

Professional Overview

Caleb Bonjour is an educational leader known for his transparent, people-centered, and systems-driven approach to leadership. He currently serves as Superintendent of the Gladbrook-Reinbeck Community School District, a rural Iowa district serving about 550 students. His work centers on uniting two communities through culture, clarity, and collaboration — building a stronger, more cohesive school system that supports students, staff, and community members alike.

Teaching Background

- Pella Community School District (2010–2014):

Taught 6th-grade math and served on the District Leadership Team. Played a key role in implementing a new math curriculum and strengthening instructional alignment across grade levels.

- Grundy Center Community School District (2014–2017):

Taught grades 5–8 literacy, social studies, and math. Served on both the TLC Team and District Leadership Team, helping to implement PBIS practices, strengthen multi-tiered supports, and align new curriculum to Iowa Core Standards.

Leadership Experience

- Dean of Students – Maquoketa Middle School (2017–2018):

Implemented MTSS practices and led trauma-informed care professional development. Established systematic approaches for supporting students with behavioral disorders and special education needs.

- Principal – Briggs Elementary (PK–2), Maquoketa CSD (2018–2021):

Guided the implementation of a comprehensive MTSS framework for academics, behavior, and SEL. Led the SAMI process and helped reduce the special education identification rate to below 15%. Established biweekly Student Success Team meetings to monitor data and adjust interventions across all tiers.

- Superintendent – Midland CSD (2021–2023):

Focused on strengthening culture and climate, expanding course offerings and CTE programs, and improving facilities. Led the district in passing a \$9 million bond for an elementary addition. Maximized ESSER funding to support curriculum, infrastructure, and instructional renewal.

- Superintendent – Gladbrook-Reinbeck CSD (2023–present):

Leading districtwide facility planning and system redesign to align MTSS and instructional practices with best standards. Amplified teacher voice through district and building leadership teams, restructured TLC programming to include two instructional coaches, and built strategic partnerships through operational sharing. Implemented five-year financial forecasting and is currently restructuring central office systems to maximize efficiency and leverage staff strengths.



Leadership Philosophy

Leadership is not about position or power — it's about people, purpose, and legacy.

Caleb's leadership rests on three foundational pillars:

- Transparency: Clear, proactive communication builds trust and unity.
- Culture First: Belonging, recognition, and joy are non-negotiable for thriving schools.
- Frameworks & Clarity: Alignment, consistency, and system design sustain success.



Major Initiatives & Projects

- The Rebel Revolution: A districtwide framework aligning culture, systems, and communication.
- Rebel Legacy Builder Program: Student recognition initiative celebrating individual and collective impact.
- Energy Management Plan: Exploring solar and geothermal energy to enhance operational efficiency.

- AI in Leadership: Championing responsible, authentic use of AI tools to enhance productivity and transparency in education.

Education

- B.A., Elementary Education — Central College (2010)
- M.Ed., Educational Leadership — 2014
- Education Specialist / Doctoral Program — 2021–present

Doctorate in progress, expected completion Spring 2026.

- Capstone Focus: Supporting the mental health of school and district administrators.

Professional Service & Recognition

- Member: School Administrators of Iowa (SAI) Legislative Committee in 2023-24
- Chair: Rural School Advocates of Iowa (RSAI) Leadership Committee
- Member: RSAI Legislative Team
- Frequent presenter on storytelling, culture, leadership, and AI in education.

Presentations & Speaking Engagements

- Featured Speaker, Iowa Technology in Education Conference (ITEC) – 2024
 - “Story Power: The Art of Storytelling in Schools”
 - “AI-Assisted Leadership: Tools and Strategies for Working Smarter, Not Harder”
 - “AI for School Superintendents”

- Iowa BEST Conference (2023):

Presented with the Midland CSD leadership team and RISE Counseling on expanding

mental health services for Iowa schools.

- Prairie Lakes AEA (2022):
 - Presented “Being a Status Quo Disrupter” for agency educators.
 - Led Working Genius training for the AEA Leadership Cabinet and all Midland staff to enhance team collaboration and efficiency.