



EVANSVILLE COMMUNITY SCHOOL DISTRICT
CSI – Climate and Culture Committee Meeting Notes

Thursday, November 5, 2020

3:30 – 4:30p.m.

District Office Board Room - 340 Fair Street

Or VIRTUAL

<https://us02web.zoom.us/j/85912253576?pwd=eUZPQkhPTkxMeDdVbmFDdzJleEs5UT09>

Meeting ID: 859 1225 3576

Passcode: Rqjv1t

Members: Mark Schwartz, Brooke Hintze, Catherine Schuett, Kathi Swanson, Ann Elliot, Tamara Strauss, Mallory Isbell, Stephanie Johnson, Amy Connors, Shana Cook, Mark Simonson

Members Present: Mark Schwartz, Amy Connors, Mallory Isbell, Kathi Swanson, Shana Cook, Catherine Schuett

Agenda:

1. **Appoint Notetaker** - Mallory will do this
2. **Attendance**- see above
3. **Approve minutes from 10/22/2020**
 - Kathi moved Amy Seconded motion carried
4. **CSI C&C Document 2019-2020**
 - Looked at focus and shared takeaways from the last meeting.
 - With strange year and stress wanting to say lets ID the ways we can support staff (mental health or staff feeling isolated)
 - When looking at this broken down into 3 pieces: 1 staff survey, 2 staff gatherings- would help but not how it is written, and 3 explore some resources to help staff work on resilience skills. Discussed revising language to focus to be consistent with what we talked about and take that to the board to move forward.
 - Agreed to make an amendment to the old document and qualify it during the pandemic and do not want to take away the work the previous committee did.
 - Mark will play with the wording of the focus and send it to the committee via email for us to look at and re-word over the next week.
 - Budget- committee asked for \$2,000 last year. How do we want to use this budget? Do we need to have this spelled out or can we just make some general that it would go toward our bullet points.
5. **Feedback from October discussions**
 - **How do we get people connected:**
 - Fun games for staff (BINGO)
 - Social distancing games
 - Messages/Quotes to each other on windows

- Coffee bars
- Competitions between buildings/ grade levels
- Themed weeks- can be team based submit pictures and then send out email of who participate/social media prizes for teams
- Planned time to talk about things other than work
- Interschool connections
- **How do we get resources to people:**
 - Ensure that staff are aware of the benefits of the Employee Assistant Program- flier, link to website, and phone number. Has therapists available for all district employees includes 3 consultations and then insurance picks it up. Let's make some use of this program and the resources. Make things simple for staff.
 - Time- protecting time and making sure we are aware of how we are using others time. Can we do an assessment of how people are able to use their time- can there be anything they are alleviated from doing.
 - Weekly/bi-weekly/Monthly newsletter? Tips & Tricks the less navigation the better.
 - Making sure new staff are connected to people so they are not feeling lost and alone.

6. **Resources**

- Mark will share websites
- Staff resources tab on District Page

7. **Building Assignments**

- Look at the resources Mark sends and figure out what we want to use
- What can we do NOW?! Committing to a Wednesday- next week introducing our group and that we will be sending out weekly Shana and Mark will do this week and then we will put together a schedule to follow that. Can we partner with local businesses for the bigger milestones?

8. **Agenda- December 3, 2020**

- Start to dig into details of revised (pending board approval)
- How we want to spend the budget

9. **Motion to adjourn**

- Catherine Motioned Shana seconded motion carried