

2020 ANNUAL DISTRICT BULLETIN



Whitefish Bay

SCHOOL DISTRICT

An Exceptional Place to Learn

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Whitefish Bay School District Board of Education



Seated left to right:

- W. Brett Christiansen, Treasurer
- Sandy Saltzstein, President
- Kristin Bencik-Boudreau, Vice-President & Clerk

Standing left to right:

- Pamela Woodard
- Nathan Christenson
- Anne Berleman Kearney
- Lynn Raines



Whitefish Bay
SCHOOL DISTRICT



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

Academic Achievement & Engaging 21st Century Learning

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

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.



Whitefish Bay School District

Dr. John W. Thomsen
District Administrator



An Exceptional Place to Learn: By the Numbers

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

Gratitude - We are extremely proud of our team members and thankful for the support of our families and the entire Village as we work together to serve our school community. Though District buildings and facilities remained closed for the last 3½ months of the school year, remote learning continued. We are especially appreciative that our team members opened a virtual window into their homes as they supported students and families in new ways.



The Focus Plan - We strive to support each student academically and assist them in building transferable skills in a supportive environment that nurtures the whole child. We attend to student and team member social and emotional health. Regardless of what our future brings, the Focus Plan continues to be our enduring mission.

Equity for all - We respect the diversity of all. We remain committed to the academic as well as the social and emotional work that is required in our schools so that all students can learn and thrive. Amid the pandemic shutdown and the racially charged events across the nation, we worked diligently to support all students and families. All means all, and each and every learner deserves a school they feel is theirs and meets their learning needs.

Safety - Ensuring all staff and students are trained to respond to a wide range of events, ensuring each student has trusting adults in school, attending to the social and emotional development of all students, and fostering improved levels of communication better positions all to be safe. Before, during, and following our emergency shutdown we continue to proactively manage our schools.

Visioning - The District continues its facility visioning process that will reconfigure larger and common spaces to better enhance them for 21st century learning. Our Seven Thriving Dispositions are transferable to current and future work settings. We work with our students to develop and enhance these important “ways of being.”

We hope you enjoy this year’s edition of the Annual Bulletin - be well.

Yours in Education,

Dr. John W. Thomsen
District Administrator

#1 Ranked High School in Wisconsin
- US News & World Report

#1 Ranked best places to teach in Wisconsin
- Niche

#2 Ranked 2020 best places to live in Wisconsin
- Niche

100%

Significantly Exceeding Expectations-
Statewide Accountability Measures:
100% of Schools and District

District Enrollment:

3018 Students	Attendance Rate 95.7%
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310 Employees	16.1 Student to Staff Ratio
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67% Teachers with a master's degree or higher	7 National Board Certified Teachers
--	--

50% of teachers have been here more than 7 years

ACT: 2019 ACT Composite: 26.29 ACT above 25: 19+ years straight	AP Scores 3+: 87% Exams Taken 716 Students 340
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High School - Level I Advanced
Placement Pacesetter School



Teaching & Learning Services Special Education & Pupil Services

Maria Kucharski
Director of Teaching & Learning Services

Dr. Stacy Gahan
Director of Special Education & Pupil Services



87.2
District's rating is the highest among K-12 districts in the State

EQUITY AND EXCELLENCE - ACADEMIC ACHIEVEMENT

Our District, schools, and students continue to excel in our state and beyond. The District and school state accountability report cards are ongoing examples of this.

WHITEFISH BAY SCHOOL DISTRICT REPORT CARD RESULTS FOR THE 2018-2019 SCHOOL YEAR

All Schools Earned Significantly Exceeds Expectations

89.4

Cumberland
Elementary



87.4

Richards
Elementary



86.8

Whitefish Bay
Middle School

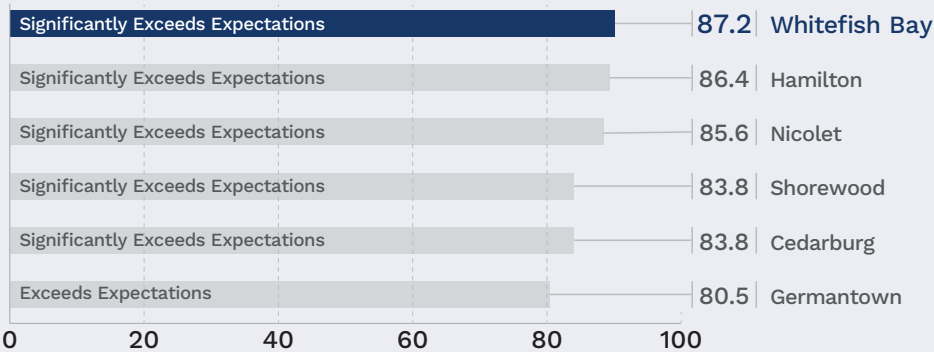


91.8

Whitefish Bay
High School



TOP ACHIEVING K-12 DISTRICT





BEST HIGH SCHOOL IN THE STATE 2020-RATING

By US News and World Report

Overall Score: **99.04**/100 AP Participation Rate: **73%**



BEST PLACES TO TEACH IN WISCONSIN 2020 RATED

By Niche

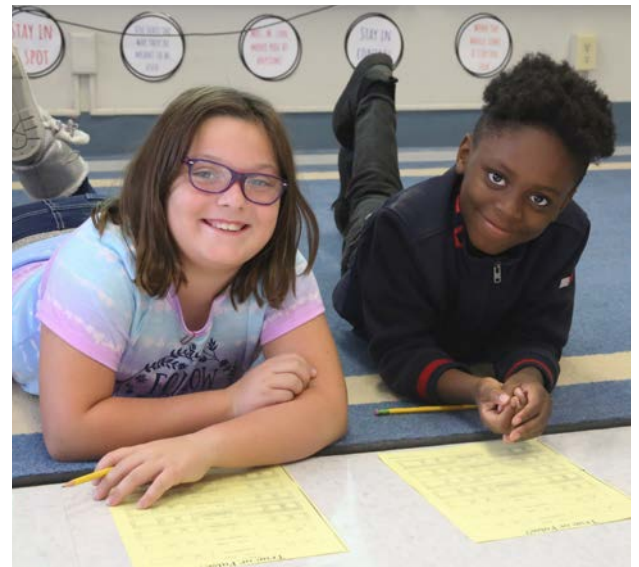
A+ Overall Niche Rating for School District

EQUITY AND EXCELLENCE - ENGLISH LANGUAGE LEARNERS

Our community has been rapidly growing in the area of English Language Learners (EL). EL students are students whose primary language is not English. The District provides educational and support services for these students to help them acquire English language skills that will enable them to access all-English classrooms and to help them meet established academic standards.

Year	Number of EL Students	% of Students in District	% Increase from 13-14
2019-2020	100	3.2	100%
2018-2019	76	2.5	52.0%
2017-2018	47	1.6	-6.0%
2016-2017	49	1.6	-2.0%
2015-2016	31	1	-38.0%
2014-2015	40	1.3	-20.0%
2013-2014	50	1.6	0.0%

The 2019-2020 school year marked the hiring of an additional teacher to support our District’s growing language needs. Our EL department received Sheltered Instruction Observation Protocol (SIOP) training from the Center for Applied Linguistics. SIOP is the purposeful teaching of the language necessary for English Language Learners to understand the content.



Sheltered Instruction Observation Protocol - 8 Steps by Echevarria, Vogt, & Short, 2008:

- | Preparation
- | Building Background
- | Comprehensible Input
- | Strategies
- | Interaction
- | Practice and Application
- | Lesson Delivery
- | Review and Assessment

The District will begin implementing SIOP through updating curriculum to include language objectives, specific professional learning for teachers around SIOP, as well as establishing model classrooms where our EL staff can coach and train our classroom teachers in the eight steps.

EQUITY AND EXCELLENCE - COMMUNITY PARTNERSHIPS TO SUPPORT ACADEMIC COLLEGE AND CAREER PLANS

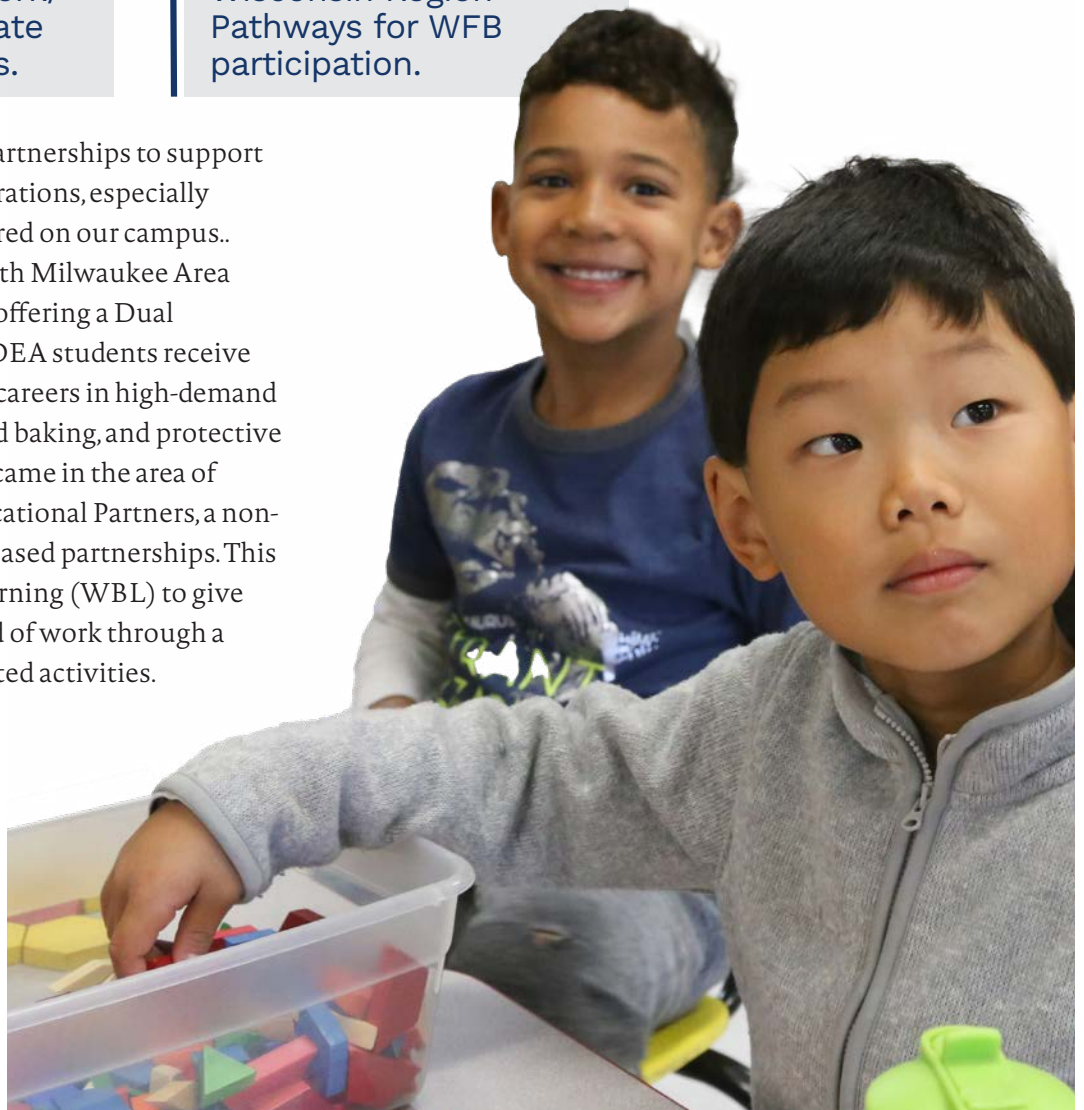
The School District of Whitefish Bay is committed to ensuring an “Exceptional Place to Learn” for all of our students. Students in grades 6-12 participate in the Academic Career Planning Process (ACP) that is student-driven and adult supported. ACP planning is both a process and a product. The process helps students integrate their academics and passions with career and college development activities through personalizing each student’s educational experience. The product is students setting and monitoring goals, and selecting courses and activities that will support their future development. The District has been focusing on two approved goals during this school year:

Exploration of adult mentoring framework/ programs to facilitate career partnerships.

Explore Southeast Wisconsin Region Pathways for WFB participation.

The District has made career partnerships to support all students in their career aspirations, especially in programs not currently offered on our campus. Whitefish Bay is partnering with Milwaukee Area Technical College (MATC) in offering a Dual Enrollment Academy (DEA). DEA students receive college-level training to begin careers in high-demand fields like welding, culinary and baking, and protective services. Another partnership came in the area of manufacturing with GPS Educational Partners, a non-profit for unique career work-based partnerships. This program uses Work-Based Learning (WBL) to give students exposure to the world of work through a set of sequenced and coordinated activities.

These career partnerships are the first of their kind to be offered by the District. We look forward to continuing to build additional career pathways to meet the needs of all of our students.





*Social Emotional Learning (SEL) is the process through which children and adults acquire and effectively apply the knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships and make responsible decisions**

*(CASEL, "What is SEL?")

<https://casel.org/what-is-sel/> accessed 9-17-18)

Guided by the Whitefish Bay School District's Focus Plan, we strive to be a place where, "...every student will experience a caring, inclusive learning environment that supports the development of the whole child with a balanced attention to physical, social, emotional, and intellectual well-being."

WHOLE CHILD DEVELOPMENT has always been a priority for our students. Social and Emotional Learning (SEL) and mental health impacts areas across the entire school day. Our ultimate goal is to integrate SEL into curriculum and instruction, school-wide practices and policies, and family partnerships. During the last few years, the District SEL/Mental Health Committee engaged in a comprehensive needs assessment, analysis, and development of recommendations. The analysis revealed several strengths in place across the District, as well as opportunities for enhancement.

AN ENHANCEMENT THEME noted was a desire for all staff to learn more about student and adult SEL/mental health, as well as to be afforded opportunities to cultivate their own well-being. We know teacher SEL competence and well-being are key factors impacting student and classroom outcomes, as well as the overall long-term physical and psychological health of teachers. SEL competencies in our District-wide leadership team are also essential, as they correlate with the development and maintenance of positive and trusting relationships among all members in the school community.

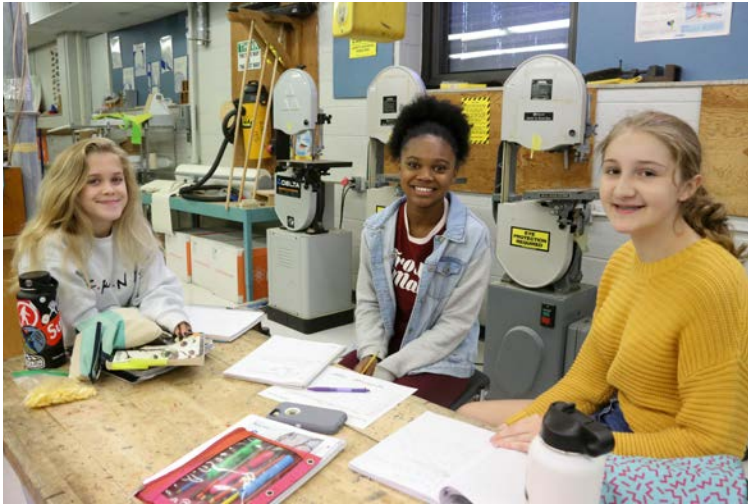
ADULT SEL was a focused journey during this past school-year. One of the primary resources used in our District-wide study was "Onward" by Elena Aguilar. All staff, including teachers, administrators, paraprofessionals, custodians, administrative assistants, and our Board of Education, received this book and engaged in learning around SEL. Resilience can be strengthened in everyone, minute by minute, by fostering habits and dispositions in a purposeful way.

This coming year, we will continue the enhancement of SEL competencies for all members of our school community, highlighting the interconnection between student SEL, equity, and excellence, and supporting our students SEL/Mental Health in the years to come.



Business Services

Shawn Yde
Director of Business Services



2019–20 BUDGET HIGHLIGHTS

The School District of Whitefish Bay has long focused on making the most of community members’ investment in our 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.

Whitefish Bay Schools experienced a challenging end to the 2019-20 school year with the pandemic shut down. Safety concerns closed schools nationwide and moved districts to virtual learning environments. Whitefish Bay Schools reacted quickly, purchasing the software and hardware that was necessary to provide a stable virtual learning platform.

2020-21 is expected to be a challenging year from a financial perspective. Wisconsin tax collections are significantly down from prior years and the legislature is expected to make reductions to its budget in 2020-21. The largest portion of the Wisconsin State Budget is K-12 education.

The annual budget represents the financial plan to achieve our educational objectives, in accordance with the School Board’s established priorities and Focus Plan. 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.



DISTRICT COST PER-PUPIL COMPARISONS:

Whitefish Bay has the lowest per-pupil operating cost among a comparison of other high achieving peer districts. Our students continue to perform at the highest levels and experience high quality diverse educational and extra-curricular opportunities.

PER PUPIL OPERATING EXPENSE:

\$12,492	Whitefish Bay
\$13,584	Mequon-Thiensville
\$14,286	Elmbrook
\$17,979	Shorewood
\$22,364	Nicolet

**REVENUES AND EXPENDITURES
MAIN SOURCES:**

97.58%

of the District's **revenue** is from two main sources -- **59.50%** Property Tax and **38.08%** State Aid

83.93%

of the District's **expenses** are from two main sources -- **75.30%** from Salaries/Benefits and **8.63%** from Purchased Services

FUND BALANCE: The District maintains a general fund balance of \$12,767,638 (July 1, 2019) which is 27.73% of the total expenditure budget. The School Board reviews the balance amount annually to determine the ability to fund facility maintenance without the use of referendum.

NEED FOR FUND BALANCE:

- | Provide working capital to avoid large temporary borrowings
- | Demonstrate financial stability to preserve our high bond rating
- | Minimize short-term borrowing interest costs
- | Fund unanticipated costs
- | Fund one-time, significant projects



2020-21 TAX LEVY ESTIMATE:

School district property taxes can include levies for general operations, debt service, capital expansion and community services.

\$21,103,761

General Fund Tax Levy Estimate:
2.93% increase from 2019-20

\$1,108,839

Debt Service Tax Levy Estimate:
-27.23% decrease from 2019-20

\$191,093

Community Service Fund Estimate:
-.38% decrease from 2019-20

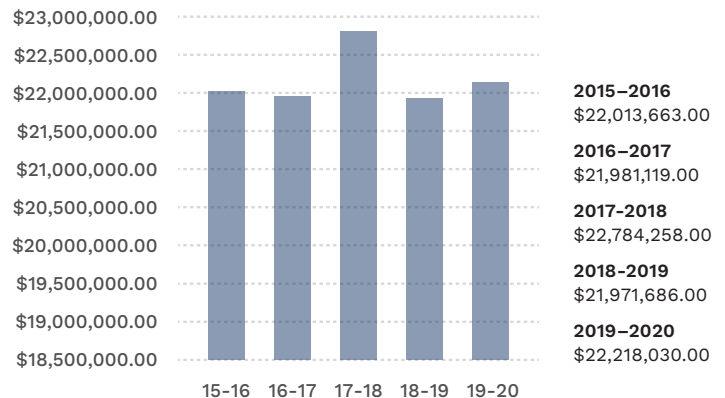
The combined 2020-21 Tax Levy: 0.84% increase

2020-21 TAX RATE ESTIMATE:

The equalized levy rate is the total property tax levy divided by the current equalized property value with the tax incremental funding (TIF) values excluded (currently \$2,369,571,308). Levy rates are shown in "mills" or property tax dollars levied per \$1,000 of value.

\$8.91/per \$1,000	\$.47/per \$1,000
General Fund	Debt Service
\$.08/per \$1,000	\$9.45/per \$1,000
Community Service	Total Mill Rate

TAX LEVY HISTORY:



Budget Summary - All Funds

2020-2021 Proposed Expenditures, Revenue, Tax Levy, and Tax Rate

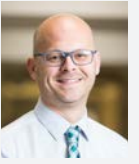
FUND 10-GENERAL	Actual 2018-19	Budget 2019-20	Budget 2020-21
Assets at end of year (Account 700 000)	\$13,387,892	\$12,508,542	\$12,508,542
Liabilities at end of year (Account 800 000)	\$597,781	\$597,781	\$597,781
Fund Equity at end of year (Account 900 000)	\$12,790,111	\$11,910,761	\$11,910,761
REVENUES			
Local Sources (100)	\$0	\$0	\$0
Local Sources (200)	\$21,193,154	\$21,167,999	\$21,735,761
Interdistrict Sources (300+400)	\$105,832	\$37,895	\$38,855
Intermediate Sources (500)	\$15,771	\$4,000	\$6,000
State Sources (600)	\$13,377,711	\$13,768,402	\$13,508,304
Federal Sources (700)	\$295,567	\$166,302	\$146,306
Other Sources (800+900)	\$64,891	\$40,000	\$35,000
TOTAL REVENUES-FUND 10	\$35,052,926	\$35,184,598	\$35,470,226
EXPENDITURES			
Instructional Expenditures (Function 100 000)	\$17,147,326	\$18,552,556	\$18,683,673
Support Services (Function 200 000)	\$11,222,360	\$13,304,172	\$12,529,896
Non-Program Transactions (Function 400 000)	\$5,941,542	\$4,207,220	\$4,256,657
TOTAL EXPENDITURES-FUND 10	\$34,311,228	\$36,063,948	\$35,470,226
FUND 23-SPECIAL PROJECTS-TEACH	Actual 2018-19	Budget 2019-20	Budget 2020-21
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
FUND 27-SPECIAL EDUCATION/COOPERATIVE PROGRAMS	Actual 2018-19	Budget 2019-20	Budget 2020-21
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	\$4,745,710	\$5,603,176	\$5,451,595
TOTAL EXPENDITURES	\$4,745,710	\$5,603,176	\$5,451,595
FUND 39-DEBT SERVICE FUND	Actual 2018-19	Budget 2019-20	Budget 2020-21
Assets at end of year	\$325,335	\$320,335	\$320,335
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$325,335	\$320,335	\$320,335
TOTAL REVENUES	\$1,906,964	\$1,881,736	\$1,436,019
TOTAL EXPENDITURES	\$1,903,169	\$1,886,736	\$1,436,019

FUND 40-CAPITAL PROJECTS FUND	Actual 2018-19	Budget 2019-20	Budget 2020-21
Assets at end of year	\$8,839,892	\$8,989,892	\$8,989,892
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$8,839,892	\$8,989,892	\$8,989,892
TOTAL REVENUES	\$2,665,528	\$150,000	\$0
TOTAL EXPENDITURES	\$331,198	\$0	\$0
FUND 50-FOOD SERVICE FUND	Actual 2018-19	Budget 2019-20	Budget 2020-21
Assets at end of year	\$28,948	\$26,448	\$26,448
Liabilities at end of year	\$0	\$0	\$4,300
Fund Equity at end of year	\$28,948	\$26,448	\$22,148
TOTAL REVENUES	\$24,358	\$23,900	\$22,000
TOTAL EXPENDITURES	\$26,726	\$26,400	\$26,300
FUND 60-AGENCY FUND	Actual 2018-19	Budget 2019-20	Budget 2020-21
Assets at end of year	\$284,266	\$284,266	\$284,266
Liabilities at end of year	\$284,266	\$284,266	\$284,266
Fund Equity at end of year	\$0	\$0	\$0
FUND 70-TRUST FUNDS	Actual 2018-19	Budget 2019-20	Budget 2020-21
Assets at end of year	\$19,343,314	\$19,143,314	\$19,143,314
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$19,343,314	\$19,143,314	\$19,143,314
TOTAL REVENUES	\$717,428	\$306,000	\$560,811
TOTAL EXPENDITURES	\$664,422	\$506,000	\$560,811
FUND 80-COMMUNITY SERVICES FUND	Actual 2018-19	Budget 2019-20	Budget 2020-21
Assets at end of year	\$2,938,479	\$2,272,618	\$2,272,618
Liabilities at end of year	\$503,076	\$0	\$0
Fund Equity at end of year	\$2,435,403	\$2,272,618	\$2,272,618
TOTAL REVENUES	\$1,968,399	\$1,790,814	\$1,893,293
TOTAL EXPENDITURES	\$1,852,464	\$1,953,599	\$1,893,293
TOTAL EXPENDITURES-ALL FUNDS	Actual 2018-19	Budget 2019-20	Budget 2020-21
Transfer from General Fund to Fund 27	\$43,834,917	\$46,039,859	\$44,838,244
		\$3,764,867	\$3,767,657
		\$42,274,992	\$41,070,587
TAX LEVY-GENERAL FUND	Actual 2018-19	Budget 2019-20	Budget 2020-21
General Fund	\$20,258,140	\$20,502,424	\$21,103,761
Debt Service Fund	\$1,512,944	\$1,523,792	\$1,108,839
Community Service Fund	\$200,602	\$191,814	\$191,093
Prior Year Tax Chargeback	\$0	\$0	\$0
TOTAL SCHOOL LEVY	\$21,971,686	\$22,218,030	\$22,403,693
Percentage increase - total levy from prior year			0.84%
AMT. USED FROM RESERVE (10 & 80)	\$857,633	(\$1,042,135)	\$0



Building & Grounds

Brian Chase
Director of Building & Grounds / Safety



Providing an Exceptional Place to Learn

We are committed to providing all students and team members with safe, clean, and well maintained facilities. Our department provides strategic long-range planning, energy management, safety, and community use of District facilities for the 660,000 square feet of building floor space and nearly 40 acres of grounds.

SAFETY FIRST - POSITIVE PARTNERSHIPS with WFB Police, North Shore Fire, and North Shore Health Departments help inform and prepare for safety.

EMERGENCY OPERATIONS AND SCHOOL SAFETY PLANS outline an organized, systematic method to mitigate, prevent, prepare, respond, and recover from incidents.

- | **Project ADAM** - Led by Dr. Stacy Gahan, Director of Special Education and Pupil Services: teams at all schools worked in collaboration with the North Shore Fire Department, Project ADAM, and Children’s Hospital of Wisconsin to gain designated status as Heart Safe Schools.
- | **Pandemic Response Planning** - We continue planning and responding to the impact of Covid-19 and the pandemic shutdown on our schools and community. The District Roadmap to the Opening of Schools Committee, made up of community stakeholders, informed our plans to mitigate safety risks to be best prepared to “open” our schools following the emergency shutdown.



Capital Projects

Long term planning for capital projects helps to protect the community’s investment in our facilities.

- | LED lighting replacement throughout Cumberland
- | Concrete/asphalt replacement at High School and Richards
- | High School Library Media Center renovation
- | Middle School Library Media Center renovation
- | Window replacement phase two at Lydell Community Center
- | Roof repairs at all schools
- | Masonry restoration at Cumberland and Lydell
- | Asbestos abatement and flooring replacement in two High School science rooms

New Computerized Maintenance Management System 2019-20

- | 810 Reactive Maintenance work orders completed
- | 527 Preventive Maintenance work orders completed

Energy Management Program
Energy savings help maintain and improve educational programming.

26.5% reduction in utility usage 2003 to the present



Recreation Department

Carin Keland
Director of Recreation Department



Proudly Serving the Community

We are committed to improving the quality of life for our residents by providing a wide variety of positively impactful recreational, educational, cultural, and social programs for all residents and students of Whitefish Bay. Despite the community health challenges we have experienced this year, our team quickly adapted by modifying programs to meet health and safety considerations, developing over a dozen new virtual summer programs, and developing the Virtual Recreation Center website.

We are also excited to reveal our new department logo and tagline “Bringing Community Together.” Our new look encourages a renewed sense of hope for both the community and our department. We look forward to continuing to serve our residents and “bringing them together” around education, health, wellness, and lifelong learning.

Community Engagement

1000+

residents attended the inaugural Touch-a-Truck Event

270+

students enrolled in Connects Care

4+

teams added to the Youth Basketball League by expanding to a Co-Ed format

30+

families participated in the Virtual Art-in-the-Window contest

90+

residents participated in the WFB Recreation Virtual 50K



\$3000+

grant from the Whitefish Bay Civic Foundation to the Community Garden for garden patio seating

300+

employees participated in the District Wellness Program which provided free workshops and fitness challenges

- WFBHS Woods Class service-learning project was construction of a garden storage shed for the Community Garden
- Community Garden is selected by the Whitefish Bay Garden Club to participate and host the Village's annual Garden Walk
- Virtual recreational offerings to the community throughout the pandemic shutdown included contests, races, fitness videos, and both youth and adult enrichment courses

“Our kids had so much fun decorating! So many people outside smiled and waved - it was cheering up others and us! Thank you for the great idea.”

~ Community Member, Art in Window Contest



Cumberland Elementary

Jayne Heffron
Principal

Justin Nies
Associate Principal



Positive Partnerships

More than 700 K4-5th grade readers, authors, mathematicians, artists, scientists, and performers make up our student body. We celebrate a rich diversity in our students with more than 17 languages spoken. Cumberland students learn to listen with their hearts as well as their heads. Team members nurture the development of well rounded students, working closely in partnership with each other and parents. On the playground and within the walls of Cumberland, students know that kindness counts and they display this trait with endless acts of good will towards others.

Meeting All Learners Where They Are

Instruction is provided in a workshop model, with small groups and individual conferences that allow teachers to meet students where they are to provide instruction for continual learning. Students frequently work together in collaborative groups, finding solutions to problems, honing flexible thinking skills, and strengthening communication competencies, all of which will serve students well now and in the future.

ACADEMIC ACHIEVEMENT HIGHLIGHTS:

89.4

overall score and a rating of Significantly Exceeds Expectations on the 2018-19 Wisconsin School Report Card

90.8%

Closing Gaps score, Wisconsin School Report Card 2018-19

87%

of 2nd-5th grade at or above reading and math District Benchmarks as measured by STAR



1180

pounds of donated food for the Hunger Task Force

76%

of 5th graders are members of Student Council

24,508

items checked out from our Library

68%

of teaching staff have Masters Degrees or Masters plus more education

\$13,000

for new Great Room risers and \$11,000 in teacher grants donated from PTO

\$3,700

raised with Pennies for Patients for the Leukemia and Lymphoma Society

“ You are doing a great job and we are really enjoying the lessons and assignments. It’s good to have some age appropriate school structure, and our daughter really likes seeing and hearing from her teachers.... We appreciate your engagement and enthusiasm with the kids! ”

~ Parents



CUMBERLAND AND RICHARDS VIRTUAL LEARNING

In March we transitioned learning to a virtual platform with a commitment to access, engagement, and continuity of learning for all students. Learning was organized around the most essential goals and combined video instruction and high quality online resources in alignment with age-appropriate practice opportunities. Synchronous class meetings helped to sustain social-emotional connection and virtual office hours provided timely and live access to teacher support. We are proud of how well our team members and families transitioned to this very new terrain!



Richards Elementary

Alix Kasmarick
Principal

Justin Nies
Associate Principal



Positive School Culture

Richards is a strong school community, built on caring and authentic relationships. This begins with a highly collegial and collaborative staff who work closely together to build a positive school culture, efficient day-to-day operations, and systems of instructional excellence.

All team members are committed to building positive relationships with students and ensuring that each child is understood, valued, and connected to the school and others. We build partnerships with families that support student physical, intellectual, social, and emotional well-being. Students take active roles in strengthening our school community through work with Buddy Classes, Student Council, and a variety of service projects.



Learning Choices and Strategies

Committed to rigor for all, team members know that teachers who love teaching teach children to love learning! We bring enthusiasm to the classroom each day and model ongoing learning for students. A workshop model in reading and writing includes rigorous and vertically-aligned whole group instruction as well as targeted and data-driven small group and individualized instruction. Students apply strategies as authentically as possible, employing choice and building independence as readers and writers. Mathematics instruction emphasizes both computation and application in the form of modeling, discourse, and problem-solving. To the extent possible, content is integrated across disciplines so that learning is deepened and relevant.

ACADEMIC ACHIEVEMENT HIGHLIGHTS:

87.4

overall score and a rating of Significantly Exceeds Expectations on the 2018-19 Wisconsin School Report Card

90%

1st-5th grade proficient in reading and 92% proficient in math on mid-year STAR

64%

3rd-5th grade students proficient or advanced in reading and math as measured by 2019 Wisconsin Forward Assessment



71%

of 5th graders participated in Student Council, which included School Spirit, Problem-Solving, School Newspaper, Fundraising, Leadership, and School Store committees

21,481

books checked out of our library this year

\$5,185 & 5,900

pounds of food were collected for the Annual Hunger Task Force Dinner & Food Drive

35+

PTO committees enrich the student experience, including new offerings of First Lego League, Coding Club, and school-wide High Interest Day

- Makerspace materials for classroom and LMC increased to include: BlocksRock, Keva Planks, Dash & Dot, Snapcircuits, Ozobots, Spheros, Makedo Construction, Podcasting stations, and more
- *The Richards Way* -- All 5K-5th grade students gather for School Meeting each month. Celebrations for positive behavior included Door Decorating and Field Day
- Weekly music, art, physical education, library, and world language instruction

“Richards is a second home for my children - the staff members serve as active partners in their education. I know the school community nurtures and supports them - academically, socially and emotionally. I am confident they will have the foundation necessary to continue to be engaged, lifelong learners.”

~ Parent



Whitefish Bay Middle School



Mike O'Connor
Principal

Matt Rose
Associate Principal

Connection at the Core

Relationships are at the center of all that we do. Especially for adolescent children, learning is a social activity. That's why we build learning experiences for our students that inspire discourse and collaboration; whether it's literature discussion groups, turn-and-talks, or fish bowl debates, our students learn together. We also strive



to ensure that every student feels like they belong at our school. We surround students with adults they can trust, offering a wide variety of exploratory classes and extracurricular opportunities, and ensuring a culture of safety and respect.

The Heart of WFBMS

While we focus a great deal of attention on building the skills of collaboration in our students, the adults in our school community also embody the importance of partnerships. Nowhere was this more evident than in our recent collaboration between the School District, our PTO, and the Whitefish Bay Educational Foundation. Together we raised enough money to renovate our Library Media Center. In turn, The Library was reconceptualized with collaboration at the core. Flexible furniture, reconfigurable rooms, makerspace materials...these are just a few of the ways that we have reimagined this space at the heart of our school building.



Three...It's a Magic Number!

- | 3 - grade levels (6th, 7th, 8th)
- | 3 - 87-minute core classes (ELA, Math, Science/Social Studies)
- | 3 - 42-minute elective periods
- | 3 - World Languages (Spanish, German French)
- | 3 - Music Ensembles (Band, Orchestra, Choir)



93%

of all students have at least one adult on staff that they can go to if they have a problem.

85%

of all students agree or strongly agree that they feel respected at school

5 years of involvement with the Partnerships in Comprehensive Literacy (PCL) project

88%

of 8th graders met or exceeded the district benchmark in reading and 81% met or exceeded in math on the ACT Aspire Interim assessment

86.8

overall score and a rating of significantly exceeds expectations on the 2018-2019 Wisconsin School Report Card.

- 455 families attended Fall Parent/Teacher Conferences
- 92% of WFBMS students voted in favor of our new mascot
- 35 8th grade band members traveled to 4 retirement communities for outreach concerts
- 693,905 pages viewed in Canvas during Virtual Learning (as of June 1st, 2020)
- 220 Heart Rate monitor straps were purchased for PE with the help of the WFBMS PTO

“After many years in the district, we both agree the Middle School provides the best balance between academia and whole child wellness along with a good amount of fun mixed in.”

~ Parents

2020 Annual Bulletin



Whitefish Bay High School



Amy Levek
Principal

Julie Henningson
Associate Principal

Success for All

We believe that all students will meet or exceed comprehensive learning standards through rigorous and engaging coursework. In 2019-2020, both Economics and Physics became required courses for graduation, further exposing our students to the depth and breadth of learning standards in both social studies and science. Further, we believe that success comes through a combination of rigor with support and we foster this critical balance through our commitment to AVID (Advancement via Individual Determination) strategies and professional learning which support higher levels of cognitive engagement, self-advocacy, and personal ownership in the learning process.



Partnerships

The 2019-2020 school year proved that WFBHS is more than a place. We are a community of dedicated students, team members, and parents/guardians who work in partnership to support the success of every student. Learning is personal and relationships are critical to that process. The shutdown challenged our entire school community to dig deep into our own resilience, but teachers and students alike persevered, proving that together, we can maintain a tradition of excellence, no matter where we are.

ADVANCED PLACEMENT SCORES IN 22 AP EXAMS:

	2015	2016	2017	2018	2019
Exams Completed	551	571	573	641	716
Students	308	292	268	327	340
% Tested	99%	100%	98%	98%	98%
WFB Ave.	3.95	4.10	4.09	3.85	3.81
National / Global Ave.	2.90	2.87	2.86	2.80	2.86
% Passing	90.3%	92.1%	95.1%	88.1%	87%



26.2

ACT composite score, the highest composite at WFBHS since the ACT became the state test in Wisconsin

91.8

overall score and a rating of significantly exceeds expectations on the 2018-2019 Wisconsin School Report Card

#1

ranked high school in the State of Wisconsin by US News and World Report

- 99+% ACT participation rate which exceeds the state average by nearly 6 points
- Level 1 Wisconsin Advanced Placement Pacesetter School 2019 for high levels of access and excellence in AP scores.
- Top 500 STEM Schools selectee by Newsweek.
- 87% of students say they feel safe at school and 83% say they have a supportive adult on staff
- Library Media Center and Business Computer Lab renovations summer of 2020

Graduates:

- | 2020 graduates plan to attend colleges and universities in 29 states and 2 countries
- | 86% have gone on to four-year colleges, and 6% have chosen two year colleges over the last three years
- | Graduates also explore gap years, enter the service, join an apprenticeship, or seek employment



Athletics & Activities

Jeff Worzella
Activities Director

Randee Drew
Student Engagement Coordinator



Varsity

- **Gymnastics:** Division 2 State Championship runner up
- **Boys Basketball:** Division 2 Regional Championship for the first time since 2016
- **Girls Tennis:** Division 2 Sectional Runner up and advanced 4 athletes to the Individual State Championship
- **Boys Soccer:** Division 2 Sectional runner up and won the North Shore Conference Championship undefeated
- **Girls Volleyball:** season record 17-10; best record in 10 years
- **Football:** qualified for the playoffs for the 13th consecutive year
- **Girls Cross Country:** won Sectionals and finished 7th at the State Championship
- **Girls swim:** Division 2 State Championship 15th place finisher
- **Dance Team:** qualified for State for the first time in school history and placed 12th overall
- **Snowboard team:** qualified for the State Tournament for the 2nd consecutive year
- **Boys Swim & Dive:** 4th place finish at State Championships. The season included a North Shore Relay Championship; a North Shore Conference Championship, their first in 35 years; and a Sectional Championship
- **Boys and Girls Ski Teams:** State for 2nd consecutive year
- **Senior Dominic Murano** (Boys hockey) lead the state of WI in goals scored with 47 goals

Athletics

Involvement in athletics provides students a vehicle to the educational, social, and emotional development of the whole child. This year, 552 students participated in at least one sport during the fall and winter seasons. Due to the pandemic shutdown, our spring athletic season was cancelled and many of our student athletes were unable to compete. Even though they were unable to participate this spring, our students athletes showed their flexibility and resiliency.

552 Total Athletes

366 Student Athletes play 1 sport - 66%

186 Student Athletes play 2 sport - 38%

29 Sports Offered

88 Athletes named all conference

9 seniors will continue athletics in college

NORTH SHORE CONFERENCE CHAMPIONS

- | Girls Cross Country
- | Boys Cross Country
- | Boys Volleyball
- | Boys Soccer
- | Gymnastics
- | Boys Swim

INDIVIDUAL STATE CHAMPIONS

- | Addie Gallun
Gymnastics (All-Around, Vault, Bars)
- | Dajun Johnson
Wrestling (170 lbs)

NORTH SHORE CONFERENCE PLAYERS OF THE YEAR

- | Nolan Wollmer - Boys Volleyball
- | Dajun Johnson - Wrestling
- | Addie Gallun - Gymnastics
- | Joe Brunner - Football (Offensive Lineman of the Year)

“Coaching at WFB is a prestigious honor. The long-standing culture of striving to be a well-rounded individual, is only outweighed by the incredible athletes and students I work with. Their drive to leave this culture better than they found it is a lesson built on generations of coaches I am honored to be a part of.” ~ Coach



- **Robotics Team** qualified for the World Competition; first time in school history. At State, they finished 3rd, received 1st for the Collins Aerospace Innovate Award, and 2nd for the Inspire Award.
- **Cyber Patriot Team** earned 1st in the National Youth Cyber Defense Competition and received Gold Level status.
- **E-Sports team** competed in the WIHSA league for the first time ever
- **Debate Team** excelled at Regionals and qualified 4 members to Nationals
- **Math Team** qualified 3 members for the AIME Competition; competed for the first time ever at the American Online Invitational Mathematics Examination.
- **Mock Trial Team** won Regionals; first time in school history and advanced to State
- **Future Health Professionals (HOSA)** had 16 members, the most in school history, advance to the State Leadership Conference
- **Rock Climbing Team** had 24 students who would have advanced to State
- **Bay Gives Back** collected 7,500 lbs of food, 12,500 items for homeless youth, 46 units of blood from a blood drive, and 225 gifts for donation
- **Theater Program** produced three outstanding plays this year: *All My Sons*, *Cinderella*, and *Disney's Beauty and the Beast: The Broadway Musical*
- **Disney's Beauty and the Beast The Broadway Musical**, received numerous Jerry Awards.
- **Health Club** continues to grow and took the following outings: Cycle Bar spin class, yoga classes, Peck N Bushel Apple Orchard, Essential Oils 101, Lake Michigan surfing lessons, Oak Leaf Trail biking, and a self defense class

Activities

Rich and varied extracurricular activities are an integral part of the Whitefish Bay High School student experience. These activities provide students the opportunity to apply skills in authentic contexts to promote the exploration of career opportunities, and foster the development of the whole child. Due to the pandemic shutdown, some of our clubs lost the opportunity to compete, perform, and publish. Even though students were unable to participate this spring, our students showed resilience, courage, tenacity and determination.

Get Involved: Explore, Lead, Serve



466 students participated

175	Students participated in one	10	new clubs this year
163	Students participated in two	12	compete
128	Students participated in three or more	7	perform
58	total activities	9	provide leadership & service
17	provide enrichment	3	publish

“ I could not be more grateful to have the honor of running WFBHS theater program. When each person contributes with their full passion and potential, our cast, crew, and pit unites to bring powerful and compelling stories to our community. There is no more inspiring work than helping our students grow and flourish in ways they didn't know were possible. Theater, at its best, can change lives. ”
 ~ Advisor



Whitefish Bay SCHOOL DISTRICT

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

AGENDA FOR BUDGET HEARING AND ANNUAL MEETING

Wednesday, September 2, 2020

Whitefish Bay High School
Auditorium
1200 E. Fairmount Ave.

*Location subject to change based upon safety
recommendations at the time of the meeting.

STATE OF THE DISTRICT ADDRESS – 7:00 P.M. 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 2020-21 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 2021 Annual Meeting Date and Authorize 2021 Annual Meeting to Begin Immediately Following the Budget Hearing.
14. Motion to Adjourn.

An Exceptional Place to Learn



Cumberland
ELEMENTARY SCHOOL



Richards
ELEMENTARY SCHOOL



Whitefish Bay
SCHOOL DISTRICT



Whitefish Bay
MIDDLE SCHOOL



Whitefish Bay
HIGH SCHOOL



Whitefish Bay
RECREATION
Bringing Community Together