



# Teacher Quality (TQ) Committee Meeting

## Dallas Center-Grimes Community School District

### 2025 - 2026 School Year

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## Meeting Agenda and Minutes

Monday, December 8, 2025

3:45 - 5:15 pm

### Meeting Attendance:

Dr. Scott Blum Superintendent	X	Mrs. Diann Williamson Principal, Heritage Elem.	X	Mrs. Katheryne Almeida, Tchr DCG High School	X
Dr. Greg Carenza Associate Superintendent	X	Mr. Matthew Blackmore Principal, DC-G High Sch.	X	Mrs. Kendra Spoelstra, Tchr. Oak View Middle School	
Mrs. Shana Olson Director of Tchg & Lrng	X	Mr. Tom Clark, Teacher DCG Middle School	X	Mrs. Courtney Anderson, Tchr Heritage Elementary School	X
Mrs. Alyson Finley Director of Student Services	X	Ms. Emily Drey, Teacher Heritage Elementary Sch	X	Mrs. Heather Every, Teacher DCG High School	
Mr. Cary Justmann Director of Human Resources	X	Travis Mateer, Teacher DCG Middle School	X		

### Meeting Agenda and Minutes:

Agenda Item	Minutes/Summary
I. Welcome / Greetings	<i>Meeting called to order at 3:50pm. Dr. Carenza summarized the agenda.</i>
II. 2026-2027 School Calendar Updates a. Review of Calendar Process b. Preview of 2026-2027 Calendar c. Ideas and Considerations	<p><i>A sample calendar was presented and follows the format of the 25/26 calendar. The calendar will be presented to the Board for approval in January.</i></p> <p><i>Committee discussed calendar proposal - Dr. Carenza presented the template showing how the calendar is developed and important dates, etc.</i></p> <p><i>Feedback shared from staff that was summarized for the group included:</i>  -possible shortening days for kindergarten for first 3 days  -ending a term on a Friday so work day is Monday OR end on Thursday with work day on Friday</p> <p><i>Discussed breakdowns of early out/holidays/end of terms days/etc.</i></p> <p><i>Thoughts discussed by committee:</i>  -Fall break in October as an option. Have had some interest expressed.  -Comments given that it would be nice to have a small break in the Fall per an Ad Hoc Committee suggestion from Cary Justmann</p>

-Committee members expressed they are hitting their stride in October vs right before holiday in December. Would also affect holiday travel for families..

-Could build in a Fall break and have no snow days. All time missed would need to be made up.

-What would this do to activities schedules?

-Could result in staff vacations/absences at the end of school year if we have to add snowdays.

-Are alternate calendars possible, such as 4 day school week or year round school options?

-Could time added to each school day equate to less school days during the year?

-Should a calendar survey be collected every other year?

The next step is to finalize the calendar to present to the Board. Dr. Carenza will work on finalizing the draft.

III. Stronge Instructional Framework and Certified Staff Evaluation

a. Review of Past Meeting Ideas

b. Options for Consideration

c. Next Steps and Team Learning

- Stronge Instructional Framework “Why”
- Not varying from the iowa teaching standards
  - Define what high quality effective teacher looks like in the classroom
  - Competency and clarity on what terms are
  - We can share with new staff what our process is and how we provide feedback through the framework
  - Used worldwide and is research based
  - Covers 7 different educator positions with common language and expectations
  - Growth oriented
  - Feasible and practical and can be modified

Discussed the primary purpose of Stronge Instructional Framework

Stronge Framework Integration Options

<u><b>Option: Teacher Selected</b></u>	<u><b>Option: Principal Selected</b></u>	<u><b>Option: District Selected</b></u>
<u><b>Option: Bldg. Goal Selected</b></u>	<u><b>Option: PLC/Data Selected</b></u>	<u><b>Option: Randomly Selected</b></u>

Proposal: 2026-2027 School year chart

<u><b>New Teachers - Yr 1</b></u>	<u><b>New Teachers - Yr 2</b></u>	<u><b>New to District - Yr 1</b></u>
Stronge Framework Focus Area(s):	Stronge Framework Focus Area(s):	Stronge Framework Focus Area(s):
<u><b>Foundational</b></u> Standards: Standard 2 - Instructional Planning Standard 3 - Instructional Delivery Standard 5 - Learning Environment Standard 6 - Professionalism  Coaching Component (Required)	<u><b>Supporting</b></u> Standards: Standard 1 - Professional Knowledge Standard 4 - Assessment of/for Learning Standard 6 - Professionalism Standard 7 - Student Learning**  Coaching Component (Required)	Mix of <b>Foundational</b> and <b>Supporting</b> Standard 3 - Instructional Delivery Standard 4 - Assessment of/for Learning Standard 5 - Learning Environment Standard 6 - Professionalism  Coaching Component (Required)

	<div style="border: 1px solid black; padding: 5px; text-align: center;"> <b><u>Career Teachers - Year 3</u></b>   <b>Option 1 or Option 2</b>            Coaching Component (Required)         </div> <p><i>The committee expressed they like the teachers having some input on what will be evaluated.</i></p> <p><i>These are guidelines but looking over a 3 year period is important as we may not be able to get all of these in one observation.</i></p> <p><i>There is alignment of Iowa Standards and Stronge which doesn't result in excess indicators for teachers.</i></p> <p><i>Evaluation is only a part of this with the goal of elevated instruction</i></p> <p><i>Gives different employee groups a more differentiated growth oriented format</i></p> <p><i>How does documentation work throughout year:</i></p> <ul style="list-style-type: none"> <li><i>-portfolio (built over course of three years)</i></li> <li><i>-observation documentation</i></li> <li><i>-How do you have those conversations more consistently?</i></li> <li><i>-Frontline has an option to give/get feedback on certain forms.</i></li> <li><i>-Administrators can talk to each other to clear up consistency issues.</i></li> <li><i>-Teacher and administrator will need to talk about what indicators to focus on as opposed to all of them.</i></li> <li><i>-Broad standards with conversation getting into the more specific indicators</i></li> </ul>
VI. Wrap-Up and Next Steps	<p><i>Suggestion to set up a meeting about rollout options with Stronge representative based on her experience with other districts.</i></p> <p><i>The next step would be to lay all of this out and see if the format is clear before we begin the process.</i></p>
VII. Adjourn / Next Meeting a. Next Meeting: January 12, 2026	<p><i>The meeting adjourned at 5:18 pm. The next meeting is January 12, 2026.</i></p>