

academics and ensure all staff are engaged in the development necessary to work with and teach our students.

Student Social Emotional Initiatives

- Social-emotional learning (SEL), is a behavioral framework that encompasses several skills affecting academic and life success, with benefits including better academic performance, fewer disciplinary incidents, and greater awareness and understanding for students about how to handle their emotions. Social-emotional learning affects the lives of students, teachers, parents, and the larger community in meaningful ways that improve relationships and societies as a whole. ESSER II and ESSER III grant funds will be allocated in part to this initiative, which will be used to help students with SEL as they return to school post-pandemic.
- Student Recovery Initiatives
 - Before implementing recovery plans for the future, future, we must first evaluate and assess what student gaps exist. It is not possible nor prudent during the remaining weeks of FY21 to conduct this assessment and therefore it will be the focus of the early part of next academic year. Funding from the ESSER II and ESSER III and will be used to evaluate students' needs and to formulate a recovery plan. Flexibility is necessary as the recovery process may take more than one academic year and will likely require additional infrastructure and capacity. Possible solutions may take a combination of instructional assistants who support certified staff or behavioral health specialists who can make clinical recommendations for learning strategies and outcomes. Planning needs to be flexible to respond to improving or worsening needs while restoring best practices and processes.
- Staff Recruitment and Retention
 - This initiative will help to move forward the work started by the Recruitment and Retention sub-committee as part of the DEI n committee.
 - Efforts include adding a new staff member to Abby Kelley whose core focus will be recruitment and retention in a proactive, district-wide approach
 - Retention is necessary in a market that is going to see increased hiring across all educational sectors. Managing for employee retention involves strategic actions to keep employees motivated and focused so they elect to remain employed and fully productive for the benefit of the organization. A comprehensive employee retention program can play a vital role in both attracting and retaining key employees, as well as in reducing turnover and its related costs. All of these contribute to an organization's productivity and overall business performance. The plan will work to address respectful treatment of all employees at all levels, compensation, Trust between employees and senior management, job security, opportunities to use their skills and abilities at work, and continuing to create an environment of transparency.
- Diversity, Equity, and Inclusion
- Executive Director Search

● Capital Projects FY22

- District-wide information technology evaluation and data refresh. (Under Administration)
- Replace water storage tank High School
- Water valve replacement High School
- Roof leak Middle School
- Security cameras Middle School
- Activity Center storage, stairs, and door
- New floor buffer machine
- Structural widow repairs Elementary School
 - (putting this out to bid and mapping timeline)
- HVAC in Middle School
 - (putting this out to bid and mapping timeline)

This narrative was revised on 4.21.21 based on questions from the Finance Committee on 4.16.21 and new information and a format adjustment on budget presentation.

