
Elementary and Secondary Subcommittee Update

November 29, 2022



Our Mission ... To advance student learning, achievement, and success.

When We Last Met...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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Next Steps from 11-14 Board Meeting

- Board action directing the development of a WSD restructuring plan.
 - ***Motion: The Wausau School Board directs administration to develop draft plans to restructure the Wausau School District.***
- Continued Dialogue
 - November 16 at Wausau West
 - December 7 at Wausau East
 - Request sent to meet with PTOs at each school.
- Draft Plan Analysis

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Subcommittee Purpose: Alignment

Key Communicators

Share strategic perspectives on plan development and analysis

Share strategic perspectives on communication plans

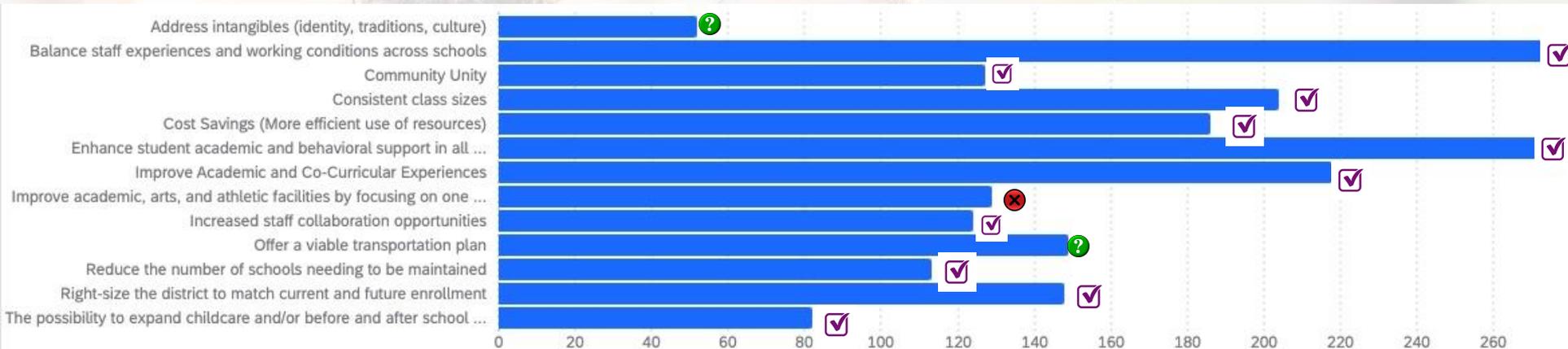
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What Are You Hearing About The Possibility of Restructuring?



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What proposed benefits might be realized through elementary mergers?



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Prioritized Restructuring Outcomes

Top Priorities for Staff:

*Enhance student academic and behavior support
Balance staff experiences and work conditions
Improve student academic/co-curricular experiences
Consistent class sizes
Cost savings*

Top Priorities for Families:

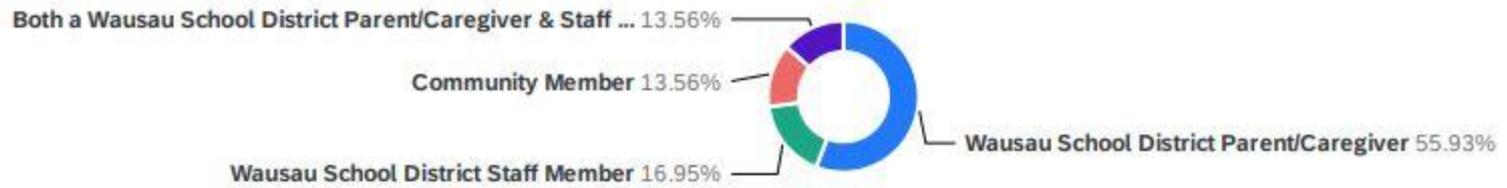
*Improve student academic/co-curricular experiences
Enhance student academic and behavior support
Balance staff experiences and work conditions
Cost Savings
Consistent class sizes*

Our staff and families agree on the top 5 priorities for restructuring outcomes

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Latest Feedback-Demographics

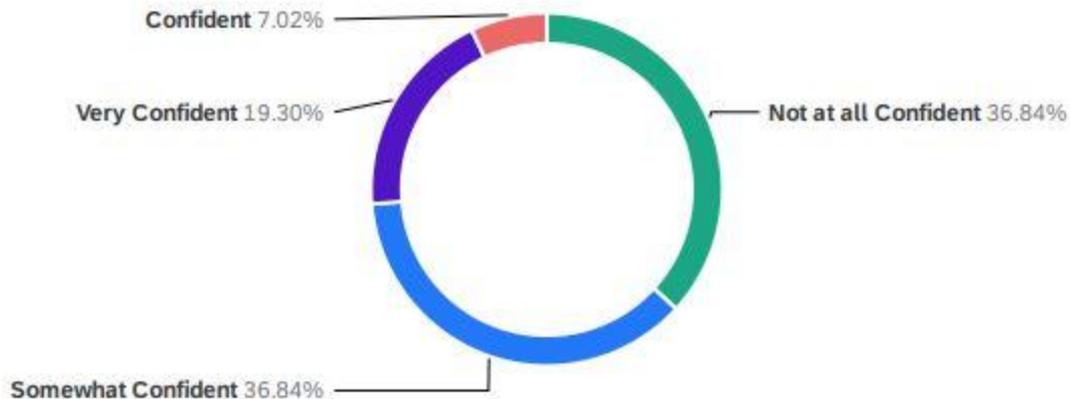
Please select the option that best applies to you: 59



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Latest Feedback-Confidence

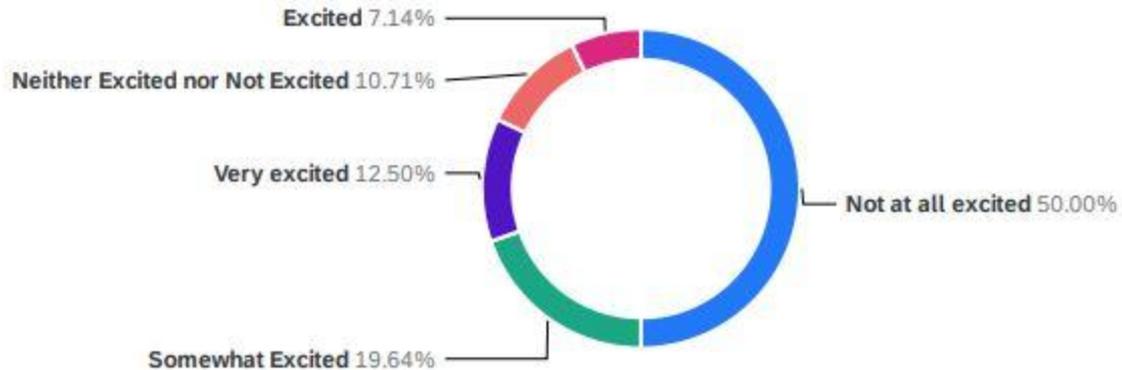
How confident or unconfident are you that changing the structure of our district will help address the challenges we face?



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Latest Feedback-Excited

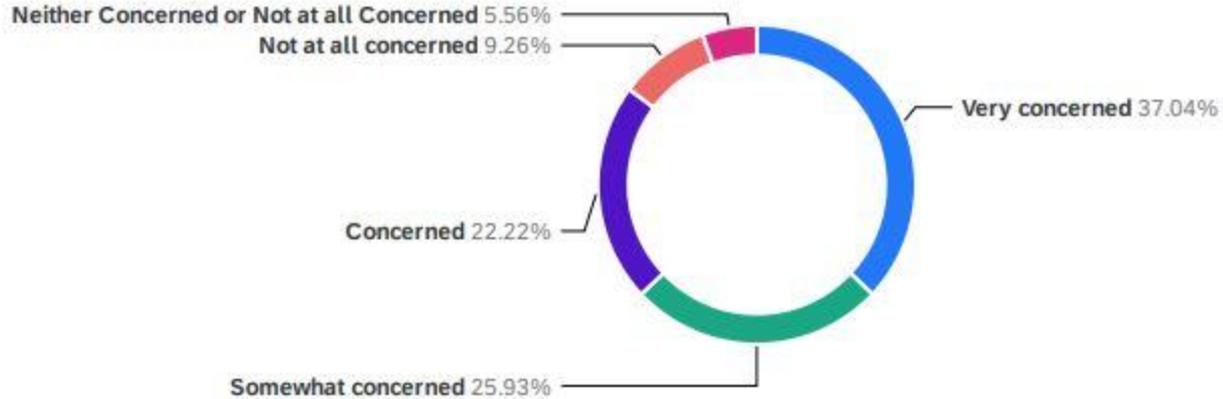
On a scale of 1-5, with 5 being very excited and 1 being not at all excited, how excited are you about a restructure in the Wausau School District? 56



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Latest Feedback-Concerned

On a scale of 1-5, with 5 being very concerned and 1 being not at all concerned, how concerned are you about a restructure of the Wausau School District? 54



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Scenario A



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Enrollments and Capacity Figures
Here are for Current K-5
Configuration

Stettin

Enrollment 329
*Capacity 373
(44) 88%

Maine

Enrollment 240
Capacity 248
(8) 97%

Riverview

Enrollment 424
*Capacity 455
(31) 93%

Hewitt Texas

Enrollment 98
Capacity 124
(26) 79%

Thomas Jefferson

Enrollment 294
Capacity 394
(100) 75%

Franklin

Enrollment 200
Capacity 301
(101) 66%

Rib Mountain

Enrollment 206
Capacity 248
(42) 83%

Grant

Enrollment 181
Capacity 236
(55) 77%

Hawthorn Hills

Enrollment 177
Capacity 284
(107) 62%

Lincoln

Enrollment 209
Capacity 284
(75) 74%

South Mountain

Enrollment 231
*Capacity 373
(142) 62%

G.D. Jones

Enrollment 285
Capacity 394
(109) 72%

John Marshall

Enrollment 224
Capacity 373
(149) 60%

*Includes additional classrooms from 2022 referendum

**Enrollments and Capacity Figures
Here are for K-4 Scenario A
Configuration**

Stettin

Enrollment 276
*Capacity 367
(91) 75%

Maine

Enrollment 205
Capacity 245
(40) 84%

Riverview

Enrollment 434
*Capacity 450
(16) 96%

Thomas Jefferson

Enrollment 294
Enrollment 395
Capacity 383
12 103%

Franklin

Enrollment 200
Capacity 301
(101) 66%

Rib Mountain

Enrollment 206
Capacity 248

South Mountain

Enrollment 369
*Capacity 367
2 101%

Hawthorn Hills

Enrollment 310
Capacity 277
33 112%

Lincoln

Enrollment 209
Capacity 284

G.D. Jones

Enrollment 429
Capacity 383
46 112%

John Marshall

Enrollment 181
Capacity 367
(186) 49%

*Includes additional classrooms from 2022 referendum

K-5 Capacity vs. Enrollment at Elementary Schools (current)

Elementary School	K-5 Operational Capacity	Sept 2022, K-5 Enrollment	over/(under) K-5 Capacity	% over/(under) K-5 Capacity
Franklin Elem.	301	200	(101)	66%
G.D. Jones Elem.	394	285	(109)	72%
Grant Elem.	236	181	(55)	77%
Hawthorn Hills Elem.	284	177	(107)	62%
Hewitt Texas Elem.	124	98	(26)	79%
John Marshall Elem.	373	224	(149)	60%
Lincoln Elem.	284	209	(75)	74%
Maine Elem.	248	240	(8)	97%
Rib Mountain Elem.	248	206	(42)	83%
*Riverview Elem.	455	424	(31)	93%
*South Mountain Elem.	373	231	(142)	62%
*Stettin Elem.	373	329	(44)	88%
Thomas Jefferson Elem.	394	294	(100)	75%
*includes 2022 referendum				
TOTALS	4087	3098	(989)	76%

Move 5 Elem schools entirely into existing schools and make them K-4

Elementary School	K-4 Operational Capacity	Sept 2022, K-4 Enrollment	over/(under) K-4 Capacity	% over/(under) K-4 Capacity
Franklin Elem.			0	
G.D. Jones Elem.	383	429	46	112%
Grant Elem.			0	
Hawthorn Hills Elem.	277	310	33	112%
Hewitt Texas Elem.			0	
John Marshall Elem.	367	181	(186)	49%
Lincoln Elem.			0	
Maine Elem.	245	205	(40)	84%
Rib Mountain Elem.			0	
*Riverview Elem.	450	434	(16)	96%
*South Mountain Elem.	367	369	2	101%
*Stettin Elem.	367	276	(91)	75%
Thomas Jefferson Elem.	383	395	12	103%
*includes 2022 referendum				
TOTALS	2839	2599	(240)	92%

Enrollments and Capacity Figures

**Here are for Current
6-8 Configuration**

John Muir MS (6-8)

Enrollment	1004		
Capacity	1134		
	(130)	89%	

Horace Mann MS w/o Montessori (6-8)

Enrollment	683		
Capacity	806		
	(123)	85%	

Horace Mann MS w/ Montessori (6-8)

Enrollment	777		
Capacity	1058		
	(281)	73%	

*Includes additional classrooms from 2022 referendum

Enrollments and Capacity Figures

**Here are for Scenario A,
5-7 Configuration**

John Muir MS (5-7)

Enrollment	976	
Capacity	1134	
	(158)	86%

Horace Mann MS w/o Montessori (5-7)

Enrollment	656	
Capacity	806	
	(150)	81%

Horace Mann MS w/ Montessori (5-7)

Enrollment	750	
Capacity	1058	
	(308)	71%

*Includes additional classrooms from 2022 referendum

Enrollments and Capacity Figures

**Here are for Current,
9-12 Configuration**

West HS (9-12)

Enrollment	1377		
Capacity	1694		
	(317)	81%	

East HS w/o EEA (9-12)

Enrollment	863
Capacity	1484
	(621) 58%

East HS w/ EEA (9-12)

Enrollment	920
Capacity	1584
	(664) 58%

*Includes additional classrooms from 2022 referendum

Enrollments and Capacity Figures

Here are for Scenario A

8-9, 10-12 Configuration

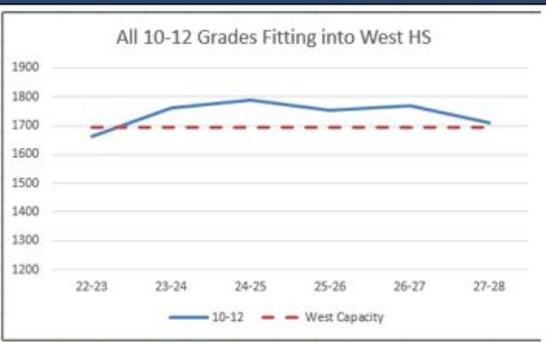
Senior HS at West (10-12)

WAVE, EEA, and Alt HS are removed from count

Enrollment 1664

Capacity 1694

(30) 98%



Junior HS at East w/o EEA (8-9)

WAVE, EEA, and Alt HS are removed from count

Enrollment 1130

Capacity 1484

(354) 76%

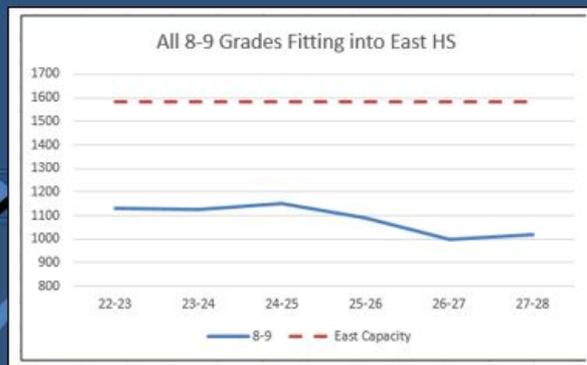
Junior HS at East w/ EEA (8-9)

WAVE and Alt HS are removed from count

Enrollment 1187

Capacity 1584

(397) 75%



*Includes additional classrooms from 2022 referendum

Summary:

- *Here are examples of data points that could be used to evaluate a scenario.*
- *If “Scenario A” were enacted, 9 teachers could be re-assigned to special support positions.*
- *Prospective elementary facility referendum needs decrease from \$62,310,000 to **\$46,045,000**. A decrease of **\$16,265,000** that needs to be asked of taxpayers.*
- *An estimated \$1-3 Million in operational costs could be recaptured.*
- *Average class size could be predicted to rise slightly from 19.5 to 21.5 students per class. (Note: enrollments change daily and a decision could be made to reassign teachers to reduce class size instead of a support position.)*

***Please Share Your Thoughts
About What Data Would Be
Impactful:***



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Our Vision

Elementary

Middle School

Junior High

Senior High

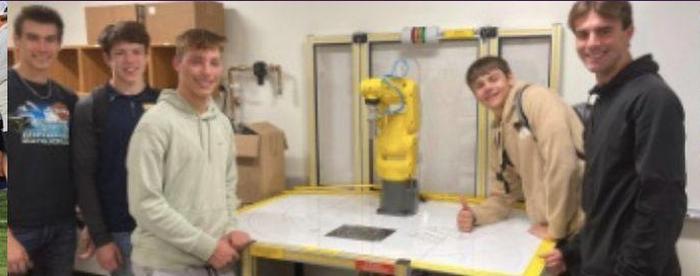
Building Confident
Learners & Developing
Skills

Continued Skill
Development and
Exploration

Inspiration!

Post High School Plan
Completion
*"Prepared for Life after High
School"*

Creating Spaces for Students and Staff to Thrive



Communication Plan-Suggestions

A background image showing three young boys in school uniforms. The boy in the center is wearing a dark blue hoodie with a yellow Under Armour logo and has his arms around the shoulders of the two boys on either side. They are all smiling and looking towards the camera.

Completed:

- *Informational Videos*
- *Surveys*
- *Restructuring Website*
- *Public Board Meetings*
- *Principal updates*
- *Riverview PTO meeting*

Continuing or upcoming:

- *Public Meetings: November 16 and December 7*
- *5 more PTOs have scheduled meetings.*
- *Frequent outreach to local media outlets.*
- *Newsletters*

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Subcommittee Talking Points

1. *The WSD is looking to take bold steps to improve student and family experiences and become a more attractive employer through operating efficiencies.*
2. *Consolidating elementary schools allows us to more effectively assign staff based on student needs.*
3. *Consolidating elementary schools will also help address the talent shortage that all employment sectors are experiencing.*
4. *Creating one high school will allow every student to have equal access to programming; academic and co-curricular.*
5. *Creating one high school will allow us to expand programming for students by eliminating duplication of efforts and reinvesting savings.*
6. *Redesigning our middle schools will allow for a more targeted opportunity for skill development and career exploration.*
7. *The restructuring is necessary due to declining enrollments and insufficient state funding.*

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***Thank You For Sharing
Your Time and Talents!***



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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.

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

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.

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.

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

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.

*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.

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

South Mountain (built 1997)
Enroll ~~231~~ 437
Capacity 373* (62%) (117%)
Addition: 2023
One of the newest elementary schools, built in 1997.

Jefferson (built 1956)
Enroll 294 475
Capacity 394 470 (75%) (101%)
Additions: 1984, 1997, and 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.

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.

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

Buildings
made
available

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

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.

Rib Mountain (built 1955)
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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%)

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%
<small>includes 2022 referendum</small>					
TOTALS	0	3160	3098	(62)	98%

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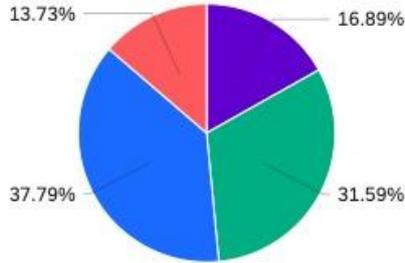
Staff and Community Engagement Process

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

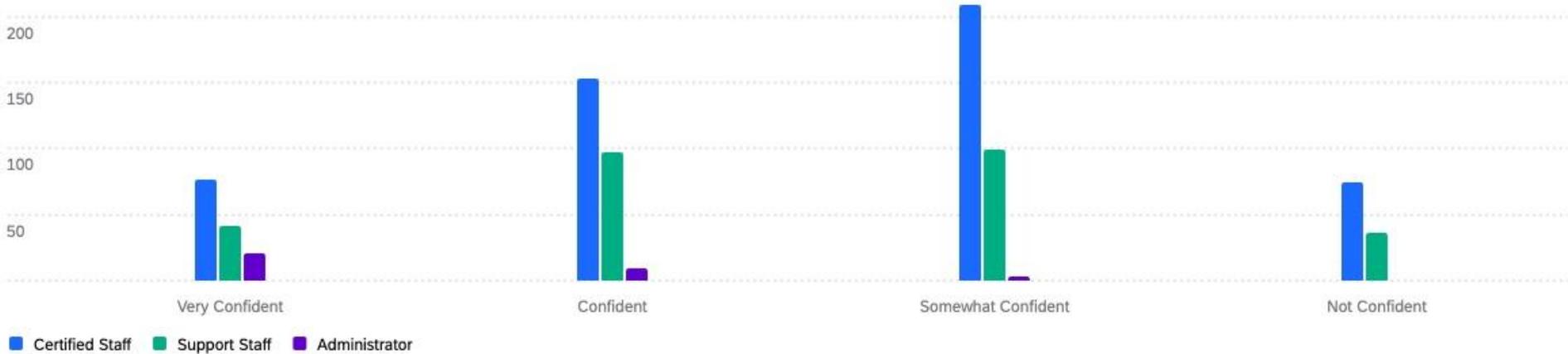


Very Confident Confident Somewhat Confident Not Confident

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Staff Confidence by Employment Group

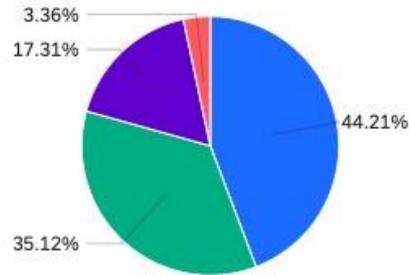
How confident are you that by addressing our challenges through restructuring, we can offer a higher quality working and learning environment?



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How Important Are These Outcomes? Staff Report

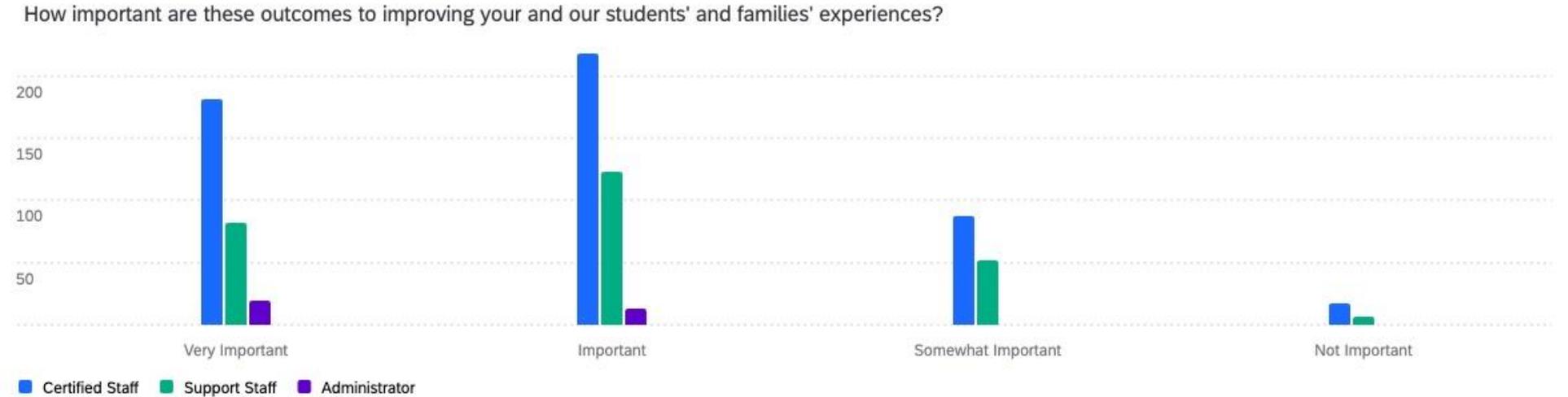
How important are these outcomes to improving your and our students' and families' experiences?



■ 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 _(Secondary)	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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