

Volume 14 Issue 3
Spring, 2019 - 2020

District Events:

May 18

School Board Meeting -
 Independence 6:00 p.m.

May 25

Memorial Day

June 15

School Board Meeting -
 Independence 6:00 p.m.

July 20

School Board Meeting -
 Independence 6:00 p.m.

August 17

School Board Meeting -
 Independence 6:00 p.m.

September 21

School Board Meeting -
 Independence 6:00 p.m.

October 19

School Board Meeting -
 Independence 6:00 p.m.

November 16

School Board Meeting -
 Independence 6:00 p.m.

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From the Desk of the Superintendent...

Dear Independence Community,

On April 17, 2020 Governor Reynolds announced that all Iowa schools would remain closed to students through the end of the 2019-2020 school year as a result of increased COVID-19 cases throughout the state. The extension of school closures reaffirms the Governor's previous statements and her intention to protect our students, staff, and the public health.

While the Independence School District schools and facilities will remain closed to students and the public, I would like to emphasize that online distance learning and support services will continue, including online school counseling services, and grab-and-go nutritional meals.

School principals will also continue to respond to parents and students. District staff and teachers will continue working together to fulfill the State directive to strengthen our delivery of education through online distance learning and support services.

Please stay in touch with your student's teacher and building principal for further updates about online distance learning. The Independence School District remains committed to supporting the online learning process until the end of the school year. We will continue to roll out resources and materials for families. You can access more information on the district website by clicking on **ICSD Continuous Learning Opportunities** on the front page.

The district has also partnered up with members of the community to provide "Grab & Go" meals for children under the age of 18. Any child is eligible and can participate in the program. If you have any questions as to how the program works, please call the Central Office at 319 334-7400.

We are confronted with an unprecedented public health challenge with the spread of COVID-19, and our actions today will determine our future. While these are difficult times, working together we make it better for our children and their future. Please stay healthy, safe, and follow social distancing guidelines. Don't hesitate to reach out to us if you need assistance.

Schools may have closed their classroom doors, but our work continues. Thank you for all you do for our children... now and tomorrow.



Russell Reiter,
Superintendent

School Improvement **by Erin Burmeister, Director of School Improvement**



Erin Burmeister,
Director of School Improvement

“Love challenges, be intrigued by mistakes, enjoy effort and keep on learning.” –Carol Dweck

For many reasons right now, this quote from Carol Dweck really hits home. Not only during these very challenging times, but at all times, we must remember to have a growth mindset and meet our challenges head on while learning from mistakes, putting forth great effort and continuing to learn and grow.

Voluntary Continuous Learning (COVID-19 School Closure)

Due to school closure, Independence Community School District is currently, and will continue throughout the remainder of the school year, providing voluntary learning opportunities for students. What exactly does this mean? First of all, “continuous learning” means any methodology used to extend learning beyond brick and mortar buildings. It can include, online learning, distance learning, and virtual learning. In addition, the range of methodologies should meet the unique needs of all students and each individual district. What works for one district may not be what is best for another. That is why the Iowa Department of Education has allowed school districts to create plans for delivering instruction that meet the needs of the students, families, community, and staff. Voluntary means that we are offering programs and opportunities that further students’ learning, but participation is voluntary and we won’t be giving grades or taking attendance. That being said, students are strongly encouraged to take advantage of these opportunities so they can continue to learn and grow.

This type of learning is no doubt challenging for families and students, as well as staff. Staff at ICSD are embracing this challenge, maybe not loving it, and putting forth a great deal of effort to create meaningful learning opportunities. In addition, teachers are working with students to provide feedback on the work they are completing and trying to reach out and communicate frequently.

Continued on page 3

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A website has been created that houses all of the plans for each grade level and content area. The website can be found by following this link, <https://sites.google.com/independence.k12.ia.us/icsd-continous-learning/home>. It is our hope that this will serve as a great resource for students and families. Grade level and content area teams are working together to plan these learning opportunities and figure out the best ways to communicate with students and families.

Iowa Statewide Assessment of Student Progress (ISASP) Update

Typically, we would be in the thick of testing during this time, however, that is not the case this year. Since the state of Iowa applied for and received the optional ESSA waiver for the 2019-2020 school year assessment requirements have been waived. Iowa will not be assessing students in mathematics, reading/language arts, and science. In addition, all assessments for students with cognitive disabilities and English learners were waived. Since the assessments have been waived, no results will be reported during the 2020-2021 school year.

Continuous School Improvement

The approved federal ESSA waiver allows Iowa a one-year waiver of the requirement to identify schools in need of Targeted Support and Improvement. This will not significantly impact us since we are already identified in need of Targeted Support and Improvement and we will simply continue with our current designation and will have access to training and support via electronic/distance options. To the best of our ability, we will continue with our school improvement efforts during closure.

Through it all, our goal is to keep on learning, growing, and improving. We will embrace the challenges, and try to love them. We will learn from our mistakes and continue to put forth the effort.

Spring 2020 is very different for the technology department at the school: we normally are preparing and giving the Iowa Assessments, working on spring state reports, and planning for end of year requirements. The district has decided to distribute iPads to K-2 students and Chromebooks to 3-6 students for home use during voluntary learning opportunities.

The devices went out the week of April 20. The technology department has been answering questions from parents about different features and how the devices work. There are several very important notes about both the iPads and Chromebooks. Neither device is configured to print to a home device, neither device is configured to allow individual apps installed and neither device has a strong protective cover.



**Steve Noyes,
Director of Technology**

For the iPads, they are not setup for student email (since K-2 students do not email). It is best not to try to setup the iPads to check personal email or individual iTunes accounts. All updates and changes will need to be made through the school. There is no need to worry about Apple updates, these will happen automatically if the device is plugged in and has at least 50% battery charge.

For the Chromebooks, several different students are able to log into the same device. As each student logs in, all previous bookmarks and settings will be deleted from the device. With each login, the individual bookmarks and documents will be installed. You do not need one device per child. All of the student data is stored in the cloud and is not deleted by changing users. Students will be able to install various extensions as they need for voluntary instruction. Many West students already know how to use the Chromebook and their experience will be similar to the classroom.

We will be collecting all K-2 iPads, 3-6 Chromebooks and 7-12 Chromebooks in early June. All devices must be returned to the district so we can get them ready for fall 2020.

In this newsletter, I also want to talk about registration for 2020. We will be changing the process for registration, you will still be required to have a PowerSchool Parent Portal account. Registration will look different with expanded questions and information. You will need to carefully review your contact information. This information underwent a huge transformation during the spring and you will need to double-check everything.

The district has also changed how you receive text messages from the district. The district is now requiring active permission to send text messages to your phone. From your mobile device, you must text, "Yes" to 67587. This will allow SchoolMessenger to send messages on the school's behalf.

For registration fees, the district will be using MySchoolBucks. MySchoolBucks is the same program we have been using for lunch fees and will be familiar to you. You will be able to pay registration fees and lunch fees from the same login.

For any technology related questions, please contact Steve Noyes, snoyes@independendce.k12.ia.us.



**Danielle Donnelly,
Principal**

Living the Mustang Way with the Leap of Kindness Challenge

On Saturday, February 29, 2020, we all had an additional day for Leap Year. To celebrate this additional day, Noah Weber introduced the Leap of Kindness Day to ECC/East and West Elementary. The Leap of Kindness Day was first celebrated in 2016 with the challenge to do something kind for another person. At ECC/East and



**Cheri Reed,
Principal**

West Elementary, we directed our kindness efforts to collecting food items for our local food pantry during the week of February 24th-28th. Our students and staff brought in items to our main office where our staff collected and counted items. Thank you Noah Weber for presenting East and West the opportunity to us for the #LeapOfKindness Challenge. ECC/East and West Elementary collected and donated over 1,500 items to our local food pantry.

Pictured below is a classroom representative from each classroom in 3rd, 4th, 5th, and 6th with West's donated items.



East Elementary students got a workout helping Noah load all the food.

ECC/East and West Elementary Technology Distribution

On Tuesday, April 21 from 2:00-6:00 p.m., the ICSD arranged for IPADS and Chromebooks to be picked up by parents for ECC/East and West Elementary students to use during the COVID-19 School Closure Voluntary Learning Opportunities. The ICSD is committed to ensuring that students have what they need to continue learning through the end of the year. Please continue to reach out to your child's teacher and/or building principal with needs.



Voluntary Learning

The Independence Community School District has decided to take the voluntary educational enrichment opportunities approach to continuous learning. Although school is closed, the District is committed to providing educational enrichment learning opportunities to students and families that will help them continue to learn and keep them connected to school. Student participation is voluntary, but very encouraged, and no grades or credit will be given. All educational enrichment activities are being offered as equitably as possible.

Our teachers are updating the learning opportunities on the website weekly.

<https://sites.google.com/independence.k12.ia.us/icsd-continous-learning/home>

The following pages some photos of some of our students working from home!

WANTED!

Mileage Club Volunteers Needed!

If you would like to devote 15-30 minutes each week outside at recess to help students reach their goals in the Mileage Club, please call Val Maximovich at 319-332-0626 to volunteer your time!

Mentors Needed!

If you are interested in being a mentor and volunteering your time to work with a child for approximately 30 minutes each week on a regular basis, please call Val at 319-332-0626 and let her know!

Wanted: Substitutes

If you are available to substitute occasionally as a classroom, office or media paraprofessional, (duties vary), please call 334-7425.

We need YOU!

Box tops for Education/ Pop Can Tabs/Milk Moola for Schoola

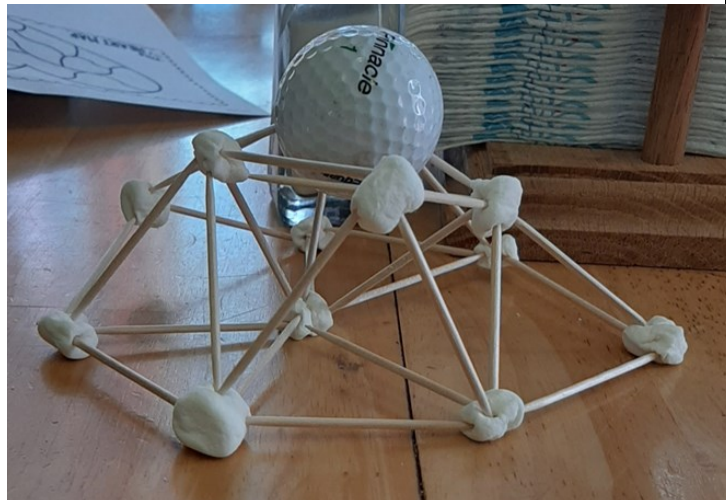
We continue to collect Pizza Ranch Wagon Wheels, Donuts to Dough, General Mills Box Tops, Pop Can Tabs & bottle caps and bag tops from Kwik Star products. This is a good way to help us earn extra money for things we need. Thanks!

If you are interested in spending time at school or at home sorting/cutting and redeeming these items for our school, please call 334-7425.

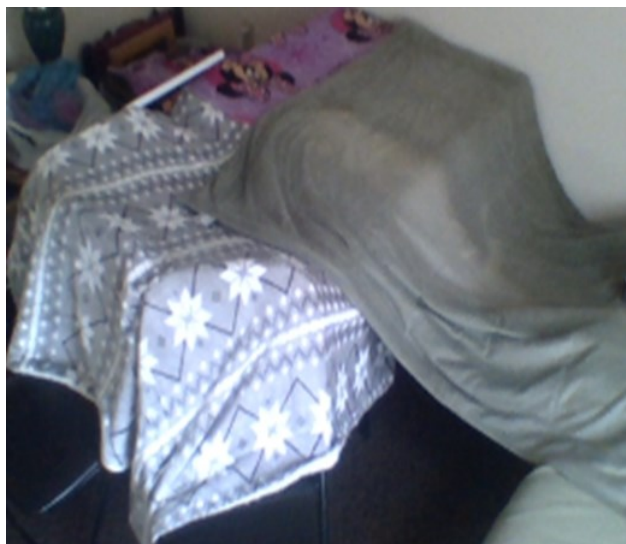
Here are some photos of some of our students working from home!



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Hello from the Independence Jr/Sr High School Assistant Principal's Office. During these unprecedented times, I often sit and think, "How can I get better at overcoming adversity?" Although I don't like to have adversity in my life, I know without any question, I am better when I get through it. I would like to share a couple of suggestions which might assist students and families to get through the hiatus from school, but more importantly encourage others to use this time to learn and grow. If some of these are possible, I challenge you to try it and see how you too, can build on skills you might not otherwise have. Parents know their children better than most, and I offer these as simply suggestions.



**Dewey Hupke, JSH
Assistant Principal**

#1- Allow your children to plan and/or prepare meals at home. This will allow them to see what goes into meal preparation. It will also illustrate to children how much food and time is spent each day trying to provide for the family, and thus provide appreciation for those who regularly plan/prepare meals.

#2- Encourage/require children to help with daily chores around the house. This might be as simple as putting shoes away and taking out the garbage, or get as physically demanding as having children mow the yard, pull weeds, help maintain a garden, water flowers, do the laundry, etc.

#3- Start a garden. If the family has a garden, the unpopular task is usually pulling weeds. As a child of a family who did have a garden, I learned how much work went into planting, weeding and then harvesting the vegetables. The ultimate benefit of this hard work was getting to eat the food we had raised. All of those times are memories I have and cherish.

#4- Depending on age, assisting neighbors, while keeping social distance, could be a possibility. Familiarity and comfort in dealing with neighbors is essential, but if there is an existing relationship established, many elderly appreciate and cherish getting to interact with younger people. Both parties, young and elderly, usually benefit from this interaction.

#5- Get involved in a new hobby. This might look different for ages as well. However, this is where new learning can really happen. New hobbies are not really all that difficult and can be very rewarding. If there are opportunities for neighbors/family to continue social distance guidelines and still give input, sometimes elderly can offer 'teaching' about these new hobbies.

#6- Call a grandparent/family/friend who might live in a different community. I know from experience, it is a great way to stay in touch and keep others up to date as to what is happening in your life/family. Again, this typically is a mutually beneficial time.

#7- Get a plan for daily routines. If students are able to keep a routine with going to bed at a reasonable time, getting up at a specific time, doing school work at a consistent time, exercising consistently, emotional and behavioral concerns typically are reduced. There are 86,400 seconds in a day. In a student's mind, this might be easier to put in terms of money. Let's assume students have \$86,400 in their savings account. Would they be interested in spending \$10,800 playing a game for 3 hours in a day? If students are playing an excess of 'entertainment' games, they may be wasting valuable time which may not be contributing to a positive routine for them and those around them. Keep in mind, if a person sleeps for 8 hours a day, that is \$28,800. This money is a solid investment in bettering your routine!!!

#8- Speaking of routine: What might a sample routine look like? Here is a very rough outline what a routine may look like for your child and adapt it for your comfort level.

Sleep: In bed by 11 PM and awake and out of bed before 9 AM.

Breakfast: Eat something of nutritional value.

Academics: 10 AM-12:00 Noon

Lunch: 12:00 PM Meals can be picked up at various locations from the Independence Community School District.

Down time: Up to parents of what student can do. 1 hr.

Academics: 2:00PM-3:30PM

Exercise: 1 hr. minimum (walks, pushups, sit-ups, bike ride, etc.)

Dinner: Family decision 6PM

Family time: 7:00-9:00PM

Free Time: 9:00-11:00PM

In Bed by 11: No distractions/technology put away.

Again, these are just ideas and suggestions. However, in knowing how students work best, students are more productive when they are given reasonable expectations.

Stay safe!! Go Mustangs! Mr. Hupke

“Capturing Kids’ Hearts and Good Things” Mr. Howard



**John Howard, Jr/Sr High School
Principal**

Many of you know this is the first year Independence Jr/Sr High School has implemented a program called Capturing Kids’ Hearts (CKH). This nationally recognized set of strategies, developed by the Flippen Group, is designed to promote and enhance adult- student relationships in our building, thereby improving our climate and culture and increasing student achievement. Prior to our hiatus from school, the staff did a tremendous job in implementing the basic tenets of CKH in their classrooms. The results, prior to March, were phenomenal. Our student attendance rate was higher; our behavior referrals were lower; pupil academic performance was better; standardized test scores increased; and our overall school environment, according to many students and staff, was an upgrade over past years. The purpose of this article, however, is not to delve into the specifics of CKH or even analyze the numerical data associated with the statements above, but rather to give examples of one aspect of CKH—Good Things.

Teachers were expected this year to begin class (at least a couple of times a week) with “Good Things”. During these three to five minutes, students shared the “Good Things” happening in their lives. These statements did not have to be too complicated or elaborate but the goals were to set a quality tone for class that day and for each student to feel a sense of positive self-worth. Fortunately, I had the opportunity to be in multiple classrooms while this activity was occurring, and the smiles were visible; laughter was audible, and the enthusiasm from both teacher and students was (nearly) tangible.

With our absence from school, however, “Good Things” had to become a social media endeavor. So, on April 9, 2020, I sent the following to students by e-mail:

I want to hear about the "Good Things" you are doing during this time. Maybe you are spending more time with family? Maybe you have completed a project? Maybe you have learned a new skill or picked up a new hobby? I want to hear about it! If you have pictures, that would be great as well. I may even share these things with staff or on social media.

The response was excellent. Here are just some of the “Good Things” our students are doing during the Covid-19 pandemic.

“Got to see my brother who just turned 1.”

“Fishing with my dad and shooting baskets.”

“Learning to play the guitar. It is challenging.”

“Walking my dog.”

“I have learned to make homemade donuts.” Not going to lie, I did ask this student to make me some come fall.

“I got a new cat named Pickles.”

“We worked to make safety masks.”

“My family made a design on our driveway with chalk.”

And my personal favorite, “I have been doing the voluntary learning activities.”

In conclusion, our CKH program has positively impacted our school and “Good Things” is just one aspect. As you read, even with this unforeseen break, our students are experiencing some “Good Things”. Let’s hope they continue. Stay safe! Go Mustangs!

Spring is normally a very busy time in the activity world. In a normal year we have four different high school sports going as well as State Individual Speech, State Jazz Band Championships, Mock Trial, concerts, the musical, and other events. It is one of my favorite times of the year as I enjoy seeing our students have the opportunity to pursue their passions and interest throughout their spring. As we all know all of these activities have been cancelled or postponed along with the rest of the school year. I have had a chance to talk with quite a few of our seniors the last few weeks. As many of you, I have been disappointed that they have lost opportunities for things they have worked hard for or looked forward to. However, in my conversations with seniors I have been impressed with their perspective. While they have had their senior year abruptly stopped they have shown resilience and maturity that will be a part of their future success. Quite honestly, I have always been impressed with the perspective of our activity participants. These conversations reminded me of an article that I wrote a couple of years ago about why they do activities and used their quotes to help put activities into perspective. While I thought the students helped me put educational based activities into perspective before, it is even more fitting now. I wanted to reuse the article which is below



**Justin Putz,
Activities Director**

Often times people get caught up in results, playing time, role in the group, etc. and forget the reason why we offer such a variety of activities. While everyone would like to win a state championship, get a “1” rating, qualify for all-state, be the lead in a play or musical, it is important not to lose sight of all the reasons kids participate in extra-curricular activities and their benefits. A few times a year I believe that we forget all the benefits of and what it means to be on the team, in the cast, or a part of the activity. I always like to remind myself and others during those times of all the reasons our students are in activities and the benefits they gain by participating. To do that, I asked a few junior and senior students involved in multiple activities throughout their high school career to share with me why they participate in activities. Their responses are quoted below.

“I do extracurricular activities because it is a fun way to stay involved, to find friends, and to flourish in your area of strength. The activity you do is full of other people who also care about the activity. No one is forced to be there, they all want to do the activity just like you do.” – 12th grade student

“I’m involved in extracurricular activities because I like to keep myself busy and expand my realm of friends, relationships, involvement, experiences and interactions. Once I got started with extracurriculars, it was hard to walk away from something that was such a big part of my life. My extracurriculars have given me lifelong friendships and memories to last a lifetime. They have also helped well-round me as a person, student and an athlete.” -12 Grade Student

“Being involved in extracurricular activities has really benefited me. I keep doing them every year because the memories that I get to make with my friends and the hard work, dedication and reward that I am getting from them is worth it. Being involved in them has also taught me many things that I wouldn't have known or figured out if I wasn't involved in them. They have not only taught me life skills or people skills but how I can solve things by myself, that I don't need someone a teacher or coach peering over my shoulder making sure I'm doing the right thing. Being involved in them puts a lot of responsibility on myself. How well I want to do at a certain competition or tournament is all dependent on how hard I'm willing to work and how much time I am willing to put in. Extracurriculars have benefited me in the aspect that I have grown so much as a high school student. I know how to manage school, homework, and fun while still managing to keep my grades up.”- 11th Grade Student

“Extracurricular activities have benefitted me because they teach ideas I wouldn't be able to learn inside a classroom. I'm involved in activities and sports outside of school because they provide a creative, physical, and/or rewarding outlet for me. Extracurricular activities have also benefitted me by introducing me to groups of friends who have become like family throughout my high school career. Since I have been involved in activities such as cross country and marching band, my overall high school experience has been filled with great memories.”- 11th grade student

Continued on page 16

Information from your School Nursing Department



Kindergarten Health Requirements

For **all students entering Kindergarten** it is required by the state to have the following complete:

- **Vision screening**- Can be conducted by ophthalmologist, optometrist, primary care doctor's office, or sometimes there are community based programs.
- **Dental examine**- By a certified dentist.
- **Immunizations**

The above must be complete and the nurse have documentation **prior** to the start of the 2020-2021 school year.

If you have any questions, please contact your primary care provider or Molly Beatty, East Elementary Nurse.

3rd grade Health Requirements

For **all students entering 3rd grade**, it is required by state law, that they have a **vision screening**. The vision screenings can be conducted by an ophthalmologist, optometrist, primary care doctor's office, or sometimes there are community based programs.

The vision screening must be completed 6 month- 1 year **prior** to the beginning of the 2020-2021 school year. Proof of exam must be given to the school nurse upon completion.

If you have any questions, please contact your primary care provider or Kelsi Donnelly, West Elementary Nurse.

7th grade Health Requirements

Per the administrative rule **ALL** students entering 7th grade are required to have one meningococcal vaccine. If your student/students have had a previous meningitis, in order to be valid, it must have been given after age 10. If your student/students had one prior to age 10, they are required to have another one given. This must be complete **PRIOR** to the beginning of the 2020-2021 school year.

Another important immunization requirement for **ALL** students entering 7th grade is that they are required to have a Tdap booster. This must be complete **PRIOR** to the beginning of the 2020-2021 school year.

If you have any questions, please contact your primary care provider or Jennifer Eddy, Jr/Sr High Nurse.



12th grade Health Requirements

Per the administrative rule changes **ALL** students entering 12th grade are required to have two doses of meningococcal vaccine. The only exception is if first dose of meningococcal vaccine was given at 16 years of age or older, only one dose is required. Again, this must be complete **PRIOR** to the beginning of the 2020-2021 school year. If you have any questions, please contact your primary care provider or Jennifer Eddy, Jr/Sr High Nurse.

Also, as a reminder please make sure to update your student's health conditions and concerns on PowerSchool under the health section.



Val Maximovich,
Volunteer & Mentor
Coordinator



Independence Community Schools **Volunteer & Mentor Program Update**

by Val Maximovich

National Volunteer Week April 19-25

Hats off to our many Volunteers –

You are a shining light for our students!

*We would like to say “Thank you” for all the hours
you volunteered this year!*

We appreciate you! We can’t wait to see you again!



Jeannie Neeley Mentor of the Year Award

Diana Muchmore was the recipient of the Jeannie Neeley Mentor of the Year Award at the annual Chamber of Commerce banquet in February. Diana and her mentee Dasha connect at least once every week and they both look forward to every visit!



Dear families of mentored students,

I would like to say thank you to those that have taken the time to visit with each other through Zoom during this pandemic. It has been extra steps to get your student and their mentor connected through a Zoom Video Chat, but it has been a great time! We have all learned more about each other, have been able to see our homes, our pets, and have met parents and siblings! It has been a joy for me during midst of sadness when we are not able to see each other in person. Let's continue to greet each other through Zoom, and if you have not been part of it and would like to join in, just let me know and I will coordinate it! Be sure to stay home, stay healthy and keep social distancing! We look forward to the 2020-21 school year when we can come together again!

Val Maximovich

Let's be ready for the 2020-21 school year! Sign up to be a MENTOR or VOLUNTEER! It's a great time to register to be a mentor or volunteer for the next school year. It's only takes 30 minutes a week, during the school day, during the school year to make a difference in the life of a child! Or register to be a volunteer for a variety of needs for teachers and students throughout the year. Contact Val by email [vmaxi-](mailto:vmaxi-movich@independence.k12.ia.us)



movich@independence.k12.ia.us, or download the volunteer registration form at <http://www.independence.k12.ia.us/district-departments/volunteer-information/>

Please like and share our facebook page **Independence Mustang Mentoring!**

"I am involved in extracurricular activities to make more friends and have fun. I have made so many different friends within the different activities I do and I love them all. I have also learned so much about myself and what I can push myself to do. The activities I am in are helping me stay in shape and stay healthy."- 12 grade student

We're on the Web
<http://www.independence.k12.ia.us>

As you can see our students participated for a variety of reasons. They also all responded that activities help them create friendships, learn about themselves, learn lessons that cannot be taught in the classroom, and help them learn to take responsibility and be accountable. These student responses were a nice reminder of why students do activities and all the benefits student can receive from being involved. It is also a nice reminder that no matter one's role, or the results that being a part of the team, cast, or activity is still an experience that can benefit students greatly.

These quotes helped put activities into perspective for me again this year. However, it also helped to show everything students lost out on this year. For all of them, but especially the class of 2020, to be handling things with such perspective has been amazing. While this spring did not go the way anyone wanted to, I am proud of everything the Class of 2020 accomplished this year and know it is just the start for them.

EQUAL EDUCATIONAL OPPORTUNITY

It is the policy of the Independence Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact: Erin Burmeister, Director of School Improvement, 1207 1st Street West, Independence, IA 50644, (319) 334-7400 or eburmeister@independence.k12.ia.us

The board requires all persons, agencies, vendors, contractors and other persons and organizations doing business with or performing services for the school district to subscribe to all applicable federal and state laws, executive orders, rules and regulations pertaining to contract compliance and equal opportunity.

NOTICE OF NON-DISCRIMINATION

It is the policy of the Independence School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact: Erin Burmeister, Director of School Improvement, 1207 1st Street West, Independence, IA 50644, (319) 334-7400 or eburmeister@independence.k12.ia.us

ANNUAL NOTICE OF NON-DISCRIMINATION

The Independence Community School District offers career and technical programs in the following areas of study:

Agriculture
Business
Family and Consumer Science
Industrial Technology
Marketing

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