

# Davis for Local Education Volunteer Reports

## Davis County School Board Workshop & Meeting

### November 4, 2014

DAVIS COUNTY SCHOOL BOARD WORKSHOP MEETING  
3:00 TUESDAY, NOVEMBER 4

by Shirley Larsen

Two things on the agenda were discussed.

1. The city of West Point came with a presentation asking the board to accept lower property taxes for a parcel of land where a new Smith's Marketplace is going to be built. They are asking the board to agree to the same thing they have done with the city of Kaysville on their property that is on the corner of 200 North and Flint Street where another Smith's Marketplace is in the process of being built.

Mayor Erik Craythorne and Mr. Randy Sant shared information about this request. They talked about West Point's needs for a development of this type. Right now the school board gets a little over \$150 a year of tax income from the parcel of land being spoken of. It has only been farm land up to this point. When it is rezoned and developed, the property tax will be upwards of \$1,000,000 and even taking just half for several years to help Smith's with the cost of building there, the school district gets much more money than it certainly is.

2. An update from the Human Resources department. This presentation was made by Mr. Craig Poll and Ms. Becky Williams.

Things the HR department deals with:

- insurance
- background checks of new employees
- 360 subs were needed the day before fall break
- Becky spends a lot of time with litigation for people who shouldn't have been in the system
- The Davis County School District employs about 8,000 people

#### RECRUITING, SELECTING, AND RETAINING EMPLOYEES

For the 2014-15 school year the following were hired:

- 11 principals
- 4 Assistant principals
- 15 administrative interns
- 166 elementary teachers
- 106 secondary teachers
- 47 special ed teachers
- 10 counselors
- 594 classified employees
- 18 (other-not including substitutes)

Davis County School district is an equal opportunity employer.

Ms. Williams said: "We are in a teacher shortage again. Enough people aren't joining the

teaching profession.” So teachers can choose who they think will be the best employer.

#### RECRUITMENT

- Campus recruitment
- Student Teacher open house
- Community relations Facebook
- leave of absence for employees who are student teaching
- signs on buses
- school marquees
- equity committee
- professional associations
- “The Davis Way” is best recruitment

#### STARTING SALARIES:

Davis is 2 from the bottom in competing starting salaries.

Salt Lake County \$38,030

Weber County \$35,512

Davis County \$32,836

Alpine District \$37,200

Granite District \$33,806

Jordan District \$33,248

#### SELECTION FACTORS AND PROCESS FOR NEW TEACHERS

- Education
- Experience
- Knowledge
- Skills
- Ability
- References

The district has an online application system which they continue to modify and improve.

Individuals can go in and create a profile. They can say ‘notify me when you have a position’.

Superintendent Bowles said that even before teachers graduate they are ‘snatched up’.

Ms. Williams said that they try to get student teachers to come to Davis County.

Mr. Craig Poll said that administrative screening is the first step.

Supervisor Evaluation 20%

Written Exercise 20%

Principal Insight 10% (using a Gallup questionnaire)

The question was asked, “how many people are usually involved in the first step of screening?”

(Shirley's note: Not sure if these numbers are for teachers or administrators)

15-20 Apply for high school

30-40 for Jr. High

5 pages of people for elementary school

Superintendent Bowles said, “We won't hire a principal who hasn't at least been an Assistant

Principal somewhere.”

#### ADMINISTRATION SCREENING (cont)

- Cabinet reviews total scores and sets finalist rating
- Application materials reviewed by committee of diverse individuals (educators, parents, local political figures)

- Applicants interviewed by committee
- Finalists referred to Superintendent and School directors
- Successful candidates presented to the School Board

#### EDUCATOR SCREENING-REGULAR ED

District level screening interview includes:

- Purpose
- Connection
- Individualization
- Commitment
- Organization (are they organized?)
- Student development
- Assessment
- Communication
- Goals
- Review of application materials

Scores of interview and application materials are combined. Finalists are determined.

Principals get to choose from this pool.

Because those who don't 'pass' can't know why and how they can improve, Mr. Lovato asks why are we using this method if it doesn't meet our needs?

Mr. Cannon explains that knowing the purpose of the process answers this question. The process is to help us hire the best people, not help candidates improve.

PRAXIS is the test educators have to pass in order to be registered with the State.

Mr. Peter Cannon says that the school board isn't involved in selecting principals or have authority to vote a person down. They could change it.

Mrs. Lowe says the way it is, board members don't have to hear requests from outside sources about who is hired.

The District does the initial screening.

It is challenging to get science and math teachers. In the majority of positions there are shortages, except in English, Social Studies and History.

#### CLASSIFIED SCREENINGS

- HR review applications for required qualifications
- Candidates with qualifications referred to hiring authority
- Hiring authority encouraged to use a committee in selection process

#### RETENTION

- compensation
- proximity
- What they value in the organization
- Workplace environment
- Support
- Administrative Interns
- Class size is #1 asked question by new candidates
- Staff Development Mentoring
- Resources
- Meeting Personal needs/Interest, Desired Assignment
- Opportunity for advancement

-Other (innovation, security, co-workers, facility)

Mr. Lovato suggests that this year it would be helpful if hiring were to be broken down by demographics. Ms. Williams says that our goal is to hire the best candidates.

Mr. Lovato wants to know how they evaluate if we are hiring more minorities.

Superintendent Bowles says we don't track it.

Ms. Williams said we are required by Equal Employment Opportunity \_\_\_\_\_ report

Mr. Lovato says that 4 years ago we only had 5% minorities in schools.

Ms. Williams says that once someone is hired we can ask questions of race, but not before because we don't want to appear to discriminate. We are looking for good teachers regardless of these factors.

Mr. Larry Smith asks how ARL program is working out.

Ms. Williams says they are either very successful or not at all.

Larry: Have we ever provided incentives to help us hire?

Ms. Williams says, 'no'.

Mr. Smith says: Can we look into it?

Mr. Cannon says that as a board they can look into it.

Ms. Williams says that class size, compensation, and prep time are incentives.

Mr. Craig Poll says that their goal is to hire for next year in February and to try to sign student teachers early.

Mrs. Lowe says 2 weeks before school started Ogden City said they were 12 teachers short.

Were we still shuffling then?

Ms. Williams says, yes, we have 10 openings right now.

Mrs. Lowe: What are we doing in rooms where we don't have teachers?

Ms. Williams: We hire long term subs or 1 year hires.

Mr. Cannon says in the free market we pay what we have to pay to get employees.

Mrs. Lowe says 'so because there are a lot English teachers, we're not worth as much?'

Peter says 'it's the law of supply and demand'.

Mrs. Lowe says, "that's pucky!"

Mr. Cannon says "I didn't know we were the Soviet Union, I thought this was America."

We needed 300 new teachers this year.

Superintendent Bowles said we try to grow our own teachers. Elementary principals tell us if they have kids who want to be teachers and the district sends them letters saying "we hope you'll continue working towards your desire to become a teacher." When unemployment is high, more people want to teach.

Mr. Cannon suggests that the HR department come up with a better report to help us make decisions on how to retain or hire individuals.

Meeting Adjourned

#### NOTE FROM SHIRLEY LARSEN:

I was curious, in seeing that Davis District is second from last in the amount of money we pay first year teachers, what the Superintendents make in some of the districts in the State.

Here is what I've found on the website, Utah Rights.

Alpine School District Superintendent Vernon Henshaw \$288,447

Davis County School Superintendent Bryan Bowles \$281,431

Davis County also has 2 Asst. Superintendents who make

approximately \$220,000 each, Pamela Park and Craig Poll  
Weber County Schools Superintendent Jeff Stephens \$211,970  
Weber County has 3 other Asst. Superintendents who make  
between \$150,000 to \$168,000  
Salt Lake City School Superintendent Mckell S Withers \$275,124  
Granite School Dist Superintendent Martin W Bates \$266,352  
Granite District has 3 assistant superintendents who  
each make approximately \$200,000

# School Board Meeting Notes

by Carie Valentine

## Board Discussion of High School #9

It was reported that the school district is moving ahead with architectural plans for High School #9. Mr. Carter, Asst. Superintendent, explained the project has not been approved but that it will be needed by 2018 and there is money in the budget to hire an architect to start working on the design of the school.

Peter Cannon pointed out the school will be built on land already owned by the district in Farmington.

Mr. Carter said the money to build the school will have to be bonded when the time comes for that. This school's focus will be on STEM subjects that will lead to college and careers in STEM, vocational studies for STEM too. Burke Larsen suggested that the school board request a discount on the architectural fees since they are hiring a firm that has worked with them before and there are preliminary costs that could be waived because they have already been paid with other projects.

Mr. Carter said they have already pursued that.

Peter Cannon suggested the design firm give the board regular updates so they are aware of the project's progress.

Mr. Keaton (student board member) would like there to be student input on the building.

Superintendent Bowles said the program document is created first then the architect creates a design book on how the build will go. The board could be kept up to date when these steps occur.

David Lovato wanted to know why this architect was chosen over the others.

Mr. Carter reported this firm has worked with them in the past and is very good at doing projects for the school district. He said they have a good relationship and they are a local firm and confident they can meet the time table. He emphasized that they were local instead of a satellite of a larger national firm.

A staff member named Brian said they lead in educational architectural design and have high energy and good customer service.

Mr. Carter said they tried hard to be balanced in their selection.

Pam Parke, Asst. Superintendent, the chosen firm was available and responsive to their needs.

**PERSONAL INPUT:** The board seemed to be taking great care to explain their position on this matter.

They also took the time to explain what various aspects of the project meant and posed questions in a way that would help the audience members understand the discussion. I appreciated the effort to be specific and provided information the public could do something with.

## Board Discussion of 2015 School Board Meeting Dates

The board voted unanimously to approve the Board Meeting Dates and locations for 2015.

Peter Cannon mentioned the board has delegated a lot of their responsibilities to the unelected staff. He said the school board should be more hands on, hear from citizens, and take back more of their power.

The board then reported on various events they had attended since the last school board meeting and then they adjourned.