

CHAPTER 94
ADMINISTRATIVE ADVANCEMENT AND RECRUITMENT PROGRAM

281—94.1(256) Purpose. The purpose of the administrative advancement and recruitment program is to provide grants to school corporations to assist them in preparing plans to encourage the advancement of women and minorities to administrative positions or to recruit and employ minority staff.

281—94.2(256) Eligibility identification procedures. Grants shall be awarded on a competitive basis by the department of education. Priority will be given to school corporations already having an affirmative action plan in place.

281—94.3(256) Grant award procedure. The following information shall be provided and grants shall be awarded to applicants based on the following criteria.

1. The degree to which the project will complement existing programs and services for the advancement of women and minorities to administrative positions;
2. The degree to which the project will complement existing programs and services for the recruitment and employment of minority staff;
3. The provision for staff training and development programs and support systems to address the recruitment, employment and advancement of women and minorities; and
4. The degree to which the project can be monitored and evaluated to determine its ability to meet its goals.

281—94.4(256) Application process. The department of education shall announce through public notice the opening of an application period.

281—94.5(256) Request for proposals. Applications for the administrative advancement and recruitment program grants shall be distributed by the department on request.

281—94.6(256) Grant process.

94.6(1) An applicant shall make formal application using criteria established by the department.

94.6(2) A department rating team shall review and rank the proposals.

94.6(3) The department shall notify successful applicants and shall provide to each of them a contract for signature. This contract shall be signed by an official with authority to bind the applicant and shall be returned to the department prior to the award of any funds under this project.

281—94.7(256) Awards contract. Awards shall not exceed a level of \$5000 per any one contract.

281—94.8(256) Notification of applicants. Applicants shall be notified within 45 days following the due date for receipt of proposals as to whether their requests have been approved for funding.

281—94.9(256) Grantee responsibility. Grantees shall provide to the department of education by October 1, 1989, an annual report that includes information detailing progress toward goals, objectives and expenditures of their project.

These rules are intended to implement Iowa Code section 256.23.

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