

**Volume 15 Issue 1**  
**Fall, 2020 - 2021**

### **District Events:**

#### **Nov 16**

School Board Meeting  
 5:50 p.m.

#### **Nov 20**

2 hour Early Dismissal  
 Prof Dev

#### **Nov 25-27**

No School;  
 Thanksgiving Break

#### **Dec 4**

No School

#### **Dec 11 and 18**

2 hour Early Dismissal-  
 Prof Dev

#### **Dec 23 - Jan 1**

No School;  
 Winter Break

#### **Jan 4**

School Resumes

#### **Jan 8, 15, 22, and 29**

2 hour Early Dismissal-  
 Prof Dev

#### **Feb 5, 12, 19, and 26**

2 hour Early Dismissal-  
 Prof Dev



### ***From the Superintendent's Desk...***

It's November 2020 and this "unique" year continues to provide challenges in many ways. Our goal and wish is to have every student back in our schools, walking the halls, and attending class. Unfortunately, that's not realistic under the current pandemic. November has always been a month to review our 1st quarter grades, hold parent-teacher conferences, and to assess our October 1st certified enrollment numbers. Obviously, things are different on many fronts. Please note, we are making decisions every day based on what is best for the health and safety of our students and staff... That comes first!

In spite of all the challenges, we've had a very good start to the school year. Our girls' volleyball team finished their season with a 25-8 record and was one match away from returning to the state tournament. Our football team finished 6-2 record with a loss to Solon in the state playoffs and although Homecoming was postponed, we are looking to organize an event before the Christmas break. We've seen successful stories in many programs and our kids continue to amaze our staff and community.

The Fall is also a time to finalize and certify our enrollment for the school year. There are two important variables for determining school funding for the upcoming year; our certified enrollment and the state supplemental assistance (SSA) amount afforded by the legislature. Our certified enrollment is down significantly due to Covid-19 and other reasons. A loss of 36 students will cause us to reevaluate programs, staffing, and other school district costs. Ultimately, we'll work hard to make sure cuts and reductions impact our students in the classroom the least.

I'd like to thank all of our parents, staff members, and community members for the countless hours and time your devoting to our students. In a world effected by the pandemic, it's more important than ever to work together for the students attending the Independence Community School District.



**Russell Reiter,  
 Superintendent**

### **Inside this issue:**

From the Supt's Desk	1
School Improvement	2, 16
Technology	3
ECC/East News	4-5
West Elem News	6-10
Jr/Sr High News	11-12
Activities	13
Nurse News	14
Volunteer & Mentor Program	15

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

“Keep going, because you did not come this far just to come this far.”  
-Author Unknown

Currently it seems as if school improvement is taking a back seat to the pandemic and all the changes that has brought. The pandemic has created so many challenges for everyone, including those of us in the education field, that it is hard to continue to focus on all of the school improvement efforts we had been engaging in. However, we must keep going and use this as an opportunity to grow. We have come to far just to come this far.



Erin Burmeister,  
Director of School Improvement

### Curriculum, Instruction and Assessment

One focus on school improvement has been improving curriculum, instruction and assessment. This continues to be a priority for the 2020-2021 school year. Over the summer, curriculum teams for literacy, math, and social studies met to continue their work with priority standards, learning goals and learning targets (I can statements), assessments for learning, and we began creating proficiency scales for grades K-6.

Priority standards are carefully selected grade-specific standards that students must know and be able to do by the end of each course or school year in order to be prepared for standards at the next grade level or course. Teachers have worked very hard and have established priority standards for nearly every grade in nearly every subject area. The next step has been the establishment of learning goals and learn targets. Learning targets are I can statements that are developed by teachers, for teachers and students. I can statements are written in student friendly language and identify what students need to know and be able to do in order to be successful and achieve grade level or course standards.

Elementary teachers have taken one additional step and are working on creating proficiency scales. Proficiency scales are used by teachers and students to determine the student's current level of progress toward meeting the standard. Proficiency scales indicate student achievement as it relates to a given standard. The creation and implementation of proficiency scales will help teachers, students, and parents know how students are doing in relationship to the standards. It is important that this great work continues in order for us to continue to improve learning for students.

### Professional Learning

So far this year, the majority of professional learning has been focused on teaching in a remote learning environment. Teachers have been working weekly on developing remote learning for students. For most of us, this is an entirely new way of teaching and requires a different approach. Having Friday afternoons available for teachers to meet with their grade level and content area teams has been extremely beneficial for both teachers and students. The teachers have time to work together and design instruction for students that meets the student's needs.

*Continued on page 16*

## Technology Plans During the Crises

Technology during the fall of 2020 has looked different compared to past years. We have been working to match the various learning plans the district as in place for this year: students at school full time, students at home full time and a mix of home and school student learning.



**Steve Noyes,  
Director of Technology**

We have made sure we have enough computing devices, accessories and licenses to send a device home or continue to use in school. The district has expanded our software titles to better accommodate home use and increased our number of licenses for dual-use purposes. We are able to push updates out to devices which are not on the school's network so everyone is able to stay up to date.

We recognize many families do not have reliable Internet at home. We have collaborated with Independence Light and Power to help provide Internet for families they serve with discounted rates and great support. In addition, we have purchased Verizon hotspots to help families who are more rural and Indytel is not able to serve. We continue to look at options with U.S. Cellular and AT&T.

Even without COVID-19, we have had unique networking issues. Derecho caused many problems for our network even several weeks after the actual event. Our external network came under attack causing slowness and interruptions. We have taken many steps to have reliable, fast and safe Internet during the fall of 2020. We have changed our authentication for 7-12 Canvas users from our servers to Google's servers. We have deleted old network entries and worked with Central Rivers AEA and Independence Light and Power to better protect our network. Attacks are a part of life on the Internet. We are excited to report we did not lose any data and we did not experience a data breach.

While the students and staff are on holiday, we will be closing down our school network on November 25, 2020 to move servers around for better efficiency and better troubleshooting procedures. We will not have any network, Internet, phones, printing or district website on that day.

We appreciate student, staff, and community support through these difficult situations. We are stronger and better prepared for future attacks.

Greetings from East Elementary and the Early Childhood Center! We are off to a great start to the 2020-2021 school year. Students and staff are working hard and learning lots, despite the challenges that our current times bring. In October we celebrated Red Ribbon week and held our first virtual school assembly to kick off the PTO fundraiser.

We are thankful to all our families for their flexibility and understanding with our new policies regarding student health screening. It is so important that we all do our part to help keep everyone safe and healthy.



**Kay Reidy, Principal**

## ECC - Preschool

Preschool has had a fun and busy year so far! We have learned about so many fun things! September was all about making new friends and learning the rules and routines. We explored apples and did several activities with them, including painting with apples and trying several different kinds to find our favorite. Fontana came and taught us all about turtles, and brought a real turtle for us to touch. In October, we had a visit from some firefighters! They taught us all about Fire Safety and we took a mini-tour of their truck. We also talked about All Things Fall! Fontana came to visit and took us on a Pumpkin/Gourd Scavenger Hunt in the Prairie by the school. We did many fun activities, stories, and songs about Pumpkins, Leaves, and Nocturnal Animals. One of our favorite activities was cutting



open a pumpkin to see what was inside, and then feeling what was inside of it! We ended the month with a fun week about Monsters and a PJ/Movie Day to celebrate Fall!

## Mrs. Troyer's Classroom

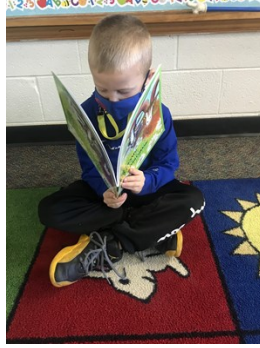
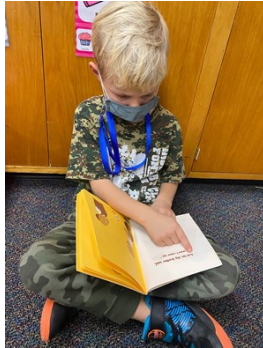
We learned about fall during the month of October. We read Goodbye Summer, Hello Autumn by Kenard Pak. This book helped students learn about how summer looks different from autumn. We also read Pete the Cat Falling for Autumn. This book helped us learn about the different activities that autumn brings. The children enjoyed painting with different autumn items such as acorns, leaves, pine needles, and walnuts. We will be learning about Thanksgiving during November. We have been reading an interactive book called Turkey Needs a Disguise. Some activities we have planned are Lego stamped corn, feather letter turkeys, count to ten pumpkin pie craft, and a plenty of shapes cornucopia.



## Kindergarten

Fall has been a busy time in kindergarten! We have been learning about using environmental print to help us learn about "Reading our World." Students have learned how to retell using favorite storybooks. We love to read and retell The Carrot Seed and The Three Billy Goats Gruff! In math we have been working on building number foundation. At this time, we are focusing on the "Tricky Teens," counting and writing our numbers.

In November we will be learning about Thanksgiving and sharing things we are thankful for as kindergarteners. Please continue to encourage reading and writing at home. Have a safe and wonderful Thanksgiving!



## First Grade

In First Grade we have been busy learning routines, expectations, and how to Live the Mustang Way. We continue to build our reading skills and have become official Word Detectives!

We did outside activities in Science with the Naturalists from Fontana and have learned about Plant & Animal SuperPowers. Our First Graders are creating wonderful Turkey Disguises with their families for our writing project. Our classes will continue to work on money, time and number sense skills in Math.

## Second Grade

In second grade math we have been working on addition, time, and money. For writing, we have been working on choosing a small moments story. We have also been working on planning out our writing before beginning to write our story. As for reading, we have been working on scooping up more words and choosing the "right fit books" to read. Finally, in second grade science, we have been working on discovering and learning about different types of animals and their classifications. In November, we will begin learning about plants and their needs.

## 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.

## Greetings from West Elementary!

From Principal Reed:

Thank you students, staff, and families for your support and dedication to beginning our 2020-2021 school year off in the most positive way possible. We have done an excellent job of learning our mask wearing routines, practicing our expectations, and taking care of each other by *Living the Mustang Way*. We so greatly appreciate the opportunity to teach our students in-person while preparing for whatever may come our way in the future. Our planning and preparation will allow all of us to continue learning and growing.

Go Mustangs!



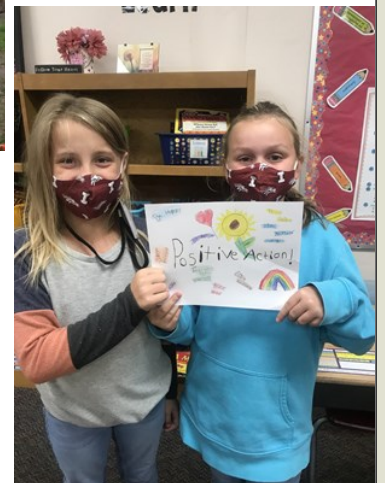
Cheri Reed, Principal

### Third Grade

Third graders have been working on building their third grade reading life, which means picking good fit books, checking for understanding, and staying focused on their reading. They are also working hard to write a small moment story about their lives, making sure they are telling their story in order with lots of details and complete sentences. Third graders are reviewing addition and subtraction strategies, practicing basic facts, and getting ready to start learning about measurement and multiplication. In science, they have learned about selection and how scientists use selection to make different plant varieties. They have also been exploring invisible forces like gravity and friction. The third graders are excited to be at West!

### Fourth Grade

During this COVID year, we were very fortunate to have Fontana naturalist, Sondra Cabell, come and teach a creative rocks and volcano lesson outdoors. It was fun and engaging for our 4th graders, and it tied in really well with our Birth of Rocks unit in science. Math has consisted of geometry, addition and subtraction review, multiplication, and decimals. Practicing multiplication facts at home would really set your child up for success. We are currently rolling out a new curriculum for social studies that aligns with the common core standards. Reading and writing has focused on realistic fiction. Please continue reading at least 20-30 minutes every night. Reading is the best way to increase vocabulary. With this increased knowledge, the sky's the limit!



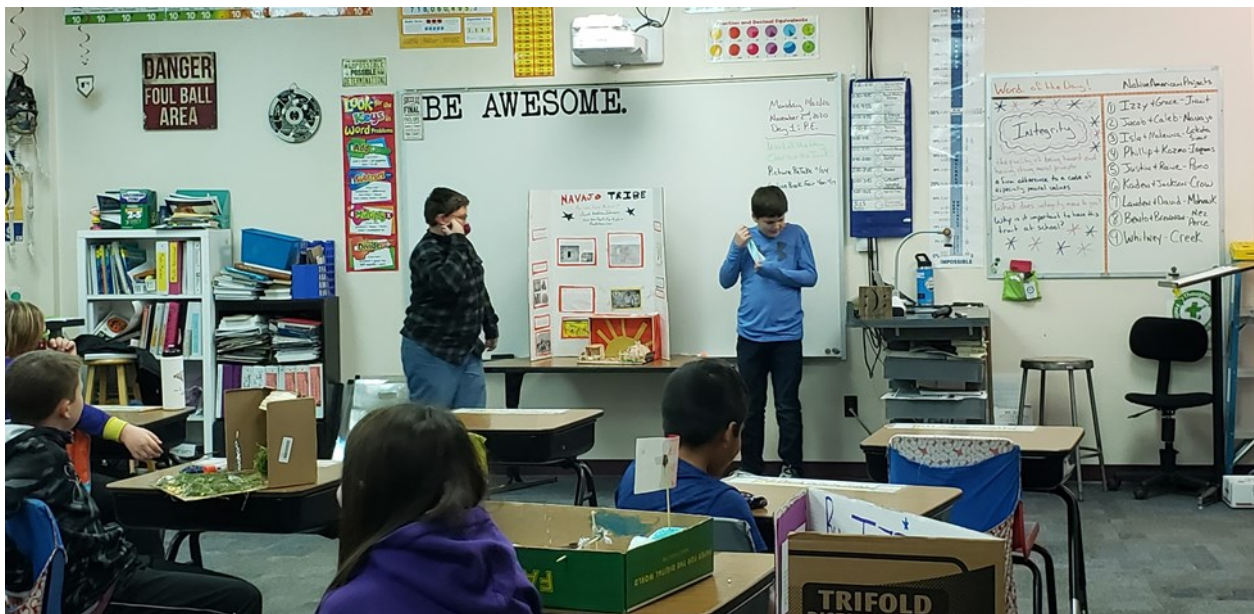


## 5th Grade

**Reading/ Writing and Language Arts** - 5th graders are working towards taking charge of their reading life. Students are learning how to respond to their reading by thinking analytically in their independent reading. Students will be thinking about the important parts of their book and supporting their ideas with evidence from the text. All year long we will be learning to dig deeper in our understanding about our reading. We are learning about theme literature in the first unit of study.

**Math** - 5th graders have studied number theory in Unit 1: Facts, Number-line patterns, factor arrays, divisibility rules, square numbers, and prime/composite numbers. We have also studied estimation and computation in Unit 2: Addition/Subtraction of whole numbers and decimals, Multiplication/Division of whole numbers, decimals, and by powers of 10. In Unit 3, we are learning about geometry: angles, line segments, polygons, and tessellations. Some upcoming units we will be studying division and fractions.

**Social Studies and Science** - Our 5th graders are learning about Native Americans in the Americas and Exploration. Fifth graders are also learning about Spaceship Earth and Chemical Magic in our Mystery Science units.



## **Sixth Grade**

Sixth graders are excited to be at school to participate in fun learning activities. The science and social studies units are alternating in classrooms, but the kids have already had lessons in each subject. Students have analyzed rocks from the Grand Canyon and others have used microscopes. Our learning in social studies has focused on the geography and history of Latin America, especially the impact of Columbus and the arrival of other Europeans.



Reading is more fun when you can discuss what you are reading with your friends. For our current reading unit, A Deep Study of Character, the students are enjoying books in a series with book club groups; many have moved onto their third or fourth book in the series. Support for reading at home has helped these group meetings to be successful.

Who knew fractions could be fun? Well, by sixth grade, students have enough background to feel more confident when reviewing these skills and can begin to understand all the important applications, like using them for measurement. This unit follows our first unit practicing exponents, expressions, and equations (or e cubed).

While lounging in pajamas on October 30, all of the classrooms took time to engage in a variety of enjoyable activities. Several of the sixth grade classrooms attempted to “break out” by decoding puzzles with team members. Their cooperative problem solving skills led them to successfully unlock several padlocks, and they can’t wait for another opportunity to break out!



## ***Fine Arts***

Students were very excited to begin creating art at the beginning of the school year! We have been doing a lot of review and discovery with color. In kindergarten, first and second grade we have studied how primary colors (red, yellow and blue) can mix to make secondary colors using books, videos and experimentation. We have been working on the correct use of art materials as well as improving our drawing skills through guided drawing activities. In third through sixth grade we have: engaged in a color review, discussed how colors mix to make new colors and how they work together in art, created some guided drawings and worked in individual sketchbooks. Third graders took a look at Piet Mondrian's artwork and created a painting using watercolors. In fourth grade, we learned about Andy Warhol and are finishing a Pop Art piece. Fifth graders studied Asian Koi art and have almost completed their watercolor paintings. In sixth grade, students have just about finished their painting collage of Mid-Century fish. Over the next few months, we will focus on how lines and shapes are incorporated into art making as we continue to create.

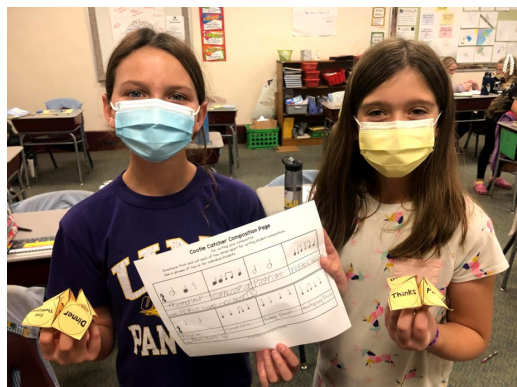
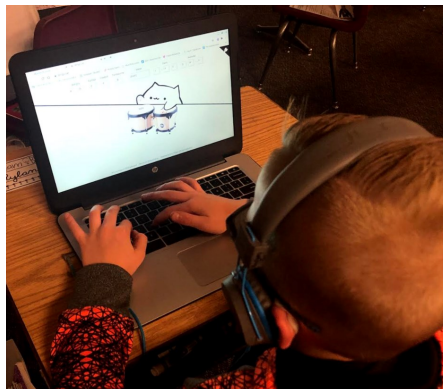


## ***Fine Arts continued***

At East Elementary, Miss Baskerville, JK-2 Music, shares that all grade levels have been working hard in music! 2<sup>nd</sup> and 1<sup>st</sup> graders have been working on rhythm and wrote their own 4 measure rhythm songs. Kindergarten has learned many different music terms and ideas, their definitions, and how to perform them. All grades got in the Halloween Spirit by doing a 'spooky' activity every music class. Now, all grades are working on one Christmas song that will be recorded and sent to their families. It has been a busy year, and all grades are doing an amazing job in music!

Mrs. Fisher at West Elementary, 3-6 Music, has enjoyed getting her students acquainted with MusicFirst Junior, an online music curriculum and resource that helps teach students new skills like composing, comparing, and arranging. She looks forward to continued work with this resource throughout the school year. Grades 3 and 4 have been focusing on rhythm and will be composing their own rhythm compositions soon! We will start taking rhythm to new heights by adding articulation like dynamics and tempo to our skill set. Grades 5 and 6 spent some time listening and responding to Spooky Music songs. They are now starting a project called *Soundtrack of my Life*, a favorite of Mrs. Fisher's.

The Sixth Grade Band has been working hard, getting better every lesson and full group band rehearsal. We've been having fun with different scary Halloween music and also preparing some holiday pieces as well. The Fifth Grade Band has been progressing in learning the basics of reading music, putting their instruments together, and making some awesome music! They will be starting full group rehearsals in the next couple of weeks!





## 1974 and Football

### Mr. Howard



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

The year was 1974. Adults and maybe some children tuned in to “All in the Family”, “The Six Million Dollar Man” and were introduced to The Fonz on “Happy Days”. Young and old alike listened to groups such as Grand Funk, Redbone, and the Jackson 5. “God Father Pt. II”, “Deathwish”, and “Blazing Saddles” entertained patrons at the theaters. The Miami Dolphins actually won the Super Bowl, and Notre Dame beat UCLA in college basketball to end the latter’s 88 game winning streak. Finally, there is my personal favorite, Ken and Judy Howard had their last child in May of 1974. His name is John.

So, what does this have to do with 2020? If my math is correct, that is 46 years ago. Yes, I am 46, but I don’t think I look a day over 35. Insert eye roll, a smile or a bona fide laugh here. There are certainly some things that can be discussed, but for this particular newsletter article, I want to talk Independence football.

Over the last two seasons, Independence varsity football has been quite successful. Last year, the team (and coaches) earned our first district title in history and had a record of 9-1. That team gave a great effort in a loss to tradition-rich Pella. This year, despite missing two games due to the pandemic, the team shared a district title, won the playoff pod and garnered a record of 6-2. This year, Independence had to face another quality, traditional power in Solon. Again, the team fought extremely hard, even when faced with adversity and (some) questionable officiating, and gave Solon a great battle only to fall short in the end. Now, back to the 1974 reference.

In my lifetime, of 46 wonderful years, Independence varsity football had **never** experienced back-to-back seasons such as the last two. To put this in even more perspective, the last time Independence football had 15 wins over two seasons (fall of 1974), Gerald Ford was president! For those who lost count, there have been 6 presidents since Ford! If my lifetime and six presidents is not enough to gain perspective, how about the fact gas was just over \$0.50; an average house cost \$39,000, and a stamp was a mere \$0.11 the last time Independence garnered 15 wins in successive seasons.

So, I want to give a heart-felt congratulations to the Independence varsity players, Coach Putz and his staff and everyone else who contributed to this success. It certainly had been a long, long time for consecutive seasons such as the last two. Let’s hope, and I expect, we can have more in the next 46 years or before I am 92. Go Mustangs!



Hello from the Jr/Sr High School Assistant Principal's Office. We hope everyone is staying safe and healthy. Please let me take a few moments to share some thoughts with you regarding the district's guidelines for student and staff behavior. Students and staff in all buildings are quite familiar with the phrase, **"Living the Mustang Way."** This statement is composed of four different tenants: **Be Respectful, Be Responsible, Show Kindness, and Live Gratefully.** As assistant principal, I get to visit with several students about the meaning of these phrases.



**Dewey Hupke, JSH  
Assistant Principal**

Let me share with you some real stories of students **Being Respectful.** A short time ago, two 7<sup>th</sup> grade students, Libby Brown and Bevyn Schultz, turned in some money they had found in the hallway at the Jr/Sr High School to the office. I shared with these two young ladies this was a tremendous act of respect to the person who lost the money. And, this wasn't the first time this had happened in the 7 years I have been honored to work for the Independence Community School District. Sydney Schroeder represented our student body in a respectful manner as she turned in lost money as well. In my first year with the district, one of our students, Daniel Brock, found some money outside of West Elementary and turned it in to the office. As an adult, I have been taught by students living respectfully is well worth the effort.



An illustration of **Being Responsible** is being lived out with the current learning situation at the Jr/Sr High School. Staff are working in a more intense manner than they have ever had to do in their careers. Teachers are educating students in their classrooms, while also teaching students who are learning remotely at the same time. Our hybrid learning is helping to mitigate the spread of COVID, but this education model puts a large responsibility on the students and staff to learn in a new manner. I believe many students and staff are excelling at this!! The willingness of those involved to 'learn this on the fly' has been inspiring as an administrator and something that will make us better in the long run.

One of our students, Brody Bevans, was recently diagnosed with leukemia. Almost immediately, a fellow classmate, Rachel Eddy, and one of Brody's teachers, Nancy Scheel, organized a clothing drive to show support for Brody. The amount of clothing and merchandise purchased is an incredible act of **Showing Kindness** to one of our students. I know the Bevans family is thankful for the outpouring of love for Brody. As an administrator, seeing these types of responses to difficult situations makes me very proud.

The last tenant of Living the Mustang Way is **Living Gratefully.** Each and every time the Star-Spangled Banner is played, we are given the opportunity to show our gratitude for our veterans. We have a Veterans Day program every year to honor the veterans of our country's military. My goal for this assembly is for our students to learn that the freedoms we enjoy are not free. Many women and men have paid the price for us. For these sacrifices, the staff and students of the Jr/Sr High School are grateful!

It has been an interesting start to the school year and an even more interesting start to the restart of activities. After the great time to think about all the accomplishments our students have made. As a younger athlete I used to get pretty caught up in results. However, as a coach I have learned to enjoy the process more and let the results fall into place. I have also found it important to reflect on the accomplishments of all of our activities and those who work so hard and do the right process to have success. Here some of Independence Activities Success from this summer to date:



**Justin Putz,  
Activities Director**

- The volleyball program won their second consecutive Wamac West Championship.
- The volleyball team had a season record of 25-8.
- The baseball team finished the shortened season 17-8 and 13-5 in conference games.
- The football team and its players set 4 school records.
- The football program qualified for the playoffs for the second consecutive year.
- Multiple fall and summer athletes were selected to all-conference teams.
- It is very likely multiple fall athletes will be selected for all-state teams in addition to the summer athletes.
- The fall play cast put on three successful performances of "Ain't She Sweet".
- 7 musicians earned all-state honors.

As I look at this list it is hard not to be impressed with the accomplishments of the students involved in the Independence Activities program during the first part of the activities restart. So many times people get caught up in results that they can miss the great accomplishments that are happening daily. These accomplishments are a tribute the work that our students are putting in on a daily basis. With this type of work ethic, I am excited to see what this list will look like at the end of the year.



## Information from your School Nursing Department



**\*\*This year it is more important than ever to get your flu vaccine\*\***

### Tips to stay healthy:

1. Wash your hands
2. Clean frequently touched surfaces
3. Keep your hands off of your face
4. Maintain 6 ft. social distancing
5. Wear a mask when in public

A Cold, the flu, and COVID-19 share many characteristics, but here are some key differences between them:

Symptoms	Coronavirus <small>Symptoms range from mild to severe</small>	Cold <small>Gradual onset of symptoms</small>	Flu <small>Abrupt onset of symptoms</small>
Fever	Common	Rare	Common
Fatigue	Sometimes	Sometimes	Common
Cough	Common* (usually dry)	Mild	Common* (usually dry)
Sneezing	No	Common	No
Aches and pains	Sometimes	Common	Common
Runny or stuffy nose	Rare	Common	Sometimes
Sore throat	Sometimes	Common	Sometimes
Diarrhea	Rare	No	Sometimes for children
Headaches	Sometimes	Rare	Common
Shortness of breath	Sometimes	No	No

Sources: World Health Organization, Centers for Disease Control and Prevention

Because some of the symptoms of a cold, flu and COVID-19 are similar, it may be hard to tell the difference between them based on symptoms alone, and testing may be needed to help confirm a diagnosis.

### COVID-19 Policy:

If your child has one high risk (cough, shortness of breath, or loss of taste or smell) or two low risk (fever, headache, muscle & body aches, fatigue, sore throat, runny nose, congestion, nausea, vomiting, diarrhea) symptoms, one of the following must be completed for your child to return to school.

1. Ten days have passed since symptoms started; AND your child has been fever free for 24 hours without Tylenol or IBU; AND your child's symptoms have improved.
2. Your child has a specific alternative diagnosis documented, note required.
3. Your child has a negative COVID- 19 test and ARE NOT a close contact to a positive COVID- 19 case.

As always, please contact your school nurse with questions, concerns, needs, or changes with your child's health.

Molly Beatty, RN  
East Elementary  
319-332-0533

Kelsi Donnelly, BSN, RN  
West Elementary  
319-332-0589

Jennifer Eddy, BSN, RN  
Jr/Sr High School  
319-332-0720





Val Maximovich,  
Volunteer & Mentor  
Coordinator

## **Independence Community Schools Volunteer & Mentor Program Update by Val Maximovich**



What's been happening with school-based mentoring? We're meeting and greeting our mentors and students through zoom chat!

We started our year with the *Let's Cruise Back into Mentoring* event on Thurs., Sept. 10 for our annual back to school activity! Only this year it was a zoom video chat! We chatted about what has been our favorite Covid-19 activity since we saw each other last! In January we will be celebrating National Mentoring Month, so be watching for what we do creative to celebrate!



***Calling mentors!*** *Guess what!?!? You don't even have to leave your house to be a mentor!*

*We zoom chat through a link that is sent out to your email whenever you are scheduled to mentor. It only takes 30-45 minutes a week! We have several students waiting 3<sup>rd</sup>-6<sup>th</sup> grade, so call today!*



*Since mid-September we've been meeting with 15-20 pairs every week through zoom chat. The mentors have been creative in finding ways to play games remotely!*

To make a difference in the life of a child, contact Val at 319-332-0626, email [vmaximovich@independence.k12.ia.us](mailto:vmaximovich@independence.k12.ia.us), or download the volunteer registration form at <http://www.independence.k12.ia.us/district-departments/volunteer-information/>

\*\*\*\*\*

## **MENTORING MATTERS**

Mentoring has a positive lifelong impact for both students and mentors. It builds leadership and management skills, expands professional networks, and provides an empowering opportunity to give back to the community.

**BECOME PART of THIS LEGACY** – Please consider sending a gift of time or resources. All contributions are welcomed and greatly appreciated.

For more information:

Phone Val Maximovich, 319-332-0626, email [vmaximovich@independence.k12.ia.us](mailto:vmaximovich@independence.k12.ia.us),  
or mail to: Mustang Mentoring, West Elementary office, 1301 1<sup>st</sup> St W, Independence, IA 50644.

=====



Please like our Facebook page Independence Mustang Mentoring!

### **Teacher Leadership and Compensation**

For most school districts, including us, teacher leadership and compensation (TLC) has looked very different this year. Some districts are choosing to use their instructional coaches and other TLC positions to provide remote learning for students. Although we did not go that far, our instructional coaches, curriculum leaders, imitative leaders, and mentor teachers are definitely supporting our remote learning efforts. All of the people in these positions have been working very hard to support both teachers and students with remote learning. Although the kind of coaching that is being done isn't "typical", I believe it is very valuable.

I know it can be very challenging but we must keep going. We have come to far not to.

**We're on the Web**

<http://www.independence.k12.ia.us>

### **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](mailto: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](mailto: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

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: Equity Coordinator: Erin Burmeister, Director of School Improvement, 1207 1st Street West, Independence, IA 50644 Telephone Number and Email Address): (319) 334-7400 or [eburmeister@independence.k12.ia.us](mailto:eburmeister@independence.k12.ia.us)