

Dear School Board Members,

I am writing to express my commitment to serving our community as a member of the Des Moines Public School Board. I must make it clear that I have no intentions of chasing yet another title, but to truly serve this community in a capacity that I believe I am uniquely qualified for. Not only am I a product of the DMPS system, I am a descendant of a Des Moines Public School Teacher. My Grandmother, Evelyn Carter started her family as a housemaid for a family South of Grand, until she and her sister took a leap of faith and attended Drake University with the aspiration of becoming educators. This she did for several schools within Des Moines until she retired from Park Elementary. Her initial pursuit of furthering her own education would allow her to touch the lives of so many youth throughout her career and this choice continues to guide me in my focus of being an advocate for my community and continuously finding ways to grow personally and pursue growth for my community.

As a high schooler, I would join the NAACP and go on to serve as a youth representative to the association's National Board of Directors. Among my many committee appointments, the one I cherished most was my appointment to the Education Committee, where as college student myself, I would participate in our United Negro College Fund grant committee handing out hundreds of thousands of dollars annually to well deserving recipients from across the country. During this experience on the board, I was also a part of our strategic planning that laid out our GameChanger Initiatives that we instructed our branches to follow. Education being at the top of the list. Several years later I would put that into practice. In 2018, I began serving as the President of the Des Moines Branch of the NAACP where I would facilitate our local education committee to re-start consistent meetings with the Superintendent at the time and DMPS staff to address the crucial disparities our black children have been facing in academic success. This was a priority for me then and always because of the lessons learned from my grandmother and the strategies learned from the NAACP that encouraged constant dialogue with the shareholders in our youths success, our school district being the primary shareholder we needed to rebuild a relationship with to ensure black children in Des Moines would have the access to resources they needed to realize their opportunities to success and achievement.

Education is not just a passion of mine; it's a calling—a calling to ensure that every student in our district has the opportunity to thrive and succeed. For many years I have chosen the path of advocacy through the many organizations that I have been a part of. But since the resignation of Board Member Teree Caldwell-Johnson, that calling became ever more real. I received numerous calls to insert my name into consideration

FOR PUBLIC RELEASE

and after careful thought and intense prayer, I've come to the conclusion that it is a worthwhile endeavor to continue my community advocacy in a more influential way as a sitting board member. I also felt the calling to continue the work that Teree has begun in her role on this Board. Her passionate voice, advocating for our underachieving communities should not leave just because she is no longer serving. Instead, I look to continue her mission to ensure that all children have the opportunity to learn and succeed in our district, especially those from our black and brown communities who continue to be faced with disparities in our education system.

As I reflect on the goals and guardrails outlined by the Board, I am inspired by the opportunity to advocate for our community's vision and values in shaping the future of our schools:

In pursuit of Goal 1 – Literacy, I firmly believe in the power of community empowerment. It is imperative that we engage with our community every three years to directly gather insights from all stakeholders about their aspirations for our students. But to truly be an advocate for our community members in the way they deserve, I commit to engaging throughout my tenure. Through one on one conversations and attending community meetings to ensure constant dialogue. This feedback serves as the cornerstone upon which we construct our goals and guardrails and ensures that the trajectory of our district is authentically reflective of our community's hopes and dreams. Additionally these conversations encourage the requisite buy in we need from our community to ensure the outcomes we need for our students.

As an advocate, I will fervently champion for the allocation of resources to initiatives that prioritize literacy skills development, particularly within communities that have historically faced challenges in academic achievement. I am always reminded that third grade reading levels are a key measure for success. In the black community we know it is also a key measure for the number of jail beds that need to be prepared. The school to prison pipeline is something that has always been top of mine and must be dismantled. It is paramount that we prioritize lifting up these communities, ensuring that our efforts start with those who require the greatest support.

Moreover, I recognize the significance of strategic partnerships in our pursuit of literacy excellence. While partnerships are indispensable, our primary focus must remain on establishing ambitious goals and holding ourselves accountable to them. I view partnerships as strategic instruments that can amplify our impact and foster unity within our community in support of our shared vision for literacy excellence. Leveraging

FOR PUBLIC RELEASE

my experience in community organizing, I am confident that the relationships cultivated with various organizations will prove invaluable in amplifying the voice of our community stakeholders and garnering their support as we refine our goals and guardrails to ensure the success of our students.

Turning to Goal 2 – Career and College Ready, community collaboration is paramount in shaping our objectives to prepare our students for the future. Our community's input must always guide our decision-making processes, ensuring that we equip every student with the necessary skills and knowledge to excel in college, career, and life. At the board level, fostering a culture of partnership and collaboration with community members, organizations, and volunteers is essential. This inclusive approach ensures a diverse array of community partners are ready and willing to support our student-focused outcomes.

As a passionate advocate, I am unwavering in my commitment to fearlessly advocate for the resources and support needed to realize our career and college readiness goals. Despite the inevitable challenges ahead, I am resolute in my dedication to ensuring that our historically disadvantaged communities receive the advocacy and support they deserve. Purposeful partnerships will play a pivotal role in our journey, amplifying our impact and providing our students with access to the resources and opportunities they need to thrive beyond the classroom. My personal experience with district partnerships during my time as a student underscores the transformative potential of these collaborations, and I am committed to further developing existing relationships and identifying new opportunities to benefit our students and foster successful outcomes.

Together, with a steadfast commitment to community engagement, advocacy, and purposeful partnerships, I am confident that we can achieve our goals and propel our students towards a future filled with endless possibilities.

In my role as a board member, I am steadfastly committed to upholding the guardrails we establish as benchmarks for evaluating the performance of the Superintendent. These guardrails will serve as our guiding compass, ensuring that our district leadership remains accountable to the highest standards of excellence and equity. Furthermore, I will actively leverage my voice as an advocate to uphold our district's commitment to these guardrails. Through vigilant monitoring and strategic questioning, I will tirelessly advocate for the fulfillment of our shared vision for our students, ensuring that their needs and interests remain at the forefront of all decision-making processes.

FOR PUBLIC RELEASE

Additionally, I recognize the importance of maintaining clear roles and responsibilities within our district. While the Superintendent bears the responsibility for executing initiatives and programs, it is incumbent upon the board to set the overarching goals and guardrails that chart the course for our district's future. By fostering transparency and clarity in our roles, we can effectively collaborate towards achieving our collective goals and advancing the educational mission of our community.

Thank you for considering my candidacy for this critical role. I am ready to roll up my sleeves and work tirelessly on behalf of our students, families, and community. Together, we can ensure that every child in our district has the opportunity to thrive and succeed.

Warm regards,

Kam Middlebrooks

FOR PUBLIC RELEASE

177260 1100-1104-300 105 3510 2460 177260
Kameron Lawrence Middlebrooks
5723 SE 24 Ct.
Des Moines, IA 50320

Non Negotiable - This is not a check - Non Negotiable

Criminal Justice Reform Alliance

Kameron Lawrence Middlebrooks

Earnings Statement

Employee ID [REDACTED] Fed Taxable Income 2,949.53 Check Date March 22, 2024
Location 1100-1104-300 Fed Filing Status S-2 Period Beginning March 9, 2024
Salary \$3,076.92 State Filing Status S-2 Period Ending March 22, 2024

Voucher Number 177260
Net Pay 1,054.45
Total Hours Worked 40.00

Earnings	Rate	Hours	Amount	YTD
ER NEW Y		0.00	1.52	9.12
GROUP TE		0.00	4.57	27.42
Holiday				221.07
PTO				1,319.46
		0.00	3,076.92	2,949.53
		0.00	3,081.49	18,008.94

Deductions	Amount	YTD
401k	123.03	738.03
Accident Ins	8.58	51.58
Child Support 1	105.23	631.33
Child Support 2	298.52	1,791.32
Critical Illness Ins	7.94	47.94
Dental Ins	5.03	30.18
Flex Spending Account	3.85	23.10
GROUP TERM LIFE CALCULA	4.57	27.42
Hospital Indemnity Plan	0.41	24.86
Life Ins	1.00	6.00

Taxes	Amount	YTD
FITW	334.00	2,004.00
IA	97.50	585.00
MED	44.38	266.28
SS	190.50	1,143.00
Taxes	666.82	3,998.28

Deductions
Direct Deposits
GREENSTATE CU
Total Direct Deposits [REDACTED]

Ti
Bi
Co
Ju
Pa
Ot
Be

FOR PUBLIC RELEASE



Kameron L. Middlebrooks

[REDACTED] . Des Moines, IA 50320

kameron.middlebrooks2@gmail.com

WORK EXPERIENCE

State Organizer, REFORM Alliance

December 2022 - Present

- Develop and manage a campaign to drive momentum and action by key stakeholders for robust probation and parole policy through organizing and coalition building
- Coordinate with the Legal and Communication department to develop a robust program to get the real experiences of people in Iowa into the media and in front of key legislators, including identifying story bank participants and conducting interviews to develop their stories.
- Build and maintain relationships with local organizations, city officials, and community leaders throughout the State.
- Lead, expand and engage the Probation and Parole REFORM supporter base in Pennsylvania by building diverse networks of supporters and advocates.

Political Director, DeJear for Iowa

March, 2022 - November 2022

- Built & maintained relationships with key stakeholders, such as elected officials, union leaders, and Democratic party leaders to reach political and voter turnout goals
- Oversaw the development of our constituency program to develop a pipeline for our volunteer base, advise on policy, and strategic planning
- Oversaw candidate engagement schedule including events and meetings with leaders, voters, and strategic partners
- Planned and executed over 86 events, inclusive of Town Halls, Meet & Greets, and Workday Wednesdays

Director of Community Impact, Community Foundation of Greater Des Moines

- Served as the key point person in providing general information about the Community Foundation's grantmaking processes and priorities to potential grantseekers. This included oversight of Leadership Grants (over \$700,000 annually), Capacity Building Grants, (\$25,000 annually), and Strategic Collaboration Grants (\$25,000 annually)
- Provided primary staffing support for initiatives such as Capital Crossroads, Social Capital, and Des Moines 4 Equity Collective
- Monitored the performance of active grants through site visits, review of grantee reports, and evaluation of grant outcomes and relays information to the Grantmaking Committee as directed.

April 2021 - December 2022

Minority Business Coordinator, Iowa State University Extension & Outreach

May, 2018-Present

FOR PUBLIC RELEASE

- Develop and deliver educational programs with the goal of building capacity among minority-led organizations and businesses in Iowa's major metropolitan areas.
- Collaborate with minority-led businesses and organizations to assess educational needs, conduct effective cooperative educational efforts, provide subject matter support, and build strong networks among these businesses and organizations to build community capacity.
- Network with philanthropic and other granting organizations to build awareness and support for educational efforts in minority communities.
- Facilitate strategic planning and action planning for organizations

Asset Development Associate, Evelyn K. Davis Center, Des Moines, IA

April, 2017 – May 2018

- Conduct one on one coaching for small business and nonprofit leaders
- Responsible for facilitating small business and nonprofit boot camps, in which participants learn skillsets in helping them development their businesses and/or organizations
- Involved in building partnerships with public and private entities in order to create opportunities for our small business and nonprofit clients
- Responsible for creating a quarterly Pop-Up Shops that features small businesses from our client base

Managing Partner, Bright Future Management, Des Moines, IA

Jan., 2015 – Jan., 2017

- Managing liaison for Marketing Managers across the Upper Midwest Region tasked with overseeing their market growth, projections and assuring sales goals were met
- Supervised recruiting, new hire paperwork, orientations, scheduling and payroll for all field representatives • Administered training and development in several occupational leadership areas, including sales methods and processes, motivational talks, opportunity meetings, and ethical decision making

Midwestern Regional Field Director, NAACP, Des Moines, IA

May, 2012 – July, 2014

- Oversaw field operations within the Midwestern Region: IA, NE, MO, KS, MN, SD, ND, CO, MT & WY • Provided support and direction to NAACP units within the region
- Trained NAACP Chapter Leadership and members in organizing strategies, social media, and the Voter Action Network (VAN), resulting in registering 15,000 voters
- Involved in lobbying and developing strategies at the grass roots level for several political initiatives • Streamlined the process for felons to regain their voting rights in the state of Iowa, in collaboration with the Governor

LEADERSHIP EXPERIENCE

National Board of Directors, NAACP

2008-2012

- Developed and planned Youth Reception at 2010 National Convention, over 400 students
- Reviewed and selected recipients for scholarships totaling \$250,000 annually
- Served as Vice Chair of the National Youth Works Committee

FOR PUBLIC RELEASE

Chair, Des Moines Civil & Human Rights Commission

2016-Present

- Lead “Bridging the Gap” a community-wide initiative involving multiple community stake-holders designed to drive equitable public policy
- Secured a \$100,000 grant from the City of Des Moines to fund The Ladder Up initiative focused upskilling the workforce and promoting small business development
- Promulgated a Legal Source of Income Ordinance, passed in 2019, to ensure landlords do not discriminate against communities with non-traditional sources of income
- Advocated for the adoption of an Anti-Racial Profiling Ordinance mandating data collection, de-escalation and implicit bias training, the establishment of a policy review committee

President, NAACP Des Moines

2018-2020

- Organized community forums on mental health issues in the African American community
- Organized Presidential forum that featured 11 candidates in partnership with the Des Moines Register and KCCI. Focus of the conversation was Economic Empowerment
- Organized Community forums with 15 presidential candidates in partnership with local nonprofits in the Urban Core neighborhoods of Polk County

Awards and Recognition

- Wells Fargo Black History Month Hidden Figures Award Recipient - 2019
- Named as Des Moines Register’s People to Watch - 2019
- Congresswomen Cindy Axne’s Iowan of the Week, June 2020
- Certificate of Recognition, The Iowa House of Representatives
- YMCA Make a Difference Award, January 2021

Education & Trainings

Grand View University, Des Moines, IA

- Bachelor of Science – Business Administration and Management
- 65 Credits towards degree

Technology of Participation

- Facilitation
- Strategic planning

Kettering Foundation

x Deliberative Dialogues

NAACP NextGen

x Leadership Development Institute

FOR PUBLIC RELEASE