

PLEASE POST



SCHOOL DISTRICT OF SHOREWOOD  
Shorewood, Wisconsin  
May 11, 2021 AGENDA

SCHOOL BOARD MEETING  
7:00 PM  
**Shorewood Intermediate School, Room 214  
3830 North Morris Boulevard  
Shorewood, WI 53211**

**The District discourages the public and/or media from attending the meeting in person at its noticed location due to active health and safety concerns associated with the ongoing COVID-19 pandemic public health emergency. Community members attending will be seated in the Library.**

**Attendees are encouraged to use the alternative method of access that the District is providing through the following link:**

**School Board Meeting  
Join on Zoom**

<https://us02web.zoom.us/j/81599627722>

Meeting ID: 815 9962 7722

One tap mobile

+16468769923,,81599627722# US (New York)

+13017158592,,81599627722# US (Washington DC)

Dial by your location

+1 646 876 9923 US (New York)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 408 638 0968 US (San Jose)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 815 9962 7722

Find your local number: <https://us02web.zoom.us/j/81599627722>



**I. 7 pm CALL TO ORDER**

- A. Adopt the Agenda (GC2)
- B. Overarching Result for Shorewood School District (R1)  
*Our students are leaders who challenge themselves to grow and achieve academically, pursue their passions, navigate change, learn continuously and contribute to the common good.*
- C. Awards and Recognitions

**II. 7:05 pm STUDENT ACHIEVEMENT AND RESULTS (R1)**

SHS Student Support and 2021 Senior Declarations

**III. 7:25 pm PUBLIC COMMENTS #1 (GC3)**

*Initiate and maintain effective communication with the citizens and other important stakeholder groups as a means to engage them in the work of the Board and the District.*

There are three Public Comment opportunities on the Agenda. If you would like to make a comment, provide your name and address to the Zoom meeting host using the chat function. Comments should be limited to three minutes; names will be called in the order received.

**IV. 7:40 pm BOARD BUSINESS AND POSSIBLE BOARD ACTION**

- A. Facilities Updates Mike Huffman 3
- B. Approval of Co-Insurance Changes in the Point of Service Plan Roger Dickson 14
- C. Resolution to Support Transgender, Nonbinary and all LGBTQ+ Students 16
- D. Resolution Authorizing Official District Name Change 18
- E. Review of OE8: Learning Environment and OE9: Instructional Programs 19

**V. 8:40 pm BOARD CONSENT AGENDA (GC2)**

- A. Approval of Board Meeting Minutes 45
  - April 27, 2021 Regular Meeting
  - April 27, 2021 Closed Session

**VI. 8:45 pm PUBLIC COMMENT #2 (GC3)**

*Initiate and maintain effective communication with the citizens and other important stakeholder groups as a means to engage them in the work of the Board and the District.*

**VII. 9:00 pm BOARD MEMBER REPORTS 48**

Recreation and Community Services Advisory Committee  
SWSA  
Wisconsin Public Education Network

**VIII. 9:15 pm SUPERINTENDENT'S REPORT 51**

**IX. 9:25 pm SUPERINTENDENT'S CONSENT AGENDA**

- A. Approval of Non-Renewal Contracts - Final Notices
- B. Approval of New Faculty and Staff Appointments 56

**X. 9:30 pm PUBLIC COMMENT #3 (GC3)**

*Initiate and maintain effective communication with the citizens and other important stakeholder groups as a means to engage them in the work of the Board and the District.*

**XI. 9:45 pm REVIEW OF 'TO DO' ITEMS**

**XII. 9:50 pm FUTURE AGENDA ITEMS**

**XIII. 10:00 pm RECESS AND DEBRIEF**

Huffman Facility Development, Inc.

Shorewood School District Referendum Projects  
 BUDGET SUMMARY  
 05/07/21

DESCRIPTION	BUDGET	FINAL PROJECTED COST	PAYMENTS TO DATE	% Complete
Pre-Development	44,588	44,588	39,588	88.79%
Professional Services <i>Design, Project Mgmt, Legal, Quality Testing</i>	4,381,730	4,458,675	3,783,273	84.85%
Owner Provided Equipment	2,440,000	2,440,000	331,347	13.58%
Construction	52,031,460	54,433,522	24,803,708	45.57%
Other Project Expense	505,000	680,000	207,325	30.49%
Additional Funding Sources	0	0	0	#DIV/0!
Owner Contingency	5,597,223	2,943,216	0	0.00%
<b>TOTAL</b>	<b>65,000,000</b>	<b>65,000,000</b>	<b>29,165,241</b>	<b>44.87%</b>
<b>FINAL PROJECTED COST</b>		<u>65,000,000.00</u>		
<b>Balance - Under / (Over)</b>		<u><u>0.00</u></u>		

*Project Status Report for*

Shorewood School

District

5/11/2021

4

Mike Huffman, HFD

Your Partner in  
Development



## Construction Progress

### Atwater

- Phase 6 construction has wrapped up with rooms 212 and 213 occupied on 5/8 while rooms 210 and 211 will stay in their respective 'Flex Spaces' through the end of the semester.
- Phase 7 construction will begin on 5/10 and will include rooms 207, 208, 209, 224.
- A busy summer schedule of interior and exterior work is planned. Site work will be substantial with two playgrounds, underground utility work and asphalt resurfacing.

### Lake Bluff

- Phase 10 construction has concluded, which wraps up all work at Lake Bluff for this school year.
- Summer site work will begin once school ends including one playground and parking lot reconstruction.

## Construction Progress (Continued)

### High School-

- The first floor Recreation and Health Offices have been moved to their temporary spaces in the new LMC on the 2<sup>nd</sup> floor. Miron is now starting renovation of those two office suites.
- Pupil Services/Special Education and Curriculum Instruction offices will be moved up to their temporary spaces in the LMC on 5/14 with construction to immediately follow.
- Business Services will be moved to the LMC on 5/18 with construction to immediately follow.
- New furniture has been installed in the LMC as well as at the new addition HS main offices.
- Final furniture installations at the new addition, in the Superintendent's office, will be accomplished on 5/20.

## Project Administration

### Elementary Playgrounds

- Lee Recreation has participated in multiple 'Community Engagement' sessions. These gatherings have been composed of students, parents and staff representatives, all helping with the selection of new playground components for the traditional playgrounds at Lake Bluff and Atwater. We expect all input sessions to conclude in late May and construction to commence in mid-June with completion by August 15.
- Conversations have restarted regarding a natural playscape to be added at Lake Bluff.

### Design Directives

- Our civil engineers and structural engineers are nearing completion of designs for work surrounding and on the PowerHouse building. We expect to deliver bid documents to Miron on June 1st. It will be critical that all heavy-equipment work associated with this project be complete by August 15<sup>th</sup>, allowing for final surfacing of the HS parking lot before school starts in the fall.
- Our team is now working to facilitate implementation of the added work scope that the BOE approved on April 27<sup>th</sup>.

## Budget and Bid Updates

In previous reports I have described change orders 1-21 that have been executed. We have now executed the following change orders:

Change Order 22: \$193,565.23 for fire alarm system upgrades at the HS Auditorium building.

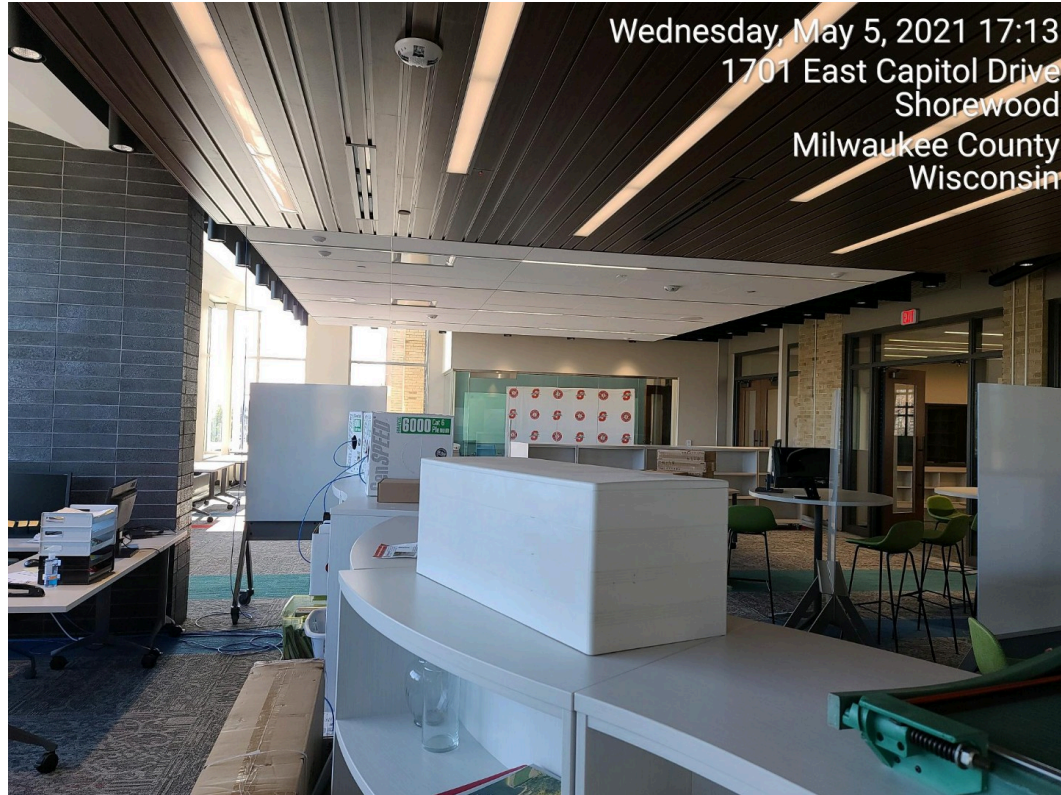
Change Order 23: \$52,040.54 for under-slab utility replacement in the basement of Atwater.

Change Order 24: \$13,115.90 for fire alarm system upgrades at the PE/Arena building and the Fitness Center

Change Order 25: \$154,513.37 for fire alarm system upgrades at the HS Arts and Sciences building.

Projected Costs: Additional work scope items approved by the BOE on 4/27/2021 are now reflected in the Budget Summary in the amount of \$838,600.

# Project Update Photos – High School Admin Building



Completed LMC being used for temporary offices



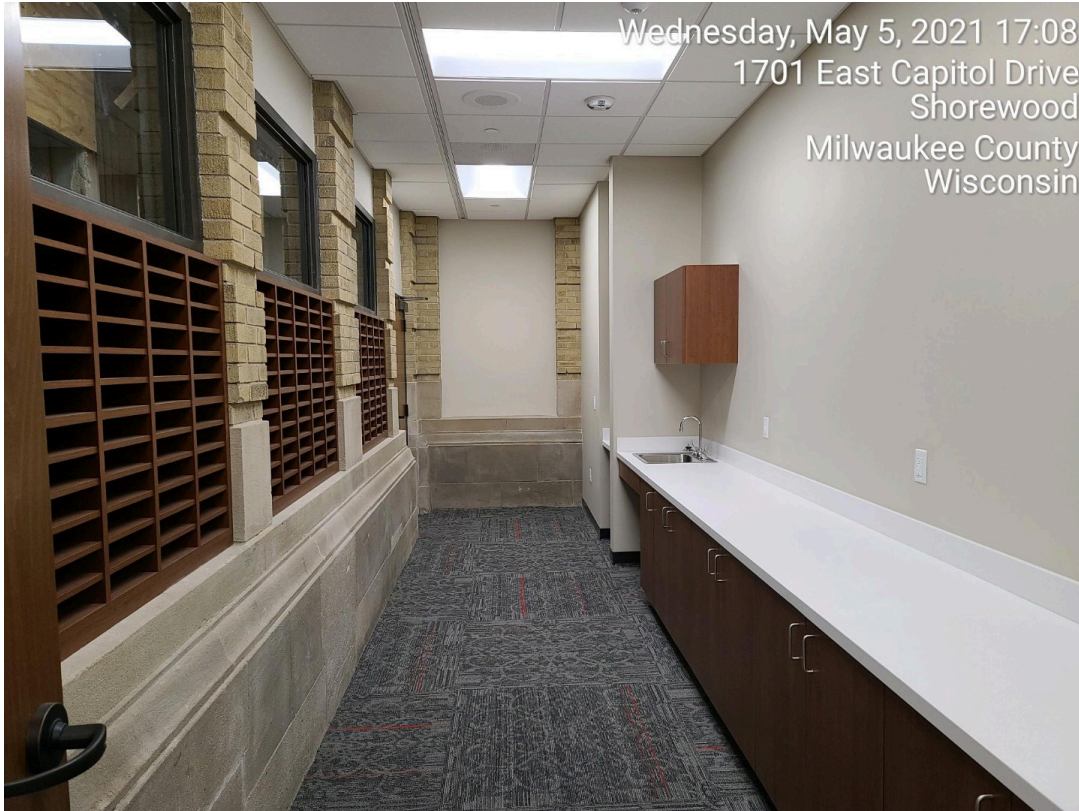
Completed LMC

Project Update Photos – High School Admin Building

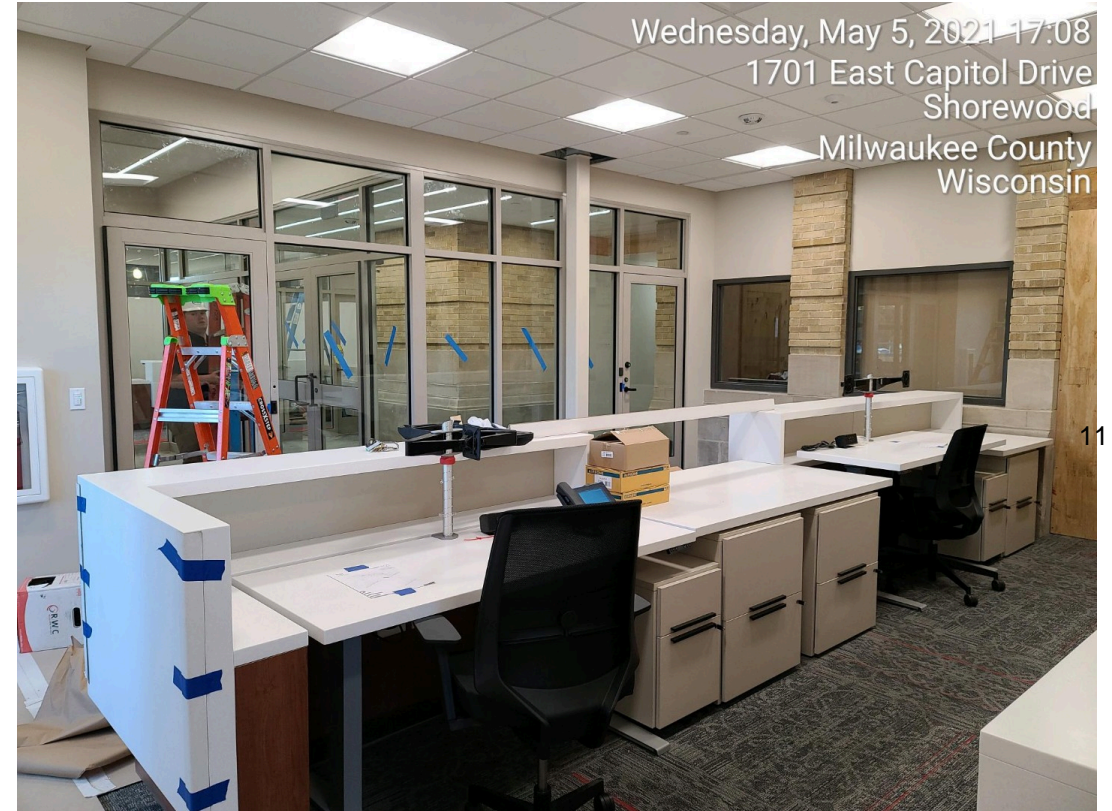


Completed LMC

# Project Update Photos – HS Admin Building



HS Admin Office Suite



HS Admin Office Suite

# Project Update Photos – HS Admin Building



District Office Suite



District Office Suite

## Project Update Photos – HS Pool



Demolition complete at pool



**EXECUTIVE SUMMARY  
FOR THE SHOREWOOD SCHOOL BOARD**

**Topic:** Medical Benefit Change

**Date:** May 11, 2021

**Prepared by:** Roger Dickson

**Recommended action:**

- Information only
- Presentation/discussion
- Discussion/action by board of education
- Presentation/action next meeting

**Purpose:** Recommend:

1. Change the employer's contribution for the medical insurance program to be the same dollar amount for both the HMO and POS plans, such amount to be based on the total premium for the HMO plan, effective July 1, 2022.
2. Eliminate the Cash in Lieu option for new hires effective with employment that starts July 1, 2021.

**Background:** These changes are proposed to be effective for the 2022-23 school year. If approved at this time, the district will be able to communicate the modifications during the benefit open enrollment period that begins May 15 giving employees a full year to plan for the change. Further, this action will help with budget planning for the 2022-23 school year.

The district will experience an increase in the medical insurance plan of 7.5% effective July 1, 2021. Based on the current contract and projections, another increase of 9.5 is expected next year, effective July 1, 2022. To mitigate the impact of the increase in the cost of medical insurance on the overall budget, the above changes are recommended. Additional changes may be as well next year.

Management met with representatives of the SEA to review the recommended changes. See attached copy of memo for that meeting.

**Fiscal Analysis:** The 7.5% increase in premium rates for the 2021-22 school year is an increase of \$228,000. A 9.5% increase in the subsequent year will be another \$310,665 for a total impact of \$538,665 over the two years. This increase is a significant part of the projected budget deficits, resulting in the recommendation to modify the plan design to help control costs.

Changing the premium share for the Point of Service (POS) plan will save an estimated \$51,300.

Eliminating the Cash in Lieu of medical insurance will have a minimal fiscal impact for the next few years, but will become more of a factor in future years.

Additional plan design changes were considered, such as elimination of the Cash in Lieu benefit option. It was determined that additional changes, if they continue to be necessary, should be incorporated over time. A comprehensive review of employer provided benefits during the 2022-23 school year would be prudent.



1701 E. Capitol Dr.  
Shorewood, WI 53211  
414.963.6901  
[www.shorewoodschooldistrict.org](http://www.shorewoodschooldistrict.org)

RESOLUTION IN SUPPORT OF TRANSGENDER, NONBINARY, AND ALL LGBTQ+ STUDENTS:

WHEREAS, the Shorewood School District is committed to a learning environment that is physically, socially and emotionally safe for all students; and,

WHEREAS, the Shorewood School District is committed to cultivating a climate in all of our schools that is welcoming, safe, and inclusive for all students; and,

WHEREAS, the Board of Education and District are committed to honoring, valuing, and affirming our transgender, nonbinary, and all LGBTQ+ students, staff, and families through our policies, practices, and curriculum; and,

WHEREAS, Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972 prohibit discrimination on the basis of sex; and,

WHEREAS, on June 15, 2020 the U.S. Supreme Court held that discrimination on the basis of an individual's status as gay or transgender constitutes sex discrimination within the meaning of Title VII of the Civil Rights Act of 1964; and,

WHEREAS, President Joe Biden issued an Executive Order on January 20, 2021 affirming that discrimination against transgender individuals is discrimination on the basis of sex and that, "Children should be able to learn without worrying about whether they will be denied access to the restroom, the locker room, or school sports;" and,

WHEREAS, in 1985, the Wisconsin Legislature enacted section 118.13, Wis. Stats., which prohibits discrimination in public schools on the basis of sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability; and,

WHEREAS, the Department of Public Instruction and the Wisconsin Interscholastic Athletic Association (WIAA) affirm that denying a student the opportunity to participate on a sports team consistent with their gender identity is likely prohibited sex discrimination; and,

WHEREAS, the WIAA supports transgender students participation in athletics based on their gender identity/expression, not the sex they were assigned at birth;

THEREFORE BE IT RESOLVED, the Shorewood Board of Education affirms, supports, and values the gender identities and gender expressions of all our students and will continue to further efforts in our schools to create a welcoming, safe, and inclusive learning environment for our transgender, nonbinary, and all LGBTQ+ students; and,

THEREFORE BE IT FURTHER RESOLVED, that the Shorewood Board of Education supports human rights and equitable educational opportunities and practices for all LGBTQ+ students; and,

THEREFORE BE IT FURTHER RESOLVED, that the Shorewood Board of Education rejects any legislation or action that dehumanizes, marginalizes, or violates the rights of transgender, nonbinary, and all LGBTQ+ students.

IN WITNESS WHEREOF, this resolution was adopted by the Shorewood Board of Education on a \_\_\_\_\_ vote on the \_\_\_\_ day of \_\_\_\_, 2021.

\_\_\_\_\_  
Paru Shah, Board President

\_\_\_\_\_  
Hilary DeBlois, Vice President

\_\_\_\_\_  
Emily Berry, Clerk

\_\_\_\_\_  
Pablo Muirhead, Treasurer

\_\_\_\_\_  
Ellen Eckman, Board Member



SCHOOL DISTRICT OF SHOREWOOD BOARD OF  
EDUCATION

RESOLUTION AUTHORIZING OFFICIAL  
DISTRICT NAME CHANGE

WHEREAS, pursuant to Wis. Stat. § 115.01(5)(a)(1), each public school district shall be known by the designation "School District of" followed by the name of the municipalities in which any high schools operated by the district lie; and

WHEREAS, the School District of Shorewood ("District") is known by the official designation of "School District of Shorewood;" and

WHEREAS, pursuant to Wis. Stat. § 115.01(5)(b), a school board may by resolution designate a different name for the school district if the revised name contains the words "school district;" and

WHEREAS, the District desires to change the official name of the District to "Shorewood School District; and

WHEREAS, this name change is requested in order to ensure that the District's legal name matches its identification in written and verbal references, including the District Policy Manual.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of the School District of Shorewood hereby approves and adopts this Resolution Authorizing District Name Change authorizing the "School District of Shorewood" name to be officially changed to "Shorewood School District."

BE IT FURTHER RESOLVED that a copy of this resolution and meeting minutes shall be sent to the Wisconsin Department of Public Instruction, to the attention of Janice Zmrazek.

Dated this \_\_\_ day of \_\_\_\_\_, 2021.

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Paru Shah, Board President  
School District of Shorewood

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Emily Berry, Board Clerk  
School District of Shorewood



**Shorewood**  
SCHOOL DISTRICT

**Operational Expectations Monitoring Document  
OE 8 Learning Environment**

**Certification of the Superintendent: *With respect to Operational Expectation 10 (Learning Environment), taken as a whole, the superintendent certifies that the proceeding information is accurate and complete, and is:***

- In Compliance
- In Compliance with Noted Exceptions
- Not in Compliance

**Signed:** \_\_\_\_\_, Superintendent      **Date:** \_\_\_\_\_

**Executive Summary**

**Highlights:**

- 

**Analysis:**

- 

**Disposition of the Board: *With respect to Operational Expectation 10 (Learning Environment), the Board:***

- Accepts the report as fully compliant
- Accepts the report as compliant with noted exceptions
- Finds the report to be noncompliant

**Summary statement/motion of the Board:**

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**Signed:** \_\_\_\_\_, Board President      **Date:** \_\_\_\_\_

## OE-10 Learning Environment

**The Superintendent shall establish and maintain a learning environment that is safe, respectful, and conducive to effective learning.**

Superintendent Interpretation:

The Board of Education expects the Superintendent to establish and maintain a learning environment that includes support for both the academic and social-emotional needs of all learners.

- ***Learning Environment*** refers to the diverse physical locations (school buildings & school grounds), contexts, and cultures in which students learn.
- ***Effective learning*** refers to students challenging themselves, learning continuously while adapting to changes and contributing to society.

<b>OE-10.1</b>  <b>The Superintendent will maintain a climate that is characterized by support and encouragement for high student achievement.</b>	<u><b>Superintendent</b></u>	<u><b>Board</b></u>
	<b>Compliant</b>	<b>Compliant</b>
	<b>Compliant with Exceptions</b>	<b>Compliant with Exceptions</b>
	<b>Not Compliant</b>	<b>Not Compliant</b>

Superintendent Interpretation:

The Board of Education expects the Superintendent to provide support for students within the learning environment in order to promote learning and increase academic success.

- **Maintain a climate that is characterized by support** shall mean that inappropriate behaviors that disrupt the teaching, learning or operational processes of a school or the school district will be addressed through appropriate administrative or legal procedures.
- **Encouragement for high student achievement** shall mean students feel supported on their journey toward academic success as shown by achieving Results policies 1-4.

<b>Board Indicator 1:</b> The district average for the student survey question, “I have an adult to talk to about classwork” is not more than 0.2 below a peer district comparison average.	<u><b>Superintendent</b></u>	<u><b>Board</b></u>
	<b>Compliant</b>	<b>Compliant</b>
	<b>Not Compliant</b>	<b>Not Compliant</b>

Evidence:

<b>Board Indicator 2:</b> The district average for the student survey question, “I am satisfied with the education I am receiving at this school” is not more than 0.2 below a peer district comparison average.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant
Evidence:		

<b>Board Indicator 3:</b> The district average for the student survey question, “Our school has the space, rooms and equipment to allow me to be successful” is not more than 0.2 below a peer district comparison average.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant
Evidence:		

Board Comments:

<b>OE-10.2</b>  <b>The Superintendent will foster learning environments that are inclusive and where diverse cultures and languages are acknowledged, valued and affirmed.</b>	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Compliant with Exceptions	Compliant with Exceptions
	Not Compliant	Not Compliant

Superintendent Interpretation:

The Board of Education expects the Superintendent to provide support for students within the learning environment in order to promote learning and increase academic success.

- **Learning environment** shall mean a place that is safe and welcoming.
- **Inclusive and where diverse cultures and languages are acknowledged, valued and affirmed** shall mean that all learners are valued and respected.

<b>Board Indicator 1: 70% or more of our students agreed or strongly agreed to questions on our Equity Index</b> <ul style="list-style-type: none"> <li>● “All students are treated fairly when school rules are broken.”</li> <li>● “Teachers hold all students accountable for their actions and behavior.”</li> <li>● “I can get extra help and support when I need it at school.”</li> <li>● “I feel that my culture and beliefs are represented at my school.”</li> </ul>	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant
	Not Compliant	Not Compliant

Evidence:

Board Comments:

<b>OE-10.3</b>  <b>The Superintendent will ensure that all policies and procedures regarding discipline are collaboratively developed, appropriately communicated to students and parents, and enforced consistently using reasonable judgment.</b>	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Compliant with Exceptions	Compliant with Exceptions
	Not Compliant	Not Compliant

Superintendent Interpretation:

The Board of Education expects the Superintendent to promote active participation from all District stakeholders to ensure access to information and voice in the discussion, development, and publishing of any policy that focuses on student discipline.

- **Policies and procedures regarding discipline** shall mean the adopted Shorewood School District Code of Conduct and Wisconsin State Law.
- **Collaboratively developed** shall mean administrators, teachers, and building staff are included in developing discipline procedures.
- **Appropriately communicated** shall mean the information is communicated through a variety of means (hard copies available, accessible on website, electronic communication).
- **Enforce consistently** shall mean students shall receive similar consequences for similar unacceptable behaviors with no disparities by race, gender, ELL and socioeconomic status.
- **Reasonable judgment** shall mean the act of arriving at a conclusion based on known facts and evidence and based on individual circumstances.

<b>Board Indicator 1:</b> The Code of Conduct is reviewed annually and updated as needed using a collaborative process.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant

Evidence:

<b>Board Indicator 2:</b> Student handbook is made available by the start of the school year as a hard copy, sent to families electronically, and accessible via the District website.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant

Evidence:

<b>Board Indicator 3:</b> 70% of students have not received a behavior referral (any type of behavioral write-up within Infinite Campus).	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant
Evidence:		

<b>Board Indicator 4:</b> The district average for the staff survey question, “student discipline is handled in a consistent manner by all staff” is not more than 0.2 below a peer district comparison average.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant
Evidence:		

<b>Board Indicator 5:</b> The District’s behavior data (behavior referrals, in-school suspensions, out-of-school suspensions) has no disparities by race, gender, ELL and socioeconomic status.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant
Evidence:		

Board Comments:

<b>OE-10.4</b>  <b>The Superintendent will assure that all confidential information is appropriately collected, used and protected.</b>	<u><b>Superintendent</b></u>	<u><b>Board</b></u>
	<b>Compliant</b>	<b>Compliant</b>
	<b>Compliant with Exceptions</b>	<b>Compliant with Exceptions</b>
	<b>Not Compliant</b>	<b>Not Compliant</b>

Superintendent Interpretation:

The Board of Education expects the Superintendent to protect confidential student records and maintain the security of student information by enforcing the Family Educational Rights and Privacy Act (FERPA) with fidelity.

- **Confidential information** shall mean protection of personally identifiable information about which individuals (and their families) have an expectation of privacy.
- **Appropriately collected** shall mean professional staff with legitimate rights to collect information obtain and file confidential information quickly and safely.
- **Appropriately used** shall mean professional staff are limited in access to student information based on specific purposes and use this information discreetly while maintaining confidentiality.
- **Appropriately protected** shall mean confidential information will only be shared with legal guardians or others who have legitimate access under FERPA.

<b>Board Indicator 1:</b> The District has no breaches of confidentiality.	<u><b>Superintendent</b></u>	<u><b>Board</b></u>
	<b>Compliant</b>	<b>Compliant</b>
	<b>Not Compliant</b>	<b>Not Compliant</b>

Evidence:

Board Comments:

<b>OE-10.5</b>  <b>The Superintendent will ensure that good nutritional options are provided for students.</b>	<u><b>Superintendent</b></u>	<u><b>Board</b></u>
	<b>Compliant</b>	<b>Compliant</b>
	<b>Compliant with Exceptions</b>	<b>Compliant with Exceptions</b>
	<b>Not Compliant</b>	<b>Not Compliant</b>

Superintendent Interpretation:

The Board of Education expects the Superintendent to provide a food service program that is healthy for children.

- **Good nutritional options** shall mean a variety of foods that gives students the nutrients needed to maintain health and have energy.

<b>Board Indicator 1:</b> The District has 100% compliance with federal requirements that meet meal pattern and nutrition standards set forth by the U.S. Department of Agriculture as required by qualifying for Free and Reduced Lunch Services.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant

Evidence:

Board Comments:

<b>OE-10.6</b>  <b>The Superintendent may not tolerate any behaviors, actions or attitudes by adults who have contact with students that hinder the academic performance or the well-being of students.</b>	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Compliant with Exceptions	Compliant with Exceptions
	Not Compliant	Not Compliant

Superintendent Interpretation:

The Board of Education expects the Superintendent to assure that any adult interaction with students includes the best interest of the student in order to support and promote academic performance and well-being. Any action, perception or viewpoint of the adult that prevents this will not be allowed.

- **May not tolerate** shall mean the superintendent will not allow actions from adults that negatively affect students and interferes with the learning environment to go without appropriate corrective response.
- **Adults** shall mean any person over the age of 18 and not employed by the District.
- **Academic performance** shall mean the extent to which a student has achieved their educational goals.
- **Well-being** shall mean a safe, emotional state.

<b>Board Indicator 1:</b> The District has investigated and addressed all formal complaints involving adults and documented the outcome.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant

Evidence:

<b>OE-10.7</b>  <b>The Superintendent may not permit unruly behaviors on school property and at school sponsored events by students or by adults that disrupt learning or that are disrespectful or dangerous.</b>	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Compliant with Exceptions	Compliant with Exceptions
	Not Compliant	Not Compliant

Superintendent Interpretation:

The Board of Education expects the Superintendent to reasonably prevent, discourage, or ban any activity that negatively impacts student learning or is unsafe.

- **Unruly behavior** shall mean actions that result in office referrals or adult actions that are reported to an administrator or the local police.
- **Disrupt learning** shall mean behaviors or actions that interfere or get in the way of learning.
- **Disrespectful** shall mean behaviors in which racist, sexist, or other verbal harassment language is being used.
- **Dangerous** shall mean physically able or likely to cause harm or injury.

<b>Board Indicator 1:</b> The district average for the student survey question, "I feel safe at school" is not more than 0.2 below a peer district comparison average.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant
Evidence:		

<b>Board Indicator 2:</b> 100% of referrals involving bullying or harassment result in consequences as laid out in the District Code of Conduct.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant
Evidence:		

<b>Board Indicator 3:</b> 100% of referrals involving fighting result in consequences as laid out in the District Code of Conduct.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant
Evidence:		

<b>Board Indicator 4:</b> The District has investigated and addressed all formal complaints involving adults and documented the outcome.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant
Evidence:		

Board Comments:

<b>OE-10.8</b>  <b>The Superintendent may not permit the administration of corporal punishment.</b>	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Compliant with Exceptions	Compliant with Exceptions
	Not Compliant	Not Compliant

Superintendent Interpretation:

The Board of Education expects the Superintendent to assure that no instance or act of physical discipline by any District employee is tolerated.

- **Corporal punishment** shall mean to cause deliberate physical pain or discomfort.

<b>Board Indicator 1:</b> The District has received zero complaints that allege the use of corporal punishment.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant

Evidence:

Board Comments:



**Shorewood**  
SCHOOL DISTRICT

**Operational Expectations Monitoring Document  
OE-9 Instructional Program**

**Certification of the Superintendent: *With respect to Operational Expectation 11 (Instructional Program), taken as a whole, the superintendent certifies that the proceeding information is accurate and complete, and is:***

- In Compliance
- In Compliance with Noted Exceptions
- Not in Compliance

**Signed:** \_\_\_\_\_, Superintendent      **Date:** \_\_\_\_\_

**Executive Summary**

TBD

**Disposition of the Board: *With respect to Operational Expectation 11 (Instructional Program), the Board:***

- Accepts the report as fully compliant
- Accepts the report as compliant with noted exceptions
- Finds the report to be noncompliant

**Summary statement/motion of the Board:**

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**Signed:** \_\_\_\_\_, Board President      **Date:** \_\_\_\_\_

## OE-11 Instructional Program

The Superintendent shall maintain an aligned, challenging and relevant curriculum across the district and ensure that high-quality instruction supports the Board's Results policies.

### Superintendent Interpretation:

The board values that the programs used to teach students are rigorous and stimulating, designed to create authentic learning opportunities that still allow for a focus on the whole child. The program is created and maintained to pursue specifically the board's stated values for student achievement in the Results policies.

- **Aligned** shall mean that the program of instruction offers a predictable and aligned set of skills and units of study by grade level that are coherent and consistent.
- **Challenging** shall mean that students are pushed beyond their current level of skills and knowledge.
- **Relevant opportunities** shall mean the courses offered to students are responsive to students' culture, identity and abilities and meaningful to their current and future endeavors.
- **High-Quality Instruction** shall mean using instructional materials, teaching practices, and learning environments that lead to learner success while being culturally responsive and student centered.
  - **culturally responsive:** recognizing the importance of including students' cultural references in all aspects of learning.
  - **student centered:** encouraging students to direct their own learning and to work with other students on research projects and assignments that are both culturally and socially relevant to them.
- The Board's **Results** policy is defined in R-1,2,3,4,5.

<b>OE-11.1</b>  <b>Ensure that instructional programs are aligned with state and/or nationally-recognized model standards (curriculum) and best practices research (instruction) on a rotating schedule.</b>	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Compliant with Exceptions	Compliant with Exceptions
	Not Compliant	Not Compliant

Superintendent Interpretation:

The Board of Education expects the Superintendent to ensure that all curriculum, programs and instructional strategies, as well as teaching resources and materials, to be of superior quality and selected as a result of rigorous analysis of the curricular program, comprehensive evaluation and cyclical review

- **Instructional programs** shall mean the teaching practices and classroom instruction that take place daily.
- **State and/or nationally-recognized model standards** shall mean the Wisconsin State Standards and other standards published by the Wisconsin Department of Public Instruction (DPI). Standards not published by the DPI website must be supported by national research.
- **Best practices research** shall mean educational studies conducted over the last ten years that outline characteristics of effective instruction.
- **Rotating Schedule** shall mean that curriculum is evaluated and reviewed on a continuous multi-year cycle.

<b>Board Indicator 1:</b> The district creates curriculum maps aligned to the State Department of Public Instruction or National standards based on the “Curriculum Review Cycle.”	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant

Evidence:

<b>Board Indicator 2:</b> The district completes a comprehensive evaluation of instructional best practices for all programs up for review based on the “Curriculum Review Cycle.”	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant

Evidence:

Board Comments:

<b>OE-11.2</b>  <b>Measure each student’s progress with assessments that are reliable and valid.</b>	<u><b>Superintendent</b></u>	<u><b>Board</b></u>
	<b>Compliant</b>	<b>Compliant</b>
	<b>Compliant with Exceptions</b>	<b>Compliant with Exceptions</b>
	<b>Not Compliant</b>	<b>Not Compliant</b>

Superintendent Interpretation:

The Board of Education expects the Superintendent to assess student achievement both informally in the classroom and through methods that reduce subjectivity.

- **Reliable and Valid** shall mean the district uses research-based assessment tools to determine students’ progress in achieving standards

<b>Board Indicator 1:</b> Based on an assessment calendar, the district provides documented evidence of how assessments are used instructionally and how assessment results are communicated to families.	<u><b>Superintendent</b></u>	<u><b>Board</b></u>
	<b>Compliant</b>	<b>Compliant</b>
	<b>Not Compliant</b>	<b>Not Compliant</b>

Evidence:

<b>Board Indicator 2:</b> The District provides the board with an annual comprehensive data presentation pertaining to the district’s performance on various test results.	<u><b>Superintendent</b></u>	<u><b>Board</b></u>
	<b>Compliant</b>	<b>Compliant</b>
	<b>Not Compliant</b>	<b>Not Compliant</b>

Evidence:

Board Comments:

<b>OE-11.3</b>  <b>Ensure that the instructional program includes opportunities for students to develop talents and enthusiasm in their areas of interest.</b>	<b>Superintendent</b>	<b>Board</b>
	<b>Compliant</b>	<b>Compliant</b>
	<b>Compliant with Exceptions</b>	<b>Compliant with Exceptions</b>
	<b>Not Compliant</b>	<b>Not Compliant</b>

Superintendent Interpretation:

The Board of Education expects the Superintendent to offer all students an opportunity to pursue and excel in areas that match their interest or talent.

- **Instructional programs** shall mean the teaching practices and classroom instruction that take place daily.
- **Opportunities** shall mean course offerings in the elective areas at both elementary and secondary levels.
- **Develop talents and enthusiasm in their areas of interest** shall mean that students have the opportunity to enroll and participate in “specials” or elective areas at both elementary and secondary levels.

<b>Board Indicator 1:</b> The district will perform comparable (+/- 0.2) to other peer districts on the index of “Preparation” and other survey questions on the Student Survey	<b>Superintendent</b>	<b>Board</b>
	<b>Compliant</b>	<b>Compliant</b>
	<b>Not Compliant</b>	<b>Not Compliant</b>

Evidence:

<b>Preparation Index</b>	<b>Shorewood Average</b>	<b>Peer District Average</b>	<b>Met Expectation</b>
I explore careers/jobs that may interest me after high school.			
I set goals for the school year.			
I believe what I am learning in school will help me to be successful in life.			
I believe what I am learning in school is preparing me for next year.			
Overall Preparation Index Score;			
<b>Questions not in Preparation Index</b>	<b>Shorewood Average</b>	<b>Peer District Average</b>	<b>Met Expectation</b>
I enjoy going to school.			
I am satisfied with the education I’m receiving at this school.			

If there were no grades given in classes, I would still do my work.			
I believe what I am learning in school connects to the real world.			
I believe what I am learning in school allows me to use my own original voice beyond the classroom.			
I get to do something I enjoy in school.			

<b>Board Indicator 2:</b> The district communicates all elective offerings at each grade level.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
Evidence:	Not Compliant	Not Compliant

Board Comments:

<b>OE-11.4</b>  <b>Ensure that the District’s Response to Intervention (Rtl) program accommodates the different learning styles of students and is culturally relevant and differentiates instruction to meet the needs of students of various backgrounds and abilities.</b>	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Compliant with Exceptions	Compliant with Exceptions
	Not Compliant	Not Compliant

Superintendent Interpretation:

The Board of Education expects the Superintendent to offer instructional programs that use teaching resources and strategies to accommodate the learning styles and the needs of all students.

- **Response to Intervention (Rtl)** shall mean a multi-tiered approach including high-quality instruction (see above for definition of High-Quality Instruction) and universal screening of all children in the general education classroom while struggling learners are provided with interventions at increasing levels of intensity to accelerate their rate of learning.
- **Different learning styles** shall mean the academic needs of each student requires diverse teaching strategies in order for each student to be successful.
- **Culturally Relevant** shall mean recognizing the importance of including students’ cultural references in all aspects of learning.
- **Differentiated instruction** shall mean the strategies used by teachers in the classroom to support students’ varied learning needs.

<b>Board Indicator 1:</b> The District will ensure that differentiation strategies are part of annual professional development for teachers.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant
Evidence:		

<b>Board Indicator 2:</b> More than 80% of the district’s learners receive all academic instruction at the Tier 1 / Universal level.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant
Evidence:		

<b>Board Indicator 3:</b> 90% of students have opportunities to participate in elective offerings.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant

	Not Compliant	Not Compliant
Evidence:		

<p><b>Board Indicator 4:</b> The District shares the subgroup enrollment of students receiving Tier 2, Tier 3, and Advanced Learning interventions. Parity is seen in Tier 2, Tier 3 and Advanced Learning interventions when compared to the overall enrollment of students (+/- 10%)</p> <p>Tier Goals: Tier 1 = Universal Instruction (Target 80%) Tier 2 = Selective Intervention (Target 15%) Tier 3 = Intensive Intervention (Target 5%) Advanced Learning Curriculum Replacement = Targeted Intervention (Target 5%)</p>	<p><u>Superintendent</u></p> <p>Compliant</p> <p>Not Compliant</p>	<p><u>Board</u></p> <p>Compliant</p> <p>Not Compliant</p>
Evidence:		

<p><b>Board Indicator 5:</b> The District provides Advanced Learning enrichment activities/opportunities and communicates them to all students and parents.</p>	<p><u>Superintendent</u></p> <p>Compliant</p> <p>Not Compliant</p>	<p><u>Board</u></p> <p>Compliant</p> <p>Not Compliant</p>
Evidence:		

<p><b>Board Indicator 6:</b> All teacher evaluations include evidence of culturally responsive instruction.</p>	<p><u>Superintendent</u></p> <p>Compliant</p> <p>Not Compliant</p>	<p><u>Board</u></p> <p>Compliant</p> <p>Not Compliant</p>
Evidence:		

<p><b>Board Indicator 7:</b> At least tri-annual curriculum audits demonstrate culturally responsive curriculum</p>	<p><u>Superintendent</u></p> <p>Compliant</p> <p>Not Compliant</p>	<p><u>Board</u></p> <p>Compliant</p> <p>Not Compliant</p>
Evidence:		

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<b>Board Indicator 8:</b> Advanced Placement course enrollment demonstrates parity (within +/- 10% of total enrollment) within subgroups.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
Evidence:	Not Compliant	Not Compliant

Board Comments:
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<b>OE-11.5</b>  <b>Encourage and review new and relevant programs; carefully monitoring and evaluating the effectiveness of all such programs at least annually.</b>	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Compliant with Exceptions	Compliant with Exceptions
	Not Compliant	Not Compliant

Superintendent Interpretation:

The Board of Education expects the Superintendent to encourage new and relevant programs that align with the Board's Results policies and to monitor and evaluate the effectiveness of those programs

- **Encourage** shall mean that the district supports teachers looking for new and effective ways to meet the values for student achievement in the Results policies
- **New and relevant programs** shall mean a program implemented in the past 5 years and requires an entire grade level to participate in.
- **Effectiveness** shall mean improving student results as identified in the Results Policies.

<b>Board Indicator 1:</b> The process for identifying new and/or relevant programs is clear and understood by staff and administration.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant

Evidence:

<b>Board Indicator 2:</b> New and/or relevant programs have a multi-year implementation plan.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant

Evidence:

<b>Board Indicator 3:</b> New and/or relevant programs have a review process that is conducted annually.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant

Evidence:

Board Comments:

<b>OE-11.6</b>  <b>Foster students' digital citizenship and information literacy</b>	<u><b>Superintendent</b></u>	<u><b>Board</b></u>
	<b>Compliant</b>	<b>Compliant</b>
	<b>Compliant with Exceptions</b>	<b>Compliant with Exceptions</b>
	<b>Not Compliant</b>	<b>Not Compliant</b>

Superintendent Interpretation:

The Board of Education expects the Superintendent to provide students with curriculum and instruction that helps them become safe and effective users of technology and online resources.

- **Digital Citizenship** shall mean the responsible use of technology (computers, the Internet, and digital devices, etc.) by students to engage with society on any level.
- **Information Literacy** shall mean students have the ability to locate, evaluate, and effectively use needed facts and/or data.

<b>Board Indicator 1:</b> The district technology plan includes a portion dedicated to technology skill sets with an emphasis on digital citizenship.  District Technology Plan: A document that contains the scope of work the district will complete to improve technology infrastructure, provide professional development, and implement meaningful instructional technology.	<u><b>Superintendent</b></u>	<u><b>Board</b></u>
	<b>Compliant</b>	<b>Compliant</b>
	<b>Not Compliant</b>	<b>Not Compliant</b>

Evidence:

<b>Board Indicator 2:</b> The district technology plan is aligned with a framework of standards (example: International Society for Technology in Education (ISTE) Standards) that ensure Informational Literacy is addressed.	<u><b>Superintendent</b></u>	<u><b>Board</b></u>
	<b>Compliant</b>	<b>Compliant</b>
	<b>Not Compliant</b>	<b>Not Compliant</b>

Evidence:

Board Comments:

<b>OE-11.7</b>  <b>Provide for the daily instructional hours and district calendar necessary to best serve the learning needs of students, achieve the Board's Results policies and comply with state law.</b>	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Compliant with Exceptions	Compliant with Exceptions
	Not Compliant	Not Compliant

Superintendent Interpretation:

The Board of Education expects the Superintendent to assure that the District complies with the minutes and days of instruction that are set for by the State of Wisconsin.

- **Daily instructional hours** shall mean all hours between the beginning of the school day and end of the school day without including lunch.
- **Best serve the learning needs of students** shall mean students have an adequate amount of time to learn and explore various curriculums.
- **Comply with state law** shall mean meeting the requirements set for by the Department of Public Instruction for required instructional minutes by grade level.

<b>Board Indicator 1:</b> An annual school calendar is created and shared with the board that meets the instructional minutes required by the Wisconsin Department of Public Instruction.	<u>Superintendent</u>	<u>Board</u>
	Compliant	Compliant
	Not Compliant	Not Compliant

Evidence:

Board Comments:



SCHOOL DISTRICT OF SHOREWOOD  
Board Meeting Minutes  
Shorewood Intermediate School, Room 214  
April 27, 2021

Board Member Participation: Paru Shah, President

Hilary DeBlois, Vice President

Pablo Muirhead, Treasurer

Emily Berry, Clerk

Clarke Warren, Member at Large

Sadie Cumberbatch, Student Representative

Alexis Hu, Student Representative

Jack Stuhlmacher, Student Representative

District Staff Participation: Bryan Davis, Superintendent

Roger Dickson, Interim Director of Business Services

Mickey Chavannes, Director of Instructional Technology

Julie Harris, Director of Special Education & Pupil Services

Sarah Kopplin, SIS Faculty

I. 7:01 pm CALL TO ORDER

Motion to Adopt the Agenda

Amendment by Pablo Muirhead to conduct Public Comment #2 (Agenda VII) before Board Reports (Agenda VI)

Adoption of Amended Agenda MOVED by Ellen Eckman and SECONDED by Hilary DeBlois  
AYE: 5 NAY: 0

II. 7:07 pm STUDENT ACHIEVEMENT and RESULTS

Shorewood Intermediate School Presentation: World of 7 Billion Geography Video Projects

III. 7:26 pm PUBLIC COMMENTS - no comments

IV. 7:27 pm BOARD BUSINESS AND BOARD ACTION

A. 2021-2022 Budget Development and ESSER Funds Update

Budget assumptions presented will continue to be developed in May

B. Motion to Approve Referendum Project Scope Additions

MOVED BY Ellen Eckman and SECONDED by Emily Berry AYE: 5 NAY: 0

Additional information on catwalk budget and code compliance discussed

C. Motion to Approve Internet Service Agreement with St. Roberts School

MOVED by Pablo Muirhead and SECONDED by Ellen Eckman AYE: 5 NAY: 0

D. Board Reorganization and Election of Board Officers

Motion to Nominate Paru Shah for President of the School Board

MOVED BY Pablo Muirhead and SECONDED by Hilary DeBlois AYE: 5 NAY: 0

Motion to Nominate Hilary DeBlois for Vice President of the School Board  
MOVED by Paru Shah and SECONDED by Pablo Muirhead AYE: 5 NAY: 0  
Motion to Nominate Emily Berry for Treasurer of the School Board  
MOVED by Paru Shah and SECONDED by Pablo Muirhead AYE: 5 NAY: 0  
Motion to Nominate Pablo Muirhead for Clerk of the School Board  
MOVED by Emily Berry and SECONDED by Hilary DeBlois AYE: 5 NAY: 0

V. 8:53 pm BOARD CONSENT AGENDA

Motion to Approve the Board Consent Agenda  
MOVED by Emily Berry and SECONDED by Hilary DeBlois AYE: 5 NAY: 0

VI. 8:54 pm PUBLIC COMMENT #2

Andrea Brandt 4054 North Stowell  
Maggie Iverson 1120 East Congress

VII. 8:57 pm BOARD MEMBER REPORTS

Community-Based Finance Committee  
Legislative Advocacy Ad Hoc Committee  
SWSA

VIII. 9:20 pm SUPERINTENDENT'S REPORT

IV. 9:33 pm SUPERINTENDENT'S CONSENT AGENDA

Monthly Financial Reports and New Faculty and Staff Appointments  
Motion to Approve the Superintendent's Consent Agenda  
MOVED by Emily Berry and SECONDED by Hilary DeBlois AYE: 5 NAY: 0

IX. 9:35 pm PUBLIC COMMENT #3 - no comments

X. 9:36 pm REVIEW OF 'TO DO' ITEMS

Confirmation of Board Liaison Assignments and Calendars  
Review facilities projects and next steps  
2021-2022 Planning Group Membership and Schedule

XI. 9:40 pm FUTURE AGENDA ITEMS

WE Energies Solar Panels Proposal  
Curriculum Cycle and Mapping

XII. 9:44 pm RECESS AND DEBRIEF



School Board Meeting - Closed Session  
Tuesday, April 27, 2021 at 6 pm  
Meeting Minutes

Board Members Present: Paru Shah, President  
Hilary DeBlois, Vice President  
Pablo Muirhead, Treasurer  
Emily Berry, Clerk  
Ellen Eckman, Member

District Participation: Bryan Davis, Superintendent  
Roger Dickson, Interim Director of Business Services  
Kim Salem, Human Resources Manager

**Call to Order:** President Paru Shah called the meeting to order at 6:06 pm.

Motion by Paru Shah to go to a Closed Session per posting, to discuss personnel matters pursuant to Wis. Stat. 19.85(1)(c).

Motion to leave Closed Session by Paru Shah.

Meeting adjourned by Paru Shah without objection at 6.56 pm.

Wisconsin Public Education Network May Meeting  
May 3, 2021  
Hilary DeBlois

I attended the WPEN monthly meeting, hoping to hear from Representative Evan Goyke, member of the Joint Finance Committee and Secretary-elect Underly.

Notes from Rep. Goyke conversation:

- Half or more of the speakers at the hearings spoke about public education. \*Statistic from WPEN – Education (pre-K thru higher ed) was mentioned 220 times. 40% of overall testimonies were on education, overwhelmingly support the Governor’s proposed budget.
- The number one issue, far and away, was support for an increase in special ed funding.
- Of the 280 items removed by Republicans, not a lot of hope getting those items back. Items not on that list stay alive for now but will have further deliberation.
- The JFC hearing on May 6 will have/had a motion to return to base, they will then be working off the last budget.
- Week of May 17 and 24, the committee will meet again. They expect new revenue projections the first week in June. DPI budget will most likely wait until those new revenue projections are received.

The meeting also highlighted Kenosha and Eau Claire Board members and staff/administrators who drove to Menomonie for the hearing. The Eau Claire superintendent mentioned they only have grades 1 and 2 back in school this year. They were under county health orders, not recommendations, and those orders did not allow them to accommodate being back in school. The Kenosha contingency, highlighted for me, the necessity for everyone to work together to share our story at these opportunities.

The meeting also highlighted Madtown Mamas, who traveled to Menomonie and testified with their children with special needs for the special education funding increase.

The Just Budget Unity Tour will stop in the districts of JFC members, May 5, 7 and 8. More information can be found at [buildingunitywisconsin.org](http://buildingunitywisconsin.org).

Secretary Underly highlights:

- First change in 20 years at DPI
- Will focus on more offense for education, more communication, engage all partners, go above and beyond with advocacy.
- Would like to overhaul the DPI website for greater transparency and accountability.



**EXECUTIVE SUMMARY  
FOR THE SHOREWOOD SCHOOL BOARD**

**Topic:** Board Report

**Date:** 05/11/2021

**Prepared by:** Paru Shah

**Recommended action:**

- Information only  
 Presentation/discussion  
 Discussion/action by School Board  
 Presentation/action next meeting

**Purpose:**

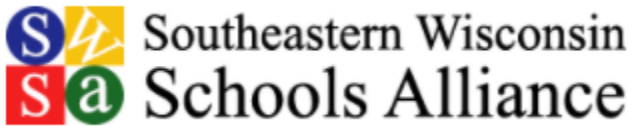
**Recreation and Community Services Advisory Committee Meeting  
May 3, 2021**

**Notes**

[1] Summer programs are enrolling at high numbers – seeking more sections for activities; flexibility with construction (PE Building and Arts Building Unavailable this Summer; Child Care at Atwater)

[2] Summer Sounds Update: Full schedule this summer.

[3] Outdoor Pickleball Update: continue to talk to players and residents about possible solutions; concerns about changes to the game with different balls and rackets; concerns about policing any restrictions.



Meeting Notes, May 11th, 2021 (Link to [SLIDES](#))

<https://schoolsalliance.com/>

## Agenda & Highlights

- Children's Hospital physician's
  - Measures are protecting kids. Most recent state data, the burden is about 150 which is a high rate of COVID activity across the state. Been like this for several weeks.
  - Age group data is about two weeks old, 14-17 range case number is 196 (well above), higher positivity level in that age range. 4-13 little bit lower than 150. Heavy burden in teenagers.
  - State data is flat. Will start to decrease over next few weeks as data is validated.
  - Pressure to remove mask mandate, start with data. Very close to mask use not being necessary but not yet. Vaccine is not available yet for under 16 and data for 14-17 is high. Keep layered approach until immunization.
  - More supply than demand (we have reached a plateau). All health care systems evaluating. How can we improve vaccination rates in adults. Same will likely happen with children.
  - More people that get the vaccine, the more it opens up possibilities.
  - Children actually had higher antibody levels with low level of side effects. That will be monitored closely. Encourage kids to be part of V safe program to get information quickly.
- SWSA Administrative Items
  - Members elected to executive committee
  - SWSA Budget approved
- Legislative Updates
  - School start date: 7-0; didn't make senate calendar (but did make it out of committee); out of committee is a "win" for us
  - Legislators respond to a "problem"- make sure you are clear on how issues impact the children in your district.
  - He is cautious about the upcoming budget and is concerned that the influx of federal dollars is going to let the "legislature off the hook" in terms of funding K-12. (consistent with what we've been hearing)
  - Partner with your business community to tell your story! This will have a greater impact on your position



## SHOREWOOD SCHOOL BOARD

**Topic:** Superintendent's Report

**Date:** May 11, 2021

**Prepared by:** Bryan Davis

### **Board Action:**

**X Information only**

Presentation/discussion

Discussion/action by board of education

Presentation/action next meeting

### **Purpose:**

To summarize current District education, administrative and operations priorities and provide follow up on items from prior Board meetings.

### **Referendum Contingency Funds and Scope of Work**

I want to clarify questions and next steps related to the Board's April 27 vote to add projects to the current scope of work. The April 27 Board action included a \$45,000 budget for catwalk upgrades and maintenance that included installation of metal handrails. After discussing this project in greater detail with Mike Huffman (our owner's representative) and the District facilities team, it was determined that the catwalk work can be accomplished and meet code without metal handrails with a budget of \$20,000. Mike will talk through the details of this project in his report.

To supplement the May 11 Facilities Update, I want to review our suggested timeline for decision-making around additional uses of contingency funds, and the information and project benchmarks that will inform this process:

- As planned, Huffman Development will present its January-June 2021 progress report at the June 8 Board meeting;
- Summer construction projects and continuing work at Atwater, Lake Bluff and SHS represent some risk of the need for additional projects and may need to draw on contingency funds; with this in mind, Mike Huffman and I would rather wait on presenting any more proposed additions to the scope of work until the January 11, 2022

Board meeting. This will allow us to conclude our work at both elementary schools and the new addition at SHS;

- To revisit the scope of referendum work in the context of maintenance and other facilities issues, the January proposal will include both an outline of recommended additions with updated estimates, and a list of maintenance projects that remain longer-term District needs and priorities. This will also allow Heath Heaviland to become acquainted with our current plans and have input into our direction as we provide you with recommendations;
  - Facilities “wish list” items identified early in our master planning process (e.g., student union) can also be carried over for future reference.
- While there may be some exceptions, building improvements and maintenance, and computer hardware/software do not qualify for ESSER relief funds, as they are considered ongoing expenses or typical upgrades not related to the pandemic.

In preparation for the next phase of work in the High School, District and school offices will be relocated this month. The Superintendent’s Office and High School Office staff (principals, attendance, administration) will move into their new offices on the first floor of the addition. Construction in the existing Recreation, Business Services, Curriculum & Instruction, Special Education and Nurse’s Office began on May 3, so these staff members will be moved to the new second floor library or other temporary space until the end of 2021. Below are some photos of the new building entrance and the new, south facing second floor library.



New Entrance Doors



New Second Floor Library



### **Learning Model Updates and 2021-2022 Planning**

The District’s ventilation and filtration reports from Balance Technology have been reviewed with the Medical Advisory Group, and these are available on the District [website](#) along with other information about this work. As the weather warms up, all schools have been reminded to use outdoor space as much as possible, open classroom windows first thing in the morning and use fans to bring fresh air into rooms. I also want to note that all schools completed the required ACT 143 Safety Drill in April with recommended COVID-19 precautions.

The District Nurse’s Office reported roughly that 60% of students age 16 and up at SHS have received COVID-19 vaccinations. We will be watching the rollout of vaccines to students ages 12-15 carefully in the weeks ahead, and expect updates on guidance for schools as vaccination coverage increases over the summer. Documentation of staff vaccination status is still a work in

progress (30%), but we hope this will ultimately reach 90%, which was the result of our initial vaccine interest survey.

A 2021-2022 Planning Group has begun meeting to review both health and safety policies and how we will approach teaching and learning as our experience with COVID-19 evolves over the next school year. A representative from the teachers' union and the Medical Advisory Group, and District parents will participate along with the District Nurse, other administrators and a member of the School Board. The Planning Group will conduct staff and parents surveys and focus group discussions, reviews of research and public health policy developments, and discussions with peer districts, the Northshore Health Department and other resources. District families will receive regular updates about these activities and the Group's recommendations will be presented at the July 13 Board meeting.

### **Passages**

The Passages program for 6th grade students reflects our commitment to providing authentic learning experiences that give students agency to pursue topics that are relevant to their lives and interests. For 6th grade students, their Passages work also presents an important opportunity to reflect on their academic and social and emotional growth as they transition from the elementary schools and join their class peers at Shorewood Intermediate School.

Presenting a student essay that reflects on their growth to an audience is one component of Passages that has been impacted by the pandemic. This year's presentations will be shared virtually, and parents and family members of each student will be invited. In addition, a panel of three adults - community members, Board members and District administrators) will ask questions and provide feedback that touches on academic, character, personal and social growth. Student Passages presentations will be May 18 - 20 at Atwater Elementary School students and May 25 - 27 at Lake Bluff Elementary School. Parents and families will receive additional details from their child's classroom teachers and principals.

As I indicated in a prior report, the Passages Program will be expanding to involve 8th grade and 11th grade students in the upcoming years. Faculty who will lead the programs at SIS and SHS will begin professional development work with partners at UWM in the fall. This initiative will be funded by a \$30,000 grant received from the Braitmayer Foundation earlier this year.

### **Equity Updates**

A Family Engagement Workgroup for Students with Disabilities has been established, and meetings will begin this summer. The workgroup - including parent and guardian volunteers - is expected to meet quarterly, and we look forward to working together with families to ensure that we are providing the highest quality educational services possible for our students.

I also want to follow up on my March report about District work to address disproportionality (the over-identification of Black students with disabilities). Although we continue to be identified in the areas of Special Education, in General, and Other Health Impairment, our work in the area of Specific Learning Disability (SLD) over the past year and a half has resulted in

discontinued identification in this area; our risk ratio is the lowest it has been since our Disproportionality identification began three years ago. Corrective action and validation with the Department of Public Instruction has determined that our Equitable Multi-Level System of Support (EMLSS) efforts are effective related to SLD evaluations.

With equity at the center of our mission, ICS training and consultations with Dr. Capper and Dr. Frattura have continued in all District schools. ICS also hosted the second of four Equity Ally Academy sessions for community members on April 15. During this session, community members focused on shifting from deficit to asset-based thinking and language as a way to reframe their thinking and language about identities, and the assets and experiences of our diverse Shorewood community. The third community session is scheduled for Thursday, May 13th; the final community session of this year will be on June 10. District administrators will participate in ICS summer programs on August 5 and 18; School Board members will also work with Dr. Capper and Dr. Frattura for two days this summer.

### **District Enrollment and Staffing**

The Open Enrollment application period closed on April 30, and Instructional Services will be processing 400 applications received for 64 open seats throughout the District. As applications are reviewed, I may come to you to request a small number of additional seats may be opened to accommodate special circumstances, but we do not anticipate that this will be more than ten seats. Staff will be notifying parents about the status of their applications as soon as possible and we hope to complete this process by the end of May; the official deadline is June 21.

We are making progress on filling our leadership vacancy at Atwater School. Last week, 22 candidates (out of more than 78 applications) for the Atwater Principal position completed a second round of video interviews and in-person interviews have been scheduled for May 12 and May 19. I am confident we can find a strong candidate from our current pool of candidates.

I am pleased to share that our final candidate for the Assistant Principal position at the high school has accepted the District's offer, and will bring a great deal of experience and enthusiasm to the position. Amanda Jamerson is on the agenda tonight for approval. She is currently an Associate Principal at Oak Creek High School.

Following Board approval of the second notice for contract non-renewals, the District will complete this documentation for the staff involved no later than Friday, May 14. Contracts for the 2021-2022 school will be sent out to teachers soon, and will be provided through Skyward for the first time.

### **District and Board Policy Updates**

We have reached the midway point in our District policy review and the transition to NEOLA management of our BoardDocs account, a searchable resource that will be accessed through the District website. Over the next eight weeks, we will be reviewing and approving draft policies that NEOLA will upload and cross reference. The Board resolution to change the District's legal name on the May 11 meeting agenda is also part of our policy update and

management transition. Before the final transition to BoardDocs, we will be managing an internal cross-reference document to outline significant changes to existing policies (and the policy numbers) so that they can be easily shared in advance with staff and the District audiences that will be impacted.

**School Board and District Calendar Items**

AP Testing (Arena) May 3-17; Forward Testing continues through May 12

**[School Perceptions Survey Schedule](#)**

ICS Community Equity Ally Academy, May 13 at 6 pm (virtual)

School Board Coherent Government Workshop, May 17 at 5 pm (virtual)

School Board Coherent Government Workshop, May 20 at 5 pm (virtual)

No School, May 28 (not needed for snow day make up)

Reception for Retiring Faculty and Staff, June 7 at 3:45 at SHS

ICS Community Equity Ally Academy, June 10 at 6 pm (virtual)



**EXECUTIVE SUMMARY  
FOR THE SHOREWOOD SCHOOL BOARD**

**Topic:** New Hire- Dominic McFerrin

**Date:** May 11, 2021

**Prepared by:** Bryan Davis

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**Recommended action:** \_\_\_ Information only

\_\_\_ Presentation/discussion

\_\_\_ Discussion/action by committee

\_X\_ Discussion/action by board of education

\_\_\_ Presentation/action next meeting

**Recommendation(s):** Approval

**Purpose:** New Hire

**Background:** Dominic McFerrin will be hired as a Special Education Teacher at Lake Bluff Elementary for 2021-2022 school year. He has extensive Special Education experience in Milwaukee Public Schools and the Glendale-River Hills District.



**EXECUTIVE SUMMARY  
FOR THE SHOREWOOD SCHOOL BOARD**

**Topic:** New Hire-Claire Bernatz

**Date:** May 11, 2021

**Prepared by:** Bryan Davis

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**Recommended action:** \_\_\_ Information only

\_\_\_ Presentation/discussion

\_\_\_ Discussion/action by committee

\_X\_ Discussion/action by board of education

\_\_\_ Presentation/action next meeting

**Recommendation(s):** Approval

**Purpose:** New Hire

**Background:** Claire Bernatz will be hired as a Science Teacher at Shorewood Intermediate School for the 2021-2022 school year. She completed her Student Teaching at SIS in Fall 2020 and is currently working as a Science teacher at Bruce Guadalupe Middle School.



**EXECUTIVE SUMMARY  
FOR THE SHOREWOOD SCHOOL BOARD**

**Topic:** New Hire- Amanda Jamerson

**Date:** May 11, 2021

**Prepared by:** Bryan Davis

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**Recommended action:** \_\_\_ Information only

\_\_\_ Presentation/discussion

\_\_\_ Discussion/action by committee

\_X\_ Discussion/action by board of education

\_\_\_ Presentation/action next meeting

**Recommendation(s):** Approval

**Purpose:** New Hire

**Background:** Amanda Jamerson will be hired as the Associate Principal at Shorewood High School. She has several years of experience in Special Education and School Leadership. Amanda currently serves as the Associate Principal at Oak Creek High School.