



GLENWOOD

COMMUNITY SCHOOL DISTRICT

ANNUAL REPORT 2022-2023



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ABOUT GCSD

2022-2023

Dear Families and Community Members,

I want to welcome you to our 2022-2023 annual report. In it, you will find information regarding our last fiscal year and student achievement data. From this data, you can see that we are staying fiscally responsible, yet remaining competitive within the job market. Our student achievement continues to outperform the state averages and for the first time in our district, our Math scores outpaced the state average by double-digit percentages in EVERY grade 3-11 for students proficient and advanced. We are proud of our students' continued success both in the classroom and their involvement in our activities. We hope you enjoy reading about our year in review and we thank you for your continued support of our district.

Sincerely,

Dr. Devin Embray
Superintendent
712-527-9034 x 1004



NUMBERS

- Attendance Rate: 92.25%
- Graduation Rate: 94.1%
- State of Iowa Graduation Rate: 89.9%
- Dropout Rate: 1.24%
- State of Iowa Dropout Rate: 3.0%
- HS Students in Activities: 77%
- Student: Computer Ratio K-12: 1:1
- Free/Reduced Lunch: 38.95%
- Number of Lunches Served Daily: 1,374
- Total Number of Lunches Served: 236,257
- Number of Breakfasts Served Daily: 370
- Total Number of Breakfasts Served: 63,538
- Number of Students Transported: 960
- Total Miles Driven: 277,205
- Number of Bus Routes: 14
- Number of Suburban/Van Routes: 6
- Number of District Vehicles: 51

MISSION

The mission of the Glenwood Community School District is to develop in all students the knowledge and competencies required of responsible citizens in a global society.

SCHOOL STUDENTS

- Northeast Elementary: 610
- West Elementary: 431
- Middle School: 453
- High School: 588
- 2022-2023 Total: 2,082

DISTRICT STAFF

Administrators/ Principals:	8
Teachers:	151
Directors:	5
Guidance:	5
Teacher/ Media/ Health Associates:	50
Nurses:	2
Custodial/ Grounds Maintenance:	19
Office/ Clerical/ Admin. Support:	21
Printshop:	2
Technology Assistant:	1
Bus/ Suburban Drivers:	20
Mechanics:	1
Bus Associates:	4
Food Service:	24
Kid's Place:	24
SEL's:	5



FINANCIAL

Annual Financial Report Fiscal Year 2023

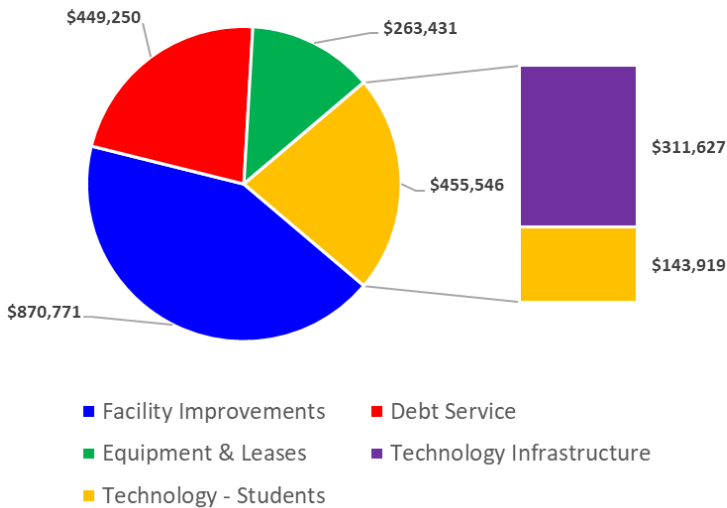
The overall financial position of Glenwood Community School District for FY23 remained very strong. The District is well positioned to continue carrying out our mission. The FY23 revenues, expenditures and debt repayments are summarized in the graphs provided.

Our district relies on two additional funding sources, Secure & Advanced Vision for Education (SAVE) and Physical Plant and Equipment (PPEL). These funds are used for facility improvements, school bus purchases, technology, equipment and debt service. Our District's goal is to operate with a one year reserve balance.

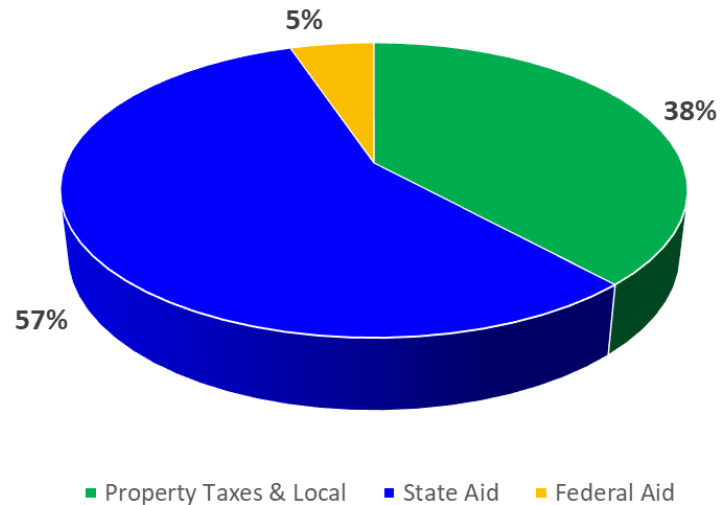
Fiscal Year 2023

	General	SAVE	PPEL
Revenue	\$24,825,378	\$2,811,365	\$851,665
Expenditures	\$24,548,982	\$2,038,998	\$81,548
Debt Service	\$1,536,450	\$449,250	\$501,900

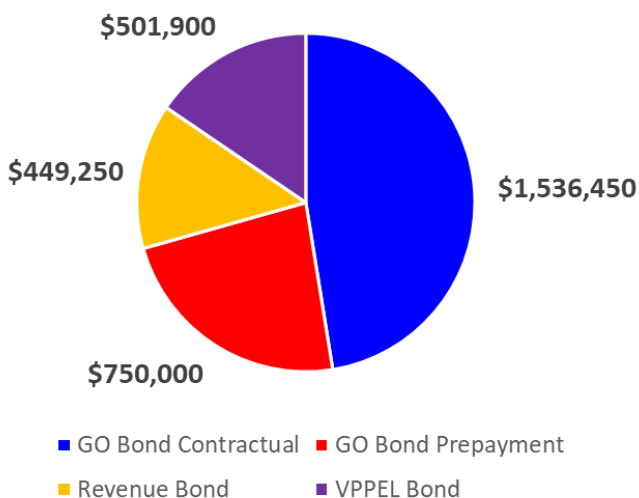
FY23 SAVE Fund Expenditures



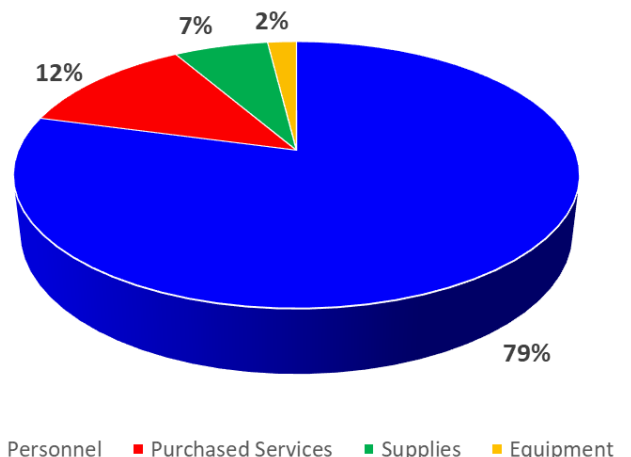
FY23 General Fund Revenue



FY23 Debt Repayment



FY23 General Fund Expenditures



NORTHEAST

Hatching Observation

Working with the Iowa State Extension Office, Northeast incubated chicken eggs and students observed the process. With the help of our tech department, we had a live stream of the hatching so no one missed the big moment.



Essential Skills Program

Our Essential Skills program organized a series of family events at Northeast. Families got to paint pumpkins, socialize, and enjoy snacks. The events featured hot dogs, as well as engaging games and crafts for everyone to enjoy. In addition, the Northeast preschool team hosted two family nights as part of their commitment to involving families in their early childhood program. The first night took place at Glenwood Park, and the second night was held at Northeast.



RAM Role Models

Our PBIS initiative creates many opportunities for students to be rewarded for positive behaviors. When students are caught going above and beyond our four expectations they receive a Ram Role Model Sticker. If Principal Salazar catches them with a sticker on, they take a selfie. Monthly assemblies are held to recognize staff and students with excellent behavior. We play games and winners are treated to lunch at a special table.



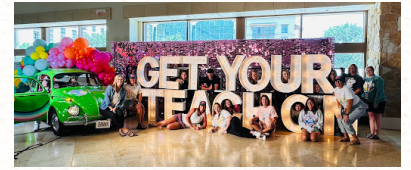
Kindergarten Signing Day

During Kindergarten Open House, incoming students got the chance to "sign" with Glenwood Kindergarten.



Professional Learning

Preschool and Second Grade teams went to Dallas for the national "Get Your Teach On" Conference. They learned several instructional moves and information to bring back to our students.



WEST

National Blue Ribbon Award

When asked what we think it is that galvanizes our staff to maximize each students' learning, our answer seems to lie within the shared leadership principles and practices. Through both routine and desire, our staff works collaboratively to identify obstacles to teaching and learning, and to problem solve, plan, and reinvent all areas of school business. In order to permit and empower teachers to lead each other, our administrators have found many effective ways over the years to distribute leadership responsibilities across our staff.



While our staff works together to strengthen our personal and collective capabilities, our students are winning. Our collaborative work has led us to three consecutive "High Performing" designations from the Iowa Department of Education. The desire of our staff to lead, our operational mantra that "it takes a village", and our belief that every child absolutely can and will be successful have allowed us to be recognized as a National Blue Ribbon school.



5th Grade Science Camp

In October, our 5th graders attended camp at Pony Creek Park. The chillier than normal temps did not stop us! Teachers and session coordinators and students bundled up and managed to make the day great! Our students got to study or try many different things: fishing, hiking, predator/prey relationships, erosion, soil pollution and leaf art. The Mills County Extension office and our local DNR have put together a great camp that adds to our Science curriculum and focuses on developing a sense of responsibility toward conservation, wildlife and nature.



MIDDLE SCHOOL

RAM Role Models

The Middle School recognized students for all their hard work in both the classroom and modeling our school's expectations (Rams Way). Teachers and staff nominated students for meeting the following criteria:

- Kind to peers
- Commitment
- Grade progression
- Consistently on task/ attentive
- Honest
- Respectful



End of Year Celebration

The last week of school, staff and students participated in some fun activities to celebrate a great school year. The Student Sunshine Committee organized the event which included the following activities: post it note on face-race, Karaoke challenge, Knockout, and "Wrap Up" the school year



Aerospace Engineering

In Mr. Loeffelbein's Aerospace Engineering class, students learned about the forces of flight by building and flying a tetrahedral kite. This is an elective that 7th and 8th grade students can sign up for and the final project is planning a mission to Mars.



HIGH SCHOOL

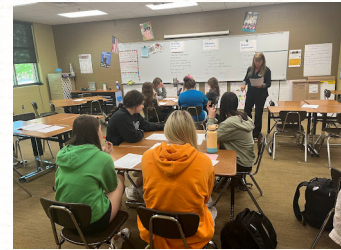
RAMS United Values

The High School recognizes Students of the Week for demonstrating our RAMS United Values: Respect, Achieve and Improve, Make an Effort, and Serve Others! Each week, students are recognized with a special intercom announcement, personal message, and t-shirt.



High School Counselors

Each year, counselors visit with students about their four year plans and course offerings at the high school. Career interest exploration is also part of counselor and student meetings throughout the year as students work with our Xello program.



Physical Education Activity

Staff Sergeant Alex Whitening of the Army National Guard frequently collaborates with our educators to enrich the learning experiences of our students and school. Mr. Schulte and Mr. Diekmann collaborated with the guard to offer a rock wall for physical education students. Mr. Clark and Mrs. Duitsman got in the fun and raced each other to the top of the wall! Staff Sergeant Whitening and his colleagues also added to our graduation ceremony this year with the presentation of the colors and flags. GHS thanks you for partnering with us!



Teacher of the Year

Award Finalist

Congratulations to Special Education teacher Bailey Dinsmore for being selected as the High School finalist for the Glenwood Community Schools Foundation 2023 Teacher of the Year Award. This annual program is sponsored by the John B. Gregory Farm Bureau in honor of longtime educator John A. Gregory.



MIDDLE SCHOOL ATHLETICS & ACTIVITIES

Band Instructors

Congratulations to our band instructors and 7th and 8th grade students. The grade levels combined to form one marching band this year and finished first place in their class at the Southwest Iowa Band Jamboree in Clarinda.



Weight Room

The Middle School has received a significant enhancement in its weight room, made possible through the generous equipment upgrades provided by the High School. This exciting development has filled the Middle School with enthusiasm as it introduces a freshly renovated weight room to its array of facilities. The new amenities and equipment will offer students a dedicated environment to prioritize their physical fitness and strength training, ultimately encouraging a healthier and more active lifestyle. This improved weight room is anticipated to become a valuable asset in fostering the overall well-being and athletic progress of the students.



March Madness

Each year, the Middle School proudly organizes the Annual March Madness Event, a spirited basketball tournament exclusively for its students. This competition encourages students to form their own teams and actively engage in the tournament, while teachers and coaches actively participate alongside them. The event draws the attention of other students and teams who come to watch the excitement unfold.



Sunshine Committee

The Sunshine Committee at the Middle School decided to go above and beyond in showcasing their appreciation for the remarkable custodial staff. These students proactively extended a helping hand to support and assist these dedicated individuals who work tirelessly to maintain the school's cleanliness and orderliness.



Student Council

The Middle School Student Council members worked to spread a little positivity and school spirit around the halls of GCMS. Every student in the building got a Rams locker decal. This project could not have been done without the help of the print shop!



HIGH SCHOOL ATHLETICS & ACTIVITIES

High Five Friday

High Five Friday has come to be a tradition that the Elementary School kids look forward to each week. The high school seniors, including some of the football players and cheerleaders, go to Northeast and West to give out high fives to all the kids going into school in the morning.



2022 Football State Qualifiers

The Varsity Football team qualified for the 2022 State Football Playoffs. This was the Rams 10th total playoff appearance and their 7th since 2015.



Governor's Art Show

Addison Mitchell and Chelsea Vang stood out as two of the 25 students selected to be featured in the prestigious Governor's Art Show, representing the state of Iowa. This show welcomed submissions from artists in grades K-12 across the state, and Glenwood School can proudly claim two winners in this highly competitive event.

Congratulations to Addison and Chelsea for their outstanding achievement – a testament to their remarkable artistic talents!



2022 Cross Country State Qualifiers

The Girls Cross Country team finished 2nd at the state qualifying meet which qualified them for state. This was the Rams 6th straight State XC appearance and 10th in school history.

The Boys Cross Country team also qualified for state which is their 4th appearance in the last 5 years and 11th in school history.



2023 State Girls Basketball Qualifier

The Glenwood Girls Basketball team had a fantastic season, which ultimately earned them a spot as one of the teams qualified for the state tournament.



Business Professionals of America

Congratulations to our Business Professionals of America members who are headed to Nationals in California! At the State Business Professionals of America contest, Madelyn Berglund, Emily Lundvall, Maya Schau, and Alaina Meads competed in the Financial Analyst Team competition, placing second and qualifying for Nationals in April! The Visual Design Team members Alaina Meads, Liz Thiesen, Kainnan Coover and Maya Schau finished in the top five!



IOWA STATEWIDE ASSESSMENT OF STUDENT PERFORMANCE (ISASP) ASSESSMENTS

ISASP Assessment Information

The Iowa Statewide Assessment of Student Performance Assessments are a collection of standardized achievement tests that assess foundational skills and higher-order thinking skills. The assessments evaluate essential elements of the Iowa Core. Glenwood Community School District assesses reading, math and science of students in grades 3-11. These assessments prove useful in measuring current and future performance and aid in the development and design of curriculum used in our schools.

The percent shown indicates the percentage of students proficient in the respective grades and subjects.

Results are reported in the following demographic categories: Advanced, Proficient and Advanced and Proficient District vs. State.

AMERICAN COLLEGE TESTING (ACT)

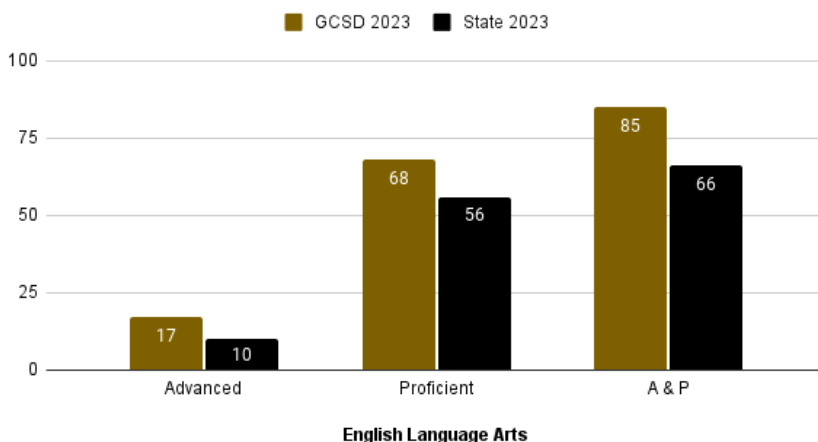
Glenwood Composite Average: 21.2
 Highest Glenwood ACT 2022/2023: 33
 Students Scoring 20+: 60
 Students Scoring 25+: 25

Iowa Composite Average: 21.4
 National Composite Average: 19.8
 Perfect score = 36

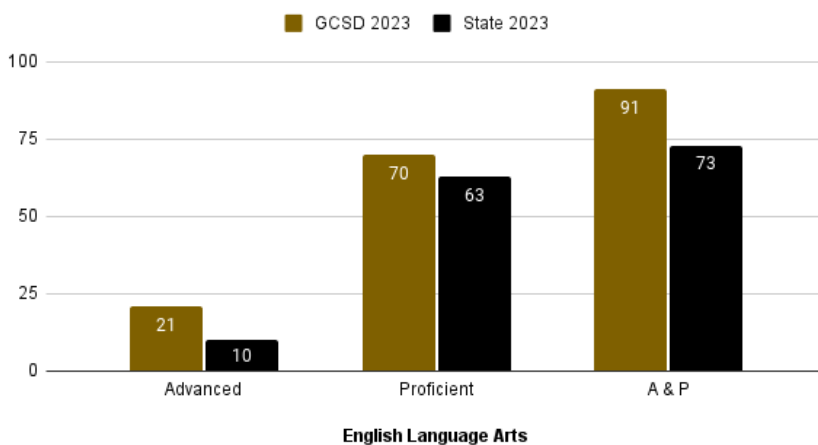
POST SECONDARY INTENTIONS

4 Year Private: 4%	Military: 4%
4 Year Public: 27%	Apprenticeships: 2%
Community College: 27%	Employment/Other: 10%
2 Year Private: 2%	Unknown: 23%

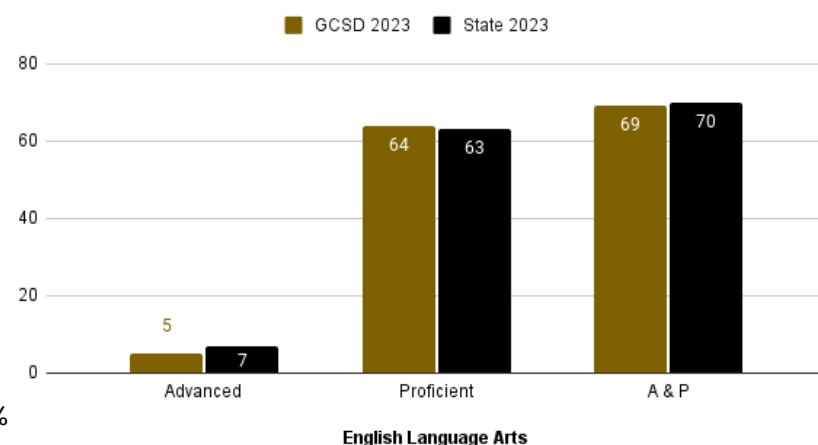
West Elementary vs. State of Iowa 2022-2023



Middle School vs. State of Iowa 2022-2023

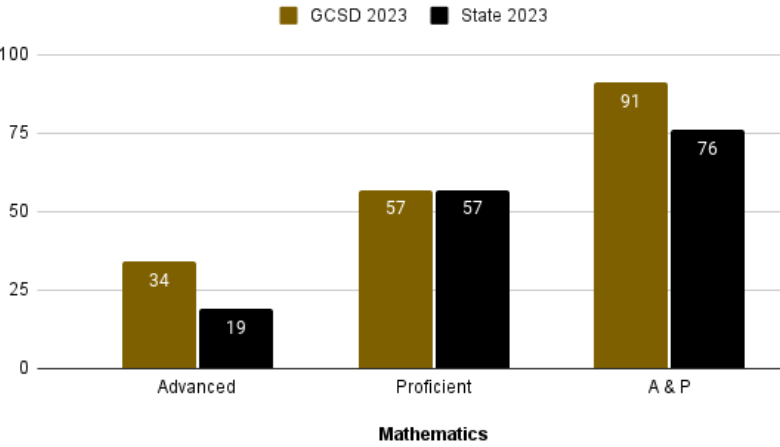


High School vs. State of Iowa 2022-2023

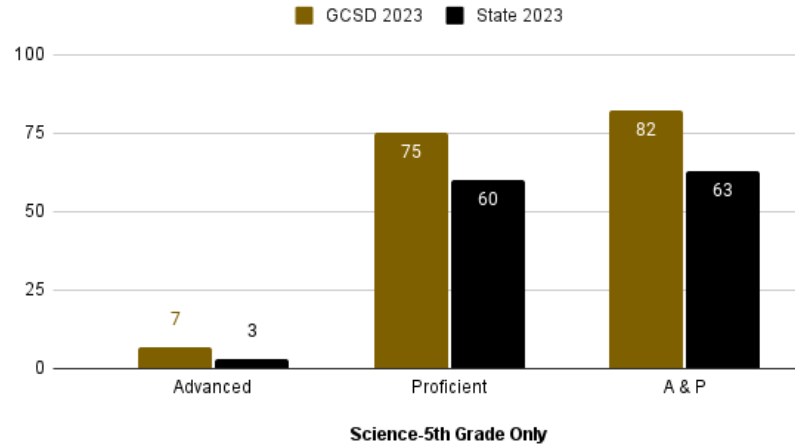


(ISASP) ASSESSMENTS CONTINUED

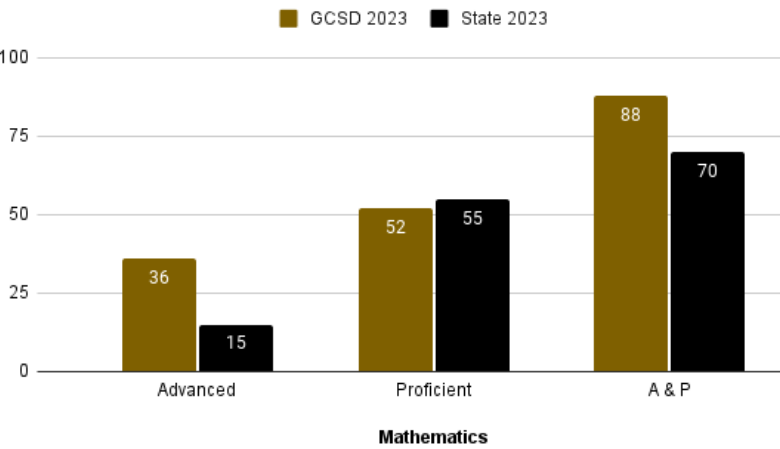
West Elementary vs. State of Iowa 2022-2023



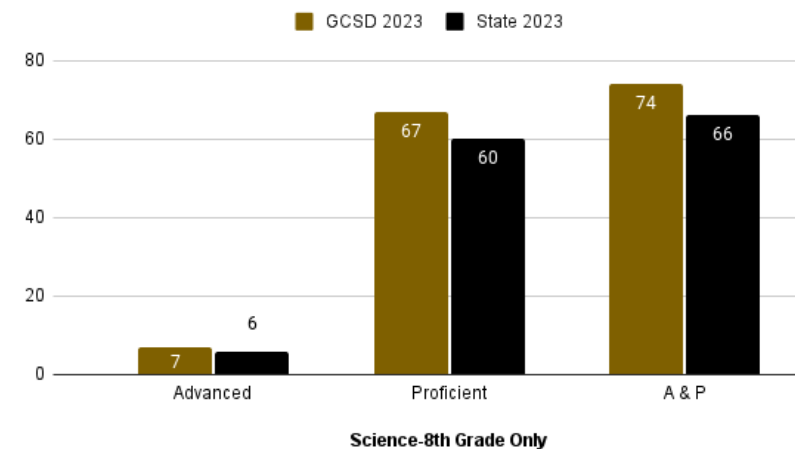
West Elementary 5th Grade vs. State of Iowa 2022-2023



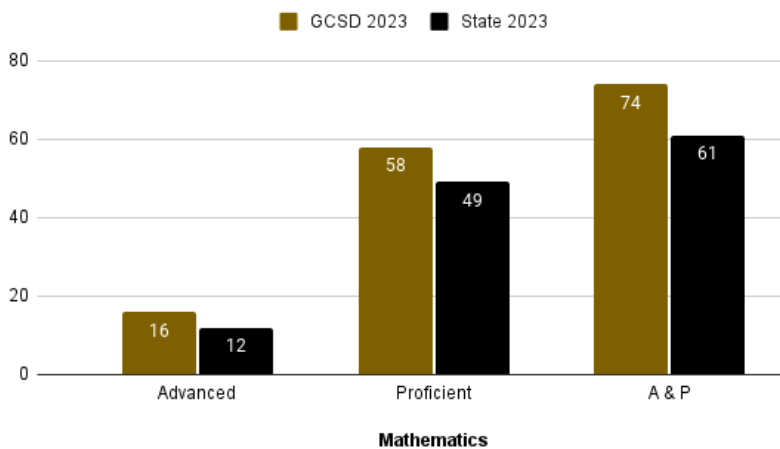
Middle School vs. State of Iowa 2022-2023



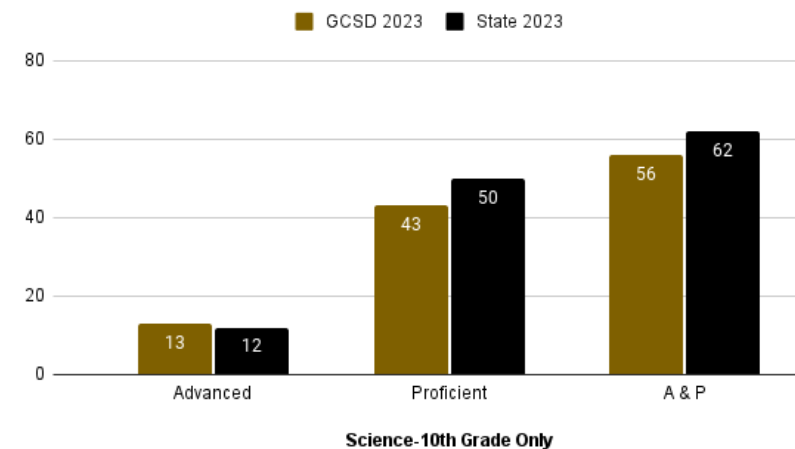
Middle School 8th Grade vs. State of Iowa 2022-2023



High School vs. State of Iowa 2022-2023



High School 10th Grade vs. State of Iowa 2022-2023



PERFORMANCE PROFILE RATINGS

Iowa Department of Education released the new state school performance ratings and federal designations.

DES MOINES – The Iowa Department of Education released the new [Iowa School Performance Profiles](#), which includes new state school performance ratings and federal designations.

The website shows:

Schools that have been identified for additional support and improvement based on their performance to meet requirements of the federal Every Student Succeeds Act (ESSA).

- Of the 468 total schools currently identified in need of targeted assistance and support, nearly half of all were identified because their students with disabilities performed below the level of the lowest 5 percent of all schools.

Updated scores and state school performance ratings for all public schools in Iowa based on how they performed on multiple measures, including student proficiency and growth, in the 2022–23 school year.

- Ratings range from exceptional (highest performing), high performing, commendable, acceptable, needs improvement, and priority (lowest performing).

Glenwood Profile Ratings

Glenwood High School demonstrated the largest growth in performance profile score within the district from 2022 to 2023, by increasing its overall rating 4.4%.

Glenwood Middle School was consistent in maintaining their commendable status four consecutive years from 2019–2023 (no ratings in 2020).

Northeast Elementary and West Elementary garnered high performing status for four consecutive years.

HIGH PERFORMING 60.72	HIGH PERFORMING 60.72	COMMENDABLE 58.07	ACCEPTABLE 54.01
NORTHEAST ELEMENTARY	WEST ELEMENTARY	MIDDLE SCHOOL	HIGH SCHOOL

A rating of "high performing" means Northeast & West rank in the top 13.6% of public schools in Iowa.

This marks the 4th consecutive year for Northeast & West to earn the rating of "high performing."

RATING CATEGORIES	
Category	Index Score Range
Exceptional	66.31 and above
High Performing	60.61-66.30
Commendable	54.91-60.60
Acceptable	49.21-54.90
Needs Improvement	44.17-49.20
Priority	44.16 and below

STANDARDS- REFERENCED GRADING

STANDARDS- REFERENCED GRADING

Standards-referenced grading is the communication of grading and reporting where the students stand in terms of proficient of specific course content. In Glenwood, we use the terms "Outcomes & Components" to describe the content that we want our students to know and be able to do. We use proficiency scales and outcome assessments to measure and communicate students' current levels of learning and progression toward curriculum outcomes.

STANDARDS- REFERENCED GRADING GUIDING PRINCIPLES

1. Grades are based on clearly specified learning goals and performance standards
2. Evidence for grading is based on valid indicators of learning
3. Grading is based on established learning and performance criteria (outcomes and components), not on arbitrary norms
4. Not everything is included in calculating academic grades, but feedback is given on both academic and employability skills and knowledge
5. Evidence of learning is rarely averaged within an outcome; the most recent scores are prioritized for determining grades
6. Focus is on achievement and report other factors (such as behavior, attendance, etc.) separately

STANDARDS- REFERENCED GRADING BENEFITS

1. Improved communication between parents, students, and teachers.
2. Clear visibility of areas of academic strength and weaknesses in the grade book & report card.
3. Increases the validity of grades that communicate student proficiency.
4. Eliminating the need for parents and students to wonder about the next steps in their learning.
5. Increases accountability for student self-evaluation of learning with a focus on LEARNING over EARNING.
6. Enables students to identify the outcomes they need additional learning/enrichment opportunities and practice for.

STANDARDS- REFERENCED GRADING GOALS

1. Grades will accurately reflect a student's achievement levels within the curriculum outcomes of each course
2. We can and will improve student achievement by establishing and communicating clear learning targets
3. We can and will improve learning within each course by providing students with timely and productive feedback about progress toward outcomes during the course of instruction

GRADING MARKS

GCSD utilizes marks of academic proficiency. Metrics of traditional grading such as "points" or "percentages" are not utilized to communicate student academic proficiency. GCSD utilizes the following terms to communicate proficiency levels: 4) Exceptional, 3) Proficient, 2) Minimum Proficiency, and 1) Not Yet Proficient. Proficiency scales take the course outcomes and specify the learning progression toward that outcome by its essential components of learning. Teachers and students use proficiency scales as a foundation for instruction, learning, and assessment.

EXAMPLE OF PROFICIENCY SCALE

Course: U.S. History		World War I
Outcome SS.WC.8: Examine the mistakes that brought soldiers to the battlefields of World War I and evaluate how the outcomes of the conflict led to the creation of modern political problems.		
Exceptional	Score 4.0	In addition to score 3.0 performance, in-depth inferences and applications that go beyond what was taught SUCH AS: <ul style="list-style-type: none"> • Discuss and apply the causes of World War I to current world negotiations. • Critique the Treaty of Versailles and design a different version in an effort to solve the problems of World War I and prevent future military escalations and the breakout of World War II. • Design an editorial both praising and criticizing America's entry and conclusion to WWI.
	Score 3.5	In addition to score 3.0 performance, partial success at inferences and applications that go beyond what was taught.
Proficient	Score 3.0	No major errors or omissions regarding any of the information or processes (simple or complex) that were explicitly taught. <ul style="list-style-type: none"> • Evaluate the relative importance of alliances, nationalism, imperialism, and militarism as causes of World War I. (C1) • Explain how the first World War changed the nature of modern warfare and prompted new technology. (C2) • Discuss the economic and social impact of total war during World War I. (C3) • Evaluate the success of the Treaty of Versailles and other post-World War I peace settlements. (C4)
	Score 2.5	No major errors or omissions regarding the simpler details and/or processes and partial knowledge of the more complex ideas and processes.
Minimum Proficiency	Score 2.0	No major errors or omissions regarding the simpler details and/or processes and partial knowledge of the more complex ideas and processes. <ul style="list-style-type: none"> • List the major causes of World War I. (C1) • Explain total war and how World War I used new weapons to fight for superior power. (C2) • Compare Germany and the U.S. in their ability to mobilize the homefront for war. (C3) • Identify the points of view of major leaders in the negotiations to end World War I and decisions made at the conference in Versailles. (C4) C1 Vocabulary: militarism, alliances, imperialism, nationalism C2 Vocabulary: trench warfare, no-man's-land, total war, stalemate, Maginot Line, Central Powers, Triple Alliance, mustard gas C3 Vocabulary: mobilization, inflation, Selective Service Act, propaganda C4 Vocabulary: Woodrow Wilson, reparations, mandate, Fourteen Point, self determination
Not Proficient	Score 1.0 or below	With help, a partial understanding of some of the simpler details and processes and some of the more complex ideas and processes.

TEACHER LEADERSHIP

Education Level of GCSD Teachers

BA	38%
BA + 12	6%
BA + 24	9%
MA	32%
MA + 15	6%
MA + 30	4%
MA + 45	5%

Professional Learning Communities (PLC)

Teachers and Administrators worked in collaborative teams to make sure all students were learning and meeting our benchmarks. This work included maintaining a curriculum connected to the Iowa Core and strengthening teaching strategies to enhance our students' experience. Professional PLC coach Michael Maffoni met with the grade-level PLC teams. During the collaborative team meetings, he provided feedback and coaching by asking clarifying questions and things to consider. Additionally, Mr. Maffoni met with the administrators and coaches to provide his observations and potential next steps.



Instructional Coaches

The district's instructional coaching team plays a crucial role in the TLC program, providing support and coaching to all GCSD educators. The success of GCSD instructional coaches was remarkable, with some schools achieving participation from over 90% of teachers in various forms of instructional coaching support. These opportunities encompass individual and small group professional development, instructional rounds and visits, impact cycles, as well as curriculum and assessment support.



LONG-RANGE FACILITIES PLAN/BOND ISSUE

The district's long-range facilities plan was updated in February 2021. Within that update, the renovation of Northeast Elementary and a new 3-5 elementary were two proposals the Board of Education considered when making future updates. The school district started planning their course of action. With the announcement of the Glenwood Resource Center's closure in April of 2022, the school district was offered some additional options to consider, with the State of Iowa potentially offering buildings to the district to renovate. Post-COVID, the supply chain, availability of workers, and cost of materials and labor significantly decreased the district's ability to do both projects. The State of Iowa also changed election dates effective July 1, 2023. It removed special elections for schools, forcing them to place their projects on the general election date of November each year. After many different options were presented and problem-solved, the Board of Education decided to scale back the projects due to the ability to bond for them and propose a renovated Northeast Elementary, a new Kids Place, and classroom renovations at Northeast and West Elementary. The Middle School would also receive a new boiler system and LED lighting for the proposed project. The board accepted signed petitions from community members in August of 2023 to place the issue in front of the voters at the general election on November 7, 2023.

prochaska & associates

planning
architecture
engineering
interiors
facility planning
prochaska.us

GLENWOOD COMMUNITY SCHOOL DISTRICT

Submission for
Glenwood Iowa Community School District
Master Plan Update

FEBRUARY 16, 2021

STUDENT ADVOCACY

TeamMates Mentoring Program

The Glenwood TeamMates Mentoring Program was created for students in 3rd through 12th grade. In Glenwood, the TeamMates Mentors are reliable, caring adults that are matched with a child with similar interests within the grade levels.

The TeamMates Mentoring Program meets once a week for half an hour to an hour at the schools. During this time the mentors and students can play games, do an activity, talk, get advice, ask for help and more.

100% of the mentees/students are PROUD to be in TeamMates! 99% of mentees report that they TRUST their mentor. 99% of mentees report a high level of CARE- they feel cared about in their mentoring relationship.

The Glenwood TeamMates Mentoring Program grew in 19 matches from the year prior and is now recognized as the largest TeamMates chapter in the state of Iowa.

To become a mentor, contact any of the schools or Sandra Dollen, TeamMates Program Coordinator at 712-527-0086 or email: dollens@glenwoodschoools.org

Activities included:

- A Creighton Basketball Game
- TeamMates Recognition in January during our Home Basketball Game
- Zoo Trip at the Henry Doorly Zoo
- One mentee was awarded a scholarship



Glenwood School Foundation



GLENWOOD COMMUNITY SCHOOL FOUNDATION

Mission: to provide support to students, staff and the community in ways that contribute to their ability to excel in academic progress and enrichment activities.

Main initiatives include: Classroom Grants, Preschool Scholarships and the John A. Gregory Teacher of the Year sponsored by Farm Bureau Financial Services, John B. Gregory, Agent.



Mr. Eric Rasmussen and Mrs. Marissa Klindt collaborated with the Glenwood School Foundation to provide students with a field trip to the Strategic Air and Space Museum to enhance the learning experience of students who were learning about WWII and the Cold War in history class.

Ramily Matters

Ramily Matters is a monthly event that aligns with the district mission to develop in all students the knowledge and competencies required of responsible citizens in a global society. Ramily Matters is hosted by our district Social Emotional Liaisons and all students and their families are encouraged to join at no charge. The intent of these monthly events is to bring families together to learn valuable information and enjoy some fun family time as well.



GLENWOOD COMMUNITY SCHOOL DISTRICT



2022-2023

COMING SOON.....

Innovation Center Planning

The Glenwood Community School District is partnering with Iowa Western Community College and the East Mills SWITCH Program to locate an Innovation Center on the Glenwood Resource Campus to open in the fall of 2024. Dr. Embray and Dr. Lang have been meeting with a parent advisory group along with IWCC and touring different sites to gain perspectives on career academies in general and how the one in Glenwood will be structured. Continued planning includes seeking school district and business support to offer four innovation strands when completely open. Planning calls for two strands to open in the fall of 2024: Digital Mass Communications and Precision Agriculture. Additional offerings in the fall of 2025 will include Cybersecurity and Industrial Robotics, with the potential to offer Fire Fighter One and EMS. The district plans to submit for a 1 million dollar Career Academy Incentive Funding Grant in the fall of 2023. These programs will be housed in the Glenwood Resource Center (GRC) Administration Building upon the closure of the GRC.



2022-2023 Leadership

Administration

Cole Albright
Lorraine Duitsman
Heidi Stanley
Genie O'Grady
Ashlie Salazar
Julie McMullen
Dr. Chad Lang
Cindy Menendez

Board of Directors

Curt Becker- President
John Zak, IV- Vice President
Matt Portrey- Director
Tim Becker- Director- Dec. 2022
Elizabeth Richardson- Director
Eva Krueger-Appointed

Superintendent of Schools

Dr. Devin Embray

Directors

Frank Bachman
Jeff Bissen
Terry Marlow
Jedd Taylor
Tim Reinert

Coordinators

Jennie Teegarden
Angie Thomas

NOTICE OF NONDISCRIMINATION

It is the policy of the Glenwood Community School District not to discriminate on the basis of race, color, national origin, sex, 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, Cindy Menendez, Equity Coordinator, 103 Central Street, Ste 300, Glenwood, IA 51534, (712) 527-9034 or gcsdequitycoordinator@glenwoodschoools.org.