

Consolidated Staff Linkage End of Meeting Debrief Form

March - April Staff Voice 2025 Events



BOE Meeting Date: August 7 2025

Agenda Item: L.3

Form Purpose:

- The purpose of this form is to consolidate feedback received from the Governing Team during the March-April 2025 Staff Linkage Events
- This form may be used as Monitoring Report documentation for Board-Superintendent Relationship (BSR) and Governance Process (GP) policies.

Debrief Questions

Was our business at the meeting focused on activities that promote and honor our Global Ends statement and Ends policies? Provide reasons why/why not.

Board Response:

Yes.

School Visits:

- We used prompts that focused on the "We Belong" campaign for SSD that are tied to Global Ends statement and Ends policies.
 - The prompts provoked staff responses related to a sense of belonging and reacting to statements centered on staff and student needs being met.
 - The prompts provoked staff responses related to being seen and heard.
- We belong/personal and academic success
- We prioritized staff voice, heard staff impressions of student voice, and discussed key student needs related to equity, language access, and career/technical education (CTE).
- The questions focused on social-emotional learning, as well as students' academic progress, personal growth, and overall success.

Department Visits:

- Facilities staff elevated the focus on physical learning environments and how they affect students.
- The event highlighted a shared partnership for student success.
- We heard from many people in different roles that support student success

What have we done well during the 2024-25 Staff Linkage process to-date?

Board Response:

School Visits:

1. We mostly listened rather than talked.
2. Actively listened to staff and took detailed notes
3. Listened openly
4. The conversation was open-ended.

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5. We made space for all staff to speak openly.
6. Set the stage for conversation - what and why
7. Validated concerns without full agreement
8. Well rounded perspective from participants
9. Heard from many teachers and staff
10. We avoided Board of Education jargon and kept things easy to understand.
11. The questions were simple and focused on getting feedback about both staff and student experiences.
12. We asked thoughtful follow-up questions to deepen understanding.
13. We got the information we needed without having to push for it.
14. Consuelo connected themes from the event with Principal Smith during her adopted school visit, helping to build feedback loops and share insights on:
 - a. Positive school culture
 - b. Facility and language needs
 - c. PLC cycles, CTE, and Pathways
 - d. Opportunities to scale Snowy Peaks programs
15. We were present for 3 lunch breaks between 11:30 - 1:10 allowing time for all staff to participate
16. We provided open ended space and discussion time for any topics the staff wished to discuss
17. Refreshments provided.

Department Visits:

1. The meeting started on time.
2. Staff and Board introductions, including position and number of years in the district.
3. We listened, were flexible, and followed up on some responses with direct questions.
4. As a group, we modeled being open to sharing ideas and communicating needs.
5. Facilities did great prep by providing donuts and having the whole group attend.
6. It was great having Ned Esber and Tyler Adams participate.
7. We were a good team
8. We had great turnout
9. We asked questions to learn more
10. We listened well
 - a. We were empathetic to expressed budget needs
11. We had an exciting assortment of Waterloos (thanks to Vanessa!)

What do we want to improve on for future Staff Linkage processes?

Board Response:

School Visits:

1. Didn't feel like staff was prepared for this event – what is best way to prepare staff without tipping into “overwhelm” with other duties
2. Add a stop with the Principal after staff voice event to provide context of conversation and debrief
3. Consider connecting staff linkages with school visits so we are not doubling up in a given month, and also so we could potentially spread or repeat events throughout the year.
4. The question prompts were good but in the end it's still best to let the discussion be staff directed

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5. Avoid CMAS week
6. We may want to try a fall session to open the school year on a positive note?
7. Combine monthly school visits with staff voice events so principals and staff aren't overwhelmed with scheduled dates.
8. Feedback loop from principals and staff related to their perception of the effectiveness of the BOE hosting staff voice events.
9. Allow more time for staff voice, while being mindful of schedules and classroom priorities.
10. Explore pairing events with adopted school visits.
11. Consider quarterly visits to spread them out across the year.
12. If a principal can't attend, ensure both BOE members follow up to continue the learning.
13. Try new ways to meet with staff including those who don't usually share their opinions (like during adopted school visits).
14. Keep future staff voice events simple and easy to join.
15. Recognize that there are perspectives that were not shared (of those who didn't attend).
16. Keep showing up regularly to build trust.
17. Add questions that focus on finding solutions to identified problems.

Department Visits:

1. Keep listening to Maintenance and Facilities and being present.
2. We could use a larger space
3. Inform staff better about the purpose (they were sent a Google Calendar invite and attended anyway!)

List specific action items, including responsible parties and timeline, that need to take place related to this feedback and the Staff Linkage process in general.

Board Response:

1. Write up notes and EOM Debrief and send to Lisa W (All BOE for respective linkage events)
2. Feedback loop with Tony (Lisa W after linkages are completed)
 - a. **Need to change to all BOE for respective linkage events - share themes, notes and EOM debrief**
3. Feedback loop with Principals (All BOE for respective linkage events - share themes, notes and EOM debrief)
4. Add Principal office stop to event if Principal is not part of event (All BOE)
5. Send a thank-you message to staff with a QR code for additional feedback.
6. Highlight for Dr. Byrd:
 - a. Build building-level understanding of how Pathways work looks at Snowy Peaks.
 - b. Bell schedule and transportation needs to improve CTE access for Snowy Peaks students.
7. Send principal survey and draft a thank you follow up thank you note for staff (Consuelo)
8. Highlight partnerships (ex. Krystal93) in elevating SSD's stories (Who???)
9. Missing Notes: SVE, UBE, Transportation - Please provide to Lisa W for record keeping/MR evidence
10. Missing EOM Debrieves: SMS, DVE, SVE, UBE, Transportation - Please provide to Lisa W for record keeping/MR evidence