



November PRIDE



District Office

Ongoing School Improvement Efforts (Part 1)

By Matt Berninghaus, Superintendent

As the Center Point-Urbana School District moves forward with continuous school improvement efforts related to student and staff learning, leadership is committed to supporting, strengthening, and enhancing staffs' effort for all things teaching and learning. This includes enhancing our collaborative structures, as collaboration is the engine that will lead to high levels of learning for all students. Specifically, the implementation of the PLC process is the framework that will allow us to enhance these collaborative structures.

What is a PLC?

A Professional Learning Community is an ongoing process in which educators work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for the students they serve. More simply stated, the PLC process is a never-ending process in which educators commit to working together to ensure high levels of learning for every student.

A Focus on Learning

The essence of a learning community is a focus on, and a commitment to, the learning of each and every student. When a school district functions as a PLC, educators within the organization embrace high levels of learning for ALL students as both the reason the organization exists and the central responsibility of those who work in it. In order to achieve this purpose, the members of a PLC produce and are guided by a clear and compelling vision of what the organization must become in order to help ALL students learn. They make collective commitments describing what each member will do to create such an organization, and they use results-oriented goals to evaluate their progress. Members work together to clarify exactly what each student must learn, monitor each student's learning on a timely basis, provide interventions that ensure students receive additional time and support for learning when they struggle, and extend and enrich learning when students have already mastered the intended outcomes.

Next month I will focus on the 3 Big Ideas of the PLC and how it will positively impact the district.

They're Back!..... Department KPI's!

By Mr. John W. Elkin, Assistant Superintendent

One of my major roles as Assistant Superintendent is to oversee, coordinate, and facilitate leadership of the district's departments in collaboration with each director. The five major CPU Departments are:

1. Activities
2. Food Service
3. Maintenance/Custodial
4. School Improvement & Special Services

5. Transportation

Beginning last 21-22 school year, I led and worked with all of the Department Directors to create and implement Key Performance Indicators (KPIs); this included the development of concrete goals and one (1) major KPI to guide the work they do as it relates to serving students, staff, and families. The purpose of having KPI's revolves around the continuous cycle of improvement and to both demonstrate and highlight that all district staff, systems, and structures either directly or indirectly impact students and their learning. Data for these KPI's were collected monthly and reported out quarterly to both the School Board and all CPU staff. As well, at the end of the year (in July), I presented the 21-22 KPI report to the School Board/Public; this is also something that I will do annually.

Now, if you're wondering how each department impacts student learning, please consider the "Domino Effect" of: "What If..." buses are late... students are hungry... buildings are too hot/cold... and there were no activities for students to engage/be involved in? Yes!... departments certainly do impact learning for students!

The 2022-23 goals for each department (aside from the School Improvement & Special Services Department as those goals are incorporated into both the District and Building goals) along with their KPI and corresponding quarterly data are:

Activities

The goal of the 7-12 Activities Department is to sponsor safe events that entertain, inspire, and energize participants with the main KPI of having 80% of all students annually participate in at least one (1) school-sponsored activity.

- **MS Fall: 77%**
- **HS Fall: 54%**

Food Service

The goal of the Food Service Department is to provide palatable and nutritious meals with a KPI of measuring the number of lunches/students served--with the discontinuation of Free Meal program--to remain steady or improve throughout the year after establishing a baseline through November.

- **Weekly Avg. Breakfast/Lunches Served: 953**

Maintenance/Custodial

The goal of the Maintenance/Custodial Departments is to provide both repair and cleaning service with the main KPI to have a 95% success rate for Ticket Request response time of 1-5 days as based on priority and supply availability.

- **1-5 Days Response Time: 89%**

Transportation

The goal of the Transportation Department is to provide safe and consistent transportation with the main KPI to have a 3-5 minute window for pick-up & drop-offs. Note the District transports approximately 1,339 students (AM/PM) for a total of 479 stops.

- **Pick-up/Drop-Off Average: 91%**

I would personally like to thank and recognize all of the Directors and their staff members for their diligent and hard work to make CPU CSD a great place for students, staff, and families especially when considering the scope of safely transporting, feeding, sheltering, and engaging/involving students while they are in school.

Transportation Department

Bus Safety

By Stacy Conway

National Bus Safety week was October 17-21. School buses are the safest way for students to travel. According to the National Highway Traffic Safety Administration, students are 70 times more likely to get to school safely when taking a school bus instead of traveling by car. Please review these bus safety tips with your students.

Around the Bus:

- Cross in front of the bus – at least 10 feet (or five giant steps) – and make eye contact with the driver before crossing
- Never walk behind the bus
- If you drop something near the bus, do not pick it up; tell the bus driver instead

Behavior on the Bus:

- Stay in your assigned seat
- Stay seated while the bus is moving
- Keep arms and feet to yourself
- Keep aisles clear of books and bags
- Use an inside voice
- No eating
- No picture/video taking

Bus Leave Times:

	Primary	Intermediate
Normal BusTime	8:00 AM	8:03 AM
2 Hour Delay	10:00 AM	10:03 AM
Wednesday	10:00 AM	10:03 AM

Food Service Department

What's New in the Lunch Room?

By Brenda Wyse

- November [menu link](#)
- Got questions, comments, or concerns about menus or student dining accounts? Want to set up a block or a dollar limit on your student's lunch account? Contact me at bwyse@cpuschools.org.
- Lunch alternatives are available at the High School and Middle School. At the Middle School, your student can opt for a peanut butter and jelly uncrustable or a yogurt, fruit, and granola parfait. At the High School, the alternative main options include a peanut butter and jelly uncrustable, yogurt/fruit/yogurt parfait, chef salad, or a deli wrap sandwich. These can replace the menu main entree without added cost to the set meal price. These items are also available at a la carte prices.
- Together with the PTO, our department is looking forward to preparing some Thanksgiving feasts for the primary and intermediate students and their guests.
- Locally grown Iowa food now being served! We are partnering with Field to Family, a food hub in the Local Food for Schools Program. Today we got cucumbers, cherry tomatoes, and 4 large crates of Crimson Crisp apples! Healthy food and supporting local growers - everybody wins!
- Having trouble putting money into your student's lunch account? Click here for help [Lunch deposit help](#)

High School

Honoring our Veterans

By Cathy Fisher

Friday, November 11th, at 9 a.m. CPU Nation will be honoring our veterans with an assembly in the high school gymnasium. If you are a veteran or first responder, please RSVP by November 5th by calling Cathy Fisher at 319-849-1102 ext. 9-1100 or email her at cfisher@cpuschools.org. Thank you for your service!

WOOHOO! CROSS COUNTRY: Congratulations to the girls cross country team on finishing up your outstanding season Saturday at the state meet in Fort Dodge. The girls competed against the best teams in the state and finished 10th overall. Special congratulations to Emma Wilkerson who placed 14th overall and was a state medalist. It was a fantastic season, ladies. We are so proud of you all.



STATE CHAMPIONS: Your 2022 CPU Competition team had their most successful State ever this year!! **THIRD PLACE** for your ‘Nado Dogs stunt group! **SECOND PLACE** for your coed cheer/dance team! And **STATE CHAMPS** for your Thunder coed stunt group!!! All three teams bringing home hardware!! CPU proud!!! Congratulations to the Cheer Teams! Your assembly this a.m. was well deserved. **WOOHOO!**



CPU Teacher Honored as Iowa High School

Physical Education Teacher of the Year:

Michael Halac, a teacher at Center Point-Urbana High School, was recently named the Iowa High School Physical Education Teacher of the Year by SHAPE Iowa. The award, which was announced October 26th, recognizes outstanding teaching performance and the ability to motivate today's youth to participate in a lifetime of physical activity. As a state winner, Mr. Halac is now eligible to apply for SHAPE America's Central District High School Physical Education Teacher of the Year Award. "Thank you! Feeling honored that I'm able to represent

our school district and community." says Michael Halac, Physical Education Teacher at CPU High School. "A big thank you to Shape Iowa and CPU Schools for allowing me to continue to grow our program." Mr. Halac has taught physical education at CPU High for 9 years. He has brought many new styles of physical education to our school. Our students have benefited from the different class choices. "Everyone can move - and there are many different ways to get your activity in each day," says Mr. Halac. A native of Chicago, Illinois, Mr. Halac earned a bachelor's degree from Cornell College and a graduate degree from Lamar University and University of Central Missouri. Way to go, Mr. Halac! We loved our day as 'dress like a PE teacher' in your honor!



What's Up at CPU Nation....

- Freshmen signed up and attended a career fair in Cedar Rapids on Wednesday, October 26th. We had forty three (43) participate in their future endeavors with counselors Mr. Topliff and Mrs. Strenger.
- Mr. Spicher's classes attend a Career Discovery Tour to New Leader Manufacturing on Thursday, October 13, 9:45am to 12:00pm. The tour is organized through Workplace Learning Connections.
- Service Learning class just finished 9 weeks of amazing volunteering under the direction of Mr. Burke. Thanks for helping the district and communities out! They were awesome!
- Quarter 2 has begun (October 27th)! The first nine weeks are in the books...on to better things to come!
- 2022 Yearbooks have arrived! Students received them in homerooms. If you ordered one and have picked it up, contact Shayla Stacey at [sstacey@cpuschools.org](mailto:ssstacey@cpuschools.org) or Cathy Fisher at cfisher@cpuschools.org.
- Student Body Compliment: Union Community School District's Superintendent, John Howard sent an email to Mr. Libolt and Mr. Kriegel commending our student body before, during and after the last girls volleyball game. They were respectful and acted in a positive manner. In his words, "Your student body during the game was phenomenal! It has been a long time since I have seen such enthusiasm and appropriate actions and passion by teens at a contest. When the match was over, I had multiple students tell me specifically or others with earshot... 'Good luck at State'. I was so proud of all of them." We are proud of them, too. What a compliment and to quote Mr. Howard again..."Yes, Union won the match but CPU students were 'winners'!" LOVE OUR CPU NATION!

Middle School

Did You Know . . .

Our MS students are not only learning essential standards, but many of our students are extending their learning during WIN A and WIN B with extension courses.

These have included:

- Scrambled Eggs? (Science)
- Graphic Novel Workshop (ELA)
- Architectural Design I (Math)
- Sports Franchise (Math)
- Did you know History Podcast (Social Studies)
- Novel Study- Touching Spirit Bear (ELA)
- Mars Mission (Science)
- The Great Desert Island (Science)
- Rise & Fall of the Titanic (ELA)

Students of the Month for September

These students were honored for being Caring, Positive, and Upstanding Citizens!



Parent Teacher Conferences

Thank you to all that attended. We had a great turnout as 81% of our families came to conferences.

As a proud Leader in Me building, we wanted to share some of our reasons for having Student-Led Conferences this fall. As always, we are trying to increase communication with parents, provide leadership opportunities for all students, and make sure parents feel a part of their child's educational journey.

Three points of the article reinforced why Student-Led Conferences are part of [The Leader in Me](#) and have been since the beginning.

First, although students know the most about what they learn, how they learn, and the amount of effort they put forth, they have historically been excluded from conferences. Student-Led Conferences give students, families, and teachers the perfect opportunity to have a purposeful conversation about learning.

Second, the article addresses the importance of preparing students for the conferences so they have information to share. In [Leader in Me Schools](#), Leadership Notebooks are used as the cornerstone of the Student-Led Conference, and students can report on their progress (or lack thereof) on [academic or personal goals](#), scores, grades, or assignments, based on data they have collected throughout the year.

Third, the article mentions that one benefit of Student-Led Conferences is that students practice organization and communication skills. Selecting work samples and preparing Leadership Notebooks prior to conferences takes time, practice, and skill. Students hone their communication skills when they role-play conferences, anticipate questions, prepare answers, and conduct the conferences.

Engaging students in the educational process is an integral piece of student leadership and development. After all, the ultimate leadership role for students in a Leader in Me School is to be the [leader of their own learning](#).

For those of you that filled out the feedback survey on fall PTCs:

Thank you for taking the time to give us feedback on our fall student-led conferences. We want you to know that we are looking into how we can make changes to our spring conferences that balance the benefits of student-led conferences with parents' desire for more time with teachers. Again, thank you for your time! - CPU Middle School Parent-Teacher Conferences Action Team

Intermediate

Parent Teacher Conferences

The Center Point-Urbana Parent Teacher Conferences took place Thursday, September 29th and Monday, October 3rd. 291 of 304 (96%) conferences took place. Teachers always do a wonderful job adjusting schedules to meet with parents/guardians before or after school, by telephone or Skype or whatever method possible in an attempt to reach all families. The district is very fortunate to have very involved parents who are partners in the education of their children.

There was a survey that went out to families shortly after conferences were completed. There were 61 responses to the survey from families who have intermediate students. This feedback has been shared with all of the teaching staff at the intermediate building. The teachers have looked at the data and are generating ideas of any ways that communication, format or learning information can be improved. Since the feedback was mostly positive, much of what has been happening will stay the same. There were some great ideas that could be used to tweak conferences in the future and make them even better. Thank you to everyone who provided the input to help with the continuous improvement of what is being done.

Thanksgiving Feast

The PTO is sponsoring the first ever Intermediate Thanksgiving FEAST will take place Tuesday, November 15th in the Intermediate building. Each child will be able to invite one special guest to have lunch with them. The lunch menu and schedule have been adjusted to make this a special time for the child and the adult. The adjusted lunch schedule is listed below. Please see the PTO section below for more information about this special event.

- 10:55-11:25 3rd Grade - Mr. Alger and Mrs. Elkin
- 11:05-11:35 3rd Grade - Miss Koenen, Miss Slusher and Mrs. Umbdenstock
- 11:35-12:05 4th Grade - Mr. Salow and Mr. Bean
- 11:45-12:15 4th Grade - Miss Kipling, Mr. Meggitt and Mrs. Maloney/Mrs. Vincent
- 12:15-12:45 5th Grade - Mr. Verge and Miss Cadien
- 12:25-12:55 5th Grade - Mrs. Wachendorf, Mrs. Kress and Mrs. Bearbower

Howling at the Moon

A tradition at the Intermediate School the past few years has been to have a Howl at the Moon contest. Each of the 15 classrooms holds a contest within their classroom to narrow down the contestants who will appear on the stage. The first phase of this contest puts five contestants at each grade level competing against each other for a chance at the grand prize. Once the winner at each grade level is announced, the three grade level winners compete against each other. The champion howler is selected by a team of celebrity (teacher) judges. There is a lot of excitement in the gym as the children cheer for the contestants.



Primary

2022 November CPU Primary P.R.I.D.E Article

CPU Primary Collective Commitment

- We will aid in building and sustaining a positive culture in our building.
- We will work collaboratively with one another to provide students instruction that is responsive to their unique needs.
- We will be inclusive of all students, families, and staff.
- We will set high expectations for all learners and use data to make instructional decisions.

The month of November at our Primary building brings new and exciting opportunities for students and families. We have been working with our Parent Teacher Organization (PTO) to organize the first ever Thanksgiving Dinner. We will have our food service busy at work in making a wonderful feast. Our students will be working on decorations for the tables, and many of our staff members will be helping with other logistics of making it all happen. This dinner will allow for students to invite one guest to lunch, if they so choose. We look forward to making new memories with our students, staff, and families.

The Primary building will also host weather persons from a local news station to learn about weather! Students will have the opportunity to hear about how meteorologists determine weather, how we should respond to weather, and how we can prepare for the weather ahead.

Overall, our students have been doing a fantastic job of being kind to one another, being thankful for one another, and have been seen practicing being caring, positive, respectful, and responsible primary citizens.

2022 October PTO Event and Strategic Update

By Heidi Goettsch, PTO President

We've been busy at work partnering with the school, the district and the community to pull together events and work on the strategic priorities for the PTO. In our survey at the beginning of August, many parents and teachers expressed several main areas of interest (technology, SEL education and field trips) with a focal point being the Primary and Intermediate playgrounds. In addition to the events you see below, we've been working hard to bring people together and get clarity around the possibilities and grant opportunities for these items moving forward. Stay tuned for more to come!

Donuts with Dad: Our Annual "Donuts with Dad" events were held at both the Primary and Intermediate schools during the month of October. Over 1,000 students and adults were served between the two buildings. We enjoy this time for students to bring an important male role model (dad, grandpa, teacher, mentor) to join them and create special memories together.

Trick or Treat: Fun was had at our Annual Trick or Treat event on October 29th, particularly for our primary students. Over 200 people enjoyed a fun haunted classroom (compliments of a group of Freshman students), games and prizes all while seeing their favorite teachers dressed up and having fun. Thank you to all who continue to make this event a success!

Art to Remember: This unique opportunity allows families to purchase keepsake products of your child's art. They are great gifts for the coming holiday season. There are over 60 products and many are less than \$15. All proceeds from this will go towards our PTO fund to support our Primary playground fund and other endeavors this year. Click on the link and enter your child's name or code from the flyer that was sent home.

Primary: <https://arttoremember.com/school/G88UBE>

Intermediate: <https://arttoremember.com/school/E3V6B8>

Thanksgiving Feast: NEW this year is a Thanksgiving Feast that will be held at the Intermediate and Primary buildings on November 15 and 17, respectively. Each student at those buildings is able to invite one guest to join them for a traditional Thanksgiving Feast over the lunch hour. With the help of many volunteers, high school helpers and our amazing staff, this will be a very fun event for all involved. RSVP [here](#). Sign up to volunteer [here](#).

To keep apprised of all things happening PTO, like our Facebook page @cpupto. Our 2023 calendar of events will be coming out soon and will be posted there.

Official Shortage Impacted by Fan Behavior

By Scott Kriegel, Activities Director

A recent article was released in a joint effort by the Iowa High School Athletic Association, the Iowa Girls High School Athletic Union, and the National Federation of State High School Associations to address the growing concern of behavior towards officials.

The article discusses how yelling, harassment, disrespect, and even physical assault directed at high school officials during and after games and on social media platforms is out of hand. The behavior is unacceptable and embarrassing, and is having serious consequences on the future of high school athletics.

We are experiencing a critical shortage of high school officials and the number one reason can be attributed to the behavior of fans, parents, and coaches towards officials. Recent surveys indicate the following statistics:

- 55% of officials say verbal abuse from fans, parents and coaches is the #1 reason they quit.
- 59% don't feel respected.
- 57% think sportsmanship is getting worse.
- 84% feel officials are treated unfairly by spectators.
- 46% have felt unsafe or feared for their safety due to spectator, coach, administrator, or player behavior.

The consequences are clear. Games, competitions, and opportunities for students and children across the state and locally here in Eastern Iowa are being canceled due to the lack of officials. This will continue to worsen unless collective action is taken. The majority of fans are positive, and we call on them to address, rather than ignore, the negative behavior of those around them. Encouraging those around us to remain respectful is a must.

The bottom line is this, all of us need to turn our focus toward supporting the student-athletes who are participating and away from criticizing the officials. You can help by being a positive role model at our athletic events. Additionally, if you think you have what it takes to be a licensed official, you can sign up and start the process of becoming an official at <https://www.iahsaa.org/officials/become-one/>, or reach out personally to me at skriegel@cpuschools.org and help fill an urgent need here in Iowa.

Stormcast Winter Schedule 22-23

By Brent Winterhof

The Stormcast will broadcast all home events. The lower level basketball games will be broadcast with video only. Most of those game times will start at 4:30. The broadcasts are on the CPU Activities YouTube site. We will share on Twitter and Facebook start times each day we broadcast.

Use the [Stormcast Website](#) to follow the schedule, use the link for broadcasts, and look at archived broadcasts!

Saturday, Nov 26, 2022	Girls	8:30PM	Benton
Tuesday, Nov 29, 2022	Girls	7:15PM	West Delaware
Thursday, Dec 1, 2022	Boys	7:15PM	Xavier
Saturday, Dec 3, 2022	Girl/Boy DH	3:30PM	Decorah
Monday, Dec 5, 2022	Wrestling:	4:30PM	JV Tournament
Tuesday, Dec 6, 2022	Wrestling:	6:00PM	Varsity Double Dual
Friday, Dec 9, 2022	Boys	7:15PM	Solon
Monday, Dec 12, 2022		7:00PM	High School Band and Choir Concert
Tuesday, Dec 13, 2022	Girls	7:15PM	Independence
Thursday, Dec 15, 2022	Wrestling:	6:00PM	Girls Dual
Friday, Dec 16, 2022	Girls	7:15PM	South Tama
Tuesday, Dec 20, 2022	Boys	7:15PM	Williamsburg
Tuesday, Jan 3, 2023	Girl/Boy DH	6:00PM	Waverly-Shell Rock
Friday, Jan 6, 2023	Girl/Boy DH	6:30PM	Monticello
Tuesday, Jan 10, 2023	Girls	7:15PM	Marion
Friday, Jan 13, 2023	Girls	7:15PM	Clear Creek Amana
Tuesday, Jan 17, 2023	Boys	7:15PM	Benton Community
Friday, Jan 20, 2023	Girls	7:15PM	Vinton-Shellsburg
Tuesday, Jan 24, 2023	Boys	7:15PM	South Tama
Friday, Jan 27, 2023	Girls	7:15PM	Williamsburg
Tuesday, Jan 31, 2023	Boys	7:15PM	Clear Creek Amana
Tuesday, Feb 7, 2023	Boys	7:15PM	Vinton-Shellsburg
Friday, Feb 10, 2023	Boys	7:15PM	Mount Vernon
Saturday, Feb. 11, 2023		7:00 PM	Girls Regional Basketball
Monday, Feb. 20, 2023		7:00PM	Boys District Basketball

Use the link below to follow the Stormcast!

[Stormcast](#)

Sponsors for the Stormcast are: The Koppedryer Family, Center Point Foods, Discerning Wealth, Center Point Chiropractic, The Dennis Miller Family, Bishe's RV, Center Point Family Dentistry, Neighbor Insurance, Hiawatha Bank and Trust, Center Point Insurance, and the CPU All-Sports Booster Club.

Sports Boosters

Upcoming Activities

Amber Hoskins- Booster President

The Athletic Boosters have had a successful year thus far. With calendar sales, the booster kickoff and the homecoming cookout we have raised over \$10,000. Part of those funds have helped purchase Dr. Dish for the basketball programs, new weight equipment, and also to purchase meals for all the away games for our athletes. We will be having a can drive on November 5th behind the middle school.

Please have your cans out at the curb by 7:30am for pick up or you can drop off anytime after 8:00. It is very helpful if you can make sure bottles are separate from cans. We have had a couple apparel orders with the next one being sometime in the spring. If you are interested in purchasing stadium chairs please reach out to Ryan Brincks. He has a preorder going right now.

January 6th will be a soup supper at the home girls/boys basketball game. Free will donation. Soup, sandwiches, drinks and desserts will be provided.

Information on the School Historical Website

By Brent Winterhof

Thank you to the Doug Arnold family for sharing videos from when he coached CPU boys basketball from 1998 to 2003. Some of the videos have been put on the CPU School Historical Website at cpunation.touchpros.com

This is a living site and will continually have information, videos, and pictures added to it. Please checkout some of the following!

Go to CPUNATION, then Athletics, Teams, choose the year, and then boys basketball. You can then watch the videos that you choose. One of the games that has been added from Coach Arnold's videos is the exciting double overtime district final against Tipton in 2000-2001!

You can also find all-conference members for this year by going to CPUNATION, then Athletics, Individual Honors, choose this year, and then you can click on the pictures and find out more about each student.

You can also use the search button. This is at the bottom of the front page and looks like a magnifying glass. Click on it and then add a last name. Everywhere that name appears will show.

We are also looking for the following information:

- ❖ A video of the 2015 boys state track 4 x 400 Relay that clinched the state championship
- ❖ Urbana Yearbooks 1961-62, 1958-59, 1956-57, 1955-56, 1953-54, 1950-51 and all years prior
- ❖ Any videos for volleyball from 2002 to 2012 or basketball videos from the 80's for Urbana or Center Point high schools

If you have any of the above, email touchpros@cpuschool.org and we will make arrangements to get the information from you!

EEO and Non-Discrimination Notice

EQUAL EDUCATIONAL OPPORTUNITY

The Center Point- Urbana School District offers career and technical programs in the following service areas:

- Architecture and Construction
- Science, Technology, Engineering, and Mathematics
- Transportation, Distribution and Logistics
- Business, Management, and Administration
- Health Science
- Human Services

It is the policy of the Center Point-Urbana School District not to discriminate in its educational programs and/or activities on the basis of age (except for permitting/prohibiting students to engage in certain activities), race, color, national origin, religion, sex, disability, sexual orientation, gender identity, or marital status, gender, socioeconomic status, or creed in accordance with state and federal laws, rules, and regulations. The District is committed to the policy that no otherwise qualified person will be excluded from educational programs or activities on the basis of age (except for permitting/prohibiting students to engage in certain activities), race, color, national origin, religion, sex, disability, sexual orientation, gender identity or marital status, gender, socioeconomic status, or creed. Further, the District and the Board affirm the right of all students and staff to be treated with respect and to be protected from intimidation, discrimination, physical harm and harassment.

The board requires all persons, agencies, vendors, contractors and other persons and organizations doing business with or performing services for the school district to subscribe to all applicable federal and state laws, executive orders, rules and regulations pertaining to contract compliance and equal opportunity.

The District has adopted grievance procedures for processing complaints of discrimination. If you have questions or a grievance related to sex discrimination pursuant to Title IX, please contact Assistant Superintendent, Title IX Coordinator, 202 West Main St, Urbana, Iowa, 319-849-1102, jelkin@cpuschools.org, or the U.S. Department of Education (attn. Assistant Secretary, Office for Civil Rights; 400 Maryland Avenue Southwest, Washington, DC 20202; 800-421-3481; OCR@ed.gov). If you have questions or a grievance related to any other provision of this policy, please contact Assistant Superintendent, 202 West Main St, Urbana, Iowa, 319-849-1102..

NOTICE OF NONDISCRIMINATION

It is the policy of the Center Point-Urbana Community School District not to discriminate on the basis of age (except for permitting/prohibiting students to engage in certain activities), race, color, national origin, religion, sex, disability, sexual orientation, gender identity or marital status (in programs), gender, socioeconomic status (in programs), creed, or genetic information (in employment) in admission or access to, or treatment in, its programs and activities, and in employment practices, pursuant to Title IX of the Education Amendments of 1972, Title VI and Title VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, and other applicable state and federal laws.

The District has adopted grievance procedures for processing complaints of discrimination. If you have questions or a grievance related to sex discrimination pursuant to Title IX, please contact Assistant Superintendent, Title IX Coordinator, 202 West Main St, Urbana, Iowa, 319-849-1102, jelkin@cpuschools.org, or the U.S. Department of Education (attn. Assistant Secretary, Office for Civil Rights; 400 Maryland Avenue Southwest, Washington, DC 20202; 800-421-3481; OCR@ed.gov). If you have questions or a grievance related to any other provision of this policy, please contact Assistant Superintendent, 202 West Main St, Urbana, Iowa, 319-849-1102.

About... THE PRIDE and CPU CSD Communications

Newly formatted for the 2022-23 school year, content for The PRIDE is written and submitted by district, building, and department leaders along with other key individuals/organizations. However, The PRIDE is now produced/designed/assembled by the CPU High School Publications Class led by Ms. Shayla Stacey who can be contacted at: [sstacey@cpuschools.org](mailto:ssstacey@cpuschools.org).

The Center Point-Urbana CSD implemented a Communications Plan for the 2022-23 School Year and the framework for that plan is outlined in the [District's Communications Handbook](#) with the following teams:



Center Point-Urbana CSD Communications Team

District		
<i>District-level includes information for all stakeholders including school delays, closures, and crises/crucial events</i>		
Matt Berninghaus <i>Superintendent</i>	John Elkin <i>Assistant Superintendent</i>	Julie Klawiter <i>Registrar</i>
<ul style="list-style-type: none"> District voice for CPU's vision, mission and core values to stakeholders. Serves as spokesperson for media. Communicates district-wide information to the School Board, staff, and community. Makes decisions about weather-related delays and cancellations. 	<ul style="list-style-type: none"> Serves as the District's Communications Coordinator. Updates social media for District-level announcements. Oversees and updates District-related webpages Infinite Campus Coordinator for the District 	<ul style="list-style-type: none"> Sends out weekly District Updates. Updates social media for District-level announcements. Updates District-related webpages Oversees Infinite Campus for District-level responsibilities.

Schools			
<i>Building-level includes information for families as related to programs and services.</i>			
Rob Libolt <i>High School Principal</i>	KC Tupa <i>Middle School Principal</i>	Jon Hasleiet <i>Intermediate Principal</i>	Sarah Tobiason <i>Primary Principal</i>
<ul style="list-style-type: none"> Principal serves as spokesperson for the school's vision, mission and core values for stakeholders. Communicates important events, news, or information. Updates social media for significant events and topics. Handles school announcements. Updates Infinite Campus student/family directory information. Oversees and updates respective school webpages. 			
Teachers / Staff			
<ul style="list-style-type: none"> Communicates important news or information as related to students, learning, grades, behavior, and social emotional 			

Departments		
<i>Department-level includes information for families as related to programs and services.</i>		
Scott Kriegel* <i>7-12 Activities Director</i>	Brenda Wyse <i>Food Service Director</i>	Troy Burkhart <i>Transportation Director</i>
Logan Holtz & Will Engelbrecht <i>Director of Custodial Services & Director of Maintenance</i>		Melissa Hocking* <i>Director of School Improvement & Special Services</i>
<ul style="list-style-type: none"> Communicates important events, news, or information. Updates social media for significant events and topics. Oversees department's webpages and communicates changes to be made to the Assistant Superintendent 		
<p>* Responsible for updating respective Department webpages</p>		