

PLEASE POST



SCHOOL DISTRICT OF SHOREWOOD  
Shorewood, Wisconsin  
August 10, 2022 AGENDA

SCHOOL BOARD MEETING  
7:00 PM  
**Shorewood High School Library Media Center (LMC)**  
**1701 East Capitol Drive**  
**Shorewood, WI 53211**

**The August 9 School Board meeting has been moved to Wednesday, August 10. This is a one-time schedule change.**

**Community members may attend the School Board meeting in person; masks are recommended, but optional.**

Parking is available in the Shorewood High School lot; please enter through the new Administration Building doors and take the west stairs up to the second floor. *The building elevator is not available.*

Due to active health and safety concerns associated with the ongoing COVID-19 pandemic, attendees can use the alternative method of access that the District is providing on Zoom:

Join 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/kdeePLnyIh>

*This meeting notice was posted on August 3, 2022.*

**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. 7:10 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.*

**III. 7:25 pm BOARD BUSINESS AND POSSIBLE BOARD ACTION**

A. 2022-2023 Academic Standards 3

B. 2022 School Perceptions Survey Results 5

C. Strategic Priorities for the 2022-2023 School Year 141

D. Facilities Projects Updates 145

E. Board Appointment Process

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

A. Approval of Board Meeting Minutes 165

July 6, 2022 Regular Meeting

July 12, 2022 Regular Meeting

**V. 8:45 pm BOARD MEMBER REPORTS**

**VI. 8:55 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. 9:10 pm SUPERINTENDENT'S REPORT 168**

**VIII. 9:20 pm SUPERINTENDENT'S CONSENT AGENDA**

A. Approval of Staffing Changes: Appointments, Retirements, Resignations and Leave of Absence Requests 177

B. Approval of the 2022 Teacher of the Year Award Prize 179

**IX. 9:25 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.*

**X. 9:40 pm REVIEW OF 'TO DO' ITEMS**

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

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



## EXECUTIVE SUMMARY FOR THE SHOREWOOD SCHOOL BOARD

**Topic:** 2022-2023 Student Academic Standards

**Date:** August 10, 2022

**Prepared by:** Michael Joynt (Interim Director of Teaching and Learning)

**Board Policy Reference:**

- OE 9.2 Base instruction on District academic standards that meet or exceed state and/or nationally-recognized model standards.
- OE 9.3 Align curriculum with adopted standards.

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**Recommended action:**       Information only  
    Presentation/discussion  
    Discussion/action by committee  
    Discussion/action by board of education  
    Presentation/action next meeting

**Purpose:** School Boards are required by section 120.12(13) of the state statutes to notify the parents/guardians of students enrolled in the school district of the student academic standards that will be in effect for the school year. Also, the School Board must annually include an item on the agenda that clearly identifies the student academic standards adopted by the Board under section 118.30 (1g)(a)1 of the state statutes that will be in effect for the school year.

**Background:**

As in years past, Shorewood School District will align with Wisconsin Academic Standards, which reflect state adoption of national Common Core standards, as well as alignment to other nationally-recognized standards (i.e. Next Generation Science Standards - NGSS).

Like other public school districts, the District's three-year curriculum evaluation and improvement cycle includes:

- a review of standards that apply to the content area being examined and a review of curricular resources to ensure alignment to these standards (Year One);
- a curriculum mapping process (Years One and Two) that ensures alignment of resources and assessments to standards;

- the creation of an implementation plan, including needed professional development (Year Two); and
- after implementing the curriculum, an evaluation of outcomes and student results (Year Three).

The Curriculum Evaluation Cycle was put on hold in the 2019-2020 school year to focus on distance learning strategies, support students during the pandemic's early years, and address the transition back to in-person learning. This [Updated Curriculum Evaluation Cycle](#) reflects the work that will be done during the 2022-23 school year.

Key curriculum work has already been accomplished over the summer and much will continue into the upcoming school year, including:

- 5K-3rd grade implemented two pilot curriculum programs *From Phonics to Reading* and *95 Phonics Core Program* last year. These programs specifically target phonics instruction in the early grades in response to needs identified by staff and through Fastbridge screening data. This year, the pilots will continue with the goal of choosing a program for formal implementation in 2023-2024;
- 4th-8th grade staff met over the summer to review literacy curriculum resources and instructional strategies to address needs identified through multiple data sources. The work will continue this year as all staff will engage in outlining literacy units and progress of skills at each grade level and across buildings;
- Several 1st and 2nd grade teachers began using the Engage NY Math Curriculum (also called Eureka Math) during virtual instruction in 2020-2021. Engage NY curriculum aligns with the online Zearn Math supplement that was purchased through a SEED grant in 2020-2021 and by the district in 2021-2022. This year, we opened up the pilot to all elementary staff who teach math and will evaluate the program for adoption in all elementary classrooms in 2023-2024;
- Staff will be working to align Social Studies curriculum to updated recommendations, in accordance with the related [Wisconsin DPI Rollout](#). Much of the work will involve realigning scope and sequence documents to align with state standards. We will also use this as an opportunity to ensure alignment with WI Act 30 (2021), which requires the teaching of the Holocaust and Other Genocides in grades 5-12 during the 2022-2023 school year; and
- The Music, Art, and Performing Arts departments will begin their Curriculum Evaluation and Improvement Cycle (Year 1) this year. This work includes a major review of current curricular resources as well as an evaluation of curricular needs.



## SHOREWOOD SCHOOL BOARD

**Topic:** School Perceptions Survey Reports

**Date:** August 10, 2022

**Prepared by:** JoAnn Sternke

### **Board Action:**

#### **X Information only**

Presentation/discussion

Discussion/action by board of education

Presentation/action next meeting

The District received more than 1,500 responses to this year's School Perceptions Surveys, an 8% increase over 2021, and we appreciate the time and attention our students, staff and parents/community members devoted to providing feedback through this important communication tool. Individual survey populations and the number of respondents in each category are included in the survey reports prepared by School Perceptions.

The format of our 2022 survey reports departs slightly from those in years past, focusing on analyses of District and school data trends rather than comparisons to peer districts (as defined by School Perceptions). This change was based on discussions at several Board meetings over the past year about how we can maximize the value of our survey data in our work and in the Operating Expectations and Student Results Monitoring Reports we prepare for Board members throughout each year. Focusing on the District's performance over time - and especially during the pandemic - has been helpful in identifying key areas for improvement as well as notable trends in data at both the District and individual school level.

We also want to take this opportunity to report that School Perceptions has changed the format of their student survey products, effective this year; new student surveys break out students into two age groups (4-6 and 7-12). We elected to keep the survey tool unchanged so that we could clearly see and understand our performance in core program and student support areas over time and maintain consistency in our reporting to the Board and community.

Reviewing our survey results was a priority during July District leadership meetings, helping us develop our priorities for the new school year, and they will be shared with faculty and staff during our Back to School schedule August 22-31.

# Shorewood School District

Parent/Community Survey Report  
Spring 2022





**Our mission is to help educational leaders gather, organize, and use data to make strategic decisions.**

- Founded in **2002** to provide independent research
- Conducted over **10,000** staff, parent, and student, and community surveys for school improvement
- Helped more than **850** districts navigate the strategic planning and referendum planning process

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Survey Information



Results & Analysis



Wrap-up/Questions

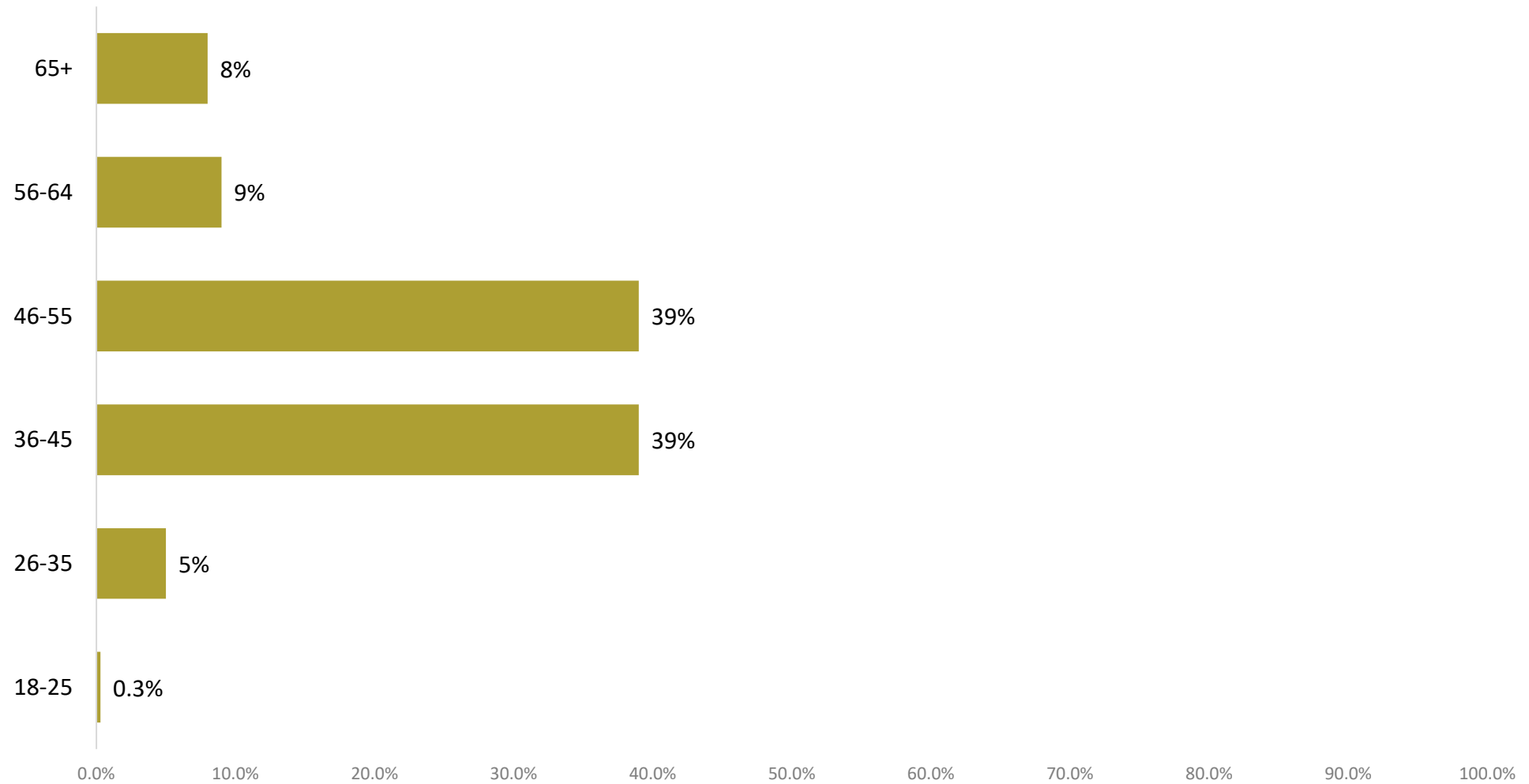


# Survey Information



- **March-May 2022** survey window
- **654** total parent and community respondents
- **36-55** median age

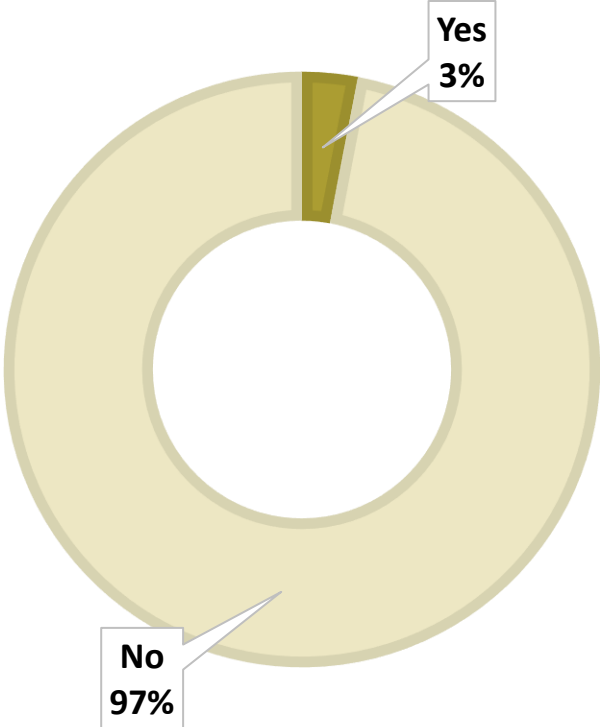
# What is your age?



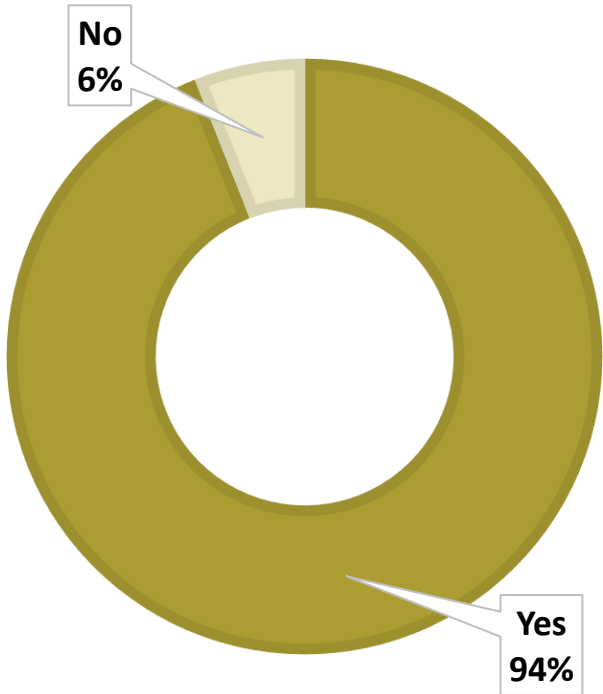
# Respondent Information



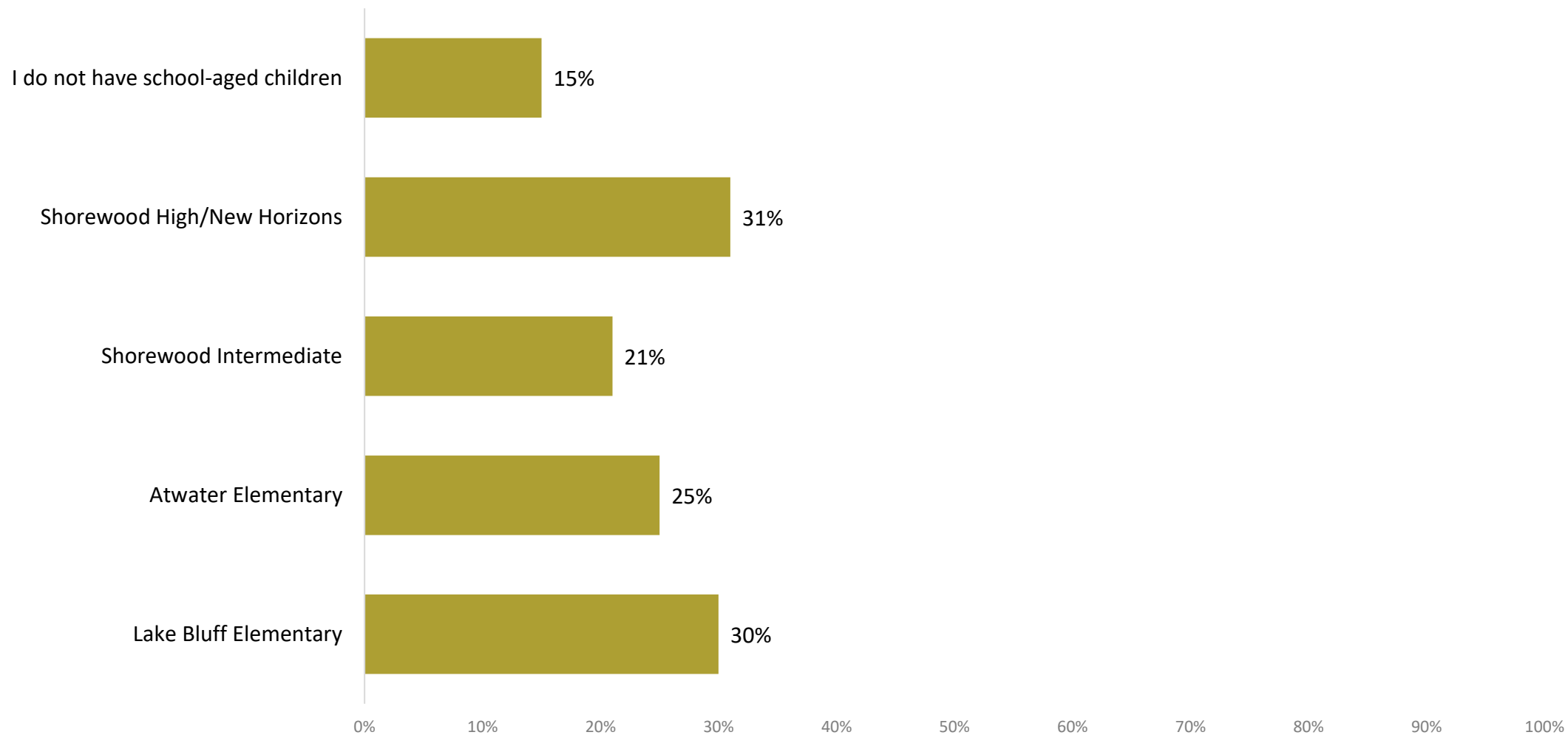
Are you an employee of the Shorewood School District?



Do you live in the Shorewood School District?



# If you have school-aged children, what school(s) do they attend?



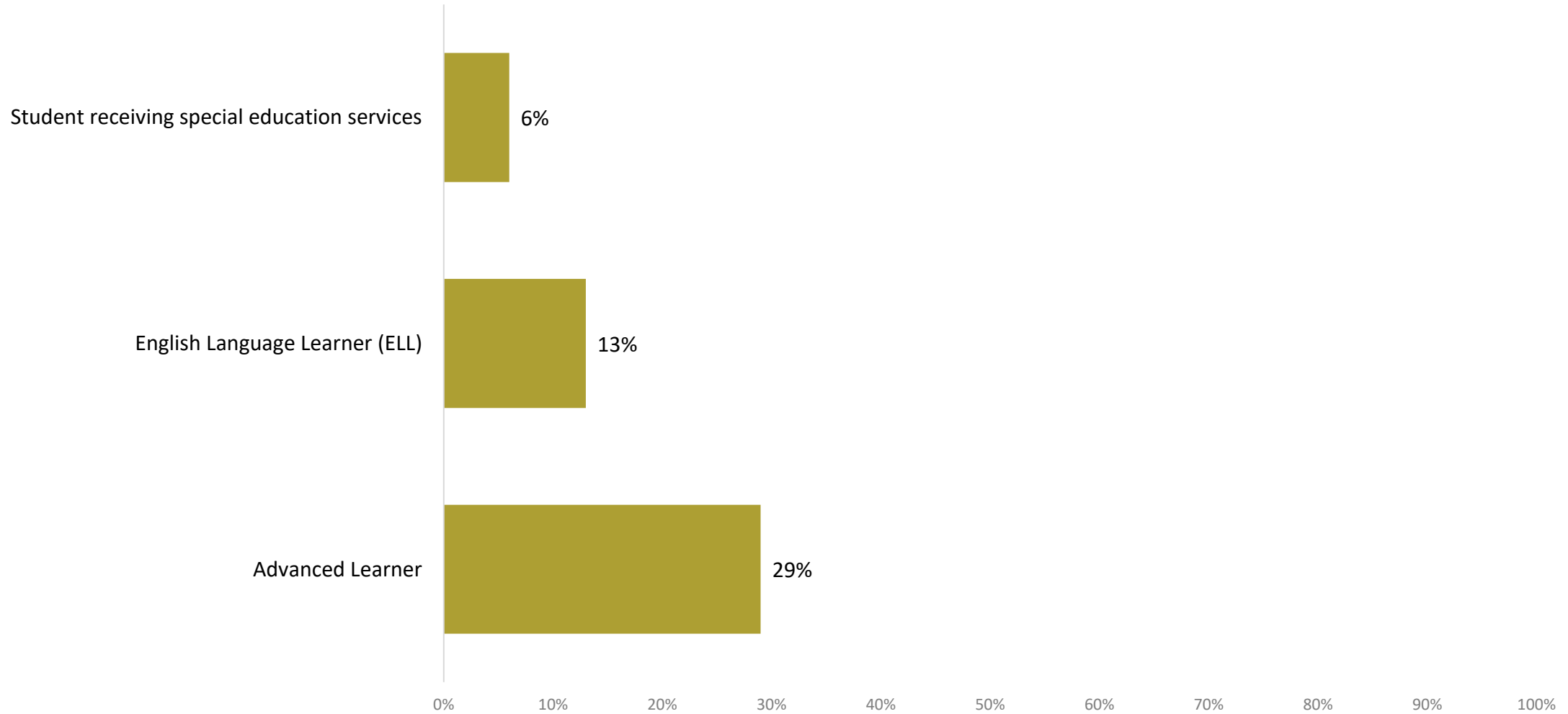


# Parent Demographics

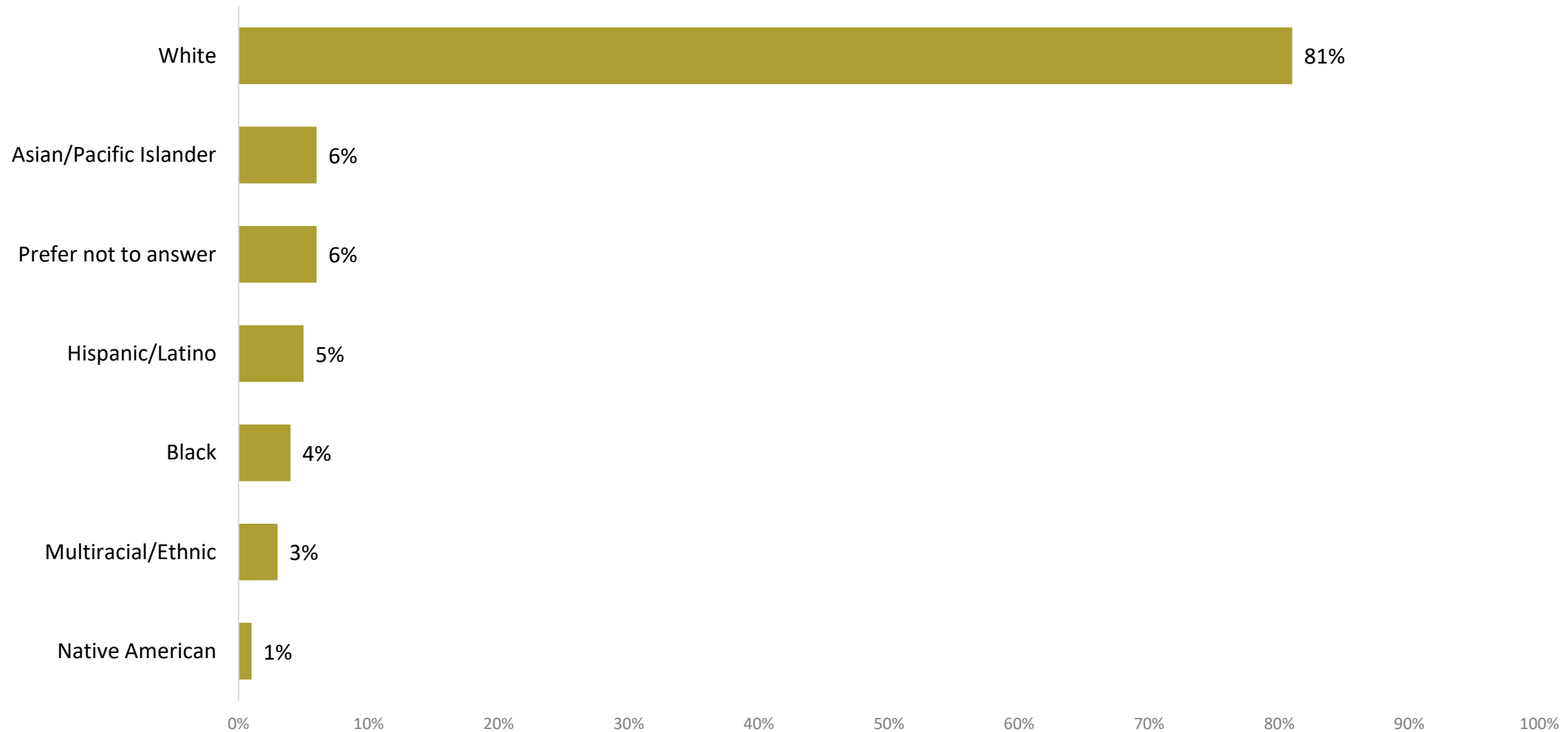
# Grade level of respondent's child(ren)



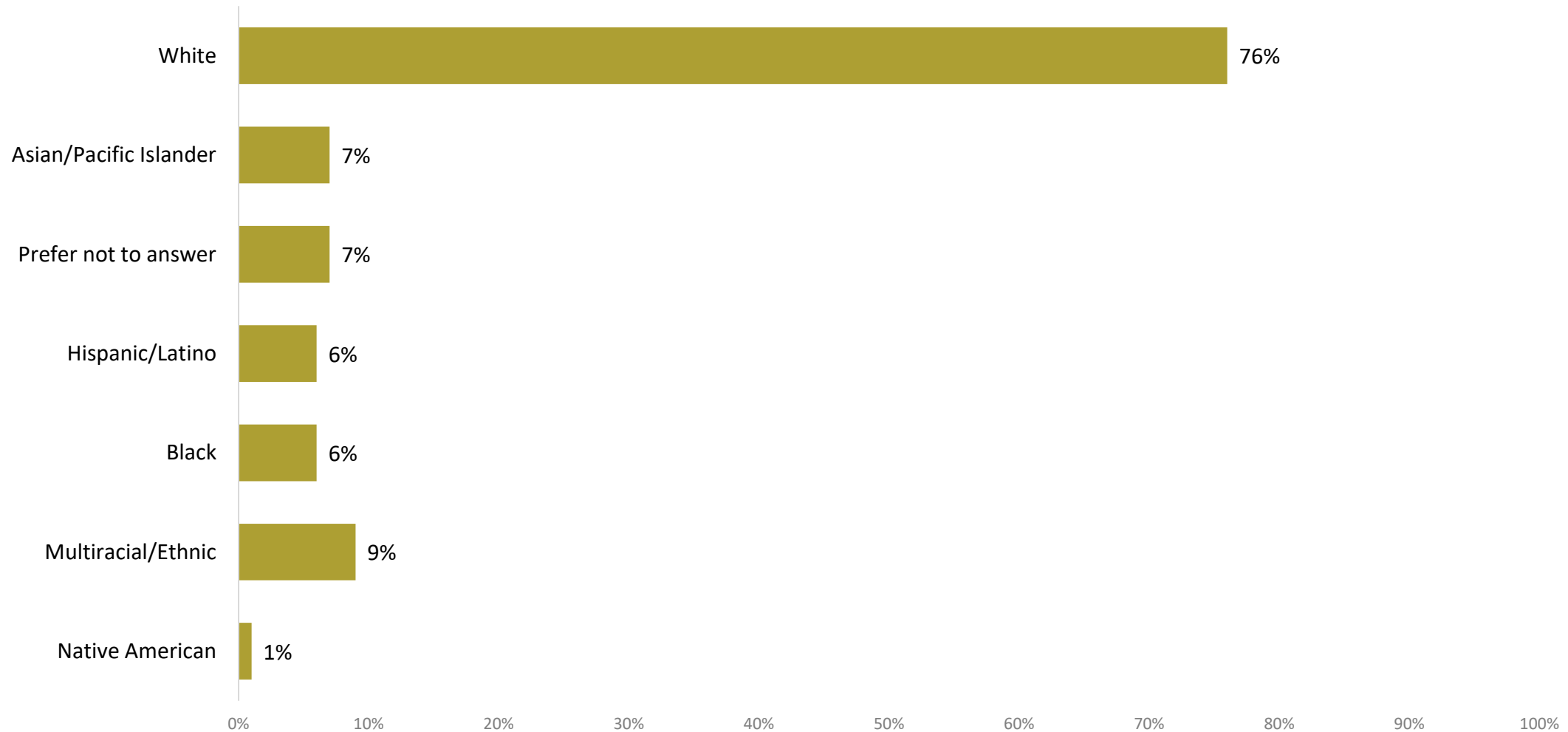
# One or more of my children are identified as:



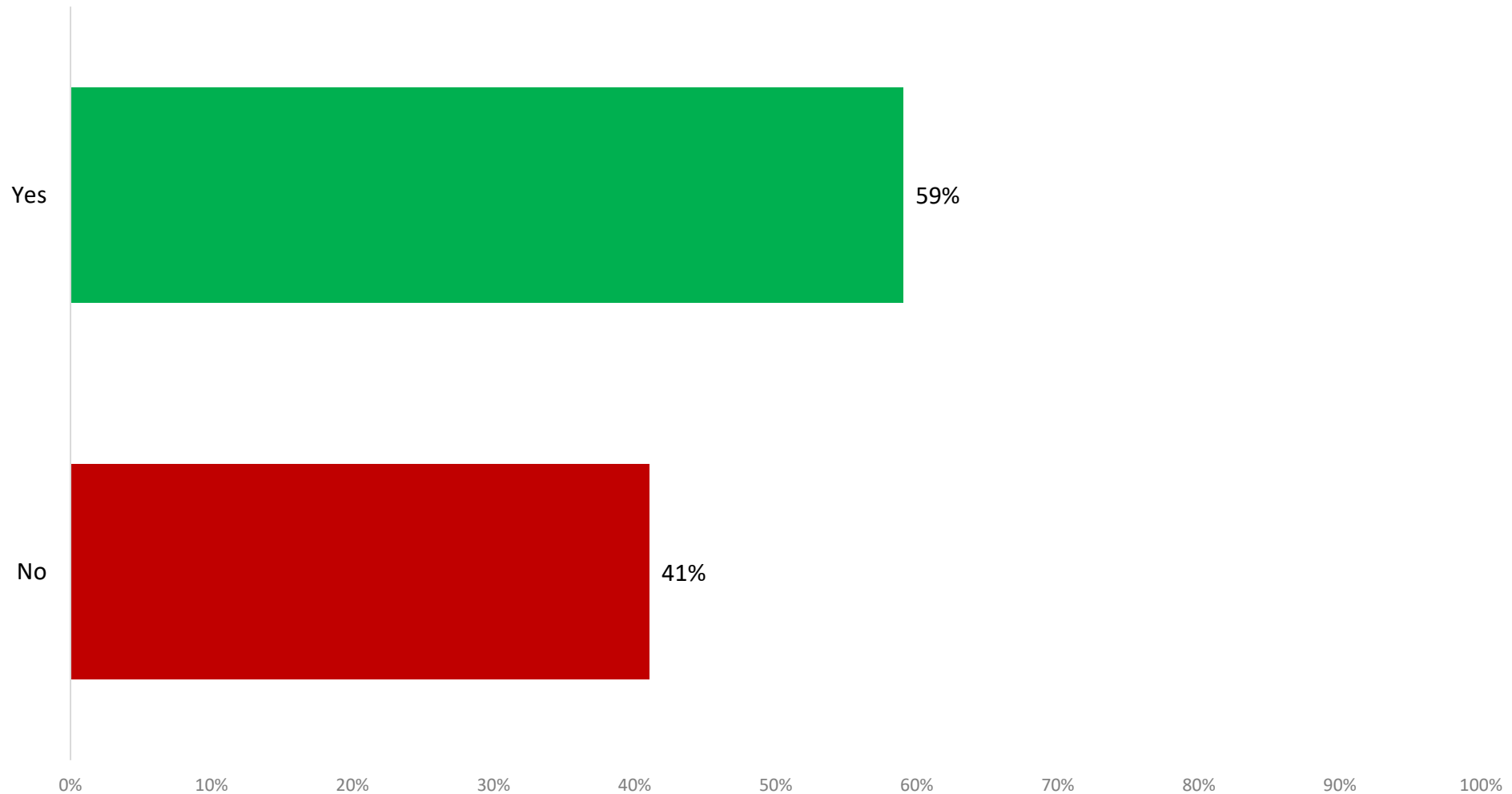
# Which of the following categories describes YOUR race?



# Which of the following categories describe the race(s) of the child(ren) in your household?



# Does your child(ren) currently participate in any school-sponsored sports and/or extra-curricular activities?





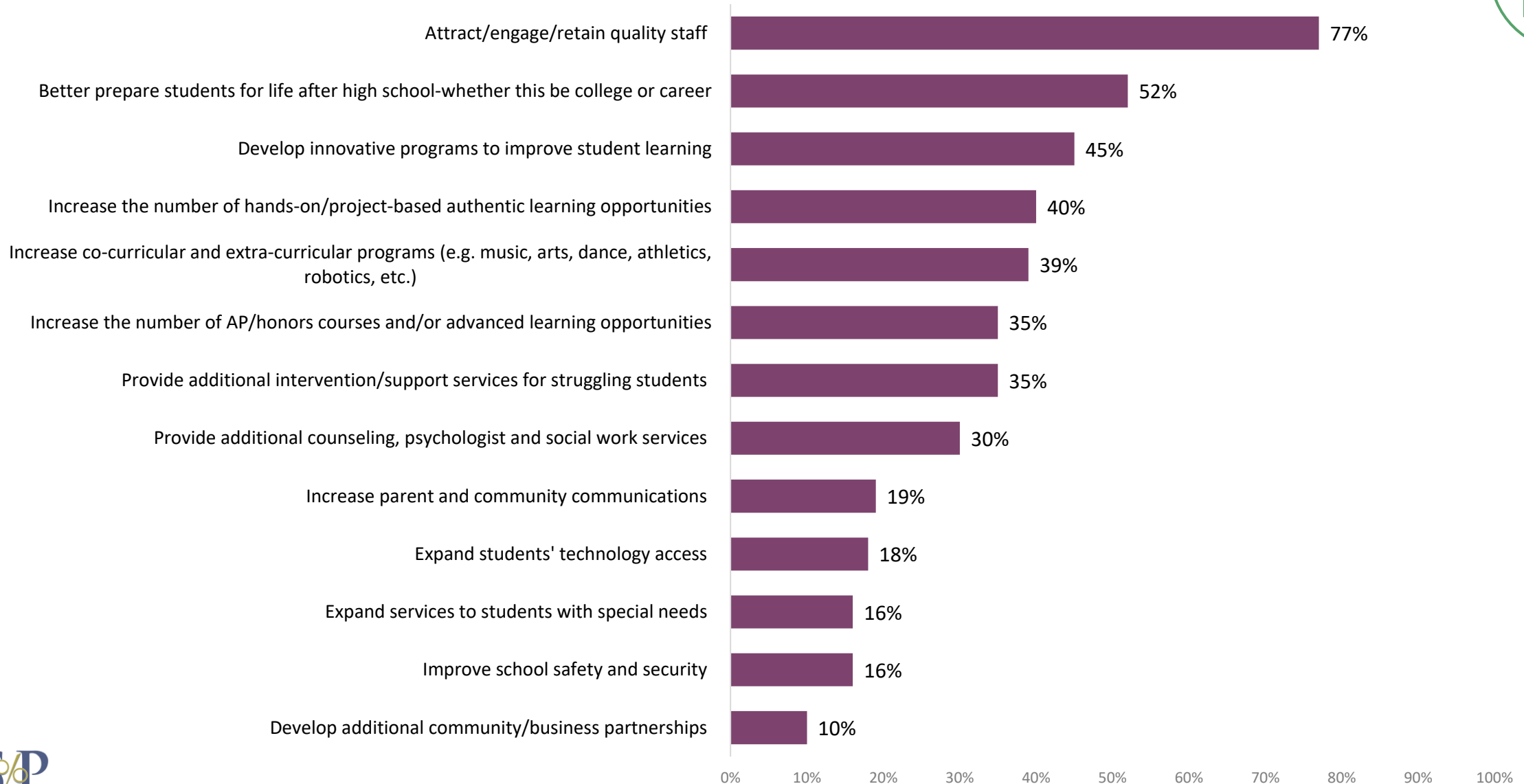
# District-wide Results & Analysis

*Percent Agree/Strongly agree, Average scores, and Percentile comparisons are shown for each question.  
Top/bottom quartile scores are colored **green** and **red**, respectively.*



# Achieving Excellence

# To provide a quality education for all students, please check a maximum of five areas you believe the District should focus their resources:



# How are we doing?

(Great – 4; Good – 3; Fair – 2; Poor – 1; Don't Know/Doesn't Apply – 0)

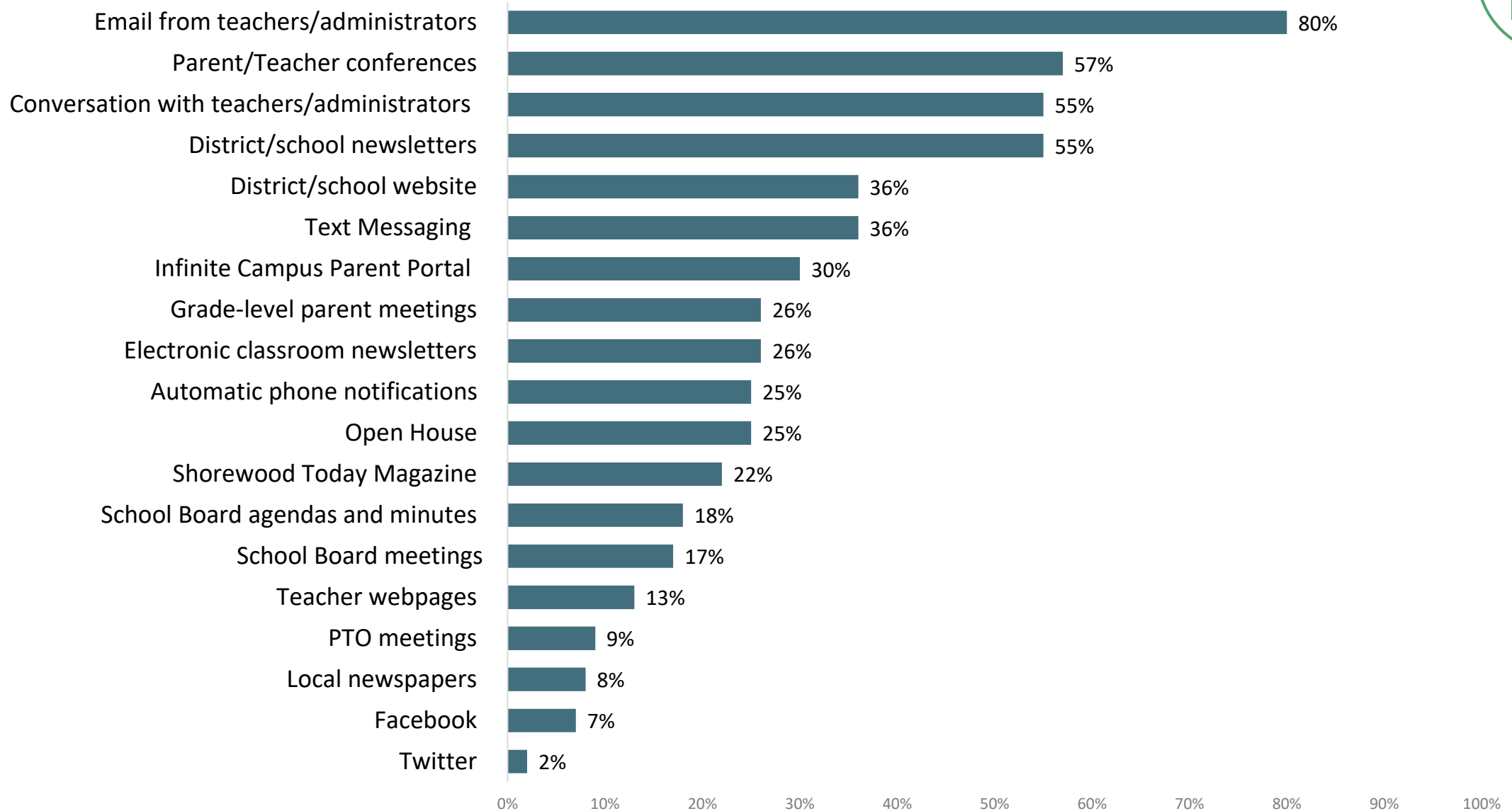


Item	Percent Agree/Strongly Agree	Average (out of 4)	Change since 2020-21
Maintaining and modernizing facilities	84%	3.12	0.07
Building character and citizenship	80%	3.11	0.18
Communicating school district news and happenings	74%	2.98	0.10
Mastering Academics	76%	2.94	0.09
Fostering students' physical wellness	76%	2.91	0.09
Fostering students' mental wellness	74%	2.91	0.17
Attracting and retaining high-quality staff	56%	2.58	0.06

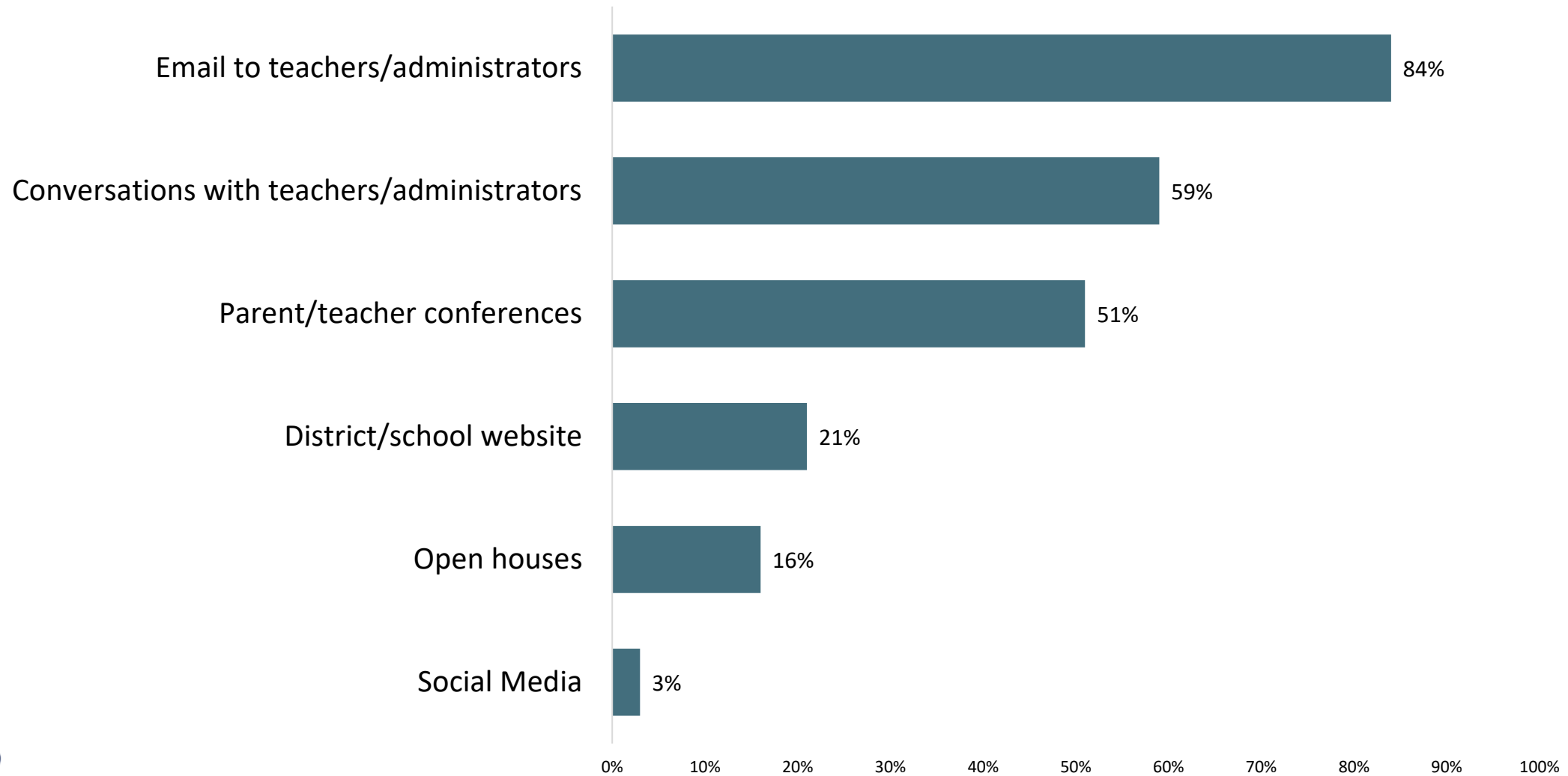


# Communication

# How would you like to receive school information?



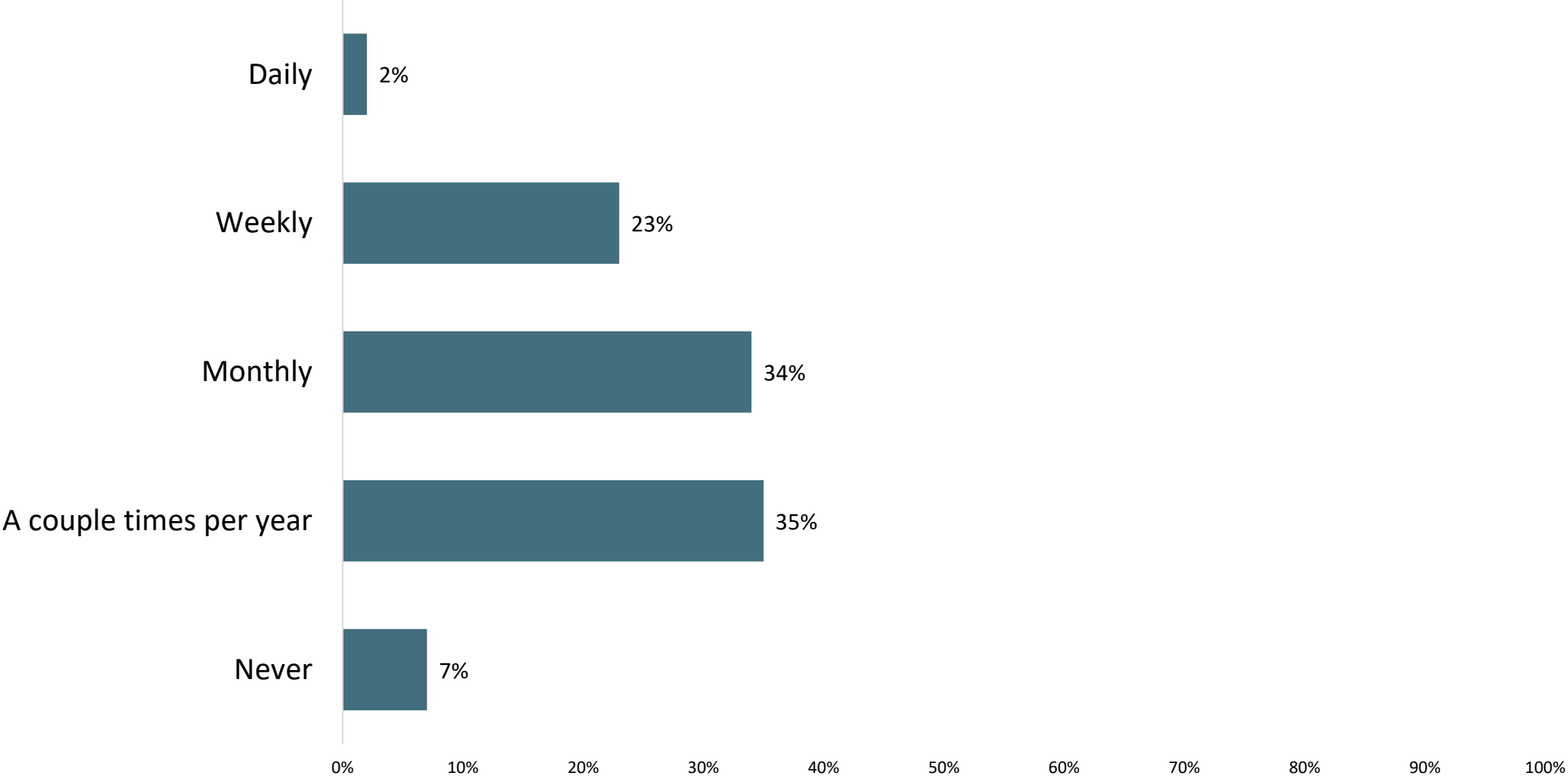
# How would you prefer to submit feedback to the District?



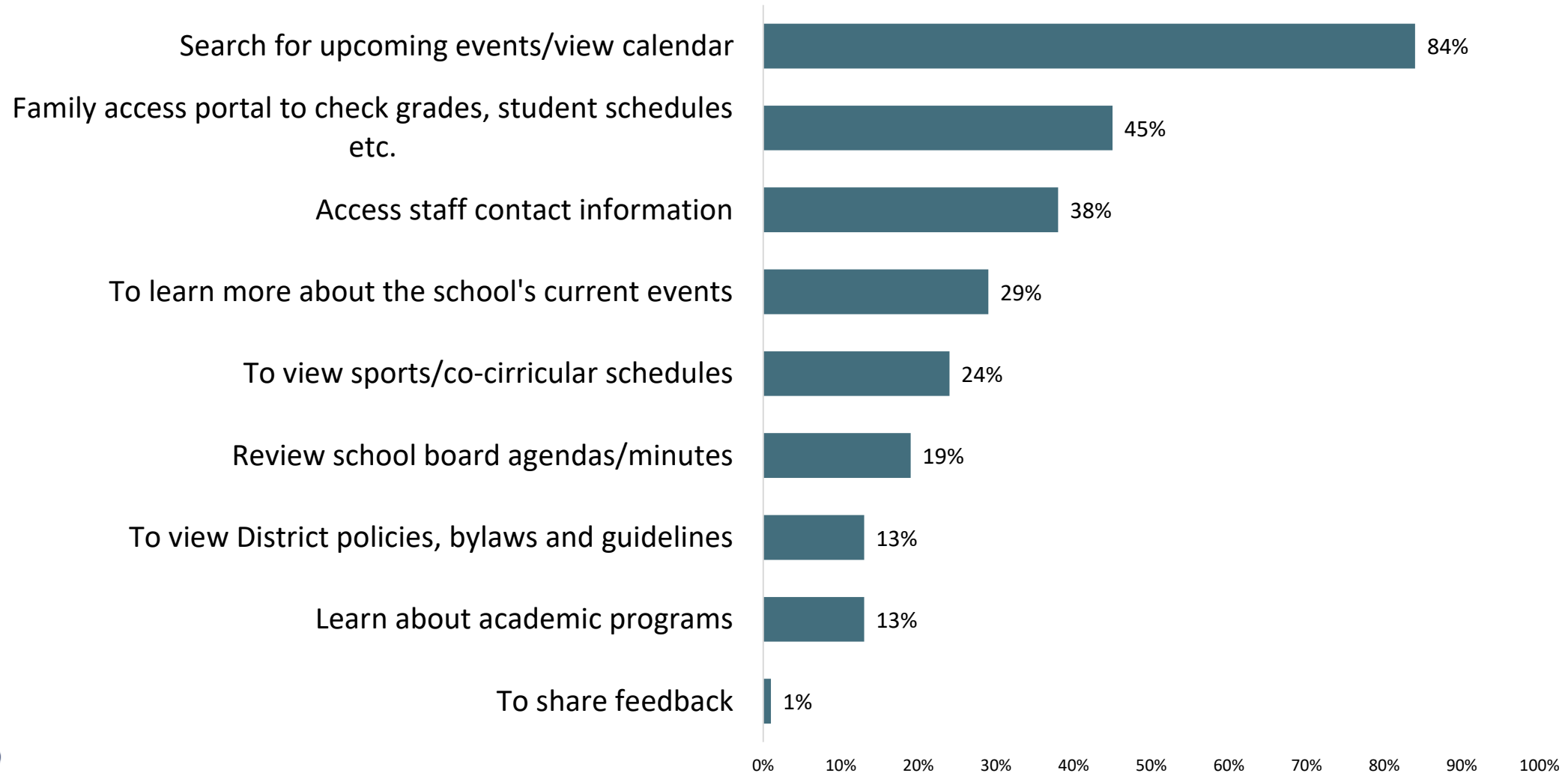


Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
The District is effective in providing timely communications via multiple channels.	83%	3.84	0.17
The District's website is effective in providing timely and meaningful information.	80%	3.67	0.13
The District provides opportunities for input and feedback.	70%	3.43	0.16
The District's communications have positively impacted my overall support of the School District.	70%	3.43	0.18

# How often do you visit the District's website?



# Why do you visit the District's website?





# Programs and Services

# How are we doing?



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
Music	89%	3.34	0.03
Programming for English Language Learners (ELL)	81%	3.13	0.14
Art	88%	3.21	0.00
School counseling	74%	2.94	0.00



Item	Percent Agree/Strongly Agree	Average	Change since 2020-21
Preparing students for college and career	70%	2.79	0.09
Critical thinking & problem solving	72%	2.85	0.14
Social Studies	82%	3.06	0.19
Reading/Literature/Vocabulary	80%	3.01	0.15
Preparing students for life after high school	57%	2.55	0.06



Item	Percent Agree/Strongly Agree	Average	Change since 2020-21
Athletics	76%	2.93	0.09
Math	82%	3.04	0.04
Science	79%	2.97	0.10
Programming for advanced learning students	58%	2.54	-0.13
Writing/Grammar	75%	2.88	-0.06



Item	Percent Agree/Strongly Agree	Average	Change since 2020-21
Advanced Placement (AP)/honors classes	68%	2.73	0.05
Health education	74%	2.8	0.08
Programming for struggling students/at-risk of not graduating	52%	2.49	0.05
Computer and technology skills	69%	2.75	0.13
Library media services	78%	2.93	0.03



Item	Percent Agree/Strongly Agree	Average	Change since 2020-21
Physical education	75%	2.86	0.13
Programming for children with disabilities	61%	2.68	-0.01
Foreign language	64%	2.61	-0.07

# How important is this item to the success of our students?



Item	Percent Agree/Strongly Agree	Average (out of 5)
Social Studies	96%	3.54
Science	98%	3.68
Foreign language	87%	3.24
Reading/Literature/Vocabulary	99%	3.78



Item	Percent Agree/Strongly Agree	Average
Math	99%	3.72
Art	84%	3.23
Writing/Grammar	99%	3.77
Advanced Placement (AP)/honors classes	86%	3.37
Music	82%	3.18



Item	Percent Agree/Strongly Agree	Average
Critical thinking & problem solving	100%	3.89
Programming for advanced learning students	91%	3.41
Programming for English Language Learners (ELL)	87%	3.33
Athletics	72%	2.95
Programming for struggling students/at-risk of not graduating	91%	3.5



Item	Percent Agree/Strongly Agree	Average
School counseling	90%	3.43
Library media services	74%	3.04
Preparing students for college and career	95%	3.67
Computer and technology skills	93%	3.5
Programming for children with disabilities	93%	3.51

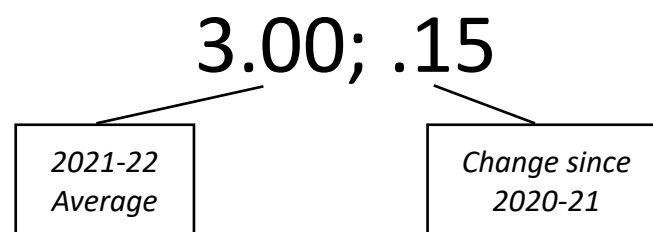


Item	Percent Agree/Strongly Agree	Average
Health education	83%	3.2
Physical education	77%	3.04
Preparing students for life after high school	93%	3.63



# Individual School Results & Analysis

*Average scores and change since the 2020-21 school year are shown for each question.  
Significant changes are colored **green** and **red**, respectively.*





Item	Atwater Elementary	Lake Bluff Elementary	Shorewood Intermediate	Shorewood High
I have at least one school staff member I feel comfortable contacting when I have an idea or concern.	4.10; -.06	4.29; .06	3.85; -.06	4.05; -.06
I am satisfied with the communication that comes from the school.	3.86; <b>.34</b>	3.69; .03	3.83; -.04	3.89; -.10
I feel comfortable sharing ideas with staff.	3.92; <b>.24</b>	3.95; -.05	3.63; -.02	3.81; -.08



Item	Atwater Elementary	Lake Bluff Elementary	Shorewood Intermediate	Shorewood High
Parent/teacher conferences provide productive communication.	4.02; -.02	4.27; .16	3.49; .02	3.69; -.11
Communications from the school has positively impacted my overall support of the School District.	3.64; <b>.30</b>	3.54; .03	3.66; .18	3.69; -.03
The school provides opportunities for input and feedback.	3.55; <b>.26</b>	3.47; -.06	3.52; -.04	3.54; <b>-.25</b>
My school is effective in providing timely communications via multiple channels.	3.82; <b>.22</b>	3.80; .13	3.91; .03	3.97; -.14



Item	Atwater Elementary	Lake Bluff Elementary	Shorewood Intermediate	Shorewood High
I'm proud of our school.	4.28; .42	3.99; .06	3.42; -.16	3.96; -.03
My child has a positive relationship with at least one adult at school.	4.58; .18	4.60; .19	4.17; .04	4.47; .18
I believe the school staff inspires my child's best efforts.	4.24; .26	4.22; .17	3.56; .04	3.72; -.25
My child participates in a learning activity that they enjoy at school.	4.44; .13	4.47; .25	4.11; .11	4.18; -.03



Item	Atwater Elementary	Lake Bluff Elementary	Shorewood Intermediate	Shorewood High
My child enjoys going to school.	4.29; .25	4.30; .23	3.82; .14	3.88; -.09
The school employs high-quality teachers.	4.33; .19	4.46; .13	4.04; .11	4.13; -.07
I receive enough information to understand my child's progress.	3.73; .15	3.84; .24	3.78; .22	3.86; -.11
Teachers personalize instruction to meet my child's needs.	3.71; .31	3.90; .31	3.27; .02	3.28; -.22



Item	Atwater Elementary	Lake Bluff Elementary	Shorewood Intermediate	Shorewood High
The amount of homework given to my child is appropriate.	3.87; .42	3.83; .24	3.49; .03	3.62; .10
My child is adequately prepared for the next grade level or college/career/life after high school.	3.98; .31	4.01; .38	3.48; .04	3.74; -.14
The school has a culture of high expectations.	3.72; .38	3.73; .14	3.00; -.06	3.49; -.15
Technology is used effectively to support teaching and learning.	3.64; .32	3.96; .19	3.73; .09	3.77; .00



Item	Atwater Elementary	Lake Bluff Elementary	Shorewood Intermediate	Shorewood High
When my child has a problem at school, he/she knows how to get help.	3.91; .39	4.00; .21	3.55; -.13	3.99; .06
The school provides opportunities for my student(s) to apply the skills and concepts they have learned beyond the classroom.	3.89; .45	3.79; .06	3.64; .44	3.52; -.15
I feel welcomed at my child's school.	3.93; -.18	3.86; -.24	3.82; .00	4.00; -.12
My child feels safe at school.	4.30; -.09	4.36; .02	3.72; -.25	4.17; .02



Item	Atwater Elementary	Lake Bluff Elementary	Shorewood Intermediate	Shorewood High
School facilities are clean and well-kept.	4.14; .11	4.23; -.07	4.09; .07	4.17; .21
School staff treat everyone with dignity and respect.	4.18; -.11	4.29; .00	4.03; -.05	4.10; -.02
I would recommend my child's school to a friend.	4.23; .31	4.05; .23	3.47; .00	4.02; .00
There is a healthy culture at our school.	4.05; .34	3.85; .05	3.23; -.29	3.73; .09



Item	Atwater Elementary	Lake Bluff Elementary	Shorewood Intermediate	Shorewood High
I'm satisfied with the school's efforts to prevent bullying.	3.79; .14	3.83; .03	3.22; <b>-.32</b>	3.73; .06
I feel my culture and beliefs are represented in my child's school.	4.06; .06	3.98; .11	3.63; .18	3.68; .06
If my child breaks a rule at school, they are treated fairly.	4.22; .20	4.14; -.05	3.75; -.09	3.89; .20



# Overall District Satisfaction

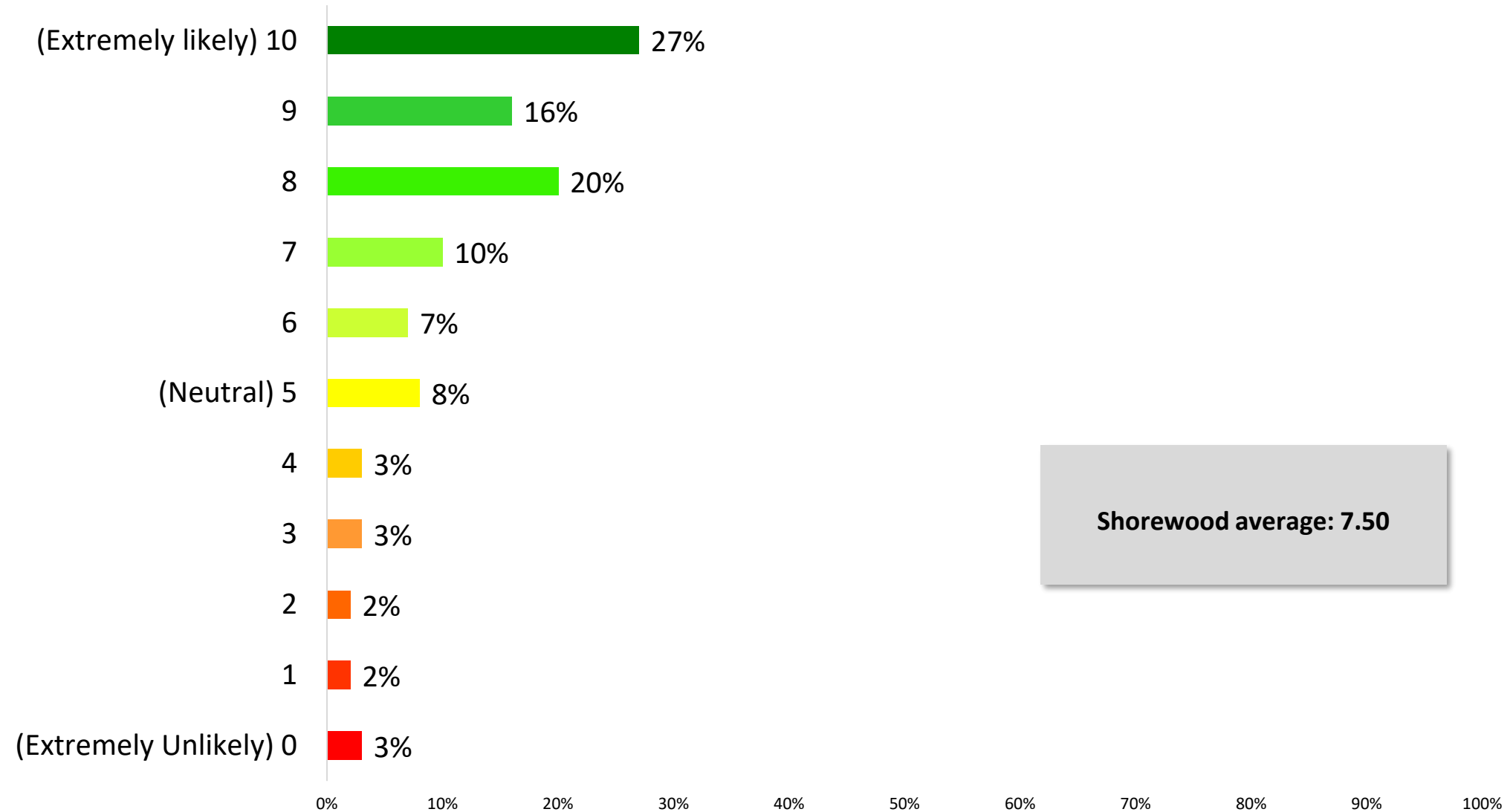


Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
I am satisfied with the communication that comes from the District.	93%	3.67	0.18
The District is run effectively.	78%	3.35	0.29
The District has effective financial management.	64%	3.11	0.24
The District forms effective partnerships with businesses and community organizations.	74%	3.50	0.21



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
The Recreation Department provides high-quality programs and services.	72%	4.21	0.05
The District's Advancement Office is effective in fundraising efforts.	65%	3.64	-0.19
The District is heading in the right direction.	55%	3.34	0.24

# How likely are you to recommend the District to a friend or family member?





**Thank you!**

# Shorewood School District

Staff Survey Report

Spring 2022





**Our mission is to help educational leaders gather, organize, and use data to make strategic decisions.**

- Founded in **2002** to provide independent research
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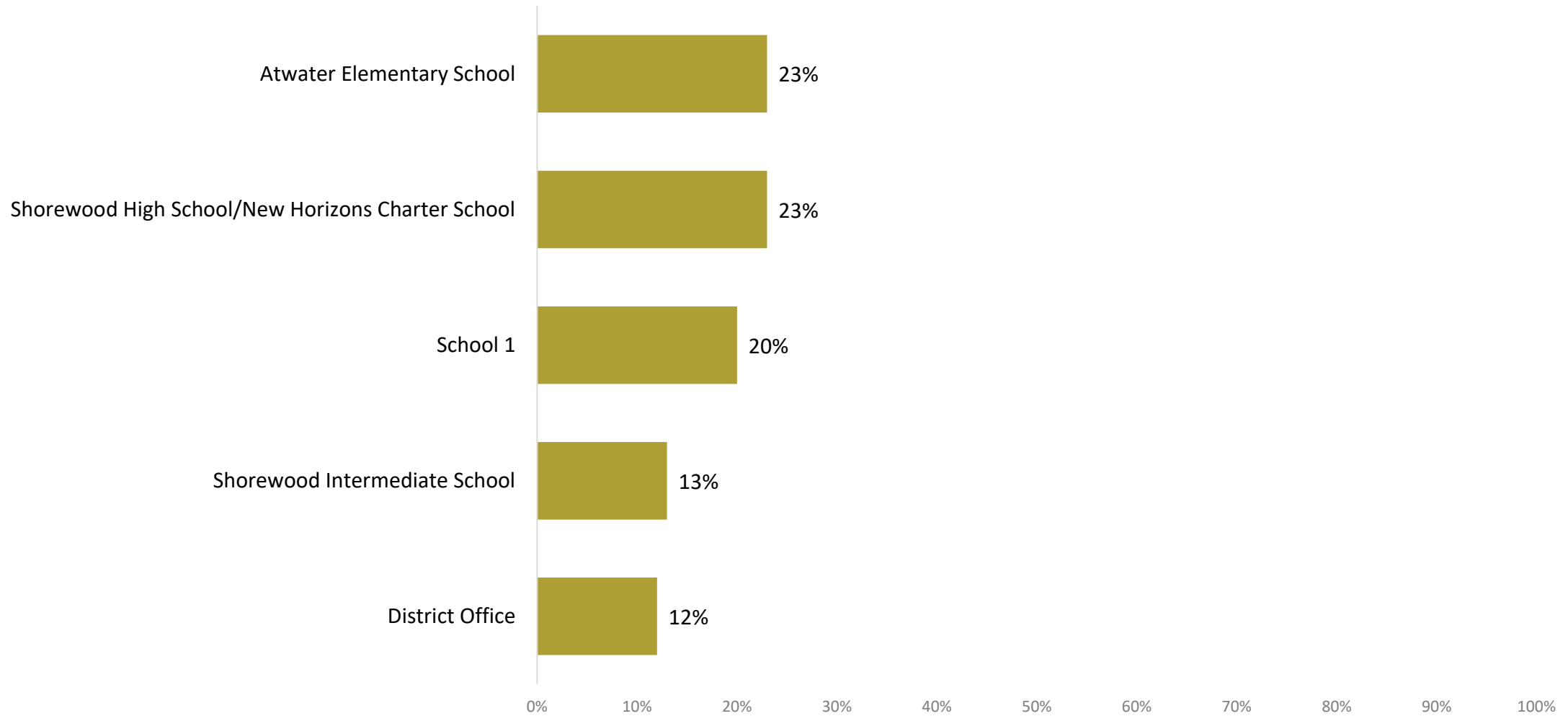


# Survey Information

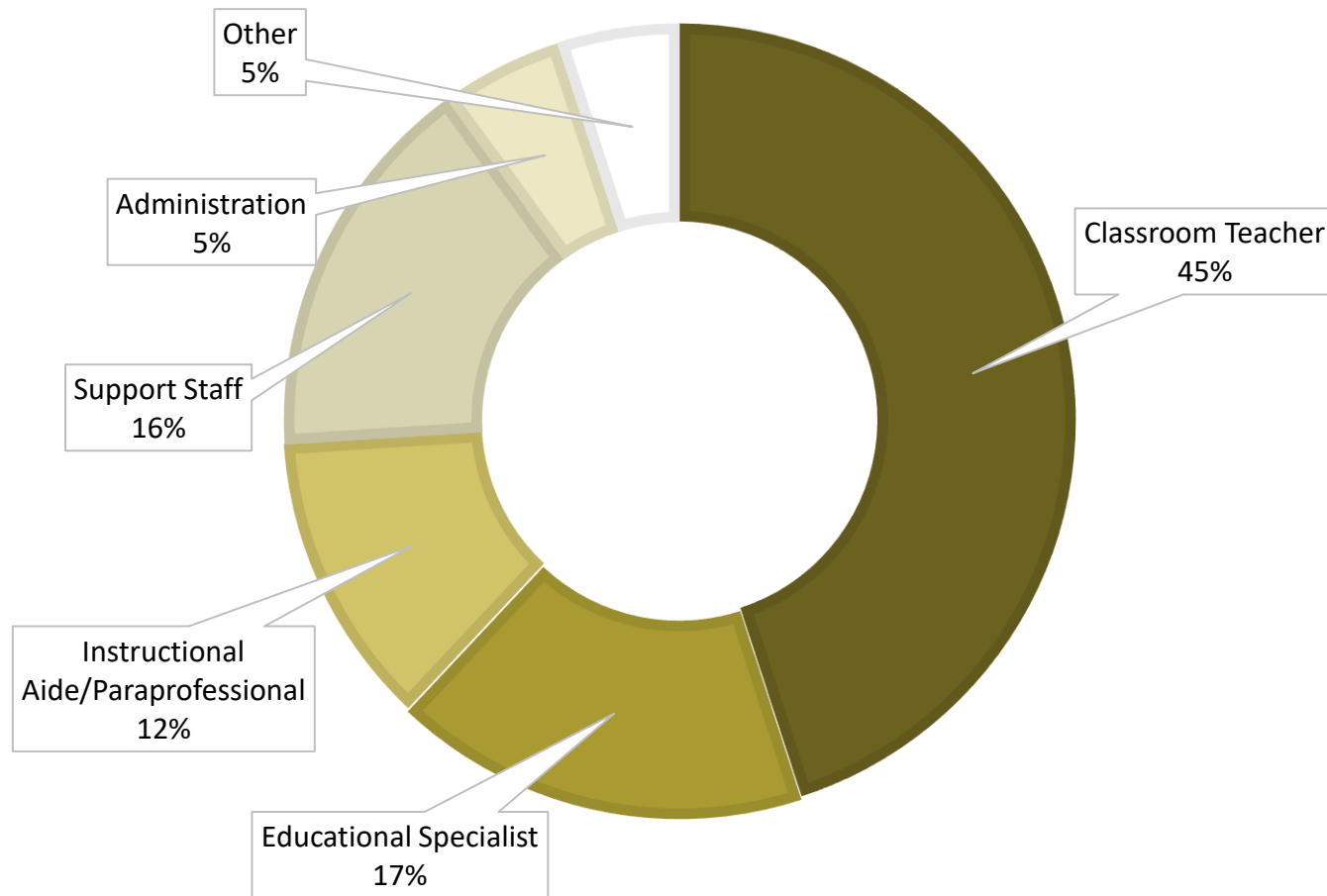
- **April 2022** survey window
- **166** total respondents
- **42%** participation rate



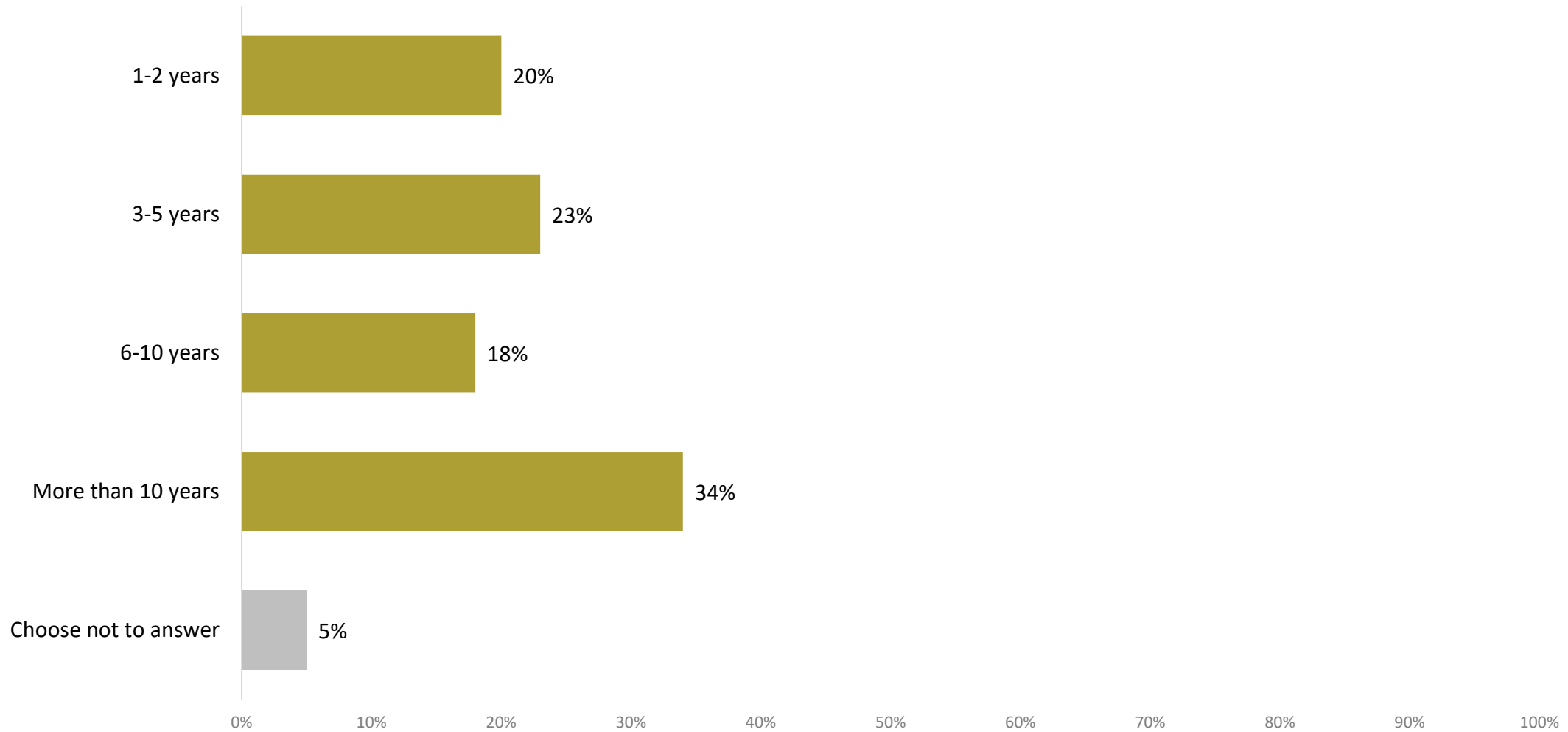
# Where do you spend the most time?



# What best describes your position?



# Including the current year, how many years have you worked for this District?





# District-wide Results & Analysis

*Percent Agree/Strongly agree, Average score out of 5, and change since the 2020-21 school year are shown for each question. Significant positive/negative changes are colored **green** and **red**, respectively.*

# Change Readiness



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
Our District has a culture of open dialogue.	48%	2.83	-0.42
Our District strives to achieve consensus on areas that need improvement.	45%	2.77	-0.40
Our District is committed to making needed improvements as they are identified.	53%	2.97	-0.36
There is a process for evaluating the effectiveness of new initiatives.	28%	2.33	-0.50

# Achieving Excellence

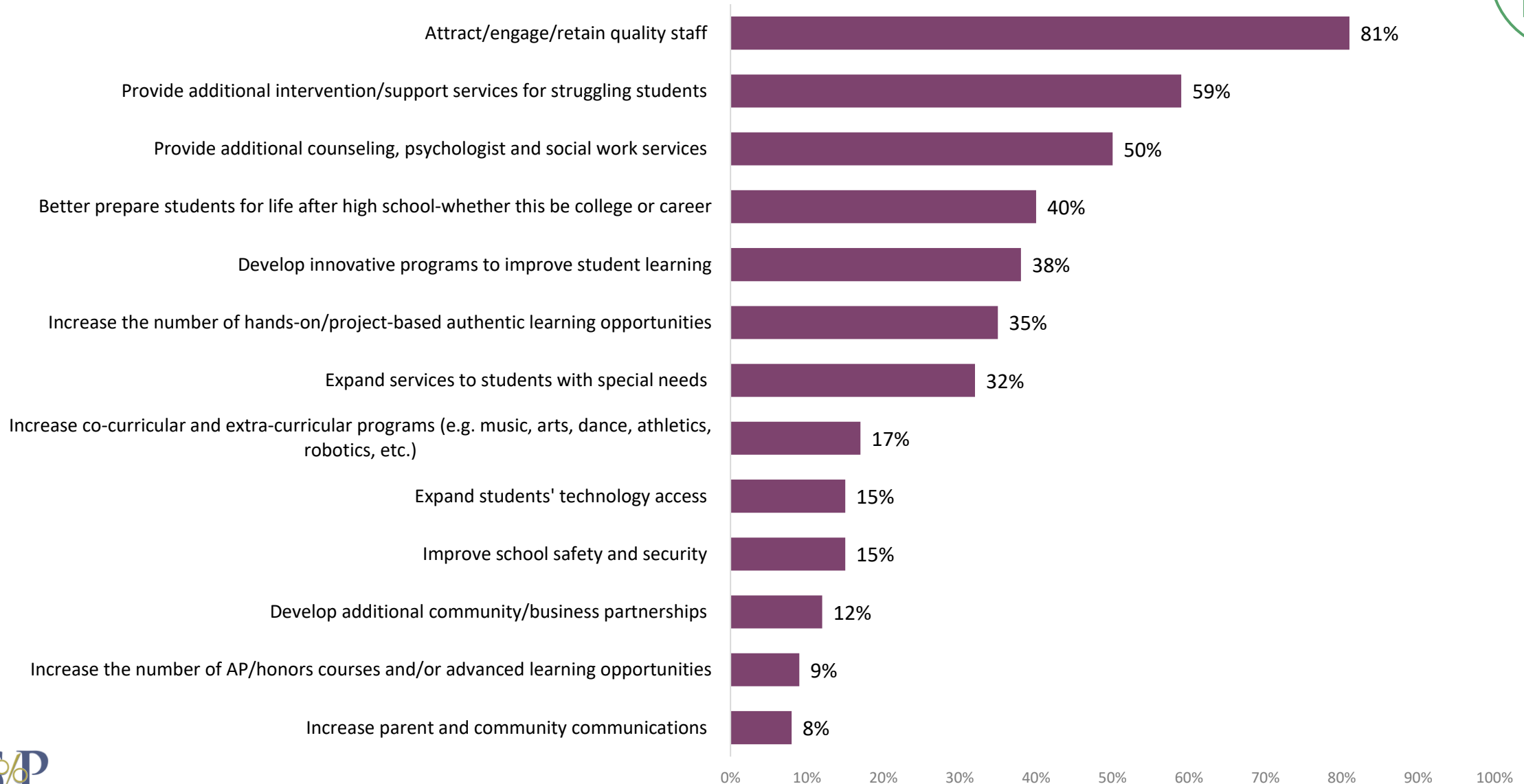


Item	Percent Agree/Strongly Agree	Average (out of 4)	Change since 2020-21
Maintaining and modernizing facilities	65%	2.74	-0.35
Building character and citizenship	71%	2.80	-0.03
Fostering students' physical wellness	74%	2.80	0.00
Fostering students' mental wellness	57%	2.66	-0.08



Item	Percent Agree/Strongly Agree	Average (out of 4)	Change since 2020-21
Communicating school district news and happenings	69%	2.80	0.04
Attracting and retaining high-quality staff	22%	1.87	-0.35
Mastering Academics	76%	2.83	-0.27

# To provide a quality education for all students, please check a maximum of five areas you believe the District should focus their resources:



# Student Achievement



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
The social and emotional needs of students are being met.	67%	3.37	-0.19
Overall, the school offers a high quality academic program.	90%	3.91	-0.04
The school's curriculum represents the diverse backgrounds of my students.	66%	3.35	0.16
The academic needs of students are being met.	74%	3.49	-0.09



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
Students have access to additional support when needed.	59%	3.24	-0.49
Learning targets and curriculum objectives for my job assignment are clear.	78%	3.62	-0.03
Student discipline is handled in a consistent manner by all staff.	22%	2.13	-0.51
I have been provided the resources to achieve District learning targets and curriculum objectives.	62%	3.18	-0.04

# Student Culture



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
Students help each other when they see a need.	92%	3.96	-0.04
Students follow the rules at school.	66%	3.31	-0.41
Students are respected and treated fairly at school.	91%	3.96	-0.10



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
Students know how to resolve conflict in a healthy way.	65%	3.31	-0.26
Students care about each other.	89%	3.90	-0.25

# Engagement



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
The amount of work I am asked to do is reasonable.	65%	3.30	0.08
My work contributes to the success of our District	95%	4.21	-0.14
I am proud of our District.	59%	3.14	-0.44
I enjoy being involved in District affiliated activities outside of the normal school day.	63%	3.24	-0.33



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
My job is personally satisfying.	79%	3.74	-0.20
I would recommend this District to others seeking employment.	50%	2.95	-0.38
It would take a lot to get me to leave this District.	46%	2.87	-0.27

# Communication



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
School/department information is communicated effectively to me.	63%	3.30	-0.24
I have a good understanding of the goals of the District.	66%	3.35	-0.15
The District clearly communicates with me about important issues.	55%	3.04	-0.21
School board policies and procedures affecting me are available and clearly communicated.	59%	3.19	-0.04

# Communication



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
I am kept informed about matters important to my work.	60%	3.13	-0.36
I feel comfortable sharing my ideas and opinions.	47%	2.80	-0.32

# How would you rate the communication from:



Item	Percent Good/Great	Average (out of 4)	Change since 2020-21
District Administration	47%	2.39	0.00
Principal/Building Administration	52%	2.58	-0.43
Custodians/Maintenance	46%	2.40	-0.24
Technology Services	59%	2.68	-0.15

# Culture



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
Our school/department operates as a team.	63%	3.32	-0.30
Our school/department is effective at assimilating new employees.	51%	3.01	-0.46
Our school/department works hard to find ways to improve.	74%	3.57	-0.31
I can bring about change in my school/department.	65%	3.36	-0.30



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
I have adequate opportunities to participate in decisions that affect me.	53%	3 .00	-0.40
My co-workers are willing to help me when I have a heavy workload.	85%	4.03	-0.03

# Work Environment



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
I feel valued by our community.	83%	3.82	-0.04
I am in a school environment that allows me to work in an environment of professional support and courtesy.	74%	3.58	-0.21
I have enough time to do my job effectively.	64%	3.22	-0.13
I have the flexibility to do my job the way that I think is most effective.	81%	3.81	-0.22



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
I have the materials and supplies I need to do my job effectively.	81%	3.79	0.02
I am satisfied with the technology available to me.	81%	3.75	-0.15
I am satisfied with the technology support available to me.	81%	3.76	-0.19
Our classrooms, building and grounds are well maintained.	67%	3.34	-0.32



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
I receive the training I need to do my job effectively.	68%	3.42	-0.08
I feel supported by leadership when I make a decision.	72%	3.5	-0.12

# Health and Wellness



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
I engage in healthy nutritional practices.	91%	3.98	-0.02
I engage in 30 or more minutes of physical activity 3 or more times per week.	71%	3.55	-0.20
I get enough sleep.	65%	3.33	-0.07
I am able to sustain a healthy work-life balance.	67%	3.32	-0.02



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
I manage my stress well.	71%	3.47	-0.03
The pace of implementing new initiatives is appropriate.	51%	2.97	-0.30

# Development and Recognition



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
I apply professional development to my work.	85%	3.79	-0.10
I receive credit and recognition when I do a good job.	58%	3.15	-0.04
The District's professional learning days are organized and well-planned.	34%	2.48	-0.65



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
I have adequate opportunities for training/professional development.	49%	2.86	-0.39
I receive meaningful and timely feedback that helps me improve my performance.	43%	2.7	-0.25

# 1st and 2nd year teachers



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
The mentoring program provided me with valuable training.	69%	3.31	0.48

# Compensation and Benefits



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
I am satisfied with my pay.	55%	3.03	-0.08
My benefits are competitive with similar jobs I might find elsewhere.	69%	3.37	-0.22
I am satisfied with my benefits.	70%	3.43	-0.15



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
My pay is fair in relation to my job responsibilities.	47%	2.83	-0.10
Pay practices are administered consistently for all employees.	43%	2.68	-0.47

# Building Leadership



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
I have the opportunity to take on leadership roles in my building.	71%	3.53	-0.31
I trust the leadership in my building.	61%	3.28	-0.40
Building leadership is consistent when administering policies concerning employees.	58%	3.17	-0.55
My principal is an effective leader.	58%	3.22	-0.49

# District Administration



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
The Superintendent/District Administrator presents a positive image to our community.	92%	4.14	0.80
I trust the District's leadership.	51%	2.93	0.06
District administration is responsive to major concerns of employees.	48%	2.83	-0.07



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
District administration is consistent when administering policies concerning employees.	44%	2.77	-0.11
District administration is doing what it takes to make our District successful.	51%	2.99	-0.14

# Equity



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
Our school works to honor and celebrate the culture and background of our students.	91%	4.07	0.21
All students in our school are accepted for their values and beliefs.	91%	4.06	0.18
All students in our school are treated with respect.	86%	3.94	0.10
I have the training I need to understand the background and culture of the students with whom I work.	77%	3.68	-0.04



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
All students in our school are treated fairly when disciplined.	62%	3.21	-0.26
Our school has a process to ensure every student has a connection with at least one adult in the school.	76%	3.7	-0.08
All students in our school are given equitable opportunities to learn and experience success.	73%	3.59	-0.02

# Tolerance



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
I create opportunities for students to interact with people from backgrounds different than themselves.	91%	3.96	-0.01
I feel comfortable interacting with people from backgrounds different than myself.	99%	4.47	-0.04
Students feel comfortable reporting harassment or racial abuse.	73%	3.48	-0.09
Our school is a safe and welcoming environment for all students.	83%	3.8	-0.03



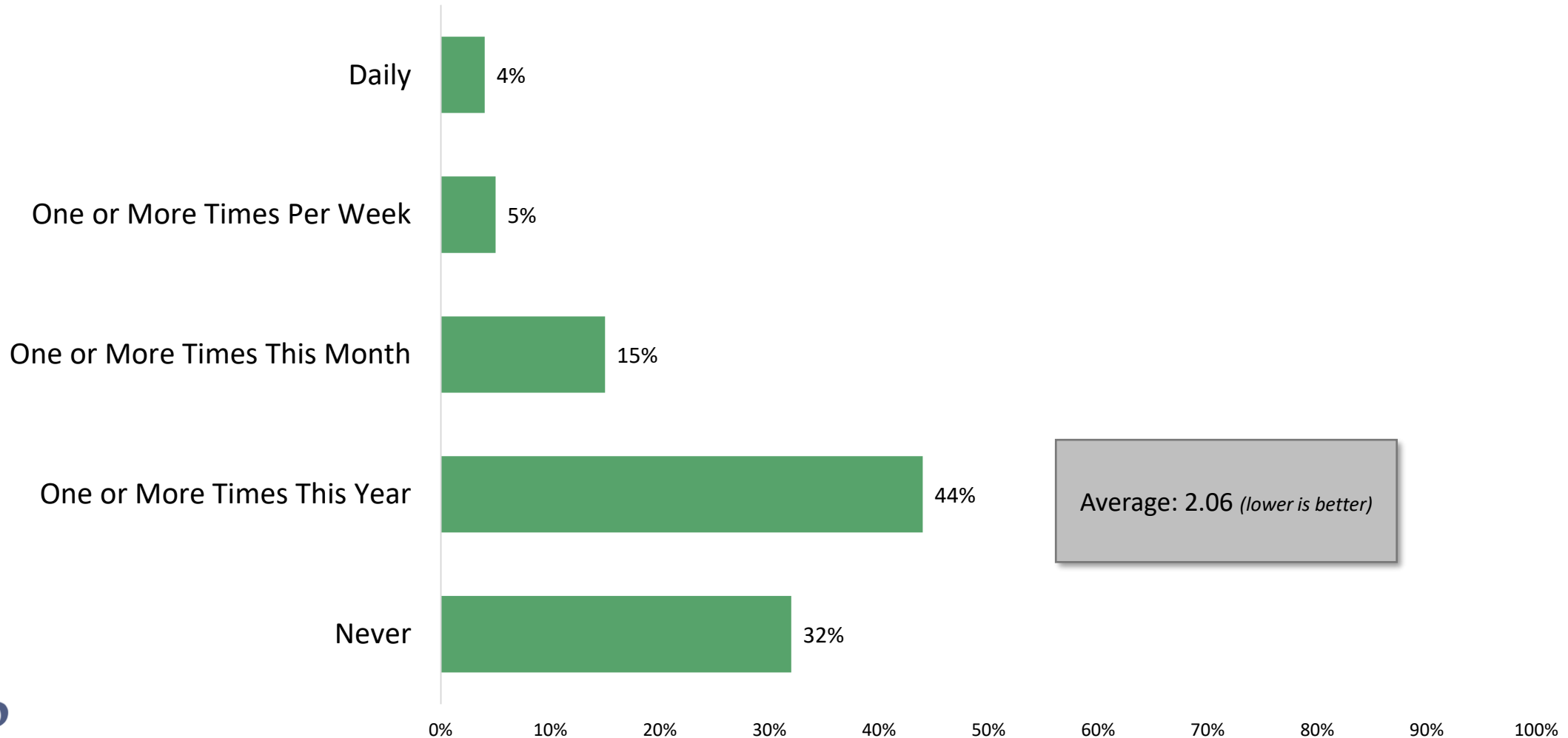
Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
I feel my ideas, opinions, and concerns are listened to by my colleagues.	87%	3.89	0.00
I would feel comfortable reporting harassment or racial abuse.	78%	3.66	-0.26

# Tolerance pt. 2

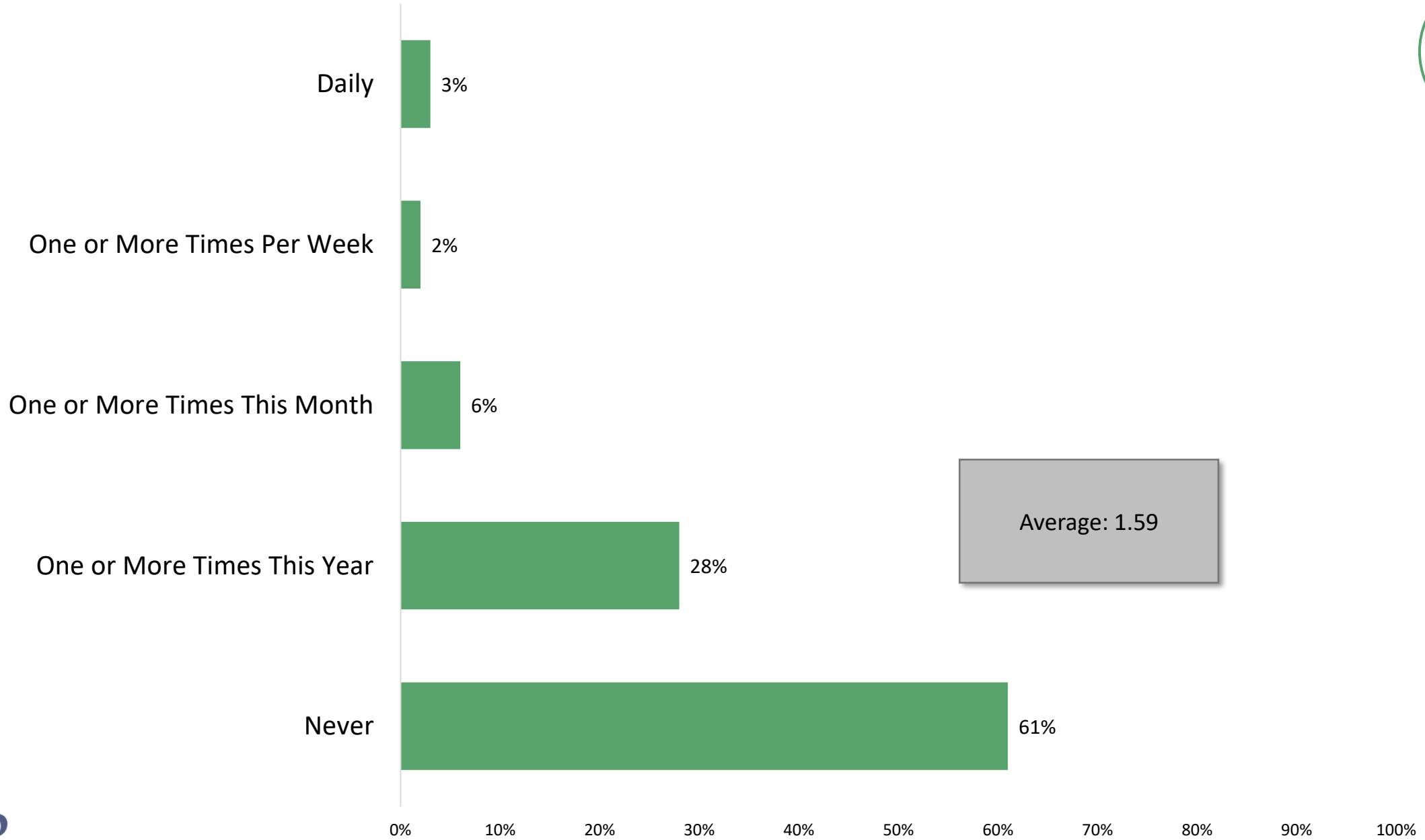
During this school year, how many times have YOU experienced and/or witnessed the following problems in your school?



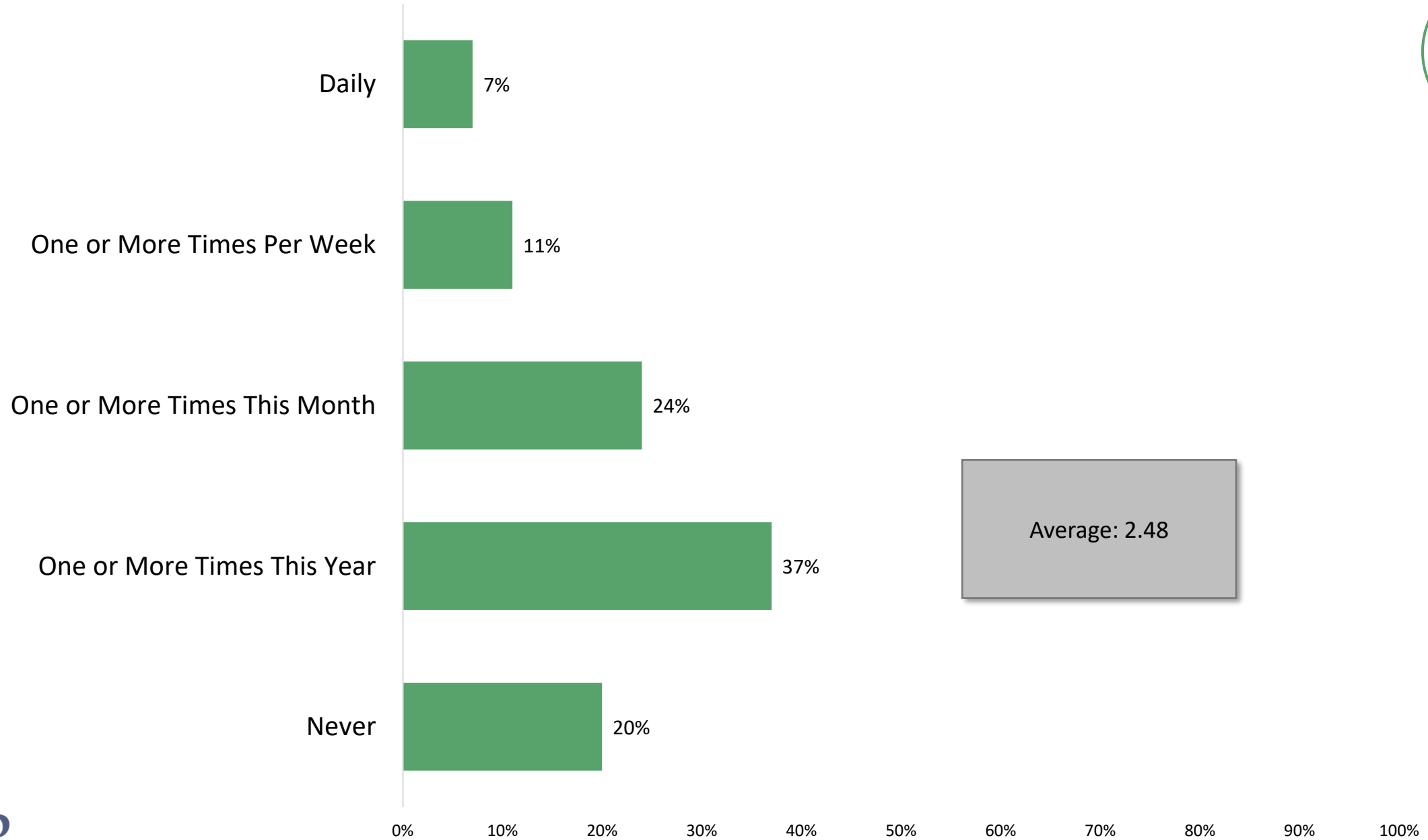
## Students impacted by bullying



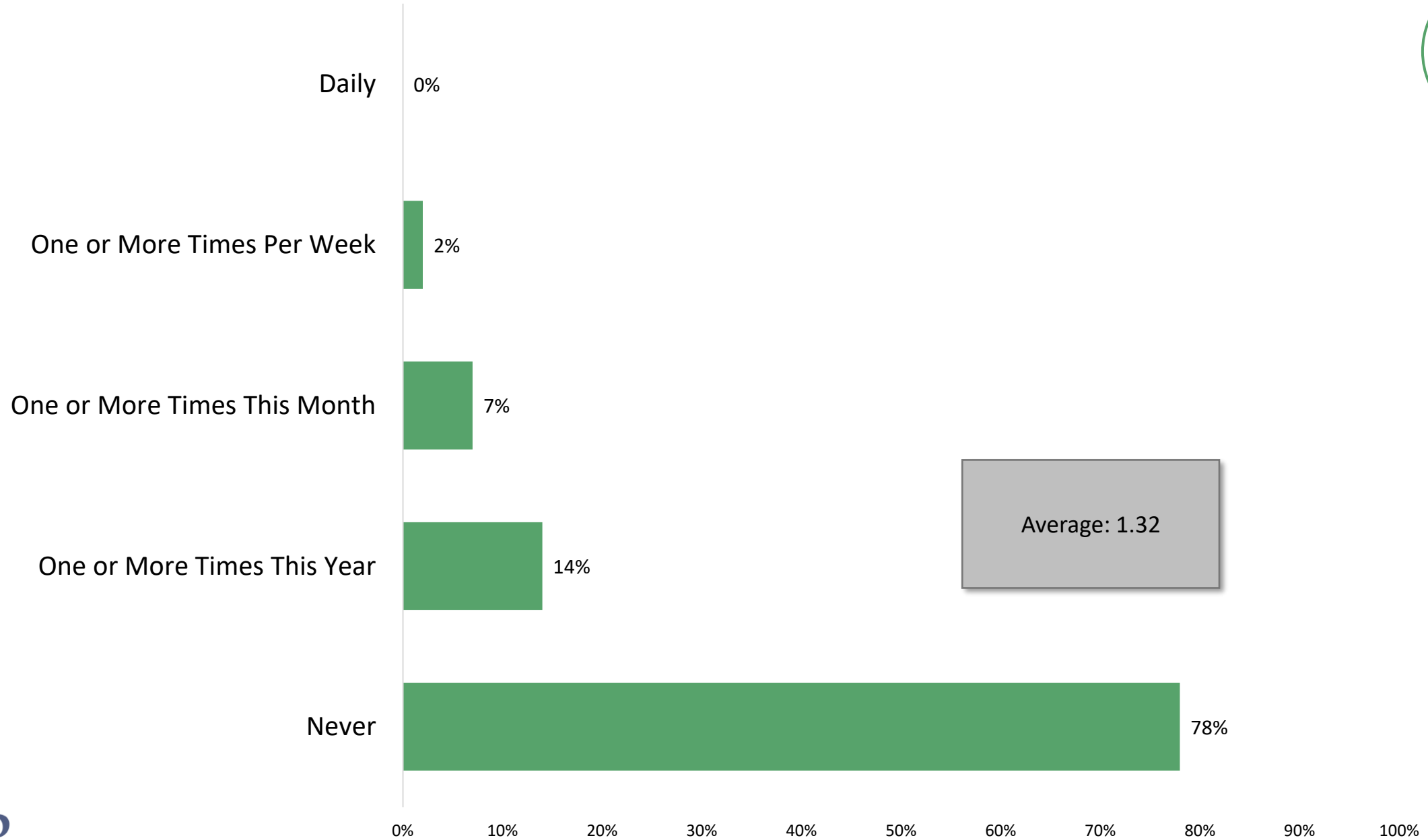
# Students impacted by Cyber bullying



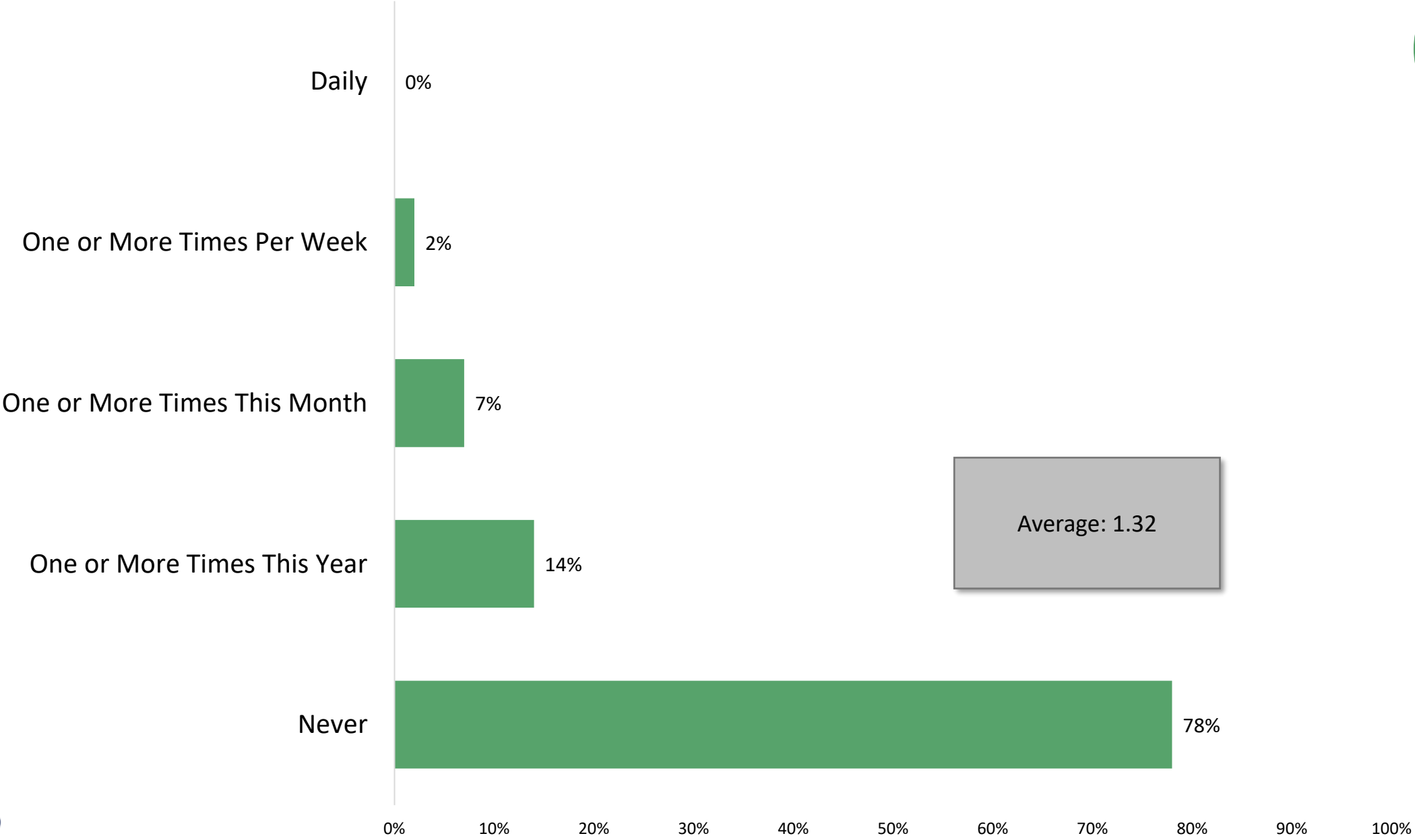
## Students impacted by Teasing or ridiculing



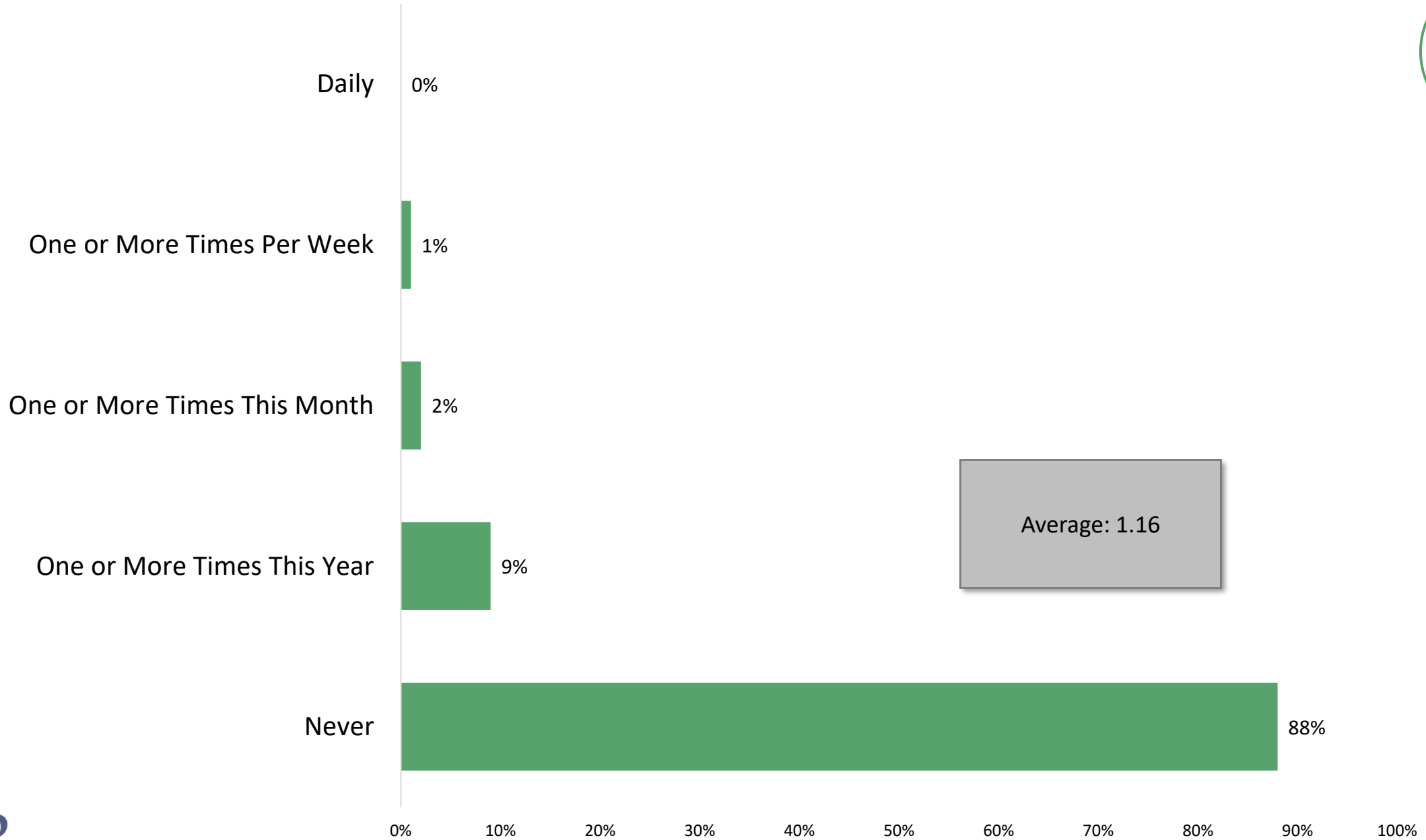
## Graffiti or Vandalism with racial slurs or symbols



# Students using racial slurs, epithet or other derogatory put-downs



# Staff using racial slurs, epithet or other derogatory put-downs



# Overall Satisfaction

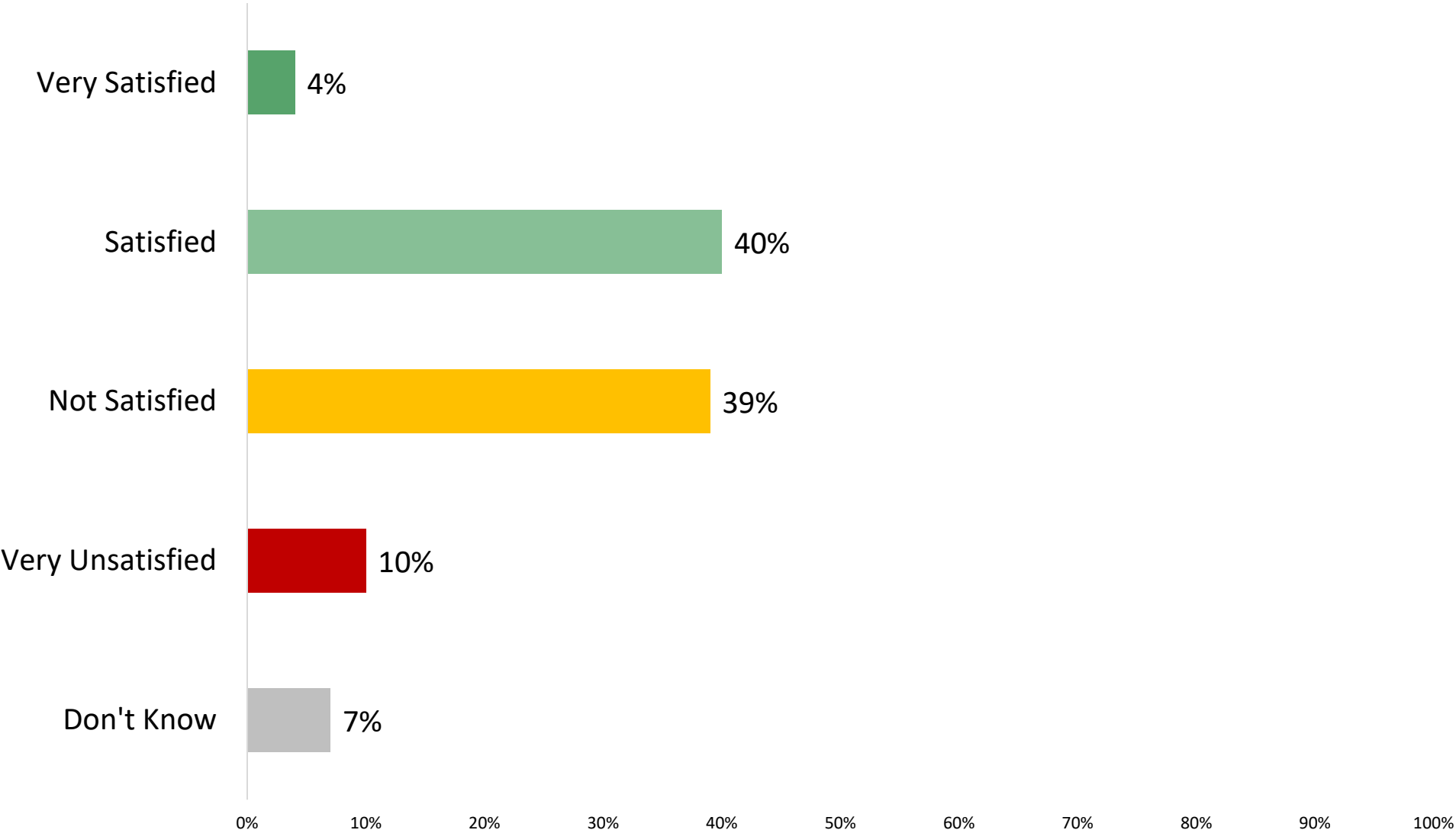


Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
Our community supports education.	98%	4.43	0.00
The Recreation Department provides high-quality programs and services.	96%	4.25	-0.06
The District is run effectively.	41%	2.72	-0.42
The District forms effective partnerships with businesses and community organizations.	73%	3.49	-0.13



Item	Percent Agree/Strongly Agree	Average (out of 5)	Change since 2020-21
The District is heading in the right direction.	48%	2.87	-0.48
The District has improved in the past year.	37%	2.58	-0.42
I am satisfied with the financial management of the District.	28%	2.28	-1.15
All things considered, this District is a good place to work.	63%	3.28	-0.55

# Overall, how satisfied are you with the School District?





**Thank you!**

# Shorewood School District

Student Survey Report

Spring 2022





**Our mission is to help educational leaders gather, organize, and use data to make strategic decisions.**

- Founded in **2002** to provide independent research
- Conducted over **10,000** staff, parent, and student, and community surveys for school improvement
- Helped more than **850** districts navigate the strategic planning and referendum planning process

# Contents



Background Info



Survey Information



Results & Analysis



Wrap-up/Questions



# Survey Information

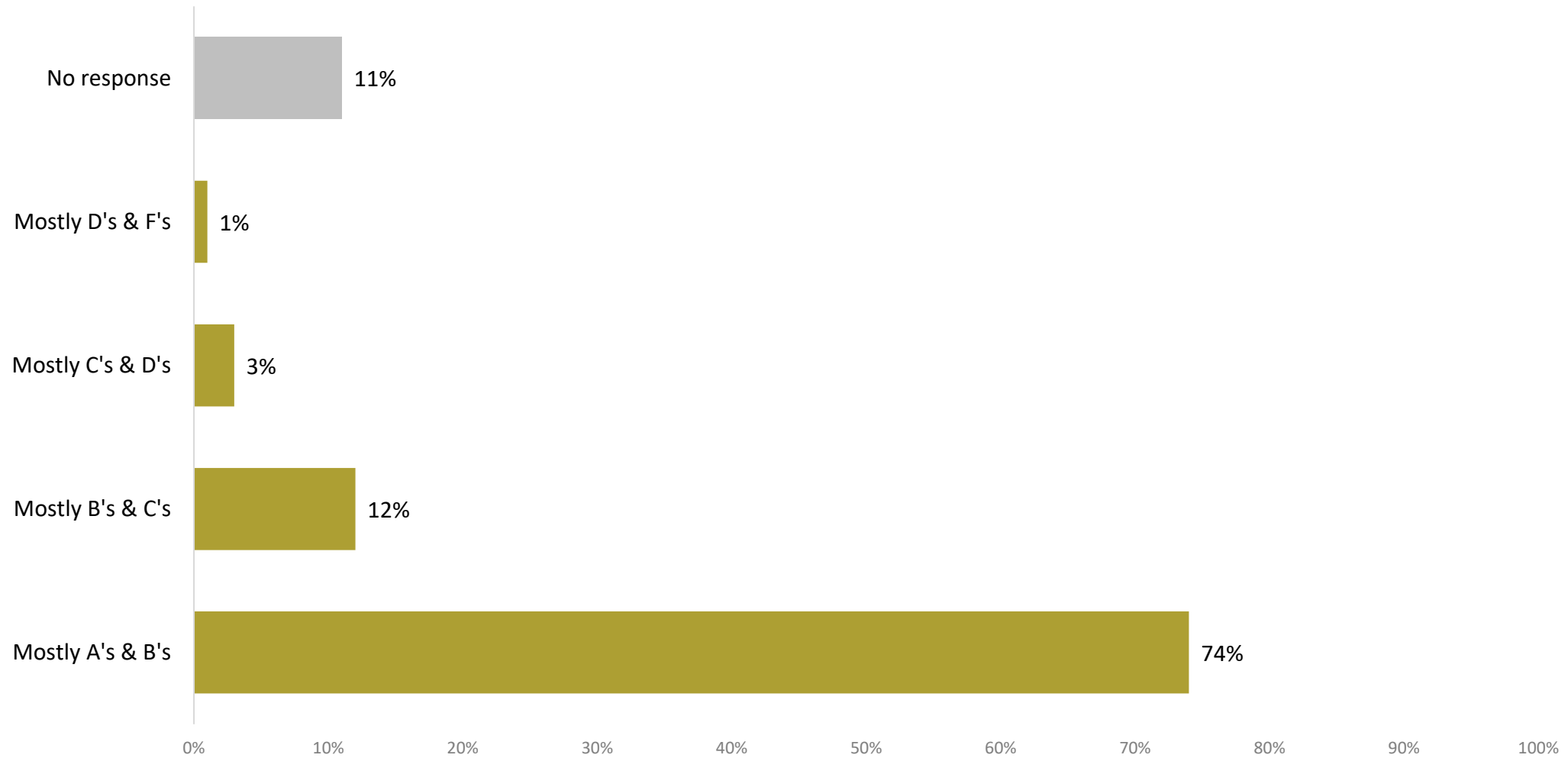
- **April/May 2022** survey window
- **738** total respondents
- **70%** participation rate



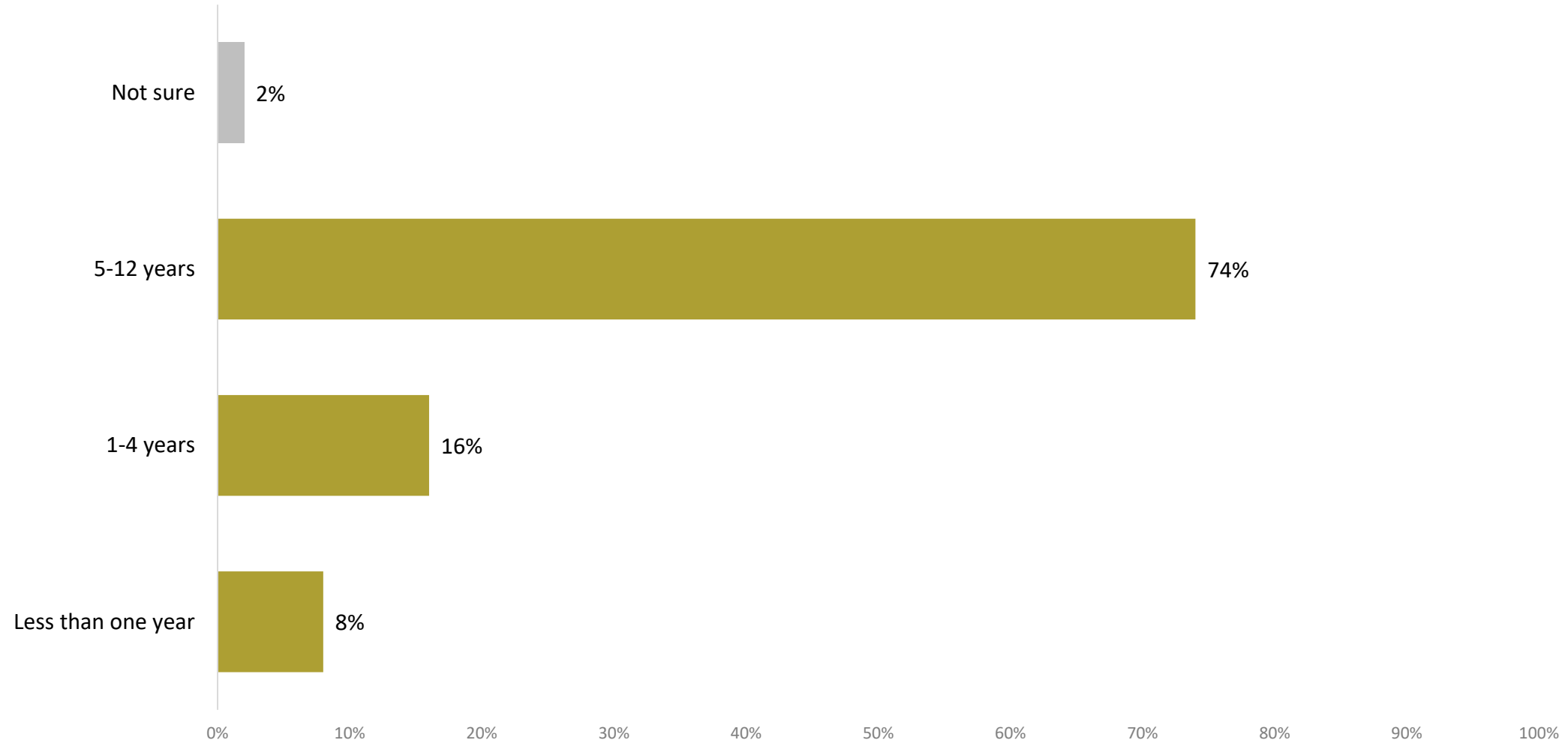
# Grade level:



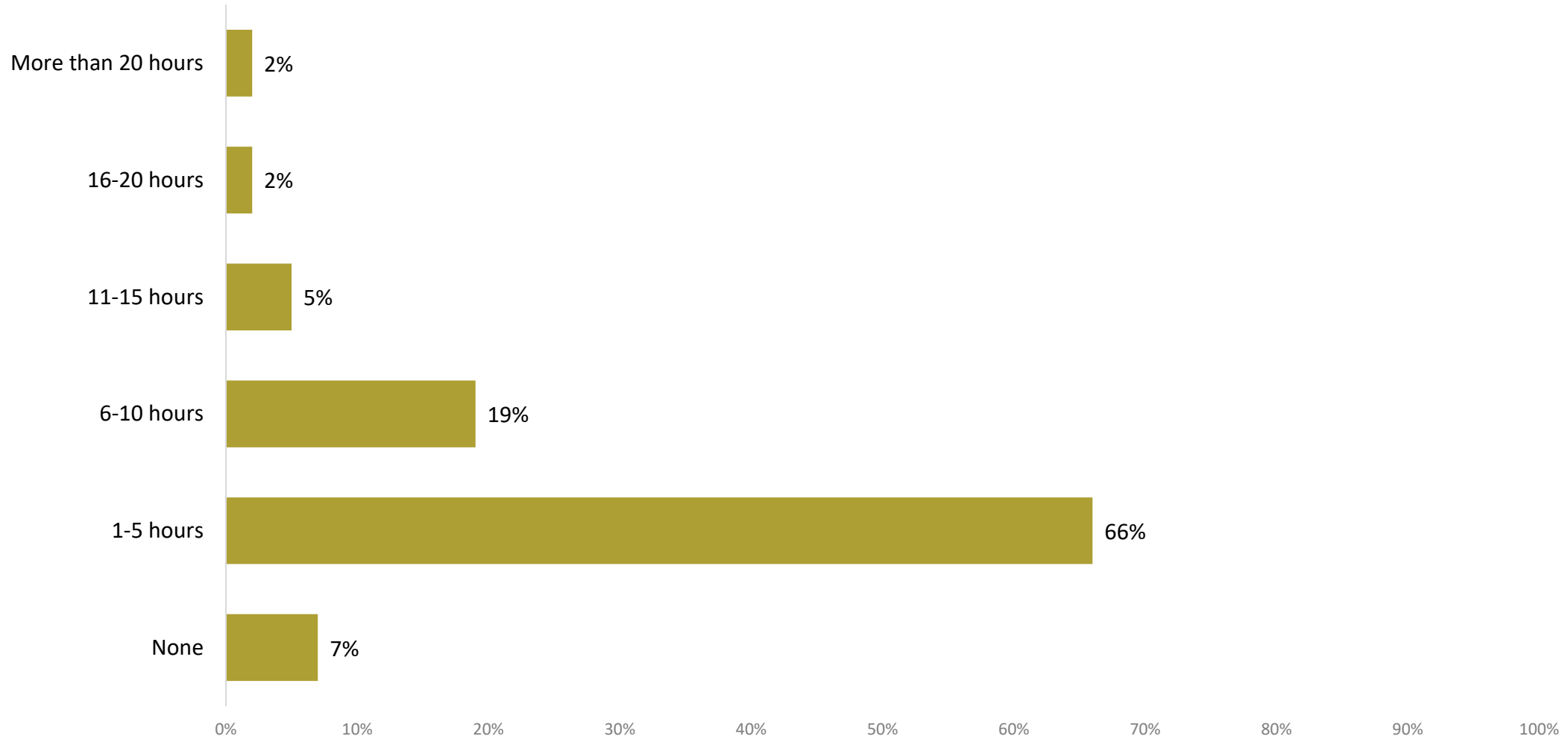
# What have your recent report cards been like?



# How many years have you attended this school district?



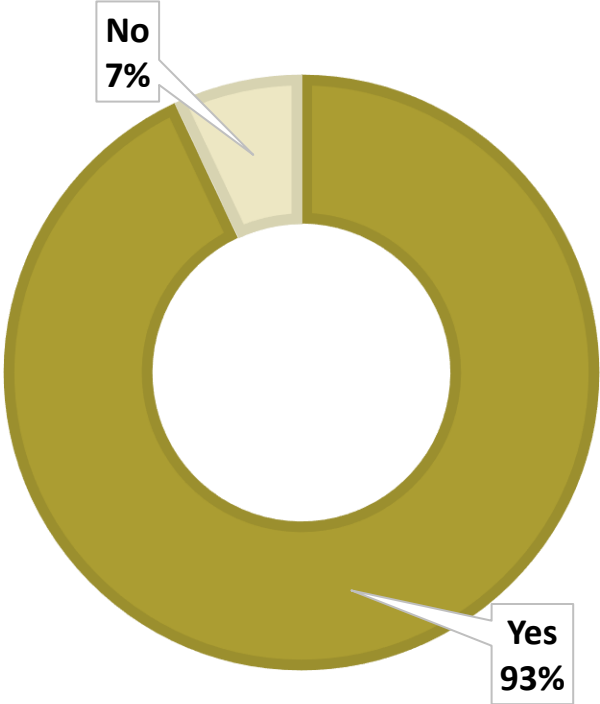
# About how many hours a week do you do homework?



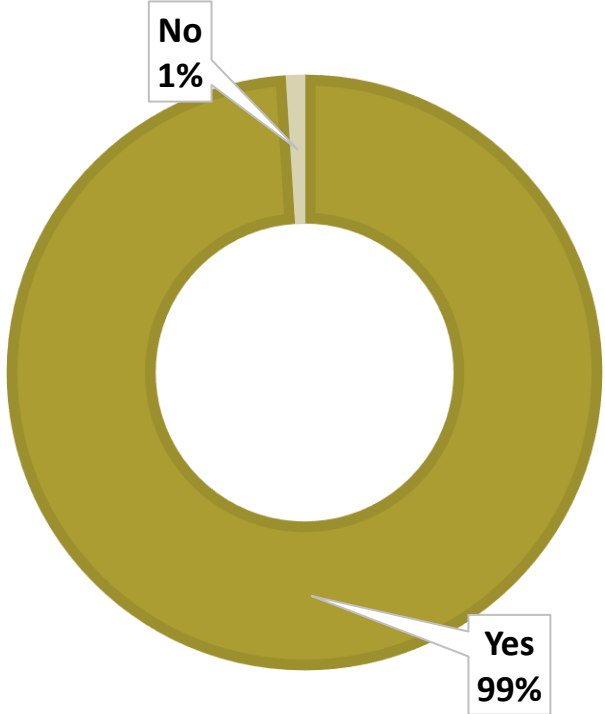
# Respondent Information



Has anyone in your immediate family (parents or siblings) graduated from college?



I have access to the internet at home?





# District-wide Index Breakdowns

*Index scores are calculated by combining several questions with similar themes. Scores are out of 5 and are presented by grade level.*



### **Connectedness**

The student has positive relationships with peers and adults, is actively involved in school-related activities and feels a sense of belonging.

### **Drive**

The student has the courage and resolve (grit) to see tasks through to completion despite setbacks and obstacles.

### **Citizenship**

The student motivates and inspires individuals or groups to achieve their goals.

### **Preparation**

The student has clear goals for their future and has identified the steps to reach their goals.

### **Social/Emotional Aptitude**

The student has the ability to understand and manage emotions.

### **Wellness**

The student maintains a healthy lifestyle and makes decisions in the best interest of their overall health.

### **Equity**

All students and families are treated with respect and accepted for their values and beliefs.

3.00

2.94

3.03

2.87

3.02

3.04

2.93

## Index Scores by Grade *(Average score out of 5)*



Grade	Connectedness	Drive	Citizenship	Preparation	Social Aptitude	Wellness	Equity
4 <sup>th</sup>	3.38	3.22	3.31	3.25	3.38	3.38	3.29
5 <sup>th</sup>	3.16	3.02	2.97	2.95	2.95	3.10	3.00
6 <sup>th</sup>	3.02	3.02	2.94	3.03	2.96	3.18	2.99
7 <sup>th</sup>	2.92	2.87	3.00	2.81	2.93	3.13	2.74
8 <sup>th</sup>	2.89	2.89	3.01	2.79	2.95	3.06	2.80

## Index Scores by Grade *(Average score out of 5)*



Grade	Connectedness	Drive	Citizenship	Preparation	Social Aptitude	Wellness	Equity
9 <sup>th</sup>	2.78	2.77	2.95	2.72	2.98	2.94	2.79
10 <sup>th</sup>	2.95	2.87	3.00	2.80	2.97	2.94	2.91
11 <sup>th</sup>	3.10	3.03	3.16	2.94	3.13	2.87	3.13
12 <sup>th</sup>	3.06	2.99	3.05	2.77	3.13	2.87	3.00



# District-wide Results & Analysis

*Percent Agree/Strongly agree, Average score out of 5, and change since the 2020-21 school year are shown for each question. Significant positive/negative changes are colored **green** and **red**, respectively. Averages have been standardized to be out of 5.*

# Me



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
I feel sorry for others when they are hurting.	90%	3.33	-.07
When I accomplish/learn a skill, I push myself to learn something new.	62%	2.81	.08
I am able to get through challenging times.	75%	3.02	.04



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
I work well with other students.	75%	2.91	-.03
I feel I can be myself at school.	66%	2.81	-.06
I help others when I see a need.	75%	2.99	-.07
I enjoy going to school.	46%	2.44	-.13



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
If I commit to a task I will do what it takes to get it done.	75%	3.03	-.02
I am proud of my school.	55%	2.63	-.28
I have a good relationship with adults at school.	79%	3.08	-.16

# Wellness



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
I exercise at least three times per week.	81%	3.32	.00
I make healthy eating choices most of the time.	73%	2.95	-.02
I have a healthy lifestyle.	79%	3.1	-.03



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
I get enough sleep most nights.	63%	2.79	-.03
I know how to resolve conflict in a healthy way.	78%	3.02	.00
When I feel stressed I know how to cope.	59%	2.73	-.06

# My School



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
I am satisfied with the education I'm receiving at this school.	78%	3.05	-.16
I am respected and treated fairly at school.	79%	3.05	-.25
There is one or more adults in my school who care about my future.	86%	3.36	-.10



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
I help my friends make good decisions.	86%	3.19	-.12
My classmates care about me.	67%	2.84	-.16
There is at least one adult in the school that I can talk to about my classwork when I need it.	86%	3.37	-.14
I feel safe at school.	80%	3.08	-.28



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
I feel I belong at this school.	69%	2.92	-.18
I am satisfied with our school's efforts to prevent bullying.	60%	2.71	-.33
There is at least one adult in my school that I can talk to about a personal problem.	71%	3.01	-.03
I follow the rules at school.	91%	3.32	-.09



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
Our school has the space, rooms and equipment to allow me to be successful.	86%	3.27	-.20
Our school is clean.	61%	2.71	-.48

The District wants to be sure our school facility meet your needs. Please tell us what you think of the following areas: *(I like them – 3; They’re ok – 2; I don’t like them – 1; Don’t know/no opinion – 0)*



Item	Percent Like/They’re ok	Average (out of 3)
The library	97%	2.78
The restrooms	84%	2.19
The classrooms	98%	2.56
The hallways	93%	2.40
The locker rooms	86%	2.22
The gym	92%	2.49
The stairways	89%	2.32
The cafeteria	71%	1.99

# My Learning



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
I feel like I master a topic before I move on to the next topic.	61%	2.72	.01
I feel comfortable participating in class.	68%	2.88	-.06
My teachers are interested in my thoughts and opinions.	79%	3.08	-.16



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
I explore careers/jobs that may interest me after high school.	73%	3.06	.00
My teachers explain things in a way that makes sense to me.	71%	2.88	-.08
My teachers give me extra help when I need it.	81%	3.17	-.22
I get to do something I enjoy in school.	65%	2.89	-.06



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
I set goals for the school year.	63%	2.8	-.03
I believe what I am learning in school allows me to use my own original voice beyond the classroom.	60%	2.72	-.10
I believe what I am learning in school connects to the real world.	51%	2.57	-.02
I put my best effort into my school work.	82%	3.12	-.06



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
My parents/guardian expect me to do well in school.	97%	3.73	-.04
I believe what I am learning in school will help me to be successful in life.	59%	2.75	-.10
My classes challenge me.	60%	2.74	-.03
If there were no grades given in classes, I would still do my work.	60%	2.72	-.24
I believe what I am learning in school is preparing me for next year.	66%	2.86	-.10

# My Free Time



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
I participate in one or more clubs, sports and activities.	80%	3.3	.06
There are clubs, sports or activities that interest me.	83%	3.36	.02
I plan ahead and make good choices.	81%	3.04	-.04

# Equity



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
I feel my culture and beliefs are represented at my school.	71%	2.98	-.11
I can get extra help and support when I need it at school.	79%	3.11	-.20
All students are treated fairly when school rules are broken.	53%	2.57	-.34
Teachers hold all students accountable for their actions and behavior.	54%	2.64	-.36

# Tolerance

*(lower scores are better)*



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
I feel comfortable interacting with people from backgrounds different than myself.	96%	4.45	-.11
At my school, I have the opportunity to interact with people from backgrounds different than myself.	93%	4.26	-.08
Teachers in my school work hard to create a safe and welcoming environment for all students.	89%	4.07	-.28



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
I feel my ideas, opinions, and concerns are listened to by school staff.	79%	3.77	-.23
Students in our school treat each other with respect.	63%	3.32	-.45
I know how to report harassment or racial abuse to school staff.	91%	4.17	-.13
I would feel comfortable reporting harassment or racial abuse to school staff.	85%	4.03	-.20

During this school year, how many times have YOU experienced and/or witnessed the following problems in your school? (Daily – 5; Once or more per week – 4; Once or more per month – 3; Once or more this year – 2; Never – 1)



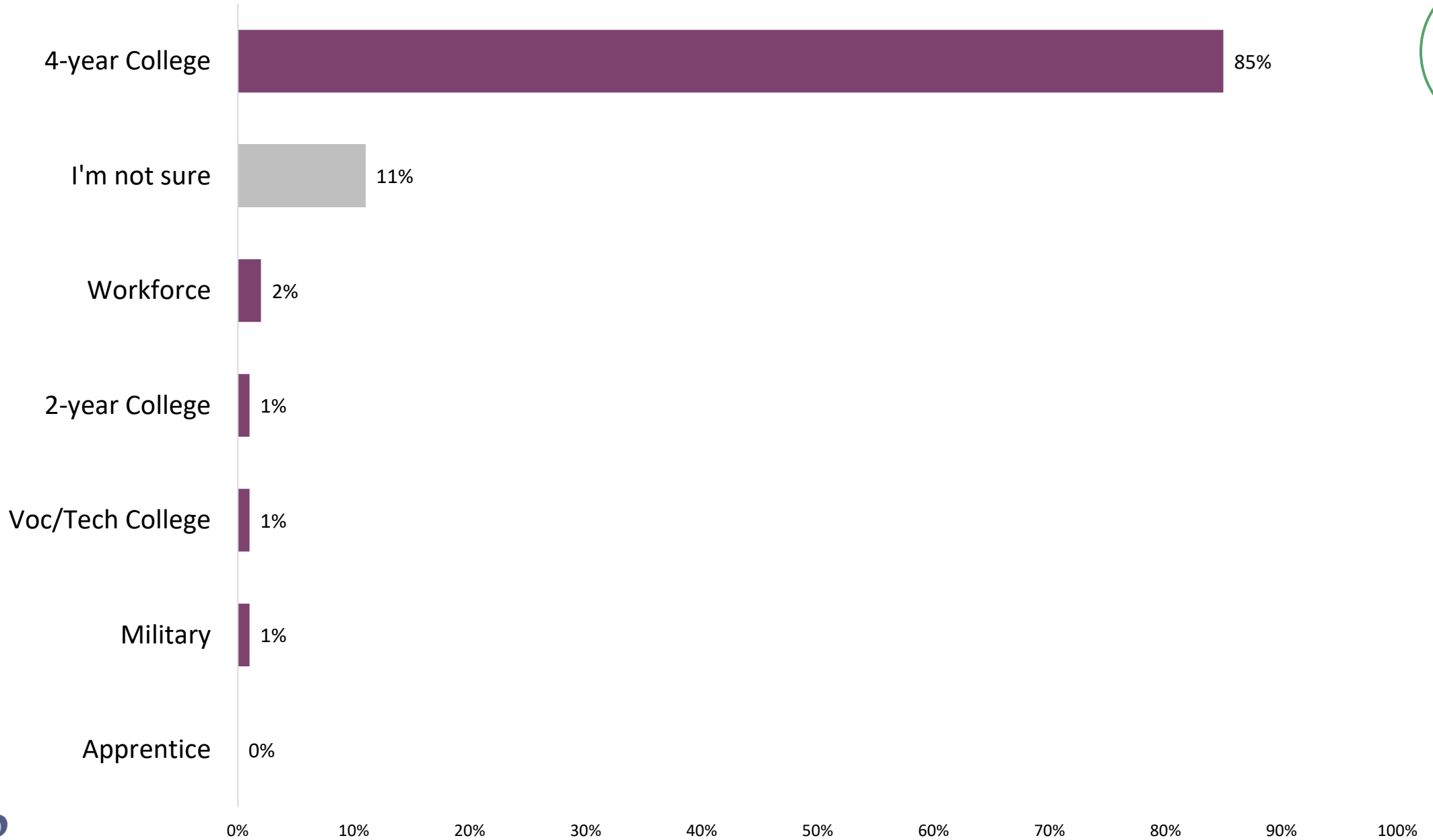
Item	Percent Daily/Once a week (lower is better)	Average (out of 5)
Students using racial slurs, epithet or other derogatory put-downs	18%	2.11
Graffiti or Vandalism with racial slurs or symbols	6%	1.45
Teasing or ridiculing	26%	2.57
Staff using racial slurs, epithet or other derogatory put-downs	2%	1.18
Bullying	8%	1.8
Cyber bullying	4%	1.52

# Plans after High School



Item	Percent Always/Usually	Average (out of 4)	Change since 2020-21
I have visited colleges that interest me.	66%	3.45	.15
I feel well prepared for college and/or life after high school.	68%	3.37	-.09
I know what I want to do for a career/job when I'm an adult:	85%	2.97	-.03

# What do you plan to do immediately after high school graduation?





# Questions or Comments?



**Thank you!**



## SHOREWOOD SCHOOL BOARD

**Topic:** Strategic Priorities 2022-23

**Date:** August 10, 2022

**Prepared by:** JoAnn Sternke

### **Board Action:**

#### **X Information only**

Presentation/discussion

Discussion/action by board of education

Presentation/action next meeting

### **Strategic Plan Updates**

The Administrative Council identified priorities for the 2022-2023 school year following review of the original strategic plan, progress on Vision 2025 through 2021-22, student achievement data, our School Perceptions data, and other key information.

A great deal of other data and information, including our ongoing community dialogs about academic and student health priorities, faculty and staff compensation, our financial position, demographics, enrollment, and outcomes from other District work also informed the development of priorities for the 2022-2023 school year.

Determining priorities was a key priority at our Leadership Retreat over the summer. I am pleased with the focus and am eager to present these priorities to all staff as they return, and then as part of our Annual meeting later in August.

## Strategic Plan Priorities for 2022-23 in support of Vision 2025

*To Achieve our Mission of Equity, Growth, and Excellence for All.....*

<b>Equity</b>				
<b>Authentic Learning &amp; Academic Mastery</b>	<b>Support for the Whole Child</b>	<b>Modernized and Maintained Facilities</b>	<b>Diversity in Staff Support, Recruitment, and Development</b>	<b>Funding Strategies</b>
<p>Continue work on Systemic Improvements for Equitable Student Results:</p> <ul style="list-style-type: none"> <li>● Build more collaborative opportunities across all grade levels with a focus on standards alignment and, as a result, deepen use of common assessments</li> <li>● Create more opportunities to meet students' needs in the classroom by building the capacity to provide universal supports and design for learning</li> <li>● Implement a 1:1 initiative in grades 5-12 to address digital inequities, enrich authentic learning opportunities, and provide collaborative learning opportunities for students.</li> </ul>	<p>Implement a comprehensive mental health plan that decompartmentalizes and expands upon SEL:</p> <ul style="list-style-type: none"> <li>● Expand proactive support of co-regulation to increase executive functioning, belonging &amp; wellness</li> <li>● Build a system of referral pathways to support social, emotional and behavioral functioning for all learners</li> </ul>	<p>Complete referendum work on time and on budget</p>	<p>Strengthen support for our diverse staff:</p> <ul style="list-style-type: none"> <li>● Deepen and broaden our ICS work with all employee groups</li> <li>● Heighten recognition, mentoring, and leadership growth opportunities for our staff of color</li> <li>● Implement affinity groups</li> </ul>	<p>Plan for long-term financial health of the school district:</p> <ul style="list-style-type: none"> <li>● Evaluate possibility of leveraging an operating 142 referendum</li> <li>● Market to new families for enrollment while maintaining and building pride in the school district</li> <li>● Create legislative advocacy plan</li> </ul>



## EXECUTIVE SUMMARY FOR THE SHOREWOOD SCHOOL BOARD

**Topic:** Operating Referendum Work Group - Update  
**Date:** August 10, 2022  
**Prepared by:** Heather Heaviland

**Recommended action:**

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

**Purpose:** At the Board's behest, the District is assembling a work group to review data and options for a possible operating referendum.

**Background:** In February 2021, the District presented financial projections to the School Board showing that the District is on a trajectory to face significant deficits. Updated projections shared with the Board in March 2022 showed the same trajectory. Stagnant state funding combined with increasing costs, an enrollment loss in 2021, and historically tight margins mean that the District cannot continue to operate according to the status quo. Revenue will need to increase in future years and/or expenses will need to decrease in order to maintain operational health. An operating referendum is a method of maintaining or increasing future revenues that many Wisconsin school districts are pursuing. The Board requested that the District share information with a group of community stakeholders as they consider this possible option.

**Work Group Update:** The District has begun reaching out to potential participants based on past expression of interest as well as expertise in key areas outlined below:

School Finance:	2-4 members
Communications:	1-2 members
Faculty/Staff:	1-2 members
Parents:	2-3 members
Non-parent residents:	1-2 members

Community leaders: 1-2 members  
Board representative: 1 (or more as desired)

The Board representative is suggested as a way for the Board to gather firsthand information. If the Board members have specific members to suggest, please email suggestions along with contact information.

Work group members will be asked to participate in an open discussion that objectively weighs options and results in an objective recommendation to the School Board. In addition, we are requesting a commitment to participate in all meetings, understanding that the first two are mandatory. Meetings will begin in September.

*Project Status Report for*

Shorewood School

District

8/2022

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Mike Huffman, HFD

Your Partner in  
Development



## Construction Progress

### High School

- Work in the North Gym is complete (see photos).
- Renovations at the Arts & Science Building are nearing completion. Our contracted moving company is scheduled to return all furniture and equipment on August 18<sup>th</sup> & 19<sup>th</sup>.
- Concrete work for the ADA access ramp at the exterior of the Auditorium is complete and handrails will be installed in the next two weeks.
- Replacement of the Administration Building elevator was completed, and State inspections passed.
- The exterior building cleaning company is continuing their work on the HS campus buildings.

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### Intermediate School

- Full-on summer blitz construction work! Renovations of many area are in process and the crews are focused on completion of these spaces before classes begin.
- Exterior work (window replacement, foundation waterproofing, hardscape walkways) is nearly complete.

## Project Administration

### FF&E

- Furniture delivery is scheduled for all areas of SIS in August. Creative Business Interiors will set up an assembly area in the gym on August 8<sup>th</sup> and will begin distribution of all product on August 17<sup>th</sup>.
- Furniture will be delivered and installed by the end of this week (8/12) in the staff lounge at SHS
- Final miscellaneous furniture purchases are being procured throughout the district

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### Move

- The final move back into the Arts and Science building at SHS will be on August 18<sup>th</sup> and 19<sup>th</sup>

### Construction

- Building cleaning was not accomplished in a satisfactory manner. The cleaning contractor is in agreement with our assessment, has made adjustment to staffing and procedures and is now performing satisfactory work.

## Budget and Bid Updates

In previous reports I have described change orders 1-78 that have been executed. We have now executed the following change orders:

Change Order 79: \$7,818.72 – Additional work at HS Pool & Arena authorized by BOE in April

Change Order 80: \$37,263.34 – Additional work at HS Auditorium approved by BOE in April

Change Order 81: \$105,294.35 – Arts & Sciences

Added window shades (\$23,239)

Fire alarm modifications per NSFD (\$82,054)

Change Order 82: \$1,132.25 – Added new flooring at stairwells in SIS

Change Order 83: \$15,522.15 – Modifications to the fire suppression system at Arts & Sciences (new standpipes in stairwells, removal/decommissioning of hose cabinets)

Change Order 84: (\$50,000) – Transfer in-contract contingency funds out of SIS

Change Order 85: \$50,000 – Transfer in-contract contingency funds into Arts & Sciences

## Exterior Brick Cleaning on Academic Buildings



Difference in existing versus cleaned (upper corners cleaned)



## SHS Administration Renovations



New elevator cab and mechanicals



New fire doors at all stairwells

## SHS Arts & Science and North Gym



Replaced limestone and concrete plaza at Arts & Sciences



New flooring is complete at North Gym

Renovations to Arts and Science



Classroom mechanicals nearing completion

Renovations to Arts and Science



Classroom mechanicals nearing completion

## Renovations to Arts and Science



Restroom finishes now being installed

## Exterior Walkway by Powerhouse



Walkway open to the public again

## SIS Renovations



New exterior windows cut into music rooms

## SIS Renovations



Below grade waterproofing and hardscape at track entry



Main entry and administrative office suite

## SIS Renovations



Filled in commons "pit" area

## SIS Renovations



Locker rooms are now being abated



Corridor ready for new flooring

## SIS Renovations



Gym lighting, acoustical tile and painting complete.  
Floor to be re-sealed August 28<sup>th</sup>

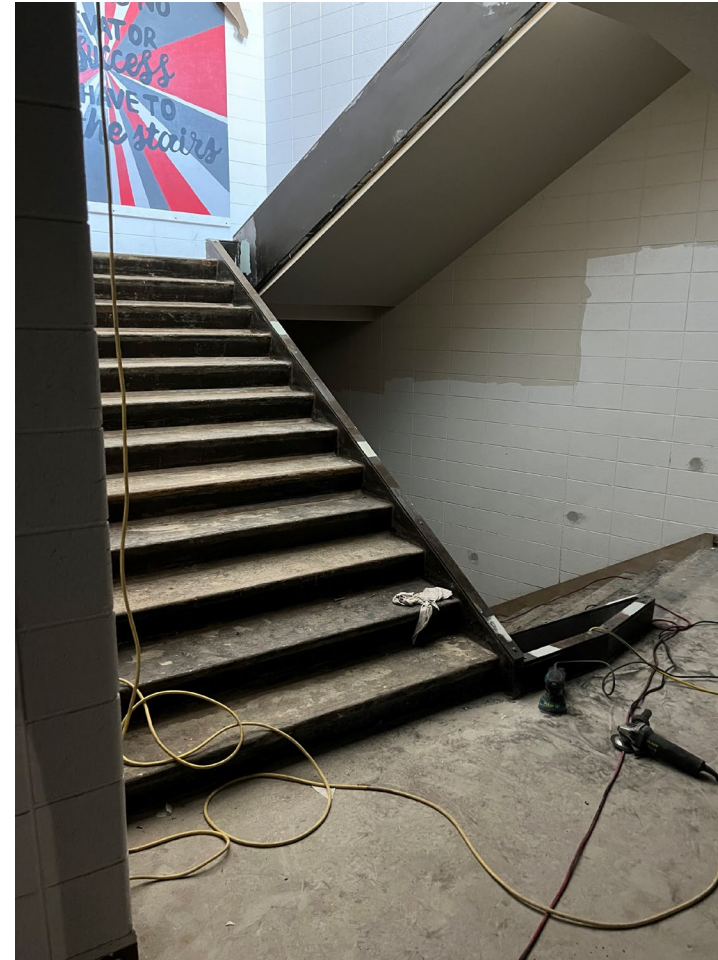


Extensive renovations in Art Room

## SIS Renovations



New corridor flooring



Stair prepped for new handrails and flooring

## SIS Renovations



Nearly complete classrooms

## SIS Renovations



Science support room



Completed corridor

Huffman Facility Development, Inc.

Shorewood School District Referendum Projects  
 BUDGET SUMMARY  
 08/05/22

DESCRIPTION	BUDGET	FINAL PROJECTED COST	PAYMENTS TO DATE	% Complete
Pre-Development	44,588	39,588	39,588	100.00%
Professional Services <i>Design, Project Mgmt, Legal, Quality Testing</i>	4,381,730	4,689,496	4,586,428	97.80%
Owner Provided Equipment	2,440,000	1,970,000	1,107,600	56.22%
Construction	52,026,821	58,627,503	50,385,754	85.94%
Other Project Expense	505,000	750,623	661,509	88.13%
Additional Funding Sources	0	(1,081,000)	0	0.00%
Owner Contingency	5,601,862	3,791	0	0.00%
<b>TOTAL</b>	<b>65,000,000</b>	<b>65,000,000</b>	<b>56,780,877</b>	<b>87.36%</b>
<b>FINAL PROJECTED COST</b>	<u>65,000,000.00</u>			
<b>Balance - Under / (Over)</b>	<u><u>0.00</u></u>			



SCHOOL DISTRICT OF SHOREWOOD  
Board Meeting Minutes  
Shorewood High School Library Media Center  
July 6, 2022

Board Member Participation: Paru Shah, President  
Emily Berry, Vice President  
Pablo Muirhead, Clerk  
Ellen Eckman, Treasurer  
Becky Freer, Member

District Staff Participation: JoAnn Sternke, Interim Superintendent

I. 5:04 pm CALL TO ORDER

Motion to Adopt the Agenda

MOVED by Ellen Eckman and SECONDED by Becky Freer

AYE: 5 NAY: 0

II. 5:05 pm SUPERINTENDENT'S CONSENT AGENDA

Approval of District Staffing Changes

MOVED by Pablo Muirhead and SECONDED by Ellen Eckman

AYE: 5 NAY: 0

III. 5:14 pm ADJOURN

Motion to Adjourn

MOVED by Pablo Muirhead and SECONDED by Emily Berry

AYE: 5 NAY: 0



SCHOOL DISTRICT OF SHOREWOOD  
Board Meeting Minutes  
Shorewood High School Library Media Center  
July 12, 2022

Board Member Participation: Emily Berry, Vice President  
Pablo Muirhead, Clerk  
Ellen Eckman, Treasurer  
Becky Freer, Member

District Staff Participation: JoAnn Sternke, Interim Superintendent  
Heather Heaviland, Director of Business Services

I. 7:01 pm CALL TO ORDER

Motion to Adopt the Agenda

Motion to move the Superintendent's Report to Item II on the Agenda

MOVED by Pablo Muirhead and SECONDED by Becky Freer

AYE: 4 NAY: 0

II. 7:03 pm SUPERINTENDENT'S REPORT

III. 7:24 pm PUBLIC COMMENT #1 - no comments

IV. 7:25 pm BOARD BUSINESS AND BOARD ACTION

A. Facilities Project Updates, Mike Huffman

B. Motion to Table Board Bylaws Updates

MOVED by Pablo Muirhead and SECONDED by Ellen Eckman

AYE: 4 NAY: 0

C. Operating Referendum Workgroup

V. 8:04 pm BOARD CONSENT AGENDA

Approval of June 28 Board Meeting Minutes and Amended Board Bylaws CG1 and CG 3

MOVED by Pablo Muirhead and SECONDED by Ellen Eckman

AYE: 4 NAY: 0

VI. 8:05 pm BOARD MEMBER REPORTS

Pablo Muirhead resignation effective as of August 12, 2022

VII. 8:08 pm PUBLIC COMMENT #2 - no comments

VIII. 8:09 pm SUPERINTENDENT'S CONSENT AGENDA

Approval of District Staffing Changes and Approval of Chromebook Purchases

MOVED by Ellen Eckman and SECONDED by Becky Freer

AYE: 4 NAY: 0

IX. 8:11 pm PUBLIC COMMENT #3 - no comments

X. 8:12 pm REVIEW OF 'TO DO' ITEMS

Website financials, COVID protocols, Annual Meeting planning

XII. 8:16 pm FUTURE AGENDA ITEMS

XIII. 8:17 pm RECESS AND DEBRIEF



## SHOREWOOD SCHOOL BOARD

**Topic:** Superintendent's Report

**Date:** August 10, 2022

**Prepared by:** JoAnn Sternke

### **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.

### **Summer Initiatives**

As summer winds down, I want to recognize the efforts undertaken to serve our students and community. Our academic summer school program at Atwater concluded on July 28. This year's enrollment was 105 students, and it included a higher number of intermediate school students than past years. I want to commend Mike Joynt and our SIS faculty for leveraging student assessment work to refer SIS students for summer school, and thank our High School Associate Principal, Amanda Jamerson, and Atwater Dean of Students, Derrick Cole, for their excellent management of this year's program. I also thank all of our summer school staff for their dedication.

Thanks, too, to our Recreation and Community Services Director, Jody Brooks, and the entire department on a very successful summer slate of summer offerings. Youth and adult programs and activities involved more than 1,300 participants and dozens of staff members. Behind the scenes, the department operates like a well-oiled machine. Thanks to all of our Recreation Staff! Camp Shorewood is one of the new programs offered this year. Camp Shorewood provides students in grades 4K-6 with an eight-week schedule of full-day activities that include swim lessons and Friday field trips. Students can participate for one week or more, and students attending academic summer school in the morning can join Camp Shorewood in the afternoon and on Friday. This program has been well-received and participation has been near capacity each week. I marvel at the wide array of opportunities available via our Rec. Department.

Thanks for the commitment to equity of our Board, our staff, and our community, and to the necessary work involved in recognizing, acknowledging, and dismantling the systems that have led to inequities in education systems in communities like ours. There have been several opportunities over the past year to engage students, staff, parents and community members in our equity work. Our second ICS Community Ally Academy sessions - a series of four group learning experiences for community members - concluded on August 1. These sessions allowed for community members to: (1) Learn about the school district's equity efforts via the ICS Framework and Process. (2) Learn how to support the district's equity efforts. (3) Learn how to apply key aspects of the ICS Framework and Process in participants' own settings (e.g., workplace, community organizations, etc.). Our staff also continued, and will continue to, implement the ICS framework using the four cornerstones as well as the modules throughout this school year. We also launched a new, monthly Equity Update at the end of July. The first piece, featuring Katherine Myszewski, shared our commitment to equity for LGBTQIA+ students, advocates, staff, and families, as well as the educational experiences and student support services that foster responsive practices, respect and inclusivity. Future Equity Updates will occur monthly and celebrate our on-going commitment to equity in the Shorewood School District. Responding to input, we will also be sharing more of our ICS work at each school in school newsletters this year. We look forward to hearing from and working with community members this year.

### **School Perceptions Annual Surveys**

The August 10 Board agenda includes the District's presentation of 2022 School Perceptions Survey results. These annual surveys provide important yardsticks that we use in Operating Expectation and Student Results monitoring reports throughout the year. Following discussions we have had in past Board meetings about comparisons to peer districts, we asked School Perceptions to report our data with comparisons to the prior year, so that we can increase our focus on District trends over time. We need to work with School Perceptions to attain an easier methodology to note trends over time, especially noting the impact of COVID on our data and participation. We have thoroughly discussed these results as a leadership team, and our building principals have identified both successes and challenges in the student, staff and parent/community survey results specific to their buildings. I am grateful to our school leaders for their commitment to review this data and identify points of celebration and areas of focus for the upcoming school year.

### **Back to School Planning**

Back-to-school work is in high gear. Schools are humming with activity. I want to take this opportunity to outline several key areas of 2022-2023 administrative and operational Back to School work for Board and community members:

### **COVID Mitigation Plans**

As we prepare for the school year, we have updated our COVID mitigation plan for 2022-23 and a draft is attached. Keeping students and staff safe and maintaining in-person learning is our priority as we manage the 4th year of the pandemic. If we have learned anything over the past

years, it's the importance of flexibility as we continuously assess school and District COVID case data, and information we receive from local, state and federal authorities as we form possible adjustments to this COVID protocol. As we begin the school year, our protocols take several public health trends and research findings into consideration, including the importance of continued layered mitigation strategies to prevent the spread of illness. As always, it is important that our partnerships with staff, students, families and community members to stop the spread of the virus in our schools remain strong. Self-screening, staying home if ill, regular testing and other personal health and safety practices are key to keeping school open and learning and teaching in person. This is our goal. The District is pleased to partner with Summit Labs to offer testing to staff in our schools as well as testing for District families in the SHS Arena again this year. Regular dialogs with other area superintendents and the North Shore Health Department have resumed after a summer hiatus, and we will inform students and families of any changes in our procedures through Infinite Campus.

### **Student Technology Enhancement Plan (STEP) - our 1:1 Technology Plan**

Following the Board's July 10 approval of funding for Chromebook purchases, the District has moved ahead to secure Chromebooks for all students in grades 5-12. The STEP strategy will:

- Address digital equity issues by offering uniform technology that is equipped for our learning environments and programs, delivering consistent digital citizenship content to students and offering efficient, on-site technology support;
- Maximize utilization of digital safety tools that alert staff to inappropriate or concerning student use of technology (online behavior, keyword searches, etc.); and
- Enable the District to monitor device use in classrooms using Go Guardian, and establish and enforce policies that govern student use of cellphones and other personal devices.

Our IT team, District administrators and school leaders have been working on the implementation of this multifaceted effort, including purchasing and inventory logistics, check-out systems and documentation for student families, loaners and chargers available during the school day, etc. Providing staff with the device management information they need and training on Go Guardian are key elements of our August 22-31 professional development schedule. We look forward to communicating this exciting news to families with students in grades 5-12 as part of our Back to School communications, and I am pleased to share this preview with Board and community members.

### **Staffing**

Summer is a busy time for hiring in all districts, and our team has been busy supporting recruitment processes in our schools and departments in preparation for the new school year. I am pleased to share that we have filled a number of positions in recent weeks. New staff will report for orientation August 16-18, and all staff will participate in professional development sessions, training, building meetings, etc., August 22-31.

New this year are orientation sessions and training programs for non-faculty staff - administrators, managers, support staff, health aides, custodians and others. All staff will attend a general District orientation session, in addition to in-person and online training sessions that have been designed to provide an introduction and/or refreshers on responsive practices, non-discrimination and Title IX compliance. All District personnel will also complete required training on mandatory reporting of school threats, child abuse and neglect and sexual harassment, among other topics.. All of our administrative leaders received additional Title IX and related student issues training at the end of July and they will share this knowledge at the building level.

We look forward to a successful start of the school year.

### **Enrollment**

The District's student registration portal for the 2022-2023 school year is open and parents/caregivers should complete registration online as soon as possible. We continue to monitor enrollment and class size in our elementary grades on a weekly basis, and we remain within the District's established class size ranges set for each section. With registration activity and communications to and from parents and caregivers increasing, I will continue to watch these numbers and provide further updates, as needed.

### **Buildings and Grounds**

Construction at SIS and in the SHS Science building is moving along well, but furnishings orders and equipment have hit some snags; teachers and staff will have access to their spaces, but furnishings might not be set up by August 22. All of this is scheduled for completion on August 29 and we will be ready to welcome students into renovated spaces on September 1. We have received a final concept drawing for the playground at Lake Bluff and are reviewing it with key stakeholders, and look forward to sharing it soon.

On another note, new badge readers are being installed in all schools and facilities, and all staff badges are programmed to provide required access. Tim Kenney, our District Safety Officer and I will be walking through each school with the police department in early August to acquaint them with renovated spaces, new floor plans, etc., and they have also received badges for access, as needed, as part of our Emergency Management plan.

Finally, with school around the corner, there are a number of events planned for students and families and I want to share them here:

- Lake Bluff New Family Popsicle Social, August 24 at 4:30, EEC Playground
- Atwater Meet & Greet, August 26 at 4:30 pm
- Lake Bluff Meet & Greet, August 26 at 4 pm
- SHS Freshman Orientation, August 30 at 6 pm, SHS Auditorium
- SIS Meet & Greet, August 30 at 1:30 pm



## COVID Protocol for the 2022-23 School Year

Dear Shorewood Families,

Attached you will find comprehensive information about Shorewood School District COVID Protocol for 2022-23. We ask that you review it thoroughly prior to the beginning of school and submit any questions through our [COVID Portal](#). We appreciate your discussing this with your student as well.

With our collective commitment to support the health and wellness of our students, staff and families, we are committed to continue to offer in-person learning five days per week in the 2022-23 school year. [This Board-approved school calendar](#) as well as the [District wall calendar](#) may be helpful to plan for the school year.

The grid below summarizes the key elements of our COVID protocol for the upcoming school year. Principals will also be reviewing additional school-specific COVID protocols in their Back-To-School newsletters.

It is important to remember that COVID-19-related health and safety needs may require adjustments to our COVID Protocol during the school year. We will continuously review recommendations from federal, state and local public health authorities, and monitor COVID-19 cases in our schools and community to inform adjustments. We ask for your patience and understanding if protocol adjustments are made to respond to COVID cases. District COVID-19 updates will continue to be posted under the [COVID-19 section](#) of the District website.

Health information provided about COVID-19 vaccinations and testing ensures our Shorewood School District community has the most current information regarding COVID-19. We are very pleased to continue COVID testing on the SHS campus, as we know this is a key component of our commitment to maintaining in-person learning. Please look for this information below and remember that COVID testing is available daily on the SHS campus. Take advantage of this key service.

Health and wellness continues to be a top priority, and with your help we can all help continue to move Shorewood through COVID-19 recovery. We thank you in advance for your continued cooperation and for doing your part to keep our staff and students healthy, safe and ready to learn. We rely on you to work with us. Your reporting of positive student COVID cases to [covidresults@shorewood.k12.wi.us](mailto:covidresults@shorewood.k12.wi.us) is vital as is following isolation protocol when COVID occurs. We need your commitment to this key safety protocol as it helps keep the entire school community safe. Thank you for your continued support and collaboration.

Kelly Barlow, BSN, RN  
District Nurse

Dr. JoAnn Sternke  
Interim Superintendent

## COVID Mitigation Plan 2022-2023

(may be amended as needed)

Protocols will be reviewed with all students at the beginning of the school year.

Elementary Schools	Secondary Schools	Communication of COVID Cases
<p><b>On- and Off-Site Activities</b></p> <ul style="list-style-type: none"> <li>Masks are <b>recommended</b> but optional for <u>all</u> students and staff, including students age 5 and younger</li> <li>If the school positivity rate is <b>3% or greater</b>, masks are <b>required</b> to be worn by <u>all</u> in that specific school for a two week period.</li> <li>Off-campus field trips and classroom celebrations permitted</li> <li>Indoor assemblies at school discretion</li> </ul>	<p><b>On- and Off-Site Activities</b></p> <ul style="list-style-type: none"> <li>Masks are <b>recommended</b> but optional for <u>all</u> students and staff</li> <li>If the school positivity rate is <b>3% or greater</b>, masks are <b>required</b> to be worn by <u>all</u> in that specific school for a two week period.</li> <li>Off-campus field trips permitted</li> <li>Modifications to class and extracurricular activities at school discretion</li> <li>Indoor assemblies at school discretion</li> </ul>	<p><b>Isolation</b></p> <ul style="list-style-type: none"> <li>Individuals who test positive for COVID-19 <b>must</b> isolate for 5 days minimum <u>and</u> are <b>required</b> to wear a mask through day 10 of their infectious period on school grounds and during all school sponsored events, per the CDC isolation guidelines.</li> <li>Families/caregivers <b>must</b> report positive student COVID cases to school via this email <a href="mailto:covidresults@shorewood.k12.wi.us">covidresults@shorewood.k12.wi.us</a></li> </ul>
<p><b>Classroom Visitors and Volunteers</b></p> <ul style="list-style-type: none"> <li>Masking <b>OR</b> proof of up-to-date vaccination, or negative PCR* test (within 48 hrs of visit) <b>required</b> for visitors during the school day when students and staff are present</li> <li>Daily school and/or classroom volunteer &amp; visitor limits at school discretion</li> <li>School discretion will be used to determine if masks are required for spectators and audience members at school events</li> </ul> <p><i>*Rapid Antigen/Home test/OTC tests will NOT be accepted.</i></p>	<p><b>Classroom Visitors and Volunteers</b></p> <ul style="list-style-type: none"> <li>Masking <b>OR</b> proof of up-to-date vaccination, or negative PCR* test (within 48 hrs of visit) <b>required</b> for visitors during the school day when students and staff are present</li> <li>Daily school and/or classroom volunteer &amp; visitor limits at school discretion</li> <li>School discretion will be used to determine if masks are required for spectators and audience members at school events</li> </ul> <p><i>*Rapid Antigen/Home test/OTC tests will NOT be accepted.</i></p>	<p><b>Positive Case Notification</b></p> <ul style="list-style-type: none"> <li>Classroom letters will be reported to families of elementary students when a positive test is reported to the school if the positive individual was on campus during their infectious period.</li> <li>Building-wide notification of positive COVID cases by school will be shared every week via the school newsletter and reported in a district dashboard once per week.</li> <li>Caregivers may voluntarily quarantine their child per the CDC quarantine guidelines. Contact tracing to identify close contacts will not occur.</li> </ul>

### Ongoing Covid Mitigation Strategies

**Covid Testing - [Registration Link](#)** (PCR and Rapid Antigen Testing available) 7:30-9:30 am and 3:30-5:30 pm, SHS Arena Lobby. Please take advantage of this service! It is a key step in maintaining a safe learning & working environment

**Continuing Layered Mitigation**

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>Maximized mechanical ventilation systems &amp; maintenance</li> <li>Use of portable air filtration units</li> <li>Ongoing cleaning and disinfections</li> <li>Handwashing and respiratory etiquette</li> </ul> | <ul style="list-style-type: none"> <li>Hand sanitizer and masks available</li> <li>COVID-19 Self Screening and Health Office procedures</li> <li>Maximize social distancing when possible</li> </ul> |
|---|--|

## **ADDITIONAL COVID RESOURCES**

COVID Symptoms/Cases	<a href="#">Isolation Protocols &amp; Requirements</a>
COVID Testing	<a href="#">Registration Link</a> (PCR and Rapid Antigen Testing available) 7:30-9:30am and 3:30-5:30pm, SHS Arena Lobby
COVID Dashboard	<a href="#">Quarantine/Isolation/School Positivity Rates</a> (updated every Friday)
Vaccination Information	<a href="#">Resources and Testing Sites</a> <a href="#">Fully Vaccinated vs Up-to-date</a>
Quarantine Information	<a href="#">CDC Quarantine Requirements</a>
Student Supports	<a href="#">Comprehensive System of Support &amp; Resources Overview</a>

## **HEALTH OFFICE REMINDERS**

Student Illness	<a href="#">When to Keep Child Home from School</a>
Immunizations	<a href="#">Student Immunization Law</a> <a href="#">Immunization Record Search</a> <a href="#">Required/Recommended Vaccinations</a>
Head Lice	<a href="#">Review the District Head Lice policy here.</a>
Medication Administration	<a href="#">Form for Prescription and Non-prescription Medication</a> <a href="#">Requirements for Medication Administration</a>

August 9, 2022

**For TEACHING STAFF**

**Subject: Welcome Back School Kick Off: Aug. 22-31**

Dear Colleagues,

I am sure when you read this letter you will wonder where summer went. I also hope you will look forward to reconnecting with terrific colleagues and students after what I hope has been an enjoyable summer break. I am very excited to begin the 2022-23 school year with you. At this time last year, I was thrilled to return to the community where I started my career, and I am very happy to return for another school year with you. For me, Shorewood has remained an ideal for education that shapes the hearts and minds of young people, and I am so proud to be part of this District. I am looking forward to getting back together again, to working with you to prepare for the return of our students on September 1, and to making this another great school year! I can't wait to meet with you and work together to help all of our students reach our mission of Equity, Growth, and Excellence for All.

In preparation for the 2022-23 school year, I am happy to share [this schedule](#) of our Back to School Kick Off - August 22-31. While we return for a teacher classroom work day on Monday, August 22, I also want to extend a special invitation to attend our Welcome Back program on Tuesday, August 23 in the High School Auditorium. A light breakfast will be available at 8 am and our program will begin promptly at 8:30. Masks will be recommended but optional in our Auditorium. In addition to introducing those new to our team and talking about our plans for the year ahead, our Back-to-School Kick Off provides an opportunity to recognize employees who will receive 25 Year Service Awards. It will truly be an honor for me to congratulate these colleagues on their years of service and dedication to our mission. We are offering a full day of professional development for all employees on August 23 - more details to follow; please plan accordingly. Following this program, faculty and staff training and information sessions will take place in our schools; click on the link above for more information.

Required [SafeSchool training](#) is also part of our annual preparations for the arrival of students, and you can access and proceed with your training at your own pace over the next several weeks. All training should be completed by Friday, September 30, and your email address is your login.

Before we turn our attention to the start of the school year, I want to thank everyone who has been working during the summer months - and give a special shout out to our fantastic Facilities, Recreation & Community Services, and Summer School teams, as well as to the many teachers who worked over the summer in these programs or on curriculum and assessments. Together, they made summer school and nearly 300 summer recreation and enrichment programs and activities fun and successful. I saw the amount of work - and teamwork - this requires up close for the first time, and I could not have been more impressed with the scope and delivery of these programs and services. As you get settled into your classroom or workspace, please thank Facilities team members, who have also been working throughout the summer to ready our classrooms and other learning environments for the school year!

I hope you have had a great break from school and come back refreshed and ready to work together to achieve the goals we share for our students. Let's make this a positive and memorable year for them, their families and each other. I look forward to seeing you on August 22nd.

With thanks and warmest wishes to you and excitement about our upcoming school year,

JoAnn Sternke  
Interim Superintendent

For DISTRICT STAFF

**Subject: Welcome Back School Kick Off: Aug. 23**

Dear Colleagues,

I am very excited to begin the 2022-23 school year with you, and I want to invite you to join our Back-to-School Kick-Off activities on Tuesday, August 23. We have a full day of activities planned for you, and we are eager to be with you on this day.

Our morning program in the High School Auditorium will begin at 8:30 am; a light breakfast will be available at 8 am. Masks are recommended but optional. This Welcome Back program offers the opportunity to introduce those new to our team and talk about our priorities for the year ahead. And, in keeping with our beloved tradition, we will recognize employees who will receive 25 Year Service Awards. It will truly be an honor for me to congratulate these colleagues on their years of service and dedication to our mission. **Following the morning program, all employees are participating in professional development activities that are scheduled throughout the rest of the morning and afternoon.** For your information, the entire Back-to-School schedule is [here](#).

Before we turn our attention to the start of the school year, I want to thank everyone who has been working during the summer months - and give a special shout out to our fantastic Facilities, Recreation & Community Services and Summer School teams. Together, they made summer school and nearly 300 summer recreation and enrichment programs and activities fun and successful. I saw the amount of work - and teamwork - this requires up close for the first time, and I could not have been more impressed with the scope and delivery of these programs and services. As you get settled into your school year schedule, please thank team members, who have also been working throughout the summer to ready our classrooms and other learning environments for the school year. Required [SafeSchool training](#) is also part of our annual preparations for the arrival of students, and you can access and proceed with your training at your own pace over the next several weeks. All training should be completed by Friday, September 30, and your email address is your login.

At this time last year, I was thrilled to return to the community where I started my career. For me, Shorewood has remained an ideal for education that shapes the hearts and minds of young people, and I am so proud to be part of this District. I am looking forward to getting back together again, and to working together to help all of our students benefit from our mission of Equity, Growth, and Excellence for All.

Let's make this a positive and memorable year for them, their families and each other.

With thanks and warmest wishes to you and excitement about our upcoming school year,

JoAnn Sternke  
Interim Superintendent



**EXECUTIVE SUMMARY  
FOR THE SHOREWOOD SCHOOL BOARD**

**Topic:** Appointments

**Date:** August 10, 2022

**Prepared by:** JoAnn Sternke

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**Recommended action:**

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

**Recommendation(s):** Approval

**Purpose:** New Hire Appointments

These educators have accepted positions in the District:

Kyle Amati, Band Director, SHS  
Erica Conde, Special Education Teacher, Lake Bluff  
Linda Fernandes, 1st Grade Teacher, Atwater  
Hannah Gast, 4K Teacher, Lake Bluff  
Samantha Palmisano, Math Teacher, SIS  
Gina Reich, Special Education Teacher, Lake Bluff  
Katie Ryczkowski, Reading Interventionist, Lake Bluff  
Kaeley Tomchek, Special Education Teacher, Lake Bluff



**EXECUTIVE SUMMARY  
FOR THE SHOREWOOD SCHOOL BOARD**

**Topic:** Resignations

**Date:** August 10, 2022

**Prepared by:** JoAnn Sternke

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**Recommended action:**

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

**Recommendation(s):** Approval

**Purpose:** Resignations

The following staff members have resigned their positions:

Brian Hartwig, Special Education Teacher, SHS  
Kelsey Klawien, Special Education Teacher, SIS  
Cody Larson, 7th Grade PE and Health Teacher  
Dominic McFerrin, Special Education Teacher, Lake Bluff  
Julie Reupert, Part-time Spanish Teacher, SIS  
Sara Van Loon, Drama Teacher, SHS  
Moriah Weingrod, Dean of Students, SIS



**EXECUTIVE SUMMARY  
FOR THE SHOREWOOD SCHOOL BOARD**

**Topic:** Acceptance of the 2022 Wisconsin Teacher of the Year Award Prize

**Date:** August 10, 2022

**Prepared by:** JoAnn Sternke

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**Recommended action:**

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

**Recommendation(s):** Approval

**Purpose:** Acceptance of the \$6,000 prize awarded to Sarah Kopplin and Shorewood Intermediate School.

As part of her recognition as a Wisconsin Teacher of the Year, Sarah Kopplin received a \$6,000 prize to be used by her school. Exact use of the funds will be determined at a later date, with approximately \$1,000 designated for classroom resources. The remaining \$5,000 will be utilized to create outdoor learning and social development experiences for Intermediate School students.