

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

**SUPERINTENDENT EVALUATION
Monday, August 11th, 2014**

The Board of the Davenport Community School District in the Counties of Scott and Muscatine, State of Iowa, met on Monday, August 11, 2014 to conduct the Superintendent's annual evaluation. The meeting was held in the Jim Hester Board Room at the Achievement Service Center, 1606 Brady Street Davenport, Iowa, in said District. President Johanson called the meeting to order at 4:30 PM.

On roll call the following board members were present: Directors: Ralph Johanson, Ken Krumwiede, Rich Clewell, Bill Sherwood, Maria Dickmann, Jamie Snyder and Nikki DeFauw. Superintendent Art Tate was present.

Director Krumwiede explained that the legislature has changed the requirement that the evaluations for all Superintendents has to include all six Iowa School Leadership Standards and Criteria starting next year. This year the board decided to focus on standards #2 (culture of learning) and standard #4 (family and community). Dr. Tate provided a summary of the materials and reports he had provided to the board related to the Superintendent objectives, his performance based on the Iowa School Leadership Standards and professional development targets, and accomplishments for the 2013-14 school year.

Individual board members reviewed the Superintendent's performance the standards. Suggestions for improvement included doing more to attract a racially diverse work force and more immediate solutions to address the achievement gap. Several board members expressed concern about how the district retains close to 100% of all new teacher hires past the probationary period. They provided feedback on some of Dr. Tate's accomplishments including reducing the district's drop-out rate from 8.69% in 2012 to 4.85% in 2013. Board members also commented on how the Superintendent does a great job working with the community and various stakeholder groups and other initiatives that had been successful during this evaluation period.

Director DeFauw suggested a second follow up meeting to have more conversation about this year and next year's goals for Dr. Tate. She suggested a discussion at the next Committee of the Whole Meeting.

President Johanson adjourned the meeting at 5:55 PM.

Mary Correthers, Recording Secretary