

AGENDA

SCHOOL DISTRICT OF NEW GLARUS

SPECIAL SCHOOL BOARD MEETING

MONDAY, MARCH 21, 2022

**HIGH SCHOOL LIBRARY/MEDIA CENTER, ROOM 183 JOIN ZOOM MEETING USING
LINK**

**HTTPS://US02WEB.ZOOM.US/J/81062900495?PWD=RLHWRNBSVVMYC1VRMU
T4QXPVRNNMZZ09 OR BY PHONE USING 1-646-568-7788 MEETING ID 810 6290
0495 & PASSWORD 876360**

1701 2ND STREET

NEW GLARUS, WISCONSIN 53574

6:00 PM

- I. **CALL TO ORDER**
 - A. Agenda Published
 - B. Roll Call
 - C. Approval of Agenda and Revisions
- II. **DISCUSSION AND POSSIBLE ACTION ITEMS**
 - A. Candidate Interviews for Open Board Seat

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WRITER, MARKETER, EDUCATOR, ANALYST

CASEY UMHOEFER

CONTACT



608-315-2603



casey.umhoefer@gmail.com



N8218 County Road J
New Glarus, WI 53574

With a varied background spanning several industries, an undying sense of curiosity and a love of learning, I bring an open and analytical approach to issues and their solutions.

A school board is meant to be a voice and representative body for all families in the district. It is meant to listen, to encourage education and discussion, to distill and interpret input and ultimately make decisions alongside the administration in the best interests of children and their families. I feel that my background and expertise lend themselves perfectly to being a fair, balanced, and equitable member of the New Glarus School Board.

At its very core, my career as a Business Analyst is centered around listening. I must listen to customers, users, leadership, stakeholders, and subject matter experts. I need to ask the right questions in order to get to the bottom of what people truly need and expect from a team or solution. I then must apply the insight I've gathered and distill it into a clear, concise message that represents the best interests of everyone involved. Sometimes compromises must be made, but it is up to me to discern the best path forward and prioritize based on knowledge I've gathered.

As an educator, I understand the importance of bringing information to people in different ways to best help them succeed. Everyone learns and communicates in different ways, and I have a unique ability to help those around me to learn and understand concepts. I am driven by the desire to help -- whether that is helping a customer learn to use the product or helping stakeholders understand the needs of the users. I strive to keep equity in mind at all times, ensuring that everyone has access and representation throughout business processes and that all needs are considered.

When given the chance to work as a contact tracer, I was incredibly appreciative of the experience gained through working for DHS and with such a wide variety of individuals throughout the state. I was able to speak with patients from all backgrounds and help them through the process. Assisting patients through a very confusing, stressful time in their lives was an incredibly challenging experience, but I learned a great deal from my team members and patients alike.

Within my personal life, I have been an advocate for my children throughout their lives. I expanded my advocacy to include many children in our community through my role as an early childhood educator, caring for each child and family as my own. Their best interests are always my focus. At the same time, I believe that parents and caregivers need to be empowered to make decisions for their families, and this means providing families with as much communication and education as possible.

I strongly feel that now, more than ever, we have the opportunity to solve problems and have conversations surrounding our families' education. The past two years have highlighted issues and needs throughout our community, which the school board have addressed admirably. I would be honored to help provide district residents with the solutions they need.

I appreciate your time and consideration, and I look forward to hearing from you soon.

Warmest regards

Casey Umhoefer

WRITER, MARKETER, EDUCATOR, ANALYST

CASEY UMHOEFER

GET IN CONTACT

608-315-2603

N8218 County Road J
New Glarus, WI 53574

casey.umhoefer@dhs.wisconsin.gov

PERSONAL PROFILE

Asking the tough questions, creating workable solutions, and finding the WHY.

AREAS OF EXPERTISE

- Social media community management
- Teaching
- Brand voice
- Business analysis
- Requirements gathering
- Training

OTHER SKILLS

- Ability to work with a wide variety of clients
- Proofreading and editing
- Detail oriented
- Excellent problem solver
- Researching solutions

EXPERIENCE

SYSTEM OPERATIONS BUSINESS ANALYST

Wisconsin DHS Office of Health Informatics | February 2021 – Present

- Launched COVID testing software for beta sites, including training and ongoing support.
- Set for full public launch of COVID testing software project in March 2022.
- Successfully launched CRM software within 3 week timeline, currently supporting over 12,500 entities and over 100 users.
- Gathered project requirements, feature requests, data, and research.
- Compiled, cleaned, and imported data; processed requests for data as needed.
- Communicated with subject matter experts, stakeholders, and sponsors.
- Participated in the Schools Testing Workgroup and the small team that initiated and is implementing testing in Childcare Settings.
- Provided demonstrations and training sessions for end users and stakeholders.

COVID-19 CONTACT TRACER

Wisconsin DHS COVID-19 Response Team | September 2020 – February 2021

- Applied dynamic communication and interpersonal skills, cultural competency/sensitivity, tactful language, and empathetic interviewing skills to build rapport and maintain trust.
- Maintained patient confidentiality and ensured that all information is collected in concordance with local data privacy and confidentiality standards.
- Provided training for new contact tracers.
- Assisted WEDSS team in patient merges and developing training materials for the merge process.

TEACHER AND COMMUNICATIONS MANAGER

The Growing Tree | March 2017 – Present

- Train and mentor new teachers.
- Meet with parents and guardians to discuss their children's progress and needs, determine their priorities for their children, and suggest ways that they can promote learning and development.
- Manage center communications via email, website, and social media.

MARKETING CONSULTANT

New Glarus Bakery | February 2016 – July 2017

- Designed and implemented marketing initiatives and campaigns across various outlets.
- Wrote, created, and published regular email marketing newsletters, product images, and product copy.

WEB CONTENT AND SOCIAL MEDIA MANAGER

Artful Home | April 2014 – December 2015

- Designed and maintained a company blog, working with developers for implementation.
- Defined online consumer experience with content.
- Worked with internal team to develop and publish needed content and assets.

PROJECT MANAGER, SALES, WHOLESALE, SOCIAL MEDIA

Planet Wise, Inc | October 2011 – March 2014

- Managed company Amazon sales, increased by 600% over two years.
- Managed social properties over multiple platforms, increased brand reach by up to 750%
- Developed, implemented, and managed a direct marketing pilot program.
- Represented five brands to over 400 retailers worldwide.

School Board Vacancy Questions

**Please answer the questions below and return the completed questionnaire to Kris Anderson in the District Office no later than 4:00pm on March 10, 2022. Questionnaires may be dropped off at the District Office at 1701 2nd St., or sent via email to kris.anderson@ngsd.k12.wi.us*

1. Why do you want to be appointed to the school board and what are the contributions you think you can make to the leadership of the district?

The last two years have shown that our community is incredibly diverse in its beliefs. My skills as a Business Analyst give me the unique ability to listen and communicate with people from many different backgrounds and perspectives, along with the ability to discern what solutions may be needed. My position with the Wisconsin Department of Health Services has given me an equity-conscious mindset that I hope to bring to the district. A primary goal as a school board member will be to represent the best interests of families throughout the community. By truly listening and communicating with constituents, I hope to provide a voice for our students, their families and our community.

2. What do you see as the current strengths of the school district that the board should work to maintain going forward?

One of the things I love the most about our district is the individualized approach to learning for students, especially at the younger grade levels. This is characterized by the personal touches shown to students and families – our teachers and administrators get to know families and work with them to support students' education. Students are not forced into one-size-fits-all classes, and instead are encouraged and supported to do THEIR personal best, regardless of whether that's above or below 'grade level.' By continuing to provide opportunities for children to be challenged as well as extra support when needed, we can better meet the needs of all our students.

3. As a school board member, how would you be an advocate for the district's school and students?

As a school board member, I would not only encourage but seek out the perspectives and views of community members on issues in our district. I would reply to every message received, and at the very least thank the constituent for speaking. I would not hesitate to reach out to members of the community, along with the student council, for input when needed to better understand the issues and perspectives. I would support using anonymous surveys when applicable to elicit the feedback of community members and district staff in order to make data-informed decisions. I would also provide short recaps of important decisions made or topics discussed at school board meetings for parents who may not be able to attend meetings, with links to the minutes for deeper understanding. It would be my honor to work with the school's administration and our students while representing all of the New Glarus community.

4. What do you think should be the top priorities for the school board to focus on to improve student achievement during the next 1 to 5 years? Why?

Recruiting and retaining high quality teachers provides a major foundation to the educational success of students. By providing students with incredible teachers who will support and encourage them, they are more likely to have better outcomes. The access to STEAM programming in our district is incredibly impressive and continuing to promote and invest in those areas will be imperative to continued achievement. Students should also have the opportunity to explore vocations and giving them exposure to a variety of paths after high school is immensely valuable. These priorities towards student achievement will also be influenced through thorough review of our state report card and other benchmarks.

5. What specific prior involvement have you had with the district's schools (or K-12 more generally)? In what capacities are you currently an active member of the community?

Being an early childhood educator for four years gave me the chance to be a part of many families in the district. The children in my care were like my own, and seeing them grow and learn has been some of the

most rewarding times of my life. My own children are currently in 8th, 6th, and 3rd grades and our family has been involved in community soccer, swim teams, cross country, wrestling, band, and choir. Additionally, I have been involved with the boards for the Sugar River Rapids Swim Team, the Sugar River Soccer Club, and New Glarus Art in the Park. I have been a vested member of the New Glarus community for ten years.

6. What do you think that the school board should do to ensure that the district is able to attract and retain a high-quality teaching staff?

The quick answer always involves compensation, but that doesn't make it an easy solution. Other methods to attract and retain teachers include improving the work conditions, which I believe our district's planned improvements to facilities makes great progress towards, and encouraging collaboration between staff and families. I would support promoting small group listening sessions, job shadowing, and mentoring/coaching programs. Further improvements to the substitute teaching program would provide teachers with the peace of mind they need to feel supported when they need time away from their classrooms, including monthly trainings for substitutes to be exposed to classrooms, emergency procedures, technology used, daily schedules, etc.

March 2, 2022

To: School District of New Glarus
School Board Vacancy
PO Box 7 1701 2nd Street
New Glarus, WI. 53574

From: Kevin P. Harrison
Applicant to the School Board Vacancy
W5373 Sandrock Road
New Glarus, WI. 53574
Kevinharrison8319@gmail.com
(262) 313-7176

Members of the board,

I am submitting my application to fill the vacated seat on the New Glarus School Board. I am applying for this position because I am the father of three young children who will be attending school in the district over the next 18 years. I care deeply about the quality of the education they will receive and the environment that they and the other children of New Glarus will be taught in. I believe that I can offer a unique skill set, perspective and wide-ranging experience that can benefit the board and the community as a whole.

For 21 years, I served our country in the United States Navy. Through hard work, dedication and leadership, my career was highlighted by the successes of my employees. I believe that clearing the path for others to walk, guiding them when necessary, and allowing them to find their own way using the knowledge and skills I was able to provide, has been the reason so many have succeeded under my mentorship. I have continued to use those principles successfully in my post military career as an Industrial Maintenance Manager.

Good stewardship of taxpayer funds is a priority to me and I feel this can be accomplished through proper budgeting and attention to detail. Those skills in particular have helped me in leading successful and profitable teams in the private industry. I believe that waste is the enemy of efficiency; it detracts from every positive step taken and should be curtailed whenever possible.

My many years of experience as a Maintenance Manager, in both military service and the private sector, have given me a keen understanding of government function, public relations, construction processes and budget management.

I believe that the qualifications in the attached resume will highlight my vast experience and cement me as the most qualified candidate to fill the vacated board seat. I look forward to meeting with you to answer any questions you may have.

Thank you for your consideration,

Kevin P. Harrison

KEVIN P. HARRISON

**W5373 Sandrock Road, New Glarus, WI 53574
(262) 313-7176 Kevinharrison8319@gmail.com**

FACILITY AND MAINTENANCE MANAGEMENT PROFESSIONAL

A results oriented professional with over 20 years of experience leading diverse teams of Maintenance Technicians and administrative support personnel. Coordinates, prioritizes and monitors all production maintenance efforts to accomplish assigned objectives. Thrives in high stress, fast paced environments with a proven track record of meeting project deadlines and objectives ahead of schedule.

CORE STRENGTHS

- *Managing Workload Requirements*
- *Detailed Program Auditor*
- *In-Depth Mechanical Comprehension*
- *Experienced Logistician*
- *Project Management*
- *Component Deficiency Tracking*
- *Safety Oriented Inspection Techniques*
- *Skilled in Budget Management*
- *Proficient with MS Office Programs*
- *Experienced Carpenter*
- *Lean Management Skills*
- *High Impact Presentations and Public Speaking*
- *Report Generation and Record Keeping*
- *Employee Training and Development*
- *Creative Problem Solver*
- *Familiar with Industrial Controls*
- *Plans drafting and interpretation*
- *Skilled in HAZMAT management/safety/disposal*

PROFESSIONAL EXPERIENCE

Maintenance, Facility and Safety Manager, Extreme Engineering Solutions, Oct 2019 – Present

- Developed a ground up maintenance program encompassing preventative and unscheduled repair actions on 268 product, laboratory test and facility operations equipment.
- Coordinates with Madison City officials for permitting and inspection requirements during building expansion or renovation projects. Uses in-depth knowledge of building and zoning codes to aid in seamless project management and allow on-time project completion.
- Organized and established budgetary limitations and expectations for annual maintenance expenditures. Reduced annual contractor dependence by 75%, lowering repair costs by \$83,000.
- Leads a cross functional team of employees in development, implementation and execution of the OSHA based industrial safety program and associated training.

Industrial Maintenance Manager, Future Foam Inc., May 2019 – September 2019

- Leads a team of engineering and maintenance personnel in equipment and facility upgrades from concept through design and implementation.
- Responsible for the overall planning, organizing and execution of all business aspects of the department including driving process improvement and budgetary oversight.
- Directs the Planned Maintenance System and coordinates the repair of manufacturing equipment and facilities improvement initiatives.

Maintenance Facility Manager, U.S. Navy, July 2015 – April 2017

- Managed the upkeep and repair of 32 buildings; including eight aircraft maintenance hangars, maintenance back-shop support facilities and administrative offices.
- Supervised compliance with OSHA and NAVOSH standards for contracted maintenance and military personnel during all phases of a 3.6 Million dollar aircraft hangar re-vitalization project.

Aircraft Sub-System Technical Director, U.S. Navy, January 2012- June 2015

- Managed preventative maintenance actions and technical directive incorporation of 115 aircraft and associated egress/environmental sub-systems to maintain operational readiness.
- Developed aggressive employee training in system operations, troubleshooting and safety inspection techniques of various sub-systems of the F/A-18.

KEVIN P. HARRISON

**W5373 Sandrock Road, New Glarus, WI 53574
(262) 313-7176 Kevinharrison8319@gmail.com**

Operations/Production Manager, U.S. Navy, June 2010 – December 2011

- Conducted daily briefings with maintenance personnel to assign priorities and maximize efficiency of the overall maintenance effort to complete assigned production goals ahead of schedule.
- Coordinated the completion of more than 350,000 man-hours of aircraft periodic maintenance actions, discrepancy troubleshooting/repair and corrosion prevention of equipment.

Quality Assurance Manager, U.S. Navy, January 2009 – May 2010

- Managed a team of safety professionals that conducted component installation inspections, ensured compliance with employee safety standards of NAVOSH and OSHA programs.
- Directed safety, installation and system operation inspections for all maintenance evolutions emphasizing safety process for high failure components as identified through trend analysis.

Operations/Production Manager, U.S. Navy, August 2005 – December 2008

- Organized and staffed around the clock maintenance teams responsible for the upkeep and repair of multiple E-6A/B Mercury aircraft and associated Ground Support Equipment.
- Developed training standards that enabled shift workers to attain all required maintenance qualifications 70% faster, increasing safety awareness and attaining production goals.

Maintenance Shop Supervisor / Quality Assurance Inspector, U.S. Navy, March 1997 – July 2005

EDUCATION

University of Maryland University College, Adelphi, Maryland, May 2012 – May 2015

- Completed 79 Credit Hours of coursework towards a Bachelor of Arts Degree in Human Resource Management, with a Minor in Business Administration.

Naval Education and Training Professional Development Courses, August 1996- April 2017

- Completed 6 leadership courses, 8 Maintenance Management and Quality Assurance courses, 7 technical system repair courses and attained more than 50 process qualifications.

COMMUNITY SERVICE

Small World Inc. Building Committee Member, New Glarus, WI, January 2022 – Present

- Coordinates building improvements with contractors.
- Performs in-house repairs as required.

City of Granite Falls, WA, City Planning Commissioner, August 2015 – December 2016

- Participated in the planning process for city infrastructure improvements, reviewed and modernized city statutes and made change recommendations of initiatives to the City Council for final approval.

School Board Vacancy Questions

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1. Why do you want to be appointed to the school board and what are the contributions you think you can make to the leadership of the district?

I want to be appointed to the school board because as a father of 3 young children, who will be attending school in New Glarus for the next 18 years, I want to ensure the system that teaches them is providing the best possible education and learning environment available. After 21 years of Naval service, I learned that everyone brings something different to the table, and that every opinion or idea is usable in attaining a common goal. My life experiences provide a dynamic and experienced voice of leadership in many aspects of the subjects presented to the board on a normal basis. This includes having an in-depth knowledge of large-scale construction projects and budgetary oversight. I want to provide my experience and expertise to aid in the betterment of the district and enhance the educational excellence of our students.

2. What do you see as the current strengths of the school district that the board should work to maintain going forward?

The biggest strength I see in the district is its size. We are a small town, that embraces family values and educating our children to the best of our ability. The faculty I have had the experience of dealing with embodies that mindset, and works hand in hand with parents to create a tremendous learning environment for our children. I believe we need to keep that focus and not lose those principles through outside pressures. Though we are close to Madison, we are not Madison! There is no mass transit hub or traffic problems here, and there is certainly not a reason to bring big city problems into our little town. We do not want to expose our children to the politics of the big city, or overcrowd our classrooms to the point the teachers cannot get to know the children. The one-on-one interaction that they are able to receive in New Glarus is priceless. There is no educational theory or practice that can educate a child more than a teacher who pays attention and helps them find a way to learn.

3. As a school board member, how would you be an advocate for the district's school and students?

There is no simple answer on how I would be an advocate. It is entirely dependent on the circumstances or situations that arise within the district if I am selected for the board. I can tell you that my priorities are the safety and education of families and children that we are entrusted with, being a good steward of tax payer dollars and listening to the parents, students and community members who vocalize their concerns to the board. Many parents and students across the nation and even in our own community feel that they do not have a voice on curriculum or policy of the districts. There is growing mistrust, speculation and a lot of finger pointing. Both parents and students alike are feeling disenfranchised. The only way to heel that gap, is by being an advocate for those who feel they do not have a voice. Standing up for those who are afraid or unable to stand for themselves; that is how I will advocate, and that is what I stand for.

4. What do you think should be the top priorities for the school board to focus on to improve student achievement during the next 1 to 5 years? Why?

The short-term answer is work to address the mental health issues facing many students. This would have resounding effects on the long-term educational implications and allow teachers and staff to focus on improving the educational environment. Creating a more proactive discussion medium between parents and teachers, focusing on development of the children as a whole is a great place to start. Neither the parents or the district can help a child without mutual cooperation, and there is not a single one size fits all answer to the problem. One potential approach could include reinstating the old practice of a localized (not a national based political organization) Parent Teachers Association. This could be a collaborative effort of the most meaningful people in our children's lives working together to develop curriculum and behavioral boundaries for our students. It would also be a time where the parents and teachers could come together to solve problems facing the students in our community and remove the barriers that hinder our children's educational and emotional growth. After all, it takes a village to raise a child.

5. What specific prior involvement have you had with the district's schools (or K-12 more generally)? In what capacities are you currently an active member of the community?

I have not had any prior involvement with the district schools beyond the last few months where I have taken a keen interest in the dealings of the school board, attending board meetings and attempted to catch up on the issues that drive the policy and practices of the district. My oldest child is in 4K, and my time to begin interaction with the district is now. I am currently a Building Committee member for the Small World Daycare in town and contribute

skills and resources for infrastructure improvement at that facility. I also participate and attend the daycare board meetings whenever possible.

6. What do you think that the school board should do to ensure that the district is able to attract and retain a high-quality teaching staff?

Wages are not equal to higher revenue districts in our region, but the appeal of our community is a huge selling point. People are inherently apt to leave a job if they face long commutes, low wage or lack of appreciation. There is one simple way to retain teachers, make them enjoy coming to work! That alone helps to bridge gaps in compensation differences with other districts. Monthly faculty lunches, such as pizza or grilling brats would enhance esprit de corps, and something as simple as that will keep the atmosphere enjoyable. Follow that by instituting a compensation bonus for teachers who exceed educational expectations and help bring the district rankings higher, particularly in the areas of math and reading proficiency. Outreach networking in regional colleges and technical schools will aid in recruitment efforts, where pinnacle bonuses and teacher appreciation will aid in retention efforts. A comfortable and fun work environment, more than anything else will help retain staff.

March 3, 2022

School District of New Glarus
School Board Vacancy
PO Box 7
1701 2nd St
New Glarus, WI 53574

Dear Current School Board Members:

Thank you for taking the time to review my resume. I am applying for the school board vacancy because I believe this is a great school district and want to make sure it continues to improve. We moved to this area because of the schools. We have 2 children who attend the elementary school and 2 more will be joining them this fall. We have been blessed with great teachers for our children and I want to give back to the community.

I have been on the board of Small World Daycare for the past 3 years (and also from 2014-2017) and President/Co-President of the board for the past year and a half. I strive to ask hard questions when the board is making decisions while looking at the big picture. I try to look at all sides of the issue at hand and present my thoughts on the different options. Many times, there are several ok options and not just one great option. I try to tease out how these different options will affect the stakeholders in the long-term, not just the immediate future.

Two current issues I see the board working on are navigating the pandemic and building the new school and updating other spaces. Thankfully the pandemic seems to be lightening a bit but who knows what new variants may bring. Both require engaging key stakeholders and navigating the needs of multiple groups within the community.

If I can provide you with any further information on my background and qualifications, please let me know. I look forward to hearing from you. I can be reached at 715-271-0017 or via email at heather.thornton@unitypoint.org.

Again, I appreciate you taking the time to review my resume.

Sincerely,

Heather Thornton

Heather Thornton

Heather Thornton

N8273 County Highway J, New Glarus, WI 53574
715.271.0017 ● hthornton@edgewood.edu

PROFILE

Committed and motivated Master's prepared registered nurse with leadership and problem-solving experience. Strong, customer-driven work ethic with collaborative and motivational skills

PROFESSIONAL EXPERIENCE

HERZING UNIVERSITY **December 2015 – Present**
Assistant Professor (Madison, WI)

- Coached adult learners during clinical course on a medical-surgical floor
- Monitored and assessed students' progress throughout a clinical semester; effectively communicated progress to students and the school

CENTER FOR HEALTHCARE EDUCATION AND SIMULATION **June 2011 – January 2016**
Lab Coordinator (Madison, WI)

- Programmed patient scenarios for Pediatric Advanced Life Support and Intensive care units tailored to customer needs
- Assisted in the recruitment of outside revenue by facilitating on-boarding of 2 new accounts
- Collaborated with faculty and staff for simulation selection and building
- Provided constructive feedback to faculty and the director of the simulation lab
- Maintained status reports to provide management with updated information and recommendations for upcoming projects
- Oversaw implementation of programming for Advanced Cardiac Life Support, which resulted in a savings of over \$5000

UW HEALTH **January 2007 – Present**
Organ Procurement Coordinator (Madison, WI)

- Managed all aspects of critical care patients care: antibiotic regimen, electrolytes, ventilator settings, and vasoactive medications
- Coordinated with donation champions, physicians, trauma coordinators, emergency room staff, operating room staff, bedside nurses, social workers, pastoral care and other key personnel to ensure all families are supported throughout the donation process
- Led project that successfully established and maintained effective systems for documenting clinician care of donor patients
- Assisted with the on-boarding of new staff to roles as organ procurement coordinators
- Developed systems for effectively teaching regulatory donor reporting programs

**CARDINAL STRITCH UNIVERSITY
Adjunct Faculty (Milwaukee, WI)**

**August 2012 – December 2012
January 2010 – May 2011**

- Taught Health Restoration I Lecture for class of 41
- Taught clinical course for 7-8 Associate Degree Nursing students on a medical-surgical floor
- Monitored and assessed students' progress throughout a clinical semester; effectively communicated progress to students and the school

**UW HEALTH
Registered Nurse (Madison, WI)**

January 2004 – January 2007

- Managed patient care to cardiac/thoracic and heart/lung transplant patients in an intermediate care unit
- Educated and provided guidelines to patients about medication, home care and post-surgical care
- Educated ventricular assist device patients about home care, including dressing change and device management

EDUCATION

CARDINAL STRITCH UNIVERSITY, Milwaukee, WI **December 2008**
Master of Science, Nursing Education

UNIVERSITY OF WISCONSIN – EAU CLAIRE, Eau Claire, WI **December 2003**
Bachelor of Science, Nursing
Minors: Biology, Chemistry

CERTIFICATIONS

Certified Procurement Transplant Coordinator	2009 – Present
Advanced Cardiac Life Support Instructor Certification	2014 – Present
Advanced Cardiac Life Support Certification	2005 – Present
Pediatric Life Support Certification	2007 – Present
Basic Life Support Instructor Certification	2013 – Present
Basic Life Support Certification	1998 – Present
Progressive Care Certified Nurse	2005 – 2009

PROFESSIONAL AFFILIATIONS

NATCO—The Organization of Transplant Professionals	2007 – Present
Wisconsin Nurses Association	2007 – 2011
American Association of Critical Care Nurses	2006 – 2009

School Board Vacancy Questions

**Please answer the questions below and return the completed questionnaire to Kris Anderson in the District Office no later than 4:00pm on March 10, 2022. Questionnaires may be dropped off at the District Office at 1701 2nd St., or sent via email to kris.anderson@ngsd.k12.wi.us*

1. Why do you want to be appointed to the school board and what are the contributions you think you can make to the leadership of the district?

Education is really important to our family. We moved to New Glarus from Madison because we were looking for schools where our children would not be a number. Two of our friends lived in NG and recommended the schools. One stated they had a child who did really well in school and one who needed extra support and NG was able to support them both. The other commented about how staff within the school knew their child. This is why we moved to New Glarus and we have been very happy to be a part of this school district!

I have worked within the field of education since my college days. In college I worked with Hmong refugee families and their children who were learning the English language and how the U.S. worked. After working as a nurse for 3 years I went back to school to obtain my Masters of Nursing Education. My thesis paper was on critical thinking and how to encourage this within nursing. Since obtaining this degree I have been working with nursing students and nursing staff education needs.

I am excited to bring to the leadership team critical thinking skills and I am not afraid to ask the hard questions. I try to view things from various different angles so that we can provide answers to these different sides up front rather than be surprised by them later. Early in the pandemic I asked questions of our superintendent and she suggested I run for school board because of the questions I was asking and how I looked at these situations. At that point I had very young twin children and could not think about having any other commitments. Now our kids have grown a bit so that I feel ready to commit to the school board

2. What do you see as the current strengths of the school district that the board should work to maintain going forward?

From watching the meetings, I have seen that the attendees from both the district staff and the board members are very respectful. All sides discuss their view points, ask respectful and sometimes difficult questions and are focused on providing the best outcomes for our students. Overall, our district does well with providing great opportunities for the students both academically and extra-curricular arenas. I want to see that continue.

One area where the school district could become stronger is with communication. Through the pandemic it wasn't the decisions that were made but how the communication was relayed. I appreciate the considerations that goes into various policies and how the board has dealt with tricky situations. I would like to work the board to improve communication strategies so that parents to make informed decisions based on how this impacted their family.

3. As a school board member, how would you be an advocate for the district's school and students?

I would work hard to learn the role quickly and get up to speed on the topics at hand. I would keep an open mind and listen to all sides of the situation before making a decision [Voting] on which way we should turn. I would ask questions and challenge the "we have always done it this way" mentality. I have always managed up—I speak highly of this town and our school district--New Glarus and our education system and will continue to do this. As a nurse always advocate for my patients, I would do the same on the school board for our students.

4. What do you think should be the top priorities for the school board to focus on to improve student achievement during the next 1 to 5 years? Why?

Keeping our kids safe! Internet/cellphones has made it so that students have 24/7 access to each other and this can be a challenge. Where-as when I was younger if someone was bullying you at school there was a refuge at home. Now that refuge is almost non-existent so making a safe place where students can ask for help and feel safe should be a priority. This would include inclusionary bathrooms, etc. Providing outlets for students to say they are hurting like the "how are you feeling" app that was proposed at a recent board meeting. This allows students another avenue for someone to reach out.

Providing different ways for students to learn. For example, one of my children is not successful on spelling and previously on reading. I asked multiple times for help from different teachers and I was told that spelling is not a focus for schools anymore. This did not feel right, it can be very difficult for a child to read if they have little to no spelling ability. From a parent standpoint it would be more helpful to have options for our child both at school and to take home and work with our kids on.

The new school building and updating current buildings. Our staff/students have outgrown our current footprint and we need to keep this project moving ahead and within budget.

5. What specific prior involvement have you had with the district's schools (or K-12 more generally)? In what capacities are you currently an active member of the community?

I have been a member of the Small World Daycare board for the past 3 years and co-president/president for the past 1.5 years. I also served on this board for 3 years prior to the birth of my twins. I have met so many amazing people from this community through my time on the board and have found it very rewarding. This organization has moved from feeling like closing could be a real possibility the first time I was on the board, to an organization that is consistently moving in the right direction. It is amazing the turn around that has happened in the past 5 years, with much of that change happening since the newest leadership has come into place in the last 6 months.

As I alluded to before, we have younger kids. At one point we had 4 kids under the age of 5.

6. What do you think that the school board should do to ensure that the district is able to attract and retain a high-quality teaching staff?

I feel like nursing is going through a similar situation. I have found that there is no 100% easy answer to this question. Many people say money will fix this problem. I'm not so sure. I mean money helps but at some point, if you aren't feeling valued, money doesn't matter. I think this is a discussion between the board, the teachers/staff and the admin team. We need to find ways to help our teachers realize how much they mean to us and that might look very different depending from teacher to teacher and staff member to staff member. Wherever we can, we need to build in flexibility. We have used a lot of new tools due to COVID and we need to use them more to our advantage. For example, maybe a teacher has an older child that is home sick. This teacher may not be able to leave the child at home but maybe able to reach out to students/families virtually and aid them in school work while being there for their child. Or maybe a teacher cannot work a full day but could work a half day, every day of the week, why not use that to our advantage? By using this creatively we may be able to give other teachers prep time they are sorely missing.

Also, this means parents reaching out to staff and teachers and letting them know how valuable they are and how appreciated they are! I still have cards from some of my first patients who told me how much they appreciated my care. Parents connecting with staff members in a positive way can go a LONG way and also helps teachers to feel like they are a valued part of this community. We have lost some amazing teachers, some of which was due to not feeling like they were part of this community.

618 8th Avenue, New Glarus, WI 53574
(402) 560-1766
caseymccoy3@icloud.com
February 26, 2022

Dear Sir or Madam,

Please consider this my application to fill the vacant New Glarus School Board seat until April 2023.

Our family relocated to New Glarus in August 2021 after my wife accepted a position in Middleton. We selected New Glarus as our home for the quality of schools and our deep family roots. My wife's grandparents were long term residents in the village and her dad was a Glarner Knight. It's been great returning to a small town where we have family members and history.

I am interested in filling this vacant seat for a number of reasons. We have a current 8th grade student who has some learning challenges and an IEP. I think that gives me a unique perspective to work for families with kids utilizing special education. I also see this as a way to contribute to the community.

Briefly, my background includes:

- Team leadership for 23 years, including supervision, recruiting, hiring, time review and approval, performance appraisals and other responsibilities.
- Management of public programs for 18 years (budgeting, equipment specification development and purchase, policy and procedure development, grant writing, planning, reporting).
- Outreach and communication experience through print, radio and social media. I have been recognized for my ability to build relationships and work well with anyone.
- I have delivered more than 4,000 hours of training and public presentations.

I am currently changing careers and working toward a long term goal of owning my own business. My 20+ year public service career has afforded me many opportunities to lead, to follow and to manage moving pieces in dynamic environments. This has given me the skill to remain calm, to make sound decisions in tense situations and to project outcomes in support of planning and preparation. I'm confident my leadership skills, program management experience and understanding of government systems, along with character, integrity and humility would enable me to quickly integrate into the Board and contribute to the school and community. I've also (virtually) attended every school board meeting but one since coming to New Glarus.

If you need any additional information, I can be reached at the number listed above (voice or text) or via email. I look forward to speaking with you. Thank you!

Sincerely,


Casey McCoy

Casey McCoy

Contact

618 8th Avenue
New Glarus, WI 53574

(402) 560-1766

caseymccoy3@icloud.com

[linkedin.com/in/46moo/](https://www.linkedin.com/in/46moo/)

[instagram.com/cmccoy451](https://www.instagram.com/cmccoy451)

Education

2014-2016 (11 hrs.)

M.S. *University of Nebraska-
Lincoln*

1998

B.S. / *University of Wisconsin-
Stevens Point*

1992

A.A.S. / *Southeast
Community College*

Soft Skills

Humor

Integrity

Flexibility

Character

Innovation

Organization

Communication

Awards / Recognition

2020

Samara Award nominee
DNR Forestry Division

2013

Instructor of the Year
*Nebraska Society of Fire Service
Instructors*

2011

Outstanding Employee Award
University of Nebraska

Summary

Proactive professional with 20 years experience planning and building cooperative state programs. Proven leadership skills with the ability to communicate and work with diverse stake holders.

Career Achievements

Program Supervisor, Minnesota Department of Natural Resources. St. Paul, MN. 2017–2021.

Led statewide fire prevention and risk reduction efforts, hire and develop staff, guide program direction. Plan annual work targets and \$400K budget.

- Balance and coordinate statutory requirements, department and division policies and public needs to manage open burning regulation.
- Develop policy and guidelines, resolve public concerns or complaints.
- Research and analyze wildfire occurrence data to identify trends and present timely, consistent and coordinated information campaigns.
- Primary spokesperson for wildfire related Twin Cities media interviews.
- Plan and author federal grants (86% success); manage and coordinate sub-grants, grant deliverables and expenditures for periodic reporting.

Regional Specialist, Minnesota Department of Natural Resources. New Ulm, MN. 2016–2017.

Primary agency contact for forestry and fire programs in 25 counties.

- Coordinate with local, county and regional agencies.
- Forestry Division Railroad Liaison to 12 railroad operations.
- Chair, Region 4 Prescribed Fire Committee.

Acting Program Leader, Nebraska Forest Service. Lincoln, NE. 2015–2016.

Led state fire program, set program direction, supervise and evaluate staff.

- Member of Executive Management Team to facilitate cross program interaction and set agency direction.
- Managed contracts, authored and administered grants.
- State representative to area, regional and national groups and meetings.

Training Manager, Nebraska Forest Service. Lincoln, NE. 2006–2016.

Led state wildfire training program. Organize, promote, coordinate and teach courses with local, state and federal partners.

- Developed 10 courses, delivered 2,110 course hours to adult learners.
- Initiated standards/training/certification system.
- Integrated new training tech (video, iPad mirroring, Prezi software).
- Conceptualized and coordinated development of new mobile application.
- Editor/writer for program quarterly newsletter.

State Program Coordinator, Kansas Forest Service, Manhattan, KS. 1999–2004.

Provided efficient, professional, statewide leadership in cooperative fire program.

- Developed mission, vision and short/long-range goals.
- Administered 510 fire department cooperative agreements.
- Manage federal property program.
- Coordinated completion of first state fire management agreement.
- Initiated wildfire training and certification standards.
- Developed, delivered and/or coordinated 860 hours of training.
- Developed internal and external accomplishment reporting.
- Testified before legislative subcommittees.

Professional Organizations & Community Service

New Ulm (MN) Tree Advisory Commission. 2016–2017

International Society of Fire Service Instructors. 2012–2017

Nebraska State Volunteer Firefighters Association 2008–2016. State Fire School Committee 2009–2012

Nebraska Society of Fire Service Instructors. 2007–2016. Vice President 2009–2013

Society of American Foresters. 2000–2012

Volunteer firefighter 1989–2016

- Raymond Fire and Rescue, Raymond, NE. 2013–2016
- Malcolm Fire Department, Malcolm, NE. 2008–2012
- Riley County Fire District 1, Manhattan, KS. 1999–2004
- Hull Township Fire Department, Stevens Point, WI. 1994–1998
- Crawford Volunteer Fire Department, Crawford, NE. 1989–1991

Special Assignments and Committees

Minnesota Department of Natural Resources special assignments

- Central Office Safety Committee. 2018–2019
- Forestry Division Line of Duty Death Response Guide committee. 2017–2019
- Southern Region Safety Committee. 2016–2017

Univ. of Nebraska-Lincoln Agriculture and Natural Resources Outstanding Employee Committee. 2015–2016

Southeast Community College Fire Protection Technology Advisory Committee. 2013–2016

Nebraska Type 3 Incident Management Team (IMT3) credential review committee. 2011–2016

Nebraska Firefighters Museum and Education Center exhibits committee. 2010–2016

Nebraska Firefighters Hall of Fame Committee. 2010–2016

Nebraska Wildfire Coordination Council. 2009–2016

Rocky Mountain Area Training Committee. 2006–2015

Nebraska Forest Service special assignments

- UNL Inventory Manager for NFS equipment. 2006–2014
- Strategic Planning committee. 2012–2013
- Agency Fleet Manager. Purchase, manage dispose of all agency vehicles. 2006–2012

Selected Training and Continuing Education

1998: Supervisory Concepts and Techniques

2001: Basic Incident Command System

2004: Facilitative Instructor

2005: Fireline Leadership

2007: IS-700 National Incident Mgmt System; IS-800 Introduction to the National Response Plan; I-300 Intermediate ICS; I-400 Advanced ICS

2009: Introduction to Incident Information

2010: Advanced Planning Concepts; All Hazard Operations Section Chief

2014: Fire Department Instructors Conference (FDIC), Indianapolis

2015: Hazardous Materials - Operations Level

2017: Advanced Leadership for Command and General Staff

Software & Technology Skills:

Photoshop



InDesign



Acrobat Pro



Illustrator



Lightroom CC



ArcGIS 10.6



Word



Excel



PowerPoint



Pages



Numbers



Access



References available upon request

School Board Vacancy Questions

**Please answer the questions below and return the completed questionnaire to Kris Anderson in the District Office no later than 4:00pm on March 10, 2022. Questionnaires may be dropped off at the District Office at 1701 2nd St., or sent via email to kris.anderson@ngsd.k12.wi.us*

*My responses below, thank you for the opportunity – **Casey McCoy**, 618 8th Ave., New Glarus*

1. Why do you want to be appointed to the school board and what are the contributions you think you can make to the leadership of the district?

One of my daughters' 2nd grade assignments asked a variety of questions about her dad. In addition to a flattering answer about my age, when asked what her dad's super power was, she answered "helping others."

I think all of us have a duty to contribute to something bigger than ourselves with no expectation of anything in return. I have spent much of my career in paid and volunteer public service positions. Offering myself to fill a vacant position on the board is a way I can contribute to the school, to the community and to my daughter while she is still in school. My contributions will include my many years of experience leading statutorily established programs and budgets, strong decision-making skills, an eye for details and an understanding that the ability to listen is key in meeting the responsibilities of this and numerous other positions.

2. What do you see as the current strengths of the school district that the board should work to maintain going forward?

The school system was a significant piece of our decision to relocate to New Glarus. Here are some of the features that were important to us in our considerations.

Academic success – while there is always room to improve, the district is recognized for functioning at a high academic level. It's also been great to see the athletic success of a number of New Glarus teams. Without question, I believe athletics add to the school experience for many kids. The challenge for the school district will be to find and maintain balance between athletics and academics, recognizing the primary importance of academics to the schools' mission without losing the value added by athletics.

Class size – also likely contributing to high academic achievement, the district should work to keep class sizes small and student to teacher ratios low whenever possible.

Connection to the community – given the prevalence of media reports showing confrontational school board meetings over the last 2 years, it's great to see a strong relationship with the New Glarus community. That connection is one of the most important things for the board to maintain.

3. As a school board member, how would you be an advocate for the district's school and students?

As a board member, the challenge will be to balance advocacy with the responsibility to objectively consider the many different viewpoints of teachers, administrators, parents and the public to develop school administration policies. For myself, advocacy would result from making myself available as often as possible to interact with all constituents of the school board. I would attend school functions, games and events and be available for questions and conversations regarding the school district at any time. I look forward to the opportunity to get to know the teachers and administrators.

As for my personal interest, I have a daughter with special needs. I have been a part of the team that developed and implemented her IEP in four schools. That has mainly been a positive experience with some room for improvement in one or two. The perspective of a parent interacting with special education services is one of the strengths I can contribute to the board and to families with kids having similar challenges.

4. What do you think should be the top priorities for the school board to focus on to improve student achievement during the next 1 to 5 years? Why?

The most immediate need is to assess the impact of pandemic response on students (and teachers), and develop and implement plans to recover losses. I pick up my daughter from middle school every day. Like many parents, I arrive in time to see the kids exit. Since last Fall, I've observed since what seems like a lack of connection between the kids. I see many of them, my own daughter included, exit the building alone and interact with no other kids as they walk to their bus or car. As a new parent in the school district, I recognize this could be the "culture" of the school, but from my experience it isn't typical of a small school. I can't help but think it's an unintended consequence of pandemic responses. I am not an expert on educational methods, so I would rely on the expertise of teachers and administrators to identify, develop and present best practices to the school board that would help recover, maintain and improve social skills and academic achievement. The role of the board will be to provide oversight, and review and enable appropriate district priorities by ensuring budgets are in place and reasonably adequate (an admittedly subjective term).

Also, I noticed the school district Mission, Vision, Beliefs and Strategic Goals document was written in 2018. My assumption is, like many similar documents, it is updated annually or every 3-5 years. After the changes that have occurred with pandemic response, it would be a good time for a review and update.

I think it's also logical that the district will continue to feel pressure of increased student enrollment numbers. Proactive measurement (estimation) and planning for this will be necessary to maintain the level of service to students.

5. What specific prior involvement have you had with the district's schools (or K-12 more generally)? In what capacities are you currently an active member of the community?

Being new to the community, functioning as the general contractor for our home remodel and starting a new business hasn't left a great deal of time to be involved yet. My daughters' previous school had more than 8,000 students, so it was difficult to feel a connection with it. The overall experience afforded in such a large school system was not what I wanted for my daughter and contributed to our decision to relocate to New Glarus. As a family, we want to be closely connected to the school.

So far, in New Glarus I have worked with my daughter's educational team to help develop her IEP, toured the middle school and met many but not all of my daughter's teachers. I have also enjoyed supporting New Glarus athletics and we're looking forward to seeing The Music Man this month. I want to be connected to the school and the community, and that's part of the reason I'm interested in this school board position.

Within the community, our family has enjoyed meeting the Friends of the Chalet of the Golden Fleece and joined the Friends of New Glarus Woods. I will also be joining the New Glarus Fire Department after we finish the renovations to our house.

6. What do you think that the school board should do to ensure that the district is able to attract and retain a high-quality teaching staff?

I would need to know more about the history of the districts' hiring and retention to give an informed, intelligent response. I don't think there is a single answer for all school districts or teachers, and that adds to the challenge. Recruitment and retention (R&R) have been nationwide issues in the volunteer fire service as well. Having been a volunteer for a number of years, I've followed the issue and picked up some things that may benefit the challenge of attracting and retaining teaching staff.

The experience of the fire service is that money is a short-term incentive. If other issues persist or leadership is lacking, at some point, salary will not be enough to hold people in place. I also think we're experiencing a generational shift. For example, my high school history teacher taught my niece 21 years after he taught me. He spent his career in the same position, but that seems increasingly rare. Data appears to agree with this notion. According to the Bureau of Labor Statistics (2020), workers aged 25-34 have a tenure 1/3 the length of workers aged 55-64 (2.8 years vs. 9.9 yrs.). There are always exceptions, but generally, the younger the person, the shorter the tenure.

I think a good step would be to encourage exit interviews of all staff voluntarily leaving a position. The issue will have many variables and this could help identify contributing factors. Are there issues with housing, daycare, spouse employment, recreational opportunities, etc.? I don't think trying to solve it with a lone variable will succeed when people seem more willing to move for what they believe to be a better quality of life.

School District of New Glarus
School Board Vacancy
P.O. Box 7
1701 2nd Street
New Glarus, WI 53574
kris.anderson@ngsd.k12.wi.us

March 2, 2022

Subject: New Glarus School Board Vacancy

To New Glarus School District Board Members, and all concerned,

My name is Jennifer (Jenny) Julseth. My husband, Kevin, and I have been residents of the New Glarus School District for over seven years. We have three children who attend school in the New Glarus School District (7th Grade, 5th Grade, Kindergarten). We chose to make New Glarus our home solely based on the positive reputation of the New Glarus Schools. We were immediately welcomed and have made positive connections with many children and families in our community.

I have been a Social Worker with Dane County Department of Human Services for over 16 years. I currently work with youth in foster care to achieve legal permanence through reunification with birth families, guardianship or adoption. Working in both urban and rural communities, I have had the opportunity to form relationships with, and learn from, youth and families from diverse socio-economic backgrounds, races and ethnicities, sexual orientations, religions and political connections, mental health challenges, drug and alcohol addictions, trauma histories and lived experiences, and parenting practices.

We all have a place in New Glarus. I want all students and families to feel safe, accepted, and for all students to thrive to their full potential. I believe we need school board members who are committed to ensuring that the individual needs of all children are met and that all students are provided opportunities to succeed. I believe parents know their children best. I also believe we have some of the most caring and dedicated administration, teachers, and staff in New Glarus. When parents, educational staff, and school board members work together, children directly benefit.

I believe having school board members with different lived experiences, and a willingness to collaborate for the best interest of all children, is what brings balance and an outcome that is reflective of all students and families in our community. If I am appointed to the New Glarus School Board, I will bring honesty and transparency, a willingness to listen and learn, a team approach, and a goal oriented mindset.

I look forward to talking with all of you further during the interview.

Best Regards,

Jenny Julseth

Jennifer M. Julseth

N9253 Crawford Lane, New Glarus, WI 53574
(608) 438-6178 / julsethj@hotmail.com

Certification/Education

Certified Social Worker (CSW) - State of Wisconsin, 2005-Current

Master of Science - Social Work (MSSW), May 2005
University of Wisconsin-Madison, WI

Bachelor of Arts - Social Work (BSW), August 2004
University of Wisconsin-Whitewater, WI

Stoughton High School, 2001

Social Work Experience

Dane County Department of Human Services-Madison, WI
Children, Youth and Families Division, April 2005-Current

Social Worker - Permanency Planning, February 2011-Current

- Member of Substitute Care Review Board - coordinate and participate in consultations focused on safety and permanence, through a racial equity lens, for children placed in out-of-home care with relative caregivers, foster parents, group homes, and residential care facilities
- Facilitate recruitment efforts of adoptive families through consultations with the Substitute Care Unit and the Department of Children and Families
- Coordinate and participate in consultations between Ongoing Child Protective Service Social Workers and Corporation Counsel regarding Reunification, Guardianship, and Termination of Parental Rights for children placed in out-of-home care
- Collaborate with Guardian ad Litem's to complete assessments of biological parents, living in both urban and rural communities, in an effort to determine whether or not substantial changes have been made and make recommendations in Juvenile Court based on best interest of children

Acting Supervisor - Child Protective Services, April 2014-August 2014 (covered maternity leave)

- Interfaced with mandated and non-mandated reporters within the community
- Screened Child Protective Services Reports and Child Welfare Reports - identified Protective Capacities, Present Danger Threats, and Impending Danger Threats when determining screening decisions and appropriate response times
- Consulted with Initial Assessment Social Workers regarding Present Danger Threats and Impending Danger Threats; assisted in creation of Protective Plans and Safety Plans in an effort to keep children in the care of their primary caregiver
- Supervised Emergency Protective Services Social Workers during evenings/weekends
- Evaluated staff performance - recommended hiring, probationary periods, and disciplinary actions
- Provided direct supervision of Social Workers
- Participated in Committees, including developed the Truancy Policy

Social Worker – Access (Part-time), February 2011-February 2013

- Consulted with Law Enforcement, Medical Providers, Educational Staff as well as other community partners regarding concerns of child abuse and neglect
- Provided community based education and consultation regarding child abuse and neglect
- Documented allegations of child abuse and neglect in Child Protective Services Reports and Child Welfare Reports

Social Worker - Child Protective Services - Initial Assessment, April 2005-February 2011

- Investigated allegations of child abuse and neglect in collaboration with law enforcement, District Attorney's Office, and medical professionals
- Assessed Caregiver Protective Capacities, Present Danger Threats, and Impending Danger Threats; implemented Protective Plans and In-Home Safety Plans to mitigate concerns in an effort to ensure child safety in the home of their primary caregiver
- Referred children and families to community based resources and services – including housing, mental health providers, and alcohol and drug treatment

Social Work Graduate Intern - Child Protective Services - September 2004-April 2005

- Investigated allegations of child abuse and neglect in collaboration with law enforcement, District Attorney's Office, and medical professionals
- Assessed Caregiver Protective Capacities, Present Danger Threats, and Impending Danger Threats; implemented Protective Plans and In-Home Safety Plans to mitigate concerns in an effort to ensure child safety in the home of their primary caregiver
- Referred children and families to community based resources and services – including housing, mental health providers, and alcohol and drug treatment

Social Work Undergraduate Intern - Substitute Care, June 2004-August 2004

- Completed Foster Family Assessments
- Licensed Foster Homes - General and Special
- Provided training and case management for foster parents

Committees

Including, but not limited to:

- Policy Committee - current
- Wisconsin Adoption & Permanency Support Regional Board Member – current
- Peer Support Facilitator – current
- Hiring, Recruitment, Retention - Climate Workgroup – current
- Out-Of-Home Care Workgroup
- Camp To Belong – WI – Regional Board Member
- Complex Trauma Work Group
- Case Review Committee
- New Employee Committee
- Trauma Informed Parenting Training for Foster Parents
- Judicial Engagement Steering Committee
- Safety Committee
- Children, Youth & Families Advisory Committee

School Board Vacancy Questions

Jenny Julseth

**Please answer the questions below and return the completed questionnaire to Kris Anderson in the District Office no later than 4:00pm on March 10, 2022. Questionnaires may be dropped off at the District Office at 1701 2nd St., or sent via email to kris.anderson@ngsd.k12.wi.us*

1. Why do you want to be appointed to the school board and what are the contributions you think you can make to the leadership of the district?

Over seven years ago, my husband and I chose to make New Glarus our home based solely on the positive reputation of the schools. We have three children that attend school in the New Glarus School District (seventh grade, fifth grade, kindergarten). We have developed positive relationships with many children and families in the District. I believe it is essential for school board members to have direct connections with children and families in the District. A school board that has members with different lived experiences and a willingness to collaborate for the best interest of all children will be balanced and reflective of all students and families in our community. I will bring honesty and transparency, a willingness to listen and learn, a team approach, and a goal oriented mindset that will remain focused on the children.

I have been a Social Worker for over 16 years. I've had opportunities to work with, and learn from, adults and children both in urban and rural communities. I've developed positive connections with people from diverse socio-economic backgrounds, races and ethnicities, sexual orientations, mental health challenges, drug and alcohol additions, religious and political connections, extensive trauma histories, and parenting practices. I am relatable as a parent. I believe all children and families have a place in New Glarus – regardless of their differences – and all children and families deserve to feel safe and welcome in our community. The past two years have been challenging for everyone, but particularly for parents who balanced work and raising their children. Many parents observed their children struggle – academically, emotionally, socially, and behaviorally as a result. Parents know their children's strengths and needs best and deserve to have their voices heard. I am not afraid to use my voice to advocate for the best interest of all children – even if others disagree. I believe we are all trying our best to raise children who are successful and simply good people.

In December 2021, I expressed interest and submitted paperwork for candidacy to be a member of the school board. In February 2022, I moved on past the Primary Election to the Spring Election based on the voices of community members through votes. When I became aware of the school board vacancy, I submitted a resume and cover letter to be considered. Of the six candidates who expressed interest in the school board vacancy, I am the only one who expressed interest in being a member of the board through the Spring Election as well as received enough community votes to move on past the Primary Election. I look forward to an opportunity to serve children and families in our community.

2. What do you see as the current strengths of the school district that the board should work to maintain going forward?

Strengths of the New Glarus School District include:

- a. Administration that is committed to ensuring all children succeed
 - b. Qualified, committed, caring educational staff
 - c. Low teacher to student ratios
 - d. Curriculum focused on preparing students for long-term success
 - e. 2020-2021 District Report Cards with Meets, Exceeds, or Significantly Exceeds Expectations in most categories
 - f. Fiscally responsible budgeting
 - g. Safe, welcoming, and accepting culture for all students and educational staff
3. As a school board member, how would you be an advocate for the district's school and students?

As a school board member, I would listen to parents/caregivers who have children in the district so that I can better understand their experiences – both strengths and challenges. Often times, parents simply want to be heard and validated. If parents/caregivers felt action is warranted, I would encourage open communication with educational staff and administration. If requested, I would provide support to them as they advocate for what they believe to be in the best interest of their child.

During school board meetings, I would listen to the perspectives of all school board members, administration, educational staff, and community members. I would ask open questions to generate meaningful discussion that considers all aspects of the situation. I would bring a team approach by respecting the perspectives of all; I would expect that my perspectives and lived experiences are respected, too. I have a goal oriented mindset that is focused on outcomes that are reflective of the best interest of all students in the district.

4. What do you think should be the top priorities for the school board to focus on to improve student achievement during the next 1 to 5 years? Why?

Three primary priorities – these are the foundation of a successful school district:

- a. Maintain a core curriculum that supports students of all abilities to meet their full potential, where the whole student feels supported – academically, emotionally, and socially, and a mindset that every child will succeed in New Glarus!
- b. Recruitment and retention of quality educational staff, including providing ongoing, relevant, professional development and support, with a goal to maintain low teacher to student ratios
- c. Provide opportunities for all students to explore options through post-secondary education, technical colleges, trade schools, military, entrepreneurship, and employment

5. What specific prior involvement have you had with the district's schools (or K-12 more generally)? In what capacities are you currently an active member of the community?

Over the past seven years, my husband and I have developed positive and respectful relationships with district administration and educational staff.

In addition, my husband and I have developed positive connections with numerous parents/caregivers and students in multiple grades, both in the middle school and elementary school. My husband coaches multiple sports teams, including baseball, softball, basketball, and soccer. My husband is also the President of the New Glarus Youth Baseball and Softball Association. We believe children need positive extra-curricular opportunities to connect with peers, develop leadership skills, and explore life-long interests. Several students and parents/caregivers have reached out to express their appreciation of our involvement and a couple of students have even focused on my husband's connection with them through coaching in their school work/literary writing.

My husband and I are involved as volunteers with the New Glarus Needs Network – a non-profit organization that provides food for families in our community as needed.

6. What do you think that the school board should do to ensure that the district is able to attract and retain a high-quality teaching staff?

Recruitment and retention of high-quality teaching staff comes down to the following:

- a. Competitive compensation, including salary, benefits, and retirement
- b. Ongoing, relevant, professional development that supports continuous growth
- c. Positive workplace culture that is accepting and supportive with a team approach



Kris Anderson <kris.anderson@ngsd.k12.wi.us>

Application for School Board Seat

2 messages

skip dreyfus <skipdreyfus@gmail.com>
To: kris.anderson@ngsd.k12.wi.us

Thu, Mar 3, 2022 at 3:33 PM

My name is Skip Dreyfus ,
I started Choice Elevator Llc 8 years ago and have learned to deal with every problem you could imagine ,I've become a problem solver as well as an elevator repair man and I think that my service and experiances can help on the School Board .
Thanks

Skip Dreyfus

If you like the service that we have provided for you please leave us a review at bbb.org. Choice Elevator LLC. Leave a review .

Choice Elevator LLC

www.choiceelevator.com

skipdreyfus@gmail.com

skip@choiceelevator.com

After hours- 888-767-5992

Mobile- 608-512-7246 Prompt #2

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Kris Anderson <kris.anderson@ngsd.k12.wi.us>
To: skip dreyfus <skipdreyfus@gmail.com>

Thu, Mar 3, 2022 at 4:12 PM

Thank you Skip. We will be in touch with you about the interview process after the March 3rd deadline for applications.

Best regards,
Kris

[Quoted text hidden]

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Kris Anderson
Executive Assistant
New Glarus School District



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- SKIP Dreyfus
608-640-6120

School Board Vacancy Questions

*Please answer the questions below and return the completed questionnaire to Kris Anderson in the District Office no later than 4:00pm on March 10, 2022. Questionnaires may be dropped off at the District Office at 1701 2nd St., or sent via email to kris.anderson@ngsd.k12.wi.us

1. Why do you want to be appointed to the school board and what are the contributions you think you can make to the leadership of the district?

I Am A concerned father of 4 children of which 2 have graduated and two are still enrolled in New Glarus public schools.

I have an open mind towards every subject and will listen to all sides before making a decision.

2. What do you see as the current strengths of the school district that the board should work to maintain going forward?

The Quality of our teachers with commitment to teaching our children at the highest level.

3. As a school board member, how would you be an advocate for the district's school and students?

I deal with frequent changes and developments every day at my job. and will make decisions based on the current situations.

4. What do you think should be the top priorities for the school board to focus on to improve student achievement during the next 1 to 5 years? Why?

A Better understanding as to what they will be a part of in their future, not just watching their parents deal with all the issues at hand.

5. What specific prior involvement have you had with the district's schools (or K-12 more generally)? In what capacities are you currently an active member of the community?

I've helped kids at all levels with sports. I'm not in anything currently.

6. What do you think that the school board should do to ensure that the district is able to attract and retain a high-quality teaching staff?

Focus on fair and living wages, give the teachers the ability to teach our kids in the best possible practice. If they don't enjoy what they do, we will lose them.

B. Selection of a Candidate to Fill the Open Board Seat

III. **ADJOURN**

PURSUANT TO APPLICABLE LAW, NOTICE IS HEREBY GIVEN THAT A QUORUM OR A MAJORITY OF THE NEW GLARUS SCHOOL DISTRICT BOARD MEMBERS MAY ATTEND THIS MEETING. INFORMATION PRESENTED AT THIS MEETING MAY HELP FORM THE RATIONALE BEHIND FUTURE ACTIONS THAT MAY BE TAKEN BY THE NEW GLARUS SCHOOL DISTRICT BOARD.

UPON REQUEST TO THE DISTRICT OFFICE, SUBMITTED TWENTY-FOUR (24) HOURS IN ADVANCE, THE DISTRICT SHALL MAKE REASONABLE ACCOMMODATIONS INCLUDING THE PROVISION OF INFORMATIONAL MATERIAL IN AN ALTERNATIVE FORMAT FOR A DISABLED PERSON TO BE ABLE TO ATTEND THIS MEETING.