



**Monday, February 13, 2023
Board of Education Meeting**

**APPLETON AREA SCHOOL DISTRICT
BOARD OF EDUCATION MEETING
Scullen Leadership Center
131 E. Washington Street, Suite 1A
Appleton, WI 54911
Time: 5:30 PM
(upon conclusion of the Board Closed Session)**

The Board of Education will be meeting in the Scullen Leadership Center, 131 E. Washington Street, Suite 1A. Some individuals may be joining via remote technology and the meeting will be livestreamed on YouTube. Members of the media or general public may continue to access meetings in person or via a live stream broadcast on the Appleton Area School District YouTube Channel: <https://www.youtube.com/channel/UChO-I09YGgt4uKnCWYvt8Pw>

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in the agenda. Members of the public wishing to address the Board may speak during public input in accordance with the procedures posted on the District's website (http://www.aasd.k12.wi.us/district/board_of_education/public_input) and state law. The Wisconsin Open Meetings Law allows only brief discussion of topics that are not listed on the agenda. Therefore, the Board may not be able to fully address comments made during public input. When appropriate the Board may request the administration to reach out to a citizen regarding a concern they may have.

Any special needs or any requests for accommodations related to accessing the meeting should be sent to Kayla Malott, at malottkayla@asd.k12.wi.us or (920) 832-6126, at least 24-hours in advance of the meeting.

1. Meeting Opening

Subject	A. Pledge of Allegiance
Meeting	Feb 13, 2023 - Board of Education Meeting
Category	1. Meeting Opening
Type	Procedural

2. Approval of Agenda (GC-2: Governing Commitments)

Subject	A. Board Member Request to Remove Consent Agenda Items(s) for Separate Consideration
Meeting	Feb 13, 2023 - Board of Education Meeting
Category	2. Approval of Agenda (GC-2: Governing Commitments)
Type	Procedural

Subject	B. Approval of Agenda
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Meeting Feb 13, 2023 - Board of Education Meeting
Category 2. Approval of Agenda (GC-2: Governing Commitments)
Type Action, Procedural

3. Closed Session

Subject A. Motion to go into Closed Session

Meeting Feb 13, 2023 - Board of Education Meeting
Category 3. Closed Session
Type Action, Discussion

Subject B. Wisconsin State Statute 19.85 (1)(c)(f) for the purpose of considering individual administrator and teacher contract matters.

Meeting Feb 13, 2023 - Board of Education Meeting
Category 3. Closed Session
Type Discussion, Information

Subject C. Wisconsin State Statute 19.85 (1)(e) for the purpose of deliberating the amendment to the Scullen Leadership Center lease.

Meeting Feb 13, 2023 - Board of Education Meeting
Category 3. Closed Session
Type Discussion, Information

Subject D. Motion to return to Open Session

Meeting Feb 13, 2023 - Board of Education Meeting
Category 3. Closed Session
Type Action, Procedural

4. Possible Recess/Reconvene at 6:00 PM

Subject A. **PLEASE NOTE**** The regular open session business portion of the meeting will begin at 6:00 PM or upon the conclusion of the closed session, whichever is later. If the closed session concludes prior to 6:00 PM, the Board will recess until 6:00 PM.**

Meeting Feb 13, 2023 - Board of Education Meeting
Category 4. Possible Recess/Reconvene at 6:00 PM
Type Procedural

5. Special Presentation

Subject **A. Middle School Chamber Orchestra: Musical Performance**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 5. Special Presentation

Type Presentation, Recognition

Students from Wilson/Magellan Middle School Chamber Orchestra will be performing to the Board and public.

Subject **B. Student School Board Representative Report**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 5. Special Presentation

Type Information, Recognition, Report

Student School Board Representative Utkarsha Marasini will provide updates from Appleton East High School.

6. Public Input (GC-3.3: Initiate and maintain effective communication with the citizens.)

Subject **A. Public Input**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 6. Public Input (GC-3.3: Initiate and maintain effective communication with the citizens.)

Type Procedural

Public Input:

Members of the public wishing to address the Board may speak during public input in accordance with the procedures posted on the District's website and state law. The Wisconsin Open Meetings Law requires that Board of Education members do not discuss topics or respond to questions that are not listed on the agenda. The practice of the Board is to not respond to public comments during the meeting; however, when appropriate the Board may request the administration to reach out to a citizen regarding a concern they may have. Speakers will be bound by the guidelines and responsibilities outlined on the District's [website](#) and established in policy. The Board reserves the right to terminate remarks of any individual who does not adhere to established rules, whose comments are unduly repetitive of previous comments, who makes comments that are obscene, threatening, harassing, or defamatory, or whose conduct is otherwise disorderly. Comments that introduce complaints or concerns that are directed toward and that identify individual staff members or individual students are not permissible.

The Board reserves the right to amend and adjust processes and procedures relating to public input as necessary to accomplish the business of the Board, which includes the ability of the Board to limit (in a viewpoint-neutral manner) the total time allotted for public input or the amount of time allotted to individual topics.

Policy References:

[Board Policy and Rule 187 - Public Input at School Board and Board Subcommittee Meetings](#)

7. Board Development (GC-2.2: The Board will assure that its members are provided with training and professional support necessary to govern effectively.)

Subject **A. 2023 School Board Convention Update**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 7. Board Development (GC-2.2: The Board will assure that its members are provided with training and professional support necessary to govern effectively.)

Type Discussion, Information, Presentation

Members of the Board who attended the 2023 School Board Convention will address the Board and the public on their takeaways from the Convention.

8. Information for Board Decision Preparation (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

Subject A. Business Services Update(s): AP Check Register-January 2023 & Amendment to Scullen Leadership Center Lease

Meeting Feb 13, 2023 - Board of Education Meeting

Category 8. Information for Board Decision Preparation (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

Type Discussion, Information, Report

Executive Director of Finance Holly Burr will report on Business Services items for consideration.

File Attachments
[IFC - Scullen Leadership Center lease amendment 2023.pdf \(88 KB\)](#)

Subject B. School/Student Services Update(s): None

Meeting Feb 13, 2023 - Board of Education Meeting

Category 8. Information for Board Decision Preparation (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

Type Discussion, Information, Report

Subject C. Personnel Services Update(s): Professional Educator New Hires(s), Contract Change(s), Resignation(s); Administrative Retirement and Resignation

Meeting Feb 13, 2023 - Board of Education Meeting

Category 8. Information for Board Decision Preparation (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

Type Discussion, Information, Report

Chief Human Resources Officer Julie King will report on Personnel Services items for consideration.

9. Board's Consent Agenda (GC-2.4: The Board will use a consent agenda as a means to expedite the disposition of routine matters and dispose of other items of business it chooses not to discuss.)

Subject **A. Board Meeting Minutes from January 23, 2023**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 9. Board's Consent Agenda (GC-2.4: The Board will use a consent agenda as a means to expedite the disposition of routine matters and dispose of other items of business it chooses not to discuss.)

Type Action, Minutes

Minutes aren't official until they are approved at the Board meeting.

Subject **B. Expulsion Hearing Minutes 1-24-23- Student A**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 9. Board's Consent Agenda (GC-2.4: The Board will use a consent agenda as a means to expedite the disposition of routine matters and dispose of other items of business it chooses not to discuss.)

Type Action

Subject **C. Expulsion Hearing Minutes 1-24-23- Student B**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 9. Board's Consent Agenda (GC-2.4: The Board will use a consent agenda as a means to expedite the disposition of routine matters and dispose of other items of business it chooses not to discuss.)

Type Action

10. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)

Subject **A. AP Check Register January 2023**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 10. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)

Type Action

Subject **B. Professional Educator New Hire(s)**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 10. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)

Type Action

File Attachments

[IFC Professional Educator New Hires 2-13-23.pdf \(126 KB\)](#)

Subject **C. Professional Educator Contract Change(s)**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 10. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)

Type Action

File Attachments
[IFC Professional Educator Contract Changes 2-13-23.pdf \(13 KB\)](#)

Subject **D. Professional Educator Resignation(s)**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 10. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)

Type Action

File Attachments
[IFC Professional Educator Resignations 2-13-23.pdf \(112 KB\)](#)

Subject **E. Administrative Retirement**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 10. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)

Type Action

File Attachments
[IFC-Administrative Retirement.pdf \(9 KB\)](#)

Subject **F. Administrative Resignation**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 10. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)

Type Action

File Attachments
[IFC-Administrative Resignation.pdf \(18 KB\)](#)

11. Reports (OE-8.2: Provide for the Board, in a timely manner, information about trends, facts and other information relevant to the Board's work.)

Subject **A. Business Services Report: None**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 11. Reports (OE-8.2: Provide for the Board, in a timely manner, information about trends, facts and other information relevant to the Board's work.)

Type Discussion, Information, Presentation, Report

Subject **B. School Services Report: District Scorecard Update**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 11. Reports (OE-8.2: Provide for the Board, in a timely manner, information about trends, facts and other information relevant to the Board's work.)

Type Discussion, Information, Presentation, Report

File Attachments

[Mid-Year Review of AASD District Scorecard 2022-2023 \(1\).pdf \(198 KB\)](#)

Subject **C. Personnel Services Report: None**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 11. Reports (OE-8.2: Provide for the Board, in a timely manner, information about trends, facts and other information relevant to the Board's work.)

Type Discussion, Information, Presentation, Report

12. Board Business

Subject **A. Community Linkages Committee Report: Updates and Information from the Community Linkages Committee Meetings**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 12. Board Business

Type Discussion, Information, Report

Subject **B. Amendment of the Scullen Leadership Center Lease**

Meeting Feb 13, 2023 - Board of Education Meeting

Category 12. Board Business

Type Action, Discussion

File Attachments

[IFC - Scullen Leadership Center lease amendment 2023.pdf \(88 KB\)](#)

Subject **C. Consent Agenda Item(s) Removed for Separate Consideration**
Meeting Feb 13, 2023 - Board of Education Meeting
Category 12. Board Business
Type Action, Discussion

13. Items of Information

Subject **A. None**
Meeting Feb 13, 2023 - Board of Education Meeting
Category 13. Items of Information
Type Information

14. Future Meetings

Subject **A. Board Work Session: Wednesday, February 15, 2023, 7:30 AM**
Meeting Feb 13, 2023 - Board of Education Meeting
Category 14. Future Meetings
Type

Subject **B. Board Meeting: Monday, February 27, 2023, 6:00 PM**
Meeting Feb 13, 2023 - Board of Education Meeting
Category 14. Future Meetings
Type Information

15. Adjourn

Subject **A. Motion to Adjourn the Meeting**
Meeting Feb 13, 2023 - Board of Education Meeting
Category 15. Adjourn
Type Action, Procedural

ITEM FOR CONSIDERATION

Topic:	Amendment to current Scullen Leadership Center lease to add additional square footage.
Background Information:	<p>The current 5-year lease for the District's office at the Scullen Leadership Center includes 10,343 square feet of space. The district would like to lease an additional 16,984 square feet that is available and adjacent to our current space. The additional leased space will include units 101 and 103 in City Center-East, and will encompass and include a further extension term of the current lease agreement to April 30, 2033.</p> <p>The current 5-year lease rate of \$10.75 per square foot will be reduced to \$9.74 per square foot with the amended lease.</p> <p>The additional square footage will meet our district's need for Leadership Center space that will allow for the consolidation of our Assessment, Curriculum, and Instruction department, Student Services department, and Special Education department with the departments currently located at the Leadership Center. The additional space will also allow for the expansion of our Human Resources department and Business Services department, as well as provide a more welcoming environment for parents, students, and other guests.</p> <p>The space vacated at our Morgan Building by moving the three departments to the Leadership Center will allow for more student programs to be placed at Morgan. Many of these programs are currently in leased spaces that would no longer be needed.</p>
Fiscal Note:	Rent for the first year will be \$266,165
Administrative Recommendation:	Approve the amendment to the current lease.
Contact Person(s):	Greg Hartjes, 997-1399 ext. 2025 Holly Burr 997-1399 ext. 2034
Board Action:	February 13, 2023

ITEM FOR CONSIDERATION

TOPIC: Professional Educator New Hire(s)

BACKGROUND INFORMATION: The Professional Educators listed below are recommended for contractual positions for the 2022-2023 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Salary</u>	<u>Effective Date:</u>
Nicholas H. Baumgardt	Physical Ed	Classical	70%	\$18,825	2/6/23
Rebecca L. Goska	Grade 4	Highlands	100%	\$19,234	1/30/23
Andie L. Meyer	Art	Magellan	17%	\$1,716	1/26/23-3/24/23
Morgen Moraine	Music-Band/Choir	Madison/Houdini	18%	\$3,635	1/31/23
Timothy F. Poremba	Special Ed-EBD	East	100%	\$20,150	2/7/23
Anthony T. Zornow	Physical Ed	Horizons	100%	\$20,586	2/2/23

Nicholas H. Baumgardt received his Master of Science in Environmental Education degree from UW-Stevens Point with a major in Natural Resources. Mr. Baumgardt is being hired as a “Temporary Employee” for the remainder of the 2022-2023 school year. Most recently, he served the District as a Substitute Teacher.

Rebecca L. Goska received her Bachelor of Science in Education degree from UW-Stevens Point with a major in Elementary Education. Ms. Goska is being hired as a “Temporary Employee” for the remainder of the 2022-2023 school year. She recently completed her student teaching with the District at Odyssey Magnet School/Highlands Elementary School.

Andie L. Meyer received her Bachelor of Arts degree from UW-La Crosse with a major in Art Education. Ms. Meyer is being hired as a “Temporary Employee” for the remainder of the third quarter of the 2022-2023 school year. She recently completed her student teaching with the District at North High School.

Morgen Moraine received her Bachelor degree from Lawrence University with a major in Music Education. Ms. Moraine is being hired as a “Temporary Employee” for the remainder of the 2022-2023 school year. She recently completed her student teaching with the District at Einstein Middle School, Ferber Elementary and Houdini Elementary School.

Timothy F. Poremba received his Bachelor and Master of Arts degrees from Eastern Illinois University with a major in English. Mr. Poremba is being hired under a one-year license with stipulations as a “Temporary Employee” for the remainder of the 2022-2023 school year.

Anthony T. Zornow received his Bachelor of Science degree from UW-Stevens Point with a major in Physical Education. Mr. Zornow is being hired as a “Temporary Employee” for the remainder of the 2022-2023 school year. Most recently, he served the District as a Substitute Teacher.

FISCAL NOTE: As indicated above

ADMINISTRATIVE RECOMMENDATION: Approval

INSTRUCTIONAL IMPACT: The candidates listed above has been recommended by the administrator to whom they will report as the best candidates for the positions.

CONTACT PERSON: Julie King, (920) 997-1399 (ext. 2042)

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Contract Change(s)

BACKGROUND INFORMATION: A contract change for the following individuals are recommended for the 2022-2023 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Effective Date</u>
Jodi L. Boldt	Special Ed-EBD	North	100% to 120%	1/23/23-6/5/23
Samantha K. Dutschek	Special Ed-ID	Madison	100% to 120%	2/10/23-6/5/23
Benjamin M. Jarolimek	Special Ed-ID	Madison	100% to 120%	2/10/23-6/5/23
Ann Marie Johnson	Special Ed-EBD	North	100% to 120%	1/23/23-6/5/23
Hannah E. Johnson	Special Ed-ID	Madison	100% to 120%	2/10/23-6/5/23
Jennifer L. Johnston	Social Studies	Wisconsin Connections	100% to 120%	2/6/23-6/5/23
Alma Lopez Lara	English Learner	Central/Valley New School	50% to 80%	1/24/23
Wesley C. Powell	Special Ed-ID	Madison	100% to 120%	2/10/23-6/5/23
Megan E. Sauer	Special Ed-SLD	Appleton Public Montessori	100% to 40%	1/23/23-6/5/23
Chad M. Van Laanen	Special Ed-EBD	North	100% to 120%	1/23/23-6/5/23

FISCAL NOTE: As indicated above

ADMINISTRATIVE RECOMMENDATION: Approval

INSTRUCTIONAL IMPACT: These assignments will meet the needs of students.

CONTACT PERSON: Julie King, (920) 997-1399 (ext. 2042)

2/13/23

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Resignation(s)

BACKGROUND INFORMATION: The following Professional Educators have submitted a letter of resignation at the end of the 2022-2023 school year, unless otherwise noted.

Heather A. Bancroft has been with the District for nine years, most recently as a Speech & Language Pathologist with Diagnostics and Appleton Community 4K. Ms. Bancroft's resignation is effective at the end of the Friday, April 14, 2023 workday.

Haily A. Porter has been with the District for six months, most recently as a Special Education Teacher at Madison Middle School. Ms. Porter's resignation is effective at the end of the Friday, January 27, 2023 workday.

Carly L. Verstegen has been with the District for one year, most recently as a Grade 2 Teacher at Houdini Elementary School.

Grace E. Woolwine has been with the District for two years, most recently as a Grade 6 Teacher at Johnston Elementary School.

FISCAL NOTE: Dependent upon replacements

ADMINISTRATIVE RECOMMENDATION: Approval

INSTRUCTIONAL IMPACT: Qualified replacements will be procured

CONTACT PERSON: Julie King, 920-997-1399 (ext. 2042)

2/13/23

ITEM FOR CONSIDERATION

TOPIC: Administrative Retirement

BACKGROUND INFORMATION: The following administrator has submitted a letter of retirement effective June 30, 2023.

Lori A. Leschisin has been with the District for twenty-nine years, most recently as the Principal of Jefferson Elementary School and Fox River Academy.

FISCAL NOTE: None.

ADMINISTRATIVE RECOMMENDATION: Approval.

CONTACT PERSON: Julie King, 920-997-1399 (x2042)

2/13/23

ITEM FOR CONSIDERATION

TOPIC: Administrative Resignation

BACKGROUND INFORMATION: The following administrator has submitted a letter of resignation effective February 13, 2023.

Martin J. Guerra has been with the District for six and a half months, most recently as the Associate Director of Special Education.

FISCAL NOTE: Dependent upon replacement.

INSTRUCTIONAL IMPACT: A qualified replacement will be procured.

ADMINISTRATIVE RECOMMENDATION: Approval.

CONTACT PERSON: Julie King, 920-997-1399 (x2042)

2/13/23



Appleton Area School District 2022-23 Scorecard

[PDSA for 2021-22 District Scorecard](#)
[PDSA for 2022-23 District Scorecard](#)
[Historical Data for Pillar 2](#)
[2021-22 District Scorecard](#)

[Link to 2022-23 Department Scorecards](#)

Site Scorecards:

[Link to AASD Elementary Scorecards - 2022-23](#)
[Link to AASD Middle School Scorecards - 2022-23](#)
[Link to AASD High School Scorecards - 2022-23](#)

Key:

Progress is being made to reach the end of year Key Measure/Target
Insufficient progress is being made to reach end of year Key Measure/Target
Not applicable at this time/data not yet available - Not highlighted
Targeted Goal Achieved - End of year only

Pillar	Inclusive & Engaging Culture To Support Teaching and Learning	Student Success	Family & Community Partnerships	Resources & Operational Excellence
Descriptor	Ensure a safe, healthy and welcoming school environment for ALL .	Ensure every student is academically, socially, and emotionally successful and graduates ready for college, career, and their community.	Create and maintain strong family, community, and business partnerships to accelerate our collective impact on student success.	Align resources and operations directly to District priorities that ensure the success of all students with maximum efficiency and excellence.

1. Increase the Staff Engagement Survey mean score: 3.72 (2022) to 3.87 (2023)
2. Increase the overall response rates across participating sites within the Panorama Staff and Student Surveys by 2%.
 - Student Competencies - 77.8% to 79.8%
Fall 2022 84.10%
 - Student Supports and Equity - 80.5% to 82.5%
Fall 2022 82.10%
3. Increase the number of students who score favorably (4 & 5) in the area of Sense of Belonging within the Panorama Student Survey by 3 %
 - Elementary - 61% to 64%
 - Fall of 2022 68%
 - Secondary - 39%-to 42%
 - Fall of 2022 40%
4. Decrease the percentage of students missing more than 10% of school by 3%.
 - Elementary - 29% to 26%
 - Middle - 23% to 20%

1. Increase the overall percentage in **literacy and mathematics** of students scoring proficient/advanced (WI Forward (3-8)/Pre-ACT(9-10)/ACT (11)) or at or above grade level (**i-Ready (5K-8) (Mid-year or above) by 1% from 2022 to 2023. (Program Level Analysis) (R.2.1.1, R.2.1.2)**)
2. Increase the overall percentage in **literacy and mathematics** of students scoring proficient/advanced (WI Forward (3-8) or at or above grade level (**i-Ready (5K-8) by 1% from 2022 to 2023. (Cohort Analysis) (R.2.1.1, R.2.1.2)**)
3. Reduce the achievement gaps in **literacy and mathematics** on the **i-Ready (5K-8)**, WI Forward (3-8), ACT Aspire (9-10), and ACT (11) assessments by 3% from 2022 to 2023.
 - **Between Black and White students**
 - **Between English Learners and non-English Learners**
 - **Between Students with Disabilities and Students without Disabilities (R.2.1.1, R.2.1.2)**
4. **i-Ready Diagnostic: During the 2022-23 school year, we will increase the percentage of students in grades 5K-8 who reach their typical growth (one or**

1. Increase the Family Engagement Survey District mean score: 4.01 (2022) to 4.06 (2023)
2. Increase the number of Family Engagement survey participants by 30% (approximately 1,702 (2022) to 2,212 (2023))
3. Increase the number of formal district-level Business Partnerships from 49 to 54 (10% increase) during the 2022-23 school year.
4. Develop a baseline of our identified Business Partners engagement using the Engagement Model categories (Contributor, Advocate, Ambassador) for the 2022-23 school year.
5. Develop a baseline of the number of B-5 families who:
 - Participate in monthly B-5 family workshops and programming (i.e. playgroups, Positive Solutions, events, welcome visits, etc.)
 - Access the Early Childhood Diagnostic Center at the CELC

1. Increase the District Services Survey (DSS) mean score from 4.36 (2022) to 4.41 (2023)
Departments Included in DSS:
 - Business Services
 - Facilities and Operations
 - Human Resources
 - Office of the Superintendent
 - School Services (Offices of Assist. Supts.)
 - Special Education
 - Student Services
 - Assessment, Curriculum and instruction
 - Technology Services
2. Expend between 101% and 103% of revenue by the end of the 2022-2023 fiscal year.
3. 85% of ESSER III funding will be allocated to evidence-based interventions aimed specifically at addressing the interruption to student learning that occurred during the 2020-2021 school year.

- High School - 43% to 40%

Current Status: Percentage of students missing more than 10% of the school year during **1st semester 2022-2023:**

- Elementary - **17.9%**
- Middle - **19.2%**
- High - **22.8%**

While we are currently meeting this goal, if we continue at this rate through the rest of the year, we will not meet the goal.

5. Maintain the overall district out of school suspension (OSS) rate during the 22-23 school year. *WISE Dash

- 21-22 District Rate at 2.8%

Current results

- 22-23 S1 rate of occurrences/students 2.38%
- 22-23 S1 rate of students who received an OSS 1.75%

While we are currently meeting this goal, if we continue at this rate through the rest of the year, we will not meet the goal.

6. Reduce the district out of school suspensions (OSS) for Black/African

more years of growth) by the end of the school year by 1%. **(R.2.1.1, R.2.1.2)**

5. **TS Gold:** During the 2022-23 school year and as defined below, **4K** students will meet or exceed the widely held expectations of a 4K student in:

- number concepts and operations (Objective #20)
- explores and describes spatial relationships and shapes Objective #21)
- compares and measures (Objective #22) **(R.2.1.1, R.2.1.2)**

Objective	2022-23 Winter (% Meeting or Above)	2022-23 Spring Target (% Meeting or Above)
20a	75	90
20b	70	92
20c	79	92
21a	77	95
21b	68	93
22a	82	97
22b	93	97

(i.e. developmental screenings, evaluations)

	<p>American students by 2% *WISE Dash</p> <p>2021-2022 Black and AA at 12.6% Goal: Reduce by 2% to 10.6%</p> <p>Current results: 2022-23 - 6.5%</p> <p>OSS Risk Ratio for First Semester</p> <p>While we are currently meeting this goal, if we continue at this rate through the rest of the year, we will not meet the goal.</p>	<p>6. Increase the four-year graduation rate (certified) by 1% from 2022 to 2023 (R.1)</p>		
<p>Progress Monitoring Measures</p>	<ul style="list-style-type: none"> ● Fall and Spring Panorama results ● Fall Staff Engagement Survey results ● Quarterly attendance reports / fidelity checks ● Quarterly OSS reports 	<ul style="list-style-type: none"> ● Fall, Winter <i>i-Ready</i> (5K - 8) ● Fall, Winter TS Gold ● AASD District Assessment Inventory ● High School failures/incompletes by grade level and content area per semester 	<ul style="list-style-type: none"> ● Monitor number of businesses engaged with HS Business Advisory groups and the Senior Business Advisory Team ● Monitor attendance at DEI, B - 5, and Community Engagement opportunities. 	<ul style="list-style-type: none"> ● District Services Survey results ● Department Rounding ● Monthly financial reports ● ESSER funding monitoring

Prioritized Strategic Actions

- Train and coach administrators and deans in Restorative Practices as an alternative to Out of School Suspensions (OSS)
- Trauma Informed Strategies for staff working with students with emotional behavioral disabilities or receiving services through this program.
- Implement quarterly fidelity checks around the attendance process and procedures.
- Implementation of having community partners (i.e. TRAC) are part of site attendance teams.
- Implement an attendance symposium - Rebound and Re-engage
- Implementation of Culturally & Linguistically Responsive (CLR) strategies and practices within all AASD classrooms / buildings

- Develop common assessments in 4K for each unit of study
- Identify and implement action steps implemented by ALL STAFF that are unique and specific to addressing disparities between:
 - Black and White students
 - EL and non-EL students
 - Students with Disabilities and Students without Disabilities

(need to revise into a more specific and actionable step)
- Establish a universal process for Identifying students within these sub-groups who identified as NOT having a sense of belonging within Panorama and establish the universal systems for addressing and providing resources.
- Build staff capacity in Teacher Clarity and High-Performing PLCs through a universal framework implemented within district late starts, PLCs, and staff development
- Align all staff Student Learning Objectives (SLOs) and Personal Professional Goals (PPGs) to site scorecards

- All sites roll out the Family Engagement Survey by April, 2023
- All sites set goals around family engagement and Family Engagement Survey participation rates
- Support, promote and engage with district-level Business Advisory groups
- Intentionally target Business Partnerships within each Career Pathway and Engagement Model category
- Support, promote, and engage with site and district-level Community Engagement opportunities
- Hardwire Community Newsletters (three times per year)

- Minimize the use of Fund Balance by closely monitoring budgets and use of grant funds.
- Review and update the District's long-range Facilities Improvement Plan and fund needed projects through the capital projects budget and possible referendum
- Utilize the "decision making model" for staffing requests
- Research new options for employee health benefits. Expend savings from benefit changes to increase employee compensation
- Work with Cenergistics to operationalize energy-saving measures across the District
- Develop process for site carryover amounts maximums and approval process. Work with principals and department leaders to plan for future spending of carryover dollars
- Spending of ESSER site funds will be approved by an assistant

		<ul style="list-style-type: none">● Implementation of Culturally & Linguistically Responsive (CLR) strategies and practices within all AASD classrooms<ul style="list-style-type: none">○ Identify key look-fors for CLR implementation and accountability via Educator Effectiveness○ Intentionally aligning Teacher Clarity and Proactive Solutions with CLR○ Implement instructional walkthroughs via monthly assistant supt./building principal meetings		<p>superintendent based on our guiding principles.</p> <ul style="list-style-type: none">● All ESSER funded actions will be monitored in January and June.
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