



108TH COMMENCEMENT OF ANKENY HIGH SCHOOL



SATURDAY, THE TWENTY-NINTH OF MAY, TWO THOUSAND TWENTY-ONE

Class of 2021

community) challenge) excellence) inspiration) leadership



ANKENY HIGH SCHOOL CLASS OF 2021

THE 108TH GRADUATING CLASS

CLASS MOTTO

"We're all in this together."

CLASS COLOR

Yellow

CLASS FLOWER

Yellow Gerbera Daisy

CLASS OFFICERS

President - Alexandra Brooks
Vice-President - Gabrielle Roorda
Secretary - Josephine Hyatt
Co-Communications - Miranda Hall and Alice Land

COMMENCEMENT PROGRAM

SATURDAY, MAY 29, 2021, 1:00 P.M.

HILTON COLISEUM, AMES, IOWA

Processional (please stand)	11-12 Concert Band <i>Pomp and Circumstance</i> - Elgar(recorded)
National Anthem.....	Ankeny High School Vocalists <i>The Star Spangled Banner</i> - Key(recorded)
Alma Mater.....	AHS Concert Choir <i>My Maroon and Gold</i> - Kelsey(recorded)
Welcome and Introduction	Dr. Al Azinger Interim Superintendent of Schools
Remarks on behalf of the Board of Education.....	Mr. Aaron Johnson President
Honoring the Senior Class and Introduction of Speakers.....	Mr. Peter Apple Ankeny High School Principal
Commencement Addresses	Noah Hackbart, Kaitlyn Richards, and Marcus Ugolini Class of 2021
Presentation of Class	Mr. Peter Apple, Principal Ms. Kelsie Goodman, Associate Principal Mr. Wade Grinhaus, Associate Principal
Presentation of Diplomas	Ankeny Board of Education
<i>Homeland</i>	AHS Concert Choir and 11-12 Concert Band arr. Z. Randall Stroope(recorded)
Recognition of the Class	Alexandra Brooks and Gabrielle Roorda Student Council
Recessional	11-12 Concert Band <i>Pomp and Circumstance</i> - Elgar(recorded)

Please remain in your seat during the recessional.

The senior class requests there be no whistling or shouting during the ceremony.

ANKENY HIGH SCHOOL GRADUATING CLASS OF 2021

Commencement Speakers



Noah Hackbart

is the son of Tim and Alma Hackbart. He has been active in many aspects of Ankeny High School including band, where he was a two year marching band commander, choir as a section leader, student council, drama, speech, and CORE. In addition to school activities, Noah is an active advocate for state issues as a central region member of the Iowa Youth Congress and volunteers in his community and church, having been on several mission trips. Noah also serves as a board member for HART (Harvesting for the Arts), a local nonprofit that serves students through arts scholarships. Noah is a 2018 triple threat nominee with the Iowa High School Musical Theatre Awards, a three-time member of the Iowa Allstate Chorus, a state finalist and member of the National Council on Youth Leadership, a drama and band letter recipient, 2020 recipient of the Choral Department's Director's Dedication Award, the Silver Cord Award, a 2020 Soaring Hawk Award, and recipient of the Ankeny School Foundation Scholarship. Noah will be attending the University of Northern Iowa in the fall to major in Political Communications.



Kaitlyn Richards

is the daughter of Michelle and Robert Richards. During her time at Ankeny High School, Kaitlyn participated in many activities. These activities include concert choir, the Sparkle Effect, Key Club, National Spanish Honor Society, Teens Against Human Trafficking, National Honor Society, the World Food Prize: Iowa Youth Institute, and volleyball. She even had leadership positions in three of these activities. From a young age, Kaitlyn knew that she loved all things related to helping others. With this, Kaitlyn is a recipient of both the Silver Cord Award for volunteering and the Red Cord Award for blood donations. She received an academic letter every year she was at AHS. Kaitlyn had a grade point average exceeding 4.0, which gave her the recognition of being a Principal's Scholar. She earned the Honors Distinction diploma as well as the Principal's Rigor Award. Kaitlyn plans to study environmental science at the University of Nebraska- Lincoln #GOBIGRED.



Marcus Ugolini

is the son of Steve and Kelly Ugolini. During his time at Ankeny High School, Marcus has been involved in a variety of activities including Concert Choir, Showchoir, the School Musical, and Speech. He also participated in Cross Country, Track, Soccer, Swim, and National Honor Society. Outside of school, Marcus has been involved with the American Lung Association's Fight for Air Climb, and OLIH Church. He has been awarded numerous awards, including 4 academic letters, 3 choral music letters, 2 Time All-state Iowa Honor Choir member, Homecoming King and was named in the top 10% of incoming freshmen to Belmont University. This fall Marcus will be attending Belmont University in Nashville, Tennessee to pursue a major in Commercial Music Performance with minors in Music Business and Finance. #YEEHAW

Graduating Class

Ethan David Accola
Seth Eli Acheampong
Jose Mario Aguilar
Evan Jennings Albaugh ■
Marisa Christine Alberico
Ameera Elizabeth Ali ■
Crew Gabriel Allan
Benjamin Michael Alleman
Emily Jean Allen ❖ ■ ❁
Ryan Thomas Allen
Katie Scarlett Ammerman
Jayden Douglas Andrews
Cynthia Renee Angran
Connor Nicholas Anselme
Faith Anne Armstrong
Bo Daniel Badger
Alayna Grace Bahe
Tristan John Bailey
Janie Lizabeth Ball
Grace Evelyn Barnes ❁
Ashleigh Anne Barrett
Chloe Ann Bartek
Olivia Rae Baskerville

Jase Allan Bauer
Alexander Lee Bautista
Brett Joseph Baxter
Ian Nicolas Beardsley
Jordan Leigh Beede
Taryn Layne Beenblossom
David John Belew
Duncan Alexander Bennett
William Thomas Bennett
Alysse Breanne Bentz
Angel Gabriel Berber
Josie Belle Bingham
Megan Claire Bosch
Corinne Elise Bovee ❖ ■
Cael Mason Boyd
Katelyn Rachelle Bradley
Evan Marshall Bradshaw
Gabrielle Fayette Brady
Brody Aaron Brecht
Sydney Kay Brenning
Josiah Ryan Brooks
Alexandra Rae Brooks
Lucy Jane Brooner ❖ ■ ❁

Emma Shea Brotherton
Caden Matthew Brown
Arland Richard Bruce IV
Kayla Paige Brummer ■
Julia Shirley Bryant
Brandon Lee Burkhardt
Kaitlynn Malesse Burrows
Marcus Jeffery Bush ❖
Essynce Joy Butler
Casandra Jewel Byrd ■
Tyler Thomas Campbell
Raylin Nicole Capdevila
Alexander Bradly Caraway
Nicholas Ray Caraway
Adelaide Marie Carlson
Marina Cheyenne Carter
Leah Margaret Cemper
Keaton McKenna Chapman
Brock James Chiodo
Morgan Darlene Christman
Rachael Ann Christmann ❖ ■
Morgan LaVon Clair
Michael Anthony Coady

Tyler Austen Coe
Tannim Joseph Coley
Gabrielle Caroline Collins
Kyrsten Marie Collins
Madalynn Marie Constable
Margaret Raye Cook
Mason Anne Corbett
Remel Adrian Cortez
Alexander Michael Cory
Cael Anthony Cox ❖■
Cooper Cael Cox
Madison Jean Craft
Logan Bradley Curtis
Daniel Arthur Dahlheimer
Ellie Brooke Dalton
Hunter Matthew Daub
Lori Helen Marie Dauterive
Nadia Caroline Davies
Carter John Davis
Mallory Nicole Day
Sophia Abigail Day
Samantha Leeann Dean
Cameron Isaiah Deberry
Dominic John Della Vedova
Tyler Scott Dennis
Daylen Leslie DeRaad
Logan DeVore
Skyler Alexus Dirksen
Allison Hope Dorfler ■
McKayla Elizabeth Doyle ■
Anthony Michael Drew
Carson Michael Ducar ■
Justin Kurtes Dullard
Emma Kathleen Dunlavey
Wyatt Francis Roy Eason ❖■
Zane Spencer Henry Eason ❖■
Savannah Erin Edwards
Brianna Marie Egenberger
Grace Lavinia Eness ■
Macey Nicole Enga
Brody Peter Enich
Jack Thomas Enright ❖
Jessica Sky-Marie Ethridge
Hope Madison Evans
Marissa Marie Faber
Noah Daniel Fankhauser
Ian Maxwell Ferree ❖■
Peter Robert Ferrell
Emily Susan Fetters
Macey Isabel Filling
Dominique Wesley Forrest
Abdulla Thaer Fouad
Nathan Alexander Fox
Trent Dohrn Frandson ■
Vanessa Serwaa Frimpong
Sarah Angela Froelich ❖■
Tyler Joseph Fromm
Weston James Fulk
Dominick Joseph Gall
Caden Anthony Gantenbein
Stormie Lyn Gantz
McGwire Michael Gardner
Alexander Robert Gates ❖■❖
Payton Layne Gatzlaff
Amy Sue Gaulke
William James Geren

Anja Alguire Gjullin
Samuel Donovan Glaub
Josalyn Nicole Gomez ❖
Orlando Gonzalez-Palacios ❖
Brenna Kaye Goodman
Kathleen Leigh Green
Marcus Philip Green
Lucy Winn Ha ■❖
Noah James Hackbart
Miranda Grace Hall
Mya Adrienne Hall
Avery Rose Hansen
Emma Christine Harris
Cael Alexander Harrison
Izabella Rae Wolfe Hartshorn
Ryan James Heller
Joshua Steven Helm
Tyler Christopher Hendrix
Kelsey Elaine Hensen
Ashley Marie Holly Hernandez
Cael Reece Hesseltine
Sydney Renae Heuton ■
Avery Benjamin Hickcox ❖
Devon Parker Hill
Dylan Hunter Hill
Chloe Isabel Hines
Hanlay Hmwwe
Ash Lurlin Murphy Hoelscher
Hannah Marie Hogan ■
Nathaniel Marcus Hohensee
Zane Jonathan Holmen
Emma Marie Hood
Samuel Allan Hough
Madison Rae Howard
Logan Marie Hughes
Mason Keith Humphrey
Josephine Hyatt
Harrison Avery Ingham
Kayleigh Ann Inman
Seair Olivea Dawn Jackman
Price James Jacobsen
Ashley Ivy James
Aubrey Ryann Johns
Abigail Lee Johnson ■
Alex Vo-Luu Johnson
Brenna Nicole Johnson ❖
Hunter Scot Johnson
Logan David Johnson ■
Olivia Alice Johnson
Rashawn Ladarius Johnson
William Paul Johnson
Zachary Joseph Josten ■
Angwey David Kang
Jeremiah Bounsouk Kara
Brooklyn Danielle Kelly
Anastasia Patricia Kennedy
Jacob Russell Kern
Addyson Rose Kiene
Kamaura Kim
Suho Kim
Kaitlyn Elizabeth King
Madalehn Rose Kingston
GraceAnn Elizabeth Kirschbaum
Marika Mabel Kisgen ❖■
Avery Thomas Knobloch
Kylie Elizabeth Knudten ❖■

Alex James Kolb
Madison Kristine Krapfl
Israel Kariuki Kyande
Alice Jane Land
Cole Allen Lansing
Jayden William Large
Alex Alan Larkins
Robert Anthony Lehmkuhl
Amanda Kay Lewis
Tyler Hugh Lewis ■
Kyle Thomas Lindgren
Hannah Sue Loftus ❖■
Reagan Scout Long
Kaylee Nicole Lucas
Nicholas Anthony Lucia
Kade Mathew Luick
Kaelan Alexander Lynch
Nallana Kiara Maddalozzo
Ryan Michael Madole
Ashley Elizabeth Magnuson
Cole Howard Maifeld
Lauren Marie Mains
Ron Ephathy Mamuya
Brecken Lane Manus
Ethan Michael Marik
Madeline Michele Marik
Ellie Kay Maschoff ■
Taryn Elizabeth Massey
Mytika Vanester Mayberry ❖
Lauren Marie McCarville ■
Madsyn Nicole McCormick ■
Shelby Marie McDonald
Erin Susan Lee McKenna
Lauren Marie McMahon ❖■
Reid Daniel McMartin
Tseday Elise McMurray
Bles Louis McNutt-Fox
Kristin Amanda Mein
Kevin Jeffrey Meissner
Maricruz Mendoza
Gerrit Alan Meyer
Megan Lurene Meyer
Megan Marie Meyer ❖■❖
Mikaela Eugenie Meyer ❖
Seth Ryan Mezera
Calvin Maxwell Miller
Justice Jarel Miller
Ashton Payne Miner
Emily Irene Mitchell
Destiny Marie Montgomery
Faith Ann Montgomery
Travis Michael Moritz
Brianna Kathryn Mulcahy ■
Madeleine Claire Murphy ❖❖
Abigail Hope Nagel
Mira Anh Narotam
Laney Michele Nash
Nicholas Alexander Nelson
Emmet Raymond Ness
Tatum Rae Newkirk ❖
Joseph Steven Newton
Bentor Tichot Pout Neyail
Alexandra Truth Noble ❖■
Abigail Faith Noel
Katelyn Ann Noel
Ruthaleene Marie Norgaard



Jacob Kennedy Norris
Abby Kristine North ■
Taylor Lee Northway
Olivia Claire Odson
Candice Lynn Osborn
Trinity Jade Ospina
Brooke Elise Ouellette ■
Justice Renee Ouverson
Gillian Ann Overturf
Madyson Nicole Padgett
Olivia Giovanna Padilla
Emma Marie Pagliai
Ella Jee Pahl
Bennet David Palkovic ■
Madison Marie Parker
Sophia Grace Parker ❖ ■
Matthew Joseph Parr
Joshua Earl Patterson ■
Olivia Louise Pauscher
Gage Lee Payton
Callie Noel Pershin
Natasha Nicole Pershin ❖
Anders Ewald Peterson ■
Brice Jason Peterson
Allyxandria Annette Phongsavanh ❖
Corben Keith Pilch ■
Grayden Dennis Pilcher
Kailey Lynn Plum
Jocelyn Lu Pocernich ■ ❖
Matthew Charles Poehlman
Cole David Pollock
Cole Thomas Pomrenke
Andrew Jacob Pooch ❖ ■
Grace Ann Porath
Tristan Adam Powell
Makenzie Elizabeth Marie Pugh
Caleb Lynn Rathjen
Dylan Cael Rauser
Kynedee Elizabeth Reha
Niall Robert Reid
Hailey Elaine Reimers
Abigail LeeAnn Reiter
Amber Lauren Reysack
Bailey Ann Rhoads
Jordan Hailey Richards
Kaitlyn Ashley Richards ■
Jocelyn Nicole Ridgway ■
Colin John Scott Riggs
Natalie Grace Rinehart
Amanda Ann Ritland ■
Morgan Taylor Ritland ❖
Christian Edward Rivera Snyder
Logan James Roberts
Tyler James Roberts
Tyler Dean Roghair ■
Ethan Carr Rognes ■ ❖
Evan Carr Rognes
Shelby Ann Romig ❖ ■
Gabrielle Regan Roorda

Madeline Rachel Roorda
Erendida Yesenia Rubio
Kolby Saenghoi
Kyle Michael Safley
Oscar Saldana
Cade Jeffrey Salyers
Claire Charlene Sammons
Boston Solomon Sanderson
McKenna Carolyn Scheib
Jared Daniel Schelker
Sophia Alyse Schoolen ■
Gracie Anne Schut ■
Clay Boen Schwanebeck
Alex Joseph Schwiete
Ella Kristine Scott
Julian Christopher Segovia
Zandyr Daniel Sesker
Devin Lee Shadravan
Elizabeth Rose Shanahan
Joshua James Shaw
William Dean Shipley
Landen Rilee Daniel Shively
Steven Michael Richard Shores
Athan James Sikyta
Olivia Anne Simanski
Wyatt Anthony Sipes
Hailey Marie Sisson
Olivia Connie Skow
Brody Edward Slattery
Carter Patrick Smith
Jacob Dean Smith
Joshua Thomas Smith
Kaylynne May Snow
Kade Crawford Somers
Megan Rihley Sommerfeld
Xander William Sowder
Maya Elizabeth St.Clair ❖ ■
Zachary John Steemken
Alayna Nicole Steim
Rehn Olivia Stjernberg
Nicole Ann Stratton
Matthew Steven Stueckradt
Brek Andrew Stukerjurgen
Haeley Noelle Subbert
Marcella Irene Swagler
Cameron Levi Swanson
Dylan Richard Taylor ❖
Emerson Grace Taylor ■
Nickson Omayio Steven Temu
Isabel Marie Tetmeyer
Mason Lee Thompson
Kaylee Kai Thong
Akira Wesley Thongsouk
Wuilfree Edoh Tossa-Kangni
Daria Elizabeth Toth
Joshua Robert Trier
Tessa Maeve Turek
Shania Joy Tuedt
Marcus James Ugolini ❖

Eva Moellring van de Mortel ■
Adeline Adrienne Van Essen
Nathaniel Philip Vanderah
Ross Michael VanWyk ■
Mackenzie Millie Vargason
Jiovanni Joel Vera
Samantha Perla Vera
Ellie Phylece Versteegh
Irie Elizabeth Vincent
Khanh Tonnu Vinh ❖
Andrew Thomas Volk
Fnu Wahab
Morgan Ann Waite
Jackson Slater Wald
Grant David Walderbach
Annabelle Carolann Walker
Corbin Joseph Bruce Walker
Jordan David Walter
Jordan Edward Ward
Cole Craig Watson
Jaci LeAnn Webb
Kole Allen Wehde
Matthew Riley Wells
Piper Quinn Wendling ■
Claire Regina Westphal ❖ ❖
Karson David Wetzel
Daniel Joseph White ■
Isaac John-Winfield Whittemore
Anthony Thomas Whitten
Morgan Lyn Wiebelhaus ■
Shelby Ann Wiederin
Mandy Elizabeth Wiedmier
Mason Dean Wiedmier
Brooklynn Ninfa Wright
Calyssa Madison Wright
Halle Rose Wulfekuhle
Jayden Lee-Marie Young
Finn Thomas Zain

❖ Denotes graduates in the top 5% of the class as determined by either weighted or unweighted grade point average (GPA).

■ Denotes graduates receiving an Honors Diploma who have completed all graduation requirements, have a weighted GPA of 3.67 or higher after 7 semesters, and have earned 12 or more honors points for various academic achievements.

❖ Denotes graduates who received the Seal of Biliteracy for demonstrating an advanced level of academic proficiency in two or more languages, one of which is English.

DISTRICT AND SCHOOL STAFF

Board of Education

Aaron Johnson, President*
 Amy Tagliareni, Vice President*
 Deshara Bohanna, Director*
 Katie Claeys, Director*
 Jim Ford, Director*
 Lori Lovstad, Director*
 Ryan Weldon, Director*

District Administration

Dr. Al Azinger, Superintendent*
 Dr. Darin Haack, Chief Operations Officer
 Dr. Jen Lindaman, Chief Academic Officer
 Jennifer Jamison, Chief Financial Officer
 Jessica Dirks, Chief HR Officer

AHS Faculty & Staff

Art

Guy Loraine
 David Zuck

Career & Technical Ed

Kim Adams
 Brook Baxter
 Lisa Benjamin
 Brian Lehman
 Mary Norstrud
 Mark Schmidt

English Language Learning

Angela Boyd

Counseling

Kelly Andrews
 Audrey Bell
 David Patterson
 Mici Vos

Instructional Coach

Scott Holt
 Elise Jessen
 Melissa Iloabachie
 Andrea Warner

Music

Adam Brown
 Joel Poppen
 Ben Walters
 Jennifer Williams

Language Arts

Mollie Jo Blahunka
 Jim Cowger
 Karin Cowger
 Alissa Hansen
 Justin Herrick
 Emina Kovacevic
 Kim Moyle
 Justin Schlicher
 Luke Schut
 Courtney Vercauteren

Mathematics

Michelle Bakker
 Joe Carey

AHS Administration

Peter Apple, Principal*
 Kelsie Goodman, Assoc. Principal*
 Wade Grinhaug, Assoc. Principal*
 Andy Umthun, Activities Dir.
 Lamont Muhammad, SBSS

Athena Clark
 Deborah Cote-Glander
 Seth Hagarty
 Steve VanGundy
 Yulisa Vazquez
 Lucy Wadle
 Caitlin Westcott

Teacher Librarian

Jennifer Wirtz

Modern Language

Jillian Anderson
 Rosana Brewer
 Heather Carlson
 Jing Gao
 Danielle Heefner
 Cindy Seley
 Angela Worley Petersen

Nurse

Rebekah Norgaard

Physical Education/ Health

Brandt Carlson
 Dru McAnelly
 Ashley McCoy
 Rick Nelson
 Dianne Rohrer

Science

Dana Ackerman
 Lori Bing
 Kristen Campbell-Blumhagen
 Rose Davila
 Quinn Groff
 Caleb Grulke
 Matthew Hanselman
 Taylor Hubbard
 Morgan Stapp
 Ashley Van Wyngarden
 Carol Walters

Social Studies

Patrick Asmussen
 Daniel Beeding
 Andrew Bouska
 Lisa Cook-Piccolo
 Nick Covington

Greg Lage
 Nick Nelson
 Kendra Richardson
 Ruth Speth

Special Services

Kevin Andrews
 Lisa Bielecki
 Tara Bogle
 Cindy Crouch
 Laura Grace
 Eric Griffith
 Adam Jessen
 Jami Jensen
 Melissa Johnson
 Amy Kaven
 Tami Kuhfal
 Angie Otis
 Rese Pearson
 Jamie Prantner
 Ben Pressley
 Arin Renaud
 Barbara Rohn
 Kaley Schreck
 Dennis Temple
 Jack Wignall
 Mallory Zielinski

Congratulations!

On behalf of the Ankeny Community School District, I would like to congratulate each member of the class of 2021. History will indicate this class has excelled in academics, activities, arts and athletics.

As you reflect upon your school experience, take with you a feeling of accomplishment. Use the lessons you have learned to face new challenges with confidence and determination, striving to make a difference in the world around you.

Congratulations on being a member of the 108th graduating class of Ankeny High School. You have made us very proud.

Dr. Al Azinger Interim Superintendent of Schools

Congratulations class of 2021. We started our journey together talking about how Ankeny High School's goal was to empower you to make changes in the world. As Nelson Mandela stated "Education is the most powerful weapon which you can use to change the world." You have used your education to change not only AHS but to effect change in the district and the community during the year when your voice was needed the most.

As you commence, take with you the confidence that comes with your success. Together, you have overcome obstacles and inspired change. I am humbled and honored to have been your principal.

Today, we celebrate you; congratulations class of 2021.

Best Wishes,

Mr. Peter Apple
Ankeny High School Principal

* Denotes members of the Board of Education, District and High School Administration/Staff on stage during commencement.

Embellishments to the Cap and Gown

Maroon and Gold Cords: Seniors wearing a combination of maroon and gold cords are ranked in the top 5% of their class by either weighted or unweighted GPA.

Gold Cords denote members of the National Honor Society. Students apply and are selected by a faculty committee on the basis of their academic record, involvement in community and school extracurricular activities, character and a written essay.

Silver Cords denote seniors recognized for outstanding community service through the Silver Cord program, completing a minimum of 120 hours of community service over a three-year period.

Medals: Seniors wearing medals have been recognized in one or more areas:

- **Principal's Academic Excellence Award:** Includes students who have achieved an "A" average, or a cumulative 3.676 to 3.99 grade point average on a weighted grade scale during the first seven semesters of high school.
- **Principal's Award for Scholarship:** Given to students who have achieved a cumulative grade point average of 4.0 or higher on a weighted grade scale during the first seven semesters of high school.
- **Principal's Rigor Award:** Given to students who have completed five or more AP courses while attending high school.
- **Honors Diploma:** Given to students who have completed all graduation requirements, have a weighted GPA of 3.67 or higher after seven semesters, and have earned 12 or more honors points.
- **Seal of Biliteracy Award:** Given in recognition of a student who has attained proficiency in two or more languages, one of which is English by high school graduation.
- **Soaring Hawk Award:** This honor is bestowed by high school faculty and staff members to students. This award is given each semester to students for a variety of reasons: improved grades, improved attitude, overcoming great obstacles, displaying the six pillars of good character, leadership in class, helping a department or the school, good attendance, hard work, and/or excellence in extracurricular activities/clubs.



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It is the policy of the Ankeny 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 Ken Morris, Jr., Equity Director at 306 SW School Street, Ankeny, IA 50023, 515/965-9600 or kenneth.morris@ankenyschools.org. The grievance will then be directed to the appropriate administrator charged with managing the program or department specified in the grievance.