

# 2014 Annual Report



**iowa**collaboration  
for**youth**development

**State of Iowa**  
January 31, 2014





Governor Terry E. Branstad  
Lt. Governor Kim Reynolds  
San Wong, Director

TO: Governor Terry Branstad and  
Members of the General Assembly

FROM: San Wong, Chair  
Iowa Collaboration for Youth Development Council

Date: January 31, 2014

The Iowa Collaboration for Youth Development (ICYD) Council respectfully submits its Annual Report, as required by Iowa Code Section 216A.140.

The ICYD Council is committed to providing the Legislature and Governor with information, data, and recommendations to improve the lives and futures of Iowa's youth by continuing to:

- coordinate youth policy and programs across state agencies;
- increase the quality, efficiency, and effectiveness of opportunities and services for youth;
- adopt and apply positive youth development practices at the state and local level.

The 2014 Annual Report includes our primary issue and goal, data that demonstrates the state's current position, activities and accomplishments in the area of youth development completed by the ICYD Council in 2013; emerging activities being implemented in 2014; and recommended actions that will help Iowa achieve the ICYD goal – *Increasing Iowa's Graduation Rate to 95% by 2020*. With the understanding that several issues (e.g. substance abuse, family, employment, teen pregnancy, and mental health) prevent many youth from graduating from high school, the ICYD Council agencies address these issues as individual agencies and work together as a team by making the best use of existing resources to maximize efficiency in state government in order to create substantial and lasting positive changes for Iowa's youth.

The ICYD Council continues to leverage grant funding and in-kind staff support to implement many of the recommended actions without increased funding. However, there is a need for resources to build capacity to fulfill some of the prioritized actions that include sustaining the use of the Iowa Youth Survey every two years, provide funding for youth to participate in state-level initiatives, and a shift in staff time to consolidate multiple advisory groups into the existing infrastructure of the ICYD Council. In addition, as pilot projects are completed (currently funded with grants), there will be a need to incorporate effective programs into current agency structures that facilitate expansion to other areas in the state.

We look forward to working with the Governor's Office and the Legislature to increase the graduation rate. The ICYD Council will continue to keep you informed of the progress made toward that goal.

Thank you for the opportunity to provide you with this information.

Sincerely,

A handwritten signature in black ink, appearing to read "San Wong", written over a light blue horizontal line.

San Wong, Chair  
Iowa Collaboration for Youth Development Council



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### **Iowa Collaboration for Youth Development Council Members**

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Brad Buck, Director, Department of Education  
Jim Hennessey, Administrator, Child Advocacy Board  
Adam Lounsbury, Executive Director, Commission on Volunteer Service  
Steven Lukan, Director, Office of Drug Control Policy  
Gary Niles, Chief Juvenile Court Officer, 3<sup>rd</sup> Judicial District  
Chuck Palmer, Director, Department of Human Services  
Kathy Stone, Department of Public Health  
Keli Tallman, ISU Extension and Outreach 4-H Youth Development  
Shanell Wagler, Facilitator, Early Childhood Iowa  
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### ***Acknowledgments***

The ICYD Council thanks all of the staff who contributed to producing this report. A special acknowledgment is extended to the State of Iowa Youth Advisory Council (SIYAC), who made important contributions in sharing their thoughts, ideas, expertise, and youth voice with us.

### ***In Memory***

Diane Oak-Goode has been a major contributor to ICYD for many years. She led Iowa's *Shared Youth Vision* project, a partnership between ICYD, Iowa Workforce Development, and the federal Department of Labor. She recently retired from Iowa Workforce Development (IWD). She passed away in January 2014.





## Table of Contents

EXECUTIVE SUMMARY – ICYD COUNCIL 2014 ANNUAL REPORT .....	1
I. OVERVIEW OF THE ICYD COUNCIL AND THE STATE OF IOWA YOUTH ADVISORY COUNCIL (SIYAC).....	3
ICYD Council’s Purpose .....	3
SIYAC’s Purpose and Priorities.....	5
II. PRIORITIZED ISSUE: INCREASING IOWA’S GRADUATION RATE .....	8
Economic Impact of the Graduation Rate on Iowa’s Economy .....	9
Graduation and Dropout Data.....	9
Barriers to Learning.....	13
III. ACCOMPLISHMENTS IN 2013 AND EMERGING ACTIVITIES IN 2014.....	14
A. Focus on Underperforming Schools and Communities .....	15
IOWA SAFE and SUPPORTIVE SCHOOLS (IS <sup>3</sup> ).....	15
B. Assess Current State Initiatives and Maximize Existing Resources.....	17
JUVENILE JUSTICE REFORM PROJECT (JJRP).....	17
C. Investigate Research-Based Approaches and Effective Strategies .....	18
BEATING THE ODDS.....	18
ADOLESCENT BRAIN RESEARCH and ITS IMPLICATIONS for YOUNG PEOPLE TRANSITIONING from FOSTER CARE .....	19
D. Coordinate Across Systems to Identify and Support Vulnerable Students .....	20
COORDINATE, CONSOLIDATE, and CONVENE REQUIRED ADVISORY GROUPS..	20
IOWA YOUTH SURVEY .....	21
E. Engage Additional Stakeholders .....	22
COORDINATE and ALIGN “YOUTH-FUELED” COUNCILS and INITIATIVES and EXPAND OPPORTUNITIES for YOUTH to PARTICIPATE .....	22
IV. RECOMMENDED ACTIONS IN 2014.....	23



## EXECUTIVE SUMMARY – ICYD COUNCIL 2014 ANNUAL REPORT

The Iowa Collaboration for Youth Development (ICYD) Council members are leaders of 11 state agencies with the vision that **“All Iowa youth will be safe, healthy, successful, and prepared for adulthood.”** The ICYD Council oversees the activities of the State of Iowa Youth Advisory Council (SIYAC) and has sought input from these youth leaders in the development of more effective policies, practices, programs, and this Annual Report. SIYAC consists of youth between 14 –21 years of age who reside in Iowa, with the purpose to foster communication with the governor, general assembly, and state and local policymakers regarding programs, policies, and practices affecting youth and families; and to advocate for youth on important issues affecting youth. In 2009, legislation passed formalizing the ICYD Council and SIYAC in Iowa Code Section 216A.140.

The ICYD Council has prioritized the following youth issue: **By 2020, Iowa will increase the graduation rate from 89% to 95%.** Several issues (e.g. substance abuse, family, employment, teen pregnancy, and mental health) prevent youth from graduating from high school and the ICYD Council agencies work to address these issues as individual agencies and together as a team to maximize efficiency in state government and make the best use of existing resources. According to the Department of Education’s *State Report Card 2013* the 2011 four-year graduation rate for all students was 88.3%; in 2011 it increased to 89.3%. The five-year fixed cohort graduation rate in 2010 was 91.8%; in 2011 it decreased to 91.4%.

ICYD Council has several emerging activities in 2014:

- Full implementation of the Juvenile Justice Reform Project (JJRP), which is assessing the effectiveness of juvenile justice programs and determine the cost-benefit of the programs. The overall goal of the project is to reduce recidivism of juvenile offenders by ensuring that the right services are provided to the right youth at the right time.
- Provide the core membership to new youth-serving advisory groups, which will allow state agencies to utilize the ICYD Council infrastructure to serve as the coordinating body for the required respective advisory groups; and to consolidate multiple advisory groups into the existing ICYD Council.
- Identify and highlight effective community strategies demonstrating youth are “beating the odds”; and replicating the approaches statewide.

The ICYD Council seeks the support from the Iowa Legislature and Governor’s Office to continue these activities by modifying laws and policies, as necessary, and providing resources needed to achieve this very ambitious goal. Specific recommendations to support the ICYD Council are to:

- Provide resources to expand evidence-based practices and programs, as they are developed and identified in the Iowa Safe and Supportive Schools (IS<sup>3</sup>) schools, the Juvenile Justice Reform Project (JJRP), ICYD’s *Beating the Odds* initiative, and in other pilot activities.

- Support the ICYD Council's approach to consolidate multiple advisory groups into the existing infrastructure of the ICYD Council. The model will result in a reduction of duplication, enhanced coordination and collaboration between state agencies, and a reduction in costs.
- Support the Iowa Youth Survey. The survey is administered every two years to 6<sup>th</sup>, 8<sup>th</sup>, and 11<sup>th</sup> graders. The results are valuable to state agencies and communities in assessing self-reported youth behaviors and perceptions.
- Provide resources to support state-level youth opportunities and youth-led initiatives (e.g. State of Iowa Youth Advisory Council, Iowa Youth Congress, Achieving Maximum Potential).
- Engage youth on state boards and commissions, and provide the training and support necessary for youth members to be active participants. In addition, state agencies should seek new and creative ways to involve youth.
- Continue to develop ways to share information among agencies and coordinating bodies to address issues affecting youth who receive services and supports from multiple agencies.
- Support the continued use of state agency staff time to implement activities that meet the goals of the ICYD Council.
- Infuse positive youth development (PYD) principles in all youth programming, which includes PYD trainings for youth workers and establishing policies to include PYD principles in all state-funded youth initiatives.

## I. OVERVIEW OF THE ICYD COUNCIL AND THE STATE OF IOWA YOUTH ADVISORY COUNCIL (SIYAC)

This is the annual report from the Iowa Collaboration for Youth Development (ICYD) Council to the Governor and General Assembly. The report will provide information on the:

- Purpose, goals, 2013 accomplishments, and emerging activities for 2014,
- Membership of the ICYD Council and the State of Iowa Youth Advisory Council (SIYAC);
- Progress on achieving the priority youth issue – ***Increasing Iowa's graduation rate to 95% by 2020***, with data and information on the progress; and
- Recommendations for action in 2014 to the Governor and General Assembly.

In 2009, legislation passed placing the ICYD Council and SIYAC in Iowa Code Section 216A.140. Prior to becoming “formal” councils, both ICYD and SIYAC operated as non-statutory entities. The ICYD began in 1999 as an informal network of state agencies from 10 departments serving as a forum to foster improvement in and coordination of state and local youth policy and programs.

The ICYD Council meets quarterly to receive reports from state agencies and SIYAC, review progress of current activities, review data, and establish priorities and recommended actions on many issues affecting youth. The prioritized issue – ***Increasing Iowa's Graduation Rate to 95% by 2020*** – was selected due to its high visibility and as a summative measure of youth development efforts, and the many cross-agency issues that contribute to youth graduating from high school. Each of the agencies represented on the ICYD Council has a role in achieving this goal.

ICYD has historically participated in a variety of state and national youth initiatives and has been recognized nationally (e.g. National Conference of State Legislatures, National Governors Association, federal Interagency Working Group for Youth Programs, Forum for Youth Investment, and Children's Cabinet Network) for its work in coordinating youth development efforts. The ICYD Council provides a venue to enhance information and data sharing, develop strategies across state agencies, and present prioritized recommendations to the Governor and General Assembly that will improve the lives and futures of Iowa youth.

The Department of Human Rights is the lead agency and oversees activities for the ICYD Council.

### ICYD Council's Purpose

The ICYD Council's vision statement, as stated in the Iowa Code is:

***“All Iowa youth will be safe, healthy, successful, and prepared for adulthood.”***

The purpose of the ICYD Council is to improve the lives and futures of Iowa's youth by:

- Adopting and applying positive youth development principles and practices at the state and local levels;

- Increasing the quality, efficiency, and effectiveness of opportunities and services and other supports for youth;
- Improving and coordinating state youth policy and programs across state agencies.

**ICYD Council’s Membership**

The ICYD Council’s membership is the director or chief administrator (or their designee) of 11 state agencies. The ICYD Council has the ability to expand membership to include others that will assist the Council in achieving its purpose. In 2012, a representative of the Judicial Branch was added to the membership – Gary Niles, chief juvenile court officer of the 3<sup>rd</sup> Judicial District. In addition to each agency’s director (or designee) serving on the ICYD Council, many of the agencies have additional staff that actively participate in meetings and complete tasks as directed by the ICYD Council on the ICYD Results Team. Below are the agencies and members of the ICYD Council:

**ICYD COUNCIL MEMBERS**

<b>Department of Human Rights</b> San Wong, Director Chair of ICYD Council	<b>Early Childhood Iowa</b> Shanell Wagler, Facilitator
<b>Child Advocacy Board</b> Jim Hennessey, Administrator	<b>Iowa Workforce Development</b> Teresa Wahlert, Director *Micheala Malloy-Rotert
<b>Commission on Volunteer Service</b> Adam Lounsbury, Executive Director *Chad Driscoll	<b>ISU Extension and Outreach, 4-H Youth Development</b> Keli Tallman, Youth Development Program Specialist
<b>Department of Education</b> Brad Buck, Director *Cyndy Erickson, Consultant	<b>Judicial Branch</b> Gary Niles, Chief Juvenile Court Officer 3 <sup>rd</sup> Judicial District
<b>Department of Human Services</b> Chuck Palmer, Director *Wendy Rickman, Administrator - Division of Adult, Children, and Family Services	<b>Office of Drug Control Policy</b> Steven Lukan, Director *Susie Sher
<b>Department of Public Health</b> Kathy Stone, Administrator, Division of Behavioral Health	

\*Agency Designee when member is unable to participate

## SIYAC's Purpose and Priorities

The purpose of SIYAC, as stated in the Iowa Code, is to “foster communication among a group of engaged youth and the governor, general assembly, and state and local policymakers regarding programs, policies, and practices affecting youth and families; and to advocate for youth on important issues affecting youth.”

The mission statement of SIYAC is: “**To raise awareness of issues that affect young Iowans by providing civic opportunity and to inspire youth to create a better future for Iowa.**”

SIYAC was established in 2001, and formalized in 2009 in Iowa Code 216A.140 (with the ICYD Council), as a vehicle for high school youth to inform state leaders on youth issues. SIYAC consists of 21 youth between 14 –21 years of age who reside in Iowa. The ICYD Council oversees the activities of SIYAC and seeks input from these youth leaders in the development of more effective policies, practices, programs, and this Annual Report.

SIYAC meets at least quarterly in Des Moines to identify issues affecting youth, discuss community needs, plan for activities, form partnerships to meet those needs, draft positions on youth issues, and to communicate those positions with legislators. In addition, SIYAC members participate in ICYD Council meetings and provide updates to SIYAC activities.

Each year, SIYAC presents independent information and recommendations on youth issues associated with the goals of its committees, as well as other pertinent issues affecting the state's young people, to the General Assembly and Governor's Office during the legislative session. In addition to addressing youth issues with the legislature, SIYAC members also carry out service projects in their respective communities and statewide.

SIYAC members serve two-year terms that begin in July of each year. During 2012-13 SIYAC focused on three issues: Education, Health & Wellness, and Harassment Awareness. In addition, as other youth issues arose during the legislative session, SIYAC researched the issues and chose to take positions on a number of them.

Notable SIYAC accomplishments during 2013:

- Partnered with Iowa Youth Congress (IYC) and Achieving Maximum Potential (AMP) and supported IYC's cyber-bullying legislation, and AMP's legislative agenda.
- Partnered in the implementation of *Your Life Iowa* initiative, Iowa's bullying and suicide prevention hotline (an Iowa Department of Public Health initiative).
- Participated in Governor Branstad's 2<sup>nd</sup> Annual Bullying Prevention Summit.
- Partnered with Team Nutrition to support Team Nutrition's Breakfast Campaign.
- Presented two workshops at the 2013 Risky Business Conference.
- Partnered with Reach Out and Read Iowa to organize book drives in communities.

- Partnering with Iowa Department of Public Health to create a public service announcement targeting the dangerous effects of teen drinking and drug use.
- Conducted youth outreach in communities and completed presentations in schools.

In addition, the following members accomplished individual achievements and received notable recognition:

- Rekha Karuparthi attended the Joint International Tropical Medicine Meeting in Bangkok, Thailand to present research on malaria prevention.
- Mary Korch was selected to represent SIYAC and the Iowa Juvenile Justice Advisory Council at the Coalition for Juvenile Justice Youth Summit in Washington D.C.
- Blake McGhghy, SIYAC Chair (2012-13), is attending Harvard University.
- Zachary Parle is serving as a Senate Page during the 2014 Legislative Session.
- Danielle Reyes participated in a student panel at Governor Branstad's 2<sup>nd</sup> Annual Bullying Prevention Summit.

During the 2013-2014 year, SIYAC is working to strengthen partnerships with other youth-led councils, including the IYC and AMP. By involving more youth in discussions of youth issues, SIYAC will be able to more fully represent Iowa's youth. In addition, SIYAC is continuing the partnership with *Your Life Iowa*.

The 2013-14 SIYAC committees and planned activities are:

- Education Committee:
  - Establishing a strong partnership between SIYAC and Reach Out and Read Iowa to improve Reading abilities in Iowa's youth and expanding parents' knowledge in the importance of reading.
  - Examining AMP's legislative agenda and its universal implications for youth outside of foster care.
  - Identifying key stakeholders for foreign language education and standardized testing legislation.
  - Implementing school suggestion boxes in high schools across the state to receive meaningful input from student's on school and youth issues, which is being piloted in Carlisle.
- Health Committee:
  - Promoting healthy lifestyle choices among Iowa's young people.
  - Creating a public service announcement targeting the dangerous effects of teen drinking and drug use.
  - Gaining support for tanning prevention legislation that will prohibit teens under the age of 18 from using tanning beds for risk of enduring serious health problems.
  - Marketing SIYAC as "Youth Experts" to Iowa Legislators and informing them of SIYAC's goals for the 2013-14 year.

- Mental Health Committee:
  - Creating a position paper for suicide prevention legislation.
  - Raising awareness on *Your Life Iowa*'s program by promoting its efforts to local organizations and schools.
  - Participating in suicide prevention awareness training and summits.
  - Understanding the impact of bullying behaviors and raising awareness among youth and relevant stakeholders.
  - Partnering with IYC to gain support for IYC's cyber-bullying legislation.

**2013-2014 SIYAC Members:**

Name	Office Held	City	County
<b>Sai Rohit Abbaraju</b>	<i>Mental Health Committee Chair</i>	Johnston	Polk
<b>Rohan Aggarwal</b>		Clinton	Clinton
<b>Joel Baumann</b>		Grinnell	Poweshiek
<b>Nicholas Beckwith</b>		Clinton	Clinton
<b>Jacob Bundt</b>		Churdan	Greene
<b>Anne Edwards</b>		Dubuque	Dubuque
<b>Agatha Fenech</b>	<i>Public Relations Chair</i>	Cedar Falls	Black Hawk
<b>Pablo Haake</b>	<i>Executive Chairperson</i>	Davenport	Scott
<b>Rekha Karuparth</b>	<i>Secretary</i>	Bettendorf	Scott
<b>Marissa Kephart</b>		Carlisle	Warren
<b>Mary Korch</b>	<i>Service Chair</i>	Cedar Rapids	Linn
<b>Jake Mathahs</b>	<i>Legislative Affairs Chair</i>	Marengo	Iowa
<b>Jenna McCoy</b>		Estherville	Emmet
<b>Katie Melbourne</b>		Bettendorf	Scott
<b>Logina Mostafa</b>	<i>Health Committee Chair</i>	Bettendorf	Scott
<b>Sruthi Palaniappan</b>	<i>Education Committee Chair</i>	Cedar Rapids	Linn
<b>Danielle Reyes</b>		Clive	Polk
<b>Luke Theuma</b>	<i>Vice Executive Chairperson</i>	Des Moines	Polk
<b>Benjamin Votroubek</b>		Keokuk	Lee
<b>Cody Woodruff</b>		Carlisle	Warren

## II. PRIORITIZED ISSUE: INCREASING IOWA'S GRADUATION RATE

**Good is the enemy of great.** And that is one of the reasons that we have so little that becomes great. We don't have great schools, principally because we have good schools.  
-Jim Collins in *Good to Great* (2001)

During the time the ICYD Council was an informal network there were many positive things accomplished, including:

- Promoting youth development and community planning on youth issues in communities;
- Providing resources and assistance addressing the needs of youth transitioning to adulthood;
- Creating a results framework for Iowa youth; and
- Providing technical assistance and training on quality youth development practices.

The ICYD Council members have agreed that the focal point for collaborative efforts be a specific and aggressive goal for the state. The ICYD Council has prioritized two of the Youth Development Result Areas: *All Iowa youth are successful in school; and all youth are prepared for a productive adulthood.* Graduation and dropout rates are both included as measures, or indicators, for these result areas. The ICYD Council agreed on the following goal in the first Annual Report, dated February 1, 2010:

By 2020 Iowa will increase the graduation rate from 89% to 95%. If the cohort enrollment remains approximately 39,000 students, about 2,000 additional youth will graduate each year.

In addition to this overarching goal, an intermediate goal is: *By 2015, Iowa will decrease the number of annual dropouts by 25%, or 1,100 youth.*

It is with the understanding that several issues (e.g. substance abuse, family, employment, teen pregnancy, and mental health) prevent many youth from graduating from high school, that the ICYD Council agencies work to address these issues as individual agencies and together as a team to maximize efficiency in state government, make the best use of existing resources, and create substantial and lasting positive changes for Iowa's youth.

The below measures are critical in monitoring progress for all Iowa youth towards the graduation goal:

1. The number of students at each high school grade level who are on the trajectory to graduate on time.
2. The gaps for graduation and dropout rates for subpopulations (i.e. race, ethnicity, second language learners, low socioeconomic, and students with disabilities).

## Economic Impact of the Graduation Rate on Iowa's Economy

Iowans can take pride in having one of the highest graduation rates in the nation. The overall graduation rate in 2012 was 89.3%. While Iowa's dropout rate of 2.18% is also low in comparison with other states, the loss of 4,733 students from the graduating class of 2012 damages Iowa's economy. The "costs" of dropping out include decreased personal income and revenues, increased unemployment and welfare burden, and increased risk of incarceration and poor health outcomes. These "costs" affect all of the ICYD partnering state agencies.

A closer look at graduation and dropout rates in Iowa reveals that there are **significant gaps for students enrolled in urban districts, minority students, and students with disabilities**. In order to compete nationally and globally and to overcome current economic challenges, all students in Iowa need to graduate prepared for college, work, and life. What will it take to move Iowa from good to great in graduating Iowa students?

### ***Graduation for "some" is not acceptable in Iowa.***

The graduation rate has significant implications for Iowa's economy. According to the Alliance for Excellent Education:

- More than \$336 million would be added to Iowa's economy by 2020 if students of color graduated at the same rate as white students
- Iowa would save more than \$84.4 million in health care costs over the course of the lifetimes of each class of dropouts had they earned their diplomas.
- Iowa's economy would see a combination of savings and revenue of about \$44 million in reduced crime spending and increased earnings each year if the male high school graduation rate increased by just five percent.

## Graduation and Dropout Data

The information and data on the graduation and dropout rates are from the Department of Education's *State Report Card 2013*.

Iowa's 2011 and 2012 graduating classes had statewide identification numbers for five years or longer. With this identification system and EASIER data, Iowa can follow the same group of students over several years and implement the first-time freshman cohort rates (students who repeated their freshmen year were not included in the cohort). The four-year fixed cohort graduation rate is calculated for the class of 2012 (or class of 2011) by dividing the number of students in the cohort (denominator) who graduate with a regular high school diploma in four years or less by the number of first-time 9th graders enrolled in the fall of 2008 (or first-time 9th graders enrolled in the fall of 2007 for class of 2011) minus the number of students who transferred out plus the total number of students who transferred in.

Iowa Four-Year Fixed Cohort Graduation Rate =  $(FG + TIG) / (F + TI - TO)$  for the graduating class of 2012.

- FG = First-time 9th grade students in fall of 2008 and graduated in 2012 or earlier
- TIG = Students who transferred in grades 9 to 12 and graduated in 2012 or sooner
- F = First-time 9th grade students in fall of 2008
- TI = Transferred in the first-time 9th graders' cohort in grades 9 to 12
- TO = Transfer out (including emigrates and deceased)

For the graduating class of 2011:

- FG = First-time 9th grade students in fall of 2007 and graduated in 2011 or earlier
- TIG = Students who transferred in grades 9 to 12 and graduated in 2011 or sooner
- F = First-time 9th grade students in fall of 2007

First-time freshmen and transferred-in students include: resident students attending a public school in the district; non-resident students open-enrolled in, whole-grade sharing in, or tuition in; and foreign students on Visa. Those excluded are: home-schooled and nonpublic schooled students; public school student enrolled in another district but taking courses part time; and foreign exchange students. Students receiving regular diplomas are included as graduates in the numerator. Early graduates are included to the original cohort. All students who take longer to graduate (including students with IEPs) are included in the denominator but not in the numerator for the four-year rate.

The five-year cohort graduation rate is calculated using a similar methodology as the four-year cohort rate. This rate is calculated by dividing the number of students in the cohort (denominator) who graduate with a regular high school diploma in five years or less (by the 2010-2011 school year) by the number of first-time 9th graders enrolled in the fall of 2007 minus the number of students who transferred out plus the total number of students who transferred in. The five-year cohort rate will maintain the same denominator as the previous year's four-year cohort rate, simply adding students who graduate in the fifth year to the numerator.

Table 1 displays the four-year fixed cohort graduation rates for graduating classes of 2011 and 2012. The rates listed are for all students and 12 subgroups. In gender comparison, females had higher graduation rates than males on average. Among the ethnic/race subgroups, White and Asian students had higher graduation rates than other race groups; the students who were eligible for free reduced price lunch, IEP, and English Language Learners (ELL) had graduation rates lower than the "all students" group on average.

Table 1

Iowa Public High School Four-Year Fixed Cohort Graduation Rate by Subgroup						
	Class of 2011			Class of 2012		
	Numerator	Denominator	Graduation Rate	Numerator	Denominator	Graduation Rate
<b>All Students</b>	31,510	35,676	88.3%	30,367	34,019	89.3%
<b>African American</b>	1,130	1,543	73.2	1,042	1,406	74.1
<b>American Indian</b>	122	154	79.2	104	143	72.7
<b>Asian</b>	555	627	88.5	533	593	89.9
<b>Hispanic</b>	1,643	2,186	75.2	1,720	2,220	77.5
<b>Hawaiian/Pacific Islander</b>	31	38	81.6	30	39	76.9
<b>Two or More</b>	441	538	82.0	519	615	84.4
<b>White</b>	27,588	30,590	90.2	26,419	29,003	91.1
<b>Disability*</b>	3,701	5,296	69.9	3,387	4,659	72.7
<b>ELL**</b>	699	999	70.0	765	1,035	73.9
<b>Low SES***</b>	9,882	12,646	78.1	9,801	12,293	79.7
<b>Migrant+</b>	118	166	71.1			
<b>Female+</b>	15,795	17,417	90.7	15,335	16,773	91.4
<b>Male+</b>	15,715	18,259	86.1	15,032	17,246	87.2

Source: Iowa Department of Education, Bureau of Information and Analysis, EASIER files.

Notes: \*Disability status is determined by the presence of an individualized education program (IEP). \*\*ELL indicates

English Language learner. \*\*\*Low SES is determined by the eligibility for free or reduced prices meals.  
 + Not required for Adequate Yearly Progress (AYP) report. ++ Small cell size.

The five-year fixed cohort graduation rates for the graduating class of 2010 and 2011 are displayed in Table 2. The graduation rates are higher than the four-year fixed cohort for all students and for all reported subgroups. The 2011 graduation rates are lower than the 2010 graduation rates in all subgroups, except Migrant. The overall graduation rate in 2011 is 91.4%. Three of the subgroups exceeded 90% - Asian, White, and Female. Only one subgroup, African American, had graduation rates below 80%, all other subgroups are over 80%.

Table 2

**Iowa Public High School Five-Year Fixed Cohort Graduation Rate by Subgroup for the Graduation Classes of 2010 and 2011**

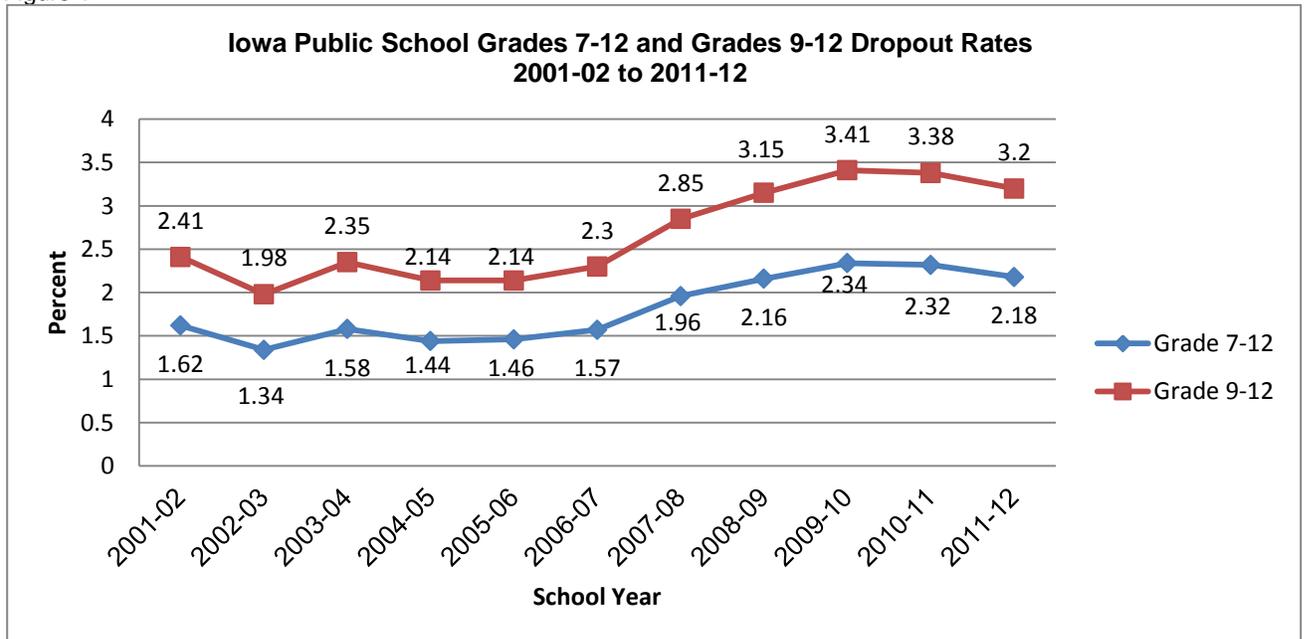
	Class of 2010			Class of 2011		
	Numerator	Denominator	Graduation Rate	Numerator	Denominator	Graduation Rate
<b>All Students</b>	33,189	36,152	91.8%	32,624	35,676	91.4%
<b>African American</b>	1,181	1,494	79.0%	1,223	1,543	79.3%
<b>American Indian</b>	142	185	76.8%	127	154	82.5%
<b>Asian</b>	630	668	94.3%	577	627	92.0%
<b>Hispanic</b>	1,685	2,021	83.4%	1,800	2,186	82.3%
<b>White</b>	29,152	31,349	93.0%	28,401	30,590	92.8%
<b>Disability*</b>	4,280	5,252	81.5%	4,273	5,296	80.7%
<b>ELL**</b>	789	962	82.0%	800	999	80.1%
<b>Low SES***</b>	10,439	12,383	84.3%	10,575	12,646	83.6%
<b>Migrant+</b>	167	221	75.6%	n/a	n/a	n/a
<b>Female+</b>	16,779	17,999	93.2%	16,203	17,417	93.0%
<b>Male+</b>	16,410	18,153	90.4%	16,421	18,259	89.9%

Source: Iowa Department of Education, Bureau of Information and Analysis, EASIER files.

Notes: \*Disability status is determined by the presence of an individualized education program (IEP). \*\*ELL indicates English Language learner. \*\*\*Low SES is determined by the eligibility for free or reduced prices meals. + Not required for Adequate Yearly Progress (AYP) report.

Figure 1 (below) shows two statewide trends for dropout rates. The lower line is for grades 7-12 and the upper line is for grades 9-12 dropout rates of Iowa public schools. The trends have been upward since 2006-07, until the 2011-12 school year, which show a slight decrease in the dropout rates for both groups.

Figure 1



Source: Iowa Department of Education, Bureau of Information and Analysis, Basic Educational Data Survey and EASIER Dropout files.

Table 3 (below) shows the public school grade 7-12 dropout and enrollment data by race/ethnicity for 2011-2012. With the exception of the Asian group, the dropout rates were higher for minority groups than for the non-minority.

**Table 3**

**2011-12 Iowa Public School Grades 7-12 Dropout and Enrollments by Race/ Ethnicity**

Race/Ethnic Group	Dropout Rate	Total Dropouts	% of Total Dropouts	Total Enrollment	% of Total Enrollment
<b>All Minority</b>	4.15%	1,583	33.45%	38,110	17.58%
<b>African American</b>	6.06%	654	13.82%	10,792	4.98%
<b>American Indian</b>	4.55%	48	1.01%	1,056	.49%
<b>Asian</b>	1.56%	68	1.44%	4,348	2.01%
<b>Hispanic</b>	3.84%	651	13.75%	16,946	7.82%
<b>Native Hawaiian/ Pacific Islander</b>	4.55%	10	.21%	293	.14%
<b>Two or More</b>	3.25%	152	3.21%	4,675	2.16%
<b>White</b>	1.76%	3,150	66.55%	178,649	82.42%
<b>State</b>	2.18%	4,733	100%	216,759	100%

Source: Iowa Department of Education, Bureau of Information and Analysis, EASIER files.

**Barriers to Learning**

The reasons that students drop out of school or do not graduate on time are many and varied. Some students have negative experiences at school while other students have responsibilities that compete with school such as helping to support their families. There are also multiple reasons why students leave school. Contributing circumstances are in place long before the actual event of “dropping out.”

Dropping out of school is a process that can begin very early in a child’s life. An example of this would be a child with behavioral challenges in an early childhood program who may experience challenges as he or she enters school and begins to fall behind both academically and socially. Children who do not acquire the necessary reading skills at the elementary level will continue to “learn to read” as they enter middle school while their peers are “reading to learn.” Students who do not feel accepted by peers in the early years will become socially isolated and by the time they reach high school, will not feel competent or connected and may give up on academics, connect to peers with similar problems, and eventually drop out.

Reasons for dropping out of school can be described as “push” and “pull” effects. Push effects occur within the school such as not liking school, the inability to get along with teachers and/or students, frequent suspensions, not feeling safe at or connected to school or peers, falling behind with school work, and failing grades. Pull effects come from the external environment and include things like needing to work,

having a child, being influenced by peers who have dropped out, and needing to care for family members.

Data from the National Educational Longitudinal Study of 1988 found that school-related push effects were the most frequently reported reasons for dropping out. The High School and Beyond longitudinal study included interviews with nearly 2,000 students who had dropped out of school. When asked for their reasons for leaving school, 10% or more of those interviewed identified these reasons:

- Did not like school (33%)
- Poor grades (33%)
- Were offered a job and chose to work (19%)
- Getting married (18%)
- Could not get along with teachers (15%)
- Had to help support family (11%)
- Pregnancy (11%)
- Expelled or suspended (10%)

*The Silent Epidemic* report further supports the above findings:

- Nearly 70 percent of dropouts said they were not motivated to work hard, and two-thirds would have worked harder if more had been demanded of them.
- Approximately one-third left for personal reasons and one-third cited “failing in school” as a major factor.

By looking beyond these “symptoms” of dropping out and by identifying the root causes, a comprehensive system of integrated quality supports can be developed that will keep students in school until graduation and prepare them for success after high school. Through the work of this Council and the singular focus of increasing the graduation rate, agency members will make their respective contributions go further toward developing a healthy, competent workforce for Iowa’s future.

### **III. ACCOMPLISHMENTS IN 2013 AND EMERGING ACTIVITIES IN 2014**

The ICYD Council’s activities have been guided by the following “Recommended Actions”:

- Focus on underperforming schools and communities.
- Assess current state initiatives and maximize existing resources.
- Investigate research-based approaches and effective strategies.
- Coordinate across systems to identify and support vulnerable students.
- Engage additional stakeholders.

Based on the graduation and dropout data, the ICYD Council recognizes that minority youth, migrant youth, youth in poverty, and youth with disabilities are in need of additional and specific supports and services. Engaging these youth and removing barriers so these students are able to stay in school and graduate from high school will be required to reach the goal of 95% graduation rate. Below are ICYD Council

accomplishments and emerging ongoing activities that address the broad recommended actions.

### **A. Focus on Underperforming Schools and Communities**

#### IOWA SAFE and SUPPORTIVE SCHOOLS (IS<sup>3</sup>)

The Department of Education continues to lead IS<sup>3</sup> in the implementation of the 21 high schools' approved plans and programmatic strategies to improve conditions for learning. The 21 high schools (HS) and middle schools (MS) selected to receive IS<sup>3</sup> funding for this multi-year project are:

Armstrong-Ringsted MS and HS	Louisa-Muscatine HS
Burlington HS	Marcus-Meriden-Cleghorn HS
Columbus HS	Oelwein HS
Council Bluffs Abraham Lincoln HS	Olin JH and HS
Davenport Central HS	Ottumwa HS
Des Moines East HS	Sioux City, North and West HS
Dubuque Senior HS	Waterloo East and West HS
East Greene/Jefferson Grand Junction HS	West Sioux HS
Iowa Valley Junior High (JH) and HS	Winfield-Mt. Union JH and HS
Keokuk HS	

During 2013, in addition to each high school successfully establishing a youth-driven leadership team, the activities and strategies implemented by the IS<sup>3</sup> schools include:

- 40 Developmental Assets
- Capturing Kids Hearts (Character Development)
- Character Development and Leadership Curriculum
- Check and Connect – A model of sustained intervention for promoting students' engagement with school and learning.
- Continuous Improvement Process for Conditions for Learning
- Crisis Prevention Institute (CPI) Training
- Gradual Release of Responsibility
- Olweus Bullying Prevention
- Positive Behavioral Interventions and Supports (PBIS)
- Service Learning
- Teaching Tolerance

In addition to implementing these strategies, the IS<sup>3</sup> schools participated in workshops and trainings, along with ongoing technical assistance provided by the local Area Education Agency (AEA) learning support and data consultants and ISU Extension and Outreach – 4H Youth Development. The training and technical assistance included:

- Keeping Kids in the Classroom: Student Engagement and Discipline
- Using Data to Improve Adult-Student Relationships
- Powerful Communication Skills for Youth

- Youth Program Quality Assessment (YPQA)
- Youth Adult Partnerships,
- Using Data in Youth Leadership Teams,
- Bullying/Harassment Investigator Training,
- Webinars on Social Media and Cyber bullying, and Engaging Communities in Bullying Prevention,
- Olweus Bullying Prevention.

The initial results reported in the most recent performance report are found in Table 4 and summarized below.

**Table 4**  
**IS<sup>3</sup> School Results Since Beginning the Grant (2011-2013).**

<u>School</u>	<u>30-Day Alcohol Use</u>	<u>Bullying/ Harassment at School</u>	<u>IS<sup>3</sup> Index</u>	<u>S/E for Fighting or Violence w/o Injury</u>	<u>Number of Improved Measures</u>	<u>Percent of Improved Measures</u>
1	*	*	Increase	Increase	1/2	50%
2	Decrease	Decrease	No Change	Decrease	3/4	75%
3	Decrease	Decrease	Increase	Decrease	4/4	100%
4	Decrease	Increase	Increase	Increase	2/4	50%
5	Decrease	Decrease	Increase	Decrease	4/4	100%
6	Decrease	Decrease	Increase	Decrease	4/4	100%
7	Increase	Increase	Increase	Increase	1/4	25%
8	*	*	Increase	Increase	1/2	50%
9	Decrease	Increase	Increase	Increase	2/4	50%
10	Decrease	Decrease	Increase	Decrease	4/4	100%
11	Decrease	Decrease	Decrease	Increase	2/4	50%
12	*	*	Increase	Increase	1/2	50%
13	Decrease	Decrease	Increase	Decrease	4/4	100%
14	*	*	Increase	Decrease	2/2	100%
15	Decrease	Increase	Increase	Decrease	3/4	75%
16	Decrease	Decrease	Increase	Increase	3/4	75%
17	Decrease	Decrease	Increase	Decrease	4/4	100%
18	*	*	Increase	Increase	1/2	50%
19	Decrease	Increase	Increase	Increase	2/4	50%
20	Decrease	Decrease	Increase	Decrease	4/4	100%
21	Decrease	Decrease	Increase	Increase	3/4	75%

\* In 2011, schools were to have 50% of students take the survey that contained these items (the other 50% took a different survey). Due to low participation rates, schools with less than 25% of the student body represented in the data for these items noted above were excluded from calculations.

- 15 out of 21 schools (71%) experienced a decrease in the percentage of students who reported current (30 day) alcohol use since beginning the grant (2013 vs. 2011).
- 12 out of 21 schools (57%) experienced a decrease in the percentage of students who reported personal harassment or bullying on school property since beginning the grant (2013 vs. 2011).

- 19 out of 21 schools (90%) experienced an improvement on their overall Safe and Supportive Schools Index since beginning the grant (2013 vs. 2011). The Index measures School Safety, Student Engagement and the overall Learning Environment.
- 10 out of 21 schools (48%) experienced a decrease in the number of suspensions for fighting or violence without physical injury since beginning the grant (2013 vs. 2011).

On these four primary measures of the IS<sup>3</sup> grant (alcohol use, bullying/harassment, IS<sup>3</sup> Index, and suspensions/expulsions for fighting or violence without physical injury), 20/21 schools (95%) improved on at least half of their reported measures, and 8/21 schools (38%) improved on all of their reported measures.

## **B. Assess Current State Initiatives and Maximize Existing Resources**

### JUVENILE JUSTICE REFORM PROJECT (JJRP)

The overall goals of the JJRP are to reduce recidivism of juvenile offenders, increase public safety and lower costs. Additional positive effects could include improved family and peer relations, mental health symptoms, and school attendance, by ensuring that ***the right youth receive the right service at the right time.***

The ICYD Council is overseeing the implementation of the JJRP through a three year demonstration award from the federal Office of Juvenile Justice and Delinquency Prevention, received by the Division of Criminal and Juvenile Justice Planning (CJJP) of the Department of Human Rights. In 2013, the first year, the national partners (Center for Juvenile Justice Reform at Georgetown University, the Peabody Research Institute at Vanderbilt University, and the Urban Institute) have provided training and technical assistance to CJJP and three target sites – Juvenile Court Services in the 1<sup>st</sup>, 3<sup>rd</sup>, and 6<sup>th</sup> Judicial Districts (see the map below). On July 1, 2013, the first stakeholder meeting was held for all three of the target sites and included participation by legislators, judges, juvenile court officers, state court administration, county attorneys, public defenders, county supervisors, service providers and others. Speakers included Shay Bilchik of the Center for Juvenile Justice Reform at Georgetown University and remarks by Governor Branstad.

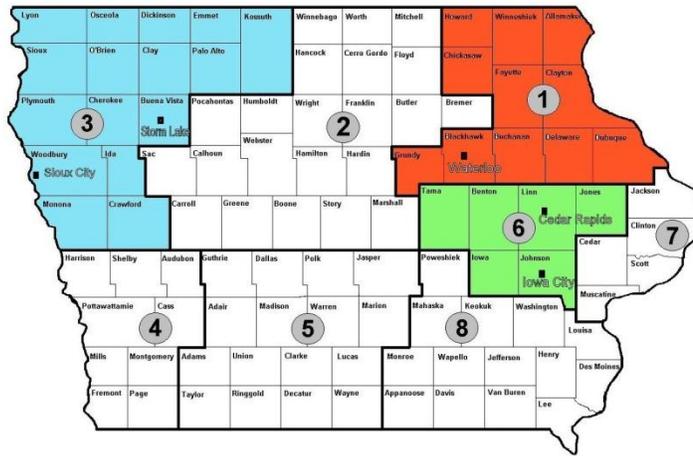
The JJRP uses the Standardized Program Evaluation Protocol (SPEP) to assess effectiveness of services. The pilot stage of the SPEP has sought to assess the effectiveness and return on investment of the juvenile justice services in one residential and four community-based services, see below:

- Functional Family Therapy, Four Oaks
- Aggression Replacement Training, Four Oaks
- Out-patient substance abuse counseling, Jackson Recovery
- Alternative Detention Initiative, Linn County Juvenile Detention
- Woodward Academy (residential)

Data collection related to these services was completed in November and December of 2013. Upon review and analysis by the national partners, specific results, including program improvement plans, will be provided to the respective agencies. Ultimately, system officials will be able to take aggregate results from pilot sites as well as additional project sites and make more informed decisions about resources and services for justice-involved youth. They will also be better equipped to formalize statewide evidence-based practices and improve the overall functioning of the juvenile justice system.

In February of 2014, Round One of the process will begin. This will involve expansion of assessing services from the original five to approximately 20 community-based services and six residential programs.

**Map of JJRP Target Judicial Districts**



In tandem with the JJRP examination of service effectiveness and return on investment, Iowa is also expanding its usage of the Results First model, which is a cost-benefit analysis model, created by the Washington State Institute for Public Policy (WSIPP). In Iowa, Results First is currently being used within the Department of Corrections. It will be expanded to include the juvenile justice system, with the potential of expanding to services within the Departments of Education, Human Services and Public Health.

The ICYD Council will continue to oversee implementation of the JJRP and its expansion, along with overseeing Result First activities.

**C. Investigate Research-Based Approaches and Effective Strategies**

**BEATING THE ODDS**

The ICYD Council has developed a strategy on how to use ICYD Results Framework indicator data to identify and highlight effective community approaches/strategies that increase graduation rates. The strategy will be completed in 2014 in the following phases:

- Identify communities that demonstrate youth are “beating the odds”. Data from the Results Framework indicators will be utilized to establish a standardized method to identify communities with youth that are beating the odds.
- Engage community-level stakeholders to explore reasons for improved outcomes for youth, which will include an inventory of services and supports in the communities. ICYD Council representatives will conduct site visits with stakeholders to learn more from the community with the purpose to:
  - Explore what is making the difference for these youth;
  - Examine who, what, when, where, and how it works.
  - Gather data to identify what works.
  - Identify successful strategies that are replicable and ensure the resources used are available in other communities.
- Create “highlights” (e.g. written, video, web-based) of identified initiatives that are working in communities (e.g. case studies, outcome data from programs), descriptions of effective practices, and specific ways youth are beating the odds in those communities.
- Call to Action – The ICYD Council will promote the highlights and recognize “beating the odds” strategies in these communities, and create ways to engage other communities and replicate the promising “beating the odds” activities across the state by:
  - Developing a communication plan to identify best ways to disseminate the “highlight” materials to state agencies and communities.
  - Incorporate applicable strategies into state agencies’ policies and practice.
  - Create incentives to engage additional communities.

### ADOLESCENT BRAIN RESEARCH and ITS IMPLICATIONS for YOUNG PEOPLE TRANSITIONING from FOSTER CARE

Research by the Jim Casey Youth Opportunities Initiative found that youth gradually transition to adulthood between 18 and 25 years of age. It was also found that adolescence is a time of “use it or lose it” in brain development: When young people are actively engaged in positive relationships and opportunities to contribute, create, and lead, they “use it” to develop skills to become successful adults. There are five recommendations that come from the research:

- Take a positive youth development approach to all opportunities for young people in foster care.
- Provide “interdependent” living services that connect young people with family and caring adults.
- Engage young people in their own planning and decision-making.
- Be trauma-informed to promote healing and emotional security.
- Extend developmentally appropriate foster care to 21.

The ICYD Council is continuing to apply these recommendations in policy and practice when making decisions affecting youth in foster care and for all youth.

## **D. Coordinate Across Systems to Identify and Support Vulnerable Students**

### **COORDINATE, CONSOLIDATE, and CONVENE REQUIRED ADVISORY GROUPS**

There is a growing trend of funders (e.g. federal agencies, private foundations) that require advisory groups as part of funded initiatives. Many state agency staff are asked to participate on several multi-agency advisory groups created to address specific youth-related issues. Advisory groups may have similar representation, yet have a different youth focus. In addition, some of the advisory groups may replicate activities and creating additional silos within state agencies.

The ICYD Council is now offering to provide the core membership to new youth-serving advisory groups, which will allow state agencies to utilize the ICYD Council as the coordinating body for the required respective advisory groups. It will be possible to consolidate multiple advisory groups into the existing infrastructure of the ICYD Council.

The alignment of youth advisory groups will create more effective and efficient services and supports for youth and families. The Forum for Youth Investment has identified ways to reduce the inefficiency and burden of having disconnected youth councils/commissions/coalitions:

- Use existing councils.
- Identify and publicize existing councils.
- Compare councils side-by-side.
- Connect related efforts.
- Develop common language and complementary goals.
- Look to broad councils to coordinate the coordinating bodies.
- Consolidate existing councils.<sup>1</sup>

The coordination of advisory groups will:

- Reduce duplication of planning and services.
- Result in cost avoidance with a more efficient use of staff time and agency resources (time, state staff and travel costs).
- Enhance collaborative opportunities, combined trainings, common use of data and information.
- Generate new funding opportunities.<sup>2</sup>

The ICYD Council approach will be a model for cross-agency collaboration and government efficiency.

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<sup>1</sup> Evennou, Danielle, (January 2011). Don't Stop Collaborating – Just Stop Creating New Collaboratives. Washington, DC: The Forum for Youth Investment.

<sup>2</sup> *Ibid.*

## IOWA YOUTH SURVEY

The Iowa Youth Survey (IYS) is a collaborative effort led by the Department of Public Health's Division of Behavioral Health with assistance by the following agencies:

- Department of Education,
- Office of Drug Control Policy,
- Department of Human Rights' Criminal and Juvenile Justice Planning and Statistical Analysis Center, and
- Department of Human Services.

In the fall of 1999, 2002, 2005, 2008, 2010, and 2012 students in the 6th, 8th, and 11th grades across the state of Iowa answered questions about their attitudes and experiences regarding alcohol and other drug use and violence, and their perceptions of their peer, family, school, and neighborhood/ community environments. In 2008 the survey was administered online for the first time. Planning has started for the 2014 Iowa Youth Survey.

IYS reports list responses to every question on the survey, providing total percentages and breakdowns by grade and gender. Thirty-four constructs within nine framework domains are included.

Reports are available in the following categories:

- State of Iowa,
- Counties,
- Judicial Districts
- Department of Public Health Substance Abuse Prevention and Treatment Planning Regions,
- Decategorization areas,
- Department of Human Services Regions,
- School Districts\*.

\*With the exception of School Districts, IYS reports are available online at <http://www.iowayouthsurvey.iowa.gov>. Individual school district reports can be accessed by contacting the district.

Also available is the Iowa Youth Survey Trend Report which contains comparisons across all surveys using the ICYD Council's Youth Development Results Framework.

## E. Engage Additional Stakeholders

### COORDINATE and ALIGN “YOUTH-FUELED”<sup>3</sup> COUNCILS and INITIATIVES and EXPAND OPPORTUNITIES for YOUTH to PARTICIPATE

The challenge: Several state agencies have state-level youth initiatives providing opportunities for youth. The multiple initiatives need to be better aligned and work better together to attract more youth to participate and to specifically seek more diverse youth. The state-level youth-fueled councils and initiatives include:

- Achieving Maximum Potential (AMP),
- Capitol Girls,
- Iowa Youth Congress (IYC),
- ISU Extension and Outreach, 4-H Youth Development,
- State of Iowa Youth Advisory Council (SIYAC),
- Youth Leadership Forum (YLF),
- Iowa Students for Tobacco Education and Prevention (I-STEP).

Many of these initiatives target underrepresented youth. All of them promote opportunities for youth to engage state leaders, discuss issues affecting youth, and develop leadership skills.

The Department of Human Rights (DHR) is leading the coordination effort of the multiple agencies and organizations that support state-level youth-fueled councils and initiatives. The goal is to effectively remove barriers to leadership for historically underrepresented youth by empowering youth to realize their leadership capabilities and by challenging adults to recognize and engage youth. The effort will equip youth with the tools to communicate their vision, inspire collaboration, and make significant contributions that result in positive change.

The following strategies will be implemented to create a pathway to actively engage youth:

- Market state-level youth initiatives;
- Identify and recruit underrepresented youth;
- Develop venues to offer leadership training opportunities for youth; and
- Provide adult leaders information on quality youth engagement and opportunities to engage and value youth voice in their ongoing decision making.

Increasing the number of youth selected to serve on state boards and commissions is a way to engage youth in state government. Agencies and commissions need to articulate the skill sets necessary for youth members and training should be available to prepare youth to ensure active participation. ICYD will explore additional opportunities for youth engagement.

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<sup>3</sup> Youth-fueled – The participation of youth contributes to achieving the goals of the initiative. Youth participate either as leaders or participants. All of youth-fueled initiatives are conducted “with” youth, not “to” youth.

#### IV. RECOMMENDED ACTIONS IN 2014

Achieving a 95% graduation rate by 2020 is an ambitious target. The ICYD Council is committed to concentrating its attention on and monitoring progress toward this goal, but reaching it will require continued, concerted, coordinated efforts by policymakers, education systems, and multiple state and community partners. The Council's work (see *Section III Accomplishments in 2013 and Emerging Activities in 2014*) will be refined and also expanded into specific action steps to accomplish the goal by 2020. To maintain focus on these efforts, the ICYD Council will continue to address the following five broad areas:

- Focus on underperforming schools and communities.
- Assess current state initiatives and maximize existing resources.
- Investigate research-based approaches and effective strategies.
- Coordinate across systems to identify and support vulnerable students.
- Engage additional stakeholders.

The ICYD Council seeks the support from the Iowa Legislature and Governor's Office to continue these activities by modifying laws and policies, as necessary, and providing resources needed to achieve this very ambitious goal. Specific recommendations to support the ICYD Council are to:

- Provide resources to expand evidence-based practices and programs, as they are developed and identified in the Iowa Safe and Supportive Schools (IS<sup>3</sup>) schools, the Juvenile Justice Reform Project (JJRP), ICYD's *Beating the Odds* initiative, and in other pilot activities.
- Support the ICYD Council's approach to consolidate multiple advisory groups into the existing infrastructure of the ICYD Council. The model will result in a reduction of duplication, enhanced coordination and collaboration between state agencies, and a reduction in costs.
- Support the Iowa Youth Survey. The survey is administered every two years to 6<sup>th</sup>, 8<sup>th</sup>, and 11<sup>th</sup> graders. The results are valuable to state agencies and communities in assessing self-reported youth behaviors and perceptions.
- Provide resources to support state-level youth opportunities and youth-led initiatives (e.g. State of Iowa Youth Advisory Council, Iowa Youth Congress, Achieving Maximum Potential).
- Engage youth on state boards and commissions, and provide the training and support necessary for youth members to be active participants. In addition, state agencies should seek new and creative ways to involve youth.
- Continue to develop ways to share information among agencies and coordinating bodies to address issues affecting youth who receive services and supports from multiple agencies.
- Support the continued use of state agency staff time to implement activities that meet the goals of the ICYD Council.
- Infuse positive youth development (PYD) principles in all youth programming, which includes PYD trainings for youth workers and establishing policies to include PYD principles in all state-funded youth initiatives.