

# Commit



PEWAUKEE SCHOOL DISTRICT 2013-2014 ANNUAL REPORT / 2014-2015 ANNUAL BUDGET PROPOSAL





# from the Superintendent

As we look to another school year in Pewaukee School District, I have mixed emotions. On the one hand, I am bursting with pride at the national, regional, and local recognition we've received over the past year. On the



other hand, I realize that despite all of the accolades our District, our teachers, and our students have received, we are never done. There is so much left to do as we travel this continuous improvement journey. The reality is that it is a monumental task to prepare the

class of 2027 for graduation in 13 years. The world they encounter will be different than anything we can envision at this point in time. Fortunately, we are rarely taken by surprise when it comes to change; education is constantly evolving along with the world around us.

In the pages of this *Annual Report* celebrating the achievements of 2013-2014, you will see how students are excelling in college and career readiness. Our ACT scores have risen almost a full percentage point over last year. Our early attention to college and career readiness begins in the seventh grade through the Educational Planning and Assessment Program and it is paying dividends. Take a look at the accomplishments and celebrate with us! We thank you for your ongoing support of the children and young people in our community.

## Pewaukee School District Awards (2013-2014 school year)

U.S. Commerce Secretary Penny Pritzker named the Pewaukee School District (PSD) as a recipient of the 2013 Malcolm Baldrige National Quality Award, the highest presidential honor given to American organizations for performance excellence. PSD becomes only the seventh public school district to receive the award.

The Public Policy Forum announced Pewaukee School District as a *2014 Salute to Local Government* award winner - in the area of Efficient Use of Technology & Data.

At the Pewaukee Chamber's *Night of the Stars* annual event, teachers recognized for the "Educators of the Year" Award included Pewaukee High School teacher Nan Curtis and Asa Clark Middle School teacher Vicky Whelan; Superintendent Dr. JoAnn Sternke had the honor of being chosen for the "Person of the Year" Award.

For the fourth year in a row, the Milwaukee Journal Sentinel named Pewaukee School District as one of the *Top 100 Places to Work*.

The National School Public Relations Association gave the district honorable mention for the video: *How Pewaukee School District Lives Its Mission: Opening the Door to Each Child's Future*.



(Note: Above photograph (also shown on cover and subsequent pages) shows a portion of a painting located on a wall in the Clark House Museum in the Village of Pewaukee. Local artist Orel Rooney completed the work in October 2009. The park, Waukesha Beach, was located on the west end of Pewaukee Lake from the late 1800's to 1949. A subdivision now stands on this property.)

# meet the Board of Education

**Jim Huismann** has been an attorney in private practice for over 30 years. He has a Bachelor of Arts degree from the University of Wisconsin—Madison and a juris doctor from the University of Wisconsin Law School. Jim is proud to have first served on the Pewaukee Board of Education in 1995 when the Board began strategic planning. His second stint on the Board began in 2006. He has served as president since 2010.

**Brian Kammers** is a Regional Manager for AAON, Inc. covering the Midwest, Northwest, Western Canada and international sales. At AAON, he is also responsible to the training programs for new sales representatives. Brian Kammers holds a Bachelor of Science degree in Engineering from the UW—Milwaukee and an MBA from the Owen School of Management at Vanderbilt University. A Professional Engineer license in Wisconsin, Brian has over 30 years of experience in the HVAC industry.

**John Blask** is a State of Wisconsin Licensed Master Electrician. He started his career in 1987 and after exhausting the opportunities that were available working for various contractors and corporations in southeastern Wisconsin, John started his own contracting business in 2007. The importance of education was instilled in John by his parents and their commitment to finding excellence in education was evident in his admittance to Marquette University High School.

**Larry Dux** is currently the Director of Patient Care Informatics and Process Improvement at Froedtert & the Medical College of Wisconsin Community Hospital Division. He holds a Bachelor of Science Degree in Industrial

Engineering and a MBA from UW-Madison. He is a Senior Member of the Institute of Industrial Engineers and a Diplomat of the Society for Health Systems, a Senior Member of the American Society for Quality, and a Fellow/CPHIMS member of the Healthcare Information and Management Systems Society.

**Dacia Hopkins** is a stay-at-home wife and mother of four. She was appointed to the Pewaukee Board of Education in 2011 and was later elected in 2013. Hopkins is a graduate of the University of Minnesota. While there, she played Division I hockey for the University of Minnesota women's hockey team during the team's inaugural season. She went on to earn an MBA from Cardinal Stritch University.

**Jeanne Witthun** is a lifelong member of the community who has been on the Pewaukee Board of Education for 2 years. Before that she was employed as an educator in the Pewaukee School District for 27 years. She has been part of the strategic

planning process for 15 years. She received her Bachelors in Education from UW-Milwaukee and her Master in Education from UW-Whitewater. It is her desire to help children achieve their best that keeps her involved in the District.

**Ron Frea** is a certified public accountant who recently retired as a Director from Deloitte Tax LLP, a subsidiary of Deloitte LLP, after 37 years in the profession. Prior to becoming a CPA, Ron taught high school mathematics in Beloit, Wisconsin for five years. He has a Bachelor of Arts degree in Mathematics from Carthage College and obtained post-bachelor's credits in accounting from UW-Whitewater.



*Pictured back row, l-r: Larry Dux, Brian Kammers, Ron Frea, and Jim Huismann.  
Front row, l-r: Dacia Hopkins, Jeanne Witthun, and John Blask.*



# ACT Preparation Begins in Middle School

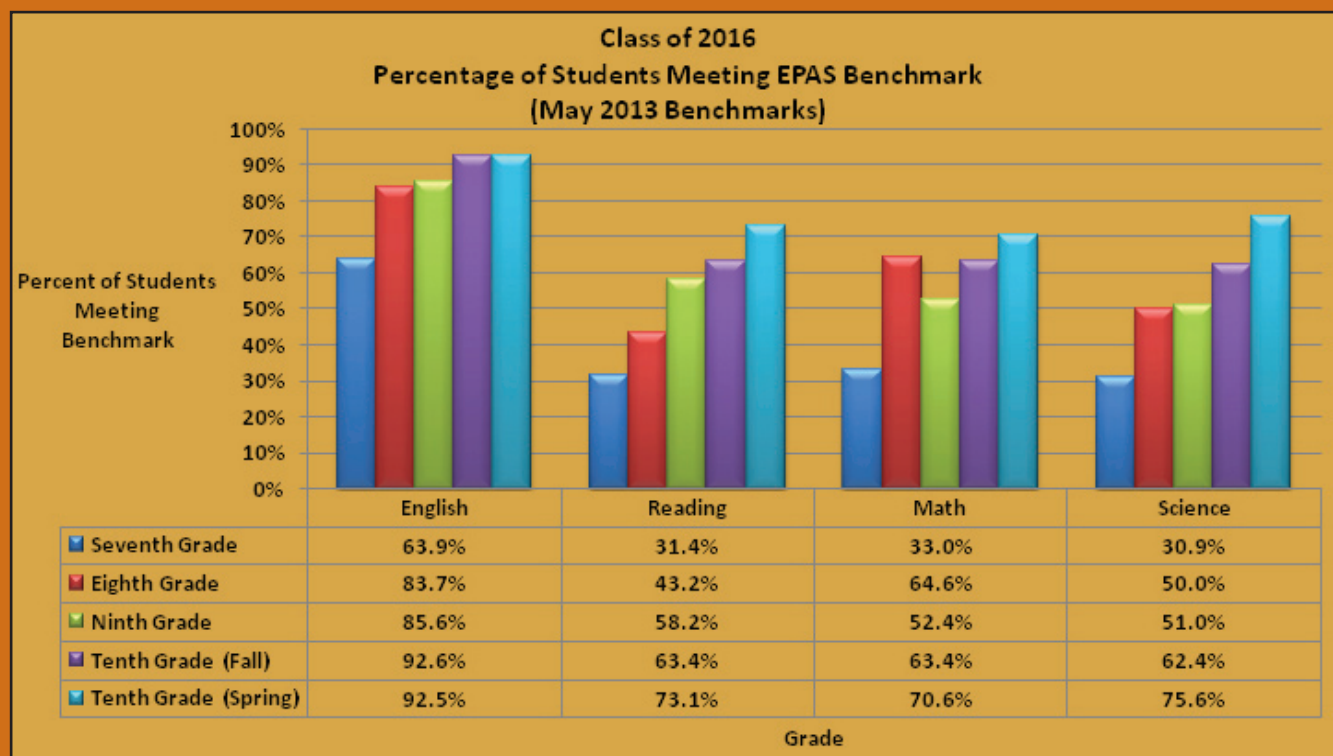
ACT's EPAS® Educational Planning and Assessment System was developed in response to the need for all students to be prepared for high school and the transitions they make after graduation.

The EPAS system provides a longitudinal, systematic approach to educational and career planning, assessment, instructional support, and evaluation. The system focuses on the integrated, higher-order thinking skills students develop in grades K-12 that are important for success both during and after high school.

EPAS focuses on a number of key transition points that young people face:

- 8th/9th grade—Preparing for high school studies (ACMS begins EPAS in 7th grade)
- 10th grade—Planning and preparing for college and the workplace
- 11th/12th grade—Being ready for life after high school

*(Information obtained from ACT.org website.)*



# America's Most Challenging High Schools

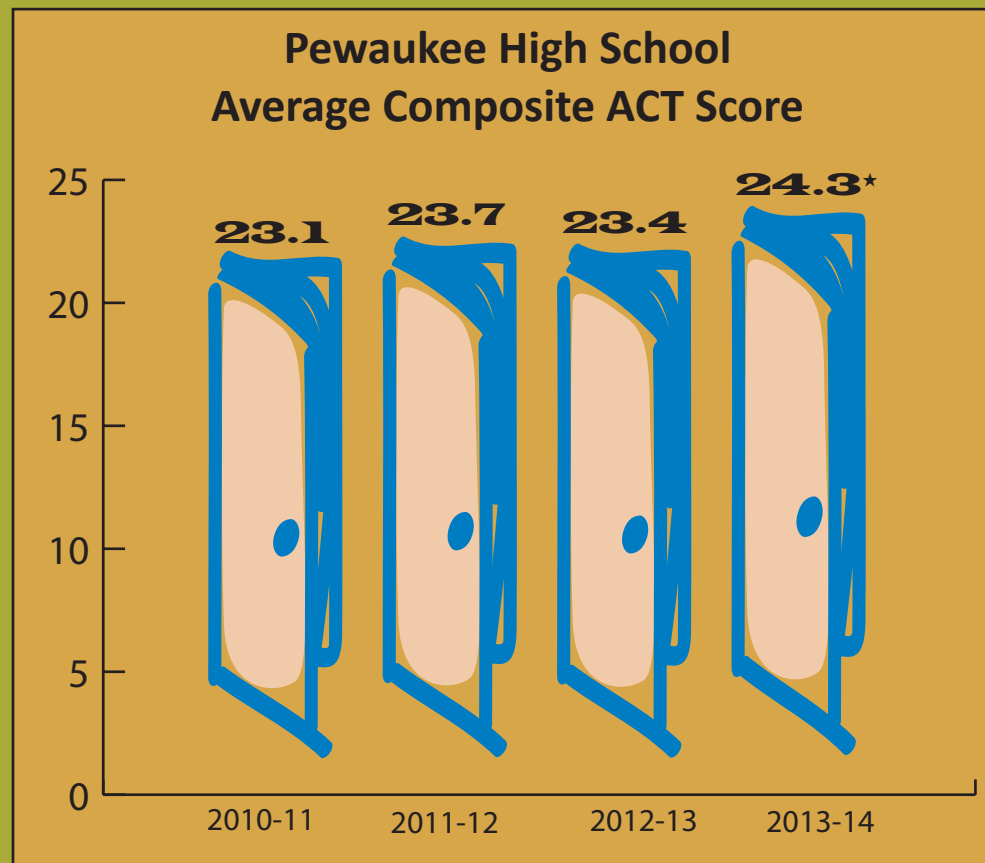
The Washington Post recently named Pewaukee High School (PHS) as one of the most academically challenging high schools in the nation. Additionally, the Post recognized PHS as one of the top 15 schools in Wisconsin.

PHS was also recognized by the Wisconsin Advanced Placement Advisory Council (WAPAC) as a "Pacesetter School in Advanced Placement." This designation recognizes schools in Wisconsin who have provided impressive student access to AP courses and posted excellent AP

exam results. The award is being presented to "outstanding school districts in our state for their AP excellence."

In addition, Pewaukee HS is one of 477 school districts in the U.S. and Canada that simultaneously achieved increases in access to Advanced Placement® courses for a broader number of students and also maintained or improved the rate at which their AP students earned scores of 3 or higher on an AP Exam.

Pewaukee High School's 2015 National Merit Award includes five students. This is the largest group chosen in PHS history. They are: Ryan Hegna, Matt Lupo, Sam Murray, Jordan Olson, and Matt Thurman.



*Pictured below are 2014 Pewaukee High School Salutatorians Jacob Stern (middle) and Ryan Franda (right). Patrick McCoy (left) helped the two with a creative rap-style farewell speech.*



*\*2013-2014 ACT Composite Scores currently unconfirmed by DPI.*

# Pewaukee High School Awards & More

## ***Pewaukee High School (PHS)***

PHS teacher Jeffrey Heesch and a team including Danielle Bosanec, Cheri Frankwick, Randy Staus, Amanda Sorkness, and Pewaukee Chamber members, held a first-time event for students in April - the Reality Store. Students learned about paying bills, saving, investing, purchasing homes and cars, and even preparing for "fate" during the event.

PHS music students in Ms. Twesme's classes were selected for the 2014 Wisconsin State Honors Choir as follows: Nick Knoke, Alex Caraulia, and Samie Willis.

PHS Key club students worked 1,478 hours during the first semester of this school year. Of those, 705 hours were through key club events that directly benefit Pewaukee School District and the greater community.

PHS senior Jacob Stern received the Kohl Excellence Scholar Award, Jacob will attend Olin College in fall 2014.

PHS girls soccer player Jordan Blaser signed a National Letter of Intent to play soccer for UW-Madison.

PHS boys baseball player Jordan Hass signed a National Letter of Intent to play baseball for the University of Northwestern Ohio.

PHS student Nick Manriquez won an award through the ProStart and WI Restaurant Association at a regional cooking contest for best meat fabrication.

PHS Poms team won the 2014 Hip Hop State Championship.



PHS Academic Decathlon team placed 3rd in regionals and 5th in state.

PHS Art students in Jeanne Bjork's Design class partnered with the Pewaukee

Kiwanis Club for a "real life" design job. Students competed to design their own interpretations of the Pewaukee Beach Party Tee Shirt and Pewaukee RiverRun button. The designs of student Tyler Stanczak were chosen by the club.

PHS made the 2014 Washington Post America's Most Challenging High Schools list.

PHS made the AP honor roll! PHS is one of 477 school districts in the U.S. and Canada that simultaneously achieved increases in access to Advanced Placement® courses for a broader number of students and also maintained or improved the rate at which their AP students earned scores of 3 or higher on an AP Exam.



PHS was recognized by Newsweek Magazine and the Washington Post as being one of the top high schools in the nation for 2013.

PHS has four National Merit Semifinalists...they are in the top 16,000 students nationwide for academics and achievement.

Karen Young is Valedictorian and Ryan Franda and Jacob Stern are Salutatorians for the class of 2014.

Junior Matt Lupo received a perfect score on his ACT - the first time for a perfect score in the history of Pewaukee HS!

Model UN - The PHS Model UN delegation to Michigan State University Model UN conference was awarded the "outstanding overall delegation" from among the 40 schools in attendance.



# Asa Clark Middle School Awards & More

Merit Award Banquet had 72 winners this year with the Outstanding Citizen Award being awarded to Danae Krieger and the Outstanding Citizen Award Runner up going to Bijoy Babu.

PHS wrestling team reached the State Finals this year and was named by the Waukesha Freeman as the #1 winter athletics team in Waukesha County. At the State Tournament, #6-ranked Pewaukee defeated #2-ranked Wittenburg-Birnamwood before losing to #1-ranked Ellsworth. Freshman Jacob Raschka placed fifth in the Individual State Tournament while senior Rajiv Geffert placed sixth. Wrestling Coach Ed Kurth was named the Milwaukee Journal/Sentinel's Coach of the Year.

## ***Asa Clark Middle School (ACMS)***

ACMS students in Kathy Birkes-Drees multimedia class raised funds for the American Cancer Society

Three ACMS students in Krystle Stingle's band class auditioned and were chosen for the Youth Honors Band featured at the Wisconsin Youth Band Director's Association.

ACMS student council and advisor Julie Giese raised funds for the Heavenly Hats foundation.

ACMS Student Council hosted a "Spare Change War" fundraiser during the month of April 2014 to help the organization Two Men and a Truck provide necessities (soap, hair styling products, shampoo, conditioner, pillows, blankets, slippers, robes, etc.) for local mothers



who are in need of creating a better life for themselves and their families. A total of \$404 was raised.

ACMS music student Michelle Delamatter performed at the Pewaukee Arts Council Fashion show on a musical theater solo, "Think of Me" from Phantom of the Opera and a Classical solo in Italian, "O Mio Babbino Caro".

ACMS Associate Principal Lisa Rettler is the Wisconsin Associate Principal of the Year.

ACMS Robotics Club team received the Project Research Award and the Teamwork Award at state competition.

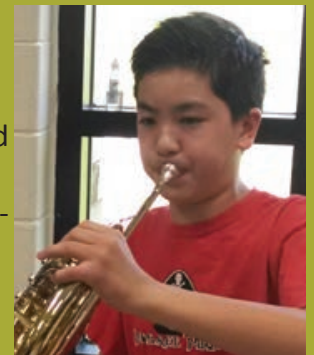
ACMS student Emily Hoffins was the first Pewaukee SD student to win the southeastern Wisconsin Veterans of Foreign Wars Youth Essay Writing Contest.

ACMS educators Adriana Plach and Scott Roehl are Kohl Award recipients for 2014.

ACMS music students in Krystal Stingle's classes had 40 students participate in WSMA Solo and Ensemble, receiving first and second place ratings!

ACMS music students Matthew Trotier (7th grade French horn student) received a First Place rating on his solo and his duet at WSMA State Solo and Ensemble Competition, and Michelle Delamatter (8th grade vocal student) received a second place rating on her musical theater solo and a first place exemplary solo rating at WSMA Solo and Ensemble Competition. Both students performed Class A College level music!

The Computer Publication class (Kathy Birkes-Drees) raised funds for our Uganda sister school by selling



# Horizon & Pewaukee Lake Elementary School Awards & More

spirit wear. The funds help pay for tuition for children in Padibe, Uganda.

Student Emily Wagner raised over \$200 for pediatric cancer patients by selling lemonade.

Jinda Guidinger & Jaeger Hoang raised funds for autism, donating over \$140 to the Doug Flutie Jr. Foundation.

## ***Horizon Elementary School (HES)***

HES students in Shannon Cross' and Jeff Patzer's class demonstrated personalized learning for State Superintendent Tony Evers and a team from CESA 1. Shannon and Jeff also presented a Spotlight on Learning on the topic at the Board of Education meeting in November.



HES Grade 5 teacher Dyna Sheridan received a \$1,000 grant from Kohl's Care, used to support Junior Achievement's BizTown in which 225 students participated. (This

is a real life scenario of working at a business, shopping, balancing a checkbook and paying bills.)

HES staff Judy Keefe and Pete Gull accepted a \$1,200 donation from Positively Pewaukee, which will be used as scholarships to assist families to help cover costs of Camp Whitcomb.

HES fourth graders and teachers held an ethnic fair in May. Students, parents and staff members participated in student demonstrations and presentations on a variety of cultures and countries. All enjoyed treats, activities, and games from around the world.

HES teachers Jeff Patzer and Lauren Cleary were awarded \$2,000 in grants (for field trip use) from Kohl's Cares Initiative.

225 Fifth-graders went to Junior Achievement's Biz Town this spring.

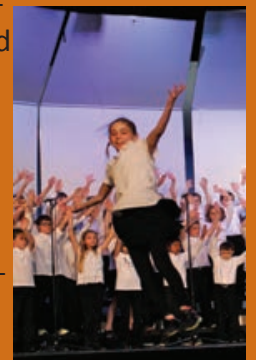
## ***Pewaukee Lake Elementary School (PLES)***



As part of PLES's – "Play strong, Think strong, Family strong, School strong" year-long theme, PLES sponsors a monthly event for families. At each event a donation jar offers attendees the opportunity to give toward a rock wall for the gym. A first grader donated \$264.00 in birthday

money from her family and friends. Other donations came from a Zumba night and PTO. The total donations are \$7,105.55 and the final goal is \$10,000.00.

PLES Associate Principal John Vitale announced a \$5,000.00 grant was secured from Kiwanis for Classroom literacy books. Ellen Vermillion, Jodi Swanson and Anna Duerwachter presented to the Kiwanis as to what literacy looks like in the elementary classroom. Another \$1,000.00 was donated for Pewaukee High School's summer reading program.



Third graders danced and sang their way through "I Got the Music in Me"



# 2014-2015 Budget Proposal

## Executive Summary

We are pleased to present to the Board of Education and Pewaukee community the 2014-15 Pewaukee School District Budget Proposal. The Budget Proposal was presented to the Board of Education and the public at the regular meeting on Monday, April 21, 2014.

The report is based upon work completed by the Budget Development Team during the past six months. During the budget development process, every program and staffing position was carefully reviewed and analyzed to ensure that scarce financial resources are being used wisely. This fiscal year marks the second year of the State of Wisconsin Biennial Budget. The District actively pursues initiatives that will assist in the management of the cost of delivering a quality education.

Strategic Plan initiatives are also taken into account in this plan. This process is time-consuming and difficult, but more necessary and valuable than ever. We would like to thank the administrative budget team, business office support staff, and many others whose efforts contributed to this proposal. Most of all we would like to acknowledge the commitment of the community supporters to providing a quality education for the children of the community.

The following are highlights to bring to your attention related to new or revised programmatic decisions included in the 2014-15 fiscal year budget proposal.

### *Finances:*

- Total Operating Budget (Fund 10 & 27 net of operating transfer) of \$30,405,443 represents an increase of 3.74% over the 2013-14 Operating Budget of \$29,307,500
- Proposed Property Tax Levy Decrease of 4.91% or \$1,341,589

### *Staffing:*

- Teaching staff increase of 7.48 FTE positions
- Total staff increase of 8.67 FTE positions

### *Enrollment:*

- Resident enrollment projected to increase approximately 1.0%.
- Projected increase in resident enrollment of 26 FTE students
- Total resident enrollment of 2,604 FTE students projected for Sept 2014.

### *Strategic Initiatives:*

- Implementation of renewed Mathematics Curriculum in grades six through twelve (up through Algebra II / Trigonometry)
- Implementation of renewed World Language Curriculum in grades K-12
- Implementation of renewed Art Curriculum in grades K-12
- Deployment of re-structured coaching and intervention models to support improved instruction and Response to Intervention (RtI).



# Annual Meeting Notice

## BUDGET HEARING AGENDA

Monday, August 18, 2014 @ 7:00 p.m.

PHS Auditorium ♦ 510 Lake Street ♦ Pewaukee, WI 53072

### OFFICIAL BUDGET HEARING

The official budget hearing required by law will be held from 7:00 p.m. to 7:30 p.m. on Monday, August 18, 2014, preceding the annual meeting. We urge all to be present for the hearing where questions might be asked regarding any part of the proposed budget. It is at this time that clarification should take place, rather than during the annual meeting itself. If you have questions prior to the meeting or wish to review the budget in detail, call John Gahan, Assistant Superintendent/Chief Financial Officer (695-5038).

1. Introduction
2. Roll Call
3. Purpose of Budget Hearing

The intent of the Wisconsin Statute calling for a budget hearing is to provide for an expression of public opinion, but leave the governing body free to act as it determines to be in the public interest. Accordingly, the electors at the budget hearing do not have the power to amend the budget as proposed, nor to approve or disapprove the budget.

4. Budget Presentation
5. Citizen Comments and/or Questions
6. Adjourn: 7:30 p.m.

## NOTICE OF ANNUAL DISTRICT MEETING

Notice is hereby given that the Annual School District Meeting of the School District of Pewaukee, Waukesha County, Wisconsin, will be held in the Pewaukee High School Auditorium, 510 Lake Street, Pewaukee, Wisconsin, on the 18th day of August 2014 at 7:00 p.m. for the purpose of:

1. Conducting a public hearing on the proposed budget - 7:00 - 7:30 p.m.
2. Presentation of the proposed budget.
3. Adoption of a tax levy for the 2014-2015 school year.
4. Adopt a resolution to establish a Capital Expansion Fund and levy a tax in the amount of \$400,000 for the 2014-2015 fiscal year.
5. Transacting such other business as may legally come before the Annual Meeting pursuant to section 120.10, Wisconsin Statutes, or other statutory authority.

Dated this 1st day of August, 2014

Larry Dux, Clerk  
Board of Education

## ANNUAL MEETING AGENDA

Monday, August 18, 2014 @ 7:30 p.m.

PHS Auditorium ♦ 510 Lake Street ♦ Pewaukee, WI 53072

1. Board President: Call to Order
2. Introductions
3. Board President: Appoint Approver of Annual Meeting Minutes - 2014
4. Board President: Appointment of Vote Counters
5. Board President: Election of Chairperson for 2014 Annual Meeting
6. Review of Minutes of August 18, 2012 Annual Meeting
7. Superintendent's Report
8. Approve a Tax Levy: Recommend a motion to levy a property tax of \$25,959,140 for the 2014-2015 school year.
9. Recommend a motion to adopt a resolution to establish a Capital Expansion Fund and levy a tax in the amount of \$400,000 for the 2014-2015 fiscal year.
10. Approve Annual Salary for Board Members  
The current salary for school board members is \$4,000 per year.
11. Approval of Transportation for Students at District Expense  
The School District transports students in accordance with the laws of the state of Wisconsin which require that any student living more than two miles from school or in a hazardous area must be provided transportation. (Wis. Stat. 121.54 (2) (a))  
Transportation of students at district expense over and above that required by law shall be determined annually by the electorate at the Annual Meeting or at a special meeting. (Wis. Stat. 121.54 (9) (2) (e))  
Recommend approval of current district practice of providing transportation to all students grades EC through 6 regardless of the distance from their home to school.
12. Set Date for Next Annual Meeting:  
Recommend a motion to schedule the next annual meeting for Monday, August 18, 2014
13. Adjournment



# Board of Ed Record of Proceedings

## Annual Meeting / Monday, August 19, 2013

The Annual Meeting of the Pewaukee Public School District was held in the high school auditorium on Monday, August 19, 2013. Board of Education President Jim Huismann opened the meeting at 7:30 p.m. following the official budget hearing which was held at 7:00 p.m.

### INTRODUCTIONS AND ROLL CALL

Jim Huismann, President; Brian Kammers, Vice President; Larry Dux, Clerk; John Blask, Treasurer; Jeanne Witthun, Board Member, Ron Frea, Member and Dacia Hopkins, Board Member

### OTHERS PRESENT

JoAnn Sternke, Superintendent; John Gahan, Assistant Superintendent, Mark Olson, Attorney, Mike Cady, Chief Academic Officer, Julie Toole, Executive Assistant to Superintendent

### APPOINTMENT OF APPROVER OF ANNUAL MEETING MINUTES - 2013

Jim Huismann appointed John Vitale to approve the minutes of the August 19, 2013 Annual Meeting.

### APPOINTMENT OF VOTE COUNTER

Jim Huismann appointed John Maltsch to be the vote counter.

### ELECTION OF CHAIRPERSON FOR 2013 ANNUAL MEETING

Brian Kammers nominated Mike Cady to serve as Chairperson, seconded by Larry Dux. With no further nominations, Mike Cady was unanimously elected.

### REVIEW OF MINUTES OF AUGUST 20, 2012 ANNUAL MEETING

Brian Kammers made a motion to approve the 2012 Annual Meeting minutes as presented, seconded by Jeanne Witthun. The minutes were approved unanimously.

### SUPERINTENDENT'S REPORT

Superintendent JoAnn Sternke shared her report.

### APPROVAL OF THE TAX LEVY FOR 2013-2014 SCHOOL YEAR

A motion was made by John Blask and seconded by Brian Kammers that a tax in the amount of \$26,660,174 be levied upon the taxable property of the School District for the 2013-2014 school year. The motion passed 14-0.

### ADOPTION OF A RESOLUTION TO ESTABLISH A CAPITAL EXPANSION FUND AND LEVY A TAX IN THE AMOUNT OF \$125,000 FOR THE 2013-2014 FISCAL YEAR

John Blask moved to adopt a resolution to establish a capital expansion fund and levy a tax in the amount of \$125,000 for the 2013-2014 fiscal year, seconded by Brian Kammers. Motion passed 14-0.

### APPROVE ANNUAL SALARY FOR BOARD MEMBERS

Marty Ploussard moved that Board salaries remain at \$4,000 annually, seconded by Craig Sternke. Motion passed 14-0.

### APPROVAL OF TRANSPORTATION FOR STUDENTS AT DISTRICT EXPENSE

John Blask moved to approve the current District practice of providing transportation to all students grades early childhood through grade six regardless of the distance between home to school, seconded by Jeanne Witthun. Questions and discussion. The motion passed 14-0.

### SET DATE FOR NEXT ANNUAL MEETING

Larry Dux moved to hold the next annual meeting on August 18, 2014, seconded by Jeanne Witthun. Passed 14-0.

### ADJOURNMENT

Brian Kammers moved to adjourn the 2013 Annual Meeting, seconded by Ron Frea. The motion passed unanimously. The meeting was adjourned at 7:50 p.m.

APPROVED by  on the 4th day of September, 2013

# Summary of General Fund Revenues

	Audited 2011-12	Audited 2012-13	Unaudited 2013-14	Proposed 2014-15
<b>Balance Sheet - End of Year:</b>				
ASSETS	13,124,274	10,740,568	11,932,129	
LIABILITIES	9,309,259	6,163,431	6,797,919	
FUND BALANCE	3,815,015	4,577,137	5,134,210	
	Audited 2011-12	Audited 2012-13	Unaudited 2013-14	Proposed 2014-15
<b>Revenue and Other Sources</b>				
<i>From Local Sources:</i>				
Property Taxes	22,142,125	22,503,414	23,724,652	22,616,101
Mobile Home Fees	4,005	3,977	3,934	2,800
Other Taxes (TIF Payment)	-			
Payments for Summer School	61,227	17,927	14,553	15,000
Payments for Driver Education	-	0		
School Activity Income (Ticket Sales, etc.)	67,442	63,429	70,767	65,000
Interest on Investments	10,865	7,944	4,446	8,000
Gifts	260	5,360	1,100	
Student Fees	223,266	220,571	249,673	220,000
Miscellaneous	24,098	31,729	47,891	25,400
Tuition	7,946	0	1,504	
<i>From Other School Districts:</i>				
Open Enrollment Tuition	1,364,548	1,373,603	1,545,526	1,582,800
<i>From State Sources:</i>				
Computer Exemption Aid	115,952	122,162	120,733	114,800
Transportation Aid	74,045	76,194	74,919	70,000
Library Aid	85,238	79,957	82,184	80,000
General/Equalization Aid	1,127,714	1,572,794	1,334,765	3,216,151
State Grants	4,170	6,519	15,040	15,000
Other State Revenue		119,850	187,125	383,550
<i>From Federal Sources:</i>				
Fed Grant (Title II, III, IV, V)	28,885	30,567	37,844	36,500
Title I Grant	41,031	141,330	147,578	141,000
Misc. Mini Grant Programs	1,425	975	0	2,000
Fiscal Stabilization Funds		-		
Other Federal Revenue	500		21,354	15,000
<i>From Misc. Sources:</i>				
Insurance Dividends	50,535	47,824	45,991	34,000
Medicaid Reimbursements	-		92,717	
Refund of Prior Disbursements	2,332	1,736	12	500
<b>Total Revenues &amp; Other Sources</b>	<b><u>25,437,608</u></b>	<b><u>26,427,862</u></b>	<b><u>27,824,310</u></b>	<b><u>28,643,602</u></b>
Accounting Adjustment for Capital Lease	256,866	317,092	425,391	511,398
<b>Total Adjusted Revenues &amp; Other Sources</b>	<b><u>25,694,474</u></b>	<b><u>26,744,954</u></b>	<b><u>28,249,701</u></b>	<b><u>29,155,000</u></b>



# Summary of General Fund Expenditures

	Audited 2011-12	Audited 2012-13	Unaudited 2013-14	Proposed 2014-15
<b>Function Descriptions:</b>				
Undifferentiated Curriculum ❖	6,667,132	5,794,298	6,014,706	6,483,781
Regular Curriculum □	3,768,806	4,839,669	4,859,962	5,339,853
Vocational Curriculum	1,069,553	1,003,841	1,047,114	1,003,548
Physical Curriculum	582,403	497,807	495,583	536,346
Special Education - Local Share □	1,907,629	1,925,138	2,188,878	2,605,573
Co-Curricular Activities	615,747	654,226	725,249	648,314
Gift & Talented Services	143,801	76,516	72,969	99,222
Pupil Services	650,835	658,449	680,384	694,764
Instructional Staff Services □	922,367	1,176,432	1,551,488	1,600,543
General Administration & Staffing Contingency	563,497	566,969	577,160	720,365
School Building Administration	1,391,253	1,464,559	1,482,393	1,643,497
Business & Support Services	4,309,131	4,836,151	4,702,312	4,604,978
I.T. Services (Technology, Phone, PI)	1,053,568	1,037,018	1,091,323	1,202,403
Risk Mgt. / Insurance (Worker Comp, Property, GL)	204,977	218,937	244,685	260,219
Debt Services (TRAN & Capital Lease)	271,815	330,803	375,320	441,732
Retirement Liability	26,374	43,955	319,351	12,918
Tuition Payments for Youth Options	73,063	91,625	98,801	87,870
Municipal Charges	32,481	9,232	7,164	20,000
Medicaid Recoupments	0	0	8,521	0
Open Enrollment Tuition Expense	439,297	439,927	523,705	537,435
Transfer to Fund 38 - WRS Liability □		-	200,000	
Operating Transfer 99 Fund	316	190	169	241
<b>Total Expenditures &amp; Other Uses</b>	<b>24,694,045</b>	<b>25,665,741</b>	<b>27,267,237</b>	<b>28,543,602</b>
Accounting Adjustment for Capital Lease	256,866	317,092	425,391	511,398
<b>Total Adjusted Expenditures &amp; Other Uses</b>	<b>24,950,911</b>	<b>25,982,833</b>	<b>27,692,628</b>	<b>29,055,000</b>
<b>Excess Revenues Over Expenditures</b>	<b>743,563</b>	<b>762,122</b>	<b>557,073</b>	<b>100,000</b>



# Summary of Other Funds

	Audited 2011-12	Audited 2012-13	Unaudited 2013-14	Proposed 2014-15
<b>Special Revenue Trust Fund - 21</b>				
Total Revenues	6	135,187	60,022	40,025
Total Expenditures	12,597	0	137,582	0
<b>Fund 27 Special Education</b>				
Transit of Aids - EEN Tuition Programs	40,582	54,051	56,013	45,000
State Aid for Special Education	753,540	757,235	736,893	740,000
Open Enrollment - Special Ed. Tuition	-	0	0	
Grant Revenue	472,565	503,929	449,764	525,443
Medicaid Reimbursements	206,334	182,281	66,372	40,000
10 Fund Transfer In (Local Share)	1,907,629	1,925,138	2,188,878	2,605,573
Total Revenues for Special Education	3,380,651	3,422,633	3,497,920	3,956,016
Total Expenditures for Special Education	3,380,651	3,422,633	3,497,920	3,956,016
<b>Debt Service Fund*</b>				
Total Revenues - Property Taxes	3,194,384	3,178,252	3,184,786	2,719,426
Total Expenditures	2,865,339	3,294,957	3,221,350	2,757,326
Transfer Out				
<i>Total Debt Obligation, End of Year</i>	<i>29,290,000</i>	<i>27,190,000</i>	<i>25,090,000</i>	<i>23,380,000</i>
<b>Debt Service Fund - 38 (Non-Referendum Debt)</b>				
Property Taxes	319,950	265,850	266,767	223,613
10 Fund Operating Transfer				
Total Expenditures	322,250	267,665	269,050	224,425
<i>Total Debt Obligation, End of Year</i>	<i>1,570,000</i>	<i>1,335,000</i>	<i>1,095,000</i>	<i>895,000</i>
<b>Food Service Fund - 50</b>				
Total Revenues	958,461	940,399	976,589	884,515
Total Expenditures	917,483	907,130	936,546	916,176
<b>Capitol Projects Fund- 41</b>				
Total Revenues	75,055	125,175	125,178	400,000
Total Expenditures	0	0	0	525,000
<b>Capitol Projects Fund- 43</b>				
Total Revenues	91	0	0	0
Total Expenditures	519,664	0	0	0
<b>Capitol Projects Fund- 45</b>				
Total Revenues	4,504,787	44,256	44	0
Total Expenditures	10,324,198	4,094,217	455,760	0
<b>Capitol Projects Fund- 46</b>				
Total Revenues	0	0	200,004	0
Total Expenditures	0	0	0	0
<b>OPEB Trust Fund - 73</b>				
Total Revenues	826,081	842,786	837,690	834,632
Total Expenditures	776,366	774,135	757,797	834,322
<b>Cooperative Program Fund - 99</b>				
Total Revenues	3,787	1,713	1,855	2,000
Total Expenditures	3,787	1,713	1,855	2,000





# Revenue Limits and State Aid

## What Does it all Mean for Taxes?

Revenue Limits were designed to limit growth in property taxes and have been in place for Wisconsin Public Schools since 1993. This limit is the combined total of the tax levy (minus the levy for referendum approved debt) and the amount of State Equalization Aid received by a district. In Pewaukee this accounts for 88.6% of the General (Operating) Fund revenues of the district projected 2014-15 budget. The Revenue Limit is primarily driven by the resident student population of the district. As the population grows the limit is increased and likewise, when the population shrinks the limit is reduced. The Pewaukee School District has seen increasing resident student population in all but two years since the mid 1980's.

So what does it mean when the DPI announced on July 1, 2014 that the Pewaukee School District would receive a projected increase of 124.94% or a total of \$1,667,667 to the 2014-15 Equalization Aid allocation from the amount received in 2013-14? This increase of aid is driven by the fact that we experienced a growth of over 6% in resident

student population while the property values in the community experienced a slight decrease overall in the school district. This increase in aid does not provide additional resources for the district to spend. Due to the relationship created with the Aid and the Revenue Limit, the increase in Equalization Aid will result in the lowering of the property tax levy for the District.

The increase in Equalization Aid when coupled with a scheduled reduction in the Referendum approved Debt Service Levy results in a tax levy that is lower than the levy from the 2010-11 school year. This decrease from the 13-14 levy is projected at 4.91% for the 2014-15 school year.

The Board of Education is committed to providing a quality education to all students attending the Pewaukee School District while remaining fiscally responsible to all of the taxpayers of the community.

### Tax Levy Estimate

<b>Tax Levy</b>	<b>Audited 2011-12</b>	<b>Audited 2012-13</b>	<b>Unaudited 2013-14</b>	<b>Proposed 2014-15</b>
General Fund	22,142,125	22,503,414	23,724,652	22,616,101
Debt Service	3,194,384	3,178,252	3,184,339	2,719,426
Debt Service -38*	319,950	265,850	266,738	223,613
Fund 41 Levy	75,000	125,000	125,000	400,000
Total Levy	25,731,459	26,072,516	27,300,729	25,959,140
Tax Base	2,315,863,579	2,324,674,223	2,305,776,426	2,305,776,426
<b>Tax Rate per \$1000 EqV</b>	<b>11.111</b>	<b>11.216</b>	<b>11.840</b>	<b>11.258</b>

## Strategic Plan Strategy: **Teaching & Learning**

The Teaching and Learning strand of the PSD Strategic Plan provides explicit direction in an ongoing effort to provide a rigorous and relevant curriculum delivered by high quality educators who use innovative, research-based strategies to prepare students to compete in a 21st century global environment. Looking ahead to 2014-15, we will be placing significant emphasis on the areas of literacy across all disciplines, grading practices that support learning, personalized learning approaches and greater inclusion in the regular education setting for our students with special needs.

### **2013-14 Strategic Initiatives:**

In order to maximize the career and college readiness of all students...

- We will enhance our implementation of the Reader's and Writer's Workshop model in grades 4K-8
- Review the K-12 mathematics curriculum to better align curriculum and instruction with state standards and enhance our capacity to effectively implement personalized learning approaches to learning mathematics
- Each school will develop an action plan supporting alignment with the Pewaukee School District (PSD) Grading Principles including a plan and timeline for implementation of standards-based grading report cards
- Each school will develop a plan to further align practices with the PSD Personalized Learning Guiding Principles

### **2013-14 Accomplishments:**

- 100% of PSD staff in grades 4K-8 have received formal training in both Reader's and Writer's Workshop
- New Writer's Workshop Units of Study were implemented enhancing the quality of curriculum and student learning experiences
- 22 teachers in grades 6-12 completed 8 full days of training related to literacy instruction across disciplines to support the implementation of a Disciplinary Literacy action plan in 2014-15
- Standards-based grading report cards have been implemented at Pewaukee Lake Elementary School (PLES) and Asa Clark Middle School (ACMS) and a similar report card has been approved by the Board of Education to be used at Horizon Elementary in 2014-15
- A K-12 Mathematics curriculum review and renewal process was completed resulting in a more targeted focus on essential Priority Standards and the adoption of new curriculum and supporting resources (text and software) for 6th grade math through Algebra II / Trigonometry

### **Looking ahead to 2014-15:**

- We will implement a comprehensive professional development and parent communication plan in support of the implementation of the revised and renewed mathematics curriculum
- An implementation plan will be initiated in grades 6-12 supporting the integration of literacy instruction into all disciplines (referred to as Disciplinary Literacy)
- Each school will participate in an action plan supporting the more effective application of grading practices. This includes the refinement of existing standards-based report cards and related communication at PLES and ACMS as well as the implementation of a standards-based report card at Horizon Elementary School
- Implementation of a comprehensive Learning Coaching Model will be deployed to support teaching staff with improved job embedded professional development
- Implementation of an action plan supporting improved Inclusion-based instructional practices supporting students with special needs in regular education classrooms





## Strategic Plan Strategy: **Technology**

Information Technology (IT) continues to be active in supporting the District's focus on improving student achievement. Strategic initiatives focus on effective uses of information and technology in teaching and learning, ongoing professional development needed to support authentic, problem-based learning environments, and providing adequate resources and services in alignment with educational needs. Areas of focus for the coming year are on continued support of and access to information and technology resources, including Google Apps for Education and student use of technology to support learning. EdTech Learning Coaches at the elementary and secondary levels will provide job-embedded professional learning opportunities to teaching staff, that focus on supporting authentic application of classroom technology. A major emphasis will be on the development of a comprehensive, K-12 Digital Citizenship curriculum.

### **2013-14 Strategic Initiatives:**

- By June 2014, PSD Grade 8 students will increase technology proficiency from 92 to 100% as measured by the Next Generation Assessment for Middle School
- By June 2014, the average Levels of Technology (LoTi) Digital Age Survey score for the integration of technology will increase from a Level 3 (Infusion) to a Level 4a (Integration)

### **Action Plan Elements:**

- Conduct professional development to support instructional technology and staff proficiency
- Fully implement Google to support communication and collaboration
- Monitor plan for student digital literacy and citizenship
- Conduct parent learning sessions on Fusion, Google, and internet safety
- 1:1 access to technology in grades 5-12; 2:1 access in grade 4; 2.2:1 in grades 5K-3

### **Accomplishments:**

- 100 percent of students in grade 8 were proficient on the Next Generation Assessment (Technology Proficiency). In grade 7, 86.5% of the students scored at the Proficient level on the NGA
- 169 PSD educators participated in job-embedded professional development opportunities that focused on authentic application of classroom technology
- District results of the Clarity Survey were in the Advanced category based on the CASE Framework (Classroom, Access, Support, Environment)

### **Looking forward to 2014-15:**

- EdTech Learning Coaches will support job-embedded professional learning opportunities for teaching staff, that focus on supporting authentic application of classroom technology
- Expand learning opportunities for parents on the current technology practices in the District
- Research & develop comprehensive, K-12 Digital Citizenship curriculum
- Migrate to Windows 7 OS across District



## Strategic Plan Strategy: **Facilities & Operations**

Facilities and Operations is one of the five strands of the Strategic Planning process to address the need to accommodate a growing student body while making the most efficient use of the resources available in the District budget. During the 2013-14 school year, the plan focused on developing and implementing a wellness program as a long-term solution to reduce healthcare costs. Another focus of the plan was to improve the overall operational efficiency of the District. The primary areas of focus were energy consumption and developing operational efficiency.

### **2013-14 Strategic Initiatives:**

- Continue implementation of Print Management solutions
- Develop & implement employee wellness programming to reduce health care costs
- Continue to add additional energy consumption reduction initiatives
- Evaluate and formalize strategic partnerships to improve operational efficiency
- Improve staff awareness and crisis response training

### **Accomplishments:**

- Implemented Print Management solutions
- Initiated employee wellness programming to reduce health care costs
- Added energy consumption reduction initiatives
- Evaluated/formalized strategic partnerships to improve operational efficiency
- Added crisis response training to meeting agendas

### **Looking ahead to 2014-15:**

- Implement wellness plan to reach discount criteria
- Develop wellness calendar of activities
- Build portal to access wellness resources
- Provide a feedback mechanism for staff
- Continue staff training on the crisis response plan



## Strategic Plan Strategy: **Workforce Engagement & Development**

The Workforce Engagement & Development Strand of the Strategic Plan focuses on utilizing best practices to hire, retain, engage and develop a skilled and talented workforce.

### **2013-2014 Strategic Initiatives:**

- Professional Development: The focus of this initiative was to track completed professional development for all workforce groups to ensure alignment with district goals and to support student learning
- Teacher Evaluation: The focus of this initiative was to implement the Educator Effectiveness Evaluation Model the Teacher Compensation Program

### **Accomplishments:**

- Professional Development goals were met or exceeded for Secretaries, Food Service and Custodians; professional development completed for Paraprofessionals and Teachers was increased and nearing 100% of all staff
- Teacher Evaluation: A full pilot of the Educator Effectiveness Evaluation Model was conducted for all teachers in the District; full implementation of the evaluation program will take place during the 2014-15 school year per state requirements. The compensation program was also implemented to coordinate with the evaluation system to inform compensation beginning with the 2014-15 school year



### **Looking Ahead to 2014-2015:**

- The main focus for the 2014-15 school year will be Employee Engagement; using results of the Employee Engagement Survey, work will be conducted to gather more evidence and information regarding engagement measures and then strategies will be deployed to address areas of need



## Strategic Plan Strategy: **Communication & Community Engagement**

Communication and community engagement changes as cultural, economic, technological, and educational aspects of the school community shift. To better meet the need for a flow of information to parents and guardians, conducting a series of focus groups for each school will be a priority. Surveys are revealing the parental desire for increased communication on a personal level, this will be explored as well as other questions related to finding out what information parents and guardians need to better support their students. This year will begin the third year of our Volunteer Program, through our Volunteer Coordinator, supporting efforts to provide elementary aged students with additional reading and math reinforcement through the Expert Listener and Math Mentor programs. The Volunteer Coordinator also assists schools and departments with finding volunteers for a variety of projects.

### **2013-2014 Strategic Initiatives:**

- The Business & Community Partnership Committee will continue to seek creative ways to connect students & classrooms with the broader business community
- The Volunteer Program will expand Expert Listeners and Math Mentors to include more children
- Electronic Communication will grow the number of users, accounts, likes, followers, etc. to gain a broader reach to stakeholders; classes will be offered to train parents/guardians

### **Accomplishments:**

- Volunteer program - increased non-student volunteer hours (for all programs and tasks district-wide) from 26,083 hours to 31,668 hours
- Business Partnership Committee helped to facilitate 88 professionals to speak in classes, businesses to participate in Pewaukee High School's Reality Store, and educator tours of local companies
- Facebook "likes" increased from 451 to 658, Twitter "followers" increased from 280 to 420, School Fusion parent accounts increased from 561 to 723

### **Looking Ahead to 2014-2015:**

- Hold focus groups with school community to better understand communication parents/guardians would like to receive for supporting their student(s) in his/her academic growth
- The Business & Community Partnership Committee will continue to assist teachers with making contacts in the community to partner with classrooms to achieve academic goals. At least 2 tours will be organized to continue to create relationships with our business partners

- The Volunteer Program will continue to expand both Expert Listeners and Math Mentors
- Electronic Communication will continue to be developed with goals that include increasing numbers of likes, followers, and parent accounts, coupled with training student volunteers to assist with updating of sites

*Special thanks to recent PHS graduate Emma Jansen for photographing summer school activities.*





# Pewaukee School District

Opening the door  
to each child's future.

**CONGRATULATIONS CLASS OF 2014!**

