Wausau School Board Restructuring Subcommittee

Opening Meeting: June 2, 2022





Welcome and Introductions

Thank you for sharing your time and talents to support this important work!

3 Guiding Documents

- Mission Statement
- Shared Key Interest
- Committee Purpose Statement

The Wausau School District's Mission



It is the mission of the Wausau School District to advance student learning, achievement, and success.

Shared Key Interests



Advance student learning, achievement, and success by keeping it at the heart and as the filter for our decision making.

Utilize research-based curricula that reflects 21st Century themes and applications and are responsive to the needs and potential of all students, preparing them for a global society.

Provide real-life, diverse learning opportunities with practical applications in the classroom and beyond.

Inform and engage the community in shaping educational strategy and formulating responses to change.

Attract, retain, and develop a high quality, diverse, creative, and innovative workforce of leaders.

Provide safe, secure, flexible, inviting, and well-maintained environments that nurture student well-being and enhance teaching and learning.

Identify, integrate, and expand technology to foster adaptability and maximize learning for all.

Foster mutually beneficial partnerships and collaborations that expand learning opportunities and resources.

Purpose Statement



The purpose of the elementary and secondary subcommittees is to develop recommendations for the Wausau School Board as to whether the District should restructure elementary schools and/or high schools.

Overarching Concern

The Wausau School Board is concerned about differences in staff, student, and family experiences based on the school one attends 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.



Meeting Schedule and Structure

- Initial Meetings: June 2, 16, 30; July 21; August 4, 18
- 5-7 p.m. at the Longfellow Administration Center
- We understand that members may not be able to attend all meetings.
- We appreciate your efforts to engage as fully as possible.
- Both committees will continue to meet simultaneously to facilitate access to district staff and possible "cross-pollination" of committee creativity.
- We want to be strategic in our communication about this work.
 Please refrain from sharing committee work outside official communications.

Possible Outcomes of Our Work



The subcommittee could recommend:

- Restructuring the Wausau School
 District by closing and/or merging schools
- 2. Continuing the current structures
- 3. A third, as of yet unrealized, option

Some Problems For Which We Are Seeking Solutions:



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

Structure of our Meetings



- Administration will educate members on the challenges faced by the district.
- 2. Administration will provide additional information required by committee members to fully explore problems and possible solutions.
- 3. <u>Committee Task:</u> Decide what feedback and data are needed to make an informed decision.
- 4. <u>Committee Task:</u> Explore the implications of restructuring schools or other possible solutions.
- Committee Task: Engage and inform staff and community in strategic ways: town hall meetings, surveys, focus groups, individual outreach.
- 6. <u>Committee Task:</u> Make a recommendation to the full school board in September 2022.



Questions About Purpose or Process?



Information Overview

School board members and committee members will drive the direction of this conversation.

"Good is the Enemy of Great" - Jim Collins

The Wausau School District employs:

~1,300 staff to serve

~8,000 students in

20 schools.

See District Map



Most Recent District Report Card Summary

Wausau

District Report Card



OVERVIEW

District Details

Grades: K4-12 Enrollment: 7,786

Percent open enrollment: 3.6%

The Wausau School District is dedicated to advancing student learning, achievement, and success by keeping it at the heart and as the filter of our decision making. In alignment with our mission, the District is excited to implement the Leader in Me program during the 2021-22 school year - - inspiring greatness in every student in their pathway to college and career readiness.

The statement above is provided by the district. It is not an evaluation by the Wisconsin DPI.

Student Groups









Students' Experiences

Main theme - Overall, the Wausau School District offers a comprehensive education, and achievement is higher than average, but students have varied experiences.



Student Access to Programming

(This is mainly a concern at the high schools)



- Various academic programs can not be replicated at both high schools: examples include Automotive and Engineering
- Some elective academic programs struggle to run consistently due to low enrollments (ex. Global Languages)
- Proposed new offerings may not be implemented due to low enrollments
- Some co-curricular activities struggle to survive due to low enrollments. Most recent example is Wausau East Football.
- Access to Intervention Resource Teachers differs among elementary schools and between high schools

Student Achievement:

Main Theme - Better than average achievement but some groups are performing much lower than others.



In 2018-19 the Wausau
School District Exceeded
Expectations as measured
by the Wisconsin State
Report Card



PUBLIC REPORT - FOR PUBLIC RELEASE November 12th, 20

Wausau

District Report Card | 2018-19 | Summary



Overall Accountability Hatings	Store
Significantly Exceeds	83-100
Expectations	****
Exceeds	73-82.9
Expectations	****
Meets	63-72.9
Expectations	****
Meets Few	53-62.9
Expectations	***
Fails to Meet	0-52.9
Expectations	***

Overall Accountability Ratings

District Information	
Grades	K4-12
Enrollment	8,311
Within District Mobility	1.5%
Between District Mobility	3.7%
Race/Ethnicity	
American Indian or Alaskan Native	0.6%
Asian	19.6%
Black or African American	2.3%
Hispanic/Latino	6.6%
Native Hawaiian or Other Pacific Islander	0.1%
White	65.3%
Two or More Races	5.6%
Student Groups	
Students with Disabilities	14.4%
Economically Disadvantaged	44.8%
English Learners	11.9%

Priority Areas	District Max Score Score	State Max Score Score
Student Achievement	65.7/100	62.3/100
English Language Arts (ELA) Achievement	34.2/50	31.6/50
Mathematics Achievement	31.5/50	30.7/50
District Growth	67.0/100	66.0/100
English Language Arts (ELA) Growth	32.1/50	33.0/50
Mathematics Growth	34.9/50	33.0/50
Closing Gaps	74.4/100	68.8/100
English Language Arts (ELA) Achievement Gaps	18.1/25	18.1/25
Mathematics Achievement Gaps	19.2/25	18.0/25
Graduation Rate Gaps	37.1/50	32.7/50
On-Track and Postsecondary Readiness	86.9/100	84.8/100
Graduation Rate	36.7/40	36.3/40
Attendance Rate	37.4/40	36.6/40
3rd Grade English Language Arts (ELA) Achievement	6.3/10	6.2/10
8th Grade Mathematics Achievement	6.5/10	5.7/10

Priority Area Weights	Percentage Weight
Student Achievement	18.5%
District Growth	31.5%
Closing Gaps	25.0%
On-Track and Postsecondary Readiness	25.0%

Note: For details about how weights are determined, see weighting calculator: https://oea-doi.shinyapps.io/overall_weighting_calculator/

Student Engagement Indicators	Total Deductions: 0
Absenteeism Rate (goal <13%)	Goal met: no deduction
Dropout Rate (goal <6%)	Goal met: no deduction

Test Participation Information
Includes Forward Exam (grades 3-8), ACT Aspire (9 and 10), ACT (11), and Dynamic Learning Maps (3-11)

Group	ELA 1- Year	ELA 3- Year	Math 1- Year	Math 3 Year
All-Students Rate	99.2%	99.1%	99.2%	99.1%
Lowest Subgroup Rate: Amer Indian	91.2%	95.2%	91.2%	95.2%

The pandemic had an impact on student achievement across the state and in Wausau.



ELA: 2014-2021 (7-Year Trend) Percent Advanced or Proficient

	2014	2021	Growth/Loss
Asian	40%	23%	17% Loss
Black	26%	24%	2% Loss
Hispanic/Latino	37%	21%	16% Loss
Two or More	36%	31%	5% Loss
SWD	17%	11%	6% Loss
SED	41%	24%	17% Loss
Multilingual	34%	18%	16% Loss

Math: 2014-2021 (7-Year Trend) Percent Advanced or Proficient

	2014	2021	Growth/Loss
Asian	28%	22%	6% Loss
Black	15%	13%	2% Loss
Hispanic/Latino	19%	14%	5% Loss
Two or More	27%	26%	1% Loss
SWD	15%	8%	7% Loss
SED	28%	20%	8% Loss
Multilingual	20%	16%	4% Loss

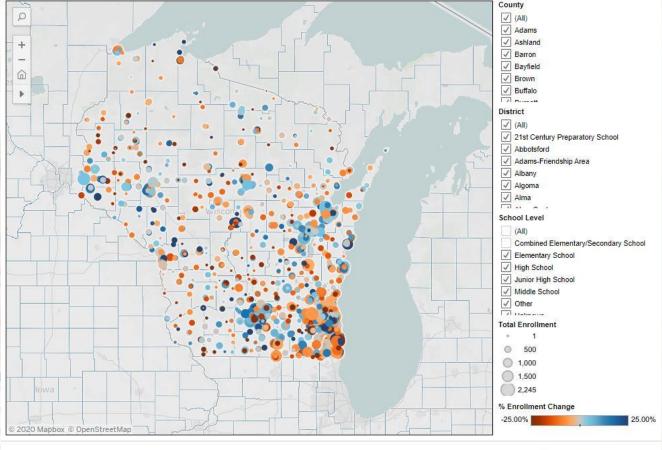
Enrollment and Staffing:

Main theme - Enrollment is slowly declining, and future staffing is uncertain.



Statewide Enrollment Trends

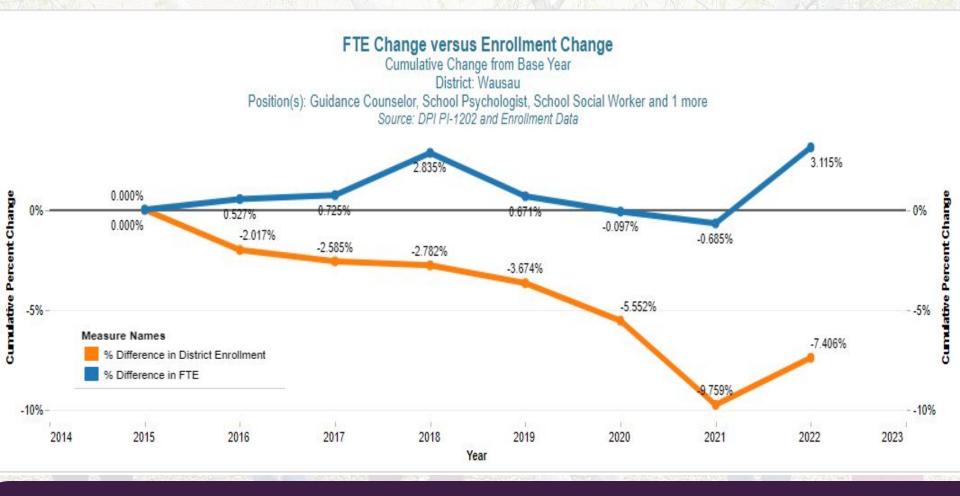




© 2020 Forecast5 Analytics

District Enrollment Trends 2007-2022



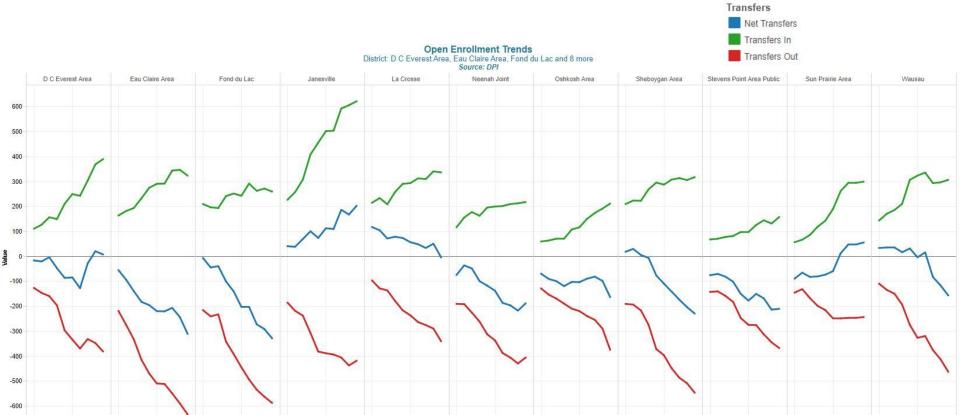


Our mission... advancing student learning, achievement, and success.

2019 Applied Populations Lab Enrollment Study

Table 11: Baseline Projections

					SCHOO	L YEAR				
	20-21	21-22	22-23	23-24	24-25	25-26	26-27	27-28	28-29	29-30
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4	603	516	512	555	562	572	542	533	549	553
5	579	598	512	509	551	558	568	538	529	545
6	595	579	599	512	509	551	558	568	538	529
7	605	592	576	595	509	506	548	555	565	535
8	624	607	595	579	598	512	508	550	557	567
9	642	645	629	615	599	619	529	526	570	577
10	587	648	652	635	622	605	625	535	531	575
11	644	593	655	659	642	628	611	632	540	537
12	641	682	629	694	698	680	666	648	670	573
TOTAL	8,216	8,189	8,106	8,092	8,019	7,940	7,873	7,817	7,778	7,711
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K-12	7,693	7,692	7,618	7,591	7,514	7,437	7,372	7,317	7,280	7,215
K-5	3,355	3,345	3,285	3,301	3,338	3,336	3,326	3,304	3,309	3,321
6-8	1,824	1,778	1,769	1,686	1,616	1,569	1,614	1,673	1,660	1,632
9-12	2,514	2,569	2,564	2,603	2,560	2,532	2,431	2,340	2,311	2,262





2015

Year

2020 2010

2015 2020

Year

-700 2010

Elementary Enrollment Comparison Data

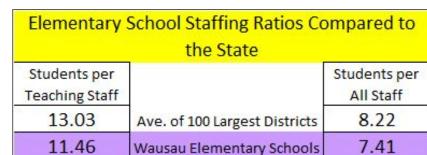
September 2021 Data

K-5 Enrollment in Wa	usau Sch	ools Comp	ared to Ot	hers in Wis	consin
	# of	Low	High	Median	Average
Wausau K-5 Schools	13	109	416	227	235
*K-5 Schools Statewide	558	51	762	311	311

*Only K-5 non-charter schools in the 100 largest districts in Wisconsin

Wausau Schools	Enrollment
Riverview El Total	416
Stettin El Total	312
Thomas Jefferson El Total	286
G D Jones El Total	278
South Mountain El Total	232
Maine El Total	231
John Marshall El Total	227
Franklin El Total	211
Rib Mountain El Total	205
Lincoln El Total	191
Hawthorn Hills El Total	187
Grant El Total	175
Hewitt-Texas El Total	109

Elementary Staffing Data



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HS Enrollment Comparison Data

September 2021 Data, ALL NON-MILWAUKEE WISCONSIN HIGH SCHOOLS FROM SMALL TO LARGE

High School Enrollment in Wausau Schools Compared to Others in Wisconsin					
	# of	Low	High	Median	Average
Wausau High Schools	2	962	1,484	1,223	1,223
*9-12 Schools Statewide	128	34	2,271	1,086	1,135

*Only 9-12 non-charter schools in the 100 largest districts in Wisconsin not including Milwaukee

	Total
Wausau, East Hi Total	962
Wausau, West Hi Total	1,484
Combined East and West	2,446

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Middleton-Cross Plains Area, Middleton Hi Total 2,271

High School Staffing Data

High School Staffing Ratios Compared to the State
Students per
Teaching Staff

14.48

Ave. of 100 Largest Districts

9.55

Wausau High Schools

8.51

ict	Students per TEACHER 2022
ad UHS	16.98
	16.93
die teiek	16.77 16.72
klin Joint	16.72
	16.5
	16.49
	16.39 16.38
	16.35
c Area	16.21
Area	16.15 15.94
ra se	15.94
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apids nt	15.87 15.86
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rway	15.78
	15.64
nico	15.54 15.51
	15.5
nified	15.47
Falls	15.47 15.47
allo	15.47
ville	15.36
	15.35 15.34
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a a	15.32
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	14.96
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	14.86
a	14.65
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20	14.44
	14.42
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unity	14.38
	14.34
	14.34 14.33
n Saukville	14.33
on-Saukville st Milwaukee	14.19
	14.16
Area Public	14.13 14.12
	14.09
	14.03
	13.9
s Plains Area	13.89 13.86
au	13.75
rea	13.74
Public	13.66 13.63
politan	13.6
	13.59
	13.58
	13.55 13.45
	13.43
Public	13.41
	13.37
a	13,31
10	13.26
1	13.17
	13.12 13.1
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munity	12.98
ee	12.92
unity	12.91
	12.87
	12.87
	12.7 12.56
	12.56
	12.31
	12.25
	12.25 12.19 11.9

Wisconsin Teacher Employment Trends:

Main Theme - Current teacher availability is adequate, with exceptions in certain certifications. Fewer young people are entering and completing teacher preparation programs.



Wisconsin Teacher Employment Trends: Source-Wisconsin Evaluation Collaborative 3-9-22



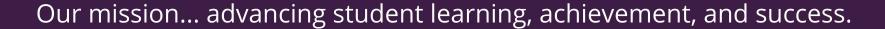
Wisconsin Educator Workforce

Data:

Challenges and Opportunities

3/9/22 Bradley Carl





TEACHER COUNTS OVER TIME, BY CESA

Table 5: Teacher Counts by CESA in Selected Years

	1999-00:		2020	-21:	#Change	% Change
CESA	# of Teachers	% of State Total	# of Teachers	% of State Total	1999-00 to 2020-21	1999-00 to 2020-21
1	16,959	28.6%	16,382	27.0%	-577	-3.4%
2	9923	16.8%	11,520	19.0%	1596	16.1%
3	1808	3.1%	1615	2.7%	-193	-10.7%
4	2666	4.5%	2811	4.6%	145	5.4%
5	4058	6.9%	3770	6.2%	-288	-7.1%
6	6437	10.9%	6893	11.4%	455	7.1%
7	5686	9.6%	6202	10.2%	516	9.1%
8	1814	3.1%	1529	2.5%	-285	-15.7%
9	2568	4.3%	2469	4.1%	-99	-3.8%
10	2741	4.6%	2733	4.5%	-7	-0.3%
11	3249	5.5%	3494	5.8%	245	7.5%
12	1307	2.2%	1155	1.9%	-152	-11.6%
Total	59,217	100.0%	60,574	100.0%	1357	2.3%





SELECTED TRENDS IN EDUCATOR SUPPLY (DPI 2020 EPP ANNUAL REPORT)

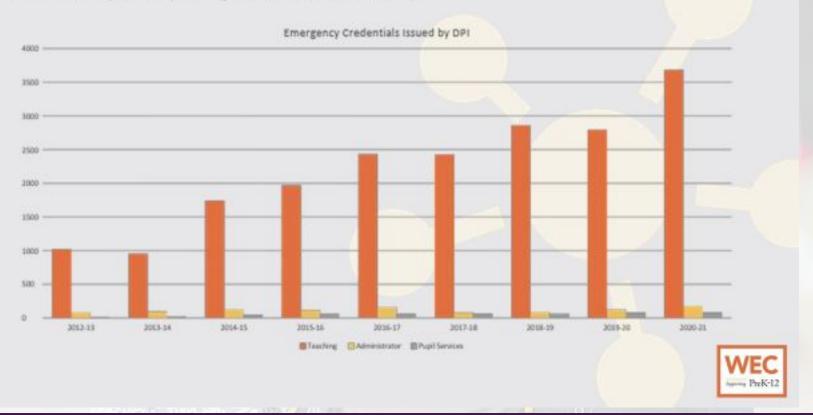
	2013- 14	2014- 15	2015- 16	2016- 17	2017- 18	2018- 19	6-Year Avg.	% Change*
Total WI EPP Enrollment	8867	7956	7952	7878	8472	10,742	8645	-14.3%
EPP Completers	5740	5184	4999	4808	5014	4839	5097	-15.7%
Licensed	4795	4685	4435	4254	4078	3731	4330	-22.2%
Employed in WI**	3543	3348	3275	3222	3351	3234	3329	-8.7%
Licensed as % of Completers	83.5%	90.4%	88.7%	88.5%	81.3%	77.1%	84.9%	-7.7%
Yield Rate (Employed as % of Completers)	61.7%	64.6%	65.5%	67.0%	66.8%	66.8%	65.4%	8.3%

^{*}Percent change between 2013-14 and 2018-19



^{**}Number of EPP completers receiving licensure who were employed in a Wisconsin public school during the year following completion/licensure.

EMERGENCY CREDENTIALS



VERY PRELIMINARY FINDINGS ...

__Table 3: Estimated Wisconsin Teacher Supply and Demand by Year

Year	Estimated Supply*	Estimated Demand**	Supply/Demand Ratio
2013-14	5506	6053	0.91
2014-15	5253	4198	1.25
2015-16	4560	5559	0.82
2016-17	4271	3940	1.08
2017-18	4251	4325	0.98
2018-19	4080	4290	0.95

^{*}Supply=novice, prior public, private, and out of state teachers combined.



^{**}Demand=estimated number of teaching vacancies created from relevant instances of mobility/attrition.



EMICHING FOR THE PUTURE OF THE

- Uncertain availability of future teacher recruits
- Elementary encore staff (Art, Music, Science, Physical Education, Librarians) are often split between schools
- Class sizes vary across the District
- Disparate working conditions
 - o ie, Number of classes to prepare for at the high schools
 - le, Different levels of specialized staff support in elementary schools.



Survey Feedback:

November of 2019: Morris-Leatherman conducted a survey prior to the referendum that included the closing of Lincoln Elementary and the building of a new Grant Elementary as well as feedback about the possible merging of high schools. Following are three excerpts from the survey.

2019 Survey Feedback

Strongly Support	12%
Support	41%
Oppose	18%
Strongly Oppose	19%
Don't Know/Refused	11%



Question: Do you support or oppose the consolidating of elementary schools? Do you feel strongly that way?

Follow Up Elementary Question

Yes	39%
No	47%
Don't Know/Refused	15%



Question: If 'Oppose' or 'Strongly Oppose', would you still oppose consolidating elementary schools if you knew the School District would save operating funds that would be invested into academic and behavioral programs?

Question About High School Consolidation

Good Idea Strongly	10%
Good Idea	47%
Bad Idea	16%
Bad Idea Strongly	13%
Don't Know/Refused	14%



As you may know, the Wausau School District currently has two 9th to 12th grade traditional high schools. There have been some discussions about creating a one High School two-campus configuration, in which one would become a 9th and 10th grade High School and the other would be an 11th to 12th grade High School.

51. Overall, do these options sound like a good idea or a bad idea? Do you feel strongly that way?

 What you have just seen is high level sample of data covering a variety of potentially important topics.



- Now, we are asking you to help explore possible directions for the District.
- What feedback and data are needed to make an informed decision?
- What will best set up the Wausau School District's staff, students, and families for success?

Review the Work of the Committee



- Committee Task: Decide what feedback and data are needed to make an informed decision
- 2. <u>Committee Task:</u> Explore the implications of restructuring schools or other possible solutions
- 3. <u>Committee Task:</u> Engage and inform staff and community in strategic ways
- Committee Task: Make a recommendation to the full school board in September 2022

