DISTRICT ACCOUNTABILITY ADVISORY COMMITTEE

November 21, 2016
6:00 – 7:30 PM
Accountability and Research Conference Room
of Education Service Center 1

A G E N D A

6:00 – 6:15  Call meeting (Questions and Feedback
6:15 – 7:15  Human Resources
             Damon Smith
7:15 – 7:30  Unified Improvement Planning (District and Schools)
7:30        Closing
I. Call to order:
   DJ Loerzel called to order the regular meeting of the District Accountability Advisory Committee at 6:00 pm on Monday, November 21st in the Accountability Conference Room (Educational Services Center #1)

II. Roll Call
   The following individuals were present: Ella Hart, Billie Day, Cathy Wildman (BOE Liaison) Dan Wright, Valerie Nesbit, and DJ Loerzel.

Speaker(s):
   - Damon Smith, Chief Human Resources Officer

III. Welcome and Introductions
   DJ introduced the agenda and speakers for the evening

IV. Human Resources
   Damon began with an overall discussion of “who APS employees are” and the data that has driven the HR department’s work over the course of the year. The data in the PowerPoint was pulled last month. APS has 6230 employees:
   - Licensed Employees 2548 40.90%
   - Classified Employees 1827 29.33%
   - Administrator/Professional Technical Employees 349 5.60%
   - Total Contracted Employees 4724 75.83%
   - Total Non-Contracted Employees 1506 24.17%
   - Total Employees 6230

Question: who are considered “Licensed Staff”?
   Answer: These are teachers, psychologists, etc that are required to hold Colorado Teacher’s license

Question: who are considered Non-contracted employees?
   Answer: These are part-time or non-continuous employees without benefits or continuous work. Examples of non-contracted employees are tutors, Community CORE liaisons, bus drivers going through their training program, coaches, etc.

Gender: seeing growth of males at the elementary school level but more males (roughly 60%) at the secondary level. Race/Ethnicity: largely consistent year over year and very similar when compared to the rest of the state and country. Across the nation, school districts struggle to recruit multicultural teachers. Experience: 20% of teachers (4 out of 10) are within first 6 years. General retirement rule: if you are over 65 you can retire but if you are under 65 you can take 80 and subtract your age for PERA retirement (50 with 30 years of experience).
Major constraint impacting APS: 27% of our applicants are for Elementary Education and we do not have enough positions for these applicants.

Question (Dan Wright): Can “conditional” offers be given on the spot?
Answer: Yes, the offer can be extended, pending background check

V. Unified Improvement Plans

DJ presented the UIP timeline and expectations which are detailed in the attached PowerPoint. Most immediately, schools and districts with Priority Improvement or Turnaround ratings must complete their UIPs before the end of November. These will be reviewed in detail by the Aurora Board of Education at the Tuesday, December 13th BOE meeting as an information item. At the next BOE meeting, January 3rd, the BOE will vote on the UIPs as a consent item.

DAAC concern to be communicated to the CAO and principals, changes in assessments remove opportunities to calculate growth and improvement year over year.

Handout(s):
PowerPoint from Damon Smith, DAAC Presentation_HR
PowerPoint from DJ Loerzel, DAAC Unified Improvement Plans

I. Adjournment – Meeting adjourned at 8:30 pm