

SCHOOL DISTRICT OF WEST DE PERE
REGULAR BOARD MEETING
West De Pere District Office-400 Reid St. Suite, W
January 15, 2024
5:30 p.m.

- I. Call meeting to order
- II. Pledge of Allegiance
- III. Consider approval of the agenda
- IV. Recognition of District Students and Staff
- V. Open meeting to floor for fifteen minutes to enable district residents to bring items of general concern to the attention of the Board
- VI. Consider approval of the minutes of the December 13, 2023 regular and annual meetings
- VII. Consider approval of the Treasurer's Report
- VIII. Consider previously paid bills as presented for payment approval
- IX. Old Business
 - A. Consider adoption of the following as previously presented:
 - 1700 School District Records Retentions
 - 8100 Board of Education (reviewed-no changes)
 - 8130 Board Committees (reviewed-no changes)
 - 8211 Resignations (reviewed-no changes)
- X. New Business
 - A. Finance Committee Report
 - B. Curriculum and Policy Committee Report and First Readings
 - 2111 Superintendent
 - 5128 Academic Integrity (new policy)
 - C. Consider Pupil Nondiscrimination Self-Evaluation Report
 - D. Consider Foreign Exchange Students for the 2024-2025 School Year
 - E. Consider Determination of Regular and Special Education Open Enrollment Spaces as Required
 - F. Strategic Monitoring Report
 - G. Consider Clerk for School Board Elections
 - H. Consider WASB Resolutions
 - I. Board of Education Evaluation Preparation
 - J. Superintendent Update

K. Consider Staffing Items

XI. Reports and Communication

XII. Consider adjourning into closed session as provided under Section 19.85 (1)(c) Wisconsin Statutes for the purpose of personnel issues. Further take notice that pursuant to Section 19.85(2) the Board may reconvene in regular session to consider matters discussed in closed session and other matters on the agenda.

XIII. Reconvene into open session

XIV. Consider matters discussed in closed session

XV. Adjourn meeting

NOTICE

The School District of West De Pere Board meeting will be available in person and via Zoom.

If you have any need for special accommodations related to accessing the meeting, please contact Stacy Schaetz at 920-337-1393 x8025.

Join Zoom Meeting: <https://zoom.us/j/97231776768?pwd=bkdRdEhpSndHdnY5L3lTRWtxMUUydz09>

By Phone: 312-626-6799

Meeting Id: 97231776768

Passcode: 126747

**SCHOOL DISTRICT OF WEST DE PERE
REGULAR BOARD MEETING
INTERMEDIATE SCHOOL
December 13, 2023
5:30 PM**

Board members present: Fuss, Borley, Van Den Heuvel, Dorn, Van Deurzen
Board members excused: None

The meeting was called to order at 5:30 PM by Board President Fuss followed by the Pledge of Allegiance. President Fuss stated that the area news media had been notified of the meeting as required by open meeting law and state statutes.

It was moved by Barbara Van Deurzen and seconded by Scott Borley to accept the agenda.
Voting Yes: 5 Voting No: 0 Motion carried.

The Board recognized the following groups and individuals;

High School One Act

They walked away from the state competition with a Critic's Choice award, Ensemble award, Technical Theatre award, Stage Crew award, 3 Solo Acting Awards, and the Director's Award

High School Swim Team Competed at State

WDP swimmers, Kate Schmoll, Faith Kibbe, and Erika Ukkola

- 100 Butterfly Kate Schmoll,
- 200 Medley Relay Kate Schmoll, Faith Kibbe, Alternate - Erika Ukkola
- 200 Free Relay Kate Schmoll, Faith Kibbe, Alternate - Erika Ukkola

Intermediate/Middle School Compliment Club

The purpose of the club is to find unique ways to compliment Intermediate/Middle School students and help them start their day off in a positive way. The students write compliments and put them on students lockers. Dr. Kohl is the advisor

The Board thanked everyone for making West De Pere proud.

The meeting was opened to the floor to enable district residents to bring items of general concern to the attention of the Board. No concerns were presented.

It was moved by Barbara Van Deurzen and seconded by Scott Borley that the November 17, 2023 regular meeting minutes be approved as presented. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Scott Borley and seconded by Ryan Van Den Heuvel that the Treasurer's Report be approved. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Barbara Van Deurzen and seconded by Scott Borley that previously paid bills to Vos Electric, VDH Electric, and Best Built be approved. Motion carried. Voting Yes: 4 Voting No: 0 Ryan Van Den Heuvel abstained. Motion carried.

It was moved by Ryan Van Den Heuvel and seconded by Scott Borley that previously paid bills be approved excluding bills from Vos Electric, VDH Electric, and Best Built. Voting Yes: 5 Voting No: 0 Motion carried.

Old Business

It was moved by Ryan Van Den Heuvel and seconded by Scott Borley to adopt the following policies as previously presented:

- 2400 Emergency Decisions
- 2420 Line of Responsibility (reviewed-no changes)
- 2440 Administrative Leeway in Absence of Board Policy (reviewed-no changes)

- 4230 Secretary – Elementary School
 - 6153 Students and Community Service
- Voting Yes: 5 Voting No: 0 Motion carried.

New Business

Committee Chair, Scott Borley gave a verbal update regarding the Finance Committee Meeting.

Committee Chair, Barbara Van Deurzen reviewed the December 7, 2023 Curriculum and Policy Committee report.

The Library Media Specialist Team, presented to the Board an update on AI (artificial intelligence) and how it will affect the district. The Board thanked them for the information.

Joseph Feldhausen, Teaching and Learning Coordinator, presented the State Accountability Reports. The Board thanked him for the information.

Amy Schuh and Chris Ditzman of the Student Services Department, reviewed with the Board the Pupil Nondiscrimination Self-Evaluation Report. Discussion ensued. They will be seeking approval of the report at the Board's January meeting.

It was moved by Ryan Van Den Heuvel and seconded by Scott Borley to approve the Annual School Safety Reports per Section 118.074 (4)(cp) as presented. Voting Yes: 5 Voting No: 0 Motion carried.

President Jenni Fuss, gave an update on the search for the new Superintendent. The School District of West De Pere Board of Education is in the process of establishing an Advisory Committee to participate in interviewing candidates and providing input to the Board for the position of Superintendent of West De Pere Schools.

Advisory Committee participants will be selected proportionately and randomly from interested members of the following groups: Parents of current or former students, other interested members of the community, and staff members who work in the School District of West De Pere, or others the Board deems important to participate.

If you are interested in serving on the advisory committee, please submit your name and contact information to the board's administrative assistant, Stacy Schaez at 920-337-1393 x 8025 or email sschaez@wdpsd.com to express interest.

It was moved by Scott Borley and seconded by Barbara Van Deurzen to approve staffing items as presented. Voting Yes: 5 Voting No: 0 Motion carried.

The Board was presented with various reports and communications: such as updates, various thank you's, invitations, and calendar items. Discussion Followed.

It was moved by Barbara Van Deurzen and seconded by Scott Borley at 6:58 PM that the Board adjourn into closed session as previously stated. Voting Yes: 5 Voting No: 0 Motion carried.

The Board reconvened at 8:32 PM.

It was moved by Scott Borley and seconded by Ryan Van Den Heuvel at 8:33 PM that the meeting be adjourned. Voting Yes: 5 Voting No: 0 Motion carried.

Barbara Van Deurzen
Clerk

SCHOOL DISTRICT OF WEST DE PERE
SCHOOL DISTRICT RECORDS RETENTION

1700

It shall be the policy of the School District of West De Pere to adopt and follow the State Public Records Board (PRB) School District General Records Schedule (SDGRS) as originally approved by the Department of Public Instruction (DPI) and Public Records Board (PRB). School District Records Retention Schedule (SDRRS) as prescribed and maintained by the Department of Public Instruction.

Additionally, all records not addressed in the 2023 General Records Schedule (GRS) must be maintained for seven (7) years, except for pupil records which will be retained consistent with the state pupil records law.

The Superintendent shall provide complete and current copies of the SDRGRS to each administrative office within the district. Administrators and other appropriate staff shall be trained and updated on a regular basis for proper implementation.

While the Superintendent is ultimately responsible for proper record keeping in the district, such duties may be delegated to staff as deemed appropriate by job descriptions and duties.

LEGAL REFERENCES: EDGAR, Wis Statutes Sections 16, 19, 44, 59, 118
CROSS REFERENCES: 5120 - Student Records Wisconsin Records Retention
Schedule-WI DPI

ADOPTED: 8/15/91
REVIEWED 12/20/11

SCHOOL DISTRICT OF WEST DE PERE
BOARD OF EDUCATION

8100

- A. The Board of Education is the legally constituted authority for the management and in the District control of the schools. It is the duty and responsibility of the Board to provide a program of education for the people of the District.

- B. In carrying out this responsibility, the Board shall adopt policies for the management and control of the school system and exercise legislative and judicial functions.

- C. It is policy and understanding of the Board of Education the laws of Wisconsin assign powers and duties (Sec. 120.12 and 120.13) to the Board as a whole. As an individual, a Board member has no authority to speak or act for the Board unless specifically authorized to do so.

ADOPTED: 8/4/68

SCHOOL DISTRICT OF WEST DE PERE
BOARD COMMITTEES

8130

The Board may delegate portions of its exploratory, fact-finding, and preliminary work to committees. These are advisory, however, and have no power to take action whatsoever, or to commit the Board or district to any course of action, except as specifically directed by the Board.

It shall be the duty of the president of the Board to appoint all committees, on an annual basis, except when the Board itself may decide otherwise. Each committee shall have a chairperson selected by the Board President. It shall be the duty of the chairperson to give public notice and convene the committee, and in the chairperson's absence or inability to act, the second named shall replace and perform the duties of the office.

All Board committees shall adhere to the open meeting law and post meeting agenda with proper notice. Committees will generally operate in open session, but may convene in closed session as prescribed by statute.

ADOPTED: 11/17/88

SCHOOL DISTRICT OF WEST DE PERE
RESIGNATIONS

8211

Resignations of school board members shall be made in writing and shall be addressed and delivered to the board clerk. It shall take effect at the time indicated in the written resignation. If no time is indicated, it shall then become effective upon delivery of the resignation.

LEGAL REFERENCE: Section 17.01(13), Wisconsin Statutes

ADOPTED: 9/19/74

REVISED: 11/19/80

SCHOOL DISTRICT OF WEST DE PERE
CURRICULUM and POLICY MEETING
West De Pere District Office-400 Reid St, Suite W
January 11, 2024
7:30 a.m.

- I. Call meeting to order- 7:30 a.m.
- II. Curriculum items - none were discussed
- III. Review the following for Board adoption:
- 1700 School District Records Retention
 - 8100 Board of Education (reviewed-no changes)
 - 8130 Board Committees (reviewed-no changes)
 - 8211 Resignations (reviewed-no changes)

Reviewed for Adoption on 1/15/2024

- IV. Review the following:

First Reads:

- 2111 Superintendent
- 5128 Academic Honesty (new policy)

Committee discussed recommended revisions Present for **First Reading** on 1/15/2024

- V. Next meeting date: February 8, 2024
- VI. Adjourn meeting-7:33 a.m.

SCHOOL DISTRICT OF WEST DE PERE
SUPERINTENDENT

2111

QUALIFICATIONS:

1. Must meet the requirements as established by the Wisconsin Department of Public Instruction and any other qualifications as may be specified by the Board of Education.
2. Possess and demonstrate strong interpersonal communication skills and project a positive and courteous attitude and image to the staff, students, and community.

REPORTS TO: Board of Education

JOB GOAL: To provide leadership in developing and maintaining the best possible educational programs and services with the resources available.

PERFORMANCE RESPONSIBILITIES:

1. Project a positive and courteous attitude and image to the staff, students, and community.
2. Possess and demonstrate strong interpersonal communication skills.
3. Attend and participate in all meetings of the Board and its committees, except when own employment or salary is under consideration.
4. Serve as ex-officio member of committees.
5. Administer as chief school executive, the development and maintenance of a positive educational program designed to meet the needs of the community and to carry out the policies of the Board.
6. Advise the Board on the need for new or revised policies and see that all policies of the Board are implemented.
7. Prepare and submit recommendations to the Board including helpful facts, information, and reports relative to all matters requiring Board action.
8. In cases where it is impractical to meet with the Board, act on own discretion in any matters not covered by Board policy, report such action to the Board as soon as practicable, and recommend policy in order to provide guidance in the future.
9. Report to the Board such matters as deemed material to the understanding and proper management of the schools, or as the Board may request.

SCHOOL DISTRICT OF WEST DE PERE
SUPERINTENDENT

2111 cont'd

10. Supervise the effective carrying out of state and federal laws, state and federal regulations, and Board policies.
11. Make all administrative decisions necessary to the proper functioning of the school district.
12. Exercise power to make rules and provide instruction to school employees and students as may be necessary to implement Board policy.
13. Conduct a periodic audit of the total school program and advise the Board on recommendations for the educational advancement of the schools.
14. Recommend to the Board for its adoption of all courses of study, curriculum guides, and major changes in texts and time schedules to be used in the schools.
15. Study and revise, together with staff, all curriculum guides and courses of study on a continuing basis.
16. Study and revise, together with administration, annual strategic building goals.
17. Communicate to employees, directly or through delegation, all actions of the Board relevant to employees and receive from employees all communications to be addressed by the Board.
18. Assist the Board in the development of salary schedules for all professional and nonprofessional personnel.
19. Employ personnel as necessary, within the limits of budgetary provisions and subject to the Board's approval.
20. Assign and transfer employees as the interest of the district may dictate, and report such action to the Board for information and record.
21. Supervise methods of instruction, supervision, and administration in the schools.
22. Suspend any employee for just cause and report such suspension to the Board at the next meeting for final action.
23. Report to the Board the case of any employee whose service is unsatisfactory and recommend appropriate action.
24. Direct the preparation of the annual budget for adoption by the Board and administer the budget enacted by the Board in accordance with legal requirements and adopted Board policies.

SCHOOL DISTRICT OF WEST DE PERE
SUPERINTENDENT

2111 cont'd

25. Establish and maintain procedures and controls for all expenditures of school funds in accordance with the adopted budget, subject to approval of the Board.
26. Maintain directly or through delegation personnel records, business records, and other records which are required by law and Board policy.
27. File, or cause to be filed, all required state and federal reports.
28. Attend, or delegate a representative to attend, such meetings of municipal agencies where matters pertaining to the public schools appear on the agenda or are expected to be raised.
29. Represent the Board as liaison between the school district and the community.
30. Attend conventions and conferences as necessary to keep abreast of latest educational trends.
31. Establish and maintain a program of public relations to keep the public well-informed of the activities and needs of the school district, affecting a wholesome and cooperative working relationship between the schools and the community.
32. Confer periodically with professional and lay groups concerning the school programs and transmit to the Board suggestions gained from such conferences.
33. Delegate to other employees any powers or any duties with the knowledge that the delegation of power or duty does not relieve the Superintendent of final responsibility for the action taken under such delegation.
- 34. Engage in other actions as deemed appropriate by the Board.**

TERMS OF EMPLOYMENT: 12 months a year. Salary, benefits, and terms of the contract to be annually determined by the Board of Education.

EVALUATION: The Superintendent's job performance will be formally evaluated, in writing, annually by the Board.

ADOPTED: 4/18/68

REVISED: 4/22/82, 6/16/88, 11/19/98, 5/19/03, 2/20/13, 2/20/19, 3/11/19

ACADEMIC INTEGRITY

The School District of West De Pere values honesty and expects integrity in the District's students. Violating academic honesty erodes the trust between teachers and students as well as compromises the academic standing of other students. So that each student is judged solely on their merits, the District prohibits any student from presenting someone else's work as their own, using artificial intelligence platforms in place of one's own work, providing unauthorized assistance to another student, and cheating in all its forms.

All school work submitted for the purpose of meeting course requirements must be the individual student's original work. It is prohibited for any student to unfairly advance their own academic performance or that of any other student. Likewise, no student may intentionally limit or impede the academic performance or intellectual pursuits of other students.

Academic dishonesty includes, but is not limited to:

- A. plagiarism (of ideas, work, research, speech, art, music, etc.);
- B. forgery of another's work;
- C. presenting the results from an artificial intelligence platform as one's own;
- D. Downloading or copying information from other sources and presenting it as one's own;
- E. using language translation work of someone else when the expectation is doing one's own translation;
- F. copying another person's work;
- G. allowing another person to copy one's own work;
- H. stealing another person's work;
- I. doing another person's work for them;
- J. distributing copies of one's work for use by others;
- K. distributing copies of someone else's work for use by others;
- L. intentionally accessing another's work for the purpose of presenting it as one's own;
- M. distributing or receiving answers to assignments, quizzes, tests, assessments, etc.;
- N. distributing or receiving questions from quizzes, tests, assessments, etc.

Faculty and Administration have the responsibility for monitoring students' work for compliance with this policy.

Parents shall be contacted as soon as practicable to report any alleged acts of academic dishonesty by their child. Repeated violations of this policy may result in additional consequences, up to and including suspension and expulsion.

Student and/or parent appeals of disciplinary consequences resulting from violation of this policy may be made within five (5) business days to the Principal whose decision shall be final. If the Principal was the staff member responsible for the disciplinary consequence being appealed, then student and/or parent appeals should be directed within five (5) business days to the Superintendent or designee whose decision shall be final.

SCHOOL DISTRICT OF WEST DE PERE
ACADEMIC INTEGRITY

5128 cont'd

A summary of this policy shall be included in the Student Handbook and the Employee Handbook.

LEGAL REFERENCE: Section 118.01, 118.164, 120.12, Wisconsin Statutes

CROSS REFERENCES: 5129 - Personal Electronic Device Policy
Student/Parent Handbooks
Staff Handbooks/Agreements

ADOPTED:



MEMO

TO: Board of Education

FROM: Dennis Krueger, Superintendent

SUBJECT: Determination of regular and special education open enrollment available spaces for the 2024-2025 school year.

DATE: January 2, 2024

It has been determined per sections PI 36.06(5)(a) and PI 36.04(2)(c) of the Wisconsin Administrative Code, administration recommends that the Board act in their “nonresident district” capacity and designate that there are no regular education spaces in grades 4K, K, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12 for open enrollment applicants and no special education spaces available per program or services for open enrollment applicants using class size limits, student-teacher ratios, and enrollment projections for the purpose of open enrollment space determination as criteria specified in the district’s open enrollment policy.

Thank you,

Dennis Krueger
Superintendent



School District of West De Pere

Monitoring Report

Strategic Plan: 2021-26

January 2024

Vision, Mission, and Core Elements

CORE ELEMENTS

STUDENT ACHIEVEMENT

We strive to create environments that prioritize the needs of all students so that they can realize their own success.

STAFF CAPACITY

We understand that staff members are our most important conduit to assist students, our most valuable resource, to become successful.

SUSTAINABLE PRACTICES

We focus on practices that promote long-term viability which influence success for all.



MISSION

The mission of the School District of West De Pere is to create a safe comprehensive educational and social environment for students and staff which will produce life-long learners with the capacity to succeed in the local and global community.

Priority 1

Practices and Pathways

We acknowledge the diverse needs of our students by emphasizing instructional practices that prioritize student needs, with a focus on diversified practices and pathways to student success and wellness.



Indicators

- 1.a Develop and implement equitable instructional practices that focus on the individual needs of our students

Actions

Additional Information

<ul style="list-style-type: none"> All schools have data review teams and student study teams that regularly look at student data trends and specific student needs based on the data. 	<p>Second year using EduClimber as our data warehouse for student academic data https://www.illuminateed.com/products/educlimber/</p>
<ul style="list-style-type: none"> First year of implementation of the academic portion of the MLSS framework as drafted last year in the MLSS (Multi-Level Systems of Support) Guidebook. Work on the behavior portion of the guidebook will occur this year. 	<p>MLSS Guidebook</p>
<ul style="list-style-type: none"> A team of 13 individuals representing grades 4K-2 is participating in Year 2 of the Early Literacy Academy through CESA 6 to examine early literacy practices. This work will position us well for the requirements of Act 20. 	<p>Flier about Early Literacy Academy DPI website about Act 20</p>
<ul style="list-style-type: none"> Additional staff members throughout the district were trained last June and are co-teaching to best meet the needs of our special education students in a regular education setting. 	<p>Will continue ongoing professional development for existing and new co-teaching teams.</p>
<ul style="list-style-type: none"> K-6 teachers began their first year of implementation of Illustrative Math. With this new adoption, the Math Cabinets from WW, HC, and IS are meeting together monthly to discuss best practices, implementation processes, and assessment practices. 	<p>Sample math cabinet agenda</p>
<ul style="list-style-type: none"> The Youth Apprenticeship program has 45 enrollees this year in a wide range of interest areas including agriculture, construction, health, and manufacturing. 	<p>Estimated wages that will be earned is just over \$300,000 and students are obtaining real life experience with the possibility of life long career options.</p>
<ul style="list-style-type: none"> Functional classrooms are established at all buildings this year. 	<p>Currently using an alternative curriculum focused on functional academic, adaptive, and socio-emotional skills for 6.7% of students with disabilities</p>
<ul style="list-style-type: none"> The Intermediate School has begun instructional rounds 	<p>Staff members visit each other's classrooms looking for ways to improve their own instruction and to find themes for improvement in the building.</p>

<ul style="list-style-type: none"> Parent conferences with school counselors continue to happen for all freshmen and juniors. These conferences focus on academic planning. 	87% of parents of freshmen attended an in-person conference. Junior conferences began in December.
<ul style="list-style-type: none"> The district continues to use Educator Effectiveness Coaches as part of the teacher evaluation process. Many of the buildings have an instructional focus for staff Professional Practice Goals and Student Learning Objectives as part of the EE process and coaches assist with this. 	HS coaches: Gutschow, Gutschow MS coaches: Hansen, Karlen IS coaches: Kohl, VanBoxel WW coaches: O'Konski, Romagna HC coaches: Bixby, Raschke Sped/Curr coaches: Boyd, Devine, Hollihan Allen
<ul style="list-style-type: none"> We are utilizing a new math screening process at grades K-1 which allows for consistent screening data across both schools, less classroom disruption, and more readily accessible data for teachers and interventionists. 	Fall screening dates: September 11 and 13
<ul style="list-style-type: none"> Multiple curriculum teams have met this year. 	Science, English Language Arts, Health, Math, Digital Learning

- 1.b Develop and implement physical, emotional, social, and mental wellness practices that allow students to develop into well adjusted individuals



<i>Actions</i>	<i>Additional Information</i>
<ul style="list-style-type: none"> In partnership with Unity Hospice, we are continuing to provide grief support groups at all school buildings. 	The number of students who participate in small counseling opportunities continues to increase.
<ul style="list-style-type: none"> Clubs and activities are promoted for all students and new opportunities for students based on their interests are continually investigated. 	New offerings at the MS this year: Singing Club, Drama Club, Spanish Club, and Science Club
<ul style="list-style-type: none"> The district has access to therapy dogs at many buildings. 	Fenton is located at the HS. (Laura Lensshandler.) Maverick is located at the MS. (Laura Karlen-handler.) Arlo is located at HC. (Officer Manning- handler.)
<ul style="list-style-type: none"> The district continues to partner with various community organizations to provide mental health services to students 	Current Community Partners include Rawhide, Bellin, Foundations and Family Services.
<ul style="list-style-type: none"> Westwood staff members are participating in a book study about Conscious Discipline 	Book study facilitated by Lau, Radtke, and Schmitting.
<ul style="list-style-type: none"> In conjunction with the Unified School District of De Pere, we are utilizing Care Solace as a way to provide increased mental health support for all members of the De Pere community. 	Care Solace Website In three months time, we have over 100 different contacts with Care Solace resulting in 33 individuals being connected with supports outside of school.
<ul style="list-style-type: none"> Freshman orientation at the High School was developed by staff and led primarily by senior mentors to assist ninth graders in their adjustment to the high school 	Sept. 5, 2023
<ul style="list-style-type: none"> Senior/freshman mentor groups at the High School meet to discuss student progress, both social-emotionally and academically. 	Meet monthly

<ul style="list-style-type: none"> With the help of a counselor from the High School, Phantom Knight developed a group to help students manage their anxiety. 	Mini-lessons are also provided weekly by Phantom Knight staff members on areas of interest for the students.
<ul style="list-style-type: none"> Restorative Practices training was offered to staff in August. 	60 staff members were trained

- 1.c Create a learning culture that values the interests and passions of students in curricular and extracurricular settings



<i>Actions</i>	<i>Additional Information</i>
<ul style="list-style-type: none"> A variety of events to involve the community and to recognize and encourage student interests have been offered. 	Examples include: Read-a-thon, Numbers in November, Math Carnival, Crayon Run, Concerts, Fuel Up to Play 60, Soup for the Soul
<ul style="list-style-type: none"> Students continue to be regularly recognized and celebrated throughout the district in a variety of ways. 	Examples include: Phantastic Phantoms, Artists of the Week, Students of the Month, Student Service Awards, etc. (Attached are a few examples)
<ul style="list-style-type: none"> A new CTE team was formed this year to ensure our CTE offerings are accurately recorded and that multiple pathways are available to meet student needs and interests. 	Team: LaPierre, Gerke, Baeten, K. Besel, DeBruin, Federman, Feldhausen, Glinski, Luneau, Shovald, Wollin
<ul style="list-style-type: none"> Students enjoy field trips that allow them to experience learning in a non-traditional classroom setting. 	Examples include: Fallen Timbers, JA BizTown, Barlow Planetarium, Heritage Hill, Elementary Writing Conference
<ul style="list-style-type: none"> A variety of assemblies and spirit weeks have taken place throughout the district 	Examples: Homecoming, author visits
<ul style="list-style-type: none"> The Academic and Career planning team met this summer to revise and update the district's ACP process. 	Meeting was held August 1. IS/MS ACP Plan HS ACP Plan

Priority 2

Recruit, Retain, and Develop Staff

We prioritize strategies to recruit and retain all exceptional staff, as well as empower them to lead their learning toward enhanced professional practices, organizational processes, and well-being.

Indicators

- 2.a Develop staff by providing meaningful, high-quality, and relevant professional learning



Actions

Additional Information

<ul style="list-style-type: none"> Professional development for the administrative team is focusing on the book Visible Learning: The Sequel by John Hattie. 	Visible Learning: The Sequel Resources
<ul style="list-style-type: none"> Supper and Strategies professional development offerings 	23-24 Supper and Strategies
<ul style="list-style-type: none"> Literacy and library media/instructional technology coaching is always available for teachers 	Literacy: J. Budek, T. Kempen, H. White Technology: J. Goodman, J. Gossen, A. Knapp, N. Verbeten, J. Wathke
<ul style="list-style-type: none"> The district supports the individual learning needs of various staff members and departments through conference attendance 	Examples include: Graham Fletcher math training, Building Thinking Classrooms training, CPM math training, literacy training
<ul style="list-style-type: none"> Ongoing professional development is being provided for special education staff 	Examples: Using Augmentative and Alternative Communication Devices, Supporting Neurodiverse Students, N2Y curricular resources, collaboration time, Functional-Behavioral assessments and behavioral intervention plans
<ul style="list-style-type: none"> 3 year mentor program for staff members in their first years of teaching 	Program information
<ul style="list-style-type: none"> Addition of mentor program for support staff 	Program information
<ul style="list-style-type: none"> ALICE training for all new staff and ALICE refresher training for all other staff 	Provided for new staff as part of new teacher orientation Refreshers provided at each building in conjunction with building SROs
<ul style="list-style-type: none"> The High School hosted an AP (Advanced Placement) conference this year. There were 55 participants from 14 school districts who attended. 	There is interest in continuing to host at WDP in future years.
<ul style="list-style-type: none"> Multiple opportunities for professional development took place over the summer. 	Examples: Nonviolent Crisis Intervention, Restorative Practices, Illustrative Math implementation, New Teacher Orientation, Open Lab, SITA, Early Literacy Academy, Co-Teaching

- 2.b Support a workplace culture that fosters engagement and promotes employee health, wellness, and relationships



Actions	Additional Information
<ul style="list-style-type: none"> Regular staff recognition (i.e. food, apparel, etc.) 	<p>We regularly show appreciation for our staff both at the district and building level in a variety of ways. (see examples)</p>
<ul style="list-style-type: none"> Fitness opportunities across the district with multiple options 	<p>Staff Fitness Opportunities- (pelotons, cross fit, weight rooms, athletic events, etc.)</p>
<ul style="list-style-type: none"> On site and near site clinics 	<p>Participation</p>
<ul style="list-style-type: none"> Culture building activities held in each building. 	<p>Each building has in place a variety of practices that promote positive culture and relationships. (For example: a family first approach, mobile snack cart, trivia, tournaments/contests, exercise, culture and climate committee, team building activities, fitness promotion, games, etc.)</p>
<ul style="list-style-type: none"> Part-time staff members are able to utilize our on-site clinic and access the on-site nurse at no cost 	<p>This started in Sept. of 2023.</p>
<ul style="list-style-type: none"> Continue to offer wellness initiatives through Bellin 	<p>Staff are sent weekly emails that provide access to webinars, information, and training regarding mental health and wellness.</p>
<ul style="list-style-type: none"> Employee groups continue to meet regularly to share ideas for continued improvement, dialogue, and gain further understanding of our current state related to processes and practices. 	<p>Four meetings have taken place thus far this year.</p>
<ul style="list-style-type: none"> Begin work to refine our reunification process in the event of a crisis situation 	<p>Working with the Unified School District of De Pere and community emergency response professionals</p>

- 2.c Attract and retain talented staff members through regionally competitive salary and benefits



PRIORITIES

Actions	Additional Information
<ul style="list-style-type: none"> ● Track: reasons staff come and/or leave 	<p>Summary Document</p>
<ul style="list-style-type: none"> ● We have been able to fill the large majority of our positions during our current staffing shortage in education. 	<p>We utilize resources such as Indeed, posting to Facebook and our website, etc.</p>
<ul style="list-style-type: none"> ● Continued high level of health care while enhancing the district's dental and vision plans <ul style="list-style-type: none"> ○ Part-time staff members are able to utilize our on-site clinic at no cost 	<p>Plan Summaries</p> <p>This additional benefit is appreciated as per meetings with this employee group.</p>
<ul style="list-style-type: none"> ● Provide opportunities for "Aspiring administrators" 	<p>Association of Wisconsin School Administrators membership and shadowing opportunities have taken place.</p>
<ul style="list-style-type: none"> ● Implementation of an online substitute teacher calling system 	<p>Red Rover was incepted in the Fall of 2023 and is getting positive reviews from those who utilize it.</p>
<ul style="list-style-type: none"> ● Participated in the first CESA staff recruitment event along with three other school districts. 	<p>This provided an opportunity to connect with other districts and generate further potential staff/substitutes.</p>

Priority 3

Growth

We continue to monitor growth and educational trends to plan and communicate future needs while maintaining and upgrading facilities and programming in a fiscally responsible manner.

Indicators

- 3.a Monitor community and enrollment growth for future planning

GROWTH

Actions	Additional Information
<ul style="list-style-type: none"> • Continue to monitor current growth and make comparisons to our most recent studies. 	<p>We are growing, however, not at the rate suggested in the 2022 Roffers report. As always, we also monitor individual grade level/classroom enrollment.</p>
<ul style="list-style-type: none"> • Continue participation on the City of De Pere Comprehensive Planning Committee, Town of Lawrence Comprehensive Planning, and WI DOT Interstate 41 project meetings. 	<p>Link to City of De Pere plan Link to Town of Lawrence plan Link to WI DOT Interstate 41 project</p>
<ul style="list-style-type: none"> • Communication with municipalities on vision for future development and updates with regard to new developments being constructed. 	<p>Ongoing conversations with Town of Lawrence representatives as well as individuals from De Pere take place in order to maintain awareness of subdivisions and planning. There continues to be a lot of current and future planned construction taking place. (i.e. The Bungalows)</p>
<ul style="list-style-type: none"> • Constantly monitor class sizes and student needs 	<p>This ensures appropriate staffing to meet the needs of all students.</p>

- 3.b Provide resources to meet the changing needs of students and the community

GROWTH

Actions Information	Additional Information
<ul style="list-style-type: none"> • Care Solace is underway 	<p>Care Solace provides assistance with access to mental health services for students, staff, and all West De Pere community members.</p> <p>In three months time, we have over 100 different contacts with Care Solace resulting in 25 individuals being connected with supports outside of school.</p>
<ul style="list-style-type: none"> • Continue providing resources for children and families in need. 	<p>- Hands Across De Pere, The Hanger-a room at the High School to help students in need, etc.</p>

<ul style="list-style-type: none"> • Providing resources for families outside of the school day. 	<p>There are a variety of events and drives throughout the district for families to participate in. Examples include things like literacy nights, math nights, digital safety nights, book fairs, learning events, food drives, and other engaging opportunities for students and families. Additionally, we connect with the community to promote Phantom Fundamentals!</p>
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• 3.c Continue practicing fiscal responsibility

GROWTH

<i>Actions</i>	<i>Additional Information</i>
<ul style="list-style-type: none"> • Continue to focus on energy savings and tracking results 	Tracking Data
<ul style="list-style-type: none"> • Operate within budget while meeting needs of students and staff 	Budget
<ul style="list-style-type: none"> • Exploring cost reduction opportunities with administrative team 	<p>assess wants vs. needs, minimize purchased services and/or provide internally to reduce cost</p>

• 3.d Utilize communication practices that enhance connections

GROWTH

<i>Actions</i>	<i>Additional Information</i>
<ul style="list-style-type: none"> • In the process of enhancing communication through the development of videos to highlight literacy/math thinking and terminology 	<p>Will be shared with parents via multiple media and linked on the web when complete. Example</p>
<ul style="list-style-type: none"> • Continue utilizing the District Newsletter, social media, School Messenger, building/program newsletters/updates, and shared drives for staff. Move more toward digital communication where appropriate. 	<p>Examples include: Facebook Page District Newsletter</p>
<ul style="list-style-type: none"> • Continue to nurture connections with organizations to provide experiences for students (i.e. Involvement in: De Pere Chamber of Commerce, Greater Green Bay Area Chamber of Commerce, Optimists, Friends of Fallen Timbers, Rawhide, Achieve Brown County Strategic Planning, local businesses, etc.) 	<p>We deliberately nurture existing connections and continue to foster new connections as we seek opportunities for students.</p>
<ul style="list-style-type: none"> • Continued virtual Board Meeting option and posting Board meeting notices on the School District of West De Pere Facebook page. 	<p>We monitor virtual participation and continue to offer it as an option to attend Board Meetings. Also, we not only post the agenda on the website, but also share the appropriate supporting documents the day prior to a Meeting.</p>
<ul style="list-style-type: none"> • Employee groups continue to meet regularly to share ideas for continued improvement, dialogue, and gain further understanding of our current state related to processes and practices. 	<p>Four meetings have taken place thus far this year.</p>



MEMO

TO: Board of Education

FROM: Dennis Krueger, Superintendent

SUBJECT: Deputy Clerk

DATE: December 20, 2023

Please consider appointing Theresa Shaw, Accounting Manager, as the Deputy Clerk for the upcoming 2024 Spring Board Elections.

Thank you,

Dennis Krueger
Superintendent



School District of West De Pere

Board Update

A Vision of Pride and Excellence

January 2024

High School Basketball Gives Back

This season the Girls and Boys Basketball programs teamed up to collect toys to donate to help make Christmas a little brighter for the families at Ronald McDonald House of Milwaukee.



A Capella Spreads Cheer

The Middle School A Capella performed at Rennes Nursing Home and The Residence to help spread some holiday cheer.



Youth Apprenticeship

Congratulations to Corey Wollin, Youth Apprenticeship Coach for our district. Corey has been honored with the FUTURE 15 award by the Greater Green Bay Chamber! But that's not all – Corey is also a finalist for the prestigious 2024 Young Professional of the Year award!



FACE Class Gets Visitor

Chef Mike Balistreri from Fox Valley Technical College spent a day in the High School FACE department. He went over knife skills with the Intro to Culinary Arts class and made eggnog with the Baking & Pastry Arts and Culinary 1 classes. It was a very interesting day in the Culinary Arts classrooms.



Hemlock Creek 3rd Grade

3rd grade made tie blankets for Sleep in Heavenly Peace, a local organization that makes and delivers beds to kids who need one. They also collected 18 pillows and 36 sets of sheets!



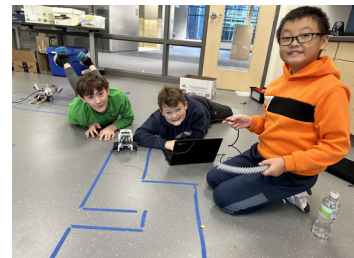
Intermediate School Guests

The Intermediate School had two amazing presentations by Oneida smoke dancers. The presenters shared their culture with our students and it is much appreciated.



Intermediate School STEM Projects

6th graders in STEM are working on coding the EV3 Mindstorm robots through a maze. They have been working collaboratively to complete this project.



Hemlock Creek Snowmen

The Kindergarten classes at Hemlock Creek had a blast making snowmen.



Upcoming Events

- January 18 -Grades 9-12 Parent Teacher Conferences
- January 18- 6-7 PM- Hemlock Creek Family Literacy Night
- January 17-19- School Board Convention
- January 24- 6-8 PM- Family Game Night hosted by the Middle School Chess Club
- March 14- 5 PM- Westwood Math Carnival
- March 19- 6-6:45 PM Middle School Art Show in the commons
- April 22- 4:30PM- Westwood Student Extravaganza

