



School Leader Update

A MONTHLY JOURNAL
FOR IOWA EDUCATORS

December 2015

Nominate top math, science teachers

The Presidential Awards for Excellence in Mathematics and Science Teaching are the nation's highest honors for teachers of mathematics and science. Awardees serve as models for their colleagues, inspiration to their communities, and leaders in the improvement of mathematics and science education. If you know great teachers, nominate them to join this prestigious network of professionals.

The 2016 Awards will honor mathematics and science teachers working in grades K-6. Consider nominating an outstanding mathematics or science teacher. Nomination can be made at this [website](#). Nominations close April 1.



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Report Card, Differentiated Accountability

In my first five months as director of the Iowa Department of Education, I've emphasized five critical roles of the Department:

- Partnering with stakeholders to effectively implement federal and state education policy.
- Providing and interpreting information and data to support transparency, accountability and continuous improvement.
- Communicating a compelling and consistent vision for educational excellence in Iowa.
- Convening critical conversations, and
- Piloting and scaling promising practices.



Director Ryan Wise

When the Department does these core functions well, educators at the local level are better positioned to deliver on the mission and vision of their schools.

This month, I'll focus on two ways in which the Department is using data and information in service of transparency, accountability and continuous improvement: The development of the Iowa School Report Card and our system of Differentiated Accountability.

First, the Iowa School Report Card was known in its development phase as the Attendance Center Rankings system. It originated in the comprehensive education reform legislation of 2013, which passed with overwhelming bipartisan support. This legislation also included the

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development of Iowa's Teacher Leadership and Compensation system, the creation of the Council on Educator Development and the Assessment Task Force, and the scale-up of Iowa Learning Online.

The Iowa School Report Card, which will be available publicly later this month, is designed to show how each public school is performing on specific educational measures. Schools receive a score for each measure, and then these scores are combined into an overall score. The Iowa School Report Card can help Iowans stay informed and can enhance conversations about their schools' strengths and challenges.

Many educators bristle at the idea of labeling and ranking our schools. They know our schools, regardless of label, are populated by educators who work relentlessly to improve the quality of education their students receive each day. They question the value a rankings and reporting system will bring to their efforts.

At the Department of Education, we've heard and responded to these concerns throughout the two-and-a-half years the system has been under development. We've regularly pulled together stakeholders to provide feedback and guidance. We have also learned from the work of other states. Ultimately, we've crafted a system that is true to the legislation and maximizes the benefits – while minimizing the drawbacks – of a school ratings system.

As a parent of two children in a diverse public school, and as a former teacher, I understand in a very real way that each school faces its own unique set of needs and challenges in educating its students. At the same time, I'm excited that parents, and all Iowans, now have easier access to important information on school performance on a range of measures.

The impact of Iowa's School Report Card will be determined by the extent to which schools use this as a tool to drive improvement and the support, aligned with a school's needs, that educators receive to strengthen instruction. The coupling of the Iowa School Report Card and the Teacher Leadership and Compensation system pairs accountability and support in a way that positions our schools to excel.

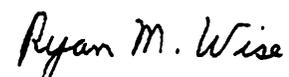
Simultaneously, the Department is also developing a new approach to school improvement known as Differentiated Accountability. This system replaces the former cycle of on-site visits every five years by the Department. Differentiated Accountability uses data and information to determine which school districts need more attention and support. Instead of treating every district the same, Differentiated Accountability is designed to support districts based on their needs.

In addition, Differentiated Accountability is a collaborative partnership between the Department, area education agencies, and schools. Gone are the days of one-way, prescriptive, top-down lists of corrective actions; schools will now be an active participant in determining what's working well, what needs improvement, and how to remedy it.

The Department has already conducted two pre-pilot visits in the Centerville and Carroll Community School Districts. Early feedback is very positive. The Differentiated Accountability team is now incorporating the learning from these visits as they plan to launch the full pilot in February.

I'm looking forward to the months ahead as Iowans begin to use the Iowa School Report Card and as the Department further develops Differentiated Accountability. I'm confident both of these efforts will support transparency, accountability and continuous improvement. I look forward to your feedback and to improving both of these systems over time.

Thanks for all you do for Iowa's learners, and I wish all of you a very happy holiday season.



Seeking teachers to participate in formative assessment pilot

Iowa is looking for teachers who want to improve teaching and learning. First-through-third grade teachers and their administrators are invited to try out new learning progressions addressing five domains of learning and development. These learning progressions may be used to personalize instruction for students.

The pilot begins in winter 2016. A minimum of five teachers per grade level for grades 1 through 3 are needed from Iowa. Teachers who participate in the full pilot will receive training, implement the assessment as well have ongoing implementation support and incentives.

As part of a national consortium addressing first-through-third grade formative assessment, Iowa teachers will be participating in piloting this assessment. By engaging our teachers and schools in the pilot and field test activities, Iowa will play a key role in designing this formative assessment. Additionally, we will learn how teachers use the assessment data and what supports states, districts, schools, and teachers need to implement this assessment successfully.

Five domains of learning:

1. physical well-being and motor development;
2. social and emotional development;
3. approaches toward learning;
4. language and literacy development; and
5. cognitive development and general knowledge.

If you think there may be buildings/teachers in your district interested in helping with the cognitive labs and pilot described, visit the Iowa Department of Education calendar or contact Colleen Anderson at colleen.anderson@iowa.gov, Penny Milburn at penny.milburn@iowa.gov, or Jennifer Adkins at jennifer.adkins@iowa.gov.

Iowans sought for social studies standards writing team

Iowans are invited to apply by Dec. 11 to serve on a state team that will rewrite Iowa's social studies standards for public review and possible adoption statewide.

The team will draft new social studies standards during the 2015-16 school year.

Any Iowan may apply to serve on the social studies standards writing team, but priority will be given to applicants who have a background in K-12 or higher education. Applications are due Dec. 11.

To apply, visit: <https://www.surveymonkey.com/r/VXWX6L7>. Members of the writing team will be announced in December. Meetings will be open to the public.

Academic standards outline consistent expectations for what students in kindergarten through 12th grade should know and be able to do. Standards represent a set of expectations, not a curriculum, so decisions about how to help students reach the standards remain with school administrators and teachers.

For more information about Iowa's state standards, visit www.iowacore.gov.

State Board OK's Smarter Balanced Assessments

Members of the State Board of Education voted unanimously to adopt a new state assessment to replace the current state tests in math and reading starting in the 2016-17 school year.

The board adopted [state administrative rules](#) to put in place the Smarter Balanced Assessments as recommended by an Iowa task force last year. The rules are subject to legislative review before they take effect.

The vote follows many months of board discussion, which culminated in official “notice of intended action” to adopt the administrative rules during the board’s September meeting. This official notice launched a mandatory state administrative rules process that has included publishing the rules in a [legislative bulletin](#), a period of public input, and initial review by the Legislature’s Administrative Rules Review Committee earlier this month.

The committee must review the rules once more before they can take effect. A meeting date has not been set.

Iowa law says a new state assessment must be in place by the 2016-17 school year. Students currently take the Iowa Assessments in grades 3-8 and 10-11 in math and reading to meet state and federal accountability laws.

The Smarter Balanced Assessments were developed by a consortium of states, including Iowa, guided by the belief that a high-quality assessment system aligned to rigorous academic standards can improve teaching and can help prepare students for success in college and in the workplace.

Read [more](#).

Enroll for spring online classes

Iowa Learning Online’s Spring 2016 enrollment is open now and courses are filling up. The term runs Jan. 4 through May 6, with enrollments accepted until 4 p.m. on Jan. 11.

No late enrollments can be accommodated for the spring semester even if your term does not start locally until after the Jan. 11. Enrollments are on a

semester basis and students who were enrolled in the fall will also need to be enrolled in the spring.

The Iowa Department of Education currently waives any district fees for Iowa Learning Online courses. To find out more, visit iowalearningonline.org and view a [full course list](#).



Differentiated Accountability in a word: “Fabulous.”

Approximately 30 Iowa Department of Education officials and another 20-or-so consultants from the state’s Area Education Agencies descended upon a Centerville elementary school.

An intimidating image? Not to Centerville Superintendent Tony Ryan. He welcomed the sight.

Ryan’s district is the first in the state to launch into Differentiated Accountability, a system designed to replace the former mandate of on-site visits every five years by the Department. The short concept of Differentiated Accountability, or DA, is that site visits are now focused on need. If a district is performing well, it may receive no visit, enabling districts with more needs to receive more coaching.

“As with anything, there is always a bit of apprehension,” Ryan said. “It comes down to your belief statement of doing what is best for kids. And we believe if the state is going to support us in such a way, we will take the step to do what’s best for kids. In the end, we want to assure teachers that we are not doing a ‘I gotcha,’ but instead doing what’s right for kids.” Read [more](#).



Fairfield High School teacher selected Teacher of the Year

Scott Slechta, a 35-year veteran teacher who traces his passion for learning all the way back to the first grade, is the Iowa Department of Education’s 2016 Iowa Teacher of the Year.



Scott Slechta

Slechta, 57, has taught English-language arts at Fairfield High School since 1984. He has served in many district and state leadership roles during that time.

Slechta is known for challenging his students to learn and to push their own boundaries.

Perhaps even more important is that Slechta challenges himself – after every single lesson – to be a better teacher. [Read more](#).



Gov. Branstad congratulates 2016 Teacher of the Year Scott Slechta as Education Director Ryan Wise looks on.

Also related: [Six questions for 2016 Teacher of the Year](#)

Student Reporting in Iowa

There are some upcoming dates to remember for Student Reporting in Iowa (SRI):

- Testing for winter SRI opens Dec. 3.
- Dropout Verification opens Dec. 3 and closes Dec. 17.

In addition, we would like to give special recognition to those districts that made our Gold Star list for their hard work during the Certified Enrollment process. These districts made full use of our test site in September and were certified at the close of the day on Oct. 15:

GOLD STAR PUBLIC DISTRICTS 2015

Adel DeSoto Minburn, AHST, Allamakee, Anamosa, Ankeny, Atlantic, Battle Creek-Ida Grove, Baxter, Boyer Valley, Carroll, Cedar Falls, Central DeWitt, Central Springs, Chariton, Clarke, Clinton, Collins Maxwell, Coon Rapids-Bayard, Corning, Creston, Delwood, Dike-New Hartford, Durant, Earlham, Eastern Allamakee, Eldora New Providence, Gilbert, Gilmore City-Bradgate, Glidden-Ralston, Griswold, Harris-Lake Park, Highland, Humboldt, Independence, Linn-Mar, Lone Tree, Maquoketa, Maquoketa Valley, Moulton-Udell, Mount Vernon, Nevada, North Winneshiek, Northwood-Kensett, Norwalk, Odebolt-Arthur, Pleasantville, Prairie Valley, Remsen-Union, Roland-Story, Schleswig, Sergeant Bluff-Luton, Southeast Webster Grand, Spirit Lake, St. Ansgar, Storm Lake, Tripoli, Underwood, Union, United, Valley, Waukee, Waverly-Shell Rock, Webster City, West Fork, West Hancock, West Harrison, Woodbury Central

GOLD STAR NON-PUBLIC SCHOOLS 2015

Aquin Elementary, Burlington Notre Dame, Holy Family System, John F. Kennedy Catholic, LaSalle Catholic System, Notre Dame Elementary, Prince of Peace System, St. Francis Xavier, St. Joseph, St. Matthew, St. Patrick, St. Paul the Apostle, St. Pius X, Regis Middle School, Xavier High

We also want to give Honorable Mention to the numerous districts that were very close to making the Gold Star list. From the SRI team, your hard work was very much appreciated.

School revamps program to ensure students succeed

The Emmetsburg High School special education team had a collision with reality. They knew they had a great transitions program – on paper. But then the northwest Iowa staff discovered that their students on Individualized Education Programs were not doing nearly so well in their post-high school years as they had assumed.

It started five years ago when the team, after being selected for a state grant called Model Employment Transitions Site, decided to get into the nitty gritty of their outcomes.

“We thought we were doing great stuff,” said Deena Fries, the middle school special education teacher. “The students had awesome plans, we thought. But we found out that when the students left here, we realized that everything fell apart.”

Read what [Emmetsburg](#) did.



The Emmetsburg High School team

Does your student want to serve on the Board of Education?

Applications are being accepted for the student member of the State Board of Education.

The term of the student member starts May 1, and ends April 30, 2017. The State Board meets at least seven times during that term, with most meetings taking place in the Grimes State Office Building in Des Moines. The deadline for submitting an application with all required documents is Feb. 1.

Besides being a full-time, regularly enrolled 10th or 11th grade student in a public high school, the student must meet these requirements:

- Has a GPA of at least 3.0 (4.0 scale) or 3.75 (5.0 scale).
- Has attended his/her present high school at least the past two consecutive semesters (or the equivalent thereof).
- Demonstrates participation in extracurricular and community activities, as well as an interest in serving on the board.

The number of applicants in a year from any one district is limited as follows:

- If district enrollment for grades 10 through 12 is less than 400 students, there may be no more than one applicant from the district.
- If district enrollment for grades 10 through 12 is from 400 to 1,199 students, there may be no more than two applicants from the district.
- If district enrollment for grades 10 through 12 is 1,200 students or more, there may be no more than three applicants from the district.

The application and supporting documents for the student member of the State Board of Education are available [here](#).

2014 youth reports available

The 2014 Iowa Youth Survey (IYS) District Trend reports are now available online. Use the following steps to download your district's trend report from the Iowa Department of Education's secure site:

1. Have a Portal user with "Download – DE to District" access login to the [Iowa Education Portal](#). This is typically the superintendent and anyone s/he gives access.
2. Under EdInfo, click on "Download – DE to District." A new screen will appear with your district's IYS reports since 2010. The 2014 trend report ends in Trend_10-31-14.
3. Click on the name of the file to open it, then save it to your local computer.

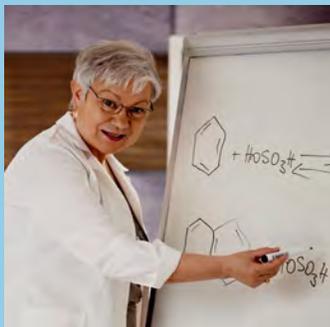
Direct questions about accessing report to Molly Hammer at molly.hammer@iowa.gov or 515-242-6241. Questions about the IYS in general may be directed to Pat McGovern at pat.mcGovern@idph.iowa.gov or 515-281-5444.

Conditional licensure? Don't get caught off guard

When teachers receive conditional licensure such as a Class B or Executive Director Decision to teach outside of their full endorsement area (s), they need to work diligently to finish the required coursework and apply to fully add the endorsement before the conditional license expires.

Occasionally, districts are caught off guard when a teacher reaches the end of the conditional license term and it is revealed that little or no coursework has been completed. We highly recommend that districts implement a plan to check coursework completion each semester, including official transcripts, to ensure that adequate progress is being made. This is especially critical for those holding the Executive Director Decision conditional license, since there are no extensions available.

For more information, contact joanne.tubbs@iowa.gov.



Career, technical education training

Webinar training continues in December for the new Secondary Career and Technical Education (CTE) Reporting Application.

Links for the training were sent to all principals and Perkins Grant contacts in early November. The links are also below. If you have questions, contact Pat Thieben, pat.thieben@iowa.gov, 515-281-4707.

Dec. 1	9 to 11 a.m.	CTE Reporting Training - 12/1
Dec. 9	2 to 4 p.m.	CTE Reporting Training - 12/9

Training dates for new state assessment of English Language Learners

Beginning this school year, the state's required assessment for English Language Learners will be an online assessment, the English Language Proficiency Assessment for the 21st Century (ELPA21). It will replace the Iowa English Language Development Assessment.

The ELPA21 is required for all English Language Learners in K-12. The tests are to be administered annually within the Feb. 15 to April 15 test window. The cost for the assessment is wholly paid by the Iowa Department of Education.

The Department will provide training for tech coordinators, test coordinators, and test administrators with a series of four one-hour webinars. We are also providing a test administration certification module for teachers.

All webinars are scheduled from 3:30 to 4:30 p.m. The recording and materials will be posted on the [Iowa Department of Education's ELPA21](#) website and the Area Education Agencies' [Agora site for English Language Learners](#).

Dec. 14 – Test Information Distribution Engine

Jan. 11 – Test Delivery System (TDS), Online Reporting System

Jan. 13 – TDS, online administration, and reports

Jan. 20 – TDS, online administration, and reports

For additional information, contact Colleen Anderson at colleen.anderson@iowa.gov.

Early Childhood Preschool Programs

Analysis under way for inclusion of children with disabilities

The Iowa Department of Education is engaging in an analysis of state and local level challenges for inclusion of children with disabilities in early childhood programs.

A three-year trend analysis indicates Iowa ranks below the national mean for the percent of children receiving special education services in general education settings. The Department will be partnering with Iowa's Head Start Collaboration Office, Statewide Voluntary Preschool, early childhood leaders, and families to explore state and local efforts to provide meaningful participation of children with disabilities in inclusive early childhood programs.

As the state continues to move forward on the critical task of expanding access to high-quality early childhood programs for all young children, it is imperative that children with disabilities be included in these efforts.



If you have any questions or would like to share additional information on supporting inclusion of children with disabilities in high-quality early childhood programs in your area, contact Dee Gethmann at dee.gethmann@iowa.gov, 515-281-5502, or Betsy Lin at betsy.lin@iowa.gov, 515-725-2039.

Starting a state-funded preschool program?

The Iowa Department of Education has released an application for districts that currently do not have Statewide Voluntary Preschool Programs to apply for the [Statewide Voluntary Preschool Program for Four-Year-Old Children](#).

This non-competitive application will require districts to fund the preschool program using their own funding in 2016-17. In the following school year, these districts will receive state aid based on the number of eligible children. New districts are encouraged to review the application as well as the [FAQs](#) in the development of the application.

Districts that are currently funded do not need to apply.

For more information, 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.

This statewide survey needs input from *your* teachers

The deadline for a survey designed to gather feedback on preliminary recommendations for teacher and administrator standards, evaluation practices and professional development has been extended to get more input from teachers and school board members. School leaders are asked to forward the survey to their administrative team members, teachers and school board members; the survey will now close on Dec. 18.

The recommendations were made by the Council on Educator Development, which is a group of Iowans who have spent the past two years studying the topics. The council was formed in the fall of 2013 in response to an education reform package adopted by Iowa lawmakers that year. The council has carefully studied Iowa's current system of evaluation in Iowa Code Chapters 284 and 284(a), as well as research and practices across the country. [This document represents their preliminary recommendations.](#)

Gathering input is critical not only to this process, it is required by law. Once the feedback is collected and analyzed, the council will use it to develop a final report. The following link leads to an online survey, which includes instructions for submitting feedback: <https://www.surveymonkey.com/r/CEDRec1015>. All survey feedback will remain anonymous.

Upcoming school foodservice procurement training webinar

Does your School Foodservice Department have a written Procurement Plan that identifies the types of procurement events and the method to use for each? Tune into "Components of a Procurement Plan" on Dec. 16 from 2 p.m. to 3 p.m. for the second of four Procurement webinars.

The Code of Federal Regulations 2CFR Part 200.318(a) require all School Food Authorities, Residential Childcare Institutions, and non-public schools participating in any Child Nutrition Programs (CNP) to have documented procurement procedures which reflect applicable state and local laws and regulations that conform to applicable Federal law.

Beginning with the next school year, all entities participating in any CNP will be required to have a written procurement plan.

The target audience for the webinar includes individuals who are involved in purchasing for CNP such as superintendents, business managers, and school foodservice directors. To register, go to the Department of Education [calendar](#). For more information, contact Keerti Patel at keerti.patel@iowa.gov.

A recording of the first webinar is now available. The link to the recording is posted in the Procurement Resources section of the School Nutrition Procurement webpage on the Iowa Department of Education website. To access the recording click [here](#). Click on the title of the webinar to open the recording. Presentation slides are also posted.





Legal Lessons

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

Maintaining the right holiday perspective

♪ “Chestnuts roasting on an open fire, Jack Frost nipping at your nose....” ♪

After the first official snowfall of the year, we are now all getting out our winter coats, hats, mittens, and snow boots and bundling up for another winter. I hope this winter will not be as long as last year. We spent the first snowfall of the year with friends from Chicago who made it to Iowa just before the snowstorm was at its worst. Thankfully everyone who traveled made it safely and we were able to enjoy time with our friends. Our kiddos had the treat of going to grandma and grandpa’s and spent several hours sledding and engaging in a snowball fight with grandpa in the freshly fallen snow. Grandpa won!

I hope we can all enjoy winter and its beauty in the midst of winter storms, horrible road conditions, early-outs and cancellations, and angry parents. It’s a great time to stay inside, snuggle up by a fire, and spend time with family and friends. I hope you all have a wonderful winter season.

Now, in preparation for your winter season in this edition of Legal Lessons, I bring you *Important Reminders* on Religious Holiday Celebrations in Public Schools, an Appeal Case Update, and a Webinar on New Equity Guidance for Schools.

Important reminders on religious holiday celebrations in public schools

♪ “Have a holly jolly Christmas, it’s the best time of the year...” ♪ Well, no, not for everyone. Public school officials need to be especially conscious at this time of year that the birth of the Christian Savior is not recognized or celebrated by all students and families. Therefore, here is a quick (not meant to be exhaustive) checklist of what public school officials are prohibited from doing and what they are permitted to do.

Prohibited Activities:

- Displays of religious symbols such as a crèche, an angel, a menorah, or a banner with a religious message (“Gloria in Excelsis Deo,” e.g.).
- Display of a Christmas tree with religious symbols such as stars, angels, the baby Jesus.
- School-wide prayer or Scripture readings.
- A musical concert with exclusively religious music.
- Banning students from offering candy canes or other items with a religious message during non-instructional time (before or after school or during a recess) and not done in the classroom. Schools may still prohibit distribution within classrooms.
- Holding a “Christmas party” in the classroom. A “holiday” or “end-of semester” or “end of 2004” party is OK.

Permissible Activities:

- Including religious music selections during public holiday concerts if non-religious music is included. See this recent appeals case

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Legal Lessons continued

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- Holding holiday concerts at religious sites if the concerts are also held at non-religious sites.
- Displaying a “giving tree,” i.e. a tree on which students hang donated items such as mittens, gloves, etc.
- Displays of religious symbols when combined with other symbols of cultural and ethnic heritage such as Kwanzaa symbols, Frosty the Snowman, other festive figures, a “Happy Holidays” banner, etc.
- Displays of symbols representing many religious beliefs, even without non-religious symbols. But, just displaying symbols from Christianity and Judaism is an impermissible endorsement of dual beliefs. The display must present a message of pluralism and freedom to choose one’s own beliefs.

Note below a recent State Board appeal decision that came out in August affirming the decision of a local district to continue its current practices of the school choir performing on a Church Tour, singing religious songs at the Winter Music Festival, and performing the song “In this Very Room” at the final school concert. Districts should, however, strive to be inclusive and attain equity for all students regardless of their religious preferences at this time of year when planning performances or other winter activities.

[In re: Religious Music, 27 D.o.E. App. Dec. 609 \(2015\).](#)

Appeal Case Update

Here are two recent appeal decisions from the State Board of Education. In the first appeal, the State Board affirmed the decision of the local school board to close an attendance center in Gladbrook on the basis that the local school board did not abuse its discretion. In discretionary decisions of this nature, the State Board will not overturn the decision of the local board unless it is clearly unreasonable. In the second decision, the State Board dismissed the appeal of an Open Enrollment Application on the basis that the appeal was now moot because the Appellants have since moved to the district they were seeking to open enroll into. The following cases are instructive for school districts:

[In re School Building Closing, 27 D.o.E. 664 \(2015\)](#)

[In re: Open Enrollment of H.H. & H.H.2, 27 D.o.E. App. Dec. 657 \(2015\)](#)

Webinar on New Equity Guidance

The Iowa Department of Education and the Iowa Association of School Boards (IASB) have issued new guidance on three policies and related procedures related to [educational equity based on guidance](#). The guidance is related to annual and continuous notice of nondiscrimination, and civil rights, anti-bullying and anti-harassment policies and procedures. Because of the timing of the release of this new guidance, districts will have until Sept. 1, 2016, to implement the changes to current policies and procedures. By that date, districts will be accountable for implementing new policies and procedures that align with this guidance. A webinar will be held on Monday, Feb. 22 (time to be determined) to provide information on the changes. For more information, contact Nicole Proesch at nicole.proesch@iowa.gov.

Students with Disabilities

For questions regarding students with disabilities please contact Thomas Mayes at 515-242-5614 or thomas.mayes@iowa.gov.

Calendar

- December 1 • SBRC Application for Modified Supplemental Amount (MSA) for Increased Enrollment, Open Enrollment Out, and Limited English Proficient Excess Costs, For Districts that want MSA (IAC 289-6.3 (3) “h”) deadline
- December 1 • First semester parental claim forms for nonpublic transportation reimbursement due



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



www.educateiowa.gov

Iowa Department of Education

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