PUBLIC NOTICE

Shorewood School District

SCHOOL BOARD TOWN HALL MEETING

March 14, 2023 at 8:00 PM

Shorewood High School Library Media Center (LMC)

I. **7 pm CALL TO ORDER**
- I.A. Adopt the Agenda (GC2)
- I.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.
- I.C. Awards and Recognitions

II. **7:05 pm STUDENT ACHIEVEMENT AND RESULTS (R1)**
Student Achievement: Lake Bluff Elementary School, Small Group Social Emotional Learning
Student Results: Supporting Student Growth at SIS

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**
- IV.A. Superintendent Search Update
- IV.B. Adoption of Collaborative Commitments for Equity
- IV.C. 2023-2024 Budget Scenario Update
- IV.D. Operating Referendum Update
- IV.E. Board Resolution for Support of Investments in Public Schools through the 2023-25 Wisconsin State Budget

V. **8:40 pm BOARD CONSENT AGENDA (GC2)**
- V.A. Approval of Board Meeting Minutes
  - V.A.1. February 28, 2023 Closed Session
    February 28, 2023 Regular Board Meeting
    March 7 & 8 Candidate Forums & Closed Sessions

VI. **8:35 pm BOARD MEMBER REPORTS**

VII. **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.

VIII. **9:05 pm SUPERINTENDENT'S REPORT**

IX. **9:20 pm SUPERINTENDENT'S CONSENT AGENDA**
- IX.A. Approval of Staffing Changes: Appointments, Resignations, Retirements & Leave of Absence Requests

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: Presentation of Collaborative Commitments for Equity for Board Approval
Date: March 14, 2023
Prepared by: Shari Tucker, Director for Equity & Mike Joynt, Interim Director of Teaching & Learning

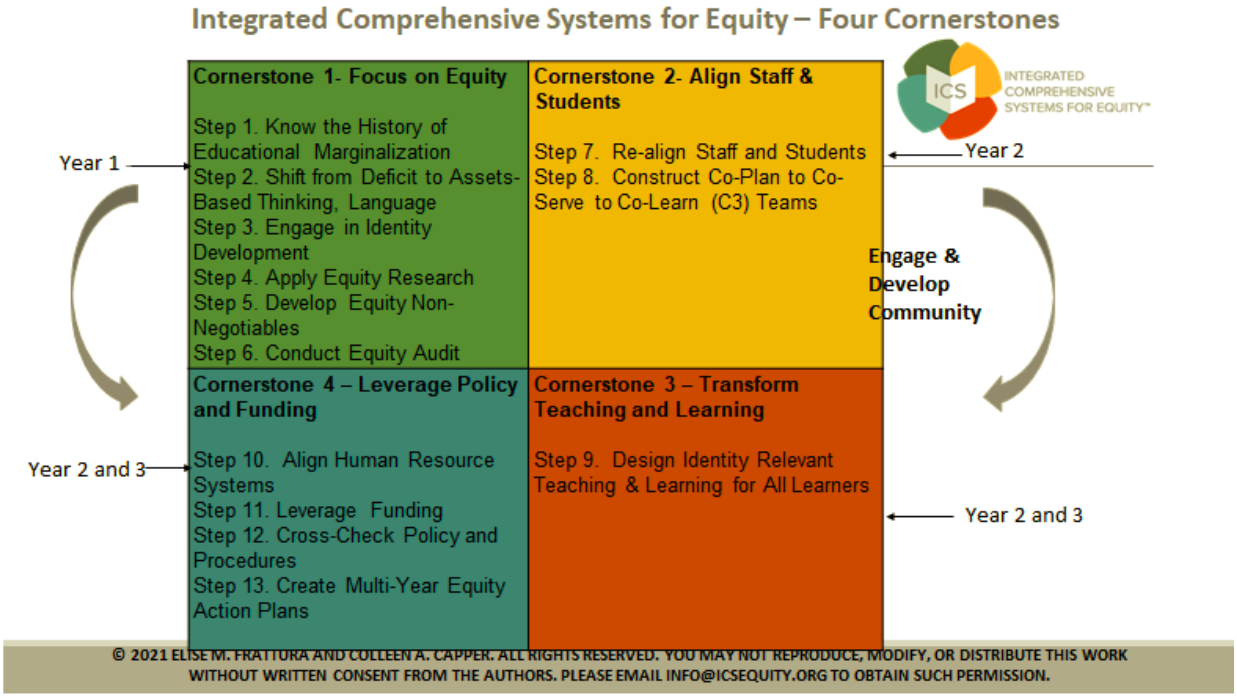
Recommended action:
___ Information only
_ _ Presentation/discussion
_X_ Discussion/action by School Board
___ Presentation/action next meeting

Purpose:
To present the Shorewood School District's Collaborative Commitments for Equity for Board Approval.

Background:
In the spring of 2021 all four schools began to engage in the work for our district to create and adopt our Collaborative Commitments for Equity (CCE's). The process included Leadership Teams at all schools working with staff to look at Non-Negotiables from ICS and other school districts. Immediately our staff wanted to change the term Non-Negotiables to Collaborative Commitments for Equity to have a more asset-based lens. After all four schools collaborated to write our seven CCE's, the district administrative team collaborated to write the Shorewood School District's Collaborative Commitments for Equity using feedback from our staff.

- Operationalizing our Equity Work:
  The work of creating CCE's lives in "Cornerstone 1: Focus on Equity" of our Equity work through ICS. This work is intentionally completed before moving to "Cornerstone 2: Align Students and Staff" in which school teams will assess the current system and collaborate to create a team structure focused on meeting all learners' needs in the classroom (this work is outlined in Steps 7 & 8 of Cornerstone 2). This collaboration is focused on providing all learners with Identity Relevant Teaching and Learning (IRTL) opportunities in which learners are taught concepts and skills through heterogeneous small-group instruction (this work is outlined in Step 9 of Cornerstone 3). CCE's will

guide this work and assist in making such goals operational. The ICS Cornerstones and Steps are listed below:



- Board role:
  The Board plays a crucial role in leveraging their commitment to our work. We all acknowledge that our Board is committed to ensuring that our staff, our students, and our community believe in this work. The commitment comes from communication, support, and the work the Board has done individually and collectively to ensure successful outcomes for our learners. The Board speaks to how this work can be operationalized throughout our systems by interrogating how those systems can continuously improve. Once the school board adopts the CCE's, they can be used to leverage the work to move from a reactive system to a proactive system of high-quality instruction for all learners. All school policies, procedures, hiring practices, and funding are cross-checked with the CCE's to sustain the work of the system.

THE SHOREWOOD SCHOOL DISTRICT IS COMMITTED TO…

ICS NON-NEGOTIABLES	DRAFT OF CCE'S SHOREWOOD
Eliminating inequities begins with ourselves. ***(Cornerstone 1: Focus on Equity)***	Eliminating inequities requires continuous self-reflection, growth, and action to hold ourselves and others accountable.
The system is responsible for student failure. ***(Cornerstone 1: Focus on Equity)***	The system and everyone in it is responsible for creating successful outcomes for all learners.
All staff are aligned to Co-Plan to Co-Serve to Co-Learn Teams (C3) to support cohesive instruction. ***(Cornerstone 2: Align Students and Staff)***	Staff collaborate to create, implement, and assess a cohesive instructional model.
Students are proportionally represented in the core of teaching and learning. ***(Cornerstone 2: Align Students and Staff)***	Learners are intentionally and proportionally represented in ALL learning environments.
Co-Plan to Co-Serve to Co-Learn (C3) Teams intentionally develop each other's capacity. ***(Cornerstone 3: Transform Teaching and Learning)***	Staff work collaboratively to build our collective capacity.
Instruction is based on Identity Relevant Teaching and Learning (IRTL) and created for each learner the first time the concept/skill is taught through heterogeneous small group instruction. ***(Cornerstone 3: Transform Teaching and Learning)***	Staff use Identity Relevant Teaching and Learning (IRTL) to create, implement, and assess curriculum in heterogeneous learning environments.
Policies and funding are aligned to these Equity Non-Negotiables. ***(Cornerstone 4: Leverage Policy and Funding)***	District policies, procedures, hiring practices, and funding align with our Collaborative Commitments for Equity (CCE's).

EXECUTIVE SUMMARY
FOR THE SHOREWOOD SCHOOL BOARD

Topic: Budget Scenario Update
Date: March 14, 2023
Prepared by: Heather Heaviland

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

Purpose: To provide the Board with an update on the status of anticipated revenues and expenses for the 2023-2024 school year.

Background: In a typical school year, District administration would provide the Board with 5-year financial projections and scenarios during the month of March as an initial step in the budget development process. This school year, the District shared five-year scenarios as part of the operating referendum analysis. Because these were developed somewhat earlier in the school year than would be typical, we now have additional information that provides additional information on the direction of revenues and expenses to be used in development of the 2023-24 budget.

Revenue and Expense Updates
Financial projections shared in the fall projected significant decreases in anticipated revenues and increases in projected expenses. In the absence of approval of an operating referendum, revenues from state, local (excluding field trip and related fee-based revenue), and federal sources were projected to decrease by $1.3M. The District is currently projecting a decrease from the current year's budget of $1.6M. Our current year revenue is trending under projections and the District is currently not projected to benefit from an increase of less than $300 per student in the revenue limit formula due to an associated loss of the hold harmless provision. Expenses, before budget reductions, were anticipated to increase by approximately $1.5M in 23-24 with additional increase in subsequent years. This estimate included a projection of a 10% increase in health care premiums, which based on current data is likely to

be higher and may be significantly higher. The District is preparing strategies to reduce expenses in a magnitude that will be larger or smaller depending on the result of the April operating referendum.

Fiscal impact:
Over the course of the next five years, the Fall 2022 projections anticipated a budget gap of over $25M if no changes are made to our expenditures or revenues. Updated data suggests that this figure is conservative, with larger gaps possible in the absence of new revenue and budget reductions. The District will present budget reduction strategies for the 2023-24 school year at the April 24th meeting.

EXECUTIVE SUMMARY
FOR THE SHOREWOOD SCHOOL BOARD

Topic: Legislative Advocacy
Date: March 14, 2023
Prepared by: JoAnn Sternke

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

Purpose:
To discuss current legislative advocacy being organized by the Southeastern Wisconsin Schools Alliance (SWSA), the Wisconsin Public Education Network and other organizations, and opportunities for community members to participate in advocacy for public school funding.

Discussion:
At the board table on Tuesday evening, I am hopeful the Board will discuss and offer ideas about how we can best:

1. communicate this important message to legislators as Board members and Shorewood School District leaders
2. involve the community in legislative advocacy
3. work with our advocacy associations in getting this word out

Background:
With adoption of the SWSA School Funding Resolution, the Shorewood School Board will join other school districts in sending a common message to legislators about funding for public schools. The Resolution calls on the Joint Finance Committee to support the following investments:

- **A per pupil spending increase of $1,510 over the biennium in the form of spendable revenue to address record inflation and looming fiscal cliffs**
  The per pupil increase was based on an April 2022 analysis conducted by the Legislative Fiscal Bureau of the Revenue Limit per Pupil adjustment, indexed to inflation. This mirrors the lag in per pupil spending we have experienced in Shorewood, and equates to approximately $5.5 million in lost District revenue this year.
- **Increase special education reimbursements to 60% in Year One and 90% in Year Two**

The percentage of special education expenses reimbursed by the state has declined by more than 40%, and this has contributed to an annual shortfall of approximately $2 million in our District. In order to meet our commitment to all resident students - whether they attend public, private or parochial school - who need these services, the District has covered this gap by annually using general operating funds.

- **Sustainable categorical aid funding for mental health services**
  None of the mental health grants the state has released cover costs for current District services.

The SWSA Resolution builds on similar work happening in other areas of the state to amplify advocacy for predictable, sustainable, and adequate school funding, and the Wisconsin Public Education Network provides helpful information and toolkits to schools, educators and individuals who want to participate in advocacy. There will also be a series of budget listening sessions held around the state. An April 5, 2023 session in Waukesha is the nearest opportunity for those who would like to attend; a budget comment submission form is also available through this link.

As State-level negotiations about the budget - and specifically, school funding - continue, SWSA, the Wisconsin Public Education Network and other organizations will be increasing advocacy. The Shorewood School Board and District will be organizing efforts to contact our state representatives, and will share these opportunities with residents interested in voicing their support for public education.

SHOREWOOD SCHOOL BOARD

Resolution Regarding Support for Investing in Our Public Schools
Through the 2023-25 Wisconsin State Budget

March 14, 2023

Whereas, the school board, administrators, teachers, staff, parents and community members of the Shorewood School District are united in our effort to provide all children with the highest quality educational opportunities possible; and

Whereas, in the absence of additional revenue limit authority, districts across Wisconsin have been forced to use federal COVID-19 funds to cover budget gaps the state failed to address in the current biennium budget; and

Whereas, the federal COVID-19 funds were created to address the additional stressors brought on by the pandemic, and were never intended to supplant state and local funding; and

Whereas, inflationary costs have impacted all areas of school funding from utilities to staff compensation; and

Whereas, attempts from the state to provide school districts with additional funds through increasing general aid without increasing the revenue limit resulted in districts receiving no additional spendable dollars in the current state biennium budget; and

Whereas, the majority of school districts are facing financial crises which could be solved by legislative action from Madison; and

Whereas, the decision not to properly fund schools will ultimately impact the educational quality of our state's children;

Therefore, Be It Resolved, that the Shorewood School District joins with other school districts of Wisconsin in partnering with the Southeastern Wisconsin Schools Alliance in calling on the Committee of Joint Finance to support the following investments in public education:

- **A per pupil spending increase of $1,510 over the biennium;**
- **Increase special education reimbursements to 60% in Year One and 90% in Year Two; and**
- **Sustainable categorical aid funding for mental health services.**

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

SCHOOL DISTRICT OF SHOREWOOD
Board Meeting Minutes
Shorewood High School Library Media Center
February 28, 2023

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

District Administrator Participation: JoAnn Sternke, Interim Superintendent

I. 7:00 pm CALL TO ORDER
Motion to Adopt the Agenda
MOVED by Becky Freer and SECONDED by Emily Berry AYE: 4 NAY: 0

II. 7:04 pm STUDENT ACHIEVEMENT and STUDENT RESULTS (R1)
SIS Physical Education 8th Grade Mindfulness Project, Becca Kaphingst, SIS Faculty
Fastbridge Update, Mike Joynt, Director of Teaching & Learning

III. 7:25 pm PUBLIC COMMENT #1 - no comments

IV. 7:26 pm BOARD BUSINESS AND BOARD ACTION
A. Superintendent Search Update
B. Approval of OE 6 (Communicating with the Board) Operational Expectations Monitoring Report
MOVED by Emily Berry and SECONDED by Ellen Eckman AYE: 4 NAY: 0
C. Review and Approval of R3 (Character and Citizenship) Student Results Policy
MOVED by Becky Freer and SECONDED by Emily Berry AYE: 4 NAY: 0
D. Operating Referendum Update
E. Instructional Technology and STEP Plan Update, Jack Wallner, IT Manager
F. Board Governance: Student Representative Elections and March 14, 2023 Board Meeting Time Change

V. 8:24 pm PUBLIC COMMENT #2 - no comments

VI. 8:24 pm BOARD CONSENT AGENDA
Approval of Board Meeting Minutes
February 8, 2023 Closed Session
February 14, 2023 Regular Board Meeting
February 21, 2023 Closed Session
MOVED by Ellen Eckman and SECONDED by Becky Freer AYE: 4 NAY: 0

VII. 8:25 pm BOARD REPORTS - no reports

VIII. 8:25 pm SUPERINTENDENT'S REPORT

IX. 8:31 pm SUPERINTENDENT'S CONSENT AGENDA
A. Approval of Monthly Financials
B. Approval of District Staffing Changes
C. Approval of SHS Mock Trial Overnight Field Trip
MOVED by Emily Berry and SECONDED by Ellen Eckman AYE: 4 NAY: 0

X. 8:31 pm PUBLIC COMMENT #3 - no comments

XI. 8:32 pm REVIEW OF 'TO DO' ITEMS

XII. 8:33 pm FUTURE AGENDA ITEMS
Legislative Advocacy

XIII. 8:34 pm RECESS AND DEBRIEF

SCHOOL BOARD MEETING
CLOSED SESSION

Tuesday, March 7, 2023
6:30 pm

Board Member Participation:	Paru Shah, President Emily Berry, Vice President Ellen Eckman, Treasurer Becky Freer, Clerk Abby Fowler, Member
Other Participants:	Jack Linehan, School Exec Connect Laurie Burgos

Following the staff/student community forum for Laurie Burgos, candidate for Superintendent, from 5-6 pm, the School Board met in Closed Session.

Call to Order: Paru Shah called the meeting to order at 6:00 pm.

Motion by Paru Shah to go to Closed Session, per posting, to interview the Superintendent candidate and 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

Tuesday, March 7, 2023
6:30 pm

Board Member Participation:	Paru Shah, President Emily Berry, Vice President Ellen Eckman, Treasurer Becky Freer, Clerk Abby Fowler, Member
Other Participants:	Jack Linehan, School Exec Connect Alyson Weiss

Following the staff/student community forum for Alyson Weiss, candidate for Superintendent, from 5-6 pm, the School Board met in Closed Session.

Call to Order: Paru Shah called the meeting to order at 6:00 pm.

Motion by Paru Shah to go to Closed Session, per posting, to interview the Superintendent candidate and 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.

EXECUTIVE SUMMARY
FOR THE SHOREWOOD SCHOOL BOARD

Topic: Superintendent's Report
Date: March 14, 2023
Prepared by: JoAnn Sternke, Interim Superintendent

Recommended action:
__X___Information only
Presentation/discussion
Discussion/action by School Board
Presentation/action next meeting

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

Leadership Staff
District staff and families received the news that Mike Joynt has been appointed Director of Teaching & Learning. Mike will assume this position upon Board approval, after serving in the role on an interim basis this school year, and as Principal of Shorewood Intermediate School for the prior eight years. For community members who are not familiar with Mike's work, he is already focused on a number of strategic initiatives, including:

- Bringing Atwater and Lake Bluff teachers together for professional development on standards alignment;
- Collaborating with administrative and school leaders to advance the systems work that supports equitable results for all students;
- Implementing a thorough review of student assessment data throughout the District;
- Engaging in foundational curriculum cycle work in social studies, literacy (with a focus on phonics), and fine arts;
- Leading our Educator Effectiveness process in all schools which aligns our teacher evaluation system; and

- Assisting with implementation of our 1:1 technology to address digital inequities, enrich authentic learning opportunities, and provide collaborative learning opportunities for all students.

We feel very fortunate that we will have Mike's professional experience and extensive knowledge of the District's mission and goals to draw on as he helps us continue to move forward with a focus on engaging students in powerful learning.

Together with Shari Tucker and Shana Lucas, Mike has also been involved in leading the administrative team in drafting our Collaborative Commitments for Equity. This is key work in terms of accountability and expectation setting across the District, and Board members will be reviewing this document and the related Executive Summary prepared by Shari and Mike as part of the March 14 Board Business agenda.

Now that leadership for Teaching & Learning is in place, we are turning our attention to the recruitment of the next Principal of Shorewood Intermediate School. We received 29 applications for the position, and seven candidates were invited to provide an initial video interview. Three finalists will tour SIS with students, provide a presentation and participate in a final interview. SIS staff and parents (and parents of rising 7th graders) have been invited to participate on the interview panel, or to observe the final interviews, which are scheduled for March 13, 14 and 15. Those who can not attend may request videos of these interviews and provide feedback using a short, online questionnaire. I hope we will be able to announce the successful candidate prior to Spring Break.

School and District Updates

This is one of my favorite times of the year, with the calendar full of the performances, events and annual activities that make our schools special. The Black History presentation *"A Collective of Consciousness"* was performed for the public on Monday, March 6. Thanks to all who attended to learn and celebrate. As I shared in previous reports, the annual Black History presentation and other Youth Rising Up projects resonate deeply with our students and staff, and I am very proud of this tangible example of the mission we work toward every day. This week, our annual Orchestra Festival, Band-o-Rama and Choir Concert are scheduled, and these are also highly-anticipated events during the school year. The days are getting longer - and warmer - too, and this also contributes to the energy in our schools. And, Spring Break is March 27-31!

April will also be a very busy month, with more student performances, art shows, SIS orientation for 6th grade families, and the High School Prom, as well as standardized testing at several grade levels. Separately, 2023 School Perceptions surveys will be distributed to students, staff and parents & community members in April. The student survey window will begin late in April (after standardized testing is completed); staff, parents & community members will receive invitations to complete surveys during the week of April 3.

School Perceptions survey results provide a number of key benchmarks used to monitor administrative performance as well as instructional programs and student support services, and we encourage everyone to participate in these surveys to provide us with needed feedback. I will share the timeline for survey reports and our review of 2023 data and trends as they relate to current objectives, school improvement plans and onboarding for the new Superintendent in May.

Other School and District updates:

- The Wisconsin Department of Public Instruction commended Kate Harder, Director of Special Education & Student Services for her work on Civil Rights compliance in the District, and this multi-faceted project is nearly complete;
- Kelly Barlow-Eichman shared this memo with District staff, alerting them to the national shortage of ADHD medication and the potential impact on students;
- The Youth Behavior Risk Survey has been completed by participating students, and results will be available to the District this summer; and
- The District was notified in February that COVID testing services coordinated by the Wisconsin Department of Health Services will begin winding down at the end of April. Details about changes that will take place over the next few months will be posted in the COVID-19 section of the District website.

Referendum Information

Thanks to community members who attended recent information sessions about the operating referendum proposal on the April 4 ballot and brought their questions about the District's budget, state funding and related topics to these events. We will be answering questions about the referendum at elementary school PTO meetings (March 16 and 17), and an additional referendum information session has been scheduled for March 20 at the Shorewood Public Library. A virtual referendum information session will be held on March 21, and development of the 2023-24 District budget will continue as we approach the election.

The budget decision-making process centers on key priorities identified by our community: preserving student programs and attracting and retaining high-quality staff. As final determinations about student programs, staff compensation and benefits, and District services for 2023-2024 will not be finalized before April 4, I want to take this opportunity to respond to questions we have received about the impact of the referendum on student programs and staffing.

To provide some perspective on the reductions needed for 2023-24 - both with and without referendum funding - below is a summary of the $1.1 million in reductions and changes made in order to balance the current 2022-23 (this year's) budget:

- Reduced total FTEs by 17.75 across employee groups (instructional and non-instructional)

- Reduced “overload” assignments
- Reduced consultant contracts
- Reduced school/department budgets by 8%

With this context in mind, I want to confirm that the District projects a 2023-24 budget gap of roughly $2.5 million without referendum funding; with referendum funding, we will need to reduce expenditures by approximately $1M. These figures have been determined using very conservative assumptions about enrollment, inflation, and the cost of salaries and benefits, which represents 82% of our annual budget. I also want to confirm that at the February 14 Board meeting, the School Board and District agreed that with passage of the operating referendum, the proposed budget would prioritize financial resources to the steps and lanes salary schedule in each year of referendum funding (through 2027-28). Given the estimates outlined, school and department leaders are evaluating every aspect of our operations in order to develop budget scenarios that preserve student programs and address our commitments to retain and engage staff.

We hope this summary of the actions taken to balance the 2022-23 budget provides community members with a better understanding of the scope of the 2023-24 reductions that will be needed, pending the outcome of the referendum vote. Should the referendum not be successful in April, the next opportunity to put a proposal on the ballot will be April 2024.

In addition to the 2022-23 Preliminary Budget linked above, several other budget development presentations and related documents that established short- and long-term budget balancing strategies are available for review on the District website, in both the Strategic Plan/Financial Stewardship section and in the Operating Referendum FAQ.
Along with these, community members can also access prior budget reports, the District’s Audit, and the Operating Referendum Work Group report for more information about our finances and the decision-making involved in proposing a referendum question on April 4, 2023.

EXECUTIVE SUMMARY
FOR THE SHOREWOOD SCHOOL BOARD

Topic: New Hire
Date: March 14, 2023
Prepared by: Liliana Mendoza

Recommended action:

___ Information only
___ Presentation/discussion
___ Discussion/action by committee
_X_ Discussion/action by board of education
___ Presentation/action next meeting

Recommendation(s): Approval
Purpose: New Hire
Background:

Michael Joynt will be appointed Director of Teaching and Learning effective immediately, after serving in an interim capacity during this school year. Previously, Mike was Principal of Shorewood Intermediate School for eight years.