

School District of Whitefish Bay Annual District Bulletin

August 2017



An Exceptional Place to Learn



District Office

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

Focus Plan

Our Vision

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

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

Our Goals & Key Strategies

Academic Achievement and Engaging 21st Century Learning

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

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

Supportive Environment & Whole Child Development

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

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

The Whitefish Bay School District



An Exceptional Place To Learn

Board Approved 1-11-2012



Whitefish Bay School District, District Administrator

Dr. John W. Thomsen

Whitefish Bay is a caring community that values education, is proud of its children and schools, and holds high expectations for academic success and social/emotional well-being. The community is also highly supportive of the arts, co-curricular activities, and athletics.

The School District of Whitefish Bay continues to be known as one of the very best PreK-12th grade public school districts, not just in Wisconsin but nationally. Our school community enjoys high-achieving students, engaged families, exceptional faculty and staff, and excellent well-maintained facilities.

Our work is guided by the District Focus Plan. Ensuring our students develop strong academic and 21st century skills in a supportive environment that addresses the whole child is paramount to our work. By mentoring students and partnering with families we work to ensure each and every student pursues high levels of learning; engages deeply in and owns their learning; chooses to engage in community service beyond themselves; and discovers and pursues their passions. We believe this approach is critical to the development of the “whole child.” When the District Focus Plan is fully realized our students are best prepared for the challenges that face them now and in the future.

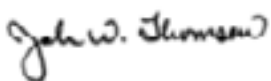
This Annual School District Bulletin summarizes the significant efforts and results of our staff, parents, and especially the students during the 2016-17 school year. In addition to the topics highlighted throughout this booklet, our school community has received several state and nation-wide recognitions recently:

- The District is consistently ranked among the top three districts in Wisconsin according to ACT average composite scores. We are the only district in Wisconsin to have earned an average ACT score above 25 for more than 17 years as the Graduating Class Composite.
- Students have earned numerous recognitions including, but not limited to, Rotary Club’s Service Above Self Award, Presidential Scholar semifinalists and finalist, our middle and high school Student Council members holding regional officer positions, perfect (36) ACT scores, and many, many fine arts, athletic, co-curricular awards, recognitions, and school records.
- Teachers and students continue to earn numerous recognitions such as the Herb Kohl Fellowship Scholarships and Grants.
- Whitefish Bay High School continues to appear on several national and state rankings including Top College-Ready Schools (*US News & World Report and Newsweek*), Most Challenging High Schools (*The Washington Post*), Pace-Setter School in Advanced Placement (*WI AP Advisory Council*), District of High Value for the Housing Dollar (*Forbes Magazine*), and the #1 High School in southeastern WI (*Milwaukee Magazine*).

Our district is full of thoughtful, hard-working, caring team members who are dedicated to success in every school, in every department, in every classroom, and for every student. To the residents of this fine Village of Whitefish Bay, on behalf of our students and team members, we thank you for your ongoing support and pride in the School District of Whitefish Bay.

Yours in Education,

Dr. John W. Thomsen



Superintendent of Schools



Whitefish Bay School District Demographics

2016-2017

Enrollment

*Enrollment based on 3rd Friday in September counts.

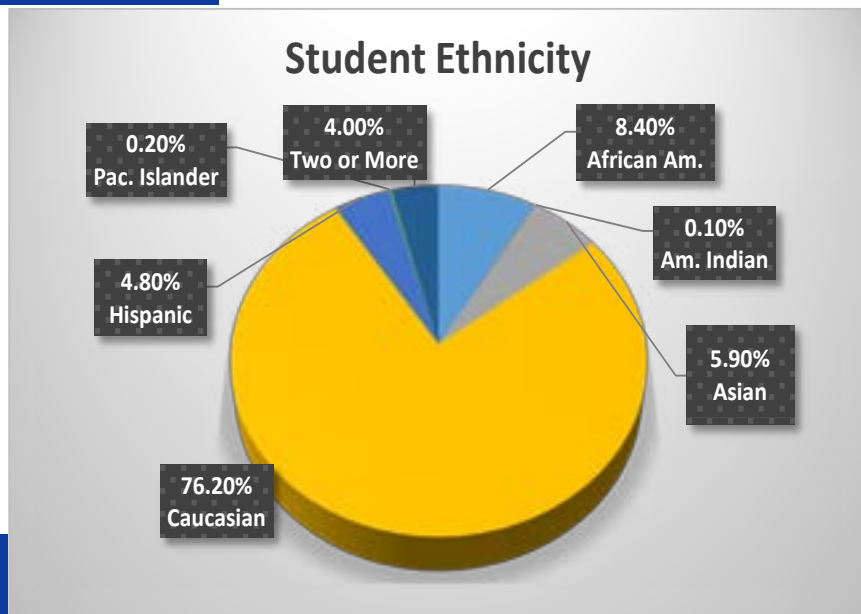
Total Student Enrollment = 3018
 High School Enrollment = 922
 Middle School Enrollment = 711
 Cumberland Elementary School Enrollment = 722
 Richards Elementary School Enrollment = 663

Enrollment by Grade Level

JKG	SKG	1	2	3	4	5	6	7	8	9	10	11	12
176	186	210	198	205	201	209	229	240	242	222	228	256	216

Student Ethnicity & Groupings

Female = 48.9%
 Male = 51.1%
 English Language Learners = 1.9%
 Special Education = 8.9%
 Economically Disadvantaged = 2.1%



Staff Data

Total Staff FTE	Administration	Custodians Maintenance	Para-Professionals	Secretaries/Confidentials	Support/Managers	Teachers
321.14	11	27.3	32	23	15.3	212.54

Student to Teacher Ratio = 14:1
 Teachers with Advanced Degrees = 70%
 Average years teaching in WFB = 9.6 years
 Teachers with 10+ years of experience in WFB = 44%

Director of Special Education and Pupil Services

Dr. Stacy Gahan

Pupil Services

Ensuring ALL students experience a caring, inclusive environment that supports the whole child is of utmost importance in the Whitefish Bay School District. We continue to focus balanced attention to physical, social, emotional, and intellectual well-being. Our dedicated Pupil Services Team engages in strong partnerships with students, families, staff, and the community to ensure the aforementioned is attained.

A comprehensive counseling model, which includes, but is not limited to, curriculum, individual/small group intervention, and collaboration among all stakeholders fosters student wellness. Students' academic and personal achievement is maximized through relationships which acknowledge and support students' individual and cultural uniquenesses.

School psychologists facilitate continuous improvement of students' social, emotional, and

intellectual well-being and academic achievement. This is attained through the effective and efficient school-wide implementation of the Response to Intervention Framework (RtI) for both academic and social/behavioral functioning. School psychologists facilitate problem-solving meetings, special education processes, conduct functional behavioral assessments, and assist students in crisis.

Collaboration among students, families, and staff is ongoing to support students' social and emotional well-being.

Academic and Career Planning (ACP) will be formally implemented during the 2017-2018 school year. ACP is a student-driven, adult-supported process in which students create and cultivate their own unique and information-based visions for post-secondary success, obtained through self-exploration, career exploration, and the development of career management and planning skills. The process personalizes each student's educational experience and assists them in understanding their strengths, interests, passions, and potential career pathways.



Special Education

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

Mission

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

Vision

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

Our Values

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

* 96% of High School students report that their teachers, and other staff with whom they work, believe that they are capable of success.

* 98% of Middle School students report their teachers have high expectations for them to do quality work.

* 98% of Cumberland 2nd-5th graders endorse that when they do not understand, their teachers help them.

* 98% of Richards students report that their teachers show them they're interested in what they have to say.

Director of Teaching and Learning Services

Maria Kucharski

Developing Professional Capital

Of all school factors that impact school and student achievement, the primary factor in determining whether or not a school is successful in helping ALL students meet high standards is whether or not that school has a guaranteed and viable curriculum (Marzano, 2003).



Based on a synthesis of more than 50,000 studies in the field of education, researcher John Hattie (*Visible Learning: A synthesis of over 80 meta-analyses relating to achievement*, 2009) measured the impact of 138 different factors on student learning. The strongest teacher controlled factor, and the third strongest factor among the 138, was formative evaluation of curricular programs. Specifically, Hattie described the importance of teachers finding areas where curricular programs can be improved to better meet student needs.

Through our District's curriculum and renewal design process for English-language arts, the Partnership in Comprehensive Literacy (PCL) framework was identified to help make the meaningful and impactful changes in our teaching and learning of literacy.

During this first year of implementation, we have focused a majority of our time and resources developing our professional capital in order to implement our instructional literacy changes. In their book, *Professional Capital: Transforming Teaching in Every School*, Hargreaves and Fullan (2012) address the transformation of public education through developing the expertise of the educators in schools. "Professional capital is about collective responsibility not individual autonomy; about scientific evidence as well as professional judgment" (Hargreaves and Fullan 2012).

Partnership in Comprehensive Literacy (PCL) framework

- A Framework for Literacy
- Coaching and Mentoring
- Model Classrooms
- High Standards
- Comprehensive Assessment System
- System Interventions
- Collaborative Learning Communities
- Well-Designed Literacy Plan
- Technology and Research
- Spotlighting and Advocacy

In the PCL model, we develop assets to contribute to the learning of everyone. They include coaching, mentoring, model classrooms, and collaborative learning communities. Our trained literacy coaches use protocols to guide and provide intensive literacy learning and reflection with model classroom teachers. Building on our teacher leadership capacity, the model classroom teachers are then able to help with grade level specific alignment of instruction and practices during planning and professional learning time.

Literacy coaches utilize coaching cycles and collaborative learning time to build the professional capital of all the teachers. How does this benefit students? When we increase the expertise of our teachers and build additional teacher leadership capacity, they are able to refine their decision-making ability along with their instructional practice. We are looking forward to analyzing and sharing our future student and staff data in literacy.

References:

Marzano, R.J., *What works in schools- Translating research into action*, Association for Supervision and Curriculum Development. Alexandria, VA. (2003)

Hattie, J, *Visible Learning, A synthesis of over 800 meta-analyses relating to achievement*, Routledge, Taylor and Francis Group. New York, NY. (2009)



Director of Teaching and Learning Services

Maria Kucharski

Academic Achievement

The Wisconsin Student Assessment System (WSAS) assessments are a comprehensive statewide program designed to provide information about students' college and career readiness and progress in our State Superintendent's Agenda 2017. Assessments were based on all new requirements and administered for the first time in 2014-2015. They were created to measure what students were expected to know and be able to do in core academic areas.

In 2016, the Wisconsin Forward Exam was given for the first time and it replaced the Badger Exam, which was given for one year in 2015, and the previous Wisconsin Knowledge and Concepts Examinations (WKCE). Dynamic Learning Maps replaced the Wisconsin Alternate Assessment for Students with Disabilities (WAA-SwD) for students in grades three through eight in 2015. There are significant differences between the Forward, Badger, and the WKCE exams, in both content and testing design, which negates comparing results to prior years.

State Assessments

During the 2016-2017 school year, Whitefish Bay students took the following newly designed State of Wisconsin assessments:

- The Wisconsin Forward 3-8 Exam: taken by students in grades 3-8 in English, Language Arts and Mathematics.
- The ACT Suite: ACT Aspire in Grades 9 & 10 and the ACT + Writing in Grades 11 covering Reading, English, Math, Science, and Writing; the ACT WorkKeys in Grade 11. The ACT is the same college admissions exam taken by students nationwide.
- Dynamic Learning Maps (DLM): The DLM measures the academic progress of students with significant cognitive disabilities in the subject areas of ELA and Math (grades 3-11), Science (grades 4 and 8-11), and in Social Studies (grades 4, 8, and 10). The assessment is based upon the *Wisconsin Essential Elements* and aligns with the Wisconsin Academic Standards.

Although we do not have trend data from the one-time state assessment, the Whitefish Bay School District is committed to continuing to use state and local assessment data to close achievement gaps, monitor our progress on college and career readiness standards and expectations, and increase the performance of all students.

2015-2016 WI Department of Public Instruction (DPI) Report Card Ratings

Level	Score	Rating
District	89	All Schools Earned Significantly Exceeds Expectations
Cumberland	90.8	
Richards	88.1	
WFB Middle School	86.5	
WFB High School	83.3	



2015-2016 District DPI Report Card Comparison

District	Score	Rating
Nicolet	76.1	Exceeds Expectations
Shorewood	82.8	Exceeds Expectations
Brown Deer	75	Exceeds Expectations
Germantown	83.7	Significantly Exceeds Expectations
Cedarburg	86.8	Significantly Exceeds Expectations
Mequon-Thien.	86.5	Significantly Exceeds Expectations
Arrowhead	82.4	Exceeds Expectations
Elmbrook	85.8	Significantly Exceeds Expectations
Whitefish Bay	89	Significantly Exceeds Expectations

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Director of Business Services

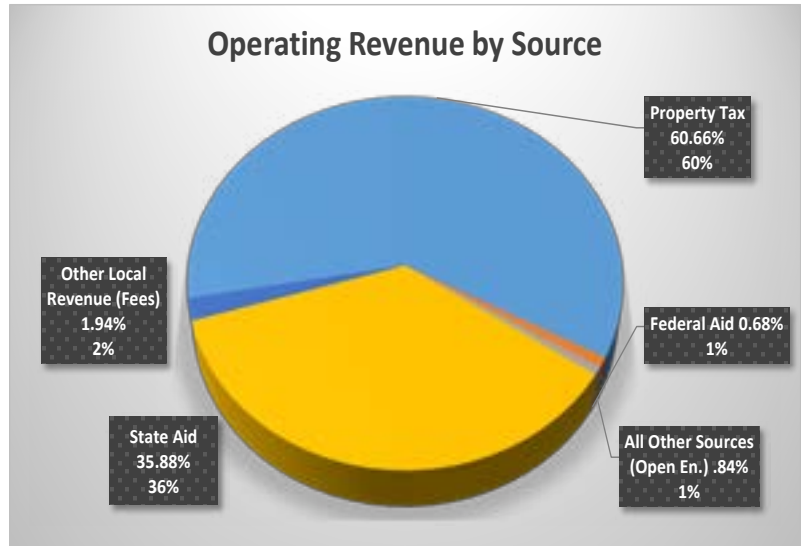
Shawn Yde

2016-17 Budget Highlights

As the 2016-17 school year closed, and the district planned for the 2017-18 budget, we recognize the district has well-navigated historic school funding changes within Wisconsin's biennium budget. For instance, public schools experienced expenditure freezes during the last two school years (\$0 per pupil increase to the revenue limit), in comparison to just five years ago when the average increase was tied to Consumer Price Index (CPI) (which was approximately \$275 per pupil).

In 1993, legislation was enacted in Wisconsin that placed

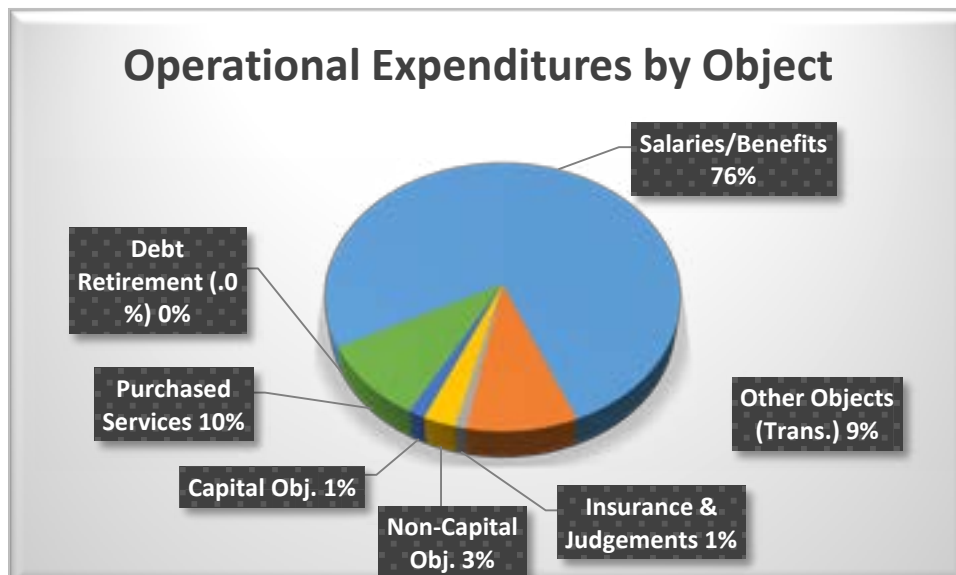
restrictions on a school district's ability to raise the property tax levy. Taxpayer approval through the referendum process is necessary for districts to exceed this legislatively imposed limit. The legislation does not limit the ability to raise revenue from other non-property tax or general state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



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

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

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



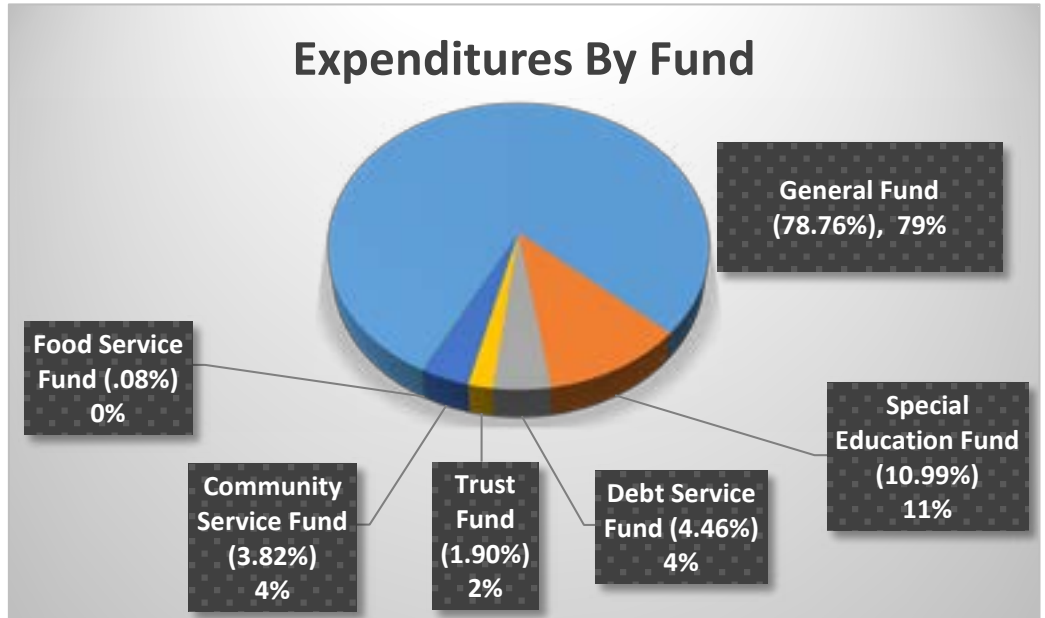
Director of Business Services

Shawn Yde

District Per-Pupil Comparisons

Four districts with whom we typically compare are Elmbrook, Mequon/Thiensville, Nicolet and Shorewood. Each district performs near the top in student achievement in Wisconsin. In addition to the information on student achievement, the Public Policy Forum Report (2015-16 published December 2016) contains information about school finances that permits comparisons of these same school districts.

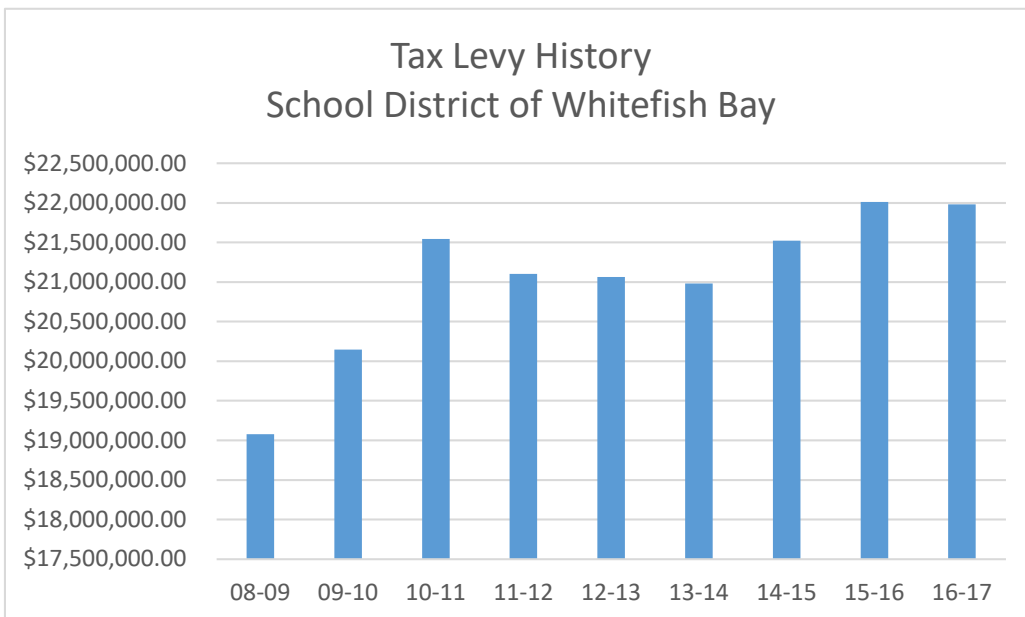
The per-pupil operating cost last school year, among the five high-achieving districts, ranged from a high of \$19,009 to a low of \$11,053. Whitefish Bay is the lowest among these districts with a per pupil cost of \$11,053. The majority of per pupil costs are paid with funds raised from local property taxes.



A comparison of the five districts shows Whitefish Bay ranking lowest in the amount of property tax paid per pupil (\$6,380), more than \$523 less than the per-pupil property tax paid

by the next lowest school district, Shorewood. Yet, our students regularly outperform the other districts on the important achievement measurement of the ACT college entrance exam.

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



Director of Business Services

Shawn Yde

2017-18 Budget Proposal

We are pleased to present to the Board of Education and community the 2017-18 School District of Whitefish Bay Budget Proposal. The Budget Proposal was approved by the Board of Education for publication at the June 14, 2017 meeting.

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

School District of Whitefish Bay Budget Summary - All Funds

2017-2018 Proposed Expenditures, Revenue, Tax Levy, and Tax Rate

	Actual 2015-16	Budget 2016-17	Unaudited Actual 2016-17	Budget 2017-18
FUND 10-GENERAL				
Balance Sheet Accounts				
Assets at end of year (Account 700 000)	\$12,120,077	\$11,283,059	\$12,530,337	\$12,530,337
Liabilities at end of year (Account 800 000)	\$816,942	\$816,942	\$1,019,360	\$1,019,360
Fund Equity at end of year (Account 900 000)	\$11,303,135	\$10,466,117	\$11,510,977	\$11,510,977
Revenues				
Local Sources (100)	\$0	\$0	\$0	\$0
Local Sources (200)	\$21,015,142	\$20,784,895	\$20,963,071	\$21,753,362
Interdistrict Sources (300+400)	\$265,105	\$243,336	\$317,088	\$162,945
Intermediate Sources (500)	\$21,347	\$9,798	\$17,943	\$10,500
State Sources (600)	\$11,738,525	\$11,913,148	\$11,966,650	\$11,664,040
Federal Sources (700)	\$211,715	\$225,225	\$242,721	\$218,123
Other Sources (800+900)	\$34,434	\$26,000	\$38,046	\$27,000
TOTAL REVENUES-FUND 10	\$33,286,268	\$33,202,402	\$33,545,519	\$33,835,970
Expenditures				
Instructional Expenditures (Function 100 000)	\$17,702,726	\$18,222,589	\$17,155,531	\$18,279,263
Support Services (Function 200 000)	\$11,341,338	\$12,515,835	\$10,134,681	\$12,046,364
Non-Program Transactions (Function 400 000)	\$2,919,834	\$3,300,996	\$6,047,465	\$3,510,343
TOTAL EXPENDITURES-FUND 10	\$31,963,898	\$34,039,420	\$33,337,677	\$33,835,970
FUND 23-SPECIAL PROJECTS-TEACH				
Balance Sheet Accounts				
Assets at end of year	\$0	\$0	\$0	\$0
Liabilities at end of year	\$0	\$0	\$0	\$0
Fund Equity at end of year	\$0	\$0	\$0	\$0
TOTAL REVENUES	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$0	\$0	\$0	\$0
FUND 27-SPECIAL EDUCATION/COOPERATIVE PROGRAMS				
Balance Sheet Accounts				
Assets at end of year	\$0	\$0	\$0	\$0
Liabilities at end of year	\$0	\$0	\$0	\$0
Fund Equity at end of year	\$0	\$0	\$0	\$0
TOTAL REVENUES	\$4,432,906	\$4,749,198	\$4,187,899	\$4,733,871
TOTAL EXPENDITURES	\$4,432,906	\$4,749,198	\$4,187,899	\$4,733,871

	Actual 2015-16	Budget 2016-17	Unaudited Actual 2016-17	Budget 2017-18
FUND 39-DEBT SERVICE FUND				
Balance Sheet Accounts				
Assets at end of year	\$333,033	\$320,070	\$324,520	\$313,219
Liabilities at end of year	\$0	\$0	\$0	\$0
Fund Equity at end of year	\$333,033	\$320,070	\$324,520	\$313,219
TOTAL REVENUES	\$1,902,791	\$1,913,931	\$1,918,381	\$1,912,881
TOTAL EXPENDITURES	\$1,909,520	\$1,926,894	\$1,926,894	\$1,924,182
FUND 40-CAPITAL PROJECTS FUND				
Balance Sheet Accounts				
Assets at end of year	\$559,860	\$559,860	\$3,569,887	\$3,569,887
Liabilities at end of year	\$0	\$0	\$0	\$0
Fund Equity at end of year	\$559,860	\$559,860	\$3,569,887	\$3,569,887
TOTAL REVENUES	\$11,751	\$0	\$3,010,027	\$0
TOTAL EXPENDITURES	\$19,684	\$0	\$0	\$0
FUND 50-FOOD SERVICE FUND				
Balance Sheet Accounts				
Assets at end of year	\$35,753	\$30,133	\$32,321	\$26,101
Liabilities at end of year	\$0	\$0	\$0	\$0
Fund Equity at end of year	\$35,753	\$30,133	\$32,321	\$26,101
TOTAL REVENUES	\$28,035	\$28,030	\$31,535	\$26,430
TOTAL EXPENDITURES	\$30,262	\$33,650	\$34,967	\$32,650
FUND 60-AGENCY FUND				
Balance Sheet Accounts				
Assets at end of year	\$192,103	\$192,103	\$234,813	\$234,813
Liabilities at end of year	\$192,103	\$192,103	\$234,813	\$234,813
Fund Equity at end of year	\$0	\$0	\$0	\$0
FUND 70-TRUST FUNDS				
Balance Sheet Accounts				
Assets at end of year	\$18,041,642	\$19,221,642	\$19,075,155	\$19,455,155
Liabilities at end of year	\$0	\$0	\$0	\$0
Fund Equity at end of year	\$18,041,642	\$19,221,642	\$19,075,155	\$19,455,155
TOTAL REVENUES	\$2,893,157	\$2,000,000	\$1,851,384	\$1,200,000
TOTAL EXPENDITURES	\$762,861	\$820,000	\$817,871	\$820,000
FUND 80-COMMUNITY SERVICES FUND				
Balance Sheet Accounts				
Assets at end of year	\$2,118,482	\$2,118,482	\$2,399,981	\$2,399,981
Liabilities at end of year	\$457,516	\$457,516	\$447,831	\$447,831
Fund Equity at end of year	\$1,660,966	\$1,660,966	\$1,952,150	\$1,952,150
TOTAL REVENUES	\$1,847,053	\$1,652,240	\$1,870,943	\$1,706,937
TOTAL EXPENDITURES	\$1,649,678	\$1,652,240	\$1,579,758	\$1,706,937
TOTAL EXPENDITURES-ALL FUNDS	\$40,768,809	\$43,221,402	\$41,885,066	\$43,053,610
Transfer from General Fund to Fund 27		\$3,059,377		\$3,144,116
		\$40,162,025		\$39,909,494
Percentage increase from prior year				-0.39%
TAX LEVY				
	Actual 2015-16	Budget 2016-17	Actual 2016-17	Budget 2017-18
GENERAL FUND	\$20,173,667	\$20,142,195	\$20,142,195	\$21,088,462
DEBT SERVICE FUND	\$1,459,167	\$1,494,209	\$1,494,209	\$1,511,377
COMMUNITY SERVICE FUND	\$379,676	\$344,715	\$344,715	\$304,737
PRIOR YEAR TAX CHARGEBACK	\$1,153	\$0	\$0	\$0
TOTAL SCHOOL LEVY	\$22,013,663	\$21,981,119	\$21,981,119	\$22,904,576
Percentage increase - total levy from prior year				4.20%

Cumberland Elementary

Jayne Heffron, Principal

4780 N. Marlborough

963-3943

Grades K4 - 5

2016-17 Enrollment: 722

www.wfbschools.com/schools/cumberland/

Building on traditions of excellence and high academic achievement, Cumberland continues to enhance and extend the school experience of our 722 students. As we educate students for a world that is sure to look different by the time they graduate from high school, Cumberland educators constantly seek ways to integrate collaboration, creativity, flexible thinking, and technology use into the educational life of students. Students also develop strong foundational skills in math and literacy with frequent opportunities for strategic small group instruction.

Implementation of a Partnerships for Comprehensive Literacy (PCL) framework for teaching reading, writing and language structures, introduced students at all grade levels to high level texts about big ideas such as empathy, traditional literature or making an impact on the world. Weekly music, art,

physical education, and library classes for all K4 through fifth grade students keep the arts as integral parts of the well-rounded education students experience at Cumberland. Spanish is taught in first through fifth grades. Integrating PBIS (Positive Behavior Interventions and Supports) efforts throughout the school day, we emphasize positive citizenship and contributions to the school community and beyond.



Cumberland's student body includes students from around the world, students speaking many languages in addition to English. Mandarin, Czech, Korean, Arabic, Spanish, Portuguese, Thai, Persian/Farsi are just a sampling of languages Cumberland families speak. Having a diverse student body exposes Cumberland students to customs, ideas and cultures beyond the boundaries of Whitefish Bay.

Families who attend Cumberland enjoy a strong sense of community and it is common to see extended families at school for the annual all-school Spring Sing or for evening grade level music and movement performances.

The Cumberland PTO is vibrant and active! Almost \$30,000 was raised in 2016-17, funds earmarked for two new playground structures. The PTO hosts family social events in the spring and fall and the PTO provides a wealth of volunteer opportunities for parents and even grandparents! At Cumberland, families develop deep relationships that last for years or even for generations. We treasure our students at Cumberland and support them in becoming well rounded people and learners during their years at Cumberland School.



Points of Pride

- **5th Grade Wax Museum integrated the 7 Thriving Dispositions into a highly engaging project of student displays combined with students assuming the persona of a leader in their field.**
- **Student Council used a design-thinking approach to solve a parking lot/pedestrian problem.**
- **90.8% Significantly Exceeds Expectations on the Wisconsin 2015-16 School Report Card.**
- **PBIS all-school acknowledgment events: fort building, beach party, sock hop.**
- **99% of students report that their teachers like teaching.**



"Hats off to the entire specials crew at Cumberland! This year's Spring Sing was nothing short of spectacular... the stunning artwork, carefully selected music and stellar dance moves were a treat to watch... We left feeling especially fortunate to be a part of this amazing school!"
~ A Cumberland Parent

Richards Elementary

Alix Kasmarick, Principal

5812 N. Santa Monica Blvd.

963-3951

Grades K4 - 5

2016-17 Enrollment: 663

www.wfbschools.com/schools/richards/

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

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

Guides, and more!

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

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



Points of Pride

- **88 of our 4th and 5th grade students participated in the Learning Fair, exploring the world around them through science and history projects.**
- **195 of our 4th and 5th grade students participated in Math League Contest, an opportunity to challenge their mathematical and problem solving skills alongside peers nationwide.**
- **All 660 of our students, grades K4-5th, participated in the Art Fair. This year's underwater theme was absolutely stunning!**
- **Richards School gives back to the greater community in many ways. Highlights from this year include donations of \$680 to Camp Hometown Heroes, \$750 to Children's Hospital, \$4464 to the Leukemia and Lymphoma Society and \$2870 and 6,255 pounds of food to the Hunger Task Force!**
- **Thanks to the support of our PTO, all fifth grade students participate in a Kindness Retreat each year, led by the nationally known Youth Frontiers. The retreat consists of a very high energy and memorable day focused on developing empathy, promoting kindness, and preventing bullying.**
- **All students participate in two all-school music performances each year.**
- **The pollinator garden on our front lawn combines art and science to promote environmental stewardship in our students and is now home to over 20 species of plants native to Wisconsin.**
- **A Buddy Bench was installed - a place for students to go when they need a friend to play with.**



"Thanks to the amazing educators and staff, Richards is a place where my children feel welcome, challenged, safe, inspired and abundantly happy... I cannot ask for a better place for my family to spend this formative chapter of our lives. I'm beyond grateful."

~ A Richards Parent

Whitefish Bay Middle School

Grades 6 - 8

Mike O'Connor, Principal

1144 E. Henry Clay Ave.

963-6800

2016-17 Enrollment: 711

www.wfbschools.com/schools/middle/



The educators at Whitefish Bay Middle School are proud to build the character and confidence of our students for the future. Working collaboratively, our staff attends to the academic, social, emotional and physical well-being of students during the spirited adolescent years.

We strive to instill a deep sense of confidence in our students and the belief that they can accomplish anything they set their minds to. We do this by providing a rigorous academic program that develops the skills necessary to be successful in high school and beyond. Because we teach within extended block classes, our

students have the time it takes to refine and expand their skills. Additionally, students learn more about themselves through their exploration of interests and passions in our elective courses, such as music, World Language, art and more.

A successful middle level experience also attends to the needs of the whole child. We promote character through our Lion Pride program, where we call students to live up to the values of Perseverance, Respect, Responsibility and Integrity, Demonstrated Everyday. These values are personally empowering, but also call our students to honor these attributes in

others. Our monthly assemblies allow us to gather together as a school family and celebrate the accomplishments of our wonderful students.

We do this work in the pursuit of both equity and excellence, which we believe are possible for our school. Our classrooms are inclusive spaces and a mosaic of the unique talents and gifts of our students. The talented educators at WFBMS strive to teach to the broad range of abilities and interests that are present within our school. This is truly an exceptional place to learn!



Points of Pride

- **In our annual student survey, over 95% of students stated that their teachers care about them as a student and as a person.**
- **Each sixth grade student met with his or her parents and school counselor to begin looking toward their future in an individualized Academic and Career Planning Conference.**
- **This year's production of *High School Musical, Jr.* was not only one of our most successful shows, but it also broke records for participation, with over 200 students in the cast and crew.**
- **Our Human Ecology Expo brought hundreds of people through our doors this spring. Seventh graders educated guests on the relationship between mankind and its created, natural and social environments**



"You have diligently worked to help me and all of my peers to become better and excel not only in your subjects, but in character as well."
~ A Student

Whitefish Bay High School

Grades 9 - 12

Amy Levek, Principal

1200 E. Fairmount Ave.

963-3928

2016-17 Enrollment: 922

www.wfbschools.com/schools/high/

At Whitefish Bay High School we believe that all students deserve the opportunity to chase learning and passion throughout their school experience. We accomplish this through the development of an Academic and Career Plan for each child, access to challenging and thought-provoking coursework that offers a wide variety of topics to meet student interests, and a comprehensive extracurricular program in which students may further explore and develop their talents.

We know that if we are to meet the needs of all students, we must be committed to a process of continual learning as an organization. As a result, we have focused our professional development on inclusive and equitable practices, identifying areas in both our school structures and our instructional methods where we might better serve individual learning needs within our student body.

Instructionally, teaching teams have focused on deconstructing standards into more transparent targets to ensure consistent learning expectations between classes. This will extend in 2017-2018 to focus on common assessment practices that measure knowledge, skills and applications. Looking structurally, beginning in 2017-2018, Biology will become the freshmen class for all students so that every learner has equal access to a rigorous course sequence over four years. Art courses have increased opportunity for engagement through the elimination of pre-requisites in many classes. The single-entry Honors English sequence has been replaced by two different AP options which are open to all students in their junior and/or senior year. Finally, we will be laying the groundwork for AVID (Advancement Via Individual Determination) to implement research-based strategies more consistently between departments.

While a tradition of high expectations will continue to serve as the foundation for the WFBHS experience, we are proud of our continued growth on behalf of the students and families we serve.



Points of Pride

- **Beginning in 2017-18 we are expanding Biomedical Project Lead the Way programming to include Medical Interventions, a course that will follow Principals of Biomedical Science which began in 2016. We will be offering Advanced Placement Computer Science, with over 45 students enrolled in its inaugural year. AP Physics E-M will include Calculus III for students who have completed the AP Calculus courses by junior year.**
- **We afford students the opportunity to engage in both domestic and international travel to extend and apply learning. In 2016-17, students visited Ecuador and the Galapagos, and participated in family stays while visiting France and Costa Rica. 2017-18 will include a trip to India, attendance at the Teton Science school and performance opportunities for our band and orchestra students at Disney!**
- **139 students earned the Merit Award in 2017, demonstrating their ongoing investment in service to our school community.**
- **Over the past three years (2014-16), the average ACT composite of 26.0 corresponds to an increasing participation rate as ALL students now take the ACT as part of our state-wide assessment program.**
- **The average Advanced Placement exam score of 4.1 in 2016 exceeds the global average of 2.87 by 1.2 points. This reflects 571 exams administered to 292 students in 2016.**



"I am very thankful to have received such an excellent education from K4-12th grade at the Whitefish Bay School District. I feel prepared and excited for what is ahead."
~ A Student

Activities & Athletics

Jason Kasmarick, Activities Director

1200 E. Fairmount Ave.

963-3972

www.wfbschools.com/schools/high/athletics-activities/

Athletics

Whitefish Bay High school offers 29 sports with over 650 of the nearly 1,000 students participating in at least one athletic activity. The facilities are unsurpassed with turf fields for football, soccer, softball and baseball. The renovated swimming pool, the multi-use Field House complete with a 160m track, the gymnastics dedicated gym, the dedicated wrestling practice space, thirteen tennis courts, access to a collegiate hockey rink and a spacious strength and conditioning area, all provide excellent venues for both practice and competition. Whitefish Bay High School is a member of the North Shore Conference, one of the top athletic and academic conferences in the state.

Our athletic program is built around the philosophy that a dynamic program of student activities is vital to the educational, social and emotional development of the whole child. We believe that the athletic program should provide a variety of

experiences to aid in the development of favorable habits and attitudes in students that will prepare them for adult life. In this regard, the athletic program functions as an integral part of the total school curriculum. It offers opportunities to serve the school community, to assist in the development of fellowship and good will, to promote self-realization and all around growth, and to encourage the qualities of good citizenship.

Athletics also play an important part in the life of WFBHS as the young people involved learn lessons in sportsmanship, responsibility, teamwork, cooperation, and winning or losing with dignity, respect and grace. Through participation in athletics, a healthy self-concept, as well as a healthy body, can be developed. Athletics add to WFB school spirit and help all students; spectators, as well as participants, develop pride in their school community.



Points of Pride

- **Gymnastics set a state record by winning a 9th state championship and a senior repeated as all-around champion.**
- **The girls' soccer team won their first state title since 2000 and a senior was named Gatorade Player of the Year for Wisconsin.**
- **The boys' soccer team won their second consecutive state championship.**
- **The football team qualified for the state playoffs for the 10th consecutive season.**
- **A senior won her fourth consecutive state championships in both the 800m and 1600m as well as winning the 3200m run.**
- **The girls' lacrosse team was ranked #1 in the state and finished runner-up for the second consecutive year.**
- **The girls' cross country team won their 17th straight conference championship.**



From the Officials at a WFB Softball Game:

"We would like to recommend the players, coaches and fans ... for sportsmanship recognition. Players played with enthusiasm, coaches worked hard, supported their teams, and displayed great sportsmanship and respect for officials. It was one of the most pleasant experiences we have had as officials and represented everything that is positive and good about athletic competition."

Activities & Athletics

Jason Kasmarick, Activities Director

1200 E. Fairmount Ave.

963-3972

www.wfbschools.com/schools/high/athletics-activities/

Activities

Extracurricular activities are an integral part of the Whitefish Bay High School experience. They add an educational dimension that is not available in the classroom. Students find great pleasure and satisfaction in participating with friends in activities that they enjoy.

National research, and WFBHS experience over the years, indicates that students who are involved in school activities tend to have higher grades, have a more positive attitude, demonstrate leadership toward school and education, and generally find school more rewarding. Activities emphasize cooperation and provide a chance to experience success and the benefits of participation. All activities offer opportunities for

positive achievement and personal growth.

Whitefish Bay offers nearly fifty activities, with a combined membership of over 1200 students. Of these offerings 7 compete academically, 10 perform, 3 publish and 4 provide service and leadership.



Points of Pride

- **A relatively new service organization, Bay Gives Back, sponsored a food drive for the Riverwest Food Pantry and set a record by donating over 9,000 lbs of food.**
- **The Origami Club constructed an amazing installation of 1,500 cranes as an end-of-year gift to the school.**
- **The Whitefish Bay Drama Department won 7 prestigious Tommy Awards for their productions this past year, including the coveted Outstanding Musical Award for their work on *Les Miserables*.**
- **The First Tech Challenge (FTC) Robotics Team took 5th in state competition and qualified for the World Championships that were held in St. Louis.**
- **Members of the Students Modeling A Research Topic (SMART) Team were paired with a scientist from Concordia University and analyzed a complex topic in the biomolecular field.**
- **Nineteen students participated at the Wisconsin HOSA (Future Healthcare Professionals) Competition and one student earned the Outstanding State Leader Award.**
- **Student Council raised over \$13,000 for the American Cancer Society via the Whitefish Bay High School Relay for Life.**
- **The Mock Trial team competed at state for a second consecutive year.**



Recreation and Community Education

Carin Keland, Director

5205 N. Lydell Avenue

963-3947

www.wfbschools.com/community-recreation/

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

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

The Lydell building, as well as our four schools are used as community centers to host programs. This is a

cost-effective, practical way to use one of the community's largest investments, its schools. This allows current families, students and those residents who no longer have children in the school system to take advantage of the District's great facilities, fields, and resources. Outside of our school buildings, the District's Crossing Guard program provides year-round assistance to both public and private school students so that they may arrive to and from school safely.

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

The Whitefish Bay Recreation and Community Education Department is very proud and honored to serve the residents of Whitefish Bay. We look forward to growing and serving the needs of the community for many years to come.



Points of Pride

- **103 Middle School students had fun hitting the slopes as part of the Middle School Ski Club.**
- **The Recreation Department hosted a WFB/Shorewood Girls Lacrosse League. The league had 52 players ranging from grades 3-8th.**
- **The Connects Before and After School Program achieved a Youngstar 5-Star Quality Rating at Richards and a 4-Star Quality Rating at Cumberland.**
- **109 Connects students at Richards participated in a mural project. The mural will be hung on the back playground fence and will enhance the beautification efforts of the school.**
- **Free Informational Programs were offered to Whitefish Bay Seniors introducing topics of health and wellness, technology, financial planning, and social media. The programs were well received with over 140 seniors participating.**
- **Lydell Preschool's School Buddy program, is designed to pair Lydell preschoolers with Middle School Student Council members. The older students read, play, build friendships and assist their buddy through classroom activities throughout the school year.**



Whitefish Bay School District



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Treasurer

Anne Berleman Kearney
President

Kristin Yunker
Vice-President & Clerk

Standing:

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SCHOOL DISTRICT OF WHITEFISH BAY
AGENDA FOR BUDGET HEARING AND ANNUAL MEETING
Wednesday, September 6, 2017
Whitefish Bay High School – Auditorium—1200 E. Fairmount Ave.

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

1. Review of the 2016-2017 school year.
2. Preview of the 2017-2018 school year.

BUDGET HEARING - 7:15 P.M.

1. Call to order by School Board President.
2. Distinction Between the Role of the School Board in Adopting the Budget Compared to the Role of the Electors in Adopting the Tax Levy.
3. Presentation of the Proposed Budget.
4. Discussion and Questions Concerning the Proposed Budget.
5. Action by the School Board to Adopt the 2017-18 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 2018 Annual Meeting Date and Authorize 2018 Annual Meeting to Begin Immediately Following the Budget Hearing.
14. Motion to Adjourn.