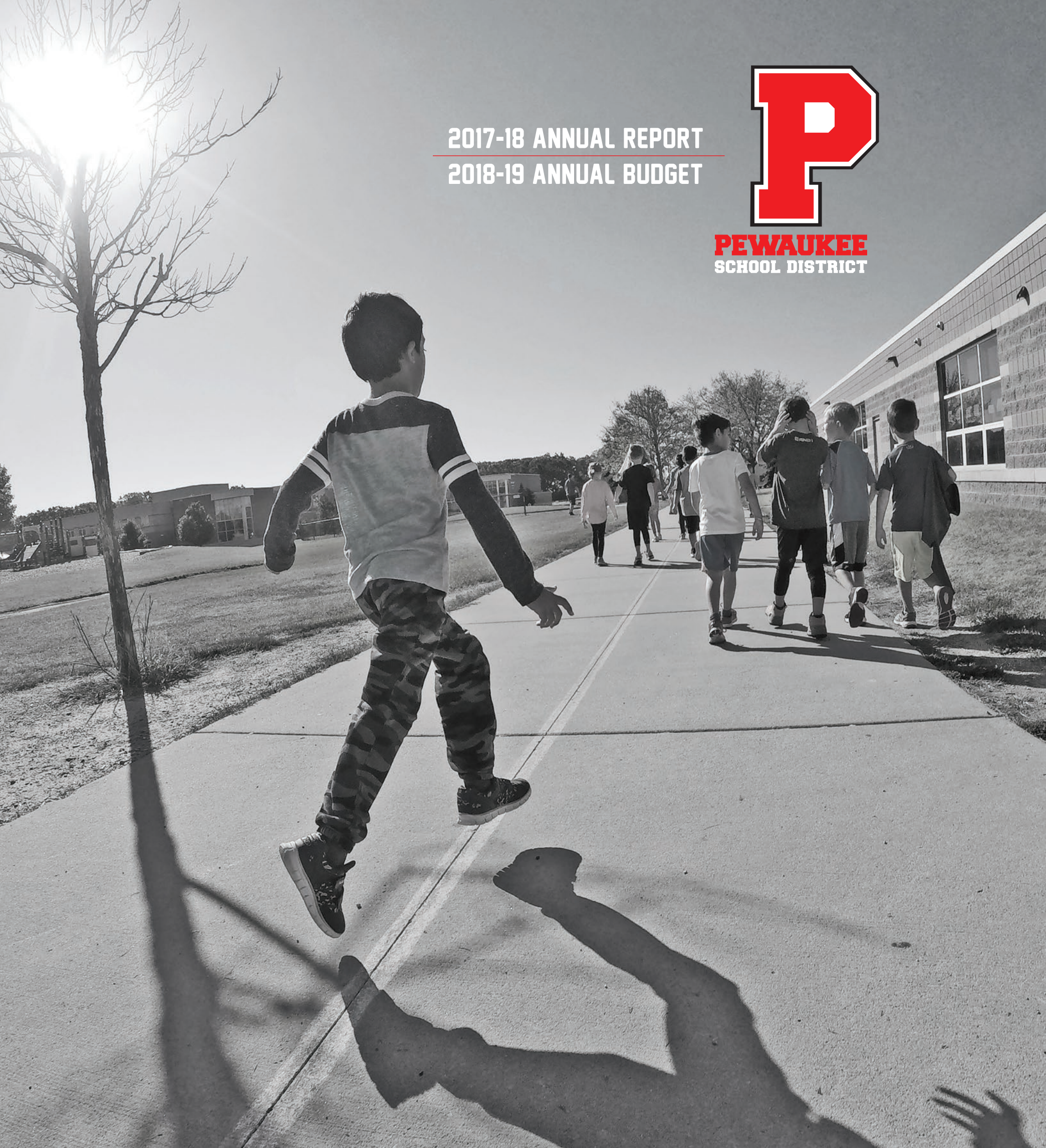


2017-18 ANNUAL REPORT
2018-19 ANNUAL BUDGET



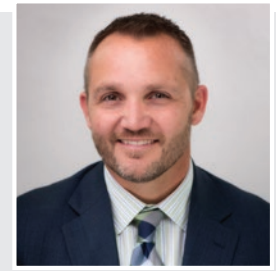
PEWAUKEE
SCHOOL DISTRICT



OPENING THE DOOR TO EACH CHILD'S FUTURE

STRATEGICALLY PLANNED

FROM TODAY'S GRADUATES TO THE CLASS OF 2032, WE ARE RED-Y!



GREETINGS, PEWAUKEE SCHOOL DISTRICT COMMUNITY!

It is with Pirate pride and appreciation we present our community with this Annual Report overview of the 2017-18 school year highlighting the amazing accomplishments of our students and staff alongside our annual budget for 2018-19. In addition, the budget and related strategic initiatives demonstrate how the district intends to invest the resources provided to us to build on our past success as we continue to strive for excellence.

At the District Office, our leaders have nothing but said excellence in mind as they draft action plans to support our Strategic Plan, which focuses on key initiatives including an **emphasis on greater personalization of learning, innovation, mental health, wellness, employee engagement, communications, digital citizenship and college and career readiness.** Whether it be in the classroom or in relation to the supporting operations of the district, these plans provide strategic focus for our continuous improvement efforts as we strive to prepare our students to be productive and successful citizens in a dynamic and connected world.

Our district has been heavily engaged in a year-long, transparent and comprehensive master-planning study of our campus facilities to put a plan in place to manage the ongoing growth of our school system. This process led our Board of Education to approve a referendum to put in front of our community in November that will support the long-term school capacity and learning needs of our students. **It will continue to be our goal to be transparent and seek community feedback throughout this process.**

We are very fortunate to live in a community so supportive of our schools. We are thankful for the resources provided, allowing us to offer a top-notch education for students, in addition to the high level of engagement we receive from our volunteers, mentors and business partners. This kind of community support sends a powerful message to our students on the importance of education.

Looking forward, we are excited to welcome the Class of 2032 this fall as we take on the challenge of preparing our students for **an increasingly-dynamic world, punctuated by change and new possibilities.** We will continue to work strategically to improve our performance and provide innovative approaches to learning as we strive to prepare our graduates with the knowledge, skills and dispositions they will need to be successful adults.

We spent the past year working to define these characteristics in our Pewaukee School District Profile of a Graduate, which you will hear more about in the months to come. **We approach the challenge of preparing our students with great optimism, knowing we have a dedicated staff and supportive community working together to open the door to each child's future.**

Thank you and I look forward to seeing you this school year!

Mike Cady, PhD | Superintendent



**PEWAUKEE
SCHOOL DISTRICT**

WELCOME TO OUR NEW LOGO!

We are excited to debut our new district logo, along with brand-cohesive logos for each school and a refreshed Pewaukee Pirate. Pride in our schools has never been greater and **we're RED-y** to share it with the world!

TURNING THE PAGE TO THE NEXT CHAPTER

CONGRATS TO OUR 2018 GRADS! WE KNOW YOU'LL MAKE US PIRATE PROUD AT...



HURRICANE HARVEY UNITES TWO CITIES 1150 MILES APART



When the call for help came in to long-time Pewaukee High School Principal Marty Van Hulle from Connie Watt, it was a no-brainer. Connie, the vice president of her son's Justin J. Watt Foundation and the mother of three NFL players, said her son JJ, who plays for the Texans, wanted to raise funds and send much-needed supplies to his hometown away from home - Houston, TX.

The city along the Gulf of Mexico had just been drenched to historical proportions by Hurricane Harvey and JJ knew someone had to act. So did the people in his hometown of Pewaukee, which takes great pride not only in its community and schools, but in helping neighbors in need. Even when they're 1,150 miles away.

"Connie called and asked if JJ's Foundation could use our facilities as a basecamp to gather food and supplies to fill one semi trailer to send to Houston," said Van Hulle. "We were just two days away from the first day of classes, but it was a real quick conversation because the answer was 'yes and how can we help?'"

Help arrived immediately in the form of hundreds of volunteers - including Pewaukee School District students, staff and parents - and a constant stream of cars, vans and trucks with trailers delivering everything from peanut butter and water to baby food and quilts to aid our new sister city to the south. Mid way through the first afternoon of donations, when the cafeteria in the high school was nearing capacity, it was obvious one trailer was not going to cut it.

"We had so many members of our community show up, roll up their sleeves, help out and donate that Connie and JJ got another trailer, then another and another," said Superintendent Mike Cady, who had just taken the helm in his new role as leader of the district. "It was truly an amazing snapshot of who we are and what Pirate Pride is all about."

"It was truly an amazing snapshot of who we are and what Pirate Pride is all about."

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ENRICHING CLASSROOMS THROUGH PROFESSIONAL DEVELOPMENT

This summer, we offered 19 unique professional development opportunities. Teachers were expected to attend two days of professional development. Overall we had staff complete: 6,135 total hours (expected was 3,040).

To break it down further, it means our staff was involved in: 767 work days of professional development or 153 work weeks of professional development. That is almost three years of professional development in one summer! We also had an incredible 96 teachers who exceeded the 2-day expectation by choosing to engage in additional high-quality professional development. The goal of the summer professional development academy was to personalize the learning for our staff, but at the same time move the entire organization toward a more personalized learning environment for our students.

"The summer was very successful and we are seeing great implementation throughout the district in classrooms enriching the experience of all of our students," said Danielle Bosanec, Pewaukee School District's Chief Academic Officer. "I am very proud to work with professionals who are so passionate about their own learning because they know it greatly impacts the learning of students."

"Our staff satisfaction with professional development moved from 72.2 percent to 96.7 percent, which is exciting growth," said Bosanec. "It's something I am focused on maintaining and enhancing through continued personalization of professional development throughout the year."

Kudos to our entire staff for a great summer of learning and even better school year of implementing all the development in their classrooms!

19
PROFESSIONAL
DEVELOPMENT
OPPORTUNITIES



2 DAYS



6,135
TOTAL HOURS

767
WORK DAYS

153
WORK WEEKS

3 YEARS
IN 1 SUMMER

96 TEACHERS [96 x 24] EXCEEDED THE 2-DAY EXPECTATION!

DESTINATION DISTRICT



For the seventh time in the last eight years, Pewaukee School District has been named a top work place in southeastern Wisconsin by its 360-plus staff members. Our entire organization takes a lot of Pirate Pride knowing Pewaukee School District is:

- 1 of just 11 area districts/educational organizations listed
- The #1 mid-sized district
- The #21 overall mid-sized organization/company

Thank you to everyone who makes Pewaukee a Top Work Place and a coveted "destination district" for our current and future staff members!



LINDSAY KRUEGER



REBECCA REAGLES



SCOTT ROEHL



CHERYL PANKA

FOUR TEACHERS EARN NATIONAL BOARD CERTIFICATION

National Board Certification (NBC) is a voluntary, advanced teaching credential going beyond state licensure with national standards for what accomplished teachers should know and be able to do. Pewaukee School District is extremely proud of these exemplary teachers who successfully completed the rigorous three-year process: **Lindsay Krueger, Scott Roehl, Rebecca Reagles and Cheryl Panka.**

To become a board-certified teacher, candidates must demonstrate advanced knowledge, skills and practice in their certificate area by completing four components: three portfolio entries and a computer-based assessment. With less than two percent of teachers certified in Wisconsin and one (Erin Heiman) who previously earned the distinction at PSD, our district is ecstatic to have quadrupled its lineup of staff members who are advanced in their invaluable field.

"It was rewarding because my reflections on my teaching, pedagogy and professional aspirations helped me grow as an educator," said Roehl, who teaches at Asa Clark Middle School. "It helped bring me back to why I went into teaching in the first place - the kids."

THREE STAFF MEMBERS RECEIVE HERB KOHL FOUNDATION AWARDS

PSD is proud of our recent Herb Kohl Educational Foundation award recipients! Congrats to Fellowship Award winners **Angie Fulfer** and **Amy Brandenstein** and Leadership Award winner **Marty Van Hulle.**

All honorees met Senator Kohl and received their awards April 8 at Riverside University High School in Milwaukee. The Foundation will issue the \$10,000 Excellence and Initiative Scholarship grants to the postsecondary institution each student will attend. Each teacher and principal will receive a \$6,000 award and an additional \$6,000 grant will go to the teacher's and principal's school for use in innovative educational projects.



PSD IS LONE WISCONSIN DIGITAL SCHOOL DISTRICTS SURVEY AWARDS WINNER



We are very proud PSD was the only district in Wisconsin to be recognized as a 2017-2018 Digital School Districts Survey Awards winner for our work to innovate by investing in tools and learning models for the next-generation learners including expanded STEM instruction and labs and more. Superintendent Cady accepted the award at the NSBA conference.



MALTSCH NAMED DISTRICT 7 ATHLETIC DIRECTOR OF THE YEAR

Congrats to John Malsch, Pewaukee High School's former Athletics & Activities Director/Dean of Students, on being named the District 7 Athletic Director of the Year! John earned this designation in honor of his dedication and service to the profession of athletic administration.

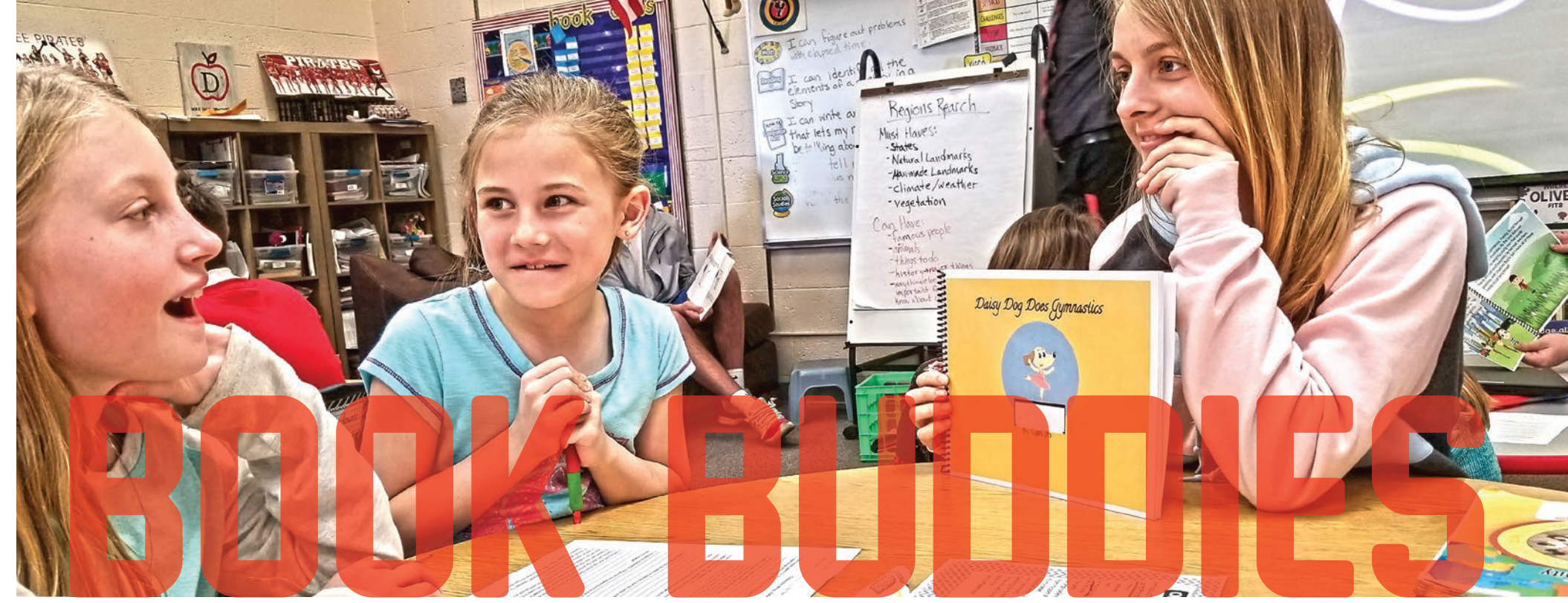
John was nominated by Pius XI Athletic Director Dan Domach and selected by his peers in District 7. He will be honored at the WADA state conference luncheon Nov. 12. As John segues into retirement, this was a fitting honor, summing up his lifelong devotion to Pewaukee High School, its students and staff and the community.



MRS. TORBENSON'S FIRST-GRADE CLASS TREKKED TO LEGACY ASSISTED LIVING CENTER IN PEWAUKEE THIS SPRING to spend time with and read to its residents, who immensely enjoyed their book-toting visitors. Thanks to our students and staff for making the effort to get out into the community and touch the lives of those around us - and get some exercise along the way!



PLE Art Department Receives \$500 Kiwanis Grant!
Pewaukee Lake Elementary School teachers Julie Purney and Katie Kostopoulos applied for and received a mini grant from the Kiwanis Club of Pewaukee, which is part of a global organization of volunteers dedicated to improving the world one child and one community at a time. Our two PLE teachers secured the grant to help fund murals, which will be created by second and third graders, who are developing and building a collaborative design using homemade ceramic tiles made by using clay, texture and glazing techniques. The finished products will be a 4'x8' mural and an 18"x30' mural hung in the entrance of PLE. Thank you to the Pewaukee Kiwanis and we can't wait to see the murals!



PHS CREATIVE WRITING STUDENTS PRESENT COMPLETED CHILDREN'S BOOKS TO THEIR PLE BUDDIES

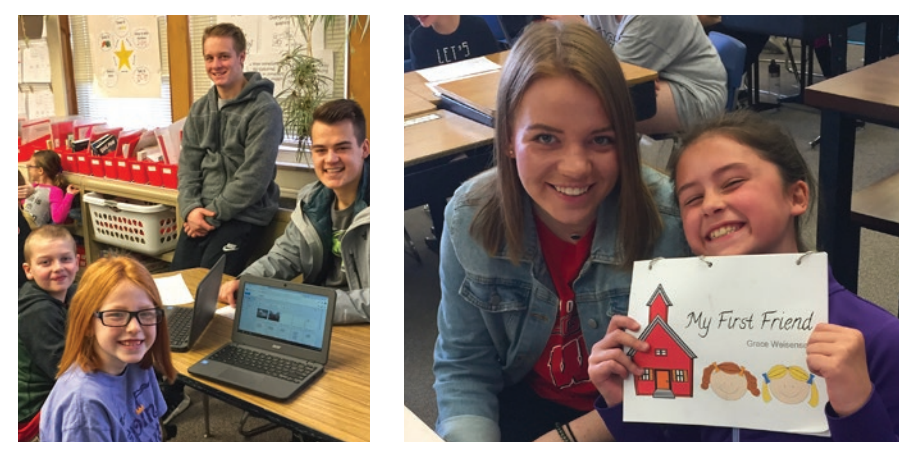
Pewaukee High School creative writing students and their Pewaukee Lake Elementary third-grade buddies collaborated on a unique, months-long project this year to create an illustrated and bound children's book.

The process began in February with an intro letter, then face-to-face meeting followed by analyzing the story arc and craft from the high school students' childhood favorites. They also reviewed video clips from authors.

A mock layout was next, then several days of drafting, editing and revising before peer editing and, finally, printing and binding the book.

The final test: reading the book aloud to their authentic audience at PLE, their third-grade buddies, who then gave them written thoughts on their creation.

"I'd give it three out of four stars" was one productive and constructive comment on characters. The process was an incredible collaboration and learning experience for all and the perfect example of how our unique district campus opens the door to projects like this to be possible.



DONALD DRIVER VISIT INSPIRES PEWAUKEE LAKE STAFF AND STUDENTS

PLE WINS GOODWILL'S PACK'ER UP DONATION CHALLENGE AND VISIT WITH FORMER GREEN BAY WIDE RECEIVER

Packers legend, "Dancing with the Stars" mirror-ball champ and best-selling author Donald Driver visited with joyous Pewaukee Lake Elementary students and staff in the PHS auditorium May 21 - the prize for PLE winning Goodwill's Pack'Er Up Donation Challenge. Our amazing community won the challenge by donating over 65,000 items in the month of April to the Goodwill in Waukesha - tops among 730 participating schools.

Driver spoke to the students about the need to put their education first and sports second and read one of his best-selling books "Quickie Stands Up To A Bully" to the 4K and first graders. He then led the second and third graders in some exercises and answered questions from the audience on important topics like "What is your favorite dessert?"

"Carrot cake and vanilla ice cream," he answered, without hesitation.

"We have to teach kids now that education comes first, sports come second," said Driver. "If we can teach that, then kids understand there is always a brighter future out there."



PLE FUN RUN HELPS RAISE \$72,584

The money raised from PLE's PTO Fun Run will go toward several endeavors to improve our schools, including the PLE outdoor classroom.

Thank you to students, PTO, staff and parents for your work to make this year's runs an incredible success.



HORIZON ELEMENTARY



PATRIOT'S PEN WINNERS

Five district students were named Patriot's Pen essay contest winners and received their awards Jan. 17 at the Pewaukee VFW post! Asa Clark's **Khadijah D.** and Horizon's **Faith H., Ryan K., Emily S.** and **Josephine W.** were recipients of the VFW-sponsored youth essay contest, which had "America's Gift To My Generation" as its annual patriotic theme. The students posed with their teachers: **Mrs. Reuter** and **Mrs. Reagles.**



PTO HOOPS NIGHT RAISES OVER \$10K

Horizon's staff team defended their title with a convincing win over PLE's team at the PTO's second annual Hoops Night March 23 at Pewaukee High School. The event, which featured games, raffle items, face painting, food, basketball and fun for more than 2,000 attendees, raised over \$10,000 to support our Pewaukee schools. Thanks to the PTO and everyone who participated!



FIREFIIGHTERS AUXILIARY DONATES \$1,000 FOR CAMP

Fire Fighters Auxiliary donates to Camp Whitcomb. The Pewaukee Fire Fighters Auxiliary presented a check for \$1,000 to Horizon Elementary Associate Principal Jodi Swanson for Camp Whitcomb.

"The Fire Fighters Auxiliary is so generous, each and every year," said Swanson. "On behalf of our school and all our Camp Whitcomb campers, we thank them for their generosity and support!"

JUMP ROPE FOR HEART RAISES OVER \$18,000

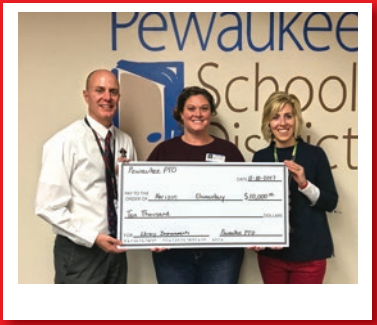
Horizon Elementary students celebrated the finale of their Jump Rope For Heart fundraiser March 28 with various PE activities followed by a healthy snack donated by parents. Over \$18,000 was raised to support the American Heart Association and help fund research on heart disease and heart health.

Horizon will receive \$850 in US Games certificates, which can be used to purchase more physical education equipment!



PTO COLOR RUN HELPS RAISE \$72,584

The money raised from the Horizon color run and PLE fun run, a total of \$72,584, will go toward several endeavors to improve our schools, including the Horizon library. Thank you to the students, PTO, staff and parents for your work to make this year's events an incredible success.



PUSH AND PULL

ELLIS ISLAND SIMULATION GIVES STUDENTS PERSPECTIVE ON IMMIGRATION

Fourth-grade Horizon students and a PHS AP class collaborated in an Ellis Island simulation this May, with high school students acting as immigration officials and the younger kids playing the part of immigrants trying to enter the United States. It was quite a timely exploration given the circumstances and issues currently facing our country.

Horizon students prepared for their roles by researching the countries they chose to emigrate from, subsequently learning about the struggles of immigration in the early 1900s and the challenges thousands of people faced passing through Ellis Island. They learned about push and pull factors impacting the decision of people to come to the United States and specifically to Wisconsin.

"Many students chose a country from which they have ancestors, while others chose a country based on interest," said fourth-grade teacher Jan Hassert. "Next, they prepared a profile and created an identity, researching popular names from the country and time period, choosing a job and developing a plan for their next steps after arriving in the U.S."

Mrs. Hassert's and Mrs. McManus' fourth-grade classes were thoroughly engaged in their roles and Mr. Yuskis prepared his PHS students well, with lessons on the Ellis Island inspection process, which included stations, interviewing and testing the new immigrants to make sure they were physically, intellectually and mentally able to be productive members of early 20th century United States.



NO ESCAPE FROM LEARNING

Sixth-grade students at Horizon planned and built themed escape rooms, which fourth and fifth graders visited for 30-minute sessions. Escape rooms are locked-room adventures where you must find clues to keys which eventually open more clues leading to the exit door's key - and victory - all within an allotted time frame.

Horizon students were tasked with solving puzzles and challenges (learning tons on each theme as they went) in order to escape each room. From Dr. Nefarios to the Titanic, Ancient Egypt to Ancient China and more, each room challenged both the creators and participants with critical thinking and planning, putting their organizational and problem-solving skills to the test.





866 ITEMS COLLECTED FOR FOOD PANTRY

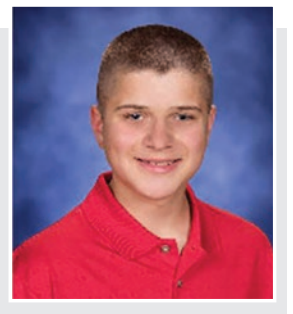
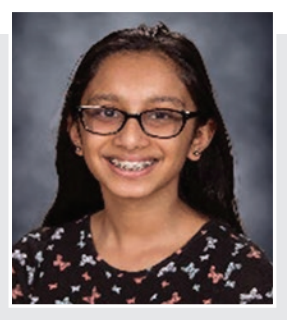
STUDENT COUNCIL FOOD DRIVE - During the month of November 2017, Asa Clark Middle School's Student Council hosted a Food Drive; a total of 866 non-perishable items were collected. Food collected was donated to the FOOD Pantry of Waukesha County which will aid hungry families within the greater Waukesha County area. Thank you to everyone who donated!

CHINESE LANGUAGE STUDENTS HONORED

In May 2018, the annual Wisconsin Chinese Language Speech Contest was held at UW-Green Bay. Students learning Chinese from all over Wisconsin came together to celebrate what they have learned. Students who competed in the Speech Contest needed to write their own speech, memorize it and deliver it in front of an audience. Congratulations to ACMS eighth grader **Aren L.** (top) who competed in the middle school eighth grader contest and won a silver medal!

Congratulations as well to seventh grader **Twisha R.** and eighth grader **Zachary P.**, who were nominated by Chinese teacher Ms. Ku and then received the "Excellence in Chinese Learning Award" from the Wisconsin Association of Chinese Languages in May, 2018.

Both Twisha and Zach received this award for their outstanding participation, as well as their commitment and dedication to learning the Chinese language.



CONGRATS TO FOUR ACMS ROBOTICS TEAMS ON THEIR OUTSTANDING PERFORMANCES OCT. 28 IN WAUKESHA. The teams took home SEVEN of the EIGHT available trophies! The team of Alex Beaudry, Alex Coralline-Jones, Andrew Coursin, Ben Schmidt, Harshit Dalmia and Ian Bogart took home the Judges Award. The team of Connor Dethloff, Elyse Gustafson, Khadijah Dhoondia, Ryan Bernauer, Soli Kothari, and Sophia Gustafson took third place in the preliminary rounds, but they won the tournament earning the Tournament Champion Award and the Design Award.

Alex Eidem, Carson Biebel, Colin Looyen, Diego Zibell, Sam Pease and Sanshrey Vallecha went undefeated in the preliminary rounds and earned the Tournament Finalist Award. The team of Ava Matz, Owen Plewa, Rithvik Konda, Ryan Clousing, Paul Scarberry, and Will Gergen ended the preliminary rounds in second place and earned the Tournament Finalist Award and the Skills Challenge Award. They also took home the Excellence Award, which is given to the best overall team in the competition.



Congratulations to the **ACMS Drama Club** on their incredible production of "Disney's Mulan, Jr." - a true crowd-pleaser!



DRAMA CLUB SCORES WITH "HIGH SCHOOL MUSICAL, JR." MUSICAL

A standing ovation is deserved for Asa Clark Middle School's Drama Club for their production of "Disney's High School Musical, Jr." in late April.



Drama Club is a year-long club intended for students not enrolled in drama class to introduce the history of theater, stage direction, acting methodology, directing skills, costuming, scene design, makeup and producing a performance.

Kudos and we can't wait to see 2018-19's slate of productions!



UNDEFEATED DIVISION CHAMPS! The Asa Clark 8th grade Junior Pirate football team had a 9-0 season and were the division champions - congrats to all the players, coaches and parents on an incredible season!



7TH AND 8TH GRADE GIRLS BASKETBALL TEAMS DOMINATED their schedules and each won their respective Jr. Parkland Conference Tournaments!

EXHIBIT ASA ARTISTS

The Third Annual 8th Grade Advanced Art Exhibit showcased some extremely talented Asa Clark artists. Continual "Oohs" and "Ahhs" were heard as staff, students and family walked the exhibit, thoroughly impressed by the art on display.

Congrats to the artists on your incredible work! And...someone needs to mass produce those shoes!



ACADEC WINS D2 STATE CHAMPIONSHIP



Pewaukee's Academic Decathlon team took first in D2 and third overall behind D1 state champ Wilmot Union and runner-Watertown. The state title catapulted PHS, for the first time in school history, to the online national competition where they faired well and gained valuable experience.

Highlights from state included: **Janie Xue** was the first PHS students to break the 9,000 point barrier. She was the top scorer on the team and brought home individual medals for literature (3rd), art (3rd) and economics (2nd). **Emily Willis**, the team's only junior, was the top-scoring scholastic student with individual awards for her scores in music (3rd), science (1st), social science (1st), interview (3rd) and art (3rd). **Morgan Impola** won a bronze medal in speech and **Rudrani Suttar** earned a silver medal in essay.

BOOSTER CLUB SCHOLARSHIPS

Congrats to the 2018 Booster Club \$750 Scholarship winners: **Emily H., Theo J., Jordan S. and Matthew W.!**



XUE NAMED NATIONAL MERIT FINALIST



We are Pirate proud of Pewaukee High School senior Janie Xue, who was named a Finalist in the 2018 National Merit Scholarship Program, which had 1.6 million juniors apply from more than 22,000 high schools. Janie joined a very select group of academically-talented high school seniors - the top 15,000 nationwide.

"For me, achieving the National Merit Finalist standing is evidence that hard work pays off," said Xue. "I am grateful my dedication to learning has resulted in this honor. As for college, I am attending Carnegie Mellon University...and I plan to major in business."

We are also proud of seniors **Seth Bickett, Matthew Wildman and Annika Wille** for being named "Commended Students" in the competition, finishing in the top two percent - or top 50,000!

WOWS

Wow, did you know...

Golfer **Travis B.** was named a 2018 High Honors Academic-All State honoree!



Jack Marks was named Woodland Conference Soccer Player of the Year and his fellow teammates who joined him as 1st Team All-Conference selections: **Jaeger Hoang, Joe Mielke, Tyler Johnson and Colin McGowan.**

Congratulations to the following Jerry Award recipients from our amazing production of "Les Miserables." **Jake Koch**, Outstanding Lead Performance (Thenardier); **Chloe Sherman**, Spirit Award; **James Sevens**, Outstanding Scenic Design; **Rebecca Rentz**, Outstanding Scenic Design; **Megan Sunderlage**, Outstanding Scenic Design.

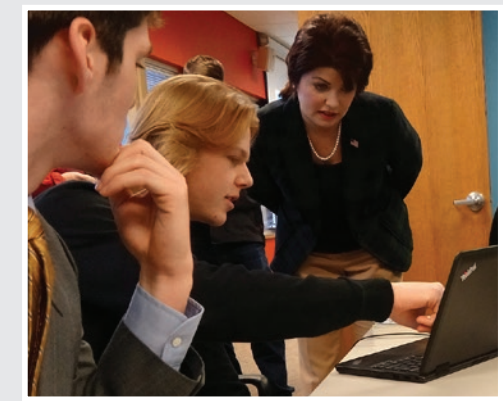
Four-year starter **Seth Bickett** was named WFCFA First Team All State as a defensive lineman- an awesome way to cap off an amazing Pirate career!



Five band students were nominated for Exemplary Awards at State Solo and Ensemble: **Noah S., Ian F., Matthew T., Michael T. and Lydia H.**

A total of 1,119 student performances were nominated statewide and **Lydia was one of the few selected for the award!**

LT. GOV. KLEEFISCH CALLS INSIGHT A "BEST PRACTICE"



Lt. Gov Kleefisch was truly wowed during her visit to Pewaukee High School's off-campus Insight classes. Insight is an innovative education capstone, designed by Pewaukee High School to give students hands-on, real-world experiences immersed in a professional setting.

Students engage in a rigorous curriculum while also learning valuable skills for high-demand careers. Industry partners provide real project work and opportunities for students to build portfolios and resumes.

Kleefisch visited with staff and students in the first-of-its-kind state program in January. She walked away impressed by the work teachers, administrators and the community are doing to provide real-world experiences and one-to-one professional mentoring for all 100 students in the program.

"They have taken both the needs of the economy and the needs of its future workers into what has become a really cool context for both education and worker training," Kleefisch said of the program, the first of its kind in the state when it began three years ago. "It's unique...a best practice for Wisconsin."

BEST INTENTIONS

A RECORD 17 STUDENT ATHLETES SIGN LETTERS OF INTENT TO PLAY COLLEGIATELY



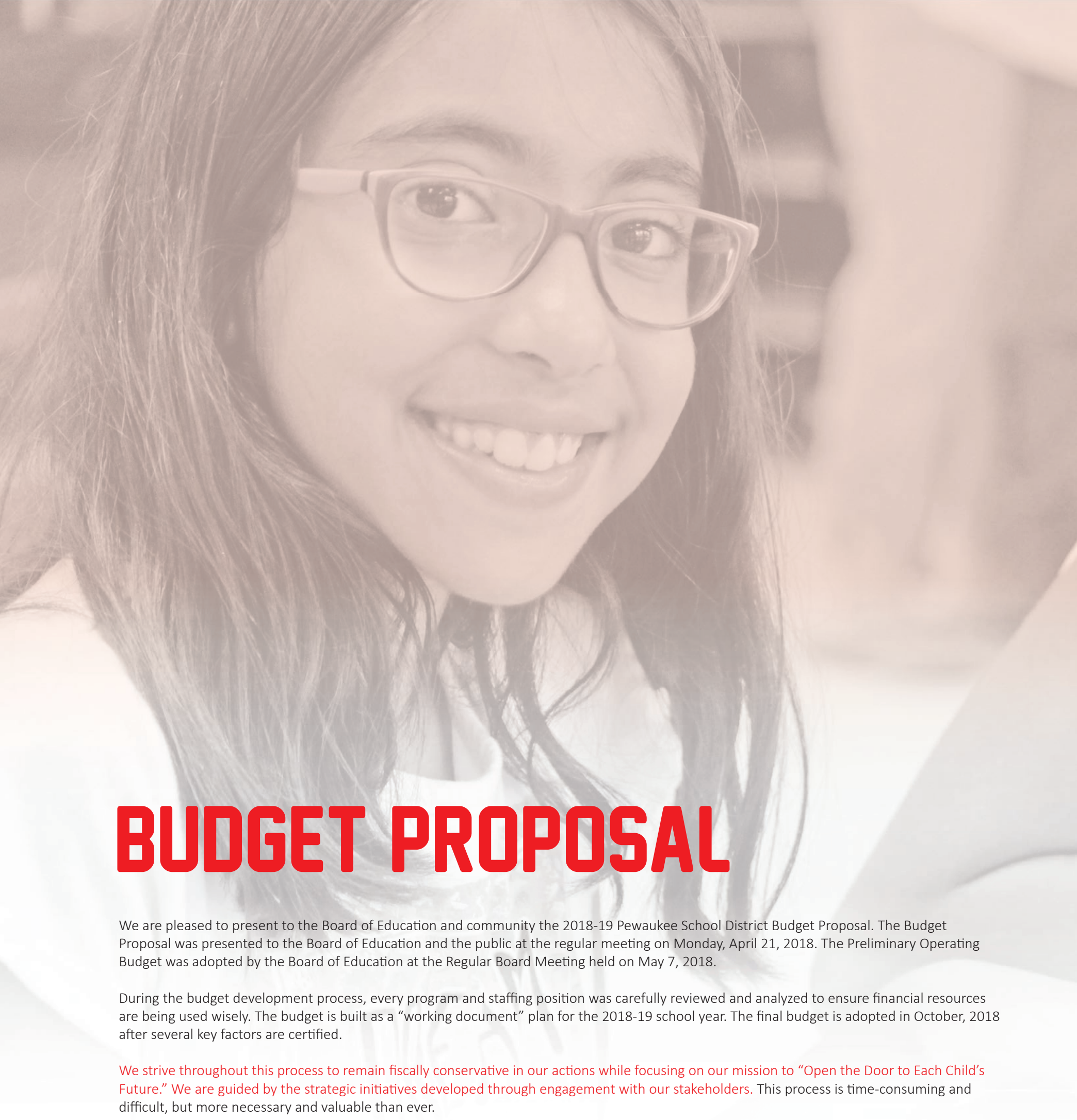
ROBOTICS TEAM POWERS UP WITH TWO STRAIGHT REGIONAL VICTORIES

MAKES DEBUT TRIP TO FIRST WORLD CHAMPIONSHIP

Pewaukee High School's Team 1259 Paradigm Shift followed up their Duluth Regional win with a victory at the FIRST Robotics Wisconsin Regional March 22-24 in Milwaukee! They also brought home their second Innovation in Control Award for their use of autonomous vision processing.

In the team's 15-year history, this is the first time they have claimed not one first-place blue banner, but two! The students and their mentors thoroughly enjoyed the triumph, and their experience at the FIRST World Championship held in Detroit April 25-28. Kudos on a tremendous year!





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 13th day of August 2018 at 7:30 p.m. for the purpose of:

1. Conducting a public hearing on the proposed budget: 7:00- 7:30 p.m.
2. Presentation of the proposed budget.
3. Adoption of a tax levy for the 2018-2019 school year.
4. Consideration and possible approval of a resolution to establish a Capital Expansion Fund and levy a tax in the amount of \$300,000 for the 2018-2019 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 30th day of July, 2018.
Larry Dux, Clerk
Board of Education

BUDGET HEARING AGENDA

Monday, August 13, 2018 | 7:00 p.m.
PHS Auditorium
510 Lake Street
Pewaukee, WI 53072

OFFICIAL BUDGET HEARING

The official budget hearing required by law will be held from 7:00 p.m. to 7:30 p.m. on Monday, August 13, 2018, 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 p.m.

ANNUAL MEETING AGENDA

Monday, August 13, 2018 | 7:30 p.m.
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 - 2018
4. Board president: appointment of vote counters
5. Board president: election of chairperson for 2018 annual meeting
6. Review of minutes of August 14, 2017 annual meeting
7. Superintendent's report
8. Approve a tax levy: recommend a motion to levy a property tax of \$26,036,897 for the 2018-19 school year.
9. Recommend a motion to adopt a resolution to establish a Capital Expansion Fund and levy a tax in the amount of \$300,000 for the 2018-2019 fiscal year.
10. Approve annual salary for board members. The current salary for school board members is \$4,400 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 schedule the next annual meeting for Monday, August 12, 2019.
13. Adjournment

BUDGET PROPOSAL

We are pleased to present to the Board of Education and community the 2018-19 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 21, 2018. The Preliminary Operating Budget was adopted by the Board of Education at the Regular Board Meeting held on May 7, 2018.

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 2018-19 school year. The final budget is adopted in October, 2018 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.

WE ARE GUIDED BY THE STRATEGIC INITIATIVES DEVELOPED THROUGH ENGAGEMENT WITH OUR STAKEHOLDERS

RECORD OF PROCEEDINGS

The Annual Meeting of the Pewaukee Public School District was held in the high school auditorium on Monday, August 14, 2017. Board of Education President Brian Kammers opened the meeting at 7:30 p.m. following the official budget hearing which was held at 7:00 p.m.

INTRODUCTIONS AND ROLL CALL

Brian Kammers, President; Jeanne Witthun, Board Vice President; Larry Dux, Clerk; John Blask, Treasurer; Ron Frea, Board Member and Ann Wright, Board Member, Dacia Hopkins, Board Member

OTHERS PRESENT

Mike Cady, Superintendent; John Gahan, Assistant Superintendent; Mark Olson, Attorney

APPOINTMENT OF APPROVER OF ANNUAL MEETING MINUTES - 2017

Brian Kammers appointed Danielle Bosanec to approve the minutes of the August 14, 2017 annual meeting.

APPOINTMENT OF VOTE COUNTER

Brian Kammers appointed John Maltzsch to be the vote counter.

ELECTION OF CHAIRPERSON FOR 2016 ANNUAL MEETING

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

REVIEW OF MINUTES OF AUGUST 15, 2016 ANNUAL MEETING

Larry Dux made a motion to approve the 2016 Annual Meeting minutes as presented, seconded by Jeanne Witthun. The minutes were approved unanimously.

SUPERINTENDENT'S REPORT

Mr. Cady shared his report.

APPROVAL OF THE TAX LEVY FOR 2017-2018 SCHOOL YEAR

A motion was made by John Blask and seconded by Ann Wright that a tax in the amount of \$26,418,368 be levied upon the taxable property of the School District for the 2017-2018 school year. The motion passed 17-0.

ADOPTION OF A RESOLUTION TO ESTABLISH A CAPITAL EXPANSION FUND AND LEVY A TAX IN THE AMOUNT OF \$330,000 FOR THE 2017-2018 FISCAL YEAR

Larry Dux moved to adopt a resolution to establish a capital expansion fund and levy a tax in the amount of \$330,000 for the 2017-2018 fiscal year, seconded by Gene Wright. Motion passed 17-0.

APPROVE ANNUAL SALARY FOR BOARD MEMBERS

Steve Dankert moved that Board salaries remain at \$4,400 annually, seconded by Ann Wright. Motion passed 17-0.

APPROVAL OF TRANSPORTATION FOR STUDENTS AT DISTRICT EXPENSE

John Blask moved to approve the current District practice 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 Jeanne Witthun. Questions and discussion. The motion passed 17-0.

SET DATE FOR NEXT ANNUAL MEETING

John Blask moved to hold the next annual meeting on Monday, August 13, 2018, seconded by Brian Kammers. Passed 17-0.

ADJOURNMENT

Gene Wright moved to adjourn the 2017 annual meeting, seconded by Steve Dankert. The motion passed unanimously. The meeting was adjourned at 8:04 p.m.

APPROVED by *Danielle Bosanec* on the 16th day of August, 2017.



WE STRIVE THROUGHOUT
THIS PROCESS TO REMAIN
FISCALLY CONSERVATIVE
IN OUR ACTIONS

SUMMARY OF GENERAL FUND REVENUES

SUMMARY OF GENERAL FUND EXPENDITURES

	Audited 2016-17	Unaudited Budget 2017-18	Proposed Budget 2018-19
Balance Sheet - End of Year			
ASSETS	12,519,733	12,970,308	13,000,000
LIABILITIES	5,826,924	5,728,214	5,657,906
FUND BALANCE	6,692,809	7,242,094	7,342,094
Revenues & Other Sources:			
From Local Sources:			
Property Taxes (+ chargebacks)	22,662,543	22,971,669	22,722,004
Mobile Home Fees	3,726	3,408	3,000
Other Taxes (TIF Payment)			
Payments for Summer School	13,695	9,040	10,000
School Activity Income	79,426	74,537	65,000
Interest on Investments	28,968	82,033	36,000
Gifts	13,140	2,625	2,625
Student Fees	311,583	298,935	300,000
Miscellaneous	30,959	30,087	16,156
Tuition	844	2,205	0
From Other School Districts:			
Open Enrollment Tuition	1,558,252	1,822,737	1,810,500
From State Sources:			
Computer Exemption Aid	82,941	84,160	84,160
Transportation Aid	83,199	77,811	75,000
Library Aid	95,836	107,115	95,000
General/Equalization Aid/spec adj aid	4,360,468	5,006,021	5,647,617
State Grants	33,765	31,614	54,000
Per Pupil Aid	675,750	1,235,700	1,818,338
From Federal Sources:			
Fed Grant (Title II, III, IV, V)	27,896	53,958	48,000
Title I Grant	135,362	75,121	70,000
Misc. Mini Grant Programs	1,360	1,175	1,200
Fiscal Stabilization Funds			
Other Fed Revenue (Baldrige)	23,618	1,590	5,000
From Misc. Sources:			
Insurance Claims	0	39,372	5,000
Medicaid Reimbursements	56,446	49,071	25,000
Refund of Prior Disbursements/E-rate	57,830	103,898	56,000
Total Revenues & Other Sources	30,337,605	32,163,882	32,949,600
Accounting Adjustment for Capital Lease	238,406	0	0
Total Adjusted Revenues & Other Sources	30,576,011	32,163,882	32,949,600

	Audited 2016-17	Unaudited 2017-18	Budget 2018-19
Function Descriptions:			
Undifferentiated Curriculum	6,854,893	7,019,173	7,445,523
Regular Curriculum	5,463,051	5,747,485	5,959,400
Vocational Curriculum	1,268,736	1,422,239	1,458,955
Physical Curriculum	604,466	679,699	756,153
Special Education- Inter Fund Transfer	2,433,023	2,537,670	2,838,771
Co-Curricular Activities	668,107	659,390	729,753
Gift & Talented /ELL/Alt Ed	183,594	193,324	200,296
Pupil Services	835,584	886,005	888,410
Instructional Staff Services	1,678,413	1,751,096	2,068,990
General Administration	663,254	614,910	702,213
School Building Administration	1,585,499	1,639,475	1,661,430
Business & Support Services	4,727,828	4,674,658	4,908,016
Central Services (Technology, Phone, PI)	1,359,937	1,932,843	865,257
Insurance (Worker Comp, Property, GL)	277,473	316,768	233,939
Debt Services (TRAN & Capital Lease)	435,385	354,420	361,441
Other Support (Retire Liability, Technology Services)	76,012	53,065	687,567
General Tuition Payments	81,042	111,904	121,400
Non-Program- Municipal Charges	17,769	15,737	10,000
Medicaid Recoupments			
Open Enrollment/Voucher Tuition Expense	610,173	704,530	651,880
Operating Transfer- 38 Fund	100,000	300,000	300,000
Operating Transfer- 46 Fund	0	0	0
Operating Transfer- 99 Fund	206	206	206
Total Expenditures & Other Uses	29,924,444	31,614,596	32,849,600
Accounting Adjustment for Capital Lease	238,406	-	-
Total Adjusted Expenditures & Other Uses	30,162,850	31,614,596	32,849,600
Excess Revenues over Expenditures	413,160	549,286	100,000

THE PROJECTED TAX RATE OF \$9.75 IS THE LOWEST IN THE LAST 25 YEARS

SUMMARY OF OTHER FUNDS

	Audited 2016-17	Unaudited 2017-18	Budget 2018-19
Special Revenue Trust Fund - 21			
Total Revenues	18,086	1,203	100
Total Expenditures	15,163	1,152	100,000
Special Education Fund - 27			
Transit of Aids- EEN Tuition Programs	45,352	13,683	30,000
EEN Aid	789,570	810,720	800,000
Open Enrollment- Spec Ed Tuition			
Grant Revenue	493,268	532,809	613,278
Medicaid Reimbursements	84,655	76,042	70,000
10 Fund Transfer In	2,433,023	2,537,670	2,838,771
Non-aidable Refund			
Total Revenues	3,845,867	3,970,924	4,352,049
Total Expenditures	3,845,867	3,970,924	4,352,049
Debt Service Fund * - 39			
Property Taxes/Interest income	2,721,481	2,596,934	2,754,800
Total Expenditures	2,844,923	2,624,699	2,248,250
Transfer Out			
Total Debt Obligation, End of Year	19,595,000	17,615,000	15,955,000

SUMMARY OF OTHER FUNDS

	Audited 2016-17	Unaudited 2017-18	Budget 2018-19
Debt Service Fund - 38 (Non-Ref. Debt)			
Property Taxes/Interest income	507,314	311,780	260,093
Bond Proceeds			
10 Fund Operating Transfer	100,000	300,000	300,000
Total Expenditures	612,370	615,728	563,250
Transfer In			
Total Debt Obligation, End of Year	1,798,000	1,222,000	691,00
Food Service Fund - 50			
ASSETS			
Total Revenues	1,002,530	1,006,140	1,017,000
Total Expenditures	954,193	1,019,940	1,001,242
Capital Expansion Fund - 41			
Total Revenues	550,400	331,601	301,000
Total Expenditures	84,277	25,572	92,000
Capital Expansion Fund - 43			
Total Revenues	0	0	0
Total Expenditures	38,729	0	0
Capital Projects Fund - 45			
Total Revenues	0	0	0
Total Expenditures	69,282	0	0
LT Capital Improvement Trust Fund - 46			
Total Revenues	1,075	2,700	2,000
Total Expenditures	0	0	0
OPEB Trust Fund - 73			
Total Revenues	341,597	323,443	395,767
Total Expenditures	295,621	312,494	386,267
Cooperative Program Fund - 99			
Total Revenues	2,060	2,060	2,060
Total Expenditures	2,060	2,060	2,060



2018 WILL MARK THE 5TH STRAIGHT YEAR OF A TAX-RATE DECREASE

BUDGET SYNOPSIS

The Pewaukee School District budget proposal is developed as we proceed into a period of stable enrollment growth for the next several years. Coming off the 17-18 school year, where we experienced an increase in resident population, our budget is built on an estimated increase of approximately 1.12 percent to our resident student population. 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 space impact, it is a good sign for the long-term enrollment picture of the district.

The 2018-19 budget proposal is based upon a 3.14 percent General Fund revenue increase from the previous year. The growth in revenues is driven by two primary sources. The first is the growth in prior year resident student population. The second is the increase the State Legislature approved in the last biennium to the Per Pupil Aid. 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 have built the budget on a projected increase to the general Fund Operating Reserve of \$100,000 for the year. The district will continue the practice of improving its financial position through the building of its operating reserves over time. This is in response to the most recent assignment of a rating of Aa2 through Moody's Investors Service in May 2018.

The revenue growth scenario presented here is driven by a projected enrollment that will grow slowly for the 2018-19 school year. As a result of the Revenue Limit, 2018-19 budgeted expenditures are limited to an increase of 3.14 percent or less. In an increasingly tight labor market, balancing the budget is paramount when costs such as retaining personnel, health insurance premiums and utility charges are out-pacing the artificial "revenue limit." This becomes a challenge when working to meet all our student needs. To control costs associated with staffing, our administration has closely looked at staff-to-student ratios to ensure proper allocation of staff to best meet student needs. Staffing costs represent more than 75 percent of the overall Operating Budget.

Based on our staffing formulas, we have built the initial budget on an overall increase of teaching staff of 3.57 Full Time Equivalent (FTE) teaching positions. The projected property tax levy, which will be finalized in October 2018, is estimated at \$26,036,897 or a decrease of \$172,042 from the levy in the 2017-18 school year. This represents a decrease of .66 percent. The overall value of the taxable property in the district is projected to grow approximately 2.0 percent over the previous year. The resulting property tax rate subsequently is projected to decrease from \$10.01 per \$1,000 of equalized property value in 2017 to a rate of \$9.75 per \$1,000 of value or a decrease of \$.26 per \$1,000 of equalized value.

TAX LEVY ESTIMATE

	Audited 2016-17	Unaudited 2017-18	Budget 2018-19
General Fund	22,662,543	22,971,669	22,722,004
Debt Service	2,720,726	2,595,625	2,754,800
Debt Service-38	507,255	311,645	260,093
Capital Projects- 41	550,000	330,000	300,000
Total	26,440,524	26,208,939	26,036,897
Tax Base	2,581,507,479	2,618,239,381	2,670,604,169
Tax Rate Per \$1000 EqV.	10.242	10.010	9.749



THE PROPERTY TAX LEVY IS EXPECTED TO DECLINE FOR THE THIRD CONSECUTIVE YEAR AND FOURTH OUT OF FIVE YEARS

STRATEGIC

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.

PLANNING



TEACHING



ACTION PLAN #1: PERSONALIZED LEARNING

Goal: By June of 2018, all students will participate in a learning environment that personalizes student learning as defined by a minimum of four PSD Personalized Learning Guiding Principles and measured by teacher observations and artifacts.

RESULTS:

- 100 percent of teachers identified a personalized learning guideline as a professional goal to focus on throughout the year
- Evidence of personalized learning environments came from learning walks, classroom observations, and teacher artifacts
- Teaching staff required by contract to complete a total of 3,040 hours of professional development; completed over 6,000 hours by choice
- More than 65 percent of staff attended more professional development related to personalized learning than required of them
- Expanded 1:1 Chromebooks in grade two and three
- Expanded PHS INSIGHT program with additional strands in Elements of Health and Medicine and Biomedical Innovation

ACTION PLAN #2: FUTURE READY

Goal: By June of 2022, 100 percent of graduates will have engaged in at least one place-based experience (apprenticeships, formal job shadows, etc), received formal mentoring, and have earned either post-secondary credit(s) or industry certification(s).

RESULTS:

- Engaged over 125 stakeholders in development of a graduate profile. Stakeholders included Board of Education members, administrators, school staff, parents, students, WCTC, and community members
- Identified six competencies a graduate of Pewaukee School District should possess: Each graduate should have the ability to: Create, Connect, Contribute, Compete, Care and Commit
- Began identifying indicators for each competency on the Profile of a Graduate at each school

LOOKING AHEAD:

Personalized Learning practices will continue to be developed as we develop how we are going to achieve what we want, which are students that are able to compete, contribute, connect, create, care, and commit to their community. An emphasis will remain on personalized professional development for staff that models and teaches instructional strategies that will help students make gains in all areas of the graduate profile. Specific indicators for each graduate profile competency will be determined and action plans developed to move students towards greater proficiency in each competency.

In conjunction with strong programming already in place including Academic & Career Planning (ACP), Response to Intervention (RtI), curriculum renewal cycles, and much more, the Teaching & Learning department will maintain and enhance the development of not just academically strong students, but productive citizens as well.

AND LEARNING

By June of 2022, 100 percent of graduates will have engaged in at least one place-based experience





Information Technology (IT) is vital to the support of student achievement and organizational efficiency in the learning journey. The department continues to pursue the use of digitally-rich, technology-infused learning experiences developing student voice, ownership in learning and the process of becoming life-long creators of knowledge. Teaching and learning is the driver as the department supports job-embedded professional development for staff, the pursuit of resources and services in alignment with educational needs and communication and collaboration with all Pewaukee stakeholders.

2017-18 STRATEGIC INITIATIVE

By June 2018, establish baseline data for high school students feeling prepared for career pathways in technology.

RESULTS

Technology Support Internship course to be offered at Pewaukee High School beginning in the 2018-19 school year.

APPROACH

- Gathered data on student preparedness for technology career pathways via the spring Student Satisfaction Survey
- Identified tech support jobs/tasks for TSI students to complete as First Response technicians
- Determined work flow/ process for requests that come into TSI
- Identified individualized career pathways of study for TSI students
- Developed and deployed application process and requirements for TSI program
- Developed TSI course proposal approved by BOE
- Develop full TSI curriculum (syllabus, priority standards, reportable standards, assessments, etc.)

LOOKING AHEAD TO 2017-18

- Deploy Technology Support Internship (TSI) course at Pewaukee High School
- Implementation of Canvas Learning Management System to empower learners at all levels and enhance institutional visibility of student learning for all stakeholders.
- 900 Chromebooks being deployed to students at PHS replacing netbooks.
- Skyward migration to new server, OS and updated
- Complete upgrades to hardware, software, and infrastructure, including connection of the district's fiber network to the Waukesha Community Area Network (WCAN) via WCTC's existing campus fiber increasing reliability while reducing costs
- Job-embedded coaching and comprehensive professional development focused on use innovative, research-based strategies to prepare students to compete in a 21st century global environment
- District-level work on student data privacy, safety, and security (Policy, Programs, Systems, Responses)

900 CHROMEBOOKS

are being deployed to students at PHS, replacing netbooks



PROVIDING GREATER VOICE AND CHOICE TO STAFF



Pewaukee School District will continue to utilize best practices in the recruitment, retention, engagement and development of a skilled and talented workforce enabling the district to achieve its mission.

Efforts in the area of recruitment will include steps of proactive participation of employment outreach to identify talent who may benefit the district in a variety of roles.

The district will continue its focus on employee retention and engagement through a personalized professional development approach by providing supports to maximize employee benefit education and opportunities. We anticipate the strategies of greater personalization and more meaningful feedback in relation to engagement will also provide benefits with retention as an engaged staff tends to have higher levels of satisfaction.

As the district learned from previous years, the ongoing implementation and enhancement of a more personalized professional development model includes providing greater voice and choice to staff. The goal is to ensure time and resources are invested in meaningful training, which will lead to greater application of best practices and improved employee satisfaction. Part of the investment in 2018-19 will focus on educating employees regarding wellness, compensation and benefits. The district will also research, identify and propose improvements to the compensation and benefits models.

WORKFORCE ENGAGEMENT AND DEVELOPMENT



COMMUNICATION



44 VIDEOS CREATED AND SHARED IN 2017-18

ACTION PLAN: 2017-18

Our main focus was developing and implementing a comprehensive and cohesive Marketing and Communication Plan focusing on branding, community engagement and further development of partnerships with students, staff and citizens to help reach our mission of academic excellence. The plan included short and long-term objectives including:

- Expanded use of communication tools through text messaging, email blasts and social media tools.
- Increased and refined methods of communication via website, text, Facebook, Twitter and signage.
- Creation of new promotional videos for the district and each of its schools, increasing our focus on the ever-growing popularity and consumption of digital media.
- Creation and promotion of an Instagram account.

RESULTS:

- Redesigned printed “Perspective” newsletter with increased page count of 16 pages and magazine-style design with more features; digital version includes links to videos.
- Substantially increased engagement on Facebook (Likes up 33 percent; Followers up 40 percent) and Twitter (Followers up 20 percent)
- 40 videos were shared via Facebook from 2010-2016; 44 were shared in 2017-18 school year.
- Created Weekly Updates e-newsletter showcasing news, features and events emailed to over 3,500 subscribers with an open rate of 45 percent and click-through rate of 25 percent.
- Created weekly e-newsletter for Insight, sent to 420+ subscribers with an open rate of 46 percent and click-through rate of 30 percent
- Launched district Instagram page in August, 2018.

LOOKING AHEAD

- Work with staff, students and community on new videos for each building, plus completion of the district’s “promo” video.
- Rebrand each school’s site as well as the district’s.
- New branding across every communication tool.
- Further develop Instagram page to build more student engagement and promote greater event awareness and participation,
- Create a system for adding more news and content to district and school sites.

AND COMMUNITY ENGAGEMENT



FACILITIES AND OPERATIONS

For the 2017-18 school year, the plan focused on enhancing the wellness programming within the district as a tool to control the long-term cost of health insurance while improving the recruitment and retention of staff through higher levels of employee engagement.

ACTION PLAN: WELLNESS

By the end of the 2017-18 school year, a minimum of 70 percent of the district participants in the Vitality Wellness Program will achieve Silver Status Level as measured through the Vitality dashboard.

APPROACH:

- Develop and implement changes to Waukesha County Area Schools Consortium (WCASC) Wellness Operating Plan
- Develop and publish Wellness homepage for staff reference
- Recruit Wellness Champions for each building
- Deploy district specific wellness materials
- Develop activities for all-staff in-service
- Conduct evaluation of independent wellness platforms through WCASC
- Modify Benefit Plan available for 2018-19
- Update staff on progress toward Silver Status goal
- Complete biometric screening with all eligible staff
- Celebrate successes for the year

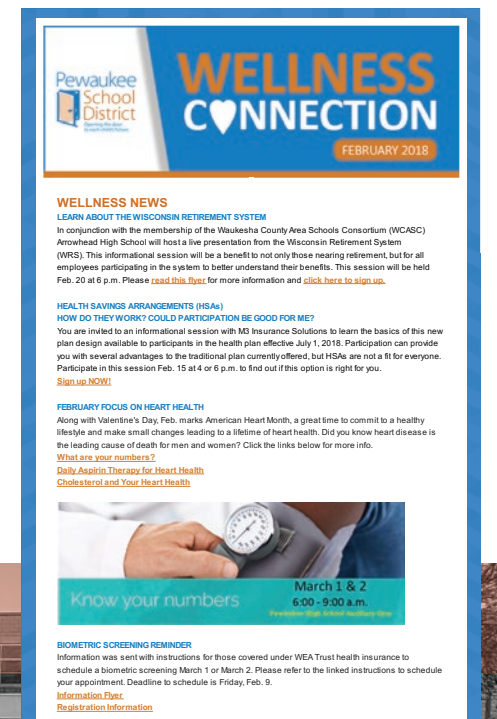
ANTICIPATED ACTION PLAN AREAS OF FOCUS FOR 2018-19

Two action plans are anticipated for the 2018-19 school year. We will continue to emphasize employee wellness as an area of focus. In addition, the district will continue the implementation of the facility master planning process to prepare us to meet the needs of the student population for the next decade.

LOOKING AHEAD:

The first action plan for the 2018-19 will focus on the continued implementation of the Facility Master Plan. Next steps include effective communication for the community to make informed decisions in the proposed referendum. This, combined with the annual review of the Long Term Capital Improvement Plan, will be used to set priorities to be addressed into the future.

The second action plan will focus on strategic engagement of staff through implementation of a comprehensive wellness plan, which includes several educational alternatives designed to increase cost-effective utilization of resources available through participation in WCASC.



CONTINUE TO EMPHASIZE EMPLOYEE WELLNESS AS AN AREA OF FOCUS



**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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