

**DAVENPORT COMMUNITY SCHOOL DISTRICT
ACHIEVEMENT SERVICE CENTER
JIM HESTER BOARD ROOM
1606 BRADY STREET
DAVENPORT, IOWA**

**COMMITTEE OF THE WHOLE
MONDAY, JANUARY 6, 2014**

The Board of the Davenport Community School District in the Counties of Scott and Muscatine, State of Iowa, met for the Committee of the Whole Meeting on Monday, January 6, 2014 pursuant to law. The meeting was held in the Jim Hester Board Room, Achievement Service Center, 1606 Brady Street Davenport, Iowa, in said District. President Johanson called the meeting to order at 5:30PM. On roll call the following board members were present: Directors: Ralph Johanson, Rich Clewell, Bill Sherwood, Nikki DeFauw, Jamie Snyder and Ken Krumwiede. Maria Dickmann was absent. Superintendent Art Tate and other administrators were present.

1. Teacher Librarian Showcase

Teacher librarians throughout the district made a presentation to the board. Staff included in the presentation were Terri Topper, Amanda Huss, Joan Walton, Jennifer VanFleet, Kim Foley-Sharp, Chris Turnipseed and Shawna Houk. They highlighted the five major roles of the teacher librarian and discussed their mission and belief statements. They emphasized their mission is to teach students to think critically; lead and embrace the integration of technology; connect local and global communities; collaborate with the entire school community; maximize access to quality resources; champion and support the reading life of students; nurture curiosity; help patrons find answers to questions from reliable sources; and teach information literacy. The teacher librarians have received over \$762,000 in grant funds over the last 5 years to implement district wide activities. Director Krumwiede asked for clarification on the term “weeding out” process. They provided more explanation of this term and emphasized the importance of having pertinent, current, and up-to-date information and collections available for students and how the books and collections have to evolve with the curriculum. There was also some discussion on their collaboration efforts with the county and city. Director DeFauw asked about the electronic library, their use of Kindle based books and how they balance this with the use of traditional books. Director Sherwood complimented the staff for their dedication and expertise and asked for feedback on the recent change of splitting their time between different schools. Several staff members stated that it is very difficult and offered their opinion that someone needs to be available at each school on a full time basis. Director Clewell suggested using a different word rather than “weeding out” to refer to their evaluation process and Kim Foley-Sharp noted how comprehensive their guidelines are for the process.

2. Core Curriculum

Juli Staszewski and Kim Gasaway provided an overview and update of the Iowa Core curriculum. The Iowa Core includes literacy, mathematics, science, social studies, 21st Century skills, characteristics of effective instruction, and universal constructs. Ms. Staszewski reviewed the differences between the Common Core and the Iowa Core and discussed the essential skills and concepts involved in each category. The timeline for Davenport’s implementation of the Iowa Core was discussed and includes

the following: Phase I – Awareness Support Team from 2008-09 – included 170 teachers, principals, central office staff and community members; Phase II (2009-2013)-50 representatives from teaching staff, principals, central office and community members engaged in a self-study that will be used in development of the implementation plan; and Phase III Implementation and Continuous Improvement (2014 +). She emphasized that the Core is not a federally driven initiative to force all schools to teach the same lesson plans, use the same textbooks, or to undermine the creativity of teaching professionals and it is not a one-size-fits-all approach. Director DeFauw expressed a concern that the roll out of the Core doesn't align with the textbook adoption cycle and noted that the honors math class is one example where students do not receive books. Ms. Staszewski said she would look into this. DeFauw also noted that many students do not have access to the internet at home so relying on this resource instead of a book can be problematic. Director Clewell asked about the visual and dramatic arts being included in the Iowa Core and Staszewski said these are being worked on at the state level and that district teachers have utilized information from this group. There was a discussion about the timing concerning the assessment piece and the impact the delay may have on scores. Krumwiede commented on the possible pushback from the legislature relative to the Iowa Core and emphasized the importance of board members being able to discuss this topic correctly. Staszewski emphasized the Iowa Core was not created by the federal government and is not a federal curriculum. DeFauw inquired about periodic assessments and mentioned situations where students didn't have adequate preparation time. President Johanson expressed a concern that some staff members he has spoken with in the past could not explain the Iowa Core and this caused him concern. He also emphasized the importance of creativity and Staszewski stated she believes the Core promotes student creativity.

3. (Consolidated Plan) C-Plan Update

Juli Staszewski, Kendall Owoh and Dawn Anderson- Rascher provided an update on the Consolidated Plan. Reports included in this plan are the Comprehensive School Improvement Plan (CSIP); Annual Progress Report (APR); District Developed Service Delivery Plan (DDSDP); Schools In Need of Assistance/Districts in Need of Assistance(SINA & DINA); and the Iowa CORE Implementation Plan. Anderson-Rascher reviewed information concerning the Annual Progress Report and highlighted the goals. Staszewski discussed the District Developed Service Delivery Plan and Owoh reviewed SINA and DINA plans. There was a discussion about PBIS and that it is not district wide currently but could be sometime in the future. Director Clewell commented that the old CSIP plan was a strategic tool he had always used and liked because it provided year by year metrics. Clewell said he will follow up with an information request for more detail since the new CSIP no longer provides this type of data.

4. Hiring Regulation

Dr. Tate explained that Human Resources has created a draft document outlining hiring procedures that reflect a set of principles that are balanced, fair, and predictable. Human Resources Director, Debra Miller, reviewed the draft document. She noted that she is receiving on-going feedback from Wendy Meyer, the district's attorney on this document. Miller highlighted the items included in the Guidelines for the Selection of Candidates to Interview. This section also includes the requirements for internal candidates. A few of the criteria included in this category were that a scoring rubric with the established criteria must be used when reviewing applications; a minimum of 3 candidates must be interviewed; and the Superintendent has the authority and sole discretion to appoint a person he/she deems qualified to an administrative position. Jabari Woods, Assistant Director of Human Resources, discussed the guidelines for interview teams and conducting interviews and explained an evaluation sheet is still being developed. Director Sherwood asked about follow up questions and Dr. Tate said this needs to be included. Miller reviewed the remaining steps of the process and guidelines for follow up for those candidates not selected for positions. She explained the entire process will be reviewed annually. Dr. Tate emphasized the importance of selecting the best candidate and asked for more

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clarification from the board on what this mean to them. Director DeFauw said this is great document. There was a discussion about the section describing the process for selecting the best candidate and the process used if the supervisor disregards the committee's recommendation who to hire. It was suggested that an explanation be provided and signed off by the HR Director if this is the case and DeFauw noted that it needs to be a defensible choice by the supervisor to disregard the committee's recommendations. Krumwiede expressed appreciation for this document and suggested a staff member who understands the curriculum always be included on the interview team. Director Sherwood agreed. Krumwiede emphasized the fact that the hiring is being done for the district not for each particular building. Sherwood asked if all things are equal do we push for minority representation and Dr. Tate said that is the basis for this document. Director Clewell suggested removing the phrase "whenever possible" under Guidelines for Interview Teams. He also asked where affirmative action comes into this equation and how is it applied. There was a discussion about this point and Clewell clarified they are still waiting on some answers from the Department of Education. Director Snyder inquired about the requirement for interviewing a minimum of 3 candidates and Miller explained they interview more than 3 candidates the majority of the time. There was a discussion about how the Applitrack software could be utilized in the screening process

5. Living Wage

Johanson made note of some handouts provided by Ty Cutkomp that provided more information concerning Food & Nutrition Services and Para Educators Wage Reviews. Director of Human Resources, Debra Miller distributed updated handouts to the board (attachments A, A, B, and C) that were corrections to those provided in the board packets. She reviewed some of the reasons why it was hard to make cost of living comparisons between the Iowa Policy Project and salaries for district employees in the Para-Educator and Food & Nutrition Services Group. Jabari Woods discussed several efforts being made to reduce costs for Para-educators and elaborated on the Grow Your Own Initiative. President Johanson noted that Director Sherwood requested this agenda item and requested he lead the discussion. Director Sherwood stated the presence of an insurance package is a real plus but his main concern is the hourly wage. He said he knows there are employees in the district who are barely making it and that a strategy needs to be developed to shift resources to the bottom level and change how we negotiate. President Johanson stated that the topic of negotiation would be more appropriate during a negotiation strategy meeting. Sherwood said the data included in the board packet doesn't provide much information and makes assumptions about family structure. Sherwood said if the district is serious about addressing poverty we should make sure our own employees have a living wage and this board should direct the administration to raise salaries from the bottom up. He emphasized this is a moral issue and is about employees feeding their families. Director Clewell stated he respects the Policy Project staff and said he will ask them for more information. Clewell said of course he supports a living wage but we must also recognize what our surrounding community is doing as well. Johanson noted that that benefits provided these employees is significant and should be valued appropriately. Johanson asked board members if this topic should continue to be discussed at a later time and there was no response. Director Clewell stated he would include the ISEA resolutions document provided by Ty Cutkomp on the agenda for the next Legislative Advocacy Committee Meeting.

6. Board Use of Technology – This agenda item was postponed. President Johanson adjourned the meeting at 9:05PM.

Mary Correthers, Recording Secretary