



# School Leader Update

A MONTHLY JOURNAL  
FOR IOWA EDUCATORS

October 2016

## Public input sought on Every Student Succeeds Act

Iowa Department of Education leaders have begun a statewide tour to gather public input as they develop a plan to meet the federal Every Student Succeeds Act (ESSA).

ESSA, which replaces the No Child Left Behind Act of 2001 and will be fully implemented starting in the 2017-18 school year, provides a more reasonable balance between the role of states and the federal government in accountability for the success of all children.

Nine public input meetings will be held across Iowa from September through November. Each meeting will open with an overview of ESSA and the Department's goals for developing the state plan. [See when a meeting](#) is coming to your Area Education Agency.



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## Analyzing TLC's effectiveness – so far

Teacher leadership is critical to student success. A recent report from the National Council of State Legislatures, which analyzed features of exemplary education systems, stated, "High-performing countries create a variety of roles for teachers in the schools so they can use their expertise to improve teaching and learning and, at the same time, offer an exciting career in education."

Iowa has embraced this approach and the state's investment in teacher leadership is unrivaled. Roughly one in four teachers now holds a formal, compensated teacher leadership role. Iowa's long-term commitment of more than \$150 million annually coupled with the buy-in of key stakeholders will ensure sustainability over time.

I first came to Iowa nearly five years ago to facilitate a task force on teacher leadership and compensation. As part of this work, I reviewed previous efforts across the country aimed at developing teacher leadership and improving compensation. Many of these initiatives quickly fizzled due to poor planning, insufficient involvement of teachers, inadequate funding, fluctuating political support, and a lack of clear goals.

Iowa took these potential pitfalls into account in the design of the Teacher Leadership and Compensation (TLC) system. We now have a fully implemented system built for the long haul. One of the key components of TLC is the ability to determine its impact. This starts with having a common understanding of the goals. The goals of TLC are to:

- Attract able and promising new teachers by offering competitive starting salaries and offering short-term and long-term professional development and



**Director Ryan Wise**

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## CPR rule for coaching authorization, endorsement, or renewal

The Iowa Board of Educational Examiners has noticed a rule change which will require a current certificate of Cardiopulmonary Resuscitation (CPR) training for those seeking a coaching authorization, endorsement or coaching authorization renewal.

If adopted, this rule proposal will be effective sometime later this winter. Coaches who will be affected by this proposed change may wish to be proactive and seek out CPR training now to prevent any licensure delays. The proposed change may be viewed on page 37 of the [August BoEE Board Meeting Packet](#).



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leadership opportunities;

- Retain effective teachers by providing enhanced career opportunities;
- Promote collaboration by developing and supporting opportunities for teachers in schools and school districts state wide to learn from each other;
- Reward professional growth and effective teaching by providing pathways for career opportunities that come with increased leadership responsibilities and compensation; and
- Improve student achievement by strengthening instruction.

The Iowa Department of Education is taking a multi-pronged approach to measuring progress toward these goals. First, we are compiling a summary of the end-of-year reports from all 115 school districts that implemented a local TLC plan last year. This report will be released this fall and will include both quantitative data from school districts on how they performed in comparison to their goals as well as qualitative data on the strengths, challenges and next steps in the TLC implementation process.

Second, the Department has contracted with the American Institutes for Research (AIR) to do a formal, external evaluation of TLC. This evaluation includes focus groups, interviews and surveys based on the goals of the system. This effort has been a massive undertaking. Nearly 11,000 teachers and almost 750 administrators participated in the surveys.

In addition, AIR is also conducting an impact analysis to help determine if TLC is associated with improved student achievement. AIR has developed a sophisticated, yet easily understandable, comparative interrupted time series (CITS) design to determine the impact of TLC on student achievement. Initial results from this analysis and the surveys will be available in November.

Finally, the Department is supporting Iowa's Commission on Educator Leadership and Compensation in the development of a TLC status report. This legislatively mandated report will be submitted in mid-January and is required every three years. This review will examine the impact of TLC on education in Iowa as well as the Department's implementation efforts.

The Iowa Department of Education will maintain its focus on effective implementation in the months and years ahead. We look forward to sharing the results of the initial findings and continuing to improve the TLC system over time.

Thanks for all you do.

A handwritten signature in black ink that reads 'Ryan M. Wise'.

## Program aims to improve literacy outcomes

The Iowa Reading Research Center (IRRC) has an opportunity to work collaboratively on improving literacy outcomes for students. The Practitioners and Researchers Overcoming Problems of Literacy (PROPeL) is a customized two-year program from application to completion, operated by the IRRC and funded by the University of Iowa College of Education.

This first cycle of PROPeL will focus on students attending alternative schools and juvenile justice facilities in an effort to meet their unique instructional needs. PROPeL provides districts an opportunity to conduct local data analysis, attend a conference to learn from national experts, and create and implement a local literacy improvement plan.

Expectations of school districts participating in PROPeL, the benefits of participating, and the supports that will be provided by the IRRC throughout the two-year process can be found [here](#).

For questions concerning PROPeL and the eligibility of your school for participation, contact Deborah Reed at [deborah-reed@iowareadingresearch.org](mailto:deborah-reed@iowareadingresearch.org) or Sandy Schmitz at [sandy-schmitz@iowareadingresearch.org](mailto:sandy-schmitz@iowareadingresearch.org).



## State recommends minor revisions to literacy standards

Members of a state team charged with reviewing Iowa's academic standards for literacy completed their work by recommending minimal revisions based on statewide feedback that signaled strong support for the current standards. The team's recommendations will go to the State Board of Education for consideration.

The [recommendations](#) aim to provide clarity and eliminate redundancy within the standards. For example, the team recommended removing specific text titles and authors throughout the standards based on public feedback that educators saw them as required reading rather than examples. The team also recommended additional resources for teachers and professional learning opportunities to strengthen instruction. [Read more](#).

## Iowa Learning Online spring registration open now

Registration for [Iowa Learning Online's \(ILO\)](#) spring 2017 term is open now. Enrollment ends Jan. 10 at 4 p.m. The spring semester begins January 3 and ends May 5. Click [here](#) for spring course offerings.

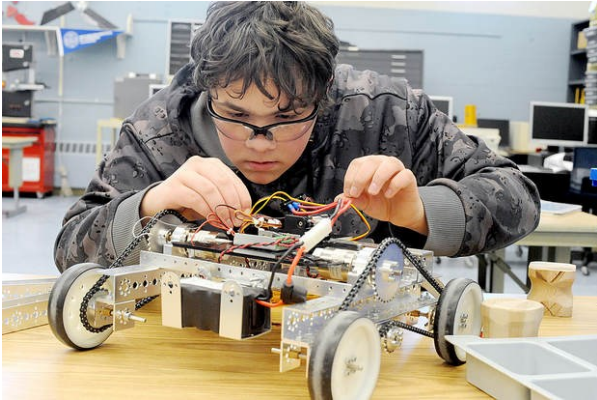
The Iowa Department of Education this fall began charging an enrollment fee of \$250 per student, per semester course. If a student withdraws from a course within the first four weeks, there is no charge to the district or school. Billing will occur after the ILO withdrawal date each semester.

If you are considering using ILO in an offer and teach capacity, click [here](#) for more information. If you are planning on enrolling 15 or more students in a single course segment, consult the [partnership planning agreement](#).

## Iowa selected for two national career pathways initiatives

The Iowa Department of Education has been selected by the US Department of Education Office of Career, Technical, and Adult Education (OCTAE) to participate in two new career pathways initiatives: Advancing Career Pathways – Career and Technical Education (CTE) Leaders Academy and an Intensive Technical Assistance project.

The CTE Leaders Academy provides year-long leadership development for a cohort of seven states (Alabama, Arkansas, California, Florida, Iowa, Michigan, and Rhode Island) engaged in career pathways systems implementation. OCTAE's Intensive Technical Assistance will support five selected states (Iowa, Arkansas, Hawaii, Michigan, and Nebraska) by sharing strategies and connecting the CTE field to best practices, targeted expertise, resources, and collegial collaboration using research-based methodologies and tools.



The Department is excited about these dual opportunities and the timely alignment with the recent passing of HF 2392, which aims to redesign secondary CTE to ensure consistent, equitable access to high-quality CTE and concurrent enrollment opportunities for all Iowa students.

For questions, contact Pradeep Kotamraju at 515-281-4716 or [pradeep.kotamraju@iowa.gov](mailto:pradeep.kotamraju@iowa.gov).

## Transfer in Iowa web portal assists students with transfers

Iowa's Regent universities and community colleges have joined to create a web portal dedicated to assisting students with the transfer process. The site serves as a one-stop resource for students planning their future. The url for the site is [www.transferiniowa.org](http://www.transferiniowa.org).

Each year, thousands of students transfer from Iowa community colleges to one of the state's three public universities. Transferring from one college to the next can be a big step, but need not be complicated. The website contains resources helpful in educational planning as well as information for students to discuss with their counselor or advisor.



The number one question transfer students ask is: How will my credits transfer? Students can learn about how their community college courses transfer to each of the three state public universities by following the links on the website. The website contains resources explaining statewide articulation agreements and individual program-to-program articulation agreements by community college. These resources are useful for students planning to transfer as well as counselors and advisors. In addition to online resources, it's always a good idea for students to discuss their plans with both a community college and university counselor or adviser. Contact information for the office or person responsible for transfer and articulation at each postsecondary institution is available on the site.

School districts should communicate information about the articulation website to all elementary and secondary school students interested in or potentially interested in attending a community college or Regent university.

## Leadership webinars go statewide in November

Collaborating for Iowa's Kids (C4K) is a partnership between schools and leaders with a commitment across the educational system to work effectively and efficiently to achieve state-wide priorities, such as the Iowa Core, Learner Strategies and Supports, School Improvement, Educator Quality and Teacher Leadership.

To date, the learning and the establishment of partnerships has been done via webinars, task teams and face-to-face trainings. Currently, C4K focuses on early literacy within a framework of Multi-Tiered System of Supports (MTSS) with the goal that every child is proficient by the end of third grade. As the 2016-17 school year unfolds, the C4K leadership made the decision to go statewide in their support of district and building administrators through leadership webinars.

The intent of the monthly webinars is to offer ongoing professional learning and support for administrators related to the tools and resources for MTSS and the early literacy initiative. In addition to tools and resources, the webinars will intentionally link to the Iowa Standards for School Leaders (ISSL), put the learning into actual leadership practice, and make connections and stay ahead of potentially new initiatives, laws and expectations through Differentiated Accountability.

Webinars are being developed by the Administrator Support Task Team representing schools, Area Education Agencies, and the Iowa Department of Education. The team will meet regularly to analyze participant feedback, design webinars based on the feedback and the needs of the administrator, organize each webinar to help administrators navigate and align the demands of their time, and provide a relentless focus on supporting instructional practices and improving student learning.

The Administrator Support Task Team also has plans to develop and integrate a learning site that provides school leaders an avenue to establish effective learning networks to discuss application strategies, troubleshoot areas of concern, and share and celebrate successes. It is critical in an ever-changing educational environment that leaders make connections and stay ahead of new initiatives, laws, and expectations.

Plan to engage in the first administrator webinar with your colleagues on Nov. 8, 2016, from 2-3:15 p.m. Additional information about this webinar will be forthcoming. For questions, contact Linda Carroll at [linda.carroll@iowa.gov](mailto:linda.carroll@iowa.gov) or Mary Jane Stites at [mstites@heartlandaea.org](mailto:mstites@heartlandaea.org).



## Collaborating for Iowa's Kids event planned for January

Collaborating for Iowa's Kids [C4K], a collaborative comprised of the Iowa Department of Education, Area Education Agencies, and Iowa school districts, is holding the second annual Celebrating Iowa's Success event on Jan. 23. The symposium will support collaboration amongst Iowa's school districts by sharing effective literacy interventions and practice.

Schools with interventions and/or instructional strategies with supportive data have the opportunity to share knowledge and successes with other educators in the state. Click [here](#) to apply to present a breakout session.

Information on how to register your school team to attend this event will be available in November. For questions, contact Mary Jane Stites at [mstites@heartlandaea.org](mailto:mstites@heartlandaea.org).

## Iowa Culture and Language Conference registration open

The Iowa Culture and Language Conference (ICLC) will be held Nov. 14-16 at the Coralville Marriott Hotel and Convention Center. The mission of the ICLC is to advocate for culturally and/or linguistically diverse students and their families, educators, and service providers.



Pre-conferences will focus on administrative issues, bi-lingual education, equity, work with students in trauma, early childhood English Language Learners (ELL) and adult ELL strategies.

The ICLC will also include substantial content for early childhood teachers and administrators, new staff working with ELLs, classroom strategies and equity and civil rights issues. Registration and further information are available [here](#).

## Green Ribbon Schools applications available

The [U.S. Department of Education Green Ribbon Schools \(ED-GRS\)](#) recognition award honors public and private elementary, middle, and high schools, districts, and postsecondary institutions that are demonstrating progress in three pillars:

- 1) Reducing environmental impact and costs, including waste, water, energy use and alternative transportation;
- 2) Improving the health and wellness of students and staff; and
- 3) Providing effective sustainability education.

The ED-Green Ribbon Schools recognition award highlights schools, districts, and Institutions of Higher Education (IHEs) exemplary practices and achievements in the area of the three pillars and elements, thereby encouraging other schools, districts, and IHEs to adopt similarly innovative practices.



ED-Green Ribbon Schools, District Sustainability Awardees, and Postsecondary Sustainability Awardees are nationally recognized as some of America's most successful educational institutions in reducing their environmental impact and costs, improving health and wellness, and providing effective sustainability education.

Three applications for the Green Ribbon Schools program are available through the [IowaGrants.gov](#) website:

- Individual School: FY17 Iowa Green Ribbon Schools – School Application
- District: FY17 Iowa Green Ribbon Schools – District Sustainability Award Application
- College/University: FY17 Iowa Green Ribbon Schools – College Application

Applications must be submitted to the Iowa Department of Education by Jan. 11. The Department will review applications based on the applicant's demonstrated progress towards the goals of each of the three pillars. Nominees demonstrating exemplary achievement in all three pillars and every element will be ranked highest.

Visit the [ED-GRS website](#) to learn about the Green Ribbon Schools program. Instructions for applying are located at [Green Ribbon Schools](#). For assistance, contact Gary Schwartz at 515-281-4743 or [gary.schwartz@iowa.gov](mailto:gary.schwartz@iowa.gov).

## Five Iowa schools named National Blue Ribbon Schools

Five Iowa schools have been named National Blue Ribbon Schools for their overall academic excellence or for their progress in closing achievement gaps among student subgroups. The schools are:

- Westside Junior-Senior High School, Ar-We-Va Community School District
- Helen A. Hansen Elementary School, Cedar Falls Community School District
- Franklin Elementary School, Le Mars Community School District
- Indian Creek Elementary School, Linn-Mar Community School District
- West Union Elementary School, North Fayette Community School District

A total of 329 schools were recognized as National Blue Ribbon Schools for 2016. The U.S. Department of Education will formally recognize 279 public and 50 private schools at an awards ceremony on Nov. 7-8 in Washington, D.C.

The U.S. Department of Education's National Blue Ribbon Schools Program honors public and private elementary, middle, and high schools where students achieve very high learning standards or are making notable improvements in closing the achievement gap. Read more about the [2016 National Blue Ribbon Schools](#).

## History council offers recommendations

The Iowa History Advisory Council has issued recommendations on ways to improve Iowa history education in schools statewide. The Iowa Department of Education convened the council last November. Members surveyed nearly 600 teachers state wide, considered education practices in other states, and examined what is currently in place in Iowa.

The Iowa History Advisory Council, made up of a student, teachers, college professors, as well as members representing a wide range of history organizations, made [11 recommendations](#).

## Math, science educators named state finalists

Four Iowa educators have been named state finalists for the Presidential Awards for Excellence in Mathematics and Science Teaching.

The two math finalists are:

[Zac Christensen](#), a second-grade teacher at Perkins Elementary School, Des Moines Public Schools

[Natalie Franke](#), a second-grade teacher at Brookview Elementary School, Waukee Community School District

The two science finalists are:

[Lisa Chizek](#), a fifth- and sixth-grade science teacher at North Tama Elementary, North Tama County Community School District

[Ashley Flatebo](#), an instructional coach at Jefferson Elementary, Mason City Community School District

[Learn more](#) about these educators.

# Early Childhood Preschool Programs

## Updated Procedures for *GOLD*® online

District sponsored preschool programs must use the *GOLD*® online system as required by [Iowa Code section 279.60](#)

Teachers, practitioners, and administrators are encouraged to use the *updated Iowa GOLD*® [Procedures](#) to assist them in setting up and using *GOLD*® online. The Iowa *GOLD*® Procedures are also posted on more than one Iowa Department of Education [web page](#). Language regarding FERPA protections and data collection as described in Iowa Code § 279.60 is included, as well as information regarding the use of home language surveys.

For technical assistance, contact information is available at the end of the document. For information about *GOLD*® requirements, contact Jennifer Adkins at [jennifer.adkins@iowa.gov](mailto:jennifer.adkins@iowa.gov), Amy Stegeman at [amy.stegeman@iowa.gov](mailto:amy.stegeman@iowa.gov), or Kimberly Villotti at [kimberly.villotti@iowa.gov](mailto:kimberly.villotti@iowa.gov).

## Potential English Language Learners reporting

Districts serving preschool students who are Potential English Language Learners (PELL) are required to report these students in Student Reporting in Iowa prior to kindergarten entry. The goals of reporting preschoolers who are PELLs are:

- To ensure that districts have information regarding English Language Learner (ELL) status for children entering kindergarten
- To assist the Iowa Department of Education in collecting demographic data of Iowa's preschool population

To complete reporting, districts should:

- Complete the Iowa Home Language Survey on TransAct website or the *GOLD*® online Home Language Survey, whichever your program prefers.
- Either count or do not count the student as PELL based on the results of the home language survey.

Beyond the home language survey, no preschool English language screening is required. In addition, there is no requirement for specific services based upon the Potential English Language Learners reporting process. However, districts need to provide quality research-based strategies addressing the development of oral language and literacy as well as content skills appropriate for the preschool age group.

No additional funding is provided beyond the .5 for Statewide Voluntary Preschool Program for preschoolers who are PELLs. For questions, contact Jobi Lawrence at 515-281-3805 or [jobi.lawrence@iowa.gov](mailto:jobi.lawrence@iowa.gov).





## Nutrition and Health Services

### Grant focuses on school wellness

A \$498,255 federal grant was awarded to the Iowa Department of Education to conduct a study to learn the effectiveness of school nutrition trainings, nutrition education for children, and school and community support for healthy eating and physical activity.

The three-year study will include working intensely with 20 schools, with the ultimate goal of establishing best practices that will be rolled out statewide.

[Read more.](#)



### Real power, real choice, real life

Forget about the old adage, "You are what you eat!" Middle school students participating in the 2016 Super Power Summit will leave the event having discovered a super power...the power of choice.



Following a full day of networking, empowering presentations and fun, interactive experiences, 90 middle schoolers now know they can choose healthy food options and live active lifestyles for the rest of their lives. Armed with knowledge and skills from the summit, they return to their school districts as ambassadors and advocates for wellness. [Read more.](#)



## Legal Lessons

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

### An aMAZEing fall

We are only a month into the 2016-17 school year and it has already been a busy one. We are finally back into a routine and the kids are settling in with new teachers and making new friends. It won't be long before school conferences, but before we get ahead of ourselves, we will make time for some favorite fall activities.

Visiting the pumpkin farm is always a favorite pastime that the kids and I still really enjoy. This year on our visit I was amazed at how things have changed since I was a kid. When I was little, I went to the pumpkin farm, went on a hay rack ride, drank apple cider, picked a few apples, chose a pumpkin, and then went home to carve it. Now there is a train ride, a slide, a corn crib, a petting zoo, a jumping pillow, and the list goes on. It's a day-long adventure and we enjoy the family time together.

This year the kids begged me to go through the adult corn maze. I did NOT relent and we went into the kid's corn maze instead. It was a good thing because we still managed to get lost in the kid's corn maze and I was happy when we made it back. My tip for you: if you go to the pumpkin farm this year, beware of the corn maze, whichever one you pick. Good luck and happy fall!

In this fall edition of Legal Lessons, I bring you information about the Confederate flag and free speech in schools, appeals update, administrative rules update, and the U.S. Department of Education and the U.S. Department of Justice releases resources for schools, colleges to ensure appropriate use of school resource officers and campus.

#### **Confederate flag in school and free speech**

Recently, a high school student in the metro area who displayed a Confederate flag in their vehicle was told to remove it from school property. The school district reported that a similar incident occurred in the prior school year which resulted in fighting and a material and substantial disruption of school. This raised questions from the public and the media regarding a student's free speech rights and whether or not a school district could impose this restriction. Although students do have a right to expression, those rights are not without limits.

Under similar circumstances, the Eighth Circuit Court of Appeals has ruled that a ban on a students wearing of clothing depicting the Confederate flag did not violate free speech of the student. *B.W.A. v. Farmington R-7 School Dist.*, 554 F.3d 734 (2009). In its opinion, the court relied on the Supreme Court's decision in *Tinker vs. Des Moines Independent Community School District*, 393 U.S. 503 (1969) which held that school administrators must demonstrate facts that might reasonably lead them "to forecast substantial disruption of or material interference with school activities" before prohibiting a particular expression of opinion.

In *Tinker*, students were sent home and suspended for wearing black arm bands to protest the Vietnam War. *Id.* at 504. The court held the armbands were not in any way related to disruptive conduct, thus the wearing of the armbands was protected. *Id.* at 505-506. The Court also stated:

In order for the State in the person of school officials to justify prohibition of a particular expression of opinion, it must be able to show that its action was caused by

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# Legal Lessons continued

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something more than a mere desire to avoid the discomfort and unpleasantness that always accompany an unpopular viewpoint. Certainly where there is no finding and no showing that engaging in the forbidden conduct would “materially and substantially interfere with the requirements of appropriate discipline in the operation of the school,” the prohibition cannot be sustained.

The court in *B.W.A.* however found that the district acted constitutionally when it banned the student from wearing a T-shirt with a Confederate flag because of substantial race-related events occurring at the school and in the community, some of which involved the Confederate flag. *B.W.A.*, 554 F.3d at 739. The court found under these facts that it could reasonably “forecast” a substantial disruption resulting from the display of the Confederate flag. *Id.*

Here are the top three free speech principles to remember:

1. Absent either impingement on the rights of others or the likelihood of a substantial and material disruption at school, school officials may not regulate student speech at school. *Tinker v. Des Moines Independent Community School District*, 393 U.S. 503, 89 S.Ct. 733 (1969)
2. Lewd, indecent, objectively offensive speech by students may be regulated by school officials. *Bethel School Dist. No. 403 v. Fraser*, 478 U.S. 675, 106 S.Ct. 3159 (1986)
3. School officials may regulate speech that appears to promote illegal or harmful activity. *Morse v. Frederick*, 127 S.Ct. 2618 (2007). In this case the activity was illegal drug use.

As always when these issues come up in your school, contact your district legal counsel for advice before acting.

## Appeals case update

Here are two recent appeal decisions from the State Board of Education. In the first appeal, the State Board upheld the decision of the local board to suspend a student from participation in athletics for the remainder of his high school career. In the second appeal, the State Board reversed the decision of the local board and remanded it back to the district to follow the correct appeal procedures in a case involving bullying and harassment.

[In re Student A, Good Conduct Violation, 27 D.o.E. App. Dec. 954 \(2016\).](#)

[In re Open Enrollment of E.M., 27 D.o.E. App. Dec. 960 \(2016\).](#)

## Administrative rules update

The State Board of Education at its Sept. 15 meeting approved the following Administrative Rules for Notice or for Adoption. These rules may be viewed at [Administrative Rules Calendar](#).

### Adoption

Chapter 17 - Open Enrollment (Adopt)

Chapter 36 - Extracurricular Interscholastic Competition (Adopt)

Chapter 49 - Individual Career and Academic Plan (Adopt)

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# Legal Lessons continued

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## Notice

Chapter 79 - Standards for Practitioner and Administrator Preparation Programs (Notice)

Chapter 56 - Iowa Vocational Rehabilitation Services (Notice)

Chapter 15 - Use of Online Learning and Telecommunications for Instruction by Schools (Notice)

Chapter 62 - State Standards for Progression in Reading (Notice)

For questions, contact Co-Rules Coordinators Phil Wise at [phil.wise@iowa.gov](mailto:phil.wise@iowa.gov) or 515-281-4835 or Nicole Proesch at [nicole.proesch@iowa.gov](mailto:nicole.proesch@iowa.gov) or 515-281-8661.

## **The U.S. Department of Education and the U.S. Department of Justice releases resources for schools, colleges to ensure appropriate use of school resource officers and campus**

On Sept. 8, the U.S. Department of Education and the U.S. Department of Justice released new tools to improve school climate and school safety. The tools are aimed at school resource officers and other law enforcement who work in schools on student discipline issues and will help provide best practice resources. The goal is to provide a positive and safe learning environment and to build trust between students and law enforcement officials.

[Press Release](#)

### Rubrics

[State and Local Policy](#)

[K-12 Letter from Education](#)

[Local Implementation](#)

[K-12 Letter from Justice](#)

For more information about the administration's work on school climate and discipline go to [www.ed.gov/rethinkdiscipline](http://www.ed.gov/rethinkdiscipline).

## **Students with Disabilities**

For questions regarding students with disabilities, contact Thomas Mayes at 515-242-5614 or [thomas.mayes@iowa.gov](mailto:thomas.mayes@iowa.gov).



## Calendar

- October 1 • SBRC application for Modified Supplemental Amount (MSA) for Limited English Proficient Excess Costs deadline
- October 15 • Last date to notify the SBRC if district incurred negative unspent balance



*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](mailto:OCR.Chicago@ed.gov)*



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