

Volume 15 Issue 3
Spring, 2020- 2021

District Events:

May 18 (Tuesday)

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

May 31

Memorial Day

June 21

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

July 19

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

August 16

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

August 23

1st Day of School for
 Grades 3-12 and
 No School K-2nd Grade

September 20

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

October 18

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

November 15

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

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From the Superintendent's Desk...

It's hard to imagine but it's been a year this April that Governor Reynolds announced that all Iowa schools would close as a result of increased COVID-19 cases throughout the state. During the past 12 months, the district has worked tirelessly in developing a "Return to Learn" plan and supporting students who decided to either learn on campus or at home. We've provided nutritional meals, mental health services, and other services to support our students and staff. Needless to say, it's been a very challenging school year and we're not out of the woods yet.

Our goal is for a "return to normal" to start the 2021-22 school year. No decision has been made but we believe we can start the school year under normal circumstances but only time will tell. As we finish up this school year, we have decided to hold programs, award ceremonies, and graduation for our students and families. Please note, we'll still require masks to be worn inside school buildings but we are loosening up other mitigation efforts. We ask that if you attend these functions, you adhere to our district policies for the safety of our students and others.

The building project continues to move along and on schedule. I am adding pictures to the district website on a weekly basis so feel free to log on and check out the progress of the 6th grade addition and the renovations at West Elementary. I believe we'll be able to start the school year in the new classrooms and on time.

Currently, our last day of school is scheduled for Thursday, May 27th. This day could be in question as we are asking for a waiver due to the district hosting a funeral for Sgt. Jim Smith on Friday, April 16th. I expect to know in the coming week and we will communicate it out to our students, parents, and community as soon as we hear anything.

As we finish up the final few weeks of school, I'd like to thank everyone for being flexible and tolerant during a very difficult year. Our staff and the administration are working hard to finish the school year and preparing for summer opportunities.

Congratulations to the class of 2021... Graduation is scheduled for Sunday, May 23rd in the Junior/Senior High School. Go Mustangs!!



**Russell Reiter,
 Superintendent**

School Improvement by Erin Burmeister, Director of School Improvement



Erin Burmeister, Director of
School Improvement

Spring is always such an exciting time. The temperatures warm up, flowers begin to bloom and grow, and there is a freshness about everything. Things at school are similar as we wrap up one year and begin to plan for another.

Portrait of a Graduate

In the fall of 2019, Independence Community School District began working with Central Rivers AEA to create our Portrait of a Graduate. Portrait of a Graduate is a process that engages stakeholders to create a picture of what a graduate should look like upon leaving our school. In short, what are the hopes, aspirations, and dreams that our community has for our young people and what are the skills and mindsets that our children need for success in this rapidly changing and complex world? So far, we have been able to gather input from over 300 stakeholders including parents, community members, teachers, administrators, and students. The stakeholder group that we are seeking more input from is our community members and business owners. The School Improvement Advisory Committee (SIAC) will be working with staff to reach out to businesses in the community over the next couple of months. It is our hope that we will be able to gather input and feedback from this stakeholder group in order to help us design our Portrait of a Graduate. I want to thank those individuals that have taken the time to provide input and help us with our vision.

Iowa Statewide Assessment of Student Progress (ISASP) Update

Testing has begun at West Elementary and will begin at the JSH next week. Staff and students are doing a great job with this. The Iowa Statewide Assessment of Student Progress (ISASP) is aligned with the Iowa Core standards, providing a clear and accurate assessment of student learning outcomes. These assessments were developed in collaboration with Iowa educators and are available online for students at West Elementary and at the Jr./Sr. High School. ISASP is administered each Spring, although last year we received a waiver excusing us from the tests. Students in grades 3-11 take tests in math, reading and writing. Students in grades 5, 8, and 10 also take a science test.

Test questions are not all multiple choice, like they were with previous Iowa Assessments. The English, math, and science tests evaluate students' skills using a mix of item types including technology-enhanced questions as well as open-ended essay questions. The results will provide a detailed analysis of how students performed relevant to the proficiency definitions set on the Iowa Core standards. We are hopeful that we will have some of the results back from these tests before the end of the school year which will allow us to plan appropriately for future instruction.

Three Big Summer Announcements

The first big announcement: Independence Community School District will change our Internet domain name from independence.k12.ia.us to indeek12.org. All of the staff email addresses will change to the new domain. The district website and Internet services will all change to the new domain over the course of the summer. We expect everything to be converted by fall 2022. There will be more information coming over the summer as we transition to our new domain: indeek12.org.



**Steve Noyes,
Director of Technology**

The second big announcement: We are moving our registration start date to Monday, July 5, 2021. Registration will end on Monday, July 19, 2021. We want to move registration to July so we are better prepared to start school in August. We need more time to prepare bus routes, health status and student services before school starts.

We will be using the same process as last year and the same applications. You will log into your PowerSchool Parent Portal to start the registration process, use InfoSnap to update and edit your information and finally you will be able to pay fees using MySchoolBucks.

You will receive your InfoSnap letter at 6:00 am on July 5th and will be able to register your student for 2021-2022. We expect registration process to go well since we are using the same forms and questions from last year.

To prepare for registration, please try to log into your PowerSchool Parent Portal before school is dismissed in May. If you need username or password reset, please contact your student's building office.

Please take time over the summer to check into Free and Reduced status for your family. With COVID, many families did not fill out the Free and Reduced form for 2020-2021. The district will be emphasizing these forms this year and encourage families to look into guidelines and take advantage of the Free and Reduced status. Free and Reduced families will have reduced registration fees and reduced meal fees once the COVID meal support has ended. It is very important for the school district to have accurate free and reduced information for use in state and federal reports. Other school funding is based on our free and reduced status.

The third big announcement for 2021: Students will receive new Acer Chromebooks in the fall. Dates for 7-12 distribution will be communicated later in May. Grades 7-12 will take the Chromebooks home each night and grades 3-6 will leave the Chromebooks in the classroom.

Have a great summer, we look forward to 2021-2022.

Though the weather doesn't feel like it currently, we've made it to spring! East Elementary and the ECC have had a great year despite the many challenges that COVID presented us. This principal couldn't be prouder of the students, staff, and families for the flexibility and grace exhibited during these tough times. Looking back to fall, we have come so far. The students have made gains and learned a bunch.

Kindergarten Roundup was March 14th and 15th. The teachers spent 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

Not only is it necessary for teachers to assess the students, it is equally important for students to gain a familiarity with the building. Below is a schedule of events for the students.

- Puzzles, Play-doh, Coloring Pages
- Read Big Red Barn/Activity
- Centers/Story/Songs
- Snack/Songs
- Recess
- Library – Principal Reidy Reads
- Home

We are excited to close out the school year with many great activities from Fontana visiting to Fitness Day on May 7th. Due to maintaining our COVID safety measures, we will not be allowing parents to join us this year. Hopefully we will be able to return to that next year.

ECC - Preschool

We have certainly been busy in preschool. Now that spring is here, we are learning about bugs, insects, flowers, and the earth. We just finished exploring dinosaurs. Michael Maas from Fontana has visited the school with some special spring time animals. He brought some baby chickens and a baby bunny. The students enjoyed watching them move around and being able to touch them was an extra special treat. We are always excited when Michael comes to visit.

Kindergarten Roundup was a lot of fun. Students got the opportunity to meet the Kindergarten teachers and the principal. Such an exciting time for preschoolers.

Coming up in May will be our preschool graduation for all of our preschoolers who will be in junior kindergarten or kindergarten next year. Our future is looking bright with this group of students.



Kay Reidy, Principal

Kindergarten News

Kindergarten is splashing into spring! Students will be exploring several spring related science themes. We will learn about weather, snakes, frogs, toads, and tadpoles. Students will also celebrate Earth Day!

In reading, we will focus on our sight words. We will also continue to blend CVC words, learn beginning blends and diagraphs, and continue to apply super power strategies to our reading!

In math we will practice addition and subtraction skills, problem solving, count to 100, and explore 3D shapes!

In writing, we will continue to practice independent sentence writing using 5 Star Writing!

We are working hard at becoming first grade students!

First Grade News

First Graders celebrated Earth Day by picking up trash, recycling paper, and learning about salamanders! In math students have been working with fractions, symmetry, and place value. First Graders wrote fantastic opinion pieces in writing. Our students can recommend a great place to eat, book to read, or movie to watch!

Second Grade News

Second graders have been amping up their reading and writing skills this spring with book clubs and learning how to write their opinions. In math, second graders have learned about measuring and are starting to use and count money for a pretend Hawaii trip on April 28th. Students will be earning money each day for positive actions and behaviors. They can't wait to purchase their tickets and have a fun day learning about Hawaii and the Hawaiian culture. Students are continuing to learn how to improve themselves through persistence, courage, opportunities, and potential.

JK-2 Music

It has been a busy second semester here at East Elementary. Kindergarten expanded their knowledge of different rhythms, and reviewed all their musical vocabulary. 1st grade started learning about a unique musical language called Solfege. 2nd grade can identify all the notes on their Treble Clef Staff, and even some notes off the staff! Both 1st and 2nd grade put their detective hats on to solve a mystery about missing instruments. To finish off the year, all grades at East Elementary are working on 'Spring Songs' to record and share with their families on SeeSaw, which will be posted at the end of April. It has been such an amazing year in music at East, and we look forward to finishing the year off strong!

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.

At West Elementary, we are Living the Mustang Way (Being Responsible, Being Respectful, Showing Kindness, and Living Gratefully), and we are:

Working Hard

Engaged in Learning

Staying Positive

Thanking those along the way

A huge thank you to our students and staff for their flexibility and commitment to learning and doing their best each and everyday, and particularly meeting our expectations with our COVID-19 mitigation routines. We appreciate our students being at school each day and being ready to learn. It has been, and it continues to be, an exciting spring.



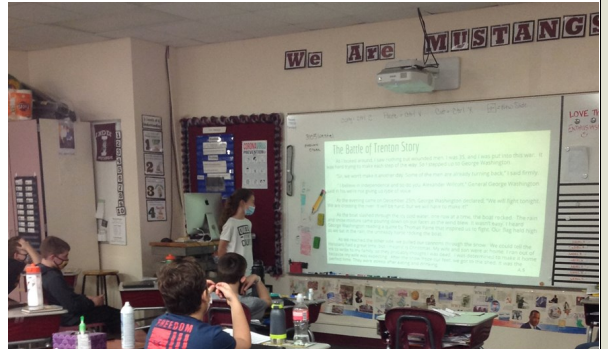
Cheri Reed, Principal

Third Grade

Third graders have been analyzing characters in order to develop a deeper understanding of stories. They have also been learning how to infer and determine the message or moral of a story. In writing, students are practicing informative writing strategies that include brainstorming topic ideas, writing true facts, and using non-fiction text features to enhance their writing. They are still working on using complete sentences in their writing. In math, third graders are working hard to master their multiplication basic facts. They have learned how to solve multiplication facts by skip counting, drawing arrays, and using equal groups. They will end their year exploring fractions and multiplying large numbers. In social studies, students have done a fantastic job of engaging in conversations centered around immigration and migration, why people move from one place to another, and how that affects their lives. We will finish our year by exploring weather patterns in science.

Fourth Grade

This spring, students have been busy diving into experiments with our Energizing Everything and Waves of Sound units. They've been enjoying the hands-on lessons of figuring out how sound works and how energy is transferred. In social studies, students are continuing to dive into different aspects of American history. We will soon explore poetry and review some of our priority standards during our literacy blocks. In math, we've worked on fractions, decimals, and percents. We'll be closing out the school year with measurements and calculating perimeter and area.



Fifth Grade

Spring is in the air! Our 5th graders have been very busy learning about fractions, fractions, fractions. Improper fractions, mixed numbers, common denominators, simplest form, decimal and percent equivalents. They are studying how to apply the operations with these concepts as well. In literacy class, students are learning about informational text to understand text structure and efficiently use text features. They are also learning about the author's purpose and studying new vocabulary to improve comprehension. Our young writers have been working on several different pieces which include biographies, how to writing, poetry, and opinion pieces. In Social Studies, our 5th graders have been finishing up the study of the thirteen colonies, and they are beginning the inquiry of the Revolutionary War. Science is always a favorite as 5th graders have been investigating how mold grows, the importance of aquifers, and experimenting with chemical magic.

Sixth Grade

With all the quiet sitting time during the ISASP testing week, we wanted the kids to have an opportunity for some fun academics to get them out of their seats. One of the science standards is to engineer a project. We gathered materials and directed them to work with 1-2 other students in creating two working catapults. Upon completion, the catapults were put to the test to see which could project the farthest and which was the strongest. The kids enjoyed the opportunity for creativity and collaboration. Some may not have even realized how much thinking work they were still doing.

During this last quarter of sixth grade, our students will be reading diversity themed books in book club groups. There are lessons from our reading curriculum (Social Issues: Reading for Empathy and Advocacy) that complement these novels. We will continue with a deeper study of characters by analyzing character relationships and group-related issues.

In math, the students have been learning about negative numbers, particularly graphing with negative numbers, coordinate line graphs, and inequalities on a number line. This unit will be followed up with a unit reviewing decimal concepts and decimal computation. We will conclude the year analyzing data: identifying outliers, analyzing the spread and center of data, as well as interpreting and creating box and whisker plots and line plots.

During May, we will walk over to the JSH building for an academic tour and mini orientation. Students are split into small groups led by current JH students to the main areas they will be using next year. There is typically a question and answer session with staff members and/or current seventh graders. This helps ease major concerns and gets them excited for all the exciting new changes in seventh grade.

We are looking forward to an outdoor field trip in May at Fontana. Each classroom will spend a fun day outdoors, learning how to use a compass and how to canoe. We look forward to a day away from school learning with Buchanan County conservationists Sondra and Michael.

Art

Over the next few weeks in Art, we will continue working on our drawing skills, craftsmanship, and creativity. We will focus on Texture and Space while continuing to review the Elements of Art. Kindergarteners, First Graders, and Second Graders recently finished their collages using painted paper. Eric Carle, Lois Ehlert, and Leo Lionni are some of the illustrators we have studied that use similar art making methods in their children's book illustrations. The West Elementary art classes are busy working on weaving projects as we focus on Texture, Shape, and Form. Sixth grade classes are painting their clay pinch pots. Third graders have begun researching an animal as they create a unique animal habitat. In fourth grade, we are designing a room with a pop out design. Fifth graders are beginning to work on one-point perspective. It has been a wonderful year in art class!

PE- West

Before the school doors close for the summer, students at West Elementary have a lot to look forward to in Physical Education class! Students are currently finishing up playing Shipwreck this PE cycle and then will transition into bowling. As the weather continues to warm up, students will be outside participating in a scavenger hunt, whiffle ball, bean bag-tag, and frisbee golf. We have the second mile run to finish up our presidential fitness testing before school is out and plan to complete that last fitness test sometime in late April or early May. Please continue to encourage your son/daughter to be active and to live a healthy and happy lifestyle.

3-6 Music

As the school year comes to a close, 3-6 Music students are working hard on hands-on units. 3rd and 4th grade are composing their own music and performing their compositions for their classmates using rhythm sticks and Boomwhackers. 5th and 6th grade students are doing a short ukulele unit in the Band room. All students will end their year with a fun Music Escape Room as well as some Music games. A reminder that if students would like to participate in the West Elementary Virtual Talent Show, their videos are due no later than May 1. 5/6 Choir will have a concert on May 10 at 7:00 PM in the JSH Gymnasium.

Hello from the administrative team at Independence Jr/Sr High School!

With the recent tragic death of Iowa State Patrol Sergeant Jim Smith, Mr. Hupke and I decided to collaborate on this 2021 Spring Newsletter. Honestly, we would have probably written the same (or at least very similar) things.

So, here goes...

Upon receiving the devastating news, the outpouring of support was almost instantaneous. Immediate family, church members, friends, political dignitaries, police personnel (from all over the country), students, district staff and hundreds of individuals in Independence wanted to console/help the Smith family. Nothing seemed too great for people to do to help/console the Smith family.



**Dewey Hupke, JSH Assistant Principal and
John Howard, JSH Principal**

Knowing this fact, and to possibly accommodate the enormous amount of people slated to attend the funeral, Mr. Reiter and the Independence Community School District Board of Education granted the Smith family the use of the Jr/Sr High School. As an administrative team, we wholeheartedly supported this decision and knew it would be an honor to hold this solemn occasion. However, we also knew the amount of work it would take to prepare the building for nearly three thousand people in such a short time. Here is a summary of what happened and also some facts we learned in the process.

Starting on Monday, and continuing throughout the week, staff, students and administration met and planned how the building needed to be cleaned, organized, and set up for Sgt. Smith's funeral. The emergency response team, a small staff group, gathered nearly every day to review plans and to make needed adjustments. These meetings were in response to the daily briefings by the Iowa State Patrol and Concerns of Police Survivors (C.O.P.S.).

On Tuesday, physical education students (and others) plus multiple staff members began the organizational and cleaning process. Some were assigned to arrange, extremely precisely, nearly 700 chairs on the floor of the gymnasium. Others used rags, scrub brushes and putty knives (to address gum) to thoroughly clean the weight room, wrestling room, locker rooms and media center. Some cleaned and disinfected classrooms and office space. Still others covered some windows with black paper to help ensure privacy for the dignitaries and law enforcement officers who would be attending the funeral. Finally, a pretty large contingent of pupils chose to collect garbage around the campus. No student or staff member had to take these actions. They wanted to do so in honor of Sgt. Smith and to support his family! In reality, what we believed may take most of the week we had done in less than one day. We were extremely proud!

On Wednesday and Thursday, the preparations continued. A crew of adults and students (again all volunteers) built the set and did video and sound checks. The custodial staff and emergency response team cleaned other parts of the building including the entryway, commons, auditorium and restrooms. Office personnel gathered hand sanitizer, kleenex, masks and other necessary supplies. Finally, the cleaning done the previous day was revisited, just in case something was unintentionally omitted. After nearly three complete days, and hundreds of hours of commitment, dedication and effort, we had achieved our shared mission of showing the deepest respect and sympathy to the Smith family for the tragic loss of their husband, father, son, brother, uncle and friend. We were ready for Friday. So, what did we learn from this process? Well, the list is seemingly endless, but please allow us to focus on a few:

- Due to the work of numerous individuals, parts of the building looked better than many had observed in a long time.
- Our staff and students have a tremendous sense of pride.
- Our staff and students are some of the best in the state, and this showed by their willingness to serve others in their time of need. Just think about this... When have you ever known teenagers to voluntarily choose to clean something? Last week, they did for Jim Smith.
- We are very proud to be working for and with the students, staff and parents/guardians of the Independence Jr/Sr High School.
- A community who comes together for a collective mission can accomplish anything.

Continued on Page 12

Every spring the Iowa High School Athletic Association has its member schools do a student participation survey. I obviously am passionate about kids being involved in activities and believe they can offer a wide range of benefits to our students. I am going to share with you our number of students who take advantage of our activity offerings. While this process can be a little time consuming I find the numbers interesting enough that I thought I would share in this spring newsletter. It should also be noted the Iowa High School Athletic Association is the governing body of boys sports so some information is geared more toward male participation.

Total Students in 9th Grade- Boys 62, Girls 59

Total Students in 10th Grade- Boys 61, Girls 63

Total Students in 11th Grade- Boys 58, Girls 59

Total Students in 12th Grade- Boys 52, girls 65



**Justin Putz,
Activities Director**

Total Boys Participating in Sports (Each student is only counted once no matter how many sports he participates in):

9th Grade- 42

10th Grade- 42

11th Grade- 38

12th Grade- 25

	TOTAL BOYS	TOTAL GIRLS
Baseball (Projected)	30	0
Basketball	35	20
Bowling	6	9
Cross Country	11	8
Football - 11 Player	54	0
Golf	17	12
Soccer	22	27
Softball (projected)	0	43
Tennis	10	41
Track & Field	45	27
Volleyball	0	48
Wrestling	34	3
MUSIC – Band	72 total	
MUSIC - Vocal	68 total	
SPIRIT - Cheerleaders	0	26

While compiling this data I always find it interesting to see how many students we have involved in something. In addition to what the state asks us to report, we offer various other activities or clubs that are not included in this survey. At Independence CSD we have a large majority of our students involved in something and over 50% involved in multiple things. However, we still have some that are not involved. With such a wide variety of sports, activities, or clubs I recommend that every student take advantage of doing something that interests them. Activities can enhance the educational experience. Studies have shown that students who are involved feel more connected with their school. When students feel connected they have a better overall high school experience. Someday I would like to fill out a report like this or look at our own data and see 100% of students involved.

Information from your School Nursing Department



Kindergarten Health Requirements

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

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

The above must be complete and the nurse have documentation **prior** to the start of the 2021-2022 school year.

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

3rd grade Health Requirements

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

The vision screening must be completed 6 month- 1 year **prior** to the beginning of the 2021-2022 school year. Proof of exam must be given to the school nurse upon completion.

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

7th grade Health Requirements

Per the administrative rule, **ALL** students entering 7th grade are required to have one meningococcal vaccine. If your student/students have had a previous meningitis, in order to be valid, it must have been given after age 10. If your student/students had one prior to age 10, they are required to have another one given. This must be complete **PRIOR** to the beginning of the 2021-2022 school year.

Another important immunization requirement for **ALL** students entering 7th grade is that they are required to have a Tdap booster. This must be complete **PRIOR** to the beginning of the 2021-2022 school year.

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



12th grade Health Requirements

Per the administrative rule, **ALL** students entering 12th grade are required to have two doses of meningococcal vaccine. The only exception is if first dose of meningococcal vaccine was given at 16 years of age or older, only one dose is required. Again, this must be complete **PRIOR** to the beginning of the 2021-2022 school year. If you have any questions, please contact your primary care provider or Jennifer Eddy, Jr/Sr High Nurse.

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

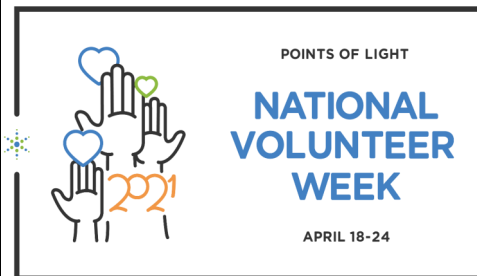


Val Maximovich,
Volunteer & Mentor
Coordinator

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



We say a **BIG** thank you to the mentors, parents and community volunteers for their online chat hours and assistance for all of those after hours school events!



Also, many thanks to our daily door greeters, Roger and Gene at West, and Jessica (not pictured) at East.

Thank you for getting our day started with a smile and a friendly HELLO!



We're sprouting some spring mentoring fun!

We are looking forward to some **Mustang Mentoring** fun on Earth Day, Thurs., April 22! Our first mentoring event since Jan. 2020. Be watching here for pictures of the activities!

WE ARE WAITING FOR YOU to join the fun! So, don't delay, call today!

MENTORS NEEDED for the 2021-22 school year! It's only takes 30-45 minutes **a week**, during the school day (usually a lunch hour), during the school year, to make a difference in the life of a child!

We are celebrating hundreds of hours of online zoom chats, emails, and phone calls this last year for our mentor pairs, this has kept the students and mentors connected. However, we hope to be back to in person mentoring next school year!

Call today!

Val, 319-332-0626 or email vmaxmovich@independence.k12.ia.us

or download the volunteer registration form at: [http://](http://www.independence.k12.ia.us/district-departments/volunteer-information)

www.independence.k12.ia.us/district-departments/volunteer-information



In conclusion, late Friday, Mr. Howard got a text from the C.O.P.S leader who was here coordinating all the efforts. It said this, "Thank you from the bottom of our hearts. Thank you from all law enforcement in the state of Iowa and around the country. Thank you from Sgt. Smith's church but most of all thank you from Kathy and the kids for having one of the most amazing schools and tremendous people. The love your students and staff showed to the Smith family and all the work you put in for this event was truly humbling. You should be proud. Thank you again."

We're on the Web

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

To us, that says it all! May Jim's legacy and the pride shown during the week live on....#462 Never forgotten.

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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