

Monday, October 14, 2024
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: 6:00 PM

Some participants may join remotely, and both members of the media and the public can attend the meeting in person or watch the live stream on the Appleton Area School District YouTube Channel:
<https://www.youtube.com/channel/UChO-l09YGgt4uKnCWYvt8Pw>

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) 852-5300 ext.60111, at least 24-hours in advance of the meeting.

1. Meeting Opening

Subject : A. Roll Call
Meeting : Oct 14, 2024 - Board of Education Meeting
Category : 1. Meeting Opening
Type : Procedural

Public Content

Subject : B. Pledge of Allegiance
Meeting : Oct 14, 2024 - 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 Item(s) for Separate Consideration
Meeting : Oct 14, 2024 - Board of Education Meeting
Category : 2. Approval of Agenda (GC-2: Governing Commitments)
Type : Procedural
Subject : B. Approval of Agenda
Meeting : Oct 14, 2024 - Board of Education Meeting
Category : 2. Approval of Agenda (GC-2: Governing Commitments)
Type : Action, Procedural

3. Special Presentation

Subject : A. Student School Board Representative Report
Meeting : Oct 14, 2024 - Board of Education Meeting
Category : 3. Special Presentation
Type : Information, Recognition, Report

Public Content

Student School Board Representative Anthony Lindenstruthwill provide updates from East High School.

File Attachments

[Board Presentation Oct. 14, 24.pdf \(7,660 KB\)](#)

Subject : B. Wisconsin School Board Week: October 6-12, 2024
Meeting : Oct 14, 2024 - Board of Education Meeting
Category : 3. Special Presentation
Type : Information, Presentation

Public Content

The District will recognize the Board of Education members for their commitment to their communities and students.

File Attachments

[School Board Week 2024.png \(382 KB\)](#)

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

Subject : A. Public Input
Meeting : Oct 14, 2024 - Board of Education Meeting
Category : 4. Public Input (GC-3.3: Initiate and maintain effective communication with the citizens.)
Type : Procedural

Public Content

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](#)

5. 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 : Oct 14, 2024 - Board of Education Meeting
Category : 5. 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

6. 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-September 2024
Meeting : Oct 14, 2024 - Board of Education Meeting
Category : 6. 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

Public Content

Executive Director of Finance, Holly Burr, will update the Board on the AP Check Register-September 2024 item for consideration.

Subject : B. School/Student Services Update(s): Practices (Culture) of Health Care (6975) Materials Adoption and Name Change

Meeting : Oct 14, 2024 - Board of Education Meeting

Category : 6. 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

Public Content

Coordinator of CTE/Computer Science, Kristin Comerford and Assistant Superintendent, Mark McQuade will present the Practices (Culture) of Health Care (6975) Materials Adoption and Name Change item for consideration.

File Attachments

[IFC- Practices \(Culture\) of Health Care \(6975\).pdf \(60 KB\)](#)
[2024 Culture of Health care KWKT \(1\).pdf \(96 KB\)](#)

Subject : C. Personnel Services Update(s): None

Meeting : Oct 14, 2024 - Board of Education Meeting

Category : 6. 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

Public Content

7. 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 September 23, 2024

Meeting : Oct 14, 2024 - Board of Education Meeting

Category : 7. 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

Public Content

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

8. 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. Practices (Culture) of Health Care (6975) Materials Adoption and Name Change

Meeting : Oct 14, 2024 - Board of Education Meeting

Category : 8. 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- Practices \(Culture\) of Health Care \(6975\).pdf \(60 KB\)](#)
[2024 Culture of Health care KWKT \(1\).pdf \(96 KB\)](#)

9. 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: Preview of 2024-2025 Preliminary Budget

Meeting : Oct 14, 2024 - Board of Education Meeting

Category : 9. 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

Public Content

Executive Director of Finance, Holly Burr, will provide information on the Business Services item.

File Attachments

[DPI Budget for Publication.pdf \(72 KB\)](#)

[Revenue Limit estimate 2024 v2 .pdf \(113 KB\)](#)

Subject : B. School/Student Services Report: 2024-2025 District Scorecard; 9-12 Mathematics Pathway and Curriculum (Foundations of Algebra, General Geometry, and Geometry for Precalculus); ELA 12-21st Century Literature Supplementary Materials

Meeting : Oct 14, 2024 - Board of Education Meeting

Category : 9. 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

Public Content

Superintendent Greg Hartjes will present the 2024-2025 District Scorecard.

Assistant Superintendent Mark McQuade, and Director of STEM Thai Xiong will present the 9-12 Mathematics Pathway and Curriculum (Foundations of Algebra, General Geometry, and Geometry for Precalculus) and ELA 12 21st Century Literature Supplementary Materials items of information.

File Attachments

[AASD District Scorecard 24_25.pdf \(221 KB\)](#)

[IOI- 9-12 Mathematics Pathway and Curriculum.pdf \(58 KB\)](#)

[IOI-ELA 12 21st Century Literature, Supplementary Materials .pdf \(68 KB\)](#)

[Public Input Received - 21st Century Literacy \(10_14_24\).pdf \(60 KB\)](#)

[KWKT- 21st Century Literacy \(10_14_24\).pdf \(114 KB\)](#)

Subject : C. Personnel Services Report: None

Meeting : Oct 14, 2024 - Board of Education Meeting

Category : 9. 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

10. Board Business

Subject : A. Community Linkages Committee Update

Meeting : Oct 14, 2024 - Board of Education Meeting

Category : 10. Board Business

Type : Discussion, Information

Public Content

Board members, Kristine Sauter, Edward Ruffolo, and Nick Ross will provide updates and information from the Community Linkages Committee Meetings.

Subject : B. Student Attendance Efforts
Meeting : Oct 14, 2024 - Board of Education Meeting
Category : 10. Board Business
Type : Discussion, Information

Public Content

Superintendent Greg Hartjes will present an update on the Student Attendance Efforts.

File Attachments

[EMLSS AASD Attendance Framework .pdf \(55 KB\)](#)

Subject : C. AP Check Register- September 2024
Meeting : Oct 14, 2024 - Board of Education Meeting
Category : 10. Board Business
Type : Action
Fiscal Impact : Yes
Budgeted : Yes

Subject : D. Health Plan Design (2025)
Meeting : Oct 14, 2024 - Board of Education Meeting
Category : 10. Board Business
Type : Action
Fiscal Impact : Yes
Budgeted : Yes

Public Content

Chief Human Resources Officer, Julie King will present and discuss the Health Plan Design item for consideration.

File Attachments

[IFC - Health Plan Design \(2025\).pdf \(85 KB\)](#)

Subject : E. Consent Agenda Item(s) Removed for Separate Consideration
Meeting : Oct 14, 2024 - Board of Education Meeting
Category : 10. Board Business

Type : Action, Discussion, Procedural

11. Items of Information

Subject : A. None
Meeting : Oct 14, 2024 - Board of Education Meeting
Category : 11. Items of Information
Type : Information

12. Future Meetings

Subject : A. Board Work Session: Wednesday, October 23, 2024, 7:30 AM
Meeting : Oct 14, 2024 - Board of Education Meeting
Category : 12. Future Meetings
Type : Information
Subject : B. Public Hearing: 2024-2025 Annual Budget Presentation- Monday, October 28, 2024, 6:00 PM
Meeting : Oct 14, 2024 - Board of Education Meeting
Category : 12. Future Meetings
Type : Information
Subject : C. Board Meeting: Monday, October 28, 2024, 6:45 PM*
Meeting : Oct 14, 2024 - Board of Education Meeting
Category : 12. Future Meetings
Type : Information

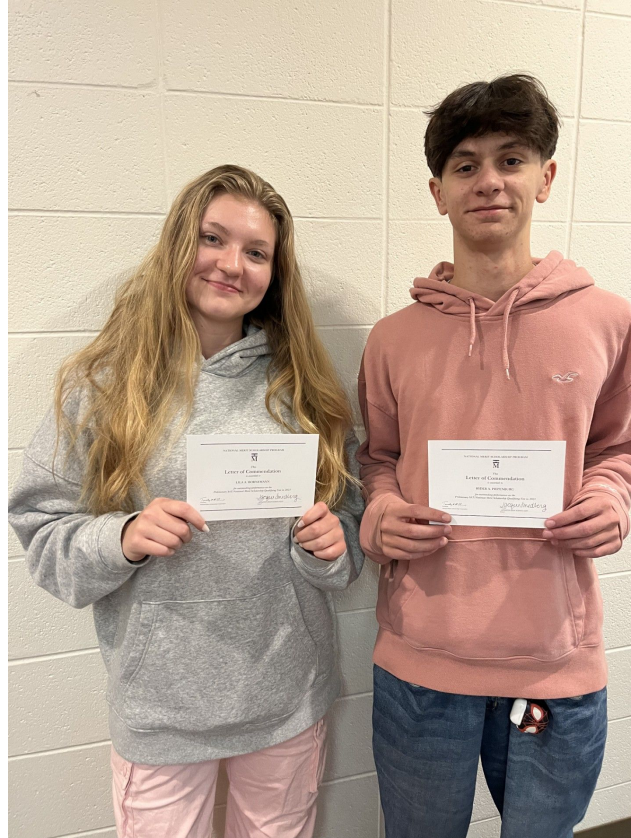
13. Adjourn

Subject : A. Motion to Adjourn the Meeting
Meeting : Oct 14, 2024 - Board of Education Meeting
Category : 13. Adjourn
Type : Action, Procedural

AASD Board of Education Update



National Merit Scholar - Commended Students





Patriots

IN THE NEWS

Amazing experience for our students! Thank you to Miron Construction for their willingness to include students in this project. Not many kids get to say they hel... See more



NBC26.COM

Miron Construction hosts hands-on construction career experience at Appleton East High School



Youth Apprenticeship in action!



Attorney General Josh Kaul came to speak to students about school safety



Theatre - Fall Musical

APPLETON EAST PATRIOT PLAYERS PRESENT:



Les Misérables

SCHOOL EDITION

November 1-3, 7-9, 2024

OUR CRUSADE?

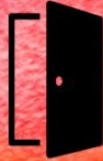
WILL YOU JOIN IN



APPLETON EAST HIGH SCHOOL CHOIRS PRESENT

Open & Open Doors | Hearts

featuring guest choirs from
Madison Middle School
Horizons Elementary School



October 15 • 7 PM

Lawrence University Memorial Chapel

SING!

CONNECT COMFORT CREATE CELEBRATE

Choir Concert - Tuesday



HOCO 24!



Memorial for Dave Reichenberger



East Tackles Cancer





Adaptive Sports League - Soccer



Latino Club



Thank YOU for all you do!



**THANK YOU,
AASD
BOARD OF
EDUCATION!**

**WISCONSIN SCHOOL
BOARD WEEK,
OCTOBER 6-12, 2024**



KAY EGGERT



KRISTINE SAUTER



EDWARD RUFFOLO



NICK ROSS



PHENG THAO



JAMES BACON



JASON KOLPACK

THANK YOU, AASD BOARD OF EDUCATION!

WISCONSIN SCHOOL
BOARD WEEK,
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KAY EGGERT



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EDWARD RUFFOLO



NICK ROSS



PHENG THAO



JAMES BACON



JASON KOLPACK

ITEM FOR CONSIDERATION

Topic: Practices (Culture) of Health Care (6975): Materials Adoption and Name Change

Background

Information: In February of 2022, the district received notification that a dual credit enrollment course, People Skills for Health Professional(#6970), was no longer offered at FVTC. In October 2022 the School Board approved the standards and curriculum for the course: Culture of Health Care. The course was offered for the 2023-24 school year, but did not run due to enrollment. The course is now scheduled to run at all three High Schools for the 2024-25 school year. Since adopting this course, FVTC has changed their course name to Contemporary Practices in Health Care to better represent the learning.

Fiscal

Note: No fiscal responsibility as the text is an Open Source text. The access will be online.

Instructional

Impact: AASD High School students will have the opportunity to build upon their knowledge of careers within the Health Science pathway by developing the communication skills within a health care setting, exploring relationships and teamwork within healthcare and identifying standards of professionalism within the healthcare field. This course provides another dual credit enrollment opportunity for AASD students. AASD plans to update the name of our course to Practices in Health Care.

Administrative

Recommendation: Approve as submitted.

Contact

Person(s): Kristin Comerford, 920-852-5320 ext. 60171, comerfordkrist@ascd.k12.wi.us
Mark McQuade, 920-852-5320 ext. 60121, mcquademark@ascd.k12.wi.us

BOE: October 14, 2024



Culture of Health Care: Key Word Key Time (KWKT)

<p>WHY were changes made to the Culture of Health Care Course?</p>	<p>Culture of Health Care was added as a course for the 2023-24 school year to meet the requirement of two courses within a Career pathway. This course also offers a dual enrollment opportunity to our students. The course did not run at our high schools during the 2023-24 school year. The course is running at all three of our high schools during the second semester of the 2024-25 school year.</p> <p>When the course was approved in 2022, we did not have a text to approve since we did not know what the text would be. The text being presented aligns with the course and FVTC.</p> <p>The name change being requested also aligns with the changes FVTC has made to the name of their course. We work to have close alignment between courses.</p>
<p>WHAT changes were made?</p>	<p>The change that will be in effect for the 2024-25 School year:</p> <ul style="list-style-type: none"> ● Course Name Change: Practices in Health Care ● Text approval: Professionalism in Health Care
<p>HOW will the changes support student success?</p>	<p>A strong Health Science Pathway will support student success and provide:</p> <ul style="list-style-type: none"> ● The text will support the learning and aligns to Dual Credit offering with FVTC. ● The name change simplifies and aligns closer with FVTC.

**APPLETON AREA SCHOOL DISTRICT
BUDGET PUBLICATION
2024-2025**

*Notice is hereby given to the qualified electors of the Appleton Area School District that the budget hearing will be held at the Scullen Leadership Center, 131 E. Washington St., Suite 1A, Appleton on the 28th day of October 2024 at 6:00 p.m. The Summary of the preliminary budget is printed below. A printed copy of the preliminary budget will be available for inspection at the Thomas G. Scullen Leadership Center and on BoardDocs on the District Website as of October 23, 2024.
Dated the 9th day of October 2024 District Clerk, Pheng Thao*

GENERAL FUND	Audited 2022-23	Unaudited 2023-24	Budget 2024-25
Beginning Fund Balance	59,583,238.22	62,538,776.13	54,121,372.91
Ending Fund Balance	62,538,776.13	54,121,372.91	42,712,680.90
REVENUES & OTHER FINANCING SOURCES			
Transfers-In (Source 100)	0.00	0.00	0.00
Local Sources (Source 200)	57,347,202.74	64,386,866.19	60,177,381.00
Inter-district Payments (Source 300 + 400)	14,495,978.06	14,854,222.65	16,421,960.00
Intermediate Sources (Source 500)	111,560.59	68,285.83	33,250.00
State Sources (Source 600)	114,222,021.87	120,714,307.78	128,802,558.00
Federal Sources (Source 700)	13,249,134.50	8,034,160.91	7,525,497.08
All Other Sources (Source 800 + 900)	620,919.09	1,276,074.96	1,104,801.00
TOTAL REVENUES & OTHER FINANCING SOURCES	200,046,816.85	209,333,918.32	214,065,447.08
EXPENDITURES & OTHER FINANCING USES			
Instruction (Function 100 000)	88,658,372.07	96,829,533.70	99,422,116.29
Support Services (Function 200 000)	71,668,081.46	76,663,566.27	78,088,224.03
Non-Program Transactions (Function 400 000)	36,764,825.41	44,258,221.57	47,963,798.77
TOTAL EXPENDITURES & OTHER FINANCING USES	197,091,278.94	217,751,321.54	225,474,139.09

SPECIAL PROJECTS FUND	Audited 2022-23	Unaudited 2023-24	Budget 2024-25
Beginning Fund Balance	4,027,509.03	3,837,509.07	3,995,172.25
Ending Fund Balance	3,837,509.07	3,995,172.25	3,995,172.25
REVENUES & OTHER FINANCING SOURCES	41,962,376.18	48,539,935.30	50,447,381.40
EXPENDITURES & OTHER FINANCING USES	42,152,376.14	48,382,272.12	50,447,381.40

DEBT SERVICE FUND	Audited 2022-23	Unaudited 2023-24	Budget 2024-25
Beginning Fund Balance	3,564,705.90	5,435,336.58	4,842,625.85
Ending Fund Balance	5,435,336.58	4,842,625.85	4,842,625.85
REVENUES & OTHER FINANCING SOURCES	95,650,923.78	13,322,162.72	12,848,891.00
EXPENDITURES & OTHER FINANCING USES	93,780,293.10	13,914,873.45	12,848,891.00

CAPITAL PROJECTS FUND	Audited 2022-23	Unaudited 2023-24	Budget 2024-25
Beginning Fund Balance	6,473,508.84	96,309,109.87	70,430,163.41
Ending Fund Balance	96,309,109.87	70,430,163.41	34,415,163.41
REVENUES & OTHER FINANCING SOURCES	94,128,905.50	21,308,745.37	29,560,000.00
EXPENDITURES & OTHER FINANCING USES	4,293,304.47	47,187,691.83	65,575,000.00

FOOD SERVICE FUND	Audited 2022-23	Unaudited 2023-24	Budget 2024-25
Beginning Fund Balance	6,486,219.45	6,599,997.86	6,416,663.65
Ending Fund Balance	6,599,997.86	6,416,663.65	6,416,663.65
REVENUES & OTHER FINANCING SOURCES	8,703,602.55	8,799,028.49	9,015,160.00
EXPENDITURES & OTHER FINANCING USES	8,589,824.14	8,982,362.70	9,015,160.00

COMMUNITY SERVICE FUND	Audited 2022-23	Unaudited 2023-24	Budget 2024-25
Beginning Fund Balance	592,643.78	605,669.21	602,308.11
Ending Fund Balance	605,669.21	602,308.11	602,308.11
REVENUES & OTHER FINANCING SOURCES	2,626,597.00	2,669,355.50	2,851,508.00
EXPENDITURES & OTHER FINANCING USES	2,613,571.57	2,672,716.60	2,851,508.00

PACKAGE & COOPERATIVE PROGRAM FUND	Audited 2022-23	Unaudited 2023-24	Budget 2024-25
Beginning Fund Balance	0.00	0.00	0.00
Ending Fund Balance	0.00	0.00	0.00
REVENUES & OTHER FINANCING SOURCES	0.00	0.00	0.00
EXPENDITURES & OTHER FINANCING USES	0.00	0.00	0.00

Total Expenditures and Other Financing Uses

ALL FUNDS	Audited 2022-23	Unaudited 2023-24	Budget 2024-25
GROSS TOTAL EXPENDITURES -- ALL FUNDS	348,520,648.36	338,891,238.24	366,212,079.49
Interfund Transfers (Source 100) - ALL FUNDS	22,464,120.30	27,661,490.41	29,990,442.00
Refinancing Expenditures (FUND 30)	79,881,223.55	0.00	0.00
NET TOTAL EXPENDITURES -- ALL FUNDS	246,175,304.51	311,229,747.83	336,221,637.49
PERCENTAGE INCREASE - NET TOTAL FUND EXPENDITURES FROM PRIOR YEAR		26.43%	8.03%

PROPOSED PROPERTY TAX LEVY

FUND	Audited 2022-23	Unaudited 2023-24	Budget 2024-25
General Fund	48,670,889.00	52,839,772.00	49,289,146.00
Private School Voucher	5,612,335.00	7,461,107.00	8,500,000.00
Referendum Debt Service Fund	15,132,252.00	12,768,252.00	12,848,891.00
Non-Referendum Debt Service Fund	0.00	0.00	0.00
Capital Expansion Fund	2,460,000.00	2,460,000.00	2,460,000.00
Community Service Fund	2,615,140.00	2,655,278.00	2,739,000.00
TOTAL SCHOOL LEVY	74,490,616.00	78,184,409.00	75,837,037.00
PERCENTAGE INCREASE -- TOTAL LEVY FROM PRIOR YEAR		4.96%	-3.00%

2024-2025 REVENUE LIMIT/TAX LEVY

(Total of General State Aid and Local Property Taxes Only)

	2023-2024 FINAL	2024-2025 ESTIMATE	CHANGE from 2023-24
Base Revenue Per Member	\$ 11,000.00	\$ 11,729.33	\$ 729
Membership*	14,063	13,990	\$ (73)
Revenue Limit w/Hold Harmless - No Exemptions	\$ 154,693,000	\$ 162,965,498	\$ 8,272,498
Private School Vouchers	\$ 7,461,107	\$ 8,500,000	\$ 1,038,893
Other Exemptions	\$ 6,289,170	\$ 2,411,477	\$ (3,877,693)
Revenue Limit with Exemptions	\$ 168,432,277	\$ 173,876,975	\$ 5,444,698
Percent Change			3.23%
<i>Equalization Aid</i>	\$ 104,558,048	\$ 112,500,000	\$ 7,941,952
<i>Computer Aid</i>	663,541	663,541	\$ -
<i>Personal Property Aid</i>	464,288	464,288	\$ -
<i>Total Rev Limit Aid</i>			
Allowable Limited Revenue	\$62,746,400	\$60,249,146	\$ (2,497,254)
<i>Property Tax Distribution</i>			
General Fund w/o Private Vouchers	52,825,293	49,289,146	\$ (3,536,147)
Rate	4.41	3.96	\$ (0)
Private School Vouchers	7,461,107	8,500,000	\$ 1,038,893
Rate	0.62	0.68	\$ 0
Non-Referendum Debt	-	-	\$ -
Rate	0.00	0.00	\$ -
Capital Projects	2,460,000	2,460,000	\$ -
Rate	0.21	0.20	\$ (0)
Total Limited Revenue	\$62,746,400	\$60,249,146	\$ (2,497,254)
<i>Taxes Outside of the Revenue Limit</i>			
Referendum Debt	12,768,252	12,848,891	\$ 80,639
Rate	1.07	1.03	\$ (0)
Community Service	2,655,278	2,839,000	\$ 183,722
Rate	0.22	0.23	\$ 0
Prior Year Levy Chargeback	14,479	-	\$ (14,479)
Total Property Tax Revenue	\$ 78,184,409	\$ 75,937,037	\$ (2,247,372)
Percent increase/decrease			-2.87%
Total Tax Rate (Mil Rate)	\$ 6.53	\$ 6.11	\$ (0.42)
Percent Change			-6.47%
Equalized Valuation	\$ 11,972,391,961	\$ 12,434,835,239	\$ 462,443,278
			3.86%
Total Revenue Limit Increase(Decrease)			\$ 5,444,698



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 with our District priorities to ensure the success of all students with maximum efficiency and excellence.

Key Measures/ Targets

1. Increase the Staff Engagement Survey mean score: 3.98 (2024) to 4.03 (2025)
2. Decrease the percentage of chronically absent students (missing 10% or more of the school year) by 3% at each level.
 - Elementary 14.1% to 11.1%
 - Middle 19.4% to 16.4%
 - High School 23.7% to 20.7%
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 %
 - Grades 3-5 from 64% to 67%
 - Grades 6-8: Establish baseline
 - Grades 9-12: Establish baseline
4. Improve the district risk ratio for out-of-school suspensions (OSS) by .25 for each of the following student groups.

1. Reduce the **test score gaps** in **ELA and mathematics** on the **i-Ready** (5K-8); the **WI Forward** (3-8) assessments; Pre-ACT and ACT by 1% from 2024 to 2025
(CG Policies: R.2.1.1, R.2.1.2)
2. Increase the **overall four-year graduation rate** (certified) by 1% to 3% from 2024 to 2025 across designated student groups and overall **(CG Policy: R.1)**

Data Source: WISEdash

4-Year	2023-24	2024-2025
	88.8% (Asian)	89.8% (Asian)
	71.4% (Black)	74.4% (Black)
	79.4% (Hispanic)	82.4% (Hispanic)
	79.6% Two or More	82.6% Two or More
	71% (EL)	74% (EL)
	65.8% (SWD)	66.8% (SWD)
	79.5% (Econ DA)	82.5% (Econ DA)
	88.1% (all)	89.1% (all)

1. Maintain overall Family Engagement Survey mean of (4.16)
2. Increase the Family Engagement Survey mean score related to the frequency of feedback to families from school staff on how well their child is learning:
 - a. EC/T1/4K: 4.08 (2024) to 4.18 (2025).
 - b. Elementary: 4.03 (2024) to 4.13 (2025).
 - c. Middle School: 3.44 (2024) to X.XX (2025)
 - d. High School: 3.29 (2024) to 3.34 (2025)
3. Increase our Business and Community Partners score by 5%, moving from 308 to 323 by a combination of adding new partners, or moving partners up levels of engagement
 - a. Community (1pt) - Current = 189

1. Maintain the District Services Survey (DSS) mean score from 4.28 for all 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. Spend 100 to 103% of revenue by the end of the 2024-2025 fiscal year
3. Use data to analyze current Title I spending and determine feasibility of supporting students at additional levels.
4. Use data to analyze current Title II spending and create an onboarding plan to address professional development needs.

		From	To		b. Contributor (2 pts) - Current = 44 c. Advocate (3 pts) - 15 Current = 36 d. Ambassador (4 pts) - Current = 39 4. Increase YA and CTE Internships from 8.5% at the high school level to 9.0%.	
	Historically under-served populations	1.6 to 1	1.35 to 1			
	FRAM	3.4 to 1	3.15 to 1			
	SWD	3.3 to 1	3.05 to 1			

Progress Monitoring Measures	<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 the 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 ● Wisedash data/ Site Goal Monitoring
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Prioritized Strategic Actions	<ul style="list-style-type: none"> ● Based on 2023-2024 staff engagement survey, we will seek input on PD and acting on input. ● Based on 2023-2024 staff engagement survey, we will seek regular feedback around structured literacy implementation. ● Implement quarterly fidelity checks around the attendance process and procedures. 	<ul style="list-style-type: none"> ● Improve the implementation and fidelity of being culturally responsive within: <ul style="list-style-type: none"> ○ AASD instruction ○ AASD staff development ○ Instructional materials ● Analyze iReady data and make adjustments after Fall and Winter assessments. ● Implement Structured Literacy at 	<ul style="list-style-type: none"> ● Roll-out the Family Engagement Survey by April 2025. ● Based on 2024 Family Engagement Survey, each site will create a goal for improvement and communicate that to families. ● Support, promote and engage with district-level Business Advisory groups. 	<ul style="list-style-type: none"> ● 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.
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	<ul style="list-style-type: none"> ● Include community partners (i.e. TRAC) as part of site attendance teams. ● Measure the impact of the Elementary Attendance Coordinator position on attendance. ● Develop a universal and required process for all schools for responding to Panorama (grades 3-12) student engagement and sense of belonging data. ● Continuing training and coaching administrators and deans in Restorative Practices as an alternative to Out of School Suspensions (OSS): <ul style="list-style-type: none"> ○ Limit OSS to safety concerns (fighting and drugs) ● Provide additional training in Reframing Behavior Tools, targeting Deans and other site leaders in schools that do not have Deans. ● Implement Culturally & Linguistically Responsive (CLR) strategies and practices in AASD classrooms/buildings as evidenced by district survey results. 	<p>elementary and work on including. SIOP strategies within 6-12 education.</p> <ul style="list-style-type: none"> ● Improve pedagogical practices across sites. 	<ul style="list-style-type: none"> ● Intentionally target Business Partnerships within each Career Pathway and Engagement Model category. ● Support, promote, and engage with site and district-level Community Engagement opportunities. 	<ul style="list-style-type: none"> ● Develop process for site carryover amounts maximums and approval process. Work with principals and department leaders to plan for future spending of carryover dollars. ● Create a sustainable onboarding plan for Professional Development.
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ITEM OF INFORMATION

Topic: Revised 9-12 Mathematics Pathway and Curriculum:

- 9050 Foundations of Algebra
- 9210 General Geometry
- 9220 Geometry for Precalculus

Background

Information: The Director of STEM (6-12) has been conducting a 9-12 mathematics work group to review both quantitative and qualitative data to support the mathematical needs in Algebra and Geometry. Based on the analysis, a revised mathematical pathway and curriculum were developed to support unfinished learning, mathematics entry points, and relevance of mathematical concepts through problem-solving, critical thinking and logical reasoning, and making connections between math and realia. The request is for the adoption of the updated mathematics pathway, mathematics prerequisites, and curriculum for Foundations of Algebra, General Geometry, and Geometry for Precalculus.

Fiscal

Note: No fiscal responsibility as the revised curriculum will continue to use the same resources: Savvas enVision Mathematics and DeltaMath Solutions.

Instructional

Impact: High school students will continue to learn mathematics topics and content supported by the Wisconsin Standards for Mathematics. The revised curriculum will prepare students with the essential background knowledge and skills to be ready to take Algebra and Geometry. Changes in the 9-12 mathematics pathway and curriculum will support success for all students in high school by building strong foundation skills, developing conceptual understanding of key mathematical concepts, paying attention to procedural skills and fluency, and engaging in relevant mathematical applications in order to solve authentic mathematical problems.

Contact

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BOE: October 14, 2024

ITEM OF INFORMATION

Topic: Supplemental Material Approval- *Atomic Habits* by James Clear; 21st Century Literacy (1060)

Background

Information: The English Language Arts- grade 12 new 21st Century Literature course is a standards-based course (SBC) in the Appleton Area School District. As part of course instruction, students read a variety of texts to identify the key ideas and details, main idea, theme(s), event sequence(s), point of view, character development, and author's purpose. Additionally students articulate their ideas in collaborative discussions and independent written reflections and/or reviews. The text will be used within their second unit of study: Research for Real-Life.

Fiscal

Note: AC&I would be purchasing 210 total copies of the novel to be dispersed among the high schools. The cost will be \$5,670.00. This instructional material will be implemented during the 2024-25 school year.

Instructional

Impact: This book will be used as a full-class read-aloud. As the secondary English department focuses on Interactive Read Alouds and other high leverage strategies, the option to read a text as a full class is important as PLCs plan and strategize for student engagement, assessment design, and feedback to offer students during and post-instruction.

Contact

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BOE: October 14,2024

English Language Arts: Supplemental Material Approval- *Atomic Habits* by James Clear; 21st Century Literacy (1060)

Time Period of Public Input
8/16/24 - 9/27/24
Number and Breakdown of Responses Received (Supportive/Unsupportive)
0 Total Responses: 0 Supportive Responses/ 0 Responders Unsupportive



English Language Arts: Supplemental Material Approval- *Atomic Habits* by James Clear; 21st Century Literacy (1060)

<p>WHY is the high school ELA department looking for approval of an additional text for full-class reads?</p>	<p>The high school ELA department would like to ensure that materials:</p> <ul style="list-style-type: none"> ● Are current and appealing to promote a love of reading ● Consistent with the educational goals of the District ● Are appropriate for the age, social development, and maturity of students ● Meet high standards of quality in factual content ● Have factual, aesthetic, literary, ethical, or social value ● Are written by competent and qualified authors ● Represent our pluralistic society ● Foster respect for all groups of people who form our society ● Represent varying levels of difficulty with diverse appeal and differing points of view
<p>WHAT is the connection of this text to a unit of study?</p>	<p>This novel connects to:</p> <ul style="list-style-type: none"> ● Unit 2: Research for Real-Life <ul style="list-style-type: none"> ○ Non-fiction title ○ Data, graphs, tables, and charts that help demonstrate the author’s method ○ Online resources that make the text further applicable to student learning ○ Identifiable main idea (“Tiny Changes, Remarkable Results”) ○ First and third person perspectives ○ Consistent theme of incorporating change ○ Easily accessible to a wide variety of student ability and interest ○ Tools and strategies to transform habits <ul style="list-style-type: none"> ■ Making time for new habits ■ Overcoming a lack of motivation/willpower ■ Designing environment to make success easier ■ Getting back on track when off course
<p>HOW was public input solicited prior to making the administrative recommendation to the Board?</p>	<p>Copies of proposed instructional materials were made available to the public for over 30 days in order to submit written public input. Notification of requested feedback also publicized through the AASD website as well as through the superintendent’s family communication letter.</p>
<p>HOW will instruction benefit ?</p>	<p>Instruction will be benefited by:</p> <ul style="list-style-type: none"> ● Reading as a full class read ● Allowing students the opportunity to establish goals for themselves to apply in a variety of areas in life ● Offering cross-disciplinary integration to many other content areas ● Allowing for discussion and processing of ideas

Appleton Area School District

EMLSS Attendance Framework

Tier 3 Strategies & Supports

- Check & Connect
- School based mental health referral
- Alternative education support (high school)
- Alternative plans for non-attendance/school avoidance
- Brief Behavior Plan
- Home visits/intensive outreach
- County prevention referral (elementary)
- Community referral
- County truancy referral (ages 10-17)

Tier 2 Strategies & Supports

- Attendance education lessons (elementary & middle)
- Walking school bus (elementary)
- Attendance letters (5 & 10 day letters as determined by the attendance team)
- Targeted support through STAR coordinators (secondary), cultural advisors, DEI coordinators, Youth Advocates
- Mentoring
- Check in/Check out
- Student success plans
- Home visits
- SAIG
- Attendance incentives
- TRAC referral (secondary)

Universal

- Implementation of best practices for belonging, connection & engagement
- Attendance is talked about & part of the school culture
- Accurate attendance taking practices
- Recognition of positive/improved attendance
- Attendance team meets at least every other week
- Family engagement, education and supports
- Attendance letters & other family communication (electronic 3 & 7 day letters are sent automatically)

ITEM FOR CONSIDERATION

Topic: Health Plan Design (2025)

Background Information:

The Appleton Area School District is committed to providing our employees and their families with quality, affordable healthcare. Over the past decade, it has become more challenging given healthcare inflation continues to increase faster than other markets and funding outpaced. The persistent trend continues to significantly impact the district's budget and employee finances. Continuing to meet this challenge requires innovative solutions and a coordinated effort for patient engagement to mitigate the increased cost of health care.

In response, the district transitioned to a district-funded health plan in January 2023 that included no-copay options to encourage employees and their families to engage in high-quality, lower-cost care options to mitigate future rate increases. The district has saved more than \$2 million over the past two years by forgoing a fully insured health carrier for self-funding.

In the complex landscape of healthcare, staff utilization of high-quality, lower-cost options is the one factor that is imperative to mitigating future rising healthcare costs. The district's health plan embeds numerous high-quality, lower-cost options incentivized with no cost to the employee such as two direct primary care employee clinics (District Health and Connecting Care Clinic), ER, urgent care, hundreds of common prescriptions and many other services through the care navigator (Collaborative Care).

The Health Reimbursement Account was originally offered to offset high deductible expenses and in our current plan has transitioned to offset copays. Based on our data, the incentive to choose no-copay options is being reduced by the availability of the HRA. Staff utilization of the no-copay options provides immediate savings to employees in copays, as well as in future premiums, and preserves limited financial resources for other district expenditures.

The renewal rate for 2025 is based on the market trend, plan member utilization, and the district's claims experience (reduced by the use of high-quality, no-copay options). Based on these factors, the initial projection for a renewal rate of 20.8% (approximately \$7.3 million) for the current plan design and third-party administrative (Prairie States) fees is financially unsustainable for our staff and the district budget.

Fiscal Note:

The total cost of health care premiums with the recommended plan design revisions listed below lowers the premium increase from 20.8% to 14.0% over our 2024 premiums. With this reduction, the increase in premiums would cost approximately \$5 million, with employees funding approximately \$500,000.

Administrative

Recommendation: The recommendation is to continue with the current health plan partners with the following plan design revisions effective January 1, 2025:

- Discontinue the Health Reimbursement Account for 2025. Currently, the administration is exploring the reallocation of earmarked rollover funds.
- Adjust the copays for Emergency room visits from \$500 to \$750 and Primary Care Provider visits to Primary Care Associates, Mosaic, and Kaukauna Clinic from \$50 to \$100, matching other primary care providers.
- To qualify for the premium differential, employees must complete the Personal Health Assessment, which will include employees identified as having high-risk health indicators to have a follow-up appointment with District Health.

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Board Action: October 14, 2024