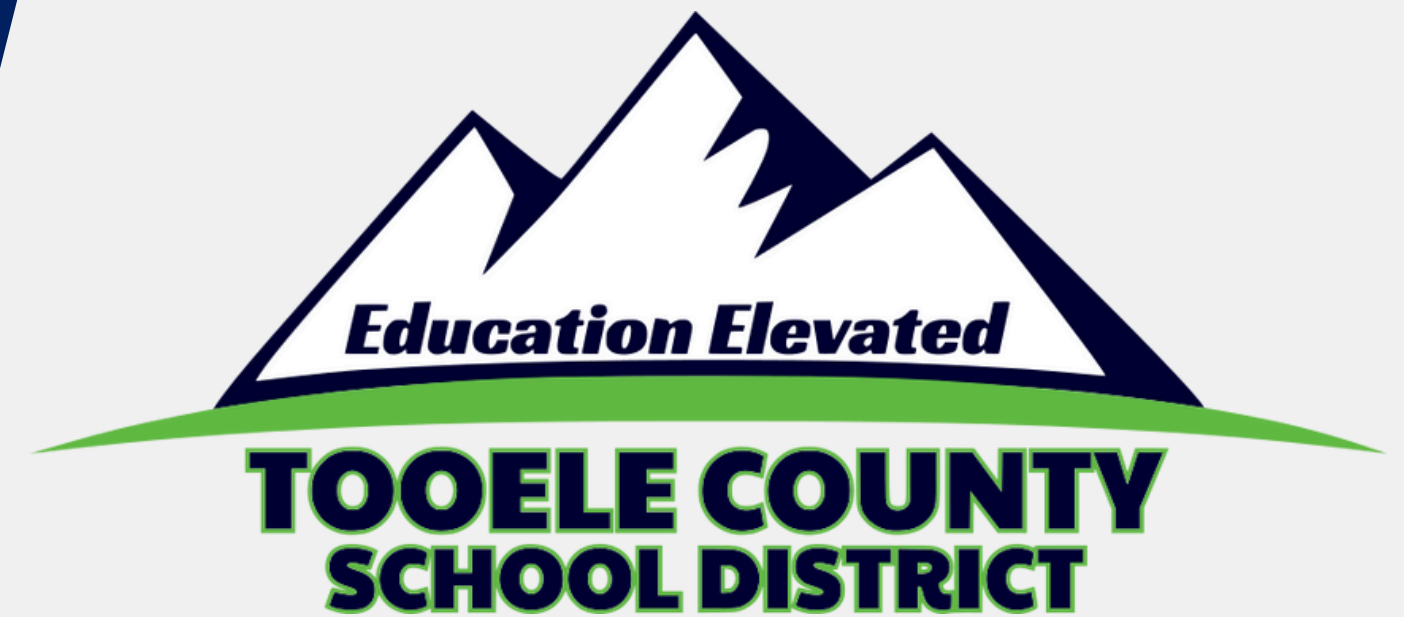
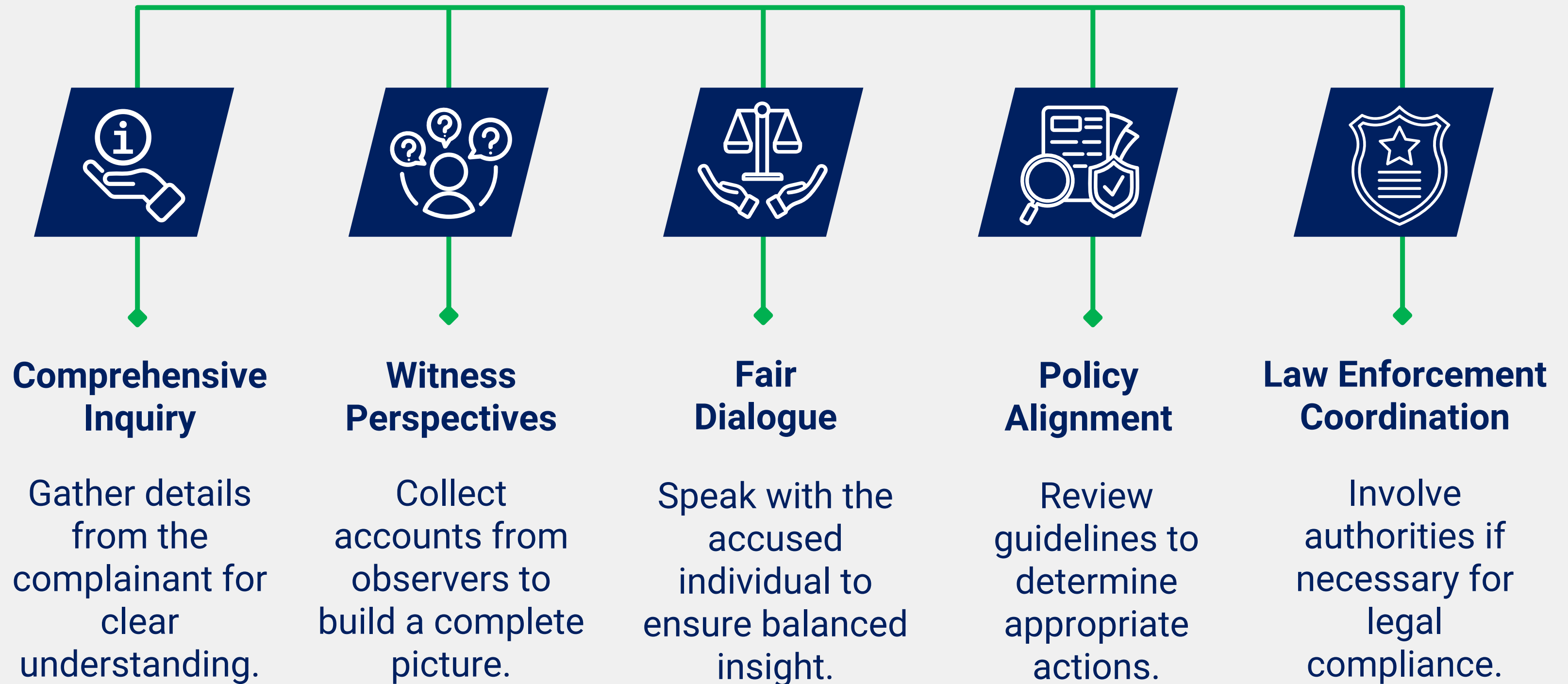

Education Interim Committee Report

May 2025



Handling Complaints & Allegations: Our Process



Managing Concerns About Substitute Teachers

Consistent Policy Application: Partnering with ESS, we uphold TCSD policies, ensuring substitutes follow the same procedures as teachers when appropriate.

ESS Guidelines for Employees



Guidance & Development

Coaching, retraining, and feedback for low-level concerns.



Structured Intervention

Performance reviews, reassignment, or mandatory training for mid-level issues.



Decisive Action

Potential removal or termination for high-level or repeat offenses.

Continuous Improvement: Strengthening Our Process



Policy Update

Revised Child Abuse and Neglect Reporting (5015) now requires employees to notify both their supervisor and either the H.R. Director or Superintendent.



Improved Training

Restructured employee education on communication, boundaries, and reporting violations.



Enhanced Communication

Upgraded tools for better interactions between teachers, students, parents, coaches, and athletes.



Ongoing Learning

Monthly faculty meetings now include refresher training sessions.