

Wausau School Board Restructuring Subcommittee

Opening Meeting: June 2, 2022



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



Welcome and Introductions

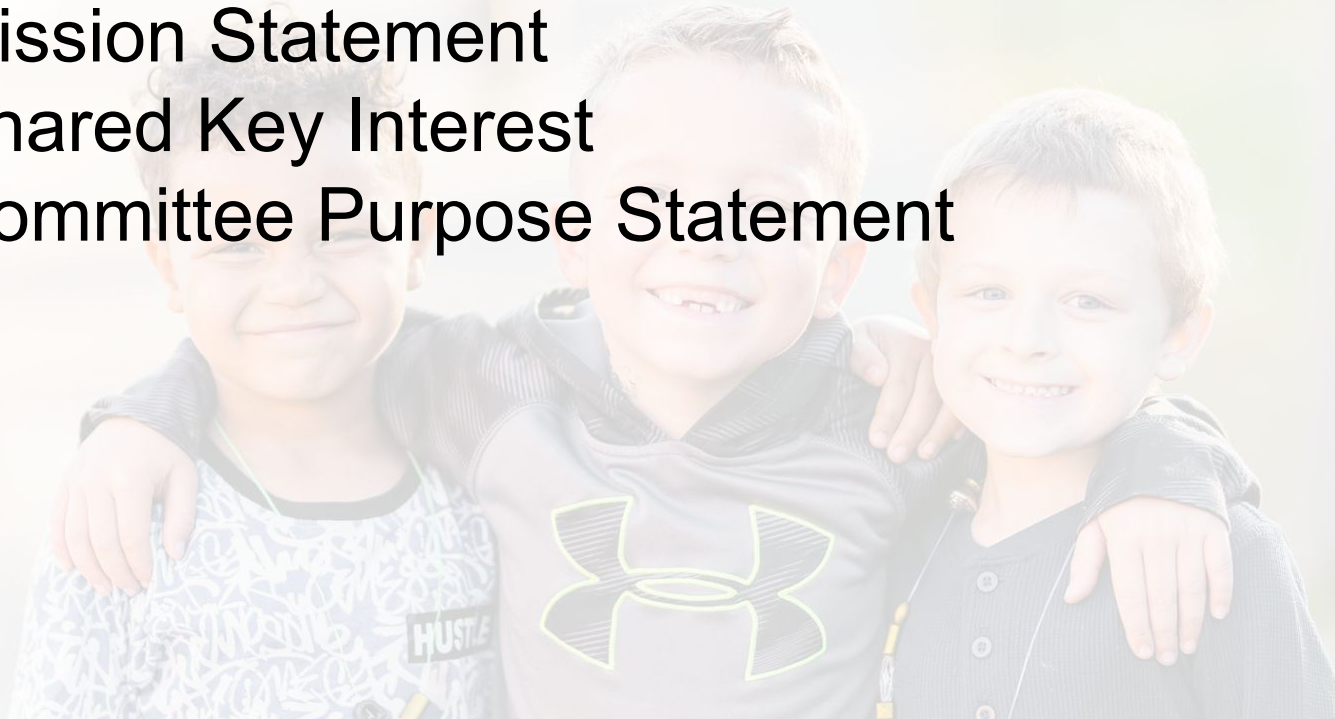
***Thank you for sharing your time and talents to support this
important work!***



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3 Guiding Documents

- Mission Statement
- Shared Key Interest
- Committee Purpose Statement



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The Wausau School District's Mission



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

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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.

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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.

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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 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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Logistics



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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.

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Possible Outcomes of Our Work



The subcommittee could recommend:

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

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Some Problems For Which We Are Seeking Solutions:



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

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Structure of our Meetings



1. 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. **Committee Task:** Decide what feedback and data are needed to make an informed decision.
4. **Committee Task:** Explore the implications of restructuring schools or other possible solutions.
5. **Committee Task:** Engage and inform staff and community in strategic ways: town hall meetings, surveys, focus groups, individual outreach.
6. **Committee Task:** Make a recommendation to the full school board in September 2022.

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Questions About Purpose or Process?

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Information Overview

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

“Good is the Enemy of Great” - Jim Collins

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The Wausau School District employs:

***~1,300 staff to serve
~8,000 students in
20 schools.***

[*See District Map*](#)



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Most Recent District Report Card Summary

Wausau
District Report Card

Report Card, 2020-21
Public report



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 WITH
DISABILITIES



ECONOMICALLY
DISADVANTAGED



ENGLISH
LEARNERS



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Students' Experiences

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



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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

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Student Achievement:

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



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

<p>Overall Score</p>  <p>73.6</p> <p>★★★★★ Exceeds Expectations</p>	
Overall Accountability Ratings	Score
Significantly Exceeds Expectations	83-100 ★★★★★
Exceeds Expectations	73-82.9 ★★★★★
Meets Expectations	63-72.9 ★★★★★
Meets Few Expectations	53-62.9 ★★★★★
Fails to Meet Expectations	0-52.9 ★★★★★
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 Score	Max Score	State Score	Max 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-dpi.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%

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

Score Summary

Due to the COVID-19 pandemic, please use caution when interpreting scores and ratings. Careful review of the detailed data on all pages is encouraged. Also, see <https://dpi.wi.gov/accountability/resources>.



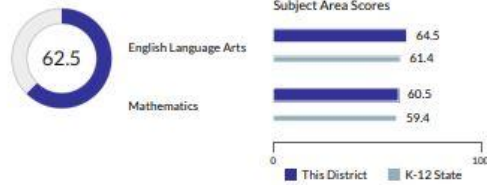
Meets Expectations
★★★

PRIORITY AREA WEIGHTS

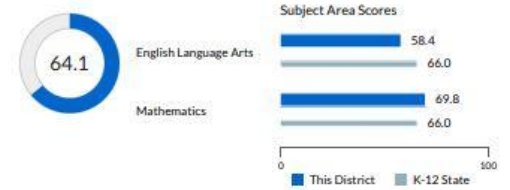


Priority Area Scores

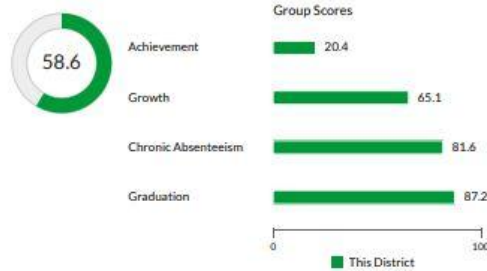
ACHIEVEMENT



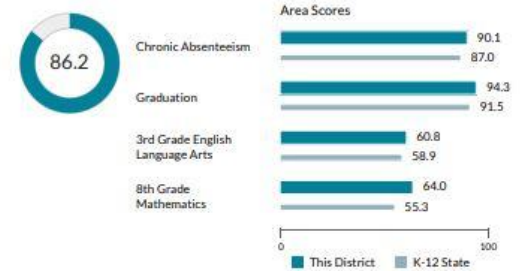
GROWTH



TARGET GROUP OUTCOMES



ON-TRACK TO GRADUATION



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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

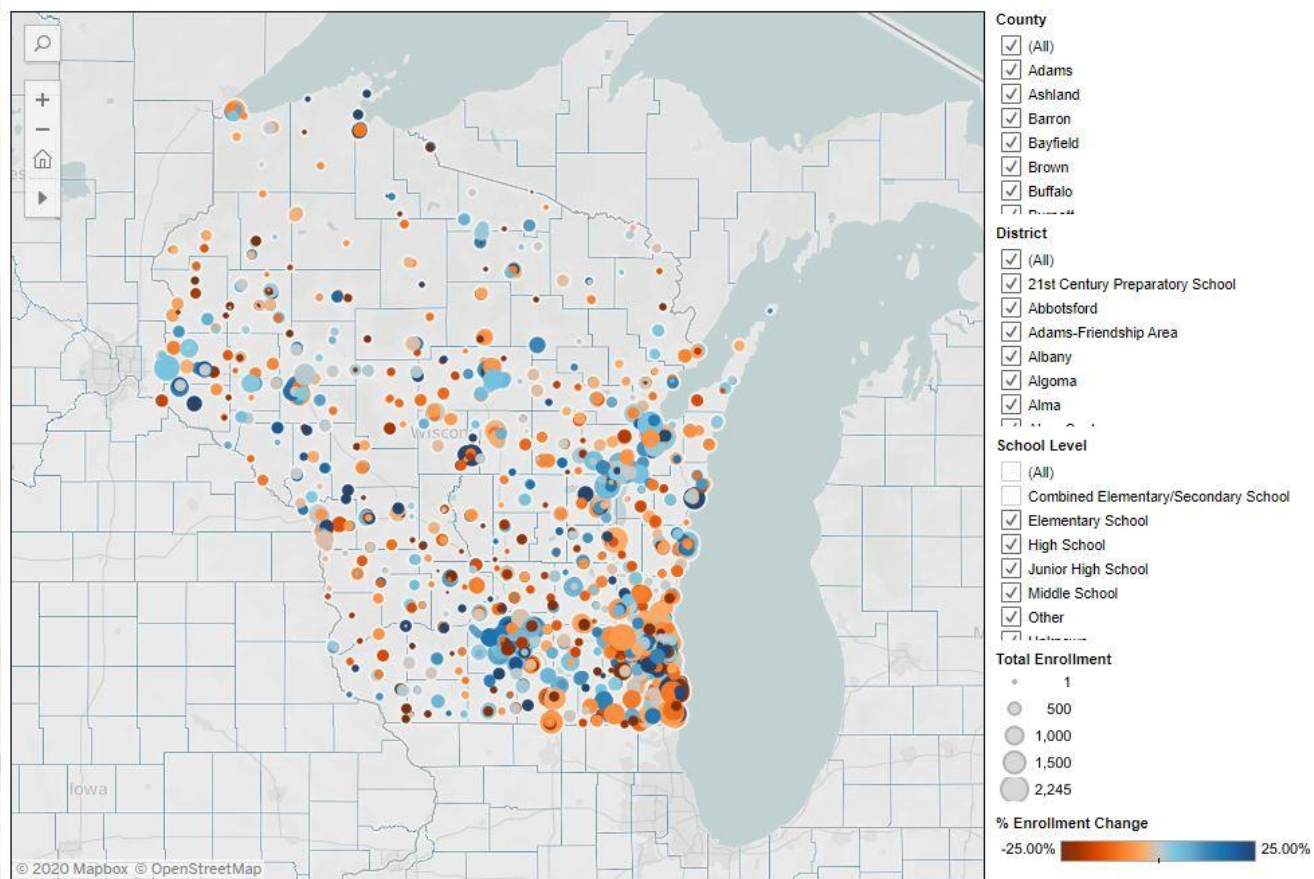
Enrollment and Staffing:

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



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Statewide Enrollment Trends



© 2020 Forecast5 Analytics

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District Enrollment Trends 2007-2022



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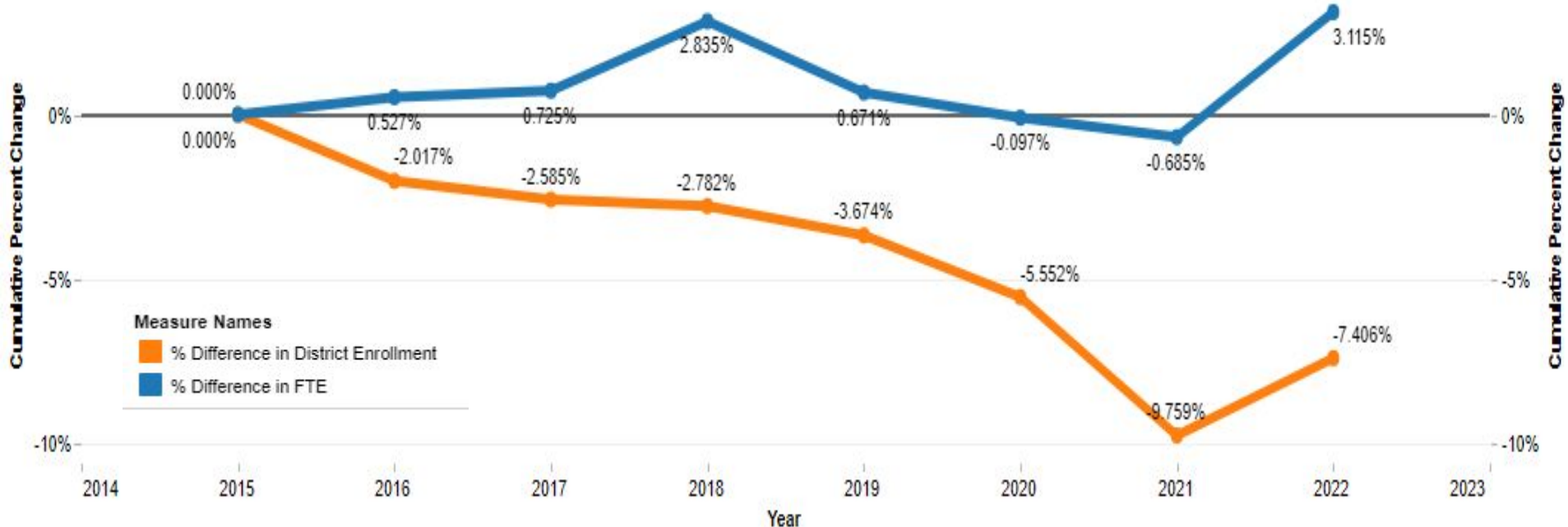
FTE Change versus Enrollment Change

Cumulative Change from Base Year

District: Wausau

Position(s): Guidance Counselor, School Psychologist, School Social Worker and 1 more

Source: DPI PI-1202 and Enrollment Data



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2019 Applied Populations Lab Enrollment Study

Table 11: Baseline Projections

	SCHOOL YEAR									
	20-21	21-22	22-23	23-24	24-25	25-26	26-27	27-28	28-29	29-30
4K	524	496	488	502	505	503	501	499	498	496
K	569	579	549	540	556	560	558	556	554	552
1	569	576	586	556	546	563	567	565	563	561
2	519	563	570	580	550	540	557	561	559	557
3	517	513	556	563	573	543	534	550	554	552
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
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

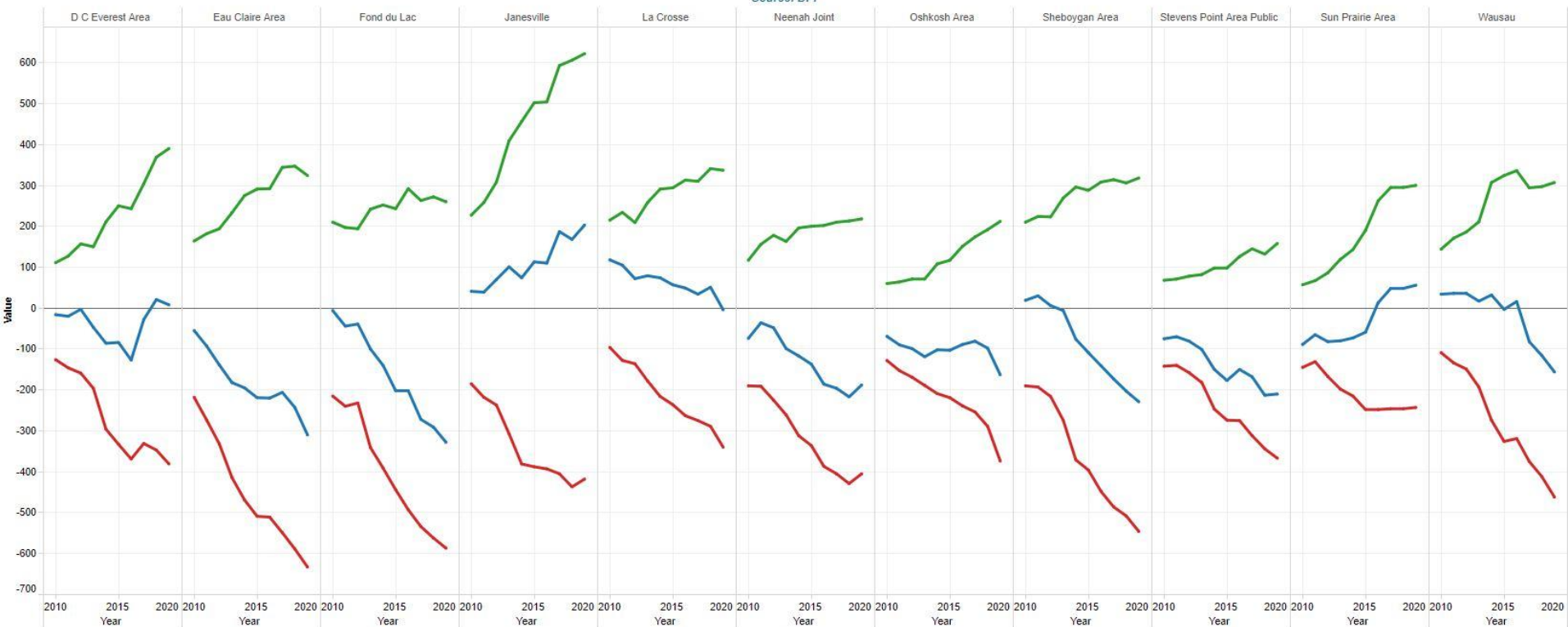
Transfers

- Net Transfers
- Transfers In
- Transfers Out

Open Enrollment Trends

District: D C Everest Area, Eau Claire Area, Fond du Lac and 8 more

Source: DPI



Elementary Enrollment Comparison Data

September 2021 Data

K-5 Enrollment in Wausau Schools Compared to Others in Wisconsin					
	# 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

Elementary School Staffing Ratios Compared to the State		
Students per Teaching Staff		Students per All Staff
13.03	Ave. of 100 Largest Districts	8.22
11.46	Wausau Elementary Schools	7.41

District	Students per TEACHER 2022
Whitefish Bay	16.81
Slinger	16.64
Hamilton	16.57
McFarland	16.12
Elkhorn Area	15.66
New Berlin	15.44
New Richmond	15.32
Elmbrook	15.3
Franklin Public	15.28
Grafton	15.21
Milwaukee	15.11
Kettle Moraine	15
Cedarburg	14.86
Neenah Joint	14.84
Port Washington-Saukville	14.78
Oak Creek-Franklin Joint	14.72
De Pere	14.7
Mukwonago	14.7
De Forest Area	14.57
Germantown	14.4
West De Pere	14.37
Marshfield Unified	14.36
Muskego-Norway	14.29
Stevens Point Area Public	14.28
Kimberly Area	14.23
Chippewa Falls Area Unified	14.22
Pewaukee	14.13
Mount Horeb Area	14.08
River Falls	14
Menomonie Area	13.86
Wausau Area	13.86
Hudson	13.8
Whitnall	13.79
Ashwaubenon	13.7
D C Everest Area	13.7
Oconomowoc Area	13.7
West Bend	13.67
Burlington Area	13.64
Kenosha	13.52
Menomonee Falls	13.46
Waukesha	13.45
Kaukauna Area	13.41
Verona Area	13.35
Mequon-Thiensville	13.31
Eau Claire Area	13.22
Seymour Community	13.1
Superior	13.05
Milton	13.02
Hortonville Area	12.99
Onalaska	12.95
Howard-Suamico	12.93
Middleton-Cross Plains Area	12.84
Appleton Area	12.76
Monona Grove	12.76
Pulaski Community	12.76
Ashland	12.74
Medford Area Public	12.58
Beaver Dam Unified	12.53
Sauk Prairie	12.39
Plymouth Joint	12.36
Stoughton Area	12.27
New London	12.18
Rhinelander	12.13
Shorewood	12.13
Fond du Lac	12.12
Greenfield	12.12
Watertown Unified	12.06
Sheboygan Area	12.04
Oregon	11.96
Wauwaukee Community	11.96
Fort Atkinson	11.95
South Milwaukee	11.95
Reedsburg	11.91
Manitowoc	11.8
Antigo Unified	11.79
Greendale	11.7
Green Bay Area Public	11.68
Monroe	11.68
Holmen	11.55
Portage Community	11.54
Oshkosh Area	11.53
Sun Prairie Area	11.52
Cudahy	11.47
Wausau	11.46
Sparta Area	11.38
Tomah Area	11.37
Janesville	11.36
Delavan-Darien	11.13
West Allis-West Milwaukee	11.04
Wisconsin Rapids	11.02
Waupeca	10.99
Baraboo	10.93
Madison Metropolitan	10.86
Racine Unified	10.85
Merrill Area	10.76
La Crosse	10.54
Rice Lake Area	10.48
Beloit	9.87
Menasha Joint	9.53

District	STAFF 2022
Slinger	12.18
McFarland	11.4
Kimberly Area	10.45
New Berlin	10.26
Whitefish Bay	10.23
Oak Creek-Franklin Joint	10.01
Marshfield Unified	9.93
Grafton	9.9
New Richmond	9.89
Ashwaubenon	9.68
Kenosha	9.65
Waukesha	9.6
Franklin Public	9.53
Port Washington-Saukville	9.5
Kettle Moraine	9.48
De Pere	9.41
West De Pere	9.33
Mequon-Thiensville	9.31
Mount Horeb Area	9.3
Howard-Suamico	9.3
Kaukauna Area	9.28
Hamilton	9.23
Elmbrook	9.18
Greenfield	9.18
Muskego-Norway	9.15
Oconomowoc Area	9.13
Verona Area	9.08
Neenah Joint	9.03
Elkhorn Area	9
Pewaukee	8.98
Menomonee Falls	8.94
Hortonville Area	8.91
Appleton Area	8.84
Menomonia Area	8.83
Wauwatosa	8.83
De Forest Area	8.82
Mukwonago	8.8
Burlington Area	8.74
Cedarburg	8.73
D C Everest Area	8.67
Chippewa Falls Area Unified	8.66
Ashland	8.55
River Falls	8.53
West Bend	8.52
Milwaukee	8.51
Germantown	8.47
Seymour Community	8.33
Stoughton Area	8.24
Sheboygan Area	8.13
Middleton-Cross Plains Area	8.12
Onalaska	8.09
Fond du Lac	8.07
Hudson	8.01
Stevens Point Area Public	7.95
Oshkosh Area	7.89
Eau Claire Area	7.85
West Allis-West Milwaukee	7.83
Whitnall	7.82
Sauk Prairie	7.81
Milton	7.78
South Milwaukee	7.77
Pulaski Community	7.76
Delavan-Darien	7.69
Antigo Unified	7.59
Wauwaukee Community	7.5
Beaver Dam Unified	7.42
Wausau	7.41
Greendale	7.39
Green Bay Area Public	7.36
Rhinelander	7.35
Oregon	7.33
Monroe	7.24
Holmen	7.23
Monona Grove	7.21
Medford Area Public	7.2
Shorewood	7.18
Wisconsin Rapids	7.17
New London	7.14
Janesville	7.14
Madison Metropolitan	7.13
Fort Atkinson	7.11
Sun Prairie Area	7.1
Waupeca	7.09
Tomah Area	6.94
Merrill Area	6.93
Cudahy	6.92
Portage Community	6.82
Manitowoc	6.75
Beloit	6.63
Rice Lake Area	6.58
Racine Unified	6.54
Menasha Joint	6.53
La Crosse	6.52
Baraboo	6.5
Sparta Area	6.44
Superior	6.37
Plymouth Joint	6.29
Reedsburg	6.02
Watertown Unified	5.55

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

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

[illegible]

High School Staffing Data

High School Staffing Ratios Compared to the State			
Students per Teaching Staff		Students per All Staff	
14.48	Ave. of 100 Largest Districts	9.55	
13.75	Wausau High Schools	8.51	

District	Students per TEACHER 2022
Arrowhead UHS	16.98
Hortonville Area	16.93
West Bend	16.77
Oak Creek-Franklin joint	16.72
McFarland	16.52
Franklin Public	16.5
New Richmond	16.49
Wausau	16.39
Hamilton	16.38
Slinger	16.35
Fort Atkinson	16.21
Oconomowoc Area	16.15
Eau Claire Area	15.94
Kettle Moraine	15.92
Mukwonago	15.91
Wisconsin Rapids	15.87
Neshanic joint	15.86
Appleton Area	15.8
Muskego-Norway	15.78
De Pere	15.64
Howard-Sumaco	15.54
Milwaukee	15.51
Kenosha	15.5
Beaver Dam Unified	15.47
Elkhorn Area	15.47
Menomonee Falls	15.47
Ashwaubenon	15.4
Mequon-Thiensville	15.38
Elmbrook	15.35
Hudson	15.34
D C Everest Area	15.32
Menomonie Area	15.32
Cedarburg	15.27
River Falls	15.21
Watertown Unified	15.13
Seymour Community	15.11
Rhineland	15.1
Milton	15.09
Marshfield Unified	15.
New Berlin	15.
New London	14.96
Merrill Area	14.94
West De Pere	14.88
Antigo Unified	14.81
Sheboygan Area	14.65
Grafton	14.57
Chippewa Falls Area Unified	14.53
Verona Area	14.52
Kaukauna Area	14.44
Wauwatosa	14.42
Manitowish	14.39
Pulaski Community	14.38
Greendale	14.36
Greenfield	14.34
Whitefish Bay	14.34
Fond du Lac	14.33
Port Washington-Saukville	14.28
West Allis-West Milwaukee	14.19
Germantown	14.16
Stevens Point Area Public	14.13
De Forest Area	14.12
Kimberly Area	14.09
Menasha joint	14.03
Pewaukee	13.9
Middleton-Cross Plains Area	13.89
Burlington Area	13.86
Wausau	13.75
Mount Horeb Area	13.74
Green Bay Area Public	13.68
Madison Metropolitan	13.61
Beloit	13.6
Tomah Area	13.59
Onalaska	13.58
Oregon	13.55
Superior	13.45
Reedsburg	13.43
Medford Area Public	13.41
Cudahy	13.37
Ashland	13.35
Sun Prairie Area	13.31
Sauk Prairie	13.26
Holmen	13.22
Delavan-Darien	13.12
Sparta Area	13.1
Monona Grove	13.07
Racine Unified	13.06
Waukegan Community	12.98
Monroe	12.95
South Milwaukee	12.91
Portage Community	12.89
Stoughton Area	12.87
Whitnall	12.87
Rice Lake Area	12.7
Janesville	12.56
Plymouth Joint	12.51
Shorewood	12.31
Baraboo	12.25
Wausau	12.19
Oshkosh Area	11.9
La Crosse	11.06

District	Students per STAFF 2022
West Bend	11.92
Oak Creek-Franklin joint	11.91
Hortonville Area	11.89
Slinger	11.79
Howard-Sumaco	11.73
Greenfield	11.67
McFarland	11.66
De Pere	11.62
Ashwaubenon	11.61
Mequon-Thiensville	11.14
Neshanic joint	11.12
West De Pere	10.95
Franklin Public	10.9
West Allis-West Milwaukee	10.89
Kimberly Area	10.82
Wausau	10.79
Menasha joint	10.68
Seymour Community	10.65
Kaukauna Area	10.59
Kenosha	10.57
Sheboygan Area	10.38
New London	10.34
Kettle Moraine	10.33
New Berlin	10.33
Fond du Lac	10.31
Grafton	10.27
Muskego-Norway	10.21
Hamilton	10.2
D C Everest Area	10.17
Elkhorn Area	10.15
Menomonie Falls	10.1
Beloit	10.08
Milwaukee	10.
Eau Claire Area	9.99
Beaver Dam Unified	9.98
Burlington Area	9.98
Appleton Area	9.96
Whitefish Bay	9.96
New Richmond	9.93
Marshfield Unified	9.92
Reedsburg	9.87
River Falls	9.86
Mount Horeb Area	9.84
Arrowhead UHS	9.82
Wisconsin Rapids	9.81
Port Washington-Saukville	9.78
Oconomowoc Area	9.77
Elmbrook	9.66
Menomonie Area	9.62
Germantown	9.56
Mukwonago	9.54
Antigo Unified	9.47
Mantitowish	9.45
Pulaski Community	9.45
Cedarburg	9.43
Pewaukee	9.37
Merrill Area	9.26
Wauwatosa	9.24
Onalaska	9.21
Hudson	9.19
Rhineland	9.17
Cudahy	9.17
Chippewa Falls Area Unified	9.15
Green Bay Area Public	9.14
Fort Atkinson	9.11
Greendale	9.03
Oshkosh Area	8.97
Tomah Area	8.89
Oregon	8.89
Plymouth joint	8.87
Madison Metropolitan	8.87
Holmen	9.
Sauk Prairie	8.66
Middleton-Cross Plains Area	8.62
Monroe	8.56
Racine Unified	8.54
Wausau	8.51
Portage Community	8.48
Waukegan Community	8.44
Delavan-Darien	8.42
South Milwaukee	8.41
Verona Area	8.4
Monona Grove	8.39
De Forest Area	8.32
Watertown Unified	8.3
Milton	8.29
Stevens Point Area Public	8.27
Sparta Area	8.27
Superior	8.2
Medford Area Public	8.11
Stoughton Area	8.11
Janesville	8.11
Whitnall	8.1
Sun Prairie Area	8.08
Rice Lake Area	7.99
Ashland	7.94
Wausau	7.97
Shorewood	7.94
La Crosse	7.38
Baraboo	7.29

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.



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

WASPA SPRING HR WORKSHOP
WISCONSIN EDUCATOR WORKFORCE
DATA:
CHALLENGES AND OPPORTUNITIES

3/9/22
Bradley Carl



Wisconsin
Evaluation
Collaborative

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TEACHER COUNTS OVER TIME, BY CESA

Table 5: Teacher Counts by CESA in Selected Years

CESA	1999-00:		2020-21:		#Change 1999-00 to 2020-21	% Change 1999-00 to 2020-21
	# of Teachers	% of State Total	# of Teachers	% of State Total		
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%



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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%

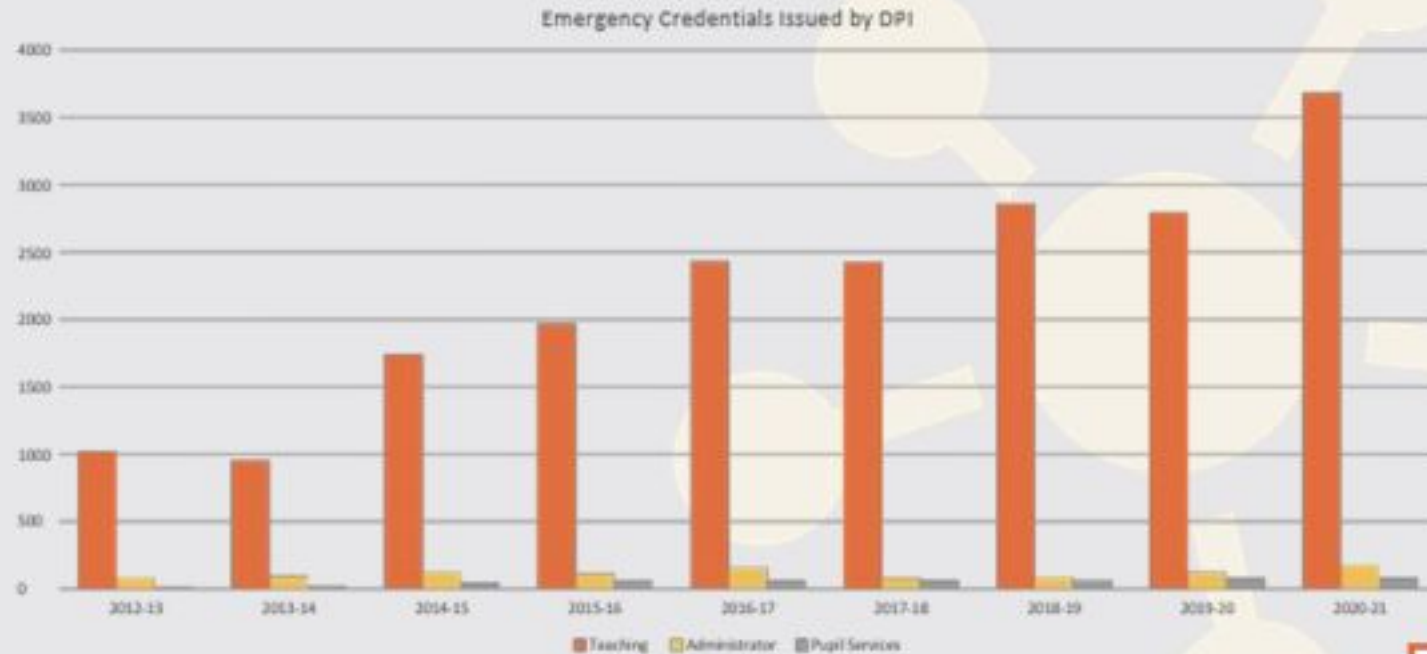
*Percent change between 2013-14 and 2018-19

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



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EMERGENCY CREDENTIALS



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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.



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Staffing Concerns

- 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
 - ie, Number of classes to prepare for at the high schools
 - ie, Different levels of specialized staff support in elementary schools.

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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.

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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?

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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?

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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?

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- 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?

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Review the Work of the Committee



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

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Thank you!



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