



Whitefish Bay
SCHOOL DISTRICT
**2025
ANNUAL DISTRICT
BULLETIN**



An Exceptional Place to Learn



FOCUS PLAN

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Whitefish Bay School District Board of Education



Back row left to right:
 Dan Tyk, Sandy Saltzstein, Nathan Christenson, Pam Woodard

Front row left to right:
 W. Brett Christiansen, Treasurer
 Kristin Bencik-Boudreau, President
 Lynn Raines, Vice President & Clerk



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VISION

An Exceptional Place to Learn

MISSION

The Whitefish Bay School District, in partnership with families and community, is student-centered with a tradition of educational excellence that:

- Supports the individual needs of the whole child in a safe, caring, and inclusive learning environment;
- Empowers students with the knowledge, skills, dispositions, and character necessary to thrive in an ever-changing, global society so that students are life, career, and college ready;
- Honors the diversity of all students and the pursuit of educational equity*.

VALUES

Educational Equity and Excellence:

We maintain high expectations for personal growth and achievement.

Tradition and Innovation:

We acknowledge the past and commit to continuous improvement.

Safety and Well-being:

We strive for a safe and welcoming environment that fosters individual and collective welfare.

Individual and Community:

We develop the talents and skills of individual learners and collaborative teams.

Stewardship and Integrity:

We serve through principled and strategic decision-making and allocation of resources.

GOALS

An Exceptional Place to...

Learn:

Every student will continuously grow to meet or exceed academic learning targets and social emotional competencies.

Work:

Every staff member will experience an environment where they are valued, developed, and supported.

Engage:

The community will be provided with opportunities to be involved in activities that promote collective growth, learning, and well-being.

***Educational Equity** "means that every student has access to the resources and educational rigor they need at the right moment in their education, across race, gender, ethnicity, language, ability, sexual orientation, family background, and/or family income" (Wisconsin Department of Public Instruction, 2023).



Whitefish Bay School District

Dr. Jamie J. Foeckler
Superintendent of Schools

Dear Whitefish Bay Families and District Community,

As we turn the page to a new school year, I am filled with gratitude and enthusiasm to welcome all of you to 2025-2026. Last year, we proudly embraced the theme “Empower Today, Envision Tomorrow” which is a reflection of our unwavering commitment to support, inspire, and prepare every student for a future full of possibility in being life, career, and college ready.

Our vision of striving to be An Exceptional Place to Learn is encompassed in the theme of “Empower Today, Envision Tomorrow.” Each day, in every classroom and school across our district, we empower students by providing rich learning experiences, fostering curiosity, and building strong relationships. At the same time, we envision a tomorrow where each of our students is ready to thrive academically, socially, and emotionally, in a dynamic and ever-evolving world.

Over the past year, we have taken meaningful steps to ensure our District continues to meet the needs of today's learners while planning for the future. Following the development of a Facilities Charter by our School Board, we launched a long-range facilities planning process that looks ahead 20 years. Our long-range planning is rooted in community collaboration and driven by the shared belief that our learning environments should reflect our aspirations for students.

In 2024-2025, we hosted two major community engagement events in the form of Continuing the Conversation and the World Café Conversation. Our Continuing the Conversation event provided District staff and board members the opportunity to share information and gather feedback on the current state and next steps for each of the seven themes that had been identified the year prior. Our World Café Conversation event provided an opportunity for structured small group discussion that encouraged collaborative dialogue and idea sharing around facilities planning where students, families, educators, and community members explored potential improvements to our facilities that support excellence in teaching and learning. Your voices, ideas, and perspectives are shaping the vision for school buildings that match the high expectations we hold for every student's experience and living out our District Focus Plan.

As we step into a new school year, may we approach each day with gratitude for the opportunities before us and a shared sense of purpose. Let's honor the learning, growth, and connections we build each day, knowing our actions today shape our students' future possibilities and success.

It is a privilege to serve as your superintendent, and I look forward to all we will accomplish together this year in support of learning and growth for every student in Whitefish Bay.

In the following pages, you will find highlights from our departments and schools, including Teaching & Learning Services, Special Education & Pupil Services, Cumberland, Richards, the Middle School, the High School, Activities & Athletics, the Recreation Department, Buildings & Grounds, Business Office, and Human Resources Office.

With gratitude and excitement for the year ahead,

Dr. Jamie J. Foeckler,
Superintendent of Schools



An Exceptional Place to Learn: By the Numbers



Best High School
in Milwaukee Area
- Milwaukee Business Journal



Best School District
in Milwaukee County
- Niche, 2025

#5

Best School District
in Wisconsin
- Niche, 2025

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

District Enrollment:

2862
Students

Attendance
Rate
96.3%

334
Employees

13.7:1
Student to
Staff Ratio

61.7%
Teachers with
a master's
degree or higher

11
National Board
Certified
Teachers

61.2% of teachers have been
here more than 7 years

2023-24 School Year

ACT:

Composite
ACT Score:
25.4
which exceeds
the state
average by 7.5

AP

Scores 3+:
90%
Exams Taken
961
Students
434



Cumberland Elementary

Jayne Heffron
Principal

Chamari Moore
Associate Principal



ENCOURAGING AWARENESS AND GROWTH

The true strength of the Cumberland team lies in their ability to recognize the potential of kindergarten learners and envision who they will become over the course of their time at Cumberland. In things big and small, we recognize the impact of students having a voice and choice in their learning and growth. In the social-emotional realm, the implementation of Regulation Stations in each room forms the foundation for students becoming aware of their emotions and the impact these have on reactions and learning. As a result, students are developing expertise in recognizing a need to self-regulate and to choose a strategy through which to do this. The significant reduction in office referrals this year is an indicator of our success in this arena.

As readers, writers, and mathematicians, Cumberland students continue to deepen their skills, writing increasingly complex text, evaluating resources, and solving mathematical problems in multiple ways. Working together in small groups throughout all school environments helps students experience leadership, learn how to compromise, and to choose actions that maximally impact their own learning. Whether creating an interpretive movement dance in music or providing peer feedback on written work, Cumberland students lean into the skills they will need for tomorrow, on the wide variety of paths students will pursue.



POINTS OF PRIDE

Cumberland earned a score of 98.3 for the area of Target Group Outcomes on the 2023-24 Wisconsin State Report Card. This number examines scores for students who have room for improvement and may require additional support.

98% of K-2nd and 95% of 3rd-5th graders report having a trusted adult at Cumberland.

99% of 5th graders participate in volunteer activities outside of the classroom.

With a focus on student self-regulation and executive functioning, behavioral referrals were reduced by **52% from the previous year.**

94% of Cumberland families attended fall conferences.

“

My family is at peace knowing that both of our sons are in excellent hands throughout each school day, feeling safe and nurtured, and reaching their maximum potential due to their phenomenal educators. I wanted to take the opportunity to acknowledge and celebrate their outstanding work.

- Cumberland Parent

”

School-Wide Celebrations

5th graders announce weekly Shout Outs with the entire school using the PA system! Younger grade classes take turns being the live audience in the office while Shout Outs are read, cheering on the accomplishments of their peers!





Richards Elementary

Chad Nelson
Principal

Katie Petersen
Associate Principal



BUILDING SKILLS, HONORING CULTURES: A SEASON OF GROWTH AT RICHARDS

Empowering Growth: Building Skills for Tomorrow

At Richards, our focus this year has been on empowering students today with the skills they need to envision success tomorrow. Through our building-wide goal of integrating executive functioning skills into daily instruction, students are growing in organization, planning, and self-regulation. Across classrooms, teachers have embedded strategies like visual supports, goal-setting, and emotional regulation techniques into learning routines. These intentional practices foster student independence, flexibility, and ownership over their growth as learners. As we continue this important work, we are proud of the collaboration and commitment of our staff in creating a school environment where students can truly thrive.

A Celebration of Traditions: Our First Cultural Night

In the spirit of celebrating and strengthening our community, Richards recently hosted its First Annual Cultural Night, a vibrant evening that showcased the rich diversity within our school. Families came together to share food, games, music, and traditions from cultures around the world. The night featured many cultural exhibits, live performances, and interactive activities that highlighted the unique backgrounds of our students and families. It was inspiring to see our community connect through shared stories and experiences, reinforcing the idea that honoring our differences empowers all of us. Thank you to everyone who helped make this inaugural event such a success—we look forward to seeing Cultural Night become a beloved Richards tradition!



POINTS OF PRIDE

Richards earned an overall score of 96.4

and a rating of Significantly Exceeds Expectations on the 2023-24 Wisconsin School Report Card.

95.9% of students identified that they have an adult they can talk to at Richards.

Richards 3rd Grade Hunger Task Force Drive donated **500 pounds of food and \$12,600** to the Hunger Task Force.

The Annual Learning Fair featured **84 entries** from 128 students in grades 3 through 5. Students shared information on biographies, science experiments, research, studies of history, and more!

\$9,000+ in special disbursements provided to staff from the Richards PTO.



All School Meetings

Richards All School Meetings are a key practice within our Caring School Community model, bringing students and staff together to build a sense of belonging and shared purpose. These gatherings foster connection, celebrate achievements, and reinforce core values that support a respectful and inclusive school culture.

“

Richards is special because we have a lot of good staff and a good teacher. They let us do fun stuff like High Interest Day and ABC countdown. I don't get bored because I have fun things to do.

- Richards 2nd Grader

”



Whitefish Bay Middle School

Geoff Pontus
Principal

Laura Sproul
Associate Principal



CONTINUING TO LEARN AND GROW TOGETHER

At Whitefish Bay Middle School, we support high levels of growth in the learners we serve by continuing to develop and improve as educators while attending to the whole child. We refine our practices to provide the best educational experience for our learners, engaging them in a rigorous curriculum with multiple opportunities for success.

This year, our Math team focused on Math Recovery, where we became fluent in how to identify the current state of all learners on the scale of progressive mathematics, targeting individuals' specific needs in the domain of fractions. Our English Language Arts team focused on leveraging current successful work to plan for new units that employ best practices. Our Integrated Science and Social Studies teams focused on integrating skills in inquiry work that transfer to other subject areas. Specialists are also consistently refining their craft. Our Physical Education team implemented goal setting and one-on-one conferencing. In Digital Business, learners held a business fair, allowing them to develop communication skills. We are always looking for new and exciting ways to support the learners we serve!

We are also focused on improving how we attend to social and emotional needs. We continued our Social Emotional Learning (SEL) implementation with the Devereux Student Strengths Assessment (DESSA). This assessment helped identify small groupings of learners in need of extra SEL support. We partnered with North Shore Center in building new systems to meet the SEL needs of our learners. We also facilitated ongoing opportunities for our learners to foster connections through intramurals, student council, aviation club, and more—there is something for everyone at our school.



POINTS OF PRIDE

The Middle School earned an overall score of 92.0 and a rating of Significantly Exceeds Expectations on the 2023-24 Wisconsin State Report Card.

12% increase in learners identified as having strength in SEL competencies from Fall to Winter.

30% of learners in the Student Council ran for leadership positions, the largest number we have seen, showing an increase in self-confidence and engagement among learners.

84.7% of learners achieved Meeting or Advanced proficiency in both English Language Arts and Math on the Forward State Assessment.



Spring Showcase

Our sixth, seventh, and eighth grade orchestra section join the high school learners for a concert in the spring to showcase the development and growth that occurs during the career of a Whitefish Bay learner. Events such as this are one reason our music program keeps expanding from year to year.

“

My teachers have not only helped me grow as a learner, but as a person! I feel more confident with presenting in front of my classes and speaking with all of my classmates. My teachers are not only my educators, but role models I can always count on, and look up to, too!

— Middle School Learner

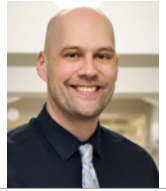
”



Whitefish Bay High School

Amy Levek
Principal

Josh Skatrud
Associate Principal



MULTIPLE PATHWAYS FOR STUDENT SUCCESS

Whitefish Bay High School prides itself on being a comprehensive high school that offers both required and elective programming across nine different departments. With Multiple Pathways emerging as a theme in our community conversations, we are focused on promoting and expanding the additional, unique opportunities that are also available to students as they envision goals and plans for their future. This year alone, students participated in:

- Work-based learning through GPS Education Partners (7 students)
- Work study placements (15 students)
- Academic/career plan opportunities (9 students)
- CNA industry certifications through Start College Now (2 students)
- Early College Credit Program at local universities (8 students)
- Dual credit courses at WFBHS for those taking Keyboarding, Digital Photography, Introduction to Business, and College Algebra
- Microsoft Office Specialist (MOS) industry certifications in Excel (98 students) earned through our Computer Concepts Course

Aligned to our Focus Plan Value of Individual and Community, the school celebrates student choice and individuality in their programming while simultaneously fostering engaging and collaborative learning environments that empower students with the knowledge, skills and dispositions they need for life, career, and college.



POINTS OF PRIDE

The High School earned an overall score of **94.2** and a rating of Significantly Exceeds Expectations on the 2023-24 Wisconsin School Report Card, **the highest ranking high school in the state.**

442 students took over 1064 AP tests in 2025.

100% of students who took the AP Pre-Calculus class in its inaugural year earned college level credit by scoring a 3+.

Six students earned the Global Scholars Certificate, which recognizes language, intercultural, and global competence, through the Department of Public Instruction.

Band Teacher, Mr. Tom Gard, passed his **National Board Certification**.



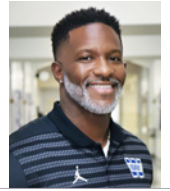
Wellness Day in the Bay

Whitefish Bay High School's "Wellness Day in the Bay" celebrated mental health and well-being, self-care, and community support through a variety of fun, student-centered activities. Staff members led sessions sharing personal stress-relief strategies and activities that bring them joy and fulfillment, and students signed up for those that resonated the most. The day also featured a "Buzz Cuts for Cancer" fundraiser—benefiting the MACC Fund—and concluded with the third annual Duke Dash Color Run, followed by music, games, and camaraderie on the softball field.



Athletics & Activities

Randee Drew
Activities Director



ATHLETICS

With 29 WIAA-certified sports available, Whitefish Bay High School actively promotes student engagement and holistic growth. Participation in athletic programs builds community, instills hard work, promotes resilience, and fosters the creation of supportive networks. All of these skills are essential elements in empowering students so that they can envision a successful tomorrow. The Athletics & Activities office at the High School encourages all students to get involved, connecting with their peers, coaches, and advisors. With nearly 600 students participating in at least one sport during the 2024-25 school year, Whitefish Bay High School students continue to find learning opportunities outside of the classroom. Athletic participation provides valuable experiences that will help to shape the futures of students as they become life, career, and college ready.



WFBHS ATHLETICS BY THE NUMBERS

593

total
athletes

61%

of students
play at least
one sport

249

students
participate
in more than
one sport

29

sports
offered

53

athletic
teams



“

The last four years in Whitefish Bay volleyball have taught me so much about being a team player and a part of a community. I've learned so much about myself and others, and how to overcome challenges with a team. This program has also been such an amazing way to meet new people and learn important life lessons, and it has given me some of the best memories of my high school career.

- WFBHS Student

”



FEATURED ATHLETE

Rosemary Triggs

Rosemary Triggs, Class of 2025, is known as the Queen of the Whitefish Bay wrestling program. Rosemary stepped foot in the wrestling room her freshman year as the only girl on the team, alongside 25 high school boys. For the next four years, she continued to serve as the only female wrestler at her grade level. She showed up every single day with an incredible work ethic, determined to improve her skills as an athlete. Rosemary now serves as captain of the wrestling team and a great mentor and role model for underclassmen.

Rosemary's career wrestling record is 114-28, earning a place as the 3rd all-time highest career wins at Whitefish Bay. She also holds a school record for the most pins at 73, regardless of gender. She qualified for the state tournament all four years. During her senior year, Rosemary took 6th place at State, becoming the third Whitefish Bay wrestler ever to reach the podium.

In addition to wrestling, Rosemary participates in soccer, AVID, Bay Gives Back, and serves as a Sources of Strength peer leader. On top of her school-related activities, she currently coaches wrestling through the Whitefish Bay Recreation Department, introducing young girls to the sport. Rosemary will be attending the University of Wisconsin-Stevens Point where she plans on wrestling for the Pointers and majoring in pre-physical therapy



Photo by: Bret & Jenni Peterson



“

Being part of WFBHS athletics has provided me with a sense of home and community. Athletic programs promote a strong 'team first' mentality. Whether on the court, track, or in the hallways, this mindset has helped me feel like I belong!

- WFBHS Student

”

SCHOOL RECOGNITIONS

WIAA DIVISION 1 INDIVIDUAL STATE CHAMPIONS

- Clare Schaefer - Girls Tennis

WIAA DIVISION 2 INDIVIDUAL STATE CHAMPIONS

- Anne Dickinson (Swimming - 200 & 500 Free)
- Maggie Dickinson (Swimming - 50 Free, 100 Backstroke [State Record])
- Aibhy King (Swimming - 100 Butterfly)

WIAA DIVISION 2 TEAM STATE CHAMPIONS

- Girls Swim & Dive

WIAA STATE TOURNAMENT APPEARANCES

- Girls Cross Country Team
- Boys Swim & Dive Team
- Girls Golf (one athlete)
- Girls Tennis (five athletes)
- Girls Wrestling (one athlete)
- Boys Wrestling (one athlete)
- Boys Tennis (three athletes)
- Boys Track & Field (two athletes)
- Girls Track & Field (six athletes)

WIAA DIVISION 2 REGIONAL CHAMPIONS

- Girls Basketball
- Boys Basketball

WIAA DIVISION 2 SECTIONAL CHAMPIONS

- Girls Swim & Dive
- Boys Swim & Dive

NORTH SHORE CONFERENCE CHAMPIONS

- Girls Tennis
- Girls Golf
- Girls Swim & Dive
- Boys Swim Relays
- Girls Soccer
- Girls Lacrosse
- Boys Tennis
- Boys Baseball

NORTH SHORE CONFERENCE PLAYER OF THE YEAR

- Harry Bortolotti - Football



GET INVOLVED: EXPLORE, LEAD, SERVE

629

Students involved in
at least one activity

84 total activities **6** performance

15 competition **3** publish

16 leadership & service **51** enrichment

30+ qualified to compete at state or
national competitions as part of
their activity

ACTIVITIES

A cornerstone of the Whitefish Bay High School experience is our robust extracurricular program, encouraging students to do more and be more than one thing by finding areas of interest and exploring ways to get involved. Students at Whitefish Bay High School have built a culture of involvement where all are encouraged to join existing clubs or perhaps even start a new club of their own. Boasting 84 diverse clubs and activities, up five from last year, we empower students to pursue their passions and cultivate a strong sense of community alongside friends and dedicated advisors. Activities often serve as vital avenues for exploring potential academic and career paths, complementing classroom learning. Participating in a club or activity allows students to build leadership skills, organize events, and brainstorm creative ways to engage with their peers. Our students actively compete, perform, publish, and hone essential skills that will serve them well beyond graduation.

“

It is exciting to see kids in their natural element, participating in activities that serve a purpose and add to the greater good of our school and community environment. We are really fortunate to be able to provide countless opportunities to students.

- Advisor

”



Mock Trial

Mock Trial made Whitefish Bay history by winning the State Championship. The group dominated all four of the initial rounds, with the defense side competing in three of the four rounds. The prosecution side then defeated their opponent in the final round to take home the title of state champions and earn a coveted spot in the national tournament in Phoenix, Arizona where they competed against 50 teams from around the country!



POINTS OF PRIDE

Bay Gives Back continued its mission of giving back to the community. For the 10th year, the group visited Seeds of Health Elementary School, delivering donated holiday gifts to students in grades 4K-6. Bay Gives Back also partnered with Girls in Sports to host a sports equipment drive benefiting Cream City Charity, collecting nearly 100 items. As part of the annual community-wide food drive, guest speakers from Kinship Community Center met with the entire student body, emphasizing the importance of generosity as a source of strength.

Chess Club hosted its third annual tournament with Whitefish Bay students earning 1st place in their division.

E-Sports continued to see team growth, with 19 students competing across three titles: Rocket League, Valorant, and Fortnite. Rocket League earned 4th place in the Division 2 State Championship.

In its third year as a club, **Future Business Leaders of America (FBLA)**, had 35 members, with 14 members reaching the State competition and 6 invited to Nationals.

Future Health Professionals (HOSA) had 23 members qualify for the State competition. Thirteen members qualified for the International Leadership Conference.

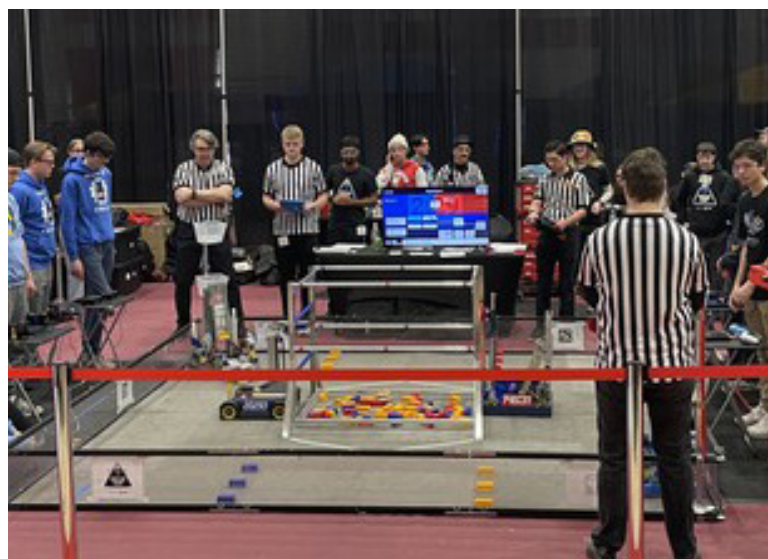


Model United Nations members attended three conferences during the 2024-25 school year, and won awards at all three. They also hosted the first Whitefish Bay Model UN Conference, which included attendees from Shorewood, Nicolet, Waukesha, and beyond.

Out of the Blue not only continued a tradition of compiling, reviewing, editing, and publishing an annual booklet of student-created writing and artwork, but also hosted a fundraiser escape room for Middle School students and community members.

The WFB Robotics teams sent two teams to the State competition, where Bay Robotics placed 5th and Dukes Robotics placed 6th.

With the participation of more than 100 students, the high school **Theater program** continued to embrace its motto, "Inspiring Passion," throughout the 2024-25 theater season. With three mainstage productions, *The Laramie Project*, *Mamma Mia!*, and *The Servant Of Two Masters*, the Whitefish Bay community was treated to three vastly different, high-quality experiences.



The Robotics team remains focused throughout competition.



Mock Trial celebrates a successful competition.



Healthy Minds Club gets creative.



Teaching & Learning Services Special Education & Pupil Services

Mike O'Connor
Director of Teaching & Learning Services

Tim Lemke
Director of Special Education & Pupil Services



EDUCATIONAL EQUITY IN ACTION: Celebrating Progress, Aiming Higher

The Whitefish Bay School District is truly an exceptional place to learn. Student assessment data demonstrates that students perform better and stronger with each passing school year. The District's staff is committed to continuing and extending this positive trajectory and realizing the values set out in our Focus Plan.

Getting Stronger, Year after Year

In the Whitefish Bay School District, a relentless drive for continuous improvement isn't just a goal. It is the bedrock of our school district's philosophy. Every member of our dedicated staff is deeply invested in nurturing our students' holistic growth, empowering them to not only meet but surpass ambitious academic and social-emotional milestones. Vital work begins each summer as teachers and administrators from every school gather. Together, they analyze qualitative and quantitative data, setting clear goals and strategically planning impactful professional learning experiences for the upcoming year. This data-driven approach ensures that leadership teams remain focused on each child's journey toward becoming life, career, and college ready.

The unwavering commitment to excellence and educational equity yields remarkable results for our students. This year, the Wisconsin School Report Card demonstrated the Whitefish Bay School District as the highest-performing in the entire state, a testament to the team's tireless efforts. This exceptional achievement is rooted in two powerful realities. First, Whitefish Bay stands apart in its ability to foster profound student growth. Notably, students with

disabilities and students of color consistently demonstrate exceptionally high growth on standardized achievement measures. Second, Whitefish Bay students achieve at the very highest levels. The 2024 Wisconsin Forward Exam revealed that more than 85% of Whitefish Bay students meet or exceed expectations in both reading and mathematics. We don't just believe equity and excellence are possible; we strive to demonstrate it every single day.

Going Further by Supporting the Whole Child

Even with such outstanding results, our teams acknowledge that there is room to grow, especially when it comes to the gaps that exist between students of various demographic groups. The District aims to minimize gaps with strategic use of classroom data, and improved intervention through multi-tier systems of support. Teachers are also targeting areas outside of traditional academic skills. Executive functioning, which encompasses skills like planning and self-regulation, has been an area of learning emphasis for students, as well as a key point of intervention for those who may find challenges with related skills. This learning has furthered our commitment to educating the whole child.

Envisioning the Future of Reading Instruction

Developing exceptional readers and writers is foundational to the work of our District. While there is ample evidence that demonstrates this as a strength in the District, staff is committed to continuously improving literacy instruction. In the 2024-2025 school year, a team of teachers, administrators, literacy specialists, and parents analyzed the current state of the English Language Arts curriculum. The review led to celebrations of students' successes, as well as an honest assessment of areas of growth. In the years ahead, staff will explore resources and teaching strategies that will ensure that all students learn to be effective communicators, critical thinkers, and empathetic citizens.

Additionally, elementary school teachers took a renewed focus on foundational reading skills this year. In response to



Wisconsin's Act 20 early literacy legislation, early elementary teachers assessed students to ensure that they were developing core skills that would lead to proficient reading by third grade. Personalized reading plans were developed and intensified instruction was provided for those students who were identified as needing additional support. Supporting a child's individual needs early in development encourages the likelihood that they will become lifelong readers.

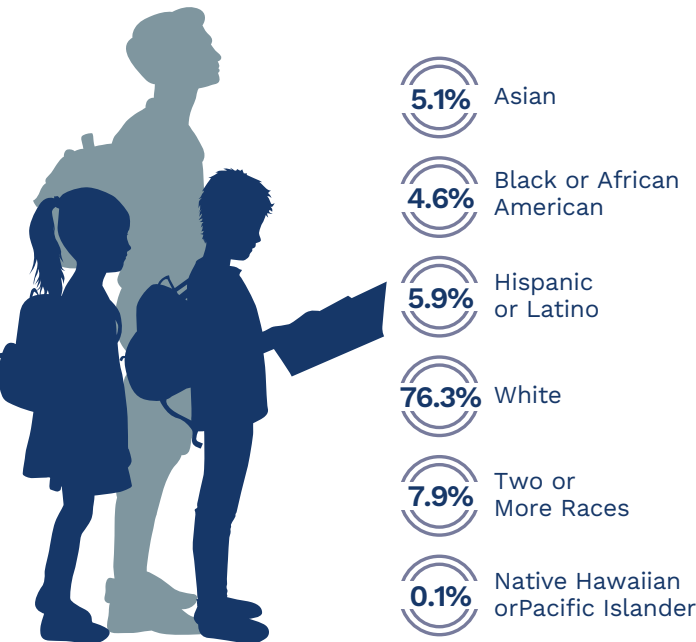
BY THE NUMBERS:

SCORE SUMMARIES

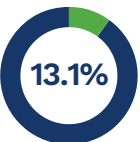


DEMOGRAPHICS & OUTCOMES

Student Groups



Student with Disabilities



Economically Disadvantage



English Learners

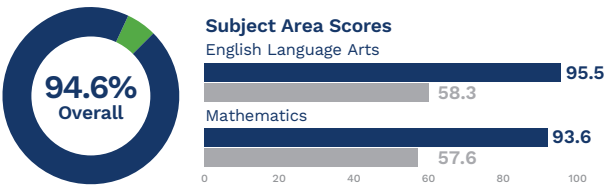


PRIORITY AREA SCORES

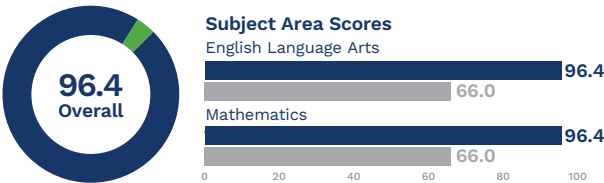
Priority Area Weights



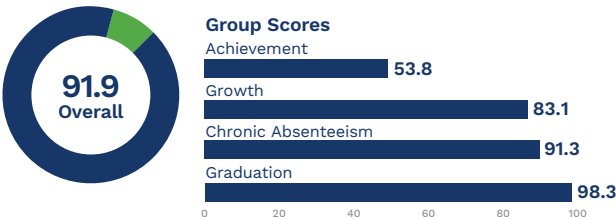
ACHIEVEMENT



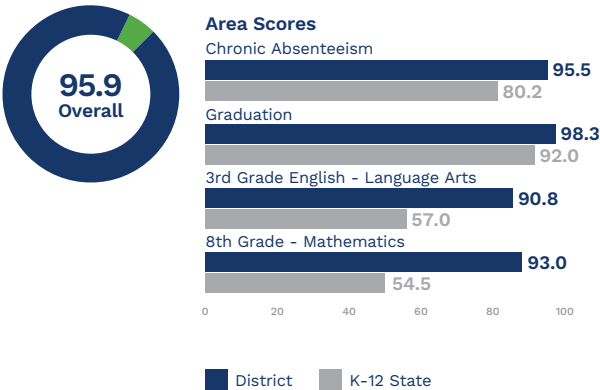
GROWTH



TARGET GROUP OUTCOMES



ON-TRACK TO GRADUATION



LIFE, CAREER, AND COLLEGE READY

The District is committed to integrating Academic and Career Planning into curriculum across all grade levels. Students have the chance to explore opportunities, learn about future careers, and get involved outside of the classroom environment. Such planning equips students for future employment, ensures technical literacy, promotes good citizenship, facilitates collaboration, and establishes the role of Whitefish Bay School District in the economic development of the future.



At the Cumberland Wax Museum, students chose a leader to learn about, wrote a biography, created a trifold, gave a speech, and dressed up as their leader.



Richards students had the opportunity to learn about different topics like sports card collecting, medicine, ballet, mascot costumes, and more, during High Interest Day.



Middle School Aviation Club explored their interests and possible future careers, building rockets for competition and learning about teamwork, collaboration, and aviation.



Guest Speaker Week featured nearly 80 professionals who shared their career experiences and journeys with current High Schoolers as the students explore future career options!



WHITEFISH BAY SCHOOL DISTRICT LONG RANGE FACILITIES PLAN

On September 18, 2024, the School Board approved a Facilities Charter, a document that will guide the facilities planning process.



- 1. FACILITIES CHARTER:** Document providing guidance for the planning process
- 2. FACILITIES ADVISORY COMMITTEE:** The committee will learn about District needs and provide a recommended plan to the Board of Education for consideration.
- 3. COMMUNITY:** Community members have opportunities to learn and provide feedback throughout the process through presentations, meetings, focus groups, and surveys.

Scan the QR Code to Learn More about the Long Range Facilities Plan





Recreation & Community Education Department

Carin Keland

Director of Recreation and Community Education



BRINGING COMMUNITY TOGETHER NOW AND INTO THE FUTURE

We know one thing: Change is constant! This year the Recreation & Community Education Department reflected upon the wants and needs of the community through participation in programs and community feedback. You talk, and we listen.

The Recreation & Community Education Department was able to enhance registration and waitlist processes this year. In addition, new programs such as Cursive, Middle School Competitive Chess, and Adult and Youth Foreign Language were introduced, joining established offerings like Gymnastics, Summer Day Camps, and Connects Before and After School Care.

The Recreation and Community Education Department is proud of our longstanding relationship with the Whitefish Bay Community. The support you provide through active participation and sharing feedback on programming helps to guide the department toward an even stronger future. Partnership is crucial to the success of the Whitefish Bay Recreation and Community Education Department, and we are so grateful for your patronage.

“

My child loves Connects! I appreciate the time they get to be active outside or in the gym after school. Overall, we've had a great experience.

- Connects Parent

”



POINTS OF PRIDE

50+ high school students volunteered at summer day camps through the Bay Volunteer Program.

The **WFB Community Garden** participated in the village-wide Garden Walk.

10,000+ community members participated in 1,310 activities and programs.

100 Whitefish Bay seniors citizens participated in the Senior Lunch Series.



Safe Crossings

The WFB Community and District Leadership participated in Crossing Guard Appreciation Week activities in February delivering coffee, donuts, and notes of gratitude to our eight busy Crossing Guards.



Buildings & Grounds

Brian Chase

Director of Buildings & Grounds/Safety



PROACTIVE PLANNING

The Buildings & Grounds team is committed to ensuring that all students, staff, and visitors have access to facilities that are safe, clean, and well maintained. In addition to daily operations, Buildings & Grounds continues to prioritize long-term planning, safety initiatives, energy efficiency, and support for student and community use of District spaces beyond the school day.

Each year, the department undertakes a variety of facilities projects, ranging from minor updates to major renovations. Before the 2024-25 school year began, the district successfully completed the renovation of six science labs at the High School. These updated labs offer enhanced safety features and improved functionality to better support teaching and learning. More recently, the High School tower, located above the school's main entrance, was restored to mitigate water intrusion and ensure the safety of the structure well into the future. While the timeline for this project was extended due to the historical nature of the tower and the intricate restoration process, we are excited that the tower will remain a fixture in the community for years to come.

In the coming year, the district and greater community will be moving forward with a long-range facilities planning process. Aligned with the district's Focus Plan, the facilities planning recommendations will serve as a guide over the next 20+ years for maintenance and improvements across district facilities. The recommendations may include exploring opportunities for major maintenance projects and potentially updating or expanding facilities to better support learning, safety, and essential infrastructure.



POINTS OF PRIDE

The district maintains **strong partnerships** with the Whitefish Bay Police Department, North Shore Fire/Rescue, and the North Shore Health Department, which help us stay informed and prepared to meet evolving safety needs.

Taking a **proactive approach to safety**, district emergency operations and school safety plans assist to mitigate, prevent, prepare for, and respond to incidents.

Safety and security assessments took place at each building during the 2024-25 school year. The process helped to identify strengths and opportunities across the District.

All students and staff throughout the district **participate in emergency drills and response exercises**, encouraging preparedness should an unplanned event occur.

In the past year, the team completed **790 reactive and 1,270 preventive maintenance work orders** which demonstrates our commitment to proactive, responsive facilities care.

The district has achieved a **20.7% reduction in utility usage** since 2003, reflecting our ongoing focus on energy efficiency.



Business Office & Human Resources

Ben Irwin

Director of Business Services

Hannah Chin

Director of Human Resources & Associate Legal Counsel



BUDGET HIGHLIGHTS: DOING MORE WITH LESS

Whitefish Bay School District continues to be a high-achieving district with a supportive community and exceptional students and staff. Sustaining that degree of excellence takes commitment on many levels, including financial support in order to maintain quality staff, services, and facilities. Despite working within state-imposed revenue limits and funding increases that have not kept



up with inflation since 2008, Whitefish Bay is proud of the many successes not only in academics, but also in the arts, co-curricular activities, and athletics.

As we close out the 2024-25 school year we are well underway in planning for next fiscal year—the first in the upcoming 2025-27 state biennial budget—so some uncertainty remains as to what public education funding will look like. The biggest challenges of the last decade have been funding increases that have not met inflation, and historically low financial support for special education.

Since 2009, district revenues per pupil have lagged inflation by over \$3,300, creating budget gaps that limit our ability to invest in student academic recovery, enrichment programs, and support services. Additionally, financial allocations for special education have leveled off to only about a one-third reimbursement rate for actual costs, necessitating a transfer over \$3.2 million from the district's operating budget to continue to support students with special needs. As a result of these challenges, the Whitefish Bay School District must be strategic in prioritizing resources in order to provide the highest level of education for our students and the community.

Over the next few months, much work will be done in developing and finalizing a 2025-26 budget that will focus on achieving our educational objectives, in accordance with the School Board's established priorities and Focus Plan. Historically, Whitefish Bay has had a tax levy rate that is one of the lowest in the area and well below the state average, illustrating how hard the district works to maximize resources and minimize the fiscal impact on the community. This comprehensive planning process will continue in preparation for the 2025-26 Annual Meeting and Budget Hearing, to be held on September 3, 2025. At that meeting, the proposed 2025-26 budget will be presented along with the 2025-26 budget summary and tax levy.



POINTS OF PRIDE HUMAN RESOURCES:

SUBSTITUTE PROGRAM

- The District's in-house substitute teacher and paraprofessional pool has 80 educators, as of March 2025.
- During the 2023-2024 school year, the District's substitute fill rate was 83.4%. For the 2024-2025 school year, the District is on track to exceed the prior year's substitute fill rate.

VOLUNTEER PROGRAM

- As of May 2025, the District has onboarded approximately 740 volunteers that serve students, families, and community members.
- 41 volunteers are current staff members.

EMPLOYEE SATISFACTION

- According to the District's 2024 Employee Engagement and Compensation Survey, 91.5% of responding employees feel that they work in a positive and professional work environment.
- As of March 2025, 82.4% of employees that leave the District would recommend the District as an employer.
- As of March 2025, the majority of employees who leave the District cite workplace culture as what they will miss the most about working for the District.

PUBLIC SCHOOL FUNDING IN WISCONSIN

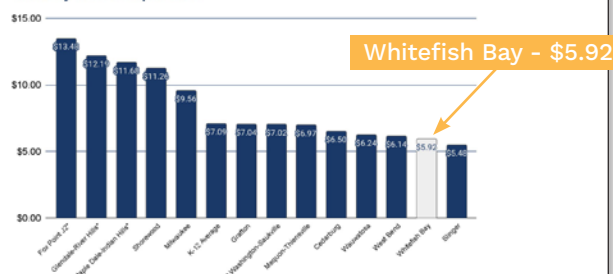
PER PUPIL SPENDING

Compared to area school districts, Whitefish Bay is one of the lowest spending schools per student (member). Spending variances between schools can depend on a number of factors including number of staff, employee compensation and benefits, availability of programs such as food service and transportation, and maintenance costs.

Tax Levy Rate Comparables

How does the tax rate compare to other districts in the area?

Tax Levy Rate Comparables

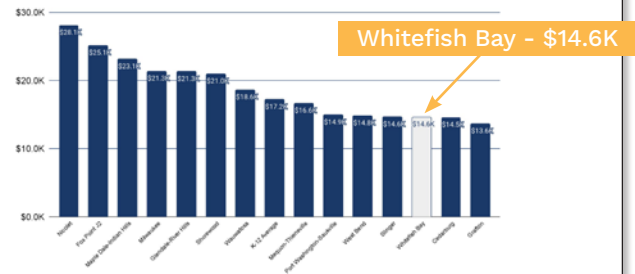


The Whitefish Bay School District has one of the lowest tax levy rates in the area and is below the K-12 average in Wisconsin.
*Combined Grade School plus Normal LHS (\$4.61 + \$4.61/\$100,000)
Source: Department of Public Instruction

Comparative Cost Comparables

How do spending trends compare to local school districts?

2022-23 Comparative Cost per Member



Compared to area school districts, Whitefish Bay is one of the lowest spending schools per student (member). Spending variances between schools can depend on a number of factors including number of staff, employee compensation and benefits, availability of programs such as food service and transportation, and maintenance costs.

Source: Department of Public Instruction

TAX LEVY RATE HISTORY

The tax levy rate for the Whitefish Bay School District has decreased by over 44% in the last ten years and has stayed below the state average in each of the last five years.

TAX LEVY/MILL RATE

The Whitefish Bay School District has one of the lowest tax levy rates in the area and is below the K-12 average in Wisconsin.

SPECIAL EDUCATION MEMBERSHIP

The number of special education students has increased significantly over recent years, which has been a trend statewide in public schools. As the number of special education students increases, so do the costs for supporting these students and ensuring that they have the resources they need to be successful.

SPECIAL EDUCATION REIMBURSEMENT

Public school districts in Wisconsin only receive about 30% in funding for special education costs that are typically required expenses included in a student's Individualized Education Program (IEP).

Special Education Membership

How has special education membership changed over time?

October 1 Special Education Student Count



The number of special education students has increased significantly over recent years, which has been a trend statewide in public schools. As the number of special education students increases, so do the costs for supporting these students and ensuring that they have the resources they need to be successful.

Source: Department of Public Instruction

REVENUE BREAKDOWN

Revenue for public school districts in Wisconsin comes primarily from local and state sources. For the Whitefish Bay School District, revenue from local sources, such as the tax levy, is slightly higher than revenue from state sources, such as General Aid and categorical aid. Federal grants and other miscellaneous revenue make up the remaining amount of total revenue.

EXPENDITURE BREAKDOWN

In most school districts, salaries and benefits make up the majority of expenditures. In the Whitefish Bay School District, salaries and benefits represent roughly three-quarters of all the expenses in the General Fund. When the Fund 27 transfer is included, which is mostly for employee salary and benefit expenses in special education, that percentage exceeds 85%.

Scan the QR Code to Learn More about School Finance in Wisconsin





Whitefish Bay

SCHOOL DISTRICT

Whitefish Bay Schools
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AGENDA FOR BUDGET HEARING AND ANNUAL MEETING

Wednesday, September 3, 2025

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 2025-26 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 2026 Annual Meeting Date and Authorize 2026 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