

2023 ANNUAL DISTRICT BULLETIN



Whitefish Bay  
SCHOOL DISTRICT

# REMEMBERING OUR WHY



An Exceptional Place to Learn

## TABLE OF CONTENTS

A Message from the Superintendent . . . . .	3
Teaching & Learning and Special Education & Pupil Services . . . . .	4
Business Services . . . . .	8
Buildings & Grounds . . . . .	12
Recreation & Community Education. . . . .	13
Cumberland Elementary . . . . .	14
Richards Elementary . . . . .	15
Middle School . . . . .	16
High School . . . . .	18
Athletics . . . . .	20
Activities . . . . .	22
Annual Meeting . . . . .	24

## Whitefish Bay School District Board of Education



**Back row left to right:**

- Dan Tyk
- Sandy Saltzstein
- W. Brett Christiansen
- Lynn Raines

**Front row left to right:**

- Pamela Woodard, Treasurer
- Anne Berleman Kearney, President
- Kristin Bencik-Boudreau, Vice President & Clerk



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**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  
Superintendent of Schools

To the fine residents of the Village of Whitefish Bay, on behalf of our students and team members, we thank you for your ongoing support and pride in the Whitefish Bay School District. The Whitefish Bay School District has demonstrated a long tradition and history of success. We believe this is due to the perfect combination of factors. This combination includes focused and motivated **Students**, supportive and encouraging **Families**, and a remarkably talented and dedicated **Team**.



**Students** - Our collective student population comes to school motivated and ready to learn. I am continually impressed by the ownership our students take in their learning, the engagement they demonstrate on a daily basis, and the care and compassion they demonstrate to each other and to the adults around them. It is clear to me that our students understand that learning will be a lifelong journey and that it begins here. To our students, I invite you to embrace the concept of lifelong learning and continuous improvement. One never achieves perfection, but I invite you to embrace making continuous progress and strive towards excellence.

**Families** - Thank you to our families for trusting us to work with your students in all of their school endeavors. Learning to read, write, think critically about the world around them, and act with understanding, compassion, and kindness is only possible when they are supported by families. We understand and welcome our families' high expectations. Meeting those expectations is possible as a result of the ongoing support.

**Team** - I am incredibly inspired by and proud of our team members who commit themselves to serving students and families on a daily basis. Working in schools is a tremendous responsibility and privilege. Our team strives to support each student academically and assist them in building relevant transferable skills in a supportive environment that nurtures whole child development. We attend to each student's social and emotional development so we remain an exceptional place to learn. I encourage you, whenever possible, to thank a team member who has been especially helpful to the growth and development of your student.

This year's Annual Bulletin theme is "**Remembering our Why.**" We hope you enjoy the related vignettes and this year's edition of the Annual Bulletin.

Yours in Education,

Dr. John W. Thomsen, Superintendent of Schools



## An Exceptional Place to Learn: By the Numbers



Ranked Comprehensive High School in Wisconsin  
- US News & World Report



Best School District in Milwaukee County  
- Niche, 2023

#3

District with the Best Teachers in Wisconsin  
- Niche, 2023



District named Best Place to Work  
- Employment Humanity, 2023

**100%** of Schools & District are Significantly Exceeding Expectations in Statewide Accountability Measures

### District Enrollment:

**2891**  
Students

Attendance Rate  
**95.4%**

**344**  
Employees

**13.8:1**  
Student to Staff Ratio

**61%**  
Teachers with a master's degree or higher

**10**  
National Board Certified Teachers

**61%** of teachers have been here more than 7 years

**ACT:**  
Composite Score:  
**25.1**  
ACT above 25:  
20+ years

**AP**  
Scores 3+:  
**275**  
Exams Taken  
**744**  
Students  
**331**





# Teaching & Learning Services Special Education & Pupil Services

**Jamie Foeckler, Ph.D.**  
Director of Teaching & Learning Services

**Tim Lemke**  
Director of Special Education & Pupil Services



## A CLEAR WHY FOR AN EXCEPTIONAL PLACE TO LEARN

With a focus on “Remembering Our Why” as a theme this year, our staff have noticed that regrouping in our “why” helps to enhance an Exceptional Place to Learn for all of our students in the areas of teaching and learning as well as special education and pupil services. Our “why” encompasses our collective dedication to Whole Child Development through the delivery of Social Emotional Learning (SEL) content and curriculum across all grade levels. Our staff across all schools have worked to leverage evidence based practices to meet the needs of all students. Our “why” also is evident in our focus on creating the environmental conditions for all students to have an exceptional place to learn, from our early childhood through our high school programming. We have been able to see our students learn and grow academically through classroom and standardized assessments; however, it is not only our assessments that tell us how our students are learning and growing. It is important to celebrate the success we have seen in our students as well as continue to analyze areas to grow as we work to create the conditions of an exceptional place to learn for all students.

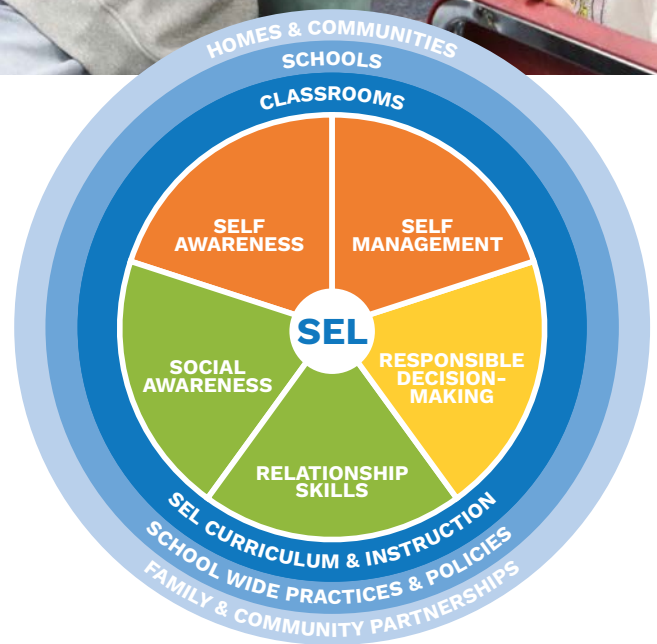


## Continued Focus on Social Emotional Learning

The Wisconsin Department of Public Instruction (DPI) defines social and emotional learning (SEL) as 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.

In order to continue to meet the needs of the whole child, the Whitefish Bay School District has engaged in meaningful work around SEL. Through the use of ESSER Funds and Mental Health Grants, the elementary levels developed the use of calm down corners to assist students with the practice of identifying feelings and emotions to better manage stress, self-regulate, and control their impulses. Having a space designed to support students emotionally and physically within the classroom environment helps them feel safe and comfortable. By allowing students time and space to process different feelings will increase self-regulation and time in the classroom.

The District also engaged in the first year of implementing the Devereux Student Strengths Assessment (DESSA) in order to evaluate students areas of strength related to the Collaborative for Academic, Social, and Emotional Learning (CASEL) competencies in the areas of interpersonal and intrapersonal knowledge, skill, attitude, and mindset. The delivery of the SEL competency assessment allows staff to measure how universal SEL instruction is impacting students over time and is also utilized to determine if instructional adjustments should be made to best meet the needs of the whole child. In order to meet the needs of individual students who demonstrate a need for supplemental instruction, the District utilized the evidence-based Second Step curriculum to ensure successful social-emotional skills instruction.



## SOCIAL & EMOTIONAL LEARNING

Caring School Community is a comprehensive, research-based social and emotional learning (SEL) program that:

- builds school-wide community
- develops students' social skills and SEL competencies
- enables a transformative stance on student behavior/discipline.

Source: <https://casel.org/fundamentals-of-sel/what-is-the-casel-framework/>



### Enhanced Growth in Academic Areas

All of our schools have so much to celebrate with the success that we have seen from our students on an academic as well as social and emotional level. While our students continue to significantly exceed expectations on the Wisconsin State Report Card, they also have shown amazing growth through regular, formative, and summative assessment measures in our classrooms. Our schools frame their teaching and learning practices with our Focus Plan serving as the “roadmap” and the “why” for our work with students every day in all of our classrooms. Our Focus Plan goals are as follows: (1) empowering students with the knowledge, skills, and character necessary to thrive in a changing, global society, (2) respecting the diversity of our students and engaging them as individual learners in an innovative learning community, and (3) addressing the needs of the whole child in a caring, inclusive environment.

Over the summer, our building leadership teams worked to create an action plan with goals that measured student academic, social, and emotional growth of our students throughout the year. The school teams engaged their staff in actions to support growth on three building goals with both local and standardized assessment measures. The actions developed at the school level were evidence-based and measured at three different continuous improvement checkpoints throughout the year. The continuous improvement checkpoints allowed each building leadership team to examine their set of actions related to data that they were collecting on student progress and make adjustments to their actions as needed throughout the year. The necessary adjustments to actions allowed our school teams to be flexible in their planning of instruction to work towards meeting the needs of all students.

As a way to share action plan progress, our principals and school teams shared their progress with the School Board as a way to celebrate the growth of our students in what are called “Good News” reports. The action plans were shared with staff, and sometimes students, who were able to connect their teaching and learning directly to the actions found in the school level goals. There were school reports that included student groups sharing the impact of engaging in extracurricular activities as well as students showing the School Board members how to play a new math game that can be found within their math block. It was evident through all of our school reports, that our staff made gains through professional learning and our students made gains as learners within the instructional environment.



As the School District of Whitefish Bay strives towards meeting the needs of each and every student, the focus on The Seven Thriving Dispositions supports the growth of all learners to be college, career, and life ready. Whitefish Bay Schools will continue to enhance community partnerships, develop staff to meet the needs of students, and empower students and families in a proactive manner to leverage strengths based approaches for the entire community.



### THE SEVEN THRIVING DISPOSITIONS

- Critical Thinking and Problem Solving
- Agility and Adaptability
- Curiosity and Imagination
- Initiative/Entrepreneurialism
- Access and Analyze Information
- Effective Oral and Written Communication Skills
- Collaboration

# BY THE NUMBERS:

## SCORE SUMMARIES

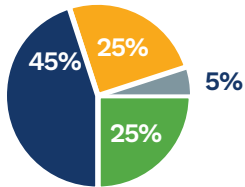


### Wisconsin 2021-2022 Report Card

The district earned an overall score of 93.1 and a rating of Significantly Exceeds Expectations on the 2021-22 Wisconsin School Report Card.



### Priority Area Weights



- Achievement
- Growth
- Target Group Outcomes
- On-Track To Graduation



### Cumberland Elementary

**91.4%**

State Report Card

**616** | Enrolled Students



### Whitefish Bay Middle School

**93.0%**

State Report Card

**627** | Enrolled Students



### Richards Elementary

**90.2%**

State Report Card

**653** | Enrolled Students



### Whitefish Bay High School

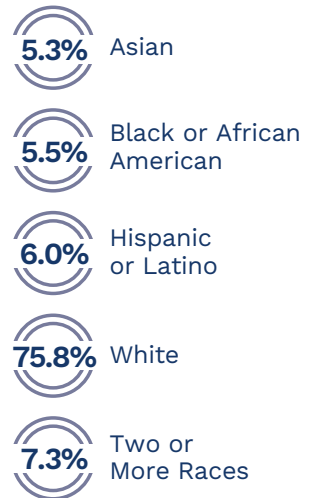
**96.1%**

State Report Card

**951** | Enrolled Students

## DEMOGRAPHICS & OUTCOMES

### Student Groups



### Student with Disabilities



### Economically Disadvantage



### English Learners





# Business Services

Shawn Yde  
Director of Business Services



## 2022-2023 BUDGET HIGHLIGHTS



Whitefish Bay is an exceptional community that prioritizes and values education and takes great pride in its students and schools. The community has high expectations for student success and is highly supportive of the arts, co-curricular activities, and athletics. Ensuring all students experience a supportive environment has been a priority of the district and community.

As we close the 2022-23 school year, the district is planning for the upcoming 2023-24 school year. We recognize that the district has navigated historic school funding changes. **As of the writing of this bulletin, the Wisconsin legislature is in the process of developing its biennial budget. As a result, the budget provided in this bulletin is the current estimate of revenue and expenditures for 2023-24. These numbers are certain to change when the State finalizes its two year budget.**

Stable state revenue is key to maintaining quality local educational programs. The largest portion of the Wisconsin State Budget is resources provided to K-12 education. Here are a two key facts to consider:

1. During the last eight years, public school districts in Wisconsin have not been provided an increase in revenue that has kept up with inflationary costs (Consumer Price Index).
2. In six of the last eight years, public school districts in Wisconsin have not been provided any revenue limit increase.

These facts place public school districts in a challenging position of continuing current offerings to students, providing cost of living compensation increases to teachers and staff, and attracting and retaining people in the field of 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 local districts. Our students continue to perform at the highest levels and experience high quality diverse educational and extra-curricular opportunities.

#### PER PUPIL OPERATING EXPENSE:

\$12,316	Whitefish Bay
\$13,588	Mequon-Thiensville
\$13,831	State-wide Average
\$14,421	Elmbrook
\$14,603	Shorewood
\$20,426	Nicolet







**REVENUES AND EXPENDITURES  
MAIN SOURCES:**

**96.98%**

of the District's **revenue** is from two main sources:

- 50.46% Property Tax and
- 46.52% State Aid

**83.79%**

of the District's **expenses** are from two main sources:

- 75.21% from Salaries/Benefits and
- 8.58% from Purchased Services

**Fund Balance:** The District maintains a general fund balance of \$17,981,286 (July 1, 2022) which is 40.98% 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.

**THE IMPORTANCE OF MAINTAINING 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

**2023-24 TAX LEVY ESTIMATE:**

School district property taxes can include levies for general operations, debt service, capital expansion and community services. Our estimated tax levy for 2023-24 is \$19,521,711

**\$18,289,694**

General Fund Tax Levy Estimate:  
2.9% increase from 2022-23

**\$1,095,037**

Debt Service Tax Levy Estimate:  
-0.26% decrease from 2022-23

**\$136,980**

Community Service Fund Estimate:  
-31.27% decrease from 2022-23

The combined 2023-24 Tax Levy: 2.39% increase

**2023-24 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 \$2,859,759,100). Levy rates are shown in "mills" or property tax dollars levied per \$1,000 of value.

**\$6.40/per \$1,000**

General Fund

**\$.38/per \$1,000**

Debt Service

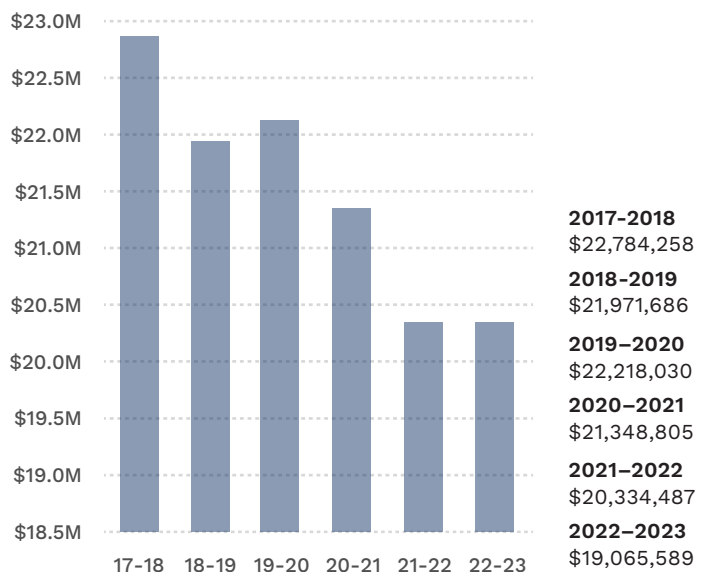
**\$.05/per \$1,000**

Community Service

**\$6.83/per \$1,000**

Total Mill Rate

**TAX LEVY HISTORY:**



# Budget Summary - All Funds

## 2023-2024 Proposed Expenditures, Revenue, Tax Levy, and Tax Rate

<b>FUND 10-GENERAL</b>	Actual 2021-22	Budget 2022-23	Budget 2023-24
Assets at end of year (Account 700 000)	\$22,339,029	\$17,776,679	\$17,769,705
Liabilities at end of year (Account 800 000)	\$2,732,130	\$0	\$0
Fund Equity at end of year (Account 900 000)	\$19,606,899	\$17,776,679	\$17,769,705
<b>REVENUES</b>			
Local Sources (100)	\$0	\$0	\$0
Local Sources (200)	\$19,810,105	\$18,391,771	\$19,103,694
Interdistrict Sources (300+400)	\$62,556	\$44,000	\$24,000
Intermediate Sources (500)	\$20,416	\$0	\$10,552
State Sources (600)	\$15,960,002	\$17,213,030	\$16,860,970
Federal Sources (700)	\$1,711,834	\$352,068	\$213,230
Other Sources (800+900)	\$936,406	\$35,000	\$35,000
<b>TOTAL REVENUES-FUND 10</b>	<b>\$38,501,319</b>	<b>\$36,035,869</b>	<b>\$36,247,446</b>
<b>EXPENDITURES</b>			
Instructional Expenditures (Function 100 000)	\$17,213,160	\$18,672,568	\$18,997,919
Support Services (Function 200 000)	\$14,071,498	\$14,529,976	\$12,553,862
Non-Program Transactions (Function 400 000)	\$4,592,164	\$4,663,545	\$4,702,639
<b>TOTAL EXPENDITURES-FUND 10</b>	<b>\$35,876,822</b>	<b>\$37,866,089</b>	<b>\$36,254,420</b>
<b>FUND 23-SPECIAL PROJECTS-TEACH</b>	Actual 2021-22	Budget 2022-23	Budget 2023-24
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
<b>TOTAL REVENUES</b>	\$0	\$0	\$0
<b>TOTAL EXPENDITURES</b>	\$0	\$0	\$0
<b>FUND 27-SPECIAL EDUCATION/COOPERATIVE PROGRAMS</b>	Actual 2021-22	Budget 2022-23	Budget 2023-24
Assets at end of year	\$18,407	\$0	\$0
Liabilities at end of year	\$18,407	\$0	\$0
Fund Equity at end of year	\$0	\$0	\$0
<b>TOTAL REVENUES</b>	\$4,983,339	\$6,156,195	\$6,015,568
<b>TOTAL EXPENDITURES</b>	\$4,983,339	\$6,156,195	\$6,015,568
<b>FUND 39-DEBT SERVICE FUND</b>	Actual 2021-22	Budget 2022-23	Budget 2023-24
Assets at end of year	\$339,704	\$339,704	\$339,704
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$339,704	\$339,704	\$339,704
<b>TOTAL REVENUES</b>	\$1,389,394	\$1,331,140	\$1,283,999
<b>TOTAL EXPENDITURES</b>	\$1,383,829	\$1,331,140	\$1,283,999

<b>FUND 40-CAPITAL PROJECTS FUND</b>	Actual 2021-22	Budget 2022-23	Budget 2023-24
Assets at end of year	\$12,638,274	\$12,736,574	\$12,871,074
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$12,638,274	\$12,736,574	\$12,871,074
<b>TOTAL REVENUES</b>	\$836,777	\$100,300	\$137,000
<b>TOTAL EXPENDITURES</b>	\$374	\$2,000	\$2,500
<b>FUND 50-FOOD SERVICE FUND</b>	Actual 2021-22	Budget 2022-23	Budget 2023-24
Assets at end of year	\$22,897	\$19,107	\$15,507
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$22,897	\$19,107	\$15,507
<b>TOTAL REVENUES</b>	\$20,767	\$16,310	\$16,500
<b>TOTAL EXPENDITURES</b>	\$25,295	\$20,100	\$20,100
<b>FUND 60-AGENCY FUND</b>	Actual 2021-22	Budget 2022-23	Budget 2023-24
Assets at end of year	\$90,708	\$90,708	\$90,708
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$90,708	\$90,708	\$90,708
<b>FUND 70-TRUST FUNDS</b>	Actual 2021-22	Budget 2022-23	Budget 2023-24
Assets at end of year	\$18,304,868	\$17,872,624	\$17,838,253
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$18,304,868	\$17,872,624	\$17,838,253
<b>TOTAL REVENUES</b>	\$204,898	\$268,270	\$381,171
<b>TOTAL EXPENDITURES</b>	\$821,577	\$700,514	\$415,542
<b>FUND 80-COMMUNITY SERVICES FUND</b>	Actual 2021-22	Budget 2022-23	Budget 2023-24
Assets at end of year	\$2,715,921	\$2,006,505	\$2,006,505
Liabilities at end of year	\$709,416	\$0	\$0
Fund Equity at end of year	\$2,006,505	\$2,006,505	\$2,006,505
<b>TOTAL REVENUES</b>	\$2,100,745	\$1,843,006	\$2,288,180
<b>TOTAL EXPENDITURES</b>	\$1,727,066	\$1,843,006	\$2,288,180
<b>TOTAL EXPENDITURES-ALL FUNDS</b>	Actual 2021-22	Budget 2022-23	Budget 2023-24
Transfer from General Fund to Fund 27	\$44,818,302	\$47,919,044	\$46,280,309
		\$4,047,801	\$4,084,678
		\$43,871,243	\$42,195,631
<b>TAX LEVY-GENERAL FUND</b>	Actual 2021-22	Budget 2022-23	Budget 2023-24
General Fund	\$19,030,262	\$17,768,371	\$18,289,694
Debt Service Fund	\$1,103,225	\$1,097,912	\$1,095,037
Community Service Fund	\$201,000	\$199,306	\$136,980
Prior Year Tax Chargeback	\$0	\$0	\$0
<b>TOTAL SCHOOL LEVY</b>	\$20,334,487	\$19,065,589	\$19,521,711
Percentage increase - total levy from prior year			2.39%
<b>AMT. USED FROM RESERVE (10 &amp; 80)</b>	\$2,998,176	(\$1,830,220)	(\$6,974)





# Buildings & Grounds

**Brian Chase**  
Director of Buildings & Grounds/Safety



## PROVIDING AN EXCEPTIONAL PLACE TO LEARN

Our Buildings and Grounds team is committed to providing all students, staff, and visitors with facilities that are safe, clean, and well maintained. We provide additional focus on long-range planning, safety, energy management, and community use of our facilities and grounds.

Each year, we embark upon several facility projects. This year, one of our key projects was the renovation of our Elementary School Library Media Centers (LMCs). With these spaces completed, we now have newly renovated LMCs at each of our schools that provide additional flexibility for learning. Another project that occurred this past year was the replacement of our Middle School light fixtures with new LED fixtures. With this completed, each of our schools have LED lighting, further reducing our energy cost and consumption, as well as reducing our carbon footprint.

Looking ahead, we have some exciting projects and initiatives, including planning for the renovation of six High School science rooms. These renovations will improve safety and functionality of the spaces to better support instructional needs, and will tentatively begin in June 2024. In addition, the Board has recently partnered with an architectural firm to begin the important process of facility master planning. The facilities planning process will help us continue to make informed decisions about the maintenance and management of our school buildings, with a focus on improving safety and security, enhancing learning environments, and improving sustainability.



## POINTS OF PRIDE

### Safety First - Positive Partnerships

with WFB Police, North Shore Fire, and North Shore Health Departments help inform and prepare us for safety needs.

### Emergency Operations and School Safety Plans

outline an organized, systematic method to mitigate, prevent, prepare for, respond to, and recover from incidents.

- | Regular participation in drills and exercises maximizes response effectiveness during crises and helps prevent safety issues.
- | Annually, our Safety Committee reviews and revises selected protocols in our School Safety Plans.

### Computerized Maintenance Management

helps increase efficiency while managing and tracking maintenance activities.

- | 850 Reactive Maintenance work orders completed.
- | 1,110 Preventive Maintenance work orders completed.

### Energy Management

- | 20.5% reduction in utility usage 2003 to the present.





# Recreation Department

**Carin Keland**  
Director of Recreation Department



“  
*It would be an honor to sponsor Coach Pitch. My son absolutely loves the program and we are really excited for the season to start up!*  
”  
- Coach Pitch League Business Sponsor



## POINTS OF PRIDE

### PARTNERING WITH A PURPOSE

The Recreation and Community Education Department’s mission is to improve the quality of life for those who live and attend schools in the Whitefish Bay community. We do this by providing recreational, cultural, and social programs and services for all. We do not accomplish this mission on our own. This year, the Recreation Department remembered our “why” through focused efforts on building new partnerships and strengthening existing relationships within the community. Together, we developed new programs, fundraised, and offered free health and wellness programs and services. The Whitefish Bay Community is filled with local experts, parents/guardians, and business owners who are willing to sponsor a program, teach a class, coach a sport, volunteer, and advocate for programming. We accomplish more together. The Recreation and Community Education Department is grateful to work in collaboration with all of our partners to provide opportunities for lifelong learning.

**5,000+ residents receive the RecGram,** the department’s weekly newsletter.

**30 Whitefish Bay Seniors participated** in the first Senior Coffee Talk Informational Series.

**60+ youth participated** in the Whitefish Bay 4th of July Parade as part of the Rec Department’s lacrosse, gymnastics, and summer band programs.

**The Recreation Gymnastic Program raised over \$7,400** dollars with their Cart-Wheel-A-Thon fundraiser. Funds raised will be used to buy, repair, and replace gymnastics equipment in High School Memorial Gymnasium.

**10 free health and safety programs** were offered in partnership with the North Shore Health Department.

**10 High School seniors hired to work with Connects** Before and After Program as part of a Work Study Program. The High School students filled much needed child care positions while gaining valuable skills related to working with youth.



### Prioritizing Community Safety

Lyle Greivell has worked as the department’s Crossing Guard Coordinator for 28 years. Lyle hires, trains, and oversees all operational aspects of the Crossing Guard program. The Crossing Guard Program is staffed with eleven crossing guards that monitor eight busy intersections throughout the Village of Whitefish Bay. Day in and day out, the guards are on our corners in all types of weather, ensuring students get to and from school safely. Lyle goes out of her way to support our guards, rain or shine, making sure they are best equipped to do their jobs. She can also be found delivering coffee, hot chocolate and treats to the guards especially as temperatures start to dip. Lyle is a dedicated employee who works hard behind the scenes to support the safety and well-being of those who live and travel in Whitefish Bay.





# Cumberland Elementary

Jayne Heffron  
Principal

Rebecca Salomon  
Associate Principal



## POINTS OF PRIDE

**98.4%** of students report that they have at least one friend at school they can talk to if they have a problem or want to share good news.

**Cumberland earned an overall score of 91.4** and a rating of Significantly Exceeds Expectations on the 2021-22 Wisconsin School Report Card.

**87%** of students at or above benchmark in Reading and **86%** at or above benchmark in Math as measured by STAR testing.

**900 boxes of cereal collected** during World Kindness Week for donation to Kinship Community Center.

**24,549 books circulated** September-May in the updated LMC.

**“School’s Out for the Summer,”** the 15th all-school Spring Sing, dance and art show was held on the playground .

## PURPOSEFUL DAYS

Picture this: a vibrant and bustling school community where kindergartners are using their persuasive writing skills to make a positive change, and fifth graders are giving back through active participation in Student Council. This is the daily experience of students and staff at Cumberland School, where our mission is to empower students to take ownership of their learning and to be active members of our community.

In core academics, we are challenging our students with Illustrative Mathematics, providing them with robust problems and deepening their conceptual understanding of mathematical ideas. Through literacy, students are not just improving their reading and writing skills, but also connecting written text to their lives and lived experiences.

Beyond core academics, students are supported in growing as well rounded people through weekly classes in physical education, music, art, library, and Spanish (1st-5th). Evening grade level band and orchestra performances returned. Morning meetings, weekly class meetings, and monthly all school meetings strengthen a sense of community and give a consistent time for teaching and learning social-emotional skills. Cumberland’s active PTO and Student Council enrich student experiences through special lunches, Spirit days, and all school celebrations.

At Cumberland School, we believe that education is not just about what happens inside the classroom. We are committed to empowering our students to make a positive impact, both inside and outside of our school walls.



## Active Engagement through Student Council

Cumberland’s 5th Grade Student Council contributes greatly to the school with more than 80% of students participating. Student Council organizes Spirit Days, leads fundraising efforts, and facilitated this year’s cereal donation collection of more than 900 boxes of cereal! Students also give lunch recess times to do spring clean up of the art garden, raking, weeding, mulching and planting, enhancing the garden for all to enjoy.





# Richards Elementary

**Chad Nelson**  
Principal

**Katie Petersen**  
Associate Principal



## A CARING AND INCLUSIVE ENVIRONMENT

Educational research supports the idea that students learn best when they feel connected to a caring and inclusive school environment. One key component of our Caring School Communities (CSC) framework is to foster this type of environment through partnerships with Classroom Buddies. All classrooms are assigned a buddy classroom, where they are partnered with older or younger students. Older students feel a sense of leadership, and feel cared for, competent, trustworthy, and valued. Younger students develop trust for others in the school and experience themselves as valued, and feeling worthy of attention and kindness. The younger students also benefit from having a role model to look up to and learn from. The students meet monthly to build relationships, share celebrations, and have fun.

### Ensuring Success for Every Student

Ensuring that every student grows in reading and math is necessary for success. To achieve this, we focused our school goals on increasing writing about reading and using Illustrative Math (IM) centers to meet student needs. By focusing on writing about reading, students developed deeper comprehension and critical thinking skills, increasing their metacognition of useful strategies when reflecting on their reading. On the other hand, IM centers provide opportunities for individualized learning, where students can practice skills and concepts at their level, strengthening flexibility, fluency, and application of their mathematics. Combining both areas of focus as part of our school goals was an effective way to ensure that every student grows in reading and math.



## POINTS OF PRIDE

**94.7%**

of students report a sense of belonging at school as measured by our student perception survey.

### Richards earned an overall score of 90.2

and a rating of Significantly Exceeding Expectations on the 2021-22 Wisconsin School Report Card.

**89%** of students at or above benchmark in Reading and **93%** are at or above benchmark in Math as measured by STAR testing.

**\$6,444 and 950 pounds of food** donated via the Hunger task Force Drive.

**1,080 Shout Outs** shared over announcements recognizing those following the Richards Way!

**All 653 students participated** in the Artist in Residence program providing learning opportunities and creating long-lasting art pieces for Richards.



## Student Council Leaders Embodify the Richards Way

Sixty-four students participated in Student Council, and 16 PTO Parent/Guardian volunteers worked with the group this year. Our Green Team supported the Terracycling process this spring, bringing in well over 1,000 household items to be recycled. The Student Council newspaper committee created three editions of the Tiger Times, and a Spirit Day was celebrated each and every month, sponsored by our School Spirit Committee. Our Community Connectors held a Bake Sale that made over \$500 that was donated to Children's Hospital. And our Project Team worked to spread the word about how to be safe, kind and respectful as we followed the Richards Way through the use of posters, announcements and videos shared schoolwide.



# Whitefish Bay Middle School

**Mike O'Connor**  
Principal

**Matt Rose**  
Associate Principal



## INTENTIONALITY IN ALL WE DO

### Purposeful Teaching

Adolescent children are known for asking tough questions to the adults in their lives. The staff of Whitefish Bay Middle School leaned into this natural disposition. Our educators strive to ensure that all students know clearly what they were learning, why they were learning it, and how they would know when they were successful for each and every class period. Whether mastering complex rhythm patterns in band or studying archetypal characters in English Language Arts, our focus on instructional clarity empowered students with new knowledge and skills that will prepare them for high school and whatever pathway lies beyond.

### Focused on Well-Being

Taking care of the social and emotional needs of our students is a core aspect of our “why” at Whitefish Bay Middle School. We prioritize these needs daily through our Homeroom structure where small groups of students build positive and healthy relationships with an advisor and their peers. Positive relationships are also enhanced through opportunities that extend beyond the walls of our school. We were able to offer a number of learning experiences outside of Whitefish Bay, including an 8th grade trip to Washington, D.C. and a 7th grade trip to Camp Anokijig.



### Ms. Albright Recognized as Herb Kohl Teacher Fellow

Congratulations to 7th grade math teacher Katelyn Albright for her selection as a Herb Kohl Educational Foundation Teacher Fellow. Katelyn was selected for her leadership of the school's math team, and her unwavering commitment to our students.

“

*The musical was more than a performance - it was 14 weeks of community building and character development for the nearly 150 students that participated in the cast and crew.*

- WFBMS Parent

”





# Character Strong



## Student Voices Matter

At Whitefish Bay Middle School, student voice matters. We intentionally create opportunities for adults to listen and be responsive to our kids. As an example of that, we engaged all of our students in a process to select a resource for social emotional learning in our homerooms. Students and staff had the opportunity to try lessons from several resources and provide feedback on the strengths and weaknesses of each. Based upon what was heard from kids and teachers, Character Strong was selected for implementation in the 2023-2024 school year.

As a part of a Character Strong lesson, 8th graders selected someone in the school community to 'make their day' through an act of kindness and gratitude.

“

### What did you like best about the Character Strong Lessons?

*I really liked that we had so many different types of activities, from making our group flags, to expressing our gratitude for the teachers*

- WFBMS Student

”



## POINTS OF PRIDE

» 4.3 / 5

was the average score when students responded to “I feel like a real part of Whitefish Bay Middle School.”

» 95.0%

of students could articulate the “why” behind what they were learning in class that day.

**Whitefish Bay Middle School earned an overall score of 93.0** and a rating of Significantly Exceeding Expectations on the 2021-22 Wisconsin School Report Card.

**78%** of students at or above benchmark in Reading and **84%** are at or above benchmark in Math as measured by STAR testing

**122 students and adults traveled to Washington, D.C.** for this year’s annual 8th grade trip.

**100% of students were included** in the process to select a new social-emotional learning resource for Homeroom.







# Whitefish Bay High School

Amy Levek  
Principal

Julie Henningsen  
Associate Principal



## FINDING PURPOSE THROUGH PASSION

One of the primary goals of high school is to support students as they explore areas of high interest. We do this by offering a comprehensive education that includes both rigorous and engaging course requirements as well as extensive elective offerings for students to pursue. No two plans to graduation are the same because there should be as many ways to “do high school” as there are students in the building! Young adults from 14-18 need to understand their “why” now more than ever. When given the opportunity to craft their individual path, they can thrive and excel in ways they may not have thought possible.

In addition, students find their “why” at Whitefish Bay High School by learning to acknowledge and develop the many assets in their lives. Through our new Sources of Strength framework, students learn to “work the wheel” by fostering the sources of strength that come naturally, as well as striving to develop additional sources that may help them through times of adversity, ultimately enhancing their futures as healthy young adults.

“

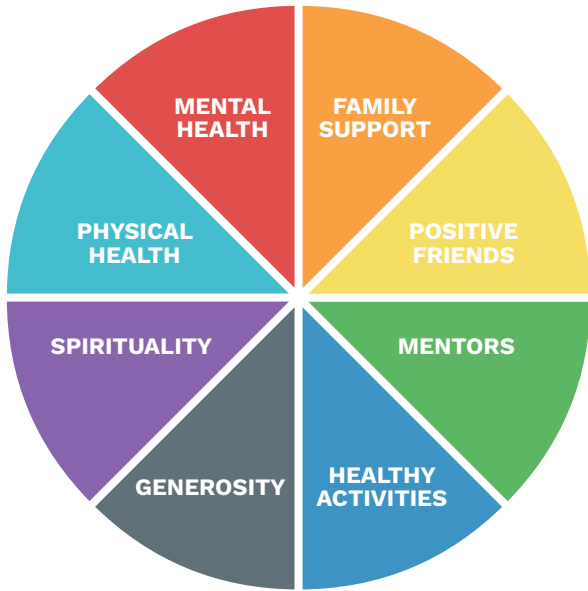
*We have always said that raising a child truly takes a village and that education is a partnership between the child, the school and the family. We are so thankful to have had WFBHS as part of that village and partnership!*

- WFBHS Parent

”



## POINTS OF PRIDE



➤ **82.0%** of Seniors report a sense of belonging in school.

➤ **74.0%** of students reported having a trusted adult in the building.

Whitefish Bay High School earned an overall score of **96.1** and a rating of Significantly Exceeds Expectations on the 2021-22 Wisconsin School Report Card. This includes 100% growth, a measurement of year-to-year progress on statewide assessments.

### 25.1 Average Composite ACT Score

Whitefish Bay High School launched **Sources of Strength** as our universal framework for social-emotional learning across the school.

**45+** staff members coach a sport or advise a club/activity.

A record number of students pursued their passions by taking an Advanced Placement Exam in 2023: **378 students took 789 exams.**

In 2022-2023, **transcripted credit opportunities became available** with MATC for students who take Keyboarding and Digital Photography.

“  
*If you can't figure out your purpose, figure out your passion, for your passion will lead you right into your purpose.*  
 – T.D. Jakes  
 ”

### Students Show Up!

Participation this year was at an all time high! Not only did we enjoy record levels of engagement in clubs and activities, but we had more students show up for all-school events than ever before.







# Athletics & Activities

**Jeff Worzella**  
Activities Director

**Randee Drew**  
Student Engagement Coordinator



## ATHLETICS

Whitefish Bay High School athletics programming provides opportunities for our student athletes to compete on 29 different teams. Involvement in athletics provides students additional options for expanding educational, social, and emotional development of the whole child. Participation in athletics also provides students opportunities to learn rules, skills, techniques, strategies, competitive and cooperative attitudes of sport, and to demonstrate what has been learned through interscholastic competition. This year, 603 students participated in at least one sport during the school year.



“ My favorite part of coaching Whitefish Bay is our student-athletes’ commitment and dedication. These athletes put in countless hours to not only make themselves better individually, but they are determined to be the best they can for their teammates and carry each other whenever it’s needed.

- WFBHS Coach



### WFBHS ATHLETICS BY THE NUMBERS

**282**

Student Athletes play 1 sport

**321**

Student Athletes play 2 sports

**29**

Sports offered

**132**

Athletes named North Shore All Conference

**22**

seniors will continue athletics in college





**WIAA DIVISION 1  
STATE CHAMPION**

- | Baseball
- | Lola Kolawole - Girls Track & Field: 100m and 200m

**WIAA DIVISION 2  
STATE CHAMPION**

- | Girls Soccer

**WIAA DIVISION 2  
TEAM STATE RUNNER UP**

- | Boys Soccer
- | Girls Swim

**STATE TOURNAMENT  
APPEARANCE**

- | Girls Cross Country (4th)
- | Boys Ski (8th)
- | Boys Swim & Dive (4th)
- | Girls Tennis (5 individuals)
- | Girls Golf (1 individual)
- | Girls Wrestling (1 individual)
- | Girls Ski (2 individuals)
- | Gymnastics (2 individuals)
- | Boys Tennis (2 individuals)
- | Girls Track (16 individuals)
- | Boys Track (13 individuals)

**NORTH SHORE  
CONFERENCE CHAMPIONS**

- | Girls Tennis (3rd consecutive year)
- | Girls Swim (1st in 34 years)
- | Baseball (4th consecutive year)
- | Girls Soccer (6th consecutive year)

**NORTH SHORE  
CONFERENCE  
PLAYERS OF THE YEAR**

- | Will Smith - Boys Soccer
- | Zoe Behrendt - Girls Volleyball
- | Casey Stephens - Girls Swim
- | Riley Franklin - Girls Soccer
- | JD Dix - Baseball
- | Lola Kolawole - Girls Track

**ALL-REGION TEAM**

- | Sofia Englund
- | Riley Franklin

**ALL-AMERICAN TEAM**

- | Lucia Englund
- | Sofia Englund
- | Riley Franklin

**COACH OF THE YEAR**

- | Rob Dubinski

**Will Smith**

Will Smith, Class of 2023, has earned 8 varsity letters over his high school career: four in soccer, two in track & field, and two in basketball. Will is a stand out athlete, both on and off the field.

**Soccer:**

- 3x North Shore Championships
- 4x WIAA Regional Championship
- 2x WIAA Sectional Championship
- 2x WIAA State Runner Up
- 2x First Team North Shore Conference
- 2x First Team All Great Lakes Region
- 2x North Shore Conference Player of the Year
- Played in 2022 All American High School Soccer Game
- Selected to 2023 Wisconsin High School Soccer All State Game

**Track:**

- School record holder in the 200 meter dash with a time of 21.87 seconds
- 2022: 2nd in the 200 meter dash at the WIAA State Tournament
- 2023 North Shore Conference Champion: 200 meter, 400 meter, and 4x400 relay team

**Basketball:**

- Member of the varsity team for two years
- Key member of the WIAA Regional Championship team

“Will is one of the best athletes I have ever coached but what stands out the most to me is who Will is as a person. He is a natural born leader and truly cares not only about his own success but his peers and coaches as well.

- Boys Soccer Coach





# ACTIVITIES

Rich and varied extracurricular activities are an integral part of the Whitefish Bay High School experience as they 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. This year there were 71 total activities (28 more than last year), and 564 students participated. Our clubs are determined to provide opportunities for our students to compete, perform, publish, and grow. It is important to provide students with opportunities to participate and the students, advisors, and families helped play an integral role in achieving that.



“

*Participating in various clubs in high school has given me a sense of community, belonging and a strong connection with other students like me.*

- WFBHS Student

”

## GET INVOLVED: EXPLORE, LEAD, SERVE

**564** Students involved

**71** total activities      **6** perform

**19** new clubs this year      **3** publish

**14** compete      **31** provide enrichment

**17** provide leadership & service





## Bay Gives Back

Bay Gives Back is a service-based organization with the goal of helping the school, the community, and the Greater Milwaukee Area. A few of the group's projects are included below:

- | Collected 7,000+ pounds of food benefiting the Kinship Community Food Center
- | Sponsored 50 Thanksgiving meals for Milwaukee-area families
- | Sponsored 250 Milwaukee-area students during the Holiday Gift Drive
- | Collected 5,000 Childrens and Young Adults books to establish two Little Libraries at laundromats in Milwaukee

Bay Gives Back leaders Burke Brown and Bryn Gonzalez were recognized by the Rotary Club of Milwaukee North Shore and awarded the Service Above Self Award for their exemplary service through volunteer efforts and active involvement in helping others.



## POINTS OF PRIDE

**Black Student Union** increased their presence and impact on the district by holding a game day in the LMC and inviting former alumni to come back to speak about their experiences at Whitefish Bay High School.

**Future Business Leaders of America (FBLA)** had nine students compete at the State Leadership Conference and qualified for the finals in Marketing and Entrepreneurship.

**Future Health Professionals (HOSA)** had 17 members compete at both Regional and State competitions. Nine students qualified for the International Competition.

**Intramural Basketball League** had over 100 students participate in its inaugural season, which concluded with two champions.

**Mock Trial** had teams place 2nd and 3rd at their regional championship, with the top team qualifying for State. At State, the team advanced to the semifinal round.

**Robotics** sent two teams to the FTC State Championship. The Bay team won the 2nd place Think Award and made it to the semifinals.

**Rock Climbing** had 17 individuals qualify for the State Tournament. Eight individuals qualified for the State Finals, and two individuals won their division. For the first time in school history, the team also won the State Championship.

**Theater Program** produced four outstanding plays this year: Small Actors, The Importance of Being Earnest, Something Rotten! and Play On. The musical, Something Rotten! received several Jerry Awards, including Outstanding Musical Award.

**Taigh Moran** was nominated for Best Actor at the National High School Musical Theatre Awards, marking the first time a Whitefish Bay student earned the prestigious nomination.

**Tower Times** won numerous NEWSPA Awards: News Story: Sports, Feature Story: News-based, Column: Humorous, In-Depth Reporting, Page Design Layout, and Newspaper: Medium School.







# Whitefish Bay SCHOOL DISTRICT

Whitefish Bay Schools  
1200 East Fairmount Avenue  
Milwaukee, WI 53217

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## AGENDA FOR BUDGET HEARING AND ANNUAL MEETING

**Wednesday, September 6, 2023**

Whitefish Bay High School  
Auditorium  
1200 E. Fairmount Ave.

**STATE OF THE DISTRICT ADDRESS – 7:00 P.M.**  
**BUDGET HEARING – 7:15 P.M.**

1. Call to order by the 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 2023-24 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 2024 Annual Meeting Date and Authorize 2024 Annual Meeting to begin Immediately following the Budget Hearing
14. Motion to Adjourn.

## An Exceptional Place to Learn



# Whitefish Bay SCHOOL DISTRICT



**Cumberland**  
ELEMENTARY SCHOOL



**Richards**  
ELEMENTARY SCHOOL



**Whitefish Bay**  
MIDDLE SCHOOL



**Whitefish Bay**  
HIGH SCHOOL



**Whitefish Bay**  
**RECREATION**  
Bringing Community Together