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# Elementary and Secondary Subcommittee Update

Continued Discussions Around **Possible** Restructuring

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# ***Overarching Concern***

**The Wausau School Board is concerned about differences in staff, student, and family experiences based on the school one attends or works in the district. These differences across schools are characterized by changing enrollment trends and future projections within geographic areas; student achievement, programs and course offerings; co-curricular offerings; staffing challenges; scheduling models; physical space and facilities.**

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# ***Long-term Concerns Needing Solutions***

***Let's address these proactively!***

1. Inconsistent student success and access to programming
2. Inconsistent staffing across schools
3. Inconsistent staff working conditions across schools
4. Challenges with attracting and retaining quality staff
5. Declining enrollment
6. Unfavorable open enrollment trends
7. Continued long-term financial challenges



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# ***Subcommittee Update***

1. 30-40 people met eight times (June-August)
2. Membership intentionally small to begin. Included administration, school board, some staff, and engaged community members
3. Robust discussion and exploration
4. Significant education process
5. Creation of possible solutions
6. Analysis of some solutions
7. Current recommendation at this time is to seek broader input
8. Committee purpose changed from advisory to focus group



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# ***What Did We Learn From the Subcommittees?***

1. Significant education is required to effectively engage in this conversation:
  - a. Finance
  - b. Transportation
  - c. Staffing
  - d. Programming
  - e. Enrollment and demographics
2. Based on the subcommittee conversations, there is merit to exploring structural solutions to the identified concerns
3. The listed concerns impact segments of our staff and students differently and some segments of our community are likely not impacted at all.



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## ***Where Did We Leave Off?***

The Secondary Subcommittee had reviewed several options and was favoring a model with a “Junior High School” serving students in grades 8-9 and a “Senior High School” serving students in grades 10-12.

The Elementary Subcommittee had analyzed the potential benefits and drawbacks of merging elementary schools and had shared one new proposal.

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# Summary & Synthesis (?)

Status Quo - No Change

Change Boundaries

Junior High (8-9) &  
Senior High (10-12)

Dual Campus (9-10 & 11-12)

One High School

Academy?

## Desired Outcomes

- Improve academic access and experiences
- Improve co-curricular access and experiences
- Maintain or improve financial status
- Offer viable transportation plan
- Address intangibles: identity, traditions, culture

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# **Preliminary Analysis of Redistricting Option Generated by the Elementary Committee**



# Redistricting Option Generated by the Committee

Move all 4K programming out of our four 4K Academies

Free up additional capacity for K-5 in these four buildings

Move entire K-5 schools into other schools, keeping students and staff together

Using 2 of the available schools for all 4K students

Five buildings are made available, five buildings get more students, three buildings are untouched

This would create some capacity pressure on the remaining buildings

## Current Configuration

### Stettin (built 2000)

Enroll 329, Capacity 373\* (88%)

Addition: 2013, 2023

The newest elementary school, built in 2000.

### Maine (built 1961)

Enroll 240, Capacity 248 (97%)

Additions: 1985 and 2000

### Riverview (built 1964)

Enroll 424, Capacity 455\* (93%)

Additions: 1996, 1985, 2000, 2016, and 2023

4K Academy was added in 2016.

### Hewitt-Texas (built 1962)

Enroll 98, Capacity 124 (79%)

Addition: 1985

Smallest elementary school.

### Jefferson (built 1956)

Enroll 294, Capacity 394 (75%)

Additions: 1984, 1997, and 2016

4K Academy was added in 2016.

### Franklin (built 1966)

Enroll 200, Capacity 301 (66%)

Additions: 1991 and 1996

One of three elementary schools without air conditioning. Serves a densely populated area.

### Rib Mountain (built 1955)

Enroll 206, Capacity 248 (83%)

Additions: 1957, 1959, 1966, and 1976

### Grant (built 1910)

Enroll 181, Capacity 236 (77%)

Additions: 1953 and 2001

District's oldest school building. One of three elementary schools without air conditioning.

### Lincoln (built 1970)

Enroll 209, Capacity 284 (74%)

### Hawthorn Hills (1987)

Enroll 177, Capacity 284 (62%)

Additions: 1991 and 2016

4K Academy was added in 2016.

### South Mountain (built 1997)

Enroll 231, Capacity 373\* (62%)

Addition: 2023

One of the newest elementary schools, built in 1997.

### Jones (built 1997)

Enroll 285, Capacity 394 (72%)

Addition: 2016

4K Academy was added in 2016.

### Marshall (built 1922)

Enroll 224, Capacity 373 (60%)

Additions: 1930, 1947, 1955, 1990, and 2000

Serves a densely populated area in an isolated part of the District. One of three elementary schools without air conditioning.

THESE NUMBERS ARE ALL PRELIMINARY AS THE 3RD FRIDAY COUNT IS STILL IN DEVELOPMENT

\*Includes additional classrooms from 2022 referendum

## New Configuration

### Stettin (built 2000)

Enroll 329, Capacity 373\* (88%)

Addition: 2013, 2023

The newest elementary school, built in 2000.

### Maine (built 1961)

Enroll 240, Capacity 248 (97%)

Additions: 1985 and 2000

### Riverview (built 1964)

Enroll 424, Capacity 424 (100%)

Additions: 1996, 1985, 2000, 2016, and 2023

4K Academy was added in 2016.

### Riverview (built 1964)

Enroll 424 **522**

Capacity 455\* **512\*** (93%) **(102%)**

Additions: 1996, 1985, 2000, 2016, and 2023

4K Academy was added in 2016.

### Franklin (built 1966)

Enroll 200, Capacity 301 (66%)

Additions: 1991 and 1996

One of three elementary schools without air conditioning. Serves a densely populated area.

### Jefferson (built 1956)

Enroll 294, Capacity 394 (75%)

Additions: 1984, 1997, and 2016

### Jefferson (built 1956)

Enroll 294 **475**

Capacity 394 **470** (75%) **(101%)**

Additions: 1984, 1997, and 2016

4K Academy was added in 2016.

Additions: 1953 and 2001

District's oldest school building. One of three elementary schools without air conditioning.

### Lincoln (built 1970)

Enroll 209, Capacity 284 (74%)

### Jones (built 1997)

Enroll 285 **494**

Capacity 394 **470** (72%) **(105%)**

Addition: 2016

4K Academy was added in 2016.

### Hawthorn Hills (1987)

Enroll ~~177~~ **377**

Capacity 284 **341** (62%) **(111%)**

Additions: 1991 and 2016

4K Academy was added in 2016.

### Marshall (built 1922)

Enroll 224, Capacity 373 (60%)

Additions: 1930, 1947, 1955, 1990, and 2000

Serves a densely populated area in an isolated part of the District. One of three elementary schools without air conditioning.

### Rib Mountain (built 1955)

Enroll 206, Capacity 248 (83%)

Additions: 1957, 1959, 1966, and 1976

### South Mountain (built 1997)

Enroll ~~231~~ **437**

Capacity 373\* (62%) **(117%)**

Addition: 2023

One of the newest elementary schools, built in 1997.

Addition: 2023

One of the newest elementary schools, built in 1997.

\*Includes additional classrooms from 2022 referendum

THESE NUMBERS ARE ALL PRELIMINARY AS THE 3RD FRIDAY COUNT IS STILL IN DEVELOPMENT

Buildings made available

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These five buildings would become available if this plan is put in place

- There would need to be space for 4K programs
- Might need space for alternative programs
- Might need space for charter school(s)

**Hewitt-Texas (built 1962)**  
**Enroll 98, Capacity 124 (79%)**  
**Addition: 1985**  
Smallest elementary school.

**Franklin (built 1966)**  
**Enroll 200, Capacity 301 (66%)**  
**Additions: 1991 and 1996**  
One of three elementary schools without air conditioning. Serves a densely populated area.

**Grant (built 1910)**  
**Enroll 181, Capacity 236 (77%)**  
**Additions: 1953 and 2001**  
District's oldest school building. One of three elementary schools without air conditioning.

**Lincoln (built 1970)**  
**Enroll 209, Capacity 284 (74%)**

**Rib Mountain (built 1955)**  
**Enroll 206, Capacity 248 (83%)**  
**Additions: 1957, 1959, 1966, and 1976**



# Preliminary Analysis Summary

Not sure what bullets would go here

## “Third Option” Analysis:

1. Close (5) elementary schools
2. Repurpose one or two of the closed elementary schools to create 4K campuses

### Preliminary Analysis

- Capacity of 4K spaces is half of what may have been believed (am and pm sessions)
- Like the opportunity for full schools to merge
- Like the idea of adding wraparound care
- Like the staffing benefits (full-time Encore and Associate Principals)
- Keeping AGR to maintain funding.
- Leaves the District in a very tight enrollment situation.
- Concerns about re-creating standalone 4K academies when we recently built the embedded models.

This illustrates that multiple merger options may be viable.

K-5 Capacity vs. Enrollment at Elementary Schools

Elementary School	EC-4K Operational Capacity	K-5 Operational Capacity	PRELIM Sept 2022, K-5 Enrollment	over/(under) K-5 Capacity	% over/(under) K-5 Capacity
Franklin Elem.					
G.D. Jones Elem.		470	494	24	105%
Grant Elem.					
Hawthorn Hills Elem.		341	377	36	111%
Hewitt Texas Elem.					
John Marshall Elem.	0	373	224	(149)	60%
Lincoln Elem.					
Maine Elem.	0	248	240	(8)	97%
Rib Mountain Elem.					
Riverview Elem.		512	522	10	102%
South Mountain Elem.	0	373	437	64	117%
Stettin Elem.	0	373	329	(44)	88%
Thomas Jefferson Elem.		470	475	5	101%
includes 2022 referendum					
TOTALS	0	3160	3098	(62)	98%

THESE NUMBERS ARE ALL PRELIMINARY AS THE 3RD FRIDAY COUNT IS STILL IN DEVELOPMENT

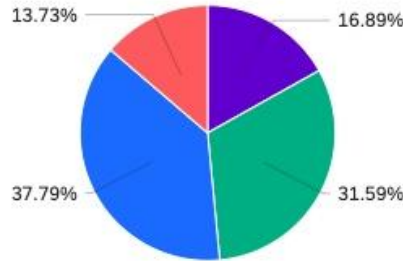
# ***Staff and Community Engagement Process***

1. Engage school district staff immediately in September
2. Engage families/community in similar manner starting in October
3. Build awareness through informational videos shared with staff; given opportunities to have conversations with colleagues and administration.
4. Survey feedback will drive conversations.
5. Purpose of the staff feedback includes a better understanding of staff experiences and how proposed solutions are expected to impact staff and students.
6. Later engagement events will be developed based on feedback.
7. Staff and community feedback are advisory to Board decisions

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# Staff Confidence

How confident are you that, by addressing our challenges through restructuring, we can offer a high quality working and learning environment? 823

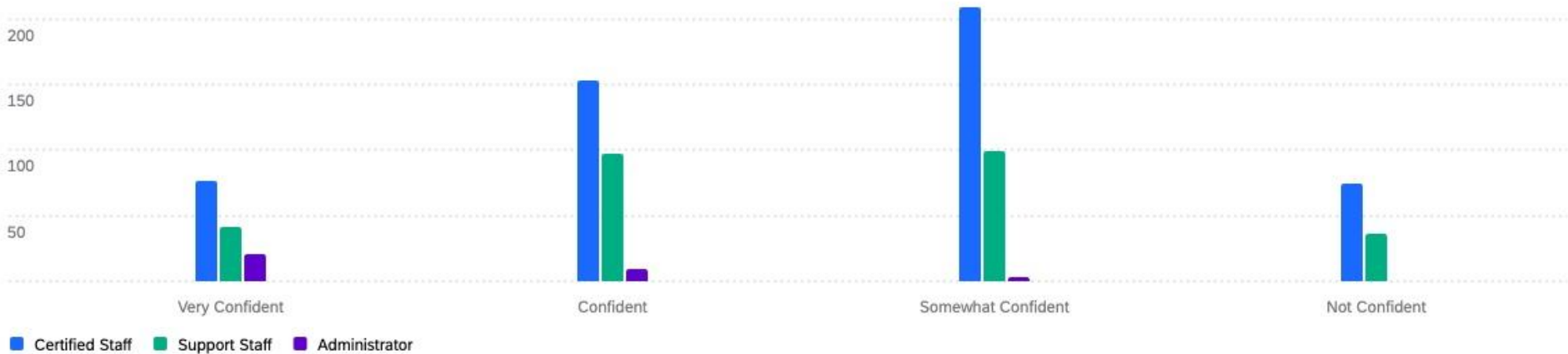


Very Confident Confident Somewhat Confident Not Confident

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# ***Staff Confidence by Employment Group***

How confident are you that by addressing our challenges through restructuring, we can offer a higher quality working and learning environment?

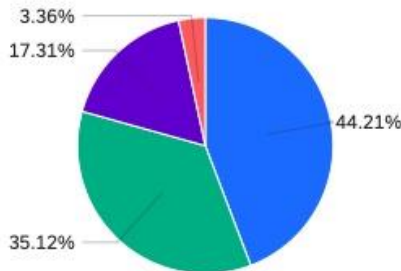


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# ***How Important Are These Outcomes? Staff Report***

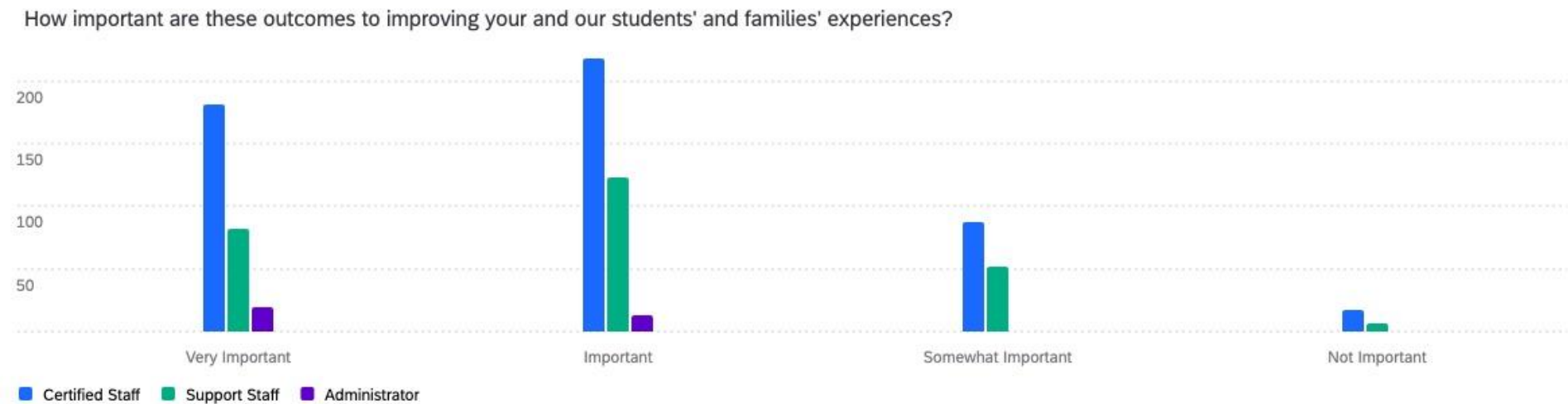
How important are these outcomes to improving your and our students' and families' experiences?



■ Important ■ Very Important ■ Somewhat Important ■ Not Important

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# ***How Important Are These Outcomes? Staff Breakdown***



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# ***What Advice Do You Have to Help Us Engage the Community?***



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# ***Decision-Making Process***

1. Any district restructuring decisions must receive School Board approval
2. Programming and staffing decisions can be made by administration
3. Staff will be consulted and informed
4. Families will be consulted and informed



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# Next Steps

Engage the community.

If staff and community feedback “support” a school board decision to restructure the WSD, then a restructuring proposal (which schools are merged) would need Board approval.

Then a restructuring plan would be developed to implement the Board’s decision.

A number of teams, involving dozens to hundreds of people, would be created who would be responsible for the final implementation plan:

- Curricular programming
- Co-curricular programming
- Scheduling
- Staffing
- Transportation
- Finance
- Facilities
- Culture/History

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# ***Plan Development***

Action/Team	Responsible	Accountable	Consulted	Informed
Curriculum <sub>(Secondary)</sub>	Rauscher	Principals/Content Teams	Staff	Community
Co-Curriculum	Rauscher	Principals/ADs	Coaches	Staff/Community
Staffing	Gundrum	Principals	Staff	Community
Facilities	Cihlar	MOB/Custodians	Principals/Staff	
Transportation	Tess	First Student	Principals	WSD Families
Communication	White	White	LAT/Principals	
Culture/Tradition	Hilts	WSD Historians	?	
Scheduling	Rauscher/Shell	Principals	Staff	
Finance	Tess	Business Office		

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# Questions?



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