

**WAUNAKEE COMMUNITY SCHOOL DISTRICT  
BOARD OF EDUCATION GOALS COMMITTEE**

Monday, August 2, 2021

5:30 PM

Waunakee Community School District  
905 Bethel Circle  
Waunakee, WI 53597

Members of the public may attend Board of Education meetings in-person.

Public comments will be limited to 3 minutes. The Board will allow 1 hour for public comments.

Public comments may be sent to Rebecca McDonough at [district\\_administrator@waunakee.k12.wi.us](mailto:district_administrator@waunakee.k12.wi.us) up to one hour before the start of the Board meeting. All comments will be reviewed by the Board members. Emailed comments will be reviewed by the board but not read out loud. Comments must include the commentator's name, address, and must identify their connection to the District (if any) and any group they are representing in order to be considered by the Board.

If you would like to address the Board in-person during the public comments section of the meeting, you will be greeted outside the buildings and brought into the meeting individually to present; if you are attending the Board meeting in person, you will be asked to check in with District personnel when you arrive so that you can be recognized and address the Board when your name is called.

A recording of the meeting will be posted on the District webpage within 24 hours of the meeting time.

A quorum of the board may be present.

**AGENDA**

**I. CALL TO ORDER**

**II. ROLL CALL**

**III. APPROVE AGENDA**

**IV. PUBLIC COMMENTS**

**V. INTRODUCTIONS**

**VI. BACKGROUND AND DIRECTION FOR THE COMMITTEE'S  
WORK ON THE TOPIC OF NATIVE AMERICAN IMAGERY**

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Please see the attached document that outlines the work of the Goals Committee that was approved by the Board related to the issue of Native American Imagery in the school district.

I have invited to the meeting the following people to assist with the work of the Goals Committee:

- Samson Falcon -- Executive Director of Heritage Preservation for the Ho Chunk Nation
- Bill Quackenbush -- Tribal Historic Preservation Officer for the Ho Chunk Nation
- Terry Enge -- Waunakee Community High School Alumni, Westport Resident, and artist of the mural in the gym (when he was a high school student).
- Tim Decorah -- high school teacher
- Josh Cash -- high school teacher

Attached also please find a few of the images that have been part of the dialog around Native American Imagery in the school district.

**VII. DISCUSS AND CONSIDER THE MURAL IN THE SMALL GYM AT THE HIGH SCHOOL**

**VIII. DISCUSS THE DISTRICT BRANDING PROCESS AND FEEDBACK FOR THE SCHOOL BOARD**

**IX. DISCUSS OPPORTUNITIES FOR CONTINUED PARTNERSHIP BETWEEN THE WCSD AND THE HO CHUNK NATION**

**X. FINAL THOUGHTS AND NEXT STEPS**

**XI. FUTURE MEETINGS**

**XII. ADJOURN**

“Any person who has a qualifying disability as defined by the Americans with Disabilities Act who requires assistance with access or materials should contact the Waunakee Community School District Office at 849-2000, 905 Bethel Circle Drive Waunakee, WI 53597, at least twenty-four hours prior to the commencement of the meeting so that necessary arrangements can be made to accommodate the request.”

## **Review of Actions by the School Board and the Charge to the Goals Committee Process Approved by the Board at the May 10, 2021 Meeting**

The dialog related to the use of Native American imagery within the Waunakee Community School District has been around for years. The images that utilized depictions of Native headdresses have been gone for several decades and the use of the spear on apparel and school facilities has been continually discussed and partially replaced within the last ten years. For example, the spear was removed from the floor of the high school fieldhouse (when the floor was repaired) and replaced with a block "W", new installations such as the turf on Warrior Stadium and on the Soccer Field, do not have any presence of Native imagery.

Currently, the spear appears in various forms on the uniforms for the football, cross country, wrestling, and hockey teams, and has been part of spirit apparel worn by students, staff, and the community.

This year, at the February 16th meeting of the Diversity, Equity, and Inclusion Committee, the committee discussed the issue of Native American imagery in the school and brought forth two motions for consideration by the Board of Education at their March 8th regular meeting:

To remove the Native American painting in the High School gymnasium and replace it with a land acknowledgment. Passed on a roll call vote 23-0.

"That the board establish a timeline and procedure for removal of all Native American imagery from the school district mascot and branding, so that opinions and perspectives, regarding any items considered for removal, may be offered for consideration to exempt the item from removal for educational purposes."

This motion passed on a vote of 12-Yes and 11-No.

At the March 8, 2021 School Board Meeting, the full Board discussed both of these recommendations, and after consideration and hearing from individuals in the community, moved the discussion related to these recommendations to the Goals Committee. Their charge to the Goals Committee was to develop a process and next steps to be brought back to the full Board for how to address the various perspectives related to these issues.

The Goals Committee met on April 6, 2021 and heard from administration related to the need to work through three related issues, notably the mural in the old gym at the high school, imagery as it relates to the branding process that is part of the District priorities for 2021-2022, and curriculum collaboration with the Ho-Chunk Nation. The Committee articulated that they would like to see a process developed to gather information and input from stakeholders to include discussions with the Ho-Chunk Nation, the artist of the original mural, and other stakeholders such as the school board, community, and students.

Finally, The Board of Education met for their regular meeting on April 12, 2021 during which the Board was briefed on the discussion from the Goals Committee. A member of the Board also made the following motion:

That the Waunakee Community School District Board of Education directs district administration to interpret that the use of sacred images of any group of people for co-curriculars is a form of religious and ethnic discrimination and is precluded by current Board of Education policy effective immediately. This specifically precludes the district, student, staff or booster club use of what is obviously American Indian imagery that incorporates feathers, a sacred religious symbol of many American Indian tribes, and provides zero educational benefit to the Waunakee Community School District.

This motion failed on a 5-2 vote.

The Administration was then charged with bringing forward a proposed process for addressing the issues related to Native American imagery for the Board to consider at their May 10, 2021 meeting.

### **Process Approved by the Board of Education on May 10, 2021**

There are three matters related to Native American imagery and culture that need to be addressed through a process of learning, dialog, and collaboration. These areas include:

- Native American Imagery as it relates to artwork within the school setting, particularly the mural in the old gym at the high school.
- Native American Imagery as it relates to the visual representation of the school district, individual schools, school programs, and co-curricular activities.
- The educational component of Native American Culture as it is reflected in the schools and the curriculum.

To address these items, the Goals Committee will serve as the committee to oversee this work/process.

1. The Committee will make a recommendations to the Board of Education on Native American Imagery in the school district, including:
  - a. Recommendation on the mural in the old gym at the high school and alternative recognition/educational options.
  - b. Input on parameters for future district/program branding, to be considered as part of the branding process that will take place throughout the 2021-2022 school year.
  - c. Recommendation on opportunities for curricular growth, including the partnership being established with the Ho-Chunk Nation through the sesquicentennial celebration.



EXIT



