

Volume 15 Issue 2
Winter, 2020 - 2021

District Events:

Feb 12

2 hour Early Dismissal-
 Prof Dev

Feb 15

School Board Meeting
 6:00 p.m.

Feb 19 and 26

2 hour Early Dismissal-
 Prof Dev

Mar 5

2 hour Early Dismissal-
 Prof Dev

Mar 11

2 hour Early Dismissal-
 K-12 Parent Teacher Conf

Mar 12

No School
 K-12 Parent Teacher Conf

Mar 15

School Board Meeting
 6:00 p.m.

Mar 19 and 26

2 hour Early Dismissal-
 Prof Dev

April 2 & April 5

No School

Apr 9, 16, 23, and 30

2 hour Early Dismissal-
 Prof Dev

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From the Superintendent's Desk...

We are three weeks in to the second semester of the 2020-21 school year and spring will be here before you know it. That being said, we are in the middle of a snowy winter so please, continue to communicate with your child's teacher and building principal about recess needs and staying healthy during this long winter season. Fortunately, we have had little disruption to the school calendar and our plans are to be out of school on May 25th, as scheduled.



**Russell Reiter,
 Superintendent**

Second semester parent-teacher conferences are scheduled for Thursday, March 11th and Friday, March 12th. We consider you, as parents to be the most valuable member on your child's educational team. Please do your part by attending your child's conference to learn what you can do to insure his/her success.

We're currently in the early stages of the building project on East and West Elementary. Demolition and construction will be starting in the next couple of weeks. I have a link on the front page of the website where I will be providing pictures and updates every other week during the project. Feel free to contact me if you ever have any questions about the project.

Last and certainly not least, thank you for all you are doing to help us through this pandemic. Our county's positivity rate continues to decrease and is at a 3-month low. Our Jr/Sr High School has been "face to face" since January 4th and our overall numbers of student absenteeism continues to remain significantly low. Please continue to wear your mask, social distance when you can, and be safe in all that you do to help fight this pandemic.

School Improvement by Erin Burmeister, Director of School Improvement



Erin Burmeister,
Director of School Improvement

In the fall article I spoke about the importance of continuing with our school improvement efforts. I am happy to say, that we have been able to continue with many of those efforts. This hasn't been easy considering we are trying to move forward during a pandemic but all staff have done a great job and continue to learn and grow.

Curriculum, Instruction and Assessment

In my last article I focused on priority standards, learning goals, learning targets, and proficiency scales. This time I want to switch my focus and talk more about one element of assessment, grading. I will start by posing the question what is the purpose of grading? I personally believe that the purpose of a grade is it to communicate students' current levels of learning.

Additionally, I believe that student effort and work habits are very important, especially when we start thinking about what is needed for success after high school. That being said, effort and work habits should be reported separately from content learning. In my opinion grading practices should always be consistent and accurate and grades should be based on a body of evidence. I think most can agree that not all students, or adults, learn at the same rate and Iowa Core standards are end of grade level or end of course standards so the expectation isn't that students have mastered these until that time. Knowing that, flexibility must be provided for students to have the time needed to learn those standards.

Lastly, I don't think that grades should be used for punishment and students shouldn't be allowed to take the easy way out and get a zero. Students shouldn't be penalized for making mistakes when they are learning, therefore, homework should be used for practice only. Now more than ever, we need to be reflective about grading and current grading practices and we need to ask ourselves, what is the purpose of grading?

Iowa Statewide Assessment of Student Progress (ISASP)

The Iowa Statewide Assessment of Student Progress (ISASP), delivered by Iowa-based Pearson, is the required state assessment for all students grade 3-11. This test is aligned with the Iowa Core standards, providing a clear and accurate assessment of student learning outcomes. Independence students will take these assessments in late April and early May. Students in Grades 3-11 will take tests in math, English language arts, including reading and writing. Students in grades 5, 8, and 10 will take a science test as well.

Where previous tests relied heavily on multiple choice questions, the English, math and science tests will evaluate students' skills using a mix of item types including technology-enhanced questions as well as open-ended essay questions. By allowing students to manipulate material on the screen, the technology-enhanced questions provide greater insights into learning than previously used multiple choice questions. Online testing broadens its accessibility to students with a wider array of learning needs. Finally, the assessments will provide parents with actionable information about their child's learning and the results will provide a detailed analysis of how students performed relevant to the proficiency definitions set on the Iowa Core standards.

Professional Learning

At both East and West Elementary teachers are finally able to meet with their grade level teams and get back to working as Professional Learning Communities (PLC's) on a weekly basis. By hiring a remote learning teacher for students in grades K-6, the onsite teachers have had time to work with their colleagues on priority standards, learning goals, learning targets, and proficiency scales. Having Friday afternoons available for teachers to meet with their grade level and content area teams continues to be extremely beneficial for both teachers and students. The teachers have time to work together and design instruction for students that meets the students' needs.

Plan Now, Plan for 2021 and Beyond

For Now: We made a major change to our district student content filter system. We are now using GoGuardian Suite for both school protection and out-of-school protection. We combined iBoss, SonicWall filtering and GoGuardian Teacher into GoGuardian Suite. GoGuardian Suite offers one location for management, one bill and several advantages for the district. We have real-time statistics, pictures of actual websites and student Internet history in one location. We can instantly tell how many students are using the Internet and the websites they are browsing. GoGuardian Suite has other offerings and we are currently evaluating each piece and learning about the various options. There is a parent portion with GoGuardian Suite and we hope to roll out this option later in the spring with more details.



**Steve Noyes,
Director of Technology**

Plan for 2021 and beyond: Choosing a Chromebook model for student use starting in 2021-2022. We have had the current Chromebooks for four years and will need to replace them for next year. There are many considerations as we will use these devices for at least four-years.

The main reason Chromebooks are very popular in K-12 settings and a growing segment of business and industry is because they do not permanently store data on the local hard drive. All Internet bookmarks, data, and student projects must reside in the cloud for storage. If a device is lost, stolen (forgotten at home) or broken, a person can log into another Chromebook and lose no data. This allows for students to log into another Chromebooks and pick-up exactly where they left off with their classroom work.

To help evaluate our current Chromebooks and determine what is important to our district, I sent out a survey to JSH teachers, current 7-11 students and West staff. This survey asked questions about screen size, battery life, overall satisfaction of the current model. I will present the results of these surveys to the Board of Education in February.

We are currently using HP 14 Chromebooks. Previously, many students wanted larger screens, so we purchased the larger HP model. This time, we will be purchasing the smaller screens. The students do not like carrying the larger bags, they do not like how hard it is to manipulate the computer on student desks, they do not want the additional weight of the larger screen. The larger screens have worked at West, but devices are not carried. West staff are open to any size screen and the smaller screens are better built for durability.

The surveys also were clear about battery life and speed. With new devices, battery life will be improved and speed will be faster. These two reasons are why the district is on a four-year rotation for student devices. Chromebooks are being designed to last longer and Google is extending the software to up to eight years. We currently plan to keep these Chromebooks for four years, but will evaluate their life-span to determine an actual replacement schedule.

As part of our decision, we want to find tougher-built Chromebooks. HP makes tougher Chromebooks, but we are open to other brands with a better history of well-made devices. Many devices are ruggedized and will be weighing the additional cost of these devices.

The major advantage of the HP model is Central Rivers Area Education Agency is HP certified. We will be giving up this advantage, if we chose a different manufacture. Many manufactures have programs for Independence Community School District to become an authorized repair center. We will carefully be considering support, repair and warranty information as we chose a device.

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Winter Weather

Mother Nature is definitely making herself felt! Winter weather continues to make it necessary for students to dress warmly. Even though our buildings are heated, children should be wearing warm clothing such as long-sleeved shirts and/or sweaters or sweatshirts to keep them warm inside. This will serve as an extra layer to help them when they are playing outside as well! Just a reminder: if there is wet or snowy weather, students will be required to wear boots, coats, hats, mittens and snow pants to keep them warm and dry



Kay Reidy, Principal

Preschool News

Early registration for the 2021-2022 school year will begin February 8 thru February 18th for Independence, Kidsville, Moser, St. John's, and WeeCare sites. Due to the current situation, registration will be a virtual sign up. We will post the link to the Independence School District website. Feel free to call Nikki at 319-334-4780 with any questions.

Kindergarten Round Up

Chronologically, children in the United States are ready for kindergarten at age 5: more specifically, children in Iowa are legally ready for kindergarten if they turn 5 by September 5th. At Independence East Elementary, we conduct screening tests in the spring to help parents with their decision on their child's readiness for kindergarten. Our kindergarten round up offers a chance for us to meet the children, and for them to meet us.

Students entering Kindergarten for the 2021-2022 school year will participate in Round-Up Thursday, March 18th. Parents you will receive information in the mail come mid-February. During Round-Up, the teachers spend time assessing students.

Below are some skills that indicate readiness.

- Social and Behavioral Skills
- Self Help Skills
- Language and Listening
- Math Skills
- Large Muscle Skills
- Small Muscle Skills
- Writing

Kindergarten Round up is a wonderful opportunity for students to gain familiarity with the building. We look forward to seeing them and experiencing a little taste of what kindergarten will be like.

Kindergarten

We have been busy this winter in kindergarten! Students started the New Year off learning how to strengthen their reading super powers! They have been digging into books during Reader's Workshop! Students have been working on reading non-sense words, CVC words, and sight words. We have also been enjoying our favorite winter books: The Snowy Day, The Mitten, and The Hat! We love to retell these stories! Writing continues to be a focus.

Kindergarten Kids have been learning about families during our social studies unit. They have learned what a family is, we have discussed family traditions, and the different roles in families.

We sure had fun celebrating the 100th Day of kindergarten! The students enjoyed participating in many activities centered around recognizing numbers and counting.



First Grade

First Grade have become the "Boss" of their reading as they use their tool box for solving hard words. In Math, they have been learning lots of fact strategies and solving number stories. We learned about Martin Luther King Jr. and the civil rights work he did for our nation.

First graders are excited for the 100th day of learning in January!

Second Grade

The second graders have been hard at work reading non-fiction books and identifying characteristics of the text. They have also been working on informative writing including beginning with a topic sentence and stating key details. In math, second graders are learning how to group items together in order to create multiplication and division stories. We will continue to work on addition and subtraction strategies to build a solid foundation of math fluency. Kindness and positive friendships is a skill all second graders will continue to work on through positive actions and thoughts, in and outside of the classroom.

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:

Our winter months have been filled with learning and lasting memories. At West Elementary, our staff continually work to maintain our health and well-being, build positive relationships, and provide authentic, engaging learning opportunities to best meet students' emotional and academic needs.

As one measure of our students' academic success, students in the district will take Iowa Statewide Assessment of Student Progress (ISASP) tests during our 2021 designated window, April 12th-May 7th. During the months of February and March, our building staff and students will be preparing for the administration of our state-wide assessment. As the dates get closer, we will be sending home more information about our testing process.

We are so proud of our West Mustangs and their dedication to *Living the Mustang Way* by being responsible, being respectful, showing kindness, and living gratefully.

Go Mustangs!



Cheri Reed, Principal

Third Grade

Third graders have been learning and practicing non-fiction comprehension strategies to help them deepen their understanding. They have learned how to find the main idea and supporting details of a non-fiction book. In writing, students are beginning to write their own opinion pieces. They will state their opinion and provide at least three reasons that support their opinion with complete sentences. In math, they have been learning about place value of large numbers and are excited to start another unit on multiplication. Third graders finished their first social studies unit, exploring some of the new standards. They have learned about immigration and what factors made people leave their home country. Currently, they are learning about how animals and their habitats have changed over time in science.

Fourth Grade

This winter, fourth-graders have been busy practicing their multiplication and extending their learning to multiply multi-digit numbers. They have also learned to relate multiplication with division before they dove into long division! Students will get to look forward to working with fractions and decimals as school continues.

In literacy, students have gained a variety of skills within different genres and writing pieces. The students are learning more about Iowa history and explaining probable causes and effects of different events and developments as we move toward the new social studies standards. Within science, students were able to engage in hands-on activities to model an understanding of the way animals and humans receive information through our senses.

Physical Education – Living a Healthy Lifestyle

Students in Physical Education at West Elementary are outdoors for our warmup and indoors for the activity due to the cooler temperatures and snow outside. While indoors, we will focus on several different activities that focus on various locomotor skills to help them become more agile, flexible, and physically fit. We spend some time talking about living a healthy lifestyle and the importance of eating properly and getting the proper amount of sleep. Students learn about the importance of trying to limit their intake on foods and drinks that have added sugars in them. While discussing nutrition and healthy eating, we also talk about the importance of getting plenty of uninterrupted sleep each night. As February approaches, we will begin physical fitness testing in pull-ups, sit and reach, sit-ups, and the shuttle run. Continue to encourage your son/daughter to live a healthy lifestyle and be active as much as possible.

Keith Donnelly – Physical Education Teacher – West Elementary

Fifth Grade

We have been working hard on comprehension strategies and learning to think deeply when we read. We are currently working to find the main idea of nonfiction text.

We have been sharpening our math skills by working with decimals, learning the order of operation, and plotting graphs on a coordinate plane. Most of us are currently exploring the wonderful world of fractions!

In science, we are learning about Spaceship Earth, the Watery Planet, Chemical Magic, and the Web of Life. In Social Studies, we are learning about the history of the United States.

Several classes have completed a Native American project which outlines the characteristics of each tribe that we study in the Americas. We are working on creating bio cards for an assigned Explorer. Some classes have created dioramas and poster displays for Socials Studies as well.



We have been working hard to Live the Mustang Way. We have been working to continue our journey to become lifelong-learners who are respectful and responsible citizens.

“I’m NOT here to be AVERAGE, I’m here to be AWESOME!” Go Mustangs!



Sixth Grade

A priority standard for sixth and seventh grade math is understanding of proportions. Our sixth graders have really seemed to grasp this math concept, and we’ve seen a lot of success with their practice of proportionate reasoning. We are now diving into a geometry unit. We will begin by reviewing perimeter and area and then move on to the main focus for sixth grade: surface area and volume of three-dimensional figures.

In 6th grade, the students have been busy reading a lot of non-fiction lately as our lessons have focused on informational reading skills. For part of the unit, students are reading non-fiction narratives (biographies and nonfiction told in more of a story format) in book club groups. For the other part of the unit, the students are researching information on specific topics. The teachers have provided the websites and books for the research. While kids are usually researching with the purpose of an end product such as a presentation or paper, this unit is focused on how to research. Then, they can apply these skills any time a teacher asks for a research project or paper. Again, students have groups for discussion about the topics to enhance their understanding and skills. Students always enjoy sharing their thinking with their peers when they are getting to meet in their book club groups.

The skill of writing an essay will be valuable to our sixth graders as they continue to navigate through school and apply for scholarships, college, and jobs. Our current writing unit teaches students how to organize an argumentative essay using a “box and bullets” structure. From that, they craft an essay in which they are supporting their reasons with evidence and explanation. The first literary essay was focused on a character from a short story (of their choosing). They honed their skills as they learned to elaborate upon the introduction and conclusion for the next essay, focused on the theme of one of the short stories.

During social studies, some classrooms have begun our unit on the history of Medieval Europe. As we learn about topics such as the feudal system, castle life and structure, knights, and medicine, the students will continue to practice note-taking skills. We will also compare and contrast medieval serfs to plantation slaves, castles to modern homes, and the education and towns of then to now. Causes and effects of history abound when we learn about the Black Death (Bubonic Plague), 100 Hundred Years War, and the Battle of Hastings. Be prepared to hear about the crazy meals and other bizarre aspects of daily life in the Middle Ages.

“I Think #2” Mr. Howard

Nearly five years ago, I wrote a newsletter entitled, “Sound Off... I Think” based on the popular portion of a television segment called “Sound Off” in central Iowa. The popular, call-in show is devoted to sports, but the hosts of the show express their opinions with the words “I Think”. This newsletter is the second (thus the number 2 in the title) in a line of newsletter articles devoted to “I Think” in regards to Independence Jr/Sr High School.



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

I think our students and staff have done a tremendous job with the COVID protocol.

I think it is cold outside, and more students should wear pants and jackets.

I think our teachers do an excellent job every day.

I think our wrestling team will have multiple state qualifiers, and our team will make the state wrestling duals.

I think our basketball teams are better than their records show.

I think our Process Champions team for Capturing Kids' Hearts does an extraordinary job.

I think our administrative assistants and classified staff are magnificent.

I think our nurse, Jennifer Eddy, is one the best in the state of Iowa.

I think our snow removal crew needs to be recognized for getting the parking lots ready after a snowstorm.

I think our custodial staff deserves high praise for keeping the building clean and safe for all.

I think we need more followers to our district Facebook page.

I think (young) Mr. Pink is doing an outstanding job with our weight program.

I think our bus drivers need to be commended for getting students safely to school each day.

I think the parental support we get is terrific, even in the “tough” situations.

I think our at-risk and counseling staff are top-notch.

I think our TLC positions and curriculum leaders do more than what people realize.

Literally, I could go on and on with these statements, but time and space will not allow it. Let's just say there could be a third edition of “I Think” in the next few years. Go Mustangs!

Hello from the Assistant Principal's Office:

I wanted to take a moment to keep you updated or reminded on a couple of items that continue to be topics of conversation with students in the Assistant Principal's Office.

#1- The Jr/Sr High School has recently updated their technology software to assist in keeping students safe regarding their technology usage. This monitoring system is on 24 hours a day, 7 days a week and alerts the appropriate personnel when searches are done on student computers that may be of concern. Please remind your students to not only use the computers appropriately, but alert the building administration or technology staff when something on their computer is not working correctly.



**Dewey Hupke, JSH
Assistant Principal**

#2- We have a tremendous K-12th grade campus. Many of our facilities are the best in our local region and we are in the process of making updates to our two elementary buildings. In the construction of these great facilities, we installed environmentally safe 'catch-ponds'. These are small ponds that collect water run-off. During the winter months these freeze with our cold temperatures. However, the thickness of the ice can be deceiving and therefore dangerous for students or adults to walk on. For your child's safety, please encourage them to stay off of the ice to keep them safe. Thank you!

#3- The Jr/Sr High School student drivers are reminded to utilize the parking spot they paid for. If they do not have a pass, they need to stop in the office and purchase one. If someone is parked in their spot, students need to notify the office so we can assist them. Paid parking passes need to be clearly displayed in the vehicle, preferably hung up on the rearview mirror. Please encourage your student to use good judgement when driving on school property.

#4- In following the Independence Community School Board protocol, students are required to wear a mask covering from their nose to their chin. This expectation has been enforced by administration when brought to our attention. For the safety of others, please encourage your student(s) to wear their mask during the school day. We appreciate your support during this difficult time.

#5- Student attendance is always something we try to stay current on. If students are missing school for any reason, please call the Jr/Sr High School to report your student's absence. You can reach office personnel starting at 7:30AM. Our attendance secretary's direct line is 319-332-0767. If you need to leave a message, we have voicemail that is checked throughout the day. Thank you for helping us with accurate attendance.

This school year definitely has been one we have all learned new ways of doing things. If you have concerns ideas you want to share with administration, please call the Jr/Sr High School Office at 319-334-7405.

Go Mustangs!

Mr. Hupke

Winter is a very busy time in the activity world and Independence has had a great fall and start to the Winter all things considered. We have four different high school sports going as well as the pep band, speech, musical practice, and recently our only band/vocal concert to date. Every season I enjoy seeing our students have the opportunity to pursue their passions and interest throughout their school year. I enjoy seeing the work they put in and how our students develop over the year. However, many 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 a 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. This year it has even been more true. Watching the sacrifices our athletes are making, and the extra protocols coaches are putting into place allows one to see how important they are to our students, coaches, parents, and community. I have done this in the past but I again asked a few senior students involved in multiple activities throughout their high school career to share with me what they have learned from participating in activities. Their responses are quoted below.



**Justin Putz,
Activities Director**

"This fall I was involved in numerous school affiliated activities including cross country, fall play, marching band and several out of school activities. By being involved in a variety of things, I learned how to better manage my time between all of my activities while still making space for school work. Through all of my activities I got the opportunity to work with lots of different types of people which taught me to be more observant of other's personalities when interacting with them" -12th grade student

"Activities this fall taught me that all the time and effort I put in over my 4 years of my high school career led to the results. Whether this was lifting weights, going to practice, being involved in 4 sports all year long, or doing the extra work. Going into my senior year for football, I didn't know what kind of player I was going to be because I missed most of last year due to injury. So over the offseason, I put in a lot of work, I changed my mentality, and I was going to do whatever I could to stay on the field. If there is anything I could tell someone, it's to never give up and keep grinding. I learned never be satisfied and always push to become better." -12th grade Student

"Being involved in extracurricular activities taught me that things do not always go your way and that it is important to be invested. Being invested makes it hard to give up when things are not going your way" -12th grade Student

"Extracurricular activities taught me how important it is to be a team player and to be a good team member. A team or group is bigger than one person and can accomplish more than one person." -12th grade student

"Activities really taught me a lot about how involved and prideful our community is. There was constant support each week on Friday nights and throughout the week. I would be in the community and have community members come up and congratulate me or stop and talk to me for a few minutes asking how things are going with football. " -12th grade student

As you can see our students have learned a lot over their time in activities. They also all responded that activities help them learn to handle adversity, be part of a team, and fell community involvement. These students' responses were a nice reminder of how activities benefit students. 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 and an opportunity to learn valuable lessons. It also was a reminder this year to appreciate any opportunities we get, and understand that kids are benefiting from being involved.





Val Maximovich,
Volunteer & Mentor
Coordinator



MENTOR GRAM #1

Attention: All Mustang Mentors

For: Celebrating "I AM A MENTOR DAY"

Date: Thursday, Jan. 7, 2021



Mentor Gram #2

To: All Mustang Mentors

Re: National Mentoring Month Jan. 2021

Mentor...

Someone who shares their knowledge and experience to inspire others to reach their goals.

Mentor Gram #3



Being a mentor has it's challenges, but we continue to connect, inspire, and amplify!

We continue celebrating in February, when the students will receive "Happy Grams" from their mentors!



Val Maximovich
Mentor Coordinator

A BIG SURPRISE! In November the Mustang Mentoring Program received an unexpected grant through the Iowa Mentoring Partnership and the CARES ACT. We were able to purchase iPads for our mentors that have continued to meet during COVID through a zoom chat.

We can't wait to distribute them to the many mentors that are using their phones for chatting every week!

MENTORS NEEDED! Call today!

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! We continue to meet through Zoom chat. So, call today! Val, 319-332-0626 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>

The district is also very interested at looking at Chromebooks which will have keyboard as well as rotate as a tablet. You may have heard the terms “convertible,” “2 in 1” and “tablet-mode” to describe how the devices work. These devices have more applications available and appeal to both younger and older students. Many schools have used these devices and love them because of the additional learning opportunities they offer. Once again, we are weighing the cost of these devices. They typically cost more to purchase and more to repair compared to a keyboard-only model.

Even though it is easy to have one device for grades 3-12, we are looking at each group of students separately: Grades 3-6, 7-8 and 9-12. All devices will be from the same manufacture. It is too difficult to get parts from different manufacturers for warranty and technical issues.

Chromebooks have become so popular for schools and businesses shipping dates are extended. We intend to present our plan to the Board of Education in February with commitment to purchase devices in March. Even ordering the devices in March, they may not arrive until August. Chromebooks are facing unprecedented shortages and prices are rising.

There are many considerations in choosing a device or devices for Independence Community School District. It is a major decision since we will be using the devices for at least four years. We are looking into many options, but we are committed to one vendor, one manufacture and smaller screens.

Overall, the HP devices have met our educational goals and we look forward to deciding on devices for next year and beyond.

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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