



A MONTHLY JOURNAL
FOR IOWA EDUCATORS

School Leader Update

July 2012

Register for Governor's symposium

Principals alone can't provide all the leadership needed in schools. Developing teachers as leaders is a critical component to creating world-class schools in Iowa. It's also the focus of the Aug. 3 Iowa Teacher and Principal Leadership Symposium at Drake University.

Gov. Terry Branstad and Lt. Gov. Kim Reynolds are holding the symposium to focus on how to organize schools to treat teachers as leaders with clearly defined roles and responsibilities.

Speakers will share thoughts about shared principal and teacher leadership. You'll hear why this matters, how it's being done in this state and country, and how top school systems around the globe approach it.

[Registration](#) is open until July 20.



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Short-term relief from No Child Left Behind

Iowa has drawn a lot of buzz lately over our state's efforts to seek relief from the unrealistic requirements of the federal No Child Left Behind Act.

Our state application was the first to receive the red light from the U.S. Department of Education. Although reviewers there applauded Iowa's high-quality proposal, approval wasn't possible because the Iowa Legislature did not provide this agency the authority to meet waiver requirements relating to evaluation.

While I'm disappointed, I'm also encouraged that the door was left open for future approval if the Iowa Legislature acts. Until then, under a new legislative requirement, changes to the evaluation system will be studied by a task force and then brought back to legislators for the 2013 session.

Now for the good news: Iowa schools will find short-term relief, even in the absence of a waiver or full reauthorization of No Child Left Behind. The Iowa Department of Education has received approval for a one-year freeze of the state target increases (Annual Measurable Objectives) that schools are held to – targets that will continue to ratchet up until schools are held to the unrealistic requirement that 100 percent of students meet grade-level standards in reading and math by 2014. I'm very grateful to the U.S. Department of Education for this news.



Jason Glass, Director

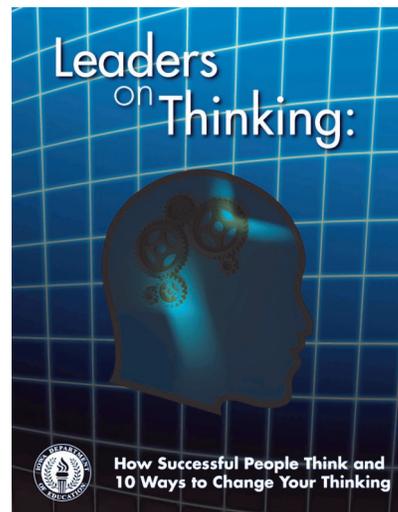
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A must-read for Iowa educators

What if we could crawl into the minds of highly successful people and observe how they think and lead?

Two Iowa school administrators did just that. Lowell Ernst, director of curriculum and instruction for the Pella Community School District, and Dave Versteeg, superintendent of the Montezuma Community School District, have conducted interviews with successful people from various fields, including manufacturing, health care, and education.

Their [new report](#), "Leaders on Thinking," summarizes the common themes from those interviews, as well as steps that lead to better thinking. The Iowa Department of Education released the report in June in an effort to share the innovative work statewide. The report targets a broad audience, but it's also applicable to Iowa schools.



"Business leaders talk about what they need, and it's always problem-solving, communication skills and understanding of others," Ernst said. "If we're asking students to develop higher-order thinking skills, we cannot develop tasks that only require understanding and recall. We have to build our instruction so that students have that training to analyze and evaluate."

Watch a short video about the project at http://www.youtube.com/watch?v=P_D8UG-vWbE&feature=youtu.be. Join the conversation at www.leadersonthinking.blogspot.com or on Twitter, using the hashtag #leadersonthinking.

... Continued from page 1, Short-term relief from No Child Left Behind

To be clear, freezing proficiency targets is a temporary and stopgap measure that really doesn't address the root of the problem. As a nation, we must make reauthorization and significant changes to the No Child Left Behind law a priority and address its flaws head on. Our children deserve better than tinkering and inaction. And our state deserves more than a one-size-fits-all accountability framework that unfairly blames schools serving more at-risk and disadvantaged students. Looking ahead, Iowa may play a key role in the work of No Child Left Behind reauthorization and revision through Senator Harkin's important position as Chairman of the Senate Health, Education, Labor, and Pensions Committee and through my involvement on a No Child Left Behind reauthorization advisory group with the Council of Chief State School Officers.

A few other notes:

- If you haven't already, be sure to read [Leaders on Thinking](#) (see the top of this page), an excellent new report.
- The Iowa Department of Education welcomes David Tilly, a Heartland Area Education Agency administrator, as Deputy Director. David will oversee school accreditation, standards and curriculum, educator quality, Response to Intervention, special education, and early childhood. This position covers the biggest instructional levers we have to improve schools in Iowa. David's first day will be July 9.
- Don't forget to [register](#) for the Iowa Teacher and Principal Leadership Symposium at Drake University on August 3. Registration is open until July 20.

Have a happy and safe July 4! Thanks for all you do on behalf of our state, our schools, and our students.

A handwritten signature in black ink that reads "Jason E. Shanley".

Teachers receive presidential award

Two Iowa teachers have received the prestigious Presidential Award for Excellence in Mathematics and Science Teaching. Karla Digmann of Dubuque received the award for math, and Jody Stone of Cedar Falls received the award for science. Digmann and Stone are among 97 mathematics and science teachers nationwide to receive the awards.

Winners receive a \$10,000 award from the National Science Foundation to be used at their discretion. The winners were selected by a panel of distinguished scientists, mathematicians, and educators following an initial selection process done at the state level. Each year the award alternates between teachers of kindergarten through 6th grade and those teaching 7th through 12th grades. The 2011 awardees teach 7th through 12th grades.

I-35 school cashes in on financial literacy

Interstate 35 High School is at the head of the class in terms of financial literacy. A team from the school won this year's video contest in honor of Financial Literacy Awareness Month observed in June. The contest, which focuses on creating a video to teach peers about financial literacy, was sponsored by the Iowa College Student Aid Commission, Iowa Bankers Association and EverFi, Inc. In the picture, John Sorensen, the president of Iowa Bankers Association, presents the \$1,000 technology grant to the winning team: Kristine Zuercher, business teacher and team mentor, and students Wyatt Oliver, Nick Petersen, Forrest Beeler, and Hunter Wearmouth. Watch Interstate 35 High School's winning video, "Saving Money," as well as videos receiving honorable mention at <http://www.iowacollegeaid.gov/Highlights/videochallenge.html>.



C-Plan application opens, technical assistance available

The new C-Plan application opened mid-June for district and school use. Please note that if you currently have access on EdInfo to CSIP, APR, DDS DP, SINA/DINA or the Iowa Core Implementation Plan, you will have automatic access to C-Plan and will see the application on your EdInfo menu. If you do not have access to any of the five applications above, please contact your local EdInfo security officer and request access to C-Plan.

The Iowa Department of Education will host a July 10 webinar to provide technical assistance to local schools and districts as they input data into the new C-Plan application. The webinar runs from 10:30 to 11:30 a.m. [Register here](#). More information will be forthcoming regarding training that the Department will provide to new users in August. If you have questions or concerns, contact Lisa Albers at lisa.albers@iowa.gov or 515-281-0972, Karla Day at karla.day@iowa.gov or 515-281-7145, or Janell Brandhorst at janell.brandhorst@iowa.gov or 515-281-3033.

IVRS helping students with disabilities

Iowa Vocational Rehabilitation Services (IVRS) is a part of the Iowa Department of Education and represents about 400 full-time staff. About 250 of the staff work in the vocational rehabilitation field, and another 150 work in the area of Disability Determination Services (DDS).

The DDS Bureau provides services involving the receipt and evaluations of claims received from Iowa citizens with disabilities to determine their eligibility for economic support via Social Security Disability Insurance and Supplemental Security Income benefits. The program is totally federally funded.



The Rehabilitation Services Bureau of IVRS is funded with 21.3 percent state dollars, which is matched with 78.7 percent in federal dollars and is focused on competitive employment outcomes for individuals with disabilities. Forty percent of referrals are generated from transition programs, and continued statewide efforts are being made to closely collaborate with high school education staff and area education staff to facilitate transition efforts for students with disabilities with a focus on community-based, integrated, competitive employment.

A full range of transition services can be provided to eligible students with a disability and this can include a wide variety of disabilities and functioning levels. Approximately 70 percent of the individuals who were successfully employed last year benefited from some type of post-secondary training. For those not interested in a post-secondary track, vocational counseling and job placement services can be provided in efforts to connect to business needs in the community. If you are not aware of the vocational rehabilitation person assigned to your area, information can be found at <http://www.ivrs.iowa.gov/Transition/Transitionhome.htm>.

IVRS also can be found on Facebook at <http://www.facebook.com/IowaVocationalRehabilitationServices>.



Contact Ruth Allison, administrative consultant, at 515-725-2055, or David Mitchell, administrator, at 515-281-4140 for assistance in identifying your IVRS contact.

Miss the special education conference?

More than 1,200 participants filled Hy-Vee Hall for Pursuing the Promise, the Iowa Department of Education's first-ever statewide special education conference on June 11-12. If you weren't one of them, you can watch the first day of the conference [online](#).



New tool helps students, families find books

Summer break is more than just fun for children. It also sets their education back – by one full month for the average student. Studies show that reading as few as six books over the summer break will maintain the education they accumulated from the previous school year. More than that will actually enable a student to get ahead.

To that end, the Iowa Department of Education offers a summer reading tool designed to help children find the perfect books to read over their break.

Students can use the “Find a Book, Iowa” tool, which enables students and parents to create personalized reading lists. “Find a Book, Iowa” matches a reader with books that will interest the student and provide the right level of challenge to support reading growth.

When you click [here](#), it will take you to a page where you identify which grade the student is in, as well as whether the student finds reading difficult, easy or somewhere in between. From there, the student will be able to select from a variety of book categories, from adventure to sports.

Then the tool will take the student to a page listing book suggestions, as well as where to purchase the book (and don't forget you can simply borrow the book from the library!).

It's easy, fun – and it ensures the student won't fall behind during the summer break. Enjoy your summer. And enjoy the wonders of good books.



Planning new school? Location, location, location

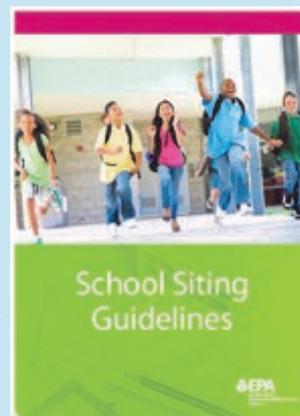
Everyone – parents, communities, and education, environmental and health agencies – shares the vital responsibility and interest in protecting the health of children in every possible way, including protecting them from environmental risks where they go to school.

Children, particularly younger children, are uniquely at risk from environmental hazards. They eat, drink and breathe more in proportion to their body size than adults. In addition, environmental contaminants may affect children disproportionately because their immune, respiratory and other systems are not fully developed, and their growing organs are more easily harmed.

This means they are more at risk for exposure to harmful chemicals found outside where they play and in the environments where they spend most of their time – school and home.

A well-located school enhances the educational process by providing a safe and healthy environment for children, teachers and staff. Before determining a site for a school, it is important to determine whether a potential school site is contaminated or could be impacted by contaminants from nearby sources. The U.S. Environmental Protection Agency recommends that all properties or structures proposed for use as a school, as well as surrounding properties, be carefully evaluated for potential environmental hazards before making final decisions to use a site or structure for a school.

EPA's voluntary school siting guidelines provide recommendations on how to evaluate environmental factors to make the best possible school siting decisions. This website <http://www.epa.gov/schools/siting/basic.html#basic> includes background information, an overview of the guidelines, and brief descriptions of the main sections in the guidelines.





EPA's Indoor Air Quality Tools for Schools Summer Tips

The U.S. Environmental Protection Agency (EPA) knows that indoor air concerns do not stop with the ending of the school year and vacating of the facility for the summer. This is the best time to establish and re-evaluate cleaning and maintenance practices throughout the facility to ensure that the fall session begins with quality indoor air.

Please consider these Summer Tips as the school year ends for the summer and you begin your annual cleaning.

- Schools in humid climates that are closed up over the summer may need to keep ventilation running and monitor humidity levels within the building to a level below 60 percent. Also, a weekly check for mold growth (sight and smell) is a good practice.
- Proper choice of cleaners, adhesives, paints, pesticides, solvents, carpeting, equipment, and furnishings can reduce the fumes from these chemical products. Take the time to consider toxic-free products and read the labels.
- Always mix solutions according to label directions and store in proper containers.
- Use only recommended amounts of pesticides and dispose of safely.
- Interior painting requires adequate ventilation. Use non-toxic paints and renovation materials when possible.
- Open windows or run air handlers on full outdoor air to reduce chemical fumes from new furnishings until noticeable odors are no longer present.
- Maintain and adjust combustion appliances and ensure proper venting to the outside.
- Make sure carpeting is thoroughly cleaned and dried to avoid mold growth.
(Wet Carpeting + No Ventilation = MOLD)
- Check roof for existing leaks and fix properly, and routinely inspect during the summer months for any new leaks.
- Ventilation - make sure all vents are cleaned and not blocked. Look for books on ventilators, plywood covering outdoor air intakes, blocked ceiling vents, etc.
- Replace burned out bulbs in light fixtures and make any necessary repairs.
- Use high efficiency filters in the HVAC system to remove small particles, and develop a routine schedule for filter replacement. Also check for presence of fungal growth.
- Use preventive measures in pre-1978 constructed schools to reduce lead exposure where paint is chipping and peeling.
- Replace stained ceiling tiles and make sure the source of moisture has been eliminated.
- Keep water in drain traps to prevent passage of sewer gas.
- Control dust and dust mites by keeping relative humidity below 60 percent.
- Classroom clutter should be minimal and art and science supplies stored properly.
- Check windows and doors for breaks and air leaks and repair properly.
- New equipment items purchased should be quiet, energy-efficient, and durable.
- Now is the time to consider removing carpeting around water fountains to prevent fungal growth, and to add door mats at all entrances.

Visit EPA's Tools for Schools Web site at www.epa.gov/iaq/schools
for a free IAQ Tools for Schools Action Kit.



School Business Officials Authorization update

As of July 1, each district must have an authorized school business official (SBO). This person is identified as one who performs, supervises and is responsible for the overall financial operations of the local school board. Each district should have identified the person(s) who meets these requirements, or could potentially meet these requirements, by June 30. Individuals who were working as the SBO prior to July 1 could have “grandfathered in” by completing the required procedure through the Board of Educational Examiners (BOEE) and still can if they can document they were in the position prior to July 1. Contact the BOEE for additional information.

In prior School Business Alerts, the Department described the standards and criteria that define the work of the SBO. Those standards and criteria will be formally adopted into rule in July. The intent of these standards and criteria is not to have this list turn into a checklist for evaluation or to create a system where a piece of evidence is needed for every bullet on the list. Rather, this is intended to help local administrators and business officials better understand the roles and responsibilities of the SBO and should be the basis for the development of state, regional, and local professional development opportunities. The state will be working to ensure that professional development opportunities made available through a variety of venues align to the expectations included in these standards and criteria. You can access the standards and criteria at http://www.educateiowa.gov/index.php?option=com_content&view=article&id=2182&Itemid=2751

For further questions, contact Jeff Berger at jeff.berger@iowa.gov or 515-281-3968.

Nutrition, Health and Transportation

Nutrition Program: New meal patterns and menu certification

Many school district staff members attended the Iowa Department of Education’s webinar and spring meetings and have a start on learning the new meal pattern effective July 1. The next step — the certification process — can provide an additional 6 cents per lunch on or after Oct. 1.

To be certified, a meal pattern worksheet and nutrient analysis will be required for *each* menu served in *each* grade group (this can be more menus than you think!). Iowa has submitted for approval by the U.S. Department of Agriculture the menu worksheet featured in the spring meetings. There will be additional documents needed to calculate calories and saturated fat. Watch for submittal instructions, documents, and classes for the Iowa Certification Packet later this summer.

In the meantime:

- Talk with your menu planning staff to be sure they are familiar with the new meal patterns and, if not, encourage attendance at the Healthy Meals Workshop July 24-25 (registration deadline July 13): <http://www.ucs.iastate.edu/mnet/schoolfoods/home.html>
- Plan some additional time in the work schedule of food service staff to master the new meal pattern and complete the documents needed for certification.



For additional information, contact your National School Lunch Program consultant or Patti Harding with the Department’s Bureau of Nutrition and Health Services at patti.harding@iowa.gov.

Early Childhood Preschool Programs

Everything GOLD

Teaching Strategies GOLD Assessment System

The Iowa Department of Education has completed the agreement for Teaching Strategies GOLD® online for the 2012-2013 school year. This online system provides opportunities for subscribers to record anecdotal records, work samples, and assessment ratings. It allows programs, as well as the state, to access a variety of reports about child progress. All districts and early childhood programs in Iowa are eligible to subscribe to the Teaching Strategies GOLD® online at a reduced cost of \$10.45 per child per year. Districts and early childhood programs are responsible for the subscription cost. Further information about Teaching Strategies GOLD® online subscription cost and activation can be found at the Statewide Voluntary Preschool Program [web page](#). Learn more about Teaching Strategies GOLD® online, sign up for an online demonstration, view a GOLD webinar, or visit the Bookshop [here](#).



New GOLD Subscribers

Districts and early childhood programs that are not currently subscribers of Teaching Strategies GOLD® online and want to participate in the Iowa agreement will need to register by completing the [form](#) on the Teaching Strategies website. Teaching



Strategies will contact all potential subscribers upon completion and approval of the registration form to set up the contract. For more information, please contact Teaching Strategies at 1-800-637-3652 and choose option 4 to reach customer service to set up an account.

Current GOLD subscribers

The end of the school year is time for district and program administrators of Teaching Strategies GOLD® online to generate and save final reports and reorganize the account in preparation for the 2012-13 school year. Guidance for the end-of-year processes may be found on the Statewide Voluntary Preschool Program website. Current Teaching Strategies GOLD® online subscribers must renew their accounts by August 1 since all accounts expire July 31. Please contact Teaching Strategies to renew your account at 1-800-637-3652 and choose option 4. (Existing Teaching Strategies GOLD® online subscribers will not need to complete the Iowa Department of Education GOLD Application again this year.) More information on the Statewide Voluntary Preschool Program or the Iowa Quality Preschool Program Standards is available [online](#), or contact Penny Milburn at penny.milburn@iowa.gov or 515-281-7844, or Judy Russell at judy.russell@iowa.gov or 515-281-4705.



Legislative Update

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

Cormack at the Capitol

As a lifelong Iowan, with a Mankato State University education and college internship in Washington, D.C. , as my only professional journeys away, I am constantly impressed by the quality of people who live in our state. I grew up in Fort Dodge and represented that area in the Iowa Legislature, taught in the small town of Massena, and have worked in the Capitol complex in Des Moines. In all areas, I have met selfless people who are concerned about others. In the case of the task force work assigned to the Iowa Department of Education through education reform (SF 2284), we have had so many talented Iowans who have wanted to serve on committees and to devote their energies for a better Iowa. There are six task forces that have been assigned to our department as the primary agency. In addition, we are the supporting agency on other issues, and there may be additional legislative studies in the educational policy arena. It is a little like the old vaudeville act of spinning plates and keeping them from falling. We are actively putting groups together that will help advance the educational needs of Iowa students.



I am most involved in the Instructional Time Task Force, which will be announced in early July. This task force will look at issues such as the school start waiver date, length of the school day, length of the school year, and after-school programming. If you have a background of study or work on any of those topics, I would welcome receiving any materials or even guest presenters for the group. The first meeting of that group is on July 26 from 10 a.m. to 2 p.m. at the Grimes State Office Building, with subsequent meetings to follow. The Instructional Time Task Force must conclude its report by Oct. 15. For all task forces, we plan to post meeting locations, times and dates on our website; all are open to the public.

Other Department task forces will study educator evaluation, teaching standards, kindergarten assessment, competency-based instruction and teacher performance and compensation. In addition, we are the supporting agency with the Department of Public Health on chronic disease treatment in schools. We also join the Department of Public Safety in assisting the Department of Transportation on a study of school bus safety issues. There are plenty of spinning plates for our department to handle.

Task force reports are not law, nor do they always arrive at consensus. They are recommendations that provide information or perspectives to legislators and the public. That discussion can lead to future action. It is our hope that the work that we generate leads to meaningful discussion and positive changes in public policy.

At the Department, we are trying our best to open up the line of communication with Iowans. Talented individuals in our communications department are working hard on our website to produce new features and to use social media to distribute information. We are receptive to ideas that help Iowa students achieve. In future years, I am sure task forces will form on other subjects. Contact me or others in the department if you would like to share your insight in such service. In the meantime, look forward to the final reports that these task forces produce, and always feel free to share your thoughts with us.



Legal Lessons

This will get you ready for the school year

Because July 5 is my last day at the Iowa Department of Education, the usual information I include in Legal Lessons in August is in the July issue instead.

FERPA Responsibilities

Federal law requires that school districts annually send to parents a notice of rights under the Family Educational Rights and Privacy Act (FERPA) and the Protection of Pupil Rights Amendment (PPRA). The law does not state when the notices are to be sent to parents, but at the beginning of the school year makes the most sense. The U.S. Department of Education provides model notices at the links below. Questions about FERPA or the PPRA should be direct to the Family Policy Compliance Office of the U.S. Department of Education at 202-260-3887 or FERPA@ED.Gov.

Model notification of rights under FERPA (to be sent to families of elementary and secondary students):

<http://www2.ed.gov/policy/gen/guid/fpco/pdf/ferparights.pdf>

Model Notification of Directory Information under FERPA:

<http://www2.ed.gov/policy/gen/guid/fpco/pdf/directoryinfo.pdf>

PPRA Model Notice and Consent/Opt-Out for Specific Activities:

<http://www2.ed.gov/policy/gen/guid/fpco/pdf/ppraconsent.pdf>

Model Notification of Rights Under the Protection of Pupil Rights Amendment (PPRA):

<http://www2.ed.gov/policy/gen/guid/fpco/pdf/ppranotice.pdf>

Fees

There is no such thing as a “registration fee,” so avoid using that term. The chart of allowable fees is at <https://www.edinfo.state.ia.us/web/appeals.asp?book=25&decision=62>.

Fee waivers, full and partial, are governed by chapter 18 administrative rules, at <http://www.legis.state.ia.us/asp/ACODocs/DOCS/7-13-2011.281.18.pdf>. A full waiver of all fees shall be granted if the student or the student’s family meets the financial eligibility criteria for free meals, for the Family Investment Program (FIP), for transportation assistance under open enrollment, or if the student is in foster care. A partial waiver is appropriate if the student or student’s family meets the financial eligibility criteria for reduced-price meals, and is based on “a sliding scale related to an ability to pay.” One simple way to justify the amount of a partial waiver is to make sure that it corresponds to the percentage of the reduced-price meal from full-price meal. Finally, each school district has discretion to grant a temporary waiver of one or more fees in the event of a temporary financial difficulty in the student’s immediate family. This temporary waiver may be granted at any time during a school year; the maximum length of a temporary waiver shall be one year.

Continued on page 11 ...

Legal Lessons continued

Common Registration Issues, Other than Fees

A. Proof of student's date of birth

1. Districts may require some form of proof of date of birth to ensure that child is "school age" (5 on or by September 15 and under age 21).
2. Nothing gives a district the right to require that the proof be a birth certificate.
3. Therefore, reasonable alternatives include an adoption record, certified statement of physician, or anything reasonably reliable.

B. Kindergarten, first graders

1. Iowa Code § 282.3 unequivocally states that a child must be 5 on or before September 15 to enter kindergarten and must be 6 on or before September 15 to enter first grade.
2. There is an Iowa Attorney General's Opinion (#79-7-3) stating that neither the Iowa Department of Education, nor the local school district, has discretion to disregard this law.
3. One resolution is to enroll the child when legal to do so in kindergarten, and – if appropriate to do so in the district's opinion and only the district's opinion – promote the child to first grade as soon as warranted.
4. Section 282.3 itself provides one exception to the requirement that a child be 6 on or before September 15 to enter first grade. If the child completed kindergarten in a school district at another state or in an accredited nonpublic school in Iowa, the child may be enrolled in first grade.
5. The Interstate Compact for the Education of Military Children also provides an exception for a child who moves into Iowa because of the deployment of a parent.

C. Social Security Numbers. The Department does not require SSNs of students. Neither should schools and school districts other than on the free/reduced price lunch application.

D. Legal Names. Per accreditation rule 12.3(4), students must be registered using the child's legal name (not, for instance, stepfather's surname).

E. Addresses

1. Do not accept only a post office box for an address unless it is known for certain that the family resides in the district. District leaders have a right to know who is truly a resident of their district.
2. In cases where one parent has a No Contact Order protecting him/her from the other parent or from a third party, accept the P.O. Box, but make sure that the parent registering children is a resident of the district. The protected party could, for instance, let the building principal know her street address in return for a guarantee that her child's records will only reflect the P.O. Box.
3. If all else fails, explain that Iowa Code 282.6 mandates that a district charge tuition of non-resident pupils. A district may assume non-residency until proper residency is proven. That should produce some street addresses.

I've come to the frightening conclusion that I am the decisive element in the classroom. It's my personal approach that creates the climate. It's my daily mood that makes the weather. As a teacher I possess a tremendous power to make a child's life miserable or joyous. I can be a tool of torture or an instrument of inspiration. I can humiliate or humor, hurt or heal. In all situations, it is my response that decides whether a crisis will be escalated or de-escalated, and a child humanized or dehumanized.

- Haim Ginott, Child psychologist

Fine arts + Iowa Core

Though it's not mandated by the Iowa Legislature, incorporating fine arts into the Iowa Core is just common sense, 250 fine arts educators learned in Des Moines this week.

Fine arts helps develop analytical skills that transcend all content areas.

"The development of analytical skills is not just a thoughtful response to the printed word – it's visual, it's auditory, it's sensory – which in turn creates emotion," said Iowa Department of Education Consultant Rosanne Malek.

Calendar

- July 1 • Diagnostic Evaluations Pay Schedule
- July 1 • Empowerment (ECI) Payment Schedule
- July 10 • Adequate Yearly Progress (AYP) Web Application due
- August 1 • Special Education District Court Placed Claim due
- August 1 • Special Education Foster Care Claim due
- August 1 • Special Education High Cost Fund Claim due
- August 1 • Special Education Provided to Nonpublic Schools Claim due
- August 1 • Progress Report Toward Reorganization due
- August 1 • Special Education District Court Placed Claim due
- August 1 • Foster Care Claim
- August 1 • Juvenile Home Claim

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



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