

In attendance: Dawn Anderson Rascher, Bonnie Beechum, John Border, Charlie Driscoll, Nora Dvorak, Linda Heiden, Redmond Jones II, Angelica Kent, Laura Lortz, Rachael Mullins, Carmen Rivera-Jackson, Deb Stevenson, Susan Strodtbeck, Michelle Turner

Building Level Report Cards – Update

- Dawn passed out an updated version of the building level report card based on the input she received from this committee as well as from administration with the district.
- The format the Equity Committee suggested becomes very difficult to put on the website.
- The folded report cards were well liked by other administrators. They felt those report cards could be used by each building as a marketing tool.
- Even though the recommended format may change, there were several areas that will remain changed based on the recommendation of the Equity Committee.
- An email was sent after the Equity Meeting addressing information on the building level report cards and samples were attached to the email.

Affirmative Action Plan – General Overview

- Dawn sent some articles out prior to this meeting for the committee to review for the Affirmative Action Plan.
- Dawn sees some folks on the Equity Committee becoming a part of a Task Force to tackle some of the issues foreseen in making this plan successful. What type of role do you want to play in this group? As an individual?
- There are three groups that an Affirmative Action Plan focuses on. Those three groups are females, disabled people and minorities. These groups are across the board and are determined by the government.
- Dawn passed out statistical information regarding the school district's workforce. After reviewing the information, it was agreed upon that the disability information does not look correct. It looks as if we are not reporting some of people with disabilities within the district in the information. Charlie pointed out that there is a para educator at Jefferson in a wheelchair and a teacher at Kimberly Center East that is legally blind. Neither of these employees are represented in the disability numbers. When an employee of the school district is on an ADA plan, who reports that information to MIS so that the counts are accurate when pulling a report?
- Dawn pointed out that there is only one male counselor in the district at the high school level.
- Dawn pulled the statistical information into a quantitative analysis and goals worksheet to look at the utilization analysis which shows whether or not we are over/under represented in a category. The rule "any difference" is the hardest to achieve. This information only shows under representation.
- In regards to the quantitative analysis and goals worksheet, standard deviations are the best "rule" to go by because courts, if it got to this point, like this rule the best. It is the City of Davenport's norm to use this rule. The University of Michigan used a rule outside of the standard deviations and it put the university in some hot water.
- It was stated that the EEO Report should be filled out every couple of years. The EEO Report could help fill out the Affirmative Action information (for the statistical information part). EEO is a federal requirement so there must be one filled out. Dawn will touch base with Human Resources Department about the EEO Report. Procurement information should also be a part of the EEO Report.
- Affirmative Action steps are for under represented areas, not over, that we need to focus on for the plan.
- It was brought up at this meeting that it might be interesting to see if there are certain jobs that are over represented too.
- Deb Stevenson has some information she was sent about scholarships for black males that go into teaching.
- Next, Dawn reviewed the Action Plan for the Affirmative Action Plan. Dawn went over the activities with the group. There are certain things that need to be in the Affirmative Action Plan per the Department of Education.
- Dawn encouraged everyone to keep an eye out for what "successful" districts are doing for recruitment.
- Some committee members suggested that Davenport School District needs to look at some of the school districts that are getting ready to lay off teachers (areas like Des Moines and Kansas City).
- The Affirmative Action Plan that is currently being worked on will not see fruition for 3 to 5 years. The changes will not happen immediately.
- This Affirmative Action Plan needs to have substance not just statements.

- It was suggested to look into what qualifications are needed if someone is able to teach in one state versus teaching in Iowa. This suggestion came about because there are over 900 soldiers moving to the Quad-City area that might have spouses with teaching licenses. A Human Relations course is a necessity to receive an Iowa Teaching License. One can get a conditional license to teach in Iowa while they are taking this course.
- There is a wonderful program called “Teach America” that is more prominent in the bigger cities of Houston, Chicago and Los Angeles. Border volunteered to look into this information a bit more. Thank you, John!
- Hiring needs to be addressed before the school district really starts to see changes in who they can hire. As of the meeting day, principals were just beginning to put together their staffing needs for next school year. In the meantime, the Rock Island School District is already hiring.
- Professional Development was reviewed. Dawn thinks we need professional development for all staff and a separate professional development for those that hire and supervise staff.
- The “teacher spreadsheet” is the school district’s pool of teachers that a principal can hire from. The spreadsheet is not user friendly and has a lot of outdated information on it. It was expressed again at this meeting that the para educator tool is much better and the teacher’s information should reflect what the paras have.
- What kind of relationships is the district building/showing the community? What kind of opportunities is the district providing/showing people in the community? Who are the ambassadors for the Davenport School District? John Border posed these questions as well as shared an ambassador of the school districts. John mentioned Tom Rummels as someone who has been an ambassador of Jefferson’s students for quite sometime.

Affirmative Action Plan – Does the action plan reflect what we talked about

- The information shared on the workforce numbers must be reviewed for accuracy before the plan can be built.
- Over representation in low paying jobs is just as much a problem (for example, the school district could meet the quota of minorities but only because most of the minorities are working in the lower paying jobs).
- It was suggested that Human Resources needs to define categorical positions. What does it mean to be a specialist? What does it mean to be an administrative assistant? What does it mean to be a liaison? This information can help retain qualified workers in the workplace. If people receive this type of information, then they understand what they need to do to stay with the district and move up if they wanted to do so.

Affirmative Action Plan – What are our next steps?

- Reducing the difference rule shows growth. For the professional category, the goal is to get to 10% in the minority subcategory. There needs to be more male teachers at the elementary and intermediate levels.
- The teacher category has the area where more diversity needs to occur. Males are underrepresented at the elementary level.
- Building relationships with associations in the area that represent disabled people.

Additional Information

- Dawn shared information from Audrey Strothkamp in HR about the Scott Community College Fair. Audrey has registered the school district to be a part of this fair which is being held on April 21st. If you are interested in helping at this College Fair, please contact Audrey. Or, you may contact Michelle Turner who will pass the information along to Audrey for review.
- The Equity Committee shared ideas on people within the school district that would be an asset to help the district recruit.

Committee Assignment

Dawn asked that the committee continue to think about what the school district’s Affirmative Action Plan should have and include. Also, if you know of someone from the community that would be an asset to our Equity Committee, please pass their information along to Dawn. If anyone has any ideas, please contact Dawn at 336-3805 or andersonrascherd@davenportschools.org.

Next Meeting Dates: April 22, 2010 (5:00 – 7:00pm), ASC Board Room