



A MONTHLY JOURNAL
FOR IOWA EDUCATORS

School Leader Update

February 2013

Iowa Core Implementation Plan added into C-Plan

Due to unexpected circumstances, the Iowa Core Implementation Plan questions were not added to the Consolidated Plan (C-Plan) application in December as communicated. The content (or data elements) of the Iowa Core Implementation Plan is being reviewed and revised by the Iowa Core Network.

Once complete, the C-Plan team will add the Iowa Core Implementation Plan into C-Plan and the field will be notified when data entry is available. The Iowa Core Implementation Plan will be added to the grouping of plans that are due on September 15.

Districts and schools will be asked to provide information on planning and ongoing progress of implementing the Iowa Core. For more information, contact Lisa Albers at lisa.albers@iowa.gov or 515-281-0972.



In This Issue

- Statewide enrollment ... P. 2
- Free, creative workshops ... P. 5
- Preschool updates ... P. 6

Education proposal is a good fit for Iowa

We see a lot of school reform efforts unfolding around the country. Many of them blame and shame educators as a mechanism for improvement or attempt to deconstruct public education and put another system in its place. That's the wrong approach for Iowa – a state that believes in, supports, and takes tremendous pride in teachers and schools.

The education proposal introduced by Gov. Branstad stands apart from most reform efforts because it looks beyond politics and ideology and focuses instead on what will work – not just for a few schools, but for all schools in Iowa.

The Governor's proposal borrows from the lessons of the world's high-performing education systems but fits our state's context. It is the kind of reform that can build bipartisan bridges. And it invests in our teachers, who are the most important influence in our children's education at school.

In a nutshell, this proposal provides greater opportunity and access to high-quality instruction, greater system alignment toward college- and career-readiness, and an individualized approach to improved and instructionally focused accountability.

But the centerpiece of the proposal is a transformation of the teaching profession, with a focus on drawing high-caliber individuals into teaching, extended student-teaching experience for prospective educators, and an un-flattening of the teaching profession with leadership roles that will fundamentally change the way professional learning happens in our schools.

Continued on page 12 ...



Jason Glass, Director

Program offers teachers opportunity to teach in Taiwan

The Iowa Department of Education has an agreement with the Ministry of Education in the Republic of China (Taiwan) that offers experienced and newly licensed Iowa elementary teachers the opportunity to teach in Taiwanese schools for one academic year.

Participants work with local Taiwanese teachers to develop curriculum and to teach English to elementary students. Recent participants have found the experience extremely fulfilling and worthwhile.

The application and a Frequently Asked Questions document can be found at: [http://](http://educateiowa.gov/index.php?op-)

educateiowa.gov/index.php?option=com_content&task=view&id=689&Itemid=1

Applications must be postmarked by March 15. For additional information, contact the Department's Linda Choate at 515-281-3061 or linda.choate@iowa.gov.



Iowa enrollment increases significantly

The number of students who enrolled in Iowa's public schools for the 2012-13 school year increased from the year before, according to the official certified enrollment report released by the Iowa Department of Education.

This is the first significant enrollment increase for Iowa's public schools in 17 years, although overall enrollment has declined over the past five years. Enrollment peaked in the 1972-73 school year, with 645,000 students.

A total of 476,245 students in kindergarten through 12th grade enrolled in public schools statewide in the 2012-13 school year. That represents an increase of 0.6 percent, or 2,741 students, from the 2011-12 school year. The statewide enrollment increase is due in part to an upsurge in [birth rates](#) from 2003 to 2008. Birth rates have decreased in recent years.

Under state law, certified enrollment is used in the formula that determines state funding for public school districts. Certified enrollment is based on the number of students living in each school district. It also includes the "weighting," or additional funding for students in certain programs, such as students who receive assistance in learning the English language.

The certified enrollment count is taken by districts on the first day of October each school year. Official numbers are confirmed by the Iowa Department of Education. Enrollment declined in 167 school districts (48 percent) in the 2012-13 school year, while enrollment climbed in 170 districts (49 percent).

Eleven districts reported no change in enrollment figures from the 2011-12 school year. Waukee, Des Moines, and Ankeny reported the largest one-year enrollment number increases, while West Sioux, Moulton-Udell, and Waukee reported the largest one-year percentage increases. Read the 2012-13 certified enrollment summary [here](#). Certified enrollment trends for each Iowa school district can be found here:

Five-year changes:

http://educateiowa.gov/index.php?option=com_docman&task=doc_download&gid=14754&Itemid=4434

One-year changes:

http://educateiowa.gov/index.php?option=com_docman&task=doc_download&gid=14709&Itemid=5111

The Department will find Spanish teachers for you

Are you in the market for a Spanish teacher? Consider the Visiting Teacher from Spain (VTS) program, which is a venture between the Iowa Department of Education and the Ministry of Education and Culture of Spain. Interaction with the global market is an aspect of Iowa's growing economy that demands attention. From agriculture to industry, Iowa faces the challenge of gaining the knowledge and skills to communicate with, and better understand, the communities of the world.

Foreign language education helps the state meet this challenge by teaching students how to interact and communicate in the target language and understand and respect other cultures. You can find the letter of intent and other information about the VTS program on the Iowa Department of Education website at www.educateiowa.gov. Click on the A-to-Z tab and then "V" for Visiting Teachers from Spain.

For more information, contact the Department's Mary Smith at mary.smith@iowa.gov or 515-242-6014.



Training available for helping students of military personnel

Do your schools have students whose parents have been deployed in the military? An upcoming two-day workshop on March 6 and 7 may be for you and your educators.

The Military Child Education Coalition, a nonprofit organization that addresses the education needs of children in military families, is hosting the training.

The institute focuses on information needed to raise community awareness about the issues faced by children when a parent is deployed. Through a combination of direct instruction, group work, and interactive activities, participants develop strategies and the framework of an action plan to support the "suddenly military" children.

There is no cost to participants; it's being funded by the Office of the Secretary of Defense/Department of the Army. Continuing education units and graduate credits are available at a cost.

Training will take place at the Arsenal Island Golf Course and Clubhouse in Rock Island, Ill.

To register, go to https://netforum.avectra.com/eWeb/DynamicPage.aspx?Site=MCEC&WebCode=EventDetail&evt_key=9073465c-de11-49c7-8a20-a56d6c9f6181.

For more information about this training, other professional development opportunities, or learner support, contact Myriam Virella at 254-953-1923 x 1119 or myriam.virella@militarychild.org.



Open enrollment transportation assistance

The 2012-13 transportation reimbursement for families of open-enrolled students who qualify according to income guidelines is \$470. Transportation assistance is only available to families who open enroll between contiguous districts.



The cost of transportation reimbursement incurred by the resident district should be deducted from the tuition sent to the receiving district for a student who is open enrolled. If the application for transportation assistance is filed after the beginning of the school year, the cost of providing the transportation should be pro-rated.

If a parent/guardian qualifies for school transportation assistance, the resident district has the authority to determine how the transportation assistance will be provided. The type of transportation assistance is not a parent/guardian choice. The resident district may meet its statutory obligation in one of three ways:

1. The resident district may provide transportation for a student to a stop on the bus line of the receiving district.
2. The resident district may allow the receiving district's request to enter the resident district to pick up the student. If either the sending or receiving district does not approve the arrangement, the resident district is still obligated to provide transportation assistance.
3. The resident district may provide a parent/guardian with a cash reimbursement at \$470 per child, per year for up to four children per family. The maximum number of children can include only one secondary child and up to three elementary children.

Income guidelines can be found in the Open Enrollment Handbook on the Iowa Department of Education website: http://educateiowa.gov/index.php?option=com_content&view=article&id=649&Itemid=1336

For additional information, contact the Department's Eric Heitz at 515-281-4726 or eric.heitz@iowa.gov.



PBIS is making headway in the state

Schools that are implementing Positive Behavioral Interventions and Supports (PBIS) with fidelity have shown decreases in office disciplinary referrals and out-of-school suspensions.

And word is getting out, based on the past year's growth in Iowa.

During the 2012-13 school year, 93 new schools began Tier 1 training. This represents an increase of 26 percent in the number of schools across the state.

PBIS is a systems approach to teaching behavioral expectations and responding to school and classroom discipline problems.

For more information, including a list of the most recent schools honored for their work, go to:

http://educateiowa.gov/index.php?option=com_content&view=article&id=649&Itemid=1336

or-

http://educateiowa.gov/index.php?option=com_content&task=view&id=751&Itemid=1622

Free creative/performance workshops available statewide

There's still time to sign up for free creative and performing arts workshops this school year. The program now extends to every corner of the state.

In partnership with the Iowa Department of Education, VSA Iowa, the state organization on arts and disability, has more than 175 creative and performing arts workshops.

Art workshops are being offered through VSA's 20-year-old Arts for Children (AFC) program. They are taught by experienced and passionate teaching artists – many of whom have a disability. You can expect your students to get the following out of a VSA Iowa workshop:

- enhanced creativity, innovation, and problem-solving skills;
- a better understanding of the abilities in people with disabilities;
- a good time making their own unique works of art; and
- increased self-confidence through performing arts workshops.

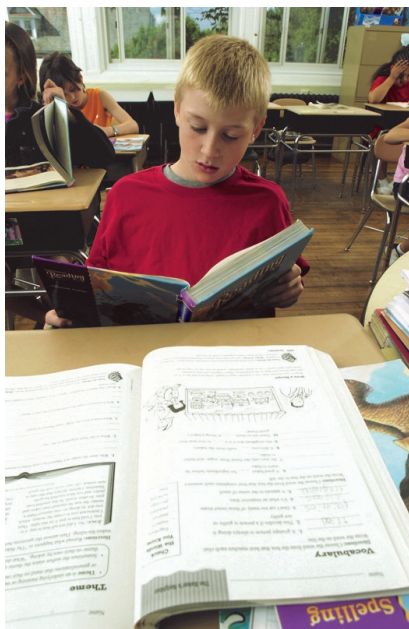


Workshops, varying in length from one to three hours, are offered to classrooms with one or more children with an Individualized Education Program, including those who are at-risk, have a mental health diagnosis, behavioral disorder, and/or physical disability. Registration forms can be accessed [here](http://vsaiowa.org/services/arts-for-children-workshops-for-schools/).

You can also access forms at this website: <http://vsaiowa.org/services/arts-for-children-workshops-for-schools/>

Order alternative format textbooks for 2013-14 school year

Principals should ask teachers and Individualized Education Program teams to order textbooks in alternative formats, including Braille, large print, audio, and digital text, now for next year so there is a smooth transition to the next grade and classes. Alternative format textbooks can also be included in a Section 504 plan.



Schools should order standard grade-level books now and any others as soon as they are identified as needed. Elementary schools can order the textbooks for students' grade-related subjects, such as social studies or science. Middle or high school students might not have schedules yet, but their schools will know many of the required classes for each grade level, such as math or science.

Some schools may be able to confirm electives in advance so alternative format textbooks can be provided in a timely manner to students who need them — meaning at the same time as other students.

More information about Accessible Instructional Materials (AIM) and school responsibilities can be found at: http://educateiowa.gov/index.php?option=com_content&view=article&id=2563&Itemid=4628

Early Childhood & Preschool Programs

Collecting data on preschool programs

All districts participating in the Statewide Voluntary Preschool Program for 4-year-old children are required to provide and approve updated preschool information to the Iowa Department of Education (see Chapter 16). This information is entered into the Early Childhood Application via the Department's Secure Reporting Site every year.

Districts are required to address the 2012-13 school year, including information about pre-school program contact, district assurances (including partner collaboration, preschool integration, and professional development), curriculum/assessment, preschool sessions, and session program standards.

Child data is submitted to the Department through Student Reporting in Iowa during the winter reporting period. The Session ID number found in the Early Childhood Application will be required in the Student Reporting in Iowa winter collection. Additional data regarding school district child care programs will be reported in the Spring BEDS.



For more information on the Statewide Voluntary Preschool Program, go to http://www.iowa.gov/educate/index.php?option=com_content&task=view&id=940&Itemid=1279 or contact Penny Milburn at penny.milburn@iowa.gov or 515-281-7844 or Amy Stegeman at amy.stegeman@iowa.gov or 515-725-2273.

About long-term substitutes in preschool settings

The Iowa Department of Education understands that on occasion a long-term substitute is needed to provide instruction in preschool settings. The substitute does not need to hold one of the three PK teaching endorsements. The guidelines from the Board of Educational Examiners (BoEE) are the same for preschool as they are for K-12.

A long-term substitute may not teach longer than 90 days in one classroom; after 90 days, the district administrator must write a letter to BoEE requesting an extension. A district may not begin the school year with a long-term substitute.



Early Childhood & Preschool Programs continued...



Change afoot for preschool program credentials

Districts operating the Statewide Voluntary Preschool Program for 4-year-old children should be aware that the process for obtaining and renewing a Child Development Association (CDA) credential will change on June 1. Districts have the option of using CDA to meet professional requirements whether the district is using the Quality Preschool Program Standards, accreditation through the National Association for the Education of Young Children (NAEYC), or Head Start Performance Standards. The CDA is a national certification based on a core set of competency standards. The changes include documents and interviews by a trained specialist in a new online exam. For more information, contact Iowa's AEYC at 515-331-8000 or teach@iowaaeyc.org or contact the Council for Professional Recognition at 800-424-4310 or www.cdacouncil.org.

Revisions to Iowa Early Learning Standards

The Early Childhood Iowa office at the Iowa Department of Management, in partnership with stakeholders including the Iowa Department of Education, the Iowa Department of Human Services, Iowa Association for the Education of Young Children, have completed the revision of the Iowa Early Learning Standards (IELS; 2012). In addition to updated research and developmentally appropriate practices, the revised IELS include a new area (standard) representing social studies, a greater emphasis on cultural competence and achieving the standards through play, and an alignment to the Iowa Core for English Language Arts and Mathematics. A webinar sponsored by Early Childhood Iowa on March 11 from 10 a.m. to noon will provide information on the revised IELS for you and your early childhood educators. You are asked to pre-register for the webinar – information will be available by mid-February on the ECI website: http://educateiowa.gov/index.php?option=com_content&task=view&id=940&Itemid=1279

For more information regarding the webinar, contact Project Coordinator Tammy Bormann at tammy@iowaaeyc.org. For more information at the Iowa Department of Education, contact Kimberly Johnson at kimberly.johnson@iowa.gov.



Nutrition and Health Services

Help combat child hunger this summer

Summer is an exciting time for children to enjoy moments with friends, a week at camp, a family vacation, or time by the pool. But for many children, summer can also mean hunger. Just as learning does not end when school lets out, neither does a child's need for good nutrition.

The Summer Food Service Program (SFSP) provides nutritious meals and snacks to children during the summer months. There are many summer serving sites across the state, but the program is still vastly under-utilized, with only 8 percent of needy children participating.

What can you do? Determine if there are any SFSP open sites in your community at <http://tinyurl.com/iowasummerfood>. Or consider sponsoring a program in your district. If there are feeding sites in your community, promote participation and get involved with the program.

An informational webinar will be held on Tuesday, February 12, from 2 to 3 p.m. Please join us to learn more about the program and what is involved in becoming a Summer Food Service Program sponsor.

To register for the webinar, go to the calendar on the Iowa Department of Education website: http://educateiowa.gov/index.php?option=com_eventbooking&task=view_event&event_id=1632&Itemid=2716 For more information, contact the Department's Stephanie Dross at stephanie.dross@iowa.gov or 515-281-4760.





Legislative Update

Contact Mike Cormack for all legislative items: mike.cormack@iowa.gov or 515-281-3399.

Cormack at the Capitol

It's OK to look at education through a new lens

Time-Life Music has some of the greatest infomercials that I have ever watched. Where else can you find “superstars” (using the term liberally) like Billy Dee Williams, Kenny Rogers, America, Air Supply, Mickey Gilley and others from the B-list hawk songs from 30 years ago? For only five easy payments of \$29.95, songs that would take countless hours to find can be shipped for free to be enjoyed for years to come. Billy Ocean, Player, Starship and Irene Cara all in one place! Country's Got Heart? Sign me up now!

Now, I've never actually ordered anything from Time-Life Music, but they keep cranking out the albums like K-Tel did in my youth. I give them credit for putting some polish on some otherwise unsellable material and bringing value to it. Rupert Holmes? Bonnie Tyler? Probably not selling much music absent being part of a collection that is always “proudly presented by Time-Life Music.”

We live in a society that has a balance between style and substance. In the past month, Governor Terry Branstad's educational plan has been unveiled to the public with less over-the-top salesmanship than the Time Life voice-over pro can give. But I think it is an example of exactly how the legislative process should work. Iowans, as well as state legislators, heard the Governor's education plans during the first week of the session. Lieutenant Governor Kim Reynolds and Iowa Department of Education Director Jason Glass joined him the first day of that week, and all three were questioned by the media about the proposal. The next day, the actual legislation (HSB 4) was unveiled, and the Governor made his case about those ideas in his annual address to the Iowa Legislature. The legislation was assigned to committee. Any Iowan can [access the legislation](#) and can let their opinions be known to their elected officials.

I strongly encourage everyone to read the legislation and ponder what it means for the future of Iowa education. Share your thoughts with the Iowa Department of Education, your local legislators, the Governor's office, and even your neighbors over coffee. A legislative brief available on the Iowa Department of Education's [website](#) helps summarize what is in the proposal.

One of the early points of contention is that the Governor has said he will act on allowable growth only after education reform is acted upon. Last year, the \$25 million legislation that was put forward ended up being a \$2 million allocation at the end of the 2012 session. It was much like Clark Griswold experienced in the classic movie, “Christmas Vacation,” when he expected a bonus to build a pool but instead received a subscription to the jelly-of-the-month club. The discussion of the proper level of allowable growth funding and the proper amount of support for educational reform will be a major one, with profound impacts on the future of the educational system in our state.



Continued on page 10 ...

Legislative Update continued

Governor Branstad's education plan has an initial cost of \$14 million in year one with an ultimate annual cost of \$187 million dollars in year five. The largest financial commitment is in the area of the teacher leadership and compensation system, which has minimal initial costs since the first year is committed to planning and is eventually phased in to include all schools in year four of the program. The key concept is that research shows that the most impactful change agent in increasing student achievement is in the access a student has to a quality instructor. It would raise the base pay of all instructors to \$35,000 and provide additional payments to teachers who assume instructional leadership roles in the school. Additionally, to attract top talent, an expansion of the current programs related to job vacancies and scholarship to top teaching candidates is also planned. A new educator development system is being proposed to best meet the needs of our state and to assist in obtaining approval for a waiver from No Child Left Behind Act requirements. Finally, an expansion of the state-owned Iowa Department of Education online education delivery system, Iowa Learning Online, would provide access to coursework for students who are seeking educational opportunities not offered by their local school districts.

That's it. There is no offer of free shipping if you call in the next 15 minutes. It is a solid, mainstream proposal that is being vigorously debated as any major proposal should be by the Iowa General Assembly. Legislators are trying to decide if the status quo or a modified, blended system best brings our educational system back to national and world-class excellence. They are rightfully concerned about both the cost of the proposal and the impact it would have in Iowa schools. Change is hard.

Not everything old is bad, but not everything old is worth keeping. In watching a Time Life Music infomercial, as the songs roll by, there were some timeless classics in the '70s and '80s. There were also some clunkers. I think the same applies to education. Much is right in Iowa education and is worth preserving. Just as it's OK to listen to some new music once in a while, it's also OK to look at education through a new lens.

I strongly believe these are the right answers in the Governor's educational proposal to help provide the best system we can for our kids. You may agree or disagree with that. Fortunately, we have an open process to discuss that, and it is my hope that the final product produced by this Legislature is substantive and impactful. The alternative of a blind allegiance to the status quo and gridlock that puts more money in state bank accounts will not help Iowa return to educational excellence.

I won't be buying "The Ultimate 70's" or "Music of Your Life" anytime soon from Time Life Music. But I urge Iowans to buy into positive changes in educational policy.





Legal Lessons

Contact Nicole Proesch for all Legal Lessons items: nicole.proesch@iowa.gov or 515-281-8661

Education records, home school funds, & immunizations

On January 14, President Obama signed the Uninterrupted Scholars Act, which amends the Family Educational Rights and Privacy Act, better known as FERPA. This bill provides that state or local child welfare agencies do not need parent consent to access personally identifiable information from education records for students who are in foster care or otherwise subject to the juvenile court's jurisdiction as an abused, neglected, or dependent child. Child welfare agencies may only disclose that information to individuals or agencies involved in addressing the child's educational needs. This amendment is effective immediately. The amendment also provides that, if a juvenile court order provides access to student records, and the parent is a party to that case, no additional notice to the parent from the school is required.

Here's a [PDF](#) of the final bill.

There will be regulations from the U.S. Department of Education to implement this bill, and further guidance from the U.S. Department of Education. For more information, contact Thomas Mayes at 515-242-5614 or thomas.mayes@iowa.gov.

HSAP funds may be used for rent

The Department has received several inquiries this year regarding the use of Home School Assistance Program funds for lease or rental of space to supplement existing schoolhouse facilities. In 2011, the Iowa Legislature amended Iowa Code section 299A.12, subsection 3, paragraphs b, c, e, and f, Code 2011, to read as follows:

3. Purposes for which a school district shall not expend funds received pursuant to section 257.6, subsection 1, paragraph "a", subparagraph (5), include but are not limited to the following:
 - a. Indirect costs or use charges.
 - b. Operational or maintenance costs other than those necessary to operate and maintain the program.
 - c. Capital expenditures other than equipment or facility acquisition, including the lease or rental of space to supplement existing schoolhouse facilities.
 - d. Student transportation, except in cases of Home School Assistance Program-approved field trips or other educational activities.
 - e. Administrative costs other than the costs necessary to administer the program.
 - f. Concurrent and dual enrollment costs and postsecondary enrollment options program costs.
 - g. Any other expenditures not directly related to providing the Home School Assistance Program. A Home School Assistance Program shall not provide moneys to parents or students utilizing the program.

With this amendment now in place, the Department's interpretation is that Home School Assistance Program funds may be used for the lease or rental of space to supplement existing schoolhouse facilities. For additional questions, contact Nicole Proesch, legal counsel, at 515-281-8661 or nicole.proesch@iowa.gov.

Continued on page 12....

Legal Lessons continued

Tetanus, Diphtheria, Pertussis (Tdap) Vaccine Secondary School Requirement

The Iowa Department of Public Health, Bureau of Immunization, has completed the administrative rules process to require tetanus, diphtheria, and pertussis (Tdap) vaccine for students enrolling in 7th grade. The administrative rule change became effective January 16 and will be implemented at the beginning of the upcoming 2013-14 school year. The Immunization Program has developed a variety of related materials, which are available at the links below. You will also find these resources on the program's webpage [here](#).

- Immunization Partner Letter:
www.idph.state.ia.us/IDPHChannelsService/file.ashx?file=06DBEA92-C28E-43FA-929C-A712737ADBAB
- Tdap Vaccine Secondary School Requirement Fact Sheet:
www.idph.state.ia.us/IDPHChannelsService/file.ashx?file=CA409483-BA72-42A1-B035-71686C477691
- Iowa Immunization Code (Adopted and Filed):
www.idph.state.ia.us/IDPHChannelsService/file.ashx?file=B26C49C4-4C2E-49DF-BD2E-2C71AE4D4B90
- Immunization Requirements Table:
www.idph.state.ia.us/IDPHChannelsService/file.ashx?file=60BC08F3-44BE-4C94-80B5-12FA392C6FE0
- Tdap Secondary School Vaccine Requirement Questions and Answers:
<http://www.idph.state.ia.us/ImmTB/Immunization.aspx?prog=Imm&pg=Laws>
- Certificate of Immunization with the Immunization Requirements Table:
www.idph.state.ia.us/IDPHChannelsService/file.ashx?file=79B1FC3E-3238-4E99-A6B2-6F6B093E5F94

The mission of the Immunization Program is to decrease vaccine-preventable diseases through education, advocacy, and partnership. The program is committed to keeping you informed of changes and looks forward to working with you during the implementation of the new requirement for the upcoming school year.

If you have questions regarding this change, contact the Immunization Program at 800-831-6293.



Continued from page 1, Director Glass

The Governor has put forth a proposal that raises, honors, and invests in the teaching profession. Read more about it on our website at www.educateiowa.gov.

I'm very optimistic as we get deeper into the 2013 legislative session, and I'm very grateful for the time and attention that legislators and educators have devoted to the issue of improving our school system.

Thank you for your courage and commitment to students and to our state's future.

A handwritten signature in black ink, reading "Jason E. Glass".

Read new guidance on collaboration and peer review

In 2007, the Iowa Department of Education released the [Iowa Professional Development Model](#) to establish an expectation that professional development be implemented to realize student achievement gains at all levels. With a focus on improving learning for all students, Iowa Code sections 284.6(8) and 284.8(1) again call for all educators to work collectively at improving the teaching and leadership practice by requiring educators to engage in practitioner collaboration and peer reviews. Read the Department's guidance [here](#).

Calendar

- February 1 • Last date for boards to sign whole grade sharing agreement for next school year
- February 1 • Last date to request authority to charge administrative cost to the special education program for the subsequent fiscal year
- February 1 • Dropout Prevention Program—last day to resubmit an unapproved application
- February 10 • AEA proposed budgets due
- February 15 • Number of students participating in whole grade sharing
- February 18 • Requests & Exhibits due for March 18 SBRC hearing
- February 18 • Corrective action plans for negative unspent balances due for March SBRC meeting
- March 1 • Last day to file a timely application for open enrollment for grades 1-12 for the 2012-2014 school year
- March 1 • AEA budget—Last date for public hearing

It is the policy of the Iowa Department of Education not to discriminate on the basis of race, creed, color, sex, sexual orientation, gender identity, national origin, gender, disability, religion, age, political party affiliation, or actual or potential parental, family or marital status in its programs, activities, or employment practices as required by the Iowa Code sections 216.9 and 256.10(2), Titles VI and VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000d and 2000e), the Equal Pay Act of 1973 (29 U.S.C. § 206, et seq.), Title IX (Educational Amendments, 20 U.S.C. §§ 1681 – 1688), Section 504 (Rehabilitation Act of 1973, 29 U.S.C. § 794), and the Americans with Disabilities Act (42 U.S.C. § 12101, et seq.). If you have questions or grievances related to compliance with this policy by the Iowa Department of Education, please contact the legal counsel for the Iowa Department of Education, Grimes State Office Building, Des Moines, IA 50319-0146, telephone number 515/281-5295; or the Director of the Office for Civil Rights, U.S. Department of Education, Citigroup Center, 500 W. Madison Street, Suite 1475, Chicago, IL 60661, telephone number 312-730-1560, fax 312/730-1576, e-mail: OCR.Chicago@ed.gov



www.educateiowa.gov

Iowa Department of Education

400 E 14th Street
Grimes State Office Building
Des Moines, Iowa 50319
Ph: 515-281-5294
www.educateiowa.gov