

2024 ANNUAL DISTRICT BULLETIN



Whitefish Bay  
SCHOOL DISTRICT

# PRESENT & FUTURE FOCUS



An Exceptional Place to Learn

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## Board of Education



**Back row left to right:**  
 Dan Tyk, Sandy Saltzstein, Nathan Christenson, Pam Woodard  
**Front row left to right:**  
 W. Brett Christiansen, Treasurer  
 Kristin Bencik-Boudreau, President  
 Lynn Raines, Vice President & Clerk

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**Whitefish Bay SCHOOL DISTRICT**

# CONGRATULATIONS ON RETIREMENT

The District would like to thank Dr. John W. Thomsen, former Superintendent, Mr. Shawn Yde, former Director of Business Services, and Mr. Matt Rose, former Middle School Associate Principal for their service to Whitefish Bay School District. We wish them well in their next steps into retirement.



**Dr. John W. Thomsen,**  
 Superintendent  
 9 Years of Service



**Mr. Shawn Yde,**  
 Director of Business Services  
 31 Years of Service



**Mr. Matt Rose,**  
 Middle School Associate Principal  
 10 Years of Service



# Whitefish Bay School District

Dr. Jamie J. Foeckler  
Superintendent of Schools

## Dear Whitefish Bay School District Community,

As we begin a new school year, I am thrilled to extend a warm welcome to each and every one of you. It is with great excitement that we focus on the present while keeping our eyes firmly fixed on the limitless possibilities of the future.

This past year, our theme of a “Present and Future Focus” served as a guiding beacon for all our learning and work together. We know that the experiences of today lay the foundation for the achievements of tomorrow. Together, we will create the conditions for a learning environment that not only celebrates the successes of the present but also nurtures the opportunities for continuous improvement and growth for all students in an Exceptional Place to Learn.



In 2023-2024, the district engaged in a strategic planning process, gathering feedback during a three-day community conversation in November and concluding with the refinement of our Focus Plan. We are grateful for the commitment and input of the Strategic Planning Advisory Committee, as well as the more than 140 attendees who contributed to planning the future of the Whitefish Bay School District through the process. Attendees included students, parents, educators, administrators, elected officials, and community members. The themes that emerged from the community conversation helped to inform the refinement of our Focus Plan as well as the future work involving the development of a profile of a learner at the elementary, middle, and high school levels. A thank you goes out to all who participated in the strategic planning process.

Our dedicated educators, staff, and administrators are committed to providing the highest quality education and empowering our students to thrive in an ever-changing global society. We embrace innovation, creativity, and collaboration, and recognize that these are vital skills in preparing our students for the challenges and opportunities that lie ahead for them to be life, career, and college ready.

As we head into this next school year, let us embrace the present moment, appreciating every discovery, success, and connection. At the same time, let us look to the horizon with hope and determination, knowing that together, we are shaping a brighter future for all of our students.

I am truly honored to serve as your superintendent and am eager to observe the remarkable achievements that this school year will bring related to learning and growth for all.

Yours in Education,

Dr. Jamie J. Foeckler,  
Superintendent of Schools



## An Exceptional Place to Learn: By the Numbers



Best High School in Wisconsin  
- US News & World Report, 2024



Best School District in Milwaukee County  
- Niche, 2024

#3

Best School District in Wisconsin  
- Niche, 2024

**100%** of Schools & District are Significantly Exceeding Expectations in Statewide Accountability Measures

### District Enrollment:

**2836**  
Students

Attendance Rate  
**96.2%**

**346**  
Employees

**13:1**  
Student to Staff Ratio

**57%**  
Teachers with a master's degree or higher

**10**  
National Board Certified Teachers

**61%** of teachers have been here more than 7 years

### 2022-23 School Year

**ACT:**  
Composite ACT Score:  
**25.2**  
which exceeds the state average by 5.8 points

**AP**  
Scores 3+:  
**87%**  
Exams Taken  
**784**  
Students  
**376**

High School - Level I Advanced Placement Pacesetter School



# FOCUS PLAN



## VISION

*An Exceptional Place to Learn*

## MISSION

The Whitefish Bay School District, in partnership with families and community, is student-centered with a tradition of educational excellence that:

- Supports the individual needs of the whole child in a safe, caring, and inclusive learning environment;
- Empowers students with the knowledge, skills, dispositions, and character necessary to thrive in an ever-changing, global society so that students are life, career, and college ready;
- Honors the diversity of all students and the pursuit of educational equity\*.

## VALUES

### **Educational Equity and Excellence:**

We maintain high expectations for personal growth and achievement.

### **Tradition and Innovation:**

We acknowledge the past and commit to continuous improvement.

### **Safety and Well-being:**

We strive for a safe and welcoming environment that fosters individual and collective welfare.

### **Individual and Community:**

We develop the talents and skills of individual learners and collaborative teams.

### **Stewardship and Integrity:**

We serve through principled and strategic decision-making and allocation of resources.

## GOALS

### **An Exceptional Place to...**

#### **Learn:**

Every student will continuously grow to meet or exceed academic learning targets and social emotional competencies.

#### **Work:**

Every staff member will experience an environment where they are valued, developed, and supported.

#### **Engage:**

The community will be provided with opportunities to be involved in activities that promote collective growth, learning, and well-being.

\***Educational Equity** “means that every student has access to the resources and educational rigor they need at the right moment in their education, across race, gender, ethnicity, language, ability, sexual orientation, family background, and/or family income” (Wisconsin Department of Public Instruction, 2023).



# Teaching & Learning Services Special Education & Pupil Services

**Mike O'Connor**  
Director of Teaching & Learning Services

**Tim Lemke**  
Director of Special Education & Pupil Services



## A FOCUS ON THE WHOLE CHILD

The Whitefish Bay School District, guided by our vision of being “An Exceptional Place to Learn,” is committed to educational equity. Our recent student assessment data offers a valuable window into this ongoing pursuit. While we acknowledge areas where achievement gaps are narrowing, the data also fuels our mission to empower all students with the knowledge, skills, and character to thrive. A present and future-focused approach, aligned with our core values of Educational Equity and Excellence, as well as Tradition and Innovation, is key to ensuring all students reach their full potential.

### Learning from Successes and Challenges

Our qualitative data reveals both areas of success and areas where achievement gaps exist. We celebrate student achievements, big and small. With our continued implementation of Illustrative Math, there is increased student engagement for all students and student assessment scores continue to grow. Victories like the Illustrative Math example motivate our teams and validate our current efforts. Still, recognizing gaps allows us to pinpoint any challenges faced by specific student groups. Targeted understanding empowers us to develop and implement new strategies to bridge those gaps, moving us closer to our goal of “An Exceptional Place to Learn: Every student will continuously grow to meet or exceed academic learning targets and social emotional competencies.”



**BEST SCHOOL DISTRICT  
IN WISCONSIN**

- Niche, 2024



### A Continued Focus on the Whole Child

Our mission is to support the individual needs of the whole child in a safe, caring, and inclusive learning environment while honoring the diversity of all students. In order to support the social emotional needs of all students, we continue to deliver high quality universal social emotional learning curriculum at all levels. When students require additional support, we utilize research based approaches to build upon student strengths and develop areas in need of development. In addition to school based support, we are extremely proud to have the opportunity for our families to partner with the North Shore Center, creating an environment for community based mental health professionals to provide services to students within our buildings during the school day. We will continue to develop our range of services related to social emotional learning as we work to meet the needs of the whole child.

### A Continuous Journey Towards Educational Equity

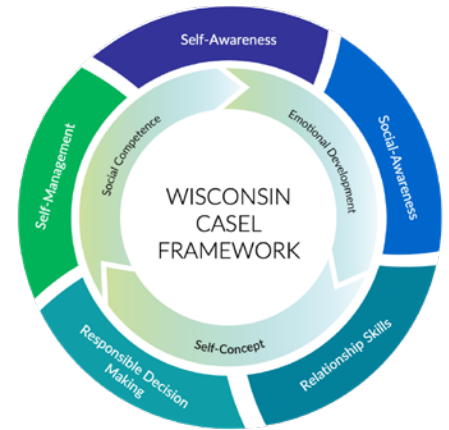
Educational equity is not a destination, but a continuous journey, as outlined in our Focus Plan values of Tradition and Innovation. We leverage our data as a tool for ongoing assessment and refinement. We analyze the effectiveness of current programs and identify opportunities for improvement. The commitment to ongoing improvement ensures we are constantly adapting and innovating to meet the evolving needs of all students. We look forward, not back, using the data to shape our long-term vision. We have developed targeted professional learning for educators, implemented new curricula to meet the diverse learning needs of students, and fostered a more inclusive school environment, all in support of our mission and goals.

Achieving educational equity and excellence requires a collective effort from students, staff, and the community. By working together, we can ensure that every student has the opportunity to maintain high expectations for personal growth and achievement. Our assessment data over the years serves as a powerful reminder of both the progress made and the work that remains. With a present and future-focused approach, we can build on our successes, address challenges, and create a learning environment where all students can be life, career, and college ready.



## COLLABORATIVE FOR ACADEMIC, SOCIAL, AND EMOTIONAL LEARNING (CASEL) FRAMEWORK FOR WISCONSIN

The Wisconsin Department of Public Instruction (DPI) defines social and emotional learning (SEL) as the process through which children and adults acquire and effectively apply the knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions.



Social and emotional learning advances educational equity and excellence through authentic school-family-community partnerships to establish learning environments and experiences that feature trusting and collaborative relationships, rigorous and meaningful curriculum and instruction, and ongoing evaluation. SEL can help address various forms of inequity and empower young people and adults to co-create thriving schools and contribute to safe, healthy, and just communities.

**Source:** <https://dpi.wi.gov/sspw/mental-health/social-emotional-learning>

**The Department of Public Instruction’s Definition of Educational Equity (2024)** Educational equity means that every student has access to the resources and educational rigor they need at the right moment in their education, across race, gender, ethnicity, language, ability, sexual orientation, family background, and/or family income.

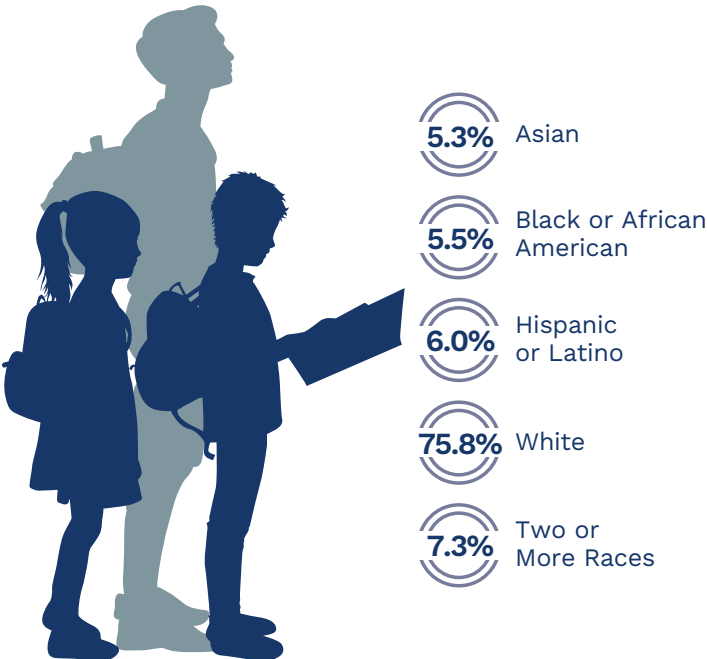
# BY THE NUMBERS:

## SCORE SUMMARIES

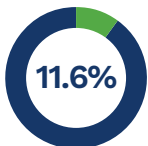


## DEMOGRAPHICS & OUTCOMES

### Student Groups



Student with Disabilities



Economically Disadvantage



English Learners



## PRIORITY AREA SCORES

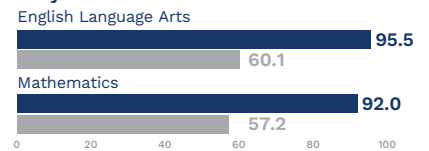
### Priority Area Weights



### ACHIEVEMENT



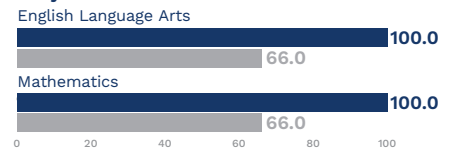
#### Subject Area Scores



### GROWTH



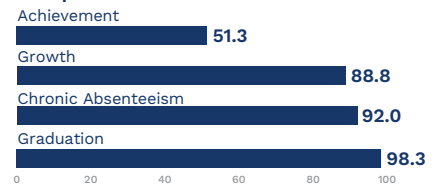
#### Subject Area Scores



### TARGET GROUP OUTCOMES



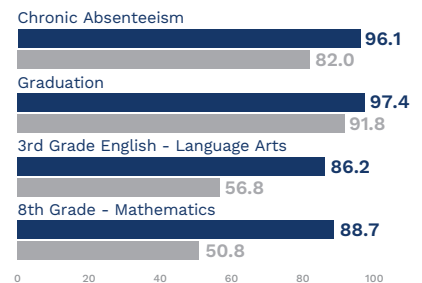
#### Group Scores



### ON-TRACK TO GRADUATION



#### Area Scores



■ District ■ K-12 State



# Cumberland Elementary

Jayne Heffron  
Principal

Rebecca Salomon  
Associate Principal



## POINTS OF PRIDE

➤ **96.7%** of students reported that they feel like they belong at Cumberland.

**Cumberland earned an overall score of 93.0** and a rating of Significantly Exceeds Expectations on the 2022-23 Wisconsin School Report Card.

**76** fourth and fifth graders participated in Battle of the Books.

**600+ pounds of books were collected** and donated to Literacy Services of Milwaukee.

**Increase in the percentage of students** scoring in the Advanced range on the Forward Exam, in both ELA and Math, from the prior year.

**4,550** minutes of Buddy Classroom activities

## STANDING IN BOTH WORLDS

Recognizing that we are educating students for their future lives, as well as for the present time, Cumberland remains laser focused on fostering the development of core academic skills while nurturing students as whole people who need more than content knowledge to develop as well-rounded humans. Our present focus is providing learning opportunities that meet students at just the right time and that hold relevance right now, with ever more complex and abstract skills in math, reading, and writing. While doing this, we also keep our eyes on lifelong wellness, developing the ability to self regulate, and strengthening skills in collaboration, problem solving, and flexibility.

Students encounter opportunities to grow in the non-academic arenas when working in collaborative small groups to solve problems or create products or performances. This happens in all subject areas, including Encore areas of physical education, music, art, world language, and library. This year, students were also introduced to Regulation Stations, with related lessons in breathing techniques, identifying emotions, and actively self monitoring, supplementing the social emotional learning provided through the Caring School Communities curriculum. These effective skills will carry students forward into the future as they become more able to interact with others, become more responsible for their own well-being, and grow into more caring and contributing members of communities, in school and beyond.

“

*Thank you for seven wonderful years here at Cumberland. I could not be more grateful for each and every person here. The kindness I have been given is unforgettable. I am excited to go to the Middle School and the fact that I am secure enough to leave is proof that you have done an amazing job with me and everyone else here at Cumberland School.*

- Former Cumberland Student

”

## Giving Back!

All 5th graders participated in a Time of Service event, assisting others at Cumberland in a variety of ways, from organizing classroom libraries to engaging directly with younger students. Appreciating their time at Cumberland, the 5th graders contributed more than 50 hours of volunteerism, giving back to those who have nurtured them along the way!







# Richards Elementary

**Chad Nelson**  
Principal

**Katie Petersen**  
Associate Principal



## THRIVING AT RICHARDS: PLAY AND SELF REGULATION

### Playground Success

The Recess Rally and fifth grade Recess Captains were a resounding success this year! Students had a blast participating in games and activities, fostering a spirit of community and inclusivity on the playground during the Recess Rally.

Recess Captains played a crucial role in making recess fun and safe for first grade students. They welcomed classmates, helped run games, and promoted positive play according to “The Richards Way.” Their positive energy and leadership skills were instrumental in creating a happy and inclusive recess environment. We’re already looking forward to another fantastic year with our Recess Rally and incredible student leaders!

### Culture of Self Regulation

As part of our commitment to fostering self-management skills, Richards introduced Regulation Stations in every classroom. These designated spaces are more than just calming corners; they’re equipped with tools to empower students to manage their emotions and return to learning, feeling centered.

Students utilize calming sensory tools such as breathing guides, visual bubble timers, stress balls, and a stuffed “Spirit” tiger to release tension and refocus. A feelings chart serves as a visual aid, helping students identify their emotions and choose the most appropriate strategy. A timer keeps breaks focused, ensuring a smooth transition back to classwork. By providing these resources and fostering a culture of self-regulation, students are empowered to become successful, independent learners.



## POINTS OF PRIDE

**94.4%** of students reported that they feel like they belong at Richards.

**Richards earned an overall score of 95.5**

and a rating of Significantly Exceeds Expectations on the 2022-23 Wisconsin School Report Card.

**92%** of students at or above benchmark in Reading and **96%** are at or above benchmark in Math as measured by STAR testing.

The Student Council met monthly with **66** students and **19** adult advisors. Committees included Green Team, Community Connectors, Newspaper, School Spirit, and Leadership.

**74** entries from students grades 3-5 displaying learning in the form of biographies, science experiments, research or a study of history at our annual learning fair.

**Over \$9,000** in special disbursements provided to staff from Richards PTO.



## Lunchroom Goes Green with Recycling

The fifth grade Student Council Green Team’s Lunchroom Recycling Project was a success! The student-led initiative has transformed lunch into a more eco-friendly experience. With a new easy-to-access recycling bin and pour-away cart, along with student demonstrations on proper disposal, we’ve increased the amount of recycled materials and reduced our environmental footprint.



# Whitefish Bay Middle School

**Geoff Pontus**  
Principal

**Laura Sproul**  
Associate Principal



## DISCOVERING WHO WE ARE AND WHO WE WANT TO BE

At Whitefish Bay Middle School, we help students discover who they are as individuals and where they fit in the world. We do this by attending to the academic, social, and emotional development of each child. The Whitefish Bay Middle School curriculum is simultaneously exploratory and rigorous. Whether collaborating on high-cognitive demand tasks in Mathematics, reading and writing about complex social issues in English-Language Arts, or studying humankind's evolving understanding of the solar system in Integrated Science and Social Studies, students are acquiring the knowledge and skills necessary to be successful in high school and whatever pathway lies beyond. Students aren't limited to learning in the traditional content areas; they are also designing energy efficient homes in Green Architecture, creating their own beats in Digital Music, planning their next family vacation in Digital Business, and much more. There is always something exciting happening in our classrooms!

We recognize that being in middle school is tough. That's why we prioritize whole-child development and cultivating a sense of belonging for all students in our school. Our students have a soft start to their day in Homeroom, where they focus on building positive relationships and guiding the development of social/emotional skills through Character Strong, a resource that promotes well-being, belonging, and engagement. After school hours provide additional opportunities to help kids feel connected. Students can choose to participate in a wide array of extracurricular activities, from Jazz Band and the musical, to intramural sports and aviation club. There is something for every child at Whitefish Bay Middle School!

“

*I know that our three boys walk into the Middle School with a strong sense of inclusivity, positivity, and kindness, and a desire to perform their best.*

- WFBMS Parent

”



## POINTS OF PRIDE



### Intramural Opportunities

Over 40 sixth graders participated in the first WFBMS Intramural Basketball League this year. For several weeks, students played against each other in a fun, non-competitive atmosphere where players of all skill levels are welcomed.

“

*I've had great friends and teachers to support me positively and I've had fun being in this school.*

- WFBMS Student

”

» 3.2 / 4

the average response of 8th grade students when asked how connected they feel to Whitefish Bay Middle School.

» 81.0%

of students report having an adult they trust at Whitefish Bay Middle School.

### Whitefish Bay Middle School earned an overall score of 92.9

and a rating of Significantly Exceeds Expectations on the 2022-23 Wisconsin School Report Card.

5.8% and 5.1% more students were proficient or advanced on the Wisconsin Forward Exam in Math and ELA in 2023 than in 2021.

27 student council members and alumni of Lydell buddied-up with preschoolers to serve as positive mentors and role models.

Students took on **Character Dares** as a part of Homeroom this year. These small challenges such as holding the door for someone or writing positive reviews for local businesses, made a positive impact on our school and community. 80% of students report participating in the Character Dare each week.

2300+ tickets were sold for this year's musical, *Moana Jr.*

228 students participated in one or more school-sponsored athletic activities this year.

### Moana Jr. Musical

Middle School students whisked audiences away to the South Pacific in this year's all-school musical, *Moana Jr.*





# Whitefish Bay High School

Amy Levek  
Principal

Josh Skatrud  
Associate Principal



## PREPARING STUDENTS FOR THE FUTURE!

It is unlikely that high school graduates in 2024 will experience as linear a career path as those from ten, twenty, or thirty years ago. As a result, it is our responsibility to support students as they pursue the college or career path that they envision for themselves right now, while also helping them develop the transferable skills that will position them to navigate the ever-changing landscape that they will encounter beyond their time in Whitefish Bay. As a high school team, we have organized unique opportunities for students to explore life, college, and career decisions through our first annual Academic and Career Planning Day as well as our inaugural Guest Speaker Week. Making the post-secondary journey both tangible and relatable has opened possibilities, perspectives, and pathways for students in 2024. At the same time, daily classroom instruction is focused on enhancing critical thinking, communication, collaboration, and an appreciation for the beautiful messiness in the journey towards deep learning; we acknowledge that all students will need these transferable skills regardless of the path they choose to take. We continue to value rigorous instruction for all learners and believe that voice and choice in academic and extracurricular programming is central to high levels of student engagement and belonging.

“

*For your wisdom, enthusiasm, and generosity of time, thank you. We are grateful that Whitefish Bay High School provides parents with a window on the world of our children's high school experience from their very beginnings.*

- WFBHS Parent

”



### Guest Speaker Week

Eighty-four speakers across all sixteen career clusters presented to students during the first annual Guest Speaker Week!

“

*Great feedback from my boys! They said Speaker Week was such a great program. They told me about their speakers in great detail. They think it's awesome that WFBHS plans to make this an annual program. Congratulations on a successful program and so smart to give the students access to so many possibilities out there that they didn't know existed!*

- WFBHS parent

”



## POINTS OF PRIDE



**Best High School in Wisconsin**  
- US News & World Report 2024

**Whitefish Bay High School earned an overall score of 96.0** and a rating of Significantly Exceeds Expectations on the 2022-23 Wisconsin School Report Card.

**25.2 Average Composite ACT Score** for the graduating class of 2023. This exceeds the State average by 5.8 points.

In a record level of participation, **438 students signed up to take 964 AP exams in 2024.**

Sources of Strength peer leaders launched multiple campaigns including a **focus on mental health resources**, generosity/gratitude, and healthy activities.

Staff continue to extend the classroom to local, national, and global spaces, traveling with students to Milwaukee-based museums, workshops, and contests, performance-based opportunities in visits to New York, and language/cultural trips to Spain, France, and Japan.

**The third cohort of AVID students graduated in 2024**, marking **seven years** of AVID strategies as the foundational framework for instruction at WFBHS.

Social Studies teacher (and WFBHS alum!) **Ms. Hannah Peterson passed her National Board Certification.**



### Sources of Strength Duke Dash Color Run

Students celebrate the many Sources of Strength in their lives by participating in the Duke Dash Color Run! Sources of Strength is the universal, peer-led program for health and well-being at WFBHS.



# Athletics & Activities

Randee Drew  
Activities Director



## ATHLETICS

Whitefish Bay High School athletics programming provides opportunities for our student athletes to compete on 29 different teams. Involvement in athletics provides students additional options for expanding educational, social, and emotional development of the whole child. Participation in athletics also provides students with opportunities to learn rules, skills, techniques, strategies, competitive and cooperative attitudes of sport, and to demonstrate what has been learned through interscholastic competition. This year, 568 students participated in at least one sport during the school year.



### WFBHS ATHLETICS BY THE NUMBERS

**568**

Total athletes

**47%**

Student athletes play one sports

**53%**

Student athletes play two sports

**29**

Sports offered

**17**

Seniors will continue athletics in college

“

*Growing up in Bay, my greatest aspiration was to become a Blue Duke. Beyond any club, college, or professional goals, I dreamt of representing my hometown in blue and gray. My time as a student-athlete at WFBHS has come and gone, and my experience exceeded my childhood dreams. I have been blessed with the opportunity to return to Bay as a coach and teacher, and with the responsibility of upholding the tradition of excellence in Whitefish Bay.*

- Staff Member & Coach

”



**FEATURED ATHLETE**

**Ryann Wesley**

Ryann Wesley, Class of 2024, has earned a total of 11 varsity letters in swimming & diving, gymnastics, and track & field during her time at Whitefish Bay High School. Ryann is an outstanding athlete and leader.

**Diving:**

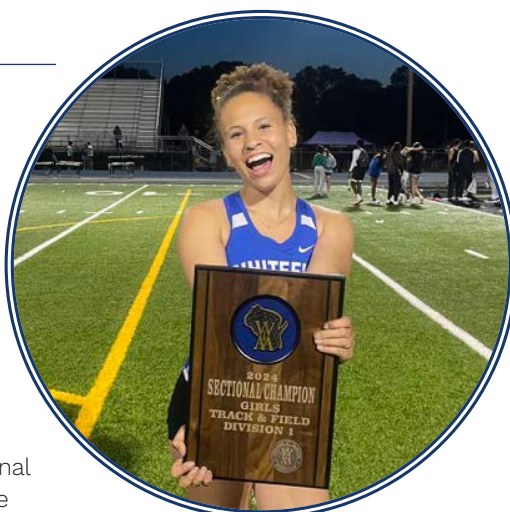
- State Qualifier in 2021 and 2022, where she finished 12th overall
- Member of the North Shore Conference Champion, WIAA Sectional Champion and WIAA Division 2 State Runner up in 2022

**Gymnastics:**

- Member of the 2021 and 2022 North Shore Conference Championship team, the 2021 and 2022 Sectional Championship team, and the 2021 and 2022 WIAA Division 2 State Championship teams
- Member of the 2024 State Qualifying team, which finished 4th at State
- 4 year individual state qualifier
  - 2021 - Balance Beam (15th)
  - 2022 - Balance Beam (4th)
  - 2023 - All Around (11th), Balance Beam (3rd), Uneven Bars (14th),
  - 2024 - All Around (11th), Bars (11th)

**Track and Field**

- Member of 2021, 2022, 2023 and 2024 WIAA Regional Championship team
- Member of the 2023 WIAA Sectional Championship team
- 2023 and 2024 North Shore Conference Pole Vault Champion and 1st team All Conference
- 2023 and 2024 Regional Pole Vault Champion
- WFBHS Pole Vault Record Holder
- 2 time individual state qualifier and medal winner
  - 2022 - Pole Vault (5th)
  - 2023 - Pole Vault (4th)
- All State in Pole Vault in 2022 and 2023
- 2021 Freshman Champion in pole vault



“

*Ryann is one of the most unique athletes I have ever coached. Not only is she immensely talented, her work ethic and humility are unlike most student athletes her age. She is incredibly kind to everyone she interacts with and is a natural leader to her peers. I am so proud of the young woman she has become and the sky's the limit for her.*

- Gymnastics Coach

”

**RECOGNITIONS**

**WIAA DIVISION 1 INDIVIDUAL STATE CHAMPIONS**

- Landon Gallun (Track, 100M and 200M)

**WIAA DIVISION 2 INDIVIDUAL STATE CHAMPIONS**

- Anne Dickinson (Swimming, 50M Freestyle)
- Finn Holdredge (Swimming, 500M Freestyle)
- Tyler Emory (Diving)

**WIAA DIVISION 2 TEAM STATE**

- Girls Soccer - Runner up
- Girls Swim and Dive - Runner up

**WIAA STATE TOURNAMENT APPEARANCES**

- Boys Golf - one individual
- Boys Ski - 6th place
- Boys Swim & Dive - 3rd place
- Boys Tennis - four individuals
- Boys Track - nine individuals
- Boys Wrestling - two individuals
- Girls Cross Country - one individual
- Girls Golf - one individual
- Girls Tennis - team; six individuals
- Girls Track - nine individuals
- Girls Wrestling - one individual
- Gymnastics - 4th place

**WIAA DIVISION 2 SECTIONAL CHAMPIONS**

- Boys Swim and Dive  
Qualified for WIAA Division 1 Sectionals
- Boys Golf
- Boys Tennis
- Girls Golf
- Girls Swim and Dive
- Girls Track Division I
- Girls Soccer - 5th consecutive year
- Girls Hockey Co-op

**NORTH SHORE CONFERENCE CHAMPIONS**

- Girls Swim & Dive - 2nd consecutive year
- Girls Soccer - 7th consecutive year
- Girls Hockey
- Girls Lacrosse
- Girls Soccer

**NORTH SHORE CONFERENCE PLAYER OF THE YEAR**

- Anna Dickinson - Girls Swimming



# ACTIVITIES

Rich and varied extracurricular activities are an integral part of the Whitefish Bay High School experience as they provide students the opportunity to apply skills in authentic contexts and promote the exploration of career opportunities while fostering the development of the whole child. This year there were 79 total activities (9 more than last year), and 589 students participated, which is the most participation we've had in six years. Our clubs are determined to provide opportunities for our students to compete, perform, publish, and provide opportunities for growth. It is important to provide students with opportunities to participate and the students, advisors, and families helped play an integral role in achieving that.

“

*Participating in activities throughout high school helped me find a community of people that I could trust and connect with. I'm forever grateful that I participated in these activities because I would not have met some of my greatest friends if I had not taken risks to try out a new activity.*

- WFBHS Student

”

## GET INVOLVED: EXPLORE, LEAD, SERVE

**589** Students involved

**+25** increase from 2023

**79** total activities

**6** perform

**11** new clubs this year

**3** publish

**18** compete

**34** enrichment

**18** leadership & service

**262** students participated in one activity (increase of 22 students)

**327** students participated in two or more activities





## Bay Robotics

Bay Robotics had an outstanding year! Congratulations!! The group had continued growth, adding a third team to their roster.

The group competed at the FIRST@ FTC World Championship in Houston, TX, which is a remarkable achievement! Over 6,000 FTC teams competed globally, with the top 224 teams earning a spot at the world competition.

The World competition began with competitions in 4 divisions, each consisting of 56 teams. Bay Robotics finished as the #1 seed and the Winning Alliance Captain in their division.

The team also won the Design Award in their division for both robot design/technology and aesthetics with an exceptional robot casing that pays homage to Whitefish Bay. Bay Robotics FTC Team #10829 became the #3 Alliance Captain in the world!



## Whitefish Bay High School Theater

Whitefish Bay High School Theater was thrilled to announce the Jerry Awards it received for its winter musical: Disney's *NEWSIES* ~ The Broadway Musical! The Jerry Awards honors excellence in high school musical theater from around the state of Wisconsin. Disney's *NEWSIES* ~ The Broadway Musical, received the most prestigious Jerry Award a high school can earn in the state of Wisconsin, the Outstanding Musical Award.



## POINTS OF PRIDE

**Bay Gives Back** had 398 members this school year.

Together, the group collected over 6,000lbs of food for Kinship Community Food Center, sponsored 60 Thanksgiving meals and 282 holiday gifts for children of Milwaukee area families, maintained two Free Little Laundromat Libraries on Milwaukee's Northwest Side, had 55 successful blood donors through the blood drive, and volunteered at a variety of events including Parent's Night Out at Shorewood Nursery School, Run the Bay, WFB School District Community Conversation, and more.

**Black Student Union** took another step in increasing their presence and impact on the Whitefish Bay School District and community. The group took field trips to the Empower-Me HBCU College Tour and America's Black Holocaust Museum.

**Intramural Basketball** had 115 participants. The season concluded with two team champions.

**Mock Trial** had a team place 2nd at their regional championship, and qualified for State. At State, the team advanced to the semifinal round.

**Future Business Leaders of America (FBLA)** had 19 members compete at the State Leadership Conference and six students advanced to the National Competition.

**Future Health Professionals (HOSA)** had 25 members compete at both Regional and State competitions. Five students qualified for International Competition.

**Rock Climbing** had eight individuals who qualified for the State Finals, and one individual won their division. The team finished 8th overall.

**Theater Program** produced three outstanding plays this year: *Radium Girls*, *Newsies*, and *Much Ado About Nothing*. The musical, *Newsies*, received numerous Jerry Awards, including Outstanding Musical Award.

**Tower Times** took home the Red Ribbon Honors for the Public Division Medium School Newspaper. Three students also received 1st, 2nd, and 3rd place in the Medium/Small News Story-General Category.





# Buildings & Grounds

**Brian Chase**  
Director of Buildings & Grounds/Safety



## PROACTIVE AND VISIONARY PLANNING

The Buildings and Grounds team is committed to providing all students, staff, and visitors with facilities that are safe, clean, and well maintained. We provide additional focus on long-range planning, safety, energy management, and community use of district facilities and grounds.

Each year, the District completes many facilities projects, both large and small. The High School's five-story tower as well as the façade over the main entrance (both of which are original to the building and nearly 100 years old) have undergone a complete rebuild over the past several months. In addition, six science labs in the High School have been recently renovated. The renovations will improve both safety and functionality of the spaces to better support instructional needs. Both the tower and science lab renovations are scheduled for completion in late August 2024.

The School Board and administration continue to make informed decisions about the maintenance and management of our school facilities. The District has engaged with Plunkett Raysich Architects on the process of long-range facility master planning. Aligning with the District Focus Plan, the facility master planning process will help the District identify opportunities to improve safety, security, and sustainability, and to enhance learning environments.

## POINTS OF PRIDE

### Safety First - Positive Partnerships

with WFB Police, North Shore Fire, and North Shore Health Departments help inform and prepare us for safety needs.

### Emergency Operations and School Safety Plans

outline an organized, systematic method to mitigate, prevent, prepare for, respond to, and recover from incidents.

- Regular participation in drills and exercises maximizes response effectiveness during crises and helps prevent safety issues.

### Computerized Maintenance Management

helps increase efficiency while managing and tracking maintenance activities.

- 800 Reactive Maintenance work orders completed.
- 1,230 Preventive Maintenance work orders completed.

### Energy Management

- 20.5% reduction in utility usage 2003 to the present.



# Recreation & Community Education Department

**Carin Keland**  
Director of Recreation and Community Education



## PLAYING INTO THE FUTURE

Learning through play doesn't stop in the home or classroom. The importance of outdoor play cannot be overstated and it is not limited to only young children. The Recreation and Community Education Department encourages play for residents of all ages by offering a wide range of social, educational, and recreational programs.

The Recreation Guide, mailed to Whitefish Bay residents three times a year and also found online, is designed to meet the needs of the entire Whitefish Bay community. Continuous feedback from residents is key to our success in meeting the needs of the community for years to come.

This year, Lydell School and Community Center met an important need by creating an outdoor play space for Lydell Preschoolers and Whitefish Bay families who have children ages 12 months to 5 years. The playground includes a large modular play structure with decks, climbers, a slide, and activity panels. The play environment is inclusive and accessible to early learners. The project was accomplished through years of planning and support from the School Board and administration of the Whitefish Bay School District, who prioritized the importance of play as it relates to the well-being of early learners and community.

“

*We are thrilled to have an inclusive playground for our program. Our preschoolers are so excited to play!*

- Lydell Preschool Teacher

”



### Lydell Playground Improvements

When completed, the new Lydell School and Community Center Playground will serve the preschool students as well as Whitefish Bay families with children ages 12 months to 5 years old.



## POINTS OF PRIDE

### 75+ youth participated in the inaugural Community Bike Rodeo

offered in September 2023. This event was a collaboration between the Recreation and Community Education Department, the Village of Whitefish Bay, the Whitefish Police Department, and the North Shore Health Department.

### The Connects Before and After School Program

celebrated its 10 year anniversary with monthly family, student, and staff celebrations.

**The Community Garden** was selected to be included in the village-wide Whitefish Bay Garden Tour schedule for July 2024.

**86 adults participated** in the new indoor pickleball league.

A **lottery registration process** was reintroduced to the community to increase fair and equitable access to programming.

To best attract and retain high quality after school staff, employee and family incentives were implemented for the Connects Before and After School Program.



# Business Services

Ben Irwin  
Director of Business Services



# 2023-2024 BUDGET HIGHLIGHTS



## DISTRICT COST PER-PUPIL COMPARISONS:

Whitefish Bay has the lowest per-pupil operating cost among a comparison of other high achieving local districts. Our students continue to perform at the highest levels and experience high quality, diverse educational and extra-curricular opportunities.

### PER PUPIL OPERATING EXPENSE:

<b>\$13,188</b>	Whitefish Bay
<b>\$14,499</b>	Mequon-Thiensville
<b>\$14,660</b>	State-wide Average
<b>\$15,003</b>	Elmbrook
<b>\$14,914</b>	Shorewood
<b>\$20,598</b>	Nicolet

Whitefish Bay is an exceptional community that values education and is extremely proud of its students and schools. The community has high expectations for student success and is highly supportive of the arts, co-curricular activities, and athletics. Ensuring all students experience a supportive environment has been a priority of the district and community.

As we close the 2023-24 school year, the district is planning for the upcoming 2024-25 school year. We recognize that our district has been successful navigating the school funding issues that significantly challenge districts in Wisconsin. The 2024-25 school district budget is developed with revenue estimates that are only available during the second year of the State of Wisconsin Biennial Budget. Stable state revenue is key to maintaining our quality local programs. The largest portion of the Wisconsin State Budget are resources allocated to K-12 education. During the last ten years,

school districts in Wisconsin have not been provided an inflationary increase to revenue. In fact, during six of the last ten years, school districts in Wisconsin have not been provided a revenue limit increase whatsoever.

The annual budget represents the financial plan to achieve our educational objectives, in accordance with the School Board's established priorities and Focus Plan. The budget must comply with the regulations of the State of Wisconsin and School Board policies. The budget receives initial approval from the School Board, then Whitefish Bay residents in attendance at the Annual Meeting are entitled to vote on the tax levy requested by the School Board. Finally, the adopted budget may be subject to adjustments in fall after student enrollment, state aid certification, and staffing levels are finalized.



**2024-25 TAX LEVY ESTIMATE:**

School district property taxes can include levies for general operations, debt service, capital expansion, and community services. Our estimated tax levy for 2024-25 is \$19,823,174.

**\$18,676,056**

General Fund Tax Levy Estimate:  
3.98% increase from 2023-24

**\$1,093,496**

Debt Service Tax Levy Estimate:  
-.14% decrease from 2023-24

**\$56,622**

Community Service Fund Estimate:  
-60.85% decrease from 2023-24

The combined 2024-25 Tax Levy: 3.44% increase

**2024-25 TAX RATE ESTIMATE:**

The equalized levy rate is the total property tax levy divided by the current equalized property value with the tax incremental funding (TIF) values excluded (2023: \$3,217,145,026). Levy rates are shown in “mills” or property tax dollars levied per \$1,000 of value.

**\$5.81/per \$1,000**

General Fund

**\$.34/per \$1,000**

Debt Service

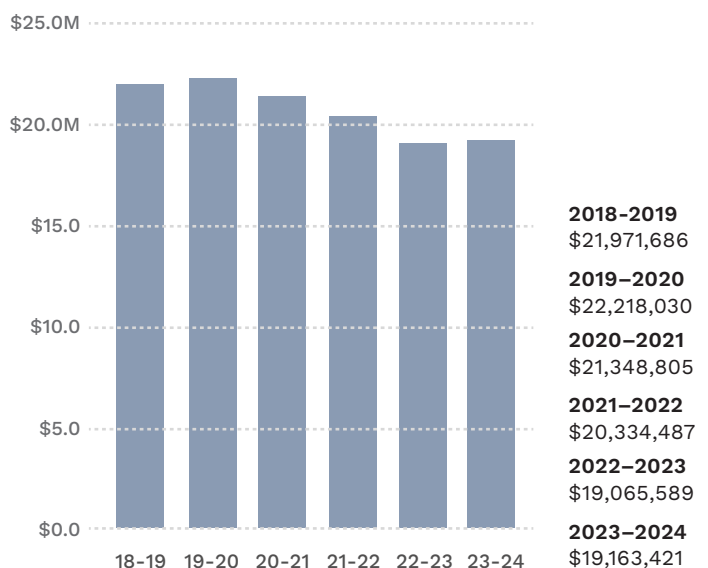
**\$.02/per \$1,000**

Community Service

**\$6.16/per \$1,000**

Total Mill Rate

**TAX LEVY HISTORY:**



**REVENUES AND EXPENDITURES MAIN SOURCES:**

**96.88%**

of the District’s **revenue** is from two main sources:

- 50.15% Property Tax and
- 46.73% State Aid

**83.92%**

of the District’s **expenses** are from two main sources:

- 75.33% from Salaries/Benefits and
- 8.59% from Purchased Services

**Fund Balance:** The District maintains a general fund balance of \$20,578,170 (July 1, 2023) which is 44.05% of the total expenditure budget. The School Board reviews the balance amount annually to determine the ability to fund facility maintenance without the use of referendum.

**THE IMPORTANCE OF MAINTAINING FUND BALANCE:**

- Provide working capital to avoid large temporary borrowings
- Demonstrate financial stability to preserve our high bond rating
- Minimize short-term borrowing interest costs
- Fund unanticipated costs
- Fund one-time, significant projects

# Budget Summary - All Funds

## 2024-2025 Proposed Expenditures, Revenue, Tax Levy, and Tax Rate

<b>FUND 10-GENERAL</b>	Actual 2022-23	Budget 2023-24	Budget 2024-25
Assets at end of year (Account 700 000)	\$24,133,475	\$18,978,170	\$18,998,169
Liabilities at end of year (Account 800 000)	\$3,555,305	\$0	\$0
Fund Equity at end of year (Account 900 000)	\$20,578,170	\$18,978,170	\$18,998,169
<b>REVENUES</b>			
Local Sources (100)	\$0	\$0	\$0
Local Sources (200)	\$19,235,403	\$18,745,404	\$19,674,557
Interdistrict Sources (300+400)	\$31,589	\$24,000	\$0
Intermediate Sources (500)	\$22,749	\$10,552	\$11,163
State Sources (600)	\$17,296,455	\$17,513,168	\$17,394,491
Federal Sources (700)	\$1,396,089	\$213,230	\$114,156
Other Sources (800+900)	\$185,175	\$35,000	\$34,000
<b>TOTAL REVENUES-FUND 10</b>	<b>\$38,167,460</b>	<b>\$36,541,354</b>	<b>\$37,228,367</b>
<b>EXPENDITURES</b>			
Instructional Expenditures (Function 100 000)	\$18,119,721	\$19,051,922	\$19,559,540
Support Services (Function 200 000)	\$13,671,544	\$14,295,640	\$12,848,859
Non-Program Transactions (Function 400 000)	\$5,404,923	\$4,793,792	\$4,799,969
<b>TOTAL EXPENDITURES-FUND 10</b>	<b>\$37,196,188</b>	<b>\$38,141,354</b>	<b>\$37,208,368</b>
<b>FUND 23-SPECIAL PROJECTS-TEACH</b>	Actual 2022-23	Budget 2023-24	Budget 2024-25
Assets at end of year	\$0	\$0	\$0
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$0	\$0	\$0
<b>TOTAL REVENUES</b>	\$0	\$0	\$0
<b>TOTAL EXPENDITURES</b>	\$0	\$0	\$0
<b>FUND 27-SPECIAL EDUCATION/COOPERATIVE PROGRAMS</b>	Actual 2022-23	Budget 2023-24	Budget 2024-25
Assets at end of year	\$3,008	\$0	\$0
Liabilities at end of year	\$3,008	\$0	\$0
Fund Equity at end of year	\$0	\$0	\$0
<b>TOTAL REVENUES</b>	\$5,383,278	\$6,201,122	\$6,294,334
<b>TOTAL EXPENDITURES</b>	\$5,383,278	\$6,201,122	\$6,294,334
<b>FUND 39-DEBT SERVICE FUND</b>	Actual 2022-23	Budget 2023-24	Budget 2024-25
Assets at end of year	\$362,841	\$362,841	\$362,841
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$362,841	\$362,841	\$362,841
<b>TOTAL REVENUES</b>	\$1,354,276	\$1,283,999	\$1,235,372
<b>TOTAL EXPENDITURES</b>	\$1,331,139	\$1,283,999	\$1,235,372

<b>FUND 40-CAPITAL PROJECTS FUND</b>	Actual 2022-23	Budget 2023-24	Budget 2024-25
Assets at end of year	\$14,630,310	\$12,384,810	\$10,055,305
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$14,630,310	\$12,384,810	\$10,055,305
<b>TOTAL REVENUES</b>	\$1,992,701	\$137,000	\$358,000
<b>TOTAL EXPENDITURES</b>	\$664	\$2,382,500	\$2,687,505
<b>FUND 50-FOOD SERVICE FUND</b>	Actual 2022-23	Budget 2023-24	Budget 2024-25
Assets at end of year	\$20,446	\$16,846	\$9,246
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$20,446	\$16,846	\$9,246
<b>TOTAL REVENUES</b>	\$24,368	\$16,500	\$17,900
<b>TOTAL EXPENDITURES</b>	\$26,819	\$20,100	\$25,500
<b>FUND 60-AGENCY FUND</b>	Actual 2022-23	Budget 2023-24	Budget 2024-25
Assets at end of year	\$98,708	\$98,708	\$98,708
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$98,708	\$98,708	\$98,708
<b>FUND 70-TRUST FUNDS</b>	Actual 2022-23	Budget 2023-24	Budget 2024-25
Assets at end of year	\$18,385,499	\$18,351,128	\$18,522,502
Liabilities at end of year	\$0	\$0	\$0
Fund Equity at end of year	\$18,385,499	\$18,351,128	\$18,522,502
<b>TOTAL REVENUES</b>	\$734,789	\$381,171	\$727,811
<b>TOTAL EXPENDITURES</b>	\$654,158	\$415,542	\$556,437
<b>FUND 80-COMMUNITY SERVICES FUND</b>	Actual 2022-23	Budget 2023-24	Budget 2024-25
Assets at end of year	\$3,428,762	\$2,463,839	\$2,463,839
Liabilities at end of year	\$824,923	\$0	\$0
Fund Equity at end of year	\$2,603,839	\$2,463,839	\$2,463,839
<b>TOTAL REVENUES</b>	\$2,718,023	\$2,288,180	\$2,316,122
<b>TOTAL EXPENDITURES</b>	\$2,120,689	\$2,428,180	\$2,316,122
<b>TOTAL EXPENDITURES-ALL FUNDS</b>	Actual 2022-23	Budget 2023-24	Budget 2024-25
Transfer from General Fund to Fund 27	\$46,712,935	\$50,872,797	\$50,323,638
		\$4,145,678	\$4,149,355
		\$46,727,119	\$46,174,283
<b>TAX LEVY-GENERAL FUND</b>	Actual 2022-23	Budget 2023-24	Budget 2024-25
General Fund	\$17,768,371	\$17,931,404	\$18,676,056
Debt Service Fund	\$1,097,912	\$1,095,037	\$1,093,496
Community Service Fund	\$199,306	\$136,980	\$53,622
Prior Year Tax Chargeback	\$0	\$0	\$0
<b>TOTAL SCHOOL LEVY</b>	\$19,065,589	\$19,163,421	\$19,823,174
Percentage increase - total levy from prior year			3.44%
<b>AMT. USED FROM RESERVE (10 &amp; 80)</b>	\$1,568,606	(\$1,740,000)	\$19,999



# Whitefish Bay SCHOOL DISTRICT

Whitefish Bay Schools  
1200 East Fairmount Avenue  
Milwaukee, WI 53217

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## AGENDA FOR BUDGET HEARING AND ANNUAL MEETING

**Wednesday, September 4, 2024**

Whitefish Bay High School  
Auditorium  
1200 E. Fairmount Ave.

**STATE OF THE DISTRICT ADDRESS – 7:00 P.M.**  
**BUDGET HEARING – 7:15 P.M.**

1. Call to order by the School Board President.
2. Distinction Between the Role of the School Board in Adopting the Budget Compared to the Role of the Electors in Adopting the Tax Levy.
3. Presentation of the Proposed Budget.
4. Discussion and Questions Concerning the Proposed Budget.
5. Action by the School Board to Adopt the 2024-25 Budget.

**ANNUAL MEETING IMMEDIATELY FOLLOWING THE BUDGET HEARING**

1. Call to Order by School Board President.
2. Verification of Published Notice of Meeting by School Board Clerk.
3. Introduction of School Board Members and Administration.
4. Election of Chairperson for Annual Meeting.
5. Adopt Rules Governing the Annual Meeting.
6. Approval of the Agenda.
7. Reading of Minutes of Last Annual Meeting.
8. Presentation of the Treasurer's Report.
9. Annual Tax Levy.
10. Salaries of School Board Members.
11. Expenses for Travel of Board Members Outside of the District for Duties of the District.
12. Authorization to Lease Facilities.
13. Designate 2025 Annual Meeting Date and Authorize 2025 Annual Meeting to begin Immediately following the Budget Hearing
14. Motion to Adjourn.

## An Exceptional Place to Learn



# Whitefish Bay SCHOOL DISTRICT



**Cumberland**  
ELEMENTARY SCHOOL



**Richards**  
ELEMENTARY SCHOOL



**Whitefish Bay**  
MIDDLE SCHOOL



**Whitefish Bay**  
HIGH SCHOOL



**Whitefish Bay**  
**RECREATION**  
Bringing Community Together