



Board Report for Assistant Superintendent

January 2025

Strategic Plan Focus Areas

Engagement

- In December and January we have continued to hold meetings with sub groups within the district to discuss pay and benefits. These groups are the paraprofessionals, support staff (office assistants), operations staff, technology staff, and the finance staff.
- We continue to represent the district on Chelsea City conversations. Most of these communications have revolved around the topic of parks and rec with a focus on a Natatorium. Noel Dean and Andrew Thomson have been at all of these meetings to participate.

Portrait of a Graduate (Employee)

- Michelle Hilla continues to host district meetings on the topics of AI and Innovation as they relate to the Portrait. We are also have been working with principles and beliefs as related to the Kingscott's work that you will hear about at the Board Meeting. This work will all come together in a roadmap that our staff and stakeholders will be able to use to drive future decisions. These initial work is essential to building the details of our 3-5 Strategic plan. It's exciting to see Michelle and the entire team build these structures. Superintendent Kapolka's vision is moving forward!

Health and Safety

- Doug Whitsel, Maryjane Nelson, and Kelsi Russell have been delivering NARCAN training to our building crisis teams. This year, we have added these trainings along with the other crisis and prevention training like ALICE.

Human Resources

- The Finance Department, Technology Department and Human Resource Department are working together to implement a much needed timecard system. This is extremely protective of the employee as well as the district. We have begun onboarding two groups, Food Service and Operations. We will roll these systems out to these two groups in February.
- We continue to hire staff in the transportation, food service, and paraprofessional ranks. We are in a great need for a mechanics and additional bus drivers.



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Chelsea Community Education

- Our Winter Season is running much like years past with the exception that we are running some wrestling options for our youth. We are currently in the process of reviewing budget for next year and planning as our first steps in registration already begin in February for Preschool.

Respectfully Submitted,
Marcus Kaemming