



A GREAT PLACE TO
LIVE AND LEARN.

A GREAT PLACE TO
TEACH AND WORK.

For more than 100 years, Des Moines Public Schools has been educating the students of Iowa's capital city. Today, we are the largest provider of public education in Iowa. Nearly 5,000 employees – including 2,800 teachers – serve over 32,000 students at more than 60 schools throughout the community.

What sets Des Moines Public Schools apart? A lot. We provide families with more educational choices than any place in Iowa. We educate the top scholars in the state who go on to attend leading colleges and universities around the world. And we are home to educators and employees who are recognized throughout the state and across the country as the best in their fields.

If you are looking for a great career opportunity in education, then you are looking at the right place.



DMPS EMPLOYEE BENEFITS

HEALTH CARE

Full-time DMPS employees are eligible to receive health insurance for themselves and their family. Dental care coverage is also provided to full-time employees.

RETIREMENT

DMPS employees can save for retirement through:

- ▶ Iowa Public Employees Retirement System (IPERS)
- ▶ Des Moines Teachers Retirement Fund
- ▶ 403B Plans

AND MORE

DMPS employees receive or can access additional benefits, including:

- ▶ Flex Spending Accounts
- ▶ Paid Holidays
- ▶ Continuing Education
- ▶ First Year Mentoring
- ▶ Professional Development
- ▶ Life Insurance
- ▶ Disability Insurance
- ▶ Optical Insurance

For more information contact:

Des Moines Public Schools
Human Resources
901 Walnut Street
Des Moines, IA 50309
515.242.7736

The Des Moines Independent Community School District does not discriminate on the basis of race, color, national origin, gender, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and its employment practices.

There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact the district's Equity Coordinator: Isaiah McGee, 901 Walnut Street, Des Moines, IA 50309; phone: 515.242.7662; email: isaiah.mcgee@dmschools.org.

REVISED 10/2014

DMPS BY THE NUMBERS

OUR STUDENTS

White	45%
Latino	23.5%
African-American	17.5%
Mixed Race	6.4%
Asian	6.9%
Native American	0.5%
Pacific Island	0.2%
Free and Reduced Lunch	68.9%
English Language Learners	17.4%
Special Education	15.9%

OUR SCHOOLS

Elementary	38
Middle	12
High	5
Special Schools/Programs	11

OUR EMPLOYEES

DMPS is the fifth largest employer in the Des Moines metro with nearly 5,000 employees, including:

- ▶ 2,831 teachers/nurses
- ▶ 523 teaching associates
- ▶ 418 food service
- ▶ 255 operations
- ▶ 205 paraprofessionals
- ▶ 135 clerical
- ▶ 215 specialists
- ▶ 191 transportation
- ▶ 123 administration
- ▶ 158 child care
- ▶ 41 crafts



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DES MOINES. THE PLACE TO LIVE AND WORK.

Des Moines is a vibrant, innovative and diverse city.

Des Moines offers amenities usually found only in major cities. Experience the unique shopping offered in the East Village. Dine at world class restaurants. Enjoy countless entertainment opportunities at Wells Fargo Arena and the Civic Center. Expand your horizons at the new Science Center of Iowa and Downtown Library. Cheer for a NBA D-league team or the Chicago Cubs' AAA club. Find unique housing options at several lofts and townhome developments. Visit one of the nation's largest farmers' markets as well as the top-ranked art festival. Listen to summer concerts along the banks of the Des Moines River or on the steps of the State Capitol. And take a leisurely stroll through the Pappajohn Sculpture Park or along the Principal Riverwalk.

Throughout Des Moines are dozens of neighborhoods, each with its own personality and style. You will not only find great places to live but will discover a new favorite coffee shop, locally owned restaurants and food markets, unique clothing stores, and much more.

And Des Moines – along with the entire metro area – is connected by a series of parks and trails so you can enjoy a bike ride, walk or run on a warm summer day, under the colored leaves of autumn, or on a blanket of fresh fallen snow. In fact, Des Moines' Gray's Lake Park was recognized as one of the nation's best outdoor places and central Iowa is intertwined with more than a hundred miles of trails.



Don't just take our word for it. Here's what others have to say about Des Moines being a great place to live and work:

- ▶ Des Moines ranks #1 "Best Cities for Families" – *Kiplinger*
- ▶ Des Moines named No. 5 in "Top 100 Best Cities for Families" – *Parenting Magazine*
- ▶ Greater Des Moines ranks #1 "Best City for Young Professionals" – *Forbes*
- ▶ Des Moines is in the top 10 "Best Cities for the Next Decade" – *Kiplinger*
- ▶ Des Moines ranks #10 in "Most Educated Young Workforce" – *The Business Journal*
- ▶ Des Moines ranked "Top 10 City for Younger Home Buyers" – *MarketWatch*
- ▶ Des Moines is the #1 "Richest Metro in the Nation" – *US News & World Report*
- ▶ Des Moines is the #1 "City in the US for Home Renters" – *Time Magazine*
- ▶ Des Moines named "#1 City With Up-and-Coming Downtowns" – *Fortune*
- ▶ Des Moines ranks #1 as the "Best Place for Business and Careers" in 2013 – *Forbes*
- ▶ Des Moines is the #6 healthiest place to live – *Parenting Magazine*
- ▶ Des Moines living costs are 10 percent below the national average – *The Council for Community and Economic Research*

DES MOINES PUBLIC SCHOOLS.

THE HOME TO THE BEST EDUCATIONAL CHOICES.

Des Moines Public Schools may be the biggest provider of public education in Iowa, but we take anything but a one-size-fits-all approach to educating our students. In fact, families in Des Moines can find more educational options than anyplace in the state, including:

Advanced Placement Central Academy is Iowa's top AP program. The Belin-Blank Center for Gifted Education and Talent Development placed Central Academy "in a class by itself" as a college preparatory school. In addition, DMPS is in the midst of a significant expansion of AP course offerings throughout all five high schools, providing thousands of students access to rigorous and advanced courses.

International Baccalaureate Home to the first IB program in Iowa, DMPS offers this world-class educational opportunity at four elementary schools (Hubbell, Park Avenue, Stowe, and Walnut Street) along with five middle and high schools (Brody, Gateway, Goodrell, Meredith/Hoover, and Merrill). In addition, Central Academy offers the renowned International Baccalaureate diploma.

Career & Technical Institute Located at Central Campus, CTI offers students learning opportunities in several high-skill areas, including graphic design, broadcasting & film, culinary arts, fashion, and automotive technology. In addition, DMPS is home to one of only three high school aviation programs certified by the FAA and has the largest marine biology program of any non-coastal high school in the country.

Downtown School The Downtown School, located in a brand new home at Central Campus, is a national model where students learn in multiage classes. The school has been nationally recognized for its innovative education program and as a great option for working parents.

Montessori Cowles Montessori is the only public Montessori program in Iowa, serving students in grades K-8. Students learn in multiage classrooms and children's natural curiosities are exploited to the fullest as they advance at their own pace.

Traditional Programs Jefferson and Phillips Elementary Schools provide an increased emphasis on basic academic skills. The schools, which also have dress codes, stress personal respect, responsibility and discipline as cornerstones of a place where academic achievement can be maximized.

Alternative Programs Future Pathways, Scavo Alternative High School, Orchard Place, Des Moines Alternative High School, and the Middle School Alternative Center offer programming for students who may be struggling in school or have personal issues best served by alternative programming.

Ruby Van Meter and Smouse Schools Ruby Van Meter School (serving high school-age children) and Smouse Opportunity School (serving elementary-age children) provide high quality instruction to physically and mentally disabled students.

Higher Education Partnerships Des Moines Public Schools' proximity to Drake University, Iowa State University and Des Moines Area Community College has created numerous partnerships and collaborative efforts that support students as well as teachers and administrators.



DMPS educators and staff are among the very best in their fields.

These are just some of the awards and honors they have earned in recent years:

- ▶ 2014 District of Distinction, District Administration Magazine
- ▶ 2014 Iowa Counselor of the Year
- ▶ 2013 & 2014 Presidential Award of Excellence in Mathematics and Science Finalists
- ▶ 2014 Iowa School Social Worker of the Year, Iowa School Social Workers Association
- ▶ 2014 ProStart Educator of Excellence Award
- ▶ 2012 Presidential Award for Excellence in Mathematics and Science Winner
- ▶ 2013 Outstanding Secondary Art Educator for the State of Iowa
- ▶ 2013 Outstanding Elementary Art Educator for the State of Iowa
- ▶ 2013 Recipient of IAHPERD's Steve France Honor Award
- ▶ James Madison Fellowship for the State of Iowa
- ▶ Toyota International Teacher Program honoree
- ▶ Edyth May Sliffe Award for Distinguished High School Mathematics Teaching by the Mathematical Association of America
- ▶ Certificate of Achievement from the Government Finance Officers Association for the school district's comprehensive annual financial report
- ▶ Outstanding Biology Teacher of the Year for the state of Iowa by the National Association of Biology Teachers
- ▶ Educator of the Year by the Printing Industry of the Midwest
- ▶ Excellence in Education Award runner-up
- ▶ Daughters of the American Revolution US History Teacher of the Year nominee
- ▶ James Bryant Conant Award in Teaching
- ▶ Iowa Industrial Technology Education Middle School Teacher of Excellence
- ▶ Financial Literacy Educator of the Year for Iowa

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