

Shared Key Interests

1. Advance student learning, achievement, and success by keeping it at the heart and as the filter for our decision making.

2. Utilize research-based curricula that reflects 21st Century themes and applications and are responsive to the needs and potential of all students, preparing them for a global society.

3. Provide real-life, diverse learning opportunities with practical applications in the classroom and beyond.

4. Inform and engage the community in shaping educational strategy and formulating responses to change.

5. Attract, retain, and develop a high quality, diverse, creative, and innovative workforce of leaders.

6. Provide safe, secure, flexible, inviting, and well-maintained environments that nurture student well-being and enhance teaching and learning.

7. Identify, integrate, and expand technology to foster adaptability and maximize learning for all.

8. Foster mutually beneficial partnerships and collaborations that expand learning opportunities and resources.

Wausau School District

Board of Education Meeting Agenda

In Compliance with the Wisconsin Open Meeting Law

Public Notice s.19.84 (3)
Exemptions s.19.85

Patrick McKee, President
Karen Vandenberg, Clerk

A **Education/Operations Committee Meeting** of the BOARD OF EDUCATION will be held in the **John Muir Middle School Auditorium, 1400 West Stewart Ave., Wausau , WI 54401** at **5:00 PM or immediately following the previous meeting on Monday, March 22, 2021.**

- Wausau School Board meetings are streamed live on YouTube. Viewers may visit the site by searching for "Wausau School Board YouTube" or through www.Tinyurl.com/wsbmeetings

- All meetings will also be cablecast on Charter/Spectrum channel 981 at the following times:

- Thursdays at 8 AM

- Sundays at 8 PM

I. Call to Order	
II. Approve the Minutes	2
III. Public and Student Comment	
IV. Leader In Me Update	4
V. MS Math Resource Adoption (Action Requested)	16
VI. iPad Fleet Refresh and New Lease (Action Requested)	29
VII. Project Relaunch & Re-Opening WSD Schools for 2021-22 (Action Requested)	37
VIII. Adjourn	

NOTICE POSTED: Friday, March 19, 2021, at 10 am

By: _____

NOTICE SENT TO:

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Minutes of REGULAR MEETING

The Board of Education Wausau School District

DRAFT

A Education/Operations Committee Meeting of the Board of Education of the Wausau School District was held Monday, February 22, 2021, beginning at 5:00 PM in the Wausau East High School Auditorium, 2607 N. 18th Street, Wausau, WI 54403.

Present: James Bouche; Jeff Leigh; Ka Lo; Beth Martin; Pat McKee; Jane Rusch; Lance Trollop; Lee Webster; Tricia Zunker.

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- Thursdays at 8 AM

- Sundays at 8 PM

I. Call to Order

The meeting was called to order at 5:00 pm.

II. Approve the Minutes

Lance Trollop moved to approve the minutes of January 25, 2021, seconded by Beth Martin. The motion carried.

III. Public and Student Comment

There was none.

IV. Whole Child - Whole Wausau Short Cycle Report on Goal A4. Academic Achievement Goal and AGR

Chris Nyman, Jennifer Rauscher, Jon Euting, Andrea Sheridan and the Achievement Gap Reduction (AGR) Campus Principals presented mid-year student achievement data. Campus principals reported to the school board which AGR strategies were implemented in kindergarten, first, second and third grade classrooms. The team shared information about the school's performance objectives that were established at the start of the term, and progress in attaining these performance objectives. In addition, each campus principal shared reflections on COVID-19 and impacts on student learning.

V. Wisconsin School Nutrition Purchasing Cooperative Agreement (**Action Requested**)

Beth Martin moved to recommend to the full Board of Education to continue membership in the Wisconsin School Nutrition Purchasing Cooperative (WiSNP Co-Op Food Buying Group) by passing the presented resolution and agreeing to the 2021-22, 266.0301 cooperative agreement, seconded by Jeff Leigh. The motion carried 9-0.

VI. RESOLUTION AUTHORIZING THE TRANSFER OF FUNDS, THE ESTABLISHMENT OF AN ESCROW ACCOUNT WITH RESPECT TO AND THE DEFEASANCE OF CERTAIN OF THE GENERAL OBLIGATION SCHOOL BUILDING BONDS, SERIES 2015A, DATED AUGUST 4, 2015 (**Action Requested**)

Jane Rusch moved to recommend to the full Board approval to pass a resolution authorizing the transfer of funds, the establishment of an escrow account with respect to and the defeasance of certain of the general obligation school building bonds, series 2015A, dated August 4, 2015, seconded by Lance Trollop. The motion carried 9-0.

VII. School Forest Fiber Project Funding Approval (**Action Requested**)

Pat McKee moved to recommend to the full Board approval to authorize use of no greater than \$438,000 of School Forest Capital Improvement designated fund balance to complete the School Forest Fiber Project as presented, seconded by Lee Webster. The motion carried 9-0.

VIII. 2021-2022 School Calendar (**Action Requested**)

Jim Bouché moved to recommend to the full Board the approval of the 2021-2022 School Calendar as presented, seconded by Jeff Leigh. The motion carried 9-0.

IX. Adjourn

Pat McKee moved to adjourn, seconded by Jane Rusch. The motion carried at 6:22 pm.

Respectfully Submitted,

Ka Lo,
Board Clerk

KL:cp

The logo for 'Leader in Me' is displayed in a sans-serif font. 'Leader' is in red, 'in' is in green, and 'Me' is in blue. A registered trademark symbol (®) is located to the right of the 'e' in 'Me'.

Leader in Me®

FIND YOUR VOICE

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A curved horizon of the Earth is visible at the bottom of the slide, showing green landmasses and blue oceans against a dark blue background.

School Board Meeting
March 22, 2021
Julie Oehmichen and Angie Lloyd

What is Leader in Me?

A whole district improvement process based on the idea that everyone can be a leader.

- Leadership
- Culture
- Academics

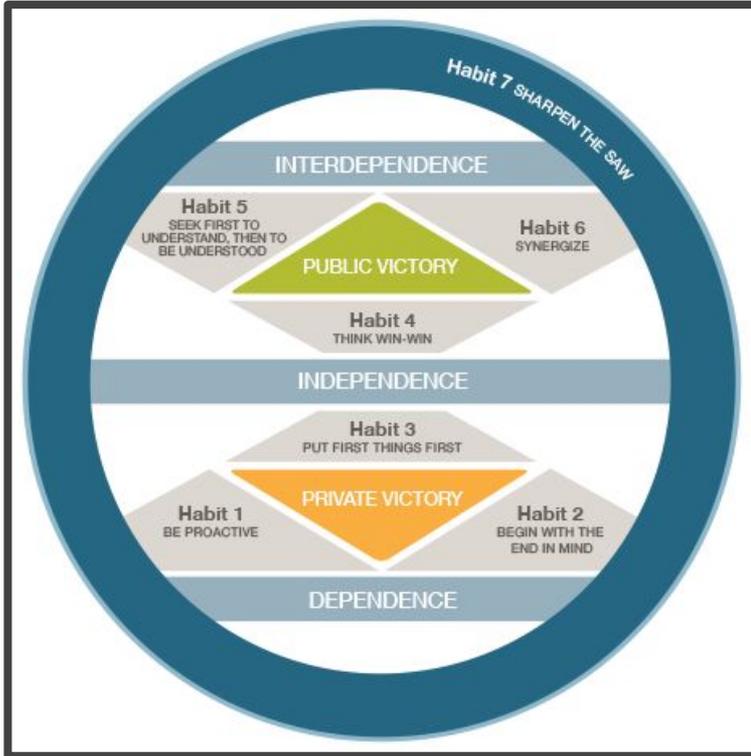
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Video: [What Makes a Leader?](#)

The logo for "Leader in Me" features the word "Leader" in red, "in" in green, and "Me" in blue. A registered trademark symbol (®) is located at the bottom right of the "Me" portion.

Leader in Me®

7 Habits of Highly Effective People



Please remember that some of Our Children are already torn down when they get to school, we must always build them up 👍



SEE Core Paradigms	Paradigm of Leadership		Paradigm of Potential		Paradigm of Change		Paradigm of Motivation		Paradigm of Education	
	NOT THIS	BUT THIS	NOT THIS	BUT THIS	NOT THIS	BUT THIS	NOT THIS	BUT THIS	NOT THIS	BUT THIS
	Leadership is for the few.	Everyone can be a leader.	A few people are gifted.	Everyone has genius.	To improve schools, the system needs to change first.	Change starts with me.	Educators control and direct student learning.	Educators empower students to lead their own learning.	Focus solely on academic achievement.	Develop the whole person.

DO Highly Effective Practices	<h3>Teach Leadership Principles</h3> <p>Professional Learning</p> <ul style="list-style-type: none"> Ongoing Staff Learning New-Staff Learning Principal Learning and Modeling <p>Student Learning</p> <ul style="list-style-type: none"> Direct Lessons Integrated Approaches Modeling <p>Family Learning</p> <ul style="list-style-type: none"> Family Communication 7 Habits Training for Families Student Teaching at Home 	<h3>Create a Leadership Culture</h3> <p>Leadership Environment</p> <ul style="list-style-type: none"> Physical Environment (See) Common Language (Hear) Emotional Environment (Feel) <p>Shared Leadership</p> <ul style="list-style-type: none"> Student Leadership Roles Student Voice Active Lighthouse Teams <p>Leadership Events</p> <ul style="list-style-type: none"> Schoolwide Events Classroom Events Family & Community Events 	<h3>Align Academic Systems</h3> <p>Schoolwide-Goal Achievement</p> <ul style="list-style-type: none"> School Goals Team Goals Staff Goals <p>Student-Led Achievement</p> <ul style="list-style-type: none"> Student Goals Leadership Notebooks Student-Led Conferences <p>Empowering Instruction</p> <ul style="list-style-type: none"> Trusting Relationships Student-Led Learning Collaborative Planning and Reflection
	GET Measurable Results	Leadership	Culture

Core Paradigms

<i>Not this....</i>	<i>But this!</i>
Leadership is for the few	Everyone can be a leader
A few people are gifted	Everyone has genius
To improve schools the system needs to change first	Change starts with me
Educators control and direct student learning	Educators empower students to lead their own learning
Focus solely on academic achievement	Develop the whole person

Measurable Results Assessment (MRA)

A tool that will be used annually to help schools identify strengths and weaknesses and develop goal-centered improvement plans.

A survey for:

- Students
- Staff
- Families

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The buildings and district will develop action steps based on the analysis of the data collected.

The logo for LeaderinMe, featuring the word "Leader" in red, "in" in green, and "Me" in blue, with a registered trademark symbol (®) to the right.

Measurable Results Targeted by *Leader in Me*

Leadership	Culture	Academics
<ul style="list-style-type: none">• Student Behavior*<ul style="list-style-type: none">-Discipline Referrals-Suspensions• Staff Social/Emotional Teaching Readiness• Student Leadership<ul style="list-style-type: none">-Self-Direction-Interpersonal Effectiveness-Group Leadership• Family Engagement	<ul style="list-style-type: none">• Attendance*<ul style="list-style-type: none">-Student Attendance-Student Absenteeism-Teacher Attendance• Supportive School Environment• Student Engagement• Staff Satisfaction	<ul style="list-style-type: none">• Reading Proficiency*• Math Proficiency*• Teaching Efficacy• Student-Led Achievement

LeaderinMe®

How did we get here?

2018-2019 - Vetting year

Wanted a program:

.... with goal setting

....where there would be teacher autonomy

....that would address the skills that employers are looking for

....this is not a program but a framework for academic and behavioral success

....that would EMPOWER all students

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LeaderinMe®

Professional Development

- School Board Workshop - Summer 2021
- Training on The Seven Habits for all certified and non-certified staff in summer 2021
- Focus at building level faculty meetings on self reflection and paradigms with support from LiM coaches
- Consistent focus on adult learning for our fall implementation rooted in the Seven Habits of Highly Effective People

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LeaderinMe®

Next Steps

- Take it to the community
- Family engagement
- Continuous staff learning

Year 1:

All staff will teach, model and reinforce the 7 Habits for the students to use in their daily lives.

Year 2:

WIGs, PIGs and more.
Elevate Family Engagement
Develop community partnerships

Year 3:

Student Leadership days
Lighthouse status
Service learning

Questions

Middle School Math Resource Proposal

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March 22, 2021



Our Mission ... To advance student learning, achievement, and success.

Vetting Team Members

- **John Muir:** Jake Anderson, Carrie Clemment, Matt Dalsky, Rachel Lor, Matt Raduechel, Jason Smogoleski
- **Horace Mann:** Lynette Anderson, Mark Beversdorf, Elizabeth Oestreich, Justin Pagel, Rob Phelps, Jordan Sisson
- **Longfellow:** Daren Catlin, Julie Oehmichen, Jennifer Rauscher

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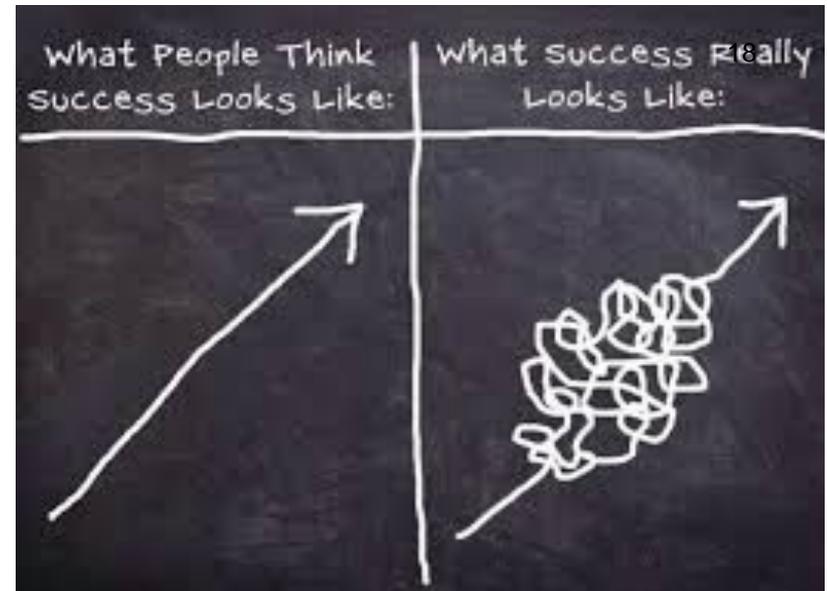


Thank
You

Our Process

April 2020 - March 2021

- Agree on a process for discovery
- Analyze data to determine middle school needs
- Create a vetting tool/scoring rubric
- Generate a list of potential resources
- Attend and score vendor presentations
- Seek consensus on the preferred resource(s)
- Make a recommendation to our School Board
- Communicate the process and progress with colleagues (ongoing)



Our Touchstones

Wausau School District Strategic Plan ■ 2019-2023

Whole Child - Whole Wausau

Achievement
 Increase student learning by ensuring equity for all students, inspiring them to achieve at their full potential.

A1. By the end of the 2022-23 school year, Wausau School District staff will demonstrate the awareness, flexibility, and commitment to use instructional strategies in their classrooms as all students in their classrooms are evidenced by an increase of 5% per year of teachers District wide scoring proficient or distinguished in the components 2a, 2b, and 3e in the Danielson Framework for Teaching.

A2. By the end of the 2022-23 school year, all schools and teachers will consistently incorporate collaboration, creativity, critical thinking, and communication (4Cs) in all content areas PK-12 as evidenced by a score of at least 1100 in Brightbytes in the classroom area survey, and having at least 90% of schools with a proficient level score in teacher use of the 4Cs in Brightbytes.

A3. By the end of the 2022-23 school year, all students in sub-groups including students of color, and economically disadvantaged, and students with disabilities identified through the ESSA Accountability Report will be in attendance at least 92% of all school days as evidenced by school/District attendance documentation.

A4. By the spring of 2023, there will be a 30% increase in the number of students meeting or exceeding proficiency in reading, writing, and mathematics as evidenced by scores on state and local assessments.

ACHIEVEMENT SHORT CYCLE REPORT TO BOARD DECEMBER 2019

Resources
 (Optimization of Resources)

Align available resources with strategic priorities.

OR1. Through optimizing staffing and building efficiencies, by 2023 all schools will have comprehensive pupil services teams, unique to each school, to best support the whole child's social, emotional, behavioral, academic, and safety needs.

OR2. Identify \$100,000 in recurring cost reduction opportunities for each of the next four budget years starting with 2020-21 through more efficient systems and processes.

RESOURCES SHORT CYCLE REPORT TO BOARD OCTOBER 2019

Service
 Promote a culture of excellent service.

Wellness
 Advance the emotional and physical well-being of the Wausau School District Community.

People
 Position the School District as an Employer of Choice.

P1. ATTRACT and retain a talented workforce. Increase the number of years. Use strategic compensation.

P2. RETAIN and develop current employees. Engage, empower, and develop.

P3. ENHANCE the work environment. Promote work-life balance.

Principles to Actions
 ENSURING MATHEMATICAL SUCCESS FOR ALL

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Standards for Mathematical Practice

1. Make sense of problems and persevere in solving them.
2. Reason abstractly and quantitatively.
3. Construct viable arguments and critique the reasoning of others.
4. Model with mathematics.
5. Use appropriate tools strategically.
6. Attend to precision.
7. Look for and make use of structure.
8. Look for and express regularity in repeated reasoning.

NCTM | NATIONAL COUNCIL OF TEACHERS OF MATHEMATICS



Our Common Ground

- If our **Belief** is that **All Students can Learn**, and
- Our **Goal** is to have **All Students Ready for Algebra** by Grade 9,
- Then we need a resource that will help us—20
 - Provide rich problem solving
 - Encourage meaningful discourse
 - Offer a Low floor/High ceiling
 - Inspire all learners
 - Support Mathematical Practices & Standards
 - Include digital resources



Additional Considerations

Student Learning

- Current resource does not seem to meet the needs of all students
- One, common resource provides coherence
 - Collaboration
 - Alignment
 - Movement

Instruction

- What can teachers offer through instructional expertise?
- What do we want our resource to offer?
- How might we need to supplement for basic and/or enriched learners?

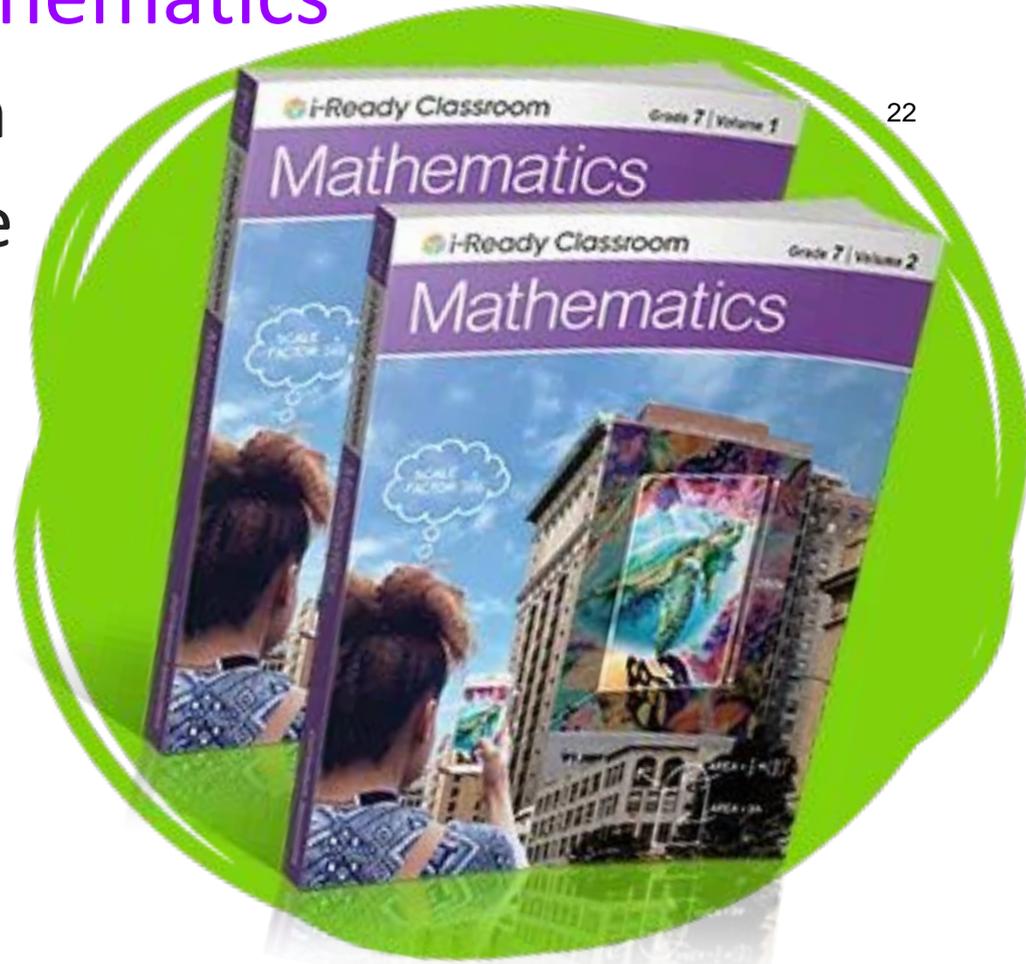
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Recommended Resource: What

i-Ready Classroom Mathematics

is published by Curriculum Associates and is the same resource adopted for all WSD K-5 classrooms in 2019.



Recommended Resource: Why

During the vetting process, the Team used a rubric to assist in generating data around 6 categories: **Teaching and Learning, Access & Equity, Curriculum, Assessment, Professionalism, and Tools & Technology.**

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The Team vetted four resources. On the rubric, **Ready Classroom** had the highest score (except one) in all categories. It meets the needs we had identified!

The Middle School Math Vetting Team was able to come to a **100% consensus** vote for the Ready Classroom Mathematics resource.



Recommended Resource: Why

The Ready Classroom Mathematics Resource provides--

- Rich problem solving
- Meaningful discourse
- Low floor / High ceiling
- Alignment with Practices & Standards
- Inspiration / Motivation
- Digital resources
- Coherence
- Differentiation

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Projected Investment

The Education Department is requesting an amount not to exceed \$345,000 for the purchase of Tier 1 math resources and materials for all Middle School math classrooms in the Wausau School District.

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This is based on a six-year year adoption which is almost \$10 per student cheaper than paying year by year.

Achievement

Increase student learning by ensuring equity for all students, inspiring them to achieve at their full potential.



Resources

(Optimization of Resources)

Align available resources with strategic priorities.



Projected Investment

Each student package includes:

- 1) Volumes 1 and 2 of the student worktext (paper)
- 2) Digital access to all materials and resources
- 3) The *i-Ready* personalized instruction package
 - a) Diagnostic assessment
 - b) Personalized instructional pathway

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Teacher manuals and digital access are also included.

Achievement

Increase student learning by ensuring equity for all students, inspiring them to achieve at their full potential.



Resources

(Optimization of Resources)

Align available resources with strategic priorities.



Next Steps

April 2021

- Examining Beliefs about Math Teaching & Learning, Math Institute of WI

May 2021

- Introduction to Ready Classroom Mathematics, Curriculum Associates
- Connecting the Math Teaching Practices with Standards for Mathematical Practice, Math Institute of WI

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August 2021

- Preparing to Teach with Ready Classroom, Curriculum Associates
- Getting Good Data with iReady, Curriculum Associates

September 2021

- Instructional Implementation with Students

October 2021

- Developing Math Thinkers, Curriculum Associates
- Using Data to Plan Instruction, Curriculum Associates



Questions?

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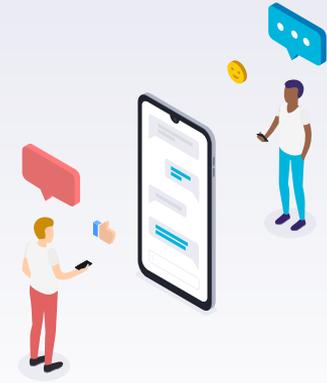
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Our Mission ... To advance student learning, achievement, and success.

iPad Lease



3,800 iPads 4K - 5th grade

- ▶ Students, Teachers, Administrators, Pupil Services, and Paraprofessionals

4 Yearly payments

- ▶ \$279,300 (\$1,117,200)
- ▶ 0% Interest Rate
- ▶ Funds accessed through existing Technology Department Budget

Sell back of existing fleet

- ▶ 3,100 iPads minimum return of \$247,300
- ▶ Sell back funds dedicated to additional lease payment

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Top Ten Highlights

5 years of

- ▶ Opportunities for collaboration, communication, critical thinking and creativity
- ▶ Tasks beyond tradition to support deeper engagement with the content
- ▶ Meeting learners where they are
- ▶ Highly customizable digital learning features supporting learner strengths and challenges!

WSD Apple Teacher Academy

- ▶ 72 Wausau School District (Elem- HS)
- ▶ Teachers are now officially Certified Apple Teachers through Apple
- ▶ 2021: Additional 12 teachers who are mid way through their official certification process
- ▶ We have Certified Apple Teachers in 12 of 13 of our Elementary Buildings.

Great Learning Leader Academy

- ▶ 15 WSD teachers have continued with their Apple Learning to dive deeper with the learning technology ³¹
- ▶ Taken their Apple Teacher certification and used it to focus on the integration of these tools within their work with their learners.

▶ Top Ten Highlights (Cont.)

Remote Learning

- ▶ With the COVID-19 Pandemic, we were ready to facilitate online learning. Devices in the hands of our learners.

SeeSaw

- ▶ Connecting more Learners, Teachers and Families through Quarantine and Virtual Learning
- ▶ 7,687 parents are connected to their child's learning through the parent portal.
- ▶ 28,072 posts added to Student Journals in the past week
- ▶ 923 Comments on student learning made just last week.

itslearning

- ▶ In February 2021 we had 15,000 log ins enabling us to connect more learners and teachers with their instructional resources!³²



Top Ten Highlights (Cont.)

Summer School

- ▶ Integration of the iPad within the learning environment



Publishing

- ▶ Our learners have started to become published authors. From Native American Studies, to Animal Research, our learners are sharing their work with a bigger audience!

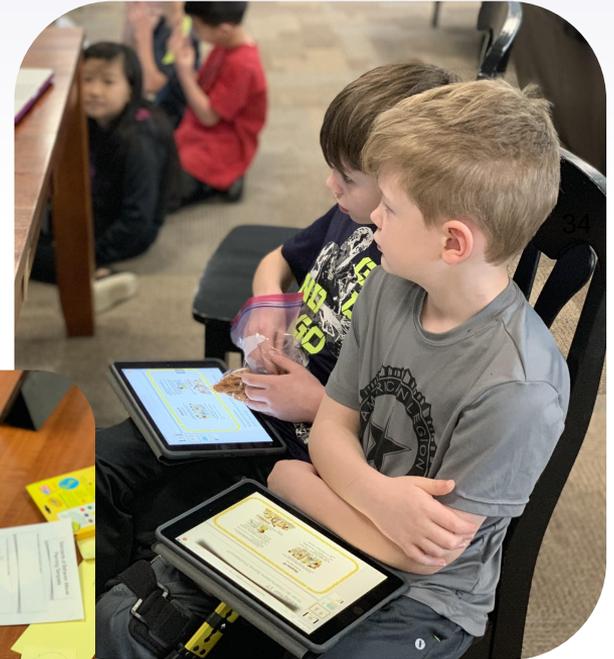
Elementary Tech Mentors

- ▶ At least one at each elementary building since 2013
- ▶ Collaborate with building principals³³
- ▶ Facilitate professional learning sessions with their colleagues to increase the use of the 4Cs

▶ Top Ten Highlights (Cont.)

Innovative Learners

- ▶ (4) 4th Graders from each school
- ▶ Come together to learn about the Cultural Pillars, Interpersonal Skills and Standards of Behavior
- ▶ Instruction around the iWork apps to increase the use of the 4Cs
- ▶ Help to provide support to the classrooms in their home school



Next Steps



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Leader In Me

Leader in Me Student Guides on iPad: Allows multimodal access such as text to speech, as well as drawing tools to annotate.

Continued Voice

Increasing publishing opportunities to highlight our learners creativity by sharing to a world wide authentic audience.

Augmented Reality

Bringing learners into content that wasn't possible in years past. From exploring the inner structures of plants to creating and interact with scenes and characters for stories they author

Collaboration

Fully leveraging the collaborative tools on the iPad to enhance learners ability to connect and create with others!

Action Requested

Motion: Approval to enter into a 4-year lease agreement with Apple to refresh the Wausau School District fleet of iPads utilized in all elementary schools. This lease requires a yearly payment of \$279,300 over the life of the lease.

The following action aligns with the District's Whole-Child, Whole-Wausau Plan approved by the Board which emphasizes 21st Century Skills and the 4C's.



Relaunch and Re-Opening WSD Schools for 2021-22

March 22, 2021

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Our Mission ... To advance student learning, achievement, and success.



Relaunch Update on Secondary Schools

School	Current In-Person	Previous In-Person	Changes in Modality
Mann	70%	59%	93 to in-person 23 to virtual
Muir	66%	45%	117 to in-person 8 to virtual
East	64%	57%	79 to in-person 22 to virtual
West	67%	64%	29 to in-person 11 to virtual

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Relaunch Update on Secondary Schools

Commentary themes:

- “Students have commented that it feels like school again.”
- “Some staff have expressed concern about challenges with maintaining distance.”
- “More energy and noise in the schools.”
- “Some struggles with wearing masks appropriately.”

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Changes in Covid Data?

- **Current virus status:** (Updated March 17, 2021)
 - **Positive Cases**
 - 2 staff
 - 1 student
 - **Quarantines**
 - 13 staff
 - 97 students



Staff Vaccination Update

- All staff who want to get vaccinated are eligible to schedule a vaccination.
- Aspirus feels that everyone who wants, will have a first dose vaccination by the end of March.
- All staff who want can be fully vaccinated by the end of April.
- Some staff will choose not to be vaccinated, but we will not be able to determine who has been and not been vaccinated.
- Students over 16 are becoming eligible.

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Re-open to a “Normal” School Year

- Propose to return to a 5-day per week, full in-person school model in grades PK-12.
- Families interested in an online school option have access to our WAVE charter school in grades K-12.
 - Information and registration materials for WAVE are found on the district website under the “Schools and Facilities” tab.
- Will we need continued precautions? It depends on the state of public health.
 - Masks?
 - Cohorting in Grades K-5?
 - Adult distancing?
 - Other?

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Re-open to a “Normal” School Year

- **Co-Curricular Activities**
 - Interscholastic high school athletics are governed by WIAA and with WVC.
 - “Academic” co-curricular activities are overseen by school staff.
 - Public health status
- **Field Trips and Other Community-Based Learning**
 - Travel restrictions
 - Public health status
- **Outside groups will begin to use facilities this summer. Starting with established district partners.**
- **What safety protocols will continue?**
 - Handwashing
 - Masking
 - Student lockers
 - etc.



What Practices May Continue?

- We learned much through our virtual experiences:
 - Virtual IEP meetings led to higher parent/guardian participation rates.
 - Some families preferred the virtual parent-teacher conferences.
 - Virtual learning may lead to more opportunities for cross-high school coursework.
 - Many virtual staff meetings were more effective/efficient than in-person meetings.
 - Some professional learning may continue in a virtual format to take advantage of time and funding efficiencies. (Met with people from across the state and country)
 - How to leverage digital communication tools such as SeeSaw and ItsLearning (7,687 parents are connected.)
 - Virtual “snow days”
 - Can we experience more multi-school collaboration by offering virtual meetings?
 - What other virtual opportunities may exist?

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Board Action

- Proposed Board Motion:
 - Move to open Wausau School District schools in grades PK-12 in a full in-person model, 5 days per week at the start of the 2021-22 school year.

Re-opening plans may change at any time based on the public health situation.

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Safety procedures and other practices will be implemented based on the current public health situation.

Questions?

**Wausau School District
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