

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: FY 2002 Operating Appropriations Requests - Iowa School for the Deaf
Date: July 7, 2000

Recommended Action:

Consider the FY 2002 general fund operating appropriations incremental requests for the Iowa School for the Deaf.

Executive Summary:

The Board's strategic plan outlines strategies for quality (KRA 1.0.0.0) and accountability (KRA 4.0.0.0) which include specific action steps related to appropriation requests. The proposed Iowa School for the Deaf FY 2002 appropriations requests reflect these strategic planning goals of the Board as well as those of School.

FY 2002 Incremental Requests

<u>Priority</u>		
1.	Full Salary Funding	To Be Determined
2.	Recreation Complex Program and Operations	\$200,000
3.	Deaf Youth Life-Time Achievement Program	\$80,000

Iowa School for the Deaf's first priority for FY 2002 appropriations requests is **full salary funding** from state appropriations. A request amount cannot be determined at this time because state salary policy will not be established until after negotiations for collective bargaining are concluded. Competitive salaries are essential to enable Iowa School for the Deaf to provide a quality academic and residential learning environment for its students.

Iowa School for the Deaf's second priority is state funding of \$200,000 for **Recreation Complex Program and Operations**. This request will fund the utility costs and three staff positions to operate the programs in the new recreation facility.

Iowa School for the Deaf is proposing the **Deaf Youth Life-Time Achievement Program** as its third priority. This initiative has two components (1) the "Shared Reading Program" addresses the early years (less than age 5) by helping deaf and hard of hearing youth to read and (2) the "Transition Reliance Program" addresses the latter years (through the age of 24) by assisting these individuals into the world of work. This initiative will strengthen and expand creative and innovative programming for Iowa's deaf and hard of hearing youth.

The Board Office will continue to work with the institution to refine these requests for Board action in September.

Background/Analysis:

	<u>FY 2001 Budget</u>	<u>FY 2001 Direct State Appropriations</u>	<u>FY 2002 Incremental Appropriations Request*</u>	<u>% Increase for State Approp.</u>
Iowa School for the Deaf	\$8,735,589	\$8,178,008	\$280,000*	3.4

*Does not include an amount for the salary funding request.

Full Salary Funding

Request

To be determined

Competitive salaries are essential to enable Iowa School for the Deaf to provide a quality academic and residential learning environment. Quality faculty and staff are fundamental in the implementation of the Board's and ISD's strategic plans.

ISD must remain competitive by paying salaries sufficient to recruit and attract faculty qualified to teach deaf and hard of hearing students. Qualified deaf teachers are becoming increasingly difficult to recruit. Many potential teachers are changing professions for financial reasons, making the available pool much smaller. Other states are becoming increasingly assertive in recruiting Iowa teachers by paying signing bonuses, moving expenses, and very competitive salaries to attract these licensed faculty.

Many of ISD's professional and scientific salaries are just keeping pace with entry-level position pay. ISD faces external competition for similar positions in the private sector, which means that ISD competes at market rates for these positions. ISD does not have the ability to raise tuition to cover shortfalls in salary funding. ISD relies solely upon state appropriation funding.

Full funding of salaries will allow ISD to remain competitive and vital as a premiere academic and residential institution for deaf and hard of hearing students.

Request
\$200,000

Recreation Complex Program and Operations

The Iowa School for the Deaf Recreation Building will be completed during the early months of FY 2002. Once complete, ISD will need funding for the expenses associated with opening the facility. This request will fund three staff positions to operate the programs in the new facility and its utility costs.

If fully funded, ISD plans to hire a Program Coordinator, a clerical position, and custodial support. This support will not only provide for routine scheduling and maintenance, but will also allow for the development of programs for use by deaf and hard of hearing students. Program development will be used to enhance building utilization by various constituencies. ISD students will use the facility for educational programs and residential programs. Special interest groups such as the National Deaf Athletic Association have also expressed an interest in bringing sport camps for deaf people to the recreation facility. Regional deaf sports activities for deaf youngsters will be expanded. The building programming will also expand integration of the general population with the deaf community.

Request
\$80,000

Deaf Youth Life-Time Achievement Program

Long-term historical data show that deaf individuals do not attain the same academic achievement levels at the same rate as their non-disabled counterparts. In addition, the salaries they earn as adults are not commensurate with the salaries of their non-disabled counterparts when performing similar jobs. This initiative will address both of these disparities. The "Shared Reading Program" addresses the early years (less than age 5) while the "Transition Reliance Program" addresses the latter years (through the age of 24). This initiative will strengthen and expand creative and innovative programming for Iowa's deaf and hard of hearing youth, which is paramount to ISD's strategic plan.

Gallaudet University has undertaken a nationwide "Shared Reading Program" initiative. The goal of this program is to facilitate reading among young deaf children. The strategy is to provide adult deaf role models for parents of deaf and hard of hearing children less than age 5. The activity requires that the adult deaf persons be trained to tutor parents with regard to strategies in reading to young deaf children. These tutors will be paid to role model reading activities for deaf children throughout the State of Iowa, encouraging them to read daily to their child. A "book bag", providing age appropriate reading material, will be given to the parents each week to further facilitate reading opportunities. ISD would continue to collaborate with Gallaudet University throughout this project. Reading readiness is the desired outcome of this proposed activity at age appropriate levels. Reading for comprehension is one of the most critical factors for success in school.

Both local and national studies show that youth with disabilities have more trouble transitioning from school to work than do other youth. While young people with disabilities have great potential to be employed, they frequently need support services to achieve this goal. Unless the youth and their families know how to access such services, the transition from school to work is often not successful. The Transition Alliance Program (TAP) will assist youth with disabilities to achieve employment success.

The purpose of the Transition Alliance Program is to develop and implement a new pattern of service to youth with disabilities. The goal is to increase successful employment and related outcomes through collaborative efforts. At the local level, schools, area education agencies, vocational rehabilitation offices, youth and adult services, students, families and employers, plan and implement transition services for youth with disabilities who are leaving school and beginning their adult life within the community.

ISD would enter into the Transition Alliance Program with Vocational Rehabilitation Services of Iowa to provide extended service to the deaf and hard of hearing through the age of 24. The primary goal of TAP services is for youth to be competitively employed by the time they have completed their TAP services. This initiative would provide ½ of the expenses for salary/benefits, travel, supplies and equipment. Vocational Rehabilitation Services of Iowa would provide the other ½ of the expenses.


This initiative will be a continuing focus area for the Iowa School for the Deaf.



Deb A. Hendrickson

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Approved: _____


Frank J. Stork