

PLEASE POST



SCHOOL DISTRICT OF SHOREWOOD
Shorewood, Wisconsin
February 14, 2023 AGENDA

SCHOOL BOARD MEETING
7:00 PM
Shorewood High School Library Media Center (LMC)
1701 East Capitol Drive
Shorewood, WI 53211

Please note: District leaders will be available in the SHS LMC prior to the Board meeting - from 6:15 to 6:45 pm - to provide information about the Operating Referendum on the April 4, 2023 ballot.

Community members may attend the School Board meeting in person; masks are recommended, but optional.

Parking is available in the Shorewood High School lot; please enter through the new Administration Building doors and take the west stairs up to the second floor. *The building elevator can be accessed near the east stairs.*

Due to active health and safety concerns associated with the ongoing COVID-19 pandemic, attendees can use the alternative method of access that the District is providing on Zoom:

Join Zoom:

<https://us02web.zoom.us/j/81599627722>

Meeting ID: 815 9962 7722

One tap mobile

+16468769923,,81599627722# US (New York)

+13017158592,,81599627722# US (Washington DC)

Dial by your location

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+1 312 626 6799 US (Chicago)

+1 408 638 0968 US (San Jose)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 815 9962 7722

Find your local number: <https://us02web.zoom.us/j/kdeePLnyIh>

This meeting notice was posted on February 10, 2023.

I. 7 pm CALL TO ORDER

A. Adopt the Agenda (GC2)

B. Overarching Result for Shorewood School District (R1)

Our students are leaders who challenge themselves to grow and achieve academically, pursue their passions, navigate change, learn continuously and contribute to the common good.

C. Awards and Recognitions

II. 7:05 pm STUDENT ACHIEVEMENT AND RESULTS (R1)

SHS Basketball Community Service

CPR Training

III. 7:25 pm PUBLIC COMMENTS #1 (GC3)

Initiate and maintain effective communication with the citizens and other important stakeholder groups as a means to engage them in the work of the Board and the District.

IV. 7:40 pm BOARD BUSINESS AND POSSIBLE BOARD ACTION

A. Superintendent Search Update

B. Recreation and Community Services Update

C. Approval of the 2023-2024 Instructional Calendar

4

D. Operating Referendum Update

8

V. 8:50 pm PUBLIC COMMENT #2 (GC3)

Initiate and maintain effective communication with the citizens and other important stakeholder groups as a means to engage them in the work of the Board and the District.

VI. 9:05 pm BOARD CONSENT AGENDA (GC2)

A. Approval of Board Meeting Minutes

10

January 24 Closed Session

January 24 Board Meeting

January 26 Board Meeting

January 30 & 31 and February 1 & 2 Candidate Forums and Closed Sessions

February 3, 2023 Closed Session

VII. 9:10 pm BOARD MEMBER REPORTS

A. WASB Delegate Assembly Update

20

VIII. 9:20 pm SUPERINTENDENT'S REPORT

22

IX. 9:25 pm SUPERINTENDENT'S CONSENT AGENDA

A. Approval of Staffing Changes: Retirements, Resignations and Leave of Absence

26

Requests

Deb Schwinn Retirement

Vince Peterson Retirement

Sarah Milia Resignation

B. Approval of Gifts and Grants to the Shorewood School District

29

Phil Roden (SHS '58) Contribution of \$5,000 for Authentic Learning

Orthopaedic Hospital of Wisconsin Summer Sounds Sponsorship, \$21,000 over three years

Shorewood Foundation Grant of \$3,406.18 for ADA Equipment for the VHE Pool

X. 9:30 pm PUBLIC COMMENT #3 (GC3)

Initiate and maintain effective communication with the citizens and other important stakeholder groups as a means to engage them in the work of the Board and the District.

- XI. 9:45 pm REVIEW OF 'TO DO' ITEMS**
- XII. 9:50 pm FUTURE AGENDA ITEMS**
- XIII. 10:00 pm RECESS AND DEBRIEF**



**EXECUTIVE SUMMARY
FOR THE SHOREWOOD SCHOOL BOARD**

Topic: Recommendation for the 2023-24 Instructional Calendar

Date: February 14, 2023

Prepared by: Dr. JoAnn Sternke, Interim Superintendent
Mike Joynt, Interim Director of Teaching & Learning

Recommended action: ___ Information only
 ___ Presentation/discussion
 ___ Discussion/action by committee
 X Discussion/action by Board of Education
 ___ Presentation/action next meeting

Purpose:

The purpose of this report is to provide an overview of the process and final recommendation of the District Calendar Committee, which was convened to propose an instructional calendar for the 2023-24 school year.

Background:

The District Calendar Committee (comprised of teachers, parents, representatives from the SEA, the high school Principal, the Executive Assistant to the Director of Teaching & Learning, and the Director of Teaching & Learning) met on January 12 and January 26 to evaluate two instructional calendar options for the 2023-24 school year.

The annual calendar must meet instructional hour requirements for students and contract obligations, and address these considerations:

1. Scheduling student attendance days to support academic growth;
2. Equity and representation considerations pertaining to cultural and religious diversity represented in the District;
3. Alignment of Spring Break dates with other local school districts, and alignment of other breaks with the end of marking periods, when possible;
4. Professional development needs;
5. Summer school schedule; and
6. Two (2) inclement weather dates with a flexible “snow make-up” date on Friday, May 24 (this date would become a student attendance day if a 3rd inclement weather day is needed).

Recommendation:

The Committee reviewed the required days and minutes as communicated by DPI and District Employee Handbooks, and discussed both options. The consensus, and the recommendation set forth to the Board, is for the District to adopt the 2023-2024 Instructional Calendar attached (Draft 2023-24 Instructional Calendar).

The alternative calendar required a start date of Friday, September 1, which was viewed as undesirable for both employees and student families.

Shorewood School District | 2023-2024 INSTRUCTIONAL CALENDAR (Draft A)

Wednesday Early Release: 2:25 (elementary); 2:38 (SIS) 01/09/2023

Important Dates

New Staff Orientation- Aug 15-17
Staff In-Service Days- Aug. 23-31

AUGUST 2023						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

FEBRUARY 2024						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

Important Dates

SHS & SIS Conferences- Feb. 20 & 22
All District No School, no staff at SHS & SIS. Elem. Planning & Records Day- Feb. 23

Labor Day, Sept. 4

First Day of School Sept. 5
Elem. Planning & Records Day- Sep. 22
Yom Kippur, Sept. 25

SEPTEMBER 2023						
S	M	T	W	Th	F	S
					1	2
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17	18	19	20	21	22	23
24	25	26	27	28	29	30

MARCH 2024						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

End of Trimester 2- March 1
Conferences & No School for Elem- March 7 & 8
End of Qtr 3-March 22- Elem. & SIS 12:00 Dismissal
Spring Break March 25-29

Conferences SHS & SIS Oct. 17 & 19
Conferences & No School for Elem- Oct. 19 & 20
No School Oct. 20

OCTOBER 2023						
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22	23	24	25	26	27	28
29	30	31				

APRIL 2024						
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

April 10th-Eid Al-Fitr

End of Qtr 1-Nov. 3- Elem. & SIS 12:00 Dismissal
Staff In-Service- Nov. 6
Thanksgiving Break, Nov. 22-24
End of Trimester 1-Nov. 30

NOVEMBER 2023						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY 2024						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

No School (Snow Make-Up) May 24
Memorial Day, May 27
Elem. Planning & Records Day-May 31

Elem. Planning & Records Day-Dec. 1
Winter Break, Dec. 25-Jan. 1

DECEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JUNE 2024						
S	M	T	W	Th	F	S
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Last Day of School June 6th
Staff In-Service Day- June 7
SHS Graduation- June 9
First day of Summer School- June 17
Juneteenth Day- June 19

No School MLK Day, Jan 15
End of Qtr 2- Jan. 19- Elem. & SIS 12:00 Dismissal
Staff In-Service- Jan. 22

JANUARY 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JULY 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Fourth of July- July 4
Last day of Summer School- July 25

District Closed	Conferences	First and Last Days of School
No School	In Service-No School	End of Quarter
Elem. Planning & Records-No School 4K-6th	New Staff/Mentor Days	End of Trimester
SHS Graduation	First/Last day of Summer School	* Bolded - Snow Makeup Day



**EXECUTIVE SUMMARY
FOR THE SHOREWOOD SCHOOL BOARD**

Topic: Operating Referendum Update

Date: February 14, 2023

Prepared by: Paru Shah

Recommended action:

- Information only
- Presentation/discussion
- Discussion/action by board of education
- Presentation/action next meeting

Purpose:

To provide Board and community members with updates and information regarding the April 4, 2023 operating referendum ballot item.

Background:

We are pursuing an operating referendum because state funding is not adequate to cover the rising costs of education and we are committed to preserving the robust student experience Shorewood School District delivers. Our discussion this evening is meant to respond to questions, for informational purposes only; we want to be clear that this discussion is not intended to persuade voters on the upcoming operating referendum.

We have received some questions regarding the commitment to funding steps and lanes should the operating referendum pass on April 4, 2023.

The Board has concluded that, with passage of the operating referendum, the proposed 2023-2024 budget allocates funds sufficient to cover a total base wage increase that would include funding the existing steps and lanes salary structure for teachers. The Board would support application of the same percentage increase to all employee group salary schedules within the 2023-2024 budget. The Board supports District Administration considering similar, future total base wage increases for all employees throughout the five years of referendum funding, pursuant to an annual fiscal review.

We are taking this action because we value our teachers and staff and have a commitment to attracting and retaining a high quality staff. Moreover, our teaching staff has made it clear they value the predictability and transparency of the steps and lanes salary structure.

Board members and District leadership have completed a number of community outreach activities to provide residents with information about the upcoming operating referendum, including an engagement session on February 3, along with staffing information tables at District and community events. The next Referendum Information Session will be held on [Wednesday, February 15 at 6:30 pm](#) and we encourage staff, District families and Village residents to attend this virtual presentation. The Zoom link for the session is also posted in the Board meeting schedule section on the District website. Additional information sessions are scheduled for March 5 and March 21, and referendum information will be available at a number of upcoming events in the community. An informational mailer will also be distributed to all Shorewood residences later this month.

Answers to many of the questions we have received from community members are included in the [Referendum FAQ](#) on the District website. The FAQ also includes a portal to submit questions to the District. These are reviewed and addressed in the FAQ, as needed.

Additionally, some questions from the community have alerted us to the need to provide more information about the significant erosion of state funding for public schools that has impacted the District's finances, and the growing number of districts that are turning to operating referendums to address budget gaps caused by lack of state aid and increasing expenses. Over the next few weeks, we will be adding news coverage and policy research that addresses these topics to the referendum information on the website, and I want to share a few of these items as part of this update:

- Milwaukee Journal Sentinel, October 14, 2022: [Wisconsin's special ed funding only covers a third of what schools spend](#)
- Wisconsin Public Radio, July 6, 2022: [Public school spending in Wisconsin saw third-slowest growth in nation](#)
- Wisconsin State Journal, November 8, 2022: [Wisconsin schools have the highest number of referendums in 21 years](#)



SCHOOL DISTRICT OF SHOREWOOD
Board Meeting Minutes
Shorewood High School Library Media Center
January 24, 2023

Board Member Participation: Paru Shah, President
Ellen Eckman, Treasurer
Becky Freer, Clerk
Abby Fowler, Member
Isabella Busby, Student Representative
Emmett Joslyn, Student Representative

District Staff Participation: JoAnn Sternke, Interim Superintendent
Kate Harder, Director of Special Education and Student Services
Heather Heaviland, Director of Business Services
Mike Joynt, Interim Director of Teaching and Learning

I. 7:09 pm CALL TO ORDER

Motion to Adopt the Agenda

MOVED by Ellen Eckman and SECONDED by Abby Fowler

AYE: 4 NAY: 0

II. 7:13 pm STUDENT ACHIEVEMENT and STUDENT RESULTS (R1)

Atwater Elementary School Newspaper and Educator PPG and SLO Goals

III. 7:25 pm PUBLIC COMMENT #1

Amy Miller	SEA President
Jennifer Sanders	SSSA Co-President
Judy Halloran	SSSA Co-President
Amber Wichowsky	4064 North Prospect
John Jacobsen	SHS Faculty
Molly Griffin	K5 Faculty
Libby Dean	4th Grade Faculty
Katherine Myszewski	Band Faculty
Audrey Jenkins	SHS Student
Sara Anton	SIS Faculty
Deb Schwinn	SHS Faculty

IV. 8:01 pm BOARD BUSINESS AND BOARD ACTION

A. Facilities Referendum Final Report, Mike Huffman, Huffman Development

B. Review and Acceptance of the Auditor's Report, Amber Drewieske, Clifton, Larson, Allen LLP

MOVED by Abby Fowler and SECONDED by Ellen Eckman

AYE: 4 NAY: 0

8:40 pm Agenda Change: VI. PUBLIC COMMENT #2

Stefany Maloney	SHS Faculty
Averie Manke	4th Grade Faculty
Jay Lowery	SHS Faculty
Julie Wernke	4452 North Ardmore
Miriam Stefanovic	SIS Faculty

C. Approval of the District's 2023-2024 Open Enrollment Recommendation

MOVED by Becky Freer and SECONDED by Ellen Eckman

C1. Approval of 46 regular education seats based on criteria outlined in the District's Open Enrollment Policy

MOVED by Abby Fowler and SECONDED by Ellen Eckman AYE: 4 NAY: 0

C2. Approval of the District's 2022-2023 Open Enrollment Recommendation of 0 special education seats based on the criteria outlined in the District's open enrollment policy and special education open enrollment projections and guidelines.

MOVED by Becky Freer and SECONDED by Ellen Eckman AYE: 4 NAY: 0

C3. Approval to accept full-time open enrollment applications of students in the upcoming application period who are currently included in the count of occupied spaces and attending Shorewood School District, and approval to accept full time open enrollment applications of siblings of students who are currently enrolled and included in the count of occupied spaces and are attending the Shorewood School District and at a grade level where available space has been determined.

MOVED by Becky Freer and SECONDED by Ellen Eckman AYE: 4 NAY: 0

C4. Approval to utilize a waiting list provision to offer unaccepted seats to others who have applied.

MOVED by Becky Freer and SECONDED by Abby Fowler AYE: 4 NAY: 0

D. Legislative Advocacy

E. WASB Delegate Assembly Update

Motion to Table WASB Delegate Assembly Update

MOVED by Ellen Eckman and SECONDED by Abby Fowler AYE: 4 NAY: 0

F. Superintendent Search Update

V. 9:41 pm BOARD CONSENT AGENDA

Approval of Board Meeting Minutes

Closed Sessions: January 5, January 10, January 17 and January 18

January 10, Board Meeting Minutes

MOVED by Abby Fowler and SECONDED by Ellen Eckman AYE: 4 NAY: 0

VII. 9:42 pm BOARD REPORTS - no reports

VIII. 9:42 pm SUPERINTENDENT'S REPORT

IX. 9:55 pm SUPERINTENDENT'S CONSENT AGENDA

Approval of Monthly Financials December

Approval of District Staffing Changes: Cheryl Sawdy Retirement

MOVED by Pablo Ellen Eckman and SECONDED by Abby Fowler AYE: 4 NAY: 0

X. 9:56 pm PUBLIC COMMENT #3 - no comments

XI. 9:57 pm REVIEW OF 'TO DO' ITEMS

XII. 9:58 pm FUTURE AGENDA ITEMS

Student Board Elections, Community Linkage Summary Report, Board Candidate Meeting, Referendum Community Engagement Sessions and Updates

XIII. 10:00 pm RECESS AND DEBRIEF



SCHOOL BOARD MEETING CLOSED SESSION

Tuesday, January 24, 2023
6:15 pm

Board Member Participation: Paru Shah, President
Emily Berry, Vice President
Ellen Eckman, Treasurer
Becky Freer, Clerk
Abby Fowler, Member

Other Participants: JoAnn Sternke, Interim Superintendent
Ryan Heiden, Von Briesen & Roper

On Tuesday, January 24, 2023 the Shorewood School Board met in closed session.

Call to Order in Open Session by Paru Shah at 6:15 pm.

Motion by Paru Shah to go to Closed Session, per posting, to consult with legal counsel regarding personnel matters pursuant to Wis. Stat. 19.85(1)(c).

Motion to leave Closed Session by Paru Shah.

Meeting adjourned by Paru Shah without objection at 7:00 pm.



SCHOOL BOARD MEETING

Minutes

Thursday, January 26, 2023

5:00 pm

Board Member Participation:

Paru Shah, President
Emily Berry, Vice President
Becky Freer, Clerk
Abby Fowler, Member

Other Participants:

JoAnn Sternke, Interim Superintendent
Lori Mueller, Donovan Group
Heather Heaviland, Director of Business Services
Tim Kenney, SHS Principal
Katelin Watson, Communications Specialist
Carrie Wettstein, Chief of Staff

On Thursday, January 26, 2023 the Shorewood School Board met with the Donovan Group and District staff to discuss referendum communications.

Call to Order by Paru Shah at 5 pm.

Meeting adjourned by Paru Shah without objection at 6:30 pm.



SCHOOL BOARD MEETING CLOSED SESSION

January 30, 2023
6:30 pm

Board Member Participation: Paru Shah, President
Emily Berry, Vice President
Ellen Eckman, Treasurer
Becky Freer, Clerk
Abby Fowler, Member

Other Participation: Jack Linehan, School Exec Connect
Dr. Tabia Jones

Following the staff/student/community forum for Dr. Jones, candidate for Superintendent, from 5-6 pm, the School Board interviewed the candidate in Closed Session.

Call to Order: Paru Shah called the meeting to order at 6:30 pm.

Motion by Paru Shah to go to Closed Session to interview the Superintendent candidate and to discuss employment, promotion, compensation or performance evaluation data, pursuant to Wis. Stat. 19.85(1)(c).

Motion to leave Closed Session by Paru Shah.

Meeting adjourned by Paru Shah without objection at 7:30 pm.



SCHOOL BOARD MEETING CLOSED SESSION

January 31, 2023
6:30 pm

Board Member Participation: Paru Shah, President
Emily Berry, Vice President
Ellen Eckman, Treasurer
Becky Freer, Clerk
Abby Fowler, Member

Other Participation: Jack Linehan, School Exec Connect
Dr. Quynh Trueblood

Following the staff/student/community forum for Dr. Trueblood, candidate for Superintendent, from 5-6 pm, the School Board interviewed the candidate in Closed Session.

Call to Order: Paru Shah called the meeting to order at 6:30 pm.

Motion by Paru Shah to go to Closed Session to interview the Superintendent candidate and to discuss employment, promotion, compensation or performance evaluation data, pursuant to Wis. Stat. 19.85(1)(c).

Motion to leave Closed Session by Paru Shah.

Meeting adjourned by Paru Shah without objection at 7:35 pm.



SCHOOL BOARD MEETING CLOSED SESSION

February 1, 2023
6:30 pm

Board Member Participation: Paru Shah, President
Emily Berry, Vice President
Ellen Eckman, Treasurer
Becky Freer, Clerk
Abby Fowler, Member

Other Participation: Jack Linehan, School Exec Connect
Dr. Stephen Plank

Following the staff/student/community forum for Dr. Plank, candidate for Superintendent, from 5-6 pm, the School Board interviewed the candidate in Closed Session.

Call to Order: Paru Shah called the meeting to order at 6:30 pm.

Motion by Paru Shah to go to Closed Session to interview the Superintendent candidate and to discuss employment, promotion, compensation or performance evaluation data, pursuant to Wis. Stat. 19.85(1)(c).

Motion to leave Closed Session by Paru Shah.

Meeting adjourned by Paru Shah without objection at 7:30 pm.



SCHOOL BOARD MEETING CLOSED SESSION

February 2, 2023
6:30 pm

Board Member Participation: Paru Shah, President
Emily Berry, Vice President
Ellen Eckman, Treasurer
Becky Freer, Clerk
Abby Fowler, Member

Other Participation: Jack Linehan, School Exec Connect
Dr. Kurt Schneider

Following the staff/student/community forum for Dr. Schneider, candidate for Superintendent, from 5-6 pm, the School Board interviewed the candidate in Closed Session.

Call to Order: Paru Shah called the meeting to order at 6:30 pm.

Motion by Paru Shah to go to Closed Session to interview the Superintendent candidate and to discuss employment, promotion, compensation or performance evaluation data, pursuant to Wis. Stat. 19.85(1)(c).

Motion to leave Closed Session by Paru Shah.

Meeting adjourned by Paru Shah without objection at 7:40 pm.



SCHOOL BOARD MEETING CLOSED SESSION

February 3, 2023
2:00 pm

Board Member Participation: Paru Shah, President
Emily Berry, Vice President
Ellen Eckman, Treasurer
Becky Freer, Clerk
Abby Fowler, Member

Other Participation: Jack Linehan, School Exec Connect

On Friday, February 3, 2023, the Shorewood School Board met in Closed Session.

Call to Order: Paru Shah called the meeting to order at 2:00 pm.

Motion by Paru Shah to go to Closed Session per posting to discuss personnel matters, pursuant to Wis. Stat. 19.85(1)(c).

Motion to leave Closed Session by Paru Shah.

Meeting adjourned by Paru Shah without objection at 4:00 pm.

February 14, 2023 Report
Emily Berry

The Wisconsin Association of School Boards (WASB) and its counterpart associations of School Business Officials and School Administrators hosted its annual Education Convention at the Wisconsin Center in downtown Milwaukee Jan. 18-20.

I was able to attend some of the educational sessions as well as representing our board at the Delegate Assembly, where WASB members vote on policy statements that guide WASB lobbyists as they work to influence state and federal legislation and rulemaking.

This year our district was also honored to be represented by our Wisconsin Teacher of the Year, Sarah Kopplin, who was recognized along with other teacher, administrator and business official honorees.

Delegate Assembly highlights:

WASB member districts each have one vote in the assembly. Most proposed policy changes and new policies first pass through a committee that screens them and may combine similar resolutions or reject ones that are too much at odds with current WASB policy and resolutions. In almost every case this year (exception noted below), I cast our board's vote with the majority. Below are some of the items that elicited the most debate.

Passed:

- Support for "voter education" to be added to a long list of existing items that WASB policy states are part of a "well-rounded" education.
- Additional language around concealed weapons in school buildings and on school grounds, clarifying that WASB does not oppose districts' choice to allow school-sponsored skeet shooting clubs or other activities on campus, even if that means there are weapons or weapon replicas on campus.
- A resolution calling for legislators to use existing rulemaking and legislative channels rather than "back door" authority such as budget bills to impose mandates on school districts.

Rejected:

- A resolution in support of state funding for universal free lunch - specifically for the state to fund lunches for all students who do not meet the criteria for federally-funded free or reduced lunch. I cast our vote in favor of this resolution because I believe it is in line with our support for equity and student wellness, along with support for improved academic performance that is shown to stem from ensuring students are not hungry while they're at school. Opponents were concerned that the state's \$6.6B budget surplus could be quickly depleted by paying for school lunches for students who don't formally demonstrate a need.

Session highlights:

Keynote

The convention's opening session featured a keynote by leadership consultant [David Horsager](#), who focuses his work on why and how leaders and organizations build trust. He was an incredibly dynamic and compelling speaker. His work, in a nutshell, describes [eight pillars of trust](#): Clarity, Compassion, Character, Competency, Commitment, Connection, Contribution and Consistency.

Communicating around an operating referendum:

I attended a session hosted by Trevor-Wilmot school district and communications consultant Doreen Dembski. I was pleased to hear advice that was well in line with our current practices and what we have planned ahead of our April referendum. For example, Dembski urged districts to create and implement robust communication plans well before asking the public to approve a referendum. Trevor-Wilmot is a small K-8 district that hadn't done much outreach to its community prior to its referendum - it lost the first one by a handful of votes, but won the second one after implementing a comprehensive communication plan.

This session and others around operation referendums were well-attended, not surprisingly since we are far from alone in asking for a referendum this spring, and many others see the need on the horizon.

Restorative Practices:

Amy Starzecki, the Superintendent in Superior School District, outlined how adopting restorative practices had led to lower suspension and expulsion rates there over just a few years. This was the subject of her Ph.D dissertation. She was careful to dispel myths about restorative practices - namely, that they are "all about circles" and that they are reactive to person-specific harm. Instead, she said, most restorative practices don't involve a circle, and most are proactive relationship-building rather than about repairing harm. She was also careful to note that there is some student behavior that does call for suspension, so suspensions don't drop to zero after adopting restorative practices. You can read a summary of her research [here on Edutopia](#).

She noted that her experience and the research she conducted on rolling out restorative practices was applicable to any change management challenge.

These were just a few of the dozens of presentations at the meeting - many are [available online](#), including downloads of slides.



SHOREWOOD SCHOOL BOARD

Topic: Superintendent's Report

Date: February 14, 2023

Prepared by: JoAnn Sternke

Board Action:

X Information only

Presentation/discussion

Discussion/action by board of education

Presentation/action next meeting

Purpose:

To summarize current District education, administrative and operations priorities and provide follow up on items from prior Board meetings.

District and School Updates

I remember last year's SHS Black History Presentation by Youth Rising Up very well. It was a performance that affirmed for me one of the many things that make Shorewood so special. I am once again inspired by the thought-provoking work this student group and their advisors are doing to prepare for this year's program. The event, "A Collective Consciousness," will showcase the Black Experience through song, poetry, and dance, and it will be presented to middle and high school students during advisory period on February 22 in the SHS Auditorium. A public performance will begin at 7 pm that evening. Learning through the important themes of Black History Month, and this production by Youth Rising Up, are important reflections of our unique commitment to providing learning experiences that are both relevant and that build the skills and values students need to navigate their futures. I trust the presentation of "A Collective Consciousness" will have a real and lasting impact for both creators and attendees, and I hope Board and community members will join us in celebrating the work of our students.

Administrative and school leaders joined me in listening to the WI Educational Equity Leadership Institute keynote address by Cornelius Minor on January 26, and this was a

great opportunity to learn together and reaffirm our commitment to our equity work. Or, as Mr. Minor put it, “creating the conditions that allow all children to succeed.”

Responding to student needs is also at the core of plans to amend the SIS schedule for next year (Monday, Tuesday, Thursday and Friday - the early-release Wednesday schedule will remain the same). Interim SIS Principal Sam Nadolsky worked to facilitate discussions about this, and there have been many opportunities over the past four months for SIS staff to provide feedback through surveys and meetings. An all-staff meeting was held to review the survey feedback received, and on January 11, all SIS staff gathered to review and discuss the final schedule proposal and voted on class length, which will be increased from 40 minutes to 48 minutes in core subjects. In addition to providing SIS students with opportunities to take electives and use Flex Time differently, this change will:

- maximize shared SIS/SHS staff time and efficiency for these traveling faculty members:
- increase consistency for staff planning as well as provide a common planning period to allow for more interdisciplinary planning and support of our building teams; and
- Introduce important consistency for students to support their developing executive functioning skills.

SIS is ready to move this schedule forward and will be communicating with incoming and current SIS families in the weeks ahead. This has been a well thought out process, and I’m proud of the thought that went into it and the communication of the process and the schedule it yielded.

Interviews for the Director of Teaching & Learning position got underway last week, and we hope to move on to a final round before the end of February. In addition to school principals and administrative leaders, a number of instructional staff will participate in this interview process. The posting for the position of Principal of SIS is currently being advertised on WECAN, and the screening and interview process for this position will begin in early March.

Finally, the Open Enrollment window opened on February 6, and we received 200 applications during the first week; the application period closes in April.

Operating Referendum Updates

Communicating about the operating referendum on the April 4 ballot has been a major focus over the past few weeks, and our schools, the Recreation Department and other District offices are sharing [Operating Referendum Information](#) with student families and community members. Details about upcoming Referendum Information sessions (February 15, March 5 and March 21) can be viewed [here](#).

In addition to these in-person and virtual events, information about the gap that inadequate state funding has created and the operating referendum ballot item will be available at a number of District events in the coming weeks. I had the opportunity to speak with theater-goers before the premiere of *Little Shop of Horrors* last week, and I appreciated the help of Board members who also staffed information tables prior to these terrific student performances.

We appreciate all of the questions and feedback we are receiving, and work to respond through our growing [Referendum FAQ](#) as soon as possible. We know that community members want to understand specific reductions being considered, too. While financial assumptions for 2023/2024 (flat enrollment, 3% increases for all employee groups, and significant increases in operating expenses) and the resulting revenue and expense projections have been prepared (presented in [this December 13 School Board presentation](#)), other budget work is still underway:

- School and department leaders are working on their individual budget proposals now, using the budget balancing strategies we instituted last year to reduce the 2022-23 operating budget by over \$1 million;
- The District is in the process of soliciting proposals for health coverage for employees and other significant benefits/services to assess any potential for savings; and
- Course registration at SIS and SHS is also underway, and these enrollment numbers are a key driver in staffing decisions in the higher grades.

These, and other variables, will inform decisions about reductions that will be needed. To be clear, regardless of referendum passage, we will need to reduce the 2023-2024 budget by approximately \$1 million. *Without passage of the referendum*, the 2023-2024 operating budget will need to be reduced by over \$2.5 million; the revenue gap will grow to approximately \$25 million over the next five years. Simply put, there is no way to avoid sizable reductions to existing instructional and extra-curricular programs and staffing with revenue shortfalls of this magnitude. Decision-making will remain focused on prioritizing student programs and reflecting our community's values. In general, these areas have been identified for reductions in order to balance our budget:

Reductions, regardless of referendum results:

- Aligning staffing to current student populations
 - Seeking efficiencies in all staffing categories
 - Utilizing class size target guidelines to guide staffing reductions and course offerings
- Restructuring health benefit models to minimize annual district cost increases
- Reducing outside consultant contracts

All of the items above, along with these additions, will be considered without referendum funding:

- Amending class size guidelines and pursuing course, program and student-service modifications
- Freezing and/or significantly reducing salary increases
- Immediate reducing staff benefits

Finally, I want to revisit staff compensation. Board President Paru Shah has included an executive summary for the Board's discussion about the operating referendum that references steps and lanes. I urge people to review this summary and listen to the Board's discussion of this topic at the meeting on Tuesday, February 14.



**EXECUTIVE SUMMARY
FOR THE SHOREWOOD SCHOOL BOARD**

Topic: Retirement

Date: February 14th, 2023

Prepared by: Liliana Mendoza

-
- Recommended action:**
- Information only
 - Presentation/discussion
 - Discussion/action by committee
 - Discussion/action by board of education
 - Presentation/action next meeting

Recommendation(s): Approval

Purpose: Retirement

Background: Vince Peterson, Physical Education Teacher at Shorewood High School, will retire from his position at the end of the school year after 26 years of working in Shorewood.



**EXECUTIVE SUMMARY
FOR THE SHOREWOOD SCHOOL BOARD**

Topic: Retirement

Date: February 14th, 2023

Prepared by: Liliana Mendoza

-
- Recommended action:**
- Information only
 - Presentation/discussion
 - Discussion/action by committee
 - Discussion/action by board of education
 - Presentation/action next meeting

Recommendation(s): Approval

Purpose: Retirement

Background: Debra Schwinn, Social Studies Teacher at Shorewood High School will retire from her position at the end of the school year after 15 years of teaching in Shorewood.



**EXECUTIVE SUMMARY
FOR THE SHOREWOOD SCHOOL BOARD**

Topic: Resignation

Date: February 14, 2023

Prepared by: Liliana Mendoza

-
- Recommended action:**
- Information only
 - Presentation/discussion
 - Discussion/action by committee
 - Discussion/action by board of education
 - Presentation/action next meeting

Recommendation(s): Approval

Purpose: Resignation

Background: Sarah Milia, Spanish Teacher at Shorewood High School has decided not to return from her 1 year leave of absence (2022-2023).



EXECUTIVE SUMMARY FOR THE SHOREWOOD SCHOOL DISTRICT SCHOOL BOARD

Topic: Orthopaedic Hospital of Wisconsin Sponsorship Approval

Date: January 31, 2023

Prepared by: Jody Brooks

Board Policy Reference: OE 5: Financial Planning

Recommended action: ___ Information only
 ___ Presentation/discussion
 X Discussion/action by board of education
 ___ Presentation/action next meeting

Recommendation(s): Recommend the approval of the Orthopaedic Hospital of Wisconsin as the Title Sponsor of Shorewood Summer Sounds. The sponsorship is a three year commitment for \$7000 per year. This is the first \$7000 installment toward this sponsorship.

Purpose: Financial support solicited to assist in funding the facilitation of the Shorewood Summer Sounds Concert Series.

Background: In order to fund the Summer Sounds Concert Series, the Recreation Department solicits sponsorships. This sponsorship will help off-set the cost of bands, advertising, and staffing the program.

Attachment(s): None



**EXECUTIVE SUMMARY
FOR THE SHOREWOOD SCHOOL BOARD**

Topic: Approval of Gifts and Grants to the Shorewood School District

Date: February 14, 2023

Prepared by: Carrie Wettstein, Chief of Staff

-
- Recommended action:**
- Information only
 - Presentation/discussion
 - Discussion/action by committee
 - Discussion/action by Board of Education
 - Presentation/action next meeting

Purpose:

To accept and acknowledge charitable contributions to support District programs and facilities.

Background:

Phillip Roden (SHS '58 and a 2005 winner of Shorewood's Traditions of Excellence Award) has contributed \$5,000 to support authentic learning in the District. His gift will be directed to programming and student activities at Shorewood Intermediate School.

The Shorewood Foundation's grant of \$3,406.18 subsidized the purchase of ADA-compliant removable stairs for the District's VHE pool. This equipment will improve access for students as well as other community members with disabilities.