

Volume 11 Issue 1
Fall, 2016 - 2017

District Events:

Nov 14

No School-Prof Dev

Nov 21

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

Nov 21 & 22

1:00 Early Dismissal

Nov 23-25

No School;
Thanksgiving Break

Dec 2

No School-Prof Dev

Dec 19

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

Dec 22

1:00 Early Dismissal

Dec 23 - Jan 4

No School;
Winter Break

Jan 5

School Resumes

Jan 16

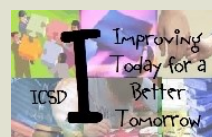
No School-Prof Dev

Jan 23

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

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From the Desk of Jean Peterson, Superintendent

We have had another successful start to our school year. It is amazing how fast the time goes. Both our students and staff have settled into their teaching and learning routines very well. The fall activities are winding down and we are starting to gear up for the full slate of winter activities.

I continue to be very thankful for all of our parents' and community members' support of our school district. I know our entire staff feels very fortunate to work in such a supportive environment.



**Jean Peterson,
Superintendent**

Certified Enrollment

Each year we take the certified count of our students on October 1st. There are also many other variables to this count other than just identifying the students in our school district. We track all open enrolled in students, open enrolled out students, tuitioned in and out students, and home schooled students as well. Some home schooled students do take a class or two with us or may participate in extracurricular activities as well.

We also track our special education students, our students who are at risk, our talented/gifted students and our English Language Learner students. There is some additional state/federal funding for each of those categories.

We did certify our enrollment with the Iowa Department of Education on October 14th. Unfortunately, we are down 10.2 students this year. The total school age students provided instructional programs/services by our district last year was 1394.14. This year we are at 1383.90. These totals always look a little strange but if a student is just with us for a class or two, we cannot count them as a whole student. We are disappointed to see a decrease in our student enrollment. We will continue to monitor this carefully. Hopefully our school district will see an increase in next year's count.

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Master Facility Plan

The School Board and I have been working for the past year on creating a Master Facility Plan. The purpose for creating this long range facility plan was to provide our staff, students, parents, and community an understanding of our existing facilities, our maintenance schedule, projects we have completed, and also improvement needs for the future.

We wanted to make sure everyone knows that our facilities and grounds are being maintained and developed in a fiscally responsible manner. It is our primary goal to make sure our buildings and grounds meet the ever changing needs of our students, staff, and community.

We finished work on this Master Facility Plan and it was officially approved by the school board at their September 19th meeting. You can access this Master Facility Plan by clicking on the following link.

<http://www.independence.k12.ia.us/wp-content/uploads/2014/09/ICSD-Master-Facility-Plan.pdf>

Bullying-Harassment Prevention Plans

This is just a reminder that all school districts in Iowa are to have a Bullying/Harassment Prevention Plan in place. All of our buildings do have specific goals in regard to educating our students and staff about bullying/harassment and what steps we have in place to stop this kind of behavior from happening.

Please do not hesitate to contact your child's building principal if you have any type of questions or concerns on this issue.

School Improvement Advisory Committee

I would also like to remind everyone that we do have a School Improvement Advisory Committee (SIAC) in place in our school district. We held our first meeting on October 24th. This committee is made up of parents, community members, teachers, support staff, administrators, one school board member, and four students.

The goals of our SIAC are to help our school determine our student achievement goals, our bullying/harassment prevention goals, review new curriculum/course proposals, and help us determine areas/ideas that will help us improve as a school district.

The minutes from these SIAC Meetings are posted on our school's website under the District Information Tab. Click on Educational Information and then School Improvement.

This year's SIAC Members are:

PK-2

Kelly Mitchell – 1st Grade Teacher

3-6

Kay Reidy – West Elementary Instructional Coach

Kirby Holtzman – 5th Grade Teacher

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SIAC Members continued

7-8

Tracy Curtis – 8th Grade Math Teacher

9-12

Shalon Frye – Guidance Counselor

Trish O'Loughlin – Career/Tech Teacher

Angie Jenkins – Science Teacher

Classified/Support Staff

Terri Janaszak – Paraprofessional at West Elementary

Board of Education

Kim Hansen

Community/Parents

Susie Toale – Community

Molly Beatty – Parent

Amber Weber – Parent

Kelly and Justin Post – Parents

Jeff Andersen – Parent

Shelly/Tim Reed – Parents

Jen/Dan Sweeney – Parents

Cameron Schmidt – Community

Jason/Molly Puffett – Parents

Students

Faith Janaszak – 9th grade

Spencer Rothman – 10th grade

Brian Smith – 11th grade

Grace Bertelli – 12th grade

AEA Representative

Melissa Hesner

Administration

Jean Peterson – Superintendent

Erin Burmeister – Director of School Improvement

John Howard – Jr/Sr High School Principal

Dewey Hupke – Jr/Sr High School Assistant Principal

Cheri Reed – West Elementary Principal

Danielle Meyer – East Elementary Principal

Steve Noyes – Director of Technology

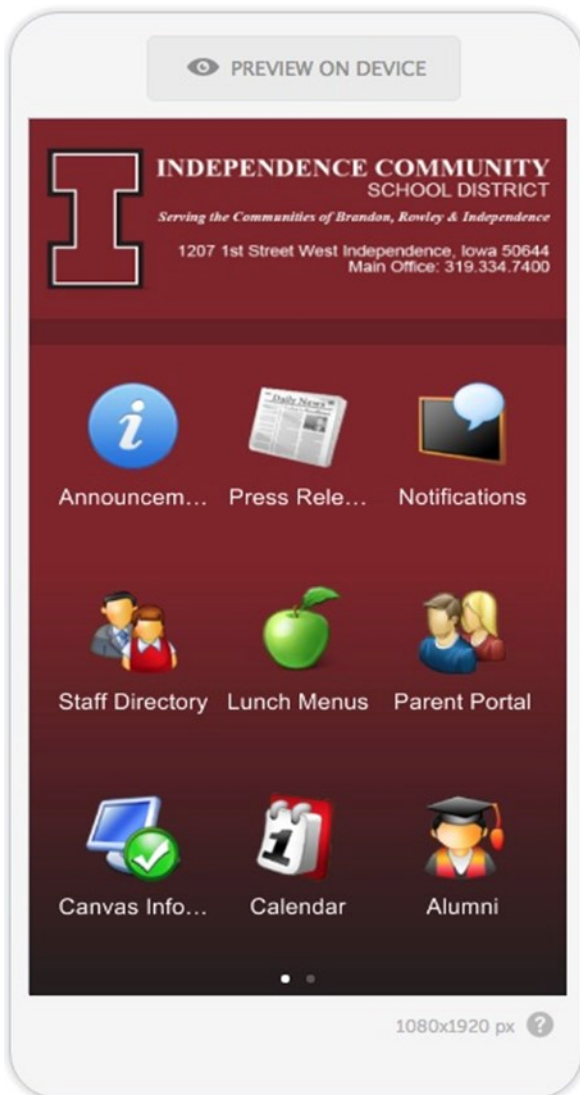
Technology by Steve Noyes, Director of Technology

The District Technology department has three very exciting pieces of news: Independence Mobile App, Development of a new Technology Plan and continued emphasis on building and parking lot safety.

The new Independence Mobile App is available for download from the Apple App Store and Google Play. The App itself is very small and is a quick download. The App gives instant access to such items as District Announcements, Press Releases and Nutrition menus.



**Steve Noyes,
Director of Technology**



Download the Independence Mobile App today.

SchoolMessenger created our Mobile App, so it is tied directly to SchoolMessenger for notifications. Everyone will receive district-wide notifications and you are able to choose individual buildings for additional notifications. Staff tested the app and will see a full demo on the Professional Development training on November 14. Be sure to download the App for your mobile device. The App is free and easy to use. When the district changes the App, you will receive an indication of the new app and will be able to download it immediately.

The District Technology Committee is creating a new District Technology plan for the district. Our current plan primarily focused on acquiring equipment. The new plan will focus on using the equipment in the classroom for better student interaction and engagement. The committee consists of building principals, teachers, instructional coaches, and district administration. I have met with SIAC (School Improvement Advisory Committee) for their valuable input.

As part of the Technology Plan we are going to merge the vision for the K-12 Learning Initiative. We now have four years with our current learning initiative and need to broaden the vision to include everything we have learned. The new Technology Plan will be more comprehensive and combine several different district-wide technology documents. We are meeting throughout the year to write this completely new document and will have it available in the spring.

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School Improvement by Erin Burmeister, Director of School Improvement

Teacher Leadership Compensation

“The most valuable resource that all teachers have is each other. Without collaboration our growth is limited by our own perspectives.” Robert John Meehan

Through the TLC grant we have been able to provide teachers with “the most valuable resource, each other.” Instructional Coaches, Curriculum Leaders, and a Mentor Teacher were hired for the 2016-2017 school year. These teacher leaders have done a tremendous job and I am very excited about the work they are involved in.



**Erin Burmeister,
Director of School Improvement**

Our four Instructional Coaches have been very busy building relationships with teachers and supporting teachers with curriculum, instruction, planning, technology integration, and data analysis.



Instructional Coaches

Kay Reidy (West)

Angie Bonefas (East)

Lori Kurt (Special Education)

Michael Doyle (JSH)

In addition to the four Instructional Coaches, we were also able to hire Curriculum Leaders. These individuals serve as leaders for their grade level or content area. Our Curriculum Leaders have been working collaboratively with administrators meeting every two weeks to discuss curriculum, instruction, and assessment. In addition, these individuals have done a great job supporting their colleagues during data and content area days as well as in their Professional Learning Communities (PLC's).

The final positions that are funded through the TLC grant are our Mentor Teachers. The Mentor Teachers work closely with beginning teachers and provide support in numerous areas. We believe all of these teacher leaders are going to play a vital role in our school improvement efforts.

Professional Learning Communities

Teachers across the district have been engaging in the work of Professional Learning Communities (PLC's). This work has been centered around studying the Iowa Core and using the Core to develop Essential Learnings for each grade level or content area. Teachers have worked hard and progress has been made. It is our goal to have Essential Learnings for all content areas at the Jr./Sr. High and for literacy at East and West Elementary by the end of the school year.

Below is a guidance lesson by Mrs. Litterer. 1st grade students are were using Mr. Potato Head to show the parts of the body that you need to use to be good listeners. They loved it.



**Danielle Meyer,
Principal**



Kindergarten showed excellent teamwork by all contributing one apple to make applesauce for the class to enjoy. It was a great team effort.

East students always love their time at Fontana every year! It is a great experience for all.

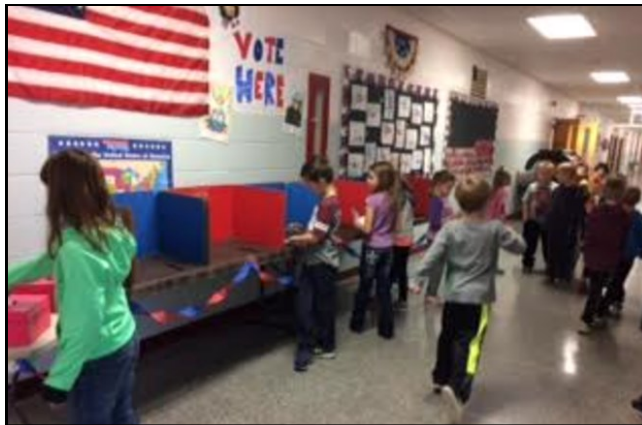


Even the adults at East Elementary like to dress up for Halloween. Students K-2 came to school in their costumes and participated in a school wide parade and Halloween related activities throughout the day.



East Elementary got into the election this year. Students K-2 were able to vote for who they thought would be the best president; Duck for President, Grace for President, or Principal Meyer for President. Teachers read these books to students before they cast their vote for the 2016 Election.

After some tough campaigning Principal Meyer pulled out the victory.



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!

It has been a busy fall with a successful Parent-Teacher Organization fundraiser, setting and meeting our wellness goals, collaborating and strengthening our curriculum and instruction, visiting and learning in new environments on field trips, growing our capacity in Professional Learning Communities, and continually asking, "How can we best meet the social, emotional, behavioral, and academic needs of all of our students?" Whew! What an incredible opportunity to learn and work with teams and a community completely dedicated to the success of the whole student.

When we talk about meeting the needs of the "whole student", we are talking about all the educational opportunities and decisions we make in order to positively impact our students' intellectual development. To achieve this, all of us play a vital role. In each interaction with students and with each other, we are modeling and building a foundation for our future learning success.

As a foundation for our success and learning, West began our *Mustang Time* in October. Our *Mustang Time* is approximately 20-30 minutes each day or every-other-day depending on the grade level. In this time, students receive, based on individual learning needs, extended literacy instruction (additional support in literacy skill development for decoding, fluency, and comprehension), enhanced literacy instruction (literacy skill practice), and/or enriched literacy instruction (new literacy application opportunities).

To continue strengthening our culture of literacy, West Elementary has set a building-wide reading challenge. Our students and staff are working toward reading 15,000 books in the 2016-2017 school year. We have arranged this goal to be met at each trimester. For Trimester 1, our goal is 3,000 books. In Trimester 2, our goal is 6,000 books. During Trimester 3, our goal is 6,000 books. These steps will lead us to 15,000 books!

Thank you to the Independence Community School District students, staff, families, and local businesses. We so greatly appreciate your support in the kickoff to our 2016-2017 school year!

Go Mustangs!



Cheri Reed, Principal

Third Grade

Third graders have been working on writing narrative compositions and learning cursive letters. They participate in Daily 5 and work on reading strategies in small groups. Students have completed math units on number sense, addition and subtraction, and are currently studying measurement and area. Science has emphasized the study of the three types of rocks as well as weathering and the layers of the earth. We invited Sondra Cabell to visit each classroom and conduct a hands-on rocks investigation. The students were able to create their own sedimentary and metamorphic rocks!

The third grade classes attended a play at the Gallagher Bluedorn in Cedar Falls. The play was based on the best-selling book, Frindle, by award-winning author Andrew Clements. Afterwards, we enjoyed lunch at Teachers' Park.



3rd Grade Continued

Nurses from the Iowa City Burn Unit performed a puppet show that demonstrated fire and burn safety tips, encouraged the development and practice of a home emergency plan and discussed some simple first aid for burns. We were thankful to have this important learning opportunity for our students.

SPARK! –Igniting Health in Kids is a program developed by the Buchanan County Health Center. Students will be engaged in nutrition education and physical activity instructed by Buchanan County Health Center staff for 25 minutes. Students will have the opportunity to taste various fruits and vegetables and learn fun ways to play and stay active. Fruits and vegetables will be included in a healthy snack prepared by the students. In addition, participants will receive handouts on the corresponding health topics.



4th Grade

Fourth grade students have enjoyed learning about vertebrates and invertebrates in science. They were able to visit Fontana Park at the beginning of October to learn even more about mammals, amphibians, reptiles, and birds with naturalists, Sondra Cabell and Angie Auel. The northeast and southeast regions of the United States have been the focus in social studies. Math has consisted of geometry, addition and subtraction review, data collection, multiplication, and decimals. Any additional practice at home with multiplication facts is beneficial. The non-fiction and mystery genres have been the focus in reading. Students have also been working on descriptive writing.

There are incentives for students who meet their monthly reading goals. Consider setting aside a specific time each night for homework and reading.

Sondra Cabell visited the fourth grade classrooms at West Elementary on November 1st so the students could create art with leaves. The students enjoyed the activity and many wonderful works of art are displayed in the fourth grade classrooms and hallways.



5th Grade

Fifth grade students visited Living History Farms in September. Students met storekeepers and skilled craftsmen in the 1875 Walnut Hill village, such as the Blacksmith, Millinery, and Newsprint Office. West 5th grade students also visited the Victorian Mansion and 3 other historic farms on their tour. We were able to experience farm life of the Iowa Indians and the cabin life of the early settlers of Iowa in 1860. We eventually wound our way around to a 1900 farm, where we saw more modern conveniences. It was a great field trip experience. We will enjoy discussing our LHF experiences in our Social Studies classes throughout the school year.



Math - 5th graders have studied number theory: Facts, Number-line patterns, factor arrays, divisibility rules, square numbers, and prime/composite numbers. We have also studied estimation and computation: Addition/Subtraction whole number 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. Upcoming units we will be studying include division and fractions.

Social Studies and Science - Some classes are working on Native Americans and Explorers. Other classes are discovering the concepts of magnetism and electricity and others are learning about the skeletal/muscular systems.

We are working toward reading goals: recording our minutes read in Bookopolis (Kinseth & Holtzman) and counting the number of books we read to meeting the school-wide goal of 15,000 books. Helping us set aside time at home to read and study our spelling/vocabulary words really helps us succeed in the classroom. Thank you for all your support!

6th Grade

Where does 6th grade go on an all day outdoor adventure? To Camp EWALU, of course! On Wednesday, October 5th, students and staff were excited to leave the books behind to have fun together working on team-building skills with a focus on communication, listening, and collaboration. A couple of the activities, such as the log and toxic waste, were quite challenging and we learned the value of sticking with it and encouraging our teammates. The toxic waste activity involved the entire team of 12-13 students trying to use strings connected to a bungee cord to pick up small logs and carry them out of the toxic waste area and into a pit. Although it was tricky, with perseverance and encouragement, we did have some teams succeed in the challenge. Kids were also given the option of ziplining. This meant overcoming fears for some, but was by far the most memorable and enjoyed activity. Another favorite activity of the students was the trust falls. Students had to put faith in their partners to catch them as they closed their eyes and fell back into the other person's arms. After seven different stations of team-building activities, the adventure had to come to an end. On the ride home, students were laughing, talking, and discussing the day, wishing for an opportunity to return.

“You either get better or worse, you never stay the same,” is a famous quote many of us have heard before. The Independence Jr./Sr. High School is working at getting better every day! Let me share some examples of these efforts.

At the beginning of the school year retired Executive Secretary of the Iowa High School Athletic Association, Mr. Bernie Saggau, spoke to our staff about the important role all adults play in the lives of the students we work with every day. Bernie’s philosophy for education, “I am going to give you my best today.” Through many stories, Bernie showed the audience the powerful influence adults in the school can have on our students. We can help them get better everyday!



**Dewey Hupke, Jr/Sr High School
Assistant Principal**



In September, Former University of Iowa Softball Coach Gail Blevins, spoke to the Junior High and Senior High School students. Her message was simple: “Respect starts with you and me.” Coach Blevins challenged all students to treat each other in a way that will allow everyone to feel important and valued.



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In October, our Senior High School student council members attended the Ed Thomas Family Foundation Day at Aplington-Parkersburg. The students who attended were inspired and are eager to implement the thoughts shared with them at this great opportunity.



Dewey Hupke, Jr/Sr High School Assistant Principal

In all of these events, students and staff have been challenged to continue to work at improving our school. This is a great challenge, but as the quote says, “You either get better or worse, you never stay the same.”

Independence Jr/Sr High School

John Howard, Principal

“A Smile for Many Things”

The other day I was reading a periodical we readily subscribe to, and an article quickly caught my attention. The piece was entitled “101 Things that Make Me Smile”, and the author penned 101 items that brought joy to her life. Due to the title and my strong curiosity, I read the piece.

The author certainly addressed many topics in her 101 items. Weather and seasons were alluded to with a steady rain, a sunrise, a calm wind, fallen leaves, winter’s chill and first snows. Life milestones were touched on with graduation, weddings, healthy children, and high school reunions. Holidays were referenced with the New Year’s ball, Valentine’s Day chocolates, Easter dinner, Labor Day barbecues, Halloween costumes, Thanksgiving turkey, and Christmas presents. Even different cars, roads, mountains, parks, and countries were commended. It certainly was a “happy” article, and I enjoyed reading it.

So, what does this have to do with Independence Jr/Sr High School and Living the Mustang Way? Well, after reading this feature, I decided to formulate a short list associated with our school that makes me, as the principal, smile.

- Reading and living our Mission Statement
- Our safe and purposeful environment
- Our students and staff
- Tremendous parental support in academics and extra-curricular activities
- National Merit Scholars
- Valedictorians with perfect 4.0 GPAs
- Sending Up-Slips and Be the Best certificates
- Homecoming dress-up days
- Spirit Walks for state qualifiers
- All School Assemblies
- Thank you notes and emails from staff
- Our team entrance at a football game
- Laptops in our students’ hands
- My children daily in the halls
- High Iowa Assessment scores
- Students who grow academically and socially
- Alumni returning and saying how easy college courses are due to their preparation here.
- Positive, Smile-producing newsletter articles.

In conclusion, an article in a periodical caused me to pause, ponder and pen a short list of items and activities at Independence Jr/Sr High School that make me smile. Hopefully, you smile at these and other things in our district. Go Mustangs!



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

Activities News

by Justin Putz, Activities Director

As we start getting into November, it is time to transition from fall activities to our winter activities. This time always brings new excitement as we move indoors and start new seasons. With that in mind, I wanted to write my column on the importance of the parent-coach/sponsor relationship. I feel that between seasons is a good time to hit the reset button and relook at a few things.

I believe that we have tremendous coaches and sponsors that work with our students. Each one of them wants what is best for the entire student population, not just the portion of them that are involved in activities. The Positive Coaching Alliance has put out guidelines for how parents can contribute to the Coach-Parent Partnership, which I have shared. Additionally, I have added some thoughts behind them:



Justin Putz,
Activities Director

Recognize the Coaches Commitment- Coaches make a commitment that goes well past in-season practices and games. Additionally, some coaches, especially youth coaches, are volunteers and do not get paid at all. At our levels no coach is a full time coach. They coach because they like working with students and are trying to make a difference. Make sure you keep that in mind as the season goes on.

Make Early, Positive Contact with the Coach- Get to know your student's coach and sponsor and offer any assistance that you can provide. Getting involved in the program is a great way to be a part of the program and be active in your student's activities. From a coaching standpoint, any help is greatly appreciated.

Fill the Coaches Emotional Tank- Many times, coaches only hear from parents with complaints or deal with negative issues. If you or your child had a good experience in an activity please take the time to write the sponsor an email and share that. It is always good to hear positives.

Don't Put the Player in the Middle and Let Coaches Coach- In activities there are many strategies or ways to do things and coaches/sponsors pick the one that they feel gives them the best chance to be successful. Sometimes it works great and other times things do not go as planned. With that in mind, it can be confusing for a player when a parent coaches from the stands, especially when they are offering instruction that differs from the coaches. In addition, when questioning a coach in front of your child, often times the child is put in the middle of two people that they respect. Try to avoid making negative comments in front of your participants.

Contribute to a Positive Environment- Parents, coaches/sponsors, and participants all want the same thing. Each wants the participant to be successful, grow as a person, and have a great experience. Do whatever you can to provide an all round positive environment for that to happen. Get involved, be supportive, demonstrate good sportsmanship, and anything else you can do to help provide the best environment possible.

For more information visit <http://www.positivecoach.org>



Val Maximovich,
Volunteer & Mentor Coordinator

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



**MUSTANG
MENTORING**

We are thankful for all our volunteers and mentors that take the time to volunteer whenever they are needed!

We hope all of you enjoy the holidays with friends and family.

Be sure to check the school calendar for the days with no school and check for school closings on bad weather days before you leave the house!



First time Vendor Fair Christmas Shopping Fundraiser!

The Vendor Fair fundraiser will be held at West Elementary lunch room on **Thursday, December 1st, 3:30 – 6 p.m.** Open to the public! A portion of all sales will benefit the school based Mustang Mentoring program!

Just some of the vendors include:



Living the Mustang Way!

After a great summer break, it was time for the students to get back together with their mentor and mentees! *The Back to School Start-up Party* was held on Thursday, Sept. 8 in the lunchroom at the Jr. Sr. High at 3:30 and at the West Elementary lunchroom from 5:30 to 7 p.m..



We celebrated being a Mustang, and Living the Mustang Way! We had a scavenger hunt looking for "Living the Mustang Way" signs at the Jr Sr High and at West we had a skit sharing the traits of being respectful, responsible, living gratefully and showing kindness!

"Calling All Mentors!" Come join us on Mentor Mondays!

The first Monday of every month come meet with us at Em's Coffee Co., 324 1st St E, Independence, 4 to 5 p.m. Enjoy coffee and dessert on us – Mon., Nov. 7 we will be sharing our favorite Thanksgiving recipe and your most chaotic memory! *Mark your calendar for the next coffee on Mon., Dec. 5!*



Please like our Facebook page Independence Mustang Mentoring!

While visiting with friends and family over the holidays please share that we have great volunteers for volunteering, including students that are waiting for that special adult to be a mentor for them.

It's only 30 minutes a week, during the school day, during the entire school year to make a difference in the life of a child! Contact Val at 319-334-7400 ext. 626 or email vmaximovich@independence.k12.ia.us, or download the volunteer registration form at

<http://www.independence.k12.ia.us/district-departments/volunteer-information/>

We re on the Web

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

For 2017-2018, we will have a combination iPad/computer cart per classroom for East, a computer cart per classroom at West and will continue to provide individual devices to students in 7-12.

The Technology Committee continues to evaluate our current 7-12 technology. The district will purchase new devices for grades 9-12 to use in 2017-2018.

Grades seven and eight are scheduled to receive new devices for 2018-2019. All of the current 9-12 devices will be distributed to East and West to fill out their current computer carts.

As the district continues to focus on building and personal safety, we will continue to purchase cameras for buildings and plan to purchase surveillance equipment for the West parking lot and Mustang Park. We continue to fill-in cameras at the buildings as budget allows. The district is currently running 120 surveillance cameras throughout the district.

In addition to the cameras, the city of Independence and the school district have partnered to create a "School Zone" on Main Street. This school zone will slow traffic down during student arrival and departure times for better safety of our students. The district works with students to help them understand where they should cross Main Street for access to the district. As we see students crossing in unauthorized locations, we stress to students safety and encourage them to walk to the designated crossing locations. As you see the flashing lights on Main Street, please slow down and be watchful for students crossing the street. As an additional reminder, please STOP when you see the flashing lights on buses stopping to pick-up or drop-off students on the streets. Iowa Highway 150 is very busy and has many bus stops. Please be careful and drive cautiously.

If you have any concerns about these or other technology topics, please contact Steve Noyes at the Administration building. My phone is (319) 332-0719 or email: snoyes@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

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

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