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
- 401K 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

**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 5th 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 craft

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

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
DES MOINES. THE PLACE TO LIVE AND WORK.

Des Moines is a vibrant, innovative and diverse city.

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** in “Best Cities for Families” – Alphagility
- **Des Moines ranked #1** in “Top Cities for Professional Growth” – Money
- **Greater Des Moines ranks #1**, “Best City for Young Professionals” – Reader’s Digest
- **Des Moines is in the top 5** “Best Cities for Young Adults” – Forbes
- **Des Moines ranks #10** in “Most Educated Workforce” – The Business Journal
- **Des Moines ranks #1** in “Top City for Younger Home Buyers” – Money
- **Des Moines is in the #1** “Best Place for Bachelors and Parents” – Money
- **Des Moines ranks #1** in Multi-City Up-and-Coming Cities” – Forbes
- **Des Moines is in the #1** “Best Place for Bachelors and Parents” – Kiplinger
- **Des Moines is in the #1** “Best Place for New College Graduates” – U.S. News & World Report
- **Des Moines is in the #1** “Richest Metro in the Midwest” – Forbes
- **Greater Des Moines is in the top 10** “Best Cities for Families” – Parenting
- **Des Moines is in the top 10**, “Best Cities for Families” – Parenting

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 take a leisurely walk, bike or run through the Pappajohn Sculpture Park or along the Principal Riverwalk. The downtown is now home to exciting urban developments that reflect the blight of fresh fallen snow. In fact, Des Moines’ Gray’s Lake Park was recognized as one of the best lake systems in the nation and central Iowa is immersed with more than a hundred miles of trails.

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 know that taking anything but one-size-fits-all approach to educating our students. In fact, families in Des Moines can find more educational options than anywhere in the state, including:

- **Advanced Placement** Central Academy is Iowa’s top AP program. The Belin-Blankett Center for Gifted Education and Talent Development placed Central Academy “in class by itself” in 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 our worldwide educational opportunity at four elementary schools (Highland Park Avenue, Standards Middle South, Des Moines West, and High School North), five middle schools, and five high schools (Broody, Gateway, Garfield, Merle Hay and Merriam). In addition, Central Academy offers the renowned International Baccalaureate diploma.
- **Career & Technical Institute** Located at Central Campus, CTI offers students opportunities to earn some of the most highly sought-after credentials in several high-skill areas, including interior design, broadcasting & film, culinary arts, fashion, and automotive technology. In addition, DMPS is home to one of the three high school visual arts programs certified by the FAA and has the largest marine biology program of any non-coastal high school in the nation.
- **Downtown School** The Downtown School, located in a brand new home at Central Campus, is a national model where students learn in multiple spaces. 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 mixed classrooms and children’s natural curacies are explored to the fullest as they advance in 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 programs focus Pathways, School Alternative High School, Orchard Place, Des Moines Alternative High School, and the Pella School Alternative Partnership. These schools offer high school credits 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.

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