

2025-2026 ANNUAL REPORT SUPPLEMENT

School District of Holmen

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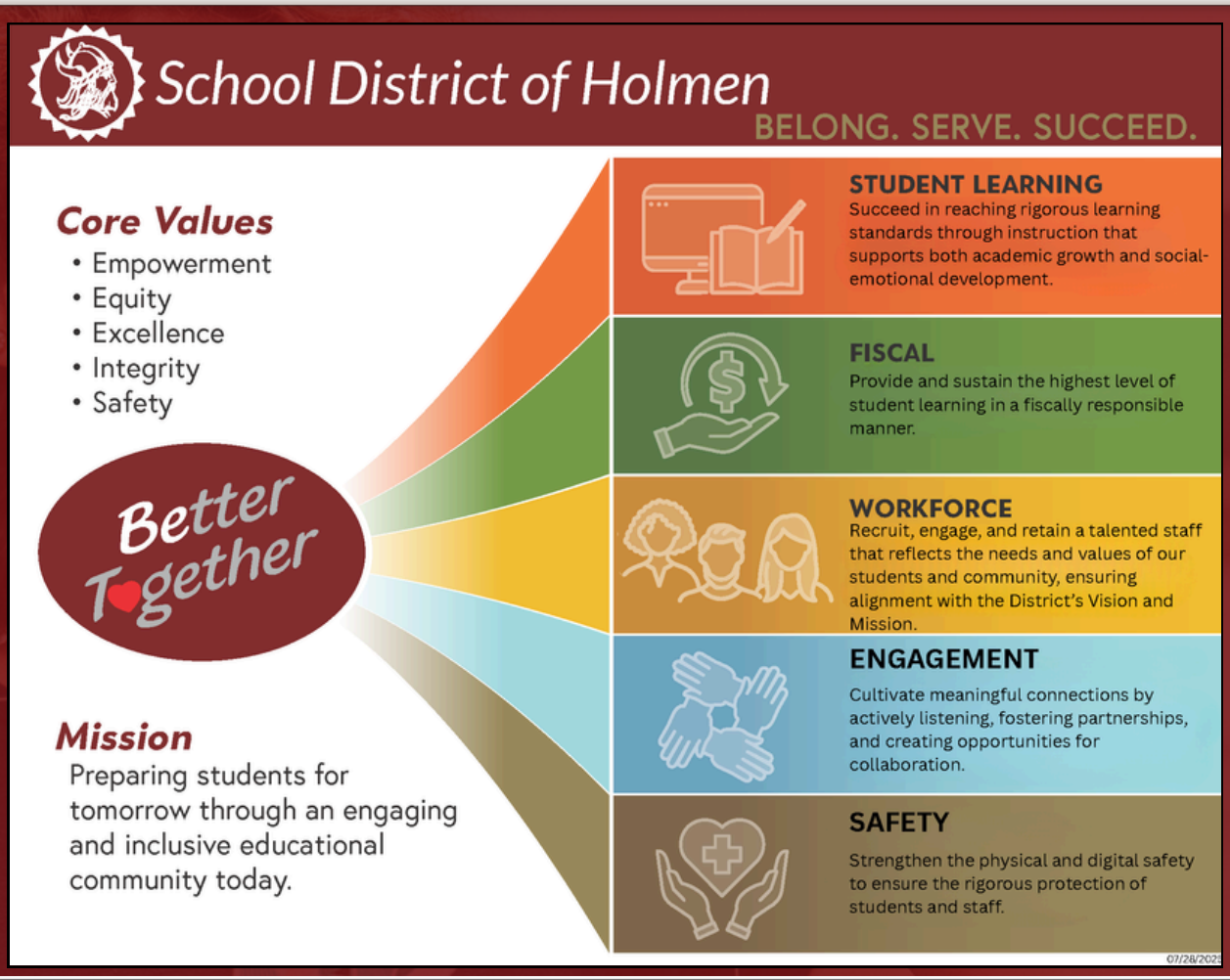
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24 2025 Annual Meeting Minutes

BELONG. SERVE. SUCCEED.



School District of Holmen

2026 Dashboard - Focus Area Performance

Belong. Serve. Succeed.

Student Learning	Fiscal	Workforce	Engagement	Safety
Succeed in reaching rigorous learning standards through instruction that supports both academic growth and social-emotional development. *Academic Excellence. Social-Emotional Development*	Provide and sustain the highest level of student learning in a fiscally responsible manner. *Productivity. Sustainability.*	Recruit, engage, and retain a talented staff that reflects the needs and values of our students and community, ensuring alignment with the District's Vision and Mission. *Capacity. Continuity. Engagement.*	Cultivate meaningful connections by actively listening, fostering partnerships, and creating opportunities for collaboration. *Student. Family. Community.*	Strengthen the physical and digital safety to ensure the rigorous protection of students and staff. *Physical Safety. Facility Safety. Digital Safety.*
Key Measures	**Key Measures**	**Key Measures**	**Key Measures**	**Key Measures**
Graduation Rate: 97% of SDH Students will graduate in 4 years. ▲	**Expenditures per Student Performance:** District target "comparative expenditures per pupil" within +/- 5% of state average. ▲	**Staff Engagement:** ≥90% of staff will indicate engagement in their work-based on survey responses. ●	**Open Enrollment:** Reduce the number of students open enrolling out of Holmen by 10% over the next two academic years (by the end of the 2026-2027 school year). ■	**Worker's Compensation Experience Modifier:** <1.00 ▲
English Language Arts: 68% of students will earn proficient and advanced on the ELA portion of the WI Forward Exam. ■	**Maintenance and Operations Cost per Square Foot:** +/-10% of peer average. ●	**Retention Rate—Educators:** ≥90% retention of educators over a five year average. ●	**Student Engagement:** 90% or higher on the survey question, "I feel like I belong at school." ●	**Student Safety Survey:** 90% or higher on the survey question, "My school is safe." ■
Math: 68% of students will earn proficient and advanced on the math portion of the WI Forward Exam. ●	**Transportation Cost per Pupil Mile:** ≤ peer average. ■	**Staff Work Life Balance:** 90% or higher on the survey question, "I am able to sustain a healthy work-life balance." ■	**Family Engagement:** 90% or higher on the survey question, "Does your family feel they belong at this school?" ●	**Digital Safety:** ≤ 5% staff phishing email click rate, as measured by Infosec security awareness training. ●
ACT Suite: Students will earn a predictive or composite score of 21. ●	**Fund Balance as % of Total Expenditures:** General Fund goal 26.31%. Variance above the goal is 10% or plus 2.63%. ■			
Social-Emotional Learning: Students in grades 3-12 will identify emotional regulation skills at 80% or higher on the Panorama SEL Survey. ▲	**Special Programs Support as % of Operational Expenditures:** <120% of peer average. ■			
	Fund Balance Nutrition Services as % of Expenditures: 06/30 goal sufficient to meet 3 month average monthly expenditures with a +/- 10% variance. ●			

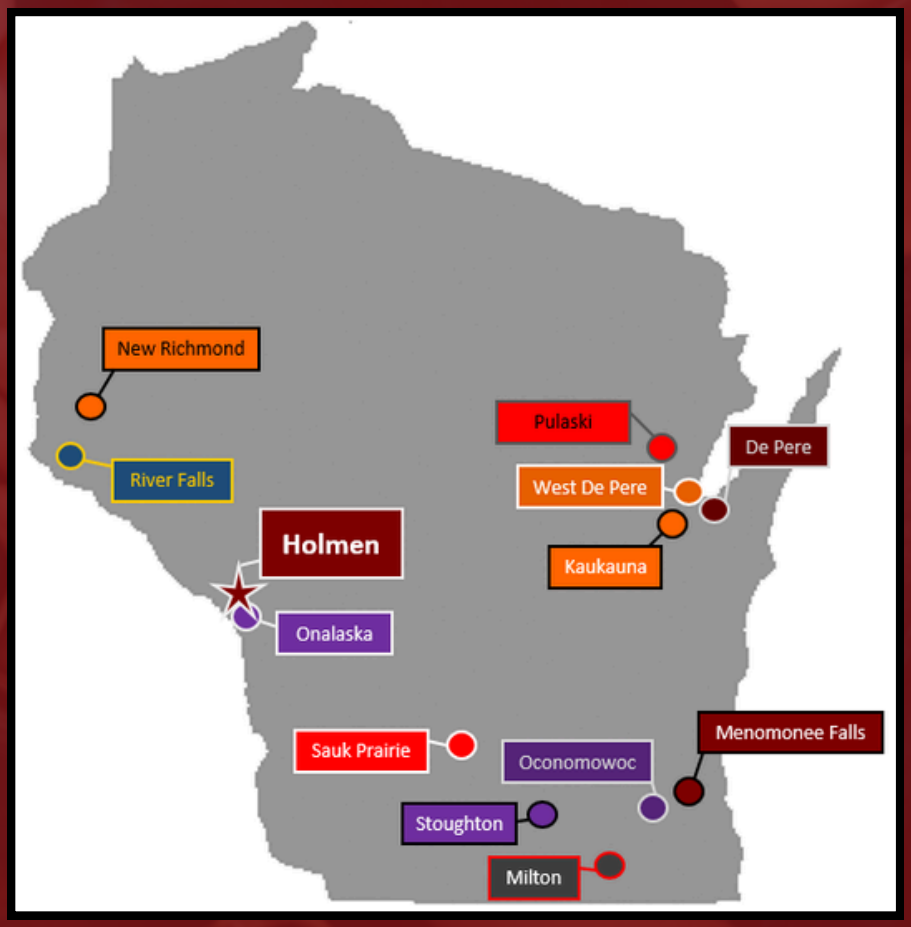
Performance Key: ● Our results met or exceed annual target. ▲ Our results improved last year, but did not meet the annual target. ■ Our results did not meet the annual target and did not improve from last year.

10.26.26

PEER DISTRICTS

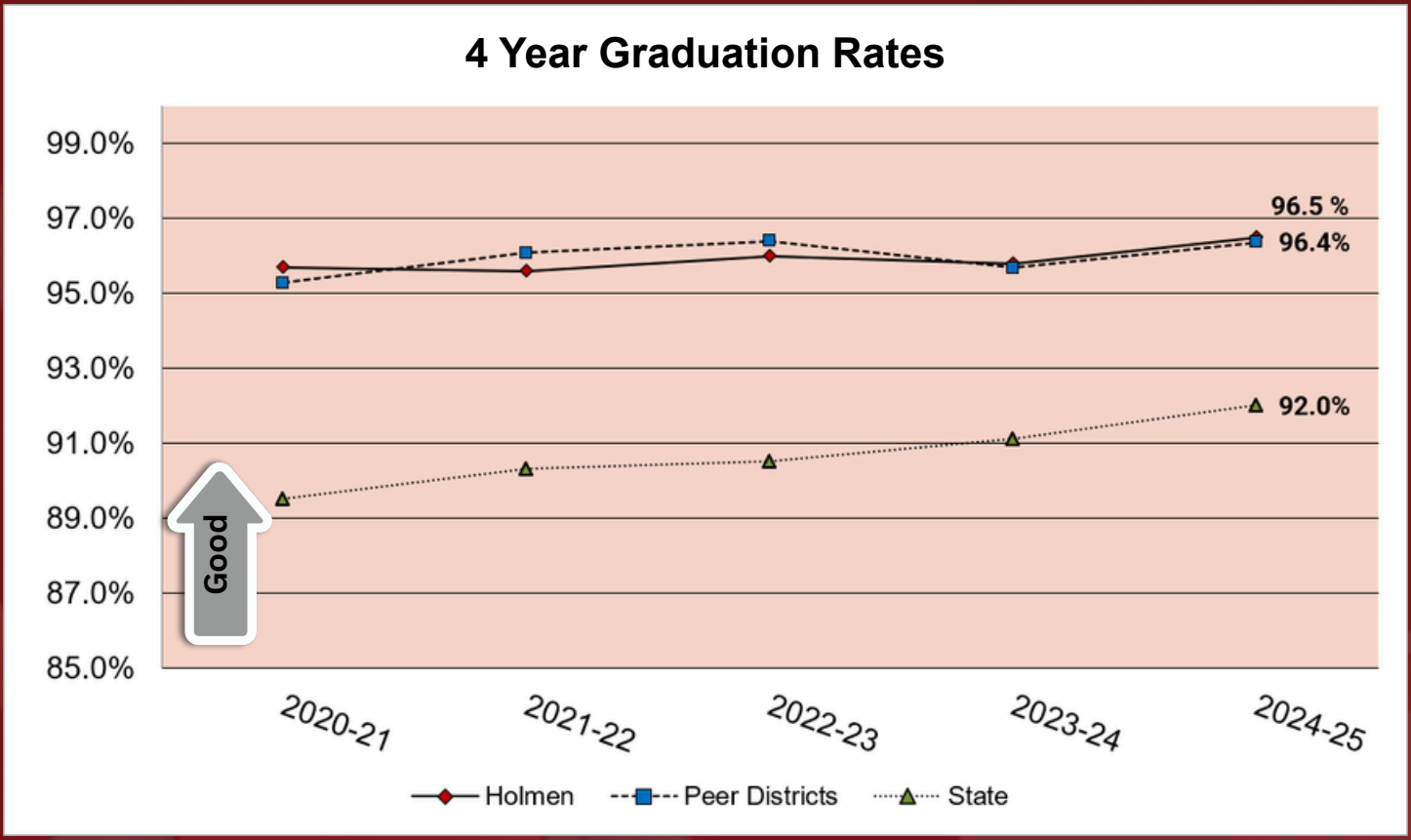
Peer Criteria

- Enrollment
- Economic Status
- Disability Status
- English Learner Status



* Peer districts were updated after the 2021-22 Annual Report.

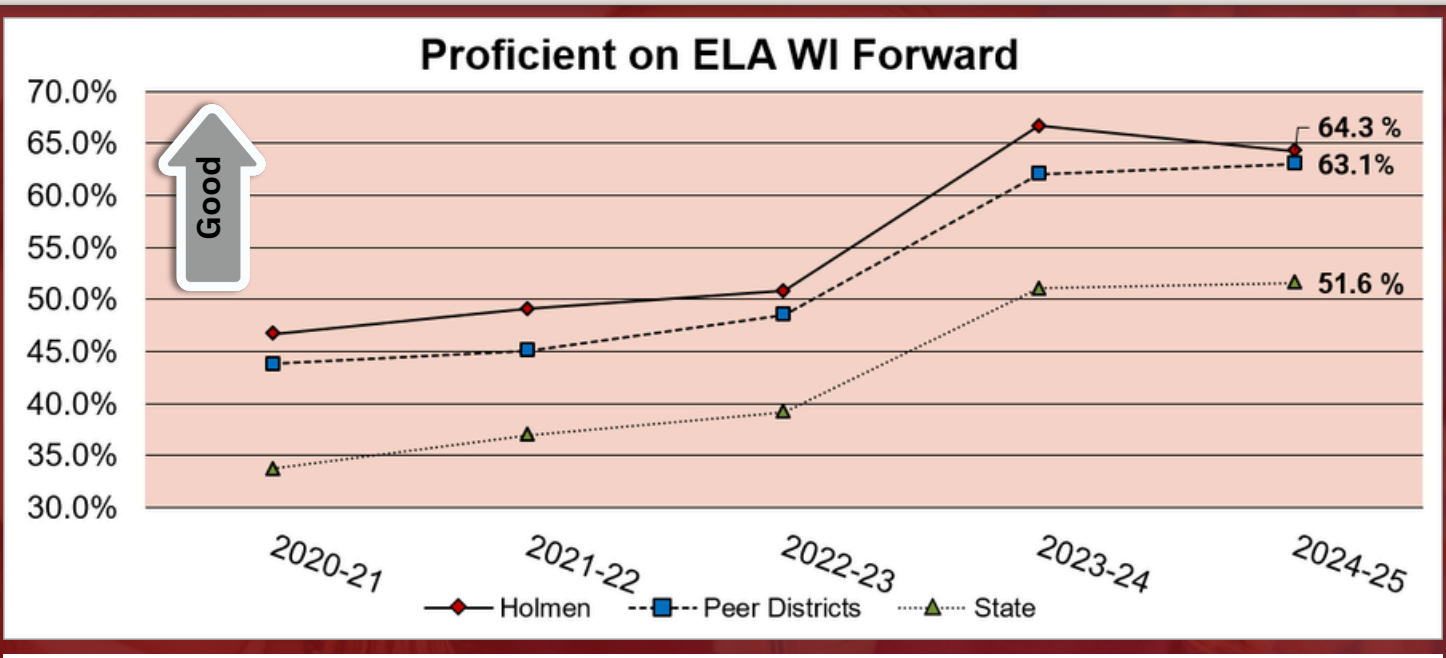
STUDENT LEARNING

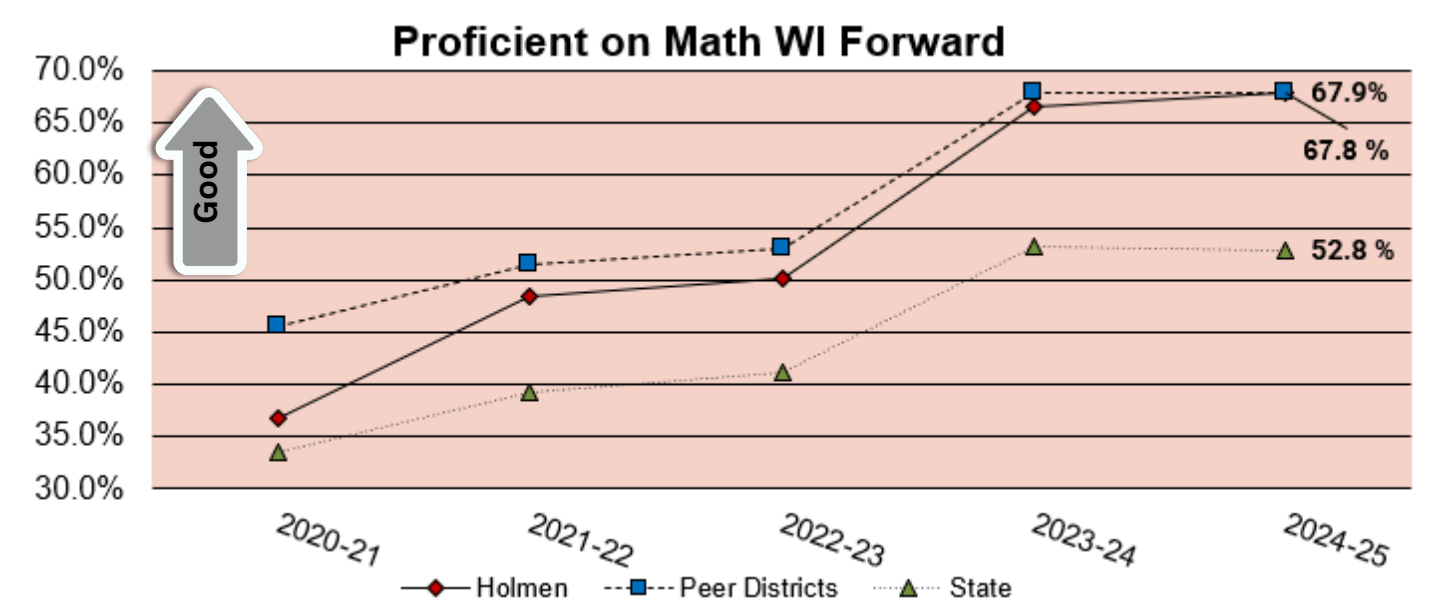


Graduating high school is a critical milestone that opens doors to countless opportunities, from higher education to career advancement. It equips students with essential skills, knowledge, and experiences that prepare them for the challenges of tomorrow. In our district, we are committed to this goal, aligning with our vision of preparing students for the future through an engaging and inclusive educational community today. By fostering a supportive and dynamic learning environment, we ensure that each student is set on a path to success.

While our district's graduation data is strong, we are always striving for improvement. Our current four-year cohort graduation rate is now slightly above our peers and remains solidly above the state average at 96.5% in 2025. We improved from 95.8% to 96.5% over the prior year. We are proud of our continued work but remain dedicated to providing the necessary resources and support to ensure every student reaches this important achievement.

STUDENT LEARNING



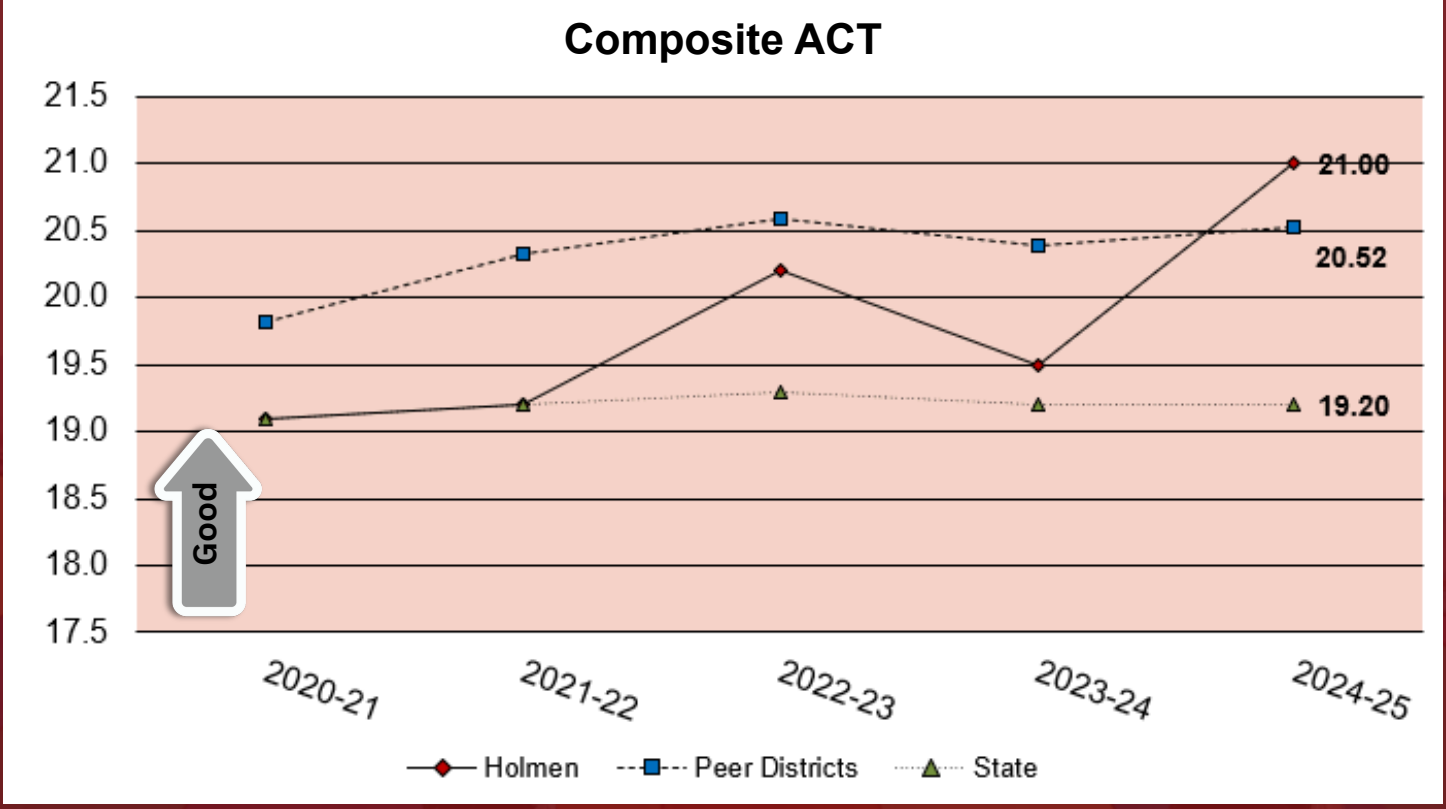


State standardized assessments provide one measure of student achievement and help us monitor academic progress over time. The WI Forward Exam, administered annually to students in grades 3–8, provides important information about student achievement across the district. On the 2024–25 WI Forward Exam, 64.3% of Holmen students met or exceeded proficiency in English Language Arts (ELA), while 67.8% met or exceeded proficiency in mathematics.

While results naturally vary from year to year, they continue to reflect the strength of our academic program while also helping us identify areas for continued growth. Our staff use these results alongside other student data to strengthen instruction, respond to student needs, and support continued achievement.

The School District of Holmen remains committed to continuous improvement and ensuring all students have opportunities to learn, grow, and succeed.

STUDENT LEARNING

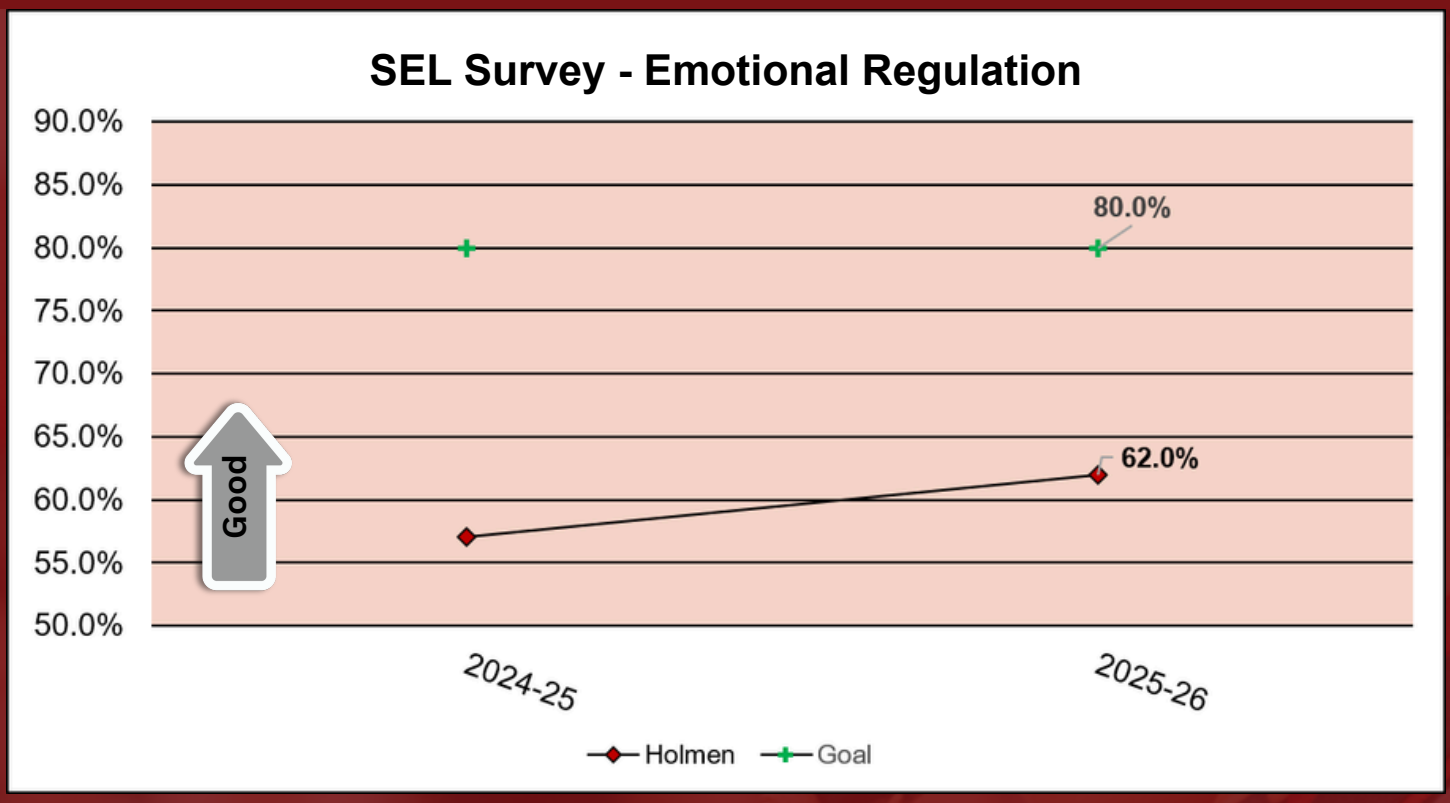


The ACT is a state standardized assessment administered annually to Wisconsin eleventh graders and serves as one of the state's accountability measures. As a nationally recognized college entrance exam, it also provides important information about students' readiness for post-secondary education and future opportunities.

For the 2024–25 school year, Holmen students achieved an average composite ACT score of 21.0, the district's highest score in the past five years and an increase of 1.5 points from the previous year. This result exceeded both the state average of 19.2 and our peer district average of 20.52, meeting an important district goal and reflecting strong progress in student achievement and college and career readiness.

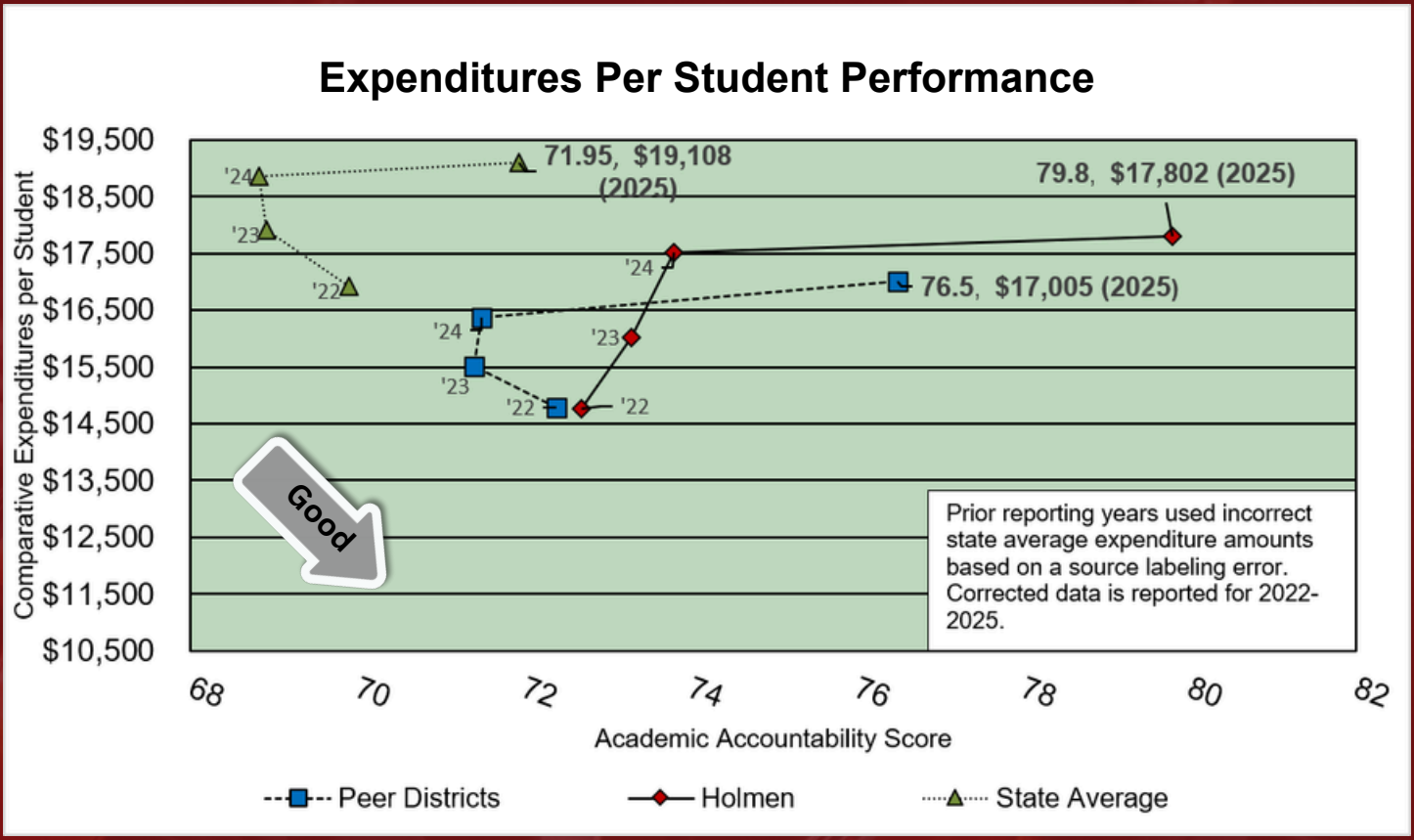
We are proud of this growth and remain committed to building on this success through strong instruction, continued use of student data, and a focus on preparing all students for their next steps after high school.

Student Learning



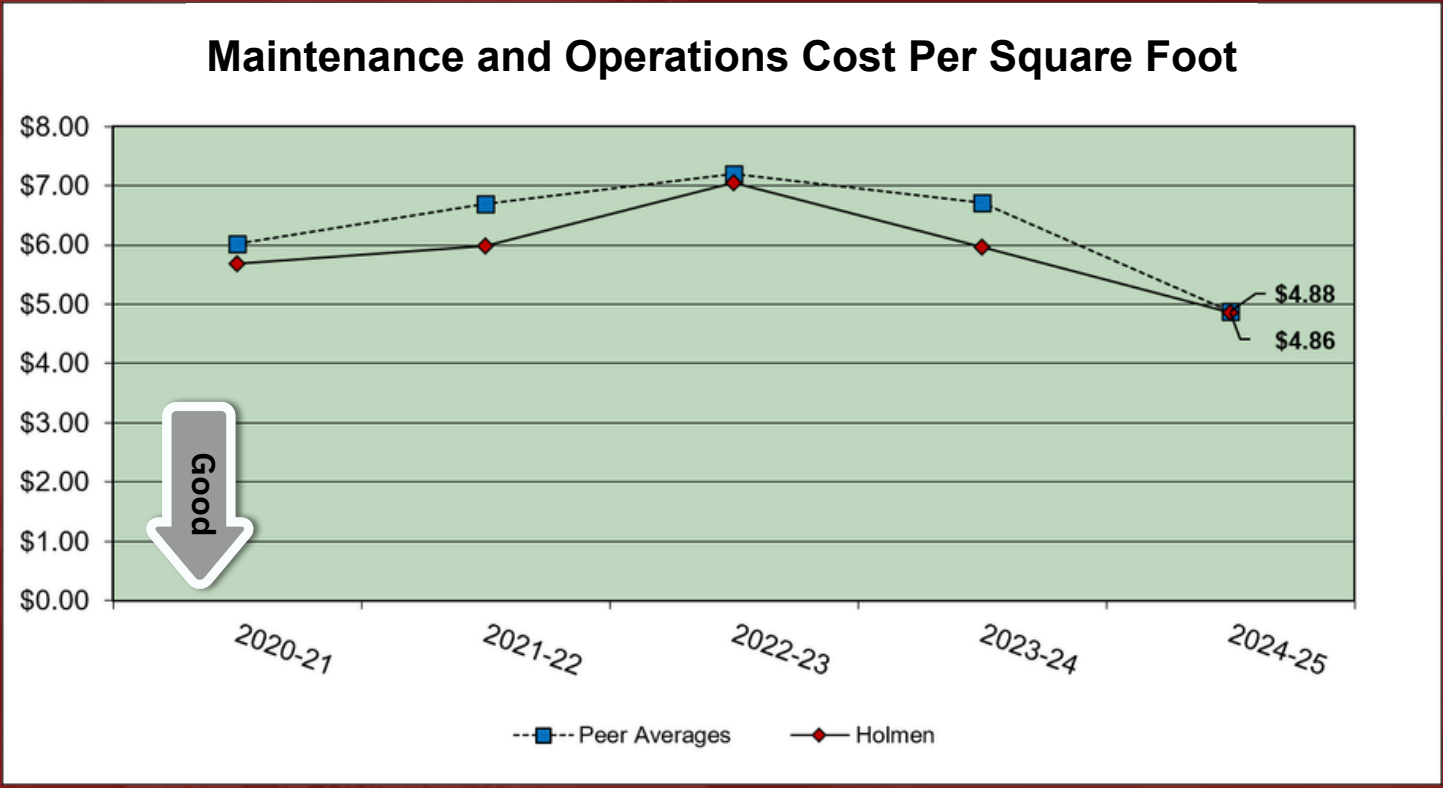
Part of being a successful learner includes well developed social-emotional skills. Students in grades 3-12 were given the Panorama Social-Emotional Learning (SEL) survey. The District SEL Team chose the area of Emotional Regulation as a primary focus for this measure. The spring 2026 Panorama screening data indicated grade 3-12 students reported a 62% favorable rating for regulating their emotions. This was an improvement from 57% to 62% over the prior year, but falls below the district goal of 80%. In 2025-2026, the SEL team focused on developing curriculum at the elementary level. The goal for 2026-2027 is to continue supporting the work of the SEL team in developing curriculum, strategies and supports to improve emotional regulation in students in grades 6-8.

FISCAL



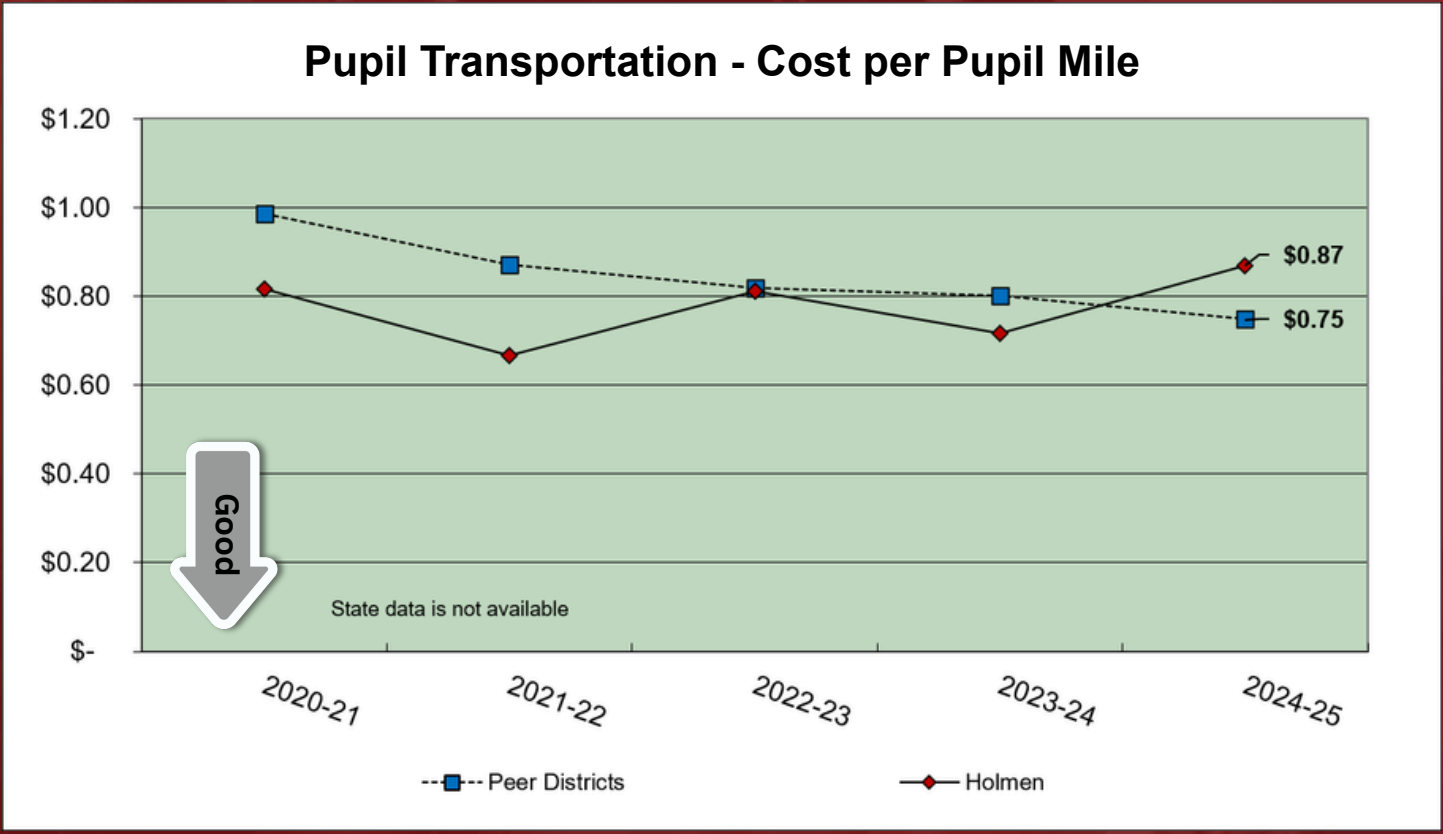
The Expenditure Per Student Performance measures both the comparative expenditure per pupil and student performance, using the academic accountability score. These two measures are then examined in relationship to one another. The District's expenditure per student performance can improve due to either our own improvement or the slide in performance by other peer districts. Conversely, our expenditure per student performance can decline due to either a slide in our own performance or an improvement by other peer districts. The comparative nature of the expenditure per student performance requires the District to make more effective choices on how we spend money.

FISCAL



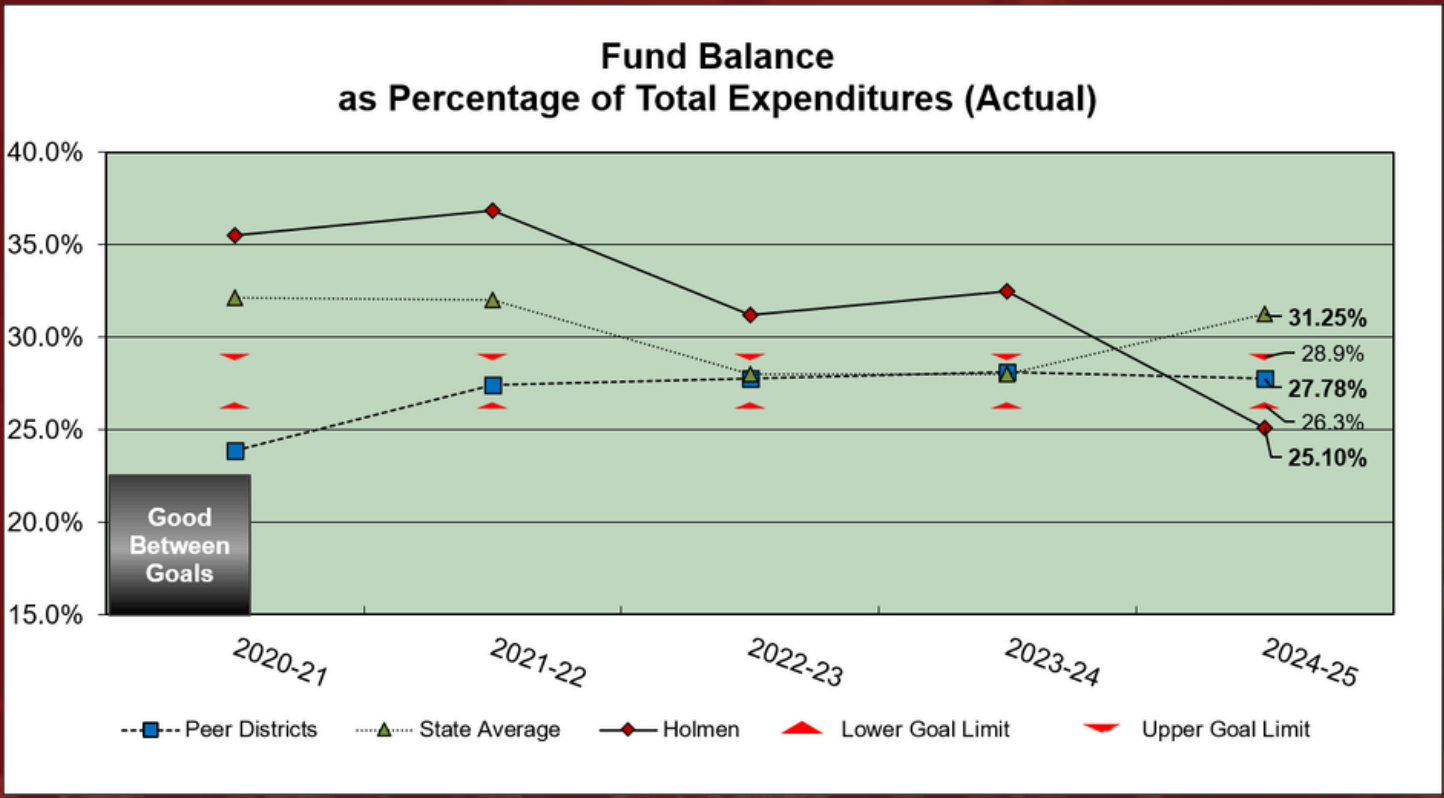
The Maintenance and Operations Cost Per Square Foot is a measure that compares Holmen's cost per square foot for maintenance operations, to that of our peer districts. The importance of this measure is to track our costs compared to our peers to ensure efficiency of operations, yet have the funding required to effectively maintain the fixed assets within the District. The cost of maintenance and operations have been comparable to our peers for several years. In 2024-2025, Holmen's cost per square foot was $4.86. The peer district average was $4.88.

FISCAL



The Cost per Pupil Mile can measure the cost efficiency of the ride to and from school. The School District of Holmen's parents, students, staff, and community stakeholders have identified cost as a key performance factor in the delivery of transportation services. Cost efficiency, while maintaining quality, defines the value of transportation services. This shows that the School District of Holmen's transportation service is a good value for the District's stakeholders. 2020-21 shows us increasing, but not as significantly as our peers. A larger gap depicts when new peer districts were added in 2021-22, while 2022-23 shows the cost closer to our peer districts. A decrease in the cost per pupil mile in 2023-24 was supported by a reduction in expenditures for vehicle acquisition, repair, and servicing as compared to the prior year. 2024-25 had an increased cost with the purchase of a new bus and increased costs for repairs.

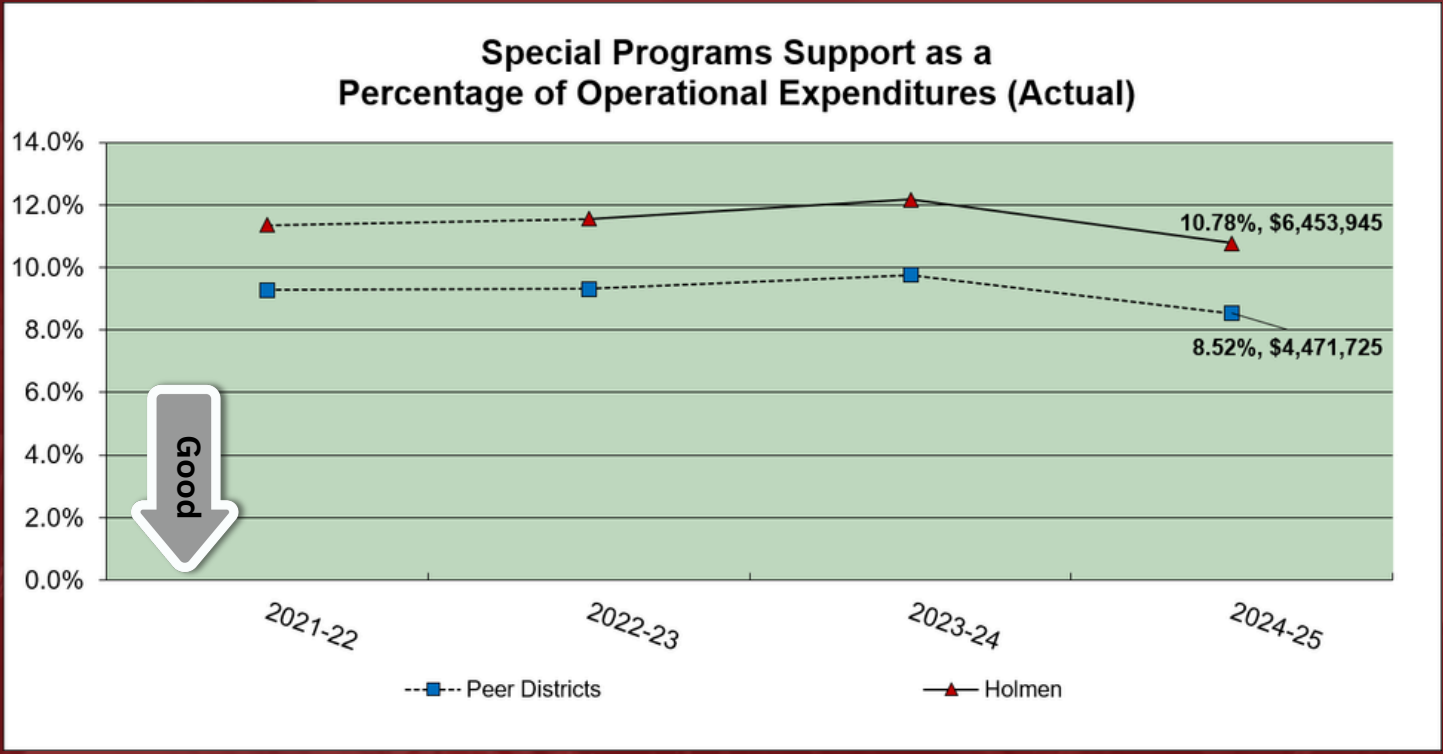
FISCAL



The Fund Balance as a Percentage of Total Expenditures (FBPTE) is a leading indicator that measures the overall financial stability of an organization. Financial stability and affluence is not the same thing. Just as a person can be poor yet remain financially stable, so can a school district. Financial stability comes from properly managing the more limited resources available.

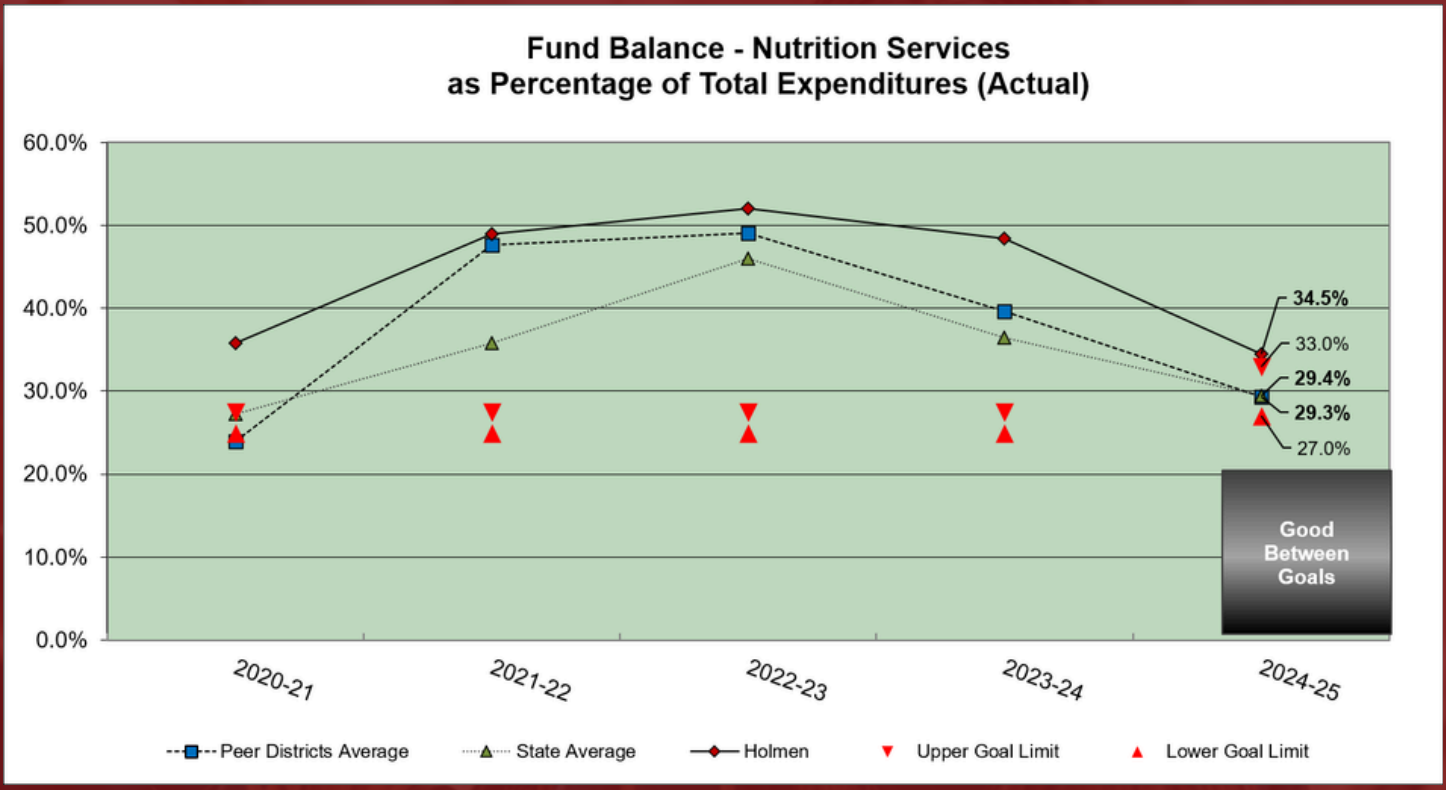
The Board-approved Fund Balance range necessary to ensure the District's financial stability is 26.3-28.9 percent of the preceding year's Fund 10 expenditures. The fund balance percentage of total expenditures for 2024-25 was 25.1%

FISCAL



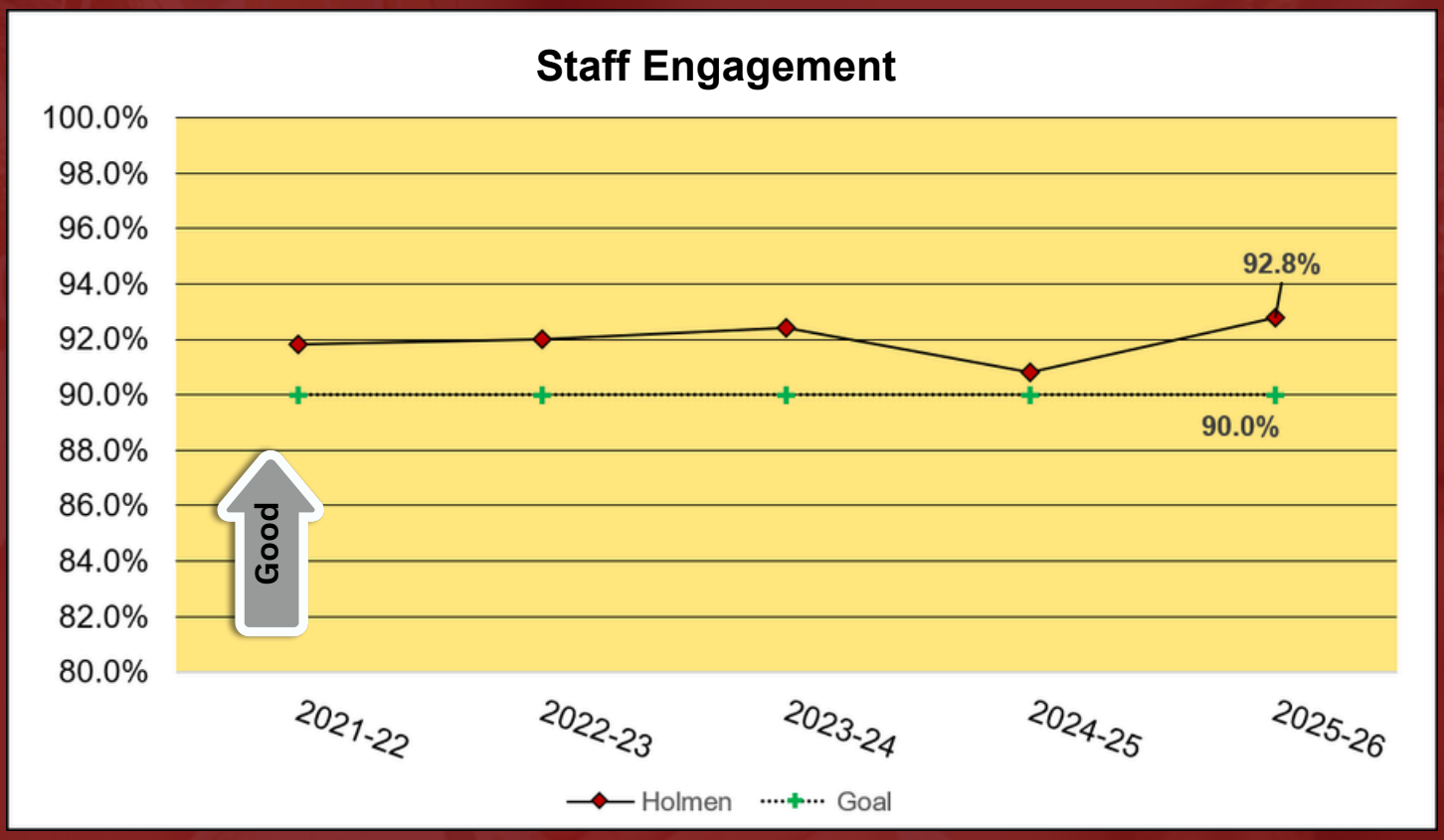
Revenue and expenditures related to students with exceptional education needs are recorded in a separate fund account. This account is not allowed to end a fiscal year in a deficit position. Federal and state special education revenue sources do not adequately support special programs. A transfer from the general operational fund account is necessary to support the cost of delivering special programs. The Special Programs Support as a Percentage of the Operational Expenditure indicates that the School District of Holmen spends more than 2% of its operational budget on special programs than its peer districts. This measure requires the District to analyze more effective choices on how we spend money, while still meeting the needs of all students.

FISCAL



The Nutrition Services Fund Balance as a Percentage of Total Expenditures is a leading indicator that measures the overall financial stability of the Nutrition Services Program. Financial stability comes from properly managing the limited resources available. The revised fund balance goal is equal to an average of 3 months of expenditures or 30.0%, based on 10 months of operating in a school year. The upper and lower limits have been revised to include 10% above and 10% below the 30.0% goal. Nutrition Services exceeded the goal with a 34.5% fund balance as of June 30, 2025. The fund balance decline over the prior year was due to a capital equipment investment of $300,000 for the Evergreen Kitchen Remodel. The District peers and the state average realized a fund balance above the lower limit of 27.0% in 2024-25.

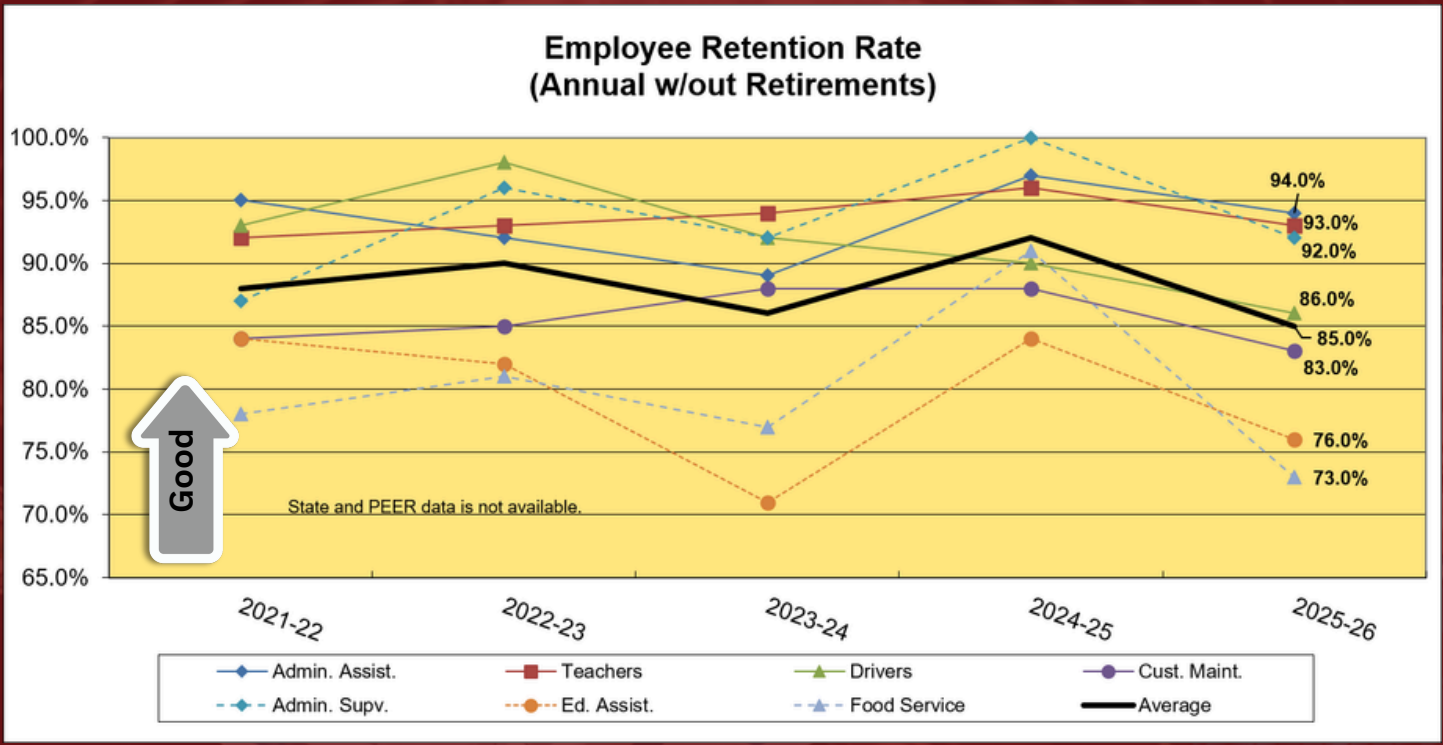
WORKFORCE



Employees who feel connected to and have ownership in the direction of the District are more likely to remain engaged in their work and contribute their expertise and talents to the District community. Each year, the District surveys employees, students, and parents to gather feedback on their experiences and satisfaction with a variety of topics. Monitoring this feedback provides an important measure of how employees experience their work and helps inform District priorities and initiatives.

Staff satisfaction has remained consistently strong over the past five years, exceeding the District's goal of 90% each year. This year, staff satisfaction increased by two percentage points and reached its highest level in the five years of data represented. The sustained and increasing level of satisfaction provides a positive indicator of employee engagement and the District's efforts to recruit, engage, and retain a strong workforce. While the annual survey examines many aspects of the employee experience, the questions included in this measure reflect key elements of staff satisfaction and provide meaningful insight into how employees view their work and their connection to the District.

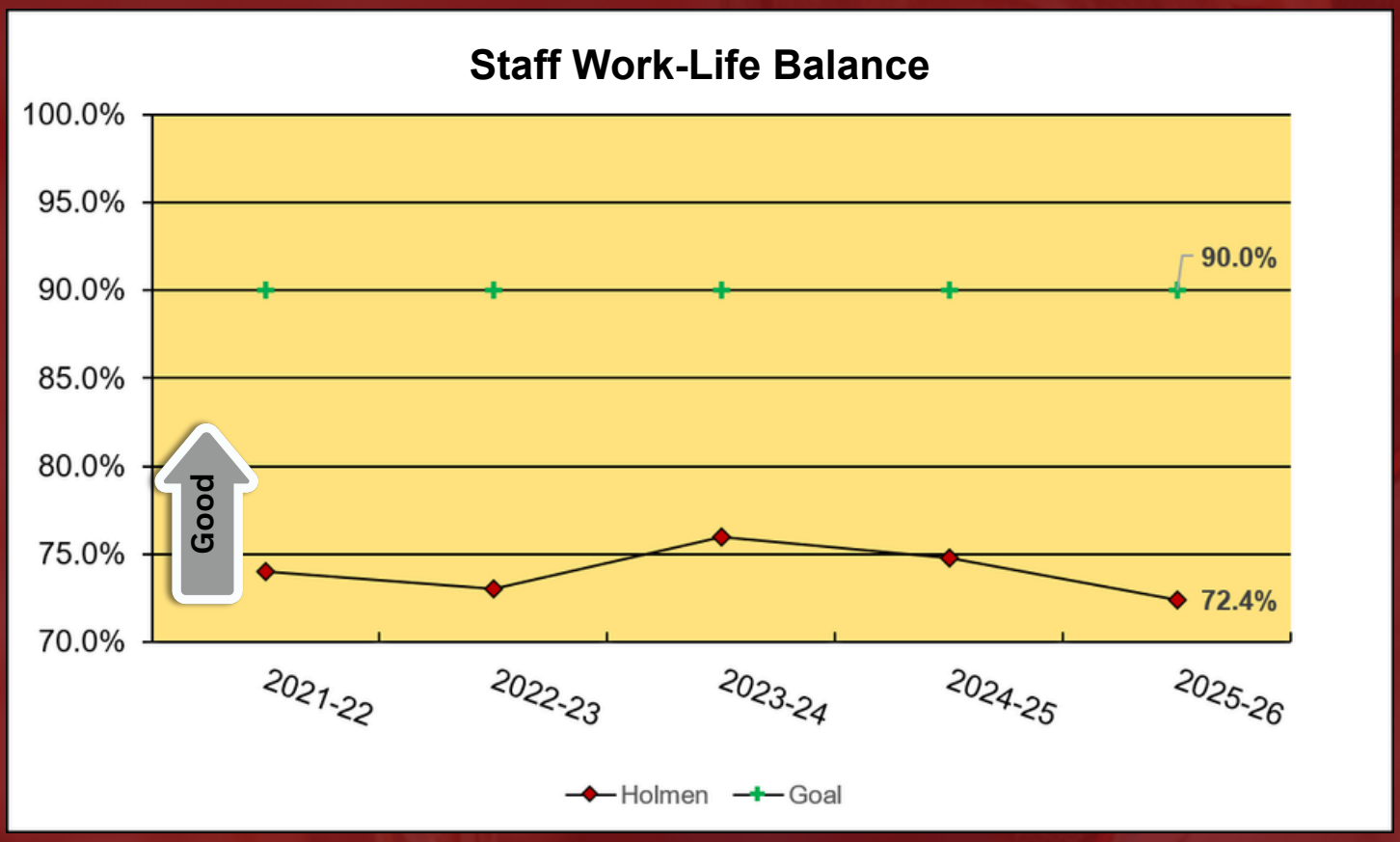
WORKFORCE



Employee retention contributes to stability and continuity in the delivery of quality services to our students and families. Retaining experienced employees allows the District to maintain institutional knowledge, established relationships, and expertise while reducing the time and resources required for recruiting, hiring, onboarding, and training new staff.

The District monitors employee retention rates by staff classification to better understand trends in workforce stability. While retention rates have remained relatively consistent across the five years represented, the overall average retention rate decreased in the current reporting year. This change provides an opportunity to examine the factors contributing to employee departures. The District will use information gathered through employee exit surveys, along with other workforce data, to better understand the reasons employees leave and identify opportunities to strengthen employee engagement, satisfaction, and retention.

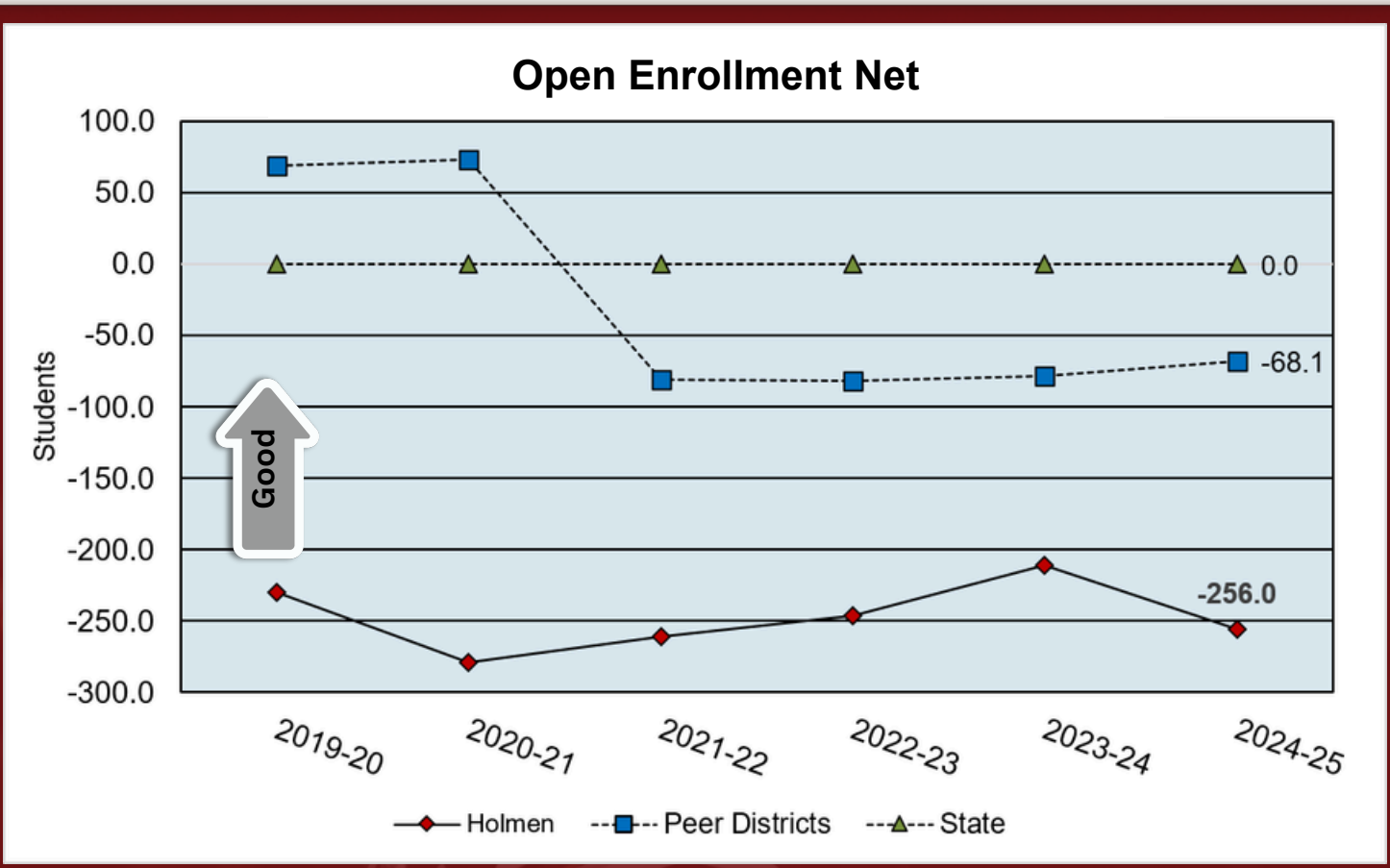
WORKFORCE



A healthy work-life balance is an important component of employee well-being, engagement, and a positive school culture. Each year, staff are surveyed on their experiences and perceptions, including their response to the statement, "I am able to sustain a healthy work-life balance."

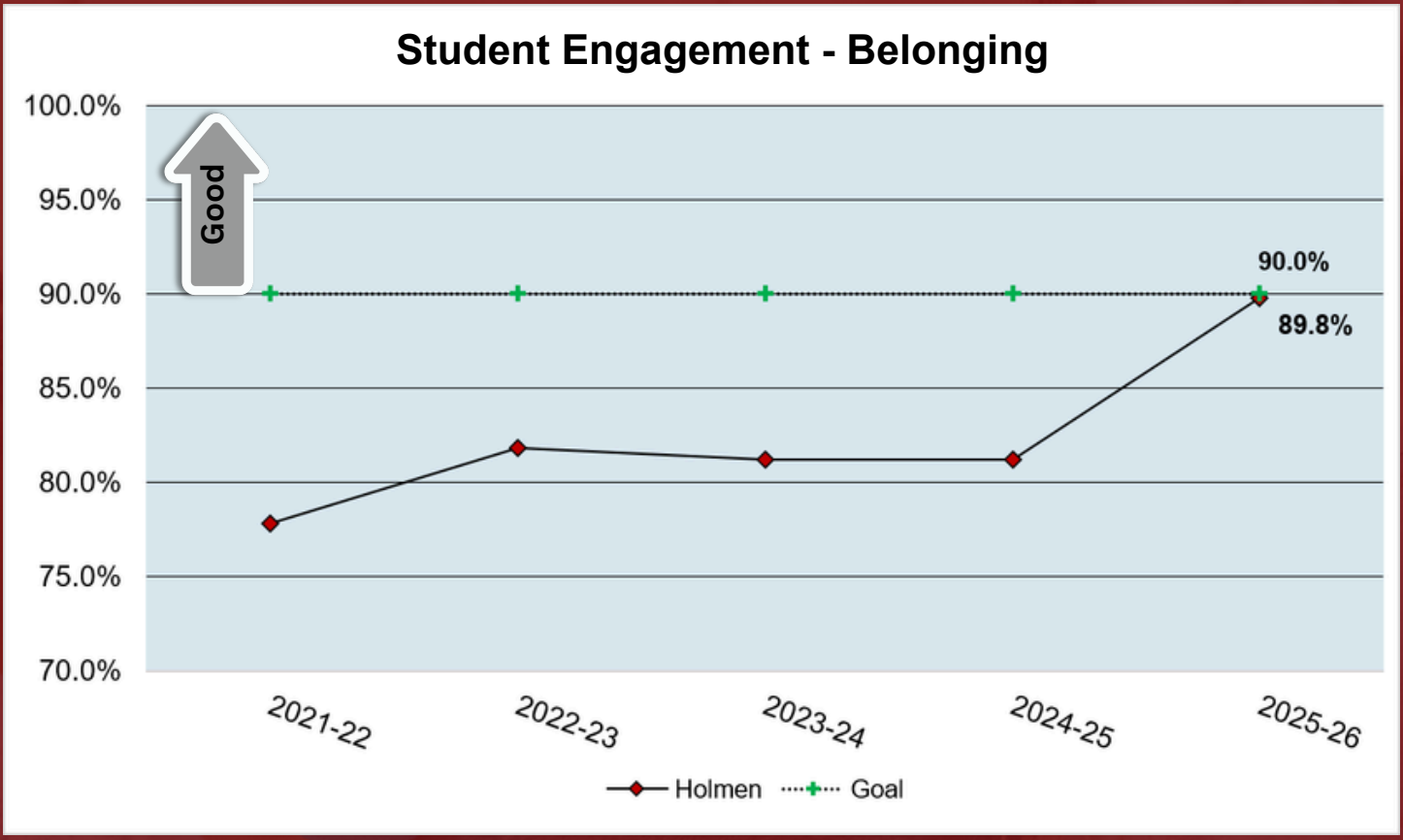
Staff satisfaction with work-life balance has consistently remained below the District's goal of 90%, with results remaining below 80% in recent years. The current results reinforce that work-life balance continues to be an area of opportunity for the District. Rather than assuming the factors contributing to work-life imbalance are the same for all employees, the District will use the demographic information collected through the annual survey to identify groups of staff reporting the lowest levels of satisfaction in this area. Over the coming year, the District will engage with these staff to better understand the factors contributing to work-life imbalance and identify opportunities to provide meaningful support and improve the employee experience.

ENGAGEMENT



Open Enrollment is the option that allows parents to apply for their child to attend public school in a school district other than the one in which they reside. Any Wisconsin resident in 4K to grade 12 may apply to attend a nonresident school district. The graph displays the open enrollment net which is the overall difference between the number of students leaving the District and the number of non-resident students enrolling into the District. The gap between resident students leaving and non-resident students enrolling widened in 2024-25. This continues to be an area of opportunity for improvement in the District.

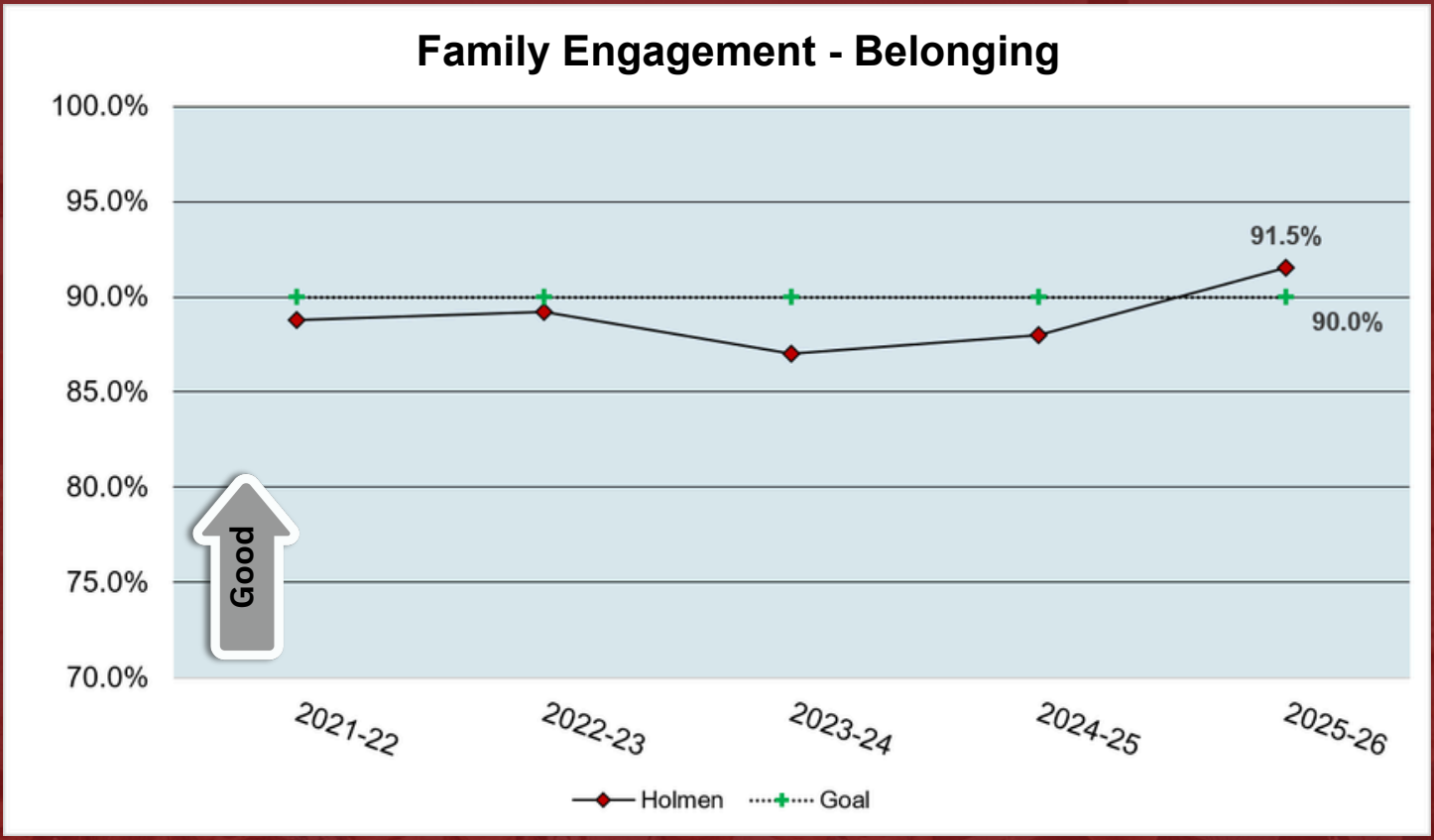
ENGAGEMENT



The Vision statement of the School District of Holmen, “Belong. Serve. Succeed.” was developed with community feedback and adopted in 2020 and reaffirmed in 2025. The theme of Belonging has been woven into the culture of the District and made a priority. When students feel they belong, they often feel included, safe, valued, and ready to learn.

Annually, our students in grades three through twelve are surveyed on their satisfaction on a variety of topics. With a strategic focus on belonging, this graph displays one survey item, “I feel like I belong at school.” The 2025-26 results improved from 81.2% to 89.8% over the prior year. The School District of Holmen continues to focus on this measure with strategic actions and recognizes the need for improvement to surpass the goal of scoring 90% on the student satisfaction survey.

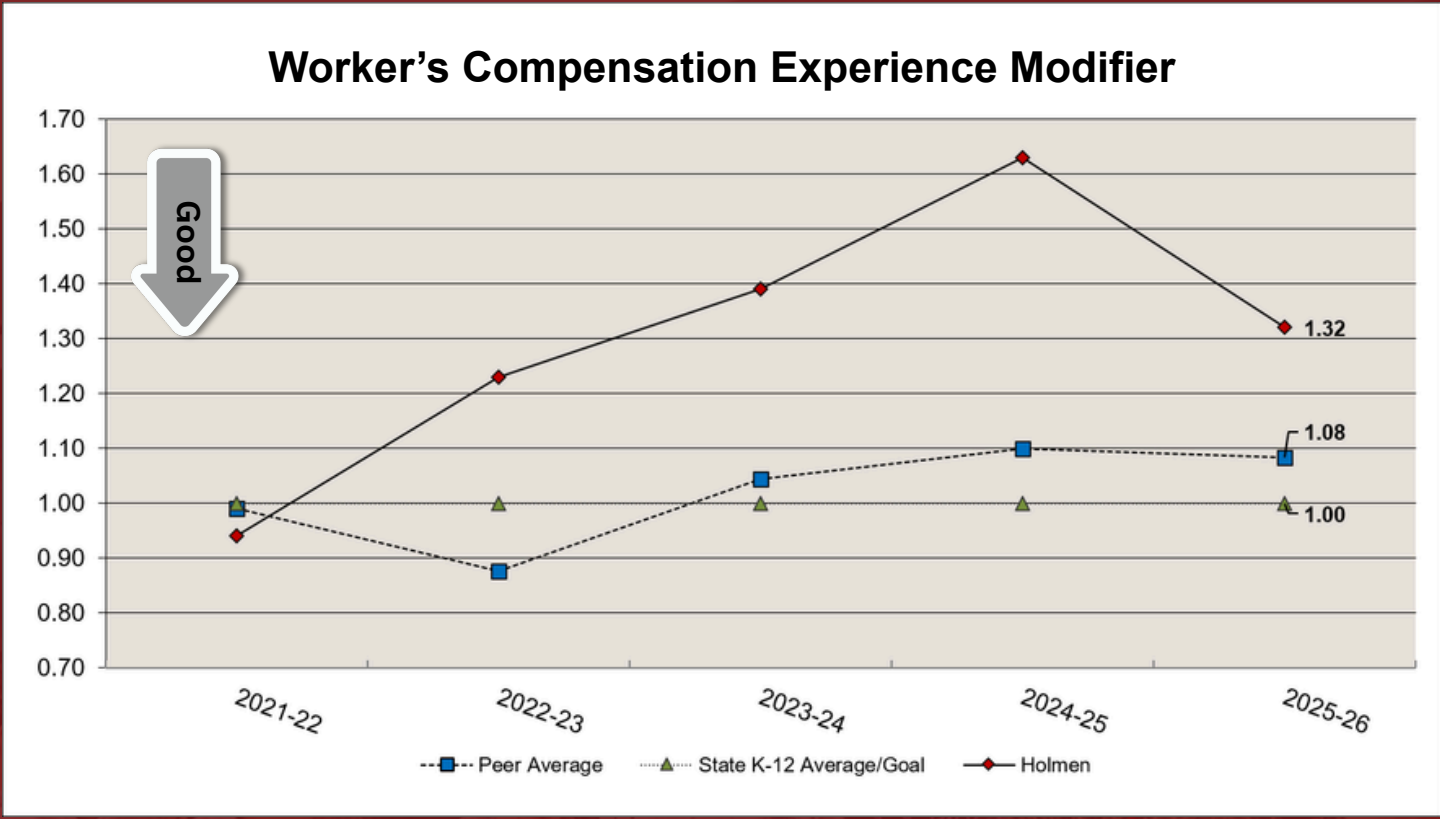
ENGAGEMENT



The Vision statement of the School District of Holmen, “Belong. Serve. Succeed.” was developed with community feedback and adopted in 2020 and reaffirmed in 2025. The theme of Belonging has been woven into the culture of the District and made a priority. When families feel they belong, they are more engaged in the school community and their child’s learning.

Annually, our parents are surveyed on their satisfaction on a variety of topics. One of the survey questions is, “Does your family feel they belong at this school?” The 2025-26 results improved from 88.0% to 91.5% over the prior year and now exceed the goal of scoring 90% on the parent satisfaction survey. The School District of Holmen will continue efforts to build off this success.

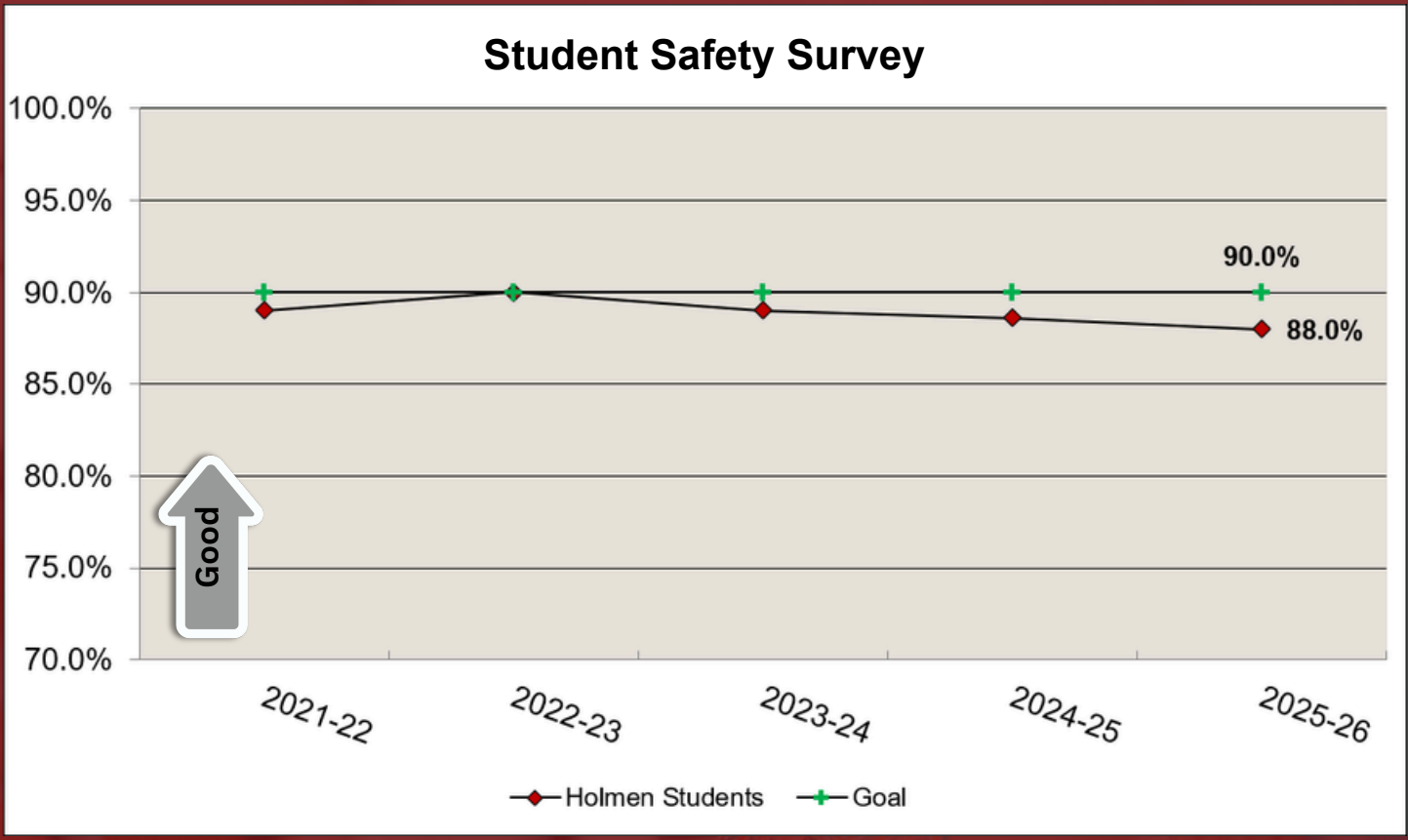
SAFETY



The Worker's Compensation Experience Modifier is impacted by lost work time, claims cost, litigation, frequency of claims, and injury type. Programs and initiatives aimed at reducing workers' compensation costs can reduce the modifier, resulting in lower insurance premium costs. An experience modifier below 1.00 indicates that injury and lost work time are lower than average. The District strives for a modifier less than 1.00. As an area of focus in the 2025-26 school year, the modifier improved from 1.63 to 1.32 over the prior year.

A safe workplace reduces absenteeism, medical and indemnity expenses, and the annual workers' compensation insurance premium. A reduction in absenteeism produces a reduction in substitute expenses, supporting the District's efforts to keep high-quality, regular employees in place serving our students, staff, and community.

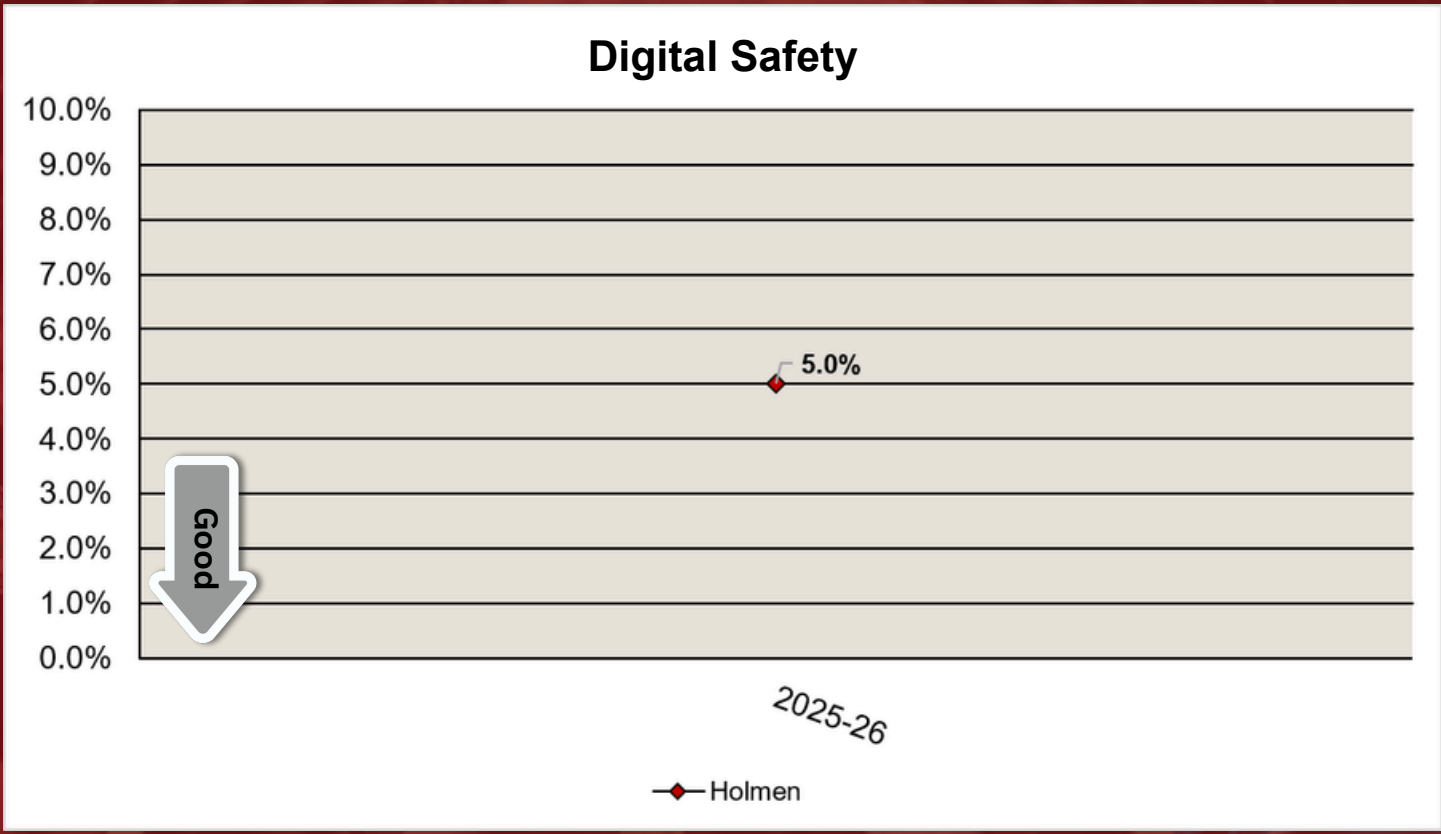
SAFETY



A part of a good learning environment is providing a safe place to learn. Annually, our students are surveyed to answer the question: I feel safe from accidents when I am at school. Students are asked to think about safety in the classroom, hallways, sidewalks, and playground in order to choose the answer that best reflects how safe they feel at school.

For the past two years, the School District of Holmen scored slightly below our goal of at least 90.0% of our students' reporting their school is safe. The District scored 88.0%, as compared to 88.6% in the prior year. The District will continue to focus on the health and safety of our students.

SAFETY



To safeguard district systems and sensitive staff and student data, the Information Security team conducts monthly phishing simulations and targeted awareness training for all personnel. The strategic objective for this program is to maintain a district-wide phishing susceptibility rate below 5%.

Through consistent staff engagement and heightened threat awareness, the district achieved a key performance milestone in May 2026, recording a 4% phish rate. This reflects significant, measurable progress from our initial double-digit baseline, demonstrating a stronger security culture and greatly reducing the district's vulnerability to cyber threats.

SCHOOL DISTRICT OF HOLMEN
2025 ANNUAL MEETING OF THE ELECTORS & BUDGET HEARING MINUTES
Monday, October 27, 2025 6:00 p.m.
School Board Meeting Room
1019 McHugh Road
Holmen, Wisconsin 54636

01. School Board President calls the meeting to order
- 1.01 Land Acknowledgement
- 1.02 Pledge of Allegiance
- 1.03 Official notice of budget hearing and annual meeting
- 1.04 Introduction of School Board members
- 1.05 Recognition of District officials
- 1.06 Recognition of people who have helped with the Annual Meeting preparation
- 1.07 District Administrator's Report

02. School District's attorney reviews procedures under which the meeting will be conducted and qualifications for voting

The School District of Holmen's attorney, Sven Strutz, introduced the intent of the meeting, meeting procedures, and voting qualifications.

03. Election of chairperson to conduct the budget hearing and the annual meeting

Barb Wuensch, N6905 Pine Lane, Holmen of the Town of Holland nominated Jennifer Dieck as chairperson of the budget hearing and annual meeting. Motion carried on a voice vote.

04. Approval of 2024 Annual Meeting Minutes

Motion made by Patrick Barlow of 907 Dana Lane, Holmen, in the Village of Holmen to approve the 2024 Annual Meeting Minutes as provided in the Annual Report. Motion seconded by Mike Durnin, N8363 Ducke Drive, Holmen, of the Town of Holland. Motion carried on a voice vote.

05. 2025-26 Budget Summary Report

Julie Holman, Executive Director of Finance and Operations, presented the 2025-26 budget summary report.

06. Public hearing and review of the 2025-26 Budget

Maggie Smith, of 1318 Crockett Drive, Holmen, in the Village of Holmen asked why new construction does not necessarily result in an increase in new dollars for the school district. J. Holman responded that the school district is capped under the revenue limit for a maximum dollar amount the district can levy. Even if the property valuation increases, the levy cannot be increased (without voter approval to exceed the revenue limit).

Maggie Smith requested an explanation regarding how the $325 per student is not an increase in funding from the state. J. Holman confirmed the $325 per student increase is not increased funding from the state because the state did not allocate more money for the equalized aid pot of money. Therefore, school districts will have to levy to fully realize the $325 increase in per student funding.

Maggie Smith asked Julie Holman to confirm whether the enrollment decline is specific to the School District of Holmen or if it is in line with statewide trends. J. Holman confirmed that a decline in enrollment is not specific to the School District of Holmen.

Maggie Smith commented that the total paid in the School District of Holmen for private school vouchers has increased from approximately $80,000 ten years ago to $1.78 million this year.

07. Treasurer's Report

Board Treasurer Barb Wuensch and Director of Business Services Krystal Matt submitted the Treasurer's Report.

08. New Business

8.01 Set annual salaries of School Board Members for 2025-26

Motion made by Cheryl Hancock, 1007 Deerfield, Holmen, in the Village of Holmen and seconded by Mike Durnin, N8363 Ducke Drive, Holmen, of the Town of Holland to maintain the annual salaries of School Board members for 2025-26 at $3816.00. Discussion: Mike Durnin noted the board salary proposed is not a reflection of board members, but is taken into consideration due to the deficit of the current budget. Motion carried on a

voice vote.

8.02 Reimbursement of School Board Members' expenses
Motion made by Barb Wuensch, N6905 Pine Lane, Holmen, Town of Holland and seconded by Cheryl Hancock, 1007 Deerfield, Holmen, in the Village of Holmen to authorize payment of actual and necessary expenses of School Board members when traveling in performance of duties in accordance with po 0144.1 Compensation and travel reimbursement procedures in the School District of Holmen. Motion carried on a voice vote.

8.03 Recommend property tax levy for the 2025-26 school year
Motion made by Bridget Todd-Robbins, 811 Greenwood Street, Holmen, in the Village of Holmen and seconded by Khadijah Islam of W8243 Tower Street, Onalaska, in the Town of Onalaska, to recommend a tax levy for the 2025-26 school year in the amount of twenty-three million, two hundred sixty-three thousand, four hundred sixty-seven dollars ($23,263,467) upon all taxable property in the School District of Holmen for the purposes of operating and maintaining the district schools, community service programs, and for paying for debt for school projects. Motion carried on a voice vote.

8.04 Set date and time for 2026 Annual Meeting or authorize School Board to set the date and time
Motion made by Chris Lau of 802 Granum Street, Holmen, Village of Holmen, and seconded by Kristin Mueller, N6811 Roberts Road, Holmen in the Town of Onalaska to set the date of the 2026 Annual Meeting for October 26, 2026. Motion carried on a voice vote.

8.05 Other business as permitted at an annual meeting

09. Adjournment

Motion by Chris Lau, of 802 Granum Street, Holmen, Village of Holmen, to adjourn at 7:41 p.m. Motion carried on a voice vote.

Submitted by Maggie Smith, Board Clerk.

DRAFT