



A MONTHLY JOURNAL
FOR IOWA EDUCATORS

School Leader Update

January 2015

126 school districts chosen for teacher leadership system

The next group of school districts have been selected to launch local teacher leadership plans through Iowa's new Teacher Leadership and Compensation System.

This effort to tap into the expertise of top teachers to improve classroom instruction and raise student achievement is the centerpiece of the state's landmark education reform package passed by the Legislature in 2013. The system paves the way for more support and greater collaboration for all teachers to learn from each other instead of operating largely in isolation within their classrooms.

Of the 170 school districts that applied in the second round, 126 school districts were chosen to put in place local plans – 76 of them during the 2015-16 school year and another 50 during the 2016-17 school year.

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A dynamic new year lies ahead

The new year is a great opportunity to both look back and look ahead. Personally, I'm grateful to live and work in a state where the education system is committed to working together in the best interests of kids.

Looking back, 2014 was a pivotal year for getting Iowa's teacher leadership system off the ground. We closed out the year by announcing that local plans from 126 school districts have been approved for the state's Teacher Leadership and Compensation System, or TLC.

Those districts will join 39 others that launched the first TLC plans this past fall.

I've had the opportunity to visit several TLC districts. And the more I see these plans unfold, the more convinced I am that this system is right for Iowa.

One of the "must-haves" under TLC is a rigorous process for choosing teacher leaders. And it's clear these districts took that charge seriously. In fact, in a few cases, some teacher leadership positions were left unfilled. It's also been neat to see how the system has been applied locally.

Looking ahead, we need a system to support teachers who are moving into these leadership roles – as well as principals who are adjusting to a new leadership dynamic. School districts, area education agencies, and the Department are working together on this support system.



Director Brad Buck

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EMPLOYERS

'Teach Iowa' training is scheduled January 27

With another hiring season approaching Iowa school districts, the Iowa Department of Education and the Iowa Board of Educational Examiners will offer a training session for users of the Teach Iowa job posting board.

TeachIowa.gov is a statewide education job posting system that centralizes the search for employers and employees. The system simplifies the process of connecting employees with job openings, makes hiring and applying for jobs more efficient, and reduces costs statewide.

TeachIowa.gov shows all job listings in public schools, area education agencies, and participating nonpublic schools, as well as positions at the Iowa Department of Education and the Board of Educational Examiners.

If you are interested in learning more about using the Teach Iowa system, consider attending one or both of the trainings being offered on Jan. 27 at the West Des Moines Community School District's Learning Resource Center located at 3550 Mills Civic Parkway in West Des Moines. To register, contact Kelly Hart at kelly.hart@iowa.gov.

Teachers may qualify for \$4,000 award

First-year educators who are teaching in [designated shortage areas](#) are encouraged to apply for awards of up to \$4,000 through the Teach Iowa Scholar Program.

The awards, which can be received up to a maximum of five years, are designed for new teachers who are in their first contract with an Iowa school. They had to have graduated from a teacher education program during the 2013-14 academic year.



Eligibility for the Teach Iowa Scholar Program requires that a teacher meet the following criteria:

- Graduated in the top 25 percent of his or her teacher preparation program;
- Is under contract during the 2014-15 academic year teaching full-time in a [designated shortage area](#); and
- Submitted a [Teach Iowa Scholar application](#).

A total of 325 awards can be made during the 2014-15 academic year. If the number of applicants exceeds awards, Teach Iowa Scholar applications will be prioritized as such:

- Recipients who are seeking a renewal of their awards;
- Iowa residents; and
- Date of application within the academic year.

Teachers selected as recipients under the Teach Iowa Scholar Program will receive their awards in June 2015 after employment for the 2014-15 academic year has been verified.

For more information and to apply, go to the [Iowa College Aid's website](#).

If you have questions about the Teach Iowa Scholar Program, contact Julie Voss at the Iowa College Student Aid Commission at julie.voss@iowa.gov or grants@iowacollegeaid.gov.

Social studies professional development at your AEA

The Social Studies Leadership Team has created a two-day professional development experience that is going to be offered to all social studies teachers across the state.

The professional development will focus on building literacy in social studies and cover an introduction to the Iowa Core Literacy Standards for History/Social Studies, give an overview of the instructional shifts needed to fully implement the standards, and will touch on two of the instructional shifts – disciplinary literacy and the use of informational text.

This professional development will be taught by your Area Education Agency social studies contact as well as social studies teachers from your area. It will also be offered in each AEA so stay tuned this spring when your local AEA starts advertising the dates of the professional development. Questions? Contact stefanie.wager@iowa.gov.



IEP's: Becoming the best of the best

Cherrill Oxenford was hesitant. OK, perhaps even more than hesitant. Her new principal, Jeff Kirby, decided they were going to change things up at Davis Elementary in Grinnell. That included, among other things, bringing together general and special education students into one classroom.

To the then 27-year special education teacher, the idea was as foreign as Tasmania.



Cherrill Oxenford

"I was used to doing pull out, and I thought that was what we were supposed to do," Oxenford said. "Opening our doors to one another turned everything I knew upside down. We didn't use to expose the kids to a general education curriculum. We thought 'oh no, they can't do that.'"

But yes they could. And four short years later, Davis Elementary has been named the best school in the state for delivering high-quality education to students on Individualized Education Programs, edging out last year's winner, Northeast Elementary in Ankeny. The Davis Elementary team was honored for its Breaking Barriers Award before the State Board of Education in November. Read what the team at [Davis Elementary](#) does.



Jeff Kirby, Cherrill Oxenford, Justin White, Davis Elementary in Grinnell

Need a Spanish teacher?

The Visiting Teacher from Spain Program provides local school districts with the opportunity to fill vacant Spanish teaching positions.

With this program, Iowa school systems have the option of recruiting highly qualified Spanish educators for a period of up to three years and at the same time provide Iowa students, parents, and communities the opportunity to work with professionals from other countries.

Visiting teachers from Spain are certified Spanish language educators with at least two years of experience. Local school districts hire the visiting teachers in accordance with all other local policies in terms of salary scale, licensure, and local system requirements.

For more information, contact Mary Smith-Johnson at mary.smith@iowa.gov.

Iowa students chosen for U.S. Senate program

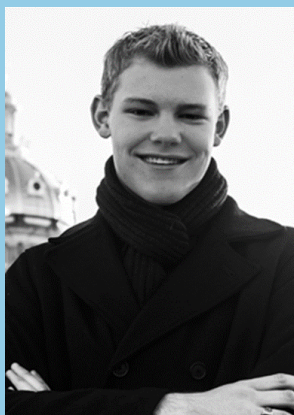
Two students have been selected as delegates to represent Iowa in the annual United States Senate Youth Program.

Joshua Hughes, a senior from Interstate 35 High School in Truro, and Jack Hostager, a senior from Hempstead High School in Dubuque, each will receive a \$5,000 scholarship and a fully funded trip to Washington, D.C., this March.

[Read more here.](#)



Jack Hostager



Joshua Hughes

Des Moines educator named 2015 Teacher of the Year

Clemencia Spizzirri, whose passion for helping students and families stems from her own childhood in Ecuador, is the Iowa Department of Education's 2015 Iowa Teacher of the Year. Spizzirri, 38, has taught Spanish at Merrill Middle School in the Des Moines Public Schools for five years. She is known for helping needy children and families understand the power of a high-quality education and for her focus on ensuring that children learning English as a second language are truly part of the culture of achievement.



Clemencia Spizzirri
2015 Teacher of the Year

Spizzirri grew up the youngest of seven children in Quito, Ecuador's capital city. Although her family taught her the only way to succeed was through education – Spizzirri's mother read to her, and her older brother gave her a dictionary so she could read and understand his books – she saw poverty as a barrier to an education for other families. Read more about the [2015 Teacher of the Year](#).

Teacher leadership, Iowa Learning Online

Iowa Learning Online can provide scheduling solutions for Teacher Leadership and Compensation schools. Iowa Learning Online makes it easier to continue to provide your students with top-notch teaching while sharing the talents of your local instructional coaches and mentors. Partnering with Iowa Learning Online also could include an offer and teach capacity, when approved by a short waiver.

For more information, visit iowalearningonline.org or contact Iowa Learning Online director Gwen Nagel at gwen.nagel@iowa.gov.

Juneteenth essay contest for students

Iowa students in grades 9-11 are invited to celebrate 150 years of Juneteenth by entering an essay contest. Juneteenth is an international observance marking the end of slavery on June 19, 1865.

The purpose of the contest is to help young people appreciate scholarship, cultural diversity, and community relations. This year's essay theme is: "How does education influence freedom, liberty, and responsible citizenship in a culturally diverse society?"

The deadline for entries is March 31. Winners will be honored with trophies and gift cards at the Iowa Juneteenth Observance Community Appreciation Banquet in Des Moines on June 11. Contest requirements and entry forms can be found [here](#). For more information, contact Celeste Lawson at the Iowa Juneteenth Observance at prinzci-pal@aol.com.

Save the Date

March training focuses on civil rights for persons with disabilities

Do you have questions about civil rights of persons with disabilities? Do you know what is required of K-12 institutions under Section 504 and the Americans with Disabilities Act? Are you aware of 2008 law changes that expanded eligibility under Section 504 and the ADA? Would you like practical guidance on these and many more questions about civil rights in education?

Consider attending the Statewide Civil Rights Training on March 23 in Des Moines from 9 a.m. to 3:30 p.m. at the Iowa Events Center. Intended audiences include district-level, Area Education Agency and Community College equity coordinators, superintendents, human resource specialists, principals, and counselors. Watch for your invitation, registration information and a detailed agenda.

For more information, contact Margaret Jensen Connet at margaret.jensenconnet@iowa.gov.

Early Literacy Implementation webinars

The Early Literacy Implementation (ELI) page on the Iowa Department of Education website has been revised so that you have access to all recorded webinars, Power Point slides and related support documents such as a parent contract example, parent letter example, and teacher observation tool.

In January, the Department will host six webinars, listed below. If you have identified an area in which a webinar is needed, email the ELI contacts.

There will be weekly Iowa TIER-FAST-IGDIs question-and-answer webinars on Fridays from 3:30 to 4:30 p.m. on the following dates: Jan. 9, 16, 23, 30, and Feb. 6. Another webinar on criteria/rubric to identify evidence-based literacy interventions will be held Jan. 14 from 2 to 3:30 p.m.

Webinars are hosted at the following [website](#). Read more about early literacy at the [ELI page](#). For more information, contact Barbara Ohlund at barbara.ohlund@iowa.gov or Amy Williamson at amy.williamson@iowa.gov.

Impact of Improving Learning Conditions

In the fall of 2011, 21 Iowa high schools received funding to improve the conditions for learning in their schools as part of the Iowa Safe and Supportive Schools (IS³) Grant. During the four year grant, the IS³ high schools have achieved the following:

- Decreased percent of students reporting being bullied by 3.18 percent (nearly eight times the decrease of 26 comparison high schools);
- Increased percent of students who reported having positive relationships with adults in their schools by 4.4 percent (nearly five times the increase of 26 comparison high schools);
- Increased attendance rates by 1.6 percent (nearly three times the statewide increase);
- Increased graduation rates by 3.14 percent (more than five times the statewide increase), and decreased dropout rates by 1.79 percent (triple the statewide decrease); and
- Increased the percent of 11th graders proficient in reading by 6.76 percent (1.6 times the statewide improvement)

Congratulations to the IS³ high schools on their achievements.

To learn more, contact Molly Hammer at molly.hammer@iowa.gov.

Attendance Center Rankings: An update

This month, you will hear more from the Iowa Department of Education about its work to develop a system for evaluating the performance of Iowa public schools on nine required measures as directed by the Iowa Legislature.

Iowa legislators required the development of the Attendance Center Rankings system as part of House File 215, the education reform legislation adopted in 2013.

As a first step in meeting this requirement, the Department will activate a website this month that provides a snapshot of the performance of Iowa public schools and districts. Specifically, the website will provide data on two of the nine required measures — academic growth and student proficiency rates. Users will be able to choose public schools or districts and access a chart that includes percentages at or above proficiency and at or above a growth target.

Watch your email this month for more information. [Read more](#) about the Department's work on this legislation.

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In 2014, we also saw a lot of great developments in our statewide early literacy initiative. This initiative is about ensuring all Iowa students reach reading proficiency by the end of third grade.

Last fall, more than 90 percent of Iowa elementary schools and more than 40 accredited nonpublic schools decided to take part in the early warning system to identify struggling readers.

Looking to the future, we must work together to make sure students develop the skills they need to be good readers – and we must provide high-quality intervention and support when they struggle. This includes high-quality summer programs.

This year, schools will begin notifying parents and guardians when children need help. And beginning in May 2017, third-graders who are substantially deficient by the end of the school year must attend a summer reading program or be retained. As you know, this is a requirement from the 2012 legislative session.

As those of us in the education community prepare for 2017, please remember it's important to prepare parents and families, too. At the Department, we stand ready to help schools communicate the early literacy initiative to parents.

We took a good first step last month when I asked education leaders across Iowa to distribute a letter from me to parents. English and Spanish versions of this letter can be found on our [website](#).

Finally, I know many of you have questions about my decision to no longer automatically grant waivers from the school start date law. This decision is about bringing Iowa in line with the 1983 law, which says waivers will be granted only to school districts that show evidence of "significant negative educational impact." The law does not define this impact, so we are developing criteria for that waiver process. Please look for the criteria this month.

Once again, Happy New Year, and thanks for all you do for Iowa's students and schools.



Board of Educational Examiners: Rule changes have gone into effect

The proposed change to allow holders of the substitute authorization to serve all grade levels (instead of secondary only) has been approved, and became effective Dec. 17. The printed license for past holders of this authorization will still say "limited to MS/HS only," however they may serve all grade levels immediately. They are still limited to no more than five days in a row and no more than 10 days in a month for any one assignment.

Paraeducators who hold this authorization without a bachelor's degree are still limited to subbing in their own special education classroom only.

Also approved was the proposed change to allow candidates with a bachelor's degree in athletic administration (or a related field) to serve as activities directors upon the completion of additional training specific to athletic directors. It went into effect Dec. 17.

For more information, contact Joanne Tubbs at joanne.tubbs@iowa.gov.

School radon measurement training

Standards for radon measurement in schools have been finalized by the American Association of Radon Scientists and the American National Standards Institute. To that end, a one-day training course provided by the Midwest Universities Radon Consortium is scheduled on Jan. 20 in Ankeny.

The training will help provide any person performing or in charge of radon in schools with the appropriate tools needed to adequately perform radon measurements in schools.

Training will take place on the Des Moines Area Community College campus in the Iowa Laboratory Facility, 2240

DMACC Drive. Training will run from 8 a.m. to 5 p.m., and

fees are \$225 now through Jan. 10, and \$275 after that. To register online, click [here](#). To register by telephone, call 800-843-8636.



ICN begins 'Broadband Matters' campaign

The Iowa Communications Network (ICN) launched an awareness initiative called Broadband Matters to showcase the importance of delivering broadband to the state. ICN's mission with this initiative is to advocate for true high speed broadband. As part of this message, ICN has launched a new website at www.broadbandmatters.com.

The Broadband Matters initiative explains the importance of broadband access for education, public safety, health care, and government; it also focuses on economic development and residential aspects. At broadbandmatters.com, you will find videos explaining Broadband Matters to a number of sectors. The videos include statements from John Carver, superintendent at Howard-Winneshiek Community School District; Gregg Cruickshank, superintendent at Sidney and South Page Community School Districts; and Debi Durham, Iowa Economic Development Authority director.

**BROADBAND
MATTERS.COM**
IOWA CONNECTIONS THAT MATTER

ICN is committed to supporting the development of public and private partnerships that will overcome the obstacles preventing statewide high speed broadband access. In addition to the website, you may connect on Facebook at www.facebook.com/BroadbandMattersIowa and Twitter at <https://twitter.com/BroadbandIowa>.

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The school districts serve a mix of urban, suburban and rural communities. The 126 selected districts join 39 other districts that were chosen to implement the first teacher leadership systems this fall. The goal is to have all Iowa school districts participate in the optional system by 2016-17.

Here is a [list of the schools](#) chosen for the second round. Read more about the [Teacher Leadership and Compensation System](#).

Data and Reporting

2014-2015 bullying and harassment data

Accredited public and non-public schools are required to submit bullying and harassment data.

Please ensure that data are being entered for the 2014-15 school year. The application is accessed through the [Department's Education Portal](#).

All incidents that meet one or more of the following criteria based on the targeted student's perception of the incident should be reported:

- Conduct placed the student in reasonable fear of harm to the student's person or property;
- Conduct had a substantially detrimental effect on the student's physical or mental health;
- Conduct had the effect of substantially interfering with the student's academic performance; and/or
- Conduct had the effect of substantially interfering with the student's ability to participate in or benefit from services, activities, or privileges provided by a school.

Certification of these data will be required at the end of the 2014-15 school year.

Training sessions on E-rate available

Public school districts, nonpublic schools, area education agencies and public libraries interested in applying for funding under the Universal Service Administrative Company "E-Rate" Program are encouraged to participate in a training webinar. The online Form 471 is being substantially revamped. (A recording will be made for those unable to participate in a live webinar). Training webinars for Form 471 are as follows:

Completing Form 471: (select one)

Tuesday, Jan. 27, 10 a.m. to noon Connect [here](#)

Tuesday, Feb. 3, 9 to 11 a.m. Connect [here](#)

Tuesday, Feb. 3, 2 to 4 p.m. Connect [here](#)

Thursday, Feb. 5, 9 to 11 a.m. Connect [here](#)

Thursday, Feb. 5, 2 to 4 p.m. Connect [here](#)

Tuesday, Feb. 10, 9 to 11 a.m. Connect [here](#)

The FCC Form 471 application filing window for Funding Year 2015 will open at 11 a.m. on Wednesday, Jan. 14, and will close at 10:59 p.m. on March 26.

For more information, contact Pam Jacobs at pam.jacobs@iowa.gov or call 515-975-0071. Read more about the [E-Rate program](#).

Early Childhood Preschool Programs

For whom is the GOLD assessment required?

Districts are required to assess all preschool-aged children participating in district-based preschool/pre-kindergarten programs with the GOLD online assessment and maintain local agreements with Teaching Strategies, Inc. under the GOLD Iowa State Service Umbrella Agreement.

This includes all children enrolled by a parent or guardian, or an Individualized Education Program (IEP) team, in 3-year-old, 4-year-old, mixed-age, and Early Childhood Special Education (ECSE) district-based classrooms. It also includes all children enrolled in a community-based early childhood program that is a partner with the district to provide the Statewide Voluntary Preschool Program or any child on an IEP receiving ECSE instructional services.

This requirement is based on Iowa Code 279.60, which was amended in 2013 to include the administration of the GOLD assessment for every resident pre-kindergarten child whose parent or guardian enrolls the child in the district.

The key component of the legislation is to assess all children enrolled in a district-sponsored preschool program. Any Iowa program not required to use GOLD online per the above guidance, including Head Start, child development home- and center-based child care, may participate in GOLD online assessment under the Iowa State Service Umbrella Agreement. This would allow for a reduced per-child cost.

For more information on the GOLD online assessment, go to the [Statewide Voluntary Preschool Program web page](#) or contact Penny Milburn at penny.milburn@iowa.gov or 515-281-7844, Jennifer Adkins at jennifer.adkins@iowa.gov or 515-725-2219, or Amy Stegeman at amy.stegeman@iowa.gov or 515-725-2273.



Nutrition and Health Services

Department's food program recognized

The Iowa Department of Education was recognized by the U.S. Department of Agriculture for increasing the number of students participating in lunch programs over the summer. A full 705,817 lunches were served this past summer, representing a 15 percent increase over 2013.

Still, an estimated 91 percent of students who receive meal assistance during the school year go hungry during the summer months. That's because there are not enough summer food programs statewide to meet the needs of the 195,712 students who qualify during the school year for free or reduced-price lunches.

[Read more.](#)





Legal Lessons

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

New Year. New Resolutions. Period.

The New Year is finally upon us. I can remember when we were all anxiously awaiting to ring in the New Year during the Y2K era. Many thought that technology would shut down when the clock struck midnight in 2000. Of course we now know that was not the case. That seems like it was only yesterday. It's amazing the changes we have seen in the last 15 years – especially with technology. Now we can connect with people by phone, email, internet, text messaging, Twitter, Facebook and other social media — all from our cell phones. We also have one-to-one laptops and iPads in classrooms. Increasingly I find myself using technology more than I have face-to-face contact with people. I recall the days when we would have meetings; now so many of those meetings have been replaced with a barrage of emails. I used to go into a judge and have a personal conversation with him as he reviewed and signed an order. Now I can submit things electronically for review so there is no need for this one-to-one contact. I miss those conversations.

It is so easy to bring my work home with me because of technology. I often find myself checking my work email so that I have less to respond to the next day. When my six-year-old tells me to get off my phone while we are watching a movie, that's probably very telling. I really think that it's time to unplug for a minute. So for this year's resolution, I am planning to unplug from technology as much as possible. While I know that technology can be a great and wonderful tool, I also know that you cannot replace one-on-one contact with people. Sometimes work can wait until tomorrow. I hope you take time this year to unplug and appreciate in-person contact with others, and I hope you all have a very Happy New Year!

In this New Year's edition of Legal Lessons, I bring you information on Managing Food Allergies in School and Guidance from U.S. Department of Education's Office of Civil Rights on Title IX and Single-Sex Elementary and Secondary Classes and Extracurricular Activities.

Managing food allergies in school

Food allergies appear to be on the rise and there is no shortage of concerns for schools dealing with them. In 2013, the Center for Disease Control (CDC) published national comprehensive guidelines to assist schools and school districts with managing food allergies in the school setting. Those guidelines may be found at the link below.

[Voluntary School Guidelines for Managing Food Allergies in Schools](#)

Although a student may have a food allergy or intolerances, this does not necessarily mean that the student has a disability under Section 504 of the Rehabilitation Act and U.S. Department of Education regulations. If a student's food allergy or intolerance is substantially limiting in a major life activity, then the student is covered by Section 504 and is entitled to services and supports to ensure an equal opportunity to benefit from the educational program. If the student has a food allergy or intolerance that does not result in a substantial limitation in a major life activity, a school or a school district may exercise its discretion when responding to parent requests. A determination in these situations is made on a case- by-case basis. Best practice

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Legal Lessons continued

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includes the district's food service director and school nurse in the planning meeting to make appropriate accommodation, substitutions, input to meet emergency health needs, and assurance that foods provided during school meals would be suitable to the student's disability. The district's food service director can provide direction on how meal preparation and delivery would be handled to ensure the student's safety and provide feedback on the cafeteria environment where students congregate for their meals. The school nurse can provide assistance with emergency planning, communication with providers, and educational staff training to implement action if the student were to be exposed to the allergen related to the disability.

Food substitutions based on allergy or intolerance under the National School Lunch Program are governed by regulations from the U.S. Department of Agriculture. USDA regulations require a physician to certify that a student's food allergies result in a substantial limitation in a major life activity, as well as specify which foods are to be removed from a student's diet and which foods are to be substituted. For medical conditions that do not substantially limit a major life activity, USDA regulations allow schools to make substitutions or modifications at a school's discretion, if certified by a medical authority (a category broader than physicians). Here is a form [Medical Statement for the School Nutrition Program](#) that schools or school districts may give to parents of a student who has a disability, or a special medical or dietary need. It is important that this form be completed carefully and thoroughly.

Here is further guidance from the [USDA on Accommodating Children with Special Dietary Needs in School Food and Nutrition Programs](#). Also see [USDA Memo SP 36-2013 Guidance Related to the ADA Amendments Act released April 26, 2013](#). For questions regarding managing food allergies in school, contact our School Nurse Consultant Melissa Walker at melisa.walker@iowa.org or 515-281-5327. For questions about children with disabilities, contact Thomas Mayes at thomas.mayes@iowa.gov or 515-242-5614.

Office of Civil Rights issues guidance to schools on Title IX and single-sex elementary and secondary classes and extracurricular

On Dec. 1, the United States Department of Education's Office of Civil Rights released guidance for schools and school districts that want to offer single-sex classes and activities. This guidance outlines how schools can provide girls-only and boys-only instruction or activities while continuing to be in compliance with civil rights laws.

Take-away message: You *can* offer single sex-classes or activities and still be in compliance with civil rights laws.

[News Release](#)

[Guidance](#)

Avoid confusion on K-3 literacy requirements with parents now

Iowa Department of Education Director Brad Buck penned a note to the state's parents of children in kindergarten through third grade explaining the new literacy laws that could affect them by summer.

The letter is intended to let parents know what's going on and why. Please share the [letter](#) with your district's parents, if you have not already done so.



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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Calendar

- Jan. 1 • Last date to certify to the Iowa Department of Education for reorganization or dissolution action effective July 1
- Jan. 15 • Department approvals for MSA-DoP due