

## MEMORANDUM

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**To:** Burlington Board of School Commissioners  
**From:** Tom Flanagan, Superintendent  
**CC:** Nate Lavery, Executive Director of Finance  
Stephanie Phillips, Executive Director of Teaching and Learning  
Sparks, Director of Equity  
Victor Prussack, Engagement Coordinator  
Russ Elek, Communication and Public Relations Specialist  
**Date:** May 10, 2022  
**Subject:** **Monitoring Report - 2.0 Global Executive Constraint**  
**Status:** **Partial Compliance**

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**Statement:** The following document presents the District's progress toward and compliance with **Policy Title: 2.0 Global Executive Constraint**

**Recommended Motion:** *I move to approve the recommendation that the Superintendent is in partial compliance with Policy Title 2.0.*



## Monitoring Report - Policy Title: 2.0 Global Executive Constraint

**Submitted by:** Tom Flanagan, Superintendent

**Date Submitted:** 05/10/2022

**Status:** Partial Compliance

### Overview

This monitoring report explains Burlington School District's progress with Policy Title: 2.0 Global Executive Constraint and includes our annual policy compliance ratings with specific detail in two areas we are working to ensure greater compliance with federal policies, procedures, and laws.

### Policy Statement

The Superintendent of the Burlington School District shall not cause or allow any practice, activity, decision, or organizational circumstance that is unlawful, unsafe, imprudent, or in violation of commonly accepted educational and professional ethics and practices.

### Interpretation

The District interprets that this policy directs the Superintendent to ensure all practices, activities, decisions, or operations adhere to accepted and prescribed ethics, policies, and laws.

### Status

Partial Compliance

### Evidence

The Superintendent reflects and reports on all policies within the *School Board Policies Section 1: Global Ends and Section 2: Executive Constraints* annually, and explains the level of compliance with each policy area. The District is compliant in most policy areas, and the individual policy reports explain our work to attain compliance where we are not in full compliance. Below is each policy and our most recent compliance self-assessment:

#### *School Board Policies*

- 2.0 Global Executive Constraint: *Partially Compliant*
- 2.1 Treatment of Students, Parents/Guardians and Community: *Compliant*
- 2.2 Treatment of Staff: *Partially Compliant*  
\*This policy was in partial compliance in October due to the need to increase and ensure a culturally proficient and diverse workforce in the District.
- 2.3 Financial Condition and Activities: *Compliant*
- 2.4 Planning and Budgeting: *Compliant*
- 2.5 Asset Protection: *Compliant*
- 2.6 Emergency Superintendent Succession: *Compliant*
- 2.7 Compensation and Benefits: *Compliant*
- 2.8 Communication and Support to the Board: *Compliant*
- 2.9 School District Organizational Chart: *Compliant*
- 2.10 School Scorecards: *Compliant*
- 2.11 Stakeholder Communication: *No report*

In addition to school board policies, the District has one significant area of improvement that is highlighted in this report:

The District is continuing its work under the Department of Justice Settlement Agreement. All buildings have Title IX Coordinators, Non-Discrimination Coordinators (NDC), and Designated Employees (DE). In the 2021-2022 school, year-to-date there were a total of 74 Hazing, Harassment, and Bullying (HHB) investigations and a total of 24 HHB trainings and 15 HHB consults for staff. We continue to see an increase in the numbers of HHB investigations across the District and we believe this is due to the ongoing training and our staff being more aware of HHB. The District has created a position at Sustainability Academy designed to support LGBTQIA+ students and develop training for staff. One of the major challenges we continue to face is identifying the right group of staff to serve in the HHB roles.

#### *Licensure*

In the fall of 2021, the Vermont Agency of Education informed us that one of our Principals was operating without a valid Administrators license. This individual was placed on administrative leave pending an investigation. Following an agreement between this individual and the Agency of Education, they are no longer able to obtain an Administrative license and therefore they are no longer serving as a principal in BSD. Based on this situation, we conducted a review of the licenses of all licensed employees in BSD and determined that all other licensed employees had current and appropriate licensure.

#### *De-escalation and Physical Restraint Training*

This year, we received a report of an alleged inappropriate restraint of a student from the Department of Children and Families. This matter has been resolved. Our Office of Student Support Services is in the process of providing training on de-escalation and physical restraint to key employees at every school prior to this incident and BSD now has multiple staff with current training.

#### *Improving our Strategic Plan Priority Area 4: Educators who Look Like Our Students*

With changes in the Office of Human Resources this year, we did not make significant changes to our hiring practices to address Priority Area 4. As we hire a new Executive Director of Human Resources, we will be looking for an individual who has experience in the priority area.