

Retention Committee Recommendation to CCSD School Board.

Response to School Board actions from May 2022.

1. Situation 1: The morale issue has stemmed from communication issues within CCSD.
2. 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.
 - A. The Retention Committee would like to thank the school board for their continued support given to staff especially during the last school board meeting.
 - B. The Retention Committee has found a third party organization that can assist with communication issues within CCSD. The committee would like to recommend the SERRC Proposal for Craig City School District for Communications Support Services. The committee believes this proposal best addresses our needs regarding communication at this time. The committee also finds addressing this communication issue falls within our strategic plan goals (adopted in September 2022) of providing a more responsive and focused staff collaboration and relationship building and to explore and implement creative solutions to increase staff retention.
 - C. The Retention Committee would like to see the school board continue to promote CCSD staff appreciation.
1. Situation 2: Low morale amongst staff of CCSD, possible lack of longevity of staff members within CCSD
2. Recommendations:
 - D. 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.
 - E. The Retention Committee would like to bring to the boards attention a stipend for National Board certified teachers. The quality of teachers and the quality they bring into the district should be compensated.
 - F. Teachers only being allowed to bring in 7 years of service to the district can be off putting, and cause massive pay cuts which makes the district less desirable to qualified, seasoned teachers.
 - G. The committee also finds addressing these issues fall within our strategic plan goal (adopted in September 2022) to explore and implement creative solutions to increase staff retention.

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.