

2021

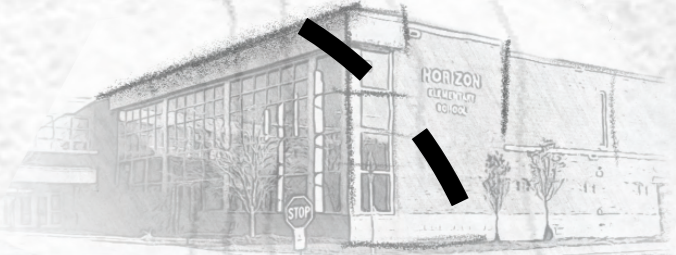
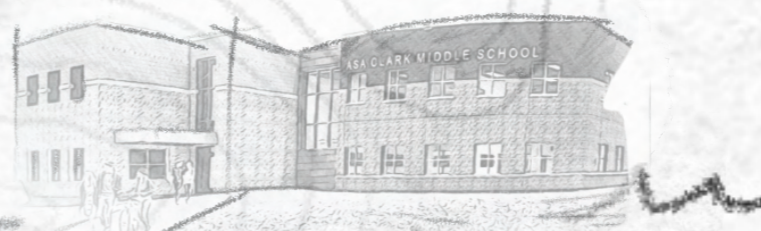
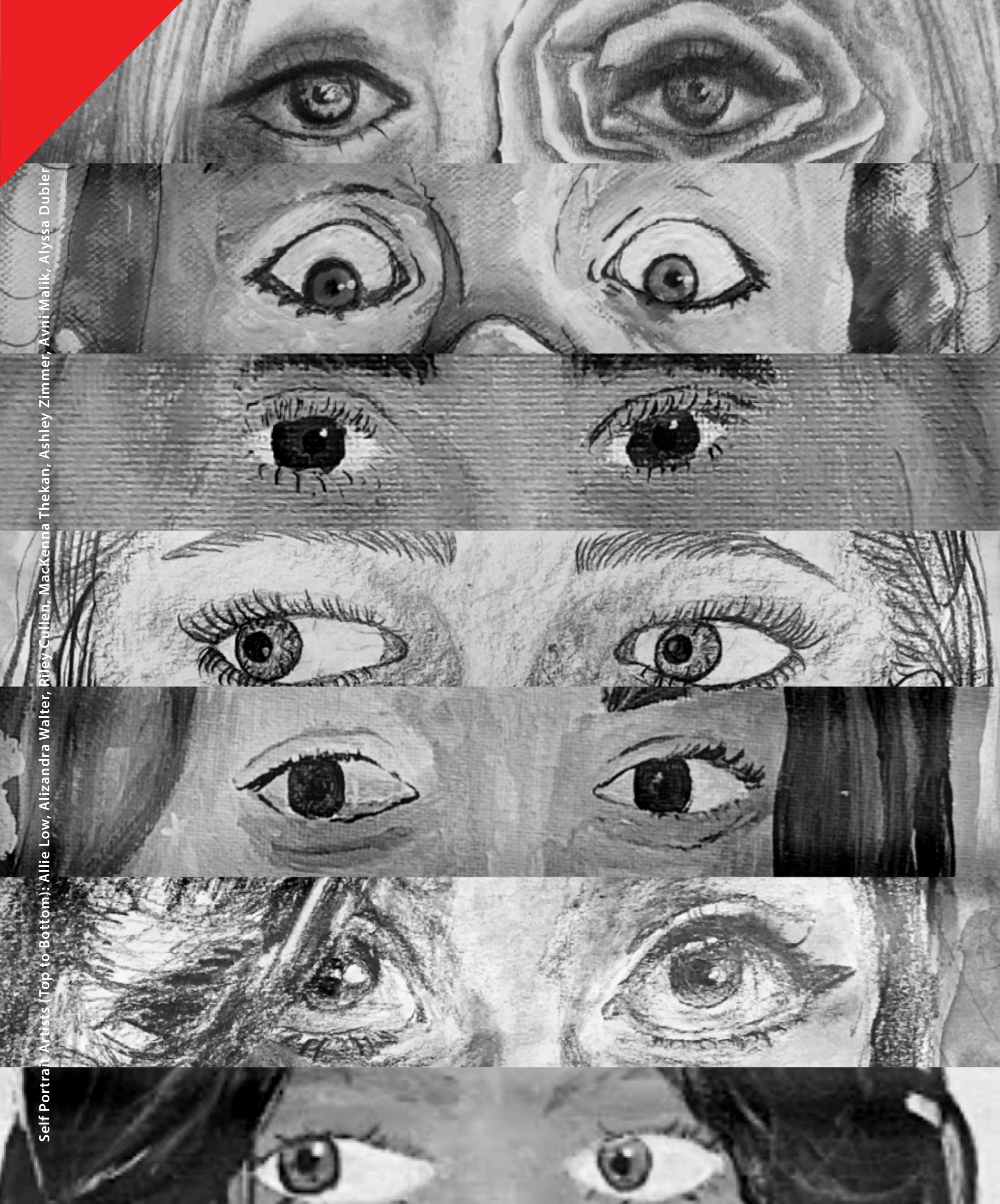
FALL | WINTER

PERSPPECTIVE



PEWAUKEE SCHOOL DISTRICT





FROM THE PERSPECTIVE OF

Happy 2022 Pewaukee School District families and community! As we turn the calendar to a new year, filled with fresh possibilities and opportunities, we are grateful to share important information regarding our new strategic plan and inspiring stories from a variety of our talented staff members that illustrate how we are bringing the characteristics of our PSD Graduate Profile to life.

I have always been a big believer in the idea that we choose the attitude we embrace in each life situation. The nature of our disposition can have a dramatic effect on the quality of our work, personal enjoyment and fulfillment, and determines whether or not we lift others up through our interactions with them. As we began this school year with our staff we emphasized an attitude of gratitude and the view that our work in the Pewaukee Schools is a "get to" not a "got to." We embrace the privilege we have to work with our amazing students each day. It was a personal joy for me to read the stories in this issue of the Perspective written by a variety of staff members including our Food Service Director (Contribute), Library Media Specialist (Connect), Football Coach (Compete), Horizon Associate Principal (Care), and Art Teacher (Create) as they describe wonderful examples of their "get to"

experiences working with our students and families of the Pewaukee School District. So whether you read about the Pirate Pride Committee at Horizon, the design process with our art students, our "be here, be you, belong" approach in the library at PLE, student choice and our Discovery Kitchen with our food services program, or the heartfelt message of thanks from our football coach reflecting on the program's recent state championship, I believe you will get a good sense of the caring and student centered culture we are working hard to build in our school system.

Lastly, we are happy to share our newly adopted 2021-2024 PSD Strategic Plan (Commit) which provides a look at the priorities that we will focus on as a district over the next several years as we strive to meet our mission to open the door to each child's future. We are very grateful to the students, staff, parents, partners and community members who contributed to the creation of this plan.

On behalf of our school district, I offer our best wishes for a safe, healthy, and happy 2022!



FROM THE PERSPECTIVE OF

DR. MIKE CADY
SUPERINTENDENT OF SCHOOLS

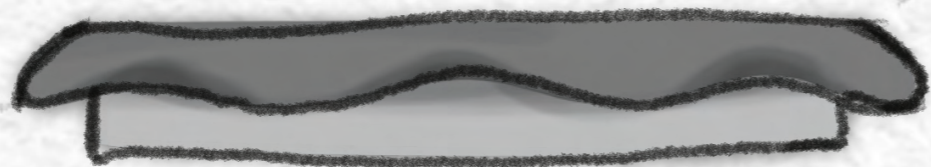




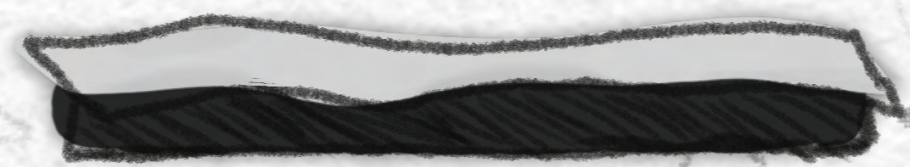
Chef Klayton is 1 of 9 nationally recognized Food Service Directors



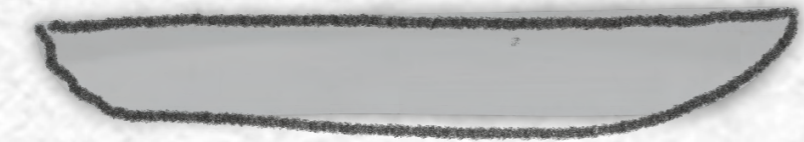
The transition of our schools into virtual learning changed the way we distribute school lunches for our students. Pre-packaged meals were put together, loaded on buses and were distributed at locations throughout Pewaukee. It took quick action and organization from my team to provide all of the needed lunch and weekend meals to our community. We also had to work quickly to find a home for the food that was unused from these take away meals. This offered the opportunity to further give back to the community and donate to the Waukesha Food Pantry. Two full vans of quality food products were donated to feed community members in need.



The food service department at Pewaukee School District also offers a very cool interactive program called Student Choice. This is a time for us to really get a read on what the kids want to eat. They're empowered to contribute and have their voice heard. We set up a custom Student Choice "booth" and cook up three brand new dishes. During the students' lunchtime, they come and sample the new food options. Tablets are set up to have students log in and vote for their favorite. A screen at our booth updates for the kids to see live results. The winning dish will be offered on the menu the following month.



Discovery Kitchen is another awesome program offered from the Food Service Department. This is a neat kitchen façade that I set up that ends up looking just like a kitchen. The kids get a kick out of it! The idea is to sample new ingredients or recipes, so the kids can discover a new cuisine. In this environment, the students actually see me doing live cooking demos that they then get to sample. They contribute their opinions to me so I can determine if I should try to put whatever new food I'm demoing on the menu. **Working here is not just a job to me, it truly is about all the ways I can contribute and give back.**



CONTRIBUTE



"Klayton goes the extra mile day in and day out to make recipes kids love to eat, while ensuring health and safety protocols are a top priority. He and the rest of the PSD Food Service team have proven their commitment to our community and I hope they feel our sincere gratitude from their **contributions.**"

- Dr. Mike Cady



FROM THE PERSPECTIVE OF



CHEF KLAYTON MUTEBLER
DIRECTOR OF FOOD SERVICE

Taking on my new role as the Director of Food Service at Pewaukee Schools has been rewarding to me in many ways. There have been many opportunities for my team and I to give back to the community and to the students.

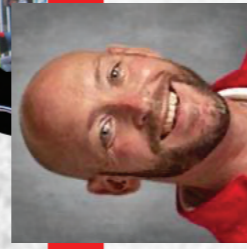


WATCH
STATE HYPE VIDEO
HERE

COACHES

FROM THE PERSPECTIVE OF

JUSTIN FRISKE | PEWAUKEE HIGH SCHOOL HEAD FOOTBALL COACH



The PHS football program uses **“The Pirate Pyramid”** to reinforce character traits we strive to develop in our athletes. The Pyramid is framed by three tenets: “Do Your Job,” “Be A Great Teammate,” & “Accept Responsibility.” Within the Pyramid lie 9 character traits champions possess. In the middle lies the lynchpin holding it all together... **Gratitude.**

MY COACHING STAFF: Thank you for being incredible mentors to the young people we coach, and giving them such excellent leadership. I am fortunate to have you all. Your loyalty and passion towards the program is a rare gift of which I am the lucky recipient. I am extremely humbled to receive the “Coaching Staff of the Year” honor alongside each of you.

campus as we left for Madison, seeing the excitement throughout the district hit us all profoundly. We go to witness the impact we had in every classroom in our district. Without a doubt, our players and coaches not only felt the pride we inspired amongst that crowd but the faith the students and teachers had in us to bring home that State title. How motivating.

level are just a sample of what it takes to be great. Some years on the field have seen better results than others, but the expectations never change, and year-in / year-out we have players answer the call. All-State to 3rd string, they accepted and embraced the standards we hold dear, and gave everything they could to meet them.

BE THANKFUL for:

The people in our life.
The things we have.
The opportunities placed in front of us daily.

The past few weeks have allowed me to reflect on all three of these. I’m convinced that 2 & 3 matter little without #1. So in the spirit of practicing what I preach, I’d like to express my deep gratitude to everyone who contributed to our 1st State Title.

MY WIFE AND DAUGHTERS:

To Sarah, my best friend. Thank you for all you do for our family, for understanding the joy coaching gives me, and allowing me to follow my joy. No season is easy on you, and some are much harder than others. I don’t know how you do it. To Paige and Evelyn, thank you both for understanding when I can’t be at home and when I have to leave for “another meeting”. You’ve never known a fall without football, or a fall Friday night when I was around. Thanks for being my biggest “superfans”.

PSD STAFF - PAST AND PRESENT:

10 years ago I was hired to become the head football coach, and while winning a state championship has always been the goal, it was never an expectation. The expectation was, and continues to be, creating an environment where young people are challenged, encouraged, inspired, and empowered to be the best version of themselves. Thank you for believing in the vision then, and supporting me throughout.

THE PEWAUKEE COMMUNITY:

Win or lose, one thing remains. The support we receive each Friday is incomparable to any other school we play. I am always astonished by the way our Pirate Faithful travel, no matter distance or weather. This year in particular underscores your devotion. Make no mistake, while we were on the road for each game these playoffs, **we were never the “away” team.** The awesome support you showed made this run so special. I’ll never forget Thursday, Nov. 18. Of all the days on this journey, that Thursday was the most emotional. In the buses circling

THE PARENTS:

The toughest job anyone ever has is to be responsible for another life... to trust that life to another person and believe they will be cared for and nurtured appropriately is a brave act. Thank you parents for trusting us to care for your children, foster their development, and hold them accountable for their actions, in a way that aligns with your values. Thank you for providing them with encouragement whether they struggle or excel. Thank you for car-pooling and shuttling players to and from practices, workouts, team meals, and games. Opening your homes to all of our players, and fostering the family we strive to create. Your influence is felt daily, and is appreciated more than you know.

THE PLAYERS:

We can’t coach if there is no one to play. The demands we require to chase championships achievement are plentiful and not easy to fulfil. Early summer wake-ups, extreme physical and mental exertion, consistent commitment 12 months a year, selfless attitude, and toughness at an elite

What the 2021 Pewaukee Pirates accomplished is because those who came before put them in this position. Thank you to all of the players I have coached, and all of the players who have worn the red and black of PHS. **Cultivating championship habits is much harder than winning. This trophy is yours as much as anyone.**

Many details of the State Championship are a blur. Despite my best efforts to take it all in, I’m sure most of it will be remembered through newspaper clippings and recordings of the game I’ll eventually watch. That Friday, I floated through the afternoon and into the parade that once again showed Pewaukee’s love for their kids and pride in their schools. It was an unbelievable day and night, one that was 100% earned and deserved for those resilient, tough, and talented players who put it all on the line. My heart bursts with pride to think about what they accomplished.

The question I get asked most these days is “How does it feel?”

“Overwhelming” is the answer. How does one feel all of the emotions at once? I do realize there is one emotion tying them together. **One I felt the day I was hired, the day I started at PSD, the day my family moved to Pewaukee, and each and every day I get to do what I do...GRATITUDE.** I am grateful to be from Pewaukee, grateful my kids attend PSD, and grateful to work with amazing kids from outstanding families who support our efforts fully. On behalf of our football program **THANK YOU.**

THANK YOU FROM THE PLAYERS

“The endless support from the Pewaukee community throughout our playoff run was something special. From the jammed packed stands at Muskego, to the sea of black as we ran out of the tunnel at Camp Randall, we always had the #1 support system. I’ll never forget 4th downs on defense during the State game. For the first time in my career I couldn’t hear the opposing teams snap count due to the fans loud cheers... which was just what we needed. I want to thank the Pewaukee community. You were a huge piece to this puzzle!” **-SENIOR, NATHAN SCHROEDER**

“The support from the entire Pewaukee community at Camp Randall was amazing, and something I will never forget. There is not another city in Wisconsin I would rather bring the gold ball home to. Although I might be playing baseball in my future, I will never forget that feeling on Friday nights with a whole city behind you. Words can’t describe the feeling. Even during the parade, the whole community was standing outside in freezing cold weather, just to give their congratulations. None of this would be possible without the great community we have, and for that we owe a huge thanks!” **-SENIOR, CARSON HANSEN**



CARE

FROM THE PERSPECTIVE OF 



LINDSEY CHANDELIA
ASSOCIATE PRINCIPAL OF HORIZON ELEMENTARY

My own personal elementary experience was one of rectangle shaped pizza, Pippi Longstocking read-alouds, fierce multiplication timed tests and extremely hard-working, empathic teachers. Although our elementary academic practices have changed, the one constant that will always remain is the continual care and support that teachers, administrators, and schools provide students.

As I joined the Horizon Staff in July, it was evident that I was surrounded by passionate, dedicated, and supportive teachers and staff members. It was also apparent that in my new role as an Associate Principal that I had a shared responsibility to uphold the Horizon Elementary traditions, while also ensuring that we continually create opportunities that promote a positive school culture.

In September, Horizon created a Positive Pirate Committee. The committee is comprised of a variety of grade level teachers, special education teachers, encore teachers, and paraprofessionals. The goal of the Positive Pirate Committee is to promote school-wide positive behavior practices, while also assisting in the creation of monthly activities that promote teamwork and kindness.



In November, every class created a plan to spread kindness in our building. Some classrooms wrote words of encouragement and placed them around the building, while others handed our small plants to every classroom and staff member. In December, students participated in a school-wide Zoom call where classrooms took part in classroom challenges that center around teamwork. **These activities help nurture our continual goal of building a positive school culture where students and staff feel connected and cared for.**

Additionally, Horizon Elementary continues to boost our wonderful traditions that help define us and help our students build connections with our community. On November 12th our students were able to take part in our annual Veteran's Day celebration. With the support of our volunteer coordinator, Christine Baar, all classrooms were able to virtually interview a Veteran from the community. Our students and staff were so moved by the experiences and stories that were shared by all of the veterans that participated. Horizon also saw the return of the Bookmark Contest to promote our fall Scholastic Bookfair. This is an activity that brings a lot of fondness and memories to our students, as this is also an activity that they are exposed to at Pewaukee Lake Elementary. The students used an ample amount of creativity to design their bookmarks. Once the winners were selected, copies of the winning bookmarks were sold at the bookfair and the proceeds from those bookmark sales were donated back into the community.

As we continue to move through this pandemic, we are very aware of the isolation and stress that was an effect of the past year and half. **Our continuous efforts of caring, supporting, and ensuring a positive school experience for our students will always be at the forefront of our school goals and practices.** As always, take care of yourself, take care of each other, take care of the kids.

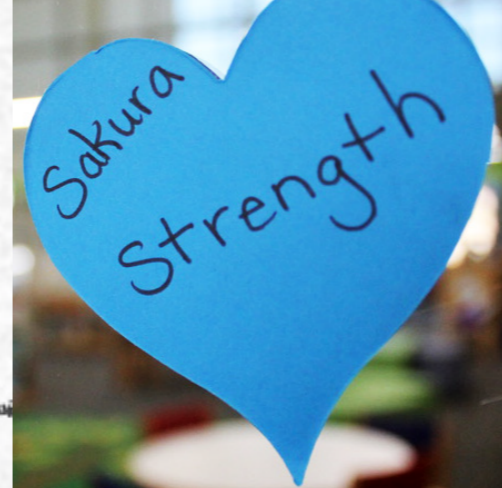


WATCH
THE VIRTUAL
VETERANS DAY VIDEO
HERE



be here, be you
belong.

CONNECT



FROM THE PERSPECTIVE OF



SARA GULL
LIBRARY MEDIA INSTRUCTIONAL SPECIALIST

I truly believe I have the most wonderful job in the world! I work with amazing students and staff, and my home is a library, well two libraries, PLE and Horizon. The best part of my day is witnessing excited children checking out new books and truly enjoying reading. A librarian needs to build a collection that is a reflection of our students' known world and an exposure to the rest of our big, beautiful universe. Books are a great way for students to learn about other perspectives, cultures and people. Books also connect students to various concepts, ideas and themes.

Be Here, Be You, Belong has been our theme at PLE for several years. This year we decided to go deep and focus on one concept each quarter. During the second quarter we are diving into "BE YOU". Each week begins with a theme book read aloud in the morning announcements, along with some discussion questions. We kicked off the semester with **Rock What Ya Got, by Samantha Berger**. This book has a terrific message about loving yourself just the way you are, and encourages kids to ROCK WHAT YA GOT! The week of November 15, we introduced our Door Decorating Challenge to create a door design highlighting what makes each class unique.

Our next activity was, "What's Your Word?", where each PLE child (and many staff members) selected just one word that best describes or defines them. All 800+ words were assembled to create a beautiful all-school display on the front of the library windows.

Our last two activities are yet to come. Each classroom will design a stone paver, highlighting their uniqueness. In spring these pavers will be placed outside of school, either as a patio or walkway. What a terrific way for each student and staff to leave their mark. And since we began this work rockin' out, we are going to wrap up this semester with a dance party to remind students to ROCK WHAT YA GOT, and celebrate their uniqueness.

This work has been extremely exciting and enlightening. It's been fun to see how unique our students are as well as helping them to appreciate the differences of others. I've had an amazing team to work alongside; Laura Howard, our Guidance Counselor, Kayla Beck, kindergarten educator, Aimee Kranick and Mary Costello, both 4K educators. It's been terrific collaborating together, preparing books and activities to connect our students and staff to our school theme.

We want all students to "Be Here"- be present and engaged each day, "Be You"- celebrate your uniqueness and love yourself, and "Belong"- know that everyone is an important and valued member of the PLE family.



WATCH THE PLE
"ROCK WHAT YA GOT"
VIDEO HERE

Welcome to Pewaukee Lake Elementary



CREATE THE DESIGN PROCESS

FROM THE PERSPECTIVE OF 

JEANNE BJORK ART TEACHER AND DEPARTMENT HEAD AT PHS

Wow, how did they do that? Ahh isn't that amazing? Ooo those colors make me hungry, I wonder why?

If you've ever had these thoughts while looking at products you have a designer to thank. Design is inherent in almost all things we view from labels on our food to the way our rooms are set up. As an art teacher in the Pewaukee School District for 20 years I've often been in awe of my students' creative interpretations. Seeing what students envision when given a bit of guidance through the making process is a treat that never grows old. When the wow-factor happens it is especially inspiring.

The wow-factor is on display right now in the PHS library courtesy of art students in mine and Mrs Alli Olson's classes. The installation of two and three dimensional works of art has transformed the walls of the library into inspiring spaces that will foster the curiosity and wonder of those who visit.

Wonder and curiosity are important traits for makers. Artists and scientists alike often wonder how to make something better or how to solve a problem. To get to the final presentation phase of making artists, scientists and inventors must first engage in the design process. The steps in this process include:

IDEATION AND PLANNING: Imagination of a creation through research, planning and consideration of what the final product might look like or function as.

EXPERIMENTATION AND MAKING: This phase involves the designer starting to make a product through media manipulation, prototyping and trial and error.

PROBLEM SOLVING AND REVISION: The designer refines their work; nearing the final product.

PRESENTATION: This last phase connects the design cycle to the public as the creation is published, exhibited or produced.



Student designers learn these steps through collaboration with teachers and fellow students. Collaborative communication through the design cycle helps students realize their works and create "wow-worthy" pieces. By looking closer at these steps one can better understand "wow how did they do that?" Design happens because a problem must be solved. The art department has collaborated recently with Mr. Ben Lamp, the District Create Coach and Mr. Ryan Demers, the Culinary Arts teacher. In both collaborations student designs solved a problem and met a need in the community.

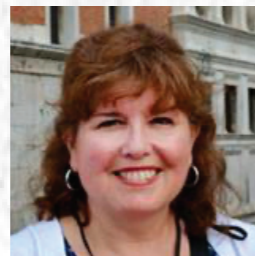


PRO START PRODUCT LABELS: Mr. Demers had this to say about the collaboration: " Art student, James Walter designed labels for 2 different products the Pro Start class made and sold this year. He did a fantastic job incorporating our logo and capturing the essence of the ingredients and seasons in both the Roasted Pesto and Pumpkin Puree labels. I loved being able to utilize the talents of students inside PHS that I may not have had the opportunity to have in Culinary classes, plus utilize what Mrs. Bjork has taught him to benefit the district." Excellent design helps sell a product and Mr Demers product sold out quickly in response to the outstanding label design and the delicious product.



LIBRARY INSTALLATION: Mr. Lamp approached Mrs. Olson and I to help solve the problem of empty space. The library, while beautifully designed, was too open. Mr Lamp offered to help install temporary and permanent solutions that would enliven the space. My art students explored the concept of identity through the creation of portraits. The digital prints of these portraits seemed like a perfect fit for the entry of the library. Student artists printed and matted their work or installation. Mrs Olson had her students design pieces about the Power of Repetition. They had to make the artistic choice as to whether they would be suspended, hung on a wall or independently stand. Her art students determined where and how their work would be installed to best utilize the space. There will be more to come as Mrs. Olson and her students are also working on a collaborative piece with Ms Greupink, Art Teacher at Asa Clark Middle School that will become a more permanent fixture in the library.

I have been in the field of education for 36 years and collaboration through creativity has always been at the core of my goals as an educator to connect my students to real world experiences and opportunities through the creation and study of art. Pewaukee's unique campus provides opportunities to create and collaborate across disciplines and buildings. These are a few of the many collaborative creations the PHS art department has engaged in so far this year. There will be more to come as creativity continues to play an important role in making an impact in our community. Our designs are everywhere you look in the high school and on campus, in galleries, libraries, offices and on video screens. **Stop by to explore our designs and have your own "wow" moment.**



COMMIT

FROM THE PERSPECTIVE OF DR. MIKE CADY



COMMUNICATION AND COMMUNITY ENGAGEMENT

is committed to deploying timely and equitable coverage amongst the district to inform all of our stakeholders. We are also committed to **rehauling our PSD website** to best support our students, staff, families, and community.

Scan the QR code to give us feedback on our current website and what you would like to see it look like in the future!



Sustained excellence is a product of disciplined commitment to continuously improving. Philosopher Will Durant (paraphrasing Aristotle) has been quoted as saying "We are what we repeatedly do. Excellence, then, is not an act, but a habit." In the Pewaukee School District we have a long established habit of strategic planning that spans nearly 30-years. Although the process has evolved over that time the basic tenets have remained consistent. This includes intentional engagement with stakeholders (students, parents, staff, community, and business partners) to solicit feedback and guide direction, the analysis of current strengths and weaknesses, and an analysis of future needs, opportunities, and challenges. All of this information is used to guide the creation of goals and action plans that set our direction and guide our allocation of resources.

Last spring, the Board of Education and our Administrative Team initiated the process that led to the development of our new three-year (2021-2024) strategic plan that was formally approved by the Board in September. This process included a community survey, focus group meetings with students from each school, staff, and parents and community members. In addition, we analyzed the results of our previous plan (2018-2021), our data (demographic, perceptual, and achievement data), and spent time examining future trends in education and the economy. All of these steps helped our team think strategically about how to proceed as we continue to pursue our mission to **open the door to each child's future.**

The 2021-24 Pewaukee School District Strategic Plan is designed to maximize the alignment and integration of goals across our six core work systems. The leaders of each of these systems (we refer to them as process owners) manage goals and action plans supporting large, overarching district commitments that fall under the two major systems in our organization which include Teaching & Learning (T&L) and Operations.

With all work systems focused on the future readiness of our students and the long-term efficiency and sustainability of district operations, we believe this plan will maintain and enhance the excellence of the Pewaukee School District over the next three years. Please don't hesitate to contact me if you have any questions about our strategic plan.

PEWAUKEE LAKE ELEMENTARY

is committed to increasing student performance in mathematics by utilizing the Bridges math curriculum and its on-going assessment practices in order to support our students' future math pursuits. We are committed to developing numeracy skills (counting, number identification, number combinations), fact fluency in addition and subtraction, and problem solving strategies.

HORIZON ELEMENTARY

is committed to building a positive school community by supporting "Every kid, Every day, by Everybody". We expect that all of our students will experience at least one year's growth in all academic areas, as they grow emotionally, socially, and within the competencies of our Graduate Profile.

ASA CLARK MIDDLE SCHOOL

is committed to students meeting their individual growth expectations in literacy and math, which are fundamental to opening the door to their future academic and life transitions. At the center of this work will be an increased focus on utilizing student data to inform instructional planning and meet the needs of our students.

PEWAUKEE HIGH SCHOOL

is committed to supporting student wellness through a personal data tracking, goal setting and reflection process in homerooms for grades 9th - 11th students. PHS is also committed to building staff collective efficacy, innovation and creativity through the Plan, Study, Do, Act process within each of our departments throughout the year.

TEACHING AND LEARNING

is committed to sustaining and improving academic achievement while closing literacy and math gaps and helping every child demonstrate the PSD Graduate Profile competencies.

TECHNOLOGY

is committed to fostering exceptional student learning through a sustainable and collaborative IT department service level that meets or exceeds staff expectations and developing the school libraries to robust resources & services to enhance student development of the PSD Graduate Profile competencies.

STUDENT SERVICES

is emphasizing this by intervening with struggling readers and supporting students in all three tiers of our RTI model addressing each student's social emotional needs with in class lessons, small group counseling sessions and one on one check-ins meeting students where they are at.

WORKFORCE ENGAGEMENT

is committed to increasing the frequency and quality of communication to staff regarding benefits, wellness, and compensation. The focus will be on sharing key information allowing staff to have greater engagement, utilization, and satisfaction.

FACILITIES AND OPERATIONS

is committed to identifying and implementing opportunities to improve the efficiency and effectiveness of PSD operations to ensure the resources allocated are focused on improving student learning opportunities.



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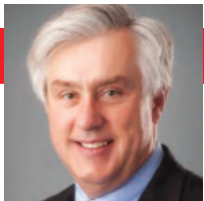
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PLEASE NOTE: In order to be good stewards of taxpayer funds, a cost-effective bulk mailing service was used for this publication. However, there are limitations and the service cannot precisely match the Pewaukee School District boundaries without adding significant cost. If you do not live within the district and received this publication due to this limitation, we ask for your understanding.

404 Lake Street | Pewaukee, WI 53072 | PewaukeeSchools.org



FROM THE PERSPECTIVE OF

BRIAN KAMMERS

BOARD OF EDUCATION PRESIDENT

In this perspective, Dr. Cady reviews our current strategic plan. This multiple year plan is divided into high impact areas that will move the district to higher levels of performance. Back in 1993 the School Board committed to a strategic planning process and has been doing so continuously since that time. All the significant processes and success achieved by the district can be traced to this commitment and our discipline to live and work our strategic plan.

Many of the positions in the district office can be traced back to a strategic plan. Now we cannot imagine being without these positions and the value they bring. For example, the Director of Curriculum and the Manager of Marketing and Communications. The largest and most significant district accomplishments have come directly from the strategic plan. Examples include our one-to-one computer initiative and the shift to personalized learning.

The development of our strategic plan takes input from all stakeholders in the district. These stakeholders include parents, teachers, students, business people, administrators, other taxpayers, and school board members. Input is gathered in the spring for plan updates. Every three years a new cycle begins with a significantly reworked strategic plan driven by the stakeholder feedback. During the summer, the strategic plan is fleshed out with milestones, timelines and goals to be presented to the board. In the fall, the plans are reviewed, modified, and clarified. The strategic plan then becomes a living document, further broken down into direct actions per building. The result is the entire organization, administration and teachers alike, working toward the same goals.

Making sure progress is being made and that there is accountability, the School Board reviews progress on the strategic plan on a quarterly basis. Milestone completion is identified by a stoplight color code: Green means the action is completed, yellow means it's in the works, and red means it is yet to be completed.

A reliable system in its 28th year, the strategic plan allows our stakeholders to be included in our mission. This culture of continuous improvement drives the innovative traditions of the Pewaukee School District.