



A MONTHLY JOURNAL
FOR IOWA EDUCATORS

School Leader Update

June 2012

Finding Fine Arts in Iowa Core

The Iowa Department of Education invites you to the *Fine Arts in Iowa Core: Research, Practice, Discovery Conference* on Monday, June 25.

This is an opportunity for you and your colleagues to experience the fine arts in the Iowa Core highlighting the disciplines of general music, instrumental music, drama/theatre arts, visual arts, and vocal music. There is no cost to attend the event at the Ramada Tropics on Merle Hay Road in Des Moines.

The day includes presentations about the writing process to create the skills and concepts per arts discipline, research about transferrable skills between arts, mathematics and science, as well as sample lessons, formative assessments, and discussions with

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Summer slowdown? Not here.

It's that time of year when the hallways of Iowa schools empty for summer break, and administrators and teachers ratchet up their plans for the next school year.

At the Iowa Department of Education, we'll also spend the summer looking ahead. Specifically, we're charting the next phase of our long-term effort to bring our state's education system on par with the highest-performing systems in the world.

While the education package adopted by Iowa lawmakers in May falls short of setting the stage for world-class schools in Iowa, some components will shape the conversation leading up to the 2013 session.

For example, the Department will play a key role in assembling six task forces called for in the legislation. These task forces will cover a lot of ground from now through the fall, including such areas as educator evaluations, teaching standards and the concept of a longer school day or school year.

Also this summer, I'm looking forward to the Iowa Teacher and Principal Leadership Symposium on August 3. This event is important because teacher leadership will be at the heart of the Governor's 2013 legislative package. At this event, we'll hear from speakers from across the country — and from our own state — about creating a sense of shared school leadership and responsibility with the teaching profession. You can find more information about the symposium and its presenters on our website at www.educateiowa.gov.



Jason Glass, Director

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Watch special education conference live online

Iowans who can't attend the Iowa Department of Education's statewide special education conference can watch the first day live online.

The June 11 portion of the two-day conference, *Pursuing the Promise*, will be live-streamed from the Department's website at the following link:

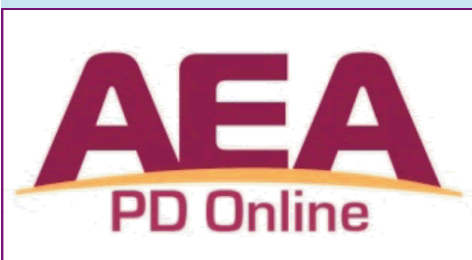
<https://educateiowa.eduvision.tv/>

More than 1,200 participants are expected at the conference at HyVee Hall in Des Moines June 11-12. The conference is an opportunity to learn about efforts statewide to eliminate the achievement gap, to hear about evidence-based practices in special education and to network with the community of special education teachers, parents, students, researchers and policymakers. Speakers include Iowa Department of Education Director Jason Glass and state Special Education Director Martin Ikeda. Sessions will cover a range of topics, including literacy, legal issues, learning supports and postsecondary transition. Read more about the conference [here](#).



Try an online professional development opportunity

Education professionals are encouraged to take advantage of an online system that enables participants to further their education, from required courses to graduate work.



Called AEA PD ONLINE, the system is a culmination of work and funds through all of the state's Area Education Agencies. The goal: Provide professional development opportunities 24/7.

The statewide system not only makes it more convenient for those seeking professional development opportunities, it also provides a streamlined and cost-effective operation.

Professional development opportunities range from license renewal, graduate credit through Drake University, Morningside College and Viterbo University, self-paced trainings and modules for on-demand professional development. The system is ideal for all Iowa educators and administrators.

The catalogue of upcoming courses can be obtained by going to http://www.iowaaea.org/pages/Area_Education_Agencies/Iowa_AEA_PD_Online. There, on the left side, click "Course Registration" to see what professional development opportunities are currently available.

... Continued from page 1, Summer slowdown? Not here.

This summer also will bring some changes here at the Iowa Department of Education. Just as the structure and focus of several areas of the Department have changed in the past year-and-a-half to improve how we deliver our critical state work in the years ahead, there will be changes this summer to our Division of Learning and Results. This division, which covers such areas as special education, teaching and learning services, and accreditation, will reorganize to focus on state-level policies and efforts to impact the instructional core. Please stay tuned for more developments in this area.

There are a number of other exciting projects planned for the summer, including *Pursuing the Promise*, our special education conference on June 11th and 12th, and our Fine Arts in Iowa Core Conference on June 25. Enjoy the summer. And, as always, thank you for your courage and commitment to students and to Iowa.

Deadline to report home-schooled student progress nears

Parents who home-school their children must report the results of standardized tests or portfolio evaluations to the resident district by June 30. Districts must submit form C-1 (found on page 22 of the Competent Private Instruction handbook) to the Iowa Department of Education for each student who has a national percentile rank of 30 or below in any one of the test areas indicated or has less than six months of progress on national grade equivalent from one year to another. (See 299A.6 for further details.) Districts shall not report test scores to the Department for students who are served by licensed teachers or who were younger than age 7 on Sept. 15 or older than age 16 during the current school year. For additional information, contact Elizabeth Calhoun at 515-281-8170 or elizabeth.calhoun@iowa.gov.



Competent Private Instruction (CPI) Handbook for 2012-13

The CPI handbook for the 2012-13 school year and other supporting documents are now available [online](#). For more information, contact Elizabeth Calhoun at 515-281-0171 or elizabeth.calhoun@iowa.gov.

Video contest focuses on 'intellectual property'



Patents, trademarks, copyrights and trade secrets. They protect what is known as intellectual property, all of which are intangibles but can be used as an asset to be bought, sold, licensed or exchanged. In order to promote its cause, the Intellectual Property Owners Education Foundation has launched a video contest for people 13 years of age and older to underscore the importance of protecting intellectual property.

Two winners will be selected from each of the following groups: 13- to 15-year-olds; 16- to 18-year-olds; and 19 and above. Prizes range from \$1,500 to \$5,000. Entries must be submitted by July 1. More information can be found at <http://www.ipvideocontest.com/index.php>.

... Continued from page 1, *Finding Fine Arts in Iowa Core*
colleagues on how to use the fine arts skills and concepts in your classroom this fall.

The conference's keynote speaker will be Dr. Robert Root-Bernstein, a professor of physiology at Michigan State University.



Dr. Root-Bernstein's degrees are from Princeton University. He was a Post-doctoral

Fellow with Jonas Salk. A MacArthur Fellowship encouraged his multidisciplinary, including studies of creativity and art-sciences interactions (e.g., SPARKS OF GENIUS, 1999). He is an editor of LEONARDO, an art-science journal, and exhibits artwork.

Find a conference flyer [here](#). For more information, contact rosanne.malek@iowa.gov.



Who may teach reading?

This seemingly simple question has many possible answers. First, the school district needs to determine the content of the course. Is this a Chapter I/Title I reading class? If so, the reading endorsement is required.

Many courses are called “reading,” even though they are language arts or literature-based courses. Is this a literature class? Is an anthology being used? If so, a person who holds an English endorsement may teach this language arts class.

Is this a reading skills class and not a literature-based class? Then the reading endorsement is required.

What if the reading skills class is in a departmentalized setting? Someone who holds a K-6 general elementary classroom teaching endorsement can teach the reading skills class in a departmentalized setting through the sixth grade. If the reading skills class is in the seventh or eighth grade, a the reading endorsement is required.



Is there a way for someone to teach the reading skills class if that person has not completed all requirements for the reading endorsement? A Class B two-year conditional license may be obtained if half the credits necessary for the reading endorsement are completed.

Is this class a free reading class and not a class in remediation or skill-building? If the students receive credit for the class, the teacher must hold the English or reading endorsement. If the class is an exploratory or a class without a credit, then any licensed teacher may teach this class as long as the teacher holds an endorsement for the level of student.

Is this class a Second Chance Reading class? Has the person completed the Second Chance Reading instruction? The Second Chance Reading preparation is sufficient to teach the course if the students are not awarded credit for the class. If the students are awarded reading credit, then the teacher must also hold the reading endorsement.

If a special education teacher is responsible for the reading skills class, he or she must have a reading endorsement or must team teach with an appropriately licensed teacher.

Authentic Intellectual Work

Support for Authentic Intellectual Work (AIW) is being transitioned from the Iowa Department of Education to the Area Education Agencies. The Department will not be accepting applications for new schools or districts to participate in AIW this year because those decisions are now being made at the AEA level. If your AEA is not supporting AIW, please contact the Center for Authentic Intellectual Work. For information on the services available from the Center, contact Executive Director Dana Carmichael for more information at dana@centerforaiw.com or 651-231-7075.

The Department will continue to support those schools **already involved** in the project. Planned activities for the summer include the Lead Coaches-in-Residence Academy, which will be held July 9-12, and Local Coaches Institute, which will be held July 11-13. Both will be held at the Stoney Creek Inn in Johnston. For more information on either of these two events, contact Deborah Humpal at 515-822-3472 or deborah.humpal@iowa.gov.

2011-12 APR goals based on Iowa Assessments

They changed the test name – what test do I use?

- Crosswalk on Iowa Testing website aligns new test names to former test names:
<https://itp.education.uiowa.edu/ia/Research.aspx>
- Math Total is now Mathematics.
- Reading Comprehension is now Reading.
- Some tests no longer exist or do not align to new tests. If this is the case, there will not be data available to indicate whether the goal has been met. If this is the case, please state clearly, in the section of the APR which addresses the plan to meet future goals, whether the goal has been met and indicate the district does not have data available and why.

How do I determine the percent of students proficient?

- HEART database (programmed to new assessments).
- Proficiency table on Iowa Testing Programs website:
https://itp.education.uiowa.edu/ia/documents/Standard_Score_Ranges_for_Achievement_Levels.pdf
- Will be available on EdInsight in the fall.

What if our goal is for a test that doesn't have proficiency levels defined?

- For several of the new Iowa Assessments, there are no defined proficiency cut points, especially composite and total scores.
- Goals written to these tests cannot be evaluated. Indicate in the section of the APR, which addresses the plan to meet future goals, that the district does not have data available and why.

What if I wrote a goal for something other than percent proficient?

- Comparison of percentile ranks are available from the former test to present test for selected percentiles only (10, 25, 50, 75, and 90):
http://itp.education.uiowa.edu/ia/documents/Interpreting_National_Performance.pdf
- If you didn't use one of the above percentile ranks:
 - Explain the goal is not interpretable and indicate how next year's goal will be different
 - Technical assistance is available on the Iowa Department of Education website at:
http://educateiowa.gov/index.php?option=com_content&task=view&id=298&Itemid=368

What if I wrote a goal that can't be evaluated?

- Explain the goal is not interpretable and write how next year's goal will be different.
- Technical assistance is available at: http://educateiowa.gov/index.php?option=com_content&task=view&id=298&Itemid=368

For more information regarding the APR and goal writing, contact Holly Barnes at 515-242-6173 or holly.barnes@iowa.gov.

Data and Reporting

District Developed Service Delivery Plan and C-Plan

The DDSDP must be reviewed, revised, re-adopted, and re-certified by Sept. 15 the year following a district's School Improvement Site visit, which occurs every five years. When C-Plan opens in June, answers from all districts' current DDSDPs will be ported into the C-Plan. Answers to the five questions will display as "read-only" if a district is not required to revise and re-adopt its plan. Districts that will be re-adopting their plan should work with their AEA directors in the content of their plan, make their changes into the C-Plan, and certify their plans by the Sept. 15 due date. Following a district's certification of the plan, an e-mail notification will be sent to the AEA Director of Special Education for their certification.



Every year, all districts must continue to certify the DDSDP assurances by Sept. 15. These assurances will now be certified through the C-Plan.

Please contact Ellen McGinnis-Smith at ellen.mcginis-smith@iowa.gov or 515-725-2220 for more information.

Adequate Yearly Progress web application now open

The Adequate Yearly Progress (AYP) web application is now open on the EdInfo website: <https://www.edinfo.state.ia.us/>.

A new process will be implemented this year in which data from Spring 2012 EASIER will be used to create student enrollment counts and full academic year (FAY) indicators. A recorded webinar on how to complete the AYP web application is available [here](#).

The deadline for preliminary certification is June 21. After that, preliminary decisions will be cleared and districts will need to complete final certification (checking for inter-district dependencies) by July 10.

For more information, contact Tom Deeter at tom.deeter@iowa.gov or 515-242-5616 or Mary Grinstead at mary.grinstead@iowa.gov or 515-725-2107.



Early Childhood Preschool Programs

Statewide Voluntary Preschool Program Employee Evaluation

The Iowa Quality Preschool Program Standards (IQPPS) require that all teachers, classroom associates and Statewide Voluntary Preschool Program program administrators receive annual evaluations (IQPPS Standard 10, Criterion 20). To address this criterion in the IQPPS, the evaluation may be formal or self-evaluative and reviewed with the employee's supervisor.

The individualized professional development plan is based on information from the evaluation. If the employee is new and has not received an evaluation, the professional development plan for the year would be based on self-evaluation and review with his or her supervisor. The individualized professional development plan, created with the employee's supervisor, is used to drive professional development for the year (IQPPS Standard 6, Criterion 5). Districts need to include the evaluation and the individual professional development plan in the staff files for review by the Iowa Department of Education during an IQPPS verification visit.



Many districts collaborate with community partners to provide the Statewide Voluntary Preschool Program. Based on local decision and community needs, the teacher may be employed by the district to provide instruction at a district program or a partner site, or the teacher may be employed by the community partner.

Who evaluates the teacher?

District-employed teacher: The teacher must be evaluated by a district employee with an evaluator license or endorsement from the Board of Educational Examiners. The district is responsible for evaluation if the employed educator teaches in a district building or

at a community partner site.

Community-partner employed teacher: The teacher must be evaluated to meet the program standard criterion, but it is not the responsibility of the district to conduct the evaluation. The center director, supervisor or governing body may evaluate the teacher; an evaluator license or endorsement is not required. The district, at its discretion, may evaluate a community partner teacher even if it is not the employer.

Find more information on the Statewide Voluntary Preschool Program or the Iowa Quality Preschool Program Standards [here](#) or contact Judy Russell at judy.russell@iowa.gov or 515-281-4705, Penny Milburn at penny.milburn@iowa.gov or 515-281-7844, or Amy Stegeman at amy.stegeman@iowa.gov or 515-725-2273.



Nutrition, Health and Transportation

When 'other groups' use your buses

After several months of concern about some proposed changes to how school buses may be used for the transportation of "other groups", this issue can now be put to rest. No changes from past use will be implemented, and this includes the use of school buses for transporting RAGBRAI participants around the overnight stops. The possible uses of school buses for trans-



portation of non-school passengers is controlled by existing language in the Iowa Code [see Code sections 285.1(21), 285.10(9), 321.18, 321.19, and 325A.1(13)]. There are no proposed changes to these current statutes, but keep in mind that you must operate your buses per these rules. Basically, those rules mean school districts MUST collect the pro-rata cost when doing these types of trips, but districts are not allowed to collect more than the cost of operation. The pro-rata cost does include both the cost of the driver and the bus expense. Specifically, school buses cannot be used on a for-hire basis (charging a fee for transportation that exceeds the actual cost of operation). Please contact Max Christensen at max.christensen@iowa.gov for more information.

Gilbert school gets healthy

Iowa Department of Education officials presented Gilbert Elementary School with a national award on May 17 for its efforts to create a healthy environment.

Gilbert Elementary received a Silver Award through the USDA's HealthierUS School Challenge, a voluntary national certification initiative for schools participating in the National School Lunch Program. The school will receive \$1,000 from the USDA.



The event marked a school celebration with student activities, a special appearance from Power Panther, a USDA mascot, and an award presentation by Ann Feilmann, the Department's bureau chief of Nutrition, Health, and Transportation Services.

The USDA recognizes changing the school nutrition environment takes time. Celebrating both the gradual changes and big successes of schools working diligently to help children eat more healthfully and be more physically active is important.

For more information, visit <http://teamnutrition.usda.gov/HealthierUS/index.html>.

Ten of the nation's 3,098 HealthierUS School Challenge award-winners are in Iowa.





Legislative Update

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

Cormack at the Capitol

You've heard the saying about whether the glass is half empty or half full. That can be used to describe this year's education reform in the Legislature. I choose to see the glass as half full, because the work completed this year lays the groundwork for positive efforts in the future.

Governor Terry Branstad, Lieutenant Governor Kim Reynolds and Iowa Department of Education Director Jason Glass all have indicated education reform would be a multi-year effort. Legislators have commented on both sides of the aisle that they also view this issue as one that future bodies will continue to work toward.

As a former teacher and legislator, I want public policy that is positive for education. There were some positive elements that were adopted this session. Competency-based education will both be studied further and will be easier for school districts to do if they so choose. Allowing students to achieve at their own pace is a positive for their education. There already are innovative school districts that have received waivers in this policy area and have done exciting things with their students. The most recent State Board of Education meeting included a wonderful presentation from Spirit Lake Community Schools with students and staff sharing their experiences.

Senate File 2284 was the final conference committee report passed by both chambers, and it was the education reform piece of this legislative session. To read the entire conference committee report, access the state legislative website and click on the interactive section entitled "conference committee report" to read what became law this year.

There was also codification of Iowa Learning Online, a positive initiative in our department that works with Iowa students to offer online education as well as the same for Project Lead The Way, which will ensure that school districts continue to get supplemental weighting dollars for program participants. Literacy programs with a focus on K-3 grades are being established, with a \$2 million reading center that will be created to focus on the best research practices in helping kids read. New teaching candidates in Iowa will have to achieve success on an approved assessment as they leave their teaching programs. National Board Certification returns as an active program for aspiring participants after being dormant for several years. In addition, several task forces have been set to study a host of educational issues for next session, which should provide many recommendations for action for the 2013 session.

Many proposed topics did not survive the legislative session in the final education reform package. These include expansion of the Iowa Core into other areas such as fine arts, end-of-course examinations, ACT testing for high school juniors, value-added assessments, expanded waiver authority for local district innovation, and an innovation fund to provide grants to local Iowa school districts. Other items that were not passed this session include alternative licensure, ending seniority-based layoff procedures, expansion of the charter school law, changing termination practices, creating a parent advocacy network, imple-



Legislative Update continued

menting statewide professional development, and developing an online clearinghouse of available teaching positions. Legislative changes that were added to the educational reform package along the road to final passage were also, in many cases, removed. These proposed legislative changes included prohibiting all forms of tobacco on school grounds, an instructional time pilot project, parent liaison counselors pilot project, increasing required preschool hours, Advanced Placement classes receiving supplemental weighting, establishing a remediation council and promoting workforce training as a requirement for guidance counselors. These proposals, as well as the defeated department proposals, are all sure to be on the table as the 2013 session begins.

It is clear in the conference committee report that many topics that were seriously discussed this session either will be studied further or failed to make the cut at all. Other states have adopted bolder educational reform policies than what was passed in Iowa. Sure, I am disappointed that more did not pass this year. However, competency-based thinking is a good innovation, and a pilot project on online learning is another potential game-changer in our state. The potential for major positive change remains on the horizon, and perhaps further study will produce more refined proposals. After all, we want to do everything we can to help the students in our system succeed.

That glass is half full, not empty, on education reform policy in our state. I believe it is possible for Iowa to return to the status it once held, which is the undisputed education leader in the nation. I don't believe that is possible by maintaining status quo.

Iowans care deeply about their educational system and are willing to make sensible change to achieve results. Given that, 2012 will be viewed as the beginning, not the end, to Iowa educational reform efforts. Let's keep filling that cup with good ideas that help our schools be the best they can be!





Legal Lessons

Contact Carol Greta for all Legal Lessons items: carol.greta@iowa.gov or 515-281-8661.

Athletic eligibility, accessibility and lunch (money)

Guidance on Athletic Eligibility Rule

The guidance document drafted with the assistance of the executive directors of the Iowa High School Athletic Association and Iowa Girls High School Athletic Union is available [here](#). The link also appears on the websites of those organizations: www.iahsaa.org and www.ighsau.org. The last page of the document is the updated list of first allowable date of competition in each sport.

1:1 Laptop Districts and Accessibility

The Department has issued a decision regarding an IDEA state complaint regarding a student with a disability that affected the student's ability to fully access textbooks and instructional technology. The student is enrolled in a district that issues laptop computers to its students.

The ruling is applicable to all districts that issue laptop computers to their students. The Department concluded the district violated the IDEA by failing to provide accessible textbooks in a timely manner (at the same time as non-disabled students received their textbooks) and by failing to provide assistive technology required by the student's IEP. The student's laptop did not have required assistive technology for the first seven (7) weeks of school.

The Department also ordered compensatory education and staff training. The full (with identities redacted) decision is available [here](#).

Money Remaining in a Student's Meal Account

Several schools have called our Bureau of Food and Nutrition with questions about leftovers. Not food leftovers, but leftover money in a student's meal account or unused punches remaining on a meal ticket. The following set of guidelines addresses these questions:

What must a school do at the end of a school year with money that remains in a student's meal account or unused punches on a meal ticket?

- If a student will be returning to the school the next school year, any remaining money or unused punches must accrue to the benefit of the student for use the next fall. If meal prices will be increasing for next school year or differ between grade levels, it may be best to refund any remaining ticket value unless the district chooses to honor outstanding punches for a meal even though the cost of those meals is now higher.
- If a student has graduated or will otherwise not be returning, the school must refund the money to the student's parent or guardian. The parent/guardian paid the money in return for certain goods — the meals. The school may not keep any part of the money if it has not provided all of the purchased goods. To do so is theft.

What if the amount remaining in the account is just a few cents?

- The amount is irrelevant. The money is the property of the parent, not the school.

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Legal Lessons continued

May a school have a policy to the effect that a refund will be made upon request of a parent/guardian/adult student?

- No. The school cannot put the burden of requesting a refund (for what belongs to the parent anyway) on the parent. The school could give parents the option of receiving a refund or making a donation of the remaining money to the school, but it cannot sit back and wait for a parent to make the first move.

How is the remaining money to be returned?

- This can be done at the discretion of the school, as long as the means are reasonable. Different circumstances will determine whether it is reasonable to send a check home with a student vs. mailing the check to the parent. If a school sends cash home with a student, the school should take some common-sense steps, such as documenting that it has done so, putting the money in an envelope with the parent's name on it, making sure that other students are not aware that a student will be carrying home cash, etc. Carefully consider the age and maturity level of the student, as well as safety factors (will this make the student a target of thieves?), before sending cash home with a student.

What about students who are “no shows” with no notice to the school?

- Once a school is reasonably certain that a student will not be returning, the school needs to take reasonable steps to ascertain a forwarding address. If another school makes contact to ask for the student's records, work with that school. If no other school makes such contact, the school holding money that belongs to the student's family may have to work with other public officials (city hall, e.g.) to try to locate the family.
- If, after making reasonable attempts, the school cannot locate the family, the school should ask its accountant and/or auditor how to handle the funds that remain in the student's account.

Direct questions to your area consultant or Patti Harding, Lead Consultant, at 515-281-4754 or patti.harding@iowa.gov.

Foreign Exchange Students and Foreign Students

There are key differences that school officials need to know between foreign exchange students and foreign students. Regardless of type of visa, these students are not residents of Iowa; a school cannot be compelled to enroll a student with a J-1 or F-1 visa, but doing so has many advantages for the resident students of the school. The following matrix presents many of the issues.

Issue	Foreign Exchange Student	Foreign Student
Type of Visa	J-1	F-1
Tuition	Discretionary whether to charge	Federal law REQUIRES that full per-pupil tuition be charged and collected
School of enrollment	Any accredited high school may enroll a student with a J-1 visa	Only accredited high schools registered with SEVIS may enroll a student with an F-1 visa
Athletic eligibility	Unless recruited for athletic purposes, a student with a J-1 visa has immediate eligibility for varsity teams	A student with an F-1 visa is ineligible at the varsity level for the student's first 90 school days of enrollment
Sponsor	The sponsor of a J-1 student must be an organization approved by the U.S. State Department	The school of enrollment becomes the sponsor and must fill out additional paperwork (I-20 form)

*SEVIS means Student Exchange Visitor Information System. To be registered, the school must pay a fee. For more information, check this website: <http://www.ice.gov/sevis/>.

Educators encouraged to volunteer for site visit teams

Iowa educators are encouraged to volunteer to participate in the Iowa Department of Education school improvement site visits scheduled for the 2012-13 school year. Serving on a site visit team has many benefits. It helps participants understand accreditation expectations and the preparation process; it also allows educators to obtain in-depth information and examples from other districts/schools. The site visit team member invitation is located [here](#).

For technical assistance, contact Elizabeth Calhoun at elizabeth.calhoun@iowa.gov.



Calendar

- June 15 • Spring BEDS collection due
- July 1 • Diagnostic Evaluations pay schedule
- July 1 • Empowerment (ECI) payment schedule

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



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