

Employee Council Minutes - 8/24/20

- Amanda welcomed employees to the meeting.
- Dr. Tucker welcomed everyone to the 20-21 SY. He talked about students being welcomed back last week for orientation. Principals said that staff and students are excited to be back in the buildings. This is an unusual start to the school year. This is going to be a great year. Everyone will be engaged once again. He said he is confident that we are going to provide a high quality education for everyone. The past several months have been challenging to say the least. Appreciates everyone's patience as we navigate this bumpy road in education. Our students and staff have been extremely flexible and are looking for us to be flexible as well.
- Nancy Ingalls talked about COVID Check Colorado. All school based staff can be tested for COVID twice a month. Other staff can be tested once a month. Employees can find information by going to DCSD.k12.org. On the Road for Return website under staff resources, in the middle of the page you will see August 20th-COVID testing for staff. If you expand this section, you can find information on testing and can set up a login. This is an exciting opportunity to give employees access to testing. Staff can always go to their health care provider for a test. There is no cost to employees. Community testing events is at no cost to employees. When you register, you use your district email address and add a phone number. You will get an email or text alert with your test results. If you haven't heard back, your test results are not ready yet. If you haven't received an alert, you can send a message to Nancy, and she will look into it.
- Marlena Gross-Taylor said that next round of PD for this week is in the Canvas dashboard. PLS are entering PD for their individual schools. If you have not checked out the dashboard for your Canvas PD account, you definitely should do that. The focus at the district level is on learning tools. Marlena put a link in the chat to the DCSD employee dashboard. Everything you have access to is there for you. Look out for the latest edition of "The Coach". It normally goes out to licensed employees on Monday. There is also a newsletter going out to classified mentors.
- Amanda shared on attendance practices. Exploring various ways to track attendance. In a future upcoming EE Council meeting or via a communication will be seeking out feedback. Tracking attendance in an e-learning environment.
- Holly Giron gave an overview on wellness. She said she works with 82 wellness champs in the district. If you don't know who your wellness champ is, there will be an email coming out from wellness champs on 8/31. Programs that are offered are awesome opportunities to inspire and encourage you to live your best life. Can find information through Staff Wellness Happenings email or go to Staff Wellness website which has a plethora of information. Go to ee tab, HR , Benefits, Staff Wellness. It is not available for people outside of DCSD.
 - First item listed on the website is EAP. This is a great resource for employees. This provides ways to connect with a professional in an area that might guide you through and give you tools. For example, writing a will, child care and elder care,

emotional and psychiatric help, stress and anxiety, legal and financial issues, or alcohol and drug issues. This benefit is for you and your dependents. You receive 6 free sessions per issue, per person, per year.

- Next there are exercise classes available for DCSD employees. They are all virtual this year. We have yoga, piloxing (pilates and cardio boxing), and HIIT classes. Employees have to login and sign liability release first.
- Also have daily wellness breaks. They are 5-7 minutes recorded by staff members in the district. Meant to give you a few minutes to take a pause. We have financial wellness classes that employees can sign up for. These classes update monthly.
- We have happiness calendars that are done monthly.
- Walktober is coming up. If you like a little competition, this is great. We have 2,000 staff that join us. There are also prizes.
- Weight management options are available. Partner with Tri-County Health with a grant. It is called Journey to Wellness. You are paired with a coach. Have a group mentality.
- Full Plate Living is a little more on your own. Help you to change up what you are eating. Bike to work day is in September.
- Free meditation apps for employees.
- Flu vaccinations are coming in September and October.
- There is a calming corner that was created with Nancy's group. This is a guided pause for your day.
- Last but not least we have ee discounts. Those offered from area businesses just for you. Just today, free car washes at Waterways car wash every Wednesday plus 10 cents off for gasoline.
- Amanda asked for feedback and asked if there is anything employees need support with. Kendra Gish said SSN teacher wanted to share with EE Council, they are very concerned that LHS and PHS have been asked to teach in person and e-learning students from CHS and SMS. They feel this is too much. They believed they weren't supposed to do both. Dr. Tucker said that Nancy will be sending our correspondence to the entire SPED population on updates of where we are on issues we are addressing in relation to SPED students. Natasha Strayer will do the same with gifted learners.
- Matt Reynolds popped on the call to gather feedback on the attendance processes. Because of the unique nature of remote learning this year the state is looking at different ways of doing attendance as is the district. Recently in the last few weeks we asked the BOE to introduce a new policy and resolution which expands the definition on active engagement for students. We want to look at their active engagement, not just them being in class. We have received feedback from Principals and some teachers on taking attendance. Looking at different capabilities in Infinite Campus. Matt said we are exploring an upgrade called virtual attendance. Allows you to split class in cohorts to show who is in front of you and who is virtual. Helps to account for students who are not in the room.

- Option #1 - continue current practice of daily attendance for both cohorts. What are the positives and negatives of this practice?
 - Timing of including them as attended.
 - What about those who don't do work until evenings?
 - Does completing the work equal attendance? Matt said yes to this , but how do we count that?
 - Taking attendance on Fridays?
 - Taking attendance while not face to face is not realistic.
 - What about students who have siblings and share computers?
 - Teachers shouldn't have to take attendance for students at home only on Friday when we see all of them.
 - Option #2 - Enable Virtual Attendance where teachers take in-person attendance, students/parents check in online (staff can validate).
 - Can only teachers change who participates and who doesn't? Matt said only teachers can make changes.
 - How do two columns combine and what constitutes attended? Once parent checks in, it means participated.
 - For elementary this makes sense especially for virtual days.
 - Wondering about MS students being completely honest. Want parents to be able to do the check-in. Matt wonders if we can apply to different levels.
 - Next steps - Matt will do a few demos to school leadership. Looked at info that LPS shared out. They are giving this a full test run this week. We will do trial runs on our own to see how functional this will be. We want end users to go in and test it.
- Cathy led review of G policies.
- Questions to group on how we can serve and support them.
 - Canvas was acting quirky today. Students had trouble entering assignments.
 - Some people have elementary aged children who go to school in a different district. Concerned what will happen if her school closes due to COVID. Dr. Tucker said these details have not been finalized yet.