

Meeting Title: <b>Policy Committee Meeting</b>	Meeting Date: <b>Oct. 23, 2019</b>
Meeting Location: <b>KOSD Board Room</b>	Meeting Time: <b>6:30pm</b>
Attendees: Annie Shaw, Matthew Cesario	
<p>Agenda:</p> <ol style="list-style-type: none"> <li>1. 833 – Professional Development</li> <li>2. 856 – Evaluation of Employees</li> <li>3. 805 – Emergency Preparedness and Response</li> <li>4. 805.1 – Relations With Law Enforcement Agencies</li> <li>5. 805.2 – School Security Personnel</li> <li>6. 835 – Family and Medical Leave</li> </ol>	

## **833 – Professional Development**

- This shall supersede policy 333. This covers administrative, professional, and support employees.
- Change “Graduate/Special Courses” to “Courses of Study”. Not necessarily all graduate courses.
- Must be preapproved by the Superintendent and reimbursement made according to contractual obligations.
  - Submission to the Business Manager.
- Remove specific wording under the induction plan because this may be changed by PDE. It will always be done according to state law.
- Check school code language about Professional Education Plan and requirements.

## **856 – Evaluation of Employees**

- Added a #5 about strengths and district goals.
- Discussed setting SMART goals and how that can be implemented in certain circumstances.

- Would like to encourage supervisors to provide more than just an annual evaluation. This can be hard to implement in the public school setting based on state requirements and evaluation tools. But it may be possible in certain settings.

## **805 – Emergency Preparedness and Response**

- Ready for first reading.

### **805.1 – Relations With Law Enforcement Agencies**

- Used to be 825 Memoranda of Understanding with Local Law Enforcement Safe Schools.
- Keep additional wording about including local police in other school related trainings.
- Ready for first reading.

### **805.2 – School Security Personnel**

- Move definitions for School Police Officer, School Resource Officer, and School Security Guard to definitions section.
- We have a school police officer and a school security guard.
- Need to clarify who is School Safety and Security Coordinator. Adjust wording accordingly.
- Don't include language about school resource officers under guidelines because we don't have one.
- Don't include optional language about inter-government agreements as it doesn't apply to us.

## **835 – Family and Medical Leave**

- Requests for leave are submitted to the Business Manager.