



## Iowa AEA Standard for Services §281—72.4

### 06. Leadership

**Description:** The purpose of the **Leadership Program** is to provide schools, accredited non-public schools, and school districts with the development of and the ongoing support for strong regional school leadership. The services include: **facilitating professional development for school leaders (central office administrators, principals, and teacher leaders); assisting schools and school districts with supports for recruiting, inducting, and retaining school leaders; organizing networks to support effective leadership and management practices; and supporting school leaders with effective district/school professional development planning, implementation practices, and evaluation methods.** These services are delivered through an integrated internal leadership team networking with school-based teacher leaders and principals. The AEA has field level administrators facilitating learning and networking opportunities for teacher leaders, principals, and central office administrators.

**Program Services:**

- a. Curriculum & School Improvement Network
- b. District Professional Development Planning
- c. Educator Quality
- d. Mentoring/Induction
- e. Principals with Purpose
- f. Leadership Development
- g. Teacher Leadership

#### **ALIGNMENT OF PROGRAMS & SERVICES TO IOWA AEA STANDARDS FOR SERVICE**

The alignment of the Program to Iowa’s AEA Standards for Service is presented. Mississippi Bend Area Education Agency (Agency) provides comprehensive services to meet the school and school district school improvement teaching and learning needs. These comprehensive services delivered to schools and school districts to meet those identified needs are aligned to the Agency’s goals and the Iowa AEA Standards for Service, Iowa Code §281—72.4.

<b>SCHOOL &amp; COMMUNITY PLANNING STANDARD</b>		
The AEA shall deliver services for school-community planning that assist schools and school districts in:		
SCP 1	Assessing needs for all students.	<ul style="list-style-type: none"> <li>• Provide public schools, accredited non-public schools, and school districts with assistance to meet and/or exceed Iowa Code Chapter 12 comprehensive school improvement requirements and expectations.</li> <li>• Provide school leaders with strategic planning opportunities and networks to establish shared direction, implementing actions to meet goals, and reporting progress toward goals.</li> </ul>
SCP 2	Developing collaborative relationships among community agencies.	
SCP 3	Establishing shared direction.	
SCP 4	Implementing actions to meet goals.	
SCP 5	Reporting progress toward goals.	



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<b>PROFESSIONAL DEVELOPMENT STANDARD</b>		
The AEA shall deliver professional development services for schools, school districts and AEA instructional, administrative and support personnel that:		
PD 1	Anticipates and responds to schools' and school districts' needs.	<ul style="list-style-type: none"> <li>Conduct ongoing needs assessment to anticipate and respond to school and school district teaching and learning needs.</li> <li>Provide school leaders with strategic planning opportunities and networks to establish shared direction, implementing actions to meet goals, and reporting progress toward goals.</li> <li>Deliver specific leadership training for principals, central office administrators, and superintendents.</li> <li>Deliver specialized professional development training on-site matched to a school's or district's local school improvement plan.</li> <li>Facilitate teacher leadership established by Division VII of House File 215, the Teacher Leadership and Compensation System.</li> <li>Facilitates and develops professional development trainings, workshops, and classes that comply with the Iowa Professional Development Model and effective use of adult learning theory.</li> </ul>
PD 2	Supports proven and emerging educational needs.	
PD 3	Aligns with school and school district comprehensive long-range and annual improvement goals.	
PD 4	Uses adult learning theory.	
PD 5	Supports improved teaching.	
PD 6	Uses theory, demonstration, practice, feedback, and coaching.	
PD 7	Addresses professional development activities as required by the Iowa Code and administrative rules.	

<b>CURRICULUM, INSTRUCTION &amp; ASSESSMENT STANDARD</b>		
These services support the development, implementation, and assessment of rigorous content standards in, but not limited to reading, mathematics, and science. The AEA assists schools and school districts in:		
CIA 6	Gathering and analyzing student achievement data as well as data about the learning environment.	<ul style="list-style-type: none"> <li>Support curriculum, instruction, and assessment practices that facilitate data-driven decision-making practices to meet the learning needs of all students.</li> <li>Support the development of curriculum leaders.</li> <li>Partner with educators to select research or evidenced-based practices to meet the diverse learning needs of students.</li> </ul>
CIA 7	Comparing those data to external knowledge base.	
CIA 8	Using that information to guide school and school district goal setting.	
CIA 9	Implementation of actions to improve student learning.	



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### DIVERSE LEARNERS STANDARD

The AEA shall address the diverse learning needs of all children and youth, including but not limited to, services that address gifted and talented students, and meet the unique needs of students with disabilities who require special education.

DL 1	Gifted and talented students.	<ul style="list-style-type: none"> <li>Support leadership development to address general and special education needs as well as talented and gifted, at-risk, English language learners, and other diverse groups.</li> <li>Support leadership development to continually improve special education programs within schools and school districts.</li> <li>Support leadership development to continually assess the effectiveness of special education programs to ensure federal and state compliance.</li> </ul>
DL 2	Students with special education needs.	
DL 3	Students with diverse learner needs.	
DL 4	Provide support to schools and school districts.	
DL 5	Include special education compliance with 2007 Iowa Special Education Rules.	

### MULTICULTURAL GENDER FAIR STANDARD

The AEA shall deliver services for school-community planning that assist schools and school districts in:

MCGF 1	Take actions that ensure all students are free from discriminatory acts and practices.	<ul style="list-style-type: none"> <li>Assist leaders with multicultural gender fair approaches pursuant to Iowa Code §256.11.</li> <li>Assist leaders with actions to ensure all students are free from discriminatory acts and practices and assist in the establishment of policies and actions that ensure all students are free from harassment.</li> <li>Support leaders with the development of instructional programs related to responsibilities, rights, and the respect for diversity which are necessary for successful citizenship in a diverse community and a global economy.</li> <li>Assist leaders with incorporating, within professional development activities, the knowledge and skills necessary to prepare and assist all employees to work effectively with diverse learners.</li> </ul>
MCGF 2	Establish policies and take actions that ensure all students are free from harassment.	
MCGF 3	Incorporate into the educational program instructional strategies and student activities related to responsibilities, rights, and the respect for diversity which are necessary for successful citizenship in a diverse community and a global economy.	
MCGF 4	Incorporate on an ongoing basis activities within professional development that prepare and assist all employees to work effectively with diverse learners.	



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<b>MEDIA SERVICES STANDARD</b>		
The AEA shall deliver media services that:		
MS 1	Align with school and school district needs.	<ul style="list-style-type: none"> <li>Facilitate the identification of effective media services that supports school and school district school improvement strategies.</li> </ul>
MS 2	Support effective instruction.	
MS 3	Provide consultation, research and information services, instructional resources and materials preparation and dissemination to assist schools and school districts to meet the learning needs of all students and support local media services.	
MS 4	Support the implementation of content standards in, but not limited to, reading, mathematics, and science.	
MS 5	Support and integrate emerging technology.	

<b>SCHOOL TECHNOLOGY STANDARD</b>		
The AEA shall supplement and support effective instruction for all students through school technology services by providing:		
ST 1	Technology planning.	<ul style="list-style-type: none"> <li>Assist leaders with planning and technical assistance to schools and school districts.</li> </ul>
ST 2	Technical assistance.	
ST 3	Professional development.	<ul style="list-style-type: none"> <li>Assist leaders with technical training and modelling so that educators learn new skills, gain more access, and create opportunities for more personalized learning environments.</li> </ul>
School technology services will support:		
ST 4	The incorporation of instructional technologies to improve student achievement.	<ul style="list-style-type: none"> <li>Assist leaders with technology integration to create opportunities to improve student learning.</li> <li>Assist leaders with technologies to advance content rigor and relevance.</li> <li>Assist leaders with continual needs assessment and development activities to identify new technologies.</li> </ul>
ST 5	The implementation of content standards in, but not limited to, reading, mathematics, and science.	
ST 6	School technology services shall support and integrate emerging technology.	



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<b>LEADERSHIP DEVELOPMENT STANDARD</b>		
AEA Leadership Services assist with:		
L 1	Recruitment	<ul style="list-style-type: none"> <li>• Support the recruitment, induction, retention, and professional development for educational leaders.</li> <li>• Integrate into professional development opportunities efforts to recruit educational leaders.</li> <li>• Partner with the Iowa Department of Education, School Administrators of Iowa, and Iowa Association of School Boards to identify, select, and deliver high quality training to meet the professional needs of school leaders.</li> </ul>
L 2	Induction	
L 3	Retention	
L 4	Professional development of educational leaders	<ul style="list-style-type: none"> <li>• Facilitate school leader professional development assistance related AEA leadership programs.</li> <li>• Facilitate teacher leadership established by Division VII of House File 215, the Teacher Leadership and Compensation System.</li> </ul>
AEAs develop and deliver leadership programs based on:		
L 5	Local educational needs	<ul style="list-style-type: none"> <li>• Provide public schools, accredited non-public schools, and school districts with assistance to meet and/or exceed Iowa Code Chapter 12 comprehensive school improvement requirements and expectations.</li> <li>• Provide school leaders with strategic planning opportunities and networks to establish shared direction, implementing actions to meet goals, and reporting progress toward goals.</li> <li>• Assist school leaders with processes to identify and implement effective teaching and learning practices.</li> </ul>
L 6	State educational needs	
L 7	Best practices	