BOE Policy	Proposed Indicator or Interpretation Changes
OE-3	**3.2: The Superintendent will:** Effectively handle complaints. **3.2, Indicator 1** REMOVE **Indicator 1:** 100% of formal, written complaints receive an acknowledgement of receipt and informed of the process for resolution within 5 business days. ADD **Indicator 1:** The district makes available and promotes multiple formal and informal means to report complaints. **Proposed Evidence:** Contact DASD webpage, po9130 - Formal Complaints, DASD Complaint Form, Speak Up Speak Out (SUSO), Annual Required Notices, etc. **3.2 Indicator 2** REMOVE **Indicator 2:** 100% of formal, written complaints filed are investigated and resolved in accordance with applicable state and federal laws and/or district policies. ADD **Indicator 2:** The district maintains policies and procedures that clearly define processes to investigate and resolve complaints. **Proposed Evidence:** This list is not all-inclusive, but illustrates the primary policies that outline a specific process to investigate and resolve a complaint. ● Po1422, po3122, po4122: Nondiscrimination and Equal Employment Opportunity ● Po 2260: Nondiscrimination and Access to Equal Educational Opportunity ● Po 2260.01: Section 504/ADA Prohibition Against Discrimination Based on Disability ● Po5517: Student Anti-harassment ● Po5517.01: Bullying ***Rationale:*** *Recommending revised indicators related to complaints that allow for more concrete evidence of compliance.*
OE-10	**10.6 The Superintendent may not:** Tolerate any behaviors, actions, or attitudes by adults who have contact with students that hinder the academic performance or the well-being of students. **10.6, Indicator 1**

	REMOVE **Indicator 1:** Every case of reported misconduct of an employee is addressed through the Human Resources Department. ADD Indicator 1: The district maintains training protocols to ensure adults who interact with students understand the district's expectations related to ensuring a safe and respectful learning environment for all students. **Proposed Evidence:** List of training modules required to be completed by all employees annually; volunteer policy and training requirements; visitor and volunteer screening process ***Rationale:*** *Recommending revised indicators related to complaints that allow for more concrete evidence of compliance.*
OE-4	**4.3: The Superintendent will:** Maintain a positive organizational culture characterized by professional support and collaboration. **4.3, Indicator 4** REMOVE **Indicator 2:** Employee survey results demonstrate a rating of 2.8 or above on a scale of 4.0 on the average of the ratings of the DASD 12 Elements of Desired Culture. ADD **Indicator 2:** Employee survey results demonstrate a rating above the peer comparison rating on the Staff Survey for, "On a scale of 0-10, how likely are you to recommend the District as a place of employment?". ***Rationale:*** *Indicators 2 and 3 are repetitive in that they both illustrate an average rating of a group of statements from the staff survey. We recommend replacing indicator 3 with the measure utilized in our Continuous Improvement Plan (CIP) related to Exceptional Staff. This measure also provides us with both longitudinal and comparative data.*
OE-4	**4.3: The Superintendent will:** Maintain a positive organizational culture characterized by professional support and collaboration. **4.3, Indicator 4** REMOVE **Indicator 4:** Any formal complaints filed alleging "hostile work environment/harassment" that are substantiated, are acted on by the District swiftly and appropriately to remedy the matter.

	Rationale: *There are four other indicators in 4.3 that provide evidence of compliance for this policy. Additionally, there are further indicators in 4.5 specifically related to clear expectations for employees.*