

2013-2015 Educational Equity Review Targeting Plan for Iowa

Section I: Subrecipient Universe

Total Subrecipient Universe: The total 2012-2013 Subrecipient Universe for Iowa, as of September 2012, includes 346 Local Education Agencies (LEAs) and 15 Community Colleges for a total of 361 agencies. An LEA and Community College subrecipient universe roster is attached.

MOA Reviews: Two and one-half (2½%) percent of 361 agencies equals 9.025 or 9 reviews.

LEA Selection:

- In a five-year period of time, all LEAs receive an accreditation visit.
- Approximately twenty percent (20%) of LEAs receive an accreditation visit in each of the five years.
- After applying the selection criteria to the twenty percent (20%) for a given year, the eight (8) highest scoring LEAs 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 an LEA outside the 20% to be visited for any given year, 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.
- 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 an accreditation/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.

Section III: Ranking Procedures - NEW:

**Ranking of Educational Agencies for
Selection for Focused Equity Reviews
During the 2013-2015 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

- Based on the data, each LEA and community college 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 or community college across all indicators equals the “final score”.
- The eight (8) LEAs 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 (8th place for LEAs / 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:

The Equity Team met on the following dates to revise the Targeting Plan:

- 8.1.2012
- 8.7.2012
- 8.21.2012
- 9.12.2012
- 10.3.2012
- 10.4.2012

Areas of focus:

- All indicators – moving away from a scaled system to a rank order system to target those subrecipients that have the greatest potential for civil rights noncompliance.
- Shift from scale sensitivity and range of scores produced to rank order to identify those subrecipients for on-site review - the current system assigns a value to each indicator on a 5-point scale, which has the effect of removing most of the variance placing multiple schools at the same level. In some cases, the majority of districts/community colleges fall into an even narrower range within the 5-point scale. The proposed change removes the range restriction.
- Selection of LEAs and community colleges.
- Utilizing our expanding data system.
- Utilizing data expertise within the Department and Heartland Area Education Agency.
- Refining the language of the targeting plan.

The Equity Team:

- Margaret Jensen Connet, Consultant – Division of Learning and Results
- Isaiah McGee, Consultant – Division of Learning and Results
- Jeanette Thomas, Consultant – Division of Community Colleges
- Vladimir Bassis, Consultant – Division of Community Colleges
- Del Hoover, Consultant – Division of Community Colleges
- Colleen Hunt, Division Administrator – Division of Community Colleges
- Connor Hood, Assessment Consultant – Heartland Area Education Agency

Approved by OCR: 11-14-2012