

# Press Release

For Immediate Release

Contact: Mary Jo McGrath  
Phone: 800-733-1638  
Date: 11/26/2007

## **Michigan school districts learn McGrath's legally fit solution to improve employee performance problems**

McGrath Training Systems will help school administrators and departmental supervisors in Michigan obtain the best performance from their employees, and aid underperforming employees in achieving their potential. This training opportunity is being offered to Michigan public schools by the MASB-SEG Property/Casualty Pool, the state's largest school risk-sharing pool. The MASB-SEG Property/Casualty Pool is working in conjunction with the Michigan Association of School Personnel Administrators (MASPA) to give districts that are members of either organization the opportunity to obtain this valuable training, free of charge.

This five-hour seminar, being held in six locations throughout Michigan in October and November, will equip participants with the skills and confidence to improve employee performance. The McGrath Training Systems' approach to addressing employee performance issues is based upon building constructive communication between all parties, and on establishing clear, understandable and actionable plans to address any performance issues. The program is designed in an educationally sound, legally fit manner and inspires employees toward personal growth. The program has been successfully implemented in school districts throughout the United States

In the 25-plus years McGrath Training Systems has conducted performance-related training programs in hundreds of school systems, it has been determined that fewer than 5 percent of their employees receive unsatisfactory performance reviews. However, in reality 20 percent of employees are seriously underperforming. This disparity between actual performance and formal performance appraisal is most often found to be the supervisor's inability or unwillingness to address performance issues as they arise, and document them appropriately.

As the insurer of more than 450 school districts in Michigan, the MASB-SEG Property/Casualty Pool has a vested interest in ensuring that schools follow proper legal procedures when addressing employee performance problems. The Pool is called upon to defend wrongful discharge lawsuits brought against its members. As part of its comprehensive risk management program, the MASB-SEG Property/Casualty Pool is hosting this seminar that addresses "avoiding wrongful termination" on October 23-25 and November 6-8. The Pool and MASPA are jointly promoting attendance so that the message can be carried to the greatest number of participants. The training schedule follows:

Oct. 23, Genesee Intermediate School District, Flint, Mich.

Oct. 24, Day's Inn, Grayling, Mich.

October 25, Marquette-Alger Regional Education Service Agency, Marquette, Mich.

Nov. 6, Allegan Intermediate School District, Allegan, Mich.

Nov. 7, Gratiot-Isabella Regional Education Service Agency, Winding Brook Conference Center, Shepherd, Mich.

Nov. 8, Weber's Inn, Ann Arbor, Mich.

Mary Jo McGrath, attorney at law and founder/chief executive office of McGrath Training Systems, is a frequent presenter at the American Association of School Personnel Administrators national conferences. She was a featured speaker at the 2006 AASPA National Conference in Detroit. Using the insights she has gained during more than 20 years as school district counsel, as an investigating attorney, and as a nationally known expert witness in cases regarding school district duty and liability, Mary Jo has created risk management training programs that target the greatest liabilities in public education. McGrath Training Systems, located in Santa Barbara, Calif., provides training on site, on line and on video. For more information, go to [www.mcgrathinc.com](http://www.mcgrathinc.com).