

High School Board Report
August 2025

Instructional Leadership Team Summer Work:

Under the leadership of building principal, Mr. Matt Blackmore, the high school has established the Instructional Leadership Team consisting of Matt Blackmore (Principal), Sheila Hudson and Austin Roy (Assistant Principals), and Jolie Morgan and Lindsay Kasperbauer (Instructional Coaches). This team has met multiple times since July 1st to create a cohesive front to develop and ensure instructional growth at the high school through the lens of the District's Strategic Plan, using Professional Learning Communities as the engine for this growth. The anchor for all of this work is the strong conviction that *All Means All*, meaning all students can and will achieve academically at high levels.

New Staff:

The High School team is excited for the addition of seven new highly qualified teachers to our teaching team.

- Anne Bennett - Spanish
- Sydney Dwyer - PE
- Shelley Engel - ELA
- Thor Heimdal - Math
- Phillip Seiwert - Science
- Kara Stuart - ELA
- Antton Zuazu Hernandez - Spanish

This team has already contributed to the strength of the high school teaching team and we look forward to the ways in which they will grow our students and staff.

Mustang University and Pre-Service Learning:

As we welcomed our entire staff back on August 18th, the Instructional Leadership Team prepared meaningful staff learning, known at the high school as Mustang University. The idea is that all staff bring their own unique experiences and knowledge, yet they will unify their future learning and growth under a unified banner. Through Mustang University, staff saw DCG's Core Values come to life and are redefining and refocusing what it means to work as a Professional Learning Community. Staff participated in breakout sessions designed to create a foundation for collaboration through norms and meeting agendas that meet the needs of all team members. Through the work in Professional Learning Communities, the high school staff will ensure *All Means All* as we *Empower Every Student to Create Their Future*. The Instructional Leadership Team (ILT) looks forward to the learning journey our staff and students will embark on during the 25-26 school year.

Oak View August 2025 Board Report

Building Goals

Staff will strengthen Tier 1 instruction and provide targeted interventions to ensure that at least 80% of all students achieve proficiency on grade-level standards, applying the "at least 80%" to our students with IEPs.	100% of Oak View students are active participants in at least one Oak View activity (clubs, choir, track, etc).
Staff will regularly engage with the four PLC questions and use a data protocol at least every two weeks to inform and guide instructional decisions in their classrooms.	100% of Oak View students have identified a trusted adult in the building.

This year, we established a Tier 1 team focused on supporting all students through proactive and preventative strategies. This group, composed of 13 staff members in the building, will review data, guide building-wide practices, and ensure that our systems meet the needs of every learner. By having a dedicated team, we are strengthening our foundation for academic, behavioral, and social-emotional success.

We have developed a building-wide behavior chart designed to support students and ensure consistency across classrooms and common areas. This tool helps clarify expectations for students while giving staff a shared framework to use when addressing behavior, creating a supportive and predictable environment for everyone. Staff are excited to utilize this and provide feedback so we can continue to make improvements on it throughout the year. Having this will support our Tier 1 team and the work they are doing.

Over the summer, every Oak View student received a personalized postcard from staff. This was a simple but meaningful way to let students know we were excited to welcome them and to foster a sense of belonging before they even walked through the doors on the first day.

Oak View August 2025 Board Report

Our teachers and associates returned with energy and enthusiasm. It is clear they are eager to welcome students back, build strong relationships, and provide engaging learning opportunities.

We are also fortunate to have three student teachers joining Oak View this year. They bring fresh ideas, enthusiasm, and a willingness to learn alongside our staff, and we are excited for the additional support they will provide for our students.

We held our 7th Grade Parent Boot Camp earlier this month to help our parents navigate the transition to 7th grade, to know the building, and to learn our expectations for students. We received a lot of positive feedback on the night as a whole and some ways to continue to improve it for future families.

Overall, Oak View is off to a strong start. With consistent systems, intentional relationship-building, and a staff excited to engage with students, we are creating an environment where students can thrive both academically and socially.

Building: DCG Middle School	August Board Report
<p>Strategic Plan</p> <p>Mission Statement: Empowering every student to create their future.</p> <p>Vision Statement: Our district strives for excellence through innovation, and embraces growth in every dimension of education.</p> <p>DCG™</p>	<p>Building Goals:</p> <p>By May 2026, each grade (5-6) will show an increase in the percent proficient on the ELA and math subtests as measured by the Iowa Statewide Assessment of Student Progress (ISASP) test.</p> <p>By May 2026, DCG Middle School will score "effective" in each element of Capacity 6: Building-Wide Behavior Expectations as measured by the MTSS-B Capacity Matrix team reflection sheet.</p> <p>100% of middle school students will receive a positive communication home during both semesters of the school year.</p> <p>Over the course of the 2025-2026 school year, each PLC will keep agendas and minutes for their meetings showing integration of the Stronge Framework.</p>

Collaboration: DCG Middle School welcomed 13 new staff members to our team this week. Our teachers have spent the week collaborating in professional learning communities to prepare for the upcoming school year, with a focus on both Tier 1 instruction and Tier 1 behavior support.

Innovative: We are implementing a brand new schedule at the middle school this year, designed to both maximize instructional time for Literacy and Math and to also provide time for interventions and extensions for students as needed. The schedule was created by a team of our staff members last year, and we believe it will help us better meet the needs of our students.

Supportive: Our team has spent time learning about The Mustang Way, our new Tier 1 approach to support positive behavior in our building. This year students will learn how to be respectful, responsible, safe, and kind, and our teachers are planning new and exciting ways to recognize positive behavior. We are excited to see our students benefit from this important work!

Inclusive: Special education teachers and associates have been working with general education teachers to ensure that they have the materials and strategies needed to support students with IEPs. We have provided our associates with additional training and support related to roles, responsibilities, and schedules. We are working to be prepared to support the academic and behavioral needs of all students.

Passionate: The team is energized and excited to welcome 600 students back to our building! It's going to be a great year at DCG Middle School!

Dallas Center Elementary

DCE Vision: To be a student-centered, inclusive community where all are welcome to learn, grow, and make a positive impact together.

DCE Mission: DCE empowers students to create an inclusive community by being kind, safe, and showing PRIDE.

Date: 8/2025



DCE Building Goals:

K-2 Goal 1 - DCE Literacy Goals and Actions

- 85% of K-2 students will be fluent readers as measured by the FAST earlyReading screener and CBMR Screener by May 2026.

3-4 Goal 1 - DCE Literacy Goals and Actions

- 80% of 3rd/4th graders will be proficient as measured by aReading by May 2026.

Goal 2 - Social Emotional Wellness

- With explicit social/emotional behavior instruction, and MTSS supports, students at DCE will decrease undesired behaviors by 35% as measured by major referral documentation.

Our DCE Building Leadership Team (BLT) has been thoughtfully planning and collaborating on our MTSS-B process, developing strong core values that align directly with the DCG strategic plan. The team has been purposeful and innovative in designing processes that will best support our students as we implement MTSS-B practices and approaches.

They are thinking creatively to ensure our resources are streamlined, effective, and efficient for staff use. This work will significantly advance our second strategic goal focused on Social-Emotional Learning (SEL) and will provide a solid foundation for continued growth in student support.

DCE Core Values

Collaborate

- We are a team that shares our talents and areas of expertise to build each other up so that we can collaboratively support the whole student. We work collaboratively and are reflective in our practices.

Relationships Matter

- We care about one another and all students. We are inclusive and nurturing, demonstrating care, kindness, and empathy in all we do.

Empower Students

- We will promote an inclusive environment that supports students' emotional, social, behavioral, and academic needs in a safe learning environment.

Achievement is not linear

- Teaching and learning is a continuous and differentiated journey where all learners are supported. Mistakes and failures help us learn and grow.

Teach beyond the classroom

- Our work goes beyond the classroom. We strive to produce kind and contributing members of society.

Equitable Engagement

- We believe that every student deserves equitable access to meaningful and engaging learning opportunities.

Collaboration

Innovation

The DCE team, with strong support from the district, has been actively researching, planning, collaborating, and communicating as we begin implementing a Kindergarten–1st Grade multiage

classroom. This initiative addresses both our large Kindergarten class size and overall enrollment challenges.

Our staff has worked diligently and maintained a positive, solutions-focused approach throughout the process. We've also received overwhelming support from our community, with many expressing enthusiasm for this innovative step.

We are excited to launch this new approach and look forward to the meaningful ways it will benefit our students, enhance learning, and strengthen our school-community partnerships.

Supportive

Inclusive

Passionate

Building: Heritage Elementary	August Board Report
<p>Strategic Plan</p> <p>Mission Statement: Empowering every student to create their future.</p> <p>Vision Statement: Our district strives for excellence through innovation, and embraces growth in every dimension of education.</p> <p>DCG</p>	<p>Building Goals:</p> <p>By May 2026, 80% of each student group will meet the literacy FAST spring benchmark. (EL, Special Education, Gender, PatR/AR, Race/Ethnicity)</p> <p>By May 2026, disrespect/noncompliance minors in the classroom will decrease 20% from first semester to second semester.</p> <p>By May 2025, 80% of teachers will score each statement of the School Culture Survey with a 3 or 4.</p>

COLLABORATIVE

We are excited to welcome some new faces to our Heritage team for the 25-26 school year!

Emily Akers: Kindergarten Teacher

Chloe Ruhs: 4th Grade Teacher

Natalie Rolow: Special Education Teacher

Jordan Paup: Counselor

Jenna Krause, Ella Nuese, Bella Tamburo and Didi Van: Special Education Associates

SUPPORTIVE & INCLUSIVE

The PBIS Team planned and delivered an engaging half day of professional development for Heritage teachers and associates. We revisited our mission and vision and have set the stage for a great year of "Growing together to be our BEST!"

Heritage Elementary
PBIS MISSION & VISION
Positive Behavior Intervention & Support

"Growing together to be our B.E.S.T!"

MISSION

"As a result of PBIS being implemented at Heritage Elementary, students are empowered to be **reflective citizens** with a **positive mindset** focused on **continued learning and growth**."

VISION

B - Be Responsible
E - Extend Kindness
S - Show Respect
T - Think with an Open Mind

INNOVATIVE & PASSIONATE

Heritage teachers sifted and analyzed data in the spring to determine building goals for 2025-26, which are posted above. We will be using internal experts to help us learn and better differentiate instruction to address student groups (EL, TAG & Special Education). We will also continue to build culture and climate by using The 7 Commitments of a Great Team. In this book, “Jon Gordan reveals the seven commitments that great teams must make to build trust, foster connection, overcome adversity, and achieve extraordinary success.” Learning walks will continue to be utilized as a way to promote shared understanding, identify best practices, and ultimately improve instruction and student outcomes.



North Ridge Elementary

North Ridge Elementary	August Board Report
 <p>Strategic Plan</p> <p>Mission Statement Empowering every student to create their future.</p> <p>Vision Statement Our district strives for excellence through innovation, and embraces growth in every dimension of education.</p> <p>DCG</p>	<p>Features:</p> <p>25-26 Building Goals</p> <p>25-26 Staff Members</p>

ACADEMIC	ACADEMIC SUPPORT	CLIMATE / CULTURE	TEACHER EFFICACY
By May, 2026 the percentage of students scoring "not yet proficient" in math will decrease by 5% from the previous year as measured by the Iowa Statewide Assessment of Student Progress (ISASP) test.	By May, 2026 the percentage of students (Grades K-4) receiving office referrals for physical incidents on the playground will reduce by 5% as compared to the previous school year.	By May, 2026 North Ridge teachers and staff will have communicated positively to each family on at least 4 occasions.	By May, 2026, the percentage of certified staff participating in a coaching cycle related to a building goal will increase by 10% as compared to the previous school year.

The staff at North Ridge Elementary would like to welcome you to the 2025-26 school year! Below is the list of dedicated staff that will be working with our families this school year.

Building Administrative Assistant - Erin Bryant

Professional School Counselor - Adam Jones and Brandon Fitch

Transitional Kindergarten: Gena Pierce

Kindergarten Teachers - Sarah Irlmeier, Michelle Mickle, Stacie Walker

First Grade Teachers - Emma Hartman, Chloe Nixon, Sam Stumberg

Second Grade Teachers - Michael Krause, Becky Noah, Molly Reed, Laurie Thompson

Third Grade Teachers - Rochelle Biegger, Jayna Gossling, Brittany Mendlik

Fourth Grade Teachers - Madison Grove, Sarah Hinrichs, Zach Lester, Heidi Washington

Specials Teachers - Amanda Erps (art), Betsy Bejarno (library), Sarah Bosen (music), Kellen Sulentic (PE)

Interventionists - Ann Mensing and Rebecca Skow

Special Education Teachers - Dakoda Flory, Joanna Hammond, Courtney Hixenbaugh, Cory Stratton

Nurse - Stephanie Rupp

TAG - Renae Conway

Instructional Coach- Heidi Kuberski

Custodians - Darla VanKooten, Cody Milburn, Mark Lux

Associates- Shayla Auten, Kam Bain, Kiirstin Bates, Jeanette Bodermann, Delilah Bonner, Erika Borcherding, Mary Deahr, Amy Dickkut, Melissa Dodd, Sherie Ewers, Traci Gafford, Katie Horrigan, Kala Herb, Paige Herbsleb, Danielle House, Rhonda Neal, Megan Omvig, Deanna Weber, Lori Wyld

Building: South Prairie Elementary	August Board Report
 <p>Strategic Plan</p> <p>Mission Statement: Empowering every student to create their future.</p> <p>Vision Statement: Our district strives for excellence through innovation, and embraces growth in every dimension of education.</p> <p>DCG™</p>	<p>Building Goals:</p> <ul style="list-style-type: none"> By May 2026, 80% of South Prairie students will meet the expected benchmark OR make the expected grade level growth designated by the FAST assessment. By May 2026, 80% of all South Prairie students receiving Tier 2 behavior support will show positive growth from the beginning of the year to the end of the year. By May 2026, South Prairie teachers and staff will communicate positively to each student's family on 3 occasions. By May 2026, 100% of South Prairie teachers will complete 1 coaching cycle.

Collaboration:

Collaboration is what it's been about this past two weeks! With teachers starting to come in and get things ready for school, so many teams and groups have been meeting to plan and prepare for our start of the year. New teachers have had a building buddy or mentor to work with to help support them during new teacher week. PLC teams met today and started looking at not only what their first week plans will look like, but also starting to form their first small groups in these beginning weeks before our first screening period.

Professional development:

We had two great days getting back into the swing of things with some professional development around student ages and developmentally appropriate behaviors, PBIS reboot and training with Emily Donovan and Logan Wilson, and of course just all the normal teacher first day meeting with routines, expectations, time to meet with their associates and the list goes on.

Kindergarten Kickstart:

Kindergarten team has been busy preparing for our Innovative practice of Kindergarten Kickstart. We had a great open house where all kindergarten parents brought supplies to the library. We had people greeting them, checking them in, and finding out all kinds of information so we would be prepared for that first day. A big thing for us is to know what they are doing after school. That was a big part of that check in process! We are excited for this new opportunity and will share more on the next month's report after we have had the chance to see how it works.

Supportive:

The support that Superintendent Blum, AJ, Sean, Travis, and Jeff Wolfe have given me with planning for our traffic patterns with the construction has been extremely helpful. We also have some of our traffic duty associates come in for a short time to give feedback and help with the planning. We have a solid plan for a Phase 1 and Phase 2, which I'm sure will need to be adjusted as we see how things go. We had a great turnout at open house with a booth set up to talk transportation and traffic, and amazingly enough, very few questions / concerns were raised by those in attendance. We're ready for Day 1 to begin, and then I'm sure we will connect at the end of the day to see if any adjustments need to be made.



Student Services Board Report

August 25, 2025

Alyson Finley

Special Education	<p>In August, we welcomed two new special education teachers to DCG. Both have successfully completed the required CPI (Crisis Prevention Intervention) and ACHIEVE training.</p> <p>On August 19, all PK–12 special education teachers met to review beginning-of-year expectations and ensure a consistent start to the school year across all grade levels.</p> <p>Additionally, on August 21, special education teachers working with students assessed through the Iowa Alternate Assessment completed the required state training. This training ensures they are prepared to effectively teach and assess students with more significant disabilities.</p>
ELL	<p>Beginning in July, I subscribed to all state-level communication channels related to ELL services to stay current on updates, guidance, and requirements from the Iowa Department of Education.</p> <p>On August 20, 2025, the ELL teaching team met to welcome new team member Christine Kane-Finn. The team collaborated on student rosters, identified student needs across the district, and discussed shared learning goals and priorities for the 2025–2026 school year.</p>
Competent Private Instruction (Homeschool/Dual Enrollment)	<p>Thank you to Deanna Sandegren, DeEtta Rosa, and Kristin Clayton for their work in ensuring that all required paperwork for students receiving Competent Private Instruction (CPI), including those who are dual enrolled, has been completed and will be submitted to the state. Their coordination has been instrumental in maintaining compliance and supporting student success.</p> <p>Schools continue to collaborate closely with families of dual-enrolled students to provide a cohesive and supportive educational experience between home and school-based instruction.</p>
Homeless	<p>Starting in July, I have completed required Homeless Liaison Training provided by the State of Iowa.</p> <p>All DCG staff have completed/are completing required training through Vector Solutions on how to recognize signs that a student may be experiencing homelessness. Staff are also aware of the proper protocol to follow, including contacting the district's homeless liaison, Alyson Finley, when concerns arise.</p>



Student Services Board Report

August 25, 2025

Alyson Finley

	<p>Paige Elsbernd has been working diligently to ensure that students identified as experiencing homelessness are enrolled in school meal programs and receive transportation services, both provided at no cost to their families.</p>
Counseling	<p>The school counselors met as a PK–12 team on August 19, 2025, to kick off the new school year. The team continues to streamline the Section 504 Plan process to ensure consistency across all grade levels. Counselors have been actively contacting families and working with teachers to prepare them to implement Section 504 accommodations for students on their rosters.</p> <p>This year, the counseling program will begin a comprehensive program review. All FLEX days will be dedicated to this work, with the goal of developing a cohesive, district-wide counseling program that effectively supports students at all levels.</p> <p>In addition, the counseling program is currently in Year 2 of its curriculum review process and will continue engaging in this important work throughout the school year.</p>
Networking Systems 25-26 school year	<p>Ongoing collaboration is an important part of staying current and responsive in special education. I will be participating in monthly meetings with both the Metro Special Education Directors and the Statewide Special Education Team. These meetings provide opportunities to stay informed about current and emerging requirements, engage in professional learning, and build connections that support improved services and outcomes for students across the district.</p>
Other	<p>In June and August, all school crisis teams, building principals, and district administrators participated in Nonviolent Crisis Intervention (CPI) training. This program is designed to strengthen participants' ability to recognize, prevent, and manage crisis behaviors using person-centered and trauma-informed approaches. The training supports a safe and supportive learning environment for all students and staff.</p>



Dallas Center-Grimes Community School District

Teaching and Learning Board Report

Shana Olson

Director of Teaching of Learning

August 2025

New DCG Staff

We were thrilled to welcome 26 new staff members to our district over the course of the three days. Our first day focused on The Mustang Way...getting to know the goals, priorities and details about our district and included an awesome bus tour of our community! New staff received an overview of curricular materials, technology, professional development, student services across the district, and were also introduced to our teacher leaders to ensure they know how to seek support at a building and district level. Each afternoon was spent with their principals, instructional coaches, mentors, or colleagues in their respective buildings getting to know building routines and expectations and to prepare for their first weeks of school!

Teacher Leadership

This year our instructional coaches hosted a PLC Leader Kick-off focused on creating a sense of urgency within our collaborative teams to positively impact student learning. To play on the urgency component, the day was designed around a Supermarket Sweep theme. Teachers were asked to bring donations for our food pantries in Grimes and Dallas Center and they were able to play a DCG trivia game to earn prizes as well as our own version of Supermarket Sweep focused on finding the right ingredients for a strong PLC. Our coaches developed breakout sessions to support the structures and leadership skills needed to engage in meaningful collaborative team meetings. The day was capped off by meeting with building principals to make plans for the year according to their building needs.

Both our Curriculum Facilitators and Instructional Coaches were instrumental in preparing for the new teacher days! Curriculum Facilitators led breakout sessions around curricular materials and technology that supports the curriculum. Instructional Coaches spent time with the new staff from their buildings and enhanced the onboarding process for our new to the district teachers who do not have mentors.

Mentors provided excellent support to our new to the profession teachers joining our district. We welcomed seven educators starting their first year of teaching and two teachers who are joining us for their second year. These mentors provided valuable support and leadership in these first days. Our mentor seminar sessions start next month to continue their journey!

Teacher leadership continues to be a valuable resource that provides job-embedded support for teachers to access in their focus on student success. We are thankful for all of those who are willing to serve in these roles.

Curriculum

Our K-5 grade teachers engaged in a learning session focused on writing instruction with our literacy resource, MyView. MyView was new last year for grades 3-5 and will be implemented in K-2 this year. Teachers have done amazing work learning this new resource and our students have shown growth in many areas of literacy.

Additionally, professional learning focused on meeting literacy standards in other content areas (science, social studies, and technical subjects) was provided for 6-12 teachers. The focus of this session was to ensure intentionality around implementing these revised standards. Our teachers have done great work in recent years around cross-curricular integration, so most of the session was focused on enhancing these standards through work students are already producing.

Dallas Center-Grimes Community School District

Board Report from Madison Melchert, Activities Director

Date: August 2025

Vision & Direction for 2025-26

Our focus for this year is centered around establishing a strong activities identity and culture at DCG. Through my observations, I believe we have been holding onto “what DCG once was” and showing hesitancy toward what we can become. It’s time for us to start writing the next chapter of DCG Activities.

I’ve asked our coaches and directors to embrace this opportunity and lead boldly in creating a new identity. We will do this by focusing on our 5 Building Blocks:

1. Building Relationships
2. Building a Culture
3. Upholding Policy and Procedure
4. Student Engagement
5. Evaluating to Build for the Future

There has never been a better time to be a Mustang, and I’m incredibly proud and excited to be on this journey with our staff and students.

General Updates

Padlocks in Locker Rooms

We have moved away from supplying padlocks for athletic locker rooms. Over time, these locks have been lost, damaged, or not returned, which has created a financial burden. Families may now purchase their own locks if they wish for their students to secure their belongings during practices or games. This change allows us to redirect funds more effectively to support our programs.

Game Ticket Sales

We are actively working to shift spectators toward using credit cards for ticket purchases at events. This transition will streamline our accounting process, reduce cash handling, and improve the overall customer experience at our gates. We will be offering increased communication to encourage this shift throughout the year.

Sports Classification Update

As of now, we are 29 students away in our BED count (grades 9–11) from being classified as 4A/5A in all athletic sports. It is important to note that:

- Soccer will remain 2A/3A due to different classification structures set by the IHSAA/IGHSAU.
- With this potential classification shift on the horizon, we are being very intentional about our non-conference scheduling to ensure our teams are exposed to the level of competition they will face in the postseason.

Recap of Baseball and Softball

Baseball had a strong and exciting season, continuing to make strides in 4A competition. While their postseason run ended in the first round of substate, the team earned impressive wins over top programs including Johnston, Waukee, and Cedar Rapids Prairie. This season brought unique excitement with professional scouts attending nearly every game and batting practice. We also celebrated another MLB prospect from our Mustang Baseball program, Taitn Gray, who signed with the Tampa Bay Rays. The program has much to be proud of and plenty of excitement to build on for the future.

Softball advanced to the state tournament, where they battled through nine grueling innings before falling to ADM in the quarterfinals. Under the leadership of first-year head coach Todd Merical, the team brought an electric energy to the dugout and had several high-profile wins, including victories over Johnston, Pleasant Valley, Dowling, and Waukee Northwest. With only three seniors graduating and a talented group of underclassmen eager for their opportunity, the program's future looks very bright.

Fall Activities in Full Swing

We are off to a strong start this year with the following programs already underway:

- Marching Band
- Musical Production
- Football
- Volleyball
- Boys Golf
- Cross Country

- Girls Tennis – A new fall sport due to state-level changes

We're thrilled by the energy and student participation as we begin the school year, and we look forward to seeing these groups perform and compete.

A reminder: Homecoming Week is September 22–27, and we are looking forward to a great celebration with our students and community.

Financial Structure & Accountability

As I reviewed our activities accounts with Michelle, several things stood out:

- Some fundraising accounts have large, unused balances, while some sports rely heavily on gate revenue or have very limited funding.
- To improve equity and transparency, all gate revenue will now be placed into the "General Activities" fund. This change acknowledges that event nights (e.g., basketball) often involve multiple programs; including band, dance, cheer, and both basketball teams, and all should benefit from the shared experience.

This adjustment will help us:

- Better support all programs
- Understand true program expenses
- Build annual budgets for coaches and directors
- Identify realistic fundraising needs

I have begun communicating this shift to all directors and coaches. I've also emphasized that fundraising accounts should be zeroed out annually. These accounts are not intended for long-term storage of unused funds.

Thank you for your continued support of our activities programs. We are looking forward to an exciting, impactful year ahead.

Madison Melchert
Activities Director
Dallas Center-Grimes High School



Human Resources Board Report August 2025

Teacher Evaluation System

We're pleased to report that we have formally moved our teacher and associate evaluations to a digital format via Frontline (after piloting it last year with a few schools.) We anticipate getting the remainder of the Operations team transitioned before winter break into this format as well. We are excited about the ability to share things without making many sets of copies. Frontline has been a great partner to work with in this process.

Professional Development plans

We will be learning with Classified staff this year on a variety of topics. We're excited to partner with Heartland staff to offer a meaningful experience for our associates. We worked with a team of 15 to close out last year in determining interests and needs for this team and are pleased with how it is coming together.

Staffing update

We've worked tirelessly to complete our teams prior to the kickoff of the school year. The Communications Department (AJ Ellingson) has helped us to push our job postings out via Indeed and social media, which has driven our candidate pool tremendously. We will begin the year with two unfilled positions, both of which in the special education field. Our leaders have determined that they are prepared to start the year with the team that they have (insert Gene Hackman line from Hoosiers here - "*My team's on the court!*") We will be monitoring case loads to start the year and will be ready to make course corrections if needed. We will also be working with student teachers both in DCG and surrounding districts to see if we can get a leg up on hiring aspiring special education teachers for the future.

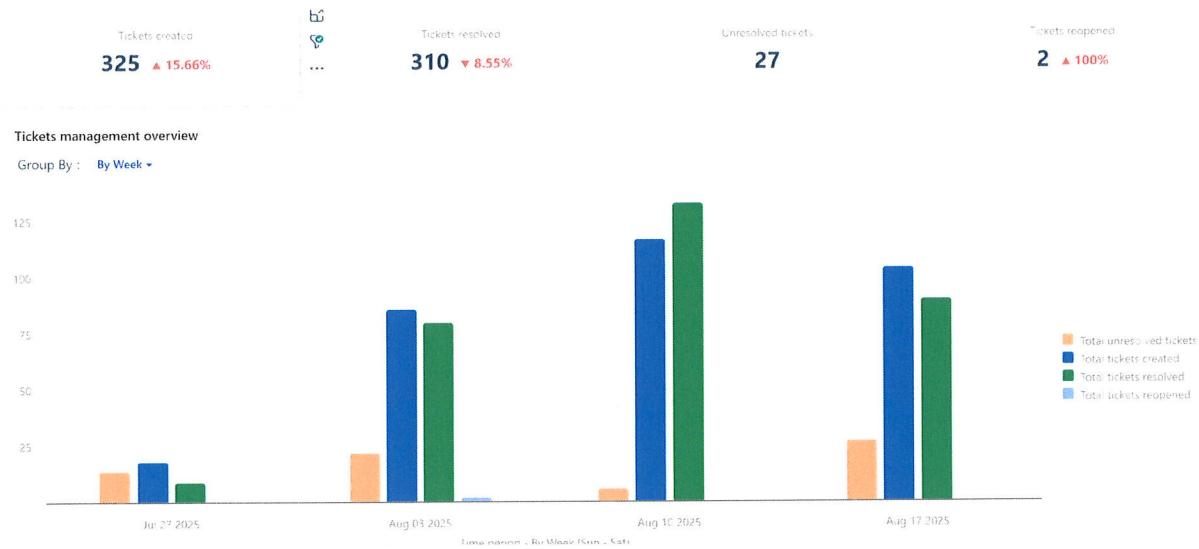
Orientations/Onboarding

Jami Boege and Sarah Jenkins have held orientation/onboarding meetings throughout the summer, and we appreciate the amount of effort they have given in helping our newest team members get off on the right foot. Thank you to Steven Hopper and AJ Ellingson for also being present during these sessions. They have done great work in providing a welcoming atmosphere for our new DCG employees!

Technology Board Report - August 2025

Director of Technology – Steven Hopper

Back to School is in full swing for our Tech Department. As you can see, our HelpDesk ticket volume has increased dramatically as staff begin to return to work. I'm incredibly grateful for my team who are managing to keep an average of less than 24 unresolved ("open") tickets/day.



Common reported problems have involved printing and password resets, both of which are expected this time of year. In addition, over the past month we've outfitted all of our new certified staff with their district-issued MacBook and swapped roughly 200 Chromebooks for our incoming 9th graders. This uptick typically continues into mid-September.

One other item of note for the board. The district has been approached by a vendor about the possibility of creating our own fiber internet connection between DCG High School and DCG Middle School. We accepted bids on this project as part of our E-Rate application three years ago, and the low bid came in at \$1.2 million. The vendor's new offer is \$285,000 due to the fact that they are working in the area as part of a network build-out for a private business. I've begun preliminary talks with Dr. Blum and CFO Wearmouth about the possibility of using PPEL dollars for this project, which would provide the opportunity for a backup internet connection across the district and significant savings on any new building projects between the two communities. Given the price tag, we would still need to open a public bidding window and the board would need to accept the proposal at a future board meeting. Thanks for keeping this on your radar.

As always, we appreciate the board's continued support for the DCG Technology Department.

Transportation Report



August 2025

Personnel

We added some excellent people to serve as school bus drivers over the summer to fill some open routes. We are fully staffed with enough substitute drivers to cover the trips and to cover drivers that need to take time off. I have said this before but I feel that group of school bus drivers is as good as it has ever been.

First Day of School

I believe we are on track to have a good first day of school. We are still tweaking our rosters; routes; and schedules due to changes but for the most part we are ready to roll. Our expectation is that we have a smooth day, we help kids as needed, make it as stress-free as possible for students, parents and staff. We won't be perfect but we will take care of kids. Day two will be better, and by Day 3 things will be running smoothly. We will adjust as needed and

Technology

We will have maximized the capabilities of the software that we are using. The next step forward to take related to technology is to add tablets to our school buses. I will be exploring this idea and do another cost benefit analysis to review with Blum later this school year.

Fleet Management

Next month, I will have a recommendation to order a new school bus to be delivered next year and to sell a school bus. We are always on the lookout for used school buses that match our specifications but they are far and few between.

Thanks for your support!

Jeff Wolfe, Transportation Director

Operations Department**Shatava/Donahue****August 2025**

The first 8 weeks with a new look to operations have been a whirlwind of activity. We will provide a recap of this summer's events and outline the projects and systems we plan to improve.

Summer Project List:

Starting on June 9th, we, the directors in the Operations department, compiled a master list of projects that had already been approved, as well as those we needed to move forward and complete within our construction window this summer. We created our list and met with building administrators to see what they had on their list. Since June 9th, we have completed almost every item on our list. As we sit down to write this on the 20th, we have some new developments and a few small items to complete. As a few highlights, we did a lot of concrete work across the district, we made some significant improvements to the High School front curb, we updated and improved the concrete on the West side of DCE, we fixed some minor issues at Oakview, and made some needed improvements to the concrete around South Prairie. Our department collaborated with the Activities department to develop a solution to enhance the appearance of our stadium's bleachers. We had old boards that were falling and needed replacement.

We collaborated to install a metal structure that will be designed in the future, enhancing the overall appearance of our stadium. The grounds crew did a great job this summer of trimming and removing trees at most of our building locations. This enhances our ability to mow around the buildings and improves the appearance of our facilities. We repurposed the rock we had to remove from the DCE roof to help improve the landscaping beds at our buildings. We had access to the rock, so we incorporated it into the planter beds and landscaping around the building to freshen up those areas. We collaborated with the Student Service department and building administrators to bring our seclusion rooms into compliance and ensure each building had the necessary resources for these spaces. We also undertook some smaller projects to enhance the functionality of several of our buildings. Another significant project involved converting the floor on the west side of the High School from a waxed surface to a polished one. This was a big ask of this staff, and they took on that challenge and did a great job. All summer long, we were impressed with the work our custodial staff did to clean our facilities deep and get them ready for a new year. Over 8 weeks, we are very proud of the work our department was able to achieve, ensuring our regularly scheduled items get done, but also completing a plethora of other projects to help improve our facilities.

Equipment Breakdown Insurance (REMI)-

In June, the board approved a \$ 1.7 million policy to utilize REMI as our Equipment breakdown insurance for the year. Since the start of this agreement on July 1st, as a department we have been working with REMI and with our Business department to create a protocol to ensure we are maximizing our policy. Since July 1st, we have entered 11 claims on the wall-to-wall side of things and 2 in-house HVAC repairs for a total of \$10,539. These claims have included work to repair mowers, trimmers, extractors, scrubbers, a water tower, and a heat pump. As we work through this process, we are becoming more efficient and effective in how we enter claims, process them on our end, and track the funding. Michelle and her team have been great to work with as we navigate a new system and learn the process. Currently, we have a minimal number of wall-to-wall issues, but we are confident that we will continue to claim repairs on REMI and streamline our process. One of the most significant benefits to REMI is that since July 1, we have had a Baker Group Technician in our district almost every day. These technicians have gone through each one of our buildings and have performed Preventive Maintenance checks on all of our HVAC equipment. The cost of all of this preventative maintenance work has accrued to around \$125,000, which REMI covers. These technicians have also fixed multiple issues that they have found in our buildings. The total cost of this work is around \$65,000, which would be a corrective repair following the preventative maintenance checks. Our REMI policy has covered all of this. We are now in constant communication with Baker Group on what items need

to be fixed now, what can wait, and what pieces of equipment we need to look at replacing. As we continue to work with REMI and Baker Group, our department's goal is to ensure that our equipment is running efficiently. If not, we are making the best decision for the district to repair or replace it. As we look at total numbers, we are currently around \$ 200,539 that we have processed through REMI with Preventive Maintenance, Corrective HVAC Repair, and Wall-to-Wall repairs.

Dallas Center Elementary Roof Project-

This has been a challenging summer to put a roof on a building. This summer, we have worked with our roofing contractor to complete the DCE room as soon as possible. Our goal was to have it done before school starts, but due to the rain, we will not make it. We are at 80 percent completion.

Per our last meeting with the roofing contractors, we have a 10-day completion timeline from August 25th, dependent on weather. We will have the building set up to allow students, staff, and parents to enter and exit with minimal disruption. We have also worked with Building Administrators to let them know the day-to-day impact the remaining work will have on the building. We have appreciated the flexibility of the DCE staff as we work to get this roofing project completed.

Custodial Department-

As we write this board report, we are excited to announce that we are fully staffed as a custodial department. In the last 8 weeks, we have hired five new staff members to fully staff all of our buildings. According to one of our custodians, this is the first time in her career she can remember this happening. With a whole staff, we now look to how effective and efficient we can be as a staff. This group achieved a lot of great work this summer, and now we need to build on this momentum in the school year. We should continue to take care of our facilities and be proactive in identifying ways this group can improve the learning environment at DCG.

Asset Essentials-

As we look at our department, one area we have pushed and what we want to use to improve our effectiveness is Asset Essentials. Asset Essentials is a work order platform that will allow us to track any work order that is needed in our district. We have challenged our Head Custodians and their staff to ensure that all staff members report any concerns in a room or area as an Asset Essential. We have asked our building administrators to talk with their staff to use Asset Essentials to track work orders. The goal is to utilize this work order system to track the time our custodial and maintenance staff spend on various tasks, enabling us to assess how resources are allocated across the district. Staff have taken to this and have done a good job of starting to use this. We are excited to review the data that this platform will collect for us. This will allow us to make more data-informed decisions on what our department needs to be doing.

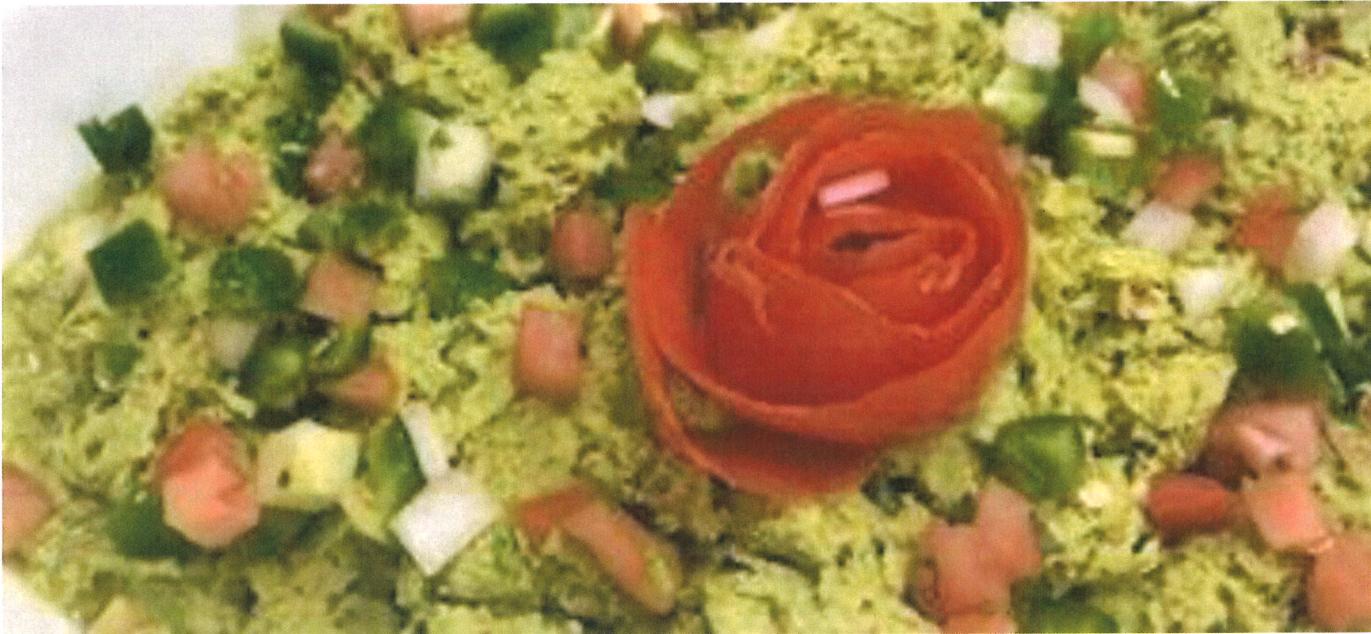
Goals moving forward-

As a department, we want to make sure that we are doing what we can to improve the Learning environment for all our students, staff, and community. We aim to establish consistency across the district in our building cleaning chemicals and processes for Assett Essentials, REMI, and other repair work. Our goal is to maintain a fully staffed department by retaining our quality employees. As a department, we recognize that we have work to do to improve our consistency, communication, and processes. We have accomplished a great deal and will continue to do good work. We have had excellent communication and partnerships with other district departments to ensure we can provide the best support for DCG. We are excited for where our department can go and are proud to be a part of this process.



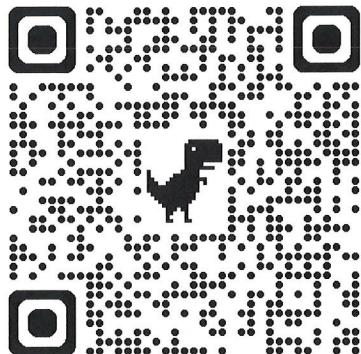
Dallas Center-Grimes Food Services Newsletter

August 2025



Welcome Back!

Catering is back in full swing! We look forward to welcoming back students soon and serving up delicious and nutritious food. If you are curious about menu options, make sure you check out Nutrislice.



Check out
what's on the
menu!

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Get Ready to Dip'n to Flavor!

This fall, students can dive into bold new tastes with *Dip'n to Flavor!*—a limited-time cafeteria promotion inspired by trending TikTok flavors. Featuring craveable, student-approved dips like Honey Buffalo, Korean BBQ, Chimichurri Ranch, and Sriracha Honey Mustard, it's all about dip'n, snack'n, and lov'n!

chartwells
serving up happy & healthy

We are excited to welcome JD Shrock to the DCG community as our new marketing intern. He is excited to bring his creativity to life in the cafeteria and fostering the best environment for the students. He graduated from The University of Findlay in Ohio and is enjoying getting to know the area.



FUN DAYS!

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Be on the look out each month for the fun days we are able to offer. We are excited to make eating fun through out the school year!

FUN DAYS THIS MONTH:

Chef appreciation week
September 7th – 13th



Pizza Day September 5th

**CHEESE
PIZZA
DAY**



Celebrate Chocolate Milk Day
September 26th

