



Dallas Center-Grimes Community School District

Teacher Quality (TQ) Committee

Overview Information

The Iowa Department of Education believes that a highly competent teacher workforce is a critical foundation for continually improving children's educational outcomes. The Teacher Quality (TQ) program represents Iowa's efforts for attracting, supporting and retaining a diverse workforce of teachers to develop greater mastery and leadership in their classrooms. The Dallas Center-Grimes Community School District is committed to working collaboratively to ensure a highly competent teacher workforce through high quality professional development and a supportive teacher evaluation program. Through the work of a Teacher Quality (TQ) committee, the district can ensure that this is done in a collaborative and supportive manner with all stakeholders.

Committee Membership

The Teacher Quality (TQ) Committee should have an equal number of teachers and administrators but the number of members is not defined. Teachers should be appointed by the certified employee organization while administrator members should be appointed by the school board. There is no recommendation as to the size of the committee but equal representation from grade-levels, content areas and stakeholder groups is recommended.

Based on the committee membership requirements outlined in Iowa Code, the Dallas Center-Grimes Community School District recommends the following membership committee structure:

	Administrator	Teacher	
Superintendent	<i>Dr. Scott Blum</i>	<i>Tom Clark</i>	DC-GEA President
Associate Superintendent	<i>Dr. Greg Carenza</i>	<i>Emily Drey</i>	Elementary Level Teacher
Director of Teaching and Learning	<i>Shana Olson</i>	<i>Katheryne Almeida</i>	Secondary Level Teacher
Director of Student Services	<i>Alyson Finley</i>	<i>Kendra Spoelstra</i>	Teacher Representative*
Director of Human Resources	<i>Cary Justmann</i>	<i>Travis Mateer</i>	Teacher Representative*
Secondary Level Administrator	<i>Matthew Blackmore, DCG High School Principal</i>	<i>Courtney Anderson</i>	Teacher Representative*
Elementary Level Administrator	<i>Diann Williamson, Heritage Elementary Principal</i>	<i>Heather Every</i>	Teacher Representative*

* When possible, the DC-GEA is encouraged to select committee members that represent student services programs (i.e., SpEd, ESOL, TAG, At-Risk) and Encore programs (i.e., Art, Music, PE, etc...) in order to ensure a strong representation of our teaching staff.

Responsibilities of the Teacher Quality (TQ) Committee

- Monitor the implementation of the requirements of statutes and administrative code provisions relating to this chapter (284), including requirements that affect any agreement negotiated pursuant to chapter 20.
- Monitor the evaluation requirements of this chapter to ensure evaluations are conducted in a fair and consistent manner throughout the school district or agency. The committee shall develop model evidence for the Iowa teaching standards and criteria. The model evidence will minimize paperwork and focus on teacher improvement. The model evidence will determine which standards and criteria can be met with observation and which evidence meets multiple standards and criteria.
- Determine the use and distribution of the professional development funds calculated and paid to the school district or agency as provided in section 257.9 or section 257.10 based upon school district or agency, attendance center, and individual teacher and professional development plans.
- Monitor the professional development in each attendance center to ensure that the professional development meets school district or agency, attendance center, and individual professional development plans.
- Determine the compensation for teachers on the committee for work responsibilities required beyond the normal work day.

Frequency of Meetings

Iowa Code does not set any requirements for the number of meetings that must be held during the school year. The Teacher Quality (TQ) will meet a minimum of two times each year and more if needed. Meetings will be spaced out throughout the year to allow the committee time to do any learning in between sessions.

Meeting Minutes

Teacher Quality (TQ) Committee meetings are subject to open meeting laws and will be posted accordingly. Upon completion of the meeting, the minutes will be shared out with district staff using our district communication platform.

Iowa Code Citations

284.4 Teacher performance, compensation, and career development
257.9(9) professional development supplement
284.6 teacher quality professional development requirement

Iowa Administrative Code (rule):

281 98.26 use of the professional development funding
281 83.6 professional development program



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