2017-2018 Report to our COMMUNITY

BUILDING OUR Legacy
When Dr. Lolli Haws assumed the superintendency in Racine Unified in July 2013 she committed to championing courageous and innovative initiatives to advance education for RUSD students. Nearly five years later, it’s safe to say, she has met her commitment.

During Dr. Haws’ time at the helm, RUSD has seen tremendous change and growth. The District now boasts the passage of a historic referendum, four new schools, new academic programs, curriculum, partnerships and unprecedented community support. The District has made significant progress toward improving the quality of education, community perception and student achievement.

Perhaps her most palpable wins have been the 2014 referendum, the launch of the Academies of Racine, the transformation underway for RUSD middle schools and development of the District’s new five-year strategic plan.

Community Support for Referendum

In fall 2014, only a year into the job, Dr. Haws led a successful community engagement referendum campaign. A strong community majority voted to pass the historic $128 million 15-year referendum for new construction, facility maintenance and classroom technology. The referendum has led to various major projects including construction of three new schools, Knapp Elementary, Olympia Brown Elementary and Gifford School K-8 which all opened their doors in fall 2016.

Academies of Racine

In fall 2016, RUSD launched the Academies of Racine at our three comprehensive high schools, Case, Horlick and Park. The Academies are designed to ensure students are better prepared for college and the regional workforce. In the last two years, the Academies have galvanized a renewed partnership with area businesses and post-secondary institutions that are leading high school seniors to graduate with certifications, college credits and 21st century skills that assure they are ready for college or career.

My School. My Choice.

For the last year, Dr. Haws has led a collaborative team of District employees, students, teachers and parents to develop a new middle school initiative called My School. My Choice. Through My School. My Choice, every family now has the chance to choose the middle school their child attends. These exciting changes will be implemented for the start of the 2018-2019 school year. To learn more, check out page 10.

Raising Racine 2022

For more than a year, Dr. Haws has worked collaboratively with a cross-section of stakeholders and District leaders to develop Raising Racine 2022, a strategic plan for the next five years of RUSD’s work. The plan is based on a continuous improvement model for using data and improvement cycles to set goals, monitor progress, adjust and precisely identify successful strategies and accelerate the momentum and progress already underway for RUSD’s students. Learn more about Raising Racine 2022 on page 4.

Reflecting on her Legacy

Dr. Haws will lead RUSD through this year and then hand the reigns over to current RUSD Deputy Superintendent Dr. Eric Gallien. As she reflects on her tenure, Dr. Haws recalls some of the efforts of which she is most proud. “Though some of our successes have not been as high profile, they have had real impact on our students,” she says. “I’m very proud of our accomplishments at the earliest grades — improving student achievement, the start and continued expansion of full-day four-year-old kindergarten and the development of the RUSD Montessori Program.”

“Because music was a differentiator in my life, it has also been extremely meaningful to me that we have continued to expand the arts in RUSD, purchasing $1.3 million in instruments so that more students have the opportunity to learn to play a musical instrument.”

In February 2014, Mitchell School was severely damaged by an early morning fire. Dr. Haws recalls that experience. “I’m not sure a school leader can ever prepare for a disaster of this magnitude,” she says. “Yet, when I think about that winter, I am reminded of the pride I felt in just how well our school staff and District leadership banded together to make sure Mitchell students and families were supported — from continuing to provide meals for students to ensuring education continued without interruption.”

In her first year in RUSD, Dr. Haws initiated the first District-wide staff recognition event. This past October, the Encore! Awards event recognized more than 100 staff members from across RUSD. “I’ve learned a great deal during my five years here,” Dr. Haws says. “What I have valued most is the talented, passionate staff in our District and the supportive and dedicated partners in our community. I know Dr. Gallien will continue to build a legacy of strong relationships and partnerships.”

“When I arrived here in 2013, the District often felt like we were standing alone. Five years later, I can clearly see we are no longer standing alone, we are standing with dozens of valuable, contributing partners and thousands of supporters. I know, without a doubt, that together, you all can and will Raise Racine.”
Dr. Eric Gallien has been in education for 21 years. Dr. Gallien began his career in Milwaukee Public Schools as an educational assistant and then a teacher in both middle and high schools. He also demonstrated strong leadership when he became a principal at the elementary, middle and high school levels, establishing a track record of success as a dynamic instructional leader and an administrator who firmly stands on the philosophy of students first.

Currently, Dr. Gallien serves as RUSD’s Deputy Superintendent. In this role, he directly supervises and develops RUSD’s school leaders and oversees several District-level departments to supervise and support all facets of school performance.

In July 2018, Dr. Gallien will become the next superintendent of Racine Unified School District. As he prepares for the transition, we sat down with Dr. Gallien to ask him how he will Build his Legacy in RUSD.

What are some of the most important lessons you’ve learned throughout your career?

Above all else, you must have extreme integrity to the profession. Throughout my career I have always been committed to doing the best I can for students.

Did you always want to be in education?

I had some challenges during my childhood so I didn’t really have direction. I was fortunate that a teacher and principal at my high school saw potential in me and encouraged me to apply myself through DECA and the business courses offered at my school. This sparked in me an interest in entrepreneurship and helped me realize that if I applied myself, I had many opportunities to succeed. In order to gain additional guidance, I went into the military from 1987-1995. It was a turning point in my life. I began to understand that my experiences in school were based on my lack of motivation. I never applied myself but I had the ability to do whatever I wanted to do. My time in the military turned a light bulb on for me and I have been on the pursuit of educational excellence ever since.

Let’s talk about RUSD. Why do you like it here?

From my first day, what stood out to me right away was the unique community feel. This community is amazing, collaborative and strong. I have been lucky enough to be part of this community for the last five years and those experiences will help me continue to build relationships with not only students, staff and families, but the community as a whole.

What are you looking forward to the most?

I can’t wait to dive deeper into our transformative work and continue the momentum that we’ve started. It is my mission to begin to build on our relationships with all stakeholders through our Core Values.

What are some of your personal goals?

I am passionate about RUSD. As superintendent, I will use Raising Racine 2022 as the springboard to change the narrative of Racine Unified. I really want to change our story in a way that people begin to see the promise of this District.

What do you want the community to know about you?

I am truly committed to the Racine community. I am a family man with strong personal and professional core values and integrity. I chose to be here and I can’t wait to work together.

What legacy do you hope to leave here?

I want to build on Dr. Haws’legacy. She has accomplished some remarkable things in the last five years and I want to continue to build on the tremendous foundation she has laid. It is an honor to work in this District with all of you. I look forward to writing our next chapter together.
Raising Racine 2022

5-Year Strategic Plan

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

The District’s five Priorities are linked to four 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
$8.5 million each year for 15 years

$4 million School Maintenance

$3.5 million Pay Debt + New Schools

$1 million Classroom Technology + Safety & Security

2016-2017 completed projects:

- Three new schools - Olympia Brown Elementary School, Knapp Elementary School and Gifford K-8 School
- McKinley Middle School new fire alarm system
- Horlick High School track
- Mitchell Middle School door replacement
- North Park Elementary School window replacement
- Original Knapp Elementary School building demolition
- Racine Innovative Technology Educators (RITE) grants awarded in fall & spring

New science lab classrooms at Horlick High School
New construction training facility at Horlick High School
A new track at Case High School
New heating and air conditioning system and a secure entrance at Jerstad-Agerholm K-8
New playgrounds, fresh paint, landscaping and other improvements at several schools
In fall 2017, The R.E.A.L. School opened in a newly remodeled building (former Sturtevant Sportsplex)
Alternative learning programs including the Racine Alternative Education Program, Turning Point Academy and Racine Virtual Learning are now in a remodeled facility co-located on Northwestern Avenue to serve more students
Liah Bauer is only a freshman but she’s already busy earning college credit.

“I get the opportunity to take classes that would normally be thousands of dollars in tuition for free!” Bauer said.

Bauer is a student at The Racine Engineering, Arts and Leadership (R.E.A.L.) School. In August 2017, The R.E.A.L. School officially opened its doors at its new location in Sturtevant. Now located at 10116 Stellar Ave., The R.E.A.L. School houses students in grades 6-12. This new location allows the school to grow, gives students opportunities to prepare for college and/or career and get real world experiences, including a partnership with Gateway Technical College’s SC Johnson iMet Center.

“The classes at the iMet Center are really interesting,” Bauer said. “It’s a really cool program and sometimes when we are in class they are 3D printing and it’s really cool to watch things being made.”

Students in 9th grade have the opportunity to take classes at the iMet including Intro to Engineering Design and Auto CAD. Upon graduation, students who successfully complete all of the pathway courses could receive up to 27 college credits in engineering.

“Gateway Technical College has a rich history of providing services to adults and now this opens great pathways for young people so that they can experience engineering, IT and technology driven careers that are really driving our economy,” Bryan Albrecht, President and CEO of Gateway Technical College said.

The R.E.A.L. School was founded in 2000 to cultivate an environment that encourages young people to become excited about learning. It focuses on technical education in engineering and informational technology with a balance of studies in art and music.

“The R.E.A.L. School is especially important for students and families that want that small setting where they feel 100 percent secure that every student has at least one adult that is always there to advocate for the child and to be in communication with the parents.” Curt Shircel, The R.E.A.L. School principal said. “Our small school setting allows us to care for students on a personal level.”
Points of #UnifiedPride

$5 MILLION IN COLLEGE SCHOLARSHIPS
CLASS OF 2017

56 AP SCHOLARS

2016-17 STATE REPORT CARD
IMPROVED MORE THAN

11 POINTS

BUILDING OUR LEGACY

NATIONAL MERIT SCHOLAR SEMIFINALIST

ACHINTYA KRISHNAN

43 IB SCHOLARS
INCLUDING

128 ENCORE! AWARD WINNERS

19 FULL DIPLOMA GRADUATES

Share your own #UnifiedPride on Facebook or Twitter!
The Academies of Racine launched at RUSD’s three comprehensive high schools: Case, Horlick and Park in fall 2016. The Academies are designed to ensure students are better prepared for college and the regional workforce.

In changing the curriculum, developing small learning communities and better connecting with local businesses and organizations, the Academies are helping students graduate with a plan. Within the Academies are specific Pathways, such as Culinary Arts, Engineering, Marketing, Automotive Technology and Construction, among other specialty areas based on high-demand careers.

During their high school career, students can earn college credits or industry certifications as well as participate in internships, apprenticeships or job shadowing while still meeting their regular graduation requirements.

The Academies of Racine are paving the way for career and college readiness.

**Experience for the Future**

By the time Tyler Sell graduates from Case High School he will be a Certified Tax Preparer, have a year of corporate experience on his resume and will walk into his first year of college in the fall with college credits already on his transcript.

“I really want to set myself up for success and I know how important it is to start in high school,” Sell explains. “I hope that in the future a company looks at my resume and says, ‘wow, he did all of this in high school?’”

Currently, Sell has an internship at SC Johnson. He got it through a partnership SCJ has with Case High School. But, he’s created his success all on his own.

“Every day it is my job to make sure that people who work at SCJ and travel for work get to where they need to be on time and at the best rate,” Sell says. “It’s very eye opening working in the corporate environment but I love it.”

Next fall, Sell will take his talents to Grand Canyon University in Phoenix, AZ where he will pursue a degree in finance.

We value the many varied contributions of our partner businesses – from hosting a site visit, to hiring interns, to speaking to students at our SEE Your Future Expo. You can help RUSD ensure our graduates are ready to be your employees! Contact Dan Thielen at dan.thielen@rusd.org or 262-631-7075.
Seizing the Opportunity

It’s a beautiful Thursday afternoon in October. School is out and high school students are busy making plans for the weekend. But, Case High School senior Caila Holsapple is nowhere to be found. She’s at her desk, in her cubicle at CNHi, working on their next marketing campaign.

CNHi is a global leader in the capital goods sector that, through its various businesses, designs, produces and sells agricultural and construction equipment.

“I’m the marketing and communications intern,” Holsapple says with a smile. “I cover a lot of different stuff and get a chance to dip my toes in everything.” And she’s only seventeen.

“This opportunity has made me realize exactly what I want to do when I am ready for a career,” Holsapple said. “I’ve had experiences that not many people my age can say they’ve had and that can only boost my brand as a professional.”

In the fall, Holsapple will attend Stevens College in Missouri. Another beginning to an already impressive story.

As high school education in RUSD transforms, so do the high schools.

This summer, Park High School underwent construction to build a brand new mechatronics lab. Mechatronics is a field of science within Industry 4.0 where students learn how machines talk to one another and analyze the data those machines provide. During this course, students get the opportunity to learn advanced manufacturing skills including how to program and troubleshoot computer-controlled machines.

Thanks to RUSD’s partnership with SME Prime and the Emerson Foundation (InSinkErator), Park High School students will work directly with current manufacturing equipment including a programmable robotic arm donated to the school.

Across town at Horlick High School, junior Damon Young gets ready to board the bus and head to the John H. Batten Airport. Sure, Young has been to the airport before, but he’s never actually been on an airplane, until now.

“It was so cool when we went to check out the plane we got to sit in the cockpit and learn about some of the major controls,” Young said. Young is part of Horlick High School’s new Aviation Pathway. This year, students will get the opportunity for hands-on learning as they dive deeper into the mechanics and aviation operating systems through the new aviation pathway.

The plane, donated by Eric Lyon of Marinette, Wis. will be kept at the airport, with hangar space donated by DeltaHawk Engines of Racine. The hangar also has classroom space for students to utilize.

“We’ll get to spend the year learning how airplanes work. Those are pretty rare skills to learn, especially in high school,” Young said. As the Academies of Racine grow, RUSD high school students are becoming more engaged in hands-on, relevant learning. They will graduate ready for whatever comes next — college or career.
Middle School education in RUSD is changing. From the time your children were born, you've worked hard to get to know everything about them - their interests, their talents, their dreams. As a parent you know your child better than anyone else. Now, through My School. My Choice., every family has the chance to choose the school their child attends for their middle years. These exciting changes will be implemented for the start of the 2018-2019 school year.

We have restructured our middle schools so our school families have several excellent options. Families can select their designated boundary school, which is assigned based on home address, or one of four choice schools. Each choice school offers unique learning environments and areas of educational emphasis to meet the needs and interests of all students.

**Gilmore Fine Arts (Grades K-8)**

Gilmore Fine Arts offers a world-class, fine arts program with specialized instruction in art, instrumental music, choral music, drama and dance.

**Starbuck Middle School (an IB World School)**

The International Baccalaureate Programme at Starbuck, an IB World School, is designed to develop active learners and internationally minded students through rigorous curriculum and project-based learning.

**Walden III Middle & High School (Grades 6-12)**

Named one of the best high schools in the nation by U.S. News & World Report, Walden III offers a small, close-knit learning environment, in which faculty members work to find unique ways to motivate each individual student.

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


**Gifford School (Grades 4K-8)**

With a mission to prepare students for the future, the Gifford staff works daily to prepare children to reach their potential and beyond in their newly renovated K-8 building.

**Jerstad–Agerholm School (Grades 4K-8)**

At Jerstad–Agerholm, the focus is on the future. The fantastic programs, amazing faculty and staff and community partners support our students to become 21st century leaders in the Racine community and beyond.

**Mitchell School (Grades 4K-8)**

Mitchell School is a premiere choice for an academically challenging, personalized educational program in a safe, student-centered and nurturing environment. Mitchell offers the dual language program which encourages students to become bilingual in English and Spanish and provides hands-on technical education electives.
It takes a lot for a student-athlete to earn a high school varsity letter. It takes even more for one student to earn four, from three different high schools.

Walden III High School senior Sarah Kozenski plays golf, softball and is actively involved in theater. In fact, take a look at her letterman jacket. You might need to move the dozens of medals away to see clearly, but the impressive student athlete has two “P’s” from Park High School, an “H” from Horlick and a “W” from Walden.

“It set pretty high goals for myself,” Kozenski said. “I have been doing all I can to keep up with all of them.”

Throughout her high school career, Kozenski has been on Park High School’s varsity golf and softball team. She is an active member of Horlick’s theater club and earned her academic letter from Walden for earning straight A’s throughout high school.

“It’s all about time management and goal setting,” Kozenski explained.

So, which one is her favorite?

“Oh man. Don’t make me do that. I can’t pick just one. They are all very different but they all challenge me in different ways so it’s fun to meet those challenges.”

Before she can wrap up her already impressive high school career, she has a few more challenges to face.

“This spring, softball and the musical will be at the same time. So, I will have to juggle those and school. But, it will show me what my priorities are and I will make it work because I love it all.”

In the fall, Kozenski is off to UW-LaCrosse where she will have to set new priorities and choose a major — either biology, secondary education or clinical lab science. She’s not sure yet, but she’s prepared to take on her next challenge.

Unstoppable Success

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It's not easy for a parent to admit their child is struggling.

“It was difficult to watch her go through some of the tougher times. My heart broke for her.”

Mariluz Schowanson’s daughter is Destinee Ninneman. For the last several years, school and Destinee didn’t exactly get along.

“She wasn’t focused,” Schowanson explained. “She would try so hard but the course work always moved too quickly — so she gave up. And then, she would get into trouble.”

So, at the end of last year, Schowanson and Destinee decided to make a change. Currently, Destinee is a sophomore in RUSD’s Virtual Learning program. She’s taking English, history and math.

“I like it because I can work at my own pace,” Ninneman said. “I had trouble moving so quickly so now I can easily re-read something, or go back and look at something again and not feel bad.”

“Her past doesn’t follow her here. There are no distractions,” Schowanson said. “She is able to take the time she needs to dedicate to each individual module and get the work done.”

RUSD’s Digital and Virtual Learning Program provides opportunities for student success outside the traditional classroom in rigorous leading edge ways through personal virtual coursework and mentorship.

With more than 100 certified online content teachers in Racine and with hundreds more in the Wisconsin eSchool Network, students learn from dedicated teachers who are focused on the success of their learners. Teachers ensure students do not learn in isolation but engage with their peers and instructor often and in a variety of ways.

In fact, in fall 2017, RUSD opened a brand new Digital and Virtual Learning space in the Community Pathways Building located on Northwestern Ave.

“It is a community space that everyone can use and feel welcome in,” James O’Hagan, Director of Digital & Virtual Learning said. “This space supports the investigation of new ways to learn, connect and grow as students and as people.”

For Destinee, that growth is evident.

“Being part of the Virtual Learning program has given her the ability to figure out her own learning structure and that is such a powerful tool. All of her successes are her successes,” Schowanson said.

Destinee knows that she is not defined by her past. It is her future she looks toward for comfort, knowing her success and the courage to continue is what really counts.

Learn more about our digital and virtual offerings at https://sites.google.com/a/rusd.org/dvl/
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.

The 2017-2018 budget funds several priorities including:
- Expanded mental health clinics to two new schools and opened a community-based clinic
- Renovation of Northwestern Building to create the Community Pathways Building
- Expanded full day 4-year-old kindergarten from 6 classrooms to 11 classrooms
- Library renovations and upgrades at several schools
- Excellent new English/Language Arts curriculum

In addition, RUSD has allocated $1 million toward high impact strategies for improved 2017-2018 state report card results, including:
- Lower elementary classroom sizes
- ACT prep courses for all junior high school students
- Expanded Circles of Support behavior approach at 11 elementary and middle schools
- New English/Language Arts curriculum at Grade 3
- Intensive coaching and instructional support for all 8th grade math teachers
Parent University

The Racine Unified School District Office of Family & Community Engagement (FACE) has launched a new initiative called Parent University: a community collaborative led by Racine Schools to help parents become full partners in their children’s education. The FACE Department is partnering with community agencies and organizations to offer free monthly workshops, information sessions, activities and events that will equip families with new or additional skills, knowledge, resources and confidence.

These workshops are open to the entire community!

For a full list of workshops head to www.rusd.org and find Parent University in the Resources tab.

Emergency notifications, lunch menus and much more right in the palm of your hand!

RUSD Mobile App users can see school and District calendars, find contact information in the directory, read the latest news, look at lunch menus, engage through social media and much more.

Users will also get notifications in the event of school or District emergencies, including closures, delays or cancellations due to weather.

This app is customizable so that users can access information specific to a student’s school and only receive the alerts and push notifications they request. Search for Racine Unified in the Apple Store or on Google Play.
Our Students
19,455 Students
43 Languages spoken by our students

Our Staff
2,701 total staff members
1,757 teachers/professional staff
443 educational assistants
171 educational support staff
61% of teachers have advanced degrees
69% 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

Excellent educational options for every child:
Fine Arts K-8 (Fall 2018)
International Baccalaureate (K-12)
Montessori Program
Virtual Learning
Dual Language
Academies of Racine (Case, Horlick, Park)