

Volume 11 Issue 2
Winter, 2016 - 2017

District Events:

February 17

No School

February 20

No School-Prof Dev

February 20

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

February 27

No School-Conferences

February 28

2 Hour Late Start -
Conferences

March 20

No School-Prof Dev

March 20

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

April 13-April 17

No School

April 18

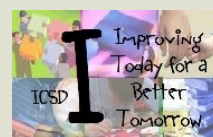
No School - Prof Dev

April 18

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

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From the Desk of Jean Peterson, Superintendent

Another school year seems to be going fast! As of this writing, we have finished our first semester for the secondary students and the elementary students are edging closer to the end of their second trimester.

This is the time of year when we begin planning our school calendar for next year and also start our budgeting process. It is my hope we will receive information from our state's legislators in a timely fashion this year indicating what we can expect for our State Supplemental Aid for the 2017-2018 school year. That is a crucial piece of our budgeting process!



**Jean Peterson,
Superintendent**

Hopefully, as of the publication of this newsletter, our 2017-2018 school calendar will be finalized. Once our calendar committee is finished working on it, we will provide time for everyone to have input on it, and by law, we are to have a public hearing on it too. The school board then has the final approval. The proposed calendar will be posted on our school's website and also on our school's Facebook page for people to view.

We have also recently received some information from the Department of Education in regard to Postsecondary Readiness Reports and the Iowa School Report Card. I wanted to be sure and share that information with all of you again as these reports provide valuable information to everyone about our school district.

Postsecondary Readiness Reports

Our school is working hard to make sure students have the knowledge and skills necessary to obtain employment in high-demand occupations and industries. With more than two-thirds of all jobs in Iowa expected to require postsecondary education or training beyond high school, our students need to be college and career-ready when they leave our doors.

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Postsecondary Readiness Reports continued

For the first time, the state has comprehensive information on student postsecondary enrollment and preparedness that can be connected to every public high school in Iowa. A new web-based tool, called the Postsecondary Readiness Reports, provides information on enrollment in colleges and universities, remedial course-taking rates, and postsecondary retention and completion rates for students who graduated from public high schools in Iowa. These rates are available statewide and by Iowa High School, including ours.

The Postsecondary Readiness Reports provide a statewide portrait of how prepared Iowa high school graduates are in the key content areas of English and mathematics, as well as provide local results to help guide improvement efforts in schools and school districts.

While I believe this information can truly add to conversations in our community about how we're preparing our students for success, these reports don't tell the whole story. They do not reflect the work currently underway to raise student achievement and improve the college readiness of our students. Nor do they reflect many factors outside of the school setting that influence college readiness.

While I encourage you to explore the information in the Postsecondary Reports, I also urge you to ask questions about our improvement efforts and what you can do to support our teachers and students. We all really do have a shared responsibility to prepare all students for success.

You can locate our school's results, as well as more information about the Postsecondary Reports, on the following website:

<http://educateiowa.gov/postsecondaryreadiness>

Iowa School Report Card

The Iowa School Report Card is another web-based system to show how each public school is performing on certain educational measures. The Department of Education has once again updated this information for all public schools in Iowa. Schools receive a score for each measure, and then the scores are combined into an overall score. Based on the overall score, one of the following ratings is assigned to each school: Exceptional, High-Performing, Commendable, Acceptable, Needs Improvement, and Priority. The Iowa School Report Card can help Iowans stay informed and can enhance conversations about their schools' strengths and challenges. The Iowa Department of Education developed the rating system in response to a 2013 legislative requirement (House File 215).

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Iowa School Report Card *continued*

This legislation required a set of measures that are represented in the Iowa School Report Card as follows:

- **Proficiency:** The percentage of students scoring proficient or better on reading and mathematics assessments.
- **Closing the Achievement Gap:** These measures reflect a statewide goal of narrowing gaps in achievement for students with disabilities, students who are eligible for free and reduced-priced meals, English Language Learners, and students from diverse racial and ethnic backgrounds. The two categories on the achievement gaps by race and ethnicity were added to this measure in 2016.
- **College and Career-Ready Growth:** The percentage of students who are making the year-to-year growth necessary to be ready for college and career training by the end of high school.
- **Annual Expected Growth:** The percentage of students making a year of academic growth in a year's time on reading and mathematics assessments.
- **College and Career Readiness:** The percentage of students who score at or above a level of performance on reading and mathematics assessments that predicts a higher probability of postsecondary success (Middle/High School Only).
- **Graduation Rate:** The percentage of ninth-grade students who finished high school within five years (High Schools Only).
- **Attendance:** The average daily attendance of students, which is the total number of days students were enrolled and present divided by the total number of possible attendance days.
- **Staff Retention:** The percentage of teachers, school administrators, and other licensed staff members who remained employed in a school over consecutive years.
- **Parental Involvement Teacher Survey:** This measure is informational and is not included in school scores or ratings. It is a summary of responses to a statewide survey of teachers on their practices and perceptions regarding parent involvement. A survey of Iowa parents regarding parent involvement will be distributed statewide in 2017. Parent involvement will eventually become a scored measure on the Iowa School Report Card, as required by law.

Please feel free to reach out to your building's principal or reach out to me if you have any questions on any of this information.

Technology News by Steve Noyes, Director of Technology



Steve Noyes,
Director of Technology

District Technology Plan

The Technology Plan is very important for Independence Community School District. This plan guides our decisions and our priorities when allocating resources. We wrote our current plan five years ago and just updated it as we went. This year we decided to write a new plan to better reflect what the district's technological state is as of 2017.

The district is in our fourth year of 9-12 computing devices individually assigned to students. For grades 7-8, we are in year three. For 2017-2018, the district will be purchasing replacement devices for the high school. West Elementary will have a set of computing devices for each classroom. The district will have nearly 2,000 computing devices on the school network.

Our current Technology Plan is inventory and budget focused. It describes our current technology situation and how we use a four-year budget plan to keep newer equipment within the district. When I started at Independence, the average computer was 7-10 years old. Our premiere high-school lab had nearly antiques as equipment. This district now has very effective equipment throughout and we are replacing much of it on a regular basis. We will be recycling all 6-7 year old equipment out of the district as we move into 2017-2018. Teacher computers are currently all less than three years old.

Our Technology Committee has created four new goals. They are:

- Goal 1:** Use a wide variety of technology for communication and collaboration.
- Goal 2:** Use appropriate technology to demonstrate knowledge in authentic learning opportunities.
- Goal 3:** Use appropriate technology to analyze information and think critically.
- Goal 4:** Evaluate and provide input regarding current needs and access to appropriate technology.

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School Improvement by Erin Burmeister, Director of School Improvement

"It is change, continuing change, inevitable change, that is the dominant factor in society today." This quote from Isaac Asimov, although written more than 20 years ago is still very true today. With so many changes occurring in education, I wanted to highlight some of the positive changes going on in the Independence Community School District.

Teacher Leadership Compensation

One of the biggest changes this year has been the addition of our Instructional Coaches, Curriculum Leaders, and Mentor Teachers. I shared some information about the TLC grant and these teacher leaders in the fall newsletter. Below you will find some information from each of the Instructional Coaches about what they have been up to this school year.



Erin Burmeister,
Director of School Improvement

Angie Bonefas, Instructional Coach for ECC and East Elementary

There are so many great things going on at East and ECC, I don't know where to start! I have supported the preschool interventionists in developing an assessment to use for determining appropriate supports for preschoolers. Our interventionists and preschool teachers are doing great things! One of the most exciting things I've been involved with is grade level Professional Learning Communities (PLC's). Each team, Kindergarten, 1st and 2nd grade meet about once a week for 30 minutes. Teams have been working diligently to create common assessments in Reading and Language Arts to assess students across the grade level. Each grade level is also working on developing essential skills/standards for students to achieve at the end of each grade. Teachers are using this data to form appropriate intervention groups for Mustang Time. We have amazing teachers at Independence and I have no doubt our teachers are doing their best to move our district ahead academically. It has been a great year so far of learning with the teachers, reflecting with them, and building new relationships. I look forward to continuing on with the wonderful things at ECC and East Elementary!

Kay Reidy, Instructional Coach for West Elementary

Many great things are happening around West Elementary! It is hard to believe we are halfway through our first year of the Teacher Leadership grant. In my role as instructional coach, I have been working to build deeper relationships with teachers, reflecting with them on instructional practices, gathering resources and helping to analyze our data to increase our effectiveness in overall instruction and especially during Mustang Time, and assisting with adding technology to lessons. During grade level PLC time each week, we have been working to develop and prioritize essential standards in English Language Arts. I look forward to continuing our efforts to make Indee the best we can for our students and staff.

Lori Kurt, Instructional Coach for Special Education PK-12

What a year it has been so far for learning from teachers in all buildings and studying/being a part of the district continuum of services offered for special education! My role has remained constant throughout each school as far as building/furthering relationships with staff and students, offering support as needed, and participating in team meetings for all grade levels. At East/ECC I've collaborated with teachers, support staff, and administrators on program planning and placement for current and new students with IEPs. At West, I've assisted with assessing student need areas in literacy/math and brainstorming various strategies for interventions/skills.

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School Improvement by Erin Burmeister, Director of School Improvement

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Michael Doyle, Instructional Coach for the Junior/Senior High

This year seems to be going by fast! The Junior Senior High is already starting Term 3 in the academic calendar. During the first part of the year I had the opportunity to work with a number of teachers in their classrooms. We spent time reflecting and brainstorming ideas to improve classroom instruction. I have also spent a lot of time listening and supporting the teachers, as well as providing teachers with another pair of hands to help where needed in the classroom and being another pair of eyes to provide the teacher with feedback. It has been rewarding working with teachers and students to help motivate and improve academics!

Student Achievement Data

Student achievement is always a top priority for ICSD, that hasn't changed. However, I fully anticipate changes being made to how we assess students. Currently our students take two different assessments that are reported to the Iowa Department of Education. One of those is Iowa Assessments and the other is given through the Formative Assessment System for Teachers (FAST). Iowa Assessments are given to students in grades 3-11 in the fall. This assessment is a norm-referenced assessment that is intended to measure student achievement. Results from this assessment were given to buildings so teachers and administrators could start analyzing the scores. In reading, our average National Standard Score (NSS) for students is comparable to the state average. In math, our average NSS for students is higher than the state average at almost all grade levels. Finally, in science, our average NSS for students is above the state average in 3rd, 4th, 5th, and 11th grades.

The other assessment that we are using to help improve student achievement is part of FAST. FAST is a suite of assessment progress monitoring tools designed to help teachers screen, monitor progress, and analyze reading skills of students from kindergarten to sixth grade. For the past two years kindergarten through third grade teachers were using FAST, but this year we changed it so all kindergarten through sixth grade teachers are now using it. Students were universally screened in the fall and are currently being screened again for winter. Overall, our students have made good growth and I am very optimistic about where they will be in the spring.

In the future, I believe we will see a change in what we report and what the designated state assessment is. Whatever is decided, we will embrace it. In the meantime, we will continue to focus on providing our students with curriculum and instruction that is student centered, rigorous, and based on Iowa Core.

It is a busy time of year for both our Early Childhood Center and East Elementary. We are planning our Preschool Family Night Out for March 6th at 6:00 at East Elementary. Parents of preschoolers will be able to tour the building, ask questions about Kindergarten, and see what activities the preschoolers have been up to this year.

ATTENTION 2017-18 KINDERGARTENERS! Independence Community School Kindergarten Round-up March 16th & 17th at East Elementary

- Your PK4 student will be mailed Round-up information Feb. 8th. You may call or stop in Feb. 13th- 24th at East Elementary (319-334-7425) or Early Childhood Center (319-334-4780) to sign him/her up for a Round-up time.
- If your child was not in PK4 and you want him/her to enter Kindergarten in the Fall of 2017, please call East Elementary at 319-334-7425.
- If you are interested in Jr. Kindergarten for your student, you will still need to register for Round-up.
- Current JK students do not need to attend Kindergarten Round-up.
- Letters informing you of your child's placement for Round-up will be mailed out on March 8, 2017.



**Danielle Meyer,
Principal**



Preschool

8th grade students from Mrs. Shaffer's FCS class have come to visit our classroom each term to share books and activities that they have created for Early Childhood. Topics of the books include Shapes, Colors, Numbers, and the Alphabet. The Preschool students really enjoy the visits, and we can tell the 8th graders enjoy coming too.



Kindergarten



Students have been busy at math time! They were introduced to addition and subtraction by playing Train Games!

Kindergarten kids get to read to a therapy dog named Sabrina on Fridays!



1st Grade



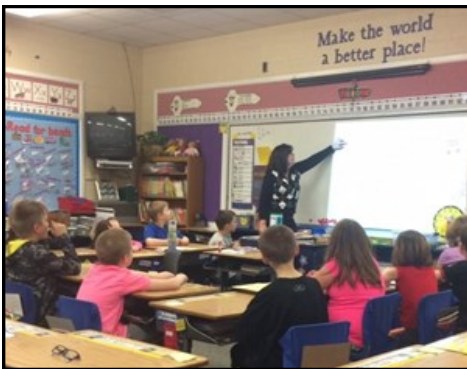
Students learned about cranberries and made a trail mix with craisins with staff from the BCHC for Spark.

Students learned about whales and how blubber keeps them warm.



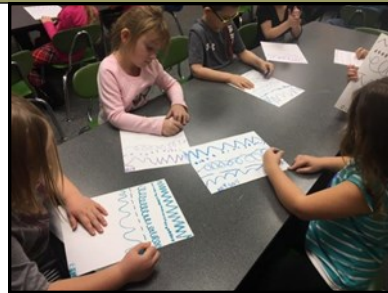
2nd Grade

Students in 2nd grade change classrooms during Mustang Time. They work on skilled based lessons designed to help students progress at their own level. Mustang Time is currently designed with targeted reading instruction.



Specials

Students have been studying the element of line in art class. We began by taking a look at different types of lines: thick, curvy, jagged, etc. Then we looked for and discussed lines found in artwork by well-known artists. Finally we created our own artwork with line.



Title

We are finishing up with our First Round Reading Recovery Students. This is a research based program we offer to first grade students that need intensive support in reading and writing. We will be selecting our Second Round Students soon.



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.

3rd Grade

Third graders recently completed an Our City Junior Achievement program. A local member of the community visited each classroom for five sessions on cities, city planning and zoning, entrepreneurship, saving money, and banking.

Students are currently studying continents and oceans in social studies. We are finishing our narrative writing and will be moving to opinion writing. Students continue to work on basic facts, with the goal of mastery of both multiplication and division.

The SPARK program is now available for third graders! Representatives from Buchanan County Heath Center (BCHC) come into the third grade classrooms to educate the students about healthy eating and exercises. Each month a new fruit and a new exercise are introduced to the students. The students love their visits!



Cheri Reed, Principal



As a reward for meeting our December reading goal, students were able to take a field trip to Pizza Hut to redeem their certificates for a Personal Pan Pizza. Keep on reading!

4th Grade

In fourth grade, new reading genres are being introduced in guided reading. Animal reports have been written by all students and shared with their peers. Some classrooms made dioramas of their animals' habitats, as well. Multiplication and division are the focuses of Unit 5 and Unit 6 in Everyday Math. These processes can be a struggle, but the students are eager to learn the steps involved for multi-digit multiplication and division. The respiratory and circulatory systems will be studied in science. The land, resources, and history of the Midwest region will be studied in social studies. We hope that the students are sharing what they are learning at home!



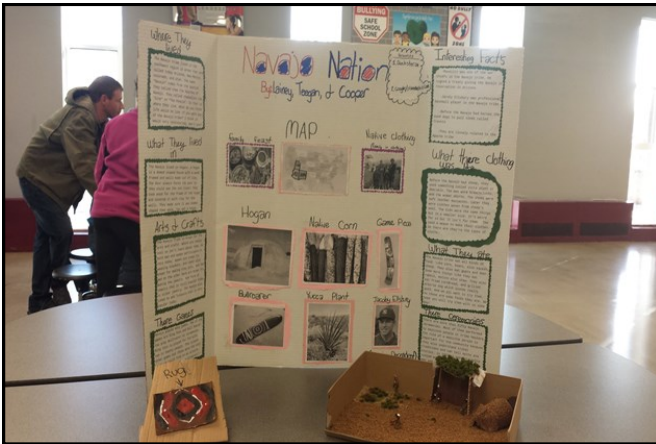
5th Grade

Happy New Year!

Fifth graders have been very busy learning. Students have been investigating fractions, decimals, and percent. They are studying how to apply the operations with these concepts.

In reading class, students are learning about informational text to understand text structure and efficiently used text features. They are learning about author's purpose and studying new vocabulary to improve comprehension.

Fifth graders have been creating presentations about Native Americans, which they have displayed and presented to West Elementary students and staff. Students also had the opportunity to work with Fontana's Naturalist to reflect on how their lifestyles and choices affect the Earth by using an online program called Environmental Footprint. Science is always a favorite as 5th graders learn about electricity and magnetism, and skeletal/muscular systems. Upcoming units will be learning about light and impact on sight and the eye. We will finish our year with a unit about Fish Iowa. This will culminate in a field day at the Buchanan County Wildlife Association quarry.



6th Grade

The current topic of study in sixth grade science is simple machines. Students are beginning by exploring the advantage of using levers. The experiments involve the students figuring out the best placement of the load, fulcrum, and effort. A spring scale and the use of Newton's allow them to form educated conclusions. Students will examine everyday tools that are levers such as scissors, hammers, and even their own arms to determine if they are Class 1, Class 2, or Class 3 levers. A unit on pulleys will follow, and then later students will explore wheels and axles, screws, and inclined planes in simple machine centers. By the end of this study, students will determine that all simple machines have both advantages and disadvantages.

As part of our genre study of historical fiction, sixth graders are learning about the time period known as the Middle Ages. We have read short literature selections that have included pieces about Robin Hood and King Arthur. In addition to that, each student has been reading a novel that takes place in this time period, and we are learning about the characteristics and events of that particular time in history during social studies. This will include topics such as the feudal system, castle life and structure, knights, and medicine. We will compare and contrast historical fiction to other fiction, in addition to biographies and works of nonfiction. Be prepared to hear about the crazy meals and other bizarre aspects of daily life in the Middle Ages.

Greetings from the Independence Junior/Senior High School. I would like to share some thoughts about the 2016-2017 school year. As I was growing up in the 1980's, there were a lot of phrases I heard. One of them was, "I want to be like Mike." This was referring to the world famous Michael Jordan. As many of you know, Michael Jordan is regarded as one of the best basketball players of all time. I am not here to debate that, but to use this phrase to focus my article for the Winter Newsletter. I am going to share some of the great things happening at the Independence Junior/Senior High School. I will use fictitious names of the students/staff to share what actually transpired.



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

- 1.- At the beginning of the year, I witnessed a young lady, Suzy, upset in the lunchroom over some personal issues. She was sitting by herself at a table made for 8. Another student, Amy, saw this and took it upon herself to go over to the table and sit down to visit with Suzy. As I walked over to make sure everything was ok, both students made it clear everything was indeed ok. I am confident for Suzy it was made better by a student reaching out to her in a time of need. This was a time I would say, "I want to be like Amy."
- 2.- Recently, a former school district employee, Joe, received some very difficult health news about one of their children. A couple of current staff members, Kris and Tracy, took it upon themselves to organize a fundraiser for this family to help with the travel expenses, etc, during this stressful time. The love and support by the Independence Community School District staff makes proud to be a member of this staff.
- 3.- Another example at lunch: I was assisting a student, Jim, who has special needs. After getting condiments for his sandwich, I asked him where he wanted to sit. He told me, "I want to sit by Kevin." There was a very specific reason Kevin was chosen. It is because Jim feels important and valued by Kevin. After this incident, it made me "Want to be like Kevin."
- 4.- Some time ago, there was a disagreement in our building between two of our students. As we were investigating what actually transpired, I discovered there were two other students Ben and Chris who stepped in and stopped the disagreement from becoming more of an issue. As an administrator, I was very pleased with Ben and Chris for stepping in and stopping the disagreement from escalating. I hope we have more students who are willing to be like Ben and Chris and to help keep our building a safe place for everyone.
- 5.- Over winter break, I attended the Independence Band and Choir trip to Orlando, Florida. On this trip, we had over 160 people traveling with us. The students represented the Independence Community School District with great success. I attended the parade the band marched in and the concert the choir sang in and it left me thinking.... I am proud to be a part of this district. I enjoy being a MUSTANG!!

These are just five examples of great things happening at the Independence Jr/Sr High School. There are many others instances I could share. Please know, as a stakeholder of this district, there is so much to be proud of regarding our students and staff. In addition to being an employee of this great district, my wife and I have two students attending our district and "I want them to be like Mustangs."

"Into Perspective: A Lesson for All"



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

As the 7-12 principal at Independence Jr/Sr High School, there is a proverbial “laundry list” of items that need attention. Addressing student discipline, completing classroom walk-throughs, conducting teacher meetings and evaluations, attending seminars, taking classes, serving on committees, finalizing state reporting, managing schedules, analyzing test data, listening to staff and parent concerns, and communicating with stakeholders are just a few. Not to mention “other duties as assigned” in the small print of the contract – which encompasses much more. Yes, I know, these are just part of the job, and I “signed up” for these duties. There is no question that is true. In fact, some even (seriously or in a joking matter) say, “That is why you get paid the big bucks.” I get that argument as well. Still, there are some quite taxing times.

To combat these specific instances, and others, I take a look at a small sheet, which really amounts to three sentences, that I have kept in my desk for the last seven years. To be honest, the small paper is nestled right between the many Snickers bars and my two-pound pack of Twizzlers, but I digress. Although there are only three sentences, they are direct, powerful, and definitely put things into perspective and should be a lesson for all.

So, you may be asking, “What does the sheet say?” Well, OK, OK. Stop questioning. I’ll give in to peer pressure....here are the three sentences:

1. If you woke up with good health this morning, you’re better off than 1,000,000 people who won’t live through the week.
2. If you’ve never experienced the horror of war, the solitude of prison, the pain of torture or never been close to death from starvation, you’re luckier than 500,000,000 people.
3. If you can attend church or other place of worship without fear of assault or being killed, you are more blessed than 3,000,000,000 people.

After reading these three truthful (yet quite simple) statements, I pause, reflect and change my attitude. At least for a short time, my “perceived crises” of answering e-mails, calling parents, meeting deadlines, adjusting schedules, monitoring extra-curricular activities, do not seem nearly as burdensome. In fact, from internalizing these statements a multitude of times, all of my (seemingly) stressful duties are undoubtedly blessings, and I am sure yours are as well.

So, as we go about our normal, often stressful, duties let’s all ponder the three facts above. Not because we have to but because they put our daily hardships “into perspective.” And that is a lesson for all.

“Winter Highlights”

by Justin Putz, Activities Director

It is hard to believe that we are in the home stretch of winter activities. As I write this, our sports are closing in on the post season, large group speech and pep band have ended, and we are just starting individual speech. We have had a busy winter with all kinds of activities. I wanted to use my column to share some of the “highlights” from this winter.

Robotics Hosts its First Contest at Indee- The Independence Robotics team hosted a competition in the high school gym in November. This was the first time that our Robotics team has hosted a competition.

Independence Wrestling Hosts Expanded Tournament- The Independence Invitational went through our first year in an expanded format. This year we went from a one day 16 team invitational to a 25 team two day event. This event had over 1200 matches run on eight mats. The event created a ton of press and we received positive feedback. We had over 1600 people attend over the two days.



**Justin Putz,
Activities Director**



Winter Concert Aired on KCRG 9.2- For the second straight year, the music department’s high school band and vocal concert was aired on KCRG 9.2. They put on an outstanding performance. This event takes a ton of work from rehearsing to decorating the auditorium. It was great to see the hard work on display for the KCRG viewing area.

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Swimming- This marked the first year that Independence has had a sharing agreement with Cedar Falls High School for boys' swimming. We had four boys swim this year with Cedar Falls. Independence Freshman Dylan Moffatt qualified for the state meet in three events including the fastest qualifying time in the 500 meter freestyle.



Large Group Speech Qualifies 5 Events for State- The large group speech team took 5 events to state. The events qualified included one act play, ensembles, group improv, and readers theatre.

Boys' Basketball Improves Win Total- As I write this, the boys' basketball team improved their win total by 3 games with four games still to play. The boys have been very competitive all year long and have played well. There is a new kind of energy in the gym and that is because of the energy the team plays with.





Val Maximovich,
Volunteer & Mentor Coordinator

Independence Community Schools Volunteer & Mentor Program Update by Val Maximovich



Thank you to everyone that took the time to shop at the first time Vendor Fair Fundraiser on Dec. 1. The fundraiser helped to sponsor the January Mentoring Month events. Be watching for this year's event in November!



National Mentoring Month



Mustang Mentoring celebrated January National Mentoring Month in many ways. We had our annual movie day at the Starlight Theatre on Sat., Jan. 21. Buckey the bunny, made an appearance before the movie "Zootopia" started. A great time was had by all!

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A window display was in the former Mary's Flower Patch, now Bank Iowa window for the month of January. The window featured boy and girl cutouts that are in need of a mentor! Information was also available on how to become a mentor. A poster announced the cooperative effort for school based mentoring and community based mentoring between the school and Big Brothers Big Sisters of Northeast Iowa.



A special thank you to the many organizations that featured Mustang Mentoring and Big Brothers Big Sisters during their meetings this month! It was a great time to meet-n-greet members of the community!

Mustang Mentoring also sponsored a dessert for the Independence Mustang Foundation fundraising banquet. Thank you to those donors that contributed to the event!

MENTORS NEEDED! We need you!

It's only 30 minutes a week, during the school day, during the school year to make a difference in the life of a child! Contact Val at 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/>



Please like our Facebook page Independence Mustang Mentoring!

This committee is creating action steps with meaningful benchmarks for each goal area. Our technology plan is also better integrated into our district's curriculum and the 21st Century skills integration.

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

It is very exciting working at Independence Community School District. The teachers, staff, and students are embracing technology and looking for better ways to utilize the equipment for student learning and achievement. Please look for the release of our new Technology Plan in May 2017.

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.

It is a great time to be a Mustang!

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