

SCHOOL DISTRICT OF WEST DE PERE
REGULAR BOARD MEETING
West De Pere District Office-400 Reid St. Suite, W
June 21, 2023
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 May 17, 2023 regular meeting
- 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:
 - 6131 (R) Guidelines for Using West De Pere's Computer Network and Internet
 - 6131 (R2) District Employee Guidelines for Use of Social Media and Electronic Communication
 - 6190 Title I Comparability Policy
 - 9110 School Board Elections
- X. New Business
 - A. Finance Committee Report
 - B. Curriculum and Policy Committee Report and First Readings
 - 5113 Student Attendance and Truancy
 - 5113 (R) Student Attendance and Truancy Administrative Procedures
 - 8130 (E) Board Committees
 - C. Strategic Planning Monitoring Report
 - D. Annual Seclusion and Restraint Report for 2022-2023
 - E. Consider the CESA 8 Contract for the 2023-2024 School Year
 - F. Consider the Rate of Pay for Substitute Teachers for the 2023-2024 School Year
 - G. Consider Liability, Auto, Worker's Comp, and Property Insurance Renewals
 - H. Consider Additions/Changes to Appendix B and Schedule B
 - I. Consider School Nutrition Prices for the 2023-2024 School Year
 - J. Consider Ten Year Capital Improvement Plan

K. Consider Staffing Items

XI. Reports and Communication

XII. Consider adjourning into closed session as provided under Section 19.85 (1)(e) Wisconsin Statutes for the purpose of deliberating/negotiations with regard to potential acquisition of properties for school purposes. 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/92100647993?pwd=cGhDV01hK3RIUkhNdzM2UURkK1p4Zz09>

By Phone: 312-626-6799

Meeting Id:92100647993

Passcode:022920

**SCHOOL DISTRICT OF WEST DE PERE
REGULAR BOARD MEETING
WESTWOOD ELEMENTARY SCHOOL
May 17, 2023
5:30 PM**

Board members present: Fuss, Van Deurzen, Borley, Van Den Heuvel, Dorn
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 High School Forensics Team for bringing home 12 golds, 3 silvers and a bronze at the State meet. Coach Natalie Buhl, and team members Jessica Gauthier and Lauren Rastall were in attendance to represent the team. The Board congratulated them on a job well done. Whitney Eidahl, Occupational Therapist at Westwood Elementary, presented to the Board a presentation about the motor lab that was recently created at Westwood. She was joined by Daniele Radtke, 2nd Grade Teacher, and Patty McCormick, Physical Therapist. They explained the program and it's benefits for students. The Board thanked them for the information and all their hard work to provide amazing opportunities for students.

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 Ryan Van Den Heuvel that the April 12, 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. Ryan Van Den Heuvel abstained. Voting Yes: 4 Voting No: 0 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 Barbara Van Deurzen and seconded by Ryan Van Den Heuvel to adopt the following policies as previously presented:

- 3155 Fund Balances
- 5400.01 Equal Educational Opportunities (reviewed-no changes)
- 5400.9 Enrollment and Placement of Homeless Children and Youth

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 May 10, 2023 Curriculum and Policy Committee report.

Board Reorganization

Superintendent Krueger conducted the nominations for the president process.

Scott Borley nominated Jenni Fuss for President. There being no further nominations, it was moved by Ryan Van Den Heuvel and seconded by Scott Borley to elect Jenni Fuss President. Voting Yes: 4 Voting No: 0 Motion carried.

Jenni Fuss assumed control of the meeting as Board President.

Barbara Van Deurzen nominated Ryan Van Den Heuvel for Vice-President. There being no further nominations, it was moved by Barbara Van Deurzen and seconded by Scott Borley to elect Ryan Van Den Heuvel Vice-President. Voting Yes: 4 Voting No: 0 Motion carried.

Scott Borley nominated Barbara Van Deurzen for Clerk. There being no further nominations, it was moved by Scott Borley and seconded by Ryan Van Den Heuvel to elect Barbara Van Deurzen Clerk. Voting Yes: 4 Voting No: 0 Motion carried.

Ryan Van Den Heuvel nominated Scott Borley for Treasurer. There being no further nominations, it was moved by Ryan Van Den Heuvel and seconded by Barbara Van Deurzen to elect Scott Borley Treasurer. Voting Yes: 4 Voting No: 0 Motion carried.

Discussion centered on committee appointments.

President Fuss agreed to serve as delegate and legislative contact to the Wisconsin Association of School Boards and Barbara Van Deurzen agreed to serve as alternate delegate.

President Fuss appointed Scott Borley to continue as the CESA 7 Representative.

Board committee appointments were made as follows:

Budget/Finance Review

Scott Borley (Chair)

Jason Dorn

Policy & Curriculum

Barbara Van Deurzen (Chair)

Ryan Van Den Heuvel

It was moved by Ryan Van Den Heuvel and seconded by Barbara Van Deurzen to confirm Amundsen Davis [Robert Burns] as our legal firm for 2023-2024 and (CLA) CliftonLarsonAllen LLP as our auditors for 2023-2024. Voting Yes: 5 Voting No: 0 Scott Borley abstains. Motion carried.

It was moved by Scott Borley and seconded by Barbara Van Deurzen that the Press Times be named as the official newspaper for the posting of legal notices and minutes. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Barbara Van Deurzen and seconded by Ryan Van Den Heuvel to approve the presented financial depositories for 2023-2024. Voting Yes: 5 Voting No: 0 Motion carried.

Mrs. Corey Wollin, advisor to the Youth Apprenticeship Program at the High School, shared with the Board an overview of the program and student participation.

Amy LaPierre, Director of Curriculum, along with several math teachers in the district, presented to the Board their recommendation for a new K-6 math curriculum.

It was moved by Scott Borley and seconded by Ryan Van Den Heuvel to approve the K-6 Math Curriculum/Materials as recommended. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Ryan Van Den Heuvel and seconded by Barbara Van Deurzen to approve the renewal of the vision and dental insurance as recommended by administration. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Barbara Van Deurzen and seconded by Ryan Van Den Heuvel to approve the school fees for the 2023-2024 school year as recommended by administration. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Ryan Van Den Heuvel and seconded by Barbara Van Deurzen to approve all applications of resident students to attend a nonresident district and deny all 4K-12 applications to attend the School District of West De Pere for the 2023-2024 school year due to no spaces available with the exception of those siblings guaranteed enrollment per Board policy #5008. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Scott Borley and seconded by Ryan Van Den Heuvel to approve the CESA 7 contract for the 2023-2024 school year as presented. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Ryan Van Den Heuvel and seconded by Scott Borley to approve the 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 6:30 PM that the Board adjourn into closed session as previously stated. Voting Yes: Van Den Heuvel, Dorn, Borley, Fuss, Van Deurzen Voting No: None Motion carried.

The Board reconvened at 7:56 PM.

It was moved by Ryan Van Den Heuvel and seconded by Barbara Van Deurzen at 7:57 PM that the meeting be adjourned. Voting Yes: 5 Voting No: 0 Motion carried.

Barbara Van Deurzen
Clerk

SCHOOL DISTRICT OF WEST DE PERE **6131 (R)**
GUIDELINES FOR USING WEST DE PERE'S COMPUTER NETWORK AND INTERNET

West De Pere's computer network and internet access are provided for the benefit of students and staff for academic purposes. Users are responsible for their behavior and communications while using District² technology. A *Computer Use Acceptance* screen acknowledging adherence to this policy appears on all computers prior to logging on. In addition, all families sign a document acknowledging adherence before being issued a chromebook or being allowed to utilize district technology. The following guidelines have been established so that devices they can be used freely, safely, and efficiently:

- a. Respect others. Use respect for others.
- b. Use shared resources wisely. Diligent effort must be made to conserve resources. (i.e. frequently delete emails and unused files and turn off unused equipment).
- c. Use language that is appropriate in the school community.
- d. Purchase of products or services online is prohibited unless they are for educational purposes and prior approval is received.
- e. Use of the network for commercial activity, product advertisement, political lobbying, or harassment of students, staff or others is strictly prohibited.

School devices interact with West De Pere's network infrastructure in invisible but carefully designed ways. Therefore:

- a. No alterations should be made to the hard drives of any school devices or servers: don't change administrative settings, add or delete programs, change operating systems; and don't run programs from media (e.g. disks, CD/DVD's, USB drives; ...) without permission of the network system administrators.
- b. The use of *non-educational* sites, including but not limited to, games, internet chats, blogs, wikis, and unmoderated forums is an inappropriate use of computer resources and is not allowed.
- c. It is improper and illegal to copy programs, tamper with hardware, alter files, or enter certain areas of West De Pere's computer network without authorization.
- d. Any and all software or internet subscriptions must be approved for compatibility with the West De Pere's computer network before purchasing.
- e. Do not disrupt the use of the network (e.g. downloading or uploading files of any type including, but not limited to, streaming music, video, or applications).
- f. No unauthorized access, including so-called 'hacking' and other unlawful activities.
- g. No unauthorized disclosure, use, and or dissemination of personal identification regarding minors.
- h. Prohibited activity includes, but is not limited to, access to material deemed "obscene", child pornography", or "harmful to minors".

SCHOOL DISTRICT OF WEST DE PERE 6131 (R) cont'd
GUIDELINES FOR USING WEST DE PERE'S COMPUTER NETWORK AND INTERNET

- i. Individually assigned devices are to be used by that individual only (staff may not allow students to use staff devices). Users are responsible for damage that may be incurred by another user, as outlined in the device handbook.

Consequences of Misuse: Any user in violation of this policy will be subject to disciplinary action, which may include, but not limited to restitution for any and all damages, loss of device use privileges, suspension, expulsion, and referral to local authorities for further legal action. Any user denied access due to misuse will be responsible for finding alternatives for completing their tasks.

Passwords: Respect the confidentiality of passwords. Do not attempt to log on as anyone else. Users will keep all passwords confidential and not accessible to others. Staff will change passwords regularly as required. Change your password or ask to have your password changed when you think someone else may know it, and notify a teacher or administrator if you suspect passwords are being abused.

Electronic Communication: Email/Chat Rooms/Direct Electronic Messaging: The same rules of civility for speaking or writing apply. Before you send a message, read it over to be sure it communicates the content and tone you want the receiver to read. Don't send unnecessary messages that waste the receiver's time, and don't use up unnecessary paper printing out your messages unless you need them for a class.

- a. The School District of West De Pere pays for staff email accounts, which are provided for you to conduct your work. Limited occasional and brief use of email for personal reasons is acceptable.
- b. District administered student email accounts are provided for students in grades 4-12 and are to be used only for educational related purposes.
- c. Your email account is not yours. Your messages and account-associated content are property of the school district. The District retains the right to review, audit, intercept, access and disclose all messages created, sent, and received over the email system as necessary.
- d. Unacceptable use of the email system would include passing on chain mail, jokes, links to non-educational websites, spam, animations, hoax virus warnings, etc.
- e. Chat room access or direct electronic messaging (including instant messaging) is prohibited unless there is a direct educational purpose and approval is granted by a school system administrator.
- f. The safety and security of minors must be considered when engaged in any of the above.

SCHOOL DISTRICT OF WEST DE PERE 6131 (R) cont'd
GUIDELINES FOR USING WEST DE PERE'S COMPUTER NETWORK AND INTERNET

Privacy: Privacy is valued and respected in the School District of West De Pere school district. However, network and district administrators have the right to examine the account activity contents of the file server, email server, and to track internet usage with security software capable of recording any and all sites visited to maintain system integrity and ensure responsible use of the system.

ALL email, internal and external, both sent and received, is recorded on a read-only server accessible for administration purposes.

In order to foster independent thought, creativity, and intellectual development, the school will only examine files when there is reason to suspect any activity or material that violates the school's code of conduct or law. This includes criminal activity;; material that is obscene;; material that is violent or actively encourages violent behavior;; plagiarism or violation of intellectual rights or copyright laws;; activity that endangers, demeans, threatens, or libels a person or persons;; and material that denigrates people based on gender, race, ethnicity, disability, religious beliefs, or sexual identity.

Software:

- a. The unauthorized installation of software or files is prohibited.
 1. Licensing agreements will be upheld for copyrighted software.
 2. Privately owned software is prohibited.
- b. All software selection, approval, and budgeting must follow established procedures. Reference chart 'Schematic for Software Selection/Approval/Budgeting'.

Hardware:

- a. Personal hardware, such as printers and monitors, is not acceptable.
- b. All hardware selection, approval, and budgeting must follow established procedures.

Cyber-bullying: The district's computer network and district owned equipment may not be used for the purpose of harassment. All forms of harassment are unacceptable and viewed as a violation of the District's acceptable use policy and procedures.

Cyber-bullying includes; harassing, teasing, intimidating, threatening, or terrorizing another person by sending or posting inappropriate and hurtful email or text messages, digital pictures, or web site postings, including blogs, social networking sites, and any other web tools.

Students and community members; who believe they have been the victims of such misuse of technology, as described in this policy, should print out a copy of the offending material and bring it to the attention of a staff member or principal.

SCHOOL DISTRICT OF WEST DE PERE 6131 (R) cont'd
GUIDELINES FOR USING WEST DE PERE'S COMPUTER NETWORK AND INTERNET

Use of Web Tools: The use of web tools ~~any web tool~~ is considered an extension of your classroom. Therefore, any speech that is considered inappropriate in the classroom is also inappropriate in any web tools. Students are not permitted to create social media pages that represent school sponsored clubs, sports, events, etc.

Students using any web tools are expected to act safely by keeping ALL personal information out of their posts.

Students using such tools agree to not share their username or password with anyone other than ~~besides~~ their teachers and parents.

~~Students who do not abide by these terms and conditions may lose their opportunity to take part in the project and/or be subject to consequences appropriate to misuse.~~

Copyright and Plagiarism: ~~Users of information must always document sources, in both formal and informal communications. Email messages may not be quoted or forwarded without the permission of the original sender.~~

Internet Access: ~~West De Pere provides access to the resources on West De Pere's computer network and on the internet. When used wisely, these resources can enrich and transform learning experiences.~~ Freedom of access to the wealth of resources available on the internet outweighs the risks of accessing material that is inappropriate. Internet users must accept their responsibility for this freedom of access. Computer and internet usage will be monitored for compliance.

Supervision and Monitoring: It shall be the responsibility of all members of the West De Pere School staff to supervise and monitor usage of the computer network and access to the internet at school in accordance with this policy and the Children's Internet Protection Act. In addition, content filtering will follow a device, even offsite. Procedures for modifying any technology protection measures shall be the responsibility of the Technology Department.

Safety: Parents, students, staff, and administration should be aware that: The School District of West De Pere has no control over the content of the information residing on other computers connected with the internet, or control over the identity of individuals having access to the internet. Parents, students, and the adult community are therefore advised that the internet may contain material that is illegal, defamatory, obscene, profane, inaccurate, abusive or threatening, racial or ethnically offensive, or inappropriate. The administration and staff of West De Pere do not condone or permit the use or viewing of such materials, and persons are prohibited from bringing such material into the school environment. The School District of West De Pere will educate about appropriate online behavior, including interacting with other individuals on social networking websites, in chat rooms, and cyber ~~bullying~~ awareness and response.

SCHOOL DISTRICT OF WEST DE PERE 6131 (R) cont'd
GUIDELINES FOR USING WEST DE PERE'S COMPUTER NETWORK AND INTERNET

Disclaimers:

- a. The school district cannot guarantee network functionality or accuracy of information.
- b. The school district does not guarantee the effectiveness of internet filtering.

Student and Parent/Guardian Responsibilities: All students using the District's computer network or accessing the internet through the District's network must indicate that they and their parent or guardian understand the responsibilities of exercising this access by signing a user agreement, and that failure to follow it may result in loss of their network privileges and possible further disciplinary action.

The Acceptable Use Permission and Release Agreement Form: Students and their parent(s) and guardian(s) must sign. For students is signed electronically by the student and their parent or guardian during the annual registration process.

The Acceptable Use Permission and Release Agreement Form:

Staff/volunteers/substitutes/student teachers must sign annually. For staff/volunteers/substitutes must be:

1. Signed by all staff/volunteers/substitutes/student teachers
2. Kept on file at District Office

CIPA (Child Information Protection Act) definitions of terms:

TECHNOLOGY PROTECTION MEASURE. The term "technology protection measure" means a specific technology that blocks or filters internet access to visual depictions that are:

1. **OBSCENE**, AS THE TERM IS DEFINED IN SECTION 1460 OF TITLE 18, United States Code;
2. **CHILD PORNOGRAPHY**, AS THAT TERM IS DEFINED IN SECTION 2256 OF TITLE 18, United States Code; or
3. Harmful to minors

HARMFUL TO MINORS. The term "harmful to minors" means any picture, image, graphic image file, or other visual depiction that:

1. Taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion;
2. Depicts, describes, or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated normal or perverted sexual acts, or a lewd exhibition of the genitals; and
3. Taken as a whole lacks serious literary, artistic, political, or scientific value as to minors.

SCHOOL DISTRICT OF WEST DE PERE 6131 (R) cont'd
GUIDELINES FOR USING WEST DE PERE'S COMPUTER NETWORK AND INTERNET

SEXUAL ACT; SEXUAL CONTACT. The terms “sexual act” and “sexual contract” have the meanings given such terms in section 2246 of title 18, United States Code.

ADOPTED: 1/2/97

REVISED: 6/21/01, 5/19/03, 3/15/06, 10/15/08, 4/15/09, 7/10/10, 3/20/12, 5/9/18, 6/6/18,
6/27/2022

SCHOOL DISTRICT OF WEST DE PERE **6131 (R2)**
DISTRICT EMPLOYEE GUIDELINES FOR USE OF SOCIAL MEDIA AND
ELECTRONIC COMMUNICATION

Philosophy

Social media has created a complex online environment that has blurred the lines between professional and recreational communication. Because this confusion of roles has the potential to produce contradictory messages and identities, the School District of West De Pere advocates a dual-identity social networking strategy for **staff employees** interested in social media for professional purposes. A dual-identity social networking strategy clearly distinguishes recreational social media use from professional social media use by creating separate accounts for each purpose.

Therefore, all district-related social networking use must take place on a separate professional account. Likewise, all non-teaching social networking must take place on a separate, recreational social networking account.

Recreational Social Media Account

Definition

A recreational social media account is a profile that is used to network for personal purposes such as keeping in touch with friends creating online photo albums of non-teaching related events, or other personal, social activities. A recreational social media account is not affiliated with the School District of West De Pere in any way.

Guidelines **Employees who use social media for personal purposes shall observe the following principles when communicating through social networking sites:**

- **Staff Employees** may not connect (friend, follow, or subscribe) to current students with their social accounts. **However, an employee may communicate with a student using personal social media networks to the extent the employee and student have a family relationship or other type of appropriate relationship which originated outside of the school setting.** For example, an employee may have a relationship with a niece or nephew, a student who is the child of an adult friend, a student who is a friend of the employee's child, or a member or participant in the same civic, social, recreational, sport or religious organization. **In these instances, employees who choose to connect to current students must understand that they are still considered a mandated reporter in this online environment.**
- **Employees shall not post confidential information about students, employees, or school system business.**
- **Employees shall not knowingly allow students access to any portions of their personal social networking sites that are not accessible to the general public. For example, any content on a personal social media site that is protected with privacy settings should not be made available to students.**
- **Employees shall be professional in all internet postings related to or referencing the school system, students, and other employees.**
- **Employees shall not use the school district's logo or other material of the district as part of a personal social media presence without express written consent from the Board.**

SCHOOL DISTRICT OF WEST DE PERE 6131 (R2) cont'd
DISTRICT EMPLOYEE GUIDELINES FOR USE OF SOCIAL MEDIA AND
ELECTRONIC COMMUNICATION

- Employees shall not post images of a student or student's family without permission from the student and the student's parent or legal guardian.
- Employees shall not use internet postings to libel or defame the Board, individual Board members, students, or other school employees.
- Employees shall not use internet postings to harass, bully, or intimidate other employees or students.
- Employees shall not use internet postings to engage in any other conduct that violates Board policy and administrative procedures or state and federal laws.

Professional Social Media Account

Definition

A professional social media account is a profile that is created for the sole purpose of accomplishing teaching-related tasks such as communicating school-related information to parents and students. A professional social media account is a direct extension of the School District of West De Pere, and thus, the professional profile must adhere to all district guidelines for online publications.

Guidelines Employees who use social media for professional purposes shall observe the following principles when communicating through social networking sites:

- Staff Employees may connect to current students and parents only on a professional media account.
 - Staff Employees who choose to connect to current students must understand that they are still considered a mandated reporter in this online environment.
- All communication between students and parents via the professional social media account may shall be directly related to professional, school-related business; a professional social media account is an online extension of a district employee.
- Communication between students and parents needs to be in a medium that can be documented.
 - Documented Communication Tools include, but are not limited to:
 - Wall Posts
 - Discussion Forums
 - Inbox Messages
 - Emails
 - Public Tweets
 - ~~Undocumented Communication Tools include, but are not limited to:~~
- Staff Employees may create a Fan Page an account for organizations, clubs, or classes
- All content posted on school-related pages-accounts must adhere to School District of West De Pere guidelines for online publications.

SCHOOL DISTRICT OF WEST DE PERE 6131 (R2) cont'd
DISTRICT EMPLOYEE GUIDELINES FOR USE OF SOCIAL MEDIA AND
ELECTRONIC COMMUNICATION

Electronic Communications

All **staff employee** members' electronic communications, including **without limitation, but not limited to** email and texting, is considered a public record, regardless of its professional or personal nature, and is subject to disclosure as allowed by law. Further, all **staff employee** members are bound by mandated reporting requirements at all times.

Social Media Influencer Presence

West De Pere understands that some employees may wish to create social media content that builds a popular following, however content related to the work an employee is doing at school and/or the school building location may not be used for personal gain (e.g., affiliate links, ads, etc).

Legal References: Wisconsin Statute 118.125

Federal FERPA Statute 20 U.S.C. Sec 1232g; 34 CFR Part 99

ADOPTED: 12/20/11

REVISED: 4/18/16, 6/27/2022

SCHOOL DISTRICT OF WEST DE PERE
TITLE I COMPARABILITY POLICY

6190

As required by ~~ESSA (Every Student Succeeds Act) of 2015~~ ~~ESEA. No Child Left Behind Act of 2001, (PL-107-110)~~, the School District of West De Pere has established and implemented a district wide salary schedule and will use state and local funds to provide services in Title I project areas, which if taken as a whole, are at least comparable to services being provided in areas not receiving funds under this chapter. Should all school attendance areas be designated project areas within any grade band, state and local funds will be used to provide services which are substantially comparable to each project area.

It is thus the stated policy of the School District of West De Pere to ensure Title I equivalency among schools or grade bands levels within the district in provision of:

- 1) Teacher, administrators, and support services personnel
- 2) Curriculum materials and instructional supplies

Documentation verifying compliance with this policy will be maintained annually and records will be updated on a biennial basis documenting compliance. These records will be available for SEA or auditors review upon request.

It is understood that unpredictable changes in enrollment or personnel assignments which occur after the beginning of a school year need not be included as a factor in determining comparability of services.

ADOPTED: 1/17/08

SCHOOL DISTRICT OF WEST DE PERE
SCHOOL BOARD ELECTIONS

9110

The Board of Education of the School District of West De Pere shall be elected at the general election held on the First Tuesday in April of each year, following the procedure outlined for such election by the state statutes.

Board members are elected from the District at large for a term of three years, or until their successor is duly elected or appointed. Two members of the five member board are elected each year, with the exception of every three years, when only one board member is elected. Such term of office is to commence on the fourth Monday in April. Board members elected shall, before taking office, take and sign an oath of office administered by the school district clerk.

LEGAL REFERENCE: Section 120.01, 120.02, 120.06, Wisconsin Statutes

ADDENDUM

<u>CURRENTLY HELD BY</u>	<u>EXPIRES</u>
<u>Jenni Fuss/Jason Dorn</u>	<u>2026</u>
Barbara Van Deurzen/Scott Borley	2025
Ryan Van Den Heuvel	2024
Joe Bergner/Jenni Fuss	2023

ADOPTED: 10/17/72

REVISED: 12/15/88, 12/19/96, 1/13/97, 9/21/16, 4/22/19, 4/29/2020, 5/17/2021, 6/27/2022

SCHOOL DISTRICT OF WEST DE PERE
CURRICULUM and POLICY MEETING
West De Pere District Office-400 Reid St, Suite W
June 15, 2023
7:30 a.m.

- I. Call meeting to order - 7:30 a.m.
- II. Curriculum items
Amy LaPierre, Director of Curriculum, reviewed with the committee the following pending education legislation;
-Senate Bill 115 and AB 109 Personal Financial Literacy
-LRB-2748 and LRB-3540 Early Literacy
- III. Review the following for Board adoption:
- 6131 (R) Guidelines for Using West De Pere's Computer Network and Internet
 - 6131 (R2) District Employee Guidelines for use of Social Media and Electronic Communication
 - 6190 Title I Comparability Policy
 - 9110 School Board Elections
- Reviewed for Adoption on 6/21/2023
- IV. Review the following:
- First Reads:**
- 5113 Student Attendance and Truancy
 - 5113 (R) Student Attendance and
 - 8130 (E) Board Committees
- Committee discussed recommended revisions Present for **First Reading** on 6/21/2023
- V. Next meeting date: July 13, 2023
- VI. Adjourn meeting -7:47 a.m.

SCHOOL DISTRICT OF WEST DE PERE
STUDENT ATTENDANCE AND TRUANCY

5113

A. Attendance and Excuses

The primary legal and moral responsibility for student attendance rests with the parent (or guardian) and the student. The **School District of West De Pere Schools** will work cooperatively with the parent or responsible adults to teach students the importance of daily and timely school and class attendance. Effective instruction is an important part of this process; however, it is the position of the West De Pere Board of Education that the climate for **an** instruction begins with regular attendance. When students are absent from class, they miss integral and essential parts of the learning process. **Certain classroom Instructional** activities, such as discussions, **films-videos**, and the participation of guest speakers can never be made up **or replicated**. It is the student's responsibility to participate and contribute in the classroom learning process.

Excessive absences and trancies have a detrimental effect on other students as well as on the process of instruction. Absences and trancies do harm to the process of education by placing greater demands on the time of teachers for make-up assignments; and assistance to truant or absent students. This demand is an infringement upon the rights of other students for equal attention of the teacher.

Furthermore, there are direct relationships between school attendance habits, the incidence of student dropout, and post-secondary success, whether it be in advanced training opportunities or on the **first** job. Students, therefore, are expected to be in attendance every day except as noted below.

B. Compulsory Attendance Age

1. In accordance with state law, all children between **5 6** and 18 years of age must attend school full time until the end of the term, quarter, or semester in which they become 18 years of age unless they have a legal excuse. s.118.15(1)(a)
2. Upon the child's request and with the written approval of the child's parent or guardian, any child who is 16 years of age may be excused by the school board from regular school attendance if the child and his or her parent or guardian agree, in writing, that the child will participate in a program or curriculum modification leading to the child's high school graduation. s.118.15(1)(c)
3. Upon the child's request and with the written approval of the child's parent or guardian, any child who is 17 years of age or over may be excused by the school board from regular school attendance if the child and his/her parent or guardian agree, in writing, that the child will participate in a program or curriculum modification leading to the child's high school graduation or leading to a high school equivalency diploma under s.115.29(4) s.118.15(1)(c).

SCHOOL DISTRICT OF WEST DE PERE
STUDENT ATTENDANCE AND TRUANCY

5113 cont'd

4. A child, under the age of 18, requesting withdrawal from school attendance should remain in school until the end of the term in which the request is made. Likewise, any person requesting re-admittance should wait until the beginning of the next term to return to school.

C. Truancy and Absences Defined

1. Truancy S.118.16(1)(c)

- a. "Truancy" means any absence of part or all of one or more days from school during which the school attendance officer, principal, or teacher has not been notified of the legal cause of such absence by the parent or guardian of the absent pupil, and also means intermittent attendance carried on for the purpose of defeating the intent of s.118.15.
- b. Students who are truant (unexcused) as defined by Wisconsin Statute 118.16 will be subject to disciplinary action.

2. Habitual Truancy S.118.16(1)(a)

- a. "Habitual truant" means a pupil who is absent from school without an acceptable excuse for part or all of 5 or more days on which school is held during a school semester.

3. "...Absence of *part* of one or more days..." is defined as follows:

- a. Elementary School (K- 4) more than 15 minutes but less than three-fourths of a school day
- b. Intermediate school (5-6) – more than 15 minutes but less than three-fourths of a school day.
- c. Middle School (7-8) - one to **four eight** class periods in any given school day (9 period day)
- d. High School (9-12) - one to four class periods in any given school day (5 period day)

4. "...Absence of *all* of one or more days..." is defined as follows:

- a. Elementary School (K-4) - three-fourths or more of a school day
- b. Intermediate School (5-6) - three-fourths or more of a school day

SCHOOL DISTRICT OF WEST DE PERE
STUDENT ATTENDANCE AND TRUANCY

5113 cont'd

- c. Middle School (7-8) - nine class periods in any given school day (9 period day)
 - d. High School (9-12) - five class periods in any given school day (5 period day)
5. Contributing to Truancy S.118.16(2)(cg)4

In accordance with state law under S.118.15(5), penalties may be imposed on the parent or guardian if he or she fails to cause the child to attend school regularly as required under S.118.15(1)(a) and (am).

6. Excused Absences

- a. Students may be excused from school for the following reasons:
 - i. *Personal illness*. When absences for personal illness are prolonged or chronic, the building administrator has the authority to request the parent or guardian to obtain a written statement from a physician or licensed practitioner as proof of the physical condition of the child.
 - ii. *Funerals and religious services* as requested by the parent (or guardian).
 - iii. **Professional Medical** *appointments* that could not be scheduled outside of the regular school day.
 - iv. *Serious personal or family crisis*.
 - v. Student that is *not in proper physical and/or mental condition* to attend school in accordance with Statute 118.15(3)(a).
 - vi. *Family vacations*, which must be pre-arranged through the school office; preferably as many days prior to leaving as the length of the vacation. Family vacations also include activities that parallel or are related to activities that are part of the school district's curriculum or co-curricular program. The absence will be excused in these cases if the parent request for a pre-excused absence has been completed and is on file in the school office prior to the absence.
 - vii. *Other circumstances*, deemed as an acceptable excuse per school officials, such as: medical quarantines, extreme weather conditions, court appearances, etc.

SCHOOL DISTRICT OF WEST DE PERE
STUDENT ATTENDANCE AND TRUANCY

5113 cont'd

- b. Students who are absent from school for reasons other than illness shall present an excuse prior to the absence. The absence will be determined to be excused or unexcused depending upon the reason presented. Failure to abide by this procedure will result in an unexcused absence. Emergencies will be considered at the time presented.
- c. Each principal shall work with staff to develop incentives and/or opportunities for recognition for outstanding attendance.

The Superintendent shall cause development of administrative rules relating to this policy.

D. Attendance Officer

- 1. The principal or the principal's designee at each of the district's schools is designated to deal with matters relating to school attendance and truancy.
- 2. The "School Attendance Officer" of each school shall determine daily which pupils enrolled in the school are absent from school and whether that absence is excused. s.118.16(2)(a)
- ~~3. Annually, on or before June 15, each principal shall determine how many pupils enrolled in their school were absent in the previous year and whether the absences were excused. This information will be submitted to the district administrator, who shall notify the state superintendent of the determination. s.118.16(2)(b)~~
- ~~3.4.-~~ In cases of truancy, the school attendance office shall follow the administrative rules for handling truancy.

E. Teacher Responsibility

- 1. Teachers are required to submit daily attendance reports to the School Attendance Officer on all pupils under their charge. s.118.18
- 2. Teachers are required to emphasize the importance and necessity of good attendance. Classroom procedures and grading requirements will be developed which reflect the effect class attendance has on student progress. However, no pupil shall be denied credit in a course or subject solely because of his/her unexcused absence from school.

CROSS REFERENCE: Administrative Rule - 5113(R)
Student Handbooks District Truancy Plan

LEGAL REFERENCE: Section 118.15, 118.16 Wisconsin Statutes

ADOPTED: 10/15/80

REVISED: 1/14/81, 1/15/87, 11/16/89, 5/20/99, 3/16/11, 10/18/11, 9/18/12, 9/17/2020

SCHOOL DISTRICT OF WEST DE PERE
STUDENT ATTENDANCE AND TRUANCY
ADMINISTRATIVE PROCEDURES

5113 (R)

ATTENDANCE AND EXCUSES

A. Procedures:

1. ~~Attendance will be taken each period in grades 6-12. Beginning in the 2021-2022 school year a~~Attendance will be taken each period in grades 7-12. The absence will be recorded in the attendance office for each period. At ~~the elementary level~~ grades K-6, attendance will be taken daily, a.m. and p.m., with absences being recorded in the office and reported to the principal.
2. Each secondary school and teacher will prepare and keep a listing of all absences for each class period.
3. Upon returning to school following an absence, students are required to present a written explanation of their absence from their parent or guardian. Phone calls from parents/guardians will also be accepted within a reasonable amount of time, as defined by each building site.
4. A letter regarding a student's absence is to be sent to the parents or guardians after seven (7) days and again after ten (10) days of accumulated absence (discretion should be used by the principal in cases where they are aware that the student has been under a doctor's treatment, ~~in quarantine restrictions~~ or other relevant medical-excused circumstances).
5. Students are responsible for making up work that is missed during their absence and have as many days to get their work made up and turned in as they were absent.
6. State law provides that a school may not deny a student credit in a course solely because of the pupil's unexcused absences. A student may be failed if he/she does not satisfactorily complete the make-up work assigned due to his/her absences. Students who are truant will be required to make up all work missed, including examinations.
7. After three consecutive weeks of being absent without showing intent of returning, the student will be exited as of the date of the first day of the consecutive absences.

B. Consequences: Truancy

1. For All Incidents of Truancy
 - a) Parents or guardians are notified by phone as soon as truancy is determined, and directed to return the child to school no later than the next day on which school is in session or to provide an excuse. The notice under this paragraph must be given before the end of the second school day after receiving a report of an unexcused

SCHOOL DISTRICT OF WEST DE PERE 5113 (R) cont'd
STUDENT ATTENDANCE AND TRUANCY
ADMINISTRATIVE PROCEDURES

- b) absence and may be delegated to office staff. A written record will be maintained for phone contacts related to truancy.
- c) At grades ~~6-7~~-12, the student may be assigned detention in an amount as determined at each building site. ~~Beginning in the 2021-2022 school year attendance will be taken each period in grades 7-12.~~

2. Third Incident of Truancy

- a) A referral will be made to the child's school counselor to:
 - i) Provide an opportunity for educational counseling to determine whether a change in curriculum would resolve the child's truancy and to consider curriculum modifications possible within the current school program.
 - ii) Request that the counselor consult with the appropriate school staff in an effort to determine whether learning or social/emotional problems may be a cause of the child's truancy, and, if so, make appropriate referrals and/or recommendations.
- b) The attendance officer will send a letter to the parent or guardian outlining the provisions of the attendance law, and informing them that their child is in danger of violating the state's "habitual truant" law and the district's open enrollment policy regarding open enrollment. The parent or guardian will be encouraged to come in for a meeting to discuss the student's welfare.

3. Fifth Incident of Truancy

- a) The attendance officer will send a letter by first class mail to the parent or guardian. The notice shall say:
 - i) A statement outlining the provisions of the attendance law, and informing them that their child is now in violation of the state's "habitual truant" law.
 - ii) A statement of the parent's or guardian's responsibility, under s. 118.15 (1.)(a), to cause the child to attend school regularly.
 - iii) A statement that the parent, guardian or child may request program or curriculum modifications for the child and that the child may be eligible for enrollment in a program for children at risk under s.118.15 (3)(c).
 - iv) A request that the parent or guardian meet with appropriate school personnel to discuss the child's truancy. The notice shall include:
 - The name of the school personnel with whom the parent or guardian should meet;
 - The date and time of the meeting;
 - The name, address and telephone number of a person to contact to arrange a different date, time, or place.
 - v) S.118.16(2)(cg)4. A statement of the penalties, under s.118.15(5), that may be imposed on the parent or guardian if he or she fails to cause the child to attend school regularly as required under s.118.15(1)(a) and (am).
 - vi) A statement detailing how and where the parent or guardian may view the pupil's attendance record.
 - vii) A statement notifying the parent or guardian that habitual truancy may affect the status of an open enrolled student.

SCHOOL DISTRICT OF WEST DE PERE 5113 (R) cont'd
STUDENT ATTENDANCE AND TRUANCY
ADMINISTRATIVE PROCEDURES

- viii) The attendance officer will send a letter by first class mail to the parent or guardian. The notice shall **say include**:
 - i) A statement outlining the provisions of the attendance law, and informing them that their child is now in violation of the state's "habitual truant" law.
 - ii) A statement of the parent's or guardian's responsibility, under s. 118.15 (1.)(a), to cause the child to attend school regularly.
 - iii) A statement that the parent, guardian or child may request program or curriculum modifications for the child and that the child may be eligible for enrollment in a program for children at risk under s.118.15 (3)(c).
 - b) A referral will be made to the police liaison officer for municipal court proceedings, in compliance with Wisconsin Statutes Chapter 118, after the following have been completed:
 - i) Met with the child's parent or guardian to discuss the child's truancy or have attempted to meet with the child's parent or guardian and been refused.
 - ii) Provided an opportunity for educational counseling to the child to determine whether a change in the child's curriculum would resolve the child's truancy and have considered curriculum modifications possible within the current school program.
 - iii) Referred the child to the building's Student **Assistance Study Team (SAT)** to determine whether learning or social/emotional problems may be a cause of the child's truancy and, if so, have taken appropriate action or made appropriate referrals. The **SAT Student Study Team** shall maintain documentation regarding its findings/recommendations and review them with the building principal/designee.
4. Following receipt of evidence that the above activities have been met, the school attendance officer may file information on any child who continues to be truant with the court assigned to exercise jurisdiction under Chap.48 in accordance with s.48.24. Filing information on a child under this subsection does not preclude concurrent prosecution of the child's parent or guardian under S.118.15(5) and S.938.342.
5. Every Tenth Incident of Truancy
- a.) One every tenth incident of truancy (e.g., 10,20,30, etc.) a letter will be sent to Brown County Social Services informing them of the student's status as a habitual truant, that chronic truancy persists, and accompanied by a copy or listing of the student's attendance history. A copy of this letter will be sent to the parent or guardian of the student.

ADOPTED: 11/16/89

REVISED: 5/20/99, 3/16/11, 9/23/15, 9/17/2020, 11/16/2022

SCHOOL DISTRICT OF WEST DE PERE
BOARD COMMITTEES

8130 (E)

Finance/Budget Review Committee

Scott Borley (Chair)

~~Joe Bergner~~ Jason Dorn

Policy & Curriculum

Barbara Van Deurzen (Chair)

Ryan Van Den Heuvel

UPDATED: 5/17/2021, 7/14/2021



School District of West De Pere

Monitoring Report

Strategic Plan: 2021-26

June 2023 - end-year update

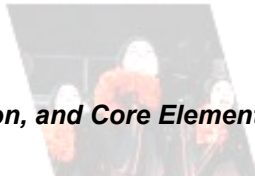
PRIORITIES

PRACTICES
AND
PATHWAYS

RECRUIT.
RETAIN.
AND
DEVELOP
STAFF

GROWTH

Vision, Mission, and Core Elements



We prioritize strategies to recruit and retain all exceptional staff, as well as empower them to lead their learning



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.



VISION | A Vision of Pride and Excellence

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” that regularly look at student data trends and specific student needs based on the data. 	First year using EduClimber as our data warehouse for student academic data. Additional Information
<ul style="list-style-type: none"> MLSS (Multi-Level Systems of Support) Guidebook was created, vetted by administrative team, interventionists, and school psychologists. The academic portion of the Guidebook was shared with all staff at each building. 	MLSS Guidebook
<ul style="list-style-type: none"> A team of 13 individuals representing grades 4K-2 is participating in a 2 year Early Literacy Academy through CESA 6 to examine early literacy practices. We are looking forward to our 2nd year of the Academy next year. 	Flier about Early Literacy Academy
<ul style="list-style-type: none"> Soaring Through Summer will be held this summer to offer additional reading support to students who most benefit. 	
Several staff members throughout the district are co-teaching to best meet the needs of our special education students in a regular education setting.	Training will continue June 12 and 13 for 5 more sets of co-teachers. Training facilitated by Rachel Kaderabek from CESA 7.
<ul style="list-style-type: none"> After two years of work by the Math Curriculum Team, the Board approved the purchase and implementation of the Illustrative Math program for grades K-6 math. 	Illustrative Math Program Overview
<ul style="list-style-type: none"> Special education students and their mentors participated at the Goody Duathlon in Pulaski in May. One of our student/mentor teams took first place this year. 	Highlights from the race
<ul style="list-style-type: none"> The Mentor Program at the high school for 9th graders continues to improve the 9th grade transition of students that are identified as having previously struggled in school. 	Identified 9th grade students are paired with a senior mentor who regularly checks in with the 9th grade student to ensure they are having success in attending school, doing homework, and feel comfortable in the new high school environment.
<ul style="list-style-type: none"> The Youth Apprenticeship program wrapped up its first year with a new partnership with CESA 7. 	We have a .5 FTE staff member that works with the recruitment and support of our students to be placed in an apprenticeship. They also recruit businesses to assist in the placement of students in their desired trades pathway, and created a Reality Store simulation that our Business courses are offering to their students. This simulation recruits volunteers from the community that work with our students to expose them to financial and educational experiences. Additional Information

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



Actions	Additional Information
<ul style="list-style-type: none"> In partnership with Unity Hospice, we are continuing to provide grief support groups for MS and HS students who have lost parents. 	<p>Since the last update, grief groups have also been started at Westwood Elementary. This partnership is through a grant written by Unity Hospice, with no cost to our district.</p>
<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. 	<p>Another new HS offering this year is Chess Club. In addition, DECA and SADD offered dodgeball, volleyball, and cornhole tournaments during winter to encourage students to join their clubs and give students an opportunity to get out of the house during the winter months.</p>
<ul style="list-style-type: none"> Our district is home to a therapy dog that is used to assist students and staff daily with mental wellness. 	<p>Fenton is located at the HS. The MS now has weekly visits of two therapy dogs, Arlo and Boone. Officer Manning at HC is the handler of Hobart-Lawrence's dog, Arlo.</p>
<ul style="list-style-type: none"> Cultural awareness resources provided to teachers through our partnership with the Oneida Tribe via Title VI and YES programming. 	<p>One of the part-time Native American Home School Liaison positions was filled after remaining vacant for several months.</p>
<ul style="list-style-type: none"> Partnership with Rawhide to provide mental health services to students at IS, MS, and HS. Foundations provides mental health services to HC. 	<p>Information on Rawhide Information on Foundations</p>
<ul style="list-style-type: none"> Several staff members and the principal at WW attended a Conscious Discipline training to develop staff growth and capacity in understanding student behaviors. 	<p>Those who attended the conference will facilitate a book club for other interested staff this summer.</p>
<ul style="list-style-type: none"> MS students have access to a calming room to use when needed 	<p>The calming room was created and donated as part of a community service project by an area Girl Scout troop.</p>
<ul style="list-style-type: none"> For the second year, a group of parents, with assistance from the school, organized a Senior Grad Bash. 	<p>Seniors were invited to come to the high school the evening of graduation for one last gathering of classmates and friends. 180 students attended</p>
<ul style="list-style-type: none"> Our Talent Development Team developed a differentiation Canva to assist teachers with meeting the needs of gifted/talented students 	<p>Canva Website</p>
<ul style="list-style-type: none"> The District hosted a mental health night for parents focusing on helping students who are experiencing anxiety, presented by a licensed Family and Marriage Therapist. 	<p>Event Information</p>
<ul style="list-style-type: none"> Provide wraparound support for every student, staff member, and family member in need. 	<p>Care Solace Website</p>
<ul style="list-style-type: none"> High school counselor facilitating a group focus on managing anxiety for students at Phantom Knight 	<p>Approximately 8 students participated</p>

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



Actions	Additional Information
<ul style="list-style-type: none"> A variety of events to involve the community and to recognize and encourage student interests have been offered. 	<p>Examples include: STEAM Night, Bike to School Day, Literacy Night, Math Carnival, Concerts, Wisconsin Blizzard Night, Student Learning Extravaganza, Spelling Bee, and Spirit Week.</p> <p>Future events are in the planning process</p>
<ul style="list-style-type: none"> Students continue to be regularly recognized and celebrated throughout the district in a variety of ways. 	<p>Examples include: Phantastic Phantoms, Artists of the Week, Students of the Month, Student Service Awards, tournaments, etc.</p> <p>(Attached are a few examples)</p>
<ul style="list-style-type: none"> Curriculum team meetings continue to offer opportunities for teachers to plan additional course pathways to meet student needs and interests, partnering with post-secondary institutions whenever possible 	<p>Transcribed Computer Apps and Accounting II courses with NWTC, Offered two new Bellin College classes (Medical Terminology and Student Success). Sixty seven (67) students successfully completed those classes this year.</p>
<ul style="list-style-type: none"> Investigating options for increasing the usage of the outdoor space at the Intermediate and Middle Schools, such as a fitness trail surrounding the 5-8 campus and adding playground equipment at the Intermediate School 	<p>Work continues to draw up potential plans. So far, four additional outdoor (concrete) picnic tables were added adjacent to the MS playground and two concrete cornhole games were added to the MS playground.</p>
<ul style="list-style-type: none"> Students enjoyed field trips that allowed them to experience learning in a non-traditional classroom setting. 	<p>Examples include: Fallen Timbers, JA BizTown, Barlow Planetarium, Heritage Hill, and Elementary Writing Conference.</p>
<ul style="list-style-type: none"> The District was well represented at competitions in a variety of extra-curricular activities 	<p>Awards/recognition won by DECA, Forensics, MathCounts, wrestling, hockey, and eSports to name a few.</p>
<ul style="list-style-type: none"> Junior Prom and Senior Ball were held in April 	<p>240 students attended junior prom and 199 attended senior ball.</p>
<ul style="list-style-type: none"> Engage in orientation days for student transitions 	<p>This takes place between 4th to 5th grade, 6th to 7th grade, and 8th to 9th grade.</p>

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 this year encompassing a variety of topics. 	Sept: Starving Negativity and Feeding Purpose Oct: Cross-Generational Communication Nov: PowerSchool Perform Dec: Unconscious Bias Jan: Data Feb: Emotionally Intelligent Leadership Mar: Inclusive Practices
<ul style="list-style-type: none"> Supper and Strategies professional development offerings 	22-23 Supper and Strategies
<ul style="list-style-type: none"> Early release professional development opportunities 	22-23 Early Release Schedule 22-23 Pupil Services Early Release Opportunities
<ul style="list-style-type: none"> Literacy and library media/instructional technology coaching is always available for teachers 	This is incorporated into daily lessons plans. (see example)
<ul style="list-style-type: none"> The district supports the individual learning needs of various staff members and departments through conference attendance 	Examples include: Wisconsin Math Conference, ASCD conference Conscious Discipline conference, CESA 7 word work training, Restorative Practices training
<ul style="list-style-type: none"> A wide variety of summer school offerings were made available to meet the varied needs and interests of our students. 	Summer School Course Offerings
<ul style="list-style-type: none"> Moving a special education aide to a full time special education teaching position. 	Second time we have been able to take an internal staff member and move him/her into a full time teaching position
<ul style="list-style-type: none"> Addition of 4K teachers working with literacy coaches and focusing on literacy professional development 	Preparing for new Early Learning Standards projected to be released this summer
<ul style="list-style-type: none"> 3 year mentor program for staff members in their first years of teaching 	Program information

- 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.) 	We regularly show appreciation for our staff both at the district and building level in a variety of ways. (see examples)
<ul style="list-style-type: none"> Fitness opportunities across the district with multiple options 	Staff Fitness Opportunities (pelotons, cross fit, weight rooms, etc.)
<ul style="list-style-type: none"> On site and near site clinics 	Participation
<ul style="list-style-type: none"> Culture building activities held in each building. 	Each building has in place a variety of practices that promote positive culture and relationships. (For example, mobile snack cart, trivia, tournaments/contests, exercise, culture and climate committee, team building activities)
<ul style="list-style-type: none"> Part-time staff members will be able to utilize our on-site clinic at no cost 	Beginning on September 1, 2023. Flier
<ul style="list-style-type: none"> Offer wellness initiatives through Bellin 	Staff are sent weekly emails that provide access to webinars, information, and training regarding mental health and wellness.

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



Actions	Additional Information
<ul style="list-style-type: none"> Track: reasons staff come and/or leave 	Summary Document
<ul style="list-style-type: none"> Continue to meet with committees to better understand salary and benefits 	Continue to meet with both teacher and support staff groups.
<ul style="list-style-type: none"> Posting of some jobs outside of WECAN to increase applicant pool 	We utilize resources such as Indeed, posting to Facebook and our website, etc.
<ul style="list-style-type: none"> Continued high level of health care while enhancing the district's dental and vision plans 	Effective July 1, 2023 Plan Summaries
<ul style="list-style-type: none"> Continue "aspiring administrators" group to support staff who are pursuing an administrative license/career 	Provide the following: AWSA Aspiring Administrator membership & workshop attendance, Strengthsfinder exercise, shadowing opportunity, connections, professional resource development, project opportunities, and mentoring.
<ul style="list-style-type: none"> Investigation of online substitute teacher calling system 	Decision to utilize Red Rover, starting with the 2023-24 school year.

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.

GROWTH

Indicators

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

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 is 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 students.</p>

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

Actions

Additional Information

GROWTH

<ul style="list-style-type: none"> Implementation of 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>
<ul style="list-style-type: none"> MS kitchen renovation 	<p>This will improve school nutrition experiences/offerings for both students and staff.</p>
<ul style="list-style-type: none"> Continue providing resources for children and families in need. 	<p>Hands Across De Pere, The Hanger, 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 literacy nights, math nights, digital safety nights, book fairs, learning events, food drives, and other engaging opportunities for students and families.</p>

- 3.c Continue practicing fiscal responsibility

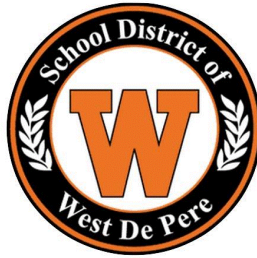


Actions	Additional Information
<ul style="list-style-type: none"> • Continue to focus on energy savings and tracking results 	Energy Report
<ul style="list-style-type: none"> • Operate within budget while meeting needs of students and staff 	Budget
<ul style="list-style-type: none"> • Leverage dollars saved in the capital projects to strategically invest in facilities/maintenance 	We are currently working toward the completion of the WW office update, and MS kitchen remodel.
<ul style="list-style-type: none"> • Working toward potential reduction and/or elimination of leasing situations as appropriate 	Moved both 4K classrooms out of Our Lady of Lourdes

- 3.d Utilize communication practices that enhance connections



Actions	Additional Information
<ul style="list-style-type: none"> • In the process of enhancing communication through the development of videos to highlight literacy/math thinking and terminology 	Will be shared with parents via multiple media and linked on the web when complete.
<ul style="list-style-type: none"> • Continue utilizing the District Newsletter, Facebook, School Messenger, building/program newsletters/updates, and shared drives for staff. Move more toward digital communication where appropriate. 	Examples include: Facebook Page District Newsletter
<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.) 	We deliberately nurture existing connections and continue to foster new connections as we seek opportunities for students.
<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. 	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 Board Meeting.



MEMO

TO: DENNIS KRUEGER, SUPERINTENDENT
WEST DE PERE SCHOOL BOARD

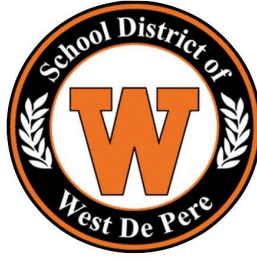
FROM: DAWN LABOY, BUSINESS MANAGER AND KIM VANDE HEY, HR
COORDINATOR

SUBJECT: 2023-2024 TEACHER SUB RATE

DATE: JUNE 7, 2023

Each year we review our substitute teacher rates to maintain regional competitiveness in our ability to attract and retain subs. We have reached out to a number of local districts and many of them have yet to decide on sub rates for the upcoming year. Barring drastic increases from neighboring school districts, our rates are among the most competitive in the area. We do need to be cognizant of our daily rate for full-time teachers to make sure long-term substitutes are not earning more on a daily basis than our full-time teachers are. With that in mind, I recommend that we increase our regular substitute teacher rate from \$170/day to \$175/day and increase our long-term substitute teacher rate from \$204/day to \$210/day. I would also recommend starting our long-term sub rate after 10 consecutive days as we did this past year.

Thank you for your consideration.



MEMO

TO: DENNIS KRUEGER, SUPERINTENDENT
WEST DE PERE SCHOOL BOARD

FROM: DAWN LABOY, BUSINESS MANAGER
JENNIFER TILOT, SCHOOL NUTRITION DIRECTOR

SUBJECT: SCHOOL NUTRITION PRICE INCREASE

DATE: JUNE 12, 2023

Please see below our recommendation for School Nutrition fees for the 23-24 school year. While there is no requirement from the USDA this year to increase prices, we recommend that we do increase some of the entrees to keep up with inflation.

22-23 Meal Prices	23-24 Meal Prices
Elementary Lunch: 3.00	Elementary Lunch: 3.05
IS Lunch: 3.50	IS Lunch: 3.50
MS Lunch: 3.50	MS Lunch: 3.55
HS Lunch: 3.60	HS Lunch: 3.70
Milk: .50	Milk: .50

Adult Lunch: 4.65	Adult Lunch: 4.75
Elementary Breakfast: 2.00	Elementary Breakfast: 2.00
IS-MS Breakfast: 2.10	IS-MS Breakfast: 2.10
HS Breakfast: 2.20	HS Breakfast: 2.20



MEMO

TO: DENNIS KRUEGER, SUPERINTENDENT
WEST DE PERE SCHOOL BOARD

FROM: DAWN LABOY, BUSINESS MANAGER, TERRY VANDE HEY AND
JENNIFER TILOT

SUBJECT: WDPSD 10 YEAR CAPITAL IMPROVEMENT PLAN

DATE: JUNE 6, 2023

Attached is our recommendation for the WDPSD 10 Year Capital Improvement Plan. The items that have been struked out have been completed in the 22-23 school year with a combination of Referendum and District funds. We plan on getting the items completed/purchased as time and funds allow.

Thank you for your consideration.



School District of West De Pere

Board Update-needs updating

A Vision of Pride and Excellence

June 2023

Goody Duathlon

An amazing group of students headed to Pulaski High School to participate in the Goody Duathlon, a two mile run and four mile bike ride. Each Applied Learning student is paired with a mentor athlete who provides encouragement and support along the way. Connor Hudak and Corey Rodewald took first place! Congratulations to all who participated. Riley Doxtator and Hailey Coe, Ambrose Day-Bedeau and Porter Marsden, Loki Green and Christian Hubbard.



HS Signing

Bella Bolek committed to North Central College in Naperville, Illinois, to continue her academics and wrestling career. Our first female wrestler to commit to wrestle in college.



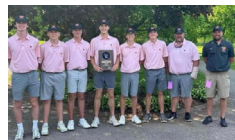
HS Graduation

Congratulations to our 2023 graduates. Best of luck to all!



HS Boys Golf Team

The golf team took 3rd place at State in Division I.



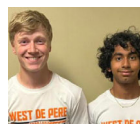
HS Girls Soccer

The varsity girls soccer team is back-to-back Conference Champs and 2023 Regional Champs.



HS Boys Tennis

Three members on the Boys HS Tennis Team qualified for state. Karan Mandepudi and Nathan Darrow qualified for doubles and Chas Colucci for singles.



MS Dust, Sparks, and Smarts Club

Congratulations to the Dust, Sparks, and Smarts Club for winning the Brown County Homebuilder's Association Middle School Backyard Oasis Competition.



Department of Workforce Development Tech Education Equipment Grant

The School District of West De Pere was awarded \$34,760 in grant funds to purchase an APT Robot Weld Cell Certification Cart and additional end of arm tooling. The project will integrate the APT Robot into the curriculum to train capstone manufacturing students and upper-level robotics students in material handling and ArcTool welding applications. Students will be exposed to a wide range of hands-on training. This addition will also increase the number of students qualified to sit for certification assessments through NOCTI and Smart Automation Certification Alliance.



Title ID Monitoring Visit with DPI

On June 7, the educational program with Family Services Residential Treatment Facility had an on-site monitoring visit with the Department of Public Instruction. The District was complimented on their collaboration and partnership with Family Services.



Upcoming Events

- July 31, August 2,7,9 WDP Girls Volleyball Summer Camp for grades 3rd-8th in the High School Fieldhouse
- August 27 Hands Across De Pere from 3-6 pm at the Swan Club
- August 29 Staff Inservice in the High School Auditorium
- September 15 WDP Dance Experience for grades 4K-8th at the High School

