

*Raising Racine,
Together*



**RACINE
UNIFIED**
SCHOOL DISTRICT



2019-20
Report to our Community



Dear Racine community members,

What a year it has been! I am proud to share Racine Unified School District's 2019-20 Community Report with you! This report provides an inside look into our schools and District. It highlights student achievement, some improved state report card results, new programs and classroom initiatives, facilities updates and an overview of our budget demonstrating our diligent efforts to be fiscally responsible with your tax dollars.

In RUSD, we continue to make improvements to support positive outcomes for our students, staff and families. This year, we opened our second community school (Julian Thomas). We have continued to implement innovative programs, instructional strategies, teacher training and technology to boost student achievement. Our students have new programs that focus on taking care of each other and encourage kindness and unity.

This fall, we celebrated all three comprehensive high schools, Case, Horlick and Park, improving their state report card scores. In fact, Horlick and Park High Schools moved into higher categories: Meets Expectations. As we look to the first graduating class of the Academies of Racine we can see this new model is working. The focus and purpose of the Academies of Racine are to engage high school students, making learning come alive through hands-on, relevant work and exposing our students to more opportunities that prepare them for post-secondary success.

Last year our high school students saved hundreds of thousands of dollars by completing dual credit courses in partnership with our local postsecondary schools and this year those partnerships will grow.

I encourage you to read on and learn more and I hope you feel the same pride as I do when you review this year's annual report. Together, we are *Raising Racine!*

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

Dr. Eric Gallien
Superintendent of Schools



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

Building a Better RUSD

On Nov. 4, 2014, the Racine community demonstrated its support for 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



For the past year, the District has engaged with two outside organizations, Nexus Solutions and TeamWorks International, to gather data about our facilities.

Many RUSD staff and families have also been part of this process and we have gathered valuable input and feedback. Together, we have created a long-range facilities master plan. This long-range facilities master plan is the result of thousands of hours of work by more than 100 people culminating in a plan that will allow RUSD the opportunity to:

- Reduce and standardize the size of our middle schools,
- Expand schools (and programs) in areas of the community that are growing,
- Right-size schools in areas of the community that have seen reductions in school-aged children,
- Continue to address safety and security at our schools,
- Create 21st-century learning environments that accommodate the latest technology; and
- Expand STEM/STEAM programming and continue to grow and expand the Academies of Racine.



Facility Facts

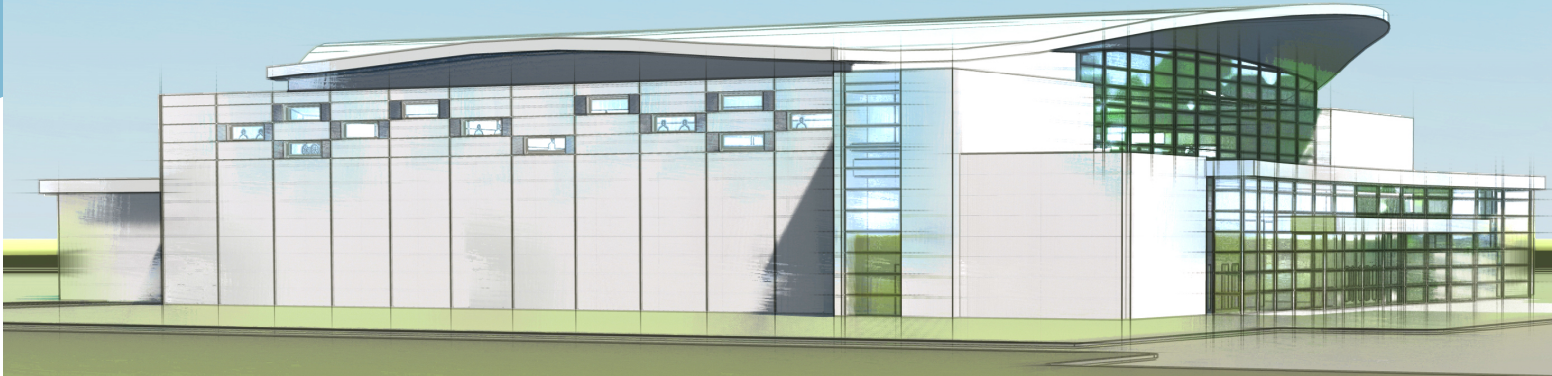
Number of RUSD buildings: 33

Average building age: 78.5 yrs

Oldest Buildings:

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

Learn more about RUSD's Long-Range Facilities Master Plan at rusd.org.



RUSD Aquatic Center

Coming Fall 2021!

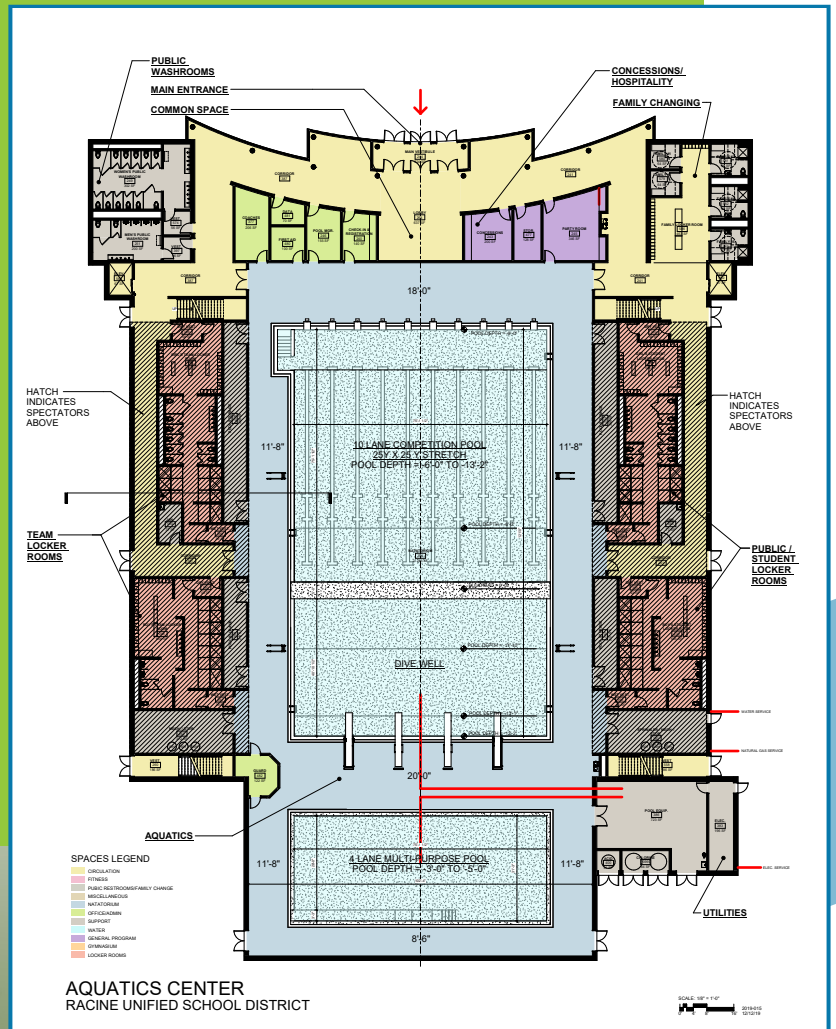
Breaking ground in summer 2020, RUSD is excited to announce a state-of-the-art aquatic center located next to Case High School in Mt. Pleasant.

For months, a Facilities Advisory Council, made up of RUSD staff, community members, students, District swim coaches and swim families, developed a plan to replace the Case High School swimming pool.

As a lake community, RUSD strongly supports providing opportunities for every child in our community to learn to swim. We are also hopeful that the new aquatic center will encourage more student-athletes to take part in our swim programs.

We look forward to the opportunity to invite our community members into a state-of-the-art aquatic facility to benefit from swim lessons and water safety courses, fitness classes, water training courses, open swim, swim club and other events.

The District is utilizing community service funds to support this project so that, per the committee's recommendation, the facility can meet the needs of not only RUSD students but community members of all ages.



Fiscal Responsibility

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.

How Each Dollar is Spent



School Based

54¢

- Instructional & Pupil Support Staff
- Curriculum & Instructional Materials
- Instructional Technology



Business & Operations

30¢

- Student Transportation
- School Maintenance & Improvements
- Food & Community Service Programs



Vouchers & Open Enrollment

11¢

- School vouchers redirect public education funds for tuition to private schools
- RUSD is required by law to pay a certain amount of money per student that open enrolls out of RUSD and into another district

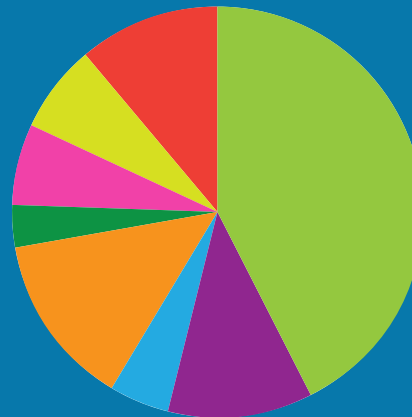


Administration

5¢

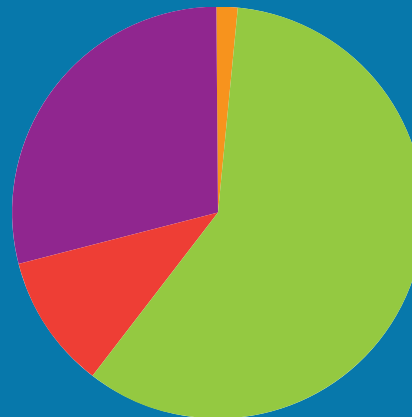
- School Building Administration
- ASC Administration

Expenditures by Function



- Instruction - 42.6%
- Inst. & Pupil Support - 11.5%
- Administration - 4.5%
- Business & Operations - 13.7%
- Central, Insurance & Other - 3.3%
- Debt - 6.4%
- Food & Community Service - 6.9%
- Vouchers & Open Enrollment - 11%

Sources of Revenue







- State Sources - 59.2%
- Property Taxes - 29.0%
- Federal - 10.4%
- Local & Intermediate Sources - 1.5%
- Other sources - 0.1% (not visible)

2019 Parent Satisfaction Survey Results



We want to thank each parent and guardian who submitted a Parent Satisfaction Survey. Our overall mean score rose from 3.85 to 3.99 on a five-point scale. This year, 2,887 parents/guardians took the survey, an increase of 848 participants!

Areas of Excellence

Survey Question	Average response on a 1 to 5 scale
My child's classroom teacher is approachable and reachable.	 4.26
My family is treated with respect at this school.	 4.25
My child's learning is a high priority at this school.	 4.17
I am proud to say I have a child at this school.	 4.06

Areas for Growth

We value your feedback! Based on the information you shared, RUSD has focused on two areas for improvement during the 2019-2020 school year; **student behavior** and **feedback**.

- We will continue to support school staff in developing and implementing consistent behavior expectations and creating positive school climates.
- We will improve timely and regular feedback from school staff to parents (e.g. positive phone calls, notes, emails, etc.)



The Academies of Racine

The Academies of Racine at Case, Horlick and Park High Schools are small learning communities that provide real-world experiences for students with local businesses, linking schoolwork and the workplace. Each school has similar Academies (e.g. Business and Culinary Arts) with unique pathways (e.g. marketing, engineering). The Academies of Racine empower students through career exposure so they can make timely, informed decisions and discover their true passions while earning college credit and nationally recognized industry certifications.

The Academies of Racine at Case, Horlick and Park are in their fourth year with the first graduating class set to graduate in 2020!



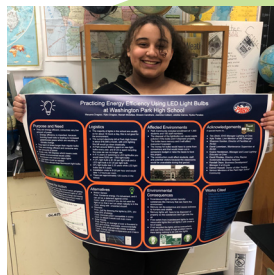
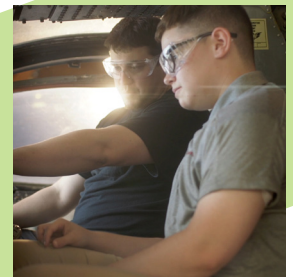
Case High School student Robert Barkley says he's ready for success. The sophomore is currently in the Business and Culinary Arts Academy and on his way to become an entrepreneur. He says he has the Academies to thank for that.

"I thought I wanted to do engineering but when I got the chance to really explore other careers I knew that business was what I wanted to do. I have learned a lot about myself personally and had the opportunity to have experiences already in high school I never dreamed I would get."



Elaxis Ramon heads to school every day. She likes it. School is cool. But, she can't wait to leave. Not because she'd rather be at home. But because she'd rather be at work. Through the Academies of Racine at Horlick, Elaxis earned a Youth Apprenticeship at DeltaHawk Engines in Racine. Every day she gets hands-on, real world experience while in high school.

"It is so awesome to be part of the Horlick Aviation Academy and even more awesome to be an employee at Delta Hawk Engines. Thanks to the Academies, I am one of the few people who can honestly say I love my job!"



Mariah McKellips had no idea that a light bulb could change her life. The Park junior didn't think twice when flipping on a light at home or sitting in class and hearing the buzz of the halogen lights above her. That is, until her science teacher assigned a sustainability project.

"A lot of things we were learning in class I didn't really relate to the outside world at all. As we got deeper into our projects, I found myself doing more work than necessary because I was so interested. The Academies of Racine at Park push me to learn as much as I can so one day, when I leave high school, I can make a difference in my community."



Making a Musical

Cecelia Scott found her inspiration by watching the show, Glee.

Gordon Pavlat wanted to work on his communication skills.

And Brandon Torres, well, he just always had the itch.

“Theater is built inside of me,” Torres said. “I started acting at a young age and I’ve never looked back.”

These three Case High School students are all part of Eagle Theater, Case High School’s award-winning performing arts club. This impressive group typically performs three shows a year, which doesn’t include competitions and community performances.

“You have to be very committed,” Scott, who is this year’s stage manager explained. “We’ve probably surpassed friendships. I come in here and I’m with these people who I see more than my family. We get to know each other on a whole different level.”

This fall, Eagle Theater presented Comedy Attack, a story about a group of students at summer camp who are all dealing with different struggles of growing up.



“Theater is there for me. I know at the end of the day, it will always be there. These people will always be here.”

Brandon Torres, Case Junior, Actor

“It starts with a script read. No one has parts yet and we all sit and talk about each character individually,” Torres explains. “We think to ourselves, how can we relate, how would we tell this story. Then, we figure out who we want to be and audition.”

Sounds simple? Think again.

“It’s hours and days and weeks of work,” Scott said. “But, it’s all worth it.”

That passion was something Pavlat was missing his freshmen year in high school.

“I had long hair and only wore black clothes,” Pavlat remembered. “I would sleep in class and not do my work. Then, I found theater.”

In 2015, Pavlat decided to audition as a crew member. He got the part and his life changed.

“I finally found a challenge that pushed me to be a better person,” he said.

And an amazing student-actor. In 2016, Pavlat earned an Outstanding Actor Award at the state competition. He was only a sophomore.

“I am proud of myself. I want to have an impact on others’ lives and let them know that there are things out there they can find passion in too.”

Catch Pavlat and many other RUSD student-actors in their upcoming shows! (Case - Joseph and the Amazing Technicolor Dreamcoat, Horlick - The Sound of Music, Park - Once Upon a Mattress) You won’t believe the talent right here in our high schools!



Learning & Leading

Miracle Holmes thought it was a harmless prank.

“When I was a freshman I thought it would be funny to pull the fire alarm,” Holmes recalled. “As soon as I did, I knew I had made a mistake. I started to run and I was almost arrested.”

Fast forward a few years. Miracle is now a senior at Park High School. And these days she is seen as a student leader. She even heads The Real Talk, a group that gives students an outlet to come together, handle conflict and talk about things that are important to them.

She attributes this turnaround, in part, to Officer Jerome King, Park High School’s full-time School Resource Officer and Miracle’s friend.

“I was in a bad place when I pulled the alarm,” Holmes remembers. “But, the officers here, especially Officer King, they have helped me deal with so much. They listen, they care. Honestly, they’ve changed my life.”

In 2016, RUSD implemented the Community Oriented Policing philosophy in partnership with the Racine Police Department, otherwise known as the COP Model. Now, we have developed additional relationships with the Mt. Pleasant, Caledonia and Sturtevant police departments to place full and part-time officers in RUSD’s three high schools and the middle schools. They get to know students and work to build trust and respect.

Since its inception, RUSD has seen a 25 percent drop in calls to police and a 43 percent drop in arrests and citations.

“It’s not because we’re not holding our kids accountable it’s because we’re providing the necessary support to make sure that those mistakes don’t repeat themselves and our officers are very involved in that,” said Jeff Miller, Park High School principal.

“Every day I work to build relationships with our students so I can better understand them and they can understand me.”

Officer Jacob Smetana, Racine Police Dept.



At Horlick, Officer Jacob Smetana walks the halls as more than just the school resource officer. He’s a friend, a confidant and also an alum.

“I know this school, I know this community and I know these kids,” Smetana said. “Every day I work to build relationships with our students so I can better understand them and they can understand me.”

“This partnership has built consistency and transparency with our students,” Horlick Principal Angela Apmann added.



Community + Schools = Success

Knapp Elementary Community School has seen its fair share of changes. In 2015, they cut the ribbon to a brand-new building. In 2016 they welcomed new administration. And, over the last four years, they've seen test scores go up, student achievement numbers rise and are currently celebrating four consecutive years of growth on the state report card.

What's their secret? We asked...

"The Community School model has changed Knapp Elementary School," Principal Rich Wytonick said. "In the last four years, we've seen a higher level of engagement. We've formed partnerships with community members and our families. We've brought back trust between parents and staff."

In 2015, Knapp Elementary Community School was born in partnership with the United Way of Racine County. Community schools, by definition, unite schools and community resources to create one neighborhood hub. They engage students, parents, staff and community members in programs and services that strengthen neighborhoods and improve health, educational and financial stability outcomes.

In the Knapp community, 98 percent of students live within six blocks of the school. Adam Bilgo and his daughter Helena live a block from the school.

"I try to help spread the word about the great things happening at Knapp," Bilgo said. "It's important for everyone in this community to know that there is help here and they should take advantage of it."

In 2018-2019, Knapp had a 37 percent decrease in office referrals and suspensions and a 35 percent increase in Community Night attendance.

"People want to be here – staff, parents, administration - everybody is on the same page," Wytonick said. "We have been able to build something that will outlast us."

"People want to be here – staff, parents, administration - everybody is on the same page."

Principal Rich Wytonick, Knapp Elementary



Anisa Diaz, Principal at Julian Thomas Elementary School, is hoping she will see similar results. Julian Thomas Elementary School officially became the District's second Community School this fall. So far, all signs point to positive.

"Word is spreading! We're asking our families what they need so we can support them the best that we can," Diaz said. "Our partnership with United Way has allowed us to open our doors to the community and make them feel welcome on many different levels."

"The vibe and feeling of the school feels different," Mekeda Gilmore, a parent of two children at Julian Thomas added. "My kids are excited about going to school. They love their teachers and I love that I know I have an active role in my child's education."

Creating Community Schools in RUSD is just one example of how we're *Raising Racine*, together.

Points of #UnifiedPride

48 AP Scholars

12 IB Scholars including 10 Full Diploma and 2 Career-Related Diploma Graduates



2 Gold & 2 Silver WI Special Olympics medals



\$6,000,000+ awarded in scholarships

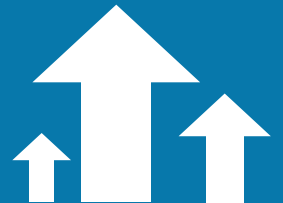


Ford NGL Blue Oval Scholarship Winner



Austin Boley, Park

Horlick, Park and Case's State Report Card scores all increased



Case Girls Swimming & Diving earned a sixth straight Gold Level All-American Scholar Team award, with a 3.943 team GPA



2 WI Association of Bilingual Education Educator of the Year award winners



Elizabeth Paredes-Richard, S.C. Johnson Elementary



Griselda Waters, Julian Thomas Elementary

2 Academic All-State Golf Honorees



Luke Behrendt, Case



Zak LaVassor, Case

National PTA Outstanding Youth Advocate of the Year



Chloe Mattes, Horlick

Connecting Families to Classrooms

RUSD's Family & Community Engagement department is committed to raising student success through intentional and robust partnerships with families. Research studies have pointed out evidence demonstrating that family engagement is one of the strongest predictors of overall student success. Efforts that are collaborative, linked to learning and build respectful and trusting relationships are more likely to produce positive outcomes like children adapting well to school, attending regularly and earning better grades.



It's fair to say that Latoshya Manning didn't know much about Racine Unified School District before enrolling her children in the District. It's also fair to say she wasn't satisfied with that. So, when Manning saw an opportunity to get engaged advertised on RUSD's Facebook page, she took full advantage.



"I had been in other school organizations, but I wanted more," Manning said. "I was optimistic that this group would provide resources not only for my family but for me to share with others as well."

A few days later Manning attended a Parent Leadership Network (PLN) meeting. PLN is an RUSD initiative where parent leaders serve as school representatives to stay connected and learn about District priorities

and actions. In addition, these leaders receive leadership training to implement strategies and best practices at their schools and work to build and sustain effective parent engagement.

Now, Manning is in her second year serving as a parent leader.

"It's opened my eyes to what teachers and administrators go through that most parents don't think about," Manning said. "I also have new tools and strategies I can use at home to help my child succeed."

That's the point of the group says Family and Community Engagement Specialist Felicia Howell.

"PLN is about boosting student achievement. That's our goal and that's our focus," Howell said. "We know that parents talk to other parents. So, our members connect and recruit others to their individual school teams in an effort to become better advocates for their children."

"It's opened my eyes to what teachers and administrators go through that most parents don't think about."

Latoshya Manning, Parent Leader



Parent Leadership Network is just one way RUSD is working to engage families. Here are two more:



Parent University is a community collaborative of free monthly workshops and information sessions to help parents and caregivers gain the knowledge, skills and resources to be full partners in their children's education.

To view the schedule of upcoming sessions visit www.rusd.org



Family Empowerment Day is a free event for the entire community. This day of family-friendly workshops, early childhood activities, a college and community resource fair, free food, giveaways, health screenings and more will be held on:

Saturday, April 4, 2020 10 a.m. to 3 p.m.
Case High School, 7345 Washington Ave.

Scholar Gamers



Ariel Johnston isn't really into sports. The Case High School sophomore didn't really care for after-school activities, either. But, last year, that all changed.

"My best friend was in esports and I didn't really pay that much attention to it," Johnston explained. "Then he took me to Not Your Parents Basement (a local video game lounge) and taught me how to play and I became addicted."

Six months later, Ariel now finds herself on Case High School's JV esports team. She even wears a jersey.

"When I first started playing I fell in love with the game immediately. I wanted to do better and learn as much as I could as fast as I could."

Last year, RUSD partnered with Not Your Parents Basement to offer our five esports teams a competitive place to practice and play. Esports is best described as organized, competitive, multi-player video gaming.

"Much like how when we talk about traditional "sports" which encompass basketball, football and swimming, there are a lot of games that fall into the realm of esports. Titles such as League of Legends, Overwatch, Super Smash Bros Ultimate, Rocket League and Fortnite are among the most popular," explained James O'Hagan, RUSD's Director of Virtual Learning and esports organizer. "People don't think of video games as being good for mental health, but this isn't kids playing video games for six hours. We have purposeful practices, and we have days when kids are not in the gaming lounge; they're out getting exercise."

RUSD's esports program has rapidly expanded over the last couple of years with Case, Horlick, Park, R.E.A.L. and Walden III High Schools having teams and earning state recognitions. This year Horlick and R.E.A.L. both finished second in state within their divisions for Overwatch. Horlick also received the Fall 2019 Sportsmanship Award.

Trophies aside, O'Hagan says he's seen grades and self-confidence improve in his player's significantly since joining the team.

Johnston agrees.

"Just look at me! Esports has really brought out a different side of me. It brings out my personality and makes me more outgoing and connected with my peers and my school."



Choose RUSD

Racine Unified School District offers choices for every student! Boundary school or choice school? It's up to you! During RUSD's School Choice Window (typically December 1 - January 15) families have the option of applying for enrollment at a school other than their boundary area school, including the options below.



P-COC (3-year-old program)

P-COC is a half-day program for 3-year-old students. It offers a unique opportunity for families to work with their child in the classroom once per week.

4K (4-year-old Kindergarten)

Families can choose from schools and sites across the District for full or half-day 4K classes. 4K assists children in developing language skills, listening skills, muscle coordination and social skills so they are ready for kindergarten.



RUSD Montessori at Goodland

The Montessori method develops concentration, discovery, motivation and self-discipline through self-directed activities. Students learn in an atmosphere that encourages responsibility and independence.

International Baccalaureate (IB)

The IB Programme aims to develop internationally minded people who will help create a more peaceful world and features a high quality, rigorous curriculum. It is offered at Jefferson Lighthouse and West Ridge Elementary Schools. Students can then continue the IB Programme at Starbuck Middle School and Case High School.



STEAM

Red Apple Elementary focuses on STEAM (Science, Technology, Engineering, Allied Arts and Math) and using technology to engage and excite students about learning.

Gilmore Fine Arts K-8

At Gilmore Fine Arts, students learn solid academic skills while also developing a passion for the arts. Gilmore Fine Arts offers students opportunities in classes such as dance, music and drama.



Walden III Middle & High School (6-12)

Walden students demonstrate high levels of responsibility, self-direction and cooperation. In 2017, Walden was named one of the best high schools in the nation by U.S. News & World Report.

The R.E.A.L. School (6-12)

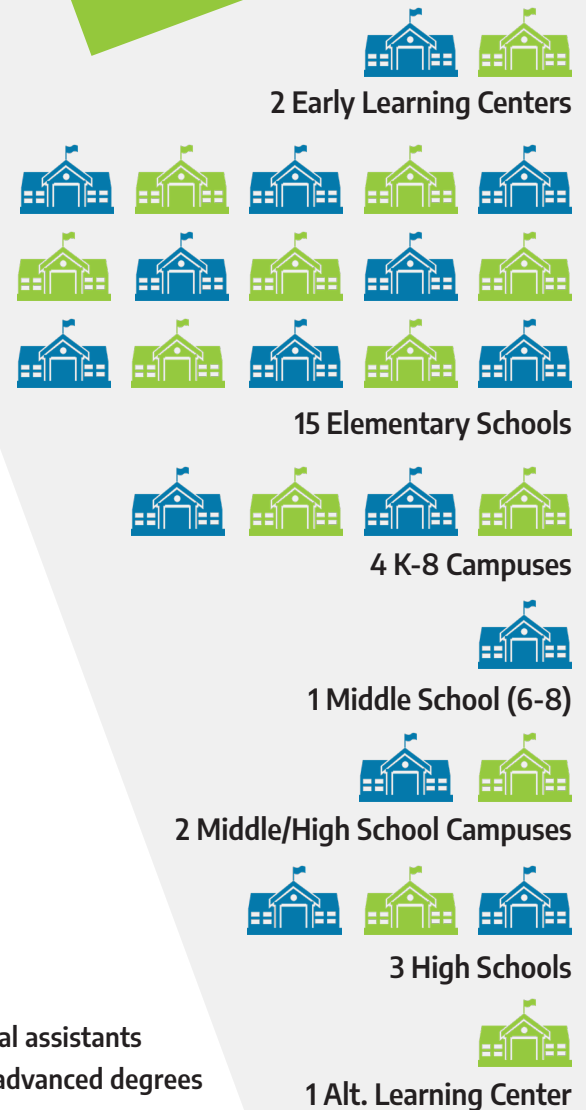
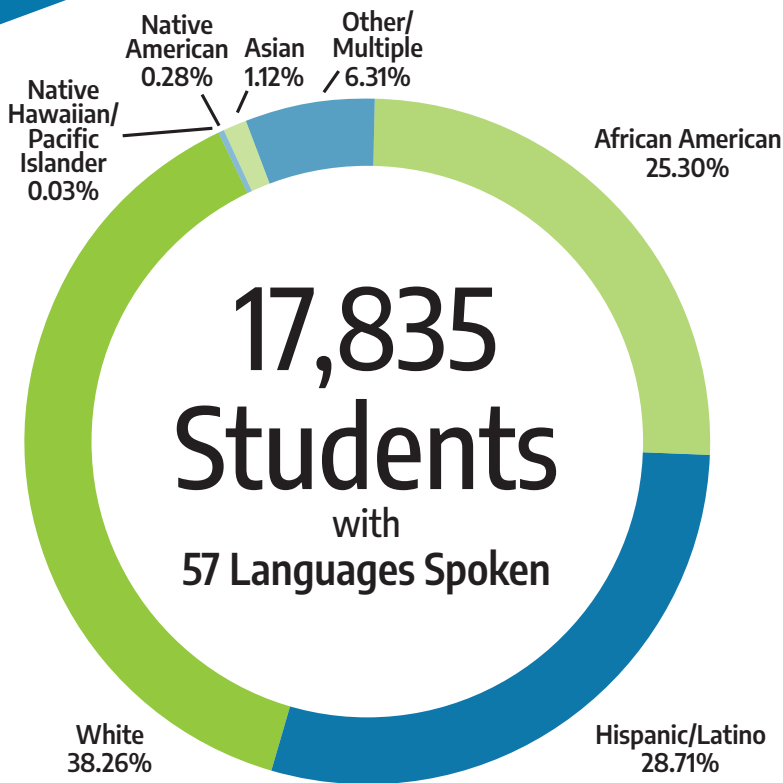
Small and tight-knit, The R.E.A.L. School is a STEM aligned learning environment that excites students about learning. High school students have dual enrollment opportunities with Gateway Technical College and can graduate with 27+ college credits.

Explore everything RUSD has to offer at [RUSD.org](https://www.rusd.org)

Administrative Service Campus

3109 Mt. Pleasant St. • Racine, WI 53404
262-635-5600 • info@rusd.org
www.rusd.org

RUSD By The Numbers



2,717 total staff members | 1,687 teachers/professional staff | 434 educational assistants
61% of teachers have advanced degrees | 44% of educational support staff have advanced degrees

We're hiring! Visit www.rusd.org/district/career-opportunities