

# 2018-19 Report to our Community



**RACINE  
UNIFIED**  
SCHOOL DISTRICT



***Raising Racine, Together***

# Raising Racine, Together



Dear Racine community members,

I'm proud to share RUSD's 2018 Community Report with you! This report provides a glimpse inside our schools and District, highlighting academic achievement, programs and initiatives, referendum progress and an overview of our budget.

This year, more than ever before, our work and progress demonstrates the power of strong partnerships. One of the characteristics that most drew me to the Racine community six years ago was the number of actively engaged businesses and organizations who partner with the District to support our schools and the academic achievement of our students.

The Academies of Racine rely on business and community partners. Last year, our high school students saved hundreds of thousands of dollars by completing dual credit courses in partnership with our local postsecondary schools. This year, we announced a partnership with Racine County to develop state-of-the-art athletic facilities for our students and the entire community at Pritchard Park. We could not do these things or provide these opportunities for our community's youth alone.

As we experience the unprecedented change happening with our local economy, RUSD will continue to build partnerships that lead to improved schools and an enhanced community.

I encourage you to read on, learn more and if you can, get involved. Together, we are Raising Racine!

A handwritten signature in black ink, appearing to read "Eric Gallien".

Dr. Eric Gallien  
Superintendent of Schools

## Pritchard Park Partnership

Racine Unified is partnering with Racine County to further develop the SC Johnson Community Sports Complex at Pritchard Park while also providing new athletic facilities for our student athletes.

Following the opening of the SC Johnson Community Aquatic Center last June, this will be the second phase of development and will provide the opportunity to develop a state-of-the-art football/multi-use stadium and plaza. These athletic facilities will be available for our RUSD athletic teams and will also be used by schools, organizations and teams across the county.

The District's contribution to this project will come from our Community Program and Service Funds. State law requires that we use these funds for the community – beyond our own schools.

“This is a tremendous opportunity to partner with the county,” said Superintendent Dr. Eric Gallien.



“Together, we're going to be able to provide excellent, new athletic facilities for student athletes across the entire community. It's a great example of the power of collective impact.”

Racine County completed a study and focus group on what residents want in their communities, and the results showed a need for major improvements to youth sports and recreational facilities.

“This partnership with RUSD is a game changer for our community,” County Executive Jonathan Delagrave said. “For too long, the Racine area has lacked adequate facilities for youth and high school sports. Together with RUSD, we are providing our children and families with state-of-the-art amenities and continuing to transform Pritchard Park into a destination for all.”

# New Logo, New Look



The Racine Unified School District worked with staff, families and the community to launch our new logo this school year.

Our logo embraces who we are and what we believe. It represents how we work collaboratively with our community partners to Raise Racine's children together. The blue represents the waters of Lake Michigan and the green signifies growth. The intertwined R and U depict the collective impact we strive for as we educate and support all our students to successful futures.

## Raising Racine 2022

*Raising Racine 2022* is the District's five-year strategic plan that drives leadership and instructional work for the next five years. Utilizing talent, passion and dedication of all staff and working collaboratively with many community partners, RUSD looks forward to a successful, exciting and innovative future as the educational leader of southeastern Wisconsin.

*Raising Racine 2022* contains **five District Priorities** which are linked to **four Pillars of Excellence**.

### District Priorities

- 1 Be the educational choice for families in the southeast region of Wisconsin
- 2 Accelerate higher levels of student performance
- 3 Close student achievement gaps
- 4 Ensure positive, engaging environments
- 5 Endorse learning paths for post-secondary training, college and career readiness for every student



### Pillars of Excellence

#### Student Learning

Ensure experiences, opportunities and choice so every RUSD student is academically, socially and emotionally successful and ready for career and/or college

#### Culture & Environment

Consistently demonstrate our Core Values so that RUSD is a great place to learn, work and succeed

#### Partnerships & Community

Create strong family, community and business partnerships to accelerate our collective impact on student success

#### Financial & Operational Excellence

Ensure fiscal decisions and infrastructure planning align to student-centered District priorities

# Referendum Updates

On Nov. 4, 2014, the Racine community demonstrated its support in our schools with its vote in favor of a 15-year referendum.

**\$8.5 million each year for 15 years goes to:**

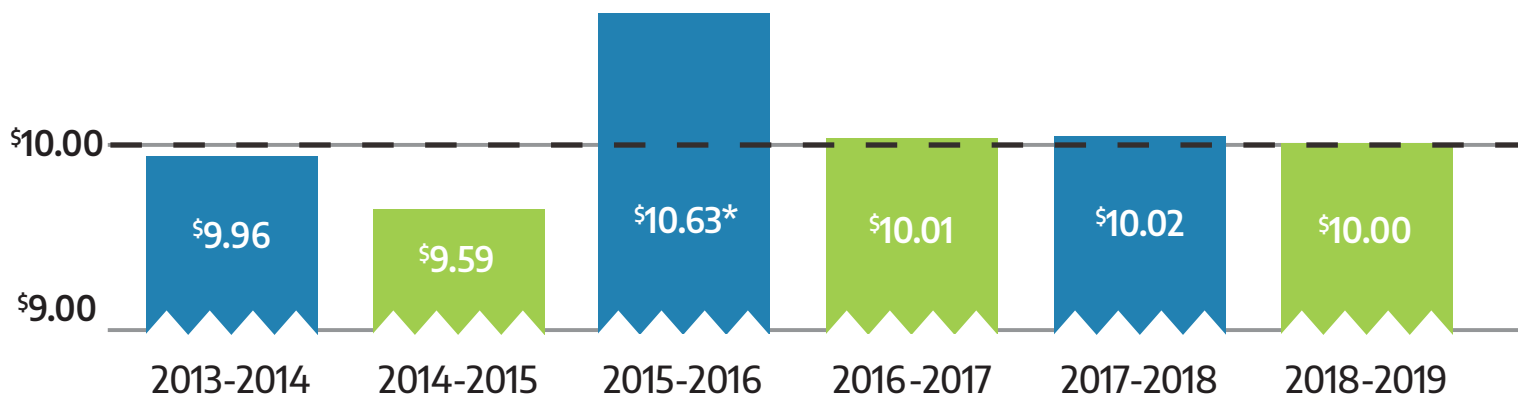
**\$5.5 million for debt and new schools**

**\$2 million for school maintenance**

**\$1 million for Technology, Safety & Security**



We continue to honor our commitment to keep the tax levy flat.



Note: Every 10-cents on the property tax levy equals \$10 on a \$100,000 home.

\*Increase attributed to change in voucher school funding.

## Future Projects

This year, RUSD will focus on some large projects including Phase II of the Gilmore Fine Arts renovations, upgrades to the Park High School theater and roof improvements at Horlick High School.

We'll continue to focus on creating safe and secure school entrances at our schools, complete several maintenance projects to improve learning environments and construct a new pool at Case High School.

### Case High School Pool

Due to structural issues making it unsafe for use, the Case pool, built in 1966, had to be closed this year. Today, we are committed to moving forward with planning for the new pool. We will be thoughtful and collaborative in this process as we select an architect and finalize a design.

Watch for updates coming soon!

Over the last year we have completed several projects that are already improving learning opportunities and enhancing the school environment for our students.

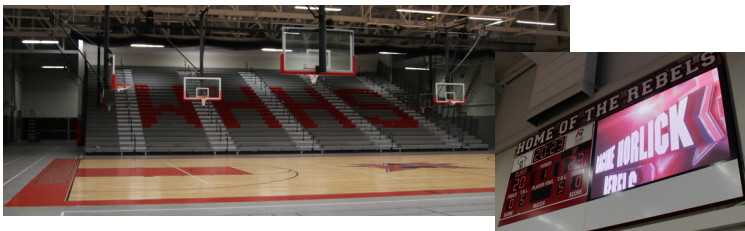


As part of RUSD's *My School. My Choice.* middle school transformation, RUSD used referendum dollars to renovate the Gilmore building as it was expanded to become Gilmore Fine Arts for kindergarten through eighth graders.

Gilmore Fine Arts offers a world-class fine arts program with specialized instruction in art, instrumental music, choral music, drama and dance. This summer, construction focused on remodeling classrooms, building lockers, updating and modernizing the library, developing a new makerspace and creating a colorful and friendly place for students in grades K-8. Phase II of this project will begin summer 2019.



Horlick High School's brand new field house is equipped with a hardwood floor, basketball hoops, indoor track, new bleachers and a digital scoreboard (thanks to Horlick alum Jim Bie)! The project, unveiled this fall, also offers ample space for physical education classes, sports teams and more!



## Wadewitz Elementary School

Wadewitz Elementary School underwent construction to build a secure vestibule and secure entrance, enhancing safety and security. RUSD plans to construct more secure entrances at additional schools in the coming year.



## Community Pathways Campus

The new Community Pathways Campus is now home to the RUSD, city and county joint health clinic, Community-Based Mental Health Clinic, RUSD's alternative learning programs, virtual learning and new state-of-the-art professional development space.



# Planning for the Future

In 2014, the Racine community demonstrated its support and belief in our Racine Unified Schools with its vote to support a 15-year, \$128 million referendum.

So far, RUSD has used that money to open three new schools, increase safety and security in our school buildings and put robust and innovative technology in our classrooms.



## Long-Term Facilities Plan 2018-2019

This year, RUSD is working to develop a long-term facilities plan that will address some of our major facility needs.

In spring 2018, we asked you, our community members, school families and staff to provide feedback on our school facilities. **More than 2,000** people provided their thoughts and ideas through our Thoughtexchange engagement process. This is what we heard.

Your feedback most commonly addressed four areas:

1. Improving play/athletic spaces including:
  - a. Upgrading playground equipment/spaces.
  - b. Creating larger gymnasiums.
  - c. Creating separate gymnasiums and cafeterias (eliminating shared space).
  - d. Enhancing athletic fields and facilities.
2. Upgrading and expanding learning and classroom space including:
  - a. Creating additional space for schools that are experiencing growth or expanding.
  - b. More state-of-the-art technology at all schools.
3. Addressing maintenance needs in old buildings, upgrading heating and cooling systems and improving bathrooms and water fountains in schools.
4. Building safety and security (primarily front entrances) and expanding parking at some schools.

As we develop our long-term facilities plan, we are considering your feedback and ideas. Watch for opportunities to engage with us as we continue to develop the plan.

### Facilities Advisory Council

The Facilities Advisory Council is comprised of community members, students, parents and District staff who develop facility planning recommendations for our schools. These recommendations assist RUSD in developing an updated Ten-Year Facilities Master Plan which guides facility initiatives throughout the District based upon a study of current and future needs. The FAC analyzes, discusses, evaluates and offer its advice and recommendations regarding the scoping, programming, scheduling, budgeting, prioritization and allocation of resources for the implementation of the long-range facility master plan.

### Want to get involved?

Join the Facility Advisory Council! Head to [www.rusd.org/referendum](http://www.rusd.org/referendum) and sign up to be a part our progress.

# Facility Facts

 **Number of RUSD buildings: 33**

 **Average age of RUSD buildings: 77.5 years old**

**Oldest: Janes and Julian Thomas Elementary Schools (1857)**

**Newest: Knapp and Olympia Brown (2016)**

 **Schools without air conditioning: 15**

 **Schools with gymnasiums that double as lunch rooms: 11**



# Safety Grants

The Wisconsin Department of Justice awarded the Racine Unified School District two safety grants totaling more than \$1 million dollars for programs and projects aimed at increasing safety and security in all of our schools.

**School Safety Grant 1:** \$606,661

To be used as follows:

- Entry glass hardening: \$15,215
- Classroom door locks: \$255,000
- Improved school alarm system programming: \$162,273
- Staff training: \$150,202
- Metal detectors: \$26,262

**School Safety Grant 2:** \$1,000,847

To be used in four main areas:

- Staff training: \$131,004
- Construction of secure entrances at two schools; Park High School and SC Johnson Elementary School: \$287,786
- Security cameras: \$335,187
- Computer servers to support new cameras: \$246,870



We know the importance of planning ahead, rather than waiting for safety issues to arise. This grant money will support this work for all students across the District. The District's safety plan focuses on the importance of building strong, positive relationships in our schools and creating safe, clean and well-maintained school learning environments.

# Academies of Racine



The Academies of Racine are small learning communities which provide real-world experiences with local businesses and professionals, linking schoolwork and the workplace. Each high school has three Academies with unique pathways. Here are a few of this year's highlights from each school:



THE ACADEMIES  
OF RACINE

◀ CASE ▶

19 Biomedical Sciences students participated in the Project Lead the Way Lab Coat Ceremony honoring their completion of 3 pathway courses.

64 students worked in teams to create 18 food truck exhibits that included marketing, recipes and prepared food which was sold to customers from the community.



THE ACADEMIES  
OF RACINE

◀ HORLICK ▶

Sophomore Pathway students earned 135 free college credits from Gateway Technical College in business and culinary coursework.

27 construction students earned certification from the local carpenters union that will advance them towards a years credit in their apprenticeship program.



THE ACADEMIES  
OF RACINE

◀ PARK ▶

Health Occupations Students of America (HOSA) was awarded State Chapter of the Year for the fourth time in the last five years. They earned this award by completing community service and state-scored projects.

Park's Skills USA team earned first place in the Community Service competition for their work on their Tiny Home for veterans. They also earned eighth place at Nationals in Louisville, KY.

## Combined Academy Stats



**149**   
Employer and  
Civic Partners

 **287**  
Community  
Volunteers

**797**   
Earned  
Industry  
Certifications

**186**   
Guest  
Speakers

**722 Students**  
earned a total of  
**2,754.75**  
College Credits  
through Dual Credit classes

Freshman Attendance  
**89%**   
 **3% Increase**  
from 2016-2017



# Banking on Success

Alyson Betker knows the value of a dollar. She also knows the importance of teaching those values to her students.

“Many of my students are at the age where they make their own money. They have jobs and they work hard. But, they have no idea what to do with their paycheck, so they spend it,” Betker, Park High School’s business teacher explained.

That’s why, teaming up with Educators Credit Union, Betker worked to open a credit union within Park High School.

“Now students and staff can do the majority of their banking right at school,” Betker explained.



The branch officially opened in September and is staffed by 15 to 20 students over the span of the school year. Any student older than 13 is able to open an account without their parents’ help at the new branch.

“It made sense for our strategic model of educating and advising our membership and one of the things we found was that the earlier you start students down their financial empowerment path, the better they’re going to be,” Victor Frasher, ECU Director of Community Engagement said.

The Credit Union serves two purposes. First, it teaches students the importance of being financially responsible. It also provides its student workers with hands-on, real world banking experience.

“We talk about the responsibility of opening your own account. We teach the value of saving money and being smart with finances. For example, checking your balance every day,” Betker explained.

Park is now one of four high schools in southeastern Wisconsin with an ECU branch, the three others being Case High School, Kenosha Bradford and Milwaukee Mitchell Integrated Arts.

“There’s a lot of flexibility in the high school credit union model,” Frasher said.

That was one of the reasons that drew Betker to the idea.

“Some of our students have such loaded school and sports schedules they aren’t able to participate in things like youth apprenticeships or co-ops,” Betker explains. “The credit union gives those students a chance to experience the work force.”



Nobal Days is thankful for that.

“I have school and homework and sports,” the Park High School junior explained. “It was hard to find time for anything else. But now, I get to work in the credit union a couple days a week and learn more about the world of finance which really interests me.”

Although Case High School also has an ECU branch, this is the first business partnership between Educators and the Academies of Racine.

The Park branch will be open every other day during the lunch hour inside of the school store. Two student workers will be present to help students with anything from opening new accounts to transferring and withdrawing money or signing up for a debit card. So far, Park has opened 23 new student accounts – on track to meet their goal of 50.

“I have become more financially literate because I have been around the credit union and exposed to different financial options that the credit union has to offer. I enjoy working with my friends and working for the school within my school day. It’s nice to be able to help students and staff with their financial needs.”

Nobal Days, Student

“RUSD and ECU have a true partnership. When you really take a look at what a partnership is you find it’s a give and take relationship based on trust and mutual respect and that’s what we have here,” Frasher said.

Frasher hopes to expand the high school credit union model to more high schools in southeastern Wisconsin. While Betker, she’s on a mission to set the bar high for Park students.

Learn more about the Academies of Racine at [www.rusd.org/AcademiesOfRacine](http://www.rusd.org/AcademiesOfRacine)

# Growing at Their Own Pace

When Isabella, Sophia and Giovanni Sanfelippo get home from school they are buzzing with excitement.

“Today, I learned how to wash my hands the right way!” Isabella would say to her mother, Sarah. “And then, I colored and learned how to arrange pretty flowers and even added numbers together!”

“They can’t wait to tell me what they did that day,” Sarah Sanfelippo says as she watches her five-year-old triplets play with blocks during class at RUSD’s Montessori Program. “I love that they look forward to coming to school every day.”

## RUSD Montessori

In 2016, the Racine Unified School District began a new Montessori Program housed in the Early Learning Wing of Goodland Elementary School. The program started with three- and four-year-olds and has expanded by one grade level each year. In 2018-2019, Montessori welcomed its first class of six-year-olds.

Montessori is a method of education based on self-directed learning activities that emphasizes learning through all five senses and multi-age classrooms. Children in Montessori classes learn at their own, individual pace and according to their own choice of activities from hundreds of possibilities.

“They observe the older kids doing work all around them and then strive to do the same things,” Sanfelippo said.

In Montessori, learning is an exciting process of discovery, leading to concentration, coordination, motivation, self-discipline and independence.

Just ask Sophia.

“When Sophia started school she wouldn’t even look you in the eye,” Sanfelippo explained. “She was very quiet and kept to herself. In a traditional classroom I fear she would have fallen through the cracks as a quiet kid.”

But, that’s not the same Sophia you see today.

“This year, she has grown leaps and bounds,” Sanfelippo said. “She’s talkative and friendly and has a bunch of friends. She is learning to read. She can add and subtract.”

“It’s phenomenal to see these students come in at three years old and they can’t hold a pencil or they couldn’t do the pouring activity. They were so dependent on us,” Montessori teacher Missy



Becker, or Ms. Missy to her students, recalled. “Now, they come in and they know what to do and how to do it. They are the leaders.”

To the untrained eye, it can look a little chaotic. The classroom is bright, colorful and always busy. In one corner, students are working with blocks, others coloring, while a handful of students are on the rug counting with their teacher.

Karin Prochaska’s son, Nicholas, is usually found counting, coloring or working on his sounds.

“Nicholas has learning delays,” Prochaska said. “When he was of school age we started looking around at all our different options. We were drawn to Montessori by the aspect of learning at your own pace.”



Now, they are drawn to Montessori by so much more.

“It’s so tailored to the student. The teachers are always thinking out of the box about different ways that my son can learn. It’s easy to carry what he learns in school at home and that helps him grow.”

“He talks a lot more. He talks about his friends. He knows his site words. A year ago, that would all have seemed impossible,” Prochaska said. “He goes at a slower rate but he’s learning, and it’s been great.”

Early Learning Programs Director Amy Shepherd credits not only the teachers for the success of the program, but the parents and students as well.

“Montessori is a community. Parents, students and teachers all work together to give our youngest learners the best possible education. If something isn’t working, they try something else.”

Since opening in 2016, the RUSD Montessori program has grown. It started with two classrooms and now boasts six classrooms of

roughly 30 students. Expansion is expected to continue annually until the program grows to offer Montessori education to students ages 3-11.

Becker credits strong-relationships and trust to the growth and is excited for the future.

“It was a lot of parents putting a lot of trust in people they didn’t know to teach their children to now having yard signs proudly showing the community they are part of RUSD Montessori.”

“Every day, my children are encouraged to problem solve and discover the answers. They are taught and expected to have good manners, be courteous and treat others with respect.”

Paul Sanfelippo, Parent

“This program can seem out there, almost like it is mostly playing with objects or coloring the first two years,” Paul Sanfelippo, the triplets father said as he reflected over the last two and a half years. “However, that is the farthest thing from the truth as the learning is often hidden in these activities. Every day, my children are encouraged to problem solve and discover the answers. They are taught and expected to have good manners, be courteous and treat others with respect. All of this may not appear as easily as seeing an A on a test but over time for us the growth has been amazing.”

Growth that they will see for years to come.



## Interested in RUSD’s Montessori Program?

You can apply for enrollment in RUSD’s Montessori Program for the 2020-2021 school year during our annual School Choice window Dec. 1 – Jan. 15.

Visit [rebrand.ly/RUSDmontessori](https://rebrand.ly/RUSDmontessori) for more information.



# Fiscal Responsibility

RUSD is keeping our commitment to hold the line on taxes and provide our community a conservative, efficient and priority-focused fiscal plan while improving student achievement. We carefully target our dollars to have the greatest impact on the classroom and student learning. When compared to the state average, a higher proportion of RUSD expenditures have been for educational purposes while District per pupil spending is below the state average. Below are a few examples of how our budget has positively impacted our schools.

## Academic Achievement

- New Social Studies (grades 9-12), English (grades 9-12) and Science (grades 6-12) curriculum
- \$1.25 million in student and classroom technology
- Increased funding for STEM, STEAM and Fine Arts Programming

## Opening of New Schools

- Gilmore Fine Arts (K-8)
- Starbuck Middle School (An IB World School)
- Walden III moved to former McKinley Middle School Building

## Behavior and School Climate

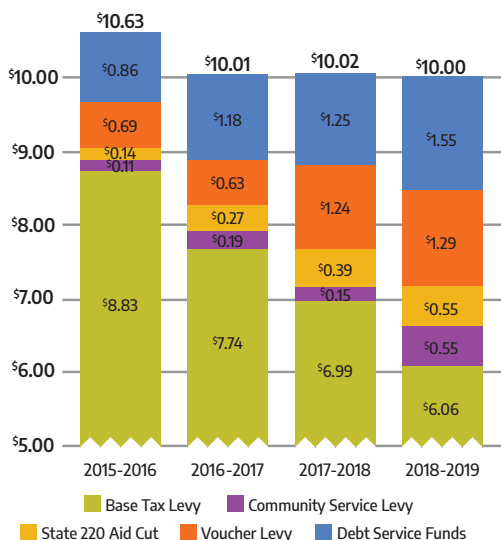
- Additional social workers and support staff
- Expanded mental health services at the community clinic



## Early Learning Expansion

- Addition of Montessori classrooms at the RUSD Montessori Program
- Expansion of full-day 4K from 12 to 14 schools

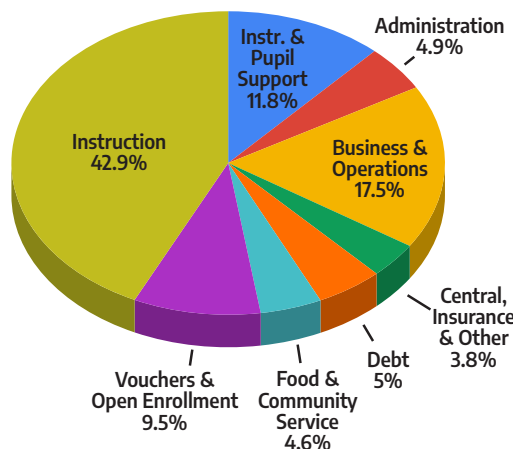
## Flat School Tax Levy



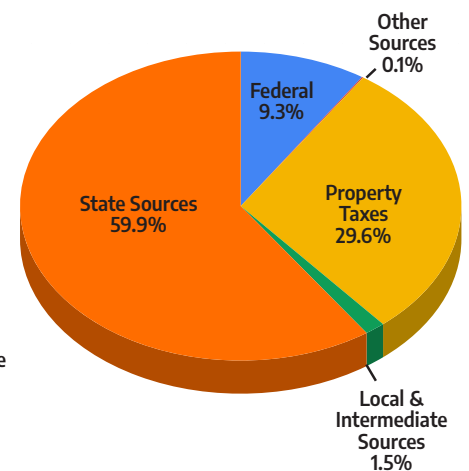
Note: Every 10-cents on the property tax levy equals \$10 on a \$100,000 home

## How Revenue is Spent...

### Expenditures by Function



### Sources of Revenue



# Family & Community Engagement

The Racine Unified School District Office of Family and Community Engagement is committed to improving student success through intentional and robust partnerships with families. Ongoing research shows that family engagement in schools improves student achievement, reduces absenteeism and restores parents' confidence in their child's education. That's why our mission and vision is to foster practices and strategies to increase school-family-community connections.

The Office of Family and Community Engagement has designed District-wide approaches which build on the belief to work towards an equal partnership with parents and caregivers so that all students will graduate career and/or college ready.



## Parent University

Parent University is a community collaborative offering free monthly workshops and information sessions to help parents and caregivers become full partners in their children's education. The sessions equip parents and caregivers with new or additional skills, knowledge and resources to help them connect with their children outside of school. Sessions range from learning about healthy cooking to reviewing special education practices to understanding your child's report card. A full list of upcoming Parent University sessions can be found at [www.rebrand.ly/ParentU](http://www.rebrand.ly/ParentU).



## Parent Academy

They say you're never too old for learning! This seasonal learning lab promotes hands-on workshops to engage families with students attending Title I schools in exciting ways to support family at home learning time. Learn more at [www.rebrand.ly/ParentAcademy](http://www.rebrand.ly/ParentAcademy).



## Parent Leadership Network

Do you have an interest in serving as a parent leader at your school and/or within the District? The Parent Leadership Network is an opportunity for parents and guardians to receive support and training to serve as school representatives. As part of the Parent Leadership Network, participants will stay connected with school and District news and work together to learn about District priorities and participate in the decision-making process. This network is a great space for parents to interact with one another and create a network to lean on for support. To learn more about the Parent Leadership Network and get involved in your school's network visit [www.rebrand.ly/ParentLeadership](http://www.rebrand.ly/ParentLeadership).

## RUSD Family Resource Center



In 2017, RUSD officially opened the RUSD Family Resource Center at Julian Thomas Elementary School. The Family Resource Center offers RUSD families with students attending Title I schools a full range of services and supports to enrich student learning, enrollment in free workshops and certificate training programs, access to community resources, participation in school volunteer opportunities and more.

Learn more and check us out at [www.rusd.org/frc](http://www.rusd.org/frc).

It is so important for our families to get connected to their child's education. By working together to monitor, support and advocate for our children, we can all be engaged in ways that ensure success.

# Fine Arts

For more than 50 years, RUSD has been home to world-class, award-winning fine arts programs. From elementary to high school, students have put on hundreds of musicals, plays, band and choir concerts for thousands of family, friends and community members. Students and their teachers have traveled throughout the United States, North America and Europe receiving accolades for their excellent performances and for serving as positive representatives of Racine's youth.

## Gilmore Fine Arts K-8

Opened in Fall 2018, Gilmore Fine Arts offers a variety of fine arts programs including music, dance and art. Previously Gilmore Middle School, the music program boasted dozens of state and national awards including the Adjudicators Award, Spirit Award and Festival Sweepstakes award. In addition, in nine years of performances, the Madrigal Choir received Gold every year and took home the highest score of the entire national festival last year.



## High School Theater Programs

Our comprehensive high schools boasts K successful theater programs. Case High School has earned several state awards including Outstanding Crew, Outstanding Actor, Outstanding Ensemble and Outstanding Directing. Our high school theater programs put on sellout performances with top titles like Beauty and the Beast, The Movie Game and Romeo and Juliet.



## Art & Music Programs

RUSD offers a variety of art and music classes at every grade level. Our art departments have been part of the world art scene with exchange programs from Denmark to Japan. This year marks our 75th year of the All District Art Show at the Wustum Museum in Racine where student artwork is featured and made available for the entire community to enjoy. From kindergarten through 8th grade, our schools offer a variety of music classes and programs including choir, band, orchestra and Suzuki Strings.



**Want to learn more about our Fine Arts Programs?**

For a listing of upcoming RUSD Fine Arts events and performances, head to [www.rusd.org/district/fine-arts](http://www.rusd.org/district/fine-arts)

# Points of #UnifiedPride



Girls Tennis  
Division 1  
Singles Champion

**Bojana Pozder**

26 IB Scholars

including

**10 Full  
Diploma  
Graduates**



Janes, Walden III and  
Wadewitz earn  
“Exceeds Expectations”  
on the State report card

**\$5,324,050**

Awarded in  
Scholarships



**105**

**Encore! Award Winners**

Girls Swimming and Diving  
Division 1  
2<sup>nd</sup> Place

**McKenzie Sanchez**



57 AP Scholars  
with **2 National  
AP Scholars**



Lucas Clark



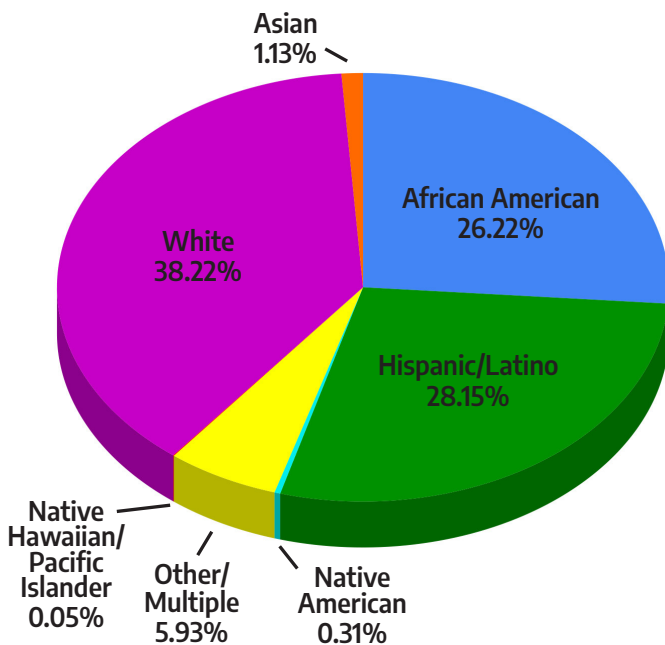
Joshua Kaestner

**Administrative Service Campus**

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www.rusd.org

# RUSD By The Numbers

## 18,387 Students with 43 Languages Spoken



### Our Staff

2,590 total staff members  
1,641 teachers/professional staff  
440 educational assistants  
58% of teachers have advanced degrees  
46% of educational support staff have advanced degrees

### Our District

5th Largest Wisconsin school district  
7 Cities/villages served  
100 Square miles  
9 Board of Education members  
1 Vision - The North Star - All students graduate career and/or college ready

### Our Schools

- 2 Early Learning Centers
- 17 Elementary Schools
- 1 6-8 Middle School
- 4 K-8 Campuses
- 3 High Schools
- 2 6-12 Campuses
- 1 Community School

### Excellent educational options for every child:

- Award-winning Fine Arts
- International Baccalaureate (K-12)
- Montessori Program
- Virtual Learning
- Dual Language Program
- Academies of Racine (Case, Horlick, Park)