

2015-2017 Educational Equity Review Targeting Plan Iowa Department of Education

Section I: Subrecipient Universe

Total Subrecipient Universe: The total Subrecipient Universe for Iowa for 2014-2015, as of August, 2014, includes 312 Local Education Agencies (LEAs) **with secondary vocational education programs** and 15 Community Colleges for a total of 327 agencies. An LEA and Community College subrecipient universe roster is attached. The subrecipient universe for Local Education Agencies has been reduced to include only districts with secondary vocational education programs. Twenty-seven Local Education Agencies were eliminated from the list because they have elementary programs only. This accounts for the districts listed in the OCR letter dated January 5, 2015, as those 27 districts do not have a secondary vocational education program and house elementary programs only.

MOA Reviews: Two and one-half (2½%) percent of 327 agencies equals 8.175 or 8 reviews.

LEA Selection: (Please note a change in the following selection process from the original 2015-2017 Targeting Plan submitted on 8-28-14)

- Previous to 2015-2016, all LEAs in Iowa received an accreditation visit in a five-year period of time. Approximately twenty percent (20%) of LEAs received an accreditation visit in each of the five years. Of the LEAs in the 20% cohort, LEAs were considered for selection for a focused equity visit.
- However, starting in the 2015-2016 school year, Iowa is changing the accreditation process from the five year cycle (20% cohort) to an accountability system which includes all districts every year. Under the new state accreditation system, districts will be selected for desk audits and on-site reviews based on data with a targeted approach to determine the level of support needed.
- Therefore, all LEAs with a secondary vocational program will be included in the subrecipient universe each year beginning 2015-2016 and will be considered for selection for a focused equity visit if six or more years have passed since their last focused equity visit.
- After applying the selection criteria to the districts which have not been selected for a focused equity visit in six or more years, the seven (7) highest scoring LEAs with secondary vocational education programs are chosen for a focused equity visit.
- If a selected LEA cannot be visited for a reason acceptable to the Iowa Department of Education, the next-ranking subrecipient will be visited instead.
- When serious equity concerns arise in a LEA with secondary vocational education programs outside the six year gap, the LEA may be added to the list of reviews for that year.

Community College Selection:

- In a five-year period of time, all community colleges receive an accreditation visit.

- Twenty percent (20%) of community colleges receive an accreditation visit in each of the five years.
- Of community colleges in the 20% cohort, community colleges will be considered for selection for a focused equity visit if six or more years have passed since their last focused equity visit.
- After applying the selection criteria to the twenty percent (20%) of community colleges in a given year, the highest scoring community college is chosen for a focused equity visit.
- If a selected community college cannot be visited for a reason acceptable to the Iowa Department of Education, the next-ranking subrecipient will be visited instead.
- When serious equity concerns arise in a community college outside the 20% to be visited for any given year, the community college may be added to the list of reviews for that year.

Section II: Selection Criteria

The following criteria will be used by the Iowa Department of Education to select educational agencies that will have an MOA On-site Civil Rights Compliance Review (referred to as a Focused Equity Review in Iowa).

A. LEA and Community College enrollment patterns in career and technical education programs:

- Sex Enrollment
 - The percent of CTE programs that have eighty percent or more students enrolled are male or female (**Indicator A – weighted .5**)
 - The variance of the percent of students enrolled in CTE programs by sex compared to the percent of students enrolled in the school by sex (**Indicator B – weighted .5**)
- Racial/ethnic background
 - The variance of the percent of minority students enrolled in CTE programs compared to the percent of minority students enrolled in the school (**Indicator C – weighted 1.0**)
- Disability
 - The variance of the percent of students with disabilities enrolled in CTE programs compared to the percent of students with disabilities enrolled in the school (**Indicator D – weighted 1.0**)

B. Demographics of the Educational Agency (Indicator E – weighted 1.0)

- The change in the percentage of minority students over the past five years.

Some local education agencies and community colleges are undergoing relatively rapid changes in the demographics of their general population or student population. This change is most commonly reflected in changes in the racial/ethnic makeup of the population. The changes in demographics may be caused by:

- Open enrollment or school choice programs (LEAs)
- Natural migration, mobility, employment patterns (LEAs)
- Change in agency boundaries (Community Colleges and LEAs)

C. Referrals & Complaints (Indicator F – weighted 1.0)

Referrals from Iowa Department of Education staff and other state and regional agencies:

- LEA & community college accreditation and monitoring visits
- Special Education monitoring
- Iowa Civil Rights Commission
- Iowa Human Rights Commission
- Attorney General’s Office
- Governor’s Office
- Area Education Agencies

Complaints from:

- Students, parents, and/or staff
- Applicants for employment
- Community members
- Media reports

D. Time Elapsed Since the Last On-Site Equity Review (Indicator G – weighted 1.0):

Indicator G takes into consideration the time that has elapsed since the educational agency has received a Focused Equity Review. For a newly reorganized LEA or community college, the longest elapsed time of the joining agencies will be used. Educational agencies visited within the last six years will not be considered for a focused equity review unless serious equity concerns arise.

Section III: Ranking Procedures:

**Ranking of Educational Agencies for Selection for Focused Equity Reviews
During the 2015-2017 Biennium**

Sex-Typed Enrollment - Individual Enrollment	Sex-Typed Enrollments – Total Enrollment	Racial/Ethnic Typed Enrollments	Disability Typed Enrollments	Demographic Change	Referrals & Complaints	Time Elapsed
Indicator A	Indicator B	Indicator C	Indicator D	Indicator E	Indicator F	Indicator G
Ranked Score	Ranked Score	Ranked Score	Ranked Score	Ranked Score	Ranked Score	Ranked Score
Weighted .5	Weighted .5	Weighted 1.0	Weighted 1.0	Weighted 1.0	Weighted 1.0	Weighted 1.0

Calculation

- After applying the data for LEAs with secondary vocational education programs and community colleges in the cohort of 20% per year, and eliminating agencies visited within the past six years, each subrecipient is ranked from highest to lowest for each indicator A-G.
- A high rank indicates a high occurrence of the indicator, and conversely, a low rank indicates a low occurrence of the indicator.
- “Rank” equals “score”.
- The sum of the scores for an LEA with secondary vocational education programs or community college across all indicators equals the “final score”.
- The seven (7) LEAs with secondary vocational education programs with the highest final scores and the one (1) Community College with the highest final score will be chosen for a focused equity review.
- A tie (7th place for LEAs with secondary vocational education programs / 1st place for community colleges) will be resolved by sorting the tie schools by the sum of their scores for Indicators A-D.

Section IV: Assessing Effectiveness

Assessing the Effectiveness of the Current Plan:

Several education program consultants and administrative consultants from the Iowa Department of Education Division of Learning and Results (representing secondary schools) and the Division of Community Colleges (representing community colleges) worked together to make revisions to the 2015-2017 Targeting Plan. The response to the 2013-2015 Targeting Plan from the Office for Civil Rights (OCR) was positive and the plan was approved by OCR on November 14, 2012. Review of the new ranking procedures and selection criteria applied to the 2013-2015 Targeting Plan by Iowa Department of Education consultants resulted in a determination that the plan was effective in identifying subrecipients with the greatest potential for civil rights noncompliance. It is expected that revisions made in the 2015-2017 plan will continue to result in increased effectiveness in the next Biennium.

Areas of focus for revisions:

- Refine the subrecipient universe to LEAs with secondary vocational education programs.
- Eliminate for consideration those educational agencies visited within the past six years.
- Continue to utilize our expanding data system.
- Continue to utilize data expertise within the Department.

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