

**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 **Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403 at 5:00 PM or immediately following the previous meeting on Monday, March 28, 2022.**

---

I. Call to Order	
II. Approve the Minutes	2
III. Public and Student Comment	
IV. "Life After High School" Study Presentation	4
V. Wisconsin School Nutrition Purchasing Cooperative Agreement ( <b>Action Requested</b> )	
VI. 3-5 ELA Resource Adoption ( <b>Action Requested</b> )	19
VII. WASB Online Learning Platform ( <b>Possible Action</b> )	37
VIII. Adjourn	

---

NOTICE POSTED: Tuesday, March 22, 2022, at 10:00 am

By: \_\_\_\_\_

NOTICE SENT TO:

WSAU WSAW-TV WAOW-TV WJFW-TV CITY PAGES WAUSAU PILOT & REVIEW SCHOOLS  
WAUSAU DAILY HERALD WAAM CITY HALL COURTHOUSE PUBLIC LIBRARY

# 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 28, 2022, beginning at 5:00 PM in the Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403.

Present: James Bouché; Ka Lo; Pat McKee; Cody Nikolai; Jane Rusch; Lance Trollop; Karen Vandenberg; Lee Webster.

Absent: Jon Creisher.

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 24, 2022, seconded by Jim Bouché. The motion carried 8-0.**

III. Public and Student Comment

Alyssa Froom made brief comments.

IV. Whole Child - Whole Wausau Short Cycle Report on Goals P1, P2, P3, and W2, Staff Wellness

Tabatha Gundrum reviewed District goals related to attracting and retaining staff as well as staff wellness. WECAN applicant data, survey data, retention rate history, wellness program data, and health insurance claims data were reported. Ms. Gundrum also shared next steps for each of the goals.

V. Social Media Policy (**Action Requested**)

**Cody Nikolai moved to recommend to the full Board the approval of Policy 7544 Social Media as presented, seconded by Jane Rusch. The motion carried 8-0.**

VI. Covid Mitigation (**Action Requested**)

**Karen Vandenberg moved to return staff and students to pre-pandemic absence procedures and to eliminate the mandate on masking on school transportation, seconded by Lee Webster. The motion carried 8-0.**

VII. ESSER III Community Stakeholder Feedback

Bob Tess and Chris Nyman provided a ESSER III community stakeholder update. They shared information about the grant, provided an opportunity to share suggestions for how these funds are spent and explained what lies ahead. Within the presentation is a link to a survey for ideas/suggestions for using the funding.

VIII. Adjourn

**Cody Nikolai moved to adjourn, seconded by Lance Trollop. The motion carried at 6:36 pm.**

Respectfully Submitted,

KV:cp

Karen Vandenberg,  
Board Clerk



# **WAUSAU SCHOOL DISTRICT COLLEGE AND CAREER READINESS PROJECT**

4

## **KEY FINDINGS**

**Sharon E. Belton, Ph.D.**  
**Director - WIPPS Research Partners**

# WIPPS Research Partners Mission and Values

- Unit of the University of Wisconsin System
- Provide research that helps communities and organizations make more-informed decisions
- Value objectivity, credibility, and transparency
- Do not take positions or make policy recommendations



# Project Goals And Purpose: Gather Information To Help The District Guide Decision-Making

- What role should the Wausau School District play in helping students prepare for life beyond high school?
- How aware are stakeholders of the District's college and career readiness resources and programs? <sup>6</sup>
- What is working? What needs improvement and how?



# Project Approach and Methods: Data Collected From July To November 2021

Stakeholder Groups	Methods Used	# Participants
Employers	One-on-one interviews	11
East and West Seniors	Focus groups (9 total)	58
Parents/guardians of East and West Seniors)	Focus groups (5 total)	16

7

# Overarching Themes Of Student And Parent Expectations Of The District

## College and Career Readiness



# Feedback On Factors Impacting Students' Current Plans After High School

- High-caliber teachers, class variety, and broad scope of activities viewed as strengths of the District
- But non-school factors may play a more significant role
- Middle school can define a student's post-secondary<sup>9</sup> path, especially for trades

# Feedback On The District's College And Career Planning Activities

- Career planning described as inconsistent, lacking in continuity, and perfunctory
- Concerns about school counselor role and timing of college and career planning
- Make connections between courses and careers
- Explore careers through hands-on classes, workshops, speakers, job shadows, apprenticeships, and clubs

10

# Feedback On The Need For Parent Resources And Engagement

- Students recognized the key role their parents play, but perceived that they are not equipped to help them
  - First-generation students may need extra assistance
- Parents expressed a lack of awareness of resources, especially a need for a “bigger picture” timeline<sup>11</sup>
- More personal and proactive communication and outreach; less reliance on emails

# Areas Of Opportunity For Improvement Based On Student And Parent Suggestions



12

# Student And Parent Suggestions For Improving WSD College And Career Readiness

## More Exposure to Career Options and Job Preparation

- ✓ Continue to expand the diversity of course options
- ✓ Show linkages between courses and a specific career
- ✓ Print the “Big Booklet” of courses; communicate where to find it
- ✓ Offer a Friday “open house” of courses before students register
- ✓ Create greater consistency in classes between East and West
- ✓ Speakers, career fairs and mock interviews
- ✓ Learn about alternatives to college, including building trades
- ✓ Communicate the value of technical schools
- ✓ Understand a specific occupation in the “real-world”

13

# Student And Parent Suggestions For Improving WSD College And Career Readiness

## Improve Timing And Consistency– “Senior Year Is Too Late”

- ✓ Start discussions earlier during freshman and sophomore year, then shift to helping with college application process
- ✓ Be more consistent about college and career preparation activities
- ✓ Focus freshman year given the need to pick classes on a path
- ✓ Reminders and regular check-ins during junior and senior year
- ✓ Require parents to attend a planning meeting in junior year
- ✓ Meetings need to be on a more personal basis
- ✓ Have parents talk in smaller groups based on path
- ✓ Make the process of career exploration more engaging

14

# Student And Parent Suggestions For Improving WSD College And Career Readiness

## Improve Communication And Outreach

- ✓ More help (earlier) in building schedules around interests/plans
- ✓ More proactive outreach from school counselors or others
- ✓ More support, informational meetings, and resources
- ✓ More personal communication with parents
- ✓ Use free time in schedules to explore and gain experience
- ✓ Book a hands-on experience in the junior year and then take classes in that area in the senior year
- ✓ Orientation for parents; consider a mandatory parent meeting
- ✓ Improve attendance at parent-teacher conferences

15

# Student And Parent Suggestions For Improving WSD College And Career Readiness

## College Prep Resources

- ✓ More counselors to help with college and career planning
- ✓ Provide homeroom teachers with more training
- ✓ Explain steps for college planning; share this freshman year
- ✓ Provide a specific, written check-list or “road-map”
- ✓ Advertise and explain options for AP and dual credits
- ✓ Offer a class about applying to college; include careers
- ✓ Offer and promote a test prep class (SAT, ACT), including at East
- ✓ Assist with major selection; essays; FAFSA; recommendation letters; where to find the Common App; and deadlines
- ✓ Advertise scholarship web sites and due dates

16

# Feedback From Area Employers

- Significant local workforce challenges; younger, entry-level employees may not be prepared
- Weigh costs and benefits of a 4-year vs. 2-year degree
- Schools often use a “shotgun approach” to career exploration which can confuse students
  - Need help aligning courses with interests
  - Counselors need more first-hand information
- Few opportunities for employers to engage with parents
- Employers want to partner with schools

17



## Questions or Comments?

**Wisconsin Institute for Public Policy and Service**  
[wipps.org/research-partners/](http://wipps.org/research-partners/)

18

Sharon Belton, Ph.D.  
[sbelton@uwsa.edu](mailto:sbelton@uwsa.edu)

# 3-5 ELA Resource Adoption Proposal:

Wit and Wisdom by Great Minds  
and Phonics for Reading  
by Curriculum Associates

19



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

# Strategic Plan Alignment

**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 to increase equity for all students in their classrooms as evidenced by an increase of 5% per year of teachers District wide scoring proficient or distinguished in 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, 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.



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

# The Vetting Process

**WIT &  
WISDOM®**



# Vetting Team Members

- ❑ Elementary ELA Leadership Team members grades 3-5
- ❑ Grade 3-5 teachers specific to the Vetting Team
- ❑ Representatives from Title I, EL, and Special Education departments
- ❑ Two elementary principals
- ❑ One middle school teacher
- ❑ Technology Dept: Instructional Specialists and Technicians
- ❑ Members of the Longfellow Education Department

22

All schools and all departments represented!



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

# Timeline

October 12, 2021: Elementary K-5 ELA Leadership Team meeting

- ❑ The vetting process begins!
- ❑ A year-long process
- ❑ Wisconsin DPI Guidelines for materials adoption
- ❑ New Wisconsin Standards 2020
- ❑ Homework: Gather suggestions for potential resources via Google form

23



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

# Timeline

October 29, 2021: The Full Vetting Team Meeting

- ❑ Collective Literacy Vision
- ❑ Focus on the Key Shifts in the New Wisconsin Standards
- ❑ High Leverage Instructional Practices (Hattie, Fisher and Frey, Danielson)
- ❑ Access for All Learners
- ❑ Evidence Based Curriculum

24



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

# Key Shifts in the Wisconsin ELA Standards 2020

Each shift emphasizes building of skills for all learners

- **Key shift 1:** Learning about and application of reading, writing, speaking, listening, and language emphasizes recognizing, valuing, and sustaining students' identities and the identities of others.
- **Key shift 2:** All students are flexible users of language.
- **Key shift 3:** All students engage in regular practice with complex texts (both literary and informational) and building academic vocabulary.
- **Key shift 4:** All students engage in reading, writing, and speaking that is grounded in textual evidence.
- **Key shift 5:** All learners build knowledge through text.

25



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

# Timeline

January 6 and January 11, 2022

- ❑ Two “Materials Preview” nights at Longfellow
- ❑ Materials from four different vendors on display
- ❑ Self-guided preview
- ❑ Several members took materials with them for a closer look



# Timeline

Monday, January 17, 2022: Vendor Presentations

- iReady/Magnetic Reading, Wit and Wisdom, and Wonders 2023
- Guided review of materials
- 1 hour with each vendor with 1.5 hour discussion
- Rubrics aligned to the Wisconsin ELA Standards
- Team members narrowed the list to the top two vendors to move forward

27



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

# Next Steps

Starting Tuesday, January 18th, 2022

- ❑ References checks
- ❑ Multiple emails, phone calls, and Zoom meetings with representatives and instructional coaches/specialists
- ❑ Technology systems integrate with the Wausau School District's platforms



# Reference Checks

- ❑ As we contacted reference checks provided to us from Wit and Wisdom, a principal shared a video that her staff created and shared at WASB in January of 2022.
- ❑ Erin Conrad, Principal  
SASD 4K Principal & Summer EXCEL  
Stoughton, WI  
Wit and Wisdom K-5, added 6-8 this fall



29

[WASB Presentation by Stoughton School District](#) 7:33 min

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



# Next Steps

Friday, February 17th: Full Vetting Team meeting

- Wit and Wisdom is the resource that checked all of the boxes
- Discussion of roll out process
- Comprehensive Q&A with W&W trainer and representative
- Collaborative deep dive into a lesson by grade level teams
- Much excitement and energy!

30



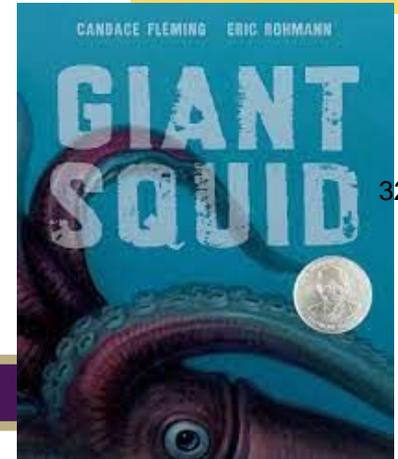
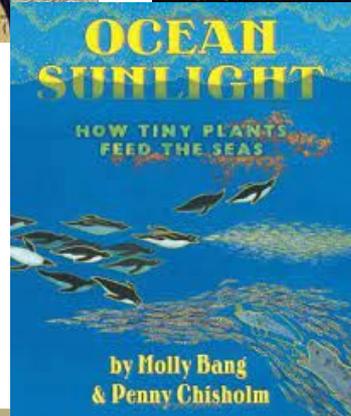
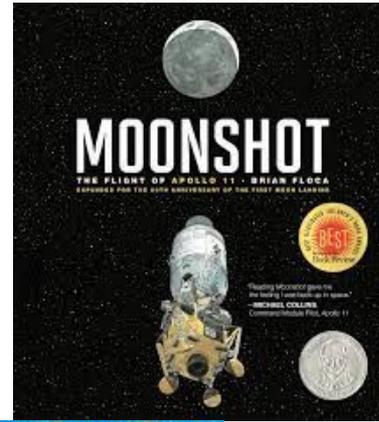
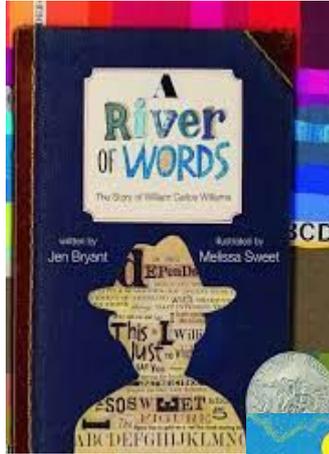
**Our Mission ... To advance student learning, achievement, and success.**

As a result, the vetting team recommends  
**Wit and Wisdom**  
and **Phonics for Reading**  
for 3-5 adoption.

**WIT &  
WISDOM®**



*Wit & Wisdom* students are invited to read content-rich and complex texts that build their knowledge of important topics as they master literacy skills. Core texts are wide ranging, varied, and provide a careful balance of literary, informational, and fine art texts.



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

[greatminds.org/english](http://greatminds.org/english)

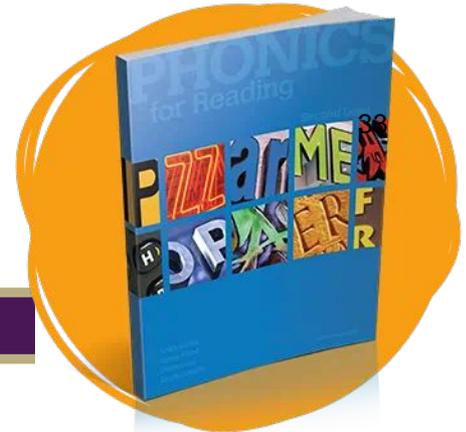


# Phonics for Reading

- ❑ Wit and Wisdom was transparent from the start
  - ❑ No explicit instruction for phonological awareness or phonics
- ❑ Vetted Phonics for Reading; authored by Dr. Anita Archer
- ❑ Delivers instruction focused on older students
- ❑ Pairs well with Wit and Wisdom
  - ❑ Commonly taught as the partner program with Wit and Wisdom



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



# Training from Wit and Wisdom and Phonics for Reading

- ❑ Principal Training
- ❑ Teacher Trainings
  - ❑ Implementation of the materials
  - ❑ “Productive struggle” and rigor
  - ❑ Follow up in October
  - ❑ Data from assessments
  - ❑ In-district support
  - ❑ Adapt our training and supports as we see a need for WDS teachers and students



34



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

# Recommended Motion:

Approve the adoption of new 3-5 English Language Arts curricular resources for full implementation beginning in the 2022-23 academic year as presented.



THANK YOU



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



## Online Learning Platform

### Choose access to the complete platform or the Board Officer module only

The WASB Online Learning Platform provides board members and administrators with comprehensive online training in eight introductory and advanced modules.

- A highlight of the Platform is a module focused on the Roles and Duties of School Board Officers. It includes more than a dozen webinars exclusive to the Platform that dive into the details of how to run an effective board meeting and be a productive board officer.

#### Recently Added:

#### **The Roles and Responsibilities of School Board Members** (December 2021)

School boards govern public schools as part of a leadership team with their local district administrator within a unique framework of authority, duties and powers that are established by state and federal laws and supplemented by local policy decisions. A WASB attorney and governance consultant discuss the basics of board service with an overview of the core functions of the school board, including the governance structure and the key laws that impact board service.

The presentation materials are [available here](#).

## Introductory Modules



### **Understanding the Legal Role of the School Board**

Includes webinars on:

- Open Meetings Law
- Public Records Law
- Conflicts of Interest
- Social Media Use and Other Communications by Board Members
- Guiding School Board Operations Through Policy
- Managing Challenging Board Meetings
- The Roles and Responsibilities of School Board Members (recently added – Dec. 2021)

---

## Understanding the Governing Role of the School Board

Includes topics such as:

- Successfully Govern Your District Together – With the Governance Core
- Elevating Achievement for All – A Focus on Equity
- The Importance of Legislative Advocacy
- Policy Development (added August 2021)

---

Are you a new member? Use the [Introduction to Board Service Program](#), a component of the Member Recognition Program, for assistance in selecting workshops and sessions in your first years of office.

## Advanced Modules

---

### The Roles and Duties of School Board Officers

Learn more about the Board Officer module in a recent [WASB Connection Podcast](#).

Includes webinars on:

- Introduction and Overview of Board President Statutory Responsibilities
- Board President's Common Policy Responsibilities
- Running Effective School Board Meetings
- Agendas for School Board Meetings
- Calling School Board Meetings
- Board Member Voting
- Minutes of School Board Meetings
- Public Comment Periods

- Complaint Procedures and Chain of Command (recently added – July 2021)
- Speaking on Behalf of the Board
- Leading the School Board
- Board/Superintendent Partnership
- Board Clerk Duties
- Board Treasurer Duties
- School Board Organizational Meetings
- Facilitated Discussion: The Roles and Responsibilities of School Board Presidents

---

### **Developing Governance and Leadership Skills**

Includes webinars on:

- Onboarding New Members
- Strategic Planning
- Conflict Resolution and Dealing with Conflicts
- Leadership Coaching for Board Presidents
- Leading with Certainty During Uncertain Times
- Community Engagement
- School Board Goal Setting

---

### **Building a Strong Board/Superintendent Relationship**

Includes webinars on:

- Hiring the Superintendent
- Administrator Contracts
- Evaluating the Superintendent

---

### **The Judicial Role of the School Board**

Includes webinars on:

- Student Expulsion Hearings
- Individual Teacher Contracts and the Nonrenewal Process
- Interactions with Law Enforcement, Part 1 – Community Conversations
- Interactions with Law Enforcement, Part 2 – Legal Considerations

---

### **School Finance**

Includes webinars on:

- School Finance 101
- School District Referenda

- School Budgeting Cycle

---

## Administrative Topics

Includes webinars on:

- Election Notices and Procedures
- Hiring Teachers
- FMLA: State and Federal Requirements
- The New Title IX Regulations: Identifying Initial Issues and Decision Points for Local Policy Development
- Cybersecurity Insurance

## Subscription Details

A one-year district subscription allows the full board, district administrator and one administrative assistant to access the Platform.

Board members in subscribing districts receive 50 **WASB Member Recognition Points** each year for the complete Platform or 30 points if subscribing to the Board Officer module only.

### Annual Fee

Complete Platform Access:

- Districts with 3-5 member school boards: \$795 per district
- Districts with 7-11 member school boards: \$995 per district

Roles and Duties of School Board Officers Module Access Only:

- Districts with 3-5 member school boards: \$595 per district
- Districts with 7-11 member school boards: \$795 per district

See subscription ordering instructions below or contact the WASB for assistance.

## Purchasing Instructions

To purchase the Online Learning Platform for your district:

40

**(Note: The following steps are intended for the person who has access to and is authorized to make purchases for the district on the WASB online portal. This is typically the district administrator, business official and/or district administrative assistant.)**

- Log in to the WASB website and click on “My Portal”
- On your district’s portal page, scroll down to Subscriptions
- Click “Subscribe to a Subscription”
- Select the Online Learning Platform

Contact the WASB with any questions or for assistance.

## Subscriber Access

(Log in required)

---

### Introductory Modules

---

- Understanding the Legal Role of the School Board
- Understanding the Governing Role of the School Board

---

### Advanced Modules

---

- The Roles and Duties of School Board Officers
- Developing Governance and Leadership Skills
- Building a Strong Board/Superintendent Relationship
- The Judicial Role of School Boards
- School Finance
- Administrative Topics

Consider pairing an Online Learning Platform subscription with **customized trainings by WASB attorneys or consultants** to allow your board to go deeper into topics important to them.



©2022 Wisconsin Association of School Boards