



100-Day Report

**Christopher Thompson, EdD, Superintendent,
with support from his Administrative Team
Unified School District of De Pere**

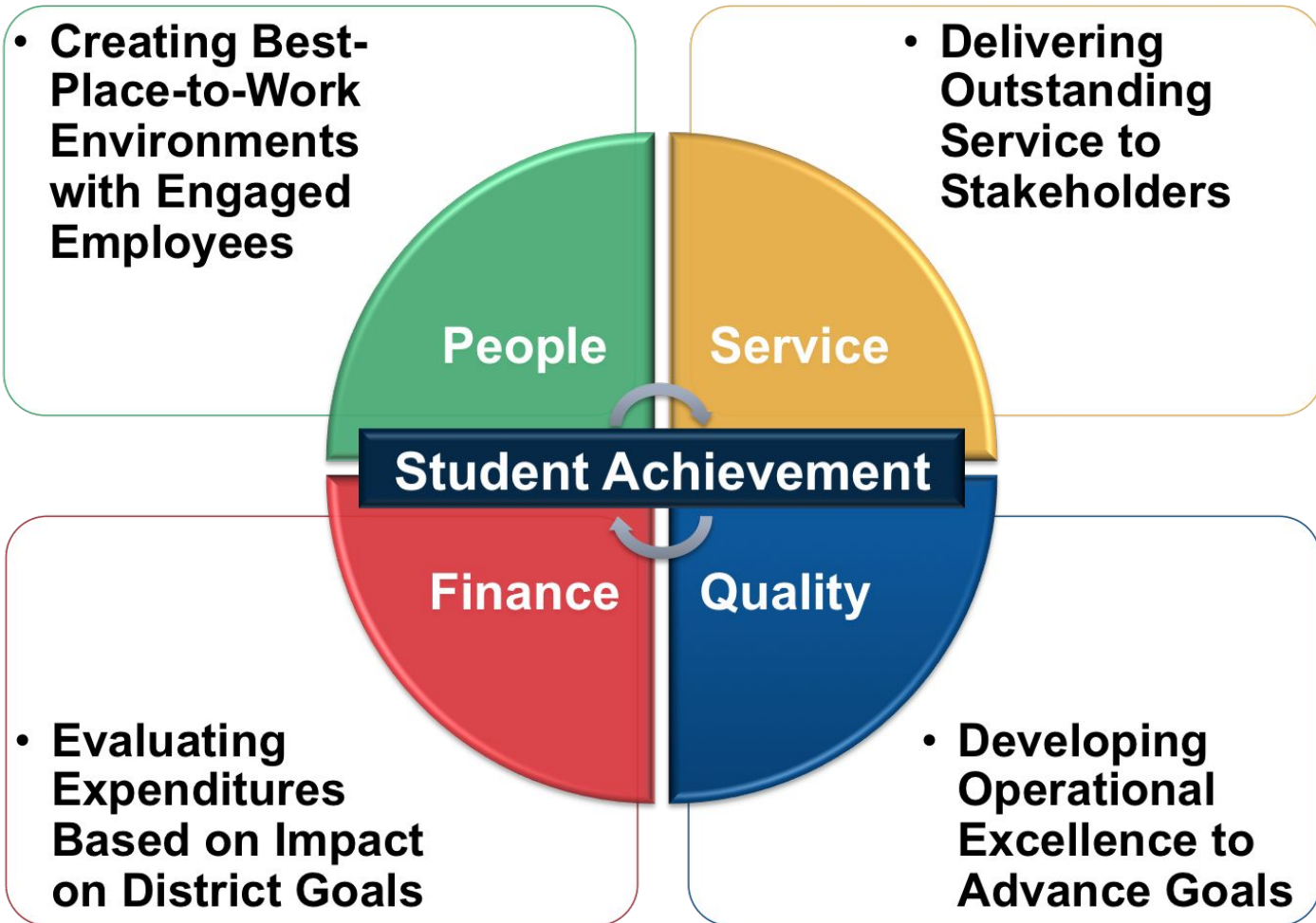


OVERVIEW: FIRST YEAR GOALS

Purpose: Set the tone for collective leadership driving student outcomes for the District

- Objectives
 - Build strong, trusting relationships
 - Become engaged in community, region
 - Create a vision that drives our district strategy
 - Listen to and learn from De Pere shareholders

STUDER EDUCATION PILLARS



OVERVIEW: OBSERVATIONS

Strength: People

- Highly dedicated staff at all levels and buildings
 - Commitment to student outcomes
 - Strong desire for sustaining, building on successes
 - View our school district as an employer of choice within NE Wisconsin region

OVERVIEW: OBSERVATIONS

Strength: Service

- District pride two-ways
 - Faculty, staff – instruction and school experience provided to the students
 - Parents, community – high standard for education we provide
- Community is supportive of our district, want us to continue growing in excellence

OVERVIEW: OBSERVATIONS

Strength: Finance

- Fiscally sound: revenues covering expenses
- Low debt (will be future concern when we drop-off our referendum debt)
 - Low mill rate
 - Could support us in future referenda
- Growing tax-base due to increasing:
 - Student enrollment
 - Equalized property value
 - Continued community growth

OVERVIEW: OBSERVATIONS

Strength: Quality

- Employees have demonstrated resilience
- Mindful of limited funding
- Team dedication to stretching resources
- Leveraged district's reputation to support student achievement outcomes

OVERVIEW: OBSERVATIONS

Strength: Student Achievement Spring 2022

Forward Data - All Students: Gr. 3-8

School District	ELA	Math
De Pere	54.9	58.5
Ashwaubenon	38.2	43.8
Howard-Suamico	47.7	54.3
Pulaski	40.8	49.4
West De Pere	43.1	45.7
Wrightstown	50.2	65.9

OVERVIEW: OBSERVATIONS

Strength: Student Achievement Spring 2022

ACT Composite - High School: Gr. 11	
De Pere	22
Ashwaubenon	19.1
Howard-Suamico	20.1
Pulaski	20.1
West De Pere	21.7
Wrightstown	21.9

OVERVIEW: STATEWIDE - ACT SPRING 2022

Wisconsin High Schools	ACT	Wisconsin High Schools	ACT
Oshkosh North HS	18.1	Nicolet UHS	21.4
Kaukauna HS	18.5	Franklin HS	21.6
Milwaukee - King International HS	19.3	Milwaukee Reagan Prep HS	21.7
Stoughton HS	19.8	Shorewood HS	21.9
Oshkosh West HS	19.9	Wauwatosa East HS	22
Greendale HS	20.3	De Pere HS	22
Sun Prairie HS	20.4	Sussex Hamilton HS	22.2
Verona HS	20.4	Muskego HS	22.3
Kimberly HS	20.6	Hartland Arrowhead UHS	22.7
Neenah HS	20.6	Mequon Homestead HS	22.8
Racine Walden III HS	20.8	Middleton-Cross Plains HS	23
Wauwatosa West HS	20.8	New Berlin Eisenhower HS	23.3
Menomonee Falls HS	21	Brookfield Central HS	23.4
Oregon HS	21	Brookfield East HS	23.5
Germantown HS	21.1	Kettle Moraine School for Global Leadership and Innovation	23.5
Kettle Moraine HS	21.2	Kettle Moraine HS of Health Sciences	23.9
New Berlin West HS	21.3	Whitefish Bay HS	25.1

OVERVIEW: OBSERVATIONS

Strength: Student Achievement - Instruction

- Design framework for student programming model is well established
- Based on student achievement, programming is meeting the needs for majority of students
- Professional Learning Communities (PLCs) at all levels performing well as designed, producing desired results
- Student programming is reflective of our community values

CONCERNS/ISSUES/OPPORTUNITIES

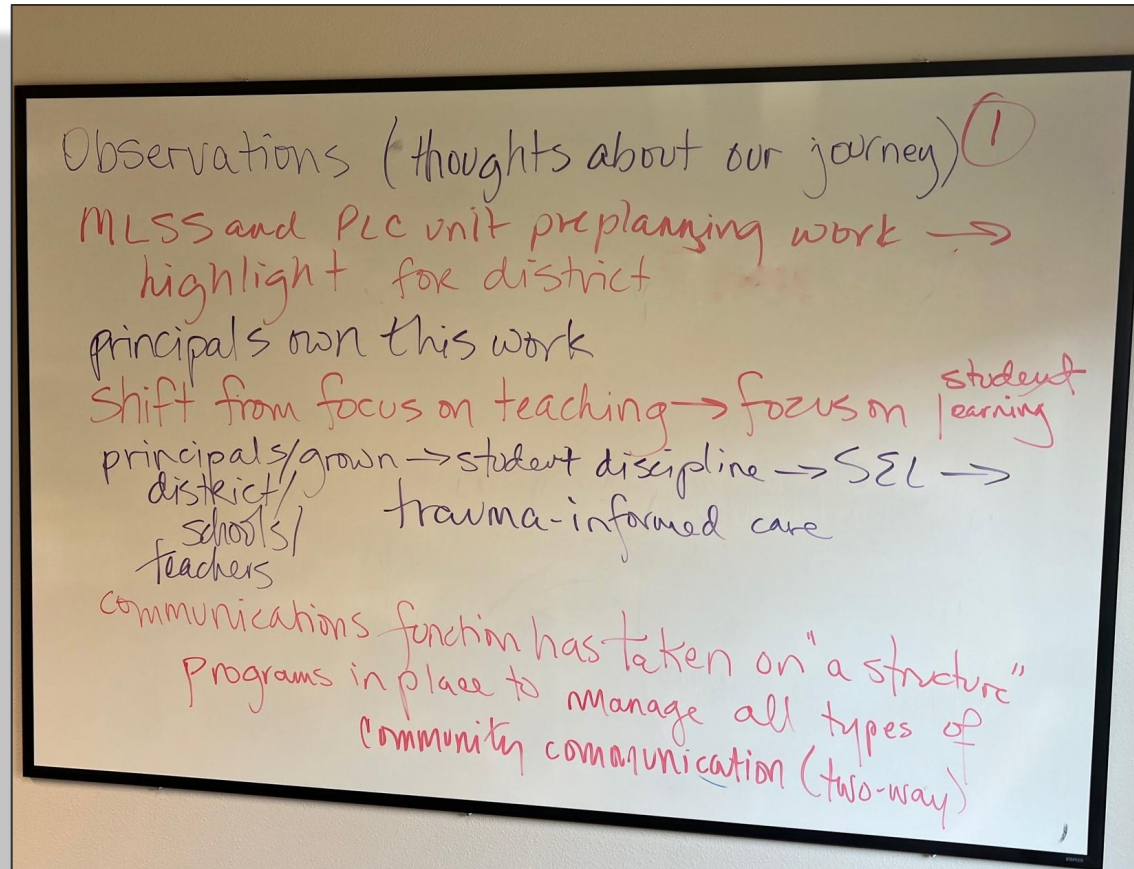
Solicited input from Administrative Team

- Methodology

- 5 focus groups, approx. 1 hour each
- Open ended questions/responses
 - “Thoughts About Our Journey”
 - “Dreams For Our Future”
- Concept mapping to determine common themes
- Modified TREGO process to identify urgency, importance

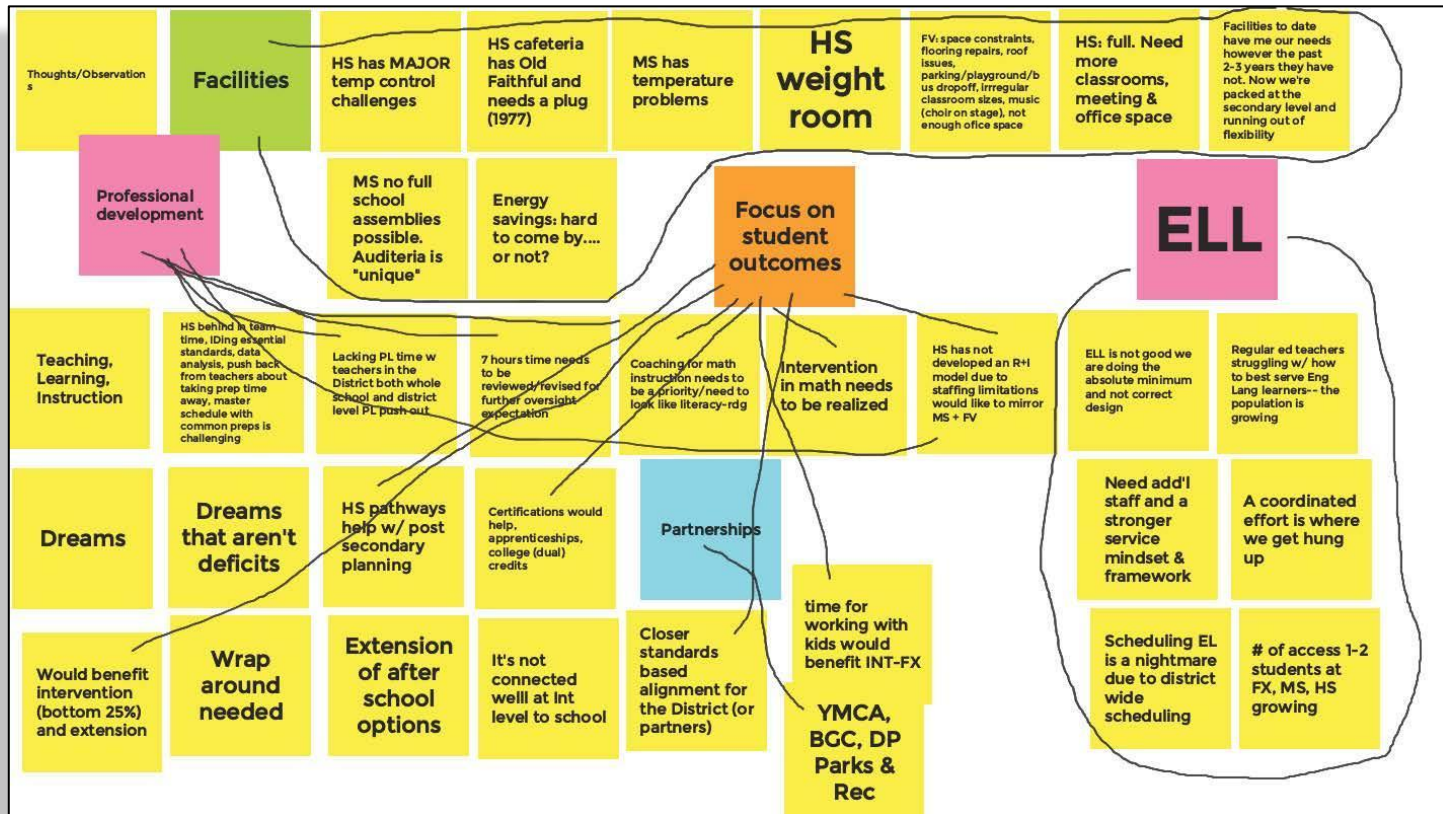
CONCERNS/ISSUES/OPPORTUNITIES

Process Example: "Thoughts About Our Journey"



CONCERNS/ISSUES/OPPORTUNITIES

Process Example: Concept/Affinity Mapping



CONCERNS/ISSUES/OPPORTUNITIES

Common Themes Emerged through Process

- Diversity/Equity
- English Language Learner (ELL) program
- Facilities
- Focus on Student Outcomes
- Partnerships
- Professional Development
- Technology

COMMON THEMES

SAMPLE FEEDBACK

- Diversity/Equity
 - Create a more inclusive culture where all students feel strong sense of belonging, value
 - Proportionate reflection of student population in programs
 - Need to attract, retain staff that reflects our student population
 - Offer more world language options and earlier

COMMON THEMES

SAMPLE FEEDBACK

- ELL (English Language Learners)
 - Increasing EL population, more significant language barriers
 - Need district-wide EL mission and vision
 - Need for increased EL staffing
 - Need to train staff on ways to best support the learning of EL students
 - Students would benefit for multilingual resources for students

COMMON THEMES

SAMPLE FEEDBACK

- Facilities

- Space constraints, design not keeping up with growing district nor supports future cutting-edge learning
- Lack of appropriate classroom, office space in some buildings
- STEAM (Science, Technology, Engineering, Arts, Math) at all levels limited based on space and equipment

COMMON THEMES

SAMPLE FEEDBACK

- **Facilities**

- Roofs being maintained, however, many are at the end of their useful life which is a significant cost
- Building mechanicals (HVAC, electrical and plumbing) are dated and have had limited updates
- 4K programming would be better served inside our buildings, but lack of space prohibits it

COMMON THEMES

SAMPLE FEEDBACK

- Focus on Student Outcomes
 - Consistency with instructional focus, steady, not all “new and shiny”
 - We create habits that move the needle
 - Staff view students as “All Our Kids”
 - Continued shift from focus on teaching to focus on student learning
 - Principals “own” Multi Level Systems of Support (MLSS) and Professional Learning Communities (PLC) work
 - Proud of using our resources to impact student achievement

COMMON THEMES

SAMPLE FEEDBACK

- Focus on Student Outcomes

- Continue to invest in staff with Professional Learning that positively impacts student outcomes (Math, Special Education)
- STEM/STEAM, Career and Technical Education (CTE) opportunities identified as a priorities for expansion + Academic and Career Planning (ACP)
- Collaborative culture with administration, teachers, support staff and communication between buildings is a strength
- Mental health initiatives, including Allies in Mental Health Partnership and updates to curriculum to best support students

COMMON THEMES

SAMPLE FEEDBACK

- External Partnerships
 - Desire to expand partnerships with community, families, private sector and other government entities to enhance educational opportunities
- Professional Development
 - Review Professional Learning (PL) time program structure
 - Staff would like more opportunities to learn about, discuss equity
 - The District has most often been supportive of staff helping build a sense of unity

COMMON THEMES

SAMPLE FEEDBACK

- Technology
 - Need a District-wide technology plan
 - Plan will allow for more sustainable budgeting process
 - Many opportunities to implement technologies that enhance learning experience for students and teachers
- Communications
 - Structured, multi-channel program has enhanced public perception of our educational achievements
 - Families sometimes feel overwhelmed with communications - opportunity to target more effectively

CONCERNS/ISSUES/OPPORTUNITIES

- Priority Rank Voting
 - Focus on student outcomes
 - Facilities
 - Diversity/ELL program

PRIORITY RANK VOTING

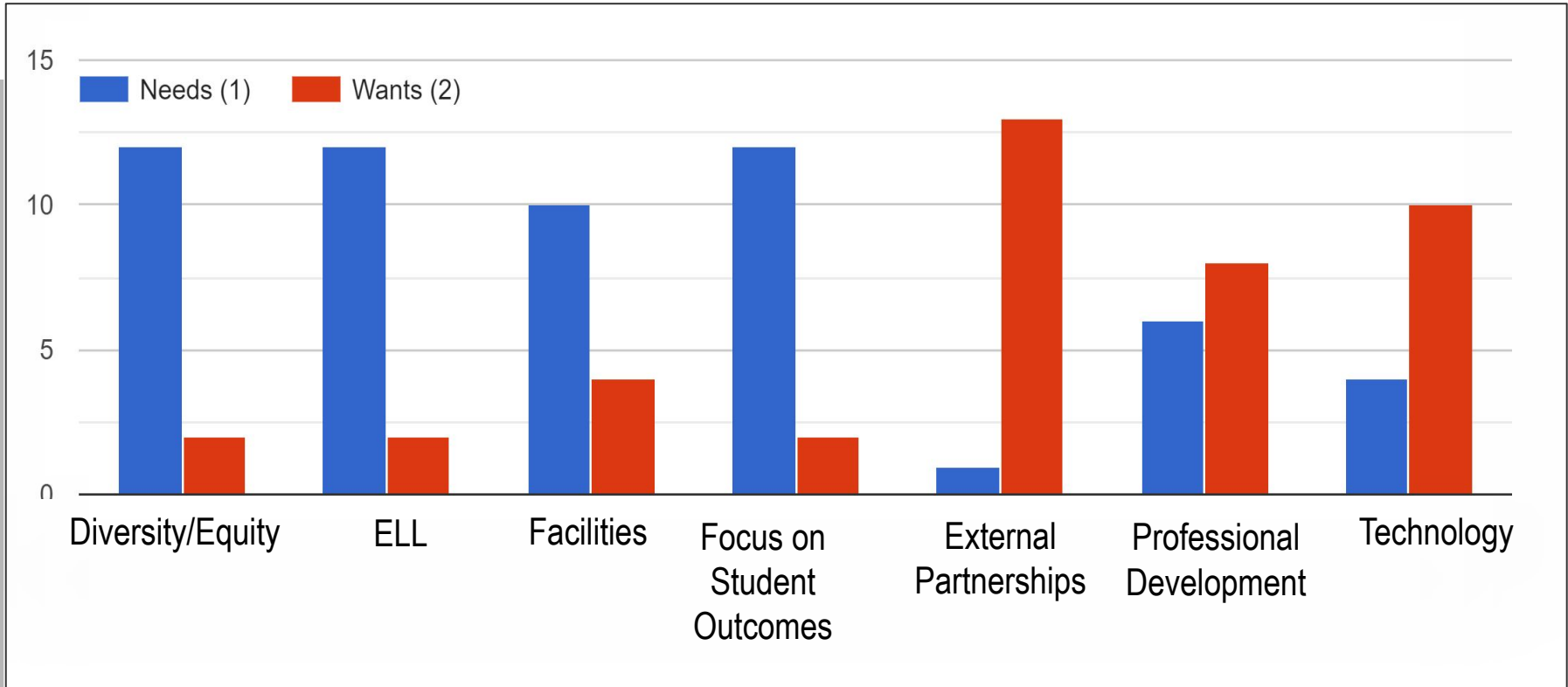
○ = Number of votes **RED** = Highest Weight **ORANGE** = 2nd **YELLOW** = 3rd

PRIORITY

	# 1	# 2	# 3	# 4	# 5	# 6	# 7
Diversity/Equity	2	3	4	3	2	1	0
ELL	3	1	4	3	2	1	1
Facilities	1	6	2	2	3	1	0
Focus on Student Outcomes	8	2	1	2	2	0	0
External Partnerships	0	0	1	0	0	4	10
Professional Development	1	2	3	4	2	2	1
Technology	0	1	0	1	4	6	3

ISSUE

WANTS vs. NEEDS



NEXT STEPS

- Administrative Team will focus efforts toward all items with emphasis on
 - ELL programming upgrades
 - Increasing awareness around diversity and equity topics
 - Growing student learning outcomes
 - Facilities review