



LIVE

One of America's Most Vibrant Communities

TEACH

One of America's Most Innovative School Districts

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Think. Learn. **Grow.**



WELCOME TO DES MOINES, IOWA

AN INNOVATIVE SCHOOL DISTRICT, A VIBRANT COMMUNITY



With a vision of becoming the model for urban education, Des Moines Public Schools exist so that graduates possess the knowledge, skills and abilities to be successful at the next stage of their lives. As a district we are focused on the needs of the individual student, their academic success and ultimately their graduation.

To that end, our teachers enjoy a wide range of career opportunities, from almost one hundred specialized schools and programs, to teacher leadership opportunities that allow them to grow a career, yet remain in the classroom, to administrative duties that focus on everything from curriculum to technology to executive leadership.

And DMPS is the only school district in Iowa to offer a tuition-free master's degree to new teachers interested in investing their time and talents in Iowa's capital city. We offer the best compensation in Iowa, including 18-month contracts for December hires and hiring bonuses for challenging teaching positions.

Look us over and ask questions, you'll find we're a natural choice for pursuing any number of rewarding careers in the field of education.

Sincerely,

Dr. Thomas Ahart

DES MOINES IOWA

Downtown 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 Science Center of Iowa and Central Library. Cheer for an NBA D-league team, the Chicago Cubs' AAA club or the Minnesota Wild's AHL franchise.

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. Or 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.

Des Moines is Iowa's largest city and home to the State Capitol.

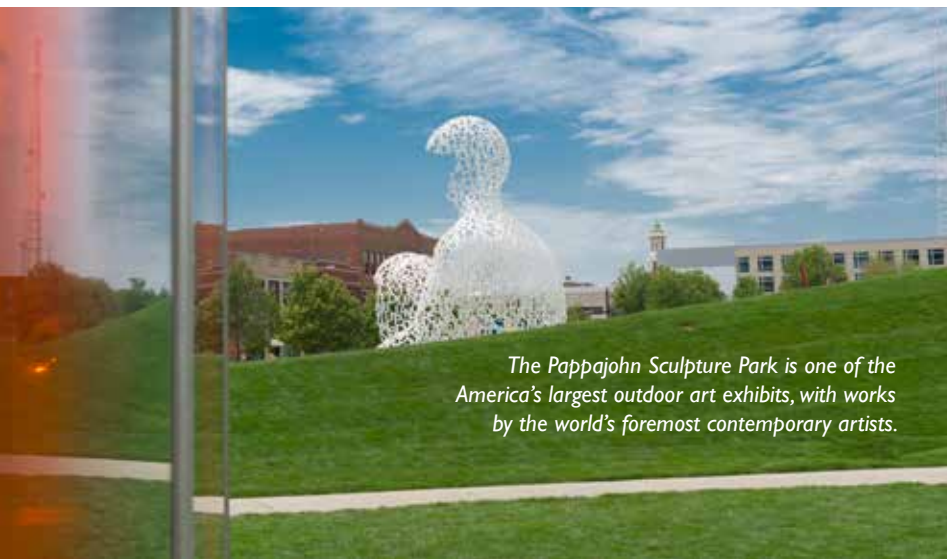
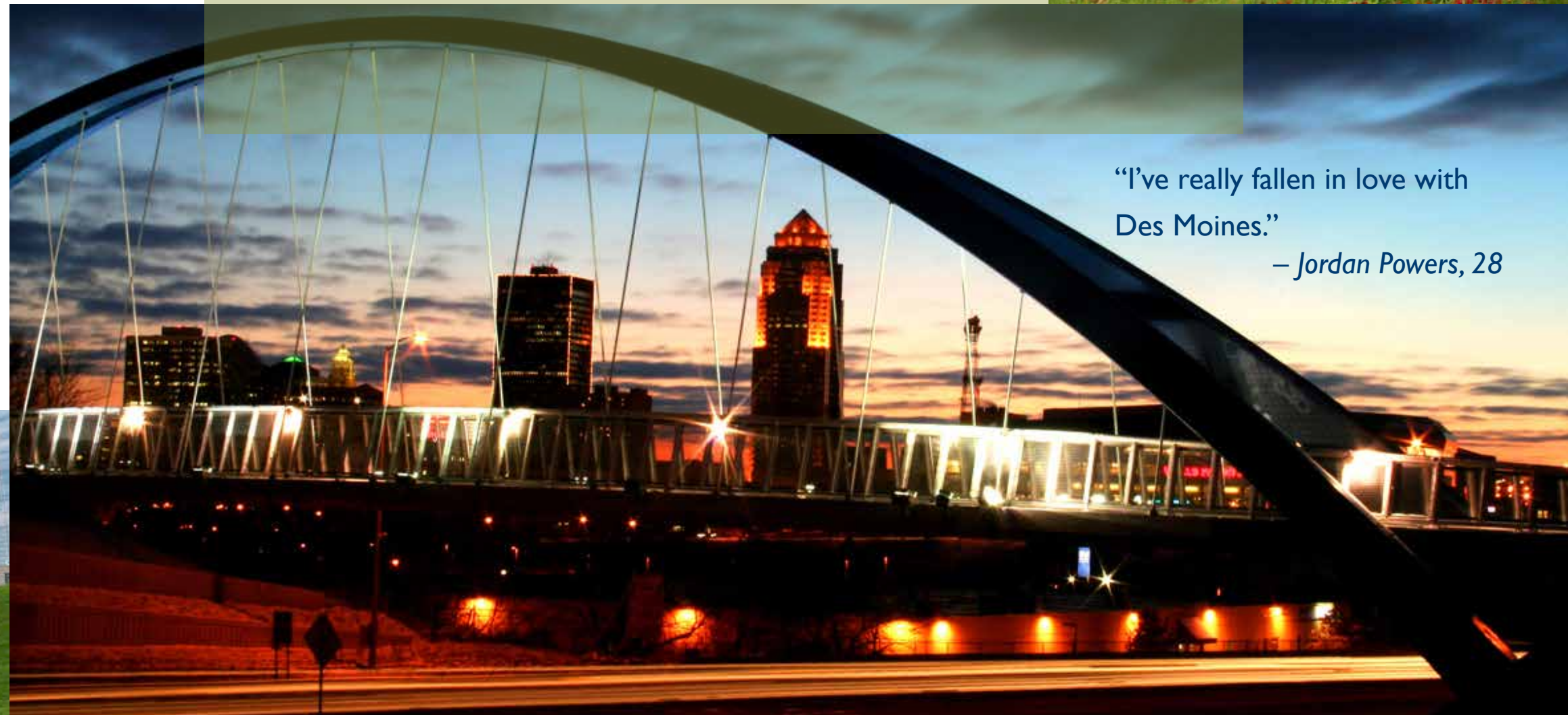


“Des Moines has that big-city feel, but it’s not as expensive. It’s a city that always has festivals and fun things, and that’s important to me. But it’s not ‘rush, rush’ here either. I like the slower pace.”

– Srijan Karim, 26

“I’ve really fallen in love with Des Moines.”

– Jordan Powers, 28



The Pappajohn Sculpture Park is one of the America's largest outdoor art exhibits, with works by the world's foremost contemporary artists.

Des Moines continues to win national awards for having a family-friendly atmosphere, great housing opportunities and a low cost of living.

In Des Moines you can be more, and do more.

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.

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.

Nearby, find the Iowa Speedway, a NASCAR race track and motorsports facility designed by NASCAR Hall of Famer Rusty

Wallace. Kids will enjoy more than 100 rides, shows, attractions and a new waterpark at the Adventureland amusement park. And, Jordan Creek Town Center offers high-end shopping and dining options.

Come and see why we're Kiplinger's #1 Best Cities for Families, Forbes' #1 Best City for Young Professionals and the National Association of Realtors' top ten city for young homebuyers.

We invite you to visit Iowa's capital city, home to Des Moines Public Schools.

The Des Moines Arts Festival is among the top-ranked artistic shows in the nation, featuring hundreds of artists along with music, food and much more.

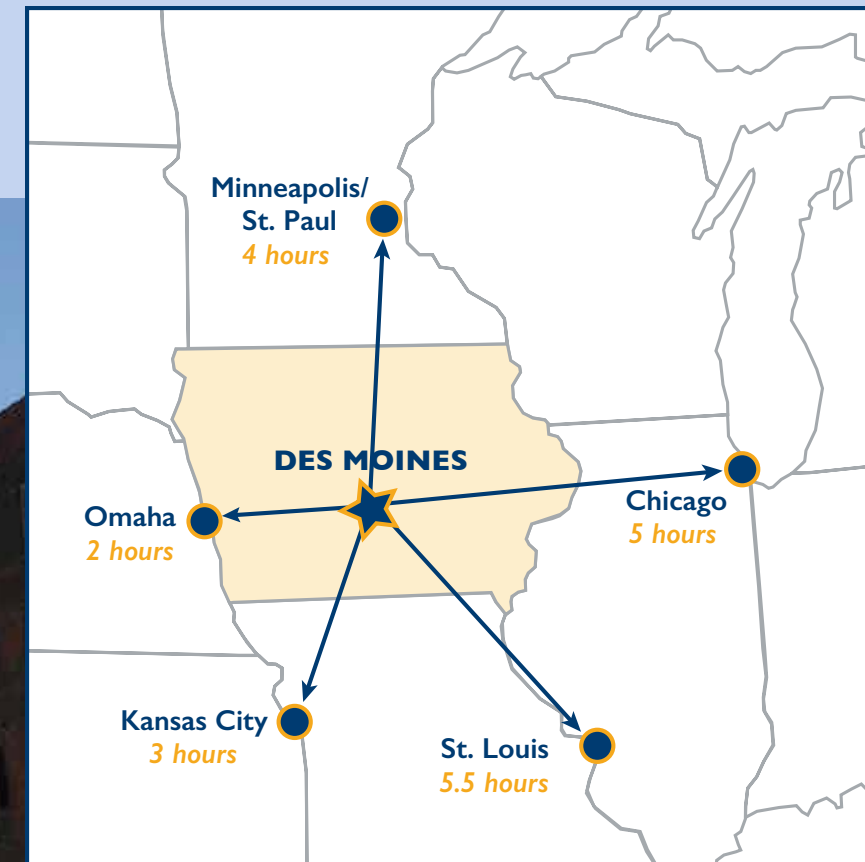


“I feel like everyone is passionate about the community, their work, their families, their faith communities. Everyone seems to be really invested.”

– Susan O'Brien, 36

“Des Moines checks all of the boxes that we were looking for in a place to live.”

– Jeff Kluever, 32



Live in the “Hippest City in the USA”
Work for a “Model for Urban Education”
Right in the Middle of America

◀ **Right in the Middle of Everywhere**



The Brenton Skating Plaza is one of many outdoor activities along the downtown Principal Riverwalk.



DES MOINES PUBLIC SCHOOLS

GROWING, INNOVATIVE, VIBRANT...

For more than 100 years, Des Moines Public Schools has been educating the students of Iowa's capital city.

Today, DMPS is the largest provider of public education in Iowa, with more than 32,000 students and nearly 5,000 teachers and staff in 60 schools throughout a culturally rich community.

Des Moines is a vibrant, innovative and diverse city where metro meets mellow, and it's topping national list after list of best cities for living, playing and raising a family.

And, DMPS is an award-winning school district with a growing number of career choices, already more than any other district in Iowa. Students from Des Moines and throughout Central Iowa attend DMPS for participation in nationally recognized programs taught by nationally recognized educators.

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 teachers who are recognized throughout the state and across the country as the best in their fields.

Because a picture is worth a thousand words, we welcome you to see what your future holds at DMPS on our [Flickr.com/dmschools](https://www.flickr.com/photos/dmschools/) page, and to read stories about the exciting things our students and staff are up to when you visit [dmschools.org](https://www.dmschools.org) to begin exploring.



MORE CAREER PATHS AND BETTER COMPENSATION

Des Moines Public Schools may be the largest provider of public education in Iowa, but we take anything but a one-size-fits-all approach to educating our students. That means more career paths, including:

Teach. In our more than 60 schools, educational philosophies are the same, but the paths to the goal of graduation and beyond vary widely to accommodate and challenge our students. Among our offerings:

- Ten International Baccalaureate schools
- Advanced Placement courses at all five of our high schools and Central Academy
- Central Academy offers Iowa's top AP program and the world-class International Baccalaureate Degree Programme
- Central Campus offers high-skill college credit in graphic design, culinary arts, fashion design, aviation and much more, including the largest marine biology program of any non-coastal high school.
- Iowa's only public Montessori school
- The Downtown School provides a research-based, innovative educational experience including multi-age classrooms, project based learning and a year-round calendar.
- Alternative programming for students who struggle with attendance requirements or have other personal or academic challenges.
- Two Special Education schools provide high quality instruction to physically and mentally disabled students.
- Early childhood education centers serve our youngest students.
- Iowa's largest English Language Learner program is growing to keep up with students migrating to Des Moines from all over the world.

Alternative Teacher Contact. Teach for DMPS while earning your tuition-free master's degree from Drake University and a higher starting salary. DMPS is committed to hiring the most talented teachers available, and this innovative approach to hiring and training instructional staff will make ours a destination district for new teachers. Coursework and experiences will be purposefully geared toward the needs of diverse student populations. Class assignments and projects will directly align with the day-to-day roles of teachers in urban, diverse settings. This curriculum will focus on enhancing instructional skills and strategies in teaching, differentiation, technology integration, assessment and classroom management. Teachers will also receive continuous support and guidance from professional colleagues as they progress toward their advanced degree.

Teacher Leadership. Improving student learning requires improving the instruction they receive each day. There is no better way to do this than to empower our best teachers to lead the effort and coach their peers.

School Leadership. Leadership beyond teaching exists at all of our schools. From principals to school improvement leaders to activities directors, there are many careers at the building level aimed at making students feel more connected to their school. And studies are showing that student achievement is tied to those feelings of connection in the learning environment.

District Administration. It takes a lot to run a district of more than 33,000 students, and we are always looking for great leaders in areas including operations, technology, business administration, curriculum and more.

Find your future in a career at Des Moines Public Schools. Visit our website and click through our many job opportunities at jobs.dmschools.org

DMPS PROFILES



Clemencia Spizzirri
Spanish Teacher,
2015 Iowa Teacher of the Year

6 Years@DMPS

What makes my job special:

Teaching is my life. It is the mother of all other professions for it is through excellence in education that all of us can build a better future with strong communities. I believe teaching is the only profession that can truly have a long-lasting impact in people's lives.

Why I chose DMPS:

I chose DMPS because every year large numbers of underserved and ELL students enrolled in our district and I thought that I could make a difference in their lives. I experienced first-hand what is to be a minority student and my students could relate to me more confidently.

What I like most about working for DMPS:

The diversity of the students and families, and how our district is always striving to improve.

What I enjoy about the city of Des Moines:

I enjoy the trails, nature, the East Village, historical places and the Des Moines skyline with the capitol building panorama, and most of all I enjoy its people. They have a positive mindset, they are creative, whole-hearted, empathetic, responsible, hardworking and authentic.

DMPS PROFILES



Alex Hanna
Middle School Principal

24 Years@DMPS

What makes my job special:

As principal at Merrill Middle School, I have been afforded the opportunity to give back to our school, our district, and the Merrill community. It has been very rewarding work impacting the lives of so many students, staff, and key stakeholders as an educational leader. In my work, especially at the middle level, there is never a dull day. Every day is unique and interesting!

What I like most about working for DMPS:

I truly love interacting daily with our staff at both the building and district levels. Working together with parents/guardians, teachers, support staff, our business partner, and the Merrill community has been meaningful and rewarding work.

What I enjoy about the city of Des Moines:

Des Moines is a great place to live, grow, and raise a family. The high quality of public education that is offered families in our city is outstanding. I truly love how Des Moines places high values on celebrating different communities, cultures and traditions. The city leaders are passionately driven to make sure that Des Moines is a special place to live and to visit. It's a wonderful city that continues to grow!

DMPS AT A GLANCE

“... Des Moines Can Be A Model for Urban Education”
- National Journal

► Our Students

CERTIFIED ENROLLMENT

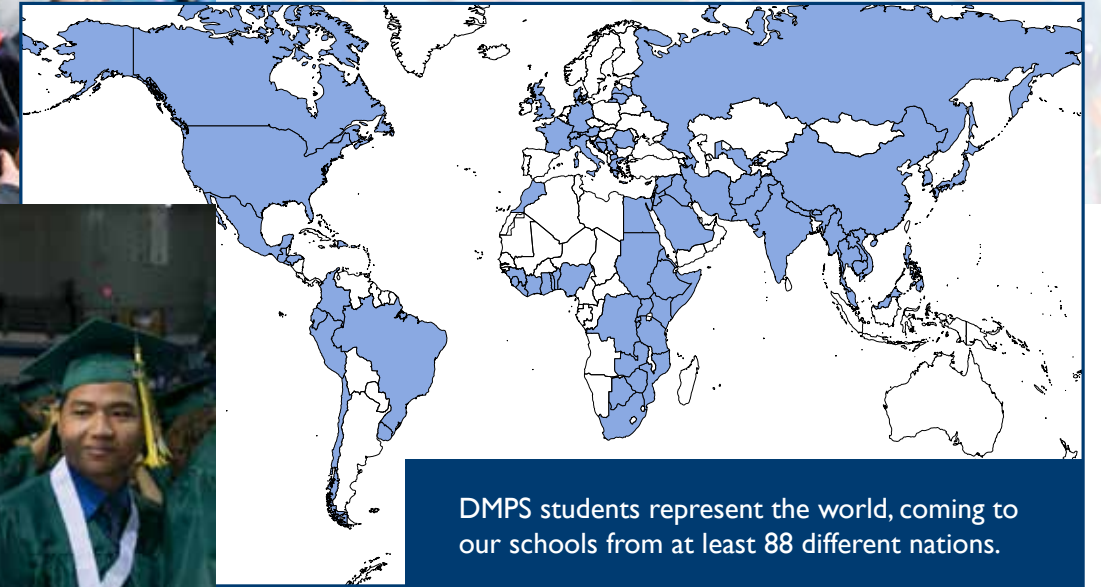
32,582 students (2015-2016 school year)

DEMOGRAPHICS

- White – 42.0%
- Hispanic – 25.0%
- African American – 18.3%
- Asian – 7.7%
- Mixed Race – 6.4%
- Native American – 0.5%
- Pacific Islander – 0.1%

PROGRAMS

- Free and Reduced Lunch – 74.8%
- English Language Learners – 20.6%
- Special Education – 15.1%



DMPS students represent the world, coming to our schools from at least 88 different nations.

DMPS is home to Iowa's first International Baccalaureate Diploma program and the state's only International Baccalaureate World Schools.

The graduation rate at Des Moines Public Schools has increased 9 percent in just six years.

► Our Schools

- Elementary Schools – 38
- Middle Schools – 10
- High Schools – 5 comprehensive
- Special Schools/Programs – 7

► Our Staff

- 2,862 Teachers
- 517 Associates
- 256 Operations
- 248 Paraprofessionals
- 236 Food Service
- 227 Specialists
- 126 Transportation
- 125 Administration
- 123 Clerical
- 60 Nurses
- 60 Childcare
- 40 Craft

DMPS SCHOOLS INCLUDE:

- 10 International Baccalaureate World Schools
- 5 Turnaround Arts schools
- 4 Early Childhood Education Centers
- 1 Montessori school
- Central Academy (Advanced Placement and IB Diploma)
- Career & Technical Institute at Central Campus

HONORS & AWARDS

Des Moines Public Schools is home to thousands of educators and professionals who work hard each and every day to help the students of our community succeed, and whose good work has earned state and national recognition. The following are just some of the many honors and awards our district, schools and staff have recently earned:

- 2015 Iowa Teacher of the Year: Clemencia Spizzirri of Merrill Middle School
- 2015 Iowa Alternative Educator of the Year: Randy Botkin of Scavo High School
- Eleven National Honorees – Presidential Award for Excellence in Mathematics and Science Teaching
- Elementary School Counselor of the Year – Iowa School Counselor Association
- School Social Worker of the Year – Iowa School Social Workers Association
- Elementary and Middle School Art Educators of the Year – Art Educators of Iowa
- District of Distinction Award – District Administration magazine
- Magna Award – National School Board Association
- Four-time Energy Star Partner of the Year – U.S. Environmental Protection Agency



According to the University of Iowa's AP Index, DMPS has the state's top Advanced Placement program (Central Academy) and all five high schools ranked among the top 25 in the state.

“[Des Moines Public Schools] is digging in and actually giving students the long-term support required to raise the grad rate for real.”

- National Public Radio

DMPS PROFILES



Jake Troja
Director of School Climate

6 Years@DMPS

What makes my job special:

I see a direct tie between my day-to-day functions and the outcomes for students. Every day I have the opportunity to make decisions that can positively affect the lives of students and staff. This is exciting and motivating.

What I like most about working for DMPS:

Every day I have the opportunity to do what I do best. DMPS has allowed me to grow as a professional over the past 5 years, much more than I ever thought. I have had the opportunity to work with many fantastic staff and students, which has inspired me to perform better every day. DMPS has given me the tools and knowledge necessary to positively impact the lives of students, and that leaves me overjoyed.

What I enjoy about the city of Des Moines:

I have had the opportunity to travel, and nowhere compares to the kindness and friendliness of Des Moines. Des Moines is a practical city. It is fairly easy to get from one side of town to the other, yet we still have many big city opportunities without the headaches. Des Moines is surprisingly diverse. Living in Des Moines gives people an unbelievable opportunity to be culturally aware and develop a world view without leaving the state.

DMPS PROFILES



Jackie Aguiniga
Educational Coach (Teacher Leader)

15 Years@DMPS

What makes my job special:

As educators, we are drawn to watching our students flourish and face challenges. It inspires us to look for ways we can grow. Through the Educational Coach position, I am able to be a part of fostering that growth in teachers, and seeing the impact it has on our students.

Why I chose DMPS:

Growing up in a small town, I was drawn to the diversity of the district through my student teaching experiences. I was confident that DMPS would provide me with the experiences and trainings needed to stay current in my educational practices.

What I like most about working for DMPS:

I love knowing that every day I am going to work with the most loving, caring, hard-working teachers who inspire me to be better. Our goal is to pass on that love, care, and motivation to our students so that one day they may succeed in the next phase of their lives.

What I enjoy about the city of Des Moines:

Des Moines has something for everyone. Beautiful neighborhoods, schools, community pride, and so much to do for all ages.



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Quotes originate in a July 2015 article about Des Moines in dmjuice.com. Also, special thanks to the Greater Des Moines Convention and Visitors Bureau, Greater Des Moines Partnership and *The Des Moines Register* for contributing photos of the city and surrounding area.

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 Isaiah McGee, equity coordinator, 2323 grand Ave, Des Moines, IA 50312; phone: 515-242-7662. Complaints can also be directed to the Iowa Civil Rights Commission, 400 E. 14th Street, Des Moines, IA50319-1004, (515) 281-4121, or Region VII Office for Civil Rights, Citigroup Center 500 W.Madison Street, Suite 1475 Chicago, IL 60661-4544.