropriate ratios. As we move through this process, we are producing additional information to help us make informed decisions and plan for the future. These meetings should be completed by the end of February so we can have great staffing projections. All in all, this information will be extremely valuable for the work next year and beyond.

#### ***Health and Safety***

- Just a quick note that we continue to train our staff on safety protocols. Currently we are using ALICE trainings, which we hope to have a few more available even this year, as well as the new standards that the state of Michigan released. Greg



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DeGrand, working with the Human Resource Department, will take the lead to ensure our staff have the best level of support and training possible.

Respectfully Submitted,  
*Marcus Kaemming*