

NICOLET HIGH SCHOOL



2020 ANNUAL REPORT



Transforming knowledge into wisdom,
**THE NICOLET HIGH SCHOOL
 DISTRICT ACCELERATES
 THE ACHIEVEMENT OF
 EVERY STUDENT, IN EVERY
 CLASSROOM, EVERY DAY**

by promoting intellectual discovery,
 inspiring creativity, embracing
 diversity, and encouraging students
 to become enlightened, humane,
 responsible citizens.

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2020-21 SCHOOL BOARD MEMBERS



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Vice President

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Clerk

Theresa Seem
Treasurer

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Member

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Principal

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Josh Zimmers
Associate Principal

Dr. Brenda Turner
Director of Teaching & Learning

Dr. Anne Ignatowski
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Amy Lee
Board Secretary

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TEACHING, LEARNING & STUDENT SERVICES

MULTI-LEVEL SYSTEMS OF SUPPORT

2019-20 saw the culmination of two years of study, re-design and implementation of the school's Multi-level System of Support (MLSS) that ensures all students get the support they need to be successful.

Nicolet's system takes on a universal approach, modeled on universities and high school exemplars across the country, with timely support open to all students throughout the day with locations throughout the building.

The heart of this system is the Student Support Team, led by Coordinator Chip Johnston. The team is made up of 10 educators with specialties in mathematics, literacy, English Learners and Library Media; however, the power of the team lies in the systematic and team approach to supporting all students.



The adult team is bolstered by dozens of trained Student Tutors, Writing Center Mentors, Peer Mentors and organized study groups. **Incredibly and seamlessly, the Student Support Team moved the entire system into the remote setting in the spring of 2020, and not only maintained the level of support on campus, but found system efficiencies and improvements that will allow the work to continue to thrive in 2020-21 and beyond.**

Nicolet is committed to offering comprehensive support and transition programming, with an emphasis on developing students academically, socially and emotionally.

The Student Support Team works with teacher teams, families, and directly with students to build skills, provide academic support and help students connect to school through positive relationships.

Nicolet's Student Support Team and unique peer tutoring program was recognized by the [Milwaukee Journal Sentinel](#) for its work during remote learning.

STUDENT SUPPORT

- Support Staff (teachers and paraprofessionals)
- Peer Tutors
- Peer Mentors
- Writing Center
- Supplemental Instruction

FRESHMAN TRANSITION

- Freshman Team
- Junior Knights Day
- Freshman Orientation
- Freshman Advisory
- Freshman Study Hall

SCHOOL COUNSELING

- Academic and Career Planning
- Social emotional competencies
- Culturally responsive practices

FRESHMAN TRANSITION

Nicolet serves students and families from five communities, and each incoming class draws students from over 30 different schools.

The power of a positive, supported transition to high school is one of the most important processes in students' academic success and social-emotional development. 9th grade performance and skill building are crucial to ensure our students are set up for academic and social-emotional health.

In 2019-20, Nicolet enhanced the Freshman Transition program with the aim to intentionally create an inclusive positive school culture, and to ensure that all incoming students have the knowledge and skills to be successful and fully access all of the opportunities at Nicolet.



REMOTE LEARNING

On February 27, 2020, Nicolet participated in Digital Learning Day, an annual, national event created to share innovative digital learning practices across the country. On this day, 100 percent of teachers at Nicolet High School provided a meaningful digital learning experience to students using Canvas. This experience, supported by several years of Canvas training, enabled teachers to shift to a fully remote learning environment in March of 2020.

Once we made the crucial decision to move our curriculum online as the spread of COVID-19 became more prevalent, the Nicolet community quickly adapted to the new schedules, means of communication and expectations for students and families.

The hard work of our teachers and dedication of our families paid off; our district was mentioned by **USA Today** for our preparedness and quick transition to a remote learning environment.

Nicolet's Administration and School Board, with guidance from the North Shore Health Department, continue to enhance the remote learning model as the 2020-21 school year will begin remotely. Phase I: Remote Learning will account for more comprehensive methods of instruction, an increase in communication, and additional learning tools and resources for Nicolet families.



EQUITY & ACCESS | DISTRICT FOUNDATIONS FOR EXCELLENCE:

HIGH EXPECTATIONS FOR ALL STUDENTS

Accelerated student achievement is the result of high quality teaching in a common rigorous learning environment for every student, in every classroom, every day — including students who are advanced learners, linguistically and ethnically diverse, students with disabilities, etc., using principles of proportional representation.

PROFESSIONAL LEARNING COMMUNITIES

Committed to co-planning and co-serving, ALL staff (general and special educators) share expertise to intentionally increase each others' capacity in proactively designing and facilitating learning with every student, in every classroom, every day.

PERSONALIZED LEARNING

Through personalized learning, high quality, research-based instruction is predicated on the core elements of universal design for learning (representation, expression, and engagement).

Nicolet uses the ICS for Equity model based on the research of Drs. Frattura and Capper.

BUILDING & GROUNDS

The Nicolet Facility Services Department continues to perform work orders and requests with a high level of productivity and efficient turnaround time.

Even during the COVID-19 crisis, the Facility Services staff stepped up to make sure the building is frequently and effectively sanitized, in addition to completing projects like regrouting the pool and updating the filtration system, rigorous preventative



maintenance and cleaning of HVAC system, significant paint projects and more. Additionally, the Facility Services Department responded to seven emergency medical responses and 24 requests for security responses in the 2019-2020 school year.

RICHARD E. MASLOWSKI GLENDALE COMMUNITY PARK

The state-of-the-art softball facility and community field at the park will allow residents, students and families to enjoy recreational activities and community events for years to come.

The project is expected to be completed by spring of 2021 and will feature a synthetic turf softball field, dugouts, lights, a press box, and seating for over 300 people. After a successful July groundbreaking, site preparation is now underway, with major construction starting in August.

These fields are part of Nicolet's ongoing comprehensive athletic facilities redevelopment project. For more information, visit nicolet.us/activities/nicolet-athletic-facilities-master-plan.cfm



FACILITY PLANNING PROCESS

In late fall of 2019, Nicolet launched a facilities planning process to help us plan strategically for the future of Nicolet High School, originally built more than 60 years ago in 1957. The first step was to complete a comprehensive assessment of our current facilities and site, which concluded in May 2020.



Using the findings from the facilities assessment, input from stakeholders, and the expertise of our professional partners, we've now begun to prioritize and explore potential solutions that address our most significant needs and make the most of our existing facilities. This work will continue this fall and district stakeholders will have numerous opportunities to provide input and feedback. To review the findings of the facilities assessment, please check out the Facility Planning Process page at www.nicolet.us.

TECHNOLOGY AT NICOLET



Learning is flexible and personalized for staff and students through the use of varied activities, resources and tools that make learning more engaging and accessible regardless of learning style. These learning opportunities are limitless, extending beyond the classroom and beyond the school day.

DISTRICT TECHNOLOGY GOALS 2.

1. Students have equity of access to technology, high-speed networks and digital resources for learning as a result of a one-to-one program.

Digital learning requires a purposeful cultural shift that focuses on engaging and inspiring our students, which fosters creative and innovative minds and embraces the enabling role of technology in expanding how, when and where learning takes place.

A YEAR IN REVIEW: A MESSAGE FROM SUPERINTENDENT DR. KABARA

They say it takes a village to raise a child and I would assert that statement has never been more true - or more literal - than it is today.

Over the past six months, I have been incredibly moved in all the ways I've seen our faculty and teachers, our school families, and our community work together to find innovative ways to help and support one another through COVID-19 and the unthinkable changes it created within our education system.

And our village includes the broader Glendale community as well. Even before the onset of COVID-19, one of my goals was to reinvigorate the Nicolet presence within the broader community. The 2019-2020 school year included

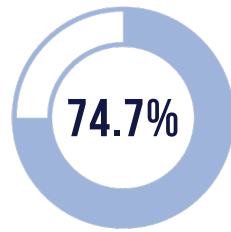
not only the highlights that you saw within this report, but also presentations to or an increased presence with the local governments in Fox Point, Bayside, River Hills and Glendale; with the Glendale Chamber of Commerce; with the Northshore realtor community and with our local village and city boards.

I am incredibly proud of our Nicolet community and I will continue to be committed to ensuring that our achievements are known far and wide among the broader community, and work to maximize the amount of support we can get from our "village."

I look forward to the opportunity to accelerate the achievement of every student in our environment.



ACTIVITIES, ATHLETICS & RECREATION



For the 2019-20 school year, the participation rate was **74.7%** for all activities, including sports, clubs, theatre, National Honor Society, and more.

28

Boys and girls athletic teams



50+

Clubs and activities



2019-20 Boys Basketball team, despite the WIAA Tournament being cancelled, **was named the Milwaukee Journal Sentinel Virtual D2 State Champions.**

11

Senior athletes planning to compete at the collegiate level this upcoming school year



26 Senior Athletic Scholarships and 2 WIAA Scholarships were awarded to senior athletes.

NICOLET RECREATION DEPARTMENT

The Nicolet Recreation Department provides recreational and lifelong learning opportunities for Nicolet area residents and surrounding communities in an effort to enhance physical and intellectual well-being for ALL. **There has been a total of 420 programs offered, totaling 5,177 participants!** When the pandemic hit, the Nicolet Recreation Department changed its programming to a virtual format, offering 17 virtual programs, such as:

- Virtual Indian Cooking
- Virtual Gymnastics
- Virtual Running Club
- Virtual Summer SocialDance Series
- Home Downsizing in 2020: A Guide for Seniors and Their Advocates
- Home Selling & Home Buying - Virtual Format
- Evening Adult Spanish Programs - Virtual
- Young Rembrandts
- Mad Science presents Virtual Mad Lab LIVE Classes!
- Cutting the Cord - Controlling Cable & Internet Costs



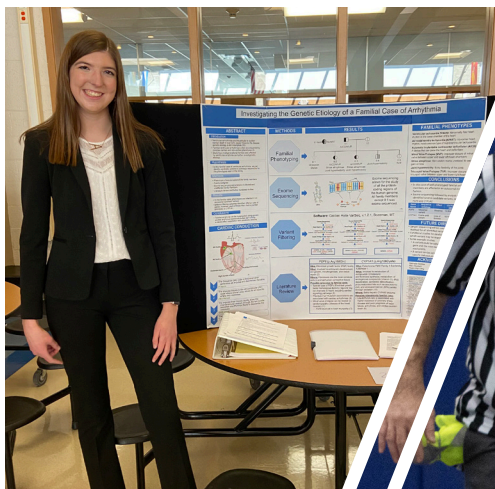
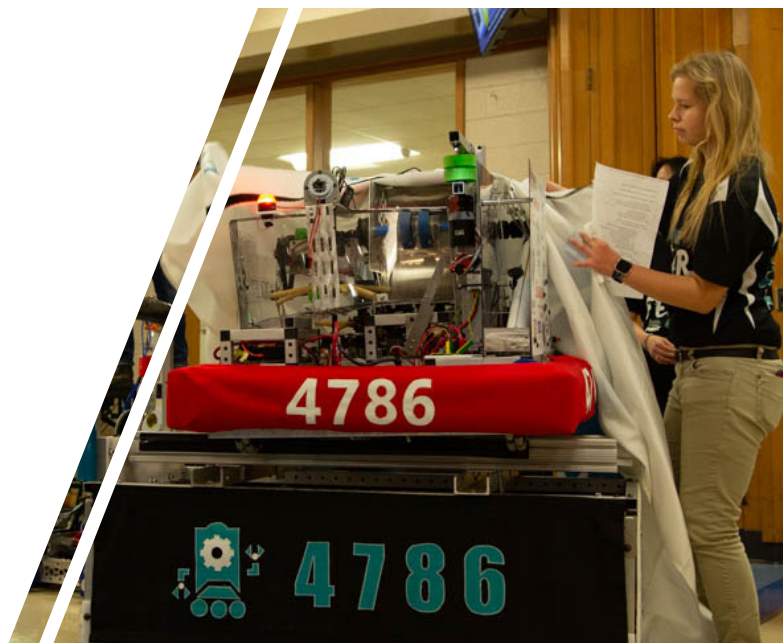
LOUISA WOOD **WON** ROCKWELL AUTOMATION'S YOU MAKE IT CHALLENGE!

Her product, centered around Sump Pump Overflow/Failure Protection Programming, was announced as the best product by a vote of Rockwell Employees. Learn more about her project at youmakeitchallenge.com



INTERNATIONAL SCIENCE AND ENGINEERING FAIR

Senior Anna Gould's project titled "Investigating the Genetic Etiology of a Familial Case of Arrhythmia" won her the "Best of the Fair" at the Nicolet Regional Science and Engineering Fair, qualifying her for the prestigious International Fair in Anaheim, CA.



EXCELLENCE AT NICOLET

1106 students were enrolled at Nicolet during 2019-20

Consistently named a
“BEST HIGH SCHOOL”
by US News and World Report and ranked within the
TOP 5% OF SCHOOLS NATIONALLY

TEACHING STAFF:

12:1
Student - Teacher ratio

5
Nationally Board Certified Teachers

4
Teachers who have earned their doctorate degrees

Yael Gal-Ben Yitschak was named the Levi Family CJL **Jewish Educator of the Year**. Nicolet is **THE ONLY PUBLIC SCHOOL IN THE STATE TO OFFER HEBREW**

2020 GRADUATES

*of students reported

97.5%
of our 2020 graduates plan to attend a 2 or 4-year college



2.5%
will enter the services, join an apprenticeship or enter the workforce

99.6%
Graduation rate



22.9

ACT composite score



55%
will attend 4-year in-state colleges

45%
will attend 4-year colleges out of state



8 National Merit Scholarship Finalists

Ranked
SIGNIFICANTLY EXCEEDS EXPECTATIONS

by the Wisconsin Department of Public Instruction, showing one of the most significant levels of improvement in the “Closing the Achievement Gaps” score in the Milwaukee area.



Nicolet prepares students by offering a robust advanced placement program of

26 COURSES
and 13 additional dual high school/college credit courses

During the 2019-20 school year, 581 advanced placement tests were taken by 307 students.

79% of these students qualified for college credit by scoring a 3 or higher.



Named a 2019 GAPP School of Distinction by the German American Partnership Program (GAPP)

CONGRATULATIONS CLASS OF 2020

Auburn University · The University of Alabama · Arizona State University-Tempe · Grand Canyon University · Northern Arizona University · The University of Arizona · Hendrix College · Academy of Art University · Stanford University · University of California-Santa Barbara · University of Southern California · University of Toronto Undergraduate Only · Colorado School of Mines · Colorado State University-Fort Collins · University of Colorado-Boulder · University of Colorado-Colorado Springs · University of Colorado-Denver · University of Denver · University of Connecticut · University of Hartford · Yale University · Southeastern University · University of Florida · University of Miami · Valencia College · Clark Atlanta University · Emory University · Savannah College of Art and Design · Spelman College · University of Georgia · Columbia College Chicago · Aurora University · Bradley University · DePaul University · Knox College · Lake Forest College · Lewis University · Loyola University Chicago · Northwestern University · Roosevelt University · University of Chicago · University of Illinois at Chicago · University of Illinois at Urbana-Champaign · Indiana National University · Ball State University · Butler University · Earlham College · Indiana State University · Indiana University · Purdue University Indianapolis · Indiana University-Bloomington · Purdue University-Main Campus · Coe College · Cornell College · Drake University · Iowa State University · Iowa Western Community College · University of Dubuque · University of Iowa · Fort Hays State University · University of Kansas · University of Kentucky · Louisiana State University · Loyola University New Orleans · Tulane University of Louisiana · Unity College · University of Maine · Loyola University Maryland · Morgan State University · University of Maryland-College Park · Boston College · Boston University · Emerson College · Massachusetts College of Art and Design · Massachusetts Institute of Technology · Northeastern University · Tufts University · University of Massachusetts Boston · Worcester Polytechnic Institute · Calvin University · Michigan State University · University of Detroit Mercy · University of Michigan-Ann Arbor · Wayne State University · Western Michigan University · Hamline University · Marquette College · Minnesota State University-Mankato · North Central University · Saint Cloud State University · St. Thomas University · University of Minnesota, Rochester · University of Minnesota-Duluth · University of Minnesota-Twin Cities · University of St. Thomas · Winona State University · Jackson State University · Missouri University of Science and Technology · Saint Louis University · University of Missouri-Columbia · Washington University in St. Louis · Montana State University · Creighton University · University of Nebraska-Lincoln · Fordham University · Hobart William Smith Colleges · Ithaca College · New York University · Rensselaer Polytechnic Institute · School of Visual Arts · St. Bonaventure University · St. Francis College · St. John's University · Stony Brook University · State University of New York · University of New York · College of Environmental Science and Forestry · Syracuse University · Union College · Schenectady · University of Albany, SUNY · University at Buffalo The State University of New York · University of North Dakota · John Carroll University · Kent State University at Kent · Marietta College · Miami University-Oxford · Ohio University · The Ohio State University · University of Cincinnati Xavier University · Lewis & Clark College · Reed College · University of Oregon · Lehigh University · Pennsylvania State University · Saint Joseph's University · University of Pittsburgh-Pittsburgh Campus · Johnson & Wales University Providence · The University of Edinburgh · Clemson University · Coastal Carolina University · College of Charleston · University of South Carolina-Columbia · Saint Louis University-Madrid Campus · The University of Tennessee-Knoxville · Southern Methodist University · Southern State University · Champlain College · University of Vermont · George Mason University · Hampton University · University of Lynchburg · University of Richmond · William and Mary · University of Puget Sound · George Washington University · Georgetown University · Howard University · U.S. Air Force · U.S. Marine Corps · University of the District of Columbia · American University · Alverno College · Beloit College · Bryant & Stratton College-Milwaukee · Carroll University · Concordia University Wisconsin · Edgewood College · Lawrence University · Madison Area Technical College · Marian University · Fond du Lac · Marquette University · Milwaukee Area Technical College · Milwaukee Institute of Art & Design · Milwaukee School of Engineering · Northcentral Technical College · Northland College · Ripon College · St. Norbert College · University of Wisconsin-Eau Claire · University of Wisconsin-Green Bay · University of Wisconsin-La Crosse · University of Wisconsin-Madison · University of Wisconsin-Milwaukee · University of Wisconsin-Oshkosh · University of Wisconsin-Parkside · University of Wisconsin-Platteville · University of Wisconsin-River Falls · University of Wisconsin-Stevens Point · University of Wisconsin-Stout · University of Wisconsin-Whitewater · Viterbo University · Waukesha County Technical College

***The Class of 2020 was accepted into
over 200 colleges across the globe!***
We are incredibly proud of our graduating
Knights and we can't wait to see what
exciting things they'll do next.

BUSINESS SERVICES & BUDGET HIGHLIGHTS

The Nicolet Union High School Business Office manages the annual budget, financial operations, transportation, food service, and building and grounds, structuring budgets to meet the district's objectives within the financial constraints of Wisconsin school funding.

The State of Wisconsin imposes a revenue limit on public school districts. The revenue limit is increased or decreased annually based primarily on the state budget, student enrollment, and special exemptions.

Nicolet's revenue limit is the maximum amount of revenue that may be raised through state general aid and property tax for the General and Non-Referendum Debt Fund, also referred to as Funds 10 and 38.

In order to maintain small class sizes, innovative technology, and a wide scope of educational programming, the Nicolet community voted to exceed the revenue annual limit by \$3.15M annually for six years from 2016-17 through 2021-22. To maintain operations at its current level, the community can expect another referendum to occur in time for the 2022-23 school year.

THE BUSINESS OFFICE AIMS TO MANAGE COMMUNITY RESOURCES RESPONSIBLY TO SUPPORT PROVIDING THE BEST EDUCATIONAL EXPERIENCE POSSIBLE.

WHERE DOES THE DISTRICT'S MONEY **COME FROM?**

80.46%

PROPERTY TAXES

8.83%

OTHER STATE SOURCES

4.39%

STATE EQUALIZATION/220 AID

2.60%

OTHER LOCAL SOURCES

1.93%

INTER-DISTRICT SOURCES

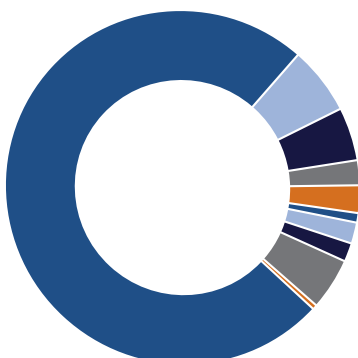
1.64%

FEDERAL SOURCES

0.16%

OTHER

HOW IS THE MONEY **SPENT?**



PERSONNEL (FUNDS 10 & 27)

\$16,687,670 • 74.53%

DEPARTMENT BUDGETS

\$1,397,688 • 6.24%

TRANSPORTATION (FUNDS 10 & 27)

\$1,072,433 • 4.79%

ATHLETICS/CO-CURRICULAR

\$519,590 • 2.32%

INFORMATION TECHNOLOGY

\$551,603 • 2.46%

TEACHING AND LEARNING

\$206,000 • 0.92%

STUDENT SERVICES/SPECIAL EDUCATION (FUNDS 10 & 27)

\$416,900 • 1.86%

STUDENT OPTIONS (OE, VOUCHERS, YOUTH OPTIONS)

\$386,300 • 1.73%

BUILDING AND GROUNDS (INCLUDES UTILITIES)

\$1,094,000 • 4.89%

FUND 10 GRANTS (NON-PERSONNEL)

\$59,524 • 0.27%

BUSINESS SERVICES & BUDGET HIGHLIGHTS



The Nicolet Union High School District continues to maintain the highest possible bond rating, Aaa, by the bond rating agency Moody's.

NICOLET IS ONE OF ONLY THREE OF WISCONSIN'S 421 PUBLIC SCHOOL DISTRICTS TO HOLD THE TOP RATING.

THE DISTRICT HAD A FAVORABLE YEAR FINANCIALLY IN 2019-20 AND WAS ABLE TO ACCOMPLISH SEVERAL SIGNIFICANT FINANCIAL GOALS AND IMPROVE FUTURE FISCAL YEARS DUE TO A BUDGET SURPLUS:

The School Board approved a \$425,000 prepayment of debt in an effort to help close a projected budget gap of nearly \$1M in the upcoming 2021-22 school year.

In June, the School Board made additional contributions to Fund 46: Capital Improvement Trust Fund (\$250,000) and Fund 73: OPEB Trust Fund (\$455,000) to invest in the future of the Nicolet facility and accelerate funding of the District's post-retirement obligations to eligible staff.

The District's planned softball and recreation field construction began in late July, and will be completed during the 2020-2021 school year. Nicolet is utilizing funds from the sale of the upper fields to complete this project. Read more about Richard E. Maslowski Glendale Community Park on page 5.



THE SAVINGS FROM THE 2019-20 SCHOOL YEAR PROVIDE FOR FUTURE BUDGET FLEXIBILITY AND HAVE IMPROVED THE DISTRICT'S FINANCIAL OUTLOOK FOR FUTURE YEARS

2020-21 FINANCIAL HIGHLIGHTS

The budget is balanced for the 2020-21 school year, with the exception of the board-approved purchase of English and World Language books with 2019-20 savings. This decision eliminates book fees for most English courses and was made to continue to emphasize equity-based decisions that positively impact all students.

"THE DISTRICT CONTINUES TO EMPHASIZE THE IMPORTANCE OF EQUITY-BASED DECISION-MAKING TO POSITIVELY IMPACT ALL STUDENTS"

Staffing makes up the highest portion of the annual budget; changes to staffing for the 2020-2021 school year include the hiring of:

- A part-time equity coach;
- Full-time social studies teacher;
- Part-time secretarial role; and
- The creation of a literacy Interventionist position to work in the Student Supports Department.

Position reductions occurred in the math department and in hallway supervision.

BUSINESS SERVICES & BUDGET HIGHLIGHTS



THE DISTRICT TAX LEVY IS PROJECTED TO INCREASE 1.53% FROM 2019-2020 TO 2020-2021. DETAILS CAN BE FOUND IN THE TABLE BELOW:

PROPOSED PROPERTY TAX LEVY			
Funds	Audited 2018-19	Unaudited 2019-20	Proposed 2020-21
General Fund (Fund 10)	\$18,015,581	\$17,862,073	\$17,971,738
Non-Ref Debt (Fund 38)	\$914,497	\$1,018,069	\$1,115,447
Comm. Svc. (Fund 80)	\$255,455	\$255,455	\$342,000
Total School Levy	\$19,185,533	\$19,135,597	\$19,429,185
% Increase/decrease from prior year	0.45%	(0.26%)	1.53%

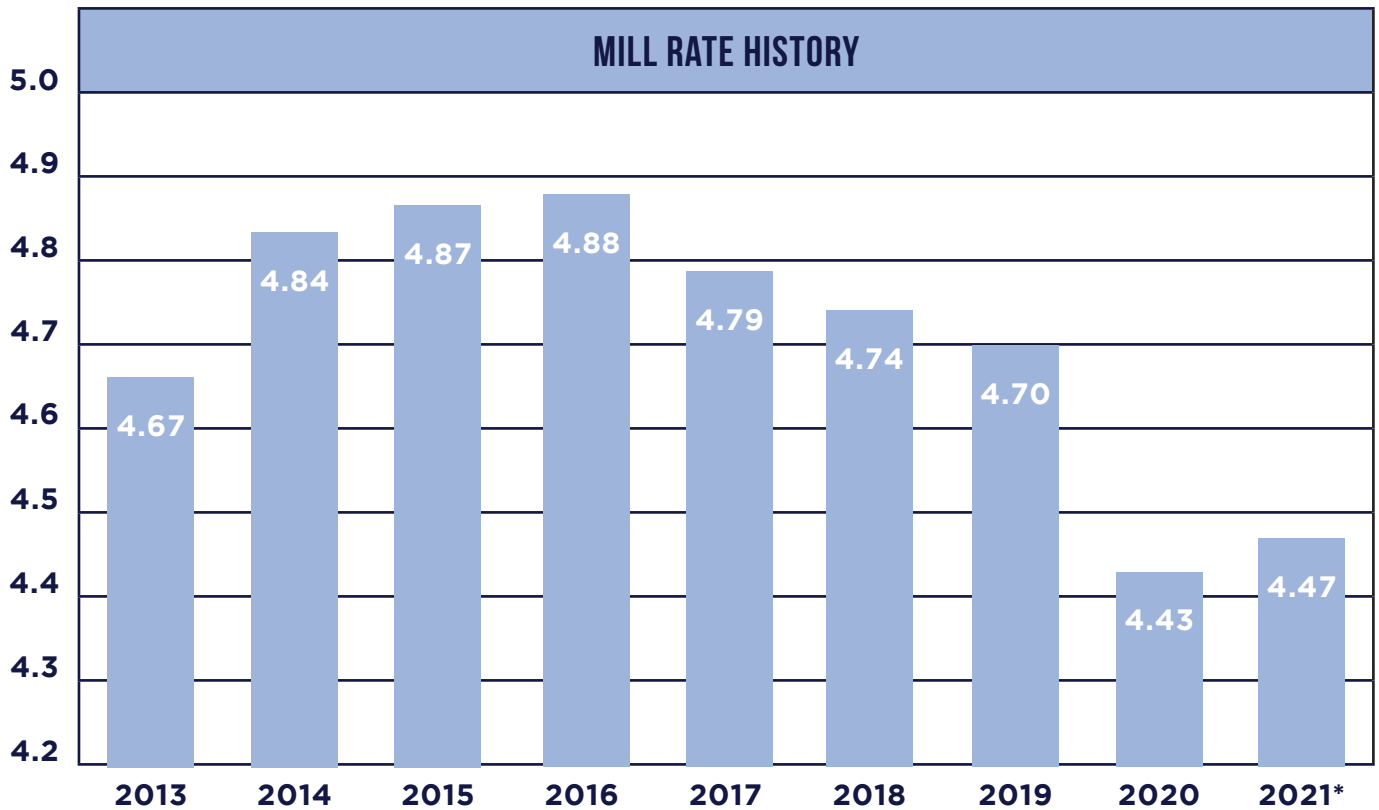
PROPOSED MILL RATE			
	Audited 2018-19	Unaudited 2019-20	Proposed 2020-21
Mill Rate*	\$4.70	\$4.43	\$4.47
% Increase/decrease from prior year	(0.85%)	(5.76%)	0.98%

*Total School-Based Tax Levy / Equalized Property Value x \$1,000 = Mill Rate

DESPITE THE PROJECTED 1.53% INCREASE IN TOTAL LEVY, **THE IMPACT ON TAXPAYERS IS PROJECTED TO BE LESS** DUE TO A PROJECTED INCREASE IN TAXABLE PROPERTY (+.55%) WITHIN THE DISTRICT.

THE PROPOSED 0.98% INCREASE IN MILL RATE WILL HAVE THE FOLLOWING IMPACT ON PROPERTY TAXPAYERS:

MILL RATE IMPACT ON PROPERTY TAXPAYERS			
Home Value	2019-20 (Actual)	2020-21 (Proposed)	Difference (+/-)
\$200,000	\$886	\$894	+\$8
\$400,000	\$1,772	\$1,788	+\$16
\$600,000	\$2,658	\$2,682	+\$24
\$800,000	\$3,544	\$3,576	+\$32



DISTRICT MISSION:

Transforming knowledge into wisdom, the Nicolet High School District accelerates the achievement of every student, in every classroom, every day by promoting intellectual discovery, inspiring creativity, embracing diversity, and encouraging students to become enlightened, humane, responsible citizens.

DISTRICT VISION:

The Nicolet High School District is a professional learning community that ensures high expectations, collaboration, and personalized learning for all.

DISTRICT VALUES:

The Nicolet High School District is committed to:

- Implementing research-based best practices
- Engaging in continuous improvement
- Ensuring that all students learn at high levels
- Cultivating collective responsibility
- Executing a guaranteed and viable curriculum
- Teaching with a focus on learning



ACCELERATING ACHIEVEMENT:
EVERY STUDENT, EVERY CLASSROOM, EVERY DAY