

CSI Climate and Culture

May 7, 2020

Attendance: Christina Ross, Jan Klaehn, Kathi Swanson, Aimee Swartwout, Mark Simonson, Megan Halvensleben, Janessa Katzenberger, Brooke Hintze

1. Motion to approve Minutes: Brooke Hintze, Christina Ross
2. Review summary of progress of 2019-20 school year and Focus for 2020-21:
 - a. Goal 1: Build a sustainable positive school climate through a supportive environment in which staff model attitudes and value expectations fostered by respect, effective communication, positive relationships, involvement and collaborative decision-making.
 - i. Trivia Night- success. Feedback from staff was overwhelmingly positive. We would like to continue to offer this maybe 2 times a year.
 - ii. Wellness Day- canceled because of Covid
 - iii. Family Mallards Game- canceled because of Covid
3. Looking ahead:
 - a. How do we recognize retirees moving forward?
 - i. Feedback about proposed recognition at Mallard's game this year was not well received.
 - ii. Intent was positive.
 - iii. We need to schedule this event during a contracted day to include everyone.
 - b. Offer another Mallards family event next year. Jan is happy to coordinate this once again.
 - c. How do we build upon staff resilience and sustainability.
 - i. Compassion resilience and fatigue curriculum?
 - ii. Trauma Informed Care and Secondary Trauma
 - iii. Maybe a book study: Trauma Stewardship: An Everyday Guide to Caring for Self While Caring for others (Laura van Dernoot Lipsky)
 - d. Continue to offer staff get together to build comradery and connection. Perhaps a kick off event at the start of every year, and half way through the year.
 - e. Administer a staff survey about what they would like to see from our committee. Gathering data from a needs assessment would be helpful.
 - f. Doing the 'little' things for staff. It matters.
4. Propose a budget for the 2020-21 school year:
5. Motion to adjourn: Jan Klaehn, Kathi Swanson