

# HALFWAY UPDATE ON

# FRAMEWORK FOR OUR FUTURE

FOX POINT-BAYSIDE SCHOOL DISTRICT

In the summer of 2021, the district began developing a strategic plan to guide our efforts for the next five years. We engaged families, community members, students, staff, and local experts through intensive strategic listening and workshop sessions in fall 2021. These sessions allowed for valuable collaboration, resulting in defined priorities to shape our strategic planning process.



Finalized and unveiled in 2022, the strategic plan, "Framework For Our Future," has five major pillars that define the priorities of our community. Each pillar has unique goals and accompanying strategies to accomplish them.



View the full strategic plan here:

<https://www.foxbay.k12.wi.us/district/framework.cfm>



**What about Pillar 5?** Diversity, Inclusion and Belonging is an integral component of Fox Point-Bayside's future. We felt that it was a major priority that deserved to be highlighted as its own pillar, but at the same time, it must flow across all aspects of Fox Point-Bayside to truly be effective. Our goal is that it is incorporated into every aspect of the plan and to ALWAYS think with an equity lens when we make future decisions.

**Within each pillar section, you will see updates relevant to Pillar 5 denoted with this icon:**



1

Engaging Academic Curiosity

2

Fiscal and Facilities Stewardship

3

Mental and Personal Wellness

4

Community Engagement and Partnerships

5 Diversity, Inclusion and Belonging

While our priorities remain the same, this plan was created to be a living document, with goals and strategies changing as needed to support the needs of our community. We have made significant progress over the last two years and are excited to share our updates with the community!

# 1. ENGAGING ACADEMIC CURIOSITY

MAINTAIN AND ENHANCE INNOVATIVE ACADEMIC CONDITIONS CONDUCTIVE TO PERSONAL ACHIEVEMENT AND LONG-TERM SUCCESS, AND MAINTAIN SIGNIFICANTLY EXCEEDS EXPECTATIONS ON THE STATE REPORT CARD.

**GOALS:** The goals in Pillar 1 collectively focus on enhancing the quality of education provided to students.

## PROGRESS:

- Bayside Middle School was named a **2022 Blue Ribbon School by the U.S. Department of Education for overall academic excellence**. Bayside is **one of only 297 schools nationwide** to receive this honor based on overall academic excellence or progress in closing achievement gaps among student subgroups.
- According to the Wisconsin Department of Public Instruction (DPI), **the district "Significantly Exceeds Expectations" during the 2022-2023 school year**, a rating it has maintained for the past eight consecutive school years that district report cards were produced. **The district received an outstanding rating of 94.0—one of the highest in the state!** Stormonth Elementary School scored 96.4 and Bayside Middle School scored 93.2.
- Staff continues to receive professional development on engaging students in **rigorous learning, activating student curiosity and student-centered practices**. Our emphasis on student engagement resulted in the following ratings from a School Perceptions survey for grades 3-8 conducted during the 2023-2024 school year:
  - "I try my best at school": 4.7/5
  - "I like to learn new things": 4.36/5
  - "My teachers make classes fun and interesting": 4.27/5
- Continue to focus on the use of small group instruction, teaching healthy learning habits and dispositions such as persistence, problem-solving and communication across classrooms, ensuring that **instruction meets the diverse needs of our students.** 🌐
- **Integrated artistic opportunities into all subjects across our curriculum** through programs like Artist in Residence, Coffee House, and Arts and Community Education through the Milwaukee Symphony Orchestra to promote creative thinking.
- Developed a **comprehensive, research-based, districtwide math vision informed by proven success metrics** that provides a cohesive framework for teaching math and improving student achievement in the subject.
- Integrated computer science into our curriculum by offering elective courses at Bayside and incorporating Information Technology Literacy (ITL) standards within subject area connections. **We continue integrating future-ready learning opportunities for students throughout both schools.**
- In addition to computer science, Bayside expanded its electives to include: 🌐
  - Future Cities
  - Music Production
  - Python Coding
  - Money Management and Introduction to Investing
  - Engineering Exploration I and II
  - Rock Band
  - 2D art & 3D art
  - Ceramics
  - Stage Set and Design
  - Digital Art and Photography
  - Art Essentials (developmentally disabled population + peer)
  - Music Essentials (developmentally disabled population + peer)
- Improved communication and collaborative planning efforts among educators to **enhance instructional practices and promote student success, strengthening our Equitable Multi-Level System of Supports model for students** through both interventions and extensions while refocusing our teams on the core principles of professional learning communities. Additionally, we continue **empowering teachers to provide input and advocate for their professional learning needs.**
- Provided **professional development opportunities to educators to further enhance teaching skills**, particularly in math and computer science, ensuring that educators are equipped to deliver high-quality instruction.
- Targeted population groups (Students with Disabilities, Black or African American Students, Economically Disadvantaged Students and Students Not Proficient Last Year) are **on pace with academics.** 🌐
- **Several community connections occur during the day** when students living outside the district can fully participate rather than after school. 🌐



Teachers participating in a professional development activity.

## WHAT'S NEXT:

- The district anticipates seeing **continued academic growth in targeted student populations** based on the implementation of student-centered practices and continued focus on a rigorous curriculum. 🌐
- Continue to monitor student survey data to show **progress toward higher student engagement.**
- Continue to monitor enrollment and interest in Bayside electives to **ensure offerings are relevant and high-interest courses aligned to our Academic and Career Plan.**

## 2. FISCAL AND FACILITIES STEWARDSHIP

BE RESPONSIBLE STEWARDS OF TAXPAYER DOLLARS WHILE ENSURING THE ABILITY TO AFFORD THE RESOURCES THAT SUPPORT THE MENTAL WELLNESS AND EDUCATIONAL ENDEAVORS DESIRED BY OUR COMMUNITY.

**GOALS:** Pillar 2 goals address fostering effective communication with legislators, ensuring financial stability, and optimizing facility maintenance and management practices to support a thriving learning community.

**PROGRESS:** Significant efforts have been made to enhance financial stability, ensuring a sustainable future for our school district.

- **Renovated Stormonth Elementary School and built a new Bayside Middle School** thanks to the April 2022 voter-approved facilities referendum.
  - Renovation and construction at Stormonth and Bayside have allowed the district to provide **gender-neutral bathrooms**. Furthermore, the schools are now **fully ADA compliant**, and **Bayside students will have the same entry experience into the buildings** regardless of arrival by bus, car, walking or bicycle. 🚶
- Coinciding with Goal 2, Superintendent Dellutri participated in the State Legislative Study Committee on K-12 Shared Services, **underscoring our commitment to proactive engagement with policymakers**.
- Featured multiple "State of the District" articles in community newsletters to **keep our community informed and engaged in the district's fiscal health**. These updates are available to read within the Fall 2023 and Winter 2024 community newsletters at [www.foxbay.k12.wi.us/district/monthly\\_newsletter.cfm](http://www.foxbay.k12.wi.us/district/monthly_newsletter.cfm)
- Used interest income to **maximize renovation opportunities** at Stormonth.
  - Collaborated with the University of Wisconsin Applied Population Laboratory to **obtain valuable enrollment projections to effectively plan for the future**.
  - In the midst of a nationwide educator shortage, **Fox Point-Bayside has prioritized staffing and compensation levels, offering increased wages and more affordable benefits to paraprofessionals, and increased longevity pay** to recognize veteran teacher leaders.
  - **Stabilized the fund balance to 33% of annual expenditures**, partially funded through community-supported operational referendums and financial goal-setting within the annual fiscal forecasting and budget reviews.
  - The district works to ensure that every student has **equal access to opportunities by providing scholarships** for field trips. 🎒

### WHAT'S NEXT:

- The district has created a **facilities maintenance plan** that reserves an appropriate amount of the annual budget for maintenance and capital projects to keep the buildings in quality condition.
- **The district will participate in an energy study** to predict its savings, which will lead to receiving an energy credit. This will make our school buildings more cost-effective to operate.
- Prioritizing employee engagement, the district has added a new goal to Pillar 2 to focus efforts on internal communications as well as professional and personal development.



Principal Jodi Hackl visiting the Bayside construction site.



Exterior of the new Bayside Middle School.



Renovated and decorated Stormonth classroom complete with new furniture.



## 3. MENTAL AND PERSONAL WELLNESS

### SUPPORT THE PHYSICAL AND MENTAL HEALTH OF STUDENTS, STAFF AND FAMILIES.

**GOALS:** Prioritize the holistic well-being of students and families within the school district is the main focus of Pillar 3 goals.

**PROGRESS:**

- **Introduced a monthly counseling newsletter** designed to inform families about free, available resources, like Clinical Psychology Associates (CPA) and the Student and Family Assistance Program (SFAP). Since further promoting the CPA resources, there has been a 1% increase in usage from the previous school year. Regarding the SFAP, we have seen a .36% increase in people/families utilizing the services. 🧡
- Aligned with our goal of developing an Equitable Multi-Level System of Supports to address the social-emotional needs of students, we **carefully selected and implemented RULER (Recognizing, Understanding, Labeling, Expressing and Regulating) as our new SEL program.** Staff was trained in RULER during the 2023-2024 school year. RULER will be implemented with students during the 2024-2025 school year. 🧡
- **Staff participated in restorative practice training to effectively build community and handle conflicts** both within and outside of the classroom.
- Administered the non-identifiable Developmental Asset Profile survey to students in grades 4 through 8 for the third consecutive year.

- Fourth grade students participated in the **Kindness Retreat** and seventh grade students participated in the **Courage Retreat** for authentic character building and to increase awareness of the world we live in. Sponsored by the PTO and Educational Foundation, students have participated in the Kindness Retreat for the past four years and the Courage Retreat for the past 11 years.

**WHAT'S NEXT:**

- **RULER will be rolled out to students during the 2024-2025 school year.** The district has also identified a RULER Parent Liaison tasked with introducing the program to families and providing guidance on implementing the program at home.
- Staff will embed restorative practices into our student RULER lessons. **We are proactively building a positive school climate where every student feels heard, respected and valued.** This holistic approach will not only enhance our social-emotional learning curriculum but also contribute to a more harmonious and supportive learning environment.
- Research best practices by conducting a mental health screener. Data from that screener will enable the district to provide more targeted counseling and mental health support for students.



Bayside students participating in the STEAM fair.



Staff participating in professional development training.

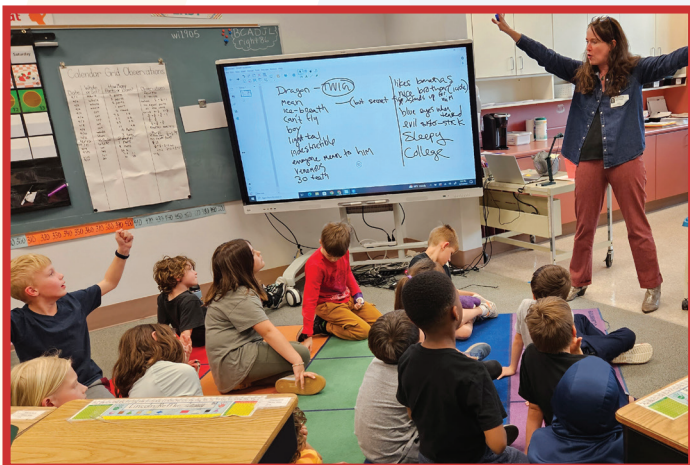
## 4. COMMUNITY ENGAGEMENT AND PARTNERSHIPS

### ENGAGING OUR LARGER LEARNING COMMUNITY TO CREATE LIMITLESS OPPORTUNITIES FOR STUDENTS.

**GOALS:** Each goal in Pillar 4 focuses on connecting classroom learning with real-world applications and diverse experts from various fields.

#### PROGRESS:

- We built a partnership with the Schlitz Audubon Nature Center, enabling us to offer authentic, hands-on learning experiences that promote creative thinking, and enhance the science and social studies curriculum for each grade level. Since the inception of Framework For Our Future, there have been a total of **39 field trips** to the Schlitz Audubon Nature Center across all grade levels.
- Connected students with a variety of professional and cultural environments through field trips to local institutions like the John Michael Kohler Arts Center and the University of Wisconsin-Milwaukee.
- Broadening our partnerships to the greater Milwaukee area to capture diverse perspectives, the Education Foundation funded several initiatives in our community, including visits to the Mary Nohl House, America's Black Holocaust Museum, the Sherman Phoenix Marketplace and the Golda Meir Library at the University of Wisconsin-Milwaukee. 🌐
- Established a partnership with the Milwaukee School of Engineering (MSOE) that enables students to participate in the Fluid Power Challenge, a STEM-based competition that challenges middle school students to solve a given engineering problem using fluid power. The students work in teams to design and build a fluid power mechanism and compete against other teams in a timed competition.
  - All field trips occur during the school day to include students who live outside of the district. 🌐
- Established a partnership with the Milwaukee Symphony for the Arts in Community Education (ACE) Program, funded by the Education Foundation. The symphony went into kindergarten classrooms for integrated art lessons, creating connections between music and writing. All Stormonth grades had an MSO field trip experience outside of the ACE program.
- Hosted several authors and illustrators at our schools who prioritize diversity in their work, fostering a love for reading and enhancing students' understanding of narrative techniques and storytelling. 🌐
- Launched the **Artist in Residence** program that brought professional artists into our school to offer students mentorship and insight into artistic processes, sparking creativity and innovation in student projects.
- Stormonth students participated in a variety of enriching field trips throughout the 2023-2024 school year, providing hands-on learning and cultural experiences. These included visits to Azura Memory Care, Riveredge Nature Center, Kohler Art Center and the Latino Arts Center. Other highlights included trips to Spieker's Pumpkin Farm, a Milwaukee Admirals game and the Cedarburg Bowl. Students also enjoyed visits to First Stage performances. The year was further enriched by an educational trip to Madison, offering diverse opportunities for exploration.
- Bayside eighth graders had the opportunity to connect with local leaders at the Village of Bayside for a municipal governance experience. Additionally, Bayside students learned about construction and project management from Miron Project Superintendent Josh Brzezinski.



Laurel Snyder Writer-in-Residence Visit.



Fall Folk Festival with Frog Water.



## 4. COMMUNITY ENGAGEMENT AND PARTNERSHIPS contd.

- Each grade level participates in a **service-learning opportunity that promotes community engagement and social responsibility**. From supporting local organizations through item drives and fundraising to connecting with community members, our students learn the value of giving back, earn a sense of collective contribution, build empathy and are encouraged to take an active role in making a positive impact on the world around them. 🌱
- The district **hosted Cultural Connections Night**, an annual event in which bilingual teachers showcased local community resources, provided donated literature and featured music from different cultures for families with students who identify as English Language Learners. 🌍
- At the end of the 2023-2024 school year, staff got to choose a variety of field trips to go on to tour and **spark new ideas of community connections for teachers to have the time to envision what a field trip for students would be like and how to tie in the curriculum from the classroom**. Additionally, the opportunity was used to build connections with professionals for mentoring and classroom visits.
- Because the 2023-2024 school year ended early, the District facilitated childcare partnerships with YMCA Rite Hite, Schlitz Audubon Nature Center, EMPOW3R, Elite Sports Clubs, and the Harry and Rose Samson Family Jewish Community Center.

### WHAT'S NEXT:

- The district's partnership with the Schlitz Audubon Nature Center has provided **hands-on learning experiences** for our students. However, considering **students' evolving interests and the district's desire to provide unique opportunities for our students** to engage with the world around them, we will be broadening our field trip experiences. While it will keep the Schlitz Audubon Nature Center as a resource for field trips, the district will focus on **establishing more short and long-term partnerships that provide curriculum-specific classroom visits or field trips to promote creative thinking**.
- Milwaukee Symphony Orchestra's ACE Program will expand to one grade level annually through fifth grade.



Third graders visited the Schlitz Audubon Nature Center where they learned how animals survive the winter.



Lauren Eldridge Illustrator-in-Residence Visit.



Bayside eighth graders on their canoeing field trip.

## 5. DIVERSITY, INCLUSION AND BELONGING

HONORING DIVERSITY, ACKNOWLEDGING DIFFERENCES THAT MATTER AND CREATING A UNIQUE SENSE OF BELONGING FOR EACH INDIVIDUAL.

**GOALS:** Our commitment is to ensure that equity and inclusivity are at the core of our educational mission and positively impact every student and staff member in our district, and to always think with an equity lens when we make decisions.

**PROGRESS:** In addition to the Pillar 5 progress that is intertwined with the other pillars as denoted by the icon, we've also made the following progress specific to Pillar 5:

- The District Leadership Team underwent **specialized training with Learning for Justice** during the summer of 2023 to be equipped with the tools to **foster an inclusive educational environment**.
- Affirmed by our board, we **revised library policies to ensure they align with the principles of justice and equity**.
- Established a partner district equity team, with representatives from each district, to collaboratively **spearhead equity initiatives and ensure consistent implementation**.

- The Holocaust Education Resource Center (HERC) visited Bayside Middle School as part of our efforts to **provide meaningful learning experiences that promote understanding and inclusivity**.
- Staff participated in **restorative practice training to effectively build community and handle conflicts** both within and outside of the classroom.

### WHAT'S NEXT:

- The district will continue strengthening its commitment to weave Diversity, Inclusion and Belonging into all aspects of the strategic plan.
- Staff will embed restorative practices into our student RULER lessons. We are proactively building a positive school climate where every student feels heard, respected and valued. By fostering community and promoting best practices for resolving navigating differences, we will create a more harmonious and supportive learning environment that enhances both social-emotional development and overall student well-being.



Bayside students visiting the Black Holocaust Museum.



Stormonth hosting Xalat Africa Drum and Dance for Life.

## MOVING FORWARD

The Fox Point-Bayside administrative team is committed to building upon the progress achieved so far and continuing to strive to actualize our goals. Stay tuned for additional community updates. In the meantime, look for this icon on social media and in the newsletter to see initiatives related to our strategic plan!



Should you have any questions, contact Superintendent Dr. Jeff Dellutri at [jdellutri@foxbay.org](mailto:jdellutri@foxbay.org)



