

OPENING THE DOOR TO EACH CHILD'S FUTURE

# **PEWAUKEE**

## **SCHOOL DISTRICT**

2019-20 ANNUAL REPORT • 2020-21 ANNUAL BUDGET



## 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 2019-20 school year highlighting the tremendous accomplishments of our students and staff alongside our annual budget for 2020-21. 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 intends to invest our resources as we strive for continued excellence.

Currently we are experiencing the most challenging of times in recent history in our district, community, nation and world. The rapid spread of the COVID-19 pandemic virus has impacted nearly every facet of our lives and our education system is no exception. **I am very proud of the work of our staff in response to the emergency shutdown order this past spring.** We were able to rapidly respond by deploying technology and shifting to virtual remote learning for our students. In addition, our district continued to provide critical social services to our families which included providing over 14,000 meals at no cost to our families in need. It is worth noting that our ability to respond to that situation was enhanced greatly by the innovation of past strategic plans which included the deployment of one-to-one devices and an emphasis on personalized learning. We will once again lean on our culture of continuous improvement and systems planning to tackle the challenges of the upcoming year as we work to bring students back during this pandemic. We recently published our **PSD Stay Safe to Stay Open plan** for returning to schools and we are determined, with the help and support of our community, to continue to meet our district's mission to **open the door to each child's future.**

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. Our current Three-year (2018-2021) Strategic Plan includes goals and supporting actions targeted on key initiatives we believe will provide long-term benefit for our students and community. These goals are articulated in six-strand areas including **Teaching & Learning, Student Services, Technology, Communications & Community Engagement, Workforce Engagement & Development, and Facilities & Operations.** The initiatives contained in the plan endeavor to advance greater personalization of learning, ensure students graduate future ready, provide greater mental health support for students, engage authentic uses of technology, recruit, engage and retain a world class staff, implement a district communication and branding plan, ensure effective resource management, and maximize the impact of our new additions and renovations to campus facilities. As a school system, we are committed to continuous improvement and our Strategic Plan is the backbone of that process.

A recent innovation from our planning process has been the development of our **PSD Graduate Profile.** The profile was developed by a large team of stakeholders that examined data, future trends, workforce demands, and other research to articulate the knowledge, skills, and dispositions our graduates need to be successful in the future. You will notice this annual report is organized around the six categories of the profile to show how it is impacting our improvement efforts.

**Lastly, we are very excited to open new additions and renovated campus spaces this fall as we complete the largest set of construction projects in the history of our school district.** These bright, engaging, and innovative learning spaces will serve generations of students to come and are a physical representation of the value this community places on our education system.

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



- 1 | PSD I.T. Staff Provide Technology Hotline for All Families
- 2 | Over 14,000 Meals Served to the Pewaukee Community
- 3-4 | PSD 3D Printers Used to Create Face Shields for Frontline Workers
- 5 | PPE Donated to Waukesha Memorial Hospital, Pewaukee Police Department, and Fire Department
- 6 | 1,795 Total Chromebooks Distributed to K-12 Students
- 7 | \$650 Worth of Snacks Donated to Froedtert Healthcare Frontline Workers
- 8 | 1,033 School Supply Packages Picked Up for PLE Students
- 9 | Donation of Food Shipments to the Waukesha Food Pantry

# PEWaukee

## ACTIVELY PARTICIPATING IN THE ENHANCEMENT OF SOCIETY

CITIZENSHIP | SERVICE | GLOBAL AWARENESS

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### "DAY OF AWESOMENESS"

1 PLE/HZ/ACMS

This year, the Pewaukee PTO partnered with Step It Up! to give the Annual Fall Fundraiser a makeover for PLE, Horizon, and ASA students. This new program provided the opportunity for students to earn rewards just for participating as well as incentives to challenge themselves to reach their school's fundraising goals. The students began their campaign efforts with an exciting pep rally followed by a "Week of Wow" where they turned in Golden Tickets for participating. On October 9th and 10th, students enjoyed a "Day of Awesomeness" to reward their efforts and celebrate the success of the campaign. Some of the favorite activities were the Ninja Obstacle Course, DJ Dance Part, the "Chill" Lounge, and the incredibly popular Giant Hamster Spheres! There was truly something for everyone to enjoy!

The Fall Fundraiser was not only fun for all, but it was incredibly successful! The funds raised well exceeded years prior, **earning \$92,000 for our schools!** This fundraiser allowed teachers to also have a moment of awesomeness - Each teacher was awarded 10% of their classroom earnings to spend as they wished for their classroom. This fundraiser, and all Pewaukee PTO fundraising activities, help to subsidize student field trips, purchase playground and encore equipment, and fund the annual teacher grant program, as well as supporting enhancements such as outdoor learning spaces, maker space additions, and advanced STEAM equipment.

**The Pewaukee PTO is proud to represent this community!**

### HORIZON MAKERSPACE

2 HORIZON

Horizon Elementary celebrated the grand opening of their school's Makerspace in early September! This newly renovated area encourages our students to use their fine motor skills as they problem solve and think outside of the box. **Even our PSD Administrative Team tapped into their creative side by helping to design and stencil the floor decals for the space!**

As the year continued, classes scheduled times to use the space for projects and challenges that correlated with the curriculum that they had been practicing in class. We are proud to say that each of our schools provide a Makerspace room that promotes a hands on approach to critical thinking. **These spaces were made possible by the fundraising efforts of our PTO.** We would like to take the time to thank everyone for their contributions and involvement to make this a priority.

### RIVER RESEARCH

3-4 ACMS

In early September, science teachers Mrs. Brandenstien and Mr. Graf embarked on an "outdoor" classroom excursion to the Pewaukee River. The group of students were provided the opportunity to extend their research on macro-invertebrate beyond the classroom and study in action. Suited up in waders with fishing nets in hand, the students took turns gathering creatures from the river to inspect. **According to their research and based on the type of creatures they identified, the group concluded that the river appears to be substantially cleaner than in years past.** Not only did the kids enjoy the beautiful day outside, they were able to apply their observations and inform the community about our river!

### RUNNING FOR A CURE

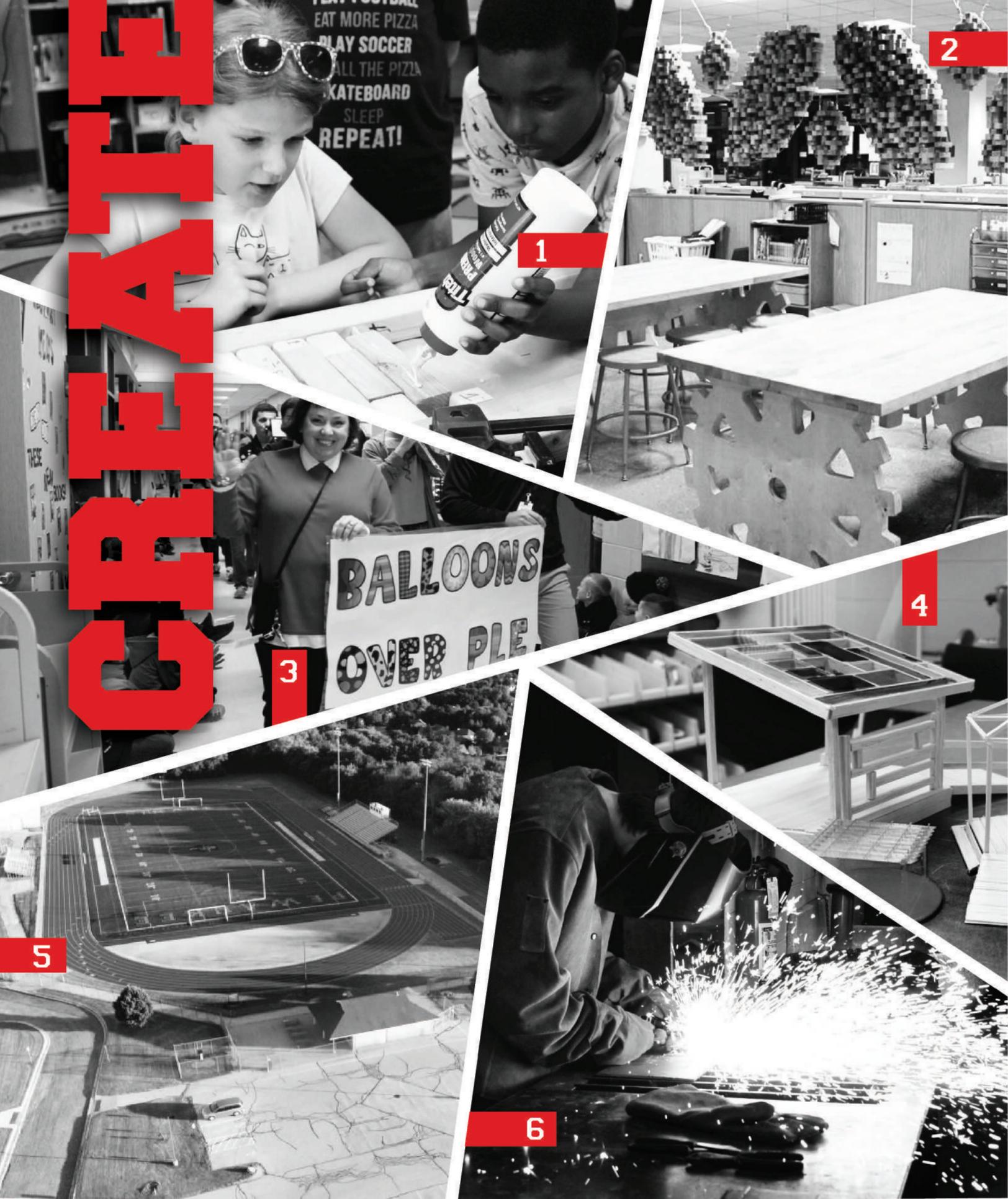
5 ACMS/PHS

The race for a cure continues for both middle and high school students of the Cross Country Program as well as ACMS Student Council. Efforts were focused in late September as the Student Council members ran the DoLittle 5K, **raising over \$500!** In October, Asa Clark's Cross Country team hosted a bake sale at a home meet, donating all proceeds to a local family affected by cancer. "Many of the members of the cross country team have been touched by childhood cancer - some with cousins and others with friends who have battled the disease," shared Cathy Walz, ACMS Cross Country Coach. We want to not only raise the funds to directly help someone near and dear to our hearts, but also raise kindness and compassion to those who have been impacted in other ways.

### RECOGNIZING BARB DANNER

6 PHS

Each year the Wisconsin Athletic Director's Association encourages schools to recognize individuals in their community who provide outstanding service to their athletic programs. **This year, Athletic Director Jeff Behrens recognized Barb Danner for her dedicated and loyal support for Pewaukee athletics.** "Barb works almost every athletic event. She is the person who greets the teams when they arrive, greets and takes care of the officials, and makes sure that game-day operations run smoothly. Beyond her service and support, she is a resilient warrior. She has taken on cancer twice and is undefeated. She is also an outstanding mom. For her dedicated service and unwavering support for Pirate Athletics and her resilient approach to life, I would like to recognize Barb Danner."



PEWEEKEE

# DEVELOP AND IMPLEMENT SOLUTIONS TO UNIQUE CHALLENGES

INNOVATION | PROBLEM SOLVING | ADAPTABILITY

## THE "SOUND PROJECT"

1-2 PLE

The PLE Makerspace is a popular area for our students to unleash their creativity and work on their fine-motor skills. But because the space is located in the library, we knew we needed to find an innovative way to reduce noise.

Introducing "The Sound Project": A school-wide activity that resulted in a beautiful yet practical addition to our PLE library for this past school year! **A big thank you to each grade for their contribution and hard work:**

Kindergarten: Sorting, Sanding, and Painting  
1st Grade: Sanding and Painting  
2nd Grade: Measuring, Sanding, and Painting  
3rd Grade: Sanding, Painting, Drilling, and Assembly

This project would not have been possible without our incredible PLE staff, especially Julie Purney, Sara Gull, and Sarah Torbenson!

## BALLOONS OVER PLE

3 PLE

Continuing their annual tradition, first graders put on a festive parade entitled "**Balloons Over PLE**" to tie in with the children's book "Balloons Over Broadway," which was being read to them to learn how the Macy's Thanksgiving Day Parade began.

The students used their "how-to" writing unit and the "design thinking process" to create their own balloon designs. One of the biggest challenges was keeping in mind the weight of the balloon while still being creative with their end product. The day before Thanksgiving break, the group treated their school to an amazing pre-Macy's Thanksgiving Day Parade! **The PHS Band also accompanied them through the hallways playing our school song.** What a fun tradition!

## A COLORFUL COLLABORATION

4 PLE / PHS

A new gazebo to act as an outdoor learning space for the PLE courtyard has been in the talks for a while now. Thanks to Cathy Walz's PHS Engineering and Architecture students, the plan is finally in motion! Groups took turns pitching their design ideas and receiving feedback from Robin Wilson (former Principal of PLE), John Stangler (Director of Buildings and Grounds), Mike Dietrich (Senior Project Manager-CG Schmidt), and Mike Borchardt (Senior Superintendent-CG Schmidt). The students not only had to explain the research behind their design decisions, but also provide a thorough plan of budgetary needs and the projected timeline of the project. Although still in the planning stages, this project will not only provide an outdoor learning space for our elementary kids, but a real-world experience for high school students as well. We are eager to see the final result and we will be sure to keep you posted!

## FROM A HIGHER PERSPECTIVE

5 PHS

Since May of last year, PHS junior Tim Schultz has been sharing his talent and love for drone photography and videography with the district. From covering the 2019 Graduation March and campus parade, to capturing the development of our campus's facility renovations and additions, **Tim has provided some incredible footage to share with our community.** "My favorite project that I have been working on for the school is the constructions project," Tim shared. "I get to see the school improvements from start to finish."

"I have really appreciated all of the work Tim has done to assist me in creating some innovative and unique communication and marketing

material," shared Miranda Kozlik, Marketing and Communications Manager for the District. "He is a definite asset to have especially during this exciting time for our school district."

Tim has created his own drone photography company called **TSD Photography** which can be found on Instagram and Facebook. With such a special skill set and passion for his work, Tim gas plans to grow his drone business in the future and maybe one day become a pilot!

## BRIDGING COMMUNITY SERVICE AND LEARNING

6 PHS

According to Charlie Shong on the Pewaukee River Partnership, a tree fell on one of the railings of a small bridge that runs over the river on Clark Street in the Village of Pewaukee. It happened over 10 years ago and has sat damaged ever since, he said "We looked at it and came up with a plan to replace it with a more decorative railing," Shong said. Unfortunately the group did not have the tools to make this happen alone.

Three boys from Mr. Colwell's manufacturing class took it upon themselves to see what they could do to help. Peyton Guyot, Luke Hesprich, and Richard Leoscher have been volunteering their time after school to assist the Pewaukee River Partnership with restoring the bridge to its former glory. Mr. Colwell shares, "They've been taking this on their own. They're problem solving on their own. They're figuring out solutions to whatever problems they are running into. They're kind of taking the ball, as they say, and running with it. That's been special." **The boys are utilizing the skills they have learned in his class to plasma cut large, steel letters that will be attached to the new railing.** "We're learning how to deal with problems we didn't know how to solve," Guyot said. "So we're learning how to deal with machines we didn't know how to work, with tools we didn't know how to fix, and the learning process. I like learning new things."

# PEWAUKEE

## STRIVE TO MAXIMIZE PERFORMANCE BY APPLYING ACQUIRED INFORMATION AND SKILLS

KNOWLEDGE | CRITICAL THINKING | LITERACY

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### CATCH THEM IF YOU CAN

1-2 PHS

For those who have seen the PHS Drama Department's performance of "Catch Me If You Can," it is no surprise that the cast was recognized at the 10th annual Jerry Awards this year. **Making school history, the group won five awards including "Outstanding Musical."**

The Jerry Awards, one of Wisconsin's High School Musical Awards Programs, encourages, recognizes, and honors excellence in high school musical theater. Educators and industry professionals review productions at more than 85 high schools in 30 counties.

Receiving the "Spirit Award" was **Emma Dillemath** and **Katie Druley**. **Demi Dieringer's** role as Carol Strong won her the "Supporting Performance" award while **Kendal TerHaar's** performance of Carl Henratty won the "Lead Performance" award. **Jake Koch** also received the "Lead Performance" Jerry Award with his Frank Abagnale Jr. performance.

### SIGNED PIRATE ATHLETES

3-4 PHS

A big congratulations to **13 pirate athletes** who committed to universities in order 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: **Vivianne Jende** - Northern Michigan, Basketball; **Kennedy Osterman** - UW-Oshkosh, Basketball; **Kasey Schlicht** - UW-Whitewater, Tennis; **Brady Solomon** - Carroll University, Football; **Caitlin Bulacan** - UW-Eau Claire, Soccer; **Eric Turba** - North Central, Cross Country & Track; **Ari Dela Cerda** - UW-Whitewater, Cross Country & Track; **Josh Cottrill** - Valparaiso, Baseball; **Quinn Berglin** - Lawrence, Baseball; **Abby Jansen** - Eau Claire, Track and Field; **Noah O'Neal** - Olivet Nazarene, Soccer; **Lauren Schill** - Marquette, Soccer; **Lauren Moran** - Stevens Point, Golf.

### BEST HIGH SCHOOL

5 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 2020 Best High Schools, released today.

PHS was announced **18th out of 551 ranked high schools in Wisconsin.** With more than 24,000 high schools in the United States, 17,790 were ranked. **Overall, Pewaukee placed 790th within those standings.** We are incredibly proud!

### STATE REPORT CARD

6 PSD

The Pewaukee School District announced that it received a rating of "**Significantly Exceeds Expectations**" for the first time on the State Report Card. The report was released last November and reflects results from the 2018-19 school year. This five star rating is the highest possible score on the state report card. Schools and districts across the state receive scores in the areas of Student Achievement, Growth, Closing Gaps, and On-Track and Postsecondary Readiness which combine to make up the rating.

"We were very pleased to see the district achieve the highest rating after narrowly missing it last year. **Most importantly we were happy to see the strong improvement in our growth and closing gaps scores,**" said Dr. Mike Cady, Superintendent. "Our staff works hard to meet the needs of each learner in our district through high quality classroom instruction, great academic intervention programs, and by supporting the social and emotional needs of students, which is the foundation of success."

### TOP WORKPLACES

6 PSD

For the ninth time in the last ten years, PSD has been named a top work place in southeastern Wisconsin by its 378 staff members.

We all take a lot of **PIRATE PRIDE** that Pewaukee School District is:  
- The **#1** mid-sized district  
- **#41** overall mid-sized organization/company



PEWaukee

# RESPECTFULLY WORKING WITH OTHERS IN MEANINGFUL AND PRODUCTIVE WAYS

COLLABORATION | COMMUNICATION | CULTURE RESPONSIVENESS

## A SUCCESSFUL PARTNERSHIP

**1** PLE

One of the benefits of having all four of our schools on one campus is the convenience of collaborating and building relationships throughout grade levels. Mrs. Thoma's PHS English students and Mrs. Duerwachter's 3rd graders did just that as they worked together to create their dream storybook. This time, the high school students wrote a story inspired by the 3rd graders' interests. The partnership continued with the PLE students writing a fairytale story in return.

## FLAT MRS. R

**2** PLE

Virtual learning presented multiple new challenges for our teachers and students. One being that they simply missed each other dearly! Although she had to be a little creative, Mrs. Reinowski came up with a way to still go on learning adventures with her students. Wanting her kids to feel connected and social throughout remote learning, Mrs. Reinowski printed and mailed a cartoon version of herself to each of her students. She then encouraged them to bring "her" along on all the fun adventures they were having during remote learning. The activity became a fun way for the kids to socialize with not only her but each other as they compared and shared pictures of "Flat Mrs. R." partaking in fun activities. From jumping on the trampoline to meeting a student's new pet bunny, Mrs. Reinowski was sure busy!

## MAKING THEIR MARK

**3** HORIZON

Last November, CG Schmidt construction crews organized a unique "Floor Signing" event with the staff and students at Horizon Elementary School to celebrate the construction milestone of flooring installation. As part of the \$39.7M Pewaukee School District referendum, the gym addition was completed at Horizon Elementary School. Just prior to the installation of the new gym floor, students were invited to sign their names on the concrete subfloor and make their mark on the new gym. The kids were in awe as they first entered the gym, commenting on the large bright space and the bold, red paint accents.

## AN OUT OF THIS WORLD VISIT

**4** HORIZON

With the help of Colleen Rooney, this February, Mrs. Roben's 6th grade class had the rare opportunity to Skype a NASA Engineer! Megan Sip is the Project Manager for a spacecraft called the Orion Vehicle, a project working towards sending the first woman and the next man to the Moon by 2024. Her job is to make sure that all of the engineers from different areas -- such as mechanical, electrical, propulsion, etc. -- are speaking the "same language". She had great advice for our students including the importance of not "fluffing" answers to sound smarter and potentially causing

serious consequences. And although extremely intelligent, she explained that her knowledge doesn't stem from talent but her ability to ask insightful questions.

## INSIGHT VISITS FOX 6

**5** PHS

The PHS Insight Advanced Journalism and Media class paid a visit to Milwaukee's Fox 6 studio to meet with Insight mentors Suzanne Spencer and LeeAnn Watson. The day began with a detailed tour of the studio and offices, complete with a backstage viewing of the filming of Real Milwaukee (a morning program at Fox 6). Also along the tour, students chatted with chief meteorologist Rob Haswell in the weather center about how the weather broadcast comes to life.

To conclude the visit, Suzanne and LeeAnn led the group around the newsroom just following the morning production meeting to talk with reporters about the assignments they were given for the day and what their next steps were.

Students found great value in the opportunity to talk with people in various roles at the station (editors, producers, reporters, photographers) do discuss their job responsibilities and current projects. We are grateful that through the mentorship of partners like Suzanne Spencer and LeeAnn Watson that these experiences are able to come to life.

**5** FOX 6 WEATHER EXPERTS

# PEWaukee



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## INTERNAL DRIVE AND DESIRE REQUIRED TO OVERCOME OBSTACLES AND MAXIMIZE TALENTS

PERSONAL RESPONSIBILITY | RESILIENCE | INITIATIVE | PERSEVERANCE

### NFL PLAY 60

**1** HORIZON

Ideas for good eating, exercise, and making healthy choices came just in time for the holidays on November 25th. The NFL Play 60 Challenge was brought to life by volunteers from our own PHS Football team and Pirate cheerleaders who teamed up with students from Horizon. The American Heart Association and the NFL joined forces with Discovery Education to encourage active lifestyles for our youth nationwide. This virtual field trip is a fantastic companion to our own **Graduate Profile**, enhancing the Connect, Care, and Commit competencies.

Students had a great time with the workout and enjoyed an awesome autograph opportunity with our highschool athletes. As a follow-up activity to demonstrate our students' learning, students made and displayed posters around our schools to encourage others to care for their health by eating well and staying active. The Play 60 challenge continued through mid December and students tracked their progress. A special thank you to our wonderful learning coach, Colleen Rooney, who collaborated with Anna Duerwachter and Cate Riekkoff to facilitate this valuable activity.

### DESIGN THINKING & SERVICE LEARNING

**2** ASA

Each year we learn, build, and grow from the previous year's experiences. Last year, all Asa Clark Middle School students participated in two service learning projects with their Resource teacher and peers. We learned that our staff and students were eager to lend a hand to others, but found that the projects felt rushed and didn't emphasize learning. This year, we wanted to emphasize the learning in service learning and really get kids to understand and empathize with the audience they wanted to serve. We chose to utilize the

Design Thinking Process as a guide in creating these projects.

The Design Thinking Block has been the most challenging and the most rewarding part of our **Extended Learning Days**. Groups were formed around passions and students and staff members are learning alongside each other. Each topic group began by sharing their prior knowledge of the topic, asking a lot of questions and connecting with a member of their target audience to confirm or challenge assumptions they have about the topic. To truly understand the problem, we needed to connect with the group we are serving before we began thinking about how to help. This is a fundamental shift from last year, and we **couldn't be more proud of the work our students and staff are doing**.

For me, it has been awesome to see our staff rally behind a different way of thinking. The Design Thinking Process forces you to slow down and really dive into the problem. We are solution focused people, and it can be challenging to facilitate a group of middle schoolers who want to help, but are being asked to research, connect with others and brainstorm possible solutions before moving forward with one project idea. **I have been extremely impressed with the level of commitment and vulnerability our staff has had throughout this process.** Oftentimes, students will ask a question that the staff member won't have an answer to, which is uncomfortable! They are wrapping their arms around the idea of not being the carrier or knowledge. Instead, They are guiding students to possible sources for answers and learning alongside them.

- Katie Spadoni, Associate Principal

### VIRTUAL LEARNING STARS

**3-4** PHS

Brenton Roberts, Pewaukee High School's Dean of Students, wanted to take the opportunity to recognize the individuals that not only survived

but thrived during the sometimes challenging times of virtual learning. **These 60 individuals were nominated at least three times by a PHS staff member for their positivity, impressive work ethic, and ability to make a tough situation the best it could be!**

Visiting each house, our Pewaukee Pirate mascot presented each student with a star decorated with teachers' comments about the student. How awesome! Showing his dedication to this endeavour, Mr. Roberts endured the 90 degree heat in the heavy costume to demonstrate his appreciation!

### US MATH RECOVERY EDUCATOR AWARD

**5** PSD

**A big congratulations to one of our Math Interventionists, Angie Fulfer, for being the first ever recipient of the US Math Recovery Educator Award!** "I was so excited to learn that Angie received this honor as I couldn't think of anyone more deserving," said Danielle Bosanec, Chief Academic Officer for Pewaukee Schools. "From the time she made the investment in training, to the countless kids she has helped, to the seemingly never-ending teacher training she has done for us in the district, Angie's impact using AVMR is tremendous."

We couldn't agree more with Tara McNamara's nomination of Angie when she said: "Angie's passion for mathematics understanding is unparalleled and infectious for students, teachers, and district administration alike. Angie's wealth of knowledge extends far beyond her years and the impact she has made on our district, most notably this year in her new role, has been impressive. **Angie leads by example and collaborates with all who share in the mission: to support teachers with math instruction promoting students' conceptual understanding.**"

# WE ARE PROUD



**HORIZON  
ELEMENTARY SCHOOL**  
458 LAKE STREET

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

WELLNESS | EMPATHY | SELF-AWARENESS | REFLECTION

### VETERAN VALOR

**1-2** PLE/HZ

The first Veterans Day took place on November 11, 1918. 101 years later, PLE and Horizon Elementary students took part in honoring the heroes of our country. **PLE hosted a parade where each student made signs and banners thanking the visiting veterans for their service.** Horizon students attended a school assembly where mothers, fathers, aunts, uncles, and grandparents of students in the school were recognized and honored one by one. After the assembly, the veterans accompanied the students back to their classrooms to share more about their experiences during their service.

In one of Dr. Cady's "Weekly Messages" he shares, **"We are a district who really values our veterans and there is no more of an appropriate time than with veterans day, to thank our veterans for everything they do to create this great country and democracy that we live in."**

### PROUD OF OUR PIRATE CREW

**3** PSD

Pewaukee School District is proud to recognize the incredible staff members who were honored with the Educator and Employee of the Year award at the 2019 Chamber of Commerce Community Gala in late September. We are extremely fortunate to have the following individuals as part of our Pirate Crew!

**Amanda Sorkness, Angie Lewek, Katie Williams** - School Counselors; **Sarah Coburn** - 7th and 8th Grade Special Education Teacher; **Katie MsManus** - 4th Grade Teacher; **Bridget Halverson** - 3rd Grade Teacher; **Mary Grunwald** - Custodian

### WHY WE TEACH PSD

**4-5** PSD

If you are not already following us on Facebook, Instagram, or Twitter you should check us out and get familiar with the **#WhyWeTeachPSD** hashtag! This year, we showcased our wonderfully talented and caring teachers one by one as we ask them "why do you teach?" From Kindergarten teachers to PHS Insight instructors, we have enjoyed hearing and sharing what drives our teachers to be the fantastic role models and educators that they are for our students.

### 176 YEARS OF COLLECTIVE SERVICE

**4** PSD

With 176 years of dedicated and collective service, we'd like to take the opportunity to thank the eight individuals who are retiring from the Pewaukee School District this year. Words seem to limit the genuine gratitude we have for **Sherri Ronge, Lauree Frett, Cheri Frankwick, Steve Schroeckenthaler, Kathy Anderson, Daina Mundt, Tom Felser, and Marty Van Hulle.** The impact that these individuals have had on thousands of students and the Pewaukee community will never be forgotten. "I take a lot of pride in being loyal and dedicated to the district," Van Hulle said after serving 34 years primarily as principal for Pewaukee High School. "My goal was always to make the place a better place than when I got here. I feel like through the efforts of so many people that we did that... **I can't think of a better place to raise your kids."**

### NOW MORE THAN EVER, THANK YOU

**5** PSD

To say we are incredibly grateful for our Pewaukee staff is an understatement. **During the quick transition to remote learning, our teachers and staff adapted to the situation both professionally and gracefully.** Teachers altered their lesson plans to fit a different style of learning, paraprofessionals volunteered their time to help our food service team bag school lunches, and every single individual stepped up to better the situation.

During **"Staff Appreciation Week,"** the administration called every staff member to thank them and check in on them during quarantine. Later on in the week, Principals and administration from each building hand delivered balloons to houses of teachers and paraprofessionals. It was a great excuse to visit and thank these wonderful individuals in person!

# 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 10th day of August 2020 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 2020-2021 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 2020-2021 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 29th day of July, 2020.

Larry Dux, Clerk  
Board of Education

## BUDGET HEARING AGENDA

Monday, August 10, 2020 | 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 10, 2020, 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 10, 2020 | 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 - 2020
4. Board President: Appointment of Vote Counters
5. Board President: Election of Chairperson for 2020 Annual Meeting
6. Review of Minutes of August 12, 2019 Annual Meeting
7. Superintendent's Report
8. Approve a Tax Levy: Recommend a motion to levy a property tax of \$28,170,875 for the 2020-21 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 2020-2021 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 9, 2021.
13. Adjournment

## BUDGET PROPOSAL

We are pleased to present to the Board of Education and community the 2020-21 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 20, 2020. The Preliminary Operating Budget was adopted by the Board of Education at the Regular Board Meeting held on May 4, 2020.

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 2020-21 school year. The final budget is adopted in October, 2020 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 12, 2019

The Annual Meeting of the Pewaukee Public School District was held in the high school auditorium on Monday, August 12, 2019. 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; Steve Dankert, Treasurer; Ann Wright, Board Member; Dacia Hopkins, Board Member; John Blask, Board Member

#### OTHERS PRESENT

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

#### APPOINTMENT OF APPROVER OF ANNUAL MEETING MINUTES - 2018

Brian Kammers appointed Brian Sniff to approve the minutes of the August 12, 2019 Annual Meeting.

#### APPOINTMENT OF VOTE COUNTER

Brian Kammers appointed Danielle Bosanec to be the vote counter.

#### ELECTION OF CHAIRPERSON FOR 2018 ANNUAL MEETING

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

#### REVIEW OF MINUTES OF AUGUST 13, 2018 ANNUAL MEETING

Larry Dux made a motion to approve the 2018 Annual Meeting minutes as presented, seconded by John Blask. The minutes were approved unanimously.

#### SUPERINTENDENT'S REPORT

Dr. Cady shared his report.

#### APPROVAL OF THE TAX LEVY FOR 2019-2020 SCHOOL YEAR

A motion was made by Steve Dankert and seconded by Larry Dux that a tax in the amount of \$27,222,678 be levied upon the taxable property of the School District for the 2019-2020 school year. The motion passed 14-0.

#### ADOPTION OF A RESOLUTION TO ESTABLISH A CAPITAL EXPANSION FUND AND LEVY A TAX IN THE AMOUNT OF \$300,000 FOR THE 2019-2020 FISCAL YEAR

John Blask moved to adopt a resolution to establish a capital expansion fund and levy a tax in the amount of \$250,000 for the 2019-2020 fiscal year, seconded by Larry Dux. Motion passed 14-0.

#### APPROVE ANNUAL SALARY FOR BOARD MEMBERS

Danielle Bosanec moved that Board salaries remain at \$4,400 annually, seconded by Brian Sniff. Motion passed 14-0.

#### 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 Dacia Hopkins. The motion passed 14-0.

#### SET DATE FOR NEXT ANNUAL MEETING

Steve Dankert moved to hold the next annual meeting on Monday, August 11, 2020, seconded by Dacia Hopkins. Passed 14-0. It was determined that August 11, 2020 is a Tuesday. Brian Kammers moved to amend the motion to hold the Annual Meeting on Monday, August 10, 2020, seconded by Jeanne Witthun. The motion passed unanimously.

#### ADJOURNMENT

Danielle Bosanec moved to adjourn the 2019 Annual Meeting, seconded by Steve Dankert. The motion passed unanimously. The meeting adjourned at 7:53 p.m.

APPROVED by BRIAN SNIFF on the 15th day of August, 2019.

# SUMMARY OF GENERAL FUND

## REVENUES

	Audited 2018-19	Unaudited Budget 2019-20	Proposed Budget 2020-21
<b>Balance Sheet - End of Year</b>			
ASSETS	13,271,481	12,324,585	12,400,000
LIABILITIES	5,089,727	3,740,778	3,716,193
FUND BALANCE	8,181,754	8,583,807	8,683,807
<b>Revenues &amp; Other Sources:</b>			
<b>From Local Sources:</b>			
Property Taxes (+ chargebacks)	22,293,310	21,251,470	23,343,481
Mobile Home Fees	3,272	3,193	3,200
Other Taxes (TIF Payment)			
Payments for Summer School	11,215	11	10,000
School Activity Income			
Interest on Investments	69,786	61,703	65,000
Gifts	153,893	57,491	155,000
Student Fees	3,500	6,825	3,500
Miscellaneous	282,039	248,938	295,000
Tuition	28,696	21,247	14,680
	0	0	
<b>From Other School Districts:</b>			
Open Enrollment Tuition	1,842,613	1,909,494	1,975,839
<b>From State Sources:</b>			
Computer Exemption Aid	86,197	86,197	86,197
Personal Property Exemption Aid	336,511	284,517	284,517
Transportation Aid	82,014	79,191	78,000
Library Aid	108,571	132,239	110,000
Mental Health Aid		21,586	
General/Equalization Aid/spec adj aid	5,784,125	7,774,632	6,607,781
State Grants	311,134	224,663	94,750
Per Pupil Aid	1,814,196	2,073,583	2,077,105
<b>From Federal Sources:</b>			
Fed Grant (Title II, III, IV, V)	45,722	51,947	55,250
Title I Grant	81,636	43,280	50,000
Misc. Mini Grant Programs	0	1,214	1,200
Fiscal Stabilization Funds			
Other Fed Revenue (Baldrige)	0	0	0
<b>From Misc. Sources:</b>			
Insurance Claims	31,971	53,880	5,000
Medicaid Reimbursements	86,704	81,197	35,000
Refund of Prior Disbursements/E-rate	69,582	121,159	72,500
<b>Total Revenues &amp; Other Sources</b>	<b>33,526,687</b>	<b>34,589,659</b>	<b>35,423,000</b>
Accounting Adjustment for Capital Lease	0	0	0
<b>Total Adjusted Revenues &amp; Other Sources</b>	<b>33,526,687</b>	<b>34,589,659</b>	<b>35,423,000</b>

# SUMMARY OF GENERAL FUND

## EXPENDITURES

	Audited 2018-19	Unaudited Budget 2019-20	Proposed Budget 2020-21
Function Descriptions:			
Undifferentiated Curriculum	7,413,027	7,502,816	7,136,206
Regular Curriculum	5,942,478	6,131,096	7,454,819
Vocational Curriculum	1,344,786	1,419,578	1,550,342
Physical Curriculum	725,021	769,659	814,024
Special Education - Inter Fund Transfer	2,457,351	2,901,413	2,938,998
Co-Curricular Activities	680,203	691,381	735,349
Gift & Talented /ELL/Alt Ed	180,343	222,796	289,544
Pupil Services	894,481	921,348	1,021,959
Instructional Staff Services	2,136,771	2,205,525	2,514,794
General Administration	591,649	622,490	743,211
School Building Administration	1,650,713	1,738,266	1,826,076
Business & Support Services	5,163,836	5,019,067	5,120,062
Central Services (Technology, Phone, PI)	740,729	695,753	741,194
Insurance (Worker Comp, Property, GL)	221,723	261,127	282,900
Debt Services (TRAN & Capital Lease)	259,245	120,540	75,000
Other Support (Retire Liability, Technology Services)	825,622	1,397,333	1,155,962
General Tuition Payments	117,044	133,711	170,400
Non-Program - Municipal Charges	161	926	5,000
Medicaid Recoupments			
Open Enrollment/Voucher Tuition Expense	736,962	806,946	747,000
Operating Transfer - 38 Fund	500,000	190,416	0
Operating Transfer - 46 Fund	0	440,000	0
Operating Transfer - 99 Fund	147	156	160
<b>Total Expenditures &amp; Other Uses</b>	<b>32,582,291</b>	<b>34,192,342</b>	<b>35,323,000</b>
Accounting Adjustment for Capital Lease	-	-	-
<b>Total Adjusted Expenditures &amp; Other Uses</b>	<b>32,582,291</b>	<b>34,192,342</b>	<b>35,323,000</b>
<b>Excess Revenues over Expenditures</b>	<b>944,396</b>	<b>397,317</b>	<b>100,000</b>

# SUMMARY OF OTHER FUNDS

	Audited 2018-19	Unaudited 2019-20	Budget 2020-21
<b>Special Revenue Trust Fund - 21</b>			
Total Revenues	2,164	72,185	1,000,200
Total Expenditures	114,184	73,335	950,000
<b>Special Education Fund - 27</b>			
Transit of Aids - EEN Tuition Programs	7,367	6,937	10,000
Special Education Aid	805,478	818,500	1,138,447
High Cost Special Ed Aid	19,361	9,809	15,000
Open Enrollment - Spec Ed Tuition			
Grant Revenue	521,044	412,138	653,731
Medicaid Reimbursements	71,497	60,640	70,000
10 Fund Transfer In	2,457,351	2,901,413	2,938,998
Non-aidable Refund			
Total Revenues	3,882,098	3,882,098	4,826,176
Total Expenditures	3,882,098	3,882,098	4,826,176
<b>Debt Service Fund * - 39</b>			
Property Taxes/Interest income	3,335,729	6,308,263	4,817,394
Total Expenditures	2,363,380	8,687,056	3,819,369
Transfer Out			
Total Debt Obligation, End of Year	55,000,000	48,545,000	48,545,000

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

# SUMMARY OF OTHER FUNDS

	Audited 2018-19	Unaudited 2019-20	Budget 2020-21
<b>Debt Service Fund - 38 (Non-Ref. Debt)</b>			
Property Taxes/Interest income	254,294	242,361	0
Bond Proceeds			
10 Fund Operating Transfer	500,000	190,416	0
Total Expenditures	358,525	903,472	0
Transfer In			
Total Debt Obligation, End of Year	891,000	0	0
<b>Food Service Fund - 50</b>			
<b>ASSETS</b>			
Total Revenues	1,030,952	836,376	1,015,500
Total Expenditures	966,439	869,100	973,595
<b>Capital Expansion Fund - 41</b>			
Total Revenues	305,374	14,078	15,000
Total Expenditures	0	0	45,000
<b>Capital Expansion Fund - 43</b>			
Total Revenues	39,926,918	717,755	100,000
Total Expenditures	1,365,029	23,684,630	10,800,000
<b>Capital Projects Fund - 45</b>			
Total Revenues	0	0	0
Total Expenditures	0	0	0
<b>Capitol Projects Fund - 49</b>			
Total Revenues	4,751	443,066	5,000
Total Expenditures	0	0	0
<b>LT Capital Improvement Trust Fund - 46</b>			
Total Revenues	-	-	-
Total Expenditures	-	-	-
<b>OPEB Trust Fund - 73</b>			
Total Revenues	426,899	532,722	447,150
Total Expenditures	416,077	409,879	437,150
<b>Cooperative Program Fund - 99</b>			
Total Revenues	1,472	1,518	1,600
Total Expenditures	1,472	1,518	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 less than 1% 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 capacity impact, it is a good sign for the long-term enrollment picture of the district.

The 2020-21 budget proposal projects a 3.14% General Fund revenue increase from the previous year. The growth in revenues is primarily driven by an estimated increase in funding of \$179 per pupil provided by an increase in the per pupil allowable revenue authority. Due to the economic downturn related to the pandemic we anticipate an adjustment to the available revenues for operations.

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 2020-21 to only a 3.14% 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 eight years and anticipate continued compliance for the foreseeable future.

In January 2019, 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 1.45% or \$401,614 from the levy for the 2019-20 school year. With projected growth in the property values in the district of 3.63% the tax rate is expected to decrease by 2.11% or \$0.20/\$1,000 of equalized property value. The estimated tax rate for the 2020-21 fiscal year is \$9.45 per \$1,000 of equalized property value. The final property tax levy will be adjusted in October 2020 after the final certification of State Aid and the conduct of our pupil membership count.

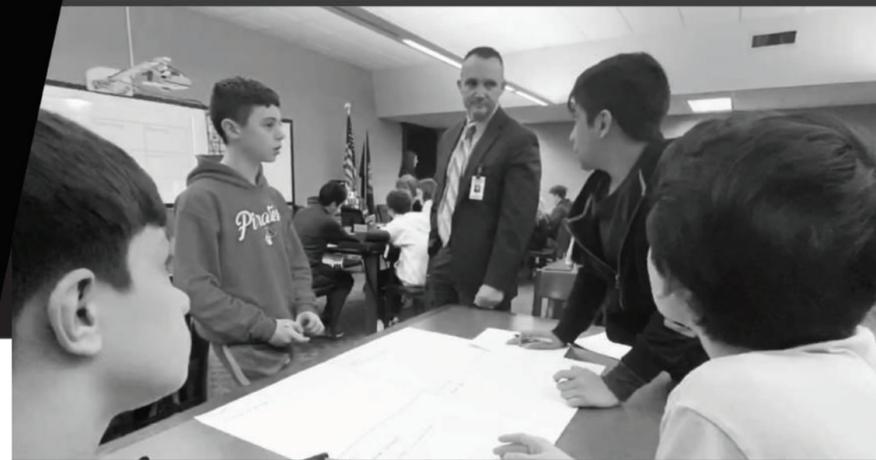
# TAX LEVY ESTIMATE

	Audited 2018-19	Budget 2019-20	Proposed 2020-21
General Fund	22,293,310	21,251,470	23,343,481
Debt Service	3,204,800	6,266,124	4,817,394
Debt Service - 38	253,793	241,668	-
Capital Projects - 41	300,000	10,000	10,000
Total	26,051,903	27,769,262	28,170,875
Tax Base	2,750,737,349	2,877,797,511	2,982,261,561
<b>Tax Rate Per \$1000 EqV.</b>	<b>9.471</b>	<b>9.649</b>	<b>9.446</b>



# 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.



# TEACHING AND LEARNING

## 2019-20 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 would have been much more challenging.
- Developed a more authentic and personalized environment 4K program to begin in fall 2020. The new construction is allowing for the 4K classrooms to be re-imagined into theme-based experiential learning play environments that will utilize social studies and science curriculum and vocabulary to develop literacy and math skills. 100% of teaching staff engaged in full review and revision of curriculum unit plans to support personalized learning and changes in curriculum due to grade reconfiguration.
- Evidence of personalized learning environments came from learning walks, classroom observations, and teacher artifacts
- Teaching staff completed over 3,900 hours of professional development in summer 2019
- The summer of 2020 offered multiple professional development opportunities aligned to personalized learning including opportunities to improve remote learning instruction, assessment practices, elementary coding, and math and literacy instruction.

### 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 2022.

#### RESULTS:

- Each school identified and implemented three of the Graduate Profile competencies this year. The other three competencies will be implemented in the 2020-21 school year.
- Professional development occurred on key strategies including design thinking and service learning.
- Over 67% of K-6 students and met math goal
- 63% of Horizon students and over 70% of PLE students met literacy goal
- 100% of ACMS students and 66% of PLE students developed self-care plans
- 94% of Class of 2020 PHS students graduated with post-secondary credits or an industry certification

## LOOKING AHEAD TO 2020-21

This coming school year will be unique as we navigate teaching and learning while managing the health and safety of students and staff due to COVID-19. We are preparing to have multiple learning environments happening simultaneously including in-person, virtual, and blended models of instruction. While learning environments may look different throughout this year, teachers and staff are dedicated to making sure caring for students and their learning remains a top priority. Professional development to support the multiple models of instruction while personalizing the student learning experience will be substantial and critical for success.

The completion of the referendum construction project will bring to life new spaces to support personalized learning including new 4K classrooms, Makerspaces in each school, and numerous collaborative work spaces. Additionally, the remaining Graduate Profile competencies will be fully implemented in each school.

# STUDENT SERVICES

## 2019-20 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.

2019-20 APPROACH/ACTION STEP	RESULT		
Using running average of the past four assessment percentiles, 55% of special education students grades K-8 will maintain or increase their percentiles in math.	55.2% of Special Education students taking MAP math this spring increased their average percentile		
<b>Truancy and Attendance</b> 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. <small>*NOTE: results includes COVID 19 virtual attendance</small>	<b>BUILDING</b>	<b>2018-19 ATTENDANCE</b>	<b>2019-20 ATTENDANCE</b>
	PLE	95.9%	<b>96.3%</b>
	HORIZON	96.1%	<b>96.8%</b>
	ACMS	96.0%	94.9%
PHS	95.1%	<b>96.3%</b>	
Identify two AODA counselling providers that can carry out AODA services within the school setting mirroring what we are doing with Saint A and GALS	None of agencies could support in school services for the 2019-2020 school year.		

## LOOKING AHEAD TO 2020-21

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. 2020-21 school year we will continue to work to partner with AODA prevention and counselling entities and work to add PROJECT HOPE to increase our support of all students.

# 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.

## 2019-20 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.

**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.

### RESULTS:

- Achieved a 20% increase in higher level instructional strategies that augment, modify or redefine practice as a result of technology use.
- Successfully reached the goal of 80% of students with parents observers in Canvas
- The IT Department achieved a 97% rating of teachers reporting the quality of support for problems disrupting instruction at the average, above average, or excellent range.
- The Clarity Survey score reached 92% for the metric evaluating the quality of support for Instructional Technology Planning being average, above average, or excellent exceeding our goal.
- Implemented updated Canvas Expectations critical in the virtual learning transition.

## LOOKING AHEAD TO 2020-21

The effective and intentional use of Learning Management Systems (LMS) and technology in instruction has been instrumental in our in-person and virtual instruction. With increased focus on virtual instruction, very clear LMS courses and digital communication tools will be prioritized. We will continue to identify ways to engage and extend learning through the use of technology specifically as it relates to collaborative online techniques. The 2020-2021 school year reflects a transitional year for students and staff in elementary years as they will add a take-home component to the 1:1 initiative in all grade levels to accommodate virtual and blended learning.

## I.T. OPERATIONS

- New access points and switches are being deployed in an ongoing update to the infrastructure
- Implementation of new fiber connections related to the fiber infrastructure wiring needs post construction to restore services.
- New teacher laptops will be deployed to ACMS teachers. Chromebooks deployed 2-12 grade.
- New laptop hardware for PLTW at PHS and Business classes at ACMS & PHS
- Tech Ed department has acquired additional equipment such as a new laser engraver and 3D printers.
- New UV sanitizing cabinets implemented for sanitization of hardware when performing repairs.
- 5K classrooms supplied with creativity kits for collaborative group-work using iPads.

# COMMUNICATIONS AND COMMUNITY ENGAGEMENT

## 2019-20 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. Year one 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
- Implementation of an archiving system to monitor yet encourage team/club activity social media pages
- Creation of signage, murals, decals, etc. that enhance our campus both in communication and branding cohesion
- Further development of social media pages to connect and reach our stakeholders, specifically students through Instagram

### RESULTS:

- Creation of marketing campaign centered around the hashtag #PSDNextWave to highlight facility construction; weekly facility newsletter updates; "Perspective" magazine highlighted articles; social media posts that include videos, infographics, animations, timelapses, photos, etc.
- Archive Social implementation - included district policy updates, a "Social Media Guidebook" for staff, and a social media request form for District affiliated accounts
- Social Media Engagement Stats:
  - Instagram:** 29.2% follower growth increase - 44.56% increase in content posted
  - Facebook:** 34.31% increase in audience reach - 31.78% increase in content posted
- Creation of "Open Mike Podcast" with Dr. Mike Cady
- #WhyWeTeachPSD Marketing Campaign to highlight and recognize our wonderful staff

## LOOKING AHEAD TO 2020-21

- Prioritizing communication with our stakeholders throughout the "Stay Safe to Stay Open" district plan to reopen schools
- Continuously update website to provide extensive and timely material regarding the status of our schools through COVID-19
- Introduce new #PSDNextWave facilities to students, staff, and community
- Continue to enhance our branding through social media, new facilities, signage opportunities, "Stay Safe to Stay Open" communication, etc.
- Design murals/decals for new facilities to communicate mission statement, history of Pewaukee Schools, the "Graduate Profile," and overall cohesive branding



@PewaukeeSchools



@PewaukeeSD



@PewaukeeSD

# WORKFORCE ENGAGEMENT AND DEVELOPMENT



## 2019-20 GOALS AND RESULTS

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.

The 2019-20 Workforce Engagement & Development focus included enhancements to processes designed to attract, develop, engage, and retain a highly-skilled workforce. Those processes continue to be the main focus for the 2020-21 school year in three areas. The main focus will continue to be on employee benefits offerings and staff wellness. There was a multi-faceted communication plan to increase the understanding and satisfaction level from the Pewaukee School District staff.

**Data-Driven Success Indicators:** The 2019 Employee Benefit Survey results were trending up in regard to indicators of staff understanding and being satisfied with their benefits. The Overall Understanding of Benefits increased 4% and the Fully Understand response increased from 5.5% to 15.3%. The Overall Wellness Program Satisfaction increased 9% with the Very Satisfied response increasing from 15.6% to 32%. Overall Satisfaction increased to 78% and the "Very Satisfied" population went from 17% to 27%.

**Ongoing Initiatives:** The Pewaukee School District's wellness program combines biometric screening, online learning, completion of a comprehensive health survey, and tracking of personal fitness activities. These activities are geared toward maintaining and improving the overall health and well-being of our work population in a proactive manner. Continuing Education will also be vital to maintain and increase employee engagement.

## LOOKING AHEAD TO 2020-21

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



## 2019-20 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 I - Summer 2019 construction completed for opening of school
- Board approval of Guaranteed Maximum Price (GMP) within initial approved budget in December 2019
- Development and publication of communication materials distributed through District webpage illustrating progress on the project
- Completed bidding of all aspects of the project including Furniture, Fixtures & Equipment and project supplements
- Accelerated construction schedule as a result of the closure of schools
- 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 January 2020

### 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

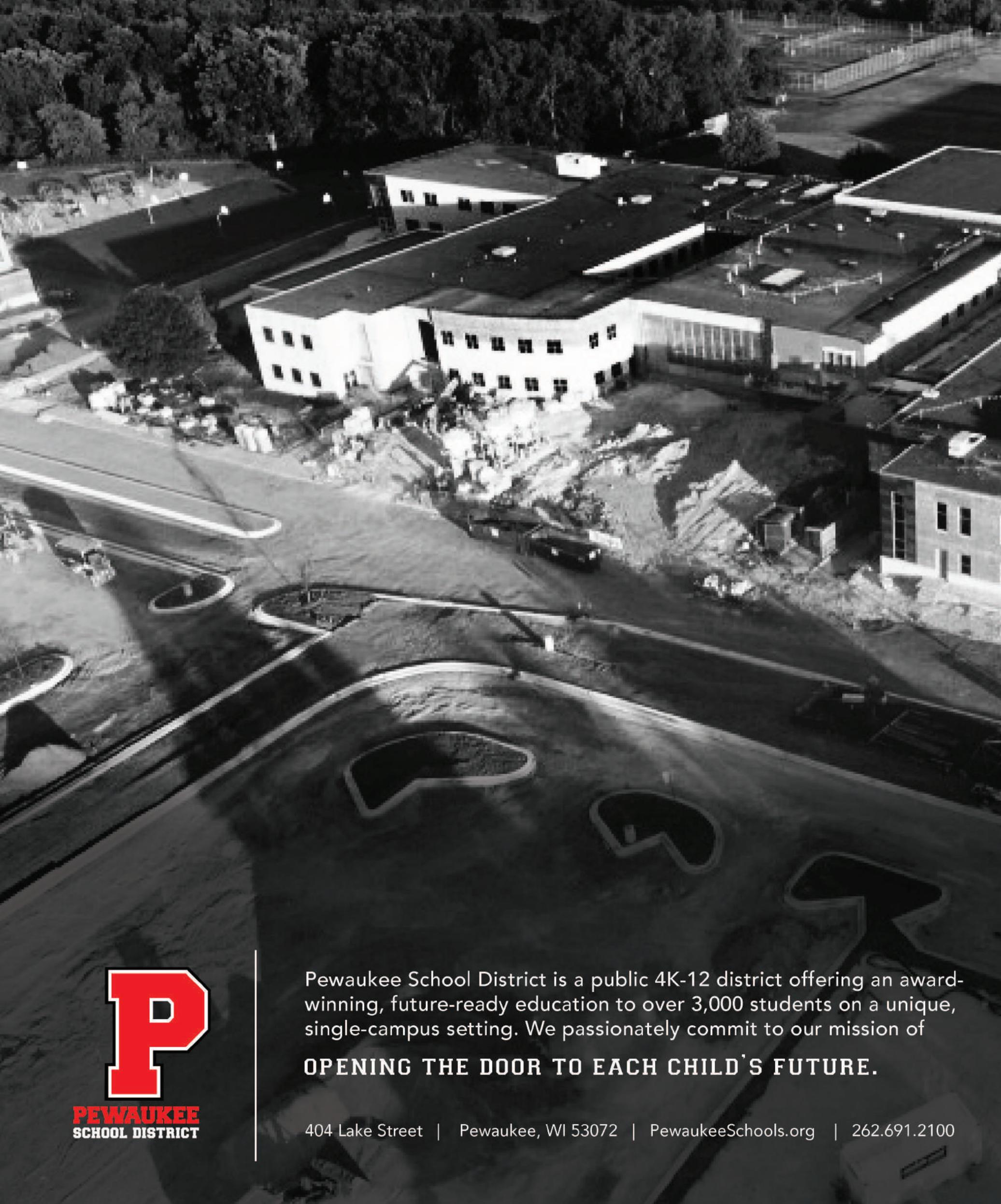
- Continuously monitoring the community residential developments to manage the impact of additional students in the district
- Measured the effectiveness of employee engagement in the planning phases measured through the annual employee engagement survey deployment
- Completed a **Perspective** article 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

## LOOKING AHEAD TO 2020-21

In the 2020-21 school year, we will focus on completion 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 collaborative action planning process we will complete the project phasing plan while engaging all stakeholders in the progress of the construction projects. The district will monitor opportunities for refinancing existing debt to reduce the overall impact on the taxpayers of the community. 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.



#PSDNextWave



**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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