

Continuing Conversations: Our New Direction

Together!

Restructuring the Wausau School District



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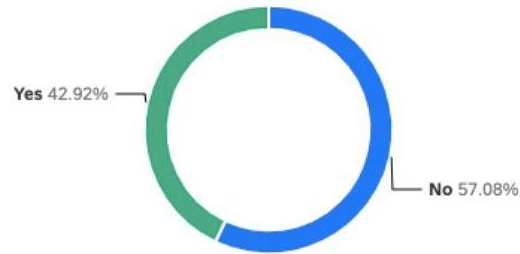
Let's Begin: Our continued conversations around staggered implementation



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Staff Feedback: Staggered Implementation

Do you prefer a staggered implementation over doing it all at once?



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Risks of a Staggered Implementation

In the words of our staff...

"When making a big change I think it is best to "rip the band aid off" and get it done. Here are some potential risks I see: 1. Prolonged community division. Once we restructure and parents see that there kids are doing fine and are happy we can truly come together as a community. 2. Working through challenges will be different at every level. A staggered restructure will not help us learn a great deal as we face change in different educational settings. 3. I would think implementing all changes at once will help us figure out bus challenges faster. 4. If we are doing this to address staff shortages, declining enrollment, and inequities for our students, why wait an extra year for some kids to benefit?"

"I do not understand how you can stagger the planned changes. A possible risk is that it could bring division within the district as some schools/teams would be making big changes while others would stay status quo. I think it is really important to build UNITY in our school district. For this plan to be successful, we should ALL change together to build a better district. We can celebrate our changes together."

"Staff not being able to move buildings if they so choose and those positions being taken by other people."

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Benefits of a Staggered Implementation

In the words of our staff...

"With the staggered approach there is time to make changes and modifications. Staff and community can slowly get adjusted and transition to the change. Might be more cost effective."



"Gives the community time to adjust."



"I think that making such a big change could lead to a lot frustration with parents, staff and administration. It seems to make more sense to learn from what went right if WSD starts with the middle and high school, celebrate those successes and get everyone excited and learn from mistakes to move forward with elementary level."



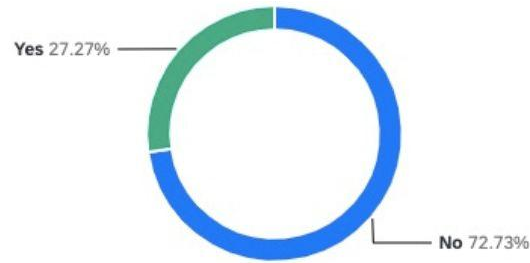
"A big part of my major was managing organizational changes in companies. I believe that staggering the restructuring is the route to go. We are able to work out kinks if we run into any and implement further restructuring with improvements from the first stage. If we run into issues, there will be less people effected by it."



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Administrative Team: Staggered Implementation

Do you prefer a staggered implementation over doing it all at once?



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Child Care



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Why do we want a child care partnership?

- ★ It benefits our employees
- ★ About 2,000 high-quality child care slots are needed in Marathon County
- ★ High-quality early learning leads to more children being "school ready"

Greater success in school and after school!

- ★ We can be part of the solution that benefits children, families, and the entire Wausau community!

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Proposed Child Care Business Framework

- ★ We'd provide a space in a school building to create a Birth to 5 Year Old Early Learning Center
- ★ Wausau School District employees would have access to a guaranteed number of slots
- ★ Employees would pay all or some of the child care costs
- ★ Other businesses could also purchase a number of slots
- ★ The child care partner (Woodson YMCA) would hire & manage child care employees

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CONTINUED... Proposed Child Care Business Framework

- ★ If this is agreeable, Wausau School District & the Woodson YMCA would develop a business plan
- ★ This agreement would require approval by both the Wausau School Board and the YMCA Board of Directors

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Thank you!



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