



**Monday, March 27, 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: 7:00 PM**

**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. NOTICE

Subject A. Celebrating Student Success Awards Event: Members of the Board of Education will be gathering at Kaleidoscope for the 14th Annual Student Success Awards presentation at 5:30 PM, prior to the start of the Board Meeting. No official Board business will be conducted during the event.

Meeting Mar 27, 2023 - Board of Education Meeting

Category 1. NOTICE

Type Information, Recognition

AASD students will receive the Dunlap Student Success Award. Following this event, the Board of Education meeting will start at 7:00PM at the Scullen Leadership Center.

2. Meeting Opening

Subject A. Roll Call

Meeting Mar 27, 2023 - Board of Education Meeting

Category 2. Meeting Opening

Type Procedural

Subject **B. Pledge of Allegiance**

Meeting Mar 27, 2023 - Board of Education Meeting

Category 2. Meeting Opening

Type Procedural

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

Subject **A. Board Member Request to Remove Consent Agenda Item(s) for Separate Consideration**

Meeting Mar 27, 2023 - Board of Education Meeting

Category 3. Approval of Agenda (GC-2: Governing Commitments)

Type Procedural

Subject **B. Approval of Agenda**

Meeting Mar 27, 2023 - Board of Education Meeting

Category 3. Approval of Agenda (GC-2: Governing Commitments)

Type Action, Procedural

4. Special Presentation

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

Meeting Mar 27, 2023 - Board of Education Meeting

Category 4. Special Presentation

Type Information, Recognition, Report

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

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

Subject **A. Public Input**

Meeting Mar 27, 2023 - Board of Education Meeting

Category 5. 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](#)

6. 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. None
Meeting	Mar 27, 2023 - Board of Education Meeting
Category	6. 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

7. 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): None
Meeting	Mar 27, 2023 - Board of Education Meeting
Category	7. 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	B. School/Student Services Update(s): None
Meeting	Mar 27, 2023 - Board of Education Meeting
Category	7. 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 Hire(s), Resignation(s), and Contract Change(s)
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Meeting Mar 27, 2023 - Board of Education Meeting

Category 7. 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.

8. 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 March 13, 2023

Meeting Mar 27, 2023 - Board of Education Meeting

Category 8. 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.

9. 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. Professional Educator New Hire(s)

Meeting Mar 27, 2023 - Board of Education Meeting

Category 9. 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 3-27-23.pdf \(99 KB\)](#)

Subject B. Professional Educator Resignation(s)

Meeting Mar 27, 2023 - Board of Education Meeting

Category 9. 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 3-27-23.pdf \(10 KB\)](#)

Subject C. Professional Educator Contract Change(s)

Meeting Mar 27, 2023 - Board of Education Meeting

Category 9. 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 3-27-23.pdf \(16 KB\)](#)

10. 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: Lease Update for the City Center Space

Meeting Mar 27, 2023 - Board of Education Meeting

Category 10. 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

Executive Director of Finance Holly Burr will report on the Lease Update for the City Center Space.

Subject B. School Services Report: None

Meeting Mar 27, 2023 - Board of Education Meeting

Category 10. 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 C. Personnel Services Report: Employee Handbook Revision-Educator Semester Retirement

Meeting Mar 27, 2023 - Board of Education Meeting

Category 10. 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

Chief Human Resources Officer Julie King will report on the Employee Handbook Revision-Educator Semester Retirement.

File Attachments

[IOI-Handbook Revision Semester Retirement - 3-27-23.pdf \(64 KB\)](#)

11. Board Business

Subject A. Monitoring Report: OE-7 Asset Protection

Meeting Mar 27, 2023 - Board of Education Meeting
Category 11. Board Business
Type Action, Discussion, Information

File Attachments
[OE-7 Asset Protection - Monitoring Report 2023.docx \(1\)_\(2\).pdf \(517 KB\)](#)

Subject B. Monitoring Report: OE-10 Learning Environment/ Student Behavior

Meeting Mar 27, 2023 - Board of Education Meeting
Category 11. Board Business
Type Action, Discussion, Information

File Attachments
[OE-10 Learning Environment Student Behavior.pdf \(803 KB\)](#)

Subject C. Consent Agenda Item(s) Removed for Separate Consideration

Meeting Mar 27, 2023 - Board of Education Meeting
Category 11. Board Business
Type Action, Discussion

12. Items of Information

Subject A. None

Meeting Mar 27, 2023 - Board of Education Meeting
Category 12. Items of Information
Type Information

13. Future Meetings

Subject A. Board Work Session: Wednesday, April 10, 2023 4:00 PM

Meeting Mar 27, 2023 - Board of Education Meeting
Category 13. Future Meetings
Type

Subject B. Board Meeting: Monday, April 10, 2023, 6:00 PM

Meeting Mar 27, 2023 - Board of Education Meeting
Category 13. Future Meetings
Type Information

Subject C. Board Meeting: Monday, April 24, 2023, 6:00PM
Meeting Mar 27, 2023 - Board of Education Meeting
Category 13. Future Meetings
Type Information

14. Adjourn

Subject A. Motion to Adjourn the Meeting
Meeting Mar 27, 2023 - Board of Education Meeting
Category 14. Adjourn
Type Action, Procedural

ITEM FOR CONSIDERATION

TOPIC: Professional Educator New Hire(s)

BACKGROUND INFORMATION: The Professional Educator listed below is recommended for a contractual position 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>
Hans H. Nelson	Special Ed-SLD	West	100%	\$63,200	4/10/23

Hans H. Nelson received his Master of Science in Education degree from UW-Oshkosh with a major in Educational Leadership. Most recently, he served the Boys & Girls Club as the Director of School Site Operations and Unit Director for Madison Middle School.

BACKGROUND INFORMATION: The Professional Educators listed below are recommended for contractual positions for the 2023-2024 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Salary</u>	<u>Effective Date:</u>
Steven J. Blank	Grade 5	Houdini	100%	\$45,200	8/28/23
Lisa J. Clemens	Grade 2	Franklin	100%	\$45,200	8/28/23
Eric M. DeVaughn	Math	West	100%	\$55,100	8/28/23
Kristy A. Feldkamp	Grade 3/4	Berry	100%	\$56,600	8/28/23
Jennifer L. Flannery Bosin	FCS/Spanish	East	60%	\$33,060	8/28/23
Brooke A. Garrett	Grade 2	Houdini	100%	\$45,200	8/28/23
Benjamin M. Gilbert	Grade 6	Johnston	100%	\$58,550	8/28/23
David A. Granatelli	Physical Education	Berry/Horizons	100%	\$46,600	8/28/23
Ally M. Herrera	Kindergarten	Johnston	100%	\$45,200	8/28/23
Michael J. Ingels	English Language Arts	North	100%	\$63,200	8/28/23
Hannah L. Kinowski	Grade 3	Houdini	100%	\$45,200	8/28/23
Madeline G. Kocian	Grade 2	Houdini	100%	\$45,200	8/28/23
Corissa L. Krueger	Grade 4/5	Franklin	100%	\$45,200	8/28/23
Deanna L. Kubiak	Grade 6	Johnston	100%	\$45,200	8/28/23
Miles P. Lamensky	English Language Arts	Wilson	100%	\$45,200	8/28/23
Caitlyn S. Lansing	Grade 2	Huntley	100%	\$45,200	8/28/23
Hallie K. Molitor	Kindergarten	Johnston	100%	\$45,200	8/28/23
Abraham N. Nelson	Math	WCA	100%	\$58,550	8/28/23
Jessica R. Pyle	Grade 3	Houdini	100%	\$45,200	8/28/23
Jeanette M. Ryan	Grade 5/6	Houdini	100%	\$51,600	8/28/23
Kelly J. Valiant	Special Ed-EBD	Madison	100%	\$45,200	8/28/23
Katherine G. Vander Velden	Art	Einstein/Richmond	67%	\$22,600	8/28/23
Amanda R. Walker	English Language Arts	West	100%	\$58,550	8/28/23
Breanna L. Wolter	Speech & Language	TBD	100%	\$52,450	8/28/23

Steven J. Blank received his Bachelor of Science in Education degree from UW-Stevens Point with a major in Elementary Education. Currently, he is serving the District as an ESSER Substitute Teacher at Richmond Elementary School.

Lisa J. Clemens received her Bachelor of Science degree from UW-La Crosse with a major in Therapeutic Recreation. Ms. Clemens' is being hired under a one-year license with stipulations for the 2023-2024 school year. Currently, she is serving the District as a temporary employee in a similar role at Franklin Elementary School.

Eric M. DeVaughn received his Master of Education degree from Lipscomb University with a major in Instructional Practice. Currently, he is serving Golder College Prep in Illinois as a Math Teacher.

Kristy A. Feldkamp received her Bachelor of Arts degree from St. Norbert College with a major in Elementary Education. Currently, she is serving the District as a temporary employee in a similar role at Berry Elementary School.

Jennifer L. Flannery-Bosin received her Bachelor of Science in Education degree from UW-Oshkosh with a major in Secondary English. Currently, she is serving the District as a temporary employee in a similar role at East High School.

Brooke A. Garrett received her Bachelor of Science in Education degree from UW-Oshkosh with a major in Elementary Education. Currently, she is serving the District as a temporary employee in a similar role at Columbus Elementary School.

Benjamin M. Gilbert received his Master of Arts degree from Western Governors University with a major in Mathematics Education. Currently, he is serving the Spokane Public Schools as an Elementary Teacher.

David A. Granatelli received his Bachelor of Science degree from UW-Stevens Point with a major in Physical Education. Currently, he is serving the Kaukauna Area School District as a Physical Education Teacher.

Ally M. Herrera will receive her Bachelor of Arts degree from Lawrence University with a major in Education Studies & Literacy. Recently she is completed her student teaching with the District at Dunlap and Horizons Elementary Schools.

Michael J. Ingels received his Master in the Art of Teaching degree from Marygrove College with a major in Teaching. Currently, he is serving the District as a temporary employee in a similar role at North High School.

Hannah L. Kinowski received her Bachelor of Science in Education degree from UW-Oshkosh with a major in Elementary Education. Currently, she is a Substitute Teacher with Teachers on Call.

Madeline G. Kocian received her Bachelor of Science in Education degree from UW-Stevens Point with a dual major in Elementary and Special Education. Currently, she is completing her student teaching with the District at Jefferson Elementary School.

Corissa L. Krueger received her Bachelor of Science degree from UW-La Crosse with a major in Communication Studies. Ms. Krueger is being hired under a one-year license with stipulations for the 2023-2024 school year. Currently, she is serving the District as a temporary employee in a similar role at Franklin Elementary School.

Deanna L. Kubiak received her Bachelor of Science in Education degree from UW-Oshkosh with a major in Elementary Education. Currently, she is serving the District as an ESSER Substitute Teacher at Johnston Elementary School.

Miles P. Lamensky received his Bachelor of Science degree from St. Norbert College with a double major in Computer Science and Philosophy. He continued his education to obtain his teaching certification through Marian University. Currently, he is serving the District as a temporary employee in a similar role at Wilson Middle School.

Caitlyn S. Lansing received her Bachelor of Arts degree from Lawrence University with a major in Mathematics and a minor in Educational Studies. Currently, she is serving the District as an ESSER Substitute Teacher at Horizons Elementary School.

Hallie K. Molitor will receive her Bachelor of Arts degree from Lawrence University with a major in Ethnic Studies. Currently, she is completing her student teaching with the District at Dunlap and Johnston Elementary Schools.

Abraham N. Nelson received his Master of Science in Education degree from UW-Whitewater with a major in Professional Studies/Curriculum & Instruction. Currently, he is serving the Mukwonago Area School District as a Social Studies Teacher.

Jessica R. Pyle received her Bachelor of Science in Education degree from UW-Stevens Point with a major in Elementary Education. Currently, she is completing her student teaching with the District at Berry Elementary School.

Jeanette M. Ryan received her Bachelor of Science in Education degree from UW-Oshkosh with a major in Elementary Education. Currently, she is serving the Wausau School District as an Elementary Teacher.

Kelly J. Valiant will receive her Bachelor of Arts degree from Purdue University with a major in Special Education. Currently, she is serving the Lafayette School Corporation as a Special Education Teacher.

Amanda R. Walker will receive her Master of Education degree from Utah State University with a major in Secondary Education. Currently, she is serving the Hortonville Area School District as an English Language Arts Teacher.

Breanna L. Wolter will receive her Master of Science degree from UW-Stevens Point with a major in Speech & Language Pathology. Currently, she is completing her clinical externship with the Hortonville Area School District.

FISCAL NOTE: As indicated above

ADMINISTRATIVE RECOMMENDATION: Approval

INSTRUCTIONAL IMPACT: The candidates listed above have 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)

3/27/23

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Resignation(s)

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

Dana L. Coenen has been with the District for one year, most recently as a Talented & Gifted Teacher at Odyssey/Magellan Magnet School.

Karen M Ebben has been with the District for twenty-four years, most recently as an Art Teacher at Edison 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)

3/27/23

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Contract Change(s)

BACKGROUND INFORMATION: A contract change for the following individual is recommended for the 2022-2023 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Effective Date</u>
Toni K. Weijola	Music-General	Dunlap	90% to 100%	8/24/22

BACKGROUND INFORMATION: Contract changes for the following individuals are recommended for the 2023-2024 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Effective Date</u>
Laurie L. Brewton	World Lang-Spanish	East	60% to 80%	8/28/23
Martha H. Frega	Dean	Highlands	60% to 50%	8/28/23
Theresa R. Mayer	Occupational Therapy	District	100% to 80%	8/28/23
Krista M. Meneghini	Art	West	100% to 80%	8/28/23
Michelle L. Schmitz	Special Ed-SLD	Classical School	50% to 40%	8/28/23
Sarah J. Struensee	Literacy-Interventionist	Berry	70% to 50%	8/28/23
Emily C. Walters	Music-Strings	Dunlap/Jefferson	100% to 80%	8/28/23

FISCAL NOTE: As indicated above

ADMINISTRATIVE RECOMMENDATION: Approval

INSTRUCTIONAL IMPACT: These assignments adjustments will assist in retaining staff and meeting student needs.

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

3/27/23

ITEM OF INFORMATION

TOPIC: Employee Handbook Revision - Educator Semester Retirements

BACKGROUND INFORMATION: Currently, in order for an employee to receive post-employment benefits they must submit a retirement letter by February 15 for end of year retirements or by October 20 for end of first semester retirements. This timeline was established to provide the district with time to secure a qualified replacement that was in alignment with college graduation dates.

In recent years, the District has seen an increase of semester retirements while the number of semester graduates and candidates have significantly declined in January, particularly in hard to fill areas. As a result, it is less likely that the District will be successful in securing a highly qualified replacement at semester, creating disruption for our student's educational experience.

FISCAL NOTE: No cost will be incurred by the Appleton Area School District.

ADMINISTRATIVE RECOMMENDATION: The recommendation is to provide post-employment benefits to eligible employees who submit their retirement letters by October 1 for first semester retirements (1/19/24) or February 15 for end of year retirements (6/7/24) as a transition. Beginning with retirements for the 2024-2025 school year, qualifying staff would only be eligible to retire with benefits at the conclusion of a school year by submitting a letter of retirement by February 17, 2025.

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

FISCAL NOTE: None.

3/27/23

Success for
Every Student,
Every Day



**Appleton Area School District
Operational Expectations Monitoring Report
OE-7 Asset Protection**

SUPERINTENDENT CERTIFICATION:

With respect to Operational Expectations Policy 7, Asset Protection, I certify the proceeding interpretations and indicators to be accurate and complete and reasonable.

Compliant

Compliant with the exceptions noted

Non-Compliant

Executive Summary/Analysis:

The interpretations and indicators, as submitted below, will provide evidence to the Board that the District's assets are maintained and protected. Indicators reflect legal and state department requirements, when appropriate. In other instances, indicators are informed by best practice. While monitoring will largely be accomplished through internal reporting, it will also incorporate external audits and board inspection.

Notes or exceptions, if any:

The District is in compliance with OE-7 except for two points in section 7.4. and the survey in 7.9.

- We have not completed any formal Disaster Recovery or Network Penetration Testing. We have had successful recoveries of non-functional applications and use 3rd party scanners to monitor our network vulnerability.
- We do not currently have any offsite storage. We have a new tape drive that is not yet functional, but when it is, will make us compliant with this indicator.
- We did not complete the survey referenced in 7.9.

Signed: _____ Date: _____
Superintendent

BOARD ACTION:

With respect to Operational Expectations Policy 7, Asset Protection, the Board:

___ **Compliant**

___ **Compliant with the exceptions noted**

___ **Non-Compliant**

Commendations and/or Recommendations, if any:

Signed: _____ Date: _____
Board President

Document submitted: _____

Re-submitted: _____

OE-7: Asset Protection	Superintendent	
The Superintendent will assure that all district assets are adequately protected, properly maintained, appropriately used and not placed at undue risk.	In Compliance	Not In Compliance
SUPERINTENDENT Interpretation: The Board values good stewardship including the care for, use of, and protection of district property and therefore expects the superintendent to proactively ensure that this occurs.		

- **District assets** shall mean all tangible personal property and intellectual property (including information technology systems) having a useful life of more than one (1) year and a per-unit acquisition cost which equals or exceeds \$10,000 unless purchased with federal dollars, then the per-unit acquisition cost equals or exceeds \$5,000.
- **Adequately protected** shall mean insured for 100% replacement value.
- **Properly maintained** shall mean serviced and repaired on a regular basis to remain in good operating condition.
- **Appropriately used** shall mean in compliance with operating guidelines established by the manufacturer.
- **Not placed at undue risk** shall mean safe from actions that would cause District assets to be harmed or damaged or create an unsafe environment.

OE – 7.1 The Superintendent will maintain property and casualty insurance coverage on district property with limits equal to 100% of replacement value.

In Compliance

Not In Compliance

SUPERINTENDENT Interpretation:

- **Property** shall mean facilities, vehicles, equipment, and materials with an insurable risk.
- **Casualty insurance** shall mean coverage to protect the District and its employees resulting from an accident, mishap, or disaster.
- **100% of replacement value** shall mean the ability to replace and make whole property losses experienced by the District subject to any and all deductibles.

SUPERINTENDENT Indicators of Compliance:

We will know we are compliant when:

- Copies of invoices and payments reflect that the District purchased and received the coverage declarations for property and casualty insurance equal to 100% of replacement value.

X

SUPERINTENDENT Evidence of Compliance:

Attached [here](#) is a summary of our property and liability insurance.

Board Comments:		
OE - 7.2 The Superintendent will maintain both Errors and Omissions and Comprehensive General Liability insurance coverage protecting board members, staff and the district itself in an amount that is reasonable for school districts of comparable size and character.	In Compliance	Not In Compliance
SUPERINTENDENT Interpretation: <ul style="list-style-type: none"> ● Errors and Omissions insurance shall mean protection for board members and staff who make a mistake in performing their duties in good faith and results in harm to the District. ● Comprehensive General Liability insurance shall mean protection for the district against claims by third parties. ● Amount that is reasonable shall mean in accordance with amounts recommended by insurance carrier and verified by a second carrier or consultant. ● Comparable size and character shall mean other school districts with a similar setting (urban/suburban), numbers of students, and demographics. 		
SUPERINTENDENT Indicators of Compliance: We will know we are compliant when: <ul style="list-style-type: none"> ● Copies of invoices and payments reflect that the district has purchased and received the coverage declarations for Errors and Omissions and Comprehensive General Liability insurance coverage at the recommended levels. SUPERINTENDENT Evidence of Compliance: Attached here is a summary of our property and liability insurance and the Educator's Legal Liability declarations pages.	X	
Board Comments:		

<p>OE - 7.3 The Superintendent will adequately protect the District against theft or misappropriation of funds by any personnel who have access to material amounts of district or school funds.</p>	<p>In Compliance</p>	<p>Not In Compliance</p>
<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> ● Misappropriation of funds shall mean the unauthorized, improper, or unlawful use of funds or other property for purposes other than that for which intended. ● Any personnel shall mean any district employee or volunteer. ● Material amounts shall mean more than \$1,000, which is equivalent to the deductible. 		
<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p> <ul style="list-style-type: none"> ● Copies of invoices and payments reflect that the District has purchased and receives the coverage declarations for crime coverage and the policy has been received. <p>SUPERINTENDENT Evidence of Compliance:</p> <p>Attached here is a summary of our property and liability insurance.</p>	<p>X</p>	
<p>Board Comments:</p>		
<p>OE - 7.4 The Superintendent will protect intellectual property, information, files, records and fixed assets from loss or significant damage.</p>	<p>In Compliance</p>	<p>Not In Compliance</p>
<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> ● Intellectual property shall mean creations of the mind: inventions, literary and artistic works, and symbols, names, images, and designs used in commerce. 		

- **District intellectual property** shall mean original curriculum, teaching materials, or other documents created by district employees as part of their job for use by the District or its employees.
- **Information, files and records** shall mean paper, and electronic data on district servers, deemed critical (Finance, Human Capital, Student Support and Data, Research & Accountability) to the operations of the District.
- **Fixed assets** shall mean property and equipment having a useful life of more than one (1) year and a per-unit acquisition cost which equals or exceeds \$10,000 unless purchased with federal dollars, then the per-unit acquisition cost equals or exceeds \$5,000.
- With regard to fixed assets, **significant damage** shall mean harm or destruction requiring more than \$5,000 or more of unplanned repair or maintenance including labor, material, and equipment rental costs.

SUPERINTENDENT Indicators of Compliance:

We will know we are compliant when:

- The District receives no legal complaints that any of its employees has violated intellectual property rights or that their intellectual property has been stolen.
- Information, files, and records are backed up each night by Tech Services and there was no loss of these files and records during this fiscal year. Records are backed up on a second server that functions independently to our main server.
- Disaster recovery and network penetration testing will be performed annually. A summary report of tests showing that no security concerns were found will be made available to the Board upon request.
- The District has no significant damage to fixed assets due to circumstances within its control during the school year. Damage to fixed assets is tracked and reported by the District's Auxiliary Services Specialist for audit purposes and made available to the Board upon request.
- The District has offsite storage and a recovery plan for loss of information, files and records deemed to be critical to the operations of the District. A log of requests to retrieve information, files, or records is updated as needed by Tech Services staff and made available to the Board upon request.

X

X

X

X

X

<p>SUPERINTENDENT Evidence of Compliance:</p> <p>The District is in compliance with this section 7.4 in that we have not received any legal complaints of employees violating intellectual property rights or that property has been stolen.</p> <p>☰ OE-7 - Reporting from Technology Services</p>		
<p>Board Comments:</p>		
<p>OE - 7.5 The Superintendent may not permit facilities and equipment to be subject to improper use or insufficient maintenance.</p>	<p>In Compliance</p>	<p>Not In Compliance</p>
<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> • Facilities and equipment shall mean assets having a useful life of more than one (1) year and a per-unit acquisition cost which equals or exceeds \$10,000 unless purchased with federal dollars, then the per-unit acquisition cost equals or exceeds \$5,000. • Improper use shall mean inappropriate operation or treatment, or utilization in a manner or for a purpose contrary to what was intended. • Insufficient maintenance shall mean inadequate repair, cleaning, inspection, or upkeep as recommended by manufacturer specifications. 		
<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p> <ul style="list-style-type: none"> • No person is injured in a District facility, or when using District equipment, as a result of insufficient maintenance of the facility or equipment, as shown in records kept by the District's Safety Coordinator. Such records are made available to the Board upon request. • Worker's compensation claims filed as a result of the improper use of equipment do not exceed five claims in the school year, as shown in records kept by the District's Safety Coordinator. Such records are made available to the Board upon request. 	<p>X</p> <p>X</p>	

<p>SUPERINTENDENT Evidence of Compliance:</p> <p>The District has incurred no legal costs as a result of careless and/or reckless acts by the Superintendent.</p>		
<p>Board Comments:</p>		
<p>OE - 7.7 The Superintendent may not invest funds in investments that are not secured or that are not authorized by law.</p>	<p>In Compliance</p>	<p>Not In Compliance</p>
<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> • Funds shall mean money or capital. • Investments shall mean the commitment of district money or capital to the purchase of financial instruments or other assets so as to gain profitable returns in the form of interest, income, dividend, or appreciation of the value of the instrument. 		
<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p> <ul style="list-style-type: none"> • All investments are in compliance with Wisconsin State Statutes and the auditor’s management letter makes no comment in regards to investments. • The District has only deposited funds with entities governed by Public Depository Protection Act and included in the annual Authorized Depository Resolution. <p>SUPERINTENDENT Evidence of Compliance:</p> <p>The District is in compliance with section 7.7 in that all deposits are with organizations approved with the annual Authorized Depository Resolution. Note 2-A Cash and Investments (page 31-34) of the annual Financial Statements (audit report) discusses investments and risk of all cash and investments of the District. All cash and investments are FDIC insured or secured by the investment organization.</p>	<p>X</p> <p>X</p>	

Board Comments:		
OE - 7.8 The Superintendent may not purchase or sell real estate, including land and buildings, or enter into a property lease without Board approval.	In Compliance	Not In Compliance
SUPERINTENDENT Interpretation: <ul style="list-style-type: none"> ● Purchase shall mean to obtain ownership of an asset in exchange for money or value. ● Sell shall mean to surrender ownership of an asset in exchange for money or value. ● Property Lease shall mean a contract outlining the terms under which the District agrees to rent property owned by another party. 		
SUPERINTENDENT Indicators of Compliance: We will know we are compliant when: <ul style="list-style-type: none"> ● All dispositions and acquisitions of land and buildings are approved by board resolution. ● There is no finding by the independent external auditors in reference to disposition and acquisition of land and buildings. ● All property leases are approved by the Board. SUPERINTENDENT Evidence of Compliance: District is in compliance with section 7.8. All real estate purchases and leases are approved at regular meetings of the board. Attached here is a copy of the resolutions for the real estate purchases near Foster Elementary.	X X X	
Board Comments:		

<p>OE - 7.9 The Superintendent may not act or fail to act in any manner that damages the district’s public image or credibility.</p>	<p>In Compliance</p>	<p>Not In Compliance</p>
<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> • Damages the District’s public image or credibility shall mean placing at risk the reputation and trustworthiness of the District in the mind of the average citizen in the Appleton Area School District. 		
<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p> <ul style="list-style-type: none"> • We have no litigation regarding careless acts by the Superintendent. • 70% of respondents to our School Perceptions Survey express support for the direction of the District. <p>SUPERINTENDENT Evidence of Compliance:</p> <p>The District is in compliance with section 7.9 in that we have no litigation regarding careless acts by the Superintendent. The survey referenced in the second point was not completed.</p>	<p>X</p>	<p>X</p>
<p>Board Comments:</p>		

Success for
Every Student,
Every Day



Appleton Area School District
Operational Expectations Interpretation & Indicators Document
OE-10 Learning Environment/Student Behavior

SUPERINTENDENT CERTIFICATION:

With respect to Operational Expectations Policy 10, Learning Environment/Student Behavior, I certify the proceeding interpretations and indicators to be accurate and complete and reasonable.

Compliant

Compliant with the exceptions noted:

Non-Compliant

Executive Summary/Analysis:

The interpretations and indicators, as submitted below, will provide evidence to the Board that the District provides instructional programming that supports students in acquiring the developmental skills necessary to lead healthy, satisfying, self-directed, and productive lives.

In review of progress toward the measures identified with the implementation of OE 10 some adjustments have been made to clarify the initial data and to retain the validity and reliability of data sets which measure combined data. Specifically the following information has been clarified as noted in OE 10.1.2, OE 10.2, and OE 10.6.

Notes or exceptions, if any:

Indicator OE 10.1.1 the data on the Tiered Fidelity Inventory (TFI) will be available in May and the district is 93% compliant in implementing PBIS.

Indicator OE 10.1.2 the data from the TFI will be available in May and the fall survey data shows an increase at the Elementary Level with Secondary remaining at baseline. Clarification noted: In this indicator the original data reported included all secondary data (Grades 7-12) while describing the data as Middle level. Favorably will be defined as a student rating of 4 or 5. This report uses the same data comparisons therefore is reporting as Secondary remaining at baseline to remain consistent with the previous data collection process.

Indicator OE 10.1.3 compliant

Indicator OE 10.1.4 compliant

Indicator OE 10.2 partially compliant. Three indicators were identified as evidence of compliance and at semester the first indicator regarding office daily referrals is compliant. The second indicator stated all AASD administrators would be trained in Restorative Practices we are 75% compliant with this indicator. Clarification for future reporting: this is an expectation for building administrators and the indicator and data collection will focus on site administrators. Eighty-nine percent of AASD site administrators have been trained in Restorative Practices.

Indicator OE 10.3 partially compliant. Three indicators of compliance were identified as evidence for this operational expectation. One indicator is not compliant as the AASD does not currently have a Diversity, Equity, And Inclusion Office Task Force.

Indicator OE 10.4 compliant

Indicator OE 10.5 compliant

Indicator OE 10.6 partially compliant. Four indicators were identified as evidence for this operational expectation. The district has demonstrated compliance in two of these indicators. It is notable that the data verification process for one of these indicators warrants some discussion.

The AASD is not compliant with 100% of expulsion recommendations following due process procedures. An appeal for due process was filed with the Department of Public Instruction for due process during an expulsion proceeding since this target was established. Since this instance, the district facilitators of the expulsion proceedings have discussed why this happened and are attending to the details within a hearing to ensure due process.

The AASD established a target to strive to reach the fall of the 2020 school year (pre-pandemic) levels of students reporting they feel safe at school. The rating of favorably will be defined through student ratings of 4 and 5. The district continues to strive to reach this target.

Indicator OE 10.7 compliant

Signed: _____ Date: _____
Superintendent

BOARD ACTION:

With respect to Operational Expectations Policy OE 4, Personnel Administration, the Board finds that the organization is:

_____ **Compliant**

_____ **Compliant with the exceptions noted:**

_____ **Non-Compliant**

Commendations and/or Recommendations, if any:

Signed: _____ Date: _____
Board President

Document submitted: _____

Re-submitted: _____

OE - 10: Learning Environment/Student Behavior

The Superintendent shall establish and maintain a learning environment that is safe, respectful and conducive to effective learning and high student achievement.

SUPERINTENDENT Interpretation:

The Board of Education values students having a learning environment that includes support for both the academic and social-emotional needs of all learners.

- **Learning environment** shall mean an environment that is nurturing, welcoming and fosters academic achievement for all students - in school, before school, after school, and on the playground and/or bus.
- **Safe** shall mean to be physically, emotionally, socially and academically secure.
- **Respectful and conducive** shall mean to demonstrate regard and value for all students, staff and visitors.
- **Effective learning** shall mean students acquiring skills to their maximum potential in a nurturing and engaging environment that promotes student development.
- **High student achievement** shall mean performing at levels outlined in AASD Coherent Governance Policies R-1 (Mega Result), R-2 (Academic Achievement), and R-3 (Essential Life Skills).



<p>OE – 10.1 The Superintendent will maintain a climate that is characterized by support and encouragement for student success, including the physical, mental and emotional health of all students.</p>	<p>In Compliance</p>	<p>Not In Compliance</p>
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SUPERINTENDENT Interpretation:

The Board of Education values the providing of support for students within the learning environment in order to promote learning and increase academic success.

- **Maintain a climate that is characterized by support** shall mean that inappropriate behaviors that disrupt the teaching, learning or operational processes of a school or the school district will be addressed through appropriate interventions and procedures.
- **Encouragement for high student achievement** shall mean students feel supported on their journey toward academic success as shown by achieving AASD Coherent Governance Policies R-1 (Mega Result), R-2 (Academic Achievement), and R-3 (Essential Life Skills).
- **Physical health** shall mean the the following components

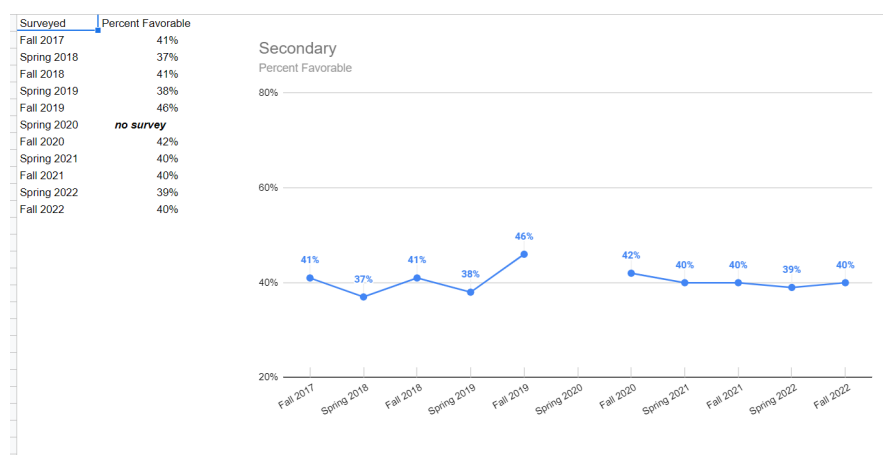
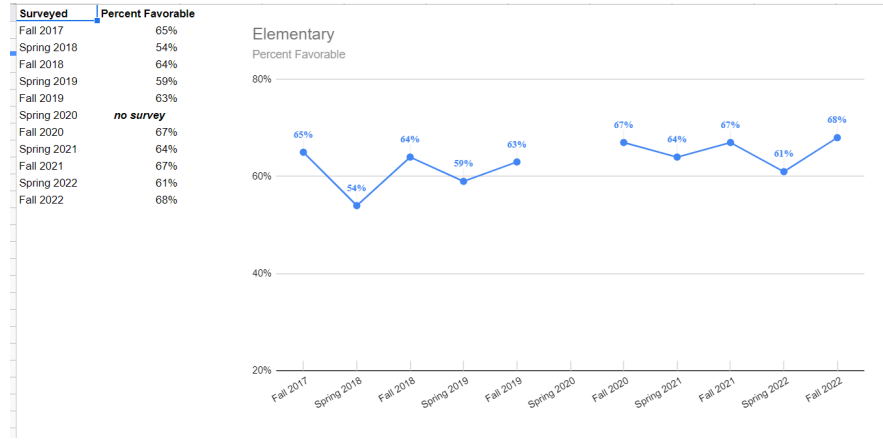
- o **Physical activity** - includes strength, flexibility, and endurance
 - o **Nutrition and diet** - includes appropriate nutrient intake, fluid intake, and healthy digestion
 - o **Alcohol and illegal drugs** - includes the abstinence from these substances
 - o **Medical self-care** - includes addressing minor ailments or injuries and seeking emergency care as necessary
 - o **Rest and sleep** - includes periodic rest and relaxation, along with high quality sleep
- **Mental health** shall mean one’s emotional, psychological, and social well-being
 - **Emotional health** shall mean the ability to successfully understand and manage one’s emotions.

<p>SUPERINTENDENT Indicators of Compliance</p> <p>We will know we are compliant when:</p> <p>1. 100% of AASD schools (non-charter) will implement Positive Behavioral Interventions and Supports (PBIS) at the Universal and Tier 2 Level with fidelity</p>	In Compliance	Not In Compliance
<p>Evidence of Compliance:</p> <ul style="list-style-type: none"> ● Scoring 80% or higher on the Tiered Fidelity Inventory ●  2020-21 2021-22 AASD TFI Tiers 1and2 <p>The TFI for the 2022-23 school year is being conducted at this time.</p>	X	
<ul style="list-style-type: none"> ● 100% of AASD schools implementing PBIS with fidelity will be recognized by the Wisconsin RTI Center at the following levels for the 2021-22 school year <p> 2021-22 Recognized School Programs</p> <p>Two of the AASD elementary schools were not recognized by the Wisconsin RTI center for implementing PBIS with Fidelity.</p>		X
<p>SUPERINTENDENT Indicators of Compliance</p> <p>We will know we are compliant when:</p> <p>2. 100% of (non-charter) K-8 classrooms will be implementing Second Step Social Emotional Learning (SEL) throughout the school year as universal instruction and 80% of the SEL lessons will be implemented as described in the Second Step Pacing Document as evidenced by:</p>	In Compliance	Not In Compliance
<p>Evidence of Compliance:</p>		

- Tiered Fidelity Inventory (TFI) question results with teaching staff: *When was the last time you taught a second step lesson?*
The TFI is being conducted at this time. Preliminary data indicates the district is at 90% compliance with this indicator.

- An increase in the number of students who score favorably (4,5) in the area of Sense of Belonging within the Panorama Student Survey.
 - Increase at Elementary Level from 64% to 67%
 - Increase at Secondary Level from 40% to 44%

The charts below indicate student responses in the fall survey conducted through Panorama. Elementary met the target and secondary remains at the baseline.



Data is also accessible through [this link](#)


Elementary
Yes

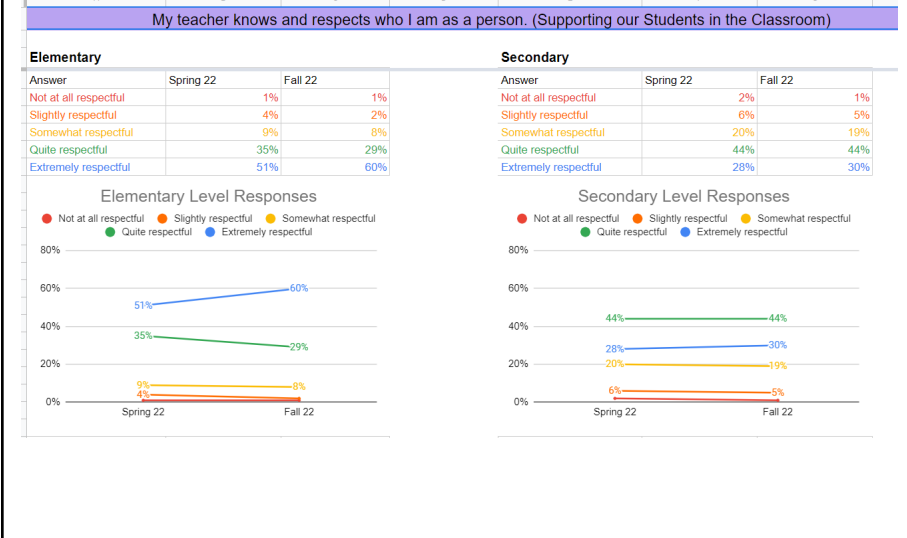
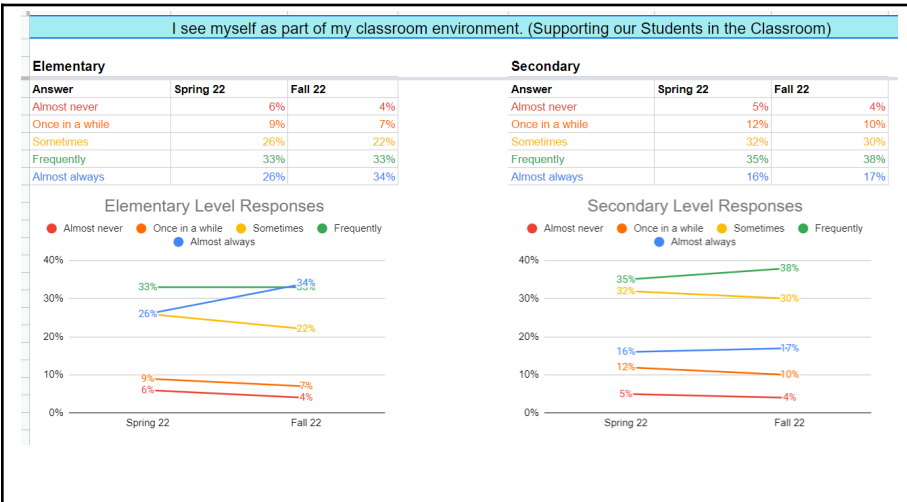
Secondary
No

SUPERINTENDENT Indicators of Compliance

In
Compliance

Not In
Compliance

<p>We will know we are compliant when:</p> <p>3. 100% of schools (non-charter) have clear behavioral expectations posted for all environments and communicate these out annually to students and families through:</p>		
<p>Evidence of Compliance:</p> <ul style="list-style-type: none"> a. student handbook b. student matrix visible in classrooms c. behavioral expectations visible on individual websites <p>The district publishes a student handbook which includes behavioral expectations. In addition each school has a school handbook accessible through the school website which contains the school behavior expectations.</p> <p>Each classroom posts the school matrix which includes behavior expectations ie: Be Safe, Be Responsible, Be Respectful, and how the traits are demonstrated in different activities and locations.</p>	<p>a. x b. x c. x</p>	
<p>SUPERINTENDENT Indicators of Compliance</p> <p>We will know we are compliant when:</p> <p>4. Baseline data to be collected from non-charter AASD schools during the spring of 2022 in order to draft a future indicator relating to the following Panorama questions:</p>	<p>In Compliance</p>	<p>Not In Compliance</p>
<ul style="list-style-type: none"> • "I see myself as part of my classroom environment." • "My teacher knows and respects who I am as a person." <p>Baseline data for this indicator has been collected and is reflected in the charts below and linked here</p> <p> OE-10 Panorama Charts</p>	<p>x</p>	



Board Comments:

- OE – 10.2** Ensure that all policies and procedures regarding student behavior are:
- culturally responsive
 - trauma sensitive
 - restorative
 - developed with input from diverse perspectives
 - appropriately communicated to students, parents, and staff
 - enforced consistently using reasonable judgment

In Compliance

Not In Compliance

SUPERINTENDENT Interpretation:
 The Board of Education values active participation from all District stakeholders to ensure access to information and voice in the discussion, development, and publishing of any policy that focuses on student discipline.

- **Policies and procedures regarding student behavior** shall mean the adopted Appleton Area School District Code of Conduct and Wisconsin State Law.
- **Culturally responsive** shall mean to validate and affirm the home (indigenous) culture and language of students for the purposes of building and bridging students to success in the culture of academia and mainstream society.
- **Trauma sensitive** shall mean **being sensitive to the impact of trauma on others and yourself**, understanding and utilizing tools to support self and others in regulating during times of stress; as well as identifying and supporting the system change needed to reduce re-traumatization.
- **Restorative** shall mean to repair harm by providing an opportunity for those harmed and those who take responsibility for the harm to communicate about and address their needs in the aftermath.
- **Developed with input from diverse perspectives** shall mean that administrators, teachers, building staff, and other stakeholders are included in developing and/or providing input on discipline procedures.
- **Appropriately communicated to students, parents, and staff** shall mean the information is communicated through a variety of means (hard copies available, accessible on website, electronic communication, translations available).
- **Enforced consistently using reasonable judgment** shall mean students shall receive similar consequences for similar unacceptable behaviors with no disparities by race, gender, ELL, socioeconomic status, and students with disabilities according to their IEP.

SUPERINTENDENT Indicators of Compliance	In Compliance	Not In Compliance
We will know we are compliant when:		
<ul style="list-style-type: none"> ● At least 85% of students (K-12) will not receive an Office Discipline Referral (ODR) as evident by a yearly disaggregated Infinite Campus Office Discipline Referral Report. 0 % Students w/ 0 ODR 	X	



Green = students with 0 office daily referrals
 Yellow = students with 1 office daily referral
 Orange = students with 2-5 office daily referrals
 Red = students with 6+ office daily referrals

- 100% of AASD administrators will be trained in Restorative Practices within 12 months of their start date, as evidenced by attendance and completion of the training.

The AASD is 75% compliant with this indicator. Clarification for future reporting: this is an expectation for building administrators and the indicator and data collection will focus on site administrators. At this time 89% of AASD site administrators have been trained in Restorative Practices.

X

- 100% of student re-entry conferences (conferences occurring after an out of school suspension) will use restorative questions and be facilitated by a trained AASD administrator as evidenced by the AASD Re-entry Checklist.

[Copy of OSS re-entry conference](#)

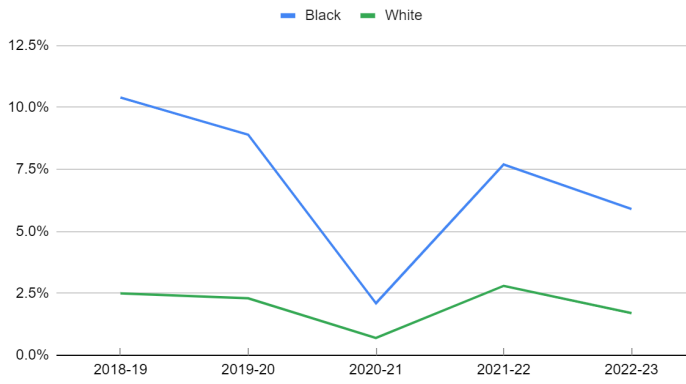
Each administrator is reviewing this process with a member of the student services team in the months of January or February.

X

Board Comments:

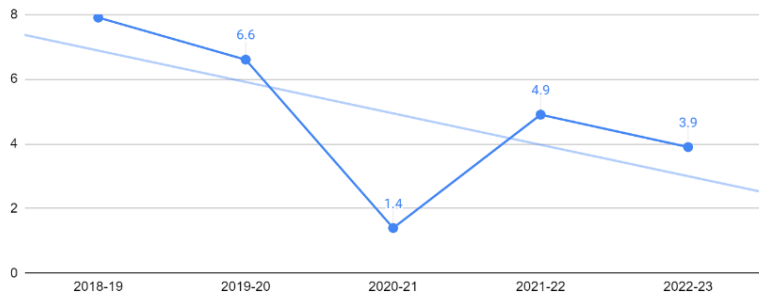
OE – 10.3 The Superintendent will identify and address inequities in discipline practices.	In Compliance	Not In Compliance
<p>SUPERINTENDENT Interpretation: The Board of Education values all discipline practices being administered without bias or prejudice.</p> <ul style="list-style-type: none"> • Inequities shall mean significant and persistent disparities between different groups of students. • Discipline practices shall mean the adopted Appleton Area School District Code of Conduct and Wisconsin State Law. 		
<p>SUPERINTENDENT Indicators of Compliance</p> <p>We will know we are compliant when:</p>	In Compliance	Not In Compliance
<ul style="list-style-type: none"> • 100% of K-12 discipline practices will be reviewed annually by the Diversity, Equity & Inclusion Office (DEIO) Task Force and then monitored and addressed through the School/Student Services Office as evidenced by DEIO Task Force meeting notes. <p>At this time there is not a DEIO task force in operation. The Student Services Department reviews discipline data bi-annually and monitors the data with greater frequency.</p>		X
<ul style="list-style-type: none"> • There is a continuous gap reduction in district out of school suspensions (OSS) between Black/African American and White students as evidenced by WISE Dash OSS data. WISE Dash OSS data 	X	

% of Students Disciplined



Gap

2018-19	2019-20	2020-21	2021-22	2022-23
7.9	6.6	1.4	4.9	3.9



- There is a continuous gap reduction in AASD seclusion and/or restraints between students with disabilities and students without disabilities as evidenced by AASD seclusion and/or restraint data submitted to the Department of Public Instruction (DPI).

This data was reported at a previous Board of Education meeting.

Sept. 12, 2022 [Seclusion and Restraint Reporting](#)

X

Board Comments:

OE – 10.4 The Superintendent will appropriately collect, use and protect confidential student information.	In Compliance	Not In Compliance
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SUPERINTENDENT Interpretation:

The Board of Education values the protection of confidential student records and the security of student information by enforcing the Family Educational Rights and Privacy Act (FERPA) with fidelity.

- **Appropriately collect** shall mean professional staff with legitimate rights to collect information obtain and file confidential information quickly and safely
- **Use** shall mean professional staff are limited in access to student information based on specific purposes and use this information discreetly while maintaining confidentiality.
- **Protect** shall mean confidential information will only be shared with legal guardians or others who have legitimate access under the Family Educational Rights and Privacy Act (FERPA).
- **Confidential student information** shall mean personally identifiable information about which the individual (and their families) have an expectation of privacy.

SUPERINTENDENT Indicators of Compliance We will know we are compliant when	In Compliance	Not In Compliance
<ul style="list-style-type: none"> ● In the event of an identified data breach resulting in access to confidential student information, the Technology Services Department will activate their Incidence Response Plan 100% of the time. 	X	
<ul style="list-style-type: none"> ● There is no unauthorized release of confidential student information in the District as evidenced by the lack of formal written complaints resulting from such release as documented through records kept by the Office of the Superintendent or designee. 	X	
<ul style="list-style-type: none"> ● 100% of parent/guardian requests for exemption from sharing student directory information are honored, except as required by law for access to district technology use as evidenced by the lack of complaints being received by the district regarding student directory information being shared. 	X	

Board Comments:

OE – 10.5 The Superintendent will NOT tolerate any behaviors, actions or attitudes by adults who have contact with students that hinder the academic performance or the well-being of students.	In Compliance	Not In Compliance
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SUPERINTENDENT Interpretation:
 The Board of Education values adult interactions with students that focus on the best interests of the student in order to support and promote academic performance and well-being. Any action, perception, or viewpoint of the adult that prevents this will not be allowed.

- **Not tolerate** shall mean negative behaviors, actions, or attitudes will not be allowed or to go unaddressed.
- **Behaviors, actions or attitudes by adults** shall mean verbal comments/statements or physical actions toward students.
- **Attitudes** shall mean behavior toward students that diminish the sense of health, safety, belonging or ability to achieve and succeed.
- **Contact with students** shall mean acting in the role of a teacher, supervisor or support to students.
- **Hinder** shall mean to create difficulties for (someone or something), resulting in delay or obstruction.
- **Academic performance** shall mean students’ progress in achieving the Board’s *Results* policies.
- **Well-being of students** shall mean a sense of health, safety, belonging and efficacy.

SUPERINTENDENT Indicators of Compliance We will know we are compliant when	In Compliance	Not In Compliance
<ul style="list-style-type: none"> ● 100% of formal complaints involving students received by the District are investigated and resolved without grievance as documented by the Human Resources Office. 	X	

Board Comments:

OE – 10.6 The Superintendent will NOT permit unruly behavior on school property and at school sponsored events by students or by adults that disrupt learning or that are disrespectful or dangerous, including any form of bullying.	In Compliance	Not In Compliance
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SUPERINTENDENT Interpretation:
 The Board of Education values the prevention, discouragement, or banning of any activity that negatively impacts student learning or is unsafe.

- **Unruly behavior** shall mean actions that result in office discipline referrals or adult actions that are reported to an administrator or the local police.
- **School property** shall mean any school buildings and other buildings owned, occupied or controlled by the school district, on school premises, or on school-provided transportation.
- **School sponsored events** shall mean activities, fundraising events, clubs, camps, clinics, programs, sports, etc., or events or activities that are authorized by the school, school board and/or administration.
- **Adult actions** shall mean behaviors or actions by all individuals of 18 years of age or older that may disrupt learning or are disrespectful or dangerous, including any form of bullying.
- **Disrupt learning** shall mean behaviors or actions that interfere or get in the way of learning.
- **Dangerous** shall mean physically able or likely to cause harm or injury.
- **Bullying** shall mean deliberate or intentional behavior using words or actions, intended to cause fear, intimidation or harm. Bullying includes aggressive and hostile behavior that is intentional and involves an imbalance of power between the bully and the bullied and is behavior that is repeated over time rather than an isolated incident.

SUPERINTENDENT Indicators of Compliance We will know we are compliant when	In Compliance	Not In Compliance
SUPERINTENDENT Indicators of Compliance: We will know we are compliant when: <ul style="list-style-type: none"> 100% of Office Discipline referrals (ODR's) and anonymous reports are processed within 72 school hours as evidenced by the incident reports.* Data is self reported	X	
<ul style="list-style-type: none"> 100% of expulsion recommendations follow due process procedures. If expulsions are denied, none were denied due to failure to provide the student and/or family due process. <ul style="list-style-type: none"> Evidence of Compliance <ul style="list-style-type: none"> <u>Expulsion Checklist</u> <u>Expulsion Process</u> <u>Due Process DPI</u> <p>The AASD is not compliant with 100% of expulsion recommendations following due process procedures. An appeal for due process was filed with the Department of Public Instruction for due process during an expulsion proceeding since this target was established. Since this instance, the district facilitators of the expulsion proceedings have discussed why this happened and are attending to the details within a hearing to ensure due process.</p>		X
<ul style="list-style-type: none"> 100% of the school sites will either formally or informally investigate and address reports of discrimination as evidenced by the Pupil. <p>The Pupil Non Discrimination District Summary Report filed with the Department of Public Instruction in December of 2022 is evidence of compliance with this indicator.</p>	X	
<ul style="list-style-type: none"> Increase the number of students who score favorably (4,5) in the area of School Safety within the Panorama Student Survey. <ul style="list-style-type: none"> Increase at Elementary Level from 72% to 75% Increase at Secondary Level from 70% to 75% <p>The AASD established a target to strive to reach the fall of the 2020 school year (pre-pandemic) levels of students reporting</p>		<div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 5px;"> + OE-10... </div> <p>Elementary Report: appleton...</p> <p>Secondary Report: appleton...</p>

they feel safe at school. The rating of favorably will be defined through student ratings of 4 and 5. The district continues to strive to reach this target.		
Board Comments:		
OE – 10.7 The Superintendent will NOT permit the administration of corporal punishment.	In Compliance	Not In Compliance
<p>SUPERINTENDENT Interpretation: The Board of Education values the assurance that no instance or act of physical discipline by any District employee is tolerated.</p> <ul style="list-style-type: none"> ● Corporal punishment shall mean to cause deliberate physical pain or discomfort. 		
SUPERINTENDENT Indicators of Compliance We will know we are compliant when	In Compliance	Not In Compliance
<ul style="list-style-type: none"> ● 100% of formal complaints involving student discipline in the district will not involve corporal punishment. 	X	
Board Comments:		