

# ***School District of Whitefish Bay Annual District Bulletin***

***August 2018***



***An Exceptional Place to Learn***



## District Office

1200 E. Fairmount Ave.  
Whitefish Bay, WI 53217  
414-963-3921

John W. Thomsen, EdD  
Superintendent

Shawn Yde  
Director of Business  
Services

Maria Kucharski  
Director of Teaching and  
Learning Services

Stacy Gahan, PhD  
Director of Special  
Education and Pupil Services

Brian Chase  
Director of Buildings and  
Grounds

Cindi Maier  
Director of Human  
Resources

Carin Keland  
Director of Community  
Education and Recreation

## Principals and Assoc. Principals

Amy Levek, HS  
Kara Harmon, HS  
Jason Kasmarick, HS  
Mike O'Connor, MS  
Matt Rose, MS  
Jayne Heffron, CU  
Alix Kasmarick, PhD, RI

# Focus Plan

## Our Vision

The School District of Whitefish Bay, in partnership with families and community, is student-centered with a tradition of educational excellence. We will build upon this tradition by:

- Empowering students with the knowledge, skills, and character necessary to thrive in a changing, global society.
- Respecting the diversity of our students and engaging them as individual learners in an innovative learning community.
- Addressing the needs of the whole child in a caring, inclusive environment.

## Our Goals & Key Strategies

### Academic Achievement and Engaging 21st Century Learning

**Every student will meet or exceed comprehensive learning standards to promote future success within our global society.**

1. Develop exemplary, standards-based curriculum and assessment.
2. Develop and implement data-driven, differentiated instruction across all grade levels and subject areas.
3. Develop and implement timely, comprehensive support systems to ensure success for every student.
4. Ensure access to reliable, secure and sufficiently robust technology infrastructure that facilitates transformational educational practice.

### Supportive Environment & Whole Child Development

**Every student will experience a caring, inclusive learning environment that supports the development of the whole child with balanced attention to physical, social, emotional, and intellectual well-being.**

1. Conduct strengths and needs analysis, including the development of a student feedback process to inform the continuous improvement of a caring, inclusive and culturally responsive environment.
2. Provide professional development for all staff members about nurturing the whole child.

The Whitefish Bay School District



An Exceptional Place To Learn

Board Approved 1-11-2012



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# Whitefish Bay School District, District Administrator

**Dr. John W. Thomsen**

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Whitefish Bay is a caring community that values education, is proud of its children and schools, holds high expectations for student success and whole child development, and is highly supportive of the arts, co-curricular activities, and athletics. This Annual School District Bulletin summarizes the significant efforts and results of our staff, parents, and especially the students during the 17-18 school year.

**The School Community** - The School District of Whitefish Bay is full of thoughtful, hard-working, caring, and committed team members who are dedicated to success in every school, in every department, in every classroom, and for every student. Our district continues to be known as one of the very best PreK-12th grade public school districts in Wisconsin and in the nation. We enjoy high-achieving students, engaged families, exceptional faculty and staff, and excellent, well maintained facilities.

**The District Focus Plan** - Ensuring our students develop strong academic and 21st century skills in a supportive environment that addresses the whole child is vital to our work. By mentoring students and partnering with families we work to ensure each and every student pursues high levels of learning; engages deeply in and owns their learning; participates in community service; and discovers and pursues their passions both in and out of the classroom. We believe this approach is critical to the healthy development of each and every student.

**Enhancing a Culture of Safety** - Proactively managing our schools and visitor management process; ensuring all staff and students are trained and ready to respond to a wide range of events; ensuring each student has trusted adults in school; attending to the social and emotional development of all students; and fostering improved levels of communication between school stakeholders better positions all to be safe. Our ongoing partnership with the Village Police Department enhances our culture of safety. We share the collective responsibility to ensure all are safe.

**Levels of Excellence** - The district is consistently ranked among the top districts in Wisconsin according to ACT average composite scores. We are the only district in Wisconsin to have earned an average ACT score above 25 for 18+ years as the Graduating Class Composite. Students have earned numerous recognitions including, but not limited to: Rotary Club's Service Above Self Award, Presidential Scholar semifinalists and finalist, our middle and high school Student Council members holding regional officer positions, perfect (36) ACT scores, and many fine arts, athletic, co-curricular awards, recognitions, and school records.

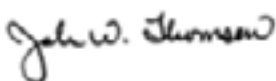
Whitefish Bay High School continues to appear on several national and state rankings including Top College-Ready Schools (*US News & World Report and Newsweek*), Most Challenging High Schools (*The Washington Post*), Pace-Setter School in Advanced Placement (*WI AP Advisory Council*), District of High Value for the Housing Dollar (*Forbes Magazine*), and the #1 High School in southeastern WI (*Milwaukee Magazine*). Teachers and students continue to earn numerous recognitions such as the Herb Kohl Fellowship Scholarships and Grants.

We believe these recognitions are a reflection of our entire school community's K-12 collective commitment to ensure an exceptional learning experience for all.

To the residents of this fine Village of Whitefish Bay, on behalf of our students and team members, we thank you for your ongoing support and pride in the School District of Whitefish Bay.

Yours in Education,

**Dr. John W. Thomsen**



Superintendent of Schools



# Whitefish Bay School District Demographics

2017-2018

## Enrollment

\*Enrollment based on 3rd Friday in September counts.

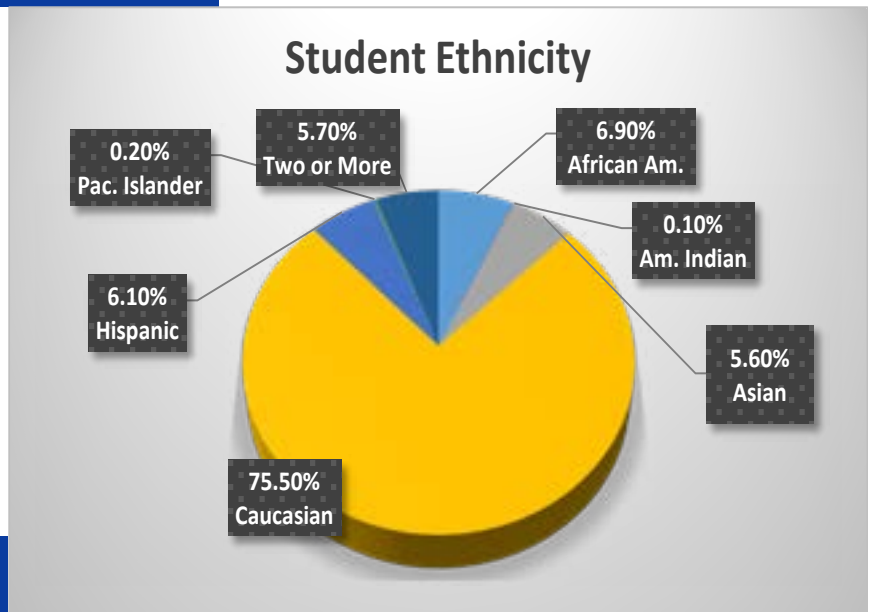
Total Student Enrollment = 3015  
 High School Enrollment = 959  
 Middle School Enrollment = 676  
 Cumberland Elementary School Enrollment = 751  
 Richards Elementary School Enrollment = 629

## Enrollment by Grade Level

JKG	SKG	1	2	3	4	5	6	7	8	9	10	11	12
188	203	196	221	191	207	200	215	224	236	267	222	224	245

## Student Ethnicity & Groupings

Female = 48.6%  
 Male = 51.4%  
 English Language Learners = 2.3%  
 Special Education = 9.2%



## Staff Data

Total Staff FTE	Administration	Custodians Maintenance	Para-Professionals	Secretaries/Confidentials	Support/Managers	Teachers
326.24	11	27.3	38.5	20.6	15.3	213.54

Student to Teacher Ratio = 14:1  
 Teachers with Advanced Degrees = 70%  
 Average years teaching in WFB = 11 years  
 Teachers with 10+ years of experience in WFB = 52%

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# Director of Special Education and Pupil Services

**Dr. Stacy Gahan**

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## ***Pupil Services***

Ensuring ALL students experience a caring, inclusive environment that supports the whole child is of utmost importance in the Whitefish Bay School District. The Pupil Services Team partners with students, families, staff, and the community to ensure continued balanced attention to the physical, social, emotional, and intellectual well-being.

Our comprehensive counseling model includes collaboration with multiple stakeholders. It includes curriculum and individual/small group intervention to promote student wellness. Students' academic and personal achievement is maximized through personal relationships which recognize and support students' individual attributes.

Academic and Career Planning (ACP) was formally implemented during the 2017-2018 school year. Per the Wisconsin Department of Public Instruction, ACP is a **student-driven, adult-supported** process in which students create and cultivate their own



unique and information-based visions for post-secondary success. The process personalizes each student's educational experience, assists them in understanding their strengths, interests, passions, potential career pathways, and post-secondary education options, while providing opportunities to explore and prepare for their future.

School psychologists in collaboration with students, families, and staff, facilitate continuous enhancement of students' social, emotional, and intellectual well-being and academic achievement. School-wide implementation of the Multi-Level Systems of Support for both academic and social/behavioral functioning provides a framework of support. School psychologists facilitate problem-solving meetings, special education and Section 504 processes, conduct functional behavioral assessments, and support students.

## ***Supportive Environment and Whole Child***

In the fall of 2018, we will initiate a strategic process to further our understanding around Social and Emotional Learning (SEL). The SEL Committee will develop a vision statement, review relevant data, preview SEL-related resources, and conduct a needs assessment.

The committee will also make a recommendation related to the adoption of an evidence-based framework(s)/program(s) for social emotional learning across grade levels.



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## ***Special Education***

We strive to ensure all students are full members of the universally designed school community through facilitating flexible structures and individual resources where students are able to work toward common content standards within the same curricular topics.

### ***Mission***

The mission of our Special Education Department is to work collaboratively with parents, staff, and community to assure students who receive special education services are able to achieve life goals with confidence, independence, and self-advocacy in all areas of development: academic, behavioral, emotional, physical, and social. We remain committed to meeting the needs of all students by taking a team approach and providing high quality inclusive practices.

### ***Vision***

The Special Education Team's vision is to empower students to attain the knowledge, skills and character to thrive in a changing global society through purposeful collaboration, advocacy, and uncompromising standards in all areas of development. We envision this occurring within an environment of innovative teaching and learning, community engagement, and student ownership.

### ***Our Values***

- **Working in Collaboration** - taking a team approach to our work
- **Developing the Whole Child** - academically, socially, emotionally
- **Being Student-Centered** - committed to meeting the needs of all students
- **Excellence in Practice** - dedicated to high quality, innovative, and inclusive practices
- **Open & Honest Communication** - with all stakeholders

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# Director of Teaching and Learning Services

**Maria Kucharski**

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## *Whitefish Bay's Roadmap to Developing Future Ready Students*

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During the 2017-2018 school year, the Whitefish Bay School Board approved a three-year technology plan. Utilizing the Future Ready Schools (FRS) framework for our visioning, planning, and implementation of our new plan, we focused on the following eight key areas:

- curriculum
- instruction and assessment
- personalized professional learning
- robust infrastructure
- budget and resources
- community partnerships
- data and privacy
- use of space and time

During the visioning and planning process, four goals were established in order to integrate technology seamlessly in the teaching and learning process, while assuring that the use of technology truly adds value to learning for all students and staff.



### **Technology Goals 2017-2020**

- Provide the school community with reliable infrastructure and equitable access to technology resources and devices for teaching, learning, and productivity.
- Ensure that sound data governance policies and procedures are developed and implemented to ensure the privacy, safety, and security of confidential data sets.
- Define and integrate the Global, Media, and Digital Literacy competencies into the curriculum to ensure students develop the necessary competencies to be successful in our global society.
- Ensure teaching practices integrate the competencies and/or the Seven Thriving Dispositions.

### **How will the plan impact our students when they return this fall?**

During the next two years, our students and staff will experience increased and more equitable access to technology, as well as required updated data policies and procedures. Our elementary students will have access to a device for every two students, with iPads in our primary (K4-2) classrooms and chromebooks in our intermediate (3-5) classrooms.

Middle school information and survey data collected around the block schedule, new exploratory courses, and the uniqueness of the adolescent learner, informed the decision to provide one device for each student. Beginning in fall



2018 we will phase in all sixth grade students receiving their own chromebook. At the high school, each department as well as the physical building layout informed device implementation. Upgrades will occur in the Apple Mac lab which serves the music and art departments. The Project Lead the Way lab's software will be upgraded as well. Similar to the elementary level, there will be access to one technology device for every two students.

We will be replacing teacher desktop computers with laptops and docking stations, as well as incorporating a variety of classroom projection devices. Our technology plan is both flexible and responsive to the changes in the field.

# Director of Teaching and Learning Services

**Maria Kucharski**

## ***Academic Achievement***

The Wisconsin Department of Public Instruction (DPI) releases School and District Report Cards as part of the state accountability system. The Accountability Report Cards include data on multiple indicators for multiple years across four Priority Areas (Student Achievement, Growth, Closing Gaps, and On-track and Post-secondary Success). The priority area scores are then aggregated into an overall accountability score from 0-100. It is important to note that the 0-100 accountability score is not a “percent correct” measurement. DPI has produced two versions of the Report Card; a quick one-page report entitled “School Report Card Summary” and a lengthier, more detailed version labeled “School Report Card Detail.” Both versions can be accessed online at <https://apps2.dpi.wi.gov/reportcards/>, along with resources to further explain the report cards.

Schools and districts are also evaluated on their level of student engagement, given the impact on student success. In addition, Accountability Report Cards measure chronic absenteeism and dropout rates when applicable.

A school or district’s Overall Accountability Score places the school/district into one of five Overall Accountability Ratings, from “Significantly Exceeds Expectations” to “Fails to Meet Expectations.”

### ***Local information***

The School District of Whitefish Bay “Significantly Exceeds Expectations.” The District’s rating score of 88.3 is the 5th highest rating score among K-12 districts in the state based on 2016-17 school year data. Additionally, all of the District’s schools received classifications of “Significantly Exceeds Expectations.”

The district and school report cards are intended to create a more standardized methodology for parents and community members to determine the effectiveness of their local districts and schools. These report cards are just one source of information about our district and schools. Our community continues to value many learning priorities not measured by just one indicator. These include a focus on whole child development, students’ abilities to pursue their learning and passion, 21st century learning skills, and our adopted Seven Thriving Dispositions.

While we are extremely proud of our report cards, the Whitefish Bay School District will strive for continued improvement using state and local assessment data to close achievement gaps, monitoring our progress on college and career readiness standards and expectations, and increasing the performance of all students to ensure we continue to be “an exceptional place to learn.”

### ***2016-2017 WI Department of Public Instruction (DPI) Report Card Ratings***

Level	Score	Rating
District	<b>88.3</b>	All Schools Earned <b><i>Significantly Exceeds Expectations</i></b>
Cumberland	<b>90.7</b>	
Richards	<b>90.8</b>	
WFB Middle School	<b>92.9</b>	
WFB High School	<b>90.4</b>	

### ***2016-2017 District DPI Report Card Comparison***

District	Score	Rating
<b>Whitefish Bay</b>	<b>88.3</b>	<b><i>Significantly Exceeds Expectations</i></b>
Cedarburg	<b>83.7</b>	Significantly Exceeds Expectations
Elmbrook	<b>86.8</b>	Significantly Exceeds Expectations
Hamilton	<b>88.1</b>	Significantly Exceeds Expectations
Mequon-Thien	<b>86.9</b>	Significantly Exceeds Expectations
Arrowhead	<b>81.7</b>	Exceeds Expectations
Germantown	<b>76.7</b>	Exceeds Expectations
Nicolet	<b>78.7</b>	Exceeds Expectations
Shorewood	<b>82.1</b>	Exceeds Expectations

Retrieved from WISEdash 2.18



# Director of Business Services

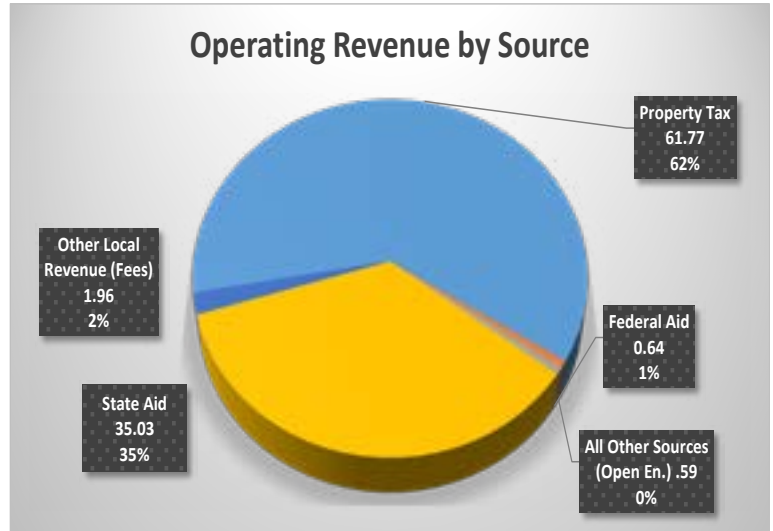
Shawn Yde

## 2017-18 Budget Highlights

As the 2017-18 school year closed, the district planned for the 2018-19 budget. We recognize that the district has well navigated the historic school funding changes in Wisconsin's biennial budget. During the last six years public schools have experienced revenue limit freezes, this means a \$0 per pupil increase to the revenue limit per year. In comparison, just seven years ago the average revenue limit increase was tied to Consumer Price Index, which was approximately \$275 per pupil/per year. Parting from the recent trend of no new State funding for education, in 2017-18 the legislature provided school districts a "one-time" \$200 per pupil increase in per pupil aid

that comes outside of the revenue limit that governs school finances.

In 1993, legislation was enacted in Wisconsin that placed restrictions on a school district's ability to raise the property tax levy. Taxpayer approval through the referendum process is necessary for districts to exceed this legislatively imposed limit. The legislation does not limit the ability to raise revenue from other non-property tax or general state aid sources, such as fees, grants, or services. In circumstances where new program needs, staffing changes, or cost increases exceed available resources, cutbacks in funding for current programs or the

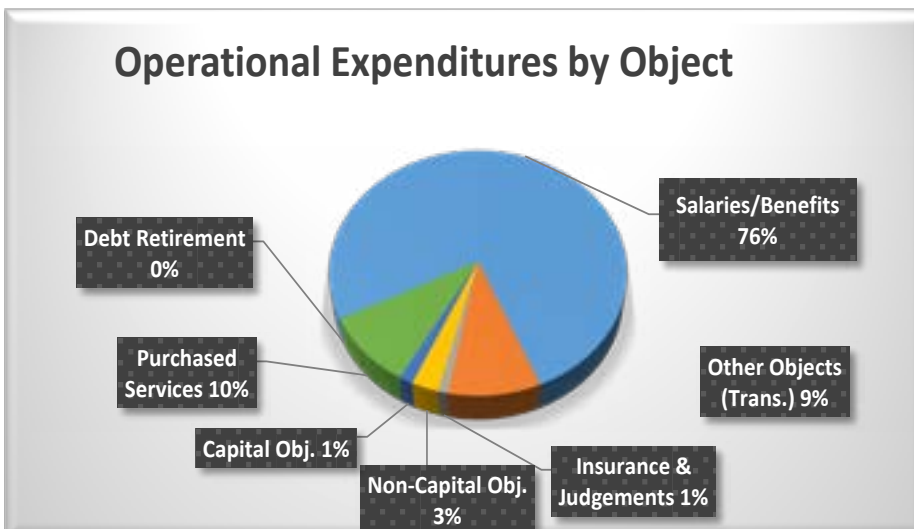


use of operating reserve funds are required.

The School District of Whitefish Bay has long focused on making the most of community members' investment in the schools and continues to offer exceptional educational programs, excellent co-curricular activities, well-maintained

facilities, state-of-the-art instructional resources, and competitive compensation for employees, despite the recent fiscal challenges.

The annual budget represents the financial plan to achieve these educational objectives, in accordance with the School Board's established priorities. The budget must comply with the regulations of the State of Wisconsin and School Board policies. The budget receives initial approval from the School Board. Then, Whitefish Bay residents in attendance at the Annual Meeting are entitled to vote on the tax levy requested by the School Board. Finally, the adopted budget may be subject to adjustments in fall after student enrollment, state aid certification, and staffing levels are finalized.





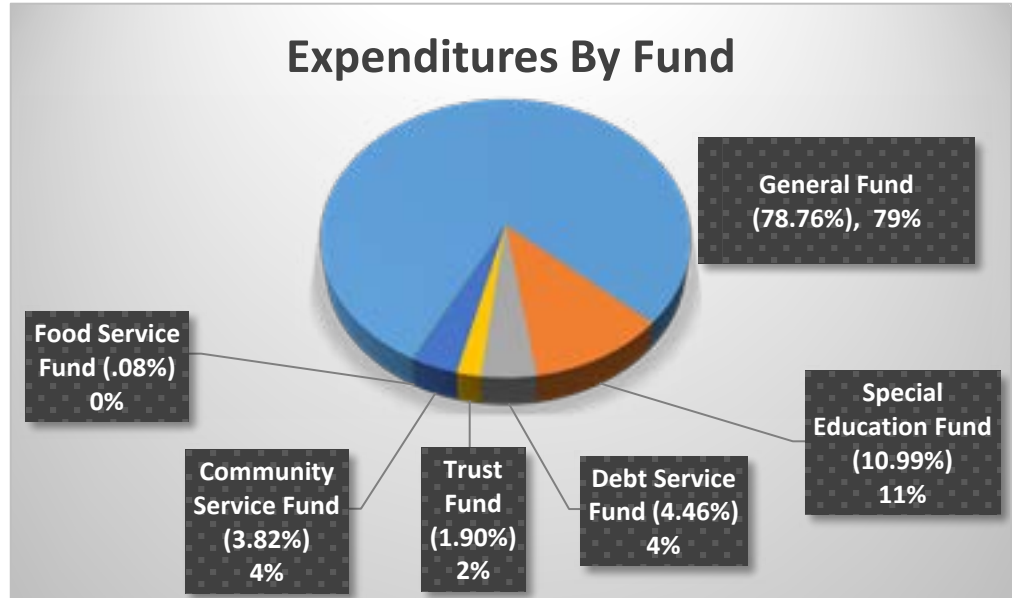
# Director of Business Services

Shawn Yde

## District Per-Pupil Comparisons

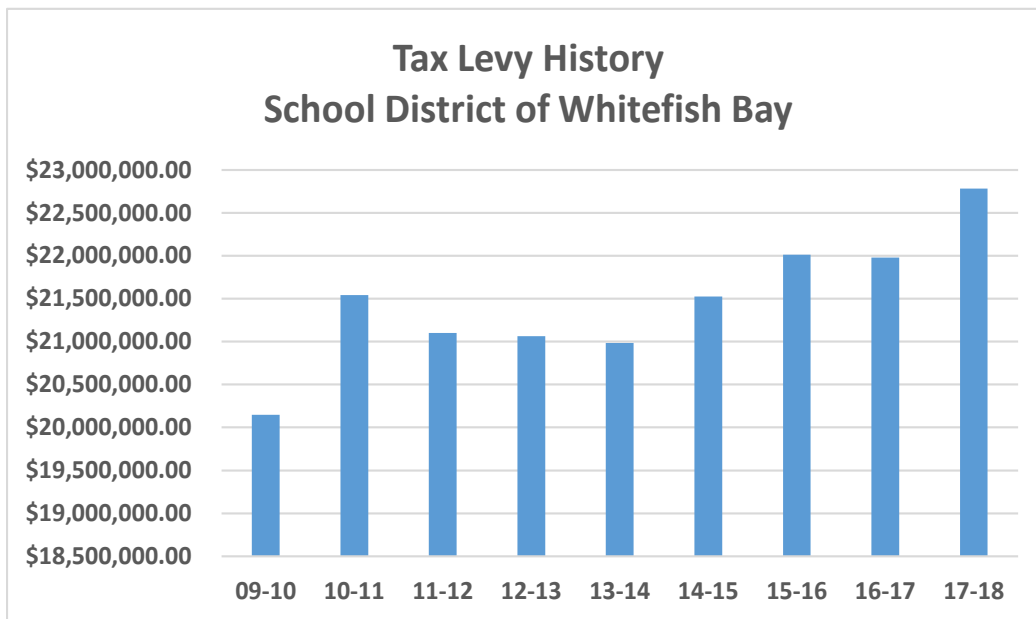
Four districts with whom we typically compare are Elmbrook, Mequon/Thiensville, Nicolet and Shorewood. Each district performs near the top in student achievement in Wisconsin. In addition to the information on student achievement, the Public Policy Forum Report (2016-17 published December 2017) contains information about school finances that permits comparisons of these same school districts.

The per-pupil operating cost last school year, among the five high-achieving districts, ranged from a high of \$18,806 to a low of \$11,113. Whitefish Bay is the lowest among these districts with a per pupil cost of \$11,113. The majority of per pupil costs are paid with funds raised from local property taxes.



A comparison of the five districts shows Whitefish Bay ranking lowest in the amount of property tax paid per pupil (\$6,656), approximately \$343 less than the per-pupil property tax paid by the next lowest school district, Shorewood. Our students continue to experience high quality diverse educational and extra-curricular opportunities and continue to perform at the highest levels.

*The School District and Village of Whitefish Bay continue inter-governmental cooperation to reduce tax payer expense: Shared maintenance of green spaces, sharing of equipment, purchasing of paper supplies, garbage collection, and public & private fundraising for improved recreational facilities.*



# Director of Business Services

Shawn Yde

## 2018-19 Budget Proposal

We are pleased to present to the Board of Education and community the 2018-19 School District of Whitefish Bay Budget Proposal. The Budget Proposal was approved by the Board of Education for publication at the June 13, 2018 meeting.

The summary provided on the next two pages is the culmination of months of work. During the budget process, programs and staffing are carefully reviewed and analyzed to ensure that scarce financial resources are allocated wisely.

### School District of Whitefish Bay Budget Summary - All Funds

#### 2018-2019 Proposed Expenditures, Revenue, Tax Levy, and Tax Rate

	Actual 2016-17	Budget 2017-18	Budget 2018-19
<b>FUND 10-GENERAL</b>			
Balance Sheet Accounts			
Assets at end of year (Account 700 000)	\$12,539,889	\$12,539,889	\$12,539,889
Liabilities at end of year (Account 800 000)	\$1,019,360	\$1,019,360	\$1,019,360
Fund Equity at end of year (Account 900 000)	\$11,520,529	\$11,520,529	\$11,520,529
Revenues			
Local Sources (100)	\$0	\$0	\$0
Local Sources (200)	\$20,963,071	\$21,633,044	\$22,684,358
Interdistrict Sources (300+400)	\$317,088	\$162,945	\$92,440
Intermediate Sources (500)	\$17,943	\$10,500	\$4,000
State Sources (600)	\$11,966,650	\$11,891,993	\$11,477,524
Federal Sources (700)	\$242,721	\$218,123	\$216,164
Other Sources (800+900)	\$38,046	\$27,000	\$35,000
<b>TOTAL REVENUES-FUND 10</b>	<b>\$33,545,519</b>	<b>\$33,943,605</b>	<b>\$34,509,486</b>
Expenditures			
Instructional Expenditures (Function 100 000)	\$17,155,531	\$18,399,263	\$18,616,735
Support Services (Function 200 000)	\$10,134,680	\$12,749,732	\$12,179,473
Non-Program Transactions (Function 400 000)	\$6,037,914	\$3,532,110	\$3,713,278
<b>TOTAL EXPENDITURES-FUND 10</b>	<b>\$33,328,125</b>	<b>\$34,681,105</b>	<b>\$34,509,486</b>
<b>FUND 23-SPECIAL PROJECTS-TEACH</b>			
Balance Sheet Accounts			
Assets at end of year	\$0	\$0	\$0
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$0	\$0	\$0
TOTAL REVENUES	\$0	\$0	\$0
TOTAL EXPENDITURES	\$0	\$0	\$0
<b>FUND 27-SPECIAL EDUCATION/COOPERATIVE PROGRAMS</b>			
Balance Sheet Accounts			
Assets at end of year	\$0	\$0	\$0
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$0	\$0	\$0
TOTAL REVENUES	\$4,187,899	\$4,917,701	\$4,906,971
TOTAL EXPENDITURES	\$4,187,899	\$4,917,701	\$4,906,971

	<b>Actual 2016-17</b>	<b>Budget 2017-18</b>	<b>Budget 2018-19</b>
<b>FUND 39-DEBT SERVICE FUND</b>			
Balance Sheet Accounts			
Assets at end of year	\$324,520	\$313,219	\$301,844
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$324,520	\$313,219	\$301,844
TOTAL REVENUES	\$1,918,381	\$1,912,881	\$1,891,794
TOTAL EXPENDITURES	\$1,926,894	\$1,924,182	\$1,903,169
<b>FUND 40-CAPITAL PROJECTS FUND</b>			
Balance Sheet Accounts			
Assets at end of year	\$3,569,887	\$3,679,887	\$3,779,887
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$3,569,887	\$3,679,887	\$3,779,887
TOTAL REVENUES	\$3,010,027	\$110,000	\$100,000
TOTAL EXPENDITURES	\$0	\$0	\$0
<b>FUND 50-FOOD SERVICE FUND</b>			
Balance Sheet Accounts			
Assets at end of year	\$32,321	\$26,101	\$19,881
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$32,321	\$26,101	\$19,881
TOTAL REVENUES	\$31,535	\$26,430	\$26,430
TOTAL EXPENDITURES	\$34,967	\$32,650	\$32,650
<b>FUND 60-AGENCY FUND</b>			
Balance Sheet Accounts			
Assets at end of year	\$234,813	\$234,813	\$234,813
Liabilities at end of year	\$234,813	\$234,813	\$234,813
Fund Equity at end of year	\$0	\$0	\$0
<b>FUND 70-TRUST FUNDS</b>			
Balance Sheet Accounts			
Assets at end of year	\$19,075,155	\$19,455,155	\$19,835,155
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$19,075,155	\$19,455,155	\$19,835,155
TOTAL REVENUES	\$1,851,384	\$1,200,000	\$720,000
TOTAL EXPENDITURES	\$817,871	\$820,000	\$720,000
<b>FUND 80-COMMUNITY SERVICES FUND</b>			
Balance Sheet Accounts			
Assets at end of year	\$2,399,981	\$2,399,981	\$2,399,981
Liabilities at end of year	\$447,831	\$447,831	\$447,831
Fund Equity at end of year	\$1,952,150	\$1,952,150	\$1,952,150
TOTAL REVENUES	\$1,870,943	\$1,706,937	\$1,733,602
TOTAL EXPENDITURES	\$1,579,758	\$1,706,937	\$1,733,602
<b>TOTAL EXPENDITURES-ALL FUNDS</b>	<b>\$41,875,514</b>	<b>\$44,082,575</b>	<b>\$43,805,878</b>
<b>Transfer from General Fund to Fund 27</b>		\$3,144,116	\$3,344,966
		\$40,938,459	\$40,460,912
Percentage increase from prior year			-0.63%
<b>TAX LEVY</b>			
	<b>Actual 2016-17</b>	<b>Budget 2017-18</b>	<b>Budget 2018-19</b>
GENERAL FUND	\$20,142,195	\$20,968,144	\$22,075,884
DEBT SERVICE FUND	\$1,494,209	\$1,511,377	\$1,512,944
COMMUNITY SERVICE FUND	\$344,715	\$304,737	\$200,602
PRIOR YEAR TAX CHARGEBACK	\$0	\$0	\$0
TOTAL SCHOOL LEVY	\$21,981,119	\$22,784,258	\$23,789,430
Percentage increase - total levy from prior year			4.41%
AMT. USED FROM RESERVE (10 & 80)	\$508,579	(\$737,500)	\$0

# Cumberland Elementary

Jayne Heffron, Principal

4780 N. Marlborough

963-3943

Grades K4 - 5

2017-18 Enrollment: 751

[www.wfbschools.com/schools/cumberland/](http://www.wfbschools.com/schools/cumberland/)

Building on traditions of excellence and high academic achievement, Cumberland continues to enhance and extend the school experience of our 750+ students. Finding a balance between traditional measures of success and preparing students for an ever changing world, Cumberland educators constantly seek ways to integrate collaboration, flexible thinking, and technology use into the experience of our students. There is focused attention on developing Cumberland students into strong mathematicians and literate readers and writers, as well.

Classrooms at Cumberland look different than in years past. Students have choices of flexible seating options, desks or tables are in clusters, and much learning time is spent in pairs or small collaborative groups. Brief mini lessons allow teachers to expose all students to grade level standards and the workshop time following the lesson allows for

teachers to conference with individual and small groups, tailoring instruction and support to the just right level for each student. Weekly music, art, physical education, and library classes for all K4- fifth grade students keep the arts as integral parts of the well-rounded education students experience. Spanish is taught in first through fifth grades. Integrating Positive Behavioral Interventions and Supports (PBIS) efforts throughout the school day, we emphasize positive citizenship and contributions to the school community and beyond.

Cumberland's student body is diverse with each classroom including typically developing students, students with special needs, and students who are English language learners from around the world. Having a diverse student body exposes our students to customs, ideas and cultures beyond the boundaries of Whitefish Bay. Families who attend Cumberland enjoy a strong sense of community and it is common to see extended families at school for the annual all-school Spring Sing or for evening grade level music performances.

The Cumberland PTO is vibrant and active, hosting family events in the spring and fall and providing a wealth of volunteer opportunities for parents and even grandparents. At Cumberland, families develop deep relationships that last for years or even for generations. We treasure our students at Cumberland and support them in becoming well rounded learners.

## Points of Pride

- **5th Grade Wax Museum integrated the Seven Thriving Dispositions into a highly engaging project of student displays and students assuming the persona of a leader in their field.**
- **A score of 90.7 on the Wisconsin 2016-17 School Report Card - Significantly Exceeds Expectations.**
- **Student council raised \$754.79 for the Milwaukee Rescue Mission.**
- **5th Grade Water Inquiry projects engaged students with the United Nations Sustainable Development Water Goal, with each student developing an action plan for making an impact.**



*"I still remember our first music concert at Cumberland. I was watching each class with a careful eye - wondering what school would be like ... I had my answer within minutes. As class after class climbed those risers, I watched so many children with Down syndrome and disabilities join their classes in songs and dances. I remember ... asking, "What kind of magical place have we found?"*

~ A Cumberland parent

# Richards Elementary

**Dr. Alix Kasmarick, Principal**

5812 N. Santa Monica Blvd.

963-3951

Grades K4 - 5

2017-18 Enrollment: 629

[www.wfbschools.com/schools/richards/](http://www.wfbschools.com/schools/richards/)

Richards is a vibrant school community, filled with the energy of student curiosity and kindness and supported by staff and families that are truly passionate about helping students grow. Each day, our students engage as readers and writers, mathematicians and scientists, historians and artists, musicians and athletes, problem-solvers and friends. Our teachers skillfully design learning that is child-centered, hands-on, and collaborative, which ensures that the learning process is robust as well as joyful!

In addition to our strong academic program, enhanced by art, physical education, vocal and instrumental music, world language, library media studies, and guidance lessons, students have a variety of additional opportunities to explore their passions, including Lunchtime Book Clubs and Plays, Lego Club, Art Docents, Responding to Art, Geography Bee, Junior Librarians, Student Council, Tiger Tour Guides, and more!



We practice the Richards Way of **being respectful and kind, responsible and safe**. We gather as an entire school monthly to learn and share across grade levels, set school-wide goals, and celebrate progress.

Our active PTO offers a variety of meaningful volunteer options for parents, guardians and other family members, as well as a plethora of family events throughout the year. Our school community is greatly strengthened by the connectedness of our families to the school and to one another.

## ***Points of Pride***

- **Across grades K4-5, students attended 42 field trips during 2017-18, traveling as far west as the Capital in Madison, as far north as the Wade House, as far South as Green Meadows Farm, and of course to downtown Milwaukee, including the PAC, the Milwaukee Art Museum, First Stage, and more!**
- **Richards School gives back to the greater community in many ways. Highlights from this year include donations of \$1,688 to the Leukemia and Lymphoma Society, \$705 to Camp Hometown Heroes and \$2691 and 3,106 pounds of food to the Hunger Task Force!**
- **The All School Art Show and All School Spring Sing showcased an animals theme, based on our 5th Grade Legacy Award Book, *The Animal Book*.**
- **156 of our 4th and 5th grade students participated in Math League Contest, an opportunity to challenge their mathematical and problem solving skills alongside peers nationwide.**
- **95 of our 4th and 5th grade students participated in the Learning Fair, exploring the world around them through science and history projects.**
- **37 5th graders provided leadership through Student Council, supported by both staff and parent liaisons. Committees included a School Spirit Team, a Problem Solving Team, a Community Building Team, and a Green Team. All members enjoyed an end-of-year trip to the Clinton Rose Senior Center.**



*“Student learning at Richards is a collaborative effort....students work with peers to add new to what is already known. Staff work with a wrap around lesson planning and design to best understand and support the goals of all learners. As a team of students, staff, and parents, we are stronger together!”*

~ A Richards Staff Member

# Whitefish Bay Middle School

Grades 6 - 8

**Mike O'Connor, Principal**

1144 E. Henry Clay Ave.

963-6800

2017-18 Enrollment: 676

[www.wfbschools.com/schools/middle/](http://www.wfbschools.com/schools/middle/)



With a rich tradition of excellence, attention to the development of the whole child, and an unwavering commitment to the education of every student, Whitefish Bay Middle School is proud to serve our community.

We are committed to academic excellence. In English Language Arts, we teach within a workshop framework so that students become owners of their literacy development and can continually hone their skills. Authentic, high-cognitive demand tasks are marking the landscape of mathematics instruction, balancing the need for deep conceptual understanding and procedural fluency.

Our educators are dedicated to helping our students think like scientists and historians, with an intense focus on crafting evidence-based arguments.

We provide a rich offering of elective and extracurricular experiences. Through the performing and visual arts, our students express themselves creatively. In physical education, we help students establish the patterns for lifetime fitness and wellness. Our world languages help students to see that the world is both larger and smaller than they think. Our Gateway to Technology program inspires the next generation of engineers, architects,

and problem-solvers. All of these opportunities are complimented by a host of clubs and activities that are run outside of the school day.

Our teams meet regularly to review data on student progress, as well as to problem-solve around the social-emotional needs of our students. Interventions, extensions, enrichment, and support services are in place to ensure the growth of every learner. In addition, we teach about "**Lion Pride**" - the virtues of **Perseverance, Respect, Responsibility and Integrity Demonstrated Every Day**. We look forward to continuing to develop the character and confidence of the learners we serve!

## ***Points of Pride***

- **92.9 on the DPI School Report Card.**
- **96% of 7th grade students report that their teachers have high expectations for quality work, and 88% feel respected when they are at school.**
- **Changes in the elective and exploratory course offerings for the next school year will continue to stoke the fires of passion and creativity within our students.**
- **Our PTO continues to contribute thousands of dollars to projects and materials that support teaching and learning in our school.**
- **Our 8th Grade Design Challenge Class partnered with Columbia St. Mary's Hospital and Lakeshore Veterinary Clinic to create prototypes to solve real-world problems and presented their models to professionals in the field.**
- **Whitefish Bay Middle School's Student Council once again donated more Peanut Butter and Jelly to Feeding America than any other school in the area.**
- **Our Human Ecology Expo brought hundreds of people through our doors this spring. Seventh graders educated guests on the relationship between humankind and its created, natural and social environments.**



*"We love that there is so much flexibility, so much laughter, so much acceptance for all to feel safe finding their best selves."*

~ A MS Parent

# Whitefish Bay High School

**Amy Levek, Principal**

1200 E. Fairmount Ave.

963-3928

Grades 9 - 12

2017-18 Enrollment: 959

[www.wfbschools.com/schools/high/](http://www.wfbschools.com/schools/high/)

Our primary goal at WFBHS is for students to leave with the knowledge, skills and dispositions to be successful in whatever post-secondary endeavors they choose. Beyond that, however, it is our greatest hope that students graduate without any regrets. We want them to say “I tried it all. I took the class. I joined the club. I went to the dance. I auditioned for the part. I took the shot.” While a successful high school career is undoubtedly measured by academic achievement, it is also a chance to experience all of the highs and lows, joys and sorrows, successes and failures that define adolescence, create memories and build resilient, engaged young adults. We are here to support our students through all of it – ultimately achieving a level of personal fulfillment that will carry them beyond our school walls.

Central to reaching this level of self-actualization is the opportunity to pursue passions, interests, and talents both within the classroom and outside of it. This starts with comprehensive academic

programming that offers students voice and choice in courses that meet their individual needs. Please view our Career and Course Planning Guide, located on the website, to see all of the amazing offerings available, including thirteen (13) different art courses and seven (7) musical ensembles to biomedical science, engineering, and computer coding.

Within each course, it then becomes our mission to engage students through thought-provoking, inquiry-based instruction that is appropriately challenging for all learners. Through the increased use of AVID strategies, we work to design robust lessons that simultaneously capture students’ attention, and provide rigorous cognitive challenge.

Finally, we embrace the idea that the student day does not end at 3:35. Offering an array of athletics and activities is central to our mission.

Taken together, these components cultivate a school experience that is responsive to each learner. Further, they build upon a strong tradition of school community and Duke Pride that is now 85 years in the making!



## ***Points of Pride***

- **Thanks to the selfless efforts of the BayFit Committee and the generous support of the Whitefish Bay community, the high school will have a new state-of-the-art fitness center by September 2018!**
- **AVID 9 (Advancement Via Individual Determination) will see its inaugural year in 2018-2019! Through a comprehensive recruitment process, twenty-six (26) incoming freshmen were chosen to be part of an elective course that will advance success through high school and college.**
- **WFBHS was recognized as a Level II Advanced Placement Pacesetter School for impressive AP access and excellence in AP exam scores in the State of Wisconsin during the 2016-2017 school year. The WI AP Advisory Council “recognizes Access first and Excellence second.” During that time, we had 268 students take 573 exams with an average score of 4.09.**
  - **For the second year, WFBHS has participated in the nationally-normed Monitoring the Future Survey to gather important data related to school experience, student background, ATOD, and work/leisure activities so that we can be increasingly responsive to student lives.**



*“I have built such a strong network of teachers and staff who have helped me throughout the years and I cannot be more grateful. ...Thank you for being willing to hear students out and listen to all opinions - it means a lot.”*

~ A HS Student

# Activities & Athletics

**Jason Kasmarick, Activities Director**

1200 E. Fairmount Ave.

963-3972

[www.wfbschools.com/schools/high/athletics-activities/](http://www.wfbschools.com/schools/high/athletics-activities/)

## Athletics

Consistently ranked among the highest-performing athletic programs in the state, Whitefish Bay High School provides 29 sports offerings for more than 950 students. Student-athletes have access to top-notch facilities that include a newly turfed stadium field as well as a re-surfaced track. A state of the art fitness center is also slated to open prior to the 2018-19 school year, benefiting all students. The ability to work onsite with a certified personal trainer aids in the development of strength & speed as well as increased mobility and injury prevention. All of these factors allow Whitefish Bay athletic teams to be competitive within the North Shore Conference.

The Whitefish Bay Athletic program is guided by the belief that involvement in activities is vital to the overall development and well-being of students. Athletics provide a wonderful venue in which students develop leadership and relationships, face



and overcome adversity, and cultivate the “soft-skills” that will aid them throughout their adult life. Involvement in athletics also exposes students to the social and emotional benefits that physical activity offers, and can support the development of positive lifelong habits. After school athletics are filled with many rich and varied learning experiences and provide opportunities for personal growth while students work towards team goals.

Student-athletes are some of the greatest ambassadors of the school, and therefore a greater amount of responsibility is entrusted to them. Sportsmanship is foundational to the athletic program and promotes respect for the opponent, officials, and the students themselves. Athletics and sporting events help to foster a sense of school spirit and pride, while contributing to the overall high school experience. DUKE PRIDE is alive and well at Whitefish Bay High School!



### Points of Pride

- **Gymnastics won their 3rd consecutive State Championship and owns a state record 10 titles.**
- **The boys’ soccer team won their 3rd straight State Championship and earned a #2 national ranking while a senior was named the National Soccer Player of the Year.**
- **Head Soccer coach Rob Dubinski was named National Boys’ Soccer coach of the year. This is the first time a coach from Wisconsin has earned this distinction.**
- **The boys’ football team won their 2nd North Shore Conference title in three years and made it to the state semi-finals.**
- **The boys’ tennis team won their first conference title since 1982.**
- **A sophomore won the boys’ Division 1 state high jump title.**
- **The boys’ volleyball team won a conference title.**
- **The girls’ cross country team won their 18th consecutive conference championship and the boys’ team were Sectional Champions.**





# Activities & Athletics

**Jason Kasmarick, Activities Director**

1200 E. Fairmount Ave.

963-3972

[www.wfbschools.com/schools/high/athletics-activities/](http://www.wfbschools.com/schools/high/athletics-activities/)

## Activities

Extracurricular activities provide an educational dimension that serves as an extension of the classroom. Students are able to pursue experiences that have real-life applications and promote exploration of career opportunities. Leadership opportunities are abundant as students play an integral role in shaping offerings and providing stewardship over clubs. Activities also allow students to engage in their passions that range from theater, to music, and the arts. All of these opportunities allow students to become engaged in their school community and cultivate the life skills that will serve them well into the future.

Whitefish Bay has nearly 50 activity offerings for students, with 20 new clubs added this past year alone. Of these, 7 compete academically, 10 perform, 3 publish and 4 provide service and leadership to the school and community.



### Points of Pride

- **Bay Gives Back**, sponsored their annual food drive for the Riverwest Food Pantry and collected over 8,000 lbs of food.
- **The Whitefish Bay Drama Department** received 6 Jerry Awards for their productions this past year, including the second consecutive Outstanding Musical Award for their work on *Legally Blonde*.
- **The FTC Robotics Team** competed at state and were the recipients of the Rockwell Collins Innovate Award.
- **The second annual Whitefish Bay Film Festival** was held and raised over \$1100 for a Milwaukee area non-profit organization that supports youth through the arts.
- **Four students** placed in the top-3 in State at the Wisconsin HOSA (Future Healthcare Professionals) Competition qualifying for Internationals in Dallas, Texas.
- **The Buzz Cuts for Cancer** event raised over \$27,000 for the MACC Fund.
- **Mock Trial team** competed at State for a third consecutive year finishing 3rd.



*"Whitefish Bay is passionately committed to the power educational theater has to change lives... whether as an actor or a technical artist, we work to provide rich experiences that will challenge our students, inspire our students, and ignite and fuel passion within our students."*

~ Theater Program Director

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# Recreation and Community Education

**Carin Keland, Director**

5205 N. Lydell Avenue

963-3947

[www.wfbschools.com/community-recreation/](http://www.wfbschools.com/community-recreation/)

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The Recreation and Community Education Services Department is committed to improving the quality of life for our residents by providing a wide variety of quality recreation, education, cultural, and social programs for all residents and students of Whitefish Bay. Over the course of a year, the Recreation and Community Education Department offers more than 1,000 sections of programming with over 11,000 residents participating each year.

We offer many categories of programs and services which include: Recreation, Fitness, Sports, Enrichment, Lydell Preschool, Connects Before and After School, Aquatic, Cahill Pavilion Rental, Village Crossing Guards, and the Bay Teen Volunteer Program.

The Lydell building, as well as our four schools are used as community centers to host programs. This is a cost-effective, practical way to use one

of the community's largest investments, our school buildings. This allows current families, students, and those residents who no longer have children in the school system to take advantage of the district's great facilities, fields, and resources. Outside of our school buildings, the District's Crossing Guard program provides year round assistance in key intersections to both public and private school students so that they may cross the busiest intersections safely.

Recreation and Community Services play an important part in adding value to the quality of life in Whitefish Bay. Whether its participation in a fitness class, a child attending a summer camp or a group of senior citizens taking an organized trip together, recreation and community services are intended to bring together the members of the community around education, health, wellness, and lifelong learning.

The Whitefish Bay Recreation and Community Services Department is very proud and honored to serve the residents of Whitefish Bay. We look forward to continued growth that serves the needs of the community for many years to come.

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## ***Points of Pride***

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- **The Connects Before and After School Program enrollment increased by 61% since its inception in 2013.**
- **Camp Cumberland summer camp offers safe, fun activities and fieldtrips each summer for 150 students each week.**
- **K-Camp, an all-day summer camp, expanded its offerings to open two classrooms and both classrooms reached camp capacity.**
- **Lydell Preschool program offers two fully inclusive classrooms by partnering with the District's Early Childhood program. The program serves 50 Whitefish Bay preschoolers.**
- **Over 50 teens applied for and were accepted into the Teen Bay Volunteer program.**
- **Over 120 participated in our First Annual Dance Clinic offered in collaboration with the WFB Dance Team. It was a huge success and those who participated in the clinic performed during a Blue Duke Varsity football game.**



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# Whitefish Bay School District

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## Board of Education

***Seated:***

***Kristin Bencik-Boudreau  
Vice-President & Clerk***

***Anne Berleman Kearney  
President***

***W. Brett Christiansen  
Treasurer***

***Standing:***

***Douglas Armstrong***

***Kristin Yunker***

***Pamela Woodard***

***Sandy Saltzstein***

## District Office Cabinet

***John W. Thomsen, EdD  
District Administrator***

***Shawn Yde  
Director of Business Services***

***Maria Kucharski  
Director of Teaching and  
Learning Services***

***Stacy Gahan, PhD  
Director of Special Education  
and Pupil Services***



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Visit us on Facebook or on our website at:*

[wfbschools.com](http://wfbschools.com)

**Whitefish Bay Schools #1**  
**1200 East Fairmount Avenue**  
**Milwaukee, WI 53217**

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**SCHOOL DISTRICT OF WHITEFISH BAY**  
**AGENDA FOR BUDGET HEARING AND ANNUAL MEETING**  
**Wednesday, September 5, 2018**  
**Whitefish Bay High School – Auditorium—1200 E. Fairmount Ave.**

**STATE OF THE DISTRICT ADDRESS – 7:00 P.M.**

1. Review of the 2017-2018 school year.
2. Preview of the 2018-2019 school year.

**BUDGET HEARING - 7:15 P.M.**

1. Call to order by School Board President.
2. Distinction Between the Role of the School Board in Adopting the Budget Compared to the Role of the Electors in Adopting the Tax Levy.
3. Presentation of the Proposed Budget.
4. Discussion and Questions Concerning the Proposed Budget.
5. Action by the School Board to Adopt the 2018-19 Budget.

**ANNUAL MEETING**

**IMMEDIATELY FOLLOWING THE BUDGET HEARING**

1. Call to Order by School Board President.
2. Verification of Published Notice of Meeting by School Board Clerk.
3. Introduction of School Board Members and Administration.
4. Election of Chairperson for Annual Meeting.
5. Adopt Rules Governing the Annual Meeting.
6. Approval of the Agenda.
7. Reading of Minutes of Last Annual Meeting.
8. Presentation of the Treasurer's Report.
9. Annual Tax Levy.
10. Salaries of School Board Members.
11. Expenses for Travel of Board Members Outside of the District for Duties of the District.
12. Authorization to Lease Facilities.
13. Designate 2019 Annual Meeting Date and Authorize 2019 Annual Meeting to Begin Immediately Following the Budget Hearing.
14. Motion to Adjourn.