Superintendent Update

BACKPACKS ON
LAPTOPS OPEN
FUTURES BRIGHT!
Superintendent Laura Mitchell
Town Halls for Employees, Parents, and Athletics

• Between August 6-11, the District hosted 10 town halls
  • 6 employee
  • 3 parent
  • 1 athlete

• Participants:
  • Employee — 3644
  • Parent — 2405
  • Athletics — 239

• Purpose: Listening and answering questions
Student Orientations

- Originally planned for in-person
  - Meet with teachers
  - Practice accessing devices and Schoology
- Adjusted to virtual based on parent/staff feedback
- Week of August 24
  - Parents pick up materials at schools
  - Virtual parent and student orientations
Return-to-School Update: Hamilton County

1/3 blended model
1/3 in-person instruction
1/3 fully remote

Source: Hamilton County Educational Services Center
School Safety Plan

To be completed by August 13

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Visit CPS-K12.ORG/NEWS/BACKTOSCHOOL for more information.
Engaging Employees During the Reopening of School

CPS Board Meeting
August 2020
Passion Statement

Supporting employees to do their best so that our students can do their best.
Key Messages

• Employee engagement as we start the new school year in the midst of a pandemic is crucial.

• Our strategy to support employee engagement directly addresses internal needs and national trends.

• Our primary focus is supporting needs connected to care, focus, and being heard.
Research Shows Decline in Employee Preparedness Across US from May to June

CPS Employee Needs

To be cared for
• Prioritization of health and safety
• Trauma-informed Supports

To be focused
• Clarity on priorities and responsibilities
• Knowledge and understanding of organization direction

To be heard
• Opportunities to voice opinions
• Acknowledgement / actions when opinions are shared

*Insights gleaned from May Gallup Employee Engagement Survey, June ThoughtExchange, May Future of Schools Survey
Our Strategies to Meet Key Employee Needs

Care for Me
Creating opportunities for adults to connect, heal, and build their capacity to support students

Hear Me
Listening and responding to employee needs

Focus Me
Supporting leaders to implement and model trauma-informed practices
1. Creating opportunities for adults to connect, heal, and build their capacity to support students*

**Asynchronous Opportunities**
- Support for Teachers Affected by Trauma (STAT) self-paced learning modules
- CPS Self Care App (from The Well)
- Mindfulness reflection tools

**Synchronous Opportunities**
- Self Care Workshops
- Beech Acres Self Care & Resiliency Course
- New Teacher Induction “Caring for Self and Others”

**Connect with peers**
- Lunch ‘n Learns on self care and related supports
- New teacher LinkedIn support group
- Mindpeace support groups

**Additional Resources**
- EAP program
- Employee COVID-19 Guide
- Weekly support email communication
- Monthly employee newsletter with resources

See CASEL SEL Critical Practice 2 [https://casel.org/reopenrip-with-sel/](https://casel.org/reopenrip-with-sel/)
2. Listening and responding to employee needs

Listen and assess employee needs

Document actions taken and communicate to employees

Synthesize trends and themes

Share insights with leaders at different levels of the organization

“If employees don't feel supported or informed, their performance, engagement and wellbeing are on the line -- which puts bottom-line outcomes at risk too.”

-Gallup
3. Supporting leaders to implement and model trauma-informed practices

**Training**
- Trauma-Informed Management Best Practices
- Crucial Conversations
- Self-Care and Building Trust (for Teacher Leaders)
- DiSC Workshops

**Resources**
- Monthly Leadership Bulletin
- Tools (to support employee engagement and anti-racist and inclusive leadership)

**Support**
- Leadership Consultancy
- Peer Coaching
- Mentorship

“Managers account for 70% of the variance in team engagement.”  
-Gallup
FIRST ever
Virtual New Teacher Induction!

2019-20 Induction

2020-21 Induction
• It was held on 8/5, 8/6, and 8/7 from 8:30 – 3:30 via GOOGLE MEET

• Over 150 New Hire employees participated daily!

• Who was represented in the New Teacher Induction:
  ✓ General Edu Teachers from Prek-12
  ✓ Schools Counselors
  ✓ School Psychologist
  ✓ Intervention Specialist
  ✓ Fine Arts
The induction program included a collaborative effort from each of the following departments:

- Human Resources
- Talent Management
- Peer Assistance and Review
- Cincinnati Federation of Teachers
- Environmental Health and Safety
- Department of Student Services
- Curriculum and Instruction
- Positive School Culture (PBIS)
2020-21 Virtual Overview

- Welcome from the Board and Superintendent
- HR overview including payroll and benefits
- COVID-19 Safety Protocols
- CFT benefits and supports
- Talent Management and LaunchEd
- Positive Behavior Intervention and Support (Mindful Music session)
- Professional Learning Focus: Building Relationships in a Virtual Environment
- Blended and Personalized Learning Differentiation and Mastery
- Increasing Student Interaction and Engagement
- Social media do’s and don’ts
Questions