



# **Student Achievement and Accountability**

## **Annual Report**

**Iowa Code Section 284.12(1)**

**Iowa Department of Education  
Grimes State Office Building  
Des Moines, IA 50319**

**January 2007**

State of Iowa  
Department of Education  
Grimes State Office Building  
Des Moines, Iowa  
50319-0146

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**Iowa Department of Education  
Annual Report 2007  
As Required by Iowa Code Section 284.12(1)  
Student Achievement and Teacher Quality Program**

Legislation passed during the 2001 Iowa legislative session established the Student Achievement and Teacher Quality Program, Iowa Code Section 284.12(1). This legislation requires the Iowa Department of Education (DE) to annually report the statewide progress on the following: student achievement scores in mathematics and reading at the fourth and eighth grade levels on a district-by-district basis; evaluator training program; team-based variable pay for student achievement; and changes and improvements in the evaluation of teachers under the Iowa Teaching Standards. The report is being made available to the chairpersons and ranking members of the senate and house committees on education, the legislative education accountability and oversight committee, the deans of the colleges of education at approved practitioner preparation institutions in this state, the State Board of Education, the Governor, and school districts.

**Student Achievement Scores in Mathematics and Reading at the Fourth and Eighth Grade Levels on a District-by-District Basis  
2004-05 & 2005-06 Biennium Adequate Yearly Progress Report Percentage of Students Proficient (Iowa School Districts)**

*Blank = Not Applicable (Whole Grade Sharing)*

*\*\*\* = Not Applicable (Fewer than 10 Students)*

<b>Agency Name</b>	<b>4<sup>th</sup> Grade Reading</b>	<b>4<sup>th</sup> Grade Math</b>	<b>8<sup>th</sup> Grade Reading</b>	<b>8<sup>th</sup> Grade Math</b>
AGWSR Comm School District	73.5	86.9	75.8	82.4
Adair-Casey Comm School District	77.4	88.7	82.8	81.0
Adel-DeSoto-Minburn Comm School District	89.1	87.0	86.2	85.8
Akron Westfield Comm School District	77.6	86.8	65.0	72.8
Albert City-Truesdale Comm School District	90.0	96.7		
Albia Comm School District	76.4	77.6	64.4	65.3
Alburnett Comm School District	87.8	91.5	75.2	82.7
Alden Comm School District	70.4	88.9		
Algona Comm School District	82.4	82.4	84.7	88.4
Allamakee Comm School District	80.7	85.9	80.9	81.7
Allison-Bristow Comm School District	86.0	83.7	79.2	90.9
Alta Comm School District	79.1	85.1	72.8	81.5
Ames Comm School District	89.9	88.2	82.7	88.3
Anamosa Comm School District	79.4	81.9	74.3	79.7
Andrew Comm School District	83.8	91.9	52.7	78.2
Anita Comm School District	87.5	90.6		
Ankeny Comm School District	88.4	88.5	84.8	86.3
Anthon-Oto Comm School District	86.4	81.8	75.3	68.0
Aplington-Parkersburg Comm School District	78.0	76.1	77.4	80.0
Armstrong-Ringsted Comm School District	86.5	82.7	82.1	80.4
Ar-We-Va Comm School District	90.0	88.0	76.8	84.1
Atlantic Comm School District	74.0	75.5	65.4	72.9

Audubon Comm School District	85.7	91.8	68.7	88.7
Aurelia Comm School District	86.2	93.1	85.0	85.0
A-H-S-T Comm School District	74.3	83.8	78.3	79.8
Ballard Comm School District	85.8	89.6	81.2	81.2
Battle Creek-Ida Grove Comm School District	86.2	85.1	80.0	84.5
Baxter Comm School District	88.5	90.4	73.5	77.9
BCLUW Comm School District	89.7	91.8	88.2	88.2
Bedford Comm School District	86.4	92.4	68.8	82.5
Belle Plaine Comm School District	74.5	72.3	72.3	76.9
Bellevue Comm School District	90.1	87.7	78.7	73.1
Belmond-Klemme Comm School District	78.3	84.1	66.7	65.7
Bennett Comm School District	86.4	81.8	71.4	92.9
Benton Comm School District	88.5	91.7	75.4	72.0
Bettendorf Comm School District	85.7	85.4	80.4	85.4
Eddyville-Blakesburg Comm School District	70.0	72.7	69.6	71.3
Bondurant-Farrar Comm School District	82.3	86.5	72.1	81.4
Boone Comm School District	78.9	80.2	72.2	83.5
Boyden-Hull Comm School District	85.1	89.2	69.3	75.3
West Hancock Comm School District	75.3	86.5	71.3	77.8
Brooklyn-Guernsey-Malcom Comm School District	79.0	80.2	68.0	68.0
North Iowa Comm School District	83.1	81.9	72.8	80.0
Burlington Comm School District	75.9	77.1	66.5	66.4
C and M Comm School District	88.9	88.9	82.6	79.7
CAL Comm School District	91.3	95.7	50.0	70.0
Calamus-Wheatland Comm School District	85.9	88.0	82.9	86.8
Camanche Comm School District	72.0	79.7	64.2	66.9
Cardinal Comm School District	80.5	76.8	66.0	72.3
Carlisle Comm School District	81.3	75.6	62.6	76.1
Carroll Comm School District	80.9	83.7	79.3	79.7
Cedar Falls Comm School District	85.9	90.1	77.2	82.0
Cedar Rapids Comm School District	74.8	77.2	73.3	74.9
Center Point-Urbana Comm School District	73.7	71.2	80.3	79.2
Centerville Comm School District	76.4	81.8	73.0	69.8
Central Lee Comm School District	79.9	85.8	62.5	71.8
Central Comm School District	79.5	91.0	73.7	80.8
Central Clinton Comm School District	88.0	93.7	80.4	80.8
Central City Comm School District	71.7	69.8	75.4	76.9
Central Decatur Comm School District	74.3	74.3	59.3	62.5
Central Lyon Comm School District	87.0	84.4	80.2	77.8
Chariton Comm School District	80.1	79.1	67.9	84.4
Charles City Comm School District	78.3	78.9	71.3	73.3
Charter Oak-Ute Comm School District	76.2	81.0	68.4	81.6
Cherokee Comm School District	76.7	76.0	71.5	76.2
Clarinda Comm School District	75.9	75.9	78.6	79.3
Clarion-Goldfield Comm School District	83.9	84.6	75.0	79.4
Clarke Comm School District	81.7	82.9	71.4	67.6
Clarksville Comm School District	83.7	89.8	62.5	62.5

Clay Central-Everly Comm School District	87.8	87.8	82.6	80.9
Clear Creek Amana Comm School District	78.7	79.9	71.4	71.0
Clearfield Comm School District	90.9	100.0		
Clear Lake Comm School District	77.8	79.3	74.3	75.3
Clinton Comm School District	77.9	80.9	66.7	69.2
Colfax-Mingo Comm School District	71.2	74.0	62.3	63.9
College Comm School District	82.7	86.3	75.2	80.9
Collins-Maxwell Comm School District	84.1	77.8	75.4	84.1
Colo-Nesco Comm School District	80.6	83.6	66.7	78.6
Columbus Comm School District	60.6	73.2	52.0	58.0
Coon Rapids-Bayard Comm School District	70.2	83.0	76.1	74.6
Corning Comm School District	92.8	94.2	75.3	78.5
Corwith-Wesley Comm School District	78.1	90.6		
Council Bluffs Comm School District	67.4	72.7	62.5	63.9
Creston Comm School District	74.5	78.0	71.2	71.6
Dallas Center-Grimes Comm School District	91.8	93.0	83.6	86.9
Danville Comm School District	80.6	83.3	69.1	76.6
Davenport Comm School District	70.4	76.1	58.7	59.5
Davis County Comm School District	77.2	74.1	83.0	86.3
Decorah Comm School District	87.9	90.7	87.1	88.1
Deep River-Millersburg Comm School District	83.9	87.1		
Delwood Comm School District	84.2	81.6		
Denison Comm School District	68.7	74.3	63.8	69.8
Denver Comm School District	79.2	84.2	74.8	88.2
Des Moines Independent Comm School District	66.6	72.1	58.3	59.9
Diagonal Comm School District	80.0	90.0	92.3	92.3
Dike-New Hartford Comm School District	74.3	84.8	72.4	91.0
Dows Comm School District	66.7	88.9	51.7	62.1
Dubuque Comm School District	76.9	77.8	69.3	75.4
Dunkerton Comm School District	88.7	88.9	58.6	67.1
Boyer Valley Comm School District	75.0	75.0	74.4	65.4
Durant Comm School District	84.3	83.3	80.0	75.8
Eagle Grove Comm School District	73.4	85.1	71.6	72.3
Earlham Comm School District	70.7	79.3	66.3	79.8
East Buchanan Comm School District	74.6	76.1	61.4	77.3
East Central Comm School District	88.7	88.7	68.9	70.0
East Greene Comm School District	53.7	46.3	44.2	56.9
East Marshall Comm School District	89.3	87.5	63.9	76.8
East Union Comm School District	84.9	79.2	65.8	64.6
Eastern Allamakee Comm School District	84.1	81.2	80.0	86.7
River Valley Comm School District	76.8	92.9	70.4	71.8
Edgewood-Colesburg Comm School District	78.2	77.2	71.3	80.6
Eldora-New Providence Comm School District	70.4	78.8	69.4	82.4
Elk Horn-Kimballton Comm School District	81.8	87.9	80.0	88.0
Emmetsburg Comm School District	81.1	85.6	65.1	71.6
English Valleys Comm School District	81.5	87.0	70.7	75.3
Essex Comm School District	76.7	65.1	61.9	51.2

Estherville Lincoln Central Com Sch Dist	72.2	72.7	66.8	69.8
Exira Comm School District	76.9	82.1	65.0	70.0
Fairfield Comm School District	84.7	80.6	73.2	74.8
Farragut Comm School District	73.3	70.0	84.4	66.7
Forest City Comm School District	85.3	85.9	71.0	77.1
Fort Dodge Comm School District	69.4	75.0	63.9	65.7
Fort Madison Comm School District	84.4	89.8	76.4	78.5
Fredericksburg Comm School District	79.1	95.3	77.3	90.1
Fremont Comm School District	68.4	78.9	35.3	70.6
Fremont-Mills Comm School District	79.7	84.7	61.3	76.0
Galva-Holstein Comm School District	85.3	86.8	79.7	71.0
Garnavillo Comm School District	86.7	86.7	58.3	64.6
Garner-Hayfield Comm School District	73.1	87.4	80.3	80.2
George-Little Rock Comm School District	86.2	84.5	81.7	83.1
Gilbert Comm School District	87.8	89.2	80.5	82.9
Gilmore City-Bradgate Comm School District	83.3	95.8	67.3	73.5
Gladbrook-Reinbeck Comm School District	73.8	82.5	74.1	74.8
Glenwood Comm School District	85.4	83.3	73.2	79.4
Glidden-Ralston Comm School District	84.1	75.0	60.0	70.8
Graettinger Comm School District	77.1	97.1	***	***
Greene Comm School District	71.4	88.1		
Nodaway Valley Comm School District	72.9	78.1	80.3	80.3
GMG Comm School District	82.9	82.9	82.9	90.0
Grinnell-Newburg Comm School District	84.5	84.5	74.9	75.9
Griswold Comm School District	80.7	81.8	77.9	81.1
Grundy Center Comm School District	81.6	83.9	80.4	78.6
Guthrie Center Comm School District	76.7	85.1	79.2	80.2
Guttenberg Comm School District	68.3	76.7	71.4	77.6
H-L-V Comm School District	79.6	87.8	77.4	83.9
Hamburg Comm School District	71.8	74.4	65.2	60.9
Hampton-Dumont Comm School District	73.8	75.7	73.2	74.7
Harlan Comm School District	83.4	83.9	84.0	87.1
Harmony Comm School District	77.8	75.6	60.7	65.5
Harris-Lake Park Comm School District	89.7	89.7	89.2	94.6
Hartley-Melvin-Sanborn Comm School District	78.2	88.4	72.1	77.5
Highland Comm School District	71.8	78.8	63.9	68.0
Hinton Comm School District	84.8	94.9	85.3	91.6
Howard-Winneshiek Comm School District	77.4	81.1	67.9	79.8
Hubbard-Radcliffe Comm School District	81.4	83.1	75.0	76.5
Hudson Comm School District	80.8	89.5	79.7	84.8
Humboldt Comm School District	81.9	83.9	75.2	77.7
Independence Comm School District	79.1	81.8	67.1	65.9
Indianola Comm School District	87.9	86.5	78.8	87.1
Interstate 35 Comm School District	83.8	83.8	75.4	76.3
Iowa City Comm School District	79.4	77.4	75.1	80.7
Iowa Falls Comm School District	80.1	83.1	68.2	69.3
Iowa Valley Comm School District	78.1	81.0	51.2	76.0

IKM Comm School District	78.6	71.4	73.8	80.3
Janesville Consolidated School District	76.7	76.7	86.5	83.8
Jefferson-Scranton Comm School District	89.0	86.8	80.8	73.1
Jesup Comm School District	75.6	76.4	71.1	69.4
Johnston Comm School District	91.0	92.0	87.8	88.4
Keokuk Comm School District	76.3	76.3	65.3	61.4
Keota Comm School District	90.0	90.0	76.2	88.9
Kingsley-Pierson Comm School District	93.0	84.5	86.1	88.6
Knoxville Comm School District	81.4	85.9	63.7	71.7
Lake Mills Comm School District	85.7	84.5	79.8	78.6
Lamoni Comm School District	70.6	84.3	76.5	80.4
Laurens-Marathon Comm School District	74.5	81.8	71.0	73.9
Lawton-Bronson Comm School District	77.0	81.1	72.8	79.3
Le Mars Comm School District	79.9	82.5	76.3	79.5
Lenox Comm School District	64.6	66.7	72.1	83.7
Lewis Central Comm School District	69.0	67.3	57.6	62.8
North Cedar Comm School District	81.1	86.4	76.2	84.2
Lineville-Clio Comm School District	***	***	70.6	88.2
Linn-Mar Comm School District	88.7	87.2	80.8	85.6
Lisbon Comm School District	73.1	81.7	62.9	77.3
Logan-Magnolia Comm School District	88.5	91.3	78.2	82.2
Lone Tree Comm School District	77.0	82.4	73.1	73.1
Louisa-Muscatine Comm School District	61.7	74.2	56.4	53.2
LuVerne Comm School District	***	***	84.0	80.0
Lynnvile-Sully Comm School District	76.1	74.6	77.8	86.4
Madrid Comm School District	83.3	81.0	82.4	77.9
Malvern Comm School District	80.3	78.7	53.8	51.3
Manning Comm School District	95.3	89.1	83.5	87.1
Manson Northwest Webster Comm School District	79.8	75.3	79.8	88.2
Maple Valley Comm School District	87.7	87.7		
Maquoketa Comm School District	81.8	80.6	69.4	69.0
Maquoketa Valley Comm School District	94.6	91.0	81.6	84.6
Marcus-Meriden-Cleghorn Comm School District	92.3	92.3	84.3	94.3
Marion Independent School District	78.9	85.0	67.2	81.8
Marshalltown Comm School District	65.0	65.2	58.2	62.6
Martensdale-St Marys Comm School District	73.0	82.5	62.8	76.9
Mason City Comm School District	74.7	77.5	71.3	74.7
MOC-Floyd Valley Comm School District	92.0	92.5	84.2	88.0
Mediapolis Comm School District	91.7	95.8	75.2	78.1
Melcher-Dallas Comm School District	63.8	60.3	44.4	62.5
Meservey-Thornton Comm School District	53.8	92.3	66.7	68.1
Midland Comm School District	71.2	78.8	63.8	76.3
Mid-Prairie Comm School District	75.3	72.9	72.5	77.5
Missouri Valley Comm School District	72.6	67.9	77.1	77.7
MFL MarMac Comm School District	83.8	72.4	62.7	76.9
Montezuma Comm School District	80.9	79.4	75.0	78.8
Monticello Comm School District	83.7	86.2	75.3	84.5

Moravia Comm School District	88.6	79.5	80.0	74.3
Mormon Trail Comm School District	80.0	76.0	55.3	47.4
Morning Sun Comm School District	81.3	93.8		
Moulton-Udell Comm School District	94.6	94.6	82.5	65.0
Mount Ayr Comm School District	85.5	96.4	70.3	72.5
Mount Pleasant Comm School District	81.6	77.4	71.4	72.3
Mount Vernon Comm School District	84.6	84.5	84.2	86.6
Murray Comm School District	78.0	74.0	73.8	64.3
Muscatine Comm School District	89.4	89.0	77.6	79.2
Nashua-Plainfield Comm School District	86.2	85.3	80.2	88.8
Nevada Comm School District	84.0	82.9	84.9	79.7
Newell-Fonda Comm School District	89.8	91.8	84.1	79.7
New Hampton Comm School District	84.3	82.7	65.6	78.6
New London Comm School District	57.8	65.6	56.6	63.9
New Market Comm School District	52.9	58.8	57.9	78.9
Newton Comm School District	77.2	79.4	63.3	66.6
Nishna Valley Comm School District	81.3	81.3	63.2	68.4
Nora Springs-Rock Falls Comm School District	79.7	88.1	87.7	85.2
North Central Comm School District	77.9	78.6	67.1	81.0
Northeast Comm School District	81.5	90.2	95.2	93.3
North Fayette Comm School District	86.8	81.6	72.8	76.2
Northeast Hamilton Comm School District	88.9	86.7	64.3	52.4
North Mahaska Comm School District	82.9	78.9	68.0	66.2
North Linn Comm School District	75.0	83.7	72.9	83.2
North Kossuth Comm School District	89.2	89.2	75.9	79.3
North Polk Comm School District	83.9	91.9	81.2	90.2
North Scott Comm School District	86.5	87.6	78.2	81.7
North Tama County Comm School District	80.6	88.9	80.0	82.7
North Winneshiek Comm School District	57.5	77.5	61.0	70.7
Northwood-Kensett Comm School District	81.7	91.5	67.4	79.8
Norwalk Comm School District	81.5	85.9	78.6	86.1
Odebolt-Arthur Comm School District	81.4	89.8	88.5	88.5
Oelwein Comm School District	79.3	81.6	64.7	76.4
Ogden Comm School District	87.0	86.1	76.9	85.5
Okoboji Comm School District	78.5	86.0	78.0	66.7
Olin Consolidated School District	82.1	82.8	48.8	58.5
Orient-Macksburg Comm School District	76.0	68.0	65.4	67.3
Osage Comm School District	90.7	85.2	74.7	71.2
Oskaloosa Comm School District	77.8	86.2	74.2	75.4
Ottumwa Comm School District	71.7	75.2	69.8	71.5
Panorama Comm School District	87.5	91.1	88.6	81.6
Paton-Churdan Comm School District	100.0	100.0	75.0	75.0
PCM Comm School District	85.7	88.7	77.8	85.4
Pekin Comm School District	84.0	91.5	66.4	62.0
Pella Comm School District	93.7	91.7	85.8	92.6
Perry Comm School District	71.8	70.0	64.9	61.9
Pleasant Valley Comm School District	89.5	90.0	77.9	82.5



Pleasantville Comm School District	88.2	90.8	70.4	71.4
Pocahontas Area Comm School District	86.7	96.7	70.9	79.7
Pomeroy-Palmer	80.0	73.3	83.3	69.4
Postville Comm School District	63.5	66.7	60.2	66.3
Prairie Valley Comm School District	85.8	86.8	87.3	82.5
Prescott Comm School District	50.0	70.0		
Preston Comm School District	89.5	91.9	84.9	81.1
Red Oak Comm School District	73.8	76.7	63.4	61.9
Remsen-Union Comm School District	87.5	73.2	72.3	76.6
Riceville Comm School District	80.0	80.0	68.2	71.9
Riverside Comm School District	85.5	96.1	80.2	81.0
Rock Valley Comm School District	91.3	82.7	68.2	75.0
Rockwell-Swaledale Comm School District	73.6	62.3	56.9	74.5
Rockwell City-Lytton Comm School District	78.4	87.8	78.1	79.5
Roland-Story Comm School District	82.9	82.3	75.1	82.7
Rudd-Rockford-Marble Rk Comm School District	89.8	89.7	69.5	78.9
Russell Comm School District	48.1	44.4	38.9	38.9
Ruthven-Ayrshire Comm School District	88.0	96.0	71.4	82.9
Sac Comm School District	68.1	63.2	82.1	83.3
St Ansgar Comm School District	83.1	82.9	71.4	70.6
Saydel Comm School District	70.3	75.8	71.1	66.7
Schaller-Crestland Comm School District	75.9	77.8	60.0	63.1
Schleswig Comm School District	89.7	87.2	72.2	86.1
Sentral Comm School District	88.5	80.8	84.0	76.0
Sergeant Bluff-Luton Comm School District	84.1	80.6	70.6	76.6
Seymour Comm School District	62.5	62.5	69.4	85.7
Sheffield-Chapin Comm School District	89.1	78.2		
Sheldon Comm School District	88.8	91.2	76.3	87.8
Shenandoah Comm School District	67.5	64.9	64.8	70.3
Sibley-Ocheyedan Comm School District	88.1	89.1	88.3	91.7
Sidney Comm School District	79.5	86.4	55.7	80.3
Sigourney Comm School District	78.5	74.7	64.2	60.0
Sioux Center Comm School District	88.3	89.1	76.1	87.0
Sioux Central Comm School District	78.6	69.6	71.8	71.8
Sioux City Comm School District	68.9	69.9	61.3	63.2
Southern Cal Comm School District	88.5	78.7	61.3	68.8
South Clay Comm School District	71.4	64.3		
Solon Comm School District	84.8	78.2	78.5	78.0
Southeast Warren Comm School District	82.6	87.0	64.1	75.0
South Hamilton Comm School District	82.0	87.6	75.9	84.3
Southeast Webster Comm School District	70.2	67.9	66.3	68.5
South Page Comm School District	100.0	87.0	73.5	71.4
South Tama County Comm School District	67.6	63.7	69.6	75.6
South O'Brien Comm School District	75.9	75.0	66.3	80.0
South Winneshiek Comm School District	84.3	87.0	63.6	68.8
Southeast Polk Comm School District	83.0	84.1	74.1	77.0
Spencer Comm School District	84.5	81.6	69.8	76.7

Spirit Lake Comm School District	85.0	91.3	81.9	80.4
Springville Comm School District	77.0	80.3	65.8	64.6
Stanton Comm School District	88.9	88.9	77.4	79.2
Starmont Comm School District	80.4	82.5	76.7	78.2
Storm Lake Comm School District	63.7	63.6	54.5	64.9
Stratford Comm School District	84.0	92.0		
West Central Valley Comm School District	76.5	81.5	71.3	76.3
Sumner Comm School District	85.7	85.7		
Terril Comm School District	87.5	87.5	72.4	72.4
Tipton Comm School District	83.8	81.1	81.4	85.0
Titonka Consolidated School District	75.0	78.6	79.5	75.0
Treynor Comm School District	86.3	85.3	92.7	89.6
Tri-Center Comm School District	70.8	71.4	73.9	77.3
Tri-County Comm School District	75.6	88.9	76.4	83.6
Tripoli Comm School District	90.9	86.4	68.9	81.1
Turkey Valley Comm School District	74.2	77.4	81.5	91.7
Twin Cedars Comm School District	76.5	80.0	69.8	68.3
Twin Rivers Comm School District	76.9	100.0		
Underwood Comm School District	84.0	86.4	72.4	78.7
Union Comm School District	86.4	84.8	78.1	79.6
United Comm School District	71.4	85.7		
Urbandale Comm School District	89.0	92.3	81.0	88.7
Valley Comm School District	79.3	75.0	77.5	76.4
Van Buren Comm School District	80.0	90.0	67.3	74.5
Van Meter Comm School District	86.5	86.7	74.4	84.6
Ventura Comm School District	96.2	92.3	75.5	82.0
Villisca Comm School District	75.0	84.6	84.5	89.7
Vinton-Shellsburg Comm School District	78.2	76.5	65.1	76.9
Waco Comm School District	82.8	84.4	62.3	75.3
Wall Lake View Auburn Comm School District	66.7	73.9	78.7	82.7
Walnut Comm School District	84.0	76.0	84.8	72.7
Wapello Comm School District	77.3	79.0	60.7	61.2
Wapsie Valley Comm School District	78.6	83.5	62.9	75.0
Washington Comm School District	68.5	73.6	65.9	72.5
Waterloo Comm School District	61.9	60.0	54.5	54.1
Waukee Comm School District	91.3	89.2	86.7	86.9
Waverly-Shell Rock Comm School District	84.2	81.9	85.6	88.5
Wayne Comm School District	76.3	75.0	81.2	82.4
Webster City Comm School District	84.3	83.8	74.0	79.0
West Bend-Mallard Comm School District	94.4	100.0	74.3	88.6
West Branch Comm School District	78.0	78.7	71.8	76.3
West Burlington Ind School District	73.6	68.1	71.4	75.2
West Central Comm School District	85.1	85.1	68.3	73.2
West Delaware County Comm School District	76.7	74.8	75.0	82.3
West Des Moines Comm School District	86.1	88.3	82.4	86.6
Western Dubuque Comm School District	77.7	76.0	76.3	77.4
West Harrison Comm School District	54.2	63.9	77.6	69.4

West Liberty Comm School District	70.0	75.0	68.3	78.9
West Lyon Comm School District	76.0	80.4	80.4	86.5
West Marshall Comm School District	85.1	87.6	74.1	74.8
West Monona Comm School District	74.7	68.7	66.3	74.3
West Sioux Comm School District	75.0	83.3	67.0	64.1
Westwood Comm School District	73.8	66.3	73.1	73.1
Whiting Comm School District	90.0	93.3	74.2	87.1
Williamsburg Comm School District	89.5	90.2	71.4	81.2
Wilton Comm School District	79.6	84.1	69.5	72.5
Winfield-Mt Union Comm School District	78.8	82.7	52.8	69.4
Winterset Comm School District	79.4	80.4	83.9	75.0
Woden-Crystal Lake Comm School District	61.1	61.1		
Woodbine Comm School District	79.5	80.8	72.7	78.0
Woodbury Central Comm School District	88.0	84.0	79.2	87.0
Woodward-Granger Comm School District	78.4	85.1	77.1	84.3

## **Evaluator Training Program and Changes and Improvements in the Evaluation of Teachers Under the Iowa Teaching Standards**

### **Iowa Evaluator Approval Training Program (IEATP)**

The DE released a request for proposal for the IEATP. This proposal was awarded to area education agencies (AEAs), School Administrators of Iowa (SAI), the University of Northern Iowa (UNI), and the Southeast Regional Laboratory (SERVE). This group, in cooperation with DE personnel, worked with Dr. Barbara Howard from SERVE to develop the instructional materials and development processes for the trainers and the participants in the evaluator approval program. A statewide application process for potential trainers was implemented. Applications were accepted from any interested personnel.

During the summer of 2002, 65 trainers were selected through a statewide application process and they were trained during the summer and fall of 2002. Each trainer must demonstrate the ability to not only train but also certify the skills needed by each member of the cohort group. Cohort groups are trained across the state with a maximum ratio of 30 to 1. Training is provided in five regions organized by AEA:

- South (AEAs 13, 14, 15, 16)
- Central (AEA 11)
- Northwest (AEAs 4, 8, 12)
- East (AEAs 9, 10)
- Northeast (AEAs 1, 267)

Each region has a minimum of 13 trainers plus a regional coordinator and is responsible for the delivery of training in that region as a whole as coordinated through the DE. The first cohort of training began in September 2002 and continued through December 2002. A second cohort ran from January through June of 2003. The third cohort was conducted in the fall of 2003 and the fourth cohort was conducted during the spring of 2004. A minimum of 2,100 participants were trained by the end of the 2003-2004 year.

During the 2005-2006 school year, an additional 225 participants statewide completed the training by June 2006. Each region has conducted one to six cohorts depending upon the continuing demand.

Priority enrollment continues to be given to administrators who are required to evaluate second year beginning teachers, career teachers, and coaches as part of their responsibility for the public school district.

The IEATP is intended to develop four basic skill sets in potential evaluators: 1) knowledge and understanding of the Iowa Teaching Standards and Criteria; 2) data collection and management skills; 3) feedback and conferencing skills; and 4) data based decision-making is developed with all participants.

The training for evaluator approval includes theory, demonstration, practice and application of learning. Participants are expected to demonstrate basic knowledge and to apply learning to school context situations. This application activity is observed by the trainers to ensure that evaluators are proficient in the desired skills required under these new expectations.

The higher education institutions offering approved administrator preparation programs have integrated this new evaluator training into their pre-service school administration programs. Each college or university has qualified trainers using the approved training curriculum to ensure that graduates from these programs are certified upon graduation to evaluate Iowa teachers.

Any educator who wants to obtain the new evaluator license and renew their administrative endorsement and the corresponding general administrative endorsement must successfully complete the training. The cost of continuing the in-service training program is supported through registration fees.

As a result of the 2002 legislative requirement, the Iowa Teaching Standards and Criteria became the statewide expectation for all teachers. The DE has developed and shared a model evaluation process and the summative evaluation instrument to be used at the culmination of the comprehensive performance review <http://www.iowa.gov/educate/content/view/538/563/>. Dr. Tom McGreal collaborated with the DE in the development of the evaluation model. The evaluator training program outlined above includes these statewide models as part of the training materials.

### **Evaluation Model**

The DE, in collaboration with Dr. Tom McGreal, developed a model for a local evaluation system. This model was made available to the public in August 2002 at <http://www.iowa.gov/educate/content/view/538/563/>. This document provides local Iowa school districts with a basic evaluation model that can be used to shape a standards-based teacher evaluation system that will meet all the expectations of the Iowa teacher quality program. This model encourages a range of sources of data and information to document that teachers meet the Iowa Teaching Standards. The model also incorporates the requirements for evaluation that are included in the teacher quality legislation.

### **Model Descriptors**

The DE worked with a cadre of educational experts led by Dr. Vickie Trent, UNI; Dr. Charlotte Danielson, Outcomes Associates; Dr. Tom McGreal, Professor Emeritus, University of Illinois; Dr. Beverly Showers, Staff Development Consultant; and Dr. Barbara Howard, SERVE; to develop model descriptors to support the criteria for the Iowa Teaching Standards. These model descriptors are intended to help districts further define, in operational or behavioral terms, expectations under the Iowa Teaching Standards and Criteria. These model descriptors can be located at <http://www.iowa.gov/educate/content/view/542/565/>

### **Comprehensive Evaluation Instrument**

The DE worked with legal representatives from SAI, Iowa State Education Association (ISEA), and Iowa Association of School Boards on the development of the summative Comprehensive Evaluation Instrument for second year teachers. This instrument is a mandated part of a local evaluation system that is required for use in the final evaluation of second year teachers. This instrument was included in the Evaluation Model issued by the DE and in IEATP training materials for participants in evaluator approval training.

### **District Evaluation Design**

Beginning July 1, 2005, all districts were required to base their evaluation of all teachers on the Iowa Teaching Standards and Criteria. All career teachers will be evaluated a minimum of every three years and they will annually develop and implement an individual career plan focused on the district's and building's student learning priorities and the district's staff development plan. They must also provide an intensive assistance component designed to support teachers not meeting one or more of the teaching standards. As a support for this work, the DE, in cooperation with the AEAs, conducted a statewide series of ICN sessions focused on teacher evaluation systems providing information and local school examples that have already been developed. The AEAs also have at least one consultant who serves as a liaison to districts as a person who can provide information resources and possible technical support for the district's design effort. In addition, Tom McGreal returned to the state and conducted a statewide workshop on the design of teacher evaluation systems.

The DE continues to provide support to the current evaluation design and staff development model by providing samples of district and building level professional development plans, individual career development plans, and samples of completed career teacher evaluations as support to the work of local districts and various professional organizations in order to illustrate how these components all connect with one another.

Depending on the result of legislative action, it is proposed that beginning July 2007, training to renew the evaluators' license will be offered statewide. Trainers will be selected and trained in time to provide training on a regional basis beginning in September 2007.

### **Renewal Training**

Beginning in the fall of 2007, training will begin to provide all those who currently hold a "new" evaluators license issued since 2002 the opportunity to renew that license. In cooperation with the AEAs and SAI, the training will be provided throughout the state of Iowa. The costs of the renewal training will be paid for through registration fees. The curriculum is currently in design. The trainers have been selected and their preparation as trainers will be conducted in the spring of 2007.

## **The Iowa Mentoring and Induction Program**

Every new teacher enters into a two-year induction program that addresses the teacher's personal and professional needs and trains him or her on Iowa's eight teaching standards. A mentor is assigned to each teacher – not to evaluate for employment purposes, but to observe, critique, and provide support and advice on effective teaching practices. In 2006, guidance counselors, teacher librarians, and interns were approved to participate in the mentoring and induction program.

Mentors must have at least four years of teaching experience and demonstrated skills in classroom training and coaching. They receive training on district expectations, based on Iowa's eight teaching standards. Mentoring programs can be designed by the district or the AEA, which provides school improvement services for the local education community. The mentor must follow this program while focusing on the teacher's individual needs. One hundred percent of the public school districts and all AEAs in Iowa have a mentoring and induction plan that has been approved by the DE.

After the two-year induction program, the new teacher receives a standard license in most cases. The state fully funds induction for the required two years. If a teacher does not meet the requirements after the two years, a third year in the induction program can be granted by the district, but must be funded by the district. If the teacher does not successfully complete the program after the third year, that teacher cannot receive a license and cannot continue to teach in the state.

During the 2005-2006 school year, 3,368 new teachers participated in the state-funded Iowa Mentoring and Induction program. This total is comprised of both first and second year teachers in local education agencies and AEAs statewide.

### **Iowa Mentoring and Induction Institute**

The third annual statewide Mentoring and Induction Institute was held in Cedar Falls, Iowa, April 10-12, 2006. Co-sponsors included UNI and ISEA in partnership with Heartland AEA. The Institute addressed effective practices to support beginning teachers from the pre-service experience to the classroom. Distinguished keynote speaker Ellen Moir, Executive Director of the New Teacher Center, University of California, Santa Cruz, shared current research on mentoring and induction and the role of teachers in leadership and closing the achievement gap. Bruce Wellman, co-author of *Mentoring Matters: A Practical Guide to Learning-Focused Relationships*, presented a two-day workshop for participants that provided training on structures, strategies and tools for developing expertise in teaching for both new teachers and mentors.

The Mentoring and Induction Institute conferred the annual Mildred Middleton Crystal Key Awards for Outstanding Mentoring and for Outstanding Leadership in a Mentoring and Induction Program. The awards were provided by ISEA and presented by ISEA President, Linda Nelson.

### **The Iowa Mentoring and Induction Network**

The Iowa Mentoring and Induction Network is primarily comprised of AEA staff who administer the program in their areas and is led by the department administrator of the Iowa Mentoring and Induction program, DE. The network meets semi-annually in West Des Moines. The full day Network meetings provide information and technical assistance to AEAs and others in attendance on such topics as licensure issues for new teachers, system support, Iowa mentoring and induction models, and mentoring resources.

### **Mentoring and Induction Statewide (MITS) Steering Committee**

This committee (MITS) meets several times a year and is comprised of representatives of the DE, AEAs, higher education, local school districts, and ISEA. The MITS Committee gives guidance and direction to the DE on program issues and plans and coordinates the annual Iowa Mentoring and Induction Institute. The steering committee was selected in the fall of 2006 to make a national presentation on Iowa's Mentoring and Induction Program at the New Teacher Center Symposium in San Jose, California, in February 2007. The Symposium, sponsored by the University of California, Santa Cruz, is attended by over 3,000 educators from across the United States and several countries around the world.

### **Teacher Quality Enhancement Grant (TQE)**

In 2005, the DE was awarded a grant from the U.S. Department of Education in the amount of \$6.3 million dollars over three years. This grant is being used to increase the effectiveness of teacher education programs for teacher candidates and will also assist in collecting data on first and second year teachers in Iowa in the future. In the development of the grant application, the funds appropriated for the Iowa Mentoring and Induction program during FY 2005 were used to leverage the federal TQE funds.

## Professional Development

### Priorities:

**The Department's efforts during 2005-2006 to improve the professional development systems have emphasized the following priorities:**

1. Developing the capacity of school leaders and AEA personnel in Iowa to lead and support professional development at the district and building level.
2. Assisting local districts in accessing research based instructional content through the Iowa Teacher Academies.
3. Providing resources to implement the Iowa Professional Development Model (IPDM), District Career Development Plans, and Individual Teacher Development Plans.

### Actions:

**Priority 1: Developing the capacity of school leaders and AEA personnel in Iowa to lead and support professional development at the district and building level.**

The DE delivered several learning opportunities and technical assistance events to help educators learn how to lead quality professional development at the district and building level. Participants included superintendents, principals, central office administrators, professional development leadership team members, college and university representatives, and AEA staff. Capacity building events focused on the leadership actions needed to direct school improvement initiatives and implement professional development focused on accomplishing gains in student achievement. Additional opportunities were provided to AEA staff to develop skills in providing technical assistance. Examples:

- School Leaders: Connecting Improved Instruction and Student Learning Through Professional Development Series – Completed October 6, 2005. Attended by 75 school leaders.
- The Advanced Professional Development Seminar Series 2005-06 – November 15, 2005, attended by 70 participants; January 25, 2006, attended by 92 participants.
- Winter Institute 2006 Sessions – January 31, 2006, in West Des Moines, February 2, 2006, in Carroll; February 9, 2006, in Cedar Rapids; February 16, 2006, in West Des Moines – 541 participants (superintendents, principals, central office administrators, professional development leadership team members, and AEA staff). School Administrators of Iowa and the Iowa Association of Supervision and Curriculum sponsored this session. The DE Teacher Quality Team delivered the presentations at this event.
- Collaboration Workshops: One day workshops on using collaborative structures to implement professional development and building-level professional development): September 22, 2005, Dubuque Community School District; September 23, 2005; AEA 9; February 26, 2006, AEA 11; March 17, 2006, AEA 8.
- Professional Development Leadership for School Improvement Seminar Series – This technical assistance series focused on how to use school improvement and professional development processes to improve instructional practices and accomplish increases in student learning. October 19-20, 2006, attended by 120 participants. Additional sessions are scheduled for February 2, 2007, April 20, 2007, and June 7, 2007.
- Ongoing technical assistance meetings with Iowa Urban 8 Professional Development Consultants – meetings distributed through the year to address professional development needs of Iowa's largest school districts. Presentation on urban issues in professional development delivered to the Iowa Association of School Boards Conference on November 16, 2006.

Multiple sources of data suggest that the intended target audience accessed and benefited from the actions described for Priority 1. Evaluation data (consumer satisfaction surveys) suggest that participants found these resources to be useful and that consumers used the resources in their work. Consumer satisfaction ratings ranged from 3.27 – 3.76 (4 = highest rating) for professional development capacity building events.

In addition to training events, the DE provided technical assistance to support the development of a statewide coordinated system of administrator development for student achievement. Ongoing consultation is being provided to the Iowa Leadership Academy Design Team to help design professional development for school principals that includes leadership skills for leading professional development.

### **Priority 2: Assisting local districts in accessing research based instructional content through the Iowa Teacher Academies**

Four Academies were offered in collaboration with the Teacher Quality Team and the Bureau of Instructional Services. Each Academy provided from seven to eight days of training distributed through the summer of 2005 and the 2005-2006 school year. The Academies are intended to support and complement existing Teacher Quality Program efforts. Each Academy includes the design structures outlined in the IPDM. Nationally recognized trainers presented theory, provided demonstrations, facilitated practice and worked with teams to build opportunities for peer collaboration in the workplace. Academy trainers work with teachers and their administrators to structure collaborative teams, design formative data collection, and assist with analysis strategies for both formative and summative data. Web-based procedures for reporting student results are in place.

In the summer of 2006, additional Academies were offered with follow-up sessions occurring throughout the 2006-2007 school year.

As part of the ongoing effort to build statewide capacity to provide local districts with quality professional development, the Second Chance Reading (SCR) Academy recruited and prepared 34 Iowa teachers and consultants to become SCR trainers. These individuals met rigorous selection criteria and engaged in extensive training. Dr. Beverly Showers, SCR's developer, delivered the training-of-trainers sessions and individually coached the 34 applicants to prepare them to provide SCR training to the 2006-2007 SCR Academy members. These trainers are now fully prepared and are ready to provide SCR training to school personnel throughout the state.



<b>Iowa Teacher Development Academy</b>	<b>Initiated Summer 2005 Follow-up 2005- 2006</b>	<b>Initiated Summer 2006 Follow-up 2006- 2007</b>
Second Chance Reading		
Teachers	95	91
AEA	25	30
Central Office/Principals	30	37
Second Chance Reading		
Trainers		34
Concept Oriented Reading Instruction		
Teachers	60	52
AEA	5	8
Central Office/Principals	8	13
Question Answer Relationships		
Teachers	59	
AEA	8	11
Central Office/Principals	9	12
Cognitively Guided Instruction		
Teachers	57	
AEA	12	14
Central Office/Principals	13	11
CGI Advanced		
Teachers		18
AEA		10
Central Office/Principals		4

**Priority 3: Provide resources to implement the Iowa Professional Development Model, District Career Development Plans, and Individual Teacher Development Plans**

The IPDM provides a recommended framework intended to assist districts, schools, and individuals as they develop staff development programs targeted at the learning needs of their students. It also provides guidance for local districts to use when designing, implementing, and evaluating the district career development plan as well as individual teacher career development plans. The DE continuously refines and adds tools to the IPDM Model Training Manual and the DE Web site for professional development. These resources provide detailed information for developing District Career Development Plans as well as overviews, recommended steps, tools, video clips, case studies, and resources <http://www.iowa.gov/educate/content/view/232/637/>

**Case Studies**

During the 2005-2006 school year, the DE added new case study reports describing four schools in Iowa that are demonstrating success in implementing the IPDM. The case studies include two rural K-12 districts and middle school and high school of a large urban district. To access the case studies go to [http://www.iowa.gov/educate/pdmtm/state\\_casestudies.html](http://www.iowa.gov/educate/pdmtm/state_casestudies.html)

### **New Technical assistance products distributed in 2005-2006:**

- *District/Building Profile: Iowa Professional Development Model:* The purpose of this profile is to guide the district/building administrators, the Professional Development (PD) Leadership Team, and the PD provider in conducting an optional self-analysis of the effectiveness of their district/building professional development. See <http://www.iowa.gov/educate/content/view/296/640/>
- *Guide to Leading Professional Development in a High School:* This guidebook provides school district and high school administrators with information and resources to implement quality PD for the purpose of increasing student achievement. The materials include resources and tools needed to use the IPDM to fully implement the required district and individual plans in a secondary setting.
- Tools are routinely added to the DE Professional Development Web site at <http://www.iowa.gov/educate/content/view/232/637/>. This year, the site has been reformatted and organized for easier access by consumers. Web site usage statistics indicate that consumers have accessed the professional development web resources over 3,000 times per month in peak months.

### **Content Network**

The DE has added resources to the Iowa Content Networks to make more information about scientifically-based research available to local districts. The DE has provided educators with additional research reviews and new summaries of vocabulary, fluency, inquiry, standards-based math, etc. The Iowa Professional Development Content Network is posted on the DE Web site at <http://www.iowa.gov/educate/prodev/main.html>

Web site usage statistics indicate that consumers have accessed the content network resources frequently. The site was accessed an average of 490 times per month.