

**Iowa Valley Community School District
November 2016
Enrollment**

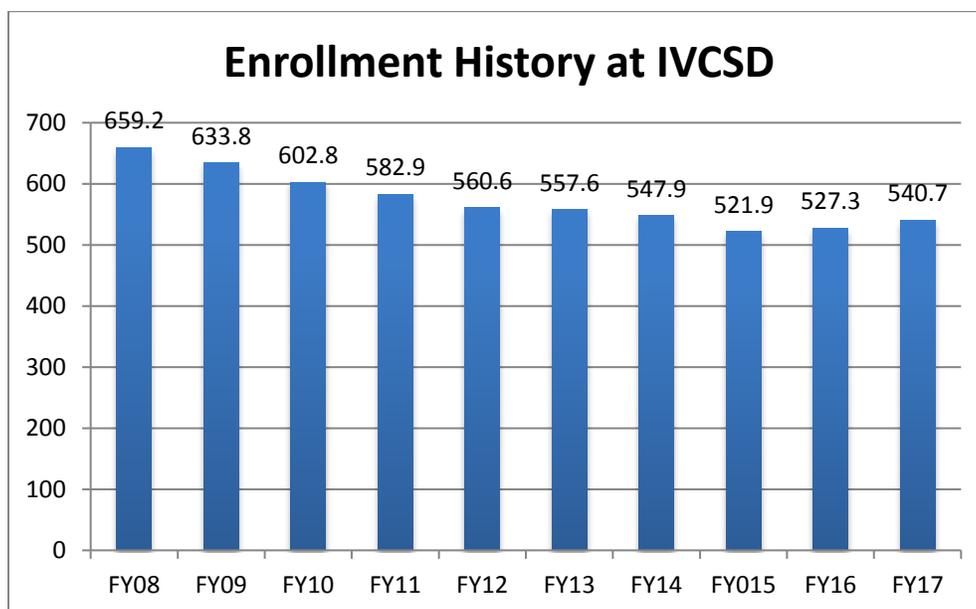


Donita Joens, IVCS D Superintendent

Enrollment History at Iowa Valley CSD

The General Fund is the most common fund and is “student driven,” meaning it relies on certified enrollment figures. Certified enrollment is determined each October of every school year. We are happy to share that our certified enrollment count is up by 13.40 students from last year at a tentative count of 540.70.

Found below is a table over the past ten years with certified enrollment figures for our district.



We are very proud of our school district, the programs it offers for our students, the hardworking staff and students, caring environment, strong community support, and great facilities. Let’s keep working diligently to make Iowa Valley CSD a leader in our state and a learning community where everyone works together for the betterment of the students. Go Tigers!

Thanks, Goettsch Family Dentistry and Elite Sports

Goettsch Family Dentistry and Elite Sports were acknowledged as two of our CAKE (Community and Kids in Education) partners at the October 14 football game. These two CAKE partners are helping students in Mr. Cody Snitker, Mr. John Bowlin, Mr. Martin Wieck, and Mr. Jeremy Kriegel’s classrooms develop skills in finance, health issues, technology, civic duty, and employability skills. They expose

students to a variety of professions, increase motivation to learn, and connect the “real world” with “real people.” Thanks for your making our district a better place for learning and for being one of our CAKE partners!



In-Service Work on Generational Diversity in the Workplace and How to Become Stronger

Dr. Lisa Wilson, from Grant Wood Area Educational Agency, presented an interesting program on how to create an environment where employees from multiple generations can work, grow professionally, continue to be productive workers, and enjoy going to work. There are challenges when mixing people who come from different generations together. Each generation is shaped by the influences they experienced growing up. This results in different approaches to the work environment and the world as a whole.

Here are the different generations:

- Traditionalists- born between 1925-1945 (age 71+), 55 million
They have experienced life during the depression years and WWII.
- Baby Boomers- born between 1946-1965 (ages 52-70), 76 million
Highlights were war protests, Love and Peace movement, strong work ethic, and consensus building.
- GenXers- born between 1965-1980 (ages 36-51), 51 million
The divorce rate rapidly changed during these years and there was a greater focus on work-life balance.
- Millennials- born between 1981-2001 (ages 15-35), 75 million
This is often referred to as the “Me” generation.

There are also groups called cuspers. Cuspers are people who stand in the gap between two of these generations and find themselves mixed in how they approach their views of the world. In addition to the year one is born, there are many factors that play a part in how one views the world such as number of siblings in the family, socioeconomic level, size of town/city one grows up in, cultural experiences, etc.

Because the majority of the workforce is made up of millennials, the focus of the in-service on October 17, was on how to create a workplace that appeals to millennials. Here were the seven take-aways from the in-service:

1. Create a collaborative and flexible workspace- comfy chairs, tables on wheels, exercise equipment, areas designated for nursing, coloring book areas to reduce stress, etc.
2. Provide technology and resources to do the work- laptops, rechargeable areas for phones, etc.
3. Provide opportunities for professional growth and learning- transparency and communication
4. Provide constant feedback and mentoring- programs to help retain employees and celebrations
5. Help them find purpose and a career path- leadership development workshops

6. Communicate their way- need to tell millennials to read the whole email if you want them to (don't assume they will do this), thank you's for service, use of font/characters for attention-seeking devices, social media, and few phone calls as millennials view these as an invasion of privacy
7. Make room for celebrations- cards, posters, banners

We may not agree with all or any of the suggestions listed above but this is where the millennials are coming from and what they are seeking in the workplace. Each generation has a passion for what it believes based on past experiences; differences should be celebrated rather than frowned upon.

Think of your worksite. Are you doing a good job of providing what our newest generation is seeking? Diversity is the "spice of life" and helps us gain new insights into problem solving, creating, and communicating with our global society. By working together, we all become stronger.