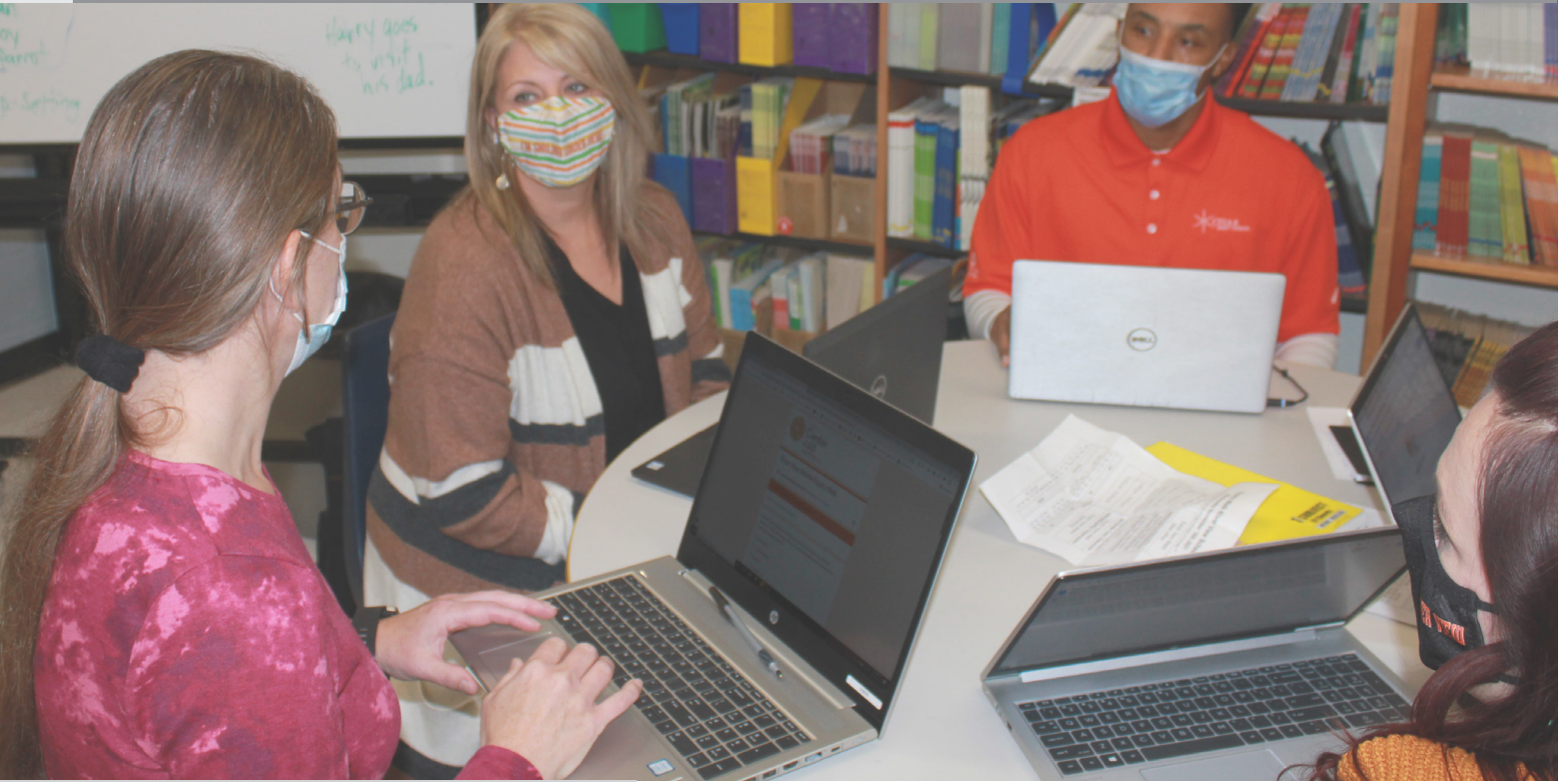


COMMUNITY GHOST STORY



LOOK INSIDE FOR

SUPERINTENDENT'S UPDATE

GROWING GHOSTS: ENROLL SOON

KAUKAUNA STRONG AT SCHOOL

SMART GIRLS ROCK!

LET'S TALK ABOUT: DPI REPORT CARDS

THE EQUITY AND DIVERSITY JOURNEY LISTENING, LEARNING AND GROWING

Educational Equity. The Wisconsin Department of Public Instruction defines this as *“every student having access to the resources and educational rigor they need at the right moment in their education across race, gender, ethnicity, language, ability, sexual orientation, family background, and/or family income.”*

Kaukauna Area School District believes that ensuring equity for all learners is part of our responsibility as a public school district. As stated in KASD Board Policy 887 – Diversity and Multicultural Relations:

“The Kaukauna Area School District has a commitment to pursue a learning and working environment in which differences are recognized and respected. These differences must not be the basis of discrimination against anyone participating in Board-sponsored activities. The school district shall foster an

SUPERINTENDENT'S CORNER

REACHING THE SUMMIT

For each of the ten years that I have served the Kaukauna Area School District, our opening in-service and my message to staff have revolved around a theme. The themes are central to the fundamental beliefs I hold about success for ourselves and for our students, and have ranged from being our best selves to trusting the process and embracing failure as part of our journey, from “We didn’t come this far to only come this far” to creating special journeys using Kaukauna Strong as our guide. As I reflect on themes and years past, the evolution of these messages and of where our District has come in the last ten years is astounding; it fills my heart with pride.

This year’s theme centered around continuing to create new basecamps: today’s success creates the foundation for the basecamp from which we’ll start tomorrow’s journey on our way to the summit. It seems only fitting that this message is the theme of my final year serving as Kaukauna Area School District’s Superintendent.

On November 8, 2021, the Board of Education approved my retirement from the District, and at the end of June, I will embark on a new journey with my wife, Sheri and our family. I’m so excited about the road ahead, but grateful for the experiences that brought me to this place. Serving the Kaukauna Area School District for the past ten years has been the greatest professional privilege and blessing of my 34-year career. The success that our school community has experienced together, along with the empowering and unconditional trust that I have received will always be my most cherished professional gift.

But we still have work to do. I will continue to work hard to serve the District in the months ahead because I know that the success we have as a District will set the basecamp for the incoming Superintendent. I envision great things for this very special District. I’m both honored and humbled to be a Ghost for life, and can’t wait to see what the future holds.



MARK P. DUERWAECHTER
SUPERINTENDENT



environment where students, school, personnel, and other community members work together to create understanding, appreciation, respect and concern for all human beings.”

Like many tenets of our system, we’re still learning and growing in this area. Data from the District’s Special Education Disproportionality report, gaps in student achievement between student groups as assessed by the 2020-21 Department of Public Instruction School Report Cards, newly-adopted State Standards for English Language Arts (which focus on improving equity to improve learning), and recently-revised Social Studies Standards, along with advocacy from concerned staff have helped guide the District toward a renewed focus on awareness and learning.

“Do the best you can until you know better. Then when you know better, do better.” ~Maya Angelou

During the 2020-2021 school year, the District formed a committee of 14 staff members committed to developing a comprehensive equity plan for the District to better meet the varied needs of all enrolled students.

Last summer, the committee, using funds from an annual federal grant, sought help in the form of a guide through this journey, selecting Kim Walters and Demetri Beekman from the CESA 6 Center4All. The team has already planned a three-year strategic process to meticulously work toward the plan (and measurable accountability). Action steps are already underway, which include an Intercultural Development Inventory in which staff and Board members participated, along with Equity Walks at schools.

We are prepared to listen, to learn, and to grow.

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The Equity Walks, along with stakeholder input sessions and open-door drop-in listening sessions, are a way for our consultants to gather information from each of our schools and stakeholders from around the District in order to better assess, analyze and recommend areas for growth surrounding existing equity practices within our schools. We expect, over the next three years, to learn and build greater awareness and intercultural competence for staff, and to be more culturally responsive within our classrooms in order to ensure our schools are welcoming and create a sense of belonging for each child that enters a KASD building.



Q: Is this work the first step toward teaching Critical Race Theory in KASD classrooms?

First and foremost, the answer to this is no, CRT is not a part of KASD’s curriculum nor the core standards within the State of Wisconsin. Here is what we *are* required to teach regarding concepts of race and diversity within our curriculum:

Wis. Stat. § 118.01(2)(c)8 mandates that school districts provide an instructional program to give pupils “at all grade levels, an understanding of human relations, particularly with regard to American Indians, Black Americans, and Hispanics.”

Wis. Stat. § 121.02(1)(L)4 requires that school districts, “as part of the social studies curriculum, include instruction in the history, culture, and tribal sovereignty of the federally recognized American Indian tribes and bands located in this state at least twice in the elementary grades and at least once in the high school grades.”

Wis. Stat. § 121.02(1)(h) requires each school board to “provide adequate instructional materials, texts and library services which reflect the cultural diversity and pluralistic nature of American society.”

Wis. Stat. § 118.01(2)(c)7 requires the school district to provide an instructional program that will give students “an appreciation and understanding of different value systems and cultures.” In other words, teachers must present multiple perspectives on American history and culture and encourage students to “appreciate and understand” diverse value systems.

To learn more about the specific classes offered at KASD, you can visit the Kaukauna Area School District Course Offerings page on our District website (District > Academics), where you’ll have access to all of the courses offered at KHS and River View, along with descriptions for courses and links to additional information in our “Build Your Own Curriculum” area. Additionally, KASD’s Curriculum page on the site has a myriad of information about the work that we do and the content we teach within our District, along with links to the Department of Public Instruction, Common Core Standards we follow, and even a Parents Guide to Student Success to help parents better advocate for their children. We welcome you to take a look, and should you have any questions or concerns, you can call the District Office to speak with one of our administrators.

Critical Race Theory, or CRT, has been a topic of conversation (and animosity) over the last several months, and the conversations and arguments are gaining steam. CRT is a framework and analytical tool that originated in the 1970s to help law students think critically about the

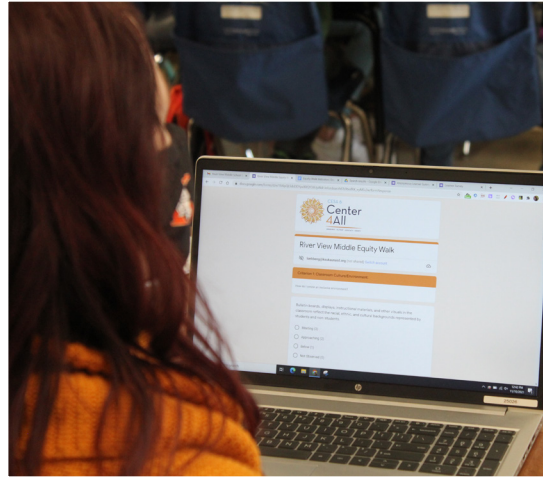
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The Kaukauna Area School District will educate students to be effective life-long learners who can successfully meet the challenges of their lives and be positive contributors to society.

<https://www.kaukauna.k12.wi.us/acp/acp-courses.cfm>

impact of historical and present-day racism within the legal system. It has been around for decades, and more recently has entered into college-level curriculum for school administrators and teachers to help them better understand inequities in education. CRT is not the same as educational equity and does not include anything related to social-emotional learning or cultural responsiveness, values and methods that *are* used within our District classrooms to strengthen all students' sense of identity, to promote inclusivity in classrooms and schools, and to engage all students in their learning.

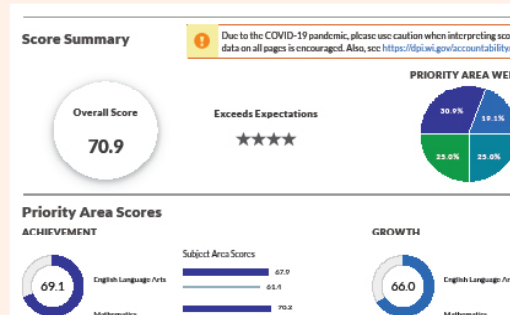
Educational Equity and our work with CESA 6's Center4All is not about making changes that result in reducing opportunities for any group, but rather, helping our District get better, by eliminating barriers to success and ensuring that all students have what they need to be effective, life-long learners who can successfully meet the challenges of their lives and be positive contributors to society.



LET'S TALK ABOUT ...

DPI'S 2020-2021 REPORT CARDS

On November 16, 2021, the Wisconsin Department of Public Instruction (DPI) released the 2020-2021 report cards for all Wisconsin publicly-funded school and districts. Five of KASD's six ranked schools exceeded or significantly exceeded expectations. NDLC earned the "Significantly Exceeds Expectations" distinction. EQ, Park Community, Haen and River View each earned a place in the "Exceeds Expectations" category; and KHS remained in the "Meets Expectations" category. Tanner has a student body that is too young for the standardized testing used in these accountability ratings and has earned a "Satisfactory Progress" rating in an alternate accountability process.



Because of the incredible work going on inside the walls at each of our school buildings, Kaukauna Area School District's overall accountability score again earned a rating in the "Exceeds Expectations" category.

As you look through each school report card, we hope you take the time to look at more than the overall number; For instance, KHS, whose combined score met expectations, boasts nearly 60% of students completed at least one dual-enrollment course last year; the state average is 17.8%. Their scores in both the number of students gaining an industry-recognized credential/certificate and the number of students participating in work-based learning programs far exceeded state averages as well. Additionally, the number of students that successfully completed at least one music course was nearly 40%, almost double the state average.

As in years past, we have much to celebrate. Having schools meeting, exceeding and significantly exceeding expectations during the tumultuous 2020-2021 school year is validating, and is evidence of the incredible work of both our staff and our students. It shows the resilience of which we're capable and the strength of our District and community. We will continue to celebrate those successes. Additionally, these report cards give us an idea of the work that still needs to be done to better serve all of our students. The achievement gaps between student groups district-wide present us with an opportunity to learn, to improve and to grow. We intend to do just that. Find more information at www.kaukauna.k12.wi.us/district/districtperformance.cfm.

SMART GIRLS ROCK! KHS STUDENTS EXPLORE STEAM CAREERS

Science is cool.

That was the lead-in statement for the 2021 Smart Girls Rock event, put on by the Fox Cities Chamber of Commerce and hosted this year by Boldt Construction.



“When our community rallies around getting girls excited about STEM, the results really **ROCK!**”

Indeed, they did, during this interactive mentoring event designed to inspire an interest in STEM careers for freshman and sophomore girls from schools around the Fox Valley, including six Kaukauna High School students: Norah Bowers, Sadie Schuh, Norah Berken, Alli Pawlowski, Alaina Knudtson and Megan Kennedy.

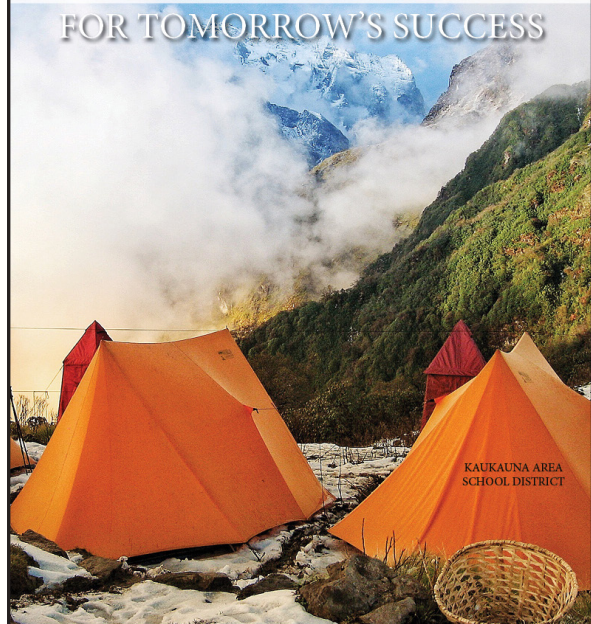
The day consisted of twelve 20-minute sessions led by inspirational females working in STEM-related fields throughout the Fox Cities. While students attending the event may be interested in the subjects of science, technology, engineering and math, often they're unaware of the variety of careers, historically dominated by men, in which those interests or strengths can be put to use. The goal of the Smart Girls Rock event is to change that.

From welding to crane operating, from bridge design to land management and conservation, an assortment of STEM careers were on display for the 80 students attending from high schools throughout the Fox Cities. In addition to the first-hand commentary from industry professionals and the unique hands-on experiences, the girls also talked about recommended coursework pathways, possible extra-curricular activities and post-secondary education options. By connecting students with career options in STEM fields and allowing them to try a number of the tasks they could find themselves completing within these fields down the road, Smart Girls Rock aims to inspire young women to continue to follow their passions, and at the community level, to increase female representation throughout the underrepresented STEM fields.

Fortunately, at KHS, this is only one of several events aimed to increase awareness and promote involvement in STEM fields. STEAM girls, a club created a few years ago, engages female students in fields related to science, technology, engineering, the arts and math. The group is open to all girls in grades 9-12 and meets several times each year. Within the club, elected student officials plan and organize the meetings and events. One of these events includes a day where the club invites 8th grade students to the high school for a day of learning about STEAM fields (similar to what Smart Girls Rock does for our high school students). Additionally, STEAM Girls advisors and participants hope to attend two more upcoming local events: Build Like a Girl, hosted by Miron Construction Company, Inc., and the Future Fox Cities Career Expo, both aimed at raising awareness for and promoting future STEM pathways for female high school students.

STRONG MINDS. STRONG HEARTS.
STRONG STUDENTS

TODAY'S WORK SETS THE
BASECAMP
 FOR TOMORROW'S SUCCESS



LISTEN. LEARN. GROW. TODAY.
 SEE YOU AT THE SUMMIT!

Let's keep working our way toward the summit, setting new basecamps every day.



Tanner Early Learning Center students took part in their annual "Transportation Day" ... learning about all types of vehicles in and around our community.



Students at Electa Quinney Elementary School cheered on our (well-dressed) statebound KHS Boys Volleyball Athletes!



NDLC kindergarten students are READERS ... and celebrated with a parade around the school.

River View Middle School band students performed the national anthem before the Wisconsin Herd's opening game of the 2021-22 season. The game ended with a buzzer-beating win, too!

Haen students celebrated National Book Month with a read-aloud with Representative Steineke!



Park Community Charter School students had a virtual author visit with Wisconsin nonfiction author Dean Robbins, who writes about real-life heroes. Students learned how they can be heroes, too!



At Kaukauna Area School District, students come first. Throughout our District, students, teachers, and staff members strive to get better every day, and as a result, great things are happening, both in and out of the classrooms. We're proud of our District, and we'd love to have your child be a part of it.

It's almost time for 4K and 5K Registration! Make sure you are on our list to receive registration materials by filling out the form at bit.ly/KASD-4K.

We are, and will continue to be Kaukauna Strong. Join us; Grow STRONG with us. **Choose KASD.**

STRONG MINDS
STRONG HEARTS
STRONG STUDENTS

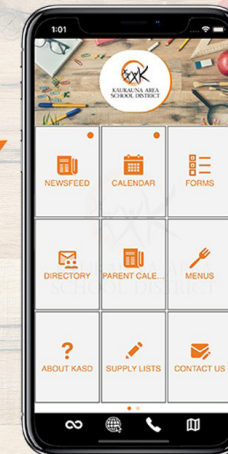
Learn more at www.kaukauna.k12.wi.us/4k-enrollment

DOWNLOAD THE
KASD APP

If you haven't yet, check out this great tool from KASD. Download from your app store today! Select the notifications for the school(s) that you'd like to receive, and catch all the district and school information you need in one, easy-to-access location!



There's an App for that!



Download for Free Today!

Download on the App Store

GET IT ON Google play

**GROW STRONG
 WITH US**




KAUKAUNA.K12.WI.US/4K-ENROLLMENT

*This publication was produced for the residents of the Kaukauna Area School District. Due to the overlap of postal routes, residents from neighboring school districts may receive this publication. Given the limitations of bulk mailing, this overlap is difficult to eliminate without significant cost. **Thank you for your understanding.***

*****ECRWSEDDM****

Residential Customer

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Meetings are held on the second and fourth Mondays of each month in the Kaukauna Area School District's Board Room: 1701 County Road CE, Kaukauna. Meetings begin at 5:30 p.m. For agendas, minutes and additional info please visit: www.kaukauna.k12.wi.us.

KASD serves all or portions of these communities

*City of Kaukauna
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 Village of Sherwood
 Town of Buchanan
 Village of Harrison
 Town of Holland
 Town of Vanden Broek
 Town of Woodville
 Village of Combined Locks
 Village of Little Chute*

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Leadership Team

*Superintendent – Mark Duerwaechter
 Business Manager – Robert Schafer
 Director of Elementary Education – Ty Maki
 Director of Secondary Education – Matthew Smith
 Director of Special Education and Pupil Services – Sarah Newberry
 Director of Human Resources and Legal Services – Eloisa DeLeon*

Principals

*KHS – Chris McDaniel
 River View – Luke Cromell
 Haen – Holly Magness
 NDLC – Abbey Frischmann
 Park – Ken Kortens
 Quinney – Stacy Knapp
 Tanner – Elizabeth Thoreson*

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