

EDMONTON PUBLIC SCHOOLS

November 13, 2001

TO: Board of Trustees  
FROM: A. McBeath, Superintendent of Schools  
SUBJECT: Expansion of District Recognition Awards  
ORIGINATOR: G. Reynolds, Department Head  
RESOURCE  
STAFF: Lorraine Bischoff

RECOMMENDATION

That expansion of the District Recognition Awards to include an additional service, team and merit award for non-teaching staff, be approved.

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**Background**

In 1989, the district became an advocate of the Excellence in Teacher Awards, sponsored by Alberta Education. At the February 10, 1999 Superintendent's Meeting, staff considered a proposal whereby Edmonton Public Schools would develop a concept, in partnership, with Support, Exempt, Maintenance, and Custodial staff groups to recognize outstanding performance and contributions by individuals. This proposal was subsequently discussed at liaison meetings for reaction and received support.

The Support Staff Consultant at that time drafted a selection criterion for the proposed award and a committee, with representation from the four staff liaison groups was established. The committee members included: Tannis Haddrell, Ian Crichton, Rosemary Kostiuk, Meluccia Dimarco, Tom Krochak, Harry Stamakis, Glen Hunter and Judy Harrison.

Once the committee developed the final draft of the criteria and nomination package, the Support Staff Consultant met with several district staff to seek further information regarding protocol and organization of the award. Student Assessment staff were invited to the committee's December 6, 2000 meeting to provide information on the District Recognition Awards program. From the information acquired at this meeting, it became evident that the District Recognition Awards program offered the opportunity for the same type of staff recognition that the committee was trying to develop. The only difference was that the District Recognition Awards program provided only one staff category.

From feedback received from the four liaison groups, the committee looked at the following options: Option A – expand the District Recognition Awards to include a Service, Team and Merit award for each of the following categories: Custodial, Exempt, Maintenance, Support Staff and Teacher/Administration. Option B - expand the District Recognition Awards to

include Service, Team and Merit awards for two staff categories: teaching staff and non-teaching staff. Option C – district review of the marketing and communication plan for the District Recognition Awards.

This report was provided to superintendent's council in April and subsequently shared at vertical principals at their May 2 meetings. There was general support for the recommended expansion of the awards by three (Option B). For practical purposes, a team award may be considered for a combination of teaching and non-teaching staff, thereby reducing by one the awards in a given year.

LB:mjl