**4.Culture of innovation:**  Does the individual or company promote an atmosphere conducive to innovation?  Have they consistently been a leader in their field when it comes to innovation?

Waukee CAPS promotes an atmosphere conducive to innovation, as its rapid prototyping curriculum development process is truly industry-driven and current in nature. The curriculum is created through the input of a variety of business leaders within a field. Then, once the initial curriculum is written, it is vetted out through two different loops so that it provides a wide-lens view of the needs within a specific area. Additionally, each semester, the curriculum is sent out for review so that business leaders can identify new concepts, ideas, and trends necessary for students to experiences. Any “out-of-date” concepts or competencies within the curriculum are removed in order to keep it current in nature.

Waukee CAPS, within the Waukee Community School District, is an innovation leader, as it is the first of its kind in Iowa. Not only does the initiative support workforce needs, the students add value back to their businesses through supporting authentic client and business projects. The STEM Advisory Board has offered grants for school districts desiring to implement similar learning experiences. The Waukee CAPS team has been instrumental in hosting various school districts to engage in conversations around ways to implement within their communities. Higher education institutions, economic development personnel, school district officials, specific industry leaders, and state officials have been involved in conversations, as the Waukee CAPS team desires to support innovation and similar experiences for students across the state. Additionally, the Waukee Community School District as a K-12 system focuses on creativity, innovation, and leadership through professional development and classroom implementation within these areas.