



MEMORANDUM OF UNDERSTANDING (MOU)

Multi-Year Program

New Hampton High School (9-12) and New Hampton Community School District

WHEREAS, this Memorandum of Understanding, entered into between iJAG, New Hampton High School (9-12), and the New Hampton Community School District, outlines the elements of a partnership to successfully implement and sustain the Jobs for America's Graduates (JAG) Multi-Year Program as operated and managed by Iowa Jobs for America's Graduates (iJAG).

WHEREAS, iJAG is a nonprofit organization dedicated to building meaningful partnerships across business, industry, and education to support students on their path to success. With funding from corporate and foundation contributions, public sector grants, and school partnerships, iJAG works to create opportunities for students who face various challenges to graduation and future planning. Rooted in the mission of Jobs for America's Graduates (JAG), iJAG provides classroom and work-based learning experiences, academic support, and skill development to help students stay engaged in school and prepare for their future. Beyond graduation, iJAG's Career Education Specialists offer personalized follow-up services for 12 months, ensuring students have the guidance and resources needed to transition smoothly into a career or pursue further education. iJAG prepares students to contribute to their communities, drive innovation in the workforce, and create meaningful change in their lives and beyond.

WHEREAS, the six primary performance goals of the multi-year program are: 90% graduation/GED rate, 80% overall success twelve months after graduation, with participants employed in a job leading to a career, in the military, or enrolled in postsecondary education or training, or a combination of work and postsecondary education, 60% of graduates are employed, 60% of employed graduates are in full-time jobs leading to careers, 80% of the graduates are employed full-time and/or are combining work and school, and 95% of graduated seniors stay connected with iJAG to ensure continued success during their first transition year. Statewide and school performance outcomes are used in JAG's accreditation process. State and local affiliates must receive standard accreditation to become and remain a member of the JAG National Network.

WHEREAS the responsibilities of iJAG include:

1. Maintain an active, involved iJAG Board of Directors to provide oversight to the implementation, operation, and continuous improvement of programs in Iowa, which satisfy the accreditation standards of the National JAG Program Model.
2. Employ a full-time, year-round, jointly accepted individual with the requested BOEE certification and *Work Based Learning Supervisor Authorization* to fulfill the responsibilities of the iJAG Career Education Specialist.
3. Ensure students engage in meaningful, Department of Education-recognized, work based learning experiences that align with career pathways and future employment opportunities.
 - a. 9/10 Program Level: Career Exploration and Exposure: SCED Code: 22151
 - b. 11/12 Program Level: Work-Based Learning: SCED Code: 22998
4. Develop and establish positive working relationships within the community and connections at the state and local level for comprehensive school improvement, career and technical education, building resiliency, transition, career education guidance, Workforce Development, and Economic Development.
5. iJAG Management will provide the following:
 - a. Support to iJAG Career Education Specialist
 - b. Technical assistance and training to the iJAG Career Education Specialist and other essential school staff on successfully implementing and operating a JAG-accredited program

- c. Staff development for all iJAG Career Education Specialists to ensure understanding of JAG, share best practices through planned local/state staff development activities, and provide annual, required staff training, in-person and virtually.
- d. Conduct frequent school quality assurance reviews on students, services, outcomes, and consulting visits to offer encouragement, support, and feedback.
 - i. Program leadership will meet with the school administrator leading the iJAG partnership during these visits to ensure satisfaction and collaboration.
 - ii. Every 3-4 years, JAG will conduct a site review and prepare an accreditation report for consideration by the Board of Directors, iJAG administration, school, and iJAG Career Education Specialist.

WHEREAS, the responsibilities of the New Hampton Community School District include:

1. Buildings will adhere to an "onboarding checklist" to be compiled by the iJAG program team. The checklist will consist of but is not limited to the following:
 - a. Issue a District ID badge allowing iJAG Career Education Specialist access to buildings.
 - b. Provide appropriate space for the iJAG Career Education Specialist, including classroom space and office space that provides students with privacy as necessary and contributes to in-kind services.
 - c. Provide utilities, computer, copier, internet access, classroom materials, supplies, etc., like other teachers and school staff.
 - d. Provide access and training to iJAG Career Education Specialists on the school's database system and any other technology available to the iJAG Career Education Specialist within the building.
 - i. iJAG Career Education Specialists will have access to all student information, including but not limited to grades, demographics, credits, behaviors, schedules, free and reduced lunch status, IEP/504 Plans, parent/guardian contact information, etc., for all students to assist with student selection.
 - e. Include iJAG Career Education Specialists in all safety training drills, Mandatory Reporter Training, and all other training and professional development required of all staff as appropriate.
 - f. Assign iJAG Career Education Specialists a teacher mentor within the assigned building.
 - g. Collaborate with iJAG to ensure iJAG paperwork and school paperwork completion and address media releases.
2. The district will provide ongoing coaching and feedback to the iJAG Career Education Specialist to support their professional growth.
 - a. Ensure that all coaching and Human Resource-related discussions concerning the iJAG Career Education Specialist are conducted in coordination with iJAG prior to notifying the iJAG Career Education Specialist. This collaborative approach will support alignment with iJAG policies, best practices, and program expectations.
 - b. Collaborate with iJAG on any decisions regarding changes to iJAG programming and communicate with iJAG to ensure a coordinated and supportive transition process.
3. Incorporate iJAG Career Education Specialist in electronic notifications of school updates and notices.
4. School Administration will ensure the following:
 - a. iJAG is included in the Student Handbook/Course Catalog and ensures guidance staff assists with student referral and selection.
 - b. Class sizes will be, at most, 17 students per class in any class period. The iJAG learner-centered instructional strategy and model, Project Based Learning (PBL), requires small class sizes to be successful.

- c. Work with the iJAG Career Education Specialist to establish an in-school Advisory Committee to assist the iJAG Career Education Specialist in recruiting, screening, and selecting students most in need of services and who meet JAG criteria to receive services and to provide ongoing support for students and the iJAG program.
 - i. The committee will include one representative from the administration, counseling staff, the faculty, and the iJAG Career Education Specialist.
 - a. *Note: The school may use an existing committee if it will also perform the additional functions of the iJAG Advisory Committee.*
 - ii. The iJAG Career Education Specialist and the school must agree on each student before they are added to the roster.
 - iii. Creating iJAG classes is imperative for building connections and creating belonging; because of this, adding students after the adding and dropping classes deadlines is not recommended.
 - iv. Seniors can join iJAG only during the beginning of their senior year. Program Leadership must approve any time after that.
 - d. Infuse iJAG and their Career Association with other school programs and services where appropriate.
 - e. Support the iJAG Career Education Specialists' efforts to engage parents, employers, and the community.
 - f. Support the iJAG Career Education Specialists' efforts to perform mandatory engagements with employers, job opportunities, and potential placements off-campus.
 - g. Work with Program Leadership to:
 - i. Complete the Observation Rubric twice yearly to assess the iJAG Career Education Specialist' performance.
 - ii. Provide building supervision of the iJAG Career Education Specialist.
 - iii. Conduct regular meetings to evaluate the partnership and progress of the iJAG program.
5. The District will provide the following:
- a. Meetings with iJAG leadership quarterly to review data and discuss the partnership
 - b. Transportation for students to attend statewide events, Career Association events, employer engagement opportunities, college visits, and community service opportunities
 - i. Including providing the necessary insurance coverage for students to attend these opportunities as their participation is considered a school-sponsored event.
 - ii. Allow other staff to serve as chaperones and activity judges at these events when possible.
 - iii. iJAG Career Education Specialist will present the event dates to the appropriate school personnel at the beginning of the school year and obtain prior approval in the expected timeframes.
 - iv. The school district will allow the iJAG Career Education Specialist access to smaller district vehicles when available for small group activities related to career association and WBL. If access is not available, iJAG Career Education Specialist will have permission to transport students in accordance with iJAG's Policies and Procedures.
 - c. The cost of substitute teachers for at least ten school days, eight (8) hours of iJAG instruction per day, per iJAG Career Education Specialist, as necessary and with prior approval
 - i. Substitute days are half or full-day increments.
 - ii. Substitute days include personal sick days, iJAG training, and iJAG-sponsored statewide events. The school will cover all other days that a sub is needed (employer engagements).
 - iii. Any days outside of the above iJAG covers

- d. A representative from the school administration (ideally the Principal or Vice Principal) to attend the annual principal's meetings, coordinated by iJAG administration
- e. Insurance & indemnification
 - i. The District agrees to include a waiver of subrogation in its insurance policies, where applicable, preventing the district from subrogating against iJAG's insurance coverage, including Property, General Liability, and Auto policies.
 - ii. Additionally, the district will provide iJAG with Additional Insured status under its applicable policies, ensuring collaborative protection and alignment with the partnership's operational needs
 - iii. District agrees to include hold harmless and indemnify iJAG from liabilities arising from actions or negligence during the course of this partnership.

WHEREAS the responsibilities of the iJAG Career Education Specialist include:

1. iJAG Career Education Specialists' primary role is to deliver the multi-year school iJAG programming with fidelity.
2. iJAG Career Education Specialists may have one other school-related duty.
 - a. 11/12th grade programs' additional duty should be closely aligned with work based learning initiatives.
3. The iJAG Career Education Specialist will fulfill the following:
 - a. Recruit and select up to sixty (60) qualified students for the program who satisfy the criteria set out by iJAG/JAG.
 - i. Students must *need, want, and benefit* from the services.
 - b. Establish an in-school Advisory Committee with school administration to recruit, screen, and select students most needing services.
 - c. Organize the student-led Career Association.
 - i. Each iJAG student will join the Career Association for belonging, a sense of ownership, building self-esteem, and developing leadership and teamwork skills.
 - ii. Each student must complete at least fifteen (15) annual hours of community service, individually or within groups.
 - d. Assist the Career Association in fundraising and community service in accordance with school and iJAG policies and procedures.
 - i. Monies will be used for Career Association activities during the year.
 - ii. Monies raised will need to be held and accounted for in either an iJAG account or in a school-issued iJAG account.
 - e. Develop work-based learning and/or job shadow experiences in conjunction with the administration.
 - i. Partner with the school on already established work-based learning programs and employer engagement experiences
 - ii. Ensuring follow-up students also receive the same work-based learning and employer engagement opportunities.
 - iii. Ensure juniors and seniors have access and opportunities to participate in dual credit classes with the local community college, as applicable.
 - f. Establish and maintain connections at the school and district levels.
4. iJAG Career Education Specialist will:
 - a. Attend and participate in iJAG staff development experiences, mandatory staff meetings, and student events.
 - b. Work with iJAG administration to assist with special events or peer-based training as needed.

- c. Provide career guidance and counseling. Connect and refer students to school or community-based services to overcome barriers to advancement, employment, and career entry and advancement.
- d. Work with students and other staff/faculty to provide remediation and/or tutoring required to improve their basic education skills and advance to the next grade level.
 - i. Provide necessary services to help students overcome barriers to staying in school, graduating, becoming employed, and/or pursuing a postsecondary education, including follow-up with teachers in classes that students are not passing or falling behind.
- e. iJAG Career Education Specialists running the 11/12 iJAG program will contact graduates and non-graduates monthly and employers bimonthly during the 12-month follow-up period.
- f. Provide personal and confidential information for screening per local and state laws governing those working directly with students in schools.
- g. Communicate with parents/guardians and students using the approved communication platform, ParentSquare, for all interactions. This safe, monitored platform promotes accountability, protects all parties involved, and fosters a professional environment for effective collaboration and engagement.
- h. Collect and maintain signed parent/guardian consent for all off-campus activities involving students, including instances where students may be transported in a personal vehicle. Additionally, iJAG will secure media release permissions for students to ensure compliance with privacy and usage guidelines.
- i. Complete and maintain all paper and electronic documentation as required by iJAG.
 - i. Submit properly completed written and electronic documentation as directed by the iJAG administration.
 - ii. Work with iJAG administration to complete all monitoring, evaluations, agreements, and documentation required by funding sources.
- j. Sign the Memorandum of Understanding as part of their contract and evaluation.
- k. Participate in evaluations conducted by the iJAG administration twice a year.
- l. Provide reports throughout the year on various data points, such as but not limited to programming, GPA, attendance, barriers, etc., to the school and iJAG administration.
- m. Understand and adhere to the building's policy regarding leaving the school building during contract hours.
 - i. iJAG Career Education Specialists will seek prior approval from Program Leadership before leaving the school building during contract hours.
 - ii. iJAG Career Education Specialists will notify their building supervisor when leaving the building during contract hours.

WHEREAS, the responsibilities of Jobs for America's Graduates include:

1. Provide onsite assistance for iJAG Career Education Specialists and iJAG administration upon request.
2. Conduct accreditation of the iJAG program to ensure conformity with the standards promulgated by JAG.
3. Make available the protected trademark, "Jobs for America's Graduates," and associated emblem and copyrighted materials directly related to and limited to the periods in which the program is delivered in a manner consistent with the mission and goals of the JAG Program Model and terms of this Memorandum of Understanding.

PARTNERSHIP COMMITMENT

This Memorandum of Understanding begins July 1, 2025, and runs through the 2025-26 school year.

The partners mutually agree that the iJAG program will operate within the principles, policies, procedures, and JAG standards outlined in this document and agreed to by the participating school, iJAG, and Jobs for America's Graduates.

It is mutually agreed that efforts will be made to continue the iJAG/JAG accredited program year after year based on funding availability, an adequate number of students to make the program cost-effective, and mutual satisfaction with the program.


New Hampton Community School District agrees to pay \$25,000 for the 2025-26 program school year to iJAG. To be invoiced at a later date (see below).

Please identify the individual whom iJAG should send the invoice to:

Name:	Email:
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New Hampton High School Program(9-12) Year 2025-2026	\$25,000
New Hampton Community School District Total for 2025-26 Program Year	\$25,000

Signatures Below:

Iowa Jobs for America's Graduates		New Hampton Community School District	
Signature		Signature	
Print	Wendy Mihm-Herold	Print	
Title	President/CEO	Title	
Date	4/24/25	Date	