

PEWAUKEE

SCHOOL DISTRICT



2020-21 ANNUAL REPORT
2021-22 ANNUAL BUDGET

OPENING THE DOOR TO EACH CHILD'S FUTURE

Chris Krasovich
Parent of Multiple Kids · June 9 · 🌐

We have so much to be proud of and grateful for here in Pewaukee, but today might top the charts!! The expression of gratitude delivered on campus from 228 (!!) district families and community supporters was extremely well-received. The administrators, teachers, staff, superintendent, and BOE heard loud and clear that they are truly appreciated and valued, this year above all others. Well done, folks! Truly. Here are a few pictures to enjoy. Look for more information on the news tonight. Both Fox6 and TMJ4 came by to cover this story.

THANK YOU
BOARD OF EDUCATION MEMBERS,
PSD ADMINISTRATORS,
TEACHERS AND STAFF!

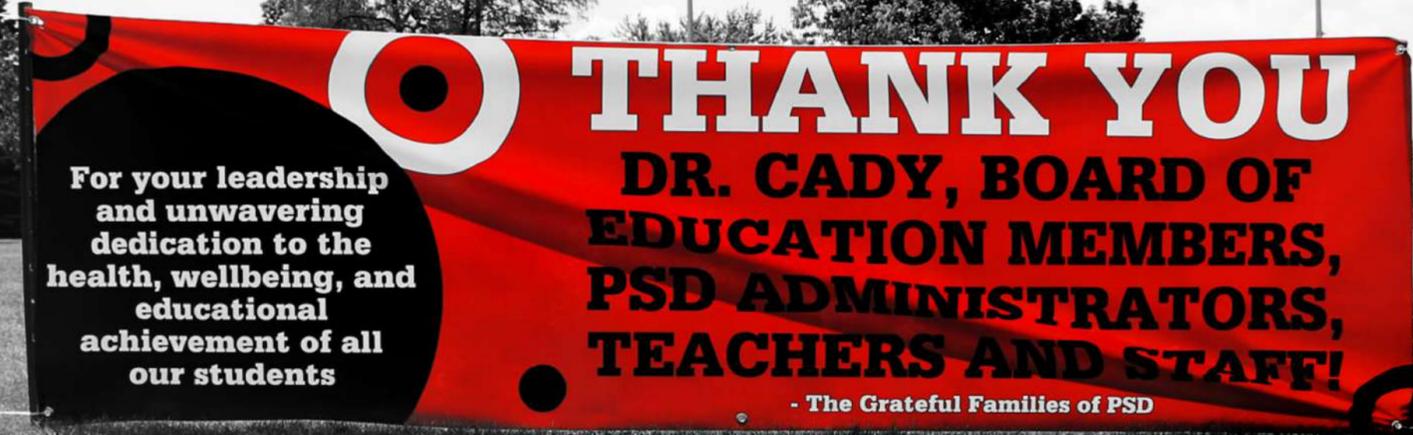
+13

Danielle Bosanec, Paula Giere Schultz and 245 others · 21 Comments

Like · Comment

Write a comment...

Mike Cady
Thank you Pewaukee families - this was a wonderful gesture and so appreciated by our staff.
Like · Reply · 7w



GREETINGS, PEWAUKEE SCHOOL DISTRICT COMMUNITY!

It is with a strong sense of pride and appreciation that we present this Annual Report as an overview of the 2020-21 school year highlighting tremendous accomplishments of our students and staff alongside our annual budget for 2021-22. **Our district is very fortunate to operate in a community that generously supports our schools.** The budget and related strategic initiatives outlined in this report convey how the district invests our resources as we strive for continued excellence.

As we emerge from a year in which we dealt with historic and unprecedented challenges due to the ongoing Covid-19 pandemic, we look forward with optimism to the year ahead. Although we must remain vigilant and continue to implement prudent strategies to help protect the health and wellbeing of our students, staff, parents and visitors, the decline in infection rates and the availability of effective vaccines give us hope for a return to more normalized operations.

Since 1992, the Board of Education and the Administrative Team have utilized a coherent planning process that incorporates broad community input to help us identify and develop strategic initiatives. These initiatives help determine how we invest our resources and drive improved performance. This spring, the district implemented a comprehensive planning process to gain insight from students, staff, parents, and community members through the completion of 10 in-person or virtual feedback sessions and the inclusion of nearly 700 stakeholders through our strategic planning survey. All of this information is being utilized by the Board and administration to develop a new three-year (2021-2024) strategic plan focusing on goals that will support the continuous improvement of the school district and ensure our students have the opportunities and experiences they need to compete and succeed.

In closing, I want to once again thank and acknowledge our school community for all you do to support the Pewaukee School District. Whether it be the support that allowed the construction of new additions and renovation to our school facilities, or the resources we receive from great parent groups like our PTO, Booster Club, and FOFA (Friends Of Fine Arts), to the many volunteers, mentors, and business partners who provide our students with authentic and supportive learning experiences, we are truly fortunate to have so many in our community invested in the success of our students.

Thank you and please don't hesitate to contact me if you would like to learn more about our schools.

DR. MIKE CADY
SUPERINTENDENT OF SCHOOLS

ACTIVELY PARTICIPATING IN THE ENHANCEMENT OF SOCIETY

CITIZENSHIP | SERVICE | GLOBAL AWARENESS

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NATURE BENCHES

1-2

PLE

We have surely mentioned in the past how greatly we cherish our one-campus setting, but we also are very fortunate to be surrounded by a beautiful prairie, nature trails, and outdoor classrooms throughout the property. To encourage more outdoor time, Mrs. Torbenson and Mrs. Schmidt decided to take their 2nd grade classes on weekly walks throughout the year around campus. The students began to imagine what the trail would be like with colorful benches, directional signage, and frequent trash cans dispersed throughout it. Totally inspired by their students, Mrs. Torbenson and Mrs. Schmidt brought the idea to the Board of Education with the help of a few 2nd grade presenters. Now, their idea has become a reality!

Benches were hand made by PHS students in Pete Colwell's "Dream It Do It" class, James Sevens "Tech Theater" class, and Ben Lamp's volunteers. The benches were then hand painted by the second graders and placed along the trails. We loved seeing the inspiration of our second graders and the contribution they made to everyone who utilizes the nature trails on the PSD campus.

RIVER CLEAN UP

3

ACMS

Carrying on the 15 year tradition, this June ACMS 6th graders made their way down to the Pewaukee River to create new walking paths, clear buckthorn behind The Chocolate Factory, and row down the river themselves! Thanks for your hard work Pirates and for contributing to better our downtown!

CAMPUS FOOD DRIVE

4

ACMS/PHS

Last fall, Asa Clark Middle School's Student Council paired up with CenterPointe Yacht Services LLC to encourage the school to donate to the local food drive! The company's "Stuff The Boat" program works with area schools to help those in need and ACMS had the most successful campaign yet!

This Spring, PHS also took part in a food drive that was organized as a class competition. With a shiny trophy to inspire donations, high school students brought in hundreds of canned goods and non-perishables. After a tough week of competition, the junior class claimed the winning trophy for most items donated. What a fantastic cause to be a part of!

PEWAUKEE HISTORY TABLE PROJECT

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PHS

Our district really takes pride in our past as we look to create an opportunistic future for our students. Pewaukee School District has a very rich history that includes everything from Asa Clark's first schoolhouse in 1840 to the "Great PHS Fire" in 1953.

During our recent referendum construction, PHS Principal, Mr. Sniff had the idea to restore one of our old conference tables to showcase our fascinating history. Before the pandemic, Ben Lamp, Mark Baker, Pete Colwell and many Manufacturing students reconstructed and prepped the piece for Aaron Yuskis' history students. Advanced US history students' end

of the year project was a Personal History Investigation, centered around making a contribution to our school and community.

Each student took an era, event, or subject to research and found out some incredible things about Pewaukee High School. With the help of Ben Lamp, the information is pressed between glass and displayed on the new conference table. Next school year, the table will be located in the PHS Atrium for students to use and for visitors to learn more about our interesting history.

CLASSROOMS ACROSS THE GLOBE

6

PHS

In February, Mr. Douglass' Model United Nations class had a video conversation with students from Iran! Both of the groups had the goal to expand their cultural understanding of each other's education, social lives, and overall experiences within two very different countries. Although there were differences, the students couldn't help but recognize and focus on the copious amount of similarities (including their love for similar music). We are proud to mention that this activity was a student driven, passion project. We are so pleased by our learners and their commitment to expanding their perception of the world around them through acceptance, connections, and understanding.

PEWaukee

DEVELOP AND IMPLEMENT SOLUTIONS TO UNIQUE CHALLENGES

INNOVATION | PROBLEM SOLVING | ADAPTABILITY

4K ROOM RESULTS

1-2 PLE

When looking at our 4K data from this year, it is clear that our students had more access to and experience with literacy and numeracy through all of the thematic experiences. However, in looking at developing competitive students for the future, just looking at their letter and number awareness does not give the full picture. The thematic experiences have provided students with extensive background knowledge and vocabulary that prepares them for future learning. Through our immersive rooms, our youngest learners are walking away being able to name specific bones and parts of the body, planets, parts of a plant, animal species, dinosaurs and professions (zoologist, paleontologist, etc.). Access to these types of experiences builds excitement and wonder that will propel their learning and enthusiasm for education forward in the future. Although our numbers are extremely impressive after this year, it is the foundation that the new model creates that will separate our learners from others in the future.

BLUEPRINT GALLERY WALK

4 ACMS

In January, Mrs. Mente, Mrs. Wolf, and Mr. Graf's 8th grade, Graduate Profile Class hosted a "Blueprint Gallery Walk" showcasing their unit configurations skills through an applicable project. Working with the blueprints of Tim O'Brien Homes, the students used the program Sketchup to create scale models of floor plans. Utilizing the laser engraver to transfer their work to wood and acrylic, the groups were able to display their scaled model to their peers in an innovative way... all while learning about a new piece of Makerspace equipment!

VR HEADSETS

6 PHS

Earlier last year, Amy Budde, Jill Thomas, Asia Backus, Becki Cook, and Melinda Larson-Horne came together to design a cross-curricular collaboration between Psychology 102 classes and students with physical, emotional, and cognitive challenges. Mrs. Budde's advanced psychology students researched the use of virtual reality as a tool to increase social-emotional intelligence and provide therapeutic sensory experiences. With the help of Create Coach Ben Lamp and his volunteers, students used the laser engraver in the PHS Innovation center to produce a set of Google Cardboard virtual reality viewers. Several of the Psychology 102 students assembled the VR devices while others curated 360° videos representing authentic interests and real-life tasks. Senior Maria Opie said that it was fun to put the Google Cardboards together but that the Psychology 102 students were most excited to present the personalized products to their clients. Transition student Madysen Dollins said that watching the 360° videos with her personalized Google Cardboard viewer made her dizzy, but she liked "how things came alive in 3D."

NEW MURAL AT ACMS

5 ACMS

8th graders, Jaylin Gillstrom, Catherine Scher, Maia Cornelli, Keira Nettesheim, and Gwen Steinbach reached out to Principal Pizzo earlier in the year to ask if they could create an inclusion mural for one of the newly constructed blank walls at Asa Clark Middle School. The design illustrates a large DNA strand that encompasses many different forms of expression within an individual. When asked what they wanted this mural to portray they shared the phrase "unity is strength, division is weakness" and that their goal was to show this unity all while celebrating individual expression. We have some talented artists here, great job Pirates!

Next year, the virtual reality project will continue as Mrs. Budde's classes create personalized 360° experiences including videos to assist younger students as they transition from building to building on the PSD campus. Some videos will focus on safety while others will help students interpret social cues and build their own social-emotional intelligence. There are also plans to create videos that will introduce users to professional and cultural experiences such as visiting the zoo, going to a play or a concert, exercising at the YMCA, taking public transportation, and a variety of authentic workforce experiences.

PLE LAKEFRONT ENTRANCE

3 PLE

Named after the town's almost 4 square mile lake, Pewaukee Lake Elementary represents the history of our town and the wonderful amenities it provides. The buildings that run parallel to the beach have become an iconic skyline for the area. Recently, a new entrance installation was designed to pay tribute to those buildings and the wonderful community they serve! Do you recognize them?



PEWaukee



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STRIVE TO MAXIMIZE PERFORMANCE BY APPLYING ACQUIRED INFORMATION AND SKILLS

KNOWLEDGE | CRITICAL THINKING | LITERACY

CREATIVITY AWARD

1 PHS

Congratulations to PHS's Visual Art Department Head, Jeanne Bjork on receiving the 2021 ISTE Arts and Technology Network Creativity Award! This award honors an educator whose exemplary work provides a model for integrated arts and technology teaching, learning and leading in the digital age.

"It is no surprise to us that Mrs. Bjork has earned this recognition as she continues to innovate and find ways for her students to create new art with many mediums including technology. We are proud of the work she has done over her career at PHS and the opportunities she continues to provide her students to express themselves in so many ways!" -Brian Sniff, PHS Principal.

Congratulations, Mrs. Bjork! We are incredibly proud and lucky to have you as a part of our Pirate Crew!

#PiratePride

2 PHS

Throughout this challenging and unique school year, the opportunity for students to even compete in their high school sport was a blessing. Not only did our Pirates have this opportunity, our athletics program finished with a school history-breaking year: 8 Conference Titles, 4 Regional Titles, 2 Sectional Titles, and 1, first time in school history, Boys State Basketball Championship Titles!

CONGRATULATIONS KATE LASKO

3-4 PHS

Nominated by Cathy Walz, PHS Junior, Katie Lasko has won the national "Kristin Caperton Inspiration" award by the United States Academic Decathlon! The award, which comes with a \$1500 scholarship, goes to a student who demonstrates a high degree of dedication, character, leadership, perseverance and commitment while overcoming significant obstacles to participate in Academic Decathlon. Walz said: "When you look at Kate, she doesn't appear to be any different than her classmates. However, she lives with a condition called Noonan's syndrome. Since her toddler years, she's endured hours upon hours of medical testing, debilitating migraines that have landed her in the ICU, and even heart surgery. Thus, Noonan's syndrome has stripped Kate of a lot of opportunities to excel in a competitive setting throughout life.

Having Academic Decathlon as an option for Kate offers her a kind of fulfillment she and her family might have otherwise missed out on. This is because the physical limitations of her migraines, prior heart surgery, and smaller stature don't matter in the testing room as they would in a sports arena. This year, Kate found great success and thereby reduced the powerhold that Noonan's syndrome has over her dreams and future. Not only was Kate the glue that held our team together this year, but she overcame an incredible amount of personal adversity to make that happen. There is no doubt that this year, Kate Lasko has exhibited inspiration worthy of recognition."

TOP WORKPLACES

5 PSD

For the tenth time, PSD has been named a top workplace in south-eastern Wisconsin by its 391 staff members.

We all take a lot of PIRATE PRIDE that Pewaukee School District is:

- The #1 mid-sized district
- #23 overall mid-sized organization/company (ranked #41 last year)

BEST HIGH SCHOOL

6 PHS

The Pewaukee School District is proud to announce that once again, Pewaukee High School has been ranked a "Best High School" in the Nation by U.S. News. Receiving this highly recognizable honor showcases Pewaukee's educational excellence at a national level. Graduation rates and college readiness, both key factors for the path to a higher education, are among the many metrics U.S. News used to determine the 2021 Best High Schools.

PHS was announced 16th out of 673 ranked high schools in Wisconsin. With more than 24,000 high schools in the United States, 17,857 were ranked. Overall, Pewaukee placed 652nd within those standings.

We are incredibly proud. 24,000 high schools in the United States, 17,857 were ranked. Overall, Pewaukee placed 652nd within those standings. We are incredibly proud.

PEWaukee

RESPECTFULLY WORKING WITH OTHERS IN MEANINGFUL AND PRODUCTIVE WAYS

COLLABORATION | COMMUNICATION | CULTURE RESPONSIVENESS



VIRTUAL VISITORS

1 PLE/HZ

Virtual and blended learning this school year introduced some unique challenges, but also brought about some amazing opportunities for our students. In January, Mrs. Riekkoff's third grade class was visited by David A. Kelly, the author of the Ballpark Mysteries, via Zoom. Mr. Kelly met with the group and discussed what it is like to be an author and offered the class great insight and inspiration to write their own stories. Julie Schmidt and Sarah Torbenson's 2nd grade classes were visited by Dr. Liz Lange, a biologist from Duke University on Friday, to share her journey on becoming a scientist that studies animal behavior. Mrs. Zahn's second grade class was visited virtually by a Disney Imagineer in February. Courtney Zurich, a Project Manager for the Disney Imagineering group, shared her journey from working at Disney World as a college student to now helping to design the largest Disney castle in Shanghai Disneyland! Also in February, 6th graders welcomed special guest Brian Niznansky, Storm Team 4 Meteorologist, who virtually joined classes to talk about weather and what it means to be a meteorologist. We loved seeing all of our teachers getting creative and adapting to the virtual setting to connect students with experts.

which construction is happening. "I've always felt there was something inherently inspiring about expansion, renovation, and new construction. I see it as a way for people to leave their world better than they found it." Being one of the Technical Engineering teachers for Pewaukee High School, Walz found herself spearheading a project with her students to do just that.

Creating authentic learning experiences for her class and with the help of CG Schmidt, the construction company working on PSD, the group designed and built a gazebo-like structure for the center of an outdoor classroom at Pewaukee Lake Elementary.

Although the shutdown of schools, due to COVID-19, created some challenges, Walz and her class persevered through the end to create a beautiful structure for our future generation of learners.

"At the end of the day, thanks to another memorable year of construction in Pewaukee, these students are walking away with a stronger ability to work as a team to solve problems, a deeper understanding of what innovation means, and a first class experience in the value of adaptability."

PLE GAZEBO

2 PLE/PHS

As a lifelong Pewaukee Pirate herself, Cathy Walz shares that many of her favorite years on the PSD campus have been the ones in

HISTORY MAKING STATE CHAMPS

3-4 PHS

After defeating Wisconsin Lutheran in the Sectional Championship game late February, the PHS Boys Varsity Basketball Team headed to State for the first time since 2001. This had only been their second appearance at State but this time, for the first time in school history, the boys returned as State Champs!

INSIGHT CASE STUDY

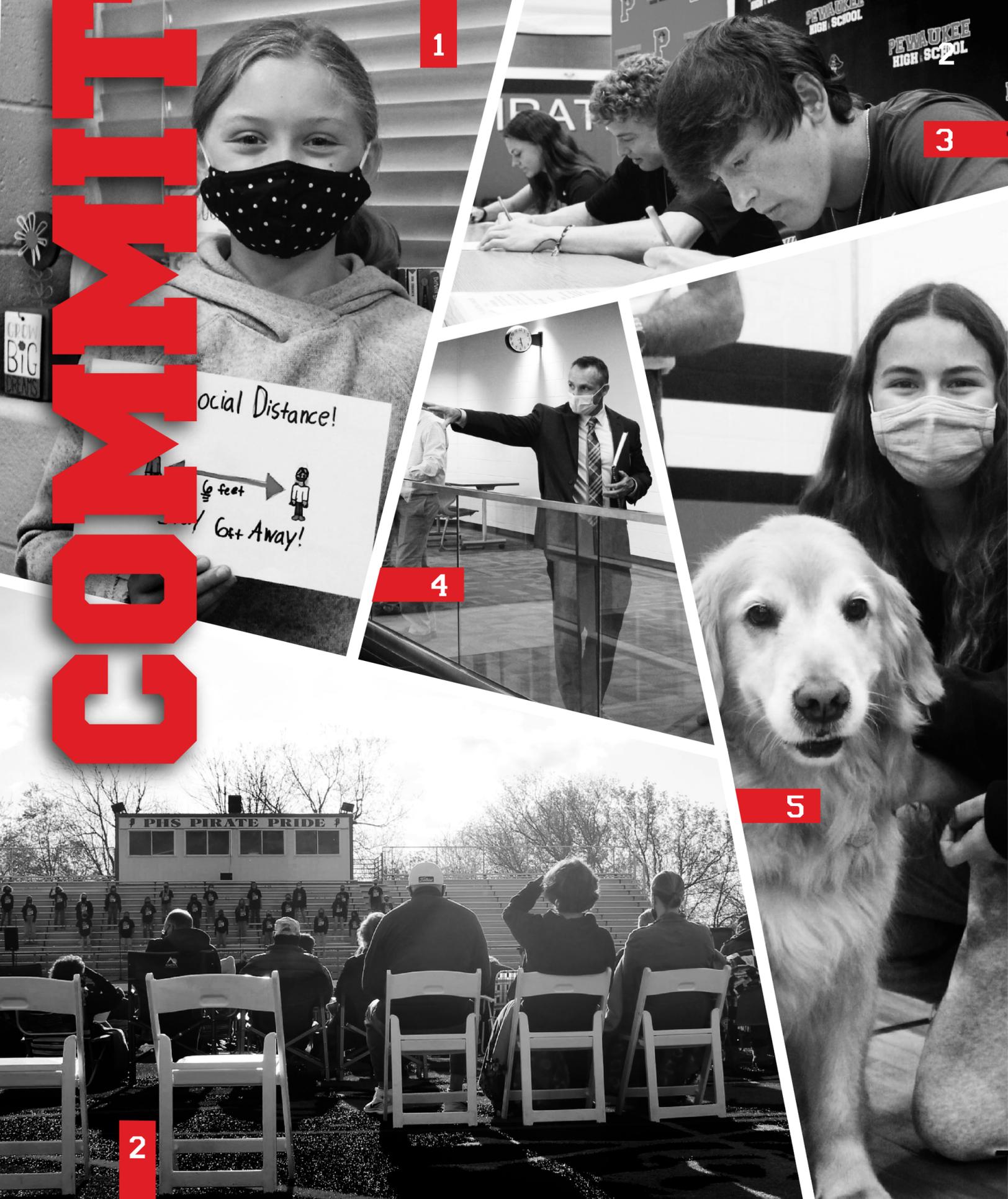
5 PHS

In February, Pewaukee High School Insight students participated in a peer case study competition over Zoom with students from Craig High School's Elevate program. Both Global Business strands within their respective programs gain real-world skills through projects and mentorships. This specific event was no exception! Judges from respected backgrounds and experiences voted on the best interpretation and presentation of the Harvard Business Review case using a bracket system. Brant Sherman (PHS), Robert Wilary (PHS), and Eli Shucha (CHS) were named the winners of this first annual event! Both Craig and Pewaukee High School look forward to expanding this opportunity to other local high schools with similar programs and hopefully making this competition an annual event for years to come!

#CONNECTPSD

6 PSD

If you are not already following us on Facebook, Instagram, or Twitter you should check us out and get familiar with the #ConnectPSD hashtag! This year we showcased our wonderfully talented and caring teachers one by one as we asked them "How do you connect?" From Kindergarten teachers to PHS Insight instructors, we have enjoyed hearing and sharing what drives our teachers to be fantastic role models and educators that they are for our students. In a year of unique methods of communication and connection, our teachers shared their favorite parts about connecting with students, families, and the Pewaukee community.



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INTERNAL DRIVE AND DESIRE REQUIRED TO OVERCOME OBSTACLES AND MAXIMIZE TALENTS

PERSONAL RESPONSIBILITY | RESILIENCE | INITIATIVE | PERSEVERANCE

#StaySafeToStayOpen

1 PLE/HZ

Now, as the oldest students at Horizon Elementary, Mrs. Reuter's 5th grade class wants to take their new role as the leaders to the younger grades seriously. Last week, like all of our students, the group reviewed safety protocols put in place for each classroom and building. By working to make connections between individual goals, district safety protocols, and their classmates, Mrs. Reuter's students created safety posters to display around the school! What a helpful and informative project, Pirates! Thank you!

END OF THE YEAR EVENTS

2 ACMS/PHS

The mission of "opening the door to each child's future" applies to more than classroom instruction. It also involves the experiences a child has on the school grounds outside of the classroom. It is the Building and Grounds department's mission to provide clean, well-kept spaces that facilitate learning at its best and in turn, allow students, staff and the community to create lifelong memories through different events and activities. One highly anticipated event was the 2021 High School Graduation Ceremony. Through the commitment of the Buildings and Grounds department, we were able to not only hold the PHS graduation, but also the 8th grade promotion ceremony outside on the football field for the first time in PSD history.

SIGNED PIRATE ATHLETES

3 PHS

A big congratulations to 10 pirate athletes who committed to universities to pursue their academic and athletic dreams this year. Your parents, coaches, friends, teammates, mentors, and community are very proud of all that you have and will accomplish.

Congratulations to:

- **Jordan Berglin** - Flagler College, Volleyball
- **Grant Ross** - Valparaiso University Baseball
- **Chelsea Danner** - UW Eau Claire: Track and Field
- **A.J. Hintz** - UW La Crosse: Basketball
- **Vince Zipperer** - Cornell College: Baseball
- **Beau Brock** - Augustana: Track and Cross Country
- **Luke Truog** - UW-Madison: Rowing
- **Eric Longhini** - UW-La Crosse: Football
- **Maddie Wilkey** - Viterbo University: Softball
- **Ally Longden** - UW-Whitewater: Volleyball

Architects and CG Schmidt, community members, and PSD staff and students were all present to celebrate and explore the wonderful facilities! Khadijah Dhoondia, Pewaukee High School student and a PSD Student Board of Education representative, had the honor of cutting the symbolic ribbon to begin the tours. Our talented PHS Varsity Choir, led by Tasha Igielski, also performed to kick things off. Superintendent of Schools, Dr. Mike Cady, formally thanked everyone involved in the massive project and reminded the community that it truly wouldn't have been possible without their support.

Check out page 34-35 to see some fantastic pictures of the event and our new spaces!

COMMITMENT TO A SEMESTER-LONG PASSION PROJECT

PHS

Lauren Coleman's Insight students (Elements of Health and Medicine) presented their capstone projects at the end of the year in which they have been working on all semester long. From an app for beginner athletes getting used to the PHS weight room, to orchestrating therapy dogs to come in for the week of finals, these students have really shown off their hard work! Scan the QR code below to watch a video and learn more about these fantastic projects. Way to finish out the year strong, Pirates!



GRAND OPENING

4 PSD

The Pewaukee School District finally had the opportunity to formally present our newly renovated spaces to the Pewaukee community at the #PSDNextWave Grand Opening this May! Former and current Board Members, representatives from our partners at Bray

WE ARE

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ABILITY TO MANAGE ONE'S HEALTH AND SUPPORT THE WELL-BEING OF OTHERS

WELLNESS | EMPATHY | SELF-AWARENESS | REFLECTION

INSIGHT SAFETY STRATEGY

1 PHS

Insight's Biomedical Innovations students shared their own pandemic safety strategies to a group of administrators in their first presentation of the year last December. The group collaborated as a team, taking on the role of public health officials charged with identifying and implementing measures to bring the pandemic under control in our community. They engaged in contact tracing, created predictive models to analyze measures to prevent the spread of disease, reimagined infrastructure, brainstormed behavioral shifts to ensure a safer school, and designed a response plan in preparation for future outbreaks. Focusing on specific locations in Pewaukee High School, the eight individuals supported their research and suggestions with 3D printed models created at the PHS Innovations Center. The "walking-tour" presentation was met with tough hitting questions by administration to which the students did a fantastic job combating! The combination of a relevant project, collaborative feedback from administration, Makerspace implementation, and public speaking is truly something to recognize.

circumstances. If you have the privilege of knowing or meeting a member of this valuable team, please tell them thank you. A common response from them is "that's what nurses do." In all of their doing, it is important for their well-being to know that their efforts are so greatly appreciated.

This team consists of our District Medical Advisor, Dr. Patti Young, our School Nurses and our Health Room Assistants. Our Nurses are Jen Buth, Danielle Betz, Liz Caccese, Angela Castillo, Gabby Courseault, Trina Gross, Jennifer Hinde, Liz Ingrisano, Janet Meyer, Heather Melvin, Abby Philleo, and Kari Winkelman. Our PSD Health Room Assistants are Laura Kassel, Claire Salb, Kerri Siira, and Lori Woodford.

THANK YOU PSD NURSES

2 PSD

Of all the caring groups of staff within the Pewaukee School District, the professionalism, responsiveness, and care from our school nurses and health room staff stands out - especially after such unprecedented

147 YEARS OF COLLECTIVE SERVICE

3 PSD

With 147 years of dedicated and collective service, we'd like to take the opportunity to thank the six individuals who are retiring from the Pewaukee School District this year. Words seem to limit the genuine gratitude we have for Karen Mendez, Mary Milbrath, Mike Spoerke, Mark Baker, Amy Farrow, and Debbie Brodbeck. The impact that these individuals have had on thousands of students and the Pewaukee community will never be forgotten.

ADMINISTRATION GIVES BACK

4 PSD

Each summer, our PSD Administrative Team takes part in a dedicated "Leadership Week" filled with reflection, analysis, preparation, and planning for the upcoming school year. The week also always entails a service event circling around giving back to our community. This year the group donated food to our local Pewaukee Food Pantry, books to our community library boxes, and stuff animals to our fire department/police officers (in which they are handed out to kids during stressful situations).

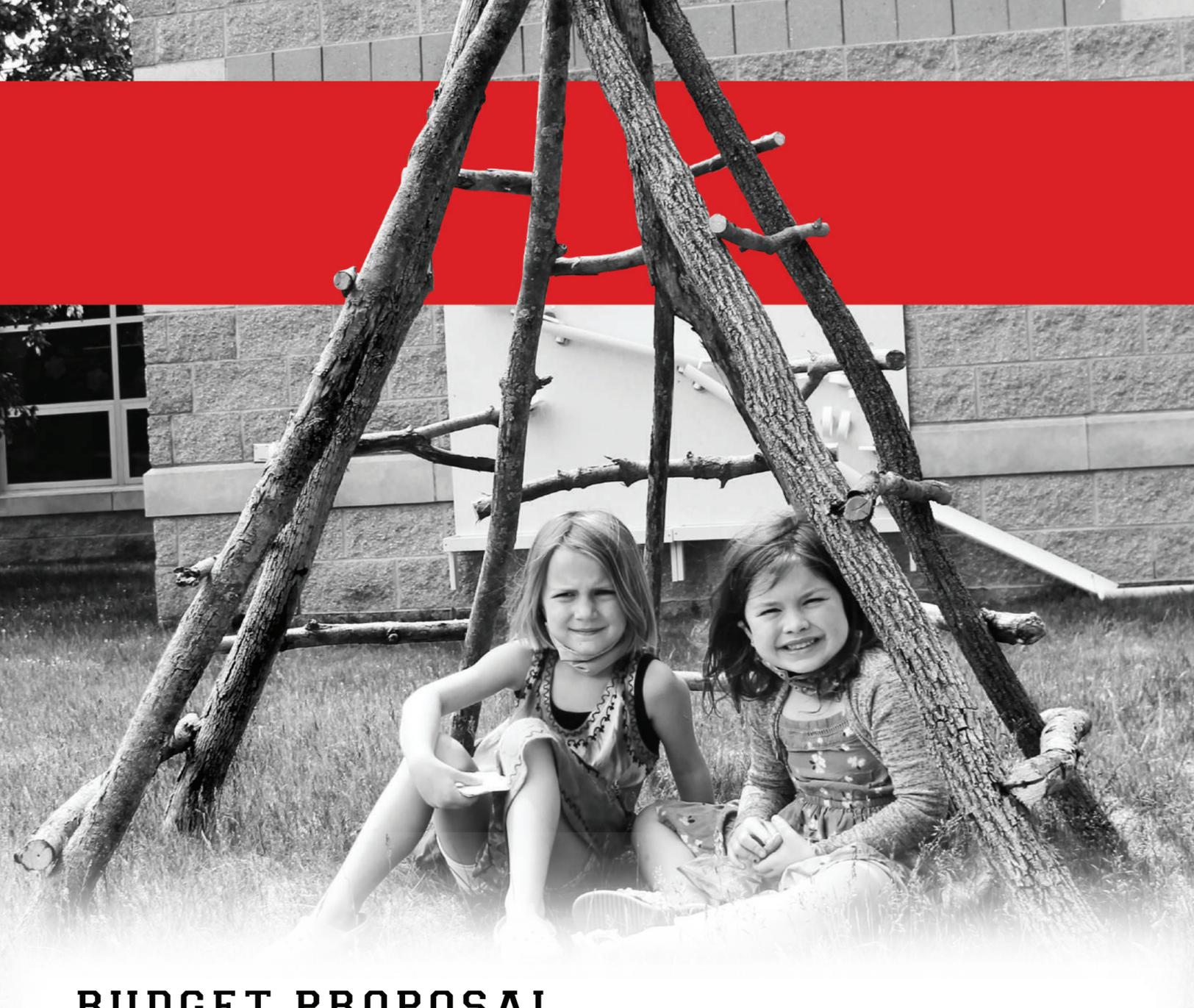
LUCKY IS AN UNDERSTATEMENT

5 PSD

We are truly at a loss for words as we try to describe how lucky we feel to be a part of this Pewaukee community. On the morning of June 9th, families of the Pewaukee School District surprised our administration, board members, and staff with a line of food trucks stationed outside the schools. Every staff member was also welcomed by a large thank you banner as they drove up to school.

"As we wrap up this unprecedented school year, we would like to deeply thank the Pewaukee community for their ongoing support and love. This year will be one to remember, full of only more reasons to be grateful we are a part of this Pirate Family. #PiratePride"

Thank you. -Your PSD Staff



ANNUAL MEETING NOTICE

NOTICE OF ANNUAL SCHOOL DISTRICT MEETING & BUDGET HEARING

Notice is hereby given that the Annual School District Meeting of the School District of Pewaukee, Waukesha County, Wisconsin, will be held in the Pewaukee High School Auditorium, 510 Lake Street, Pewaukee, Wisconsin, on the 9th day of August 2021 at 7:30 PM for the purpose of:

1. Conducting a public hearing on the proposed budget: 7:00 - 7:30 PM.
2. Presentation of the proposed budget.
3. Adoption of a tax levy for the 2021-2022 school year.
4. Consideration & Possible Approval of a resolution to establish a Capital Expansion Fund and levy a tax in the amount of \$10,000 for the 2021-2022 fiscal year.
5. Approve Annual Salary for Board Members
6. Approval of Transportation for Students at District Expense
7. Set Date for Next Annual Meeting

Dated this 28th day of July, 2021.
Larry Dux, Clerk
Board of Education

BUDGET HEARING AGENDA

Monday, August 9, 2021 | 7:00 PM
Pewaukee High School Auditorium
510 Lake Street
Pewaukee, WI 53072

OFFICIAL BUDGET HEARING

The official budget hearing required by law will be held from 7:00 PM to 7:30 PM on Monday, August 9, 2021, preceding the annual meeting. We urge all to be present for the hearing where questions might be asked regarding any part of the proposed budget. It is at this time that clarification should take place, rather than during the annual meeting itself. If you have questions prior to the meeting or wish to review the budget in detail, call John Gahan, Assistant Superintendent/Chief Financial Officer (695-5038).

1. Introduction
2. Roll Call
3. Purpose of Budget Hearing: The intent of the Wisconsin Statute calling for a budget hearing is to provide for an expression of public opinion, but leave the governing body free to act as it determines to be in the public interest. Accordingly, the electors at the budget hearing do not have the power to amend the budget as proposed, nor to approve or disapprove the budget.
4. Budget Presentation
5. Citizen Comments and/or Questions
6. Adjourn: 7:30 PM

ANNUAL MEETING AGENDA

Monday, August 9, 2021 | 7:30 PM
Pewaukee High School Auditorium
510 Lake Street
Pewaukee, WI 53072

1. Board President: Call to Order
2. Introductions
3. Board President: Appoint Approver of Annual Meeting Minutes - 2021
4. Board President: Appointment of Vote Counters
5. Board President: Election of Chairperson for 2021 Annual Meeting
6. Review of Minutes of August 10, 2020 Annual Meeting
7. Superintendent's Report
8. Approve a Tax Levy: Recommend a motion to levy a property tax of \$28,933,763 for the 2021-22 school year.
9. Recommend a motion to adopt a resolution to establish a Capital Expansion Fund and levy a tax in the amount of \$10,000 for the 2021-2022 fiscal year.
10. Approve Annual Salary for Board Members
The current salary for school board members is \$4,500 per year.
11. Approval of Transportation for Students at District Expense: The School District transports students in accordance with the laws of the state of Wisconsin which require that any student living more than two miles from school or in a hazardous area must be provided transportation. (Wis. Stat. 121.54 (2) (a)) Transportation of students at district expense over and above that required by law shall be determined annually by the electorate at the Annual Meeting or at a special meeting. (Wis. Stat. 121.54 (9) (2) (e)) Recommend approval of current district practice of providing transportation to all resident students grades EC through 6 residing within their schools attendance area regardless of the distance from their home to school.
12. Set Date for Next Annual Meeting: Recommend a motion to permit the School Board to establish the date of the 2022 Annual Meeting, at the discretion of the Board, during the month of August, 2022.
13. Adjournment

BUDGET PROPOSAL

We are pleased to present to the Board of Education and community the 2021-22 Pewaukee School District Budget Proposal. The Budget Proposal was presented to the Board of Education and the public at the regular meeting on Monday, April 19, 2021. The Preliminary Operating Budget was adopted by the Board of Education at the Regular Board Meeting held on May 10, 2021. Approval of the Preliminary Operating Budget was completed prior to the completion of the State of Wisconsin biennial budget process.

During the budget development process, every program and staffing position was carefully reviewed and analyzed to ensure financial resources are being used wisely. The budget is built as a "working document" plan for the 2021-22 school year. The final budget is adopted in October, 2021 after several key factors are certified. We strive throughout this process to remain fiscally conservative in our actions while focusing on our mission to "Open the Door to Each Child's Future." We are guided by the strategic initiatives developed through engagement with our stakeholders. This process is time-consuming and difficult, but more necessary and valuable than ever.

We would like to thank the administrative budget team, business office support staff and many others whose efforts contributed to this proposal. Most of all, we would like to acknowledge the commitment community supporters make to provide a quality education for their children.

BOARD OF EDUCATION

RECORD OF PROCEEDINGS

ANNUAL MEETING | MONDAY AUGUST 10, 2020

The Annual Meeting of the Pewaukee Public School District was held in the high school auditorium on Monday, August 10, 2020. Board of Education President Brian Kammers opened the meeting at 7:30 PM following the official budget hearing which was held at 7:00 PM.

INTRODUCTIONS AND ROLL CALL

Brian Kammers, President; Jeanne Witthun, Board Vice President; Larry Dux, Clerk; Steve Dankert, Treasurer; Ann Wright, Board Member; Dacia Hopkins, Board Member; Stacey Newcomer, Board Member

OTHERS PRESENT

Dr. Mike Cady, Superintendent; John Gahan, Assistant Superintendent, Mark Olson, Attorney; Dr. Danielle Bosanec, Chief Academic Officer; Brian Sniff, Principal, Pewaukee High School; Julie Toole, Executive Assistant to Superintendent and Board; Khadijah Dhoondia, Student Board Representative

APPOINTMENT OF APPROVER OF ANNUAL MEETING MINUTES - 2020

Brian Kammers appointed Brian Sniff to approve the minutes of the August 10, 2020 Annual Meeting.

APPOINTMENT OF VOTE COUNTER

Brian Kammers appointed Dr. Danielle Bosanec to be the vote counter.

ELECTION OF CHAIRPERSON FOR 2020 ANNUAL MEETING

Brian Kammers nominated Ann Wells to serve as Chairperson, seconded by Steve Dankert. With no further nominations, Ann Wells, was unanimously elected.

REVIEW OF MINUTES OF AUGUST 12, 2019 ANNUAL MEETING

Larry Dux made a motion to approve the 2019 Annual Meeting minutes as presented, seconded by Dacia Hopkins. The minutes were approved unanimously.

SUPERINTENDENT'S REPORT

Dr. Cady shared his report.

APPROVAL OF THE TAX LEVY FOR 2020-2021 SCHOOL YEAR

A motion was made by Steve Dankert and seconded by Brian Kammers that a tax in the amount of \$28,170,875 be levied upon the taxable property of the School District for the 2020-2021 school year. The motion passed 15-0.

ADOPTION OF A RESOLUTION TO ESTABLISH A CAPITAL EXPANSION FUND AND LEVY A TAX IN THE AMOUNT OF \$10,000 FOR THE 2020-2021 FISCAL YEAR

Steve Dankert moved to adopt a resolution to establish a capital expansion fund and levy a tax in the amount of \$10,000 for the 2020-2021 fiscal year, seconded by Jeanne Witthun. Motion passed 15-0.

APPROVE ANNUAL SALARY FOR BOARD MEMBERS

Larry Dux moved that Board salaries be increased from \$4,400 to \$4,500 annually, seconded by Steve Dankert. Motion passed 15-0.

APPROVAL OF TRANSPORTATION FOR STUDENTS AT DISTRICT EXPENSE

Steve Dankert moved to approve the continuation of the current District strategy of providing transportation to all students residing within their schools attendance area in early childhood through grade six regardless of the distance between home to school, seconded by Dacia Hopkins. The motion passed 15-0.

SET DATE FOR NEXT ANNUAL MEETING

Larry Dux moved to hold the next annual meeting on Monday, August 9, 2021, seconded by Brian Kammers. Passed 15-0. The motion passed unanimously.

ADJOURNMENT

Dacia Hopkins moved to adjourn the 2020 Annual Meeting, seconded by Stacey Newcomer. The motion passed unanimously. The meeting was adjourned at 7:57 PM.



APPROVED by BRIAN SNIFF on the 31 day of August, 2020.

SUMMARY OF GENERAL FUND

REVENUES

	Audited 2019-20	Unaudited 2020-21	Proposed Budget 2021-22
Balance Sheet - End of Year			
ASSETS	12,324,583	13,944,359	14,000,000
LIABILITIES	3,740,776	3,862,236	3,817,877
FUND BALANCE	8,583,807	10,082,123	10,182,123
Revenues & Other Sources:			
From Local Sources:			
Property Taxes (+ chargebacks)	21,251,470	23,259,176	22,652,235
Mobile Home Fees	3,193	2,596	3,200
Other Taxes (TIF Payment)			
Payments for Summer School	11	9,575	10,000
School Activity Income	61,703	16,498	55,500
Interest on Investments	57,491	4,243	30,000
Gifts	6,825	950	0
Student Fees	248,938	256,503	250,000
Miscellaneous	21,247	3,166	6,133
Tuition	0	0	0
From Other School Districts:			
Open Enrollment Tuition	1,909,494	2,005,251	2,054,660
From State Sources:			
Computer Exemption Aid	86,197	86,197	86,197
Personal Property Exemption Aid	284,517	232,524	232,524
Transportation Aid	79,191	80,372	78,000
Library Aid	132,239	117,205	110,000
Mental Health Aid	21,586	8,218	
General/Equalization Aid/spec adj aid	7,774,632	6,623,909	7,574,950
State Grants	224,663	125,610	77,000
Per Pupil Aid	2,073,583	2,054,817	2,043,468
From Federal Sources:			
Fed Grant (Title II, III, IV, V)	51,947	288,777	665,683
Title I Grant	43,280	74,901	50,000
Misc. Mini Grant Programs	1,214	1,515	1,200
Fiscal Stabilization Funds			
Other Fed Revenue (Baldrige)	0	0	0
From Misc. Sources:			
Insurance Claims	53,880	9,116	10,000
Medicaid Reimbursements	81,197	70,834	45,000
Refund of Prior Disbursements/E-rate	121,159	70,577	46,250
Total Revenues & Other Sources	34,589,659	35,402,530	36,082,000
Accounting Adjustment for Capital Lease	0	0	0
Total Adjusted Revenues & Other Sources	34,589,659	35,402,530	36,082,000

SUMMARY OF GENERAL FUND

EXPENDITURES

	Audited 2019-20	Unaudited 2020-21	Proposed Budget 2021-22
Function Descriptions:			
Undifferentiated Curriculum	7,502,816	6,769,279	7,039,440
Regular Curriculum	6,131,096	7,477,945	7,739,898
Vocational Curriculum	1,419,578	1,494,116	1,707,031
Physical Curriculum	769,659	757,460	767,578
Special Education - Inter Fund Transfer	2,901,413	2,524,028	3,066,246
Co-Curricular Activities	691,381	688,096	716,179
Gift & Talented /ELL/Alt Ed	222,796	284,010	305,574
Pupil Services	921,348	1,068,797	1,103,998
Instructional Staff Services	2,205,525	2,411,386	2,537,681
General Administration	622,490	597,575	748,287
School Building Administration	1,738,266	1,773,837	1,773,950
Business & Support Services	5,019,067	4,974,130	5,458,830
Central Services (Technology, Phone, PI)	695,753	694,868	611,736
Insurance (Worker Comp, Property, GL)	261,127	278,845	286,000
Debt Services (TRAN & Capital Lease)	120,540	25,234	25,000
Other Support (Retire Liability, Technology Services)	1,397,333	907,572	885,499
General Tuition Payments	133,711	124,472	163,000
Non-Program - Municipal Charges	926	31,105	5,000
Medicaid Recoupments			
Open Enrollment/Voucher Tuition Expense	806,946	1,021,302	1,040,913
Operating Transfer - 38 Fund	190,416	0	0
Operating Transfer - 46 Fund	440,000	0	0
Operating Transfer - 99 Fund	156	156	160
Total Expenditures & Other Uses	34,192,342	33,904,213	35,982,000
Accounting Adjustment for Capital Lease	-	-	-
Total Adjusted Expenditures & Other Uses	34,192,342	33,904,213	35,982,000
Excess Revenues over Expenditures	397,317	1,498,317	100,000

SUMMARY OF OTHER FUNDS

	Audited 2019-20	Unaudited 2020-21	Budget 2021-22
Special Revenue Trust Fund - 21			
Total Revenues	72,185	648,999	470,854
Total Expenditures	73,335	346,186	435,180
Special Education Fund - 27			
Transit of Aids - EEN Tuition Programs	6,937	40,469	10,000
Special Education Aid	818,500	1,044,125	1,165,615
High Cost Special Ed Aid	9,809	4,809	10,000
Open Enrollment - Spec Ed Tuition			
Grant Revenue	412,138	600,101	586,247
Medicaid Reimbursements	60,640	61,986	50,000
10 Fund Transfer In	2,901,413	2,524,028	3,066,246
Non-aidable Refund			
Total Revenues	4,209,437	4,275,518	4,888,108
Total Expenditures	4,209,437	4,275,518	4,888,108
Debt Service Fund * - 39			
Property Taxes/Interest income	6,308,263	5,318,203	6,271,528
Total Expenditures	8,687,056	2,052,769	9,593,304
Transfer Out			
Total Debt Obligation, End of Year	48,545,000	47,345,000	41,215,000

*Revenues and expenditures related to refunding bonds are not reported in this summary.

SUMMARY OF OTHER FUNDS

	Audited 2019-20	Unaudited 2020-21	Budget 2021-22
Debt Service Fund - 38 (Non-Ref. Debt)			
Property Taxes/Interest income	242,361	0	0
Bond Proceeds			
10 Fund Operating Transfer	190,416	0	0
Total Expenditures	903,472	0	0
Transfer In			
Total Debt Obligation, End of Year	0	0	0
Food Service Fund - 50			
Total Revenues	836,376	901,912	1,020,000
Total Expenditures	869,100	925,347	1,000,651
Capital Expansion Fund - 41			
Total Revenues	14,078	11,166	3,000
Total Expenditures	0	0	0
Capital Expansion Fund - 43			
Total Revenues	717,755	233,612	2,000
Total Expenditures	23,684,630	13,353,880	2,474,747
Capital Projects Fund - 45			
Total Revenues	0	0	0
Total Expenditures	0	0	0
Capitol Projects Fund - 49			
Total Revenues	-	-	-
Total Expenditures	-	-	-
LT Capital Improvement Trust Fund - 46			
Total Revenues	443,066	590	2,000
Total Expenditures	0	0	0
OPEB Trust Fund - 73			
Total Revenues	532,722	428,845	480,575
Total Expenditures	409,879	417,339	478,575
Cooperative Program Fund - 99			
Total Revenues	1,518	1,565	1,600
Total Expenditures	1,518	1,565	1,600

BUDGET SYNOPSIS

The Pewaukee School District budget proposal is developed as we proceed into a period of slow growth to stable enrollment for the next several years. Our budget is built on an estimated increase of slightly over 2.5% to our resident student population as we anticipate returning to student enrollment levels experienced prior to the pandemic. During the 2020-21 school year we experienced approximately a 3% reduction in resident enrollment. Our trend over the last several years has been more rapid growth at the elementary grades than at the secondary level. While growth in the earlier grades can have a building capacity impact, it is a good sign for the long-term enrollment picture of the district.

The 2021-22 budget proposal projects a 2.62% General Fund revenue increase from the previous year. The projected increase in revenues is primarily driven by the provision of federal resources provided to combat the impact of the pandemic on local school districts.

As a result, the District must be disciplined concerning staffing and non-personnel expenditures in order to balance the budget and continue to invest in the strategic initiatives we see as essential to our growth and improvement. We must also include adequate contingencies in the budget to ensure flexibility to react to changes in the final allocation. We have held our proposed expenditures for 2021-22 to 2.63% increase and therefore expect a \$100,000 surplus for the year. This surplus will be used to increase our General Fund Operating Reserve by \$100,000.

The District will continue the practice of improving its financial position through the building of its operating reserves over time. In November 2013, the Board of Education adopted a policy to maintain a "minimum of 15% of the total operating expenses in the general fund operating reserve." We have met and exceeded that position for the past nine years and anticipate continued compliance for the foreseeable future. At the completion of the 2020-21 fiscal year our operating reserve stands at approximately 29.5%.

In March 2021, Moody's Investors Service cited the operating reserves as a strength of the District in assigning a rating of Aa2 to our debt issued. In this report they emphasized that two factors which could lead to a credit upgrade are: material growth in the tax base of the District and sustained growth in the district's operating reserves.

The proposed property tax levy to support the delivery of programs in the district is projected to increase by 1.21% or \$347,193 from the levy for the 2020-21 school year. With projected growth in the property values in the district of 3.37% the tax rate is expected to decrease by 2.10% or \$0.20/\$1,000 of equalized property value. The estimated tax rate for the 2021-22 fiscal year is \$9.26 per \$1,000 of equalized property value. The final property tax levy will be adjusted in October 2021 after the final certification of State Aid and the conduct of our pupil membership count.

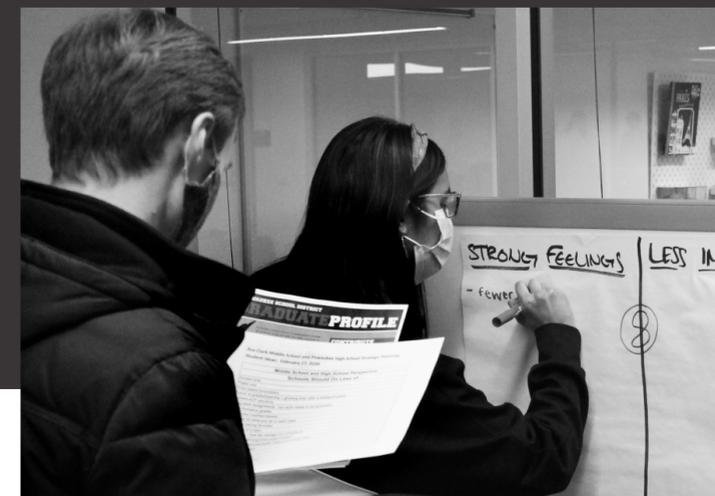
TAX LEVY ESTIMATE

	Audited 2018-19	Budget 2019-20	Proposed 2020-21
General Fund	21,251,470	23,259,176	22,652,235
Debt Service	6,266,124	5,317,394	6,271,528
Debt Service - 38	241,668	-	-
Capital Projects - 41	10,000	10,000	10,000
Total	27,769,262	28,586,570	28,933,763
Tax Base	2,877,797,511	3,023,906,432	3,125,812,079
Tax Rate Per \$1000 EqV.	9.649	9.454	9.256



STRATEGIC PLANNING

In order to reach strategic planning goals, and thereby achieve our mission, we must have specific strategies in place to guide our work. Each year, our district's strategic plan initiatives take into account recommendations and opinions of citizens, staff, parents and administration.



mrs barateen: helped me with music and to grow with notes

ms. kraft: helped me when I got frustrated

mr. Scanell: helps me with my athletic skills.

mrs. wright: helped me grow reading

TEACHING AND LEARNING

2020-21 GOALS AND RESULTS

GOAL #1: PERSONALIZED LEARNING

By June 2021, 100% of PSD classrooms will create a learning environment that personalizes student learning as defined by the PSD Personalized Learning Guiding Principles and measured by teacher observations and artifacts.

RESULTS:

- As a district, we relied heavily on our standards-based guideline, as well as our digitally rich-tech infused guideline as we switched to emergency remote learning due to COVID-19 in March 2020. Without these two guidelines being deeply embedded in our practice the transition to the virtual world, hybrid model, and return to in-person learning would have been even more challenging.
- Implemented a more authentic and personalized environment 4K program. 4K class rooms were re-imagined into theme-based experiential learning play environments that utilize social studies and science curriculum and vocabulary to develop literacy and math skills. Results after the first year showed a 6% increase in the number of students who met or exceeded benchmarks in identifying upper case letters and a 5% increase in the number of students who met or exceeded benchmarks in identifying lower case letters. The greatest 86% of students meeting or exceeding benchmarks for identifying letter sounds. This represented a 10% increase from previous measures.
- Evidence of personalized learning environments came from learning walks, classroom observations, and teacher artifact
- Teaching staff completed nearly 3,800 hours of professional development in summer 2020 in the midst of the pandemic. All professional development was delivered virtually.
- The summer of 2021 is offering multiple professional development opportunities aligned to personalized learning including opportunities to develop authentic and relevant learning experiences for students, building community connections, co-teaching strategies, math and literacy instruction, enhancing digitally rich learning environments, student social-emotional support strategies, and standards-based grading.

GOAL #2: FUTURE READY

Through implementation of the PSD Personalized Learning Guidelines, 100% of K-12 students will demonstrate Future Ready Competencies as measured by the Graduate Profile indicators in each school by '22.

RESULTS:

- Each school identified and implemented the remaining three Graduate Profile competencies that were not initially implemented in 2019-20. The other three competencies that were implemented established growth goals
- CREATE:** 94% of PLE students and 100% of Asa Clark Middle School students utilized the design thinking process to engage in a service learning activity that benefited the school, local, and/or global communities.
- CONNECT:** Individual mentoring for students in career interest areas increased from 3% for the Class of 2020 to 32% for the Class of 2021
- CARE:** Over 80% of students K-8 developed a personal wellness plan
- COMMIT:** Over 91% of students in grades 6-12 participated in activities that provided evidence of personal resiliency and goal setting.

LOOKING AHEAD TO 2021-22

As the District enters a new strategic plan for the next three years, the Teaching & Learning Department continues its commitment to maintaining and growing high levels of academic achievement. Through a focus on personalized learning and continued implementation of the PSD Graduate Profile, students will graduate with the knowledge and skills to connect, contribute, care, commit, create, and compete in a global society. 2021-22 will focus on further development of instruction and assessment strategies that demonstrate academic rigor and the Graduate Profile competencies.

STUDENT SERVICES

2020-21 GOALS AND RESULTS:

Pewaukee School District will strive to develop the whole child by providing high-quality programming and resources to support the social-emotional wellbeing of all children to ensure that each student is healthy, safe, engaged, supported, and challenged.

GOAL:

The goal is to identify students in need of additional support. Increased coordination, monitoring, and identification of truancy, attendance, teacher and parent-initiated referrals will lead to increased access to care for students in need.

Develop a coordinated, tiered system of support to address a wide range of social-emotional challenges that students K4-12 encounter; pairing adequate support with identified need.

2020-21 APPROACH/ACTION STEP	RESULT		
Identify two AODA counseling providers that can carry out AODA services within the school setting mirroring what we are doing with Saint A and Gals.	Red Oak counseling agency partnered with the Pewaukee School District during the 2020-21 school year. Rosecrance is offering free virtual AODA assessments to the district as well.		
Truancy and Attendance In coordination with Associate Principals and Dean of Students at each building, a quarterly report of truancy and attendance with a goal of achieving a 96% attendance rate in each building. *NOTE: results includes COVID 19 virtual attendance	BUILDING	2019-20 ATTENDANCE	2020-21 ATTENDANCE
	PLE	96.3%	96.9%
	HORIZON	96.8%	97.3%
	ACMS	94.9%	96.4%
PHS	96.3%	96.2%	
Training of new staff <ul style="list-style-type: none"> Suicide Prevention Trauma Informed Care Youth Mental Health First Aid 	Maintained 100% training rate of new teaching and administrative staff in Suicide Prevention and Trauma Informed Care		

LOOKING AHEAD TO 2021-22

GOAL #1: Using a running average of the past four assessment percentiles, 50% of special education students grades K-8 that are receiving reading intervention will maintain or increase their percentile by one percent in the area of reading.

GOAL #2: Maintain 100% staff training in Suicide Prevention, Trauma informed Care and Youth Mental Health first aid ensuring all new staff receive training. In addition, offer at least two trainings in the area of inclusion strengthening the relationship between regular and special education teachers.

TECHNOLOGY

Meaningful use of technology to empower learners to move beyond being engaged to a level where they can differentiate, personalize and relate to content with higher cognitive skills. This focus requires the department to evaluate, prioritize and deploy resources and support students and staff leading to a more sophisticated level of learning.

2020-21 GOALS AND RESULTS

GOAL 1: By 2021, 100% of classrooms will embed the PSD Personalized Learning Guideline of digitally rich/tech-infused practices by meeting or exceeding expectations established for the effective implementation of age-appropriate Learning Management Systems empowering learners at all levels and enhance institutional visibility of student learning for all stakeholders.

RESULTS:

Data collected fall and spring and unique in the 2020-2021 school year due to online, blended and in-person changes.

- 100% of instruction was delivered in Virtual and Blended learning through the use of the Learning Management Systems. As students returned to in-person learning, instruction remained available online, but was delivered in a variety of formats.
- 48% increase in the use of Assignments, and 46% increase in the use of Uploaded Files in Canvas from 2019-2020 school year to 2020-2021 school year.
- Data show increases in the number of items posted in Seesaw at Horizon Elementary to be over 150% and an over 200% increase at Pewaukee Lake Elementary School.

GOAL 2: By 2021 SAMR Lens Clarity scores as identified by AMR percentages will increase to 60% or greater through implementation of the Triple E Framework tools supporting digitally rich technology infused practices empowering engaging, authentic, creative and collaborative experiences that bridge the digital use divide for all stakeholders.

*This goal was met in the Spring of 2020 and a focus to support virtual, blended and online learning to continue the progress was established.

RESULTS FOR GOAL 2:

- Increase teacher confidence in online learning management 92% as measured by Spring Modern Learning Survey
- Increase satisfaction of IT Support for all learning environments: Students 88%, Teachers 90%
- Increase satisfaction on at home IT support for students as reported on the Modern Learning Survey. Spring survey results 88%

LOOKING AHEAD TO 2021-22

The Technology department works to maintain secure and reliable information technology to meet the needs of the district. In our commitment to sustainability of high quality services for students, staff and our community, the Technology Department will evaluate and refine service, staffing, and cybersecurity needs for the Pewaukee School district. A plan to engage students in future ready learning experiences, the Pewaukee School District library services will be evaluated and developed to define standards, practices, and programs that develop Graduate Profile competencies.

COMMUNICATIONS AND COMMUNITY ENGAGEMENT

2020-21 GOALS AND RESULTS

Our main objective continues to focus on the implementation of a cohesive and comprehensive Marketing and Communications Plan focusing on branding, community engagement, and further development of partnerships with students, staff, and citizens. Two years of our three-year goal to overhaul our branding identity is complete. Other short term and long term objectives included:

- Continuation of communication regarding facility construction utilizing different mediums while reinforcing brand identity
- Prioritizing communication with our stakeholders throughout the "Stay Safe to Stay Open" district plan to reopen schools and keep them open throughout the year
- Introduce new #PSDNextWave facilities to students, staff, and community through social media, publications, events, etc.
- Design murals/decals/signage for new facilities to communicate mission statement, history of Pewaukee Schools, the "Graduate Profile," and overall cohesive branding

RESULTS:

- Execution of Grand Opening of facilities, showcasing not only new additions/renovations but highlighting our history, our growth, our mission, and our overall branding through promotional and informative mediums (Airtame, brochures, pictures, timelapse videos, website, etc)
- Construction contributions to enhance and brand the spaces including new 4K thematic classrooms, PLE Makerspace and PLE Entrance installations, PHS lobby designs, and more.
- Social Media Engagement Stats:
 - Instagram:** 56% increase in interactions/reach
 - Facebook:** 8.9% increase in interactions/reach
- Coverage of virtual learning students/staff through "Behind the Scenes of Virtual Learning" Videos
- #ConnectPSD Marketing Campaign to highlight and recognize our wonderful staff and the ways they continue to connect with others during the pandemic

LOOKING AHEAD TO 2021-22

For the 2021-22 school year, we will focus on the continuation of branding our newly constructed facilities, utilizing the new spaces as opportunities to share our mission to "Open the Door to Each Child's Future." The beginning stages of a new website will also begin as we research, conduct focus groups, deploy surveys and seek collaboration with all four schools. The continuation of informing all stakeholders of our plans during the pandemic will be our priority.



@PewaukeeSchools



@PewaukeeSD



@PewaukeeSD

WORKFORCE ENGAGEMENT AND DEVELOPMENT

2020-21 GOALS AND RESULTS

Pewaukee School District will continue to utilize best practices to hire, retain, engage, and develop a skilled and talented workforce that will enable the District to achieve its mission.

The 2020-21 Workforce Engagement & Development efforts had a strategic focus on processes designed to attract, develop, engage, and retain a highly skilled and more diverse workforce. Additional focus was devoted to provisions for COVID mitigating efforts including increases to nursing services. These plans and mitigating efforts will continue to be a focus for the 2021-22 school year. Additionally there was planning and communication to educate and support staff in the area of employee benefit offerings and staff wellness.

Results - Attracting and Engaging A Skilled, Diverse Workforce

Outreach efforts to attract and engage candidates considering employment with the Pewaukee School District occurred through increasing the use of online job posting platforms. The District added openings to Wisconsin Jobs Network, Indeed, Milwaukee Jobs, and Zip Recruiter which complemented the WECAN job site. The increased awareness led to 758 more candidates compared to the 2019-2020 school year and the total number who applied to the Pewaukee School District increased to 2,551 certified applicants.

Results - Retaining A Skilled, Diverse Workforce

The 2020 to 2021 Employee Benefit Survey results were trending up in regard to indicators of staff understanding and being satisfied with their benefits - an indicator that greatly supports employee retention. The Overall Understanding of Benefits continued to increase 7% from 89.6% in 2020 to 96.5% in 2021. The Overall Benefit Program Satisfaction increased from 77% in 2020 to 85.8% Satisfied or Very Satisfied. The Very Satisfied responses increased from 27% to 36%.

Results - Developing a Skilled, Diverse Workforce

The district's response to the COVID 19 was noteworthy. The plan to increase proactive mitigation efforts, real-time safety responses when exposures did occur, and consistent compliance processes, allowed PSD to be the safest it could be for students and staff. The emphasis on safety was well received and impactful for students, families, and staff.

LOOKING AHEAD TO 2021-22

The focus for the 2020-2021 school year will remain on increasing employee understanding and satisfaction of the District's benefits program. Additionally, there will be efforts to establish an annual process to review practices around recruiting and hiring staff that mirrors student demographics.

FACILITIES AND OPERATIONS

2020-21 GOALS AND RESULTS

GOAL #1:

By the completion for the 2020-21 fiscal year, the District will implement all elements of the Facility Master Plan as developed in June 2018. The completion of the projects identified in this process will be accomplished on-time and within budget parameters established through the Facility Master Plan development.

RESULTS

- Phase II - Summer 2020 construction completed for opening of school
- Development and publication of communication materials distributed through District webpage illustrating progress on the project
- Completed bidding and installation of all aspects of the project including Furniture, Fixtures & Equipment and project supplements
- Conducted Board Learning Sessions to communicate progress on the projects
- Regrounded the Long Range Capital Improvement Plan for the district and communicated to the Board of Education in December 2020
- Implemented plan for completion of FMP projects in the Summer of 2021

GOAL #2:

Upon successful completion of Phase 1 of the Facility Master Plan the District will assess the need for further action steps to meet the long range facility needs of the school district community.

RESULTS

- Continuously monitoring the community residential developments to manage the impact of additional students in the district and delays due to the pandemic
- Measured the effectiveness of employee engagement in the planning phases measured through the annual employee engagement survey deployment
- Completed a Perspective article defining the process of identifying projects and the correlation to the Facility Master Plan
- Board of Education presentations and updates were given throughout the year
- Completed refinancing of existing debt to achieve substantial savings over the remaining term of the debt.

LOOKING AHEAD TO 2021-22

In the 2021-22 school year, we will focus on completion of Phase III of the Facility Master plan approved projects designed to meet the current and future instructional needs of the student population in the district. Through a thorough analysis of the remaining infrastructure of the district, develop a plan for leveraging additional funding sources in a cost effective manner to achieve the greatest long-term impact. At appropriate intervals stakeholder groups will be engaged in the decision making process to ensure the completion of the projects on-time and within the budget established. In the process of developing a new three year strategic goal, maintain a focus on improving the efficiency of operations to maximize the investment in the instructional program.

TAKE YOUR OWN TOUR

The **Pewaukee School District** is privileged to formally present the new additions and renovated spaces on our beautiful campus with the completion of the projects approved by our community through the referendum vote in November of 2018. These projects have increased capacity for growing enrollment and include substantial upgrades to infrastructure, security, and operational efficiency. By supporting these projects, the community has empowered the District to bring down the size of Pewaukee Lake Elementary and transition Asa Clark to a three-grade middle school. Lastly, the additions and renovations have been specifically designed to support active, authentic, and collaborative learning experiences. These bright and engaging spaces will serve generations of students and are emblematic of the strong tradition of our community of our school system.

On May 3rd, 2021, Pewaukee School District finally had the opportunity to formally present our newly renovated spaces to the Pewaukee community at the #PSDNext-Wave Grand Opening! Former and current Board Members, representatives from our partners at Bray Architects and CG Schmidt, community members, and PSD staff and students were all present to celebrate and explore the wonderful facilities!

DID YOU HAPPEN TO MISS THE GRAND OPENING? NO PROBLEM!

Take a virtual journey around campus using our Grand Opening treasure map to discover and learn about our new and innovative spaces. Simply follow along and scan the QR codes to discover a more in depth breakdown of the spaces!



OCTOBER 2020
PEWAUKEE SCHOOL DISTRICT

GRAND OPENING

TOUR TREASURE MAP

Take a journey around campus using our Grand Opening treasure map to discover our beautiful, new, innovative spaces! Follow along and continue to scan the QR codes below to learn even more about each renovation, addition, or update!

PEWAUKEE HIGH SCHOOL

1

ENTRANCE - LOBBY - OFFICES

- New secured entry
- Open concept - added skylight
- Student Service Offices
- 7,200 added square footage for front offices & library

2

AARR-BUCKS COFFEE SHOP

- Product Displays
- Cafe style seating
- Appliances for food sale
- Easily accessible by students and the community
- Pass through for Culinary Class

3

PHS COMMONS AND LIBRARY SPACE

- Large Collaborative Learning Space with sound system
- Various Conference Rooms
- PHS Makerspace
- Universal Technology Access
- Modular Furniture

4

TSI AREA

ASA CLARK MIDDLE SCHOOL

5

STEAM INNOVATION

- Open Concept
- Increase in flexible seating and collaboration areas
- Large meeting space
- View of PSD campus
- Includes ACMS Makerspace, conference rooms, and classrooms

6

ART AND ACMS MAKERSPACE

- Collaborative/Connected Classrooms
- Increased square footage of art room
- Instructional and Lab Space
- Space is open to all classes

7

MAIN OFFICE

- New secured entry
- Storage and updated admin and guidance rooms

8

LIBRARY

9

CAFETERIA

- New servery
- Extended seating into the foyer
- Open concept for large group gatherings outside of lunch
- Addition of monitors

10

6TH GRADE WING

11

HZ MAKERSPACE

- New lego wall
- New tables and storage
- Work bench for tools
- Coding Technology
- Mural

12

HORIZON GYMNASIUM

- Additional space used for not only Horizon students but District wide, extra-curricular activities
- First gym to have the newly rebranded "P" logo

13

4K CLASSROOMS

- Thematic rooms that can adapt to two different themes each year
- Open-ended activities and play areas to promote creativity and language development
- Literacy and numeracy throughout all areas of rooms

14

PLE ART ROOM

- Improved storage, sinks, and kiln room
- Proximity to Makerspace and school garden

15

PLE MAKERSPACE

- Clean/Dirty Makerspace
- Garage/Sliding Doors for open concept and large group area
- Flexible furniture for multiple arrangements

16

STUDENT SERVICES

- Clear sight lines into and out of classrooms
- Usable surfaces with whiteboards and projectors with flexible seating
- Resource spaces for interventionists for more support for students





PEWAUKEE
SCHOOL DISTRICT

Pewaukee School District is a public 4K-12 district offering an award-winning, future-ready education to over 3,000 students on a unique, single-campus setting. We passionately commit to our mission of **OPENING THE DOOR TO EACH CHILD'S FUTURE.**

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