

Iowa Commission/Division of Latino Affairs AGA Performance Review Report FY2004

Introduction

Information on this report is provided in accordance with the Accountable Government Act (AGA) to improve decision-making and increase accountability to stakeholder and citizens.

Agency Overview

Vision

Latino lowans will achieve parity with white lowans in all the quality of life indicators

Mission

The mission of **Iowa's Commission of Latino Affairs (ICLA)** is to improve the quality of life of all lowans by increasing statewide understanding of the social, cultural and economic contributions Latinos make in Iowa. Additionally, ICLA's mission is to serve as a resource center which promotes positive change by assessing the issues and making recommendations to decision-makers of the challenges facing Iowa's Latino community.

Core Function: Empowerment: Advocacy and Community

Key Services & Stakeholders

A. Education and Training

1. **Programs to the State:** Iowa Division of Latino Affairs (IDLA) provides a broad spectrum of training, curriculum development and educational services to state and local government agencies. All programs are available in English and Spanish and are individually crafted to meet the specific needs of Iowa's organizations or agencies. In 2003-04 the IDLA provided services to over 30 state and local government agencies. Since November 20, 2003 IDLA has provided services for the following agencies:

*Iowa Workforce Development, New lowans Centers, *Iowa Department of Education, *Iowa Department of Public Health, *Department of Human Services, *Commission on the Status of African Americans, *Iowa Community Action Agency, *Criminal and Juvenile Justice Planning, *Iowa Division of Persons with Disabilities, *Iowa Commission on the Status of Women, *Elder Affairs, *Iowa Finance Authority, *Iowa Public Safety, *Iowa Supreme Court, Senator Grassley, *Senator Harkin, Attorney General's Office, Board of Regents, *Congressman Boswell, *Governor's Office, *State Legislature, Iowa Lottery, Iowa Department of Economic Development, *Secretary of State, * Iowa Civil Rights Commission, Iowa Housing Authority , *Food Security Council, Victim Services, Iowa Board of Education, AEA1, AEA10, AEA 9, AEA7, AEA 11, (*services provided multiple times)

2. **Programs to our Constituents:** The Iowa Division of Latino Affairs (IDLA) also provides a broad spectrum of training, curriculum development and educational services to schools, community organizations, social service agencies, businesses, and health organizations. All presentations are available in English and Spanish and are individually crafted to meet the specific needs of organizations. Trainings and workshops are offered in both English and Spanish. In 2004 alone IDLA provided services to over 150 organizations across the state. These organizations included but were not limited to:

Educational Institutions (non pk-12)

University of Iowa (School of Social Work, College of Community and Behavioral Health, College of Education, Opportunity at Iowa & Council on the Status of Latinos)
 Iowa State University (Depts. of English, Sociology, Foreign Languages, Office of Minority Students)
 University of Northern Iowa (Latino Student Association, New Iowan Center)
 Central College
 Simpson College
 Des Moines University
 Des Moines Area Community College
 Columbus Junction Community Schools
 Des Moines Public Schools
 Sioux City Community School District
 Waterloo Community School District
 The University of Iowa Hospitals and Clinics (Center for Development and Disabilities & Mobile Medical Clinic)
 Drake University
 Graceland University
 Iowa Valley Community College

Religious Organizations

Diocese of Davenport
 St. Mary's Catholic Church Ottumwa
 Archdiocese of Des Moines
 American Friend Service Committee
 Catholic Conference
 Methodist Ministries

Media

Des Moines Register
 Latino Midwest
 Herald Hispano
 Iowa City Press Citizen
 Viento Tropico
 Hola America English/Spanish Newspaper
 Iowa Public Radio (Ames, Iowa City)
 Iowa Public Television
 1700 AM La Ley
 Cedar Rapids Gazette
 Daily Iowan
 Central Iowa Times-Republican
 Quad City Times

Channel 13

Unions

UFCW Local 1149
 AFSCME
 Iowa Civil Liberties Union (ICLU)
 Labor Center

Music, art and Humanities

Humanities Iowa
 Des Moines Art Center
 Iowa Arts Council
 Calle Sur
 Iowa Cultural Affairs Commission

Health and Social Service

Iowa Tobacco Research Center
 Employee and Family Resources
 Johnson County Public Health Department
 Proteus, Inc
 United Action for Youth
 Webster City SAFE Coalition
 Dallas County Hospital
 Polk County DeCat
 Polk County Public Health
 Johnson County DeCat
 Polk County Healthy Start
 Davenport Family Resources Head Start
 Decorah Free Medical Clinic
 Polk County Empowerment Board
 Catholic Charities
 Lutheran Social Services
 Iowa Foundation for Medical Care
 Hispanic Educational Services
 United Way
 Family Planning Alliance
 Casey Foundation
 Planned Parenthood
 Iowa Coalition Against Sexual Assault
 Waubonsie Mental Health
 Iowa Food Council
 Western Iowa Community Health
 Chestnut Health Systems

Advocacy

Immigrant Rights Network of Iowa
 Iowa City Human Rights Commission
 Center for New Community
 Iowa Coalition Against Domestic Violence

Iowa Legal Aid
 National Conference for Community
 and Justice
 Des Moines Latino Political Agenda
 Postville Diversity Committee
 Washington Diversity Committee
 Iowa City Hate Rapid Response Team
 State Public Policy Group
 Iowa Interpreters Association
 Woman's Resource and Action Center
 Greater Des Moines Immigrant Youth
 Consortium
 La Casa Latina

Business

ING
 State Farm Companies
 F & M Bank
 Swift and Company
 Fannie Mae
 Northwest Area Foundation
 Wells Fargo
 Iowa Hospitality Association
 Principle
 H&R Block
 Union Planters Bank
 Allied Insurance
 Magellan Inc.
 Iowa Funerary Homes Association

National and International

Spanish Embassy
 Mexican Consulate
 National Resource Center on Family
 Centered Practice
 Access Project
 EEOC
 USDA Rural Development
 National Council La Raza
 Small Business Administration
 Educational resource Center of South
 Africa
 United States Embassy in Mexico
 Minister of Foreign Affairs of Mexico
 Latin American and the Caribbean
 Center for Adult Education (Created by
 the UNESCO)
 Mexican Consulate in Omaha
 Homeland Security Agency
 (Immigration Services)
 American Red Cross
 American Cancer Society
 Mexico Ministry of Foreign Affairs
 Mexico Department of Education
 Federal Emergency Management
 Agency
 Utah Department of Education
 USDA
 Iowa Council for International
 Understanding
 November 2

B. Community and Information Services: The Iowa Division of Latino Affairs provides a broad spectrum of information and linking services to schools, community organizations, social service agencies, businesses, health organizations and individual Iowans. Many of these services are provided both in English and in Spanish.

1. **Community Education and Civic Involvement** -- This program is designed to increase the civil and community participation of Latinos by developing culturally and linguistically appropriate educational opportunities, public awareness campaigns and community collaboration initiatives related to issues such as voting, staying in school, collaborating with law enforcement, staying away from drugs, etc. In addition IDLA stimulates all Iowan's awareness of the positive contributions of Latino to the State of Iowa. Many of these programs focus on vulnerable populations such as youth, migrants and immigrants.
2. **Constituency Information, Advocacy and Referral Services** – The IDLA assists legislators, governmental agencies, local communities, educational institutions, businesses, health organizations and individual Iowans by serving as a central clearinghouse for research, information, and referral services on issues related to Latino population in Iowa. In addition IDLA develops and maintains web-based informational materials and resources (i.e. Spanish speaking attorneys and health service providers, translators, community events citizenship

and ESL classes, faith-based organizations serving Latinos, etc) useful to legislators, local communities, educational agencies, health organizations, and Latino individuals in Iowa.

3. **Community Linking Services** -- The IDLA assists state government agencies, health organizations, educational institutions and businesses in their efforts to reach the Iowa Latino community. In addition the IDLA publishes a bi-monthly electronic newsletter called the "Latino Brief" which specializes on informing constituencies about resources available (i.e.: employment, scholarships, programs, grants, etc) and events occurring in the Latino community.

Organizational Structure

The Iowa Division of Latino Affairs is situated within the Department of Human Rights which serves as an umbrella agency for seven other advocacy agencies. The Division Administrator is appointed by the Governor and confirmed by the Iowa Senate. The Division Administrator serves the chief administrative officer of the commission and shall serve the commission by gathering and disseminating information, forwarding proposals and evaluations to the governor, the general assembly, and state agencies, carrying out public education programs, conducting hearings and conferences, and performing other duties necessary for the proper operation of the commission. The administrator shall carry out programs and policies as determined by the Commission of Latino Affairs.

The Commission of Latino Affairs consists of nine members, appointed by the governor. Commission members are appointed in compliance with sections 69.16 and 69.16A and with consideration given to geographic residence and density of Latino population represented by each member. The members of the commission shall be appointed during the month of June and shall serve for terms of two years commencing July 1 of each odd-numbered year.

The Iowa Division of Latino Affairs has three staff including the Administrator and in SY2003-04 had a state appropriated annual budget of \$166,718.

Strategic Plan Results

Key Strategic Challenges and Opportunities:

The **Iowa Division of Latino Affairs (IDLA)** is designed to be a cost efficient mechanism to improve the effectiveness of all state programs by providing a one-stop training center, information clearinghouse, and coordination vehicle for government agencies (i.e.: Department of Education, Department of Public Health, Department of Public Safety, etc.) servicing and/or engaging in Iowa's Latino communities. Because of the growth of the Latino population, these services are also solicited by educational institutions, businesses, local communities, health organizations and social service agencies. All of IDLA's services emphasize "culture" as a strength that can be utilized to improve services to the community (ideally providing optimum support to both the newcomers and the established persons of Latino origin in Iowa).

Latinos are providing a much needed infusion to Iowa's workforce. For example, the 2000 US Census stated that the Latino population in Iowa was 82,473. This represents a growth of 153% (nearly 50,000) since 1990. Every Iowa county except for one had an increase of Latinos between 1990 and 2000. Seven counties in Iowa registered over a 1000% growth in its Latino population.

Iowa's Public Schools also saw a massive increase in Latino youth. According to Department of Education data, **from 1985 to 2002 there was 425% increase in the number of Latino students compared to a 7.2 % drop in the number of white students.**

In 2002, the Census updated its figures to 89,627 Latinos in Iowa, which is an increase of 8.7% in two years. This continued growth is pushed by migration, immigration and especially by the youthfulness of **Latinos who have a median age of 22 years of age compared with 37.6 years for whites.**

As evidenced by successful communities like Columbus Junction, Marshalltown and West Liberty, Iowa also experienced a significant growth in the number of Latino owned businesses. In 1997 there were 357 Latino owned businesses in 2002 that number had grown to 457 bringing an additional 104 million dollars into Iowa's Economy.

However this new pool of skilled Latino workers is being allowed to simply disappear down the drain. For example:

- Significantly lower school achievement and high school completion rates. According to the Iowa Department of Education (2003) the graduation rate for Latinos is only 67.5% contrasted to a 90.7% graduation rate of white students.

- Nearly half (47%) of employed (16 or older) Latino males are in production type occupations, more than males of any other race or ethnic group; the next highest figure for males is 33% for blacks. 28% of Latinas hold production jobs, more than females of any other race or ethnic group
- Significantly higher confinement rates in the juvenile and adult systems. As of May 2004, two thousand five hundred forty-nine (2,549) of eight thousand six hundred seventy-six (8,676) inmates incarcerated were of color. The daily cost for incarceration is \$62.04 per inmate, totaling \$158,139.96 per day to house inmates of color. The cost is even greater for youth, who are also over-represented in the Criminal Justice system, and who present a greater likelihood to need longer-term assistance from the state.
- Disproportionate Minority Confinement (DMC) Statistics: In 1993 Latinos represented 3% of Iowa's Incarceration System. Unfortunately, in 2003 the rise of the Latino population in Iowa's Incarceration System has risen to 7%. This report indicates that, currently, that both Latino adults and minors are 233% disproportionately over-represented in Iowa's incarceration facilities.
- Disproportionate Minority Confinement (DMC) Statistics: For every one White youth, two Latino youth are involved in mandatory confinement cases.
- Disproportionate Minority Confinement (DMC) Statistics: In Iowa's judicial system, Latino youth have a 266% greater chance to be sentenced into a detention facility.
- Disproportionate Minority Confinement (DMC) Statistics: Latino youth in Iowa has a 140% greater chance than White youth offenders to be tried as adults for similar cases.
- Court Decision Outcomes: A Michael Leiber 1995 study on minority youth sentencing identified that Latino youth during their early and late adolescent stages are granted harsher sentencing from Iowa's juvenile court systems than African Americans or White juvenile offenders.
- In 2000 the poverty rate for Latinos in Iowa was 20.2% compared to 8.2% of whites.
- Only 50% of Latinos have health insurance. Latinos are less likely to access preventive health, pre-natal and mental health services. They are more likely to use the emergency rooms, live in housing that contains lead risks, be over-vaccinated, and be exposed to environmental hazards in the workplace.
- More likely to be unemployed (9.2%) and underemployed. Latinos are less likely to participate in high skill industries. This occurs in spite of the fact that many immigrants have useful skills in areas like biology,

medicine, education and agriculture. Credentialing transferability from their home countries to the US prevents them from joining Iowa's labor force.

Goal # 1:

Latinos in Iowa are afforded equal access to education, health care, and economic opportunity

Strategies:

- Inform state legislation and policy
- Publications and Information Dissemination
- Training and Technical Assistance (events & activities)

Results

Performance Measure:

Four-Year Graduation Rates for Latinos in Iowa

Performance Target:

91.3% Four-Year Graduation Completion by Latino

Data Sources:

- Iowa Department of Education -- State No Child Left Behind Score Card
<http://www.state.ia.us/educate/ecese/nclb/reportcard.html>
- Project Export Report on Iowa Health Disparities – University of Northern Iowa
<http://www.iowaprojectexport.org/documents/hispanic.pdf>
- US Census Data – Office of Social and Economic Trends Iowa State University
<http://www.seta.iastate.edu/county/county.aspx?state=IA>

IOWA PUBLIC HIGH SCHOOL FOUR-YEAR GRADUATION RATES BY RACE/ETHNICITY, GRADUATING CLASSES 1996-2003

Graduating Class	1996	2002	2003
White	88.2	90.7	91.3
Latino	67.1	67.5	67.7
Total	87.0	89.4	90.4

Data reliability:

It is likely that the formula used to calculate the four-year graduation rate overestimates the rate of Latinos. This distortion would be caused by the growth of Latino students (495% from 1996 to 2002) and the relatively small sample.

Why we are using this measure:

The Department of Education collects high school graduation data from all Iowa public high schools in the spring through the Basic Educational Data Survey (BEDS). Three groups of the high school completers are collected based on the National Center for Education Statistics (NCES) definitions:

- **Regular diplomas** are given to most students for completing all unmodified graduation requirements for the districts in the regular high school program.
- **Other diplomas** are given to students who have received this diploma from an alternative placement within the district, or who have had the requirements modified in accordance with a disability.
- **Other Completers** are the students who have finished the high school program, but did not earn a diploma. These students may earn a certificate of attendance or other credential in lieu of a diploma.

Since 2003, public high school graduation rate has been one of the indicators for the No Child Left Behind (NCLB) Accountability System. The NCLB Act defines the regular diploma recipients as high school graduates. Therefore the Iowa Accountability Plans under the Consolidated Application Process has a narrower definition for high school graduates:

- **Students receiving regular diplomas. Regular diplomas are given to students for completing all unmodified district graduation requirements in the standard number of four years.**
- **Students receiving regular diplomas from an alternative placement within the district, or who have had the requirements modified in accordance with a disability.**

The other completers are not high school graduates based on the Iowa Consolidated State Application Accountability Workbook. There are less than 100 other completers each year in Iowa and many of the other completers are foreign exchange students. Under the current graduation rate model, other completers are neither counted as graduates nor counted as dropouts for the NCLB Act purpose.

The high school graduation rate is calculated by dividing the number of high school regular diploma recipients in a given year by the estimated number of 9th graders four years previous. The estimated 9th grade enrollment is the sum of the number of high school regular diploma recipients in that year and dropouts over the four series year period. More specifically: the total dropouts include the number of dropouts in grade 9 in year one, the number of dropouts in grade 10 in year two, the number of dropouts in grade 11 in year three, and the number of dropouts in grade 12 in year four.

$$GR_i = \frac{G_i}{G_i + D_i + D_{(i-1)} + D_{(i-2)} + D_{(i-3)}}$$

Where: GR_i is the graduation rate for a given year (i).

G_i is the number of students achieving a regular high school diploma for year i .

D_i is the number of dropouts in grade 12 for year i .

$D_{(i-1)}$ is the number of dropouts in grade 11 for the first previous year ($i-1$).

$D_{(i-2)}$ is the number of dropouts in grade 10 for the second previous year ($i-2$).

$D_{(i-3)}$ is the number of dropouts in grade 9 for the third previous year ($i-3$).

What was achieved:

There was a slight increase of .2% in the graduation rate of Latinos between 2002 and 2003.

Iowa Interpreters Bill was passed and signed. This bill gives the IDLA authority to “establish a mechanism to assure the qualification” of Spanish language interpreters and translators in the areas of administrative services, health, social services and the courts.

Baselines were set for the following target measures:

- **Health Insurance**– Compared to 90 % of Iowa’s residents with medical coverage, more than 50% of Latinos in Iowa do not have health insurance.
- **Full-time Income Earnings:** The average Latino full-time employee in Iowa earns \$24,380. On the other hand, Whites, who are employed full-time, earn on average \$31,379. This report indicates that Iowa’s White full-time employee makes 22.4% more than the average Latino full-time worker.

Analysis of results:

Latinos are providing a much needed infusion to Iowa’s workforce. For example, the 2000 US Census stated that the Latino population in Iowa was 82,473. This represents a growth of 153% (nearly 50,000) since 1990. Every Iowa county except for one had an increase of Latinos between 1990 and 2000. Seven counties in Iowa registered over a 1000% growth in its Latino population.

Iowa’s Public Schools also saw a massive increase in Latino youth. According to Department of Education data, **from 1985 to 2002 there was 425% increase in the number of Latino students compared to a 7.2 % drop in the number of white students.** This continued growth is pushed by migration, immigration and especially by the youthfulness of **Latinos who have a median age of 22 years of age compared with 37.6 years for whites.**

In spite of this growth Latinos have a significantly lower school achievement and high school completion rates. According to the Iowa Department of Education (2003) the graduation rate for Latinos is only 67.5% contrasted to a 90.7% graduation rate of white students.

Link to Enterprise Plan

Agency Activity	Link to Governor's Agenda
<p>Training -- IDLA will improve the effectiveness of service providers with Latino populations in Iowa by delivering trainings, workshops and seminars for Iowa's legislators, state and local government agencies, community organization, educational institutions, health and social service agencies, and judicial /legal institutions.</p>	<p>Improve Student Achievement: Iowa's Latino students will meet the state's projected achievement measures on pre-school, K-12 school, and post secondary education/training achievements.</p>
<p>Information -- Iowa's private and public agencies or organizations will have access to information or contact with Iowa's Latino communities through IDLA database. IDLA will assist Iowa's legislators, state and local government agencies, community organization, educational institutions, health and social service agencies, and judicial /legal institutions to effectively outreach to Latino population by maintaining and providing necessary information and outreach.</p>	<p>Improve Iowa's Health: Iowa's Latinos will have access to equitable quality health care, including access to insurance, mental health and substance abuse treatment services.</p> <p>Improve Community Safety (Particularly for Vulnerable Iowans): Iowa's judicial and criminal systems will have the capacity to serve the Spanish speaking community, so seniors, adults and youths have a "safe quality of living" in their communities.</p>
<p>Technical Assistance -- IDLA will improve the effectiveness of service providers with Latino populations in Iowa by providing technical assistance for Iowa's legislators, state and local government agencies, community organization, educational institutions, health and social service agencies, and judicial /legal institutions.</p>	<p>Transform Iowa's Economy: There will be an increase Iowa's high skilled and high paying language-related jobs that require post secondary education.</p> <p>Improve Government Performance and Accountability: State government agencies will be able to serve all Latino populations irregardless of language, race or culture.</p>

Performance Plan Results

Name:

The Iowa Division of Latino Affairs (IDLA)

Description:

The **Iowa Division of Latino Affairs (IDLA)** is designed to be a cost efficient mechanism to improve the effectiveness of all state programs by providing a one-stop training center, information clearinghouse, and coordination vehicle for government agencies (i.e.: Department of Education, Department of Public Health, Department of Public Safety, etc.) servicing and/or engaging in Iowa's Latino communities. Because of the growth of the Latino population, these services are also solicited by educational institutions, businesses, local communities, health organizations and social service agencies. All of IDLA's services emphasize "culture" as a strength that can be utilized to improve services to the community (ideally providing optimum support to both the newcomers and the established persons of Latino origin in Iowa).

Why we are doing this:

The national as well as state disparity of achievement gap between minority students as compared to Caucasian students must be addressed. The Division of Latino affairs wants to ensure all students, regardless of race, have access to quality education.

Latinos are providing a much needed infusion to Iowa's workforce. For example, the 2000 US Census stated that the Latino population in Iowa was 82,473. This represents a growth of 153% (nearly 50,000) since 1990. Every Iowa county except for one had an increase of Latinos between 1990 and 2000. Seven counties in Iowa registered over a 1000% growth in its Latino population.

Iowa's Public Schools also saw a massive increase in Latino youth. According to Department of Education data, **from 1985 to 2002 there was 425% increase in the number of Latino students compared to a 7.2 % drop in the number of white students.**

In 2002, the Census updated its figures to 89,627 Latinos in Iowa, which is an increase of 8.7% in two years. This continued growth is pushed by migration, immigration and especially by the youthfulness of **Latinos who have a median age of 22 years of age compared with 37.6 years for whites.**

As evidenced by successful communities like Columbus Junction, Marshalltown and West Liberty, Iowa also experienced a significant growth in the number of Latino owned businesses. In 1997 there were 357 Latino owned businesses in Iowa. In 2002 that number had grown to 457 bringing an additional 104 million dollars into Iowa's Economy.

However this new pool of skilled Latino workers is being allowed to simply disappear down the drain. For example:

- Significantly lower school achievement and high school completion rates. According to the Iowa Department of Education (2003) the graduation rate for Latinos is only 67.5% contrasted to a 90.7% graduation rate of white students.
- Nearly half (47%) of employed (16 or older) Latino males are in production type occupations, more than males of any other race or ethnic group; the next highest figure for males is 33% for blacks. 28% of Latinas hold production jobs, more than females of any other race or ethnic group
- Significantly higher confinement rates in the juvenile and adult systems. As of May 2004, two thousand five hundred forty-nine (2,549) of eight thousand six hundred seventy-six (8,676) inmates incarcerated were of color. The daily cost for incarceration is \$62.04 per inmate, totaling \$158,139.96 per day to house inmates of color. The cost is even greater for youth, who are also over-represented in the Criminal Justice system, and who present a greater likelihood to need longer-term assistance from the state.
- Disproportionate Minority Confinement (DMC) Statistics: In 1993 Latinos represented 3% of Iowa's Incarceration System. Unfortunately, in 2003 the rise of the Latino population in Iowa's Incarceration System has risen to 7%. This report indicates that, currently, that both Latino adults and

minors are 233% disproportionately over-represented in Iowa's incarceration facilities.

- Disproportionate Minority Confinement (DMC) Statistics: For every one White youth, two Latino youth are involved in mandatory confinement cases.
- Disproportionate Minority Confinement (DMC) Statistics: In Iowa's judicial system, Latino youth have a 266% greater chance to be sentenced into a detention facility.
- Disproportionate Minority Confinement (DMC) Statistics: Latino youth in Iowa has a 140% greater chance than White youth offenders to be tried as adults for similar cases.
- Court Decision Outcomes: A Michael Leiber 1995 study on minority youth sentencing identified that Latino youth during their early and late adolescent stages are granted harsher sentencing from Iowa's juvenile court systems than African Americans or White juvenile offenders.
- In 2000 the poverty rate for Latinos in Iowa was 20.2% compared to 8.2% of whites.
- Only 50% of Latinos have health insurance. Latinos are less likely to access preventive health, pre-natal and mental health services. They are more likely to use the emergency rooms, live in housing that contains lead risks, be over-vaccinated, and be exposed to environmental hazards in the workplace.
- More likely to be unemployed (9.2%) and underemployed. Latinos are less likely to participate in high skill industries. This occurs in spite of the fact that many immigrants have useful skills in areas like biology, medicine, education and agriculture. Credentialing transferability from their home countries to the US prevents them from joining Iowa's labor force.

What we're doing to achieve results:

The Division of Latino Affairs is working to reduce the education achievement gap of Latino students.

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newcomers and the established persons of Latino origin in Iowa). Activities for 2004 include:

1. Assist legislators, governmental agencies, local communities, educational institutions, business, and health organizations by services on issues related to the Latino population in Iowa.
2. Increase the programmatic and fiscal effectiveness of governmental agencies, community organizations, educational institution, and health organizations by developing and implementing culturally and linguistically appropriate evaluation, training, and technical assistance services.
3. Avoid replication of services in state government by coordination interagency partnerships and collaborations targeted at Latino population.
4. Increasing civil and community participation of Latino individuals by developing culturally appropriate educational programs, public awareness campaigns, and community collaboration initiative.
5. Develop a credentialing mechanism to assure the quality of Spanish language interpreters.
6. Stimulate Iowan's awareness of the positive contributions of Latinos to the State of Iowa.
7. Assist rural communities who are dealing with significant demographic and cultural changes due to the inflow of Latino populations.
8. Increase the civic and community participation of Latino individuals by developing language and culturally appropriate educational programs, public awareness campaigns, and collaboration initiatives in Iowa's local communities.
9. Reduce the health and educational disparities between Iowa Latinos and main stream populations by developing and coordinating public information campaigns, training and technical assistance programs, and resource development efforts targeted at improving the cultural and linguistics appropriateness of services.
10. To provide information, advocacy, public awareness and referral services to all Iowans regarding the needs and contributions of Latino populations in Iowa.
11. To develop and maintain a statewide database in order to facilitate outreach efforts to the Latino communities throughout the state.
12. To reduce the 320% over-representation of minority youth in Iowa's juvenile justice system by facilitating the involvement of Latino communities in program development, evaluation, outreach and public information efforts.
13. To develop and maintain web-based informational materials and resources (i.e. Spanish speaking attorneys and health service providers, qualified

interpreters, community events, immigration information, and ESL classes) useful to legislators, local communities, educational agencies, health organizations, and Latino individuals in Iowa.

Results

Performance Measure:

Four-Year Graduation Rates for Latinos in Iowa

Performance Target:

91.3% Four-Year Graduation Completion by Latino

Data Sources:

- Iowa Department of Education -- State No Child Left Behind Score Card
<http://www.state.ia.us/educate/ecese/nclb/reportcard.html>
- Project Export Report on Iowa Health Disparities – University of Northern Iowa
<http://www.iowaprojectexport.org/documents/hispanic.pdf>
- US Census Data – Office of Social and Economic Trends Iowa State University
<http://www.seta.iastate.edu/county/county.aspx?state=IA>

IOWA PUBLIC HIGH SCHOOL FOUR-YEAR GRADUATION RATES BY RACE/ETHNICITY, GRADUATING CLASSES 1996-2003

Graduating Class	1996	2002	2003
White	88.2	90.7	91.3
Latino	67.1	67.5	67.7
Total	87.0	89.4	90.4

Data reliability:

It is likely that the formula used to calculate the four-year graduation rate overestimates the rate of Latinos. This distortion would be caused by the growth of Latino students (495% from 1996 to 2002) and the relatively small sample.

Why we are using this measure:

The Department of Education collects high school graduation data from all Iowa public high schools in the spring through the Basic Educational Data Survey (BEDS). Three groups of the high school completers are collected based on the National Center for Education Statistics (NCES) definitions:

- **Regular diplomas** are given to most students for completing all unmodified graduation requirements for the districts in the regular high school program.
- **Other diplomas** are given to students who have received this diploma from an alternative placement within the district, or who have had the requirements modified in accordance with a disability.
- **Other Completers** are the students who have finished the high school program, but did not earn a diploma. These students may earn a certificate of attendance or other credential in lieu of a diploma.

Since 2003, public high school graduation rate has been one of the indicators for the No Child Left Behind (NCLB) Accountability System. The NCLB Act defines the regular diploma recipients as high school graduates. Therefore the Iowa Accountability Plans under the Consolidated Application Process has a narrower definition for high school graduates:

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The other completers are not high school graduates based on the Iowa Consolidated State Application Accountability Workbook. There are less than 100 other completers each year in Iowa and many of the other completers are foreign exchange students. Under the current graduation rate model, other completers are neither counted as graduates nor counted as dropouts for the NCLB Act purpose.

The high school graduation rate is calculated by dividing the number of high school regular diploma recipients in a given year by the estimated number of 9th graders four years previous. The estimated 9th grade enrollment is the sum of the number of high school regular diploma recipients in that year and dropouts over the four series year period. More specifically: the total dropouts include the number of dropouts in grade 9 in year one, the number of dropouts in grade 10 in year two, the number of dropouts in grade 11 in year three, and the number of dropouts in grade 12 in year four.

$$GR_i = \frac{G_i}{G_i + D_i + D_{(i-1)} + D_{(i-2)} + D_{(i-3)}}$$

Where: GR_i is the graduation rate for a given year (i).

G_i is the number of students achieving a regular high school diploma for year i .

D_i is the number of dropouts in grade 12 for year i .

$D_{(i-1)}$ is the number of dropouts in grade 11 for the first previous year ($i-1$).

$D_{(i-2)}$ is the number of dropouts in grade 10 for the second previous year ($i-2$).

$D_{(i-3)}$ is the number of dropouts in grade 9 for the third previous year ($i-3$).

Data from: 2004 State Report Card for No Child Left Behind, Iowa Department of Education

What was achieved:

There was a slight increase of .2% in the graduation rate of Latinos between 2002 and 2003.

Iowa Interpreters Bill was passed and signed. This bill gives the IDLA authority to “establish a mechanism to

assure the qualification” of Spanish language interpreters and translators.

Baselines were set for the following target measures:

Health Insurance– Compared to 90 % of Iowa's residents with medical coverage, more than 50% of Latinos in Iowa do not have health insurance.

Full-time Income Earnings: The average Latino full-time employee in Iowa earns \$24,380. On the other hand, Whites, who are employed full-time, earn on average \$31,379. This report indicates that Iowa's White full-time employee makes 22.4% more than the average Latino full-time worker.

Analysis of results:

Latinos are providing a much needed infusion to Iowa's workforce. For example, the 2000 US Census stated that the Latino population in Iowa was 82,473. This represents a growth of 153% (nearly 50,000) since 1990. Every Iowa county except for one had an increase of Latinos between 1990 and 2000. Seven counties in Iowa registered over a 1000% growth in its Latino population.

Iowa's Public Schools also saw a massive increase in Latino youth. According to Department of Education data, **from 1985 to 2002 there was 425% increase in the number of Latino students compared to a 7.2% drop in the number of white students.** This continued growth is pushed by migration, immigration and especially by the youthfulness of **Latinos who have a median age of 22 years of age compared with 37.6 years for whites.**

In spite of this growth Latinos have a significantly lower school achievement and high school completion rates. According to the Iowa Department of Education (2003) the graduation rate for Latinos is only 67.5% contrasted to a 90.7% graduation rate of white students.

Factors affecting results:

It is likely that the formula used to calculate the four-year graduation rate overestimates the rate of Latinos. This distortion would be caused by the growth of Latino students (495% from 1996 to 2002) and the relatively small sample.

Resources used:

The Iowa Division of Latino Affairs has three staff including the Administrator and in SY2003-04 had a state appropriated annual budget of \$166,718. Iowa Commission of Latino Affairs' members provide volunteer services on an as needed basis.

