

In attendance: Dawn Anderson Rascher, Ann Dolan-Bishop, Charlie Driscoll, Nora Dvorak, Linda Heiden, Angelica Kent, Susan Strodtbeck, Michelle Turner

Affirmative Action Plan – Set Priorities:

- Dawn handed out the updated DCSD Action Plan for EEO and AA. The update is attached.
- Jenni Weipert, Director of HR, reviewed the AA Plan; however, she is very busy with end of year items especially staffing. Dawn and Jenni will work on the Plan over the summer.
- Since they will be working on the plan over the summer, Dawn asked the committee for input on what items should be focused on. The committee suggested the following areas:
 - Coordinate hiring efforts with other agencies, such as the City of Davenport, AEA, and other school districts. To achieve this, setting calendars is very important as everyone's calendar fills up quickly. The committee thinks this should not be too time consuming and should not require a great deal of work.
 - Review data accuracy of summary reports. There is a disconnect between the ADA database being used to track employees and the district's reports that are pulled out of a central database. Again, it is felt that this will not require a lot of time and work. A process needs to be put in place so that information is accurate.
- Dawn's priority for the plan is to Provide Professional Development for all employees in both the all employees focus and personnel who hire and supervise focus. Currently, this is not done in the school district.
- The following are ways the school district can begin to build upon our future workforce... the students:
 - Education Pathways currently has an engineering program that a student begins as a Freshman and by Senior year the student has to do a project with an engineer. The school district is now looking at beginning one for the education career especially since we have the Children's Village and there are opportunities for tutoring.
 - The Career Pathways, Business Academy and ProStart allows students to receive college credit.
 - In 8th grade, students have to develop a 5-year plan.
- Student teachers are a great way to recruit to teachers to our district. Davenport Schools have between 100 to 110 student teachers per year. A question was posed to find out how many of those student teachers are male and/or minorities.
- The Affirmative Action Plan will go into effect in January 2011

Equity Audit Data Collection and Analysis:

- Dawn handed out the collection and analysis information. This information is attached as well.
- An outside agency did an audit for the Davenport School District in the special education department as well as on the ESL students.
- The preliminary report is out and shows some concerns in equitable issues. Because of that, Superintendent Almanza wants Dawn to start collecting the information on this report.
- DCSD uses eSIS to track student information. The version being used is 10 years old. Beginning next school year, DCSD will use Infinite Campus. With this new software, information will be easier to retrieve for equity purposes.

i3 Grant:

- Dawn handed out information on the i3 Grant. This information is attached as well. When reviewing the document, you will notice there are Absolute Priorities that applicants must have. DCSD has set Absolute Priority 2: Innovations that Improve the Use of Data as the school district's priority.
- Dawn has been working very hard on this grant as it is due May 11th and the amount the school district can receive is significant. Also, the grant requires securing matching funds of 6% from community leaders. This amount can include in-kind funds as well.
- There are 14 "intent to apply" schools from the State of Iowa. And, there are 1400 "intent to apply" in the nation for this grant.
- To have a larger impact on obtaining the grant, Davenport Schools has partnered with 17 other districts that will include small, medium and large school districts.

- The grant will focus on high school dropouts and how the community and school district need to work together to make high school drop out rates lower.
- Achieve Quad Cities, Big Brothers/Big Sisters, United Way and the Community Foundation are also interested in working on drop out rates too.
- The goal of the grant is to develop a strategic approach that prepares all Iowa students for post-high school success and strengthens their future economic and social prospects. There are three objectives to achieving this objective.
- *Objective 1 Common Data System:* to create a common data system that analyzes cohort groups of students and identifies the factors that allow districts to assess that students are 1) on track for graduation, 2) struggling and in need of support, and/or 3) returning after having dropped out. These items need to be documented.
- *Object 2 Local Empowerment:* to empower district and community leaders to imbed and coordinate strategies and resources that support students who 1) are on track for graduation, 2) struggling and in need of support, and/or 3) returning after having dropped out. There has to be structure to this and outcomes shown. Burke Cleaners has just started a program that offers homeless students FREE washing and drying for their clothes. Students that are homeless may take showers at school before classes begin. Vera French now has vehicles that will pick up and drop off those need psychological assistance. These types of things will help keep students in school and not have to “worry” about the little things.
- *Object 3 Sustainability and Scalability:* to create a long-term sustainable framework that is scalable across the state and nationally.
- Governor Chet Culver’s goal by 2020 is to have a 95% graduation rate in the State of Iowa. The Governor is putting together focus groups on how the state will meet this goal. The Davenport School District is part of the focus group and will be meeting on April 30, 2010.
- Dawn really likes the Boston Model for high school drop outs. Mayor Bill Gluba, City of Davenport, also likes the model. Boston Schools’ graduation rate increased by 30%.

Community Fair Update: The career fair was great. I attended with Micki Carrington – the food service supervisor, and Carol Harris – head nurse. Micki and Carol said that they did not know that the district attended career fairs for classified personnel (and nurses) – I told them it was the first time and they too agreed that it was a great idea and thought that the more we can get ourselves out there, the better. A lot of people stopped by our booth to get information. We did not collect resumes there, rather we provide information about applying online and viewing our open positions since our classified positions are posted/updated on a daily basis. I’d say the most interest was in para educator and nurse positions – there were a couple people interested in secretarial and technology positions. Many of the students were not finishing with their coursework this year, but rather in the next year. I was actually surprised at how few of them were finishing in May – I figured those would be the students looking for jobs. However, I would explain to them that many of our positions require only a GED or HS diploma so that if they were interested in working during their course work, they should apply online. There was a handful that was still working on their GED and I explained the same to them. Overall, I think it was a good event and we will be attending in the future as I think it is a good idea to get us out there in front of the students. The booth is pretty small, so I actually wouldn’t recommend more than two representatives attending in the future. Many booths just had one person.

Dates will be determined for next school year. In the meantime, enjoy your summer!!!

Prior to next year’s meetings, if you know of someone from the community that would be an asset to our Equity Committee, please pass their information along to Dawn or Michelle.