

**GERMANTOWN SCHOOL DISTRICT  
NOTICE OF BOARD OF EDUCATION MEETING**

Germantown High School  
Performing Arts Center  
W180 N11501 River Lane  
Germantown, WI 53022

**January 23, 2023**

7:00 p.m.

AGENDA

The Germantown School District Board of Education will hold its Board Meeting at the District PAC. As with past Board Meetings, it will be recorded and provided for public viewing as soon as possible following the meeting. A link to the webcast will be available just before the scheduled meeting and can be located at <https://www.gsdwi.org>

**I. Meeting Called to Order and Pledge of Allegiance**

- A. Official Meeting Notification
- B. Roll Call

**II. Approval of Agenda**

**III. Reports**

- A. District Administrator Update - Dr. Chris Reuter
- B. Student Representative Report
- C. GHS School Presentation - Mr. Joel Farren, Mr. Dave Smith, and Mr. Andrew Rooney
- D. 4K Satisfaction Report - Mr. Jake Misiak
- E. GSD Annual Assessment Report - Mr. Jake Misiak and Mrs. Julia Leeson
- F. GSD Parent Communication Report - Dr. Chris Reuter and Ms. Mandi Race

- IV. Citizen Comments:** Community members/residents of the Germantown School District are invited to share their questions, comments, or concerns with the School Board. When speaking, citizens should state their name and address for the record. The presentation time frame shall be determined by the Board President, once an indication of the number of people wishing to speak is made. Speakers should keep comments to three minutes or less to allow for others to speak. Wisconsin law authorizes the school board to receive information from members of the public. Where possible, the Board may answer factual questions immediately or may provide a written response if information is not available. If a response would involve discussion of Board Policy or decisions which might be of interest to citizens not present at the meeting, the Board may place the item on a future meeting agenda. Comments that may be injurious to school district personnel or other individuals will not be allowed.

**V. Approval of Minutes**

- A. December 19, 2022, Board of Education Meeting

**VI. Teaching & Learning Committee**

- A. January 17, 2023 Committee Meeting Update

**VII. New Business**

- A. Discussion and action of 2023-2024 Open Enrollment Seats - Dr. Reuter
- B. Discussion and action to approve 2022-2023 Teacher Resignations - Mr. Nowak
- C. Discussion and action to approve 2022-2023 Teacher Contracts - Mr. Nowak
- D. Discussion and action to approve 2022-2023 Administrator Resignation - Mr. Nowak
- E. Discussion and action to approve Donations - Dr. Reuter

**VIII. Closed Session**

- A. Motion to enter into Closed Session pursuant to Wisconsin State Statute 19.85 (1)(d) to consider strategies for crime detection and prevention. Wisconsin State Statute 19.85(1)(c) for Review of District Administrator performance and consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

**IX. Adjourn**

**GERMANTOWN SCHOOL DISTRICT**

**TO:** Board of Education

**TOPIC:** District Administrator Update

**FROM:** Chris Reuter

**BOARD MEETING:** January 23, 2023

**DATE:** January 17, 2023

**AGENDA ITEM:** III. A.

**BACKGROUND:**

The month of January is in full swing, and below are spotlighted items to update the Board of Education and general public about the happenings in Germantown Public Schools.

- Early GHS Graduates
- Wisconsin Education State Conference 2023
- Board of Education Open Seats
- Winter Sports Season
- January Board of Education Presentations

**ATTACHMENTS:**

None

**RECOMMENDATION:**

None - Informational Only

## **GERMANTOWN SCHOOL DISTRICT**

**TO:** Board of Education

**TOPIC:** Academic and Career Planning Updates

**FROM:** David Smith & Andrew Rooney

**BOARD MEETING:** January 23, 2023

**DATE:** January 17, 2023

**AGENDA ITEM:** III. C.

### **BACKGROUND:**

In March of 2022, David Smith began at Germantown High School as the Dean of Students and Academic and Career Planning Coordinator. He assessed the progress of the current ACP Planning Guide for the district and began taking concrete steps to implement the ACP vision. Throughout the last few months of the 2021-22 school year, David created Grade Level Previews for 9th-12th grade to increase Parent/Guardian engagement, identified three core skills areas, Academic, Career, and Life, by which to assess the success of each graduating class, and began community outreach to develop partnerships between local companies and various courses at GHS.

David transitioned from Dean of Students to Assistant Principal, and Andrew Rooney came to GHS as the new Dean of Students and Academic and Career Planning Coordinator. Andrew continued to foster relationships with local businesses and began a Career Speaker series that brings professionals from different industries to GHS to speak to interested students during the Resource Period. Additionally, Andrew developed lessons and instructions for classroom teachers to carry out to increase student engagement in the Xello ACP software. With the many changes to the GHS ACP process, Andrew and David met with CESA #1 to update them on the progress being made at GHS. CESA #1 was thrilled with the progress and began working with Andrew on Career Pathways that are offered at the school. Andrew is currently leading the ACP Committee through Career Pathway development to provide awareness of various career pathways and related courses offered at GHS.

Following the completion of the Career Pathways development, Andrew and David will lead the ACP Committee through updating the district ACP Planning Guide to accurately reflect the changes that have taken place, update the Labor Market Analysis and District Implementation goals, and outline the ACP Curriculum, Support, and Services.

### **ATTACHMENTS:**

- [Germantown High School APC Update Presentation](#)
- [2022-23 ACP Scorecard](#)
- [9th Grade Preview](#)
- [10th Grade Preview](#)
- [11th Grade Preview](#)
- [12th Grade Preview](#)

- [Germantown High School-Company Partnership](#)
- [Graduate Portfolio](#)
- [Resume Template](#)
- [ACP 10/5 Xello Activities](#)
- [Career Pathways](#)

**RECOMMENDATION:**

None - Informational Only



# **Germantown High School ACP Update**

David Smith & Andrew Rooney



# ACP Overview

- Prior Goals
  - Increased ACP Engagement
  - Real-World Experiences in Classrooms
  - Improved College and Career Readiness



# Increased Engagement

Xello

- Total Student Logins:
  - 2021-22: **5,266**
  - 2022-23: **6,488** \*As of 1/16/23
- Four Specific Lessons per Grade
  - 9th Grade: Personality Styles Assessment, Exploring Career Factors, Getting Experience, Study Skills and Habits
  - 10th Grade: Work Values, Careers/Lifestyle Costs, Workplace Skills/Attitude, Program Prospects
  - 11th Grade: Choosing a College, Career Demand, Entrepreneurship Skills, Work/Life Balance
  - 12th Grade: Career Backup Plans, Job Interviews, Defining Success, Career Path Choices

# Increased Engagement

- Access via GHS website:
  - Grade Level Previews, Graduate Portfolio, Common App shortcut, Resume Template, Financial Aid/Scholarship Information, etc.

## 9th Grade Germantown

### ACP Preview



		Semester 1	Semester 2
Grade 9	English	English 9	English 9
	Mathematics	Math (choice)	Math (choice)
	Science	Science (choice)	Science (choice)
	Social Studies	American History	American History
	Health/Phys Ed	Health	Phys Ed
	Elective	Elective	Elective
	Elective/Study Hall	Elective/Study Hall	Elective/Study Hall

#### Xello Activities

- About Me
- Personality Styles Assessment
- Exploring Career Factors
- Gaining Experience
- Study Skills and Habits

#### ACP Lessons

- Club/Extracurricular Fair
- Counselors' Freshman Presentation
- The Habit Loop
- Begin Course Scheduling
- Career Clusters Survey

#### Graduate Profile Additions

- ☐ Personality Types/Strengths
- ☐ Career Priority Rank
- ☐ Extracurricular Involvement

#### Assessments

- Pre-ACT

## 10th Grade Germantown

### ACP Preview



		Semester 1	Semester 2
Grade 10	English	English 10	English 10
	Mathematics	Math (choice)	Math (choice)
	Science	Science (choice)	Science (choice)
	Social Studies	World History	World History
	Health/Phys Ed	Phys Ed (choice)	Elective
	Elective	Elective	Elective
	Elective/Study Hall	Elective/Study Hall	Elective/Study Hall

#### Xello Activities

- Learning Styles Lab
- Work Values
- Career and Lifestyle Costs
- Workplace Skills and Attitudes
- Program Prospects

#### ACP Lessons

- Club/Extracurricular Fair
- Embrace Failure
- Begin Course Scheduling
- Hawk Talk

#### Graduate Profile Additions

- ☐ Top 3 Career Clusters
- ☐ Career Clusters Relevant Coursework
- ☐ Career Priority Rank Revisions
- ☐ Extracurricular Involvement

#### Assessments

- Pre-ACT
- AP Testing

#### Artifacts

- Xello Documentation
- Graduate Portfolio

Firstname Lastname

EmailAddress@email.com · LinkedIn Profile Link

#### EDUCATION

Name of University Expected Graduation Date

Degree:

Major:

GPA: typically only include GPA if it is above a 3.0-4.0

#### RELEVANT COURSEWORK

If a position requires particular "hard skills" we encourage including a "Relevant Coursework" section to highlight any classes which taught you required software, programming languages, relevant skills, etc.

Example: Business Analytics I, Programming Basics, and Intermediate Excel

#### EXPERIENCE

Organization Name City, State (optional)

Position Title Start Date – Present

• Include 2-4 bullet points for each position with examples of the impact you had in this role

• Avoid stating basic responsibilities of the position as you want to highlight how you went above and beyond the expectations to positively impact the organization

• We recommend the popular "X-Y-Z" bullet point format: "Accomplished X as measured by Y by doing Z"

• Example: Grew customer base by 17% by implementing a new referral program

Organization Name City, State (optional)

Position Title Start Date – End Date

• List all experience in reverse chronological order

#### LEADERSHIP/INVOLVEMENT

Student Organization City, State (optional)

Leadership Position Title Start Date – End Date

• Just like your experience section, include bullet points for positions you held in student organizations

• How did you improve the organization while you held the position?

Volunteer Organization City, State (optional)

Volunteer Role Start Date – End Date

• Include information on any volunteer experience you have

#### AWARDS/ACHIEVEMENTS (optional)

• Include any scholarships, academic awards, case competitions you've won, etc.

• If it's taking up space, make sure it's relevant to the position

#### ACTIVITIES & INTERESTS (optional)

• Activities: This is an opportunity to include other clubs/activities you've involved in that may not be relevant enough to warrant space in the "Leadership" section. For example: intramurals, "just for fun" clubs, etc.

• Interests: Some candidates like to include some of their hobbies and interests. This is not required but could be a fun way to connect with an interviewer or recruiter to "break the ice" and show your personality

#### Other tips

- If you're submitting online:
  - Submit as a PDF document to avoid issues with formatting
  - Make sure to save the PDF file with a professional title such as "Name - Resume"
  - Include your LinkedIn link if appropriate

- Customize every resume you submit to the job/company you're applying to
  - Match the experience and bullet points you include to the skills that come up most in the job description



# Increased Engagement

## Edficiency

- 4,464 Total Sessions
  - 27 Clubs/Extracurricular
  - 26 Different College/University Visits
  - 22 Different Classes with Review Sessions
- 45,826 Total Student Requests





## Community Partnership Expansion

- Chemistry classes currently working with Gehl Foods and JW Speaker
- Developing a partnership with Felins, set to begin in May of this year. Will include getting our students to think critically about a wide array of topics.
- Career Speaker series has included visits from Northwestern Mutual and two different military speakers.
- In the process of securing several other unique speakers for the second semester.
- Over 100 students attended the Washington County Career Expo in October and we continue to explore ways to get students real-world exposure and experience.



## Career Tracts/Pathways

- David and I had a meeting with CESA 1 to talk about our future plans and they were incredibly impressed with our work and the growth of the GSD ACP Program.
- One of the primary goals of our ACP Program is to begin using “Pathways” as a way to show students the specific steps needed to work towards certain careers.
- Notably, this will show the specific courses offered at GHS that align with certain careers, or pathways.
- See example on the next slide which shows our progress towards this goal

<div>  <div> <h1>Architecture/Construction Career Pathway</h1> <h2>at Germantown High School</h2> <h3>Your Academic and Career Plan (ACP) for this career pathway starts here...</h3> <p>Use this page to figure out which classes and activities you will take to prepare for this career pathway. Record your plan in XELLO.</p> </div> <div>  </div> </div>		
Career and Technical Education Courses	<ul style="list-style-type: none"> <li>Architectural Drafting &amp; Design</li> <li>PLTW - Civil Engineering &amp; Architecture</li> <li>PLTW - Introduction to Engineering Design</li> <li>PLTW - Principles of Engineering</li> <li>Interior Design</li> <li>Building Construction</li> </ul>	Start creating your professional network through <b>CAREER EXPLORATION PROGRAMS</b> . Record your experiences in XELLO.
Other Recommended Courses	<ul style="list-style-type: none"> <li>Geometry</li> <li>Advanced Algebra</li> <li>Pre-Calculus</li> <li>Calculus AB/BC</li> <li>Calculus III</li> <li>Physics / AP Physics</li> <li>PLTW - Environmental Sustainability</li> <li>Environmental Science</li> <li>Composition for College</li> <li>AP English Language</li> <li>Argumentation &amp; Persuasion</li> <li>Investigations</li> <li>Drawing</li> <li>Advanced Drawing</li> <li>AP Art &amp; Design</li> </ul>	<u>State:</u> <ul style="list-style-type: none"> <li>Wisconsin Builders Association</li> </ul> <u>Regional:</u> <ul style="list-style-type: none"> <li>Manufacturing and Trade Career Expo</li> </ul> <u>Local:</u> <ul style="list-style-type: none"> <li></li> </ul>
Career and Technical Student Organization	<ul style="list-style-type: none"> <li>SkillsUSA</li> <li>PLTW 'Project Lead The Way'</li> </ul>	
Work-Based Learning Options	<ul style="list-style-type: none"> <li>Youth Apprenticeship</li> </ul>	
Industry Recognized Credential Options  <i>Italics = must be 18 years old to obtain</i>	Design Pre-Construction	General Construction Skilled Trades
	OSHA 10	
College Credit Opportunities	College Courses Offered at Your High School	
	Transcribed Credit <ul style="list-style-type: none"> <li>3 College credits with a B or higher and score of 7 or higher on year end exam (PLTW CFA)</li> </ul>	
You can find the list of		



## Next Steps

- Continued engagement with Xello
- Expanding community partnerships
- Additional Career Pathways

# Germantown High School '22-'23 ACP Scorecard



Germantown High School provides students with a variety of educational paths to promote interests and self-discovery. We Empower and Inspire Every Student to Success

**Total 9-12 Enrollment:**

## XELLO Engagement

Xello 2022-23 Logins									
	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March.	Apr.	May
Unique	300	1125	1066	257					
Total	574	2947	2565	344					

Xello Data 2022-23 Seniors			
	Colleges	Majors	Careers
Students	109	57	314
Unique	197	141	474
Total	391	175	2,779

### Career and Technical Student Organizations

-DECA (52)  
-FBLA (99)  
-HOSA (61)  
-SkillsUSA (25)

### Service Based Organizations

-Best Buddies (52)  
-Environmental Club (122)  
-Key Club (202)  
-Peers 4 Peers (36)

### Leadership Based Clubs

-Black Student Union (46)  
-DECA (52)  
-FBLA (99)  
-NHS (183)  
-Student Council (47)

Student Engagement							
	CTE Enrollment	Dual Enrollment	Youth Apprenticeship	GPS Enrollment	AP Tests Administered	Class ACT Composite	Extracurricular Involvement
2022-23							

Certifications Earned: #

Classes Involved in Company Based Projects: Chemistry (*JW Speaker & Gehl*),

# 9th Grade Germantown



## ACP Preview

		Semester 1	Semester 2
<b>Grade 9</b>	English	English 9	English 9
	Mathematics	Math (choice)	Math (choice)
	Science	Science (choice)	Science (choice)
	Social Studies	American History	American History
	Health/Phy Ed	Health	Phy Ed
	Elective	Elective	Elective
	Elective/Study Hall	Elective/Study Hall	Elective/Study Hall

### Xello Activities

- About Me
- Personality Styles Assessment
- Exploring Career Factors
- Getting Experience
- Study Skills and Habits

### ACP Lessons

- Club/Extracurricular Fair
- Counselors' Freshman Presentation
- The Habit Loop
- Begin Course Scheduling
- Career Clusters Survey

### Graduate Profile Additions

- ☐ Personality Types/Strengths
- ☐ Career Priority Rank
- ☐ Extracurricular Involvement

### Artifacts

- Xello Documentation
- Graduate Portfolio
- Career Clusters Research

### Assessments

- Pre-ACT

# 10th Grade Germantown



## ACP Preview

		Semester 1	Semester 2
<b>Grade 10</b>	English	English 10	English 10
	Mathematics	Math (choice)	Math (choice)
	Science	Science (choice)	Science (choice)
	Social Studies	World History	World History
	Health/Phy Ed	Phy Ed (choice)	Elective
	Elective	Elective	Elective
	Elective/Study Hall	Elective/Study Hall	Elective/Study Hall

### Xello Activities

- Learning Styles Lab
- Work Values
- Career and Lifestyle Costs
- Workplace Skills and Attitudes
- Program Prospects

### ACP Lessons

- Club/Extracurricular Fair
- Embrace Failure
- Begin Course Scheduling
- Hawk Talk

### Graduate Profile Additions

- ☐ Top 3 Career Clusters
- ☐ Career Clusters Relevant Coursework
- ☐ Career Priority Rank Revisions
- ☐ Extracurricular Involvement

### Artifacts

- Xello Documentation
- Graduate Portfolio

### Assessments

- Pre-ACT
- AP Testing

# 11th Grade Germantown



## ACP Preview

		Semester 1	Semester 2
<b>Grade 11</b>	English	English (choice)	English (choice)
	Mathematics	Math (choice)	Math (choice)
	Science	Science (choice)	Science (choice)
	Social Studies	Social Studies (choice)	Social Studies (choice)
	Health/Phy Ed	Phy Ed (choice)	Personal Financial Literacy/Elective (PFL must be taken juniors or senior year)
	Elective	Elective	Elective
	Elective/Study Hall	Elective/Study Hall	Elective/Study Hall

### Xello Activities

- Choosing a College
- Career Demand
- Entrepreneurial Skills
- Work/Life Balance
- About Me–Skills

### ACP Lessons

- Club/Extracurricular Fair
- Junior Meeting with Counselors
- The Mindset Initiative
- Begin Course Scheduling
- Career Fair

### Graduate Profile Additions

- ☐ Career Priority Rank Revisions
- ☐ Post-Secondary Plans
- ☐ Extracurricular Involvement
- ☐ Certifications Attained

### Artifacts

- Xello Documentation
- Graduate Portfolio

### Assessments

- ACT
- SAT
- AP Testing

# 12th Grade Germantown



## ACP Preview

		Semester 1	Semester 2
<b>Grade 12</b>	English	English (choice)	English (choice)
	Mathematics	Elective	Elective
	Science	Elective	Elective
	Social Studies	Elective	Elective
	Health/Phy Ed	Elective	Personal Financial Literacy/Elective (PFL must be taken juniors or senior year)
	Elective	Elective	Elective
	Elective/Study Hall	Elective/Study Hall	Elective/Study Hall

### Xello Activities

- Career Backup Plans
- Job Interviews
- Defining Success
- Career Path Choices

### ACP Lessons

- Club/Extracurricular Fair
- Senior Meeting with Counselors
- Leading Change
- Career Fair

### Graduate Profile Additions

- ☐ Career Priority Rank Revisions
- ☐ Future Plans
- ☐ Extracurricular Involvement
- ☐ Certifications Attained
- ☐ Additional Information


### Artifacts

- Resume
- Cover Letter
- LinkedIn
- Graduate Portfolio
- Philosophy of Leadership

### Assessments

- ACT
- SAT
- AP Testing

# Germantown High School — Company Partnership

	
<ul style="list-style-type: none"> <li>• Classes to Engage With               <ul style="list-style-type: none"> <li>○ Robotics and Mechanics</li> <li>○ Technology Experience</li> <li>○ PLTW-IED</li> <li>○ PLTW-CEA</li> <li>○ PLTW-POE</li> <li>○ Advanced Photography</li> <li>○ Graphic Design</li> <li>○ AP Calc (After AP Test)</li> <li>○ AP Stats (After AP Test)</li> <li>○ Marketing Principles</li> <li>○ Introduction to Business and Marketing</li> </ul> </li> <li>• Engage students with Facility Tour of <u>company</u></li> <li>• Host employees of <u>company</u> at Germantown for Career Fair with 11th &amp; 12th Graders</li> <li>• Provide access to resumes of graduating seniors interested in this field</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Projects aligned with course curriculum               <ul style="list-style-type: none"> <li>○ Minimum Two unique projects per class section</li> </ul> </li> <li>• Host students for facility tour and Q&amp;A with employees</li> <li>• Engagement at Germantown Career Fair               <ul style="list-style-type: none"> <li>○ Date: TBD</li> </ul> </li> <li>• Mentorship Commitment from employees to assist students with project deliverables               <ul style="list-style-type: none"> <li>○ Time will vary based upon employee availability</li> <li>○ Can be virtual and/or in-person</li> </ul> </li> <li>•</li> </ul>

Help students develop the following skills:

- Organization
- Time Management
- Goal Setting/Prioritization
- Professional Communication (Verbal/Written)
- Problem Solving
- Various Industry Specific Skills

4-Week Project	6-Week Project	8-Week Project
<b>Week 1</b> <ul style="list-style-type: none"> <li>• Team Formation</li> <li>• Project Statement Provided</li> </ul>	<b>Week 1</b> <ul style="list-style-type: none"> <li>• Team Formation</li> <li>• Project Statement Provided</li> </ul>	<b>Week 1</b> <ul style="list-style-type: none"> <li>• Team Formation</li> <li>• Project Statement Provided</li> </ul>

<ul style="list-style-type: none"> <li>• <u>Mentor Meeting</u> (Introductions, Project Background)</li> <li>• Initial Research</li> <li>• Brainstorm Solutions</li> </ul> <p><b>Week 2</b></p> <ul style="list-style-type: none"> <li>• Identify Final Solution</li> <li>• Initial drawings/development</li> <li>• Daily feedback from teacher</li> </ul> <p><b>Week 3</b></p> <ul style="list-style-type: none"> <li>• Continue Solution Development</li> <li>• Identify challenges/failures with solution</li> <li>• Develop next steps</li> <li>• Daily feedback from teacher</li> </ul> <p><b>Week 4</b></p> <ul style="list-style-type: none"> <li>• Complete Solution</li> <li>• Present to teacher</li> <li>• <u>Informal presentation to mentor/additional employees</u> <ul style="list-style-type: none"> <li>○ Team Introduction</li> <li>○ Summarize Problem Statement</li> <li>○ Details steps taken to solve problem</li> <li>○ Explain decision making process</li> <li>○ Detailed overview of solution (includes Why it is the best solution)</li> <li>○ Next steps for implementation of ideas</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <u>Mentor Meeting</u> (Introductions, Project Background)</li> <li>• Initial Research</li> <li>• Brainstorm Solutions</li> </ul> <p><b>Week 2</b></p> <ul style="list-style-type: none"> <li>• Identify Final Solution</li> <li>• Initial drawings/development</li> <li>• Daily feedback from teacher</li> </ul> <p><b>Week 3</b></p> <ul style="list-style-type: none"> <li>• Continue Final Solution</li> <li>• <u>Mentor Meeting to get feedback on progress/address change</u></li> <li>• Daily feedback from teacher</li> </ul> <p><b>Week 4</b></p> <ul style="list-style-type: none"> <li>• Continue Final Solution</li> <li>• Daily feedback from teacher</li> <li>• Feedback from other groups/teams in class</li> </ul> <p><b>Week 5</b></p> <ul style="list-style-type: none"> <li>• Continue Final Solution</li> <li>• Daily feedback from teacher</li> <li>• Begin working on Final Presentation</li> </ul> <p><b>Week 6</b></p> <ul style="list-style-type: none"> <li>• Complete Final Solution</li> <li>• Present to teacher</li> <li>• <u>Formal presentation to mentor/additional employees</u> <ul style="list-style-type: none"> <li>○ 6-8 minute presentation</li> <li>○ Team Introduction</li> <li>○ Problem Statement</li> <li>○ Process taken</li> <li>○ Solution Development</li> <li>○ Solution Justification</li> <li>○ Challenges Faced</li> <li>○ Real-World Skills Developed</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <u>Mentor Meeting</u> (Introductions, Project Background)</li> <li>• Initial Research</li> <li>• Brainstorm Solutions</li> </ul> <p><b>Week 2</b></p> <ul style="list-style-type: none"> <li>• Identify and Justify Final Solution</li> <li>• Initial Drawings/Development</li> <li>• Daily feedback from teacher</li> <li>• Goal-Setting for next 6 weeks</li> </ul> <p><b>Week 3</b></p> <ul style="list-style-type: none"> <li>• <u>Progress Review with Mentor</u></li> <li>• Continue Final Solution development</li> <li>• Daily feedback from teacher</li> </ul> <p><b>Week 4</b></p> <ul style="list-style-type: none"> <li>• Continue Final Solution development</li> <li>• Daily feedback from teacher</li> <li>• Peer feedback of work/progress</li> </ul> <p><b>Week 5</b></p> <ul style="list-style-type: none"> <li>• Continue Final Solution development</li> <li>• Daily feedback from teacher</li> </ul> <p><b>Week 6</b></p> <ul style="list-style-type: none"> <li>• <u>Progress Review with Mentor</u></li> <li>• Continue Final Solution Development</li> <li>• Daily feedback from teacher</li> </ul> <p><b>Week 7</b></p> <ul style="list-style-type: none"> <li>• Continue Final Solution development</li> <li>• Begin Final presentation</li> <li>• Daily feedback from teacher</li> </ul> <p><b>Week 8</b></p> <ul style="list-style-type: none"> <li>• Complete Final Solution</li> </ul>
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	<ul style="list-style-type: none"> <li>○ Next steps</li> </ul>	<ul style="list-style-type: none"> <li>● Present to teacher</li> <li>● <u>Formal presentation to mentor/additional employees</u> <ul style="list-style-type: none"> <li>○ 6-10 minute presentation</li> <li>○ Team Introduction</li> <li>○ Problem Statement</li> <li>○ Process taken</li> <li>○ Solution Development</li> <li>○ Solution Justification</li> <li>○ Challenges Faced</li> <li>○ Real-World Skills Developed</li> <li>○ Next steps</li> </ul> </li> </ul>
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# Student Name Graduate Portfolio

Personality	
Type	Strengths
	<ul style="list-style-type: none"><li>•</li><li>•</li><li>•</li><li>•</li></ul>

## Top 3 Career Clusters

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

Related Courses Completed:

- Course you completed—Grade when completed
- 
- 
- 
- 
- 

**Post-Secondary Plans** (check the box that applies)

☐ Work

☐ Military

☐ Apprenticeship

☐ Technical College

☐ 2-/4-Year College

**Extracurricular Involvement:** \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_,

**Career Priority (Rank Below 1-6)**

1. 

Select an Option ▾
2. 

Select an Option ▾
3. 

Select an Option ▾
4. 

Select an Option ▾
5. 

Select an Option ▾
6. 

Select an Option ▾

**Certifications Attained:**

- 

**Future Plans:**

Additional Information		
Resume	Cover Letter	Linkedin

# Firstname Lastname

EmailAddress@email.com • LinkedIn Profile Link

## EDUCATION

Name of University

Expected Graduation Date

Degree:

Major:

GPA: typically only include GPA if it is above a 3.0/4.0

## RELEVANT COURSEWORK

If a position requires particular “hard skills” we encourage including a “Relevant Coursework” section to highlight any classes which taught you required softwares, programming languages, relevant skills, etc.

Example: Business Analytics I, Programming Basics, and Intermediate Excel

## EXPERIENCE

Organization Name

City, State (optional)

Position Title

Start Date – Present

- Include 2-4 bullet points for each position with examples of the impact you had in this role
- Avoid stating basic responsibilities of the position as you want to highlight how **you** went above and beyond the expectations to positively impact the organization
- We recommend the popular “X-Y-Z” bullet point format: “Accomplished X as measured by Y by doing Z”
- Example: Grew customer base by 17% by implementing a new referral program

Organization Name

City, State (optional)

Position Title

Start Date – End Date

- List all experience in reverse chronological order

## LEADERSHIP/INVOLVEMENT

Student Organization

City, State (optional)

Leadership Position Title

Start Date – End Date

- Just like your experience section, include bullet points for positions you held in student organizations
- How did you improve the organization while you held the position?

Volunteer Organization

City, State (optional)

Volunteer Role

Start Date – End Date

- Include information on any volunteer experience you have

## AWARDS/ACHIEVEMENTS (optional)

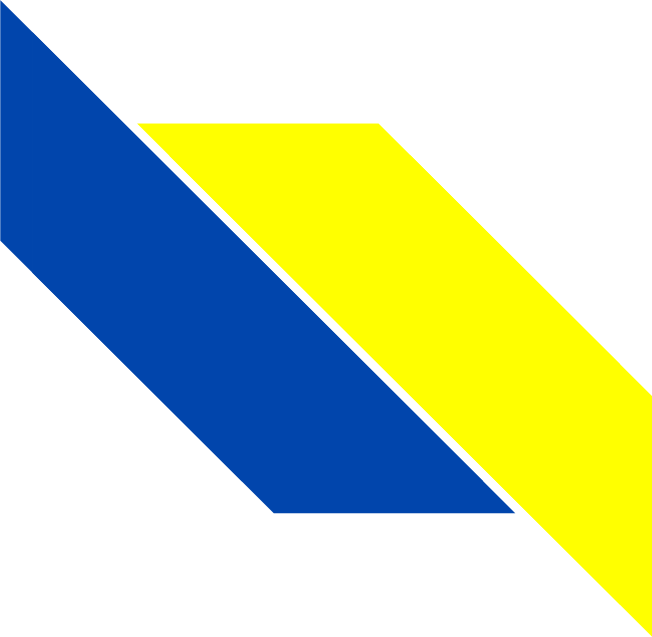
- Include any scholarships, academic awards, case competitions you’ve won, etc.
- If it’s taking up space, make sure it’s relevant to the position

## ACTIVITIES & INTERESTS (optional)

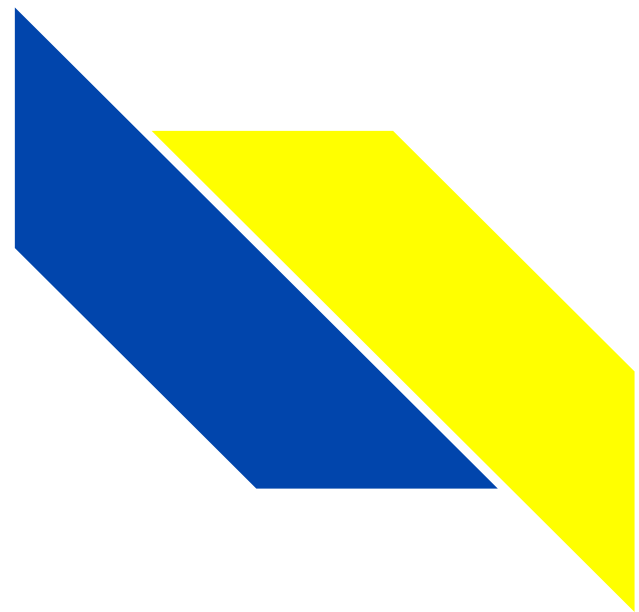
- **Activities:** This is an opportunity to include other clubs/activities you’re involved in that may not be relevant enough to warrant space in the “Leadership” section. For example: intramurals, “just for fun” clubs, etc.
- **Interests:** Some candidates like to include some of their hobbies and interests. This is not required but could be a fun way to connect with an interviewer or recruiter to “break the ice” and show your personality

## Other tips

- If you’re submitting online:
  - Submit as a PDF document to avoid issues with formatting
  - Make sure to save the PDF file with a professional title such as “Name - Resume”
  - Include your LinkedIn link if appropriate
- Customize every resume you submit to the job/company you’re applying to
  - Match the experience and bullet points you include to the skills that come up most in the job description



ACP  
10/5  
Xello  
Activities





# Getting Into Xello

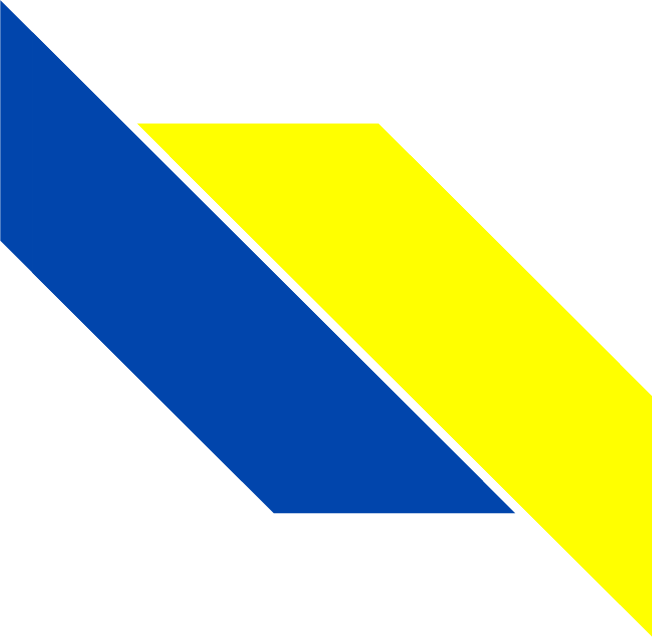
- Directions
  - All students should now log into Xello using your school account
  - Complete the required sections for today

\*Go to the Germantown High School Homepage

\*Select Xello at the top of the page



- 
- [Grade 9](#)
  - [Grade 10](#)
  - [Grade 11](#)
  - [Grade 12](#)
- 




# About Me Sections Grade 9

October 5



# Directions

Complete each of the first three sections under “About Me” to unlock upcoming assessments in your Xello profile. These questions will establish some baseline information on your personality, good career fits, and career/life priorities. This data will combine with future assessments to ensure relevant information and careers are brought to your attention.




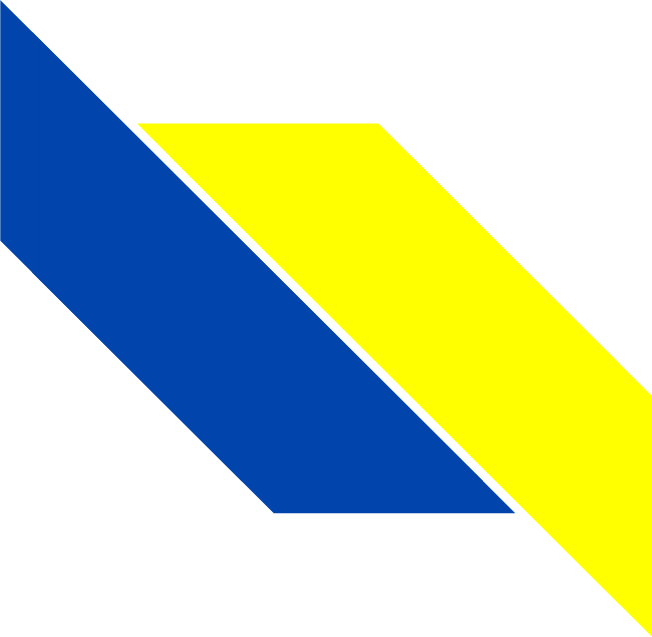


# Sections to Complete

- Matchmaker
  - 39 Questions related to your interests for work
- Personality Styles
  - 28 Questions relate to how you feel about various tasks
- Mission Complete
  - 49 Questions intended to match you to possible careers
- Interests
  - 6 Interests Categories. Select all the interests that apply to you

\*\*Variety of questions where you answer whether you “Like Very Much, Like, Not Sure, Dislike, Dislike Very Much”

- Avoid “Not Sure” as often as possible to ensure accurate results
- 



# Learning Style

## Grade 10

October 5




# Directions

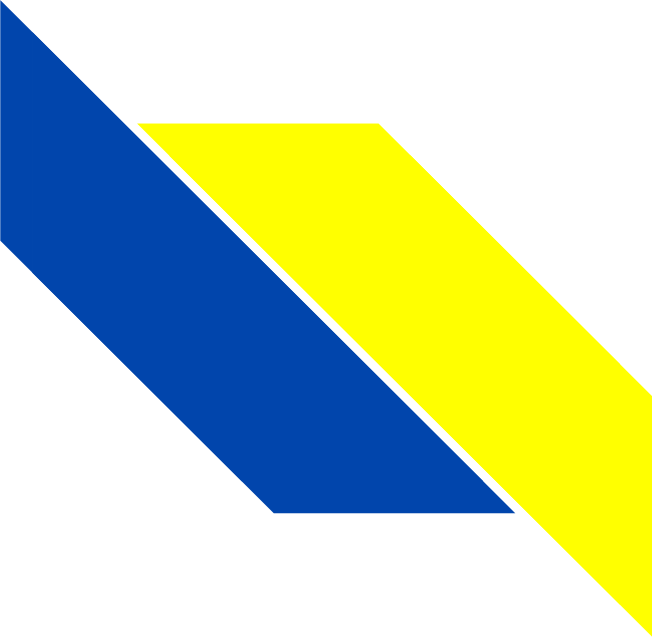
20 Questions assessment to determine what type of learner you are. This will provide a percentage for Tactile, Visual, and Auditory as well as tips for your dominant learning type to help you maximize your learning





# Reflection Questions

- What are things you can do right now to help you retain more information in class?
  - What classes are you in that work best for your learning style? Why?
- 



# Choosing a College Grade 11


October 5



# Directions

**\*\*Must save 3 schools you like before completing this assessment\*\***


Students identify which factors are important to them in a potential postsecondary school, and investigate how a college or university stacks up to their priorities.






# Complete

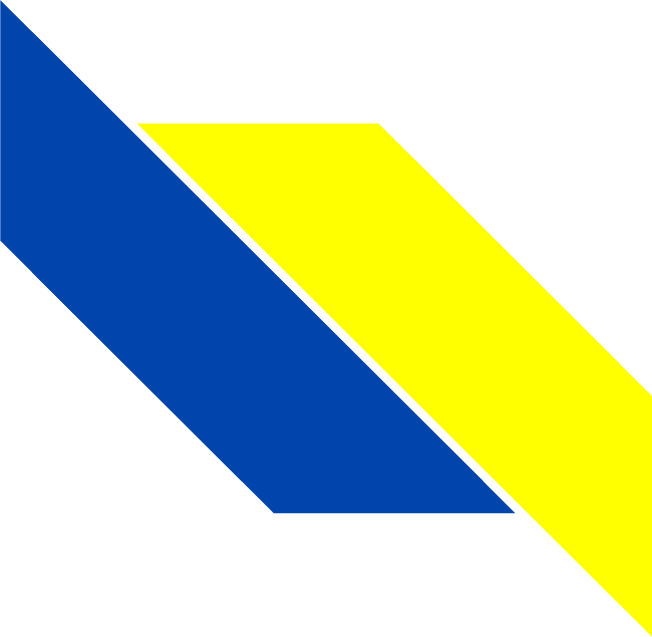
## Sections:

1. What's After High School?
  2. Confidence Boosters
  3. Institution Intuition
  4. Your School Must-Haves
  5. Break It Down
  6. School Exploration
  7. What's Next?
- 



# Reflection Questions

- If you are considering a college, what are your top priorities when selecting the school?
  - What are steps you can take now to give yourself a better chance at attending the school of your choosing?
- 



# Career Backup Plans Grade 12

October 5



# Directions


Students understand the importance of career backup plans, and explore potential backup careers for themselves.






# Complete

## Sections:

1. Vishal's Career Story
  2. Building Skills for Backup Careers
  3. Vishal's Epilogue
  4. Life's an Obstacle Course
  5. Dream Career Contemplation
  6. Explore a Backup Career
  7. Are You Ready?
- 



# Reflection Questions

- What steps can you take now to set yourself up for your future career?
  - What are some backup careers you are interested in and why?
- 



# Architecture & Construction Career Pathway

## Milwaukee 7 Region

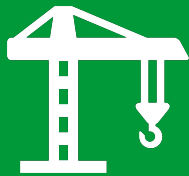
### 2021-2022



**EXPLORE:** Click on the links to find the job titles that seem most interesting to you to learn more! Save any jobs you are interested in from this career pathway in your XELLO account so that you can create an Academic and Career Plan (ACP) later on.

Educational Level May also require work experience	Design/Pre-Construction	General Construction Skilled Trades
High School Diploma, Certification	<p><b>*In the Construction Industry, experience is equally as important as a degree! There are always opportunities to reskill and upskill.</b></p> <p>Many entry level general laborer positions are available in both residential, commercial, road building, and industrial settings.</p> <p><a href="#">Construction Laborer</a> ★ ○   <a href="#">Pre-Apprentice</a>   <a href="#">Supplier Sales</a>   <a href="#">Carpenter Helper</a> ★   <a href="#">Painter</a> ○   <a href="#">Roofer</a> ○</p> <p>Range \$20,900 - \$74,700</p>	
Certification or Technical Diploma	<p><a href="#">Appliance Technician</a> ★  <a href="#">Landscape Technician</a>  <a href="#">HVAC Service Technician</a> ○ ★  <a href="#">Retail/Design Consultant</a></p> <p>Range \$16,900 - \$89,000</p>	<p><a href="#">Cabinet Maker</a>  <a href="#">Bricklayer</a> ○ ★  <a href="#">Boiler Operator</a>  <a href="#">Rough Carpenter</a> ★  <a href="#">Tile Setter</a> ★</p> <p>Range \$24,200 - \$82,400</p>
Registered Apprenticeship	<p><a href="#">Concrete Finisher</a> ★   <a href="#">Electrician</a> ○   <a href="#">Plumber</a> ○ ★  <a href="#">Operating Engineer</a> ★ ○   <a href="#">Sheet Metal Worker</a> ○</p>	<p><a href="#">Steamfitter</a> ★ ○   <a href="#">Boilermaker</a> ○   <a href="#">Iron Worker</a> ○   <a href="#">Carpenter</a> ○ ★  <a href="#">Pipefitter</a> ★   <a href="#">Crew Leader/Foreman</a> ★   <a href="#">Superintendent</a> ★</p> <p>Range \$19,200 - \$152,000</p>
Associate Degree	<p><a href="#">Drafting Design Technician</a>  <a href="#">Surveyor</a>  <a href="#">Interior Designer</a> ○  <a href="#">Landscape Architect</a> ○</p> <p>Range \$19,200 - \$78,600</p>	<p><a href="#">Project Manager</a> ★  <a href="#">Assistant Construction Manager</a> ★  <a href="#">Cost Estimator</a> ★</p> <p>Range \$37,000 - \$169,000</p>
Bachelor Degree and beyond	<p><a href="#">Architect</a> ○  <a href="#">Civil Engineer</a> ○  <a href="#">Landscape Architect</a> ○</p> <p>Range \$29,700 - \$111,100</p>	<p><a href="#">Safety Manager</a>  <a href="#">Project Engineer</a> ★  <a href="#">Construction Manager</a> ★ ○  <a href="#">Company Owner</a></p> <p>Range \$28,500 - \$336,000</p>
Postsecondary Options	Click <a href="#">HERE</a> for Postsecondary Options	Click <a href="#">HERE</a> for Postsecondary Options

★ **BRIGHT OUTLOOK** = these jobs are expected to grow in the future – which means more opportunities for you!  
○ **XELLO** = you can learn more and save this job in your Xello account (note: some job titles might look a little different in Xello)





# Architecture & Construction Career Pathway In High School



**A career pathway in high school must include:**

- A sequence of courses (including at least 2 CTE courses)
- Two of the following components: *Career and Technical Student Organization, Work-based Learning, Industry Recognized Credential, College Credit Opportunity*

Career and Technical Education Courses	Must include a sequence of at least TWO Career and Technical Education courses. Should align with Education Building Blocks for the pathway: <ul style="list-style-type: none"><li>•</li><li>•</li><li>•</li></ul>		<b>Career Exploration Programs</b>  State: <ul style="list-style-type: none"><li>• <a href="#">We Build Wisconsin</a></li></ul> Regional: <ul style="list-style-type: none"><li>• <a href="#">WRTP Big Step Youth Programs</a></li><li>• <a href="#">MBA Building Trades Career Day</a></li><li>• <a href="#">Building to Learn</a></li><li>• <a href="#">ACE Mentor Program</a></li></ul> Local: <ul style="list-style-type: none"><li>•</li><li>•</li></ul>
Additional Employer Recommended Courses	Should align with <a href="#">Education Building Blocks</a> for this pathway: <ul style="list-style-type: none"><li>•</li><li>•</li></ul>		
Career and Technical Student Organization	<a href="#">Skills USA</a>		
Work-Based Learning Program Options	<ul style="list-style-type: none"><li>• <a href="#">Employability Skills</a> (90 hrs)</li><li>• <a href="#">State Skill Standards Co-Op-Construction</a> (480 hrs/1 year)</li><li>• <a href="#">Youth Apprenticeship- Architecture and Construction</a> (450 hrs/year; 1-2 years)</li><li>• Local Work-based Learning Programs that meet <a href="#">state quality requirements</a></li></ul>		
	Design Pre-Construction	General Construction Skilled Trades	
Industry Recognized Credential Options Learn the skills that employers want to see!  <i>Italics = must be 18 years old to obtain</i>  <i><a href="#">*This certification is eligible for reimbursement through the technical incentive grant</a></i>	<div><div><a href="#">OSHA 10</a> <a href="#">Wisconsin Drivers License</a></div><div><ul style="list-style-type: none"><li>• <a href="#">North American Technician Excellence (NATE): HVAC Support Technician*</a></li><li>• <a href="#">Multi-Craft Core Curriculum*</a></li></ul></div><div><ul style="list-style-type: none"><li>• <a href="#">National Center for Construction Education &amp; Research (NCCER)*</a></li><li>• <a href="#">Career Connections/Level 3*</a></li><li>• <a href="#">Woodwork Career Alliance: Sawblade*</a></li></ul></div></div>		
College Credit Opportunities	You can find the list of college credit opportunities included in the postsecondary options for this pathway <a href="#">HERE</a> .		

		<h1>Architecture/Construction Career Pathway</h1> <h2>at Germantown High School</h2> <h3>Your Academic and Career Plan (ACP) for this career pathway starts here...</h3> <p>Use this page to figure out which classes and activities you will take to prepare for this career pathway. Record your plan in XELLO.</p>			
Career and Technical Education Courses		<ul style="list-style-type: none"><li>Architectural Drafting &amp; Design</li><li>PLTW - Civil Engineering &amp; Architecture</li><li>PLTW - Introduction to Engineering Design</li><li>PLTW - Principles of Engineering</li><li>Interior Design</li><li>Building Construction</li></ul>		Start creating your professional network through <b>CAREER EXPLORATION PROGRAMS</b> . Record your experiences in XELLO.	
Other Recommended Courses		<ul style="list-style-type: none"><li>Geometry</li><li>Advanced Algebra</li><li>Pre-Calculus</li><li>Calculus AB/BC</li><li>Calculus III</li><li>Physics / AP Physics</li><li>PLTW - Environmental Sustainability</li><li>Environmental Science</li><li>Composition for College</li><li>AP English Language</li><li>Argumentation &amp; Persuasion</li><li>Investigations</li><li>Drawing</li><li>Advanced Drawing</li><li>AP Art &amp; Design</li></ul>		<p><u>State:</u></p> <ul style="list-style-type: none"><li>Wisconsin Builders Association</li></ul> <p><u>Regional:</u></p> <ul style="list-style-type: none"><li>Manufacturing and Trade Career Expo</li></ul> <p><u>Local:</u></p> <ul style="list-style-type: none"><li></li></ul>	
Career and Technical Student Organization		<ul style="list-style-type: none"><li>SkillsUSA</li><li>PLTW 'Project Lead The Way'</li></ul>			
Work-Based Learning Options		<ul style="list-style-type: none"><li>Youth Apprenticeship</li></ul>			
<p>Industry Recognized Credential Options</p> <p><i>Italics = must be 18 years old to obtain</i></p>		Design Pre-Construction		General Construction Skilled Trades	
		OSHA 10			
<p>College Credit Opportunities</p> <p>You can find the list of college credit opportunities in the</p>		College Courses Offered at Your High School			
		Transcripted Credit <ul style="list-style-type: none"><li>3 College credits with a B or higher and score of 7 or higher on year end exam (PLTW CEA)</li></ul>			

## **GERMANTOWN SCHOOL DISTRICT**

**TO:** Board of Education

**TOPIC:** 4K Satisfaction Report

**FROM:** Jake Misiak

**BOARD MEETING:** January 23, 2023

**DATE:** January 19, 2023

**AGENDA ITEM:** III. D.

### **BACKGROUND:**

The following update is to provide the Board of Education with information obtained from a satisfaction survey related to the inaugural year of 4K in the Germantown School District. In November, a survey was provided to parents to collect information to monitor the implementation of the 4K program. A highlight of the survey was 100% of the parents who responded to the survey indicated that they were likely or very likely to recommend the Germantown 4K program.

### **ATTACHMENTS:**

[4K Satisfaction Survey Results Presentation](#)

4K Satisfaction Survey Results

### **RECOMMENDATION:**

None - Informational Only

# 4K Winter Update

January, 2023



# **4K - Staff**



**Amy Heller & Rachel Stallings - Amy Belle**

**Beth Lassiter & Kathy Simonis - MacArthur**

**Anne Beres & Amy Basse - County Line**

**Cullin Mohn - Rockfield**

# 4K - Year at a Glance



Play Based 4K Themes			
<b>September</b>	Making Friends	<b>February</b>	Kindness Counts
<b>October/November</b>	Awesome Autumn	<b>March</b>	I Am A Reader
<b>November</b>	Family	<b>April</b>	Super Spring
<b>December</b>	Holidays and Family Traditions	<b>May/June</b>	Look at Me Grow
<b>January</b>	Wonderful Winter		

# 4K - Parent Satisfaction Survey Results

November Survey	
To what degree are you satisfied with the structure of the Ready Set Go Conferences?	<b>98%</b> Satisfied / Very Satisfied
To what degree are you satisfied with the outreach activities provided by our 4K Program?	<b>96%</b> Satisfied / Very Satisfied
To what degree are you satisfied with the structure and content provided during the October Conferences?	<b>99%</b> Satisfied / Very Satisfied
How likely would you be to recommend the Germantown 4K to prospective families?	<b>100%</b> Likely / Very Like

# **4K - Registration**



January 24th

4K Family Information Nights

#### 4K Satisfaction Survey Results - November 2022

	Very Satisfied	Satisfied	Not Satisfied	Very Unsatisfied
<p>Ready Set Go conferences were held to provide families with the opportunity to meet 4K staff and provide families with the necessary information for the upcoming school year.</p> <p>To what degree are you satisfied with the structure of the Ready Set Go Conferences?</p>	74.5%	23.5%	2%	0%
<p>An element of 4K programs is parent outreach. 4K outreach activities are intended to develop and promote partnerships between families and schools, and to support families in their role as the primary educators of their children.</p> <p>To what degree are you satisfied with the outreach activities provided by our 4K Program?</p>	50%	45.9%	4%	0%
<p>October conferences serve as an initial check-in with families about the progress and successes of 4K students.</p> <p>To what degree are you satisfied with the structure and content provided during the October Conferences?</p>	81.3%	17.7%	0%	1%

	Very Likely	Likely	Unlikely	Very Unlikely
<p>How likely would you be to recommend the Germantown 4K to prospective families?</p>	86.6%	13.4%	0%	0%

## GERMANTOWN SCHOOL DISTRICT

**TO:** Board of Education **TOPIC:** GSD Annual Assessment Report

**FROM:** Jake Misiak  
Director of Teaching and Learning **BOARD MEETING:** January 23, 2023

**DATE:** January 18, 2023 **AGENDA ITEM:** III. E.

### **BACKGROUND:**

The following report is an annual update to the board on the progress of Germantown School District based on student performance on several measures of progress. The report includes multiple years of data to provide reference points for our current level of performance. Data from the ACT, ACT Aspire, Advanced Placement, Forward, and NWEA-MAP are included in the report.

### **ATTACHMENTS:**

[Annual Assessment Report 2023 Presentation](#)

Annual Assessment Report 2023

### **RECOMMENDATION:**

None - Informational Only



# Annual Assessment Report

January, 2023

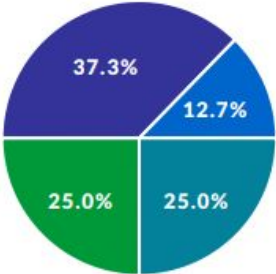
# District - State Report Card



Exceeds Expectations



PRIORITY AREA WEIGHTS

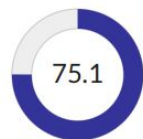


- ACHIEVEMENT
- GROWTH
- TARGET GROUP OUTCOMES
- ON-TRACK TO GRADUATION

	17-18	18-19	20-21	21-22
District Score	79.0 Exceeds Expectations	80.5 Exceeds Expectations	79.2 Exceeds Expectations	77.3 Exceeds Expectations

# District - State Report Card Priority Areas

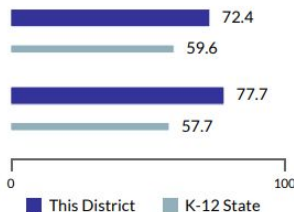
## ACHIEVEMENT



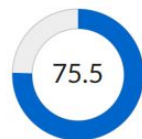
English Language Arts

Mathematics

### Subject Area Scores



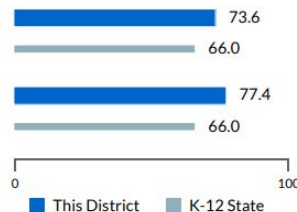
## GROWTH



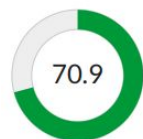
English Language Arts

Mathematics

### Subject Area Scores



## TARGET GROUP OUTCOMES



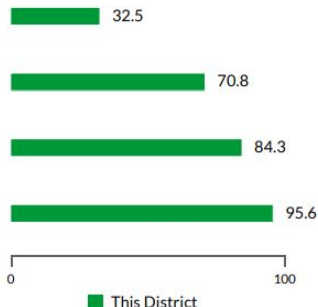
Achievement

Growth

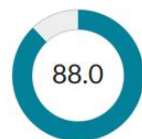
Chronic Absenteeism

Graduation

### Group Scores



## ON-TRACK TO GRADUATION



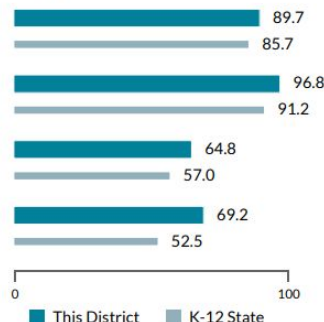
Chronic Absenteeism

Graduation

3rd Grade English Language Arts

8th Grade Mathematics

### Area Scores



# GHS - ACT

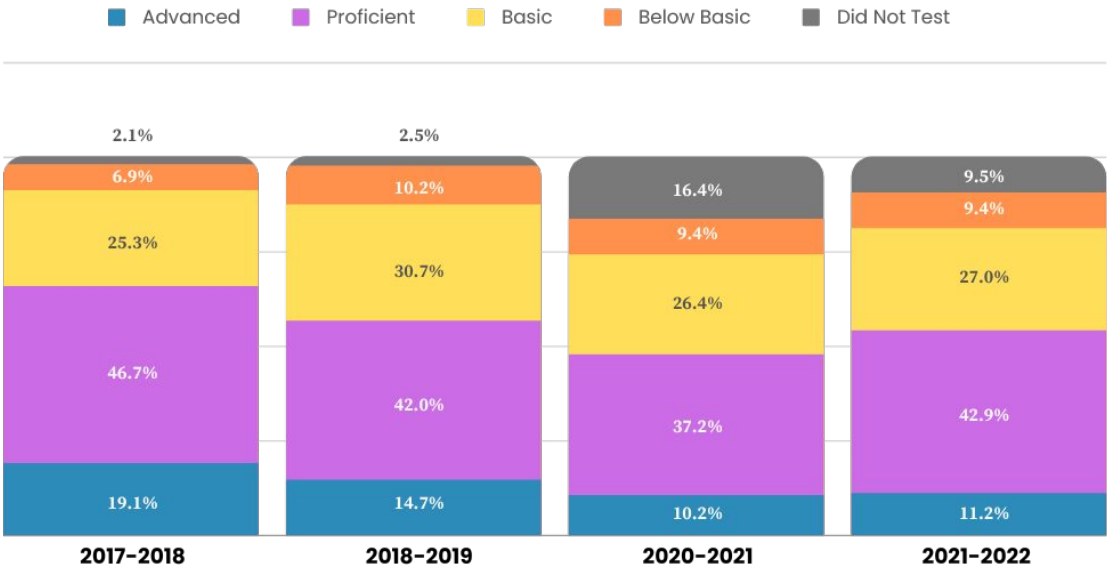
Average ACT Scores By Subject								
Year	English		Mathematics		Reading		Science	
	GHS	State	GHS	State	GHS	State	GHS	State
2021-2022	19.4	18.3	21.7	19.3	21.5	19.7	21.0	19.8
2020-2021	20.5	18.9	21.7	19.9	22.4	20.3	21.9	20.4
2019-2020	21.4	19.1	22.6	19.9	22.9	20.5	22.6	20.3
2018-2019	22.2	19.4	23.2	20.2	23.0	20.4	23.2	20.6
2017-2018	21.9	19.8	22.6	20.3	22.7	20.6	22.8	20.8

# GHS - Advance Placement (AP)

Exam Year	# of Exams	Exam Score					% Passing
		1	2	3	4	5	
2022	539	2%	12%	23%	33%	30%	86%
		9	64	126	177	163	466
2021	622	4%	17%	27%	29%	23%	79%
		26	104	166	180	146	492
2020	762	4%	15%	15%	26%	29%	81%
		28	116	201	222	195	618

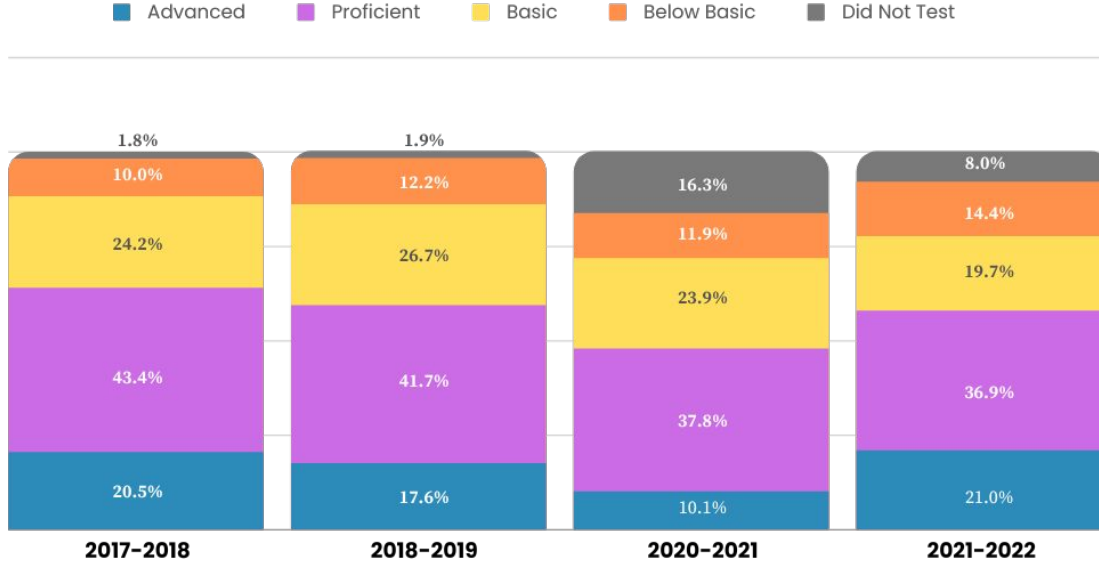
# GHS - ACT Aspire

## ACT Aspire English Language Arts



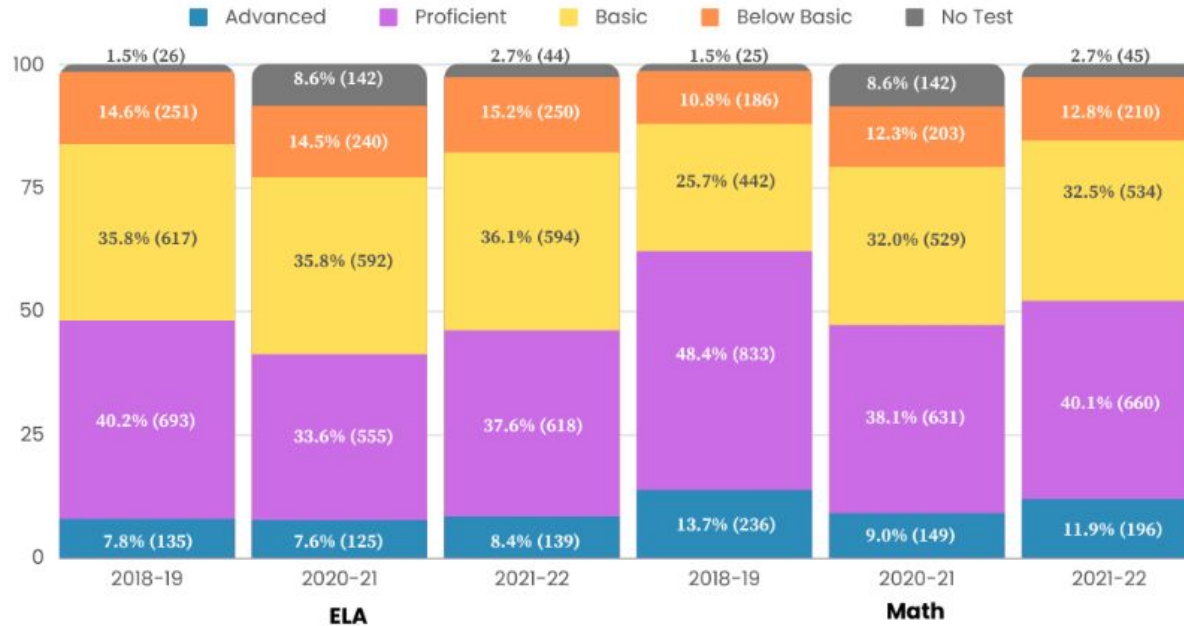
# GHS - ACT Aspire

## ACT Aspire Mathematics



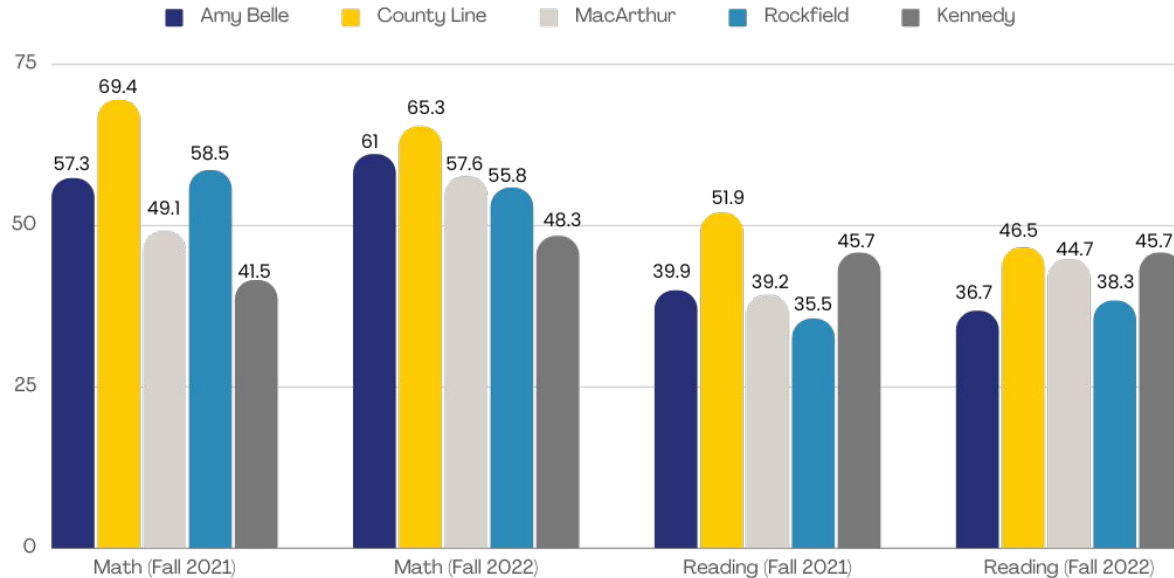
# District - Forward Assessment

## Forward Data District Summary



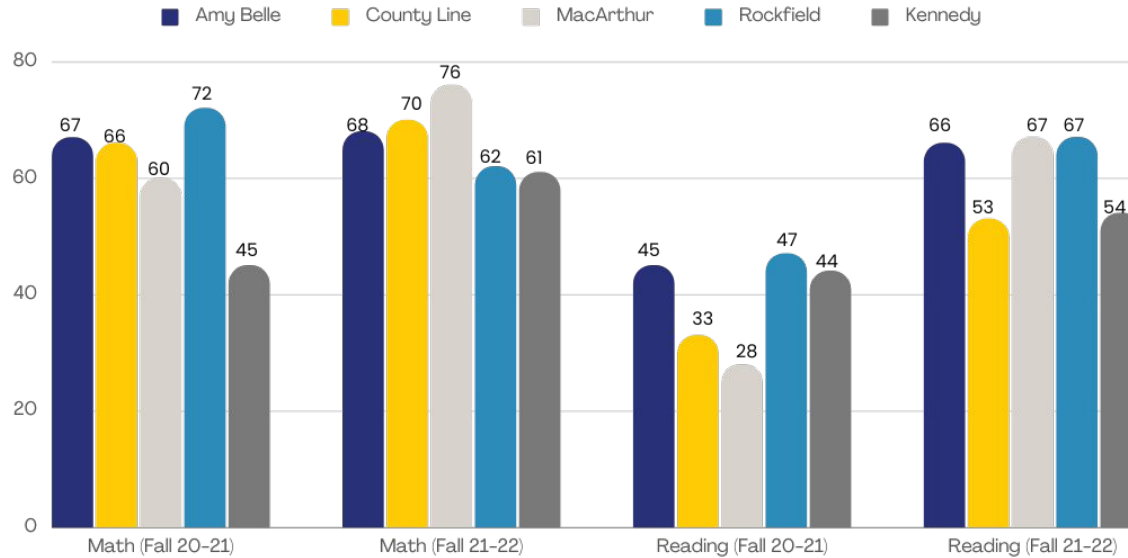
# District - NWEA

## Projected Proficiency



# District - NWEA

## Achievement Growth



**Empower and Inspire  
Every Student to Success**



## **Annual Assessment Report**

January 2023

## Purpose of the Report

The purpose of the annual report is to provide a snapshot of the student performance on indicators of student achievement and growth. Each section of the report includes student performance on the assessment and key information related to the interpretation of the data.

### Table of Contents

- Current Assessments
- State Report Card Scores
- Assessment Snapshot
  - ACT
  - ACT Aspire
  - Advanced Placement
  - Forward
  - NWEA- Map

## Current Assessments

Standardized Assessment	Grade(s) Tested	Purpose for Administration and Resulting Data
<b>Measures of Academic Progress (MAP)</b>	3-8	<i>MAP</i> is administered as a universal screening tool that provides a RIT score for students in reading and math. RIT scores are equal interval measures that allow us to monitor student progress in both achievement and growth within a school year as well as from one grade level to the next.
<b>Wisconsin Forward Exam</b>	3-8, 10	The <i>Wisconsin Forward Exam</i> is designed to measure student proficiency in the understanding and application of standards for English Language Arts and Math. Students in grades 4 and 8 are also assessed in Science, and along with grade 10 in Social Studies, to measure proficiency of our standards.
<b>Dynamic Learning Maps (DLM)</b>	3-11 Select Students	The <i>DLM</i> assessment system is designed for students with severe cognitive disabilities who are determined unable to participate in other assessments established in the state assessment system ( <i>Wisconsin Forward</i> , <i>Aspire</i> , <i>ACT</i> ). This determination is made by the IEP Team annually.
<b>PreACT Secure</b>	9-10	<i>PreACT</i> is designed to provide insights into students' predicted performance on the ACT. <i>PreACT reports includes both academic and career indicators, which are designed to identify strengths and areas for improvement, providing a complete view of a student's college and career readiness. PreACT</i> assesses student readiness in English, Math, Reading, and Science.
<b>ACT</b>	11	The <i>ACT Plus Writing</i> consists of four multiple-choice tests: English, Mathematics, Reading, and Science; and an essay test that measures writing skills.
<b>Assessing Comprehension &amp; Communication in English State-to-State for ELLs (ACCESS)</b>	5K-12 Select Students	<i>ACCESS for ELLs®</i> is designed to measure English language proficiency. It is a large-scale test that addresses the World-Class Instructional Design and Assessment (WIDA) Consortium's English Language Proficiency Standards that form the core of Wisconsin's approach to instructing and testing English language learners.
<b>Cognitive Abilities Test (CogAT)</b>	2	The <i>CogAT</i> is used as a screening tool to assess students' abilities in reasoning and problem solving using verbal, quantitative, and nonverbal (spatial) symbols. <i>CogAT</i> is primarily used to help educators make important instructional decisions, such as talent development identification and programming. Exclusive features such as the Ability Profile Score can be used to expand the educational opportunities of all students.
<b>National Assessment of Educational Progress (NAEP)</b>	Varies State Selected Schools/ Students	The <i>NAEP</i> is the largest nationally representative and continuing assessment of what America's students know and can do in various subject areas. Assessments are conducted periodically in mathematics, reading, science, writing, the arts, civics, economics, geography, U.S. history, and Technology and Engineering Literacy. Selected schools are notified of participation the prior spring. Schools do not receive student results for this assessment.

## State Report Card Scores

The following chart highlights the district's previous four state report cards. State report cards were not produced during the 19-20 school year. The 20-21 state report card included a change to the "Closing Gaps" category. The Closing Gaps category was calculated by taking the overall scoring trends of various demographic groups, and comparing them to the opposite demographic group's performance across the state to determine the extent the district was closing the gap. Starting in 20-21, the category measures the performance of the lowest 25% of students on the prior year's assessment results regardless of demographic. As a result of these changes, it is difficult to compare state report card scores prior to 20-21. State report cards include 4 categories: achievement, growth, target group outcomes, and on-track to graduation. Category calculations can include 3 years of data.

School	17-18	18-19	20-21	21-22
<b>Amy Belle</b>	76.7 Exceeds Expectations	79.2 Exceeds Expectations	84.0 Significantly Exceeds Expectations	81.8 Exceeds Expectations
<b>County Line</b>	88.7 Significantly Exceeds Expectations	85.4 Significantly Exceeds Expectations	83.9 Significantly Exceeds Expectations	81.5 Exceeds Expectations
<b>MacArthur</b>	76.0 Exceeds Expectations	72.5 Meets Expectations	73.1 Exceeds Expectations	75.8 Exceeds Expectations
<b>Rockfield</b>	76.7 Exceeds Expectations	84.1 Significantly Exceeds Expectations	85.6 Significantly Exceeds Expectations	76.9 Exceeds Expectations
<b>KMS</b>	70.2 Meets Expectations	71.8 Meets Expectations	72.3 Exceeds Expectations	72.6 Exceeds Expectations
<b>GHS</b>	81.3 Exceeds Expectations	84.6 Significantly Exceeds Expectations	83.5 Significantly Exceeds Expectations	81.5 Exceeds Expectations
<b>District</b>	79.0 Exceeds Expectations	80.5 Exceeds Expectations	79.2 Exceeds Expectations	77.3 Exceeds Expectations

# Assessment Snapshot

## ACT

The following table provides cohort data for Juniors at Germantown High School. Although our Juniors have performed well in all subject areas and have exceeded the state average, 2021 and 2022 ACT data indicates a decrease in overall performance.

Average Composite Scores		
Year	GHS Average	State Average
2021-2022	21.0	19.4
2020-2021	21.8	20.0
2019-2020	22.5	20.1
2018-2019	23.0	20.3
2017-2018	22.6	20.5

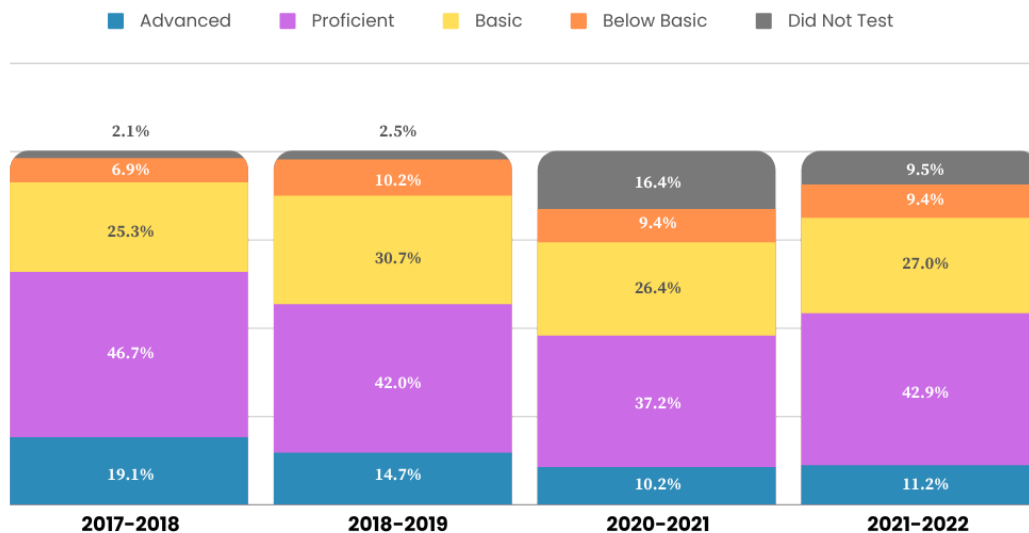
Average ACT Scores By Subject								
Year	English		Mathematics		Reading		Science	
	GHS	State	GHS	State	GHS	State	GHS	State
2021-2022	19.4	18.3	21.7	19.3	21.5	19.7	21.0	19.8
2020-2021	20.5	18.9	21.7	19.9	22.4	20.3	21.9	20.4
2019-2020	21.4	19.1	22.6	19.9	22.9	20.5	22.6	20.3
2018-2019	22.2	19.4	23.2	20.2	23.0	20.4	23.2	20.6
2017-2018	21.9	19.8	22.6	20.3	22.7	20.6	22.8	20.8

## ACT Aspire

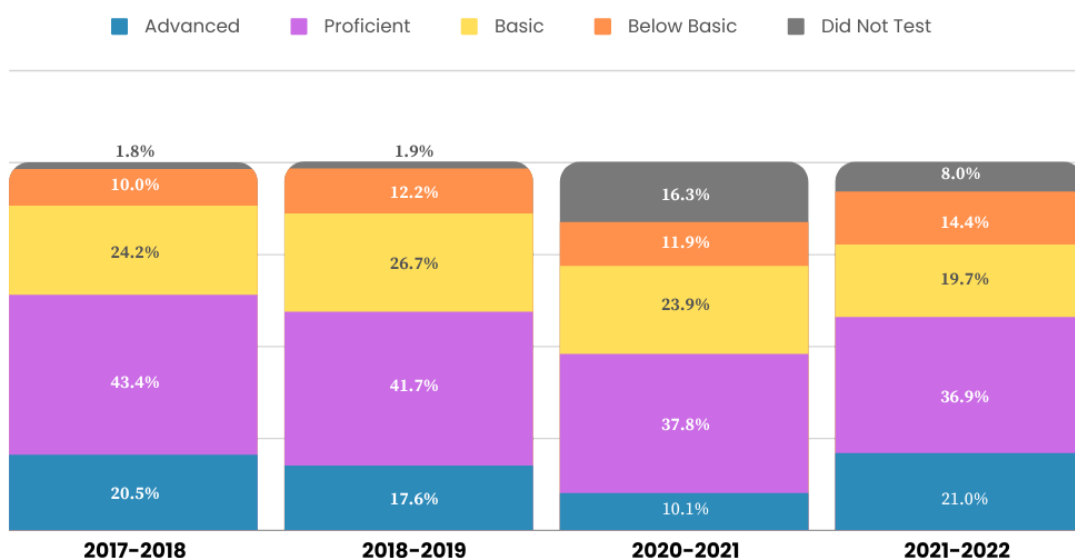
Below are the trends for students in grades 9 and 10 over the last four years. Starting in 2017, data indicated a decrease in overall student performance on the Aspire in both English Language Arts and Math. Data from the 2021-2022 administration of the Aspire Exam indicated an improvement in student performance in both the areas of English Language Arts and Math.

During the 20-21 and 21-22 school years, the number of students who opted out of the assessment increased significantly over previous years..

### ACT Aspire English Language Arts



### ACT Aspire Mathematics

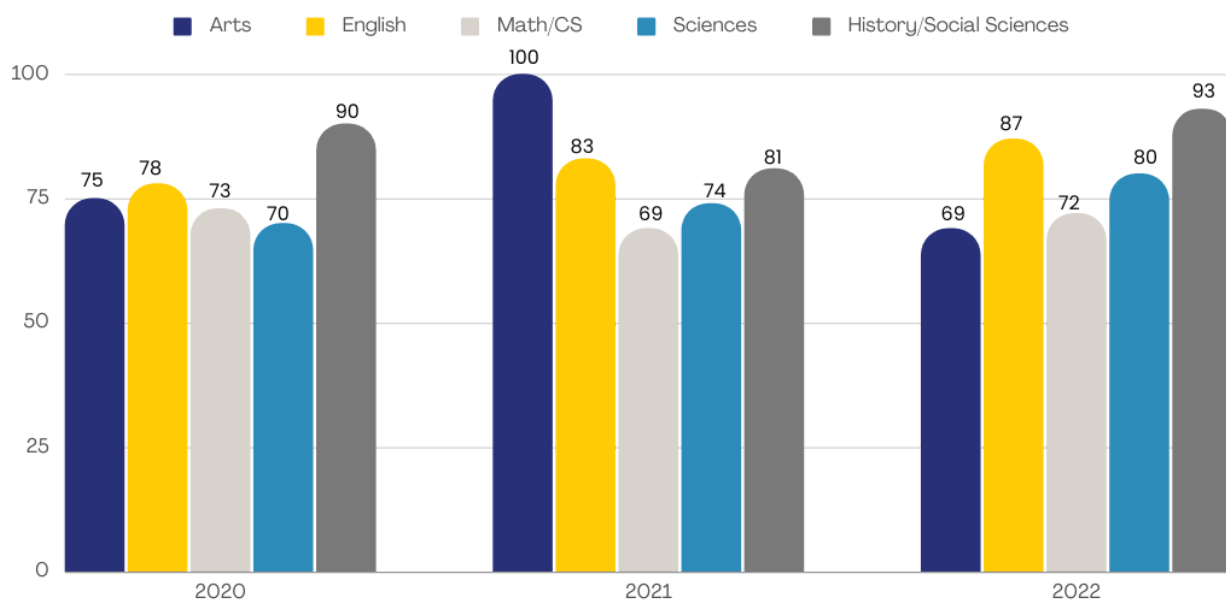


## Advanced Placement

Advanced placement (AP) courses are a method of accessing college credit while at Germantown High School. A significant number of students continue to take Advanced placement courses and are highly successful on AP exams. The percentage of students scoring a 3 or greater in most subject areas has increased over the last 3 years.

Exam Year	# of Exams	Exam Score					% Passing
		1	2	3	4	5	
2022	539	2%	12%	23%	33%	30%	86%
		9	64	126	177	163	466
2021	622	4%	17%	27%	29%	23%	79%
		26	104	166	180	146	492
2020	762	4%	15%	15%	26%	29%	81%
		28	116	201	222	195	618

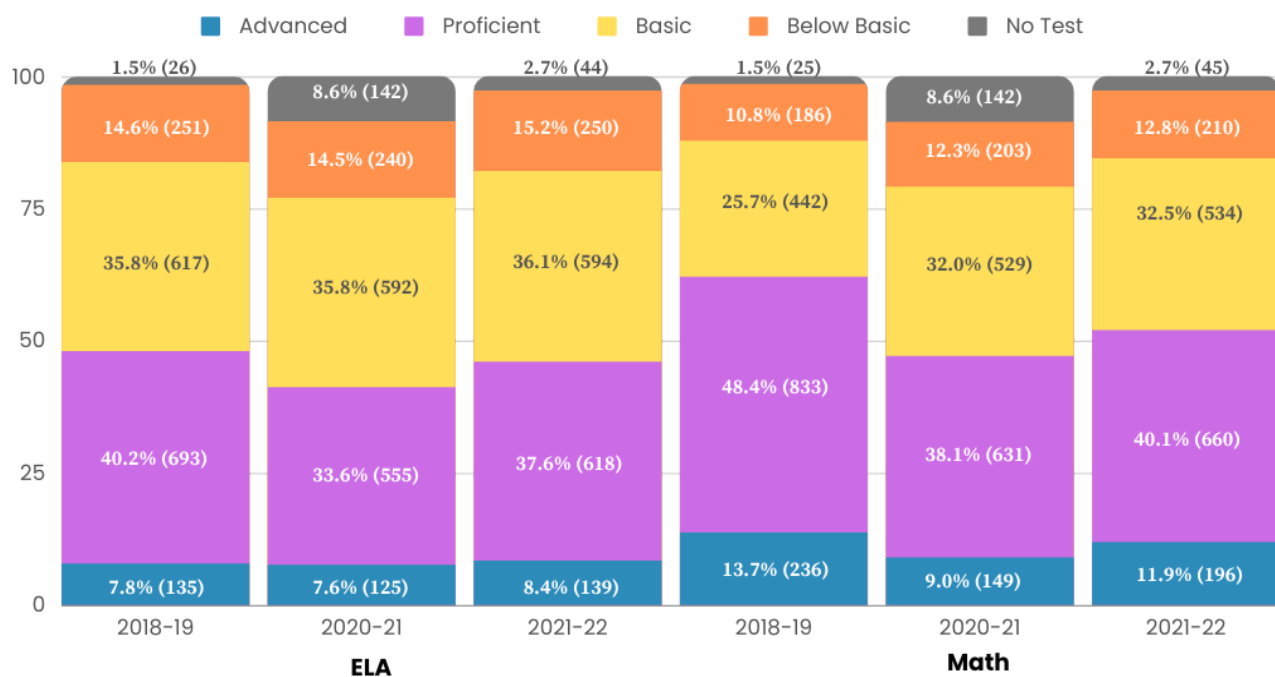
## Percentage of Students Scoring a 3+



## Forward

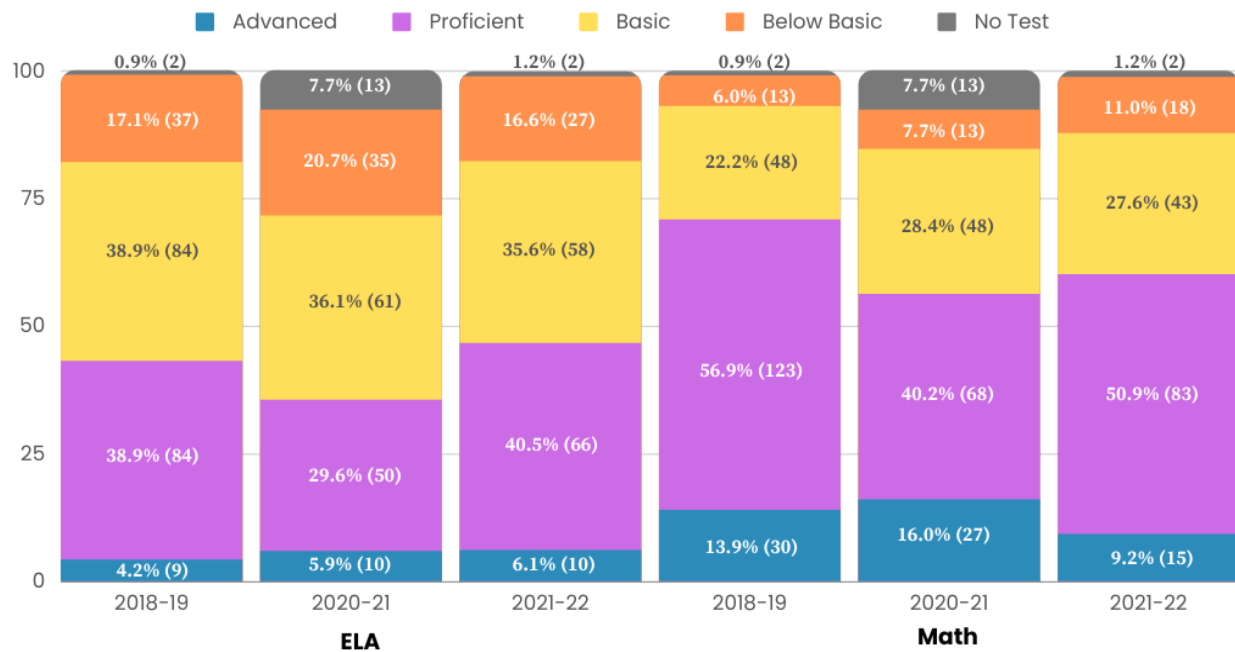
Overall, District performance on the 2021-2022 Forward exam demonstrated an increase in performance from the previous year in both English Language Arts (ELA) and Math. Using the 2018-2019 school year as a reference point, all schools saw a decrease in standardized test performance in the 2020-2021 school year. Data from the 2021-2022 school year demonstrated an improvement in ELA and Math at almost every school compared to the previous year.

### Forward Data District Summary

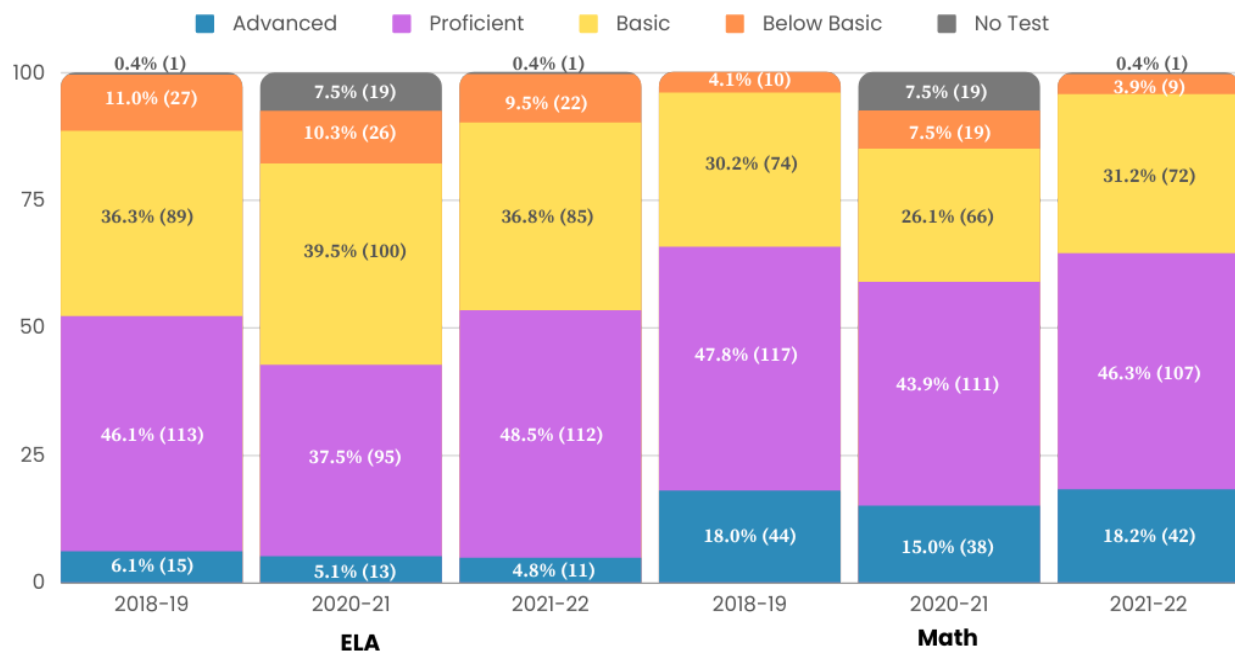


*Data in these charts represents different cohorts of students.*

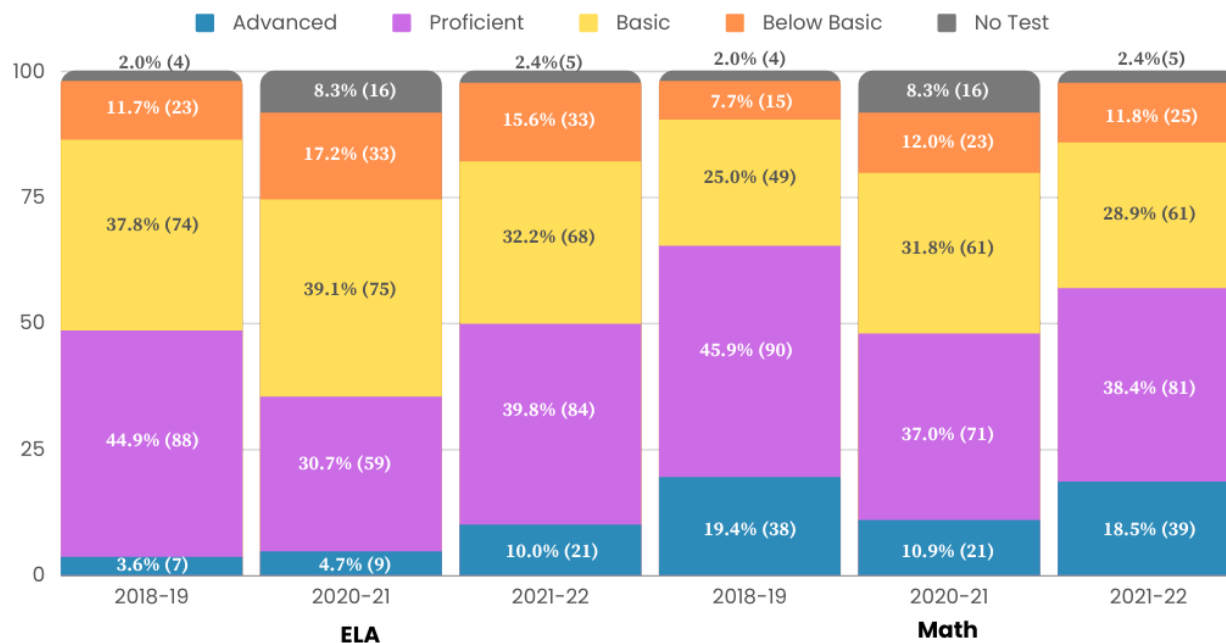
## Forward Data Amy Belle



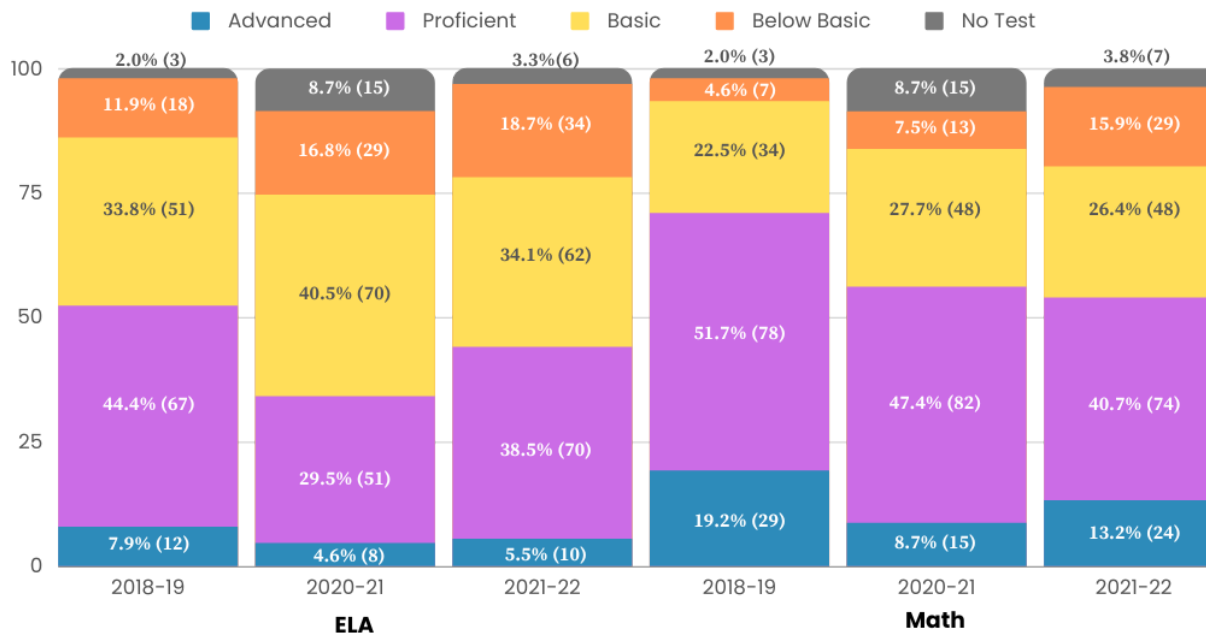
## Forward Data County Line



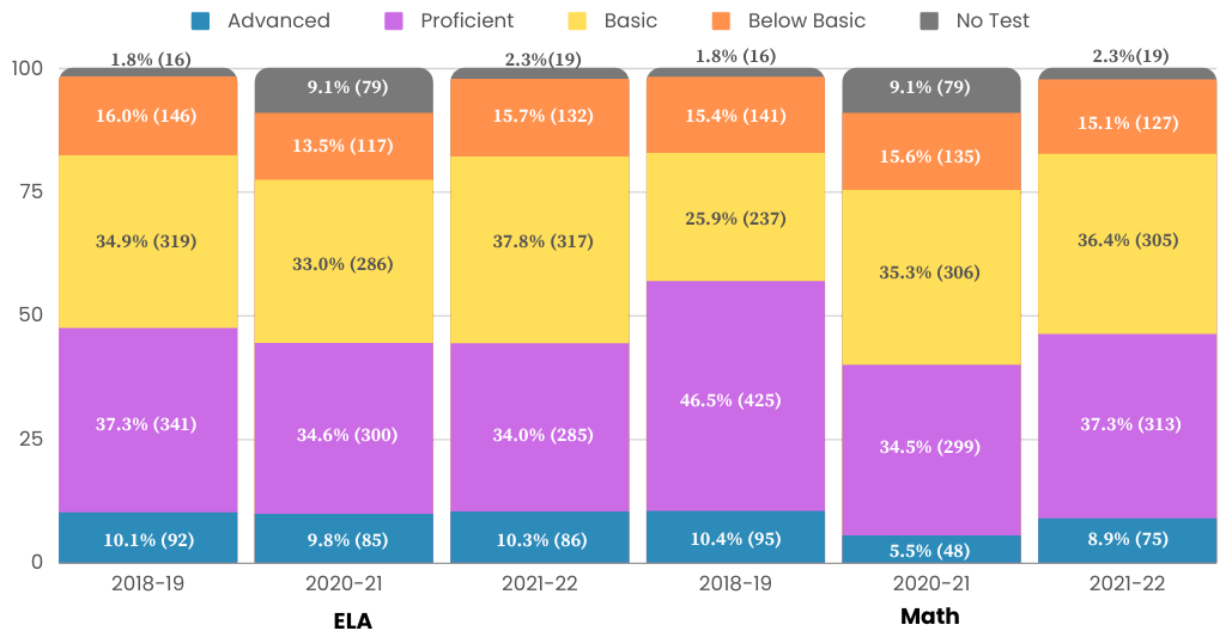
## Forward Data MacArthur



## Forward Data Rockfield



# Forward Data Kennedy



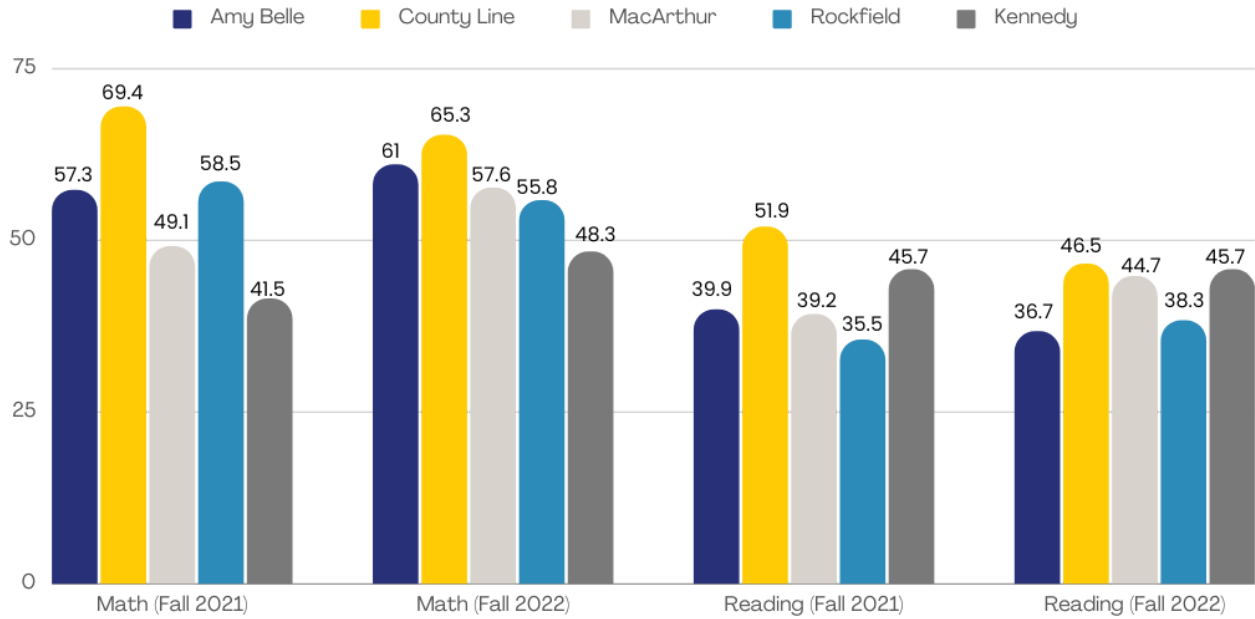
## **NWEA- MAP**

The NWEA MAP Assessment is administered three times a year for our students in grades 3-8. The assessment looks at overall performance in the areas of reading and math. The performance reports included provide information for our students in the areas of projected proficiency and achievement growth. Projected proficiency is the percentage of students who were projected to be proficient or higher on the spring Forward Exam in the same subject area. Achievement Growth Percentage is an measure of the percentage of students who met or exceeded their growth goal from fall to fall

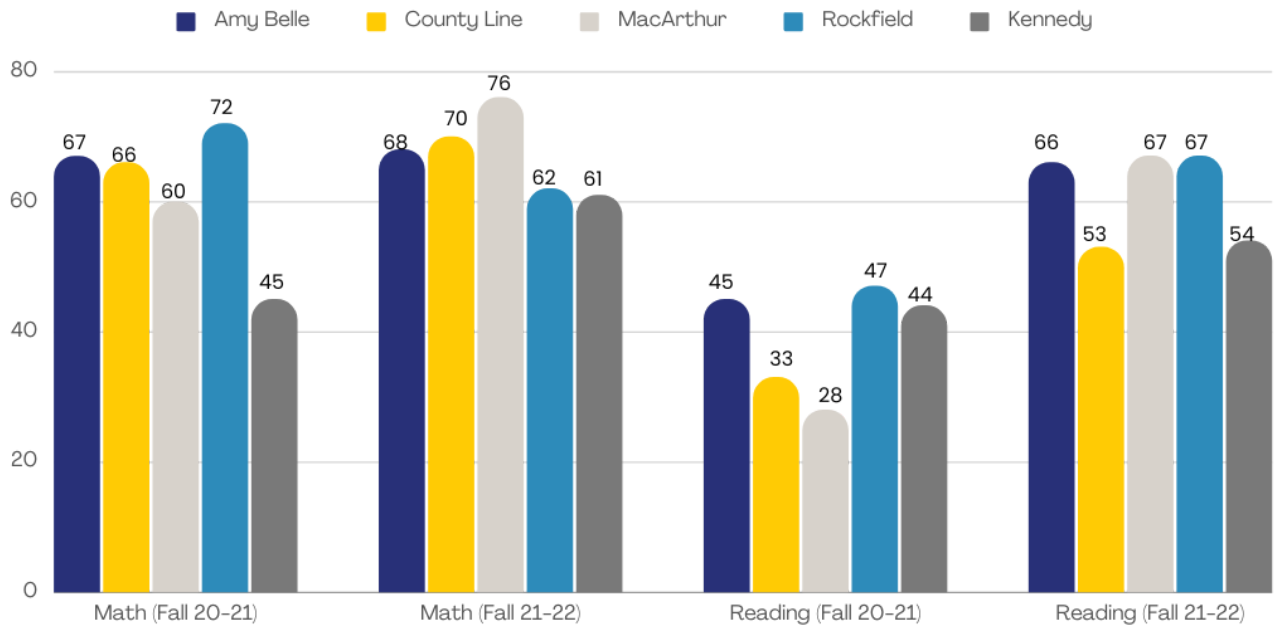
Internal data suggests NWEA MAP is a conservative predictor of actual proficiency on the Forward Exam. Projected proficiency can be used to identify students who are making expected progress toward grade level standards. Additionally the assessment allows teachers to identify students who are not expected to meet grade level standards and use the data to proactively identify learning needs.

Data from Fall of 2022 indicates an increase from 2021 results in the number of students who will be proficient or advanced as measured by the Forward Exam. Additionally, achievement growth data from the 2022 administration for MAP indicates that on average students demonstrated a higher level of growth in the 21-22 school year compared to previous years.

## Projected Proficiency



## Achievement Growth



## **GERMANTOWN SCHOOL DISTRICT**

**TO:** Board of Education

**TOPIC:** GSD Parent Communication Report

**FROM:** Chris Reuter and Mandi Race

**BOARD MEETING:** January 23, 2023

**DATE:** January 17, 2023

**AGENDA ITEM:** III. F.

### **BACKGROUND:**

In November 2022, the Germantown School District sent a Parent Communication Survey to all GSD families. The Germantown School District Superintendent and Communications and Marketing Manager collected 805 family responses. Questions centered on district and school communications, frequency, and focus areas. The attached presentation outlines the results and the district's next steps to improve external communication.

### **ATTACHMENTS:**

Fall 2022 Parent Communication Survey Results (PowerPoint)

### **RECOMMENDATION:**

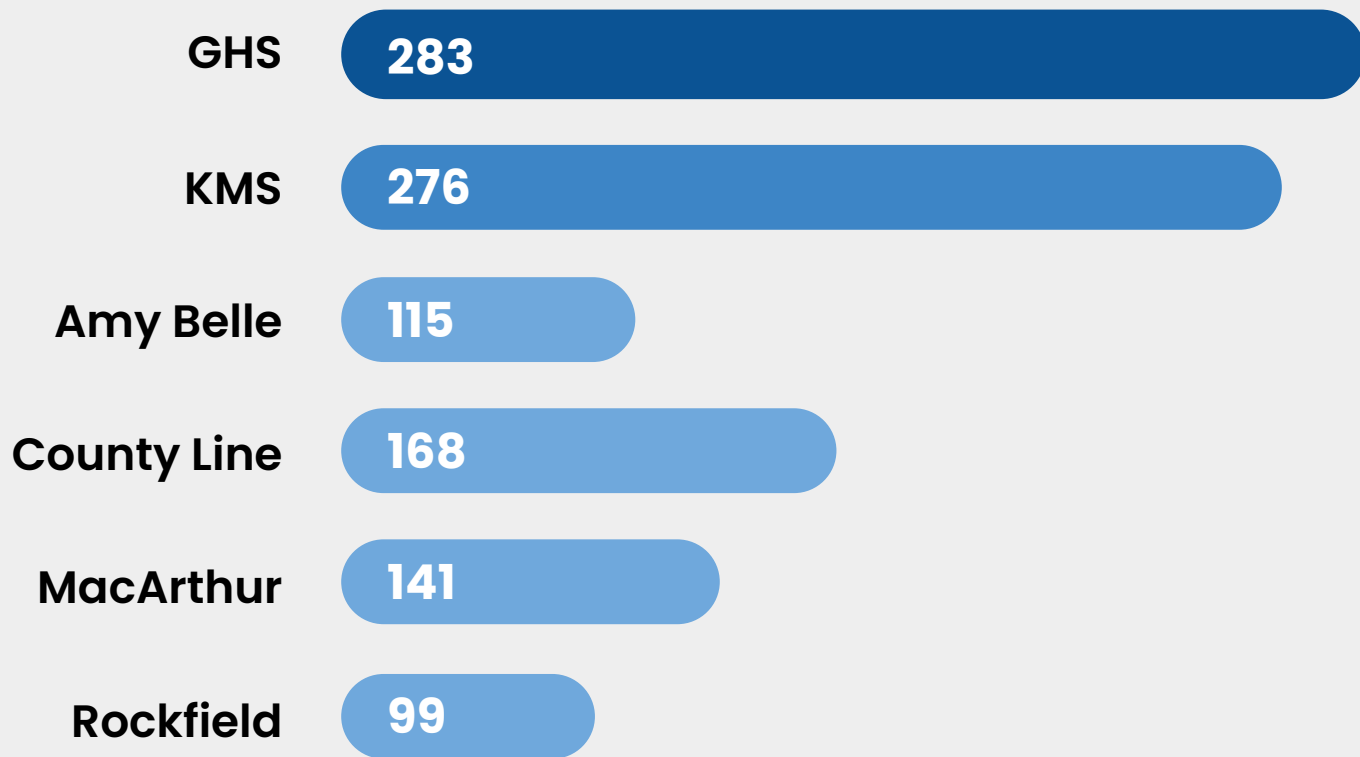
None - Informational Only



# Communication Survey Results

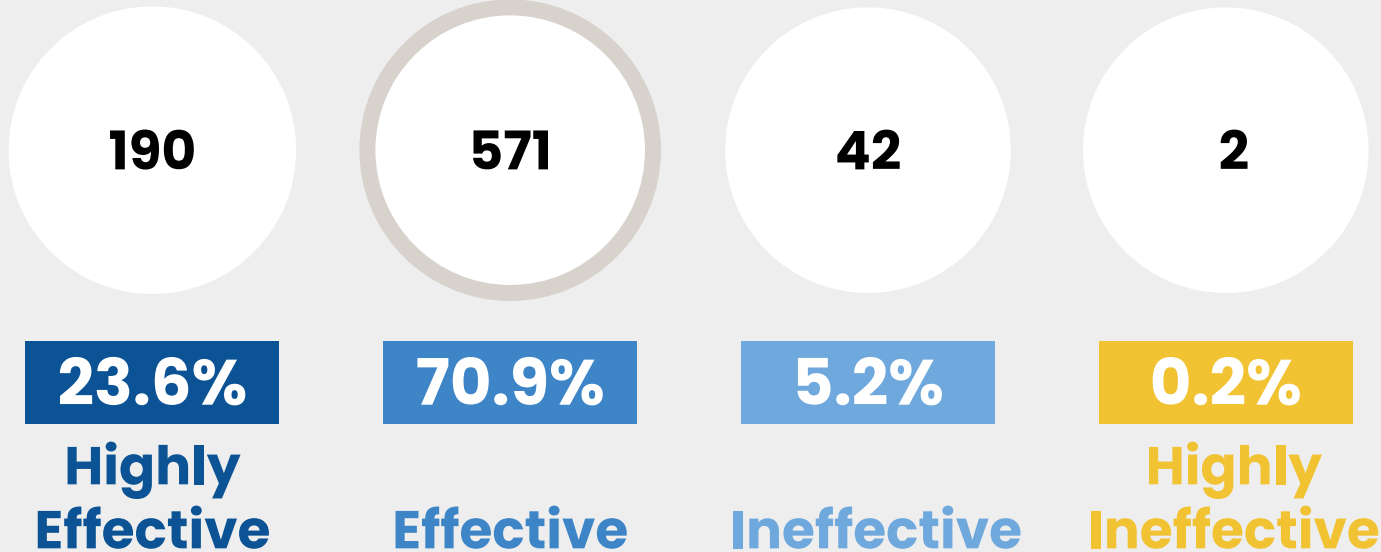
School and District Level  
December 2022

## Parent Responses By School (805 Total)



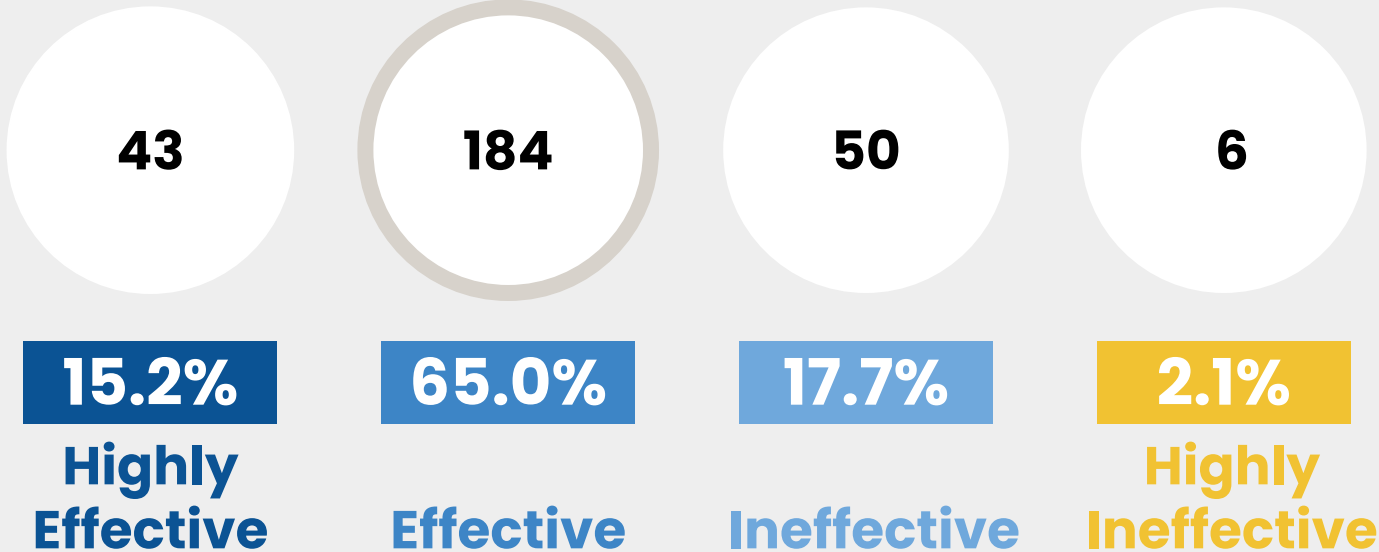
# GSD Current Communication Efforts

*805 Responses*



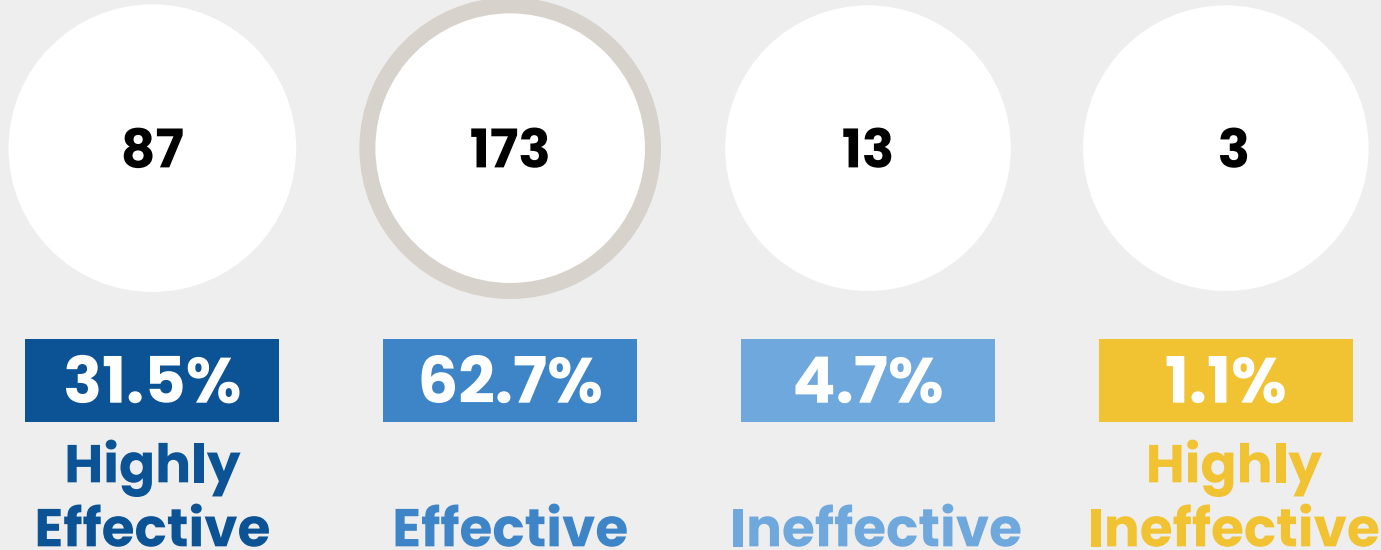
# GHS Current Communication Efforts

*283 Responses*



# KMS Current Communication Efforts

*276 Responses*



# Amy Belle Current Communication Efforts

*115 Responses*



**33**

**28.7%**

**Highly  
Effective**



**73**

**63.5%**

**Effective**



**6**

**5.2%**

**Ineffective**



**3**

**2.6%**

**Highly  
Ineffective**

# County Line Current Communication Efforts

*168 Responses*



**60**

**35.7%**

**Highly  
Effective**



**105**

**62.5%**

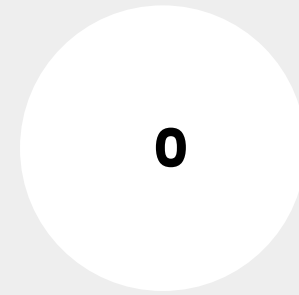
**Effective**



**3**

**1.8%**

**Ineffective**



**0**

**0.0%**

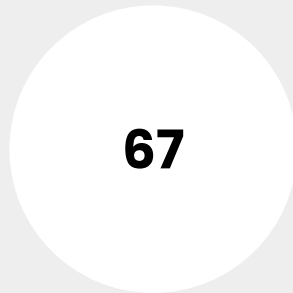
**Highly  
Ineffective**

# MacArthur Current Communication Efforts

*141 Responses*



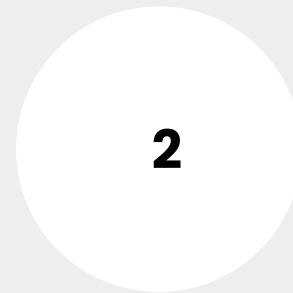
**48.9%**  
**Highly  
Effective**



**47.5%**  
**Effective**



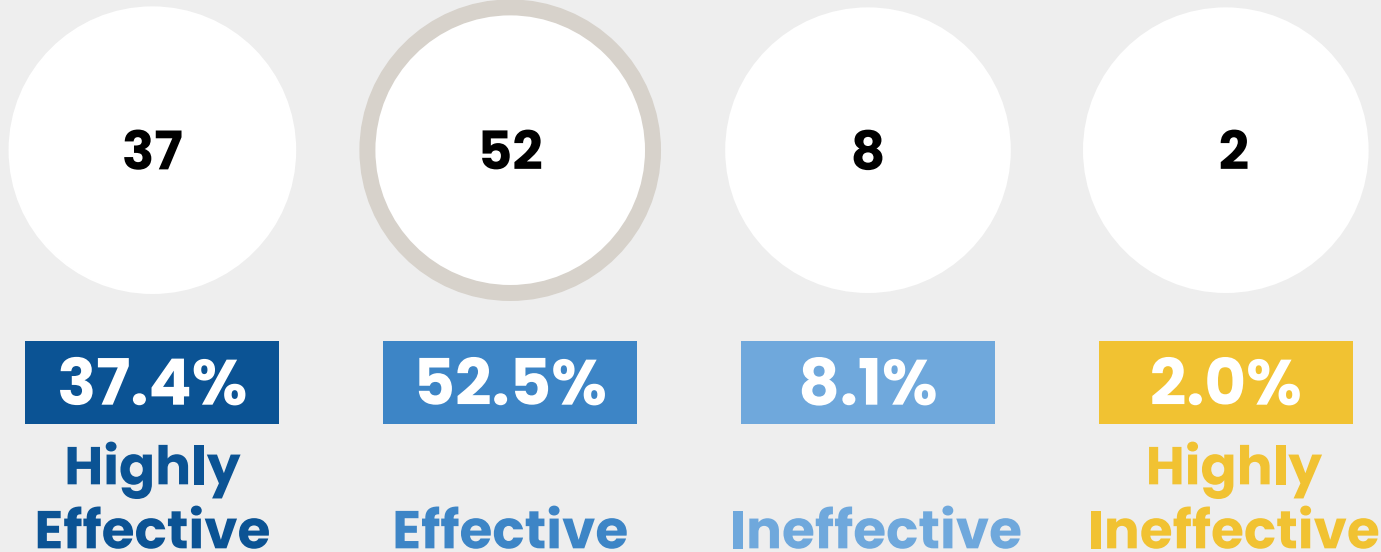
**2.1%**  
**Ineffective**



**1.4%**  
**Highly  
Ineffective**

# Rockfield Current Communication Efforts

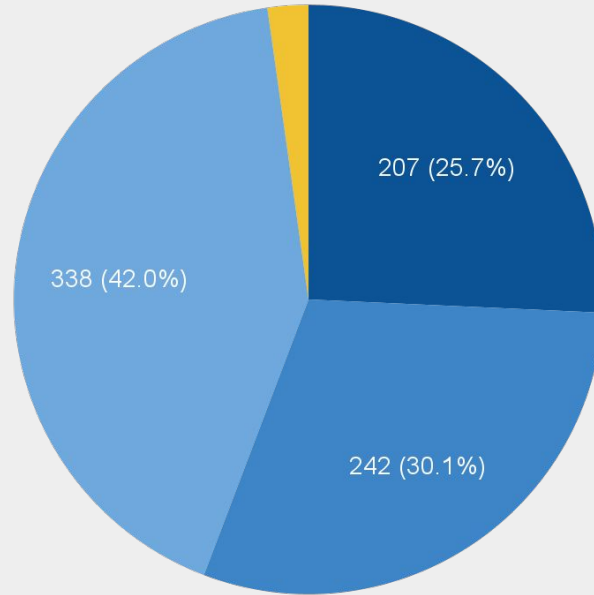
*99 Responses*



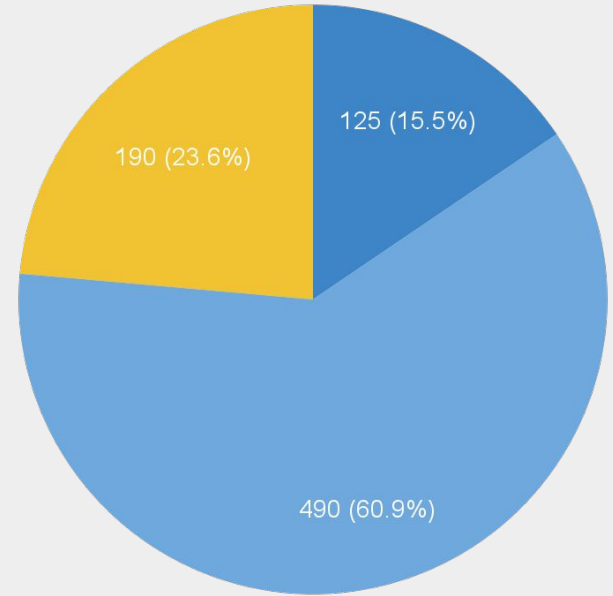
# Frequency of Newsletters?



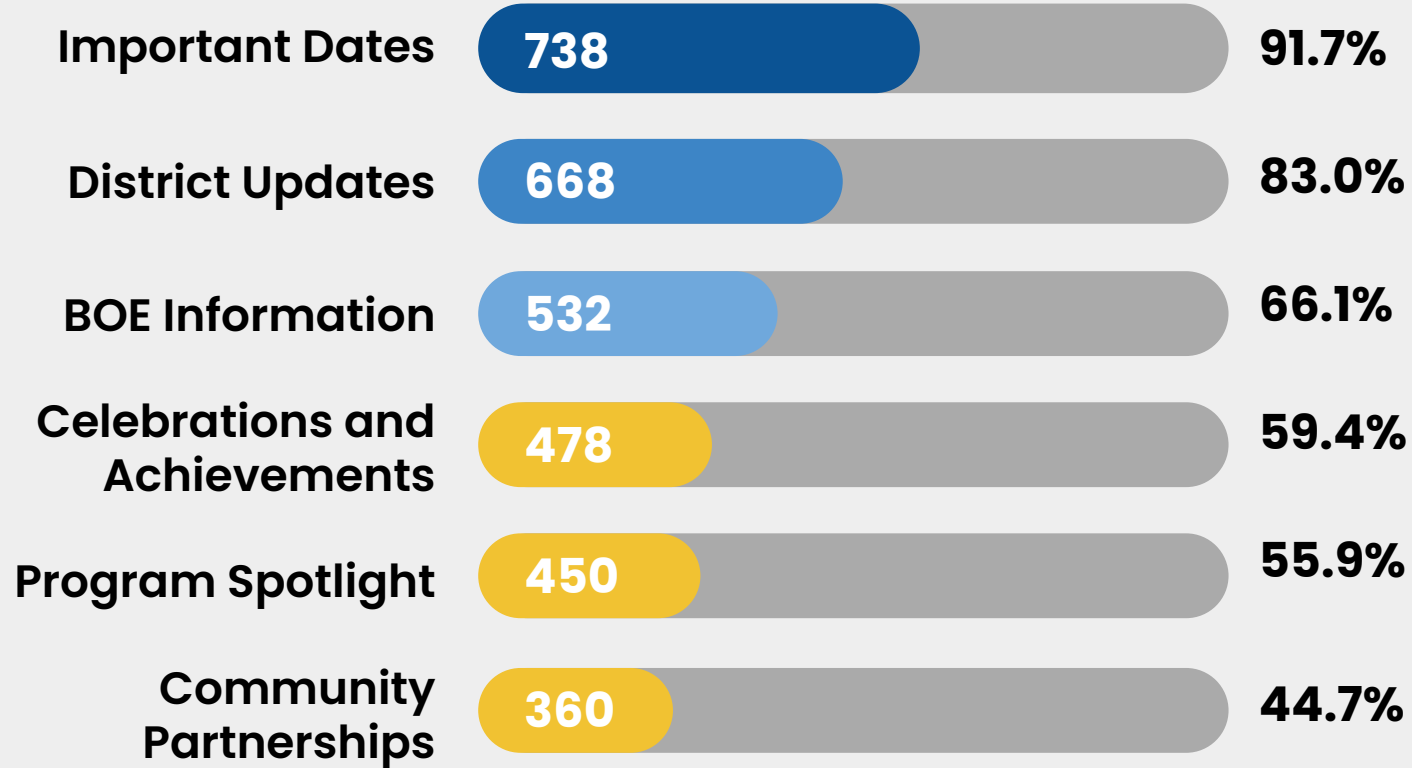
## SCHOOL



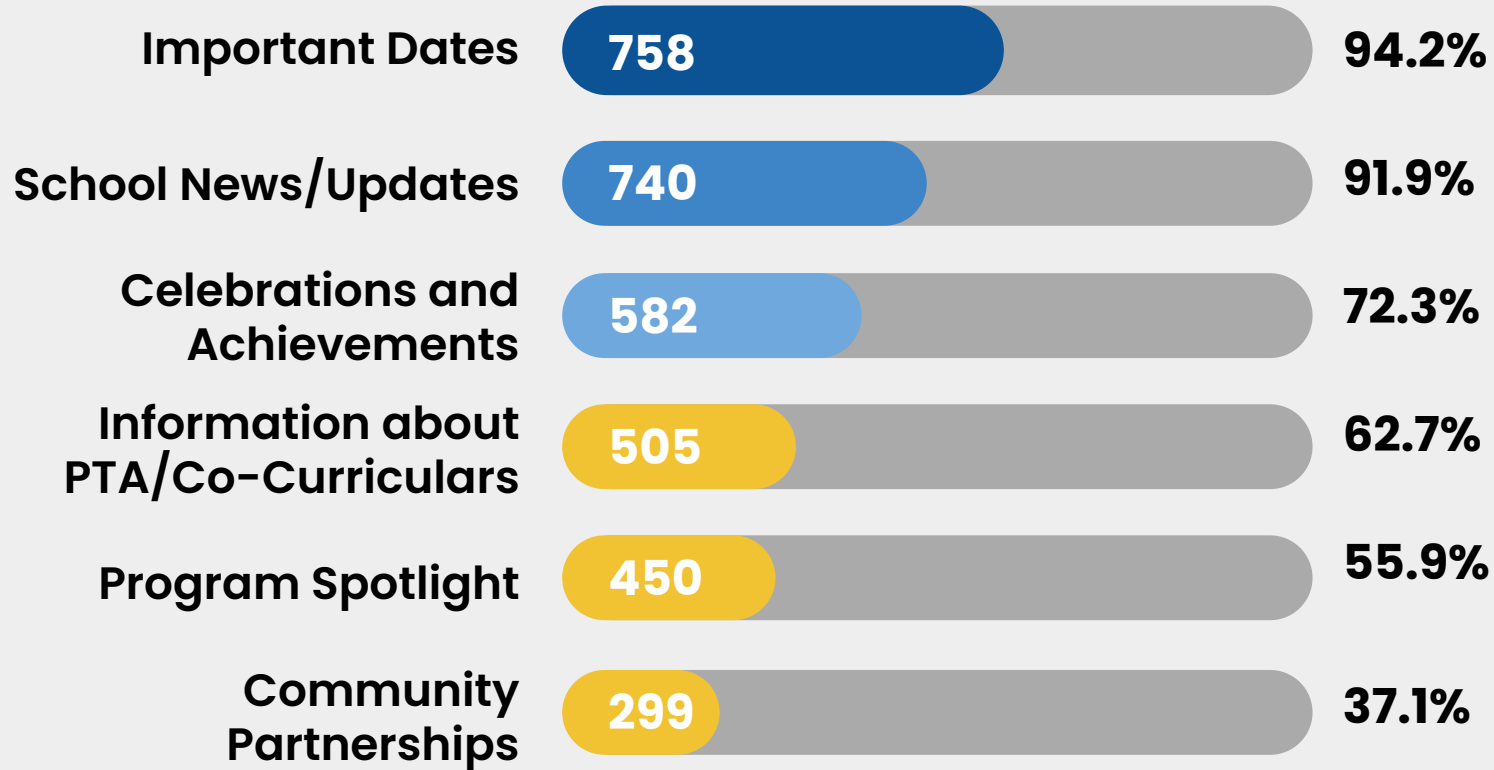
## DISTRICT



# District Newsletter Information



# School Newsletter Information



# Frequently Used District Platforms



48.8% GSD/School Website



22.0% GSD App



15.8% None



13.4% GSD Facebook



# Next Steps

- School Newsletter Frequency
- Explore Smore Account Options
- Facebook/Website/App - Three times per week

# Parent Newsletters

## *Current Efforts*

District	Once per month, templated design
GHS	Twice per school year, templated design
KMS	Once per week, written email
Amy Belle	Once per month, Smore
County Line	Once per month, Smore
MacArthur	Twice per month, Smore
Rockfield	Once per month, Smore



# **Follow Up Survey in Spring of 2023**

**GERMANTOWN SCHOOL DISTRICT  
GERMANTOWN, WISCONSIN 53022  
MINUTES OF THE BOARD OF EDUCATION  
December 19, 2022**

1. The meeting of the Board of Education was called to order by Board President Brian Medved in the Germantown School District Office's Board Room at 7:05 p.m. with the Pledge of Allegiance. Roll call: Medved - yes, Barney - yes, Soderberg - yes, Loth - yes, Ewert - yes, Pawlak - yes, Reinemann - absent excused.
2. Superintendent Dr. Chris Reuter read the official meeting notification.
3. Motion by Pawlak, second by Barney to approve the agenda. Motion carried.
4. Superintendent Dr. Chris Reuter provided a District Administrator Update mentioning the presentation by MacArthur Elementary School, the short week this week due to upcoming Winter Break, information has been emailed in the District Update on how we close school in case of inclement weather, a CBS58 meteorologist visited County Line School to give a presentation around weather, GHS carolers visited each school along with Fairway Knoll Senior Community Living Center, GSD hosted the Germantown Leadership on December 8th.
5. Director of Teaching & Learning Jake Misiak introduced the presentation to be given by MacArthur Elementary School students. These students are engaged in developing their writing skills through the units of study for writing. The Principal of MacArthur, Mr. Tony Gonzalez, introduced his students who shared their writings which included narrative stories about a plane ride to spend time with cousins, visiting Chicago to see Legoland and the Discovery Center, a winning soccer tournament played in the rain, a trip to Atlanta to spend time with cousins, and a water story with paddleboards and snapping turtles. Also shared was a persuasive writing story about why school ends too late for elementary schools. The Board thanked the students for sharing their writing stories. .
6. During citizen comments the following people spoke: Jamie Cannestra representing the GEA to talk about the school year calendar, Chelsea Lovell regarding adding elementary work days to the school year calendar, Amy Martin regarding adding elementary work days to the school year calendar.
7. Motion by Ewert, second by Barney to approve the November 21, 2022 Board of Education Meeting Minutes. Motion carried.
8. Barney provided an update to the Board from the December 19, 2022 Insurance Committee Meeting mentioning the update from USI, our insurance consultant, about the pending implementation of self-funded insurance.

9. Pawlak provided an update to the Board from the December 19, 2022 Personnel Committee Meeting mentioning the Retiree Life Insurance Elimination and Limited Term Contracts/Benefits.
10. The Personnel Committee brings forward a motion with a positive recommendation to approve the elimination of the benefit of offering retirees the ability to continue life insurance in retirement with the employee being responsible for paying 100% of the premium and to remove this language from each employee section of the Employee Handbook effective January 1st and will also grandfather 59 retirees who currently purchase life insurance as part of this benefit. Motion carried.
11. The Personnel Committee brings forward a motion with a positive recommendation to approve the modification of the Employee Handbook language to note, "limited-term contract teachers would be eligible to receive a health insurance benefit after ninety (90) days of employment. Additionally, limited-term contract employees are not eligible for enrollment in long-term disability, short-term disability or life insurance." This would be effective January 1, 2023 and any limited term contracts would be grandfathered into the current handbook language for the remainder of their current limited term contract. Motion carried.
12. Loth provided an update to the Board from the December 19, 2022 Finance Committee meeting mentioning the discussion of the November vouchers, the 2021-2022 Financial Audit Review performed by Baker Tilly, the ESSER spending update, and the November variance report. Brief Board discussion..
13. Superintendent Dr. Chris Reuter led discussions on the Proposed 2023 WASB Resolutions. The Annual State Education Conference is in January which a few Board Members will be attending. Mr. Bob Soderberg is our delegate representative in the convention.
14. Director of Human Resources Mike Nowak and Director of Teaching & Learning Jake Misiak led discussions on the 2023-2024 school year calendar. Board discussion. Motion by Ewert, second by Barney to approve the 2023-2024 school calendar as presented with the change to make June 6th the last day for 4K. Motion carried.
15. Director of Human Resources Mike Nowak led discussions on the new teacher contract. Motion by Soderberg, second by Pawlak to approve the 1.0 FTE limited-term contract for Will Darling at \$13,395. Motion carried.
16. Superintendent Dr. Chris Reuter led discussions on the donations received. Motion by Ewert, second by Pawlak to thank the donors for their generosity and approve the donations as listed. Motion carried.
17. Motion by Pawlak, second by Soderberg to adjourn. Motion carried.
18. The Board adjourned at 8:25 p.m.

Melissa Timmerman  
Recording Secretary

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Thomas Barney  
School Board Clerk

## GERMANTOWN SCHOOL DISTRICT

**TO:** Board of Education

**TOPIC:** Open Enrollment 2023-2024

**FROM:** Chris Reuter

**BOARD MEETING:** January 23, 2023

**DATE:** January 17, 2023

**AGENDA ITEM:** VII. A.

### **BACKGROUND:**

Open enrollment space calculations in the district, in accordance with the Board approved NEOLA Policy 5113 (Open Enrollment Program), is based on and calculated via the following:

- Current enrollment cast forward to 2023-2024
- Project enrollment growth based on averages of past years growth
- Enrollment counts include current (guaranteed) open enrollment students, Chapter 220 students, and non-resident tuition waiver students already in the district who will need to apply for open enrollment February 6, 2023 through April 28, 2023
- The current number of K-12 teaching staff
- K-12 district-wide building capacity
- Board Classroom Enrollment guide desirable guidelines

The 2023-2024 Open Enrollment Worksheet attached was prepared and calculated using the Department of Public Instruction's Open Enrollment Space Determination tools. The enrollment numbers shown are this year's current enrollment as of January 2023 rolled forward with no addition of sections or teaching staff.

Director of Pupil Services Todd Lamb has evaluated current special education caseloads which are at maximum. No new special education seats are being recommended which was confirmed by the Department of Pupil Services.

The Administration, after review of current student enrollment, 2nd Friday in January pupil counts, and the open enrollment worksheet calculations, is recommending offering the following regular education-only seats for the 2023-2024 school year as follows:

SCHOOL	GRADE	SEATS
Amy Belle	5	10
Rockfield	4	1
Rockfield	5	8

Siblings of current open enrollment students that apply ARE NOT guaranteed but will be given first priority for the 2023-2024 open seats offered.

**ATTACHMENTS:**

2023-2024 Open Enrollment Worksheet

**RECOMMENDATION:**

Motion to approve 19 new open enrollment seats (10 - 5th grade seats at Amy Belle, 1 - 4th grade seat at Rockfield, and 8 - 5th grade seats at Rockfield) for the 2023-2024 school year in addition to applications for existing students already attending Germantown Schools that have moved, and approve zero special education seats for the 2023-2024 school year.

OPEN ENROLLMENT WORKSHEET 2023 - 2024

**AMY BELLE ELEMENTARY SCHOOL (2/3-TRACK BUILDING)**

Grade	2022-2023 Current Enrollment Rolled Forward (4K Estimate)	Recommended Class Size	2022-2023 Sections Rolled Forward	Maximum Capacity	2023-2024 Projected Enrollment (5% Increase)	Seats Available
4K	new program					0
K	39	17	2	34	41	0
1	45	17	2	34	47	0
2	62	17	3	51	65	0
3	38	17	2	34	40	0
4	67	21	3	63	70	0
5	56	23	3	69	59	10

**County Line Elementary School (3/4-Track Building)**

Grade	2022-2023 Current Enrollment Rolled Forward (4K Estimate)	Recommended Class Size	2022-2023 Sections Rolled Forward	Maximum Capacity	2023-2024 Projected Enrollment (5% Increase)	Seats Available
4K	new program					0
K	50	17	3	51	53	0
1	63	17	3	51	66	0
2	86	17	4	68	90	0
3	63	17	3	51	66	0
4	68	21	3	63	71	0
5	76	23	3	69	80	0

**MacArthur Elementary School (3/4-Track Building)**

Grade	2022-2023 Current Enrollment Rolled Forward (4K Estimate)	Recommended Class Size	2022-2023 Sections Rolled Forward	Maximum Capacity	2023-2024 Projected Enrollment (5% Increase)	Seats Available
4K	new program					0
K	49	17	3	51	51	0
1	60	17	3	51	63	0
2	81	17	4	68	85	0
3	69	17	3	51	72	0
4	71	21	4	84	75	9

OPEN ENROLLMENT WORKSHEET 2023 - 2024

5	78	23	4	92	82	10
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Rockfield Elementary School (2/3-Track Building)						
Grade	2022-2023 Current Enrollment Rolled Forward (4K Estimate)	Recommended Class Size	2022-2023 Sections Rolled Forward	Maximum Capacity	2023-2024 Projected Enrollment (5% Increase)	Seats Available
4K	new program					0
K	39	17	2	34	41	0
1	45	17	2	34	47	0
2	56	17	3	51	59	0
3	55	17	3	51	58	0
4	59	21	3	63	62	1
5	58	23	3	69	61	8

KENNEDY MIDDLE SCHOOL						
Grade	2022-2023 Current Enrollment Rolled Forward	Recommended House Size	2022-2023 Houses Rolled Forward	Maximum Capacity	2023-2024 Projected Enrollment (5% Increase)	Seats Available
6	258	85	2	170	271	0
7	302	85	3	255	317	0
8	290	90	2	180	305	0

GERMANTOWN HIGH SCHOOL						
Grade	2022-2023 Current Enrollment Rolled Forward	Recommended Class Average	2022-2023 Sections Rolled Forward	Maximum Capacity	2023-2024 Projected Enrollment (5% Increase)	Seats Available
9	304	23	14	322	319	3
10	300	23	14	322	315	7
11	322	23	14	322	338	0
12	329	23	14	322	345	0

## GERMANTOWN SCHOOL DISTRICT

**TO:** Board of Education

**TOPIC:** 2022-2023 Teacher Resignations

**FROM:** Michael Nowak

**BOARD MEETING:** January 23, 2023

**DATE:** January 17, 2023

**AGENDA ITEM:** VII. B.

### **BACKGROUND:**

Christopher Timm recently submitted his letter of resignation effective January 5, 2023. Christopher was hired in August of 2022 in the Germantown School District as a Business Teacher at Germantown High School.

### **ATTACHMENTS:**

None

### **RECOMMENDATION:**

Motion to approve the resignation of Christopher Timm and thank him for his service to the students, their families and to the Germantown School District. Approve posting and filling the vacancy.

*\*\*Teacher contract: "In the event said Teacher with a signed contract for the ensuing year seeks release to accept other employment after July 1, he/she shall forfeit five hundred dollars (\$500), after August 1, he/she shall forfeit seven hundred fifty dollars (\$750), and after August 15, he/she shall forfeit one thousand dollars (\$1,000) as liquidated damages."*

**GERMANTOWN SCHOOL DISTRICT**

**TO:** Board of Education

**TOPIC:** 2022-2023 Teacher Contracts

**FROM:** Michael Nowak

**BOARD MEETING:** January 23, 2023

**DATE:** January 17, 2023

**AGENDA ITEM:** VII. C.

**BACKGROUND:**

The administration is recommending the approval of the following limited-term contract for the 2022-2023 school year.

Employee Assignment/Location	Rationale	FTE	Contract Type	Salary
Edward Hay Business Education Germantown High School	Edward is filling a vacancy created by a resignation	1.0	Limited Term 93 Days	\$27,900

**ATTACHMENTS:**

None

**RECOMMENDATION:**

Motion to approve the 1.0 FTE limited-term contract for Edward Hay at \$27,900.

## GERMANTOWN SCHOOL DISTRICT

**TO:** Board of Education

**TOPIC:** 2022-2023 Administrator Resignations

**FROM:** Michael Nowak

**BOARD MEETING:** January 23, 2023

**DATE:** January 17, 2023

**AGENDA ITEM:** VII. D.

### **BACKGROUND:** ]

Jennifer Johannsen has submitted a letter of resignation effective January 3, 2023. Jennifer was hired in August of 2019 as an Assistant Principal at Germantown High School. She has served the Germantown School District in that role for the past 3.5 school years.

### **ATTACHMENTS:**

None

### **RECOMMENDATION:**

Motion to approve the resignation of Jennifer Johannsen and thank her for her service to the students, their families and to the Germantown School District. Approve posting and filling the vacancy.

*LIQUIDATED DAMAGES. In the event the Administrator breaches this agreement for any reason during its term, the sum of \$1,000 is determined to be the reasonable liquidated damages that the parties reasonably anticipate will follow from such a breach. The Board may, at its option, demand this amount in liquidated damages, and may make a deduction from the Administrator's remaining compensation to recover said amount, but payment of liquidated damages is not the Board's exclusive remedy but is, instead, an alternative right and remedy, and shall not preclude the Board from seeking and recovering the actual amount of damages resulting from such a breach by the Administrator.*

**GERMANTOWN SCHOOL DISTRICT**

**TO:** Board of Education

**TOPIC:** Donations

**FROM:** Chris Reuter

**BOARD MEETING:** January 23, 2023

**DATE:** January 16, 2023

**AGENDA ITEM:** VII. E.

**BACKGROUND:**

Please act on the donation requests described below.

The Board of Education should consider acceptance of the donations in accordance with Board Policy 7230 - Gifts, Grants, and Bequests.

Approve the following donations:

Target - two (2) carfuls of Holiday Candy - Rockfield Elementary  
Anonymous donor - \$500 - GHS Environmental Club

**ATTACHMENTS:**

None.

**RECOMMENDATION:**

Thank the donors for their generosity and approve the donations as listed.