



Kenosha Unified
School District

Monthly School Board Standing Committee Meetings

November 29, 2016

5:30 P.M. Personnel/Policy

5:35 P.M. Joint Audit/Budget/Finance & Personnel/Policy

6:35 P.M. Audit/Budget/Finance

7:00 P.M. Curriculum/Program

Please Note: Committee meetings may start early if preceding meeting adjourns early.

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Kenosha Unified
School District

Standing Committee Meetings
November 29, 2016
Educational Support Center

I. PERSONNEL/POLICY - 5:30 P.M.

- A. Approval of Minutes - October 11, 2016 and November 1, 2016
Personnel/Policy and October 11, 2016 Joint Personnel/Policy and Curriculum/Program 4
- B. Information Items
 - 1. None
- C. Future Agenda Items
 - 1. 2017-18 Preliminary Enrollment Projections - January
 - 2. Policy 4340 - Reduction in Force - January
- D. Adjournment

II. JOINT AUDIT/BUDGET/FINANCE & PERSONNEL/POLICY - 5:35 P.M. OR IMMEDIATELY FOLLOWING CONCLUSION OF PRECEDING MEETING

- A. Approval of Minutes - October 11, 2016 and November 1, 2016 9
- B. Information Items
 - 1. Strategic Directions Planning Overview - Teams 3 & 5 12
- C. Future Agenda Items
 - 1. Strategic Direction Planning Overview - Team 4 - January
- D. Adjournment

III. AUDIT/BUDGET/FINANCE - 6:35 P.M. OR IMMEDIATELY FOLLOWING CONCLUSION OF PRECEDING MEETING

- A. Approval of Minutes - October 11, 2016 and November 1, 2016
Audit/Budget/Finance 26
- B. Information Items
 - 1. 2016-17 Adopted Budget Book (link to full document below)
[Click Here](#)
 - 2. Monthly Financial Statements
(To be provided electronically to committee members on 11/23/16)
- C. Future Agenda Items

1. Monthly Financial Statements - January
2. 2015-16 Financial Audit Report - January

D. Adjournment

IV. CURRICULUM/PROGRAM - 7:00 P.M. OR IMMEDIATELY FOLLOWING
CONCLUSION OF PRECEDING MEETING

- | | |
|--|----|
| A. Approval of Minutes - October 11, 2016 Joint Personnel/Policy and Curriculum/Program and October 11, 2016 and November 1, 2016 Curriculum/Program | 29 |
| B. ALiCE Lesson Plans | 34 |
| C. Summer School 2016 Update and Summer School 2017 Program Recommendations | 37 |
| D. Information Items | |
| 1. None | |
| E. Future Agenda Items | |
| 1. Building Lifelong Trust - January | |
| 2. Gifted and Talented Report - January | |
| 3. Graduation Committee Recommendations - January | |
| 4. Four-Year Graduation Rate - Cohort Analysis SY 2015-16 - January | |
| F. Adjournment | |

**Please Note: Planning/Facilities/Equipment Committee Meeting
 Has Been Canceled This Month**

There may be a quorum of the board present at these Standing Committee meetings; however, under no circumstances will a board meeting be convened nor board action taken as part of the committee process. The three board members who have been appointed to each committee and the community advisors are the only voting members of the Standing Committees.



A meeting of the Kenosha Unified Personnel/Policy Committee chaired by Mrs. Snyder was called to order at 6:41 P.M. with the following committee members present: Mr. Falkofske, Mrs. Dahl, Mrs. Marks, Mrs. Shane, Mr. Fellman, and Mrs. Snyder. Dr. Savaglio-Jarvis was also present. Mr. Kunich, Mr. Moore, and Mrs. Stephens were excused. Mr. Wojciechowicz and Mr. Gospodarek were absent.

Mrs. Snyder welcomed Mr. Will Fellman, newly appointed student member, to the Committee.

Approval of Minutes – September 13, 2016 Personnel/Policy

Mr. Falkofske moved to approve the minutes as contained in the agenda. Mrs. Shane seconded the motion. Unanimously approved.

Policy 5437 – Threats/Assaults

Ms. Susan Valeri, Chief of Special Education/Student Support, presented Policy 5437 – Threats/Assaults and explained that during the 2015-2016 school year there were several bomb threats to school buildings in the District. Therefore, the policy was being updated to add additional language to reference all forms of communication by which a threat or false information can be conveyed and to also note Wis. Stat. §947.015 which identifies intentionally convey or cause to be conveyed any threat or false information, knowing such to be false, concerning an attempt being made or to be made to destroy any property by the means of explosives as a Class I Felony.

Mrs. Dahl moved to forward Policy 5437 – Threats/Assaults to the School Board for a first reading. Mrs. Shane seconded the motion. Unanimously approved.

Policy 6700 – Extracurricular Activities and Programs

Dr. Savaglio-Jarvis presented Policy 6700 – Extracurricular Activities and Programs and indicated that the U.S. Department of Education, Office of Civil Rights (OCR), filed a complaint against the District alleging that the District discriminates against female students at Tremper and Bradford High Schools by denying them an equal opportunity to participate in interscholastic athletics. A Resolution Agreement to resolve the complaint has been filed which requires the District to develop a process or procedure for students or other interested parties, such as coaches or parents, to use to request the addition of new sports or level of sports at Bradford or Tremper and to publish the procedure, including on the District's website. Therefore, the policy is being updated. Mrs. Julie Housaman, Chief Academic Officer, was present and answered questions from Committee members.

Mrs. Dahl moved to forward revised Policy 6700—Extracurricular Activities and Programs to the Board of Education for approval as a first reading. Mr. Falkofske seconded the motion. Unanimously approved.

Informational Items

There were no informational items.

Future Agenda Items

There were no future agenda items.

Mrs. Shane moved to adjourn the meeting. Mrs. Marks seconded the motion. Unanimously approved.

Meeting adjourned at 6:57 P.M.

Stacy Schroeder Busby
School Board Secretary



A joint meeting of the Kenosha Unified Personnel/Policy and Curriculum/Program Committees chaired by Mrs. Snyder was called to order at 7:00 P.M. with the following committee members present: Mr. Falkofske, Mrs. Dahl, Mrs. Marks, Mrs. Shane, Mr. Fellman, Mr. Wade, Mr. Garcia, Dr. Evans, Mrs. Hamilton, Mrs. Karabetsos, Dr. Werwie, Mr. Ghouse, and Mrs. Snyder. Dr. Savaglio-Jarvis was also present. Mr. Kunich, Mr. Moore, and Mrs. Stephens were excused. Mr. Wojciechowicz, Mr. Gospodarek, and Ms. Riese were absent.

Mrs. Snyder welcomed Mr. Adam Ghouse, newly appointed student member, to the Committee.

Approval of Minutes – September 13, 2016 Joint Personnel/Policy and Curriculum/Program

Mr. Garcia moved to approve the minutes as contained in the agenda. Mr. Wade seconded the motion. Unanimously approved.

Graduation Committee Feedback

Dr. Bethany Ormseth, Chief of School Leadership, presented the Graduation Committee Feedback and explained that in the spring of 2015, the family of a 2015 graduate brought forward concerns about the inequities within the way courses are transcribed, course offerings, and the calculation of weighted grade point averages. Administration identified these concerns to be valid and requested the formation of a Graduation Committee to review the graduation process. The recruitment for committee members began in September 2015. The first Graduation Committee meeting was in September of 2015 and the committee has met ten times since then. The next Graduation Committee meeting is scheduled for mid-October to process the feedback gathered from this meeting. The four categories of recommendations identified by the Graduation Committee are the weighting of grades, graduation recognition, communication/scheduling/course offerings, and afterschool offerings.

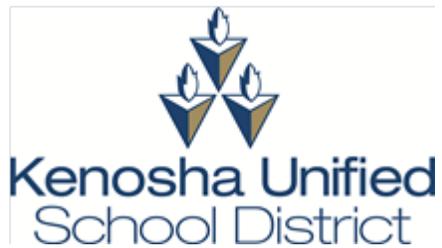
Dr. Ormseth gave a PowerPoint presentation covering the following topics: history of committee, validation of inequity, GPA calculation 101, after school theater example, PE waiver example, graduation committee survey results, committee work, identified obstacles, weight of grades, what does that recommendation mean, recommendation rationale, weighting of grades, graduation recognition - phase in the laude system, what is a laude system, laude tier breakdown, recommendation rationale, communications/scheduling/course offerings, recommendation rationale, afterschool offerings, recommendation rationale, and final reflections.

Committee members shared feedback on the following Graduation Committee recommendations: GPA calculations, the weighting of grades, graduation recognition – phase in the laude system, communications/scheduling/course offerings, afterschool offerings, and final reflections.

Mrs. Dahl moved to adjourn the meeting. Mrs. Shane seconded the motion. Unanimously approved.

Meeting adjourned at 8:02 P.M.

Stacy Schroeder Busby
School Board Secretary



KENOSHA UNIFIED SCHOOL BOARD
PERSONNEL/POLICY MEETING
Educational Support Center – Room 110
November 1, 2016
MINUTES

A meeting of the Kenosha Unified Personnel/Policy Committee chaired by Mrs. Coleman was called to order at 7:34 P.M. with the following committee members present: Mr. Falkofske, Mr. Kunich, Mrs. Dahl, Mr. Moore, Mr. Fellman, and Mrs. Coleman. Dr. Savaglio-Jarvis was also present. Mrs. Snyder, Mrs. Stevens, and Mrs. Shane were excused. Mrs. Marks, Mr. Wojciechowicz, and Mr. Gospodarek were absent.

Mrs. Coleman noted that there was not a quorum present; therefore, no action could be taken.

Approval of Minutes – October 11, 2016 Personnel/Policy and October 11, 2016 Joint Personnel/Policy and Curriculum/Program

Mrs. Coleman indicated that the October 11, 2016, Personnel/Policy and October 11, 2016, Joint Personnel/Policy and Curriculum/Program minutes will be included on the agenda for the next committee meeting for approval due to lack of a quorum.

Informational Items

There were no informational items.

Future Agenda Items

There were no future agenda items.

Meeting adjourned at 7:35 P.M.

Stacy Schroeder Busby
School Board Secretary

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KENOSHA UNIFIED SCHOOL BOARD
JOINT AUDIT/BUDGET/FINANCE AND
PERSONNEL/POLICY MEETING
Educational Support Center – Room 110
October 11, 2016
MINUTES

A joint meeting of the Kenosha Unified Audit/Budget/Finance and Personnel/Policy Committees chaired by Mr. Wade was called to order at 6:22 P.M. with the following committee members present: Mr. Aceto, Mrs. Dawson, Mr. Holdorf, Mr. Balk, Mr. Potineni, Mrs. Snyder, Mr. Falkofske, Mrs. Marks, Mrs. Shane, Mr. Fellman, and Mr. Wade. Dr. Savaglio-Jarvis was also present. Mr. Kunich, Ms. Stevens, Mr. Battle, Mr. Kent, Mr. Moore, and Mrs. Stephens were excused. Mrs. Dahl, Mr. Wojciechowicz, and Mr. Gospodarek were absent. Mr. Leipski arrived later.

Approval of Minutes – August 9, 2016 Joint Audit/Budget/Finance and Personnel/Policy

Mrs. Dawson moved to approve the minutes as contained in the agenda. Mr. Falkofske seconded the motion. Unanimously approved

Mr. Leipski arrived at 6:24 P.M.

Informational Items

Mr. Kristopher Keckler, Chief Information Officer, distributed and presented the 2016-17 Official Third Friday Enrollment Report. He noted a District-wide enrollment decrease of -332 students, from 22,261 students in 2015-16 to 21,929 students in 2016-17. Elementary school enrollment decreased by -253 students mainly due to both the noticeable decline in birth rates and the continued KTEC growth. All comprehensive middle schools experienced a decrease in enrollment primarily due to the KTEC expansion of its West Campus. Bradford, LakeView, Reuther, and Tremper High Schools all experienced a decrease while Indian Trail experienced an increase in enrollment of +6 students. Mr. Keckler presented Appendix 1 which contained the official enrollment for school year 2016-17, Appendix 2 which contained the total enrollment by school, and Appendix 3 which contained class size averages by school. Mr. Keckler answered questions from Committee members.

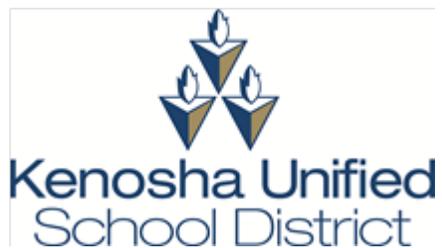
Future Agenda Items

Mr. Wade indicated that Strategic Directions Teams 1 and 2 Updates would be presented in November.

Mr. Balk moved to adjourn the meeting. Mr. Leipski seconded the motion. Unanimously approved.

Meeting adjourned at 6:39 P.M.

Stacy Schroeder Busby
School Board Secretary



KENOSHA UNIFIED SCHOOL BOARD
JOINT AUDIT/BUDGET/FINANCE AND
PERSONNEL/POLICY MEETING
Educational Support Center – Room 110
November 1, 2016
MINUTES

A joint meeting of the Kenosha Unified Audit/Budget/Finance and Personnel/Policy Committees chaired by Mrs. Coleman was called to order at 7:34 P.M. with the following committee members present: Mr. Kunich, Mr. Aceto, Mr. Holdorf, Mr. Kent, Mr. Leipski, Mr. Falkofske, Mrs. Dahl, Mr. Moore, Mrs. Shane, Mr. Fellman, and Mrs. Coleman. Dr. Savaglio-Jarvis was present. Mrs. Snyder, Mrs. Stephens, Mrs. Stevens, and Mr. Wade were excused. Mrs. Marks, Mr. Wojciechowicz, Mr. Godspodarek, Mr. Battle, Mr. Dawson, Mr. Balk, and Mr. Potineni were absent.

Mrs. Coleman noted that there was not a quorum present; therefore, no action could be taken.

Approval of Minutes – October 11, 2016 Joint Audit/Budget/Finance and Personnel/Policy

Mrs. Coleman indicated that the October 11, 2016, minutes will be included on the agenda for the next committee meeting for approval due to lack of a quorum.

Information Items

Dr. Bethany Ormseth, Chief of School Leadership, introduced the Strategic Direction Planning Overview–Teams 1 & 2. She explained that the process of expanding the five strategic directions began in February 2016 with a district and community-wide meeting where design teams, made up of district staff and community members, were created for each of the five strategic directions. The goal of each design team included the development of objectives, initiatives and a draft timeline of implementation. The design teams held working meetings from February through June 2016 and reactor group sessions were held from June through October 2016. Dr. Ormseth indicated that the information prepared by the design teams for the first two strategic directions would be presented at this meeting with the remaining three strategic directions being presented at the December/January meeting(s).

Dr. Ormseth and Mrs. Julie Housaman, Chief Academic Officer, presented Strategic Direction 1 and the correlating objectives and initiatives and then asked Committee members to note their self-reflection thoughts, pair up with another Committee member and share input and/or feedback, and report out comments to the entire Committee.

Mr. Kent departed the meeting at 7:08 P.M.

Mrs. Shane left the meeting at 7:25 P.M.

Mr. Tarik Hamdan, Chief Financial Officer, and Mr. Kristopher Keckler, Chief Information Officer, presented Strategic Direction 2 and the correlating objectives and initiatives and then asked Committee members to note their self-reflection thoughts, pair up with another Committee member, and share input and/or feedback, and report out comments to the entire Committee.

Future Agenda Items

Mrs. Coleman indicated that Strategic Directions Planning Overview - Teams 3, 4, and 5 would be presented in December/January.

Meeting adjourned at 7:34 P.M.

Stacy Schroeder Busby
School Board Secretary

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Kenosha Unified School District
Kenosha, Wisconsin

November 29, 2016
Joint Audit/Budget/Finance & Personnel/Policy Standing Committee

Strategic Direction #3 Planning Overview

Kenosha Unified has worked on developing, refining, and approving a new district-wide mission, vision, core values and strategic directions. This strategic planning process has been a collective process with input and feedback from both KUSD organization and community stakeholders. The initial meeting between the School Board and District Leadership was held on February 14, 2015. Subsequently, eleven meetings were held with KUSD staff for feedback from April-May 2015. Nine community focus groups were held from April-June, 2015. Special board meetings were held with District Leadership on August 26-27, 2015, with a final board approval for the mission, vision, core values and strategic directions on September 22, 2015. The district strategic planning was expanded to include two retreat days on October 5-6, 2015. On October 6, 2016, the board of education reaffirmed the District mission, vision, core values and five strategic directions.

The following is the current board approved and reaffirmed mission, vision, core values and five strategic directions.

Mission

Provide excellent, challenging learning opportunities and experiences that prepare each student for success.

Vision

To be Wisconsin's top performing urban school district that is highly regarded for continuously exceeding all expectations.

Core Values

- **SAFETY** – *providing a safe learning and working environment*
- **TEAMWORK** – *collaborating respectfully to meet goals*
- **UNITY** – *being united among staff, students, families and all other stakeholders*
- **DIVERSITY** – *being inclusive of all individuals*
- **EQUITY** – *treating all in a fair and just manner*
- **NURTURING** – *providing a caring and encouraging environment*
- **TRUST** – *building confidence through transparency*
- **STABILITY** – *building organizational capacity to adapt to change successfully*

Strategic Directions:

1. *Increase academic achievement for all students by prioritizing, planning and implementing recommendations from the curriculum audit.*
2. *Implement transparent fiscal management practices that prioritize and align resources with strategic goals.*
3. *Retain and recruit highly qualified staff who work to ensure the success of every student.*
4. *Enhance the leadership and expertise of all staff through professional learning and collaboration.*
5. *Foster and strengthen community partnerships to increase student learning and family engagement.*

Phase II - KUSD Leadership began the process of expanding the five strategic directions. The initial district and community-wide meeting was held on February 17, 2016, at Brass Community School. At this meeting, facilitators and KUSD Leadership provided a common starting point and framework for each of the five groups who then met in separate locations to complete introductions and assign roles. Each of the five strategic directions had a design team. The design teams were made up of KUSD staff and community members. The goal of each design team included the development of objectives, initiatives and a draft timeline of implementation.

The design teams scheduled working meetings from February through June, 2016 with additional follow-up meetings for several design teams to refine some of the tasks. Reactor group sessions were also scheduled from June – October, 2016. The information below presents the process and artifacts for the first two strategic direction groups. The remaining three groups are scheduled to present their respective items at the December/January Standing Committee meeting. This project was branded as KUSD's Pathway to Success, with archival material located at the following link: <http://kusd.edu/about/pathway-success>.

Strategic Direction 3

Strategic Direction 3 - *“Retain and recruit highly qualified staff who work to ensure the success of every student”* This group has four leaders, Annie Petering, Chief Human Resource Officer, Marty Pitts, Regional Coordinator of Elementary Leadership, Bill Haithcock, Principal of Harborside Academy, and Kurt Sinclair, Principal of Bradford high school. Volunteers were obtained in January of 2016 to participate in the scheduled meetings.

Strategy Direction Committee 3 met on the following dates and times:

March 14, 2016
April 6, 2016
April 27, 2016
May 12, 2016
May 23, 2016
September 29, 2016
October 18, 2016

The following stakeholders participated with KUSD Strategic Direction 3:

Stakeholder	Role
Alan Beaulieu	Teacher
Alyssa Sigman	Dean
Annie Petering	Chief Human Resource Officer
William Whyte	Sr. V.P. of Operations – Gateway Technical College
Brett Basely	Principal
David Klimisch	Teacher
Elizabeth Beere	Teacher
Jenny Schmidt	Coordinator of Special Ed.
Jessica Doyle-Rudin	Exec. Support Specialist
Jordan Gallitz	Psychologist
Joseph Williams	Teacher
Judy Rogers	Human Resources Coordinator
Keri Heusdens	Teacher Consultant
Kurt Sinclair	Principal
Laurie Krueger	Facilities Specialist
Martin Pitts	Regional Coordinator
Michael Russell	Tech Support Technician
Sarah Aguilar	Instructional Coach
William Haithcock	Principal

A reactor group meeting for Strategy 3 was held on October 18, 2016, with district employees representing various departments and positions. The reactor team purpose is to allow committee members to hear a new perspective and to gain feedback on clarity and quality of the work. The reactor group meeting provided the Strategy 3 committee with feedback, suggestions and questions to process. The feedback from the reactor session feedback was reviewed on October 18, 2016, by the Strategy 3 team.

The current draft scorecard for Strategic Direction 3 presents five identified objectives each with a specific measure and initiatives. (Attachment A)

- Objective 1 highlights the importance of demonstrated improvement in efficiency of the recruitment/ hiring process. A visual guide with annual deadlines and workflow would be created and shared to assist with this objective. Further, the District would collect baseline data and set targets for improved efficiency in the hiring process.
- Objective 2 recognizes the rapidly changing student demographic and the importance of having a diverse workforce that more closely reflects this student demographic. The intent is to develop and implement an active recruitment initiative by targeting qualified individuals from under-represented populations. Part and parcel to this recruitment effort is to create, test and implement project initiatives designed to attract job candidates from under-represented groups.
- Objective 3 recognizes the importance of hiring highly qualified candidates for positions within the District. The objective is for 95% or more of all candidates hired by the District will be identified as highly qualified as determined by a standardized recruitment practice. In order to effectuate such an objective, the implementation team will need to develop standard practices and provide training to hiring managers that enhance candidate screening and assessment process. The Office of Human Resources will need to collect baseline data and set targets for improved hiring and efficiency.
- Objective 4 recognizes the importance of employee engagement as a critical factor to retain employees.
- Objective 5 recognizes that a critical piece of both recruitment and retention involves developing an employee value proposition. This includes creating a compensation plan that reflects the values of the District. However, the employee value proposition is more than compensation and benefits. In order to find those additional essential items that employees and the District value, the implementation team will create and test an employee value proposition for the District. Once an employee value proposition is created, then we will need to develop marketing material to promote the District's EVP similar to other entities, e.g. pharmaceuticals, in order to remain competitive. Another key piece in recruitment and retention is the amount of professional learning and career pathways offered to support employees and to provide them advancement opportunities. This will be another area the implementation team will need to work in conjunction with the Department of Professional Learning.

Seeking Feedback/ Reactor Group

The Strategic Direction Update Report covers strategic direction group 3.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Annie Petering
Chief Human Resource Officer

Marty Pitts
Regional Coordinator of Elementary Leadership

Bill Haithcock
Principal of Harborside Academy

Kurt Sinclair
Principal of Bradford High School

Strategic Direction #3

Retain and recruit highly qualified staff* who work to ensure the success of every student.

Objective 1 <i>Kenosha Unified School District will demonstrate improved efficiency in the recruitment/ hiring process.</i>	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
<u>Measure</u> Document improvements to the recruitment/ hiring process.					
Initiative 1.1 Develop a process flowchart articulating all steps and timelines associated with an active recruitment and hiring process.					
Initiative 1.2 Collect baseline data and set targets for improved hiring and efficiency.					
Objective 2 <i>Diversity of employees will more closely reflect student demographic.</i>	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
<u>Measure</u> Decrease in difference between the percent of staff in under-represented groups compared to student demographics.					
Initiative 2.1 Create, test and implement project initiatives designed to attract job candidates from under-represented groups.					
Initiative 2.2 Develop and implement active recruitment initiatives targeting qualified candidates from under-represented groups.					

* The term staff is defined as instructional and non-instructional personnel.

<p align="center">Objective 3 <i>Ninety-five percent or more of all candidates hired by the District will be identified as “highly qualified” as determined by a standardized practice.</i></p> <p align="center"><u>Measure</u> Percent of position recruitments that result in at least three highly qualified (and certified when required) candidates based upon performance on a standardized pre-employment assessment.</p>	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
<p align="center">Initiative 3.1 Develop standard practices and provide training to hiring managers that enhance candidate screening and assessment process.</p>					
<p align="center">Initiative 3.2 Collect baseline data and set targets for improved hiring and efficiency.</p>					
<p align="center">Objective 4 <i>Employees with less than five years of service in the District will be actively engaged in a targeted employee support program.</i></p> <p align="center"><u>Measure</u> Percent of employees with less than five years of service within the District who are actively engaged in a targeted employee support program.</p>	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
<p align="center">Initiative 4.1 All new hires to the District will participate in an introductory and orientation program.</p>					
<p align="center">Initiative 4.2 Evaluate staff mentoring and new employee support programs for effectiveness and potential expansion.</p>					

<p>Objective 5 <i>Kenosha Unified School District will utilize an *Employee Value Proposition to attract and retain highly qualified staff that ensures the success of every student.</i></p> <p><u>Measure</u> Kenosha Unified School District staff engagement index.</p>	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
<p>Initiative 5.1 Create a competitive compensation plan that reflects the values of the District.</p>					
<p>Initiative 5.2 Create and test an employee value proposition for the District.</p>					
<p>Initiative 5.3 Develop marketing material to promote the District's EVP.</p>					
<p>Initiative 5.4 Define "Professional Development/ Learning" and identify strategies and resources to support staff.</p>					
<p>Initiative 5.5 Define career pathways for employees that might be supported through professional development and advancement opportunities.</p>					

Employee value proposition (EVP) is defined as a unique set of offerings, associations and values to positively influence target candidates and employees. An organization needs a unique employee offer. The EVP gives current and future employees a reason to work for an employer and reflects the organization's competitive advantage. An EVP is also core to the employer brand.

Kenosha Unified School District
Kenosha, Wisconsin

November 29, 2016
Joint Audit/Budget/Finance & Personnel/Policy Standing Committee

Strategic Direction #5 Planning Overview

Kenosha Unified has worked on developing, refining, and approving a new district-wide mission, vision, core values and strategic directions. This strategic planning process has been a collective process with input and feedback from both KUSD organization and community stakeholders. The initial meeting between the School Board and District Leadership was held on February 14, 2015. Subsequently, eleven meetings were held with KUSD staff for feedback from April-May 2015. Nine community focus groups were held from April-June 2015. Special board meetings were held with District Leadership on August 26-27, 2015, with a final board approval for the mission, vision, core values and strategic directions on September 22, 2015. The district strategic planning was expanded to include two retreat days on October 5-6, 2015. On October 6, 2016, the board of education reaffirmed the District mission, vision, core values and five strategic directions.

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- **DIVERSITY** – being inclusive of all individuals
- **EQUITY** – treating all in a fair and just manner
- **NURTURING** – providing a caring and encouraging environment
- **TRUST** – building confidence through transparency
- **STABILITY** – building organizational capacity to adapt to change successfully

Strategic Directions:

1. *Increase academic achievement for all students by prioritizing, planning and implementing recommendations from the curriculum audit.*
2. *Implement transparent fiscal management practices that prioritize and align resources with strategic goals.*

3. *Retain and recruit highly qualified staff who work to ensure the success of every student.*
4. *Enhance the leadership and expertise of all staff through professional learning and collaboration.*
5. *Foster and strengthen community partnerships to increase student learning and family engagement.*

Phase II - KUSD Leadership began the process of expanding the five strategic directions. The initial district and community-wide meeting was held on February 17, 2016, at Brass Community School. At this meeting, facilitators and KUSD Leadership provided a common starting point and framework for each of the five groups who then met in separate locations to complete introductions and assign roles. Each of the five strategic directions had a design team. The design teams were made up of KUSD staff and community members. The goal of each design team included the development of objectives, initiatives and a draft timeline of implementation.

The design teams scheduled working meetings from February through June 2016, with additional follow-up meetings for several design teams to refine some of the tasks. Reactor group sessions were also scheduled from June-October, 2016. The information below presents the process and artifacts for strategic directions three and five. Strategic direction number four will be presented at the January Standing Committee meeting. This project was branded as KUSD’s Pathway to Success, with archival material located at the following link: <http://kusd.edu/about/pathway-success>.

Strategic Direction 5

Strategic Direction 5 - *“Foster and strengthen community partnerships to increase student learning and family engagement.”* This group is led by Tanya Ruder, chief communications officer, and Patricia Demos, school community relations coordinator. Volunteers were obtained in January of 2016 to participate in the scheduled meetings.

Strategy Direction 5 met on the following dates and times:

February 22, 2016
March 9, 2016
March 15, 2016
April 5, 2016
May 3, 2016
May 5, 2016
September 7, 2016
September 8, 2016
September 9, 2016
October 6, 2016

The following stakeholders participated on the Strategic Direction 5 committee:

Stakeholder	Role
Tanya Ruder	Chief communications officer
Patricia Demos	Community school relations coordinator
Jennifer Knight	Assistant principal
Juan Torres	Coordinator
Willie Days	Coordinator
Tracy Neilson	United Way CEO
Karl Erickson	ELCA Outreach Center director
Robert Nash	PTA president
Brooke Infusino	KABA
Jean Moran	LMI Packaging CEO
Heather Connolly	Principal
Donna Rhodes	Kenosha County gang intervention supervisor
Cheryl Kothe	Coordinator
Chris Schoen	Community Impact Programs COO

Reactor groups for Strategy 5 were held on May 16, 2016, and again on October 6, 2016. These groups included district employees representing various departments and positions. The reactor team purpose is to allow committee members to hear a new perspective and to gain feedback on clarity and quality of the work. The reactor group meeting provided the Strategy 5 committee with feedback, suggestions and questions to process.

The Strategic Direction 5 committee developed and supports three objectives:

- Replicate effective partnerships that increase student learning and/or family engagement.
- Create and establish new partnerships with businesses in the community.
- Create, strengthen, develop and track working relationships with community agencies (e.g. Kenosha County Division of Health, United Way, Community Impact Programs, etc.) to educate families before children reach school age and continue to support them throughout their educational career.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Tanya Ruder
Chief Communications Officer

Patricia Demos
Community School Relations Coordinator

Strategic Direction #5

Foster and strengthen community partnerships to increase student learning and family engagement.

<p>Objective 1 <i>Replicate effective partnerships that increase student learning and/or family engagement.</i></p> <p>Measure: Number of effective community partnerships based upon the newly developed rubric.</p>	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
<p>Initiative 1.1 Identify attributes/characteristics of positive valued partnerships.</p>					
<p>Initiative 1.2 Develop rubrics to measure the effectiveness of partnerships.</p>					
<p>Initiative 1.3 Create a policy and template agreement outlining the standards and best practices for creating community partnerships.</p>					
<p>Initiative 1.4 Establish district and school targets for family engagement.</p>					
<p>Initiative 1.5 Provide forums for sharing best practices for establishing partnerships that increase student learning and/or family engagement.</p>					
<p>Objective 2 <i>Create and establish new partnerships with businesses in the community.</i></p> <p>Measure: Number of new partnerships added at schools.</p>	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
<p>Initiative 2.1 Require and hold KUSD administrators accountable for joining and participating on at least one board, committee and/or service club to establish connections and relationships in the community.</p>					

<p align="center">Initiative 2.2</p> <p>Develop a KUSD presentation and materials to be used by designated KUSD staff to be utilized when invited to present information to companies and their employees (e.g. school attendance, supporting school success, importance of education supported by facts/data, recent KUSD successes, etc.)</p>					
<p align="center">Initiative 2.3</p> <p>Create and maintain a menu of options that will allow businesses to be involved with and support KUSD students and families (i.e. take your child to work day, business open houses, computer skills training, etc.).</p>					
<p align="center">Initiative 2.4</p> <p>Work with business leaders to allow flexible scheduling and/or incentives for employees to attend events such as open house, parent-teacher conferences, Band-O-Rama, etc. with the promise of documentation provided by KUSD verifying attendance.</p>					
<p align="center">Objective 3</p> <p><i>Create, strengthen, develop and track working relationships with community agencies (e.g. Kenosha County Division of Health, United Way, Community Impact Programs, etc.) to educate families before children reach school age and continue to support them throughout their educational career.</i></p> <p>Measure: Impact on enrollment in early education programs such as Head Start and 4K not affected by things beyond our control (e.g. declining birth rate, etc.).</p>	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
<p align="center">Initiative 3.1</p> <p>KUSD social workers will accompany public health nurses who are designated to make pre and postnatal home visits in conjunction with the health department to provide face-to-face discussion regarding the importance of early education when permission is granted by the birth mother.</p>					
<p align="center">Initiative 3.2</p> <p>Partner with local agencies (e.g. ResCare, Workforce Development, etc.) and medical facilities to target families with children between the ages of 2-3 to enroll in early education programs.</p>					

<p align="center">Initiative 3.3</p> <p>Provide information, support and training to local agency employees to ensure they provide accurate, necessary information regarding education to families they work with in Kenosha.</p>					
<p align="center">Initiative 3.4</p> <p>Develop and administer a survey for 4K families to determine whether visits and/or information shared had an impact on families enrolling their child in early education programs offered through KUSD (i.e. Head Start, 4K).</p>					



A meeting of the Kenosha Unified Audit/Budget/Finance Committee chaired by Mr. Wade was called to order at 6:15 P.M. with the following committee members present: Mr. Aceto, Mrs. Dawson, Mr. Holdorf, Mr. Balk, Mr. Potineni, and Mr. Wade. Dr. Savaglio-Jarvis was also present. Mr. Kunich, Ms. Stevens, Mr. Battle, and Mr. Kent were excused and Mr. Leipski was absent.

Mr. Wade welcomed Mr. Nicholas Balk and Mr. Rohit Potineni, newly appointed student members, to the Committee.

Approval of Minutes – August 9, 2016 Audit/Budget/Finance

Mr. Holdorf moved to approve the minutes as contained in the agenda. Mrs. Dawson seconded the motion. Unanimously approved

Informational Items

Mr. Tarik Hamdan, Chief Financial Officer, presented the Monthly Financial Statements. He explained that the statements are through August 31 with little activity due to the lack of 10 month employee payroll and health/dental activity during the summer. He noted that October 15 is the date that the final equalization aid number is provided which will help the District determine the tax levy amount.

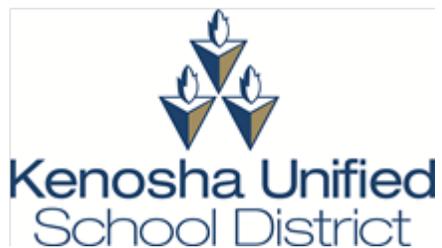
Future Agenda Items

Mr. Hamdan indicated that the Monthly Financial Statements and OPEB Study Information Report would be presented in November and the 2015-2016 Financial Audit Report and 2016-2017 Adopted Budget Book would be presented in December.

Mr. Holdorf moved to adjourn the meeting. Mrs. Dawson seconded the motion. Unanimously approved.

Meeting adjourned at 6:19 P.M.

Stacy Schroeder Busby
School Board Secretary



KENOSHA UNIFIED SCHOOL BOARD
AUDIT/BUDGET/FINANCE MEETING
Educational Support Center – Room 110
November 1, 2016
MINUTES

A meeting of the Kenosha Unified Audit/Budget/Finance Committee chaired by Mrs. Coleman was called to order at 5:32 P.M. with the following committee members present: Mr. Aceto, Mr. Holdorf, Mr. Kent, Mr. Leipski, and Mrs. Coleman. Dr. Savaglio-Jarvis was also present. Mr. Kunich arrived later. Ms. Stevens and Mr. Wade were excused. Mr. Battle, Mrs. Dawson, Mr. Balk, and Mr. Potineni were absent.

Mrs. Coleman noted that there was not a quorum present; therefore, no action could be taken.

Approval of Minutes – October 11, 2016 Audit/Budget/Finance

Mrs. Coleman indicated that the October 11, 2016, minutes will be included on the agenda for the next meeting for approval due to lack of a quorum.

Information Items

Mr. Tarik Hamdan, Chief Financial Officer, introduced Mr. Timothy Bleick from Milliman, Inc. and he presented the Other Post-Employment Benefits Actuarial Study. He noted that an actuarial valuation under GASB 45 must be performed for plans with a total membership of 200 or more at least biennially. In order to comply with this requirement, the District requested that Milliman, Inc. prepare the updated report as of July 1, 2016. The report shows a significant reduction in total liabilities as compared to the last report just two years ago. Most of the reductions can be attributed to changes in the medical plan and the fact that future retirees will now pay a larger portion of the total premium (up to 12%). Mr. Bleick answered questions from Committee members.

Mr. Kunich arrived at 5:38 P.M.

Mr. Hamdan presented the Monthly Financial Statements. He noted that the month of September was the first month where health and dental insurance expenditures were recorded on the general ledger as the benefits run for 20 pay periods between September and June, that the first equalization aid installment payment was received, and that the maximum tax levy allowed without a referendum was approved by the Board at their October 25 meeting. There were no questions from Committee members.

Mr. Hamdan presented the Summary of Grant Activity and answered questions from Committee members.

Mr. Hamdan presented the Cash and Investment Quarterly Report and answered questions from Committee members.

Future Agenda Items

Mrs. Coleman indicated that the Monthly Financial Statements, the 2015-2016 Financial Audit Report, and 2016-2017 Adopted Budget Book would be presented in December.

Meeting adjourned at 5:53 P.M.

Stacy Schroeder Busby
School Board Secretary

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A joint meeting of the Kenosha Unified Personnel/Policy and Curriculum/Program Committees chaired by Mrs. Snyder was called to order at 7:00 P.M. with the following committee members present: Mr. Falkofske, Mrs. Dahl, Mrs. Marks, Mrs. Shane, Mr. Fellman, Mr. Wade, Mr. Garcia, Dr. Evans, Mrs. Hamilton, Mrs. Karabetsos, Dr. Werwie, Mr. Ghouse, and Mrs. Snyder. Dr. Savaglio-Jarvis was also present. Mr. Kunich, Mr. Moore, and Mrs. Stephens were excused. Mr. Wojciechowicz, Mr. Gospodarek, and Ms. Riese were absent.

Mrs. Snyder welcomed Mr. Adam Ghouse, newly appointed student member, to the Committee.

Approval of Minutes – September 13, 2016 Joint Personnel/Policy and Curriculum/Program

Mr. Garcia moved to approve the minutes as contained in the agenda. Mr. Wade seconded the motion. Unanimously approved.

Graduation Committee Feedback

Dr. Bethany Ormseth, Chief of School Leadership, presented the Graduation Committee Feedback and explained that in the spring of 2015, the family of a 2015 graduate brought forward concerns about the inequities within the way courses are transcribed, course offerings, and the calculation of weighted grade point averages. Administration identified these concerns to be valid and requested the formation of a Graduation Committee to review the graduation process. The recruitment for committee members began in September 2015. The first Graduation Committee meeting was in September of 2015 and the committee has met ten times since then. The next Graduation Committee meeting is scheduled for mid-October to process the feedback gathered from this meeting. The four categories of recommendations identified by the Graduation Committee are the weighting of grades, graduation recognition, communication/scheduling/course offerings, and afterschool offerings.

Dr. Ormseth gave a PowerPoint presentation covering the following topics: history of committee, validation of inequity, GPA calculation 101, after school theater example, PE waiver example, graduation committee survey results, committee work, identified obstacles, weight of grades, what does that recommendation mean, recommendation rationale, weighting of grades, graduation recognition - phase in the laude system, what is a laude system, laude tier breakdown, recommendation rationale, communications/scheduling/course offerings, recommendation rationale, afterschool offerings, recommendation rationale, and final reflections.

Committee members shared feedback on the following Graduation Committee recommendations: GPA calculations, the weighting of grades, graduation recognition – phase in the laude system, communications/scheduling/course offerings, afterschool offerings, and final reflections.

Mrs. Dahl moved to adjourn the meeting. Mrs. Shane seconded the motion. Unanimously approved.

Meeting adjourned at 8:02 P.M.

Stacy Schroeder Busby
School Board Secretary



A meeting of the Kenosha Unified Curriculum/Program Committee chaired by Mr. Wade was called to order at 8:03 P.M. with the following committee members present: Mr. Garcia, Mrs. Snyder, Dr. Evans, Mrs. Hamilton, Mrs. Karabetsos, Dr. Werwie, Mr. Ghouse, and Mr. Wade. Dr. Savaglio-Jarvis was also present. Ms. Riese was absent.

Approval of Minutes – September 13, 2016 Curriculum/Program

Mr. Garcia moved to approve the minutes as contained in the agenda. Dr. Werwie seconded the motion. Unanimously approved.

Informational Item

Mrs. Julie Housaman, Chief Academic Officer, introduced the Advanced Placement (AP) Update and indicated that the report is presented annually to provide an overview of the program, to summarize the 2015-16 action steps and performance, present future action steps, and recognize AP Scholars. She introduced Ms. Patricia Clements, Coordinator of Talent Development, who presented information on a change of where AP exams were administered, professional learning requirements and opportunities, AP course participation, AP examination participation, AP examination results, and next steps. Mrs. Sue Mirsky, Coordinator of Literacy, presented AP English/Language Arts course and exam results for the 2015-2016 school year. Ms. Jennifer Lawler, Coordinator of Mathematics, presented AP Mathematics and AP Computer Science course and exam results for the 2015-2016 school year. Mrs. Christine Pratt, Coordinator of Science, presented AP Science course and exam results for the 2015-2016 school year. Mr. Che Kirby, Coordinator of Social Studies, presented AP Social Studies course and exam results for the 2015-2016 school year. Mrs. Sarah Shanebrook-Smith, Coordinator of Language Acquisition, presented AP World Language course and exam results for the 2015-2016 school year. Ms. Clements presented AP Fine Arts course and exam results for the 2015-2016 school year. Mrs. Housaman presented information on AP Scholars for the 2015-2016 school year. Mrs. Housaman and Ms. Clements answered questions from Committee members.

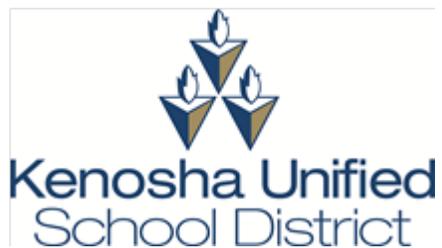
Future Agenda Items

Mr. Wade indicated that the ALiCE Lesson Plans and Summer School Report will be presented in November.

Dr. Evans moved to adjourn the meeting. Mr. Garcia seconded the motion. Unanimously approved.

Meeting adjourned at 8:37 P.M.

Stacy Schroeder Busby
School Board Secretary



A meeting of the Kenosha Unified Curriculum/Program Committee chaired by Mrs. Coleman was called to order at 7:38 P.M. with the following committee members present: Mr. Garcia, Dr. Evans, Mrs. Hamilton, Mrs. Karabetsos, Dr. Werwie, and Mrs. Coleman. Dr. Savaglio-Jarvis was also present. Mr. Wade, Mrs. Snyder, and Ms. Riese were excused. Mr. Ghouse was absent.

Approval of Minutes – October 11, 2016 Joint Personnel/Policy and Curriculum/Program and October 11, 2016 Curriculum/Program

Mrs. Coleman indicated that the October 11, 2016, Joint Personnel/Policy and Curriculum/Program and October 11, 2016, Curriculum/Program minutes will be included on the agenda for the next committee meeting for approval due to lack of a quorum.

Information Item

Dr. Savaglio-Jarvis introduced the ALiCE Lesson Plan Feedback. She indicated that during the summer of 2016, school leadership and district staff drafted lesson plans for ALiCE student training, differentiated for each level - elementary, middle and high school, which focus on the instructional and procedural aspects of ALiCE; there are no plans for physical role playing of students. The information was being presented to the Committee in order for them to provide feedback/input. Copies of the lesson plans for each level (elementary, middle, and high school) and a copy of the ALiCE Lesson Plan Feedback PowerPoint presentation were distributed to Committee members.

Mr. Martin Pitts, Regional Coordinator of School Leadership and Learning – Elementary, presented the following ALiCE Lesson Plan Feedback PowerPoint topics to the Committee: what is ALiCE?, ALiCE information, why ALiCE?, why prepare staff and students, staff training, parent information, student training, and lesson plan feedback. He asked Committee members to provide feedback/input on the student training and parent information timelines and then answered questions.

Mr. Scott Kenow, Regional Coordinator of School Leadership and Learning - Elementary, presented the ALiCE pre-kindergarten–grade 12 lesson plans and lesson plan orientation. He asked Committee members to provide feedback/input and then answered questions from Committee members.

Mrs. Kimberly Fischer, Interim Regional Coordinator of Leadership and Learning – Secondary, presented the ALiCE middle and high school lesson overviews and then answered questions from Committee members.

Mrs. Coleman indicated that the ALiCE Lesson Plan Feedback agenda item would be brought back next month to allow Committee members to review the information presented.

Future Agenda Items

Mrs. Coleman indicated that the Summer School Report would be presented in December and that the Building Lifelong Trust and the Gifted and Talented Report would be presented in January.

Meeting adjourned at 8:38 P.M.

Stacy Schroeder Busby
School Board Secretary

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**Kenosha Unified School District
Kenosha, Wisconsin**

**November 29, 2016
Curriculum/Program Committee**

ALiCE Lesson Plans

Background

At the July 28, 2015, regular school board meeting, the ALiCE response to violent intruder events was adopted along with six action steps. One action step was the creation of training materials and lesson plans to provide training to all district students in an age appropriate manner.

During the summer of 2016, school leadership and district staff drafted lesson plans for student training. The lesson plans focus on instructional and procedural aspects of ALiCE; there are no plans for physical role playing of students. These lesson plans are differentiated for each level and specific for elementary, middle and high school.

Process

Feedback was gathered from principals and teaching and learning coordinators on August 10, 2016. 7 sessions for instructional and support staff were scheduled on the following dates:

Date	Level	Time and Location
September 22, 2016	Elementary	4:30 – 5:30pm - ESC
September 26, 2016	Middle	4:30 – 5:30pm - ESC
September 26, 2016	High	3:30 – 4:30pm – ESC
September 29, 2016	Elementary	4:30 – 5:30pm - ESC
September 30, 2016	Elementary	4:30 – 5:30pm - ESC
October 4, 2016	Middle	4:30 – 5:30pm - ESC
October 4, 2016	High	3:30 – 4:30pm – ESC

Staff signed up for feedback sessions and the sessions were led by school leadership staff. (See attachment A) Lesson plans will be finalized and brought to the regular school board meeting on November 15, 2016. Lesson plans will be delivered to the building leaders, each school will determine a training schedule and the timeline for lesson plan distribution is noted below:

Date	Action
December 2016	Principal Meeting – Lesson roll out and added to LiveBinders
January 2017	Lesson plans delivered by principals to staff
March – April 2017	Lessons delivered to students

Feedback

The ALiCE lesson plans were presented to the Curriculum/Program Standing Committee on November 1, 2016. The feedback from this session was broken down into three parts: Student Training Timeline, Parent Information Timeline and Student Lessons Plans. The feedback from the standing committee

was processed and adjustments were made to both the student training and parent information timelines. Much of the feedback was in question form.

Student Training Timeline Concern	Update
Will training be repeated every year?	Yes
Will this be done earlier next year?	Yes
Will all students be going training at the same time?	Schools will create training timelines specific to the building.
Will the training be pushed back now that we have added a month to this feedback?	Yes, student training will begin in March, 2016.

Parent Information Timeline	Update
What will come first the parent letter or the parent nights?	The parent letter
Is it possible to have more than one meeting at each school?	Schools will submit Parent Night dates to the Office of School Leadership. Parents will be directed to call School Leadership for other school nights if unable to make a specific parent night.
Make sure parent letter comes out in time to prime students about the training. This will allow parents time to talk to their children about paying attention.	Letter will go out in time to accomplish this task.
Will there be an online version for parents to watch?	At this time, no, but future planning may include a video.
Will the parent letter be available in Spanish?	Yes

The student lesson plan feedback was extended to the November 29, 2016 Curriculum/Program Standing Committee to ensure committee members had enough time to process the lesson plan content. The standing committee was given hard copies of all lesson plans on November 1, 2016. All lesson plans were mailed to the Board of Education in hard copy format on November 4, 2016 and sent electronically on November 7, 2016.

The plans were presented to the school board for discussion on November 15, 2016. Feedback from the school board was positive and no concerns, suggestions or questions were raised by board members.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Bethany Ormseth
Chief of School Leadership

Martin Pitts
Regional Coordinator of School
Learning - Elementary

Scott Kennow
Regional Coordinator of School Leadership and
Leadership and Learning - Elementary

Kim Fischer
Interim Regional Coordinator of
Leadership and Learning
Secondary School Leadership

ALiCE Staff Lesson Plan Feedback Sessions

SESSION	LEVEL	NUMBER OF STAFF IN ATTENDANCE
September 22, 2016	Elementary	4
September 26, 2016	Middle School	2
September 26, 2016	High School	3
September 29, 2016	Elementary	5
September 30, 2016	Elementary	1
October 4, 2016	Middle School	2
October 4, 2016	High School	2

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**Kenosha Unified School District
Kenosha, Wisconsin**

**November 29, 2016
Curriculum/Program Standing Committee Meeting**

**SUMMER SCHOOL 2016 UPDATE AND
SUMMER SCHOOL 2017 PROGRAM RECOMMENDATIONS**

Program Overview

The goal of the Summer School program was to provide interventions and enrichment consistent with the approved curriculum of the Kenosha Unified School District. In the programs at the elementary and middle school levels, the objective was to provide opportunities for personalized learning in reading and math that encompassed collaboration, creativity, critical thinking, and communication around meaningful learning targets. At the high school level, the objective was to provide high school students with advanced credit in physical education and health, credit recovery opportunities, and to improve the graduation rate. In addition, Summer School provided learning opportunities in the areas of music; science, technology, engineering, and math (STEM) camps, world language camps; and Recreation Department Summer Activities for Children.

The district continued to use a regional site partner school plan at the elementary level. Elementary schools either held Summer School at their site or used the partner school plan.

Middle level programs were held at each of the buildings and included future sixth graders enrolled in the Forward Progress program.

High school programs were offered at Bradford High School, Harborside Academy, Indian Trail High School and Academy, Reuther Central High School, Tremper High School, and Kenosha eSchool. The high school program included future ninth graders enrolled in the Early Start program.

ELEMENTARY SCHOOL PROGRAM

The objective at the elementary level was to provide opportunities for personalized learning in reading and math that encompass collaboration, creativity, critical thinking, and communication around meaningful learning targets. The following elementary schools hosted the summer program at their sites: Bose Elementary School, Brass Community School, Edward Bain School of Language and Art, Jefferson Elementary School, Nash Elementary School, McKinley Elementary School, Pleasant Prairie Elementary School, Whittier Elementary School, Southport Elementary School, Stocker Elementary School, and Strange Elementary School (Appendix A).

Getting Ready For Kindergarten. Getting Ready for Kindergarten classes were available for students at Bose Elementary School, Brass Community School, Edward Bain School of Language and Art, Jefferson Elementary School, McKinley Elementary School, Whittier Elementary School, Southport Elementary School, Stocker Elementary School, and Strange Elementary School. The curriculum was based on state standards used in kindergarten math, reading, and language arts as well as physical development, readiness skills, conduct, and work habits.

Getting Ready For First Grade. Getting Ready for First Grade classes were available for all students entering first grade. The curriculum was based on state standards used in first grade math, reading, and language arts as well as physical development, readiness skills, conduct, and work habits.

Grades 2 Through 5. Summer reading and math programs for elementary were available to students entering grades 2 through 5. Summer School attendance was open to all students but was highly encouraged for students who met the identification criteria set by the school.

The elementary program focused on personalized learning in math and literacy. It was up to each site to provide engaging, high quality programs which addressed Common Core State Standards for English language arts and math based on student need. A variety of resources were used for instruction.

Staff. The number of classroom teachers varied by site based on enrollment averages for the past three years. Recommended class size was an 18 to 22-to-1 student-to-teacher ratio. Each site was staffed with an interventionist position that provided focused interventions to individual students and small groups. Additionally, the interventionist worked with teachers on developing intervention strategies for the classroom teacher and helped with assessments and data reviews. The library media teacher was at each elementary site. The primary role for this person was to help students locate, evaluate, and use resources for their inquiry processes as well as assist students in selecting appropriate independent choice reading books. The library media teacher worked as an instructional partner with teachers during the inquiry-based learning units.

MIDDLE SCHOOL PROGRAM

A problem-based learning model was used for the summer curriculum for students entering sixth through eighth grade. This model allowed students to gain knowledge and skills by working for an extended period of time to investigate and respond to a complex question, problem, or challenge. Professional learning was provided for teams at each middle school to develop the problem-based learning units that addressed the interests and needs of the students. Summer School attendance was open to all students but was highly encouraged for students who met the identification criteria set by schools. Bullen Middle School added a course completion component to their program similar to that offered at the high school level. Students entering seventh and eighth grade who did not earn passing grades in core classes completed work to show mastery of current grade level state standards.

Middle school reading focused on meeting the Common Core standards for literacy. This included developing the most essential strategies used by good readers and writers, including making connections, asking questions, making predictions, summarizing both fiction and nonfiction texts, and building reading stamina. Instruction was provided to accommodate the student's skill level and learning style and incorporated a variety of media and teaching strategies while using a balance of nonfiction and fiction texts.

The middle school math program focused on Common Core State Standards aimed at improving student skills in computation, number sense, and problem solving through a variety of activities. Personalized learning opportunities were provided for students through the use of Compass Learning, Study Island, and Moby Math.

The number of classroom teachers varied by site based on enrollment from the averages for the past three years. Recommended class size was a 20 to 22-to-1 student-to-teacher ratio. Each middle school site was staffed with a library clerk whose primary role was to help students locate and use resources for problem-based learning units as well as assist students in selecting appropriate independent choice reading books. A full time interventionist position instead of a part-time position was added to support students at each of the middle schools for the 2016 Summer School Program.

HIGH SCHOOL PROGRAM

High school students had the opportunity to recover credits, thus improving the graduation rate. Bradford High School, Harborside Academy, Indian Trail High School and Academy, Reuther Central High School, and Tremper High School ran credit recovery classes. In addition to credit recovery classes, the high schools offered physical education and health for credit for students entering grades 9 through 12; and Kenosha e-School offered online physical education courses. Early Start Math and English/Language Arts classes were available to incoming ninth graders to help students be more prepared for their upcoming math and English/language arts courses.

Early Start Math and English/Language Arts. Early Start Math and English/Language Arts provided students with the opportunity to improve skills they need to be successful in high school, including algebra, geometry, nonfiction reading, writing, and study techniques. The literacy component focused on nonfiction strategies, note taking, study skills, and vocabulary strategies. The math portion focused on problem solving and vocabulary. Students also had the opportunity to become familiar with high school procedures. These classes were open to all students, but attendance was highly encouraged for students who did not master current grade level standards. Students who successfully completed both portions of the course received a .5 elective credit.

High School Credit Recovery. The credit recovery program used district-developed curriculum and an online learning platform called Compass Learning Odyssey. Credits for

recovery were available in English/language arts, math, science, and social studies. Once students successfully completed the course of study, they were awarded credit for the failed course.

Employability Skills Programs. In collaboration among Kenosha Unified School District, the Boys and Girls Club, and the Kenosha County Division of Children and Family Services, the Employability Skills program provided at-risk children with opportunities that linked academic and occupational standards to workplace skills and experiences. New for the 2016 program was the addition of a Year 2 course. This course reviewed and expanded on the Year 1 course. Each of the two courses included four sessions of classroom instruction. The classroom instruction focused on work readiness skills, including money and banking, social, higher education, resume writing and interviewing, conflict management, job seeking, safety in the workplace, and employer expectation. After successfully completing the classroom instruction portion of the course, students were then employed for 20 hours a week for 8 weeks at the Kenosha County Park System and other work sites. Students who successfully completed the program earned a .5 elective credit.

LIFE, LEARNING, AND LEISURE PROGRAM

The Life, Learning, and Leisure Program is designed for students with significant developmental needs. Student's Individual Education Plans (IEPs) which indicated extended school year services, enrolled in Life, Learning, and Leisure. Students participated in activities that focused on the skills that related to each student's IEP. Students were bussed to the school sites.

SUMMER MUSIC OPPORTUNITIES

Orchestra. Instructional music labs were available for orchestra students completing grades 3 through 11. Six hundred sixty-five students attended the summer orchestra music labs.

Strings Groups

1. Beginning Strings (completed grades 3, 4, and 5)
2. Cadet Strings (completed grades 4 and 5 [first-year players])
3. Advanced Cadet Strings (completed grades 5 through 6 [second- and third-year players])
4. Middle School Strings (completed grades 7 through 8)
5. High School Strings (completed grades 9 through 11)

Jazz. A summer jazz music program was offered for middle and high school band and orchestra students as well as high school choir students. Sixty two students participated in the jazz program.

Jazz Groups

1. Summer Jazz Program (completed grades 6 through 11)
2. All Star Jazz Choir (completed grades 9 through 11)

Band. Music instruction was offered for band students entering grades 6 and 7. Two hundred thirty seven students participated in the two bands. Starting in summer 2016, the Rambler Band and Band of the Black Watch became part of the Recreation Department Summer Activities for Children.

Bands

1. K-L Band (completed grade 5)
2. Continental Band (completed grade 6)

Theatre. The Kenosha Youth Performing Arts Company (KYPAC) theatre arts program involved 141 students in kindergarten through eighth grade. KYPAC presented *Peter Pan*.

SUMMER ENRICHMENT CAMPS

Stem Camps. Five-day STEM Camps were offered at Bradford High School, Bullen Middle School, and LakeView Technology Academy in summer 2016. The STEM Camps provided students with hands-on learning opportunities in the areas of science, technology, engineering, and mathematics. The Carl Perkins federal grant provided the supplies for these camps with unspent funds from the 2015-16 school year. One hundred fifty four students participated in the different STEM camps.

STEM Camps

1. 3-D printing (two camps)
2. Computer Gaming
3. Lab Technicians
4. Design Challenge

World Language Camps. During summer 2016 ten one-week World Language Camps were offered for students interested in exploring a world language. The camps were offered over the summer from June 20, 2016, to July 22, 2016; and the classes were held at Lance and Washington Middle Schools. Ninety six students participated in the camps.

World Language Camps

1. Spanish (three camps)
2. Italian (two camps)
3. French (two camps)

4. German (two camps)
5. Chinese

RECREATION DEPARTMENT SUMMER ACTIVITIES FOR CHILDREN

Recreation Department Summer Activities for Children offered swimming, tennis, soccer, baseball/softball, and basketball. Certified teaching staff developed lessons, and instruction was provided in each of these areas following the guidelines established in the physical education curriculum.

Registration

New for summer 2016, was the online registration process. The new online registration allowed families to register their children for the different programs without having to wait for a substantial amount of time in line on the day that registration opened.

Enrollment

See Appendix B for student enrollment figures.

Budget

The total amount budgeted for Summer School was \$1,253,336. The decentralized Summer School budget gave sites and departments control of their own budgets. The budget amount was based on each school's Summer School attendance from the previous three years. Site administrators developed a budget that included salaries and benefits for both certified and noncertified staff, supplies, and purchased services.

2017 Summer School Program Administrative Recommendations

CALENDAR

It is proposed that elementary and middle schools continue to run on a 24-day schedule, and high schools offer two sessions of 14 days each.

- Teacher workday: June 15, 2017
- Elementary and middle school: June 19 through July 24, 2017
- High school Session 1: June 19, 2017, through July 10, 2017
- High school Session 2: July 11 through 28, 2017
- No school for staff or students: July 3 through 4, 2017

PROPOSED PROGRAM UPDATES

Grant Elementary School and Jefferson Elementary School have provided summer programs through the Regional Site Partner School Plan. Due to the specific needs of students at both schools, the schools have requested to operate programming as individual sites for the 2017 summer session.

BUDGET

The summer 2016 budget was \$1,253,336. Administration recommends that the budget remain the same for summer 2017.

Administrative Recommendation

Administration recommends that the Curriculum/Program Standing Committee forward the proposed dates, program updates, and budget for Summer School 2017 to the Kenosha Unified School District Board of Education for approval.

Dr. Sue Savaglio-Jarvis
Superintendent of Schools

Mrs. Julie Housaman
Chief Academic Officer

Mrs. Patricia Clements
Coordinator of Talent Development

**SUMMER SCHOOL
 ELEMENTARY REGIONAL SITES
 2016**

HOST SCHOOL	PARTNER SCHOOL(S)
<ul style="list-style-type: none"> • Edward Bain School of Language and Art—Dual Language 	<ul style="list-style-type: none"> • NA
<ul style="list-style-type: none"> • Edward Bain School of Language and Art—Creative Arts 	<ul style="list-style-type: none"> • NA
<ul style="list-style-type: none"> • Brass Community School 	<ul style="list-style-type: none"> • Roosevelt Elementary School
<ul style="list-style-type: none"> • Jefferson Elementary School 	<ul style="list-style-type: none"> • Grant Elementary School
<ul style="list-style-type: none"> • Nash Elementary School 	<ul style="list-style-type: none"> • NA
<ul style="list-style-type: none"> • Pleasant Prairie Elementary School 	<ul style="list-style-type: none"> • NA
<ul style="list-style-type: none"> • Bose Elementary School 	<ul style="list-style-type: none"> • Harvey Elementary School • Somers Elementary School
<ul style="list-style-type: none"> • Southport Elementary School 	<ul style="list-style-type: none"> • Grewenow Elementary School • Vernon Elementary School
<ul style="list-style-type: none"> • Stocker Elementary School 	<ul style="list-style-type: none"> • Forest Park Elementary School
<ul style="list-style-type: none"> • Strange Elementary School 	<ul style="list-style-type: none"> • NA
<ul style="list-style-type: none"> • McKinley Elementary School 	<ul style="list-style-type: none"> • NA
<ul style="list-style-type: none"> • Whittier Elementary School 	<ul style="list-style-type: none"> • Jeffery Elementary School • Prairie Lane Elementary School

**SUMMER SCHOOL
ENROLLMENTS BY SITE
2016**

ELEMENTARY SCHOOL				
Host School	Partner School(s)	2014 Student Enrollment	2015 Student Enrollment	2016 Student Enrollment
Brass	Roosevelt	115	117	134
EBSOLA—CA	NA	218**	216**	112
EBSOLA—DL	NA	218**	216**	123
Jefferson	Grant	84	65	73
Nash	NA	146	117	105
Pleasant Prairie	NA	62	68	73
Bose	Harvey Somers	155	126	134
Southport	Grewenow Vernon	165	161	131
Stocker	Forest Park	157	119	131
Strange	NA	142*	113	93
McKinley	NA		116	81
Whittier	Jeffery Prairie Lane	117	102	159
Life, Learning, and Leisure (Stocker)		35	26	25
STUDENT TOTALS		1,396	1,346	1,374

*Strange and McKinley Combined

**EBSOLA—CA—and EBSOLA—DL—combined

MIDDLE SCHOOL			
School	2014 Student Enrollment	2015 Student Enrollment	2016 Student Enrollment
Bullen	203	163	140
Lance	114	94	91
Lincoln	66	61	59
Mahone	80	91	96
Washington	81	116	102
Life, Learning, and Leisure (Mahone)	60	37	44
STUDENT TOTALS		604	562

HIGH SCHOOL			
School	2014 Student Enrollment	2015 Student Enrollment	2016 Student Enrollment
Bradford	477	496	537
Indian Trail	594	568	811
Reuther/Harborside	148	334	236
Kenosha eSchool	0	95	96
Tremper	848	654	779
High school employability skills	*	*	177
STUDENT TOTALS	2,067	2,147	2,636
*No data available			

FINE ARTS, CAMPS AND INSTRUCTIONAL RECREATIONAL OFFERINGS			
Area	2014 Student Enrollment	2015 Student Enrollment	2016 Student Enrollment
Fine Arts			
Band	350	506	237*
Orchestra	576	685	665
Jazz	NA	NA	62
*Only includes Continental and K-L Band			
Camps			
STEM Camp	NA	NA	154
World Language Camp	NA	NA	96
Instructional Recreation Classes			
Swimming	1,108	823	1,047
Baseball/softball	164	276	126
Basketball	201	316	80
Tennis	279	398	276
Soccer	196	349	300
Rambler Band	NA	NA	136
Band of the Black Watch	NA	NA	109
KYPAC	197	234	141**
STUDENT TOTALS	3,071*	3,587*	3,429*
*Total includes duplicate students who enrolled in multiple sections			
**Moved from a kindergarten to grade 12 program to a kindergarten to grade 8 program			