



**LAKELAND CATHOLIC SCHOOLS**  
 BETTER EDUCATION...It's as simple as that! C'est vrai!

WORKLOAD ISSUE	PROPOSED CHANGES/BACKGROUND INFORMATION	IMPLEMENTATION TIMELINE		ACTION AND RESPONSIBILITY
		START	DEADLINE	
INDIVIDUAL PROGRAM PLANS	To be determined. Tabled until next committee meeting.	March 2014	June 2016	For further study and review by the committee.
PROFESSIONAL GROWTH PLANS	To be determined. Tabled until next committee meeting.	March 2014	June 2016	For further study and review by the committee.
PHONE CALLS REGARDING ATTENDANCE	This was determined to be an issue at the high school level. When addressed, senior admin will report back to the committee.	Nov. 2013	Feb. 2014	Senior administration will address with principals.
EXPECTATIONS OF EXTRA CURRICULAR	There were several issues ranging from elementary to high school level. Each issue was discussed and it was decided that the committee needs assistance from a lot of different partners to begin to address the issues.	Feb. 2014	Report and share successes by May 2014	Board, parent councils, student councils and administration meeting to brainstorm possible solutions. (with senior admin).
ADMIN DAYS	This year administrators were in school 7 days prior to school start up. Career counselors: are they required to be in the school prior to school start up?	Jan. 2014	June 2014	Administrators currently receive 5 days in lieu. Senior administrators will discuss and action with principals as well as discuss whether they are requiring career counselors to return to work before the start of the school year.



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PAPERWORK FOR ADMINISTRATORS	To be determined by senior admin and reported back to the committee.	Jan. 2014	March 2014	Will be discussed and reviewed with principals.
EDUCATION PLAN	To be reviewed with principals.	Jan. 2014	June 2014	This issue will be brought to principals to be re-addressed: maintaining excellence, not adding more. Focus on the greatest area of need.
FIRST YEAR TEACHERS OR THOSE NEW TO OUR DISTRICT	TRIBES training is a service and is optional. The committee will be studying the financial implications for new teachers.	Oct. 2013	June 2014	Senior administration will look into the financial cost for paying teachers for District orientation or cancelling.
FAITH DEVELOPMENT/DISTRICT OPENING DAYS	Currently two days of PD at the very beginning of the school year. One is Faith Development and the other is District Opening Day. Can these be split?	March 2014	June 2014	Senior administration will review to see if one day for start up is possible.
SHARING THE FAITH	To be determined. Tabled until next committee meeting.	March 2014	June 2014	Further research to be undertaken by senior administration and brought back to the next committee meeting.
REPORT CARDS	An elementary and middle school issue.	Nov. 2013	March 2014	November report card dates will be reviewed by senior administration with principals.

<sup>1</sup> This is a working document with timelines that are flexible. As items are clarified and addressed they will show completed. Items that need timeline adjustments will be reflected in follow-up reports. Further, items that come up as workload issues during the length of the Agreement will be added and addressed as necessary.