

IOWA DURABLE SKILLS & CAREER READINESS

State Alignment Summary

Assess · Develop · Document

Renzulli Learning is the K–12 platform that **both assesses and develops the durable skills** Iowa’s **Individual Career and Academic Plan (ICAP)** grades 8-12 (**IAC 281-49**), the **5 ICAP Essential Components** plus WBL and FAFSA, the **4-3-3-3 graduation requirements** (Iowa Code 256.7(26)), **HF 316** grade-5 career-focused learning, the **6 CTE Service Areas**, **Iowa Quality CTE**, and partnerships with the **Meskwaki Nation** demand — *critical thinking, creativity, executive function, leadership, collaboration, communication, and self-direction.*

OVERVIEW

Iowa’s career readiness framework is anchored by the **Individual Career and Academic Plan (ICAP)**. **IAC 281-49** requires school districts to have an ICAP for each student in **grades 8-12**. **House File 2392 (2016)** redesigned the career and academic planning process. ICAP includes **5 Essential Components**: Self-Understanding, Career Information, Career Exploration, Postsecondary Exploration, Postsecondary Activities. The 2022 Legislative session added **WBL** and **FAFSA advisement**. The **DCAP** is submitted annually to the **Regional Planning Partnership (RPP)**. Beginning **2025-26**, **HF 316** requires career-focused learning starting **grade 5**: Career Investigation, Career Connections, Career Intention. Iowa requires **4-3-3-3** for graduation under **Iowa Code 256.7(26)**. Iowa CTE = **6 Service Areas** under **Iowa Code 256.11(5)(h)**. **Iowa Quality CTE** + IRCs + ~\$12M annual Perkins V. The **Sac & Fox Tribe of the Mississippi in Iowa (Meskwaki Nation)** is the only federally-recognized tribe headquartered in Iowa. Renzulli is the only K-12 platform that both **assesses** these durable skills (CTC, EFA, Leadership Assessment, Profiler) and **develops** them (PBL, PSP, Enrichment Database).

IOWA’S DURABLE SKILLS FRAMEWORK IN CONTEXT

Iowa’s framework is anchored by the ICAP. **Iowa DOE** administers ICAP and CTE. **CTSOs** include FFA, FBLA, FCCLA, HOSA, SkillsUSA, DECA. The **Iowa CCR Academy** (Bureau of Iowa College Aid) provides PD on MTSS, ICAP, and equity. **SchooLinks** is the State-Designated CCR platform.

WHERE IA STANDS

- **ICAP** — required grades 8-12 under IAC 281-49
- **5 Essential Components** + WBL + FAFSA (2022)
- **4-3-3-3** — Iowa Code 256.7(26)
- **HF 316** grade-5 career learning (2025-26)
- **6 CTE Service Areas** — Iowa Code 256.11(5)(h)
- **Iowa Quality CTE** + IRCs + ~\$12M Perkins V
- **MTSS** + Iowa CCR Academy
- **Meskwaki Nation** — only federally-recognized tribe HQ in IA

RENZULLI LEARNING ALIGNMENT

- **Both assesses + develops** all durable skills behind ICAP
- **All 4 assessments + PSP** support 7 components
- **EFA** develops 4-3-3-3 persistence
- **Profiler** Pre-K–12 bridges grade 5 to ICAP grade 8
- **Profiler** in 20+ languages surfaces all 6 Service Areas
- **Leadership Assessment + PSP** support Iowa Quality CTE
- **EFA** = Tier 1 universal screening; Tier 2/3 monitoring
- **CTC** culture-independent (US Patent 12,087,176)

ALIGNMENT TO IOWA’S ICAP, 4-3-3-3 & CTE

How Renzulli Learning’s instruments and content directly assess and develop the durable skills behind each IA requirement:

IOWA REQUIREMENT	HOW RENZULLI ASSESSES & DEVELOPS
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Individual Career and Academic Plan (ICAP)

IAC 281-49 requires ICAP grades 8-12; 5 Essential Components (Self-Understanding, Career Information, Career Exploration, Postsecondary Exploration, Postsecondary Activities) + WBL + FAFSA (2022); HF 2392 (2016) redesign

Renzulli is the K-12 platform that **both assesses and develops** the durable skills behind every ICAP component. **Profiler** in 20+ languages surfaces interests for ICAP Self-Understanding. **PSP** generates exportable summaries fitting ICAP documentation grades 8-12.

District Career and Academic Plan (DCAP)

Roadmap for ICAP implementation; submitted annually to RPP; DCAP team designated by District Superintendent; uses approved CIS under IAC 281-49.6(3)

All four Renzulli assessments produce DCAP-ready disaggregated durable-skills data. **SEM Type III PBL** artifacts support DCAP team review. **PSP** documents multi-year evidence. Renzulli complements approved CIS providers.

4-3-3-3 Graduation Requirements

Iowa Code 256.7(26): 4 yrs English/language arts, 3 yrs math, 3 yrs science (incl. biology), 3 yrs social science (incl. US government and US history); additional credits locally determined

EFA develops persistence to complete required coursework. **SEM Type III PBL** produces portfolio artifacts. **40,000+ Enrichment Database** includes resources for all required content areas.

HF 316 Grade-5 Career-Focused Learning

HF 316 effective 2025-26: Career Investigation, Career Connections, Career Intention starting grade 5; builds early career awareness; supports successful ICAP engagement; covers grades 5-7

Profiler (Pre-K–12) surfaces interests at grade 5 for Career Investigation. **40,000+ Enrichment Database** includes age-appropriate Career Connections resources. **SEM Type III PBL** produces Career Intention artifacts. **PSP** bridges grade 5 to ICAP at grade 8.

6 CTE Service Areas

Iowa Code 256.11(5)(h): agriculture/food/natural resources; applied sciences/tech/engineering/manufacturing; business/finance/marketing/management; health sciences; human services; information solutions. Aligned to NCC Framework. CTSOs: FFA, FBLA, FCCLA, HOSA, SkillsUSA, DECA

Profiler in 20+ languages surfaces interests across all 6 Iowa CTE Service Areas. **PSP** guides Service Area exploration. **PBL** produces capstone artifacts. **Leadership Assessment** supports IA CTSO leadership.

Iowa Quality CTE

Recognizes high skill/technical requirements: career and academic planning, programs of study, CTSOs, WBL, equity/special populations, RPPs and Regional Centers; IRCs; ~\$12M annual federal Perkins V

All four Renzulli assessments produce Iowa Quality CTE-aligned durable-skills evidence. **SEM Type III PBL** produces capstone artifacts complementing Programs of Study. **PSP + 40,000+ Enrichment Database** support equity work.

KEY TAKEAWAY

For Iowa districts, Renzulli Learning is **the only K-12 platform that both assesses and develops the durable skills** behind every ICAP component, 4-3-3-3 requirement, and HF 316 grade-5 component. The same durable-skills foundation operationalizes **ICAP**, **DCAP**, the **4-3-3-3 diploma** (Iowa Code 256.7(26)), **HF 316** grade-5 career learning, the **6 CTE Service Areas**, and **Iowa Quality CTE** — from Des Moines, Cedar Rapids, Davenport, Sioux City, Iowa City, and Waterloo to Tama, Toledo, and the Meskwaki Settlement.

WANT THE FULL DETAILS?

Visit the complete Iowa Durable Skills & Career Readiness alignment page for the full ICAP analysis, DCAP crosswalk, and FAQs.

renzullilearning.com/en/iowa-career-readiness-alignments-renzulli-learning

CUSTOM ALIGNMENTS AVAILABLE

Need a custom alignment for your district's ICAP rollout, DCAP review, HF 316 grade-5 implementation, or Iowa Quality CTE programs?

+1 (203) 680-8301 · renzullilearning.com/en/contact-us

REFERENCES AND SOURCES REVIEWED

• Iowa DOE — ICAP (IAC 281-49) + 5 Essential Components + WBL + FAFSA; Iowa Code 256.7(26) 4-3-3-3; HF 316 (2025-26); 6 CTE Service Areas (256.11(5)(h)); Iowa Quality CTE; CCR Academy; Meskwaki Nation