



# KAUKAUNA AREA SCHOOL DISTRICT SUPERINTENDENT SEARCH



KAUKAUNA AREA  
SCHOOL DISTRICT





# ABOUT KASD

Kaukauna Area School District is a public school district serving approximately 4,000 students from early childhood through grade 12. Home to over 400 of the State's most dedicated, caring, passionate staff members, KASD prides itself on creating transformational experiences for all students by offering a rigorous curriculum partnered with a safe, welcoming learning environment that fosters both individual growth and teamwork. Our teachers, administrators and staff members partner with our families and the greater community to help each student navigate an educational journey that is designed specifically for them based on their individual needs and extends well beyond their high school years.



## MISSION

The Kaukauna Area School District, in partnership with our community, will provide a rigorous and relevant curriculum through best instructional practices which emphasize student achievement and accountability, delivered in a safe and caring environment.

## VISION

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.

## GUIDING PRINCIPLES

Kaukauna Area School District Staff will:

- Use assessment to drive curricular and instructional decisions
- Create a supportive, respectful and encouraging environment for student growth and learning
- Use instructional practices proven successful based on research and field experience
- Hold students accountable for their learning and behavior
- Implement a collaborative approach to teaching and learning
- Be positive role models who reflect the characteristics of our vision, mission and guiding principles
- Teach so all students can learn and succeed
- Be accountable for student learning
- Deliver the District's approved curriculum

## BOARD OF EDUCATION

Kaukauna Area School District is governed by a seven-member Board of Education, elected at large for three-year terms. The job of this group is to define and oversee District policies, budget, curriculum, personnel and facilities.

- Kathryn Breitzman - President
- Chris Bouressa - Vice President
- Josh Karl - Treasurer
- Chad Berken - Clerk
- Sally Feistel - Member at Large
- Sue Gertz - Member at Large
- Joe Huss - Member at Large

## LEADERSHIP TEAM

- Ty Maki - Director of Elementary Education
- Matthew Smith - Director of Secondary Education
- Sarah Newberry - Director of Education and Pupil Services
- Eloisa DeLeon - Director of Human Resources and Legal Services
- Robert Schafer - Business Manager
- Jim Geoffrey - Director of Technology

# SCHOOLS

KASD serves as home to seven schools: one high school, one middle school, and five elementary schools, two of which are public charter schools.

KASD resides in the heart of Wisconsin's Fox River Valley and our schools serve all or portions of the following communities: City of Kaukauna, Town of Kaukauna, Village of Sherwood, Town of Buchanan, Village of Harrison, Town of Holland, Town of Vanden Broek, Town of Woodville, Village of Combined Locks, and Village of Little Chute.

# PRIDE POINTS

- Curriculum options to meet the needs of many different learning styles, including two public charter elementary schools, along with alternative programs at the middle school and high school levels
- The 2020 DPI State report cards placed KASD in the "Exceeds Expectations" category; five of our six ranked schools exceeded expectations, one earning the "Significantly Exceeds Expectations" distinction
- Wrap-around care for our 4K families, as well as before- and after-school care for our elementary students, thanks to our partnership with the Heart of the Valley YMCA
- Academic and Career Planning and exploration beginning in grade 5, helping students, by the time they reach high school, understand the ACP process, explore career clusters, identify possible career paths based on interests and personality, and start planning for post-secondary goals
- Second-to-none Career and Technical Education programs, providing students with opportunities to connect with other students, staff and the greater Kaukauna community, while preparing for the next stages of life
- 59 dual-enrollment classes (AP, CAPP and in cooperation with FVTC), with 59% of students completing at least one dual-enrollment course in 2019-2020; the state average is 17.8%
- Nearly 40% of students at Kaukauna High School successfully completed at least one music course during the 2019-2020 school year; the state average is 21.3%

[www.kaukauna.k12.wi.us](http://www.kaukauna.k12.wi.us)

# STATISTICS

Grades Served .....	Early Childhood-12
Enrollment.....	4,022
• American Indian or Alaska Native.....	0.1%
• Asian or Pacific Islander .....	2.1%
• Black, not Hispanic.....	1.5%
• Hispanic.....	6.0%
• Two or more races .....	4.4%
• White, not Hispanic.....	85.9%
• Economically Disadvantaged .....	26.2%
• English Learners .....	2.8%
• Students with Disabilities .....	14.6%
Staff .....	484





# SUPERINTENDENT QUALIFICATIONS

The following qualifications were developed by KASD's Board of Education and Administrative team. Another survey to the broader KASD community will be administered in December 2021 to better understand the qualifications valued and expected of Kaukauna Area School District's next superintendent. The feedback from that survey will be used throughout the remainder of the hiring process.

## SKILLS

- Communication
- Collaboration
- Ethical Decision-Making
- Open-mindedness
- Listening
- Strategic Planning
- Community Partnership
- Team Focus ("Our")
- Personability
- Representation
- Visionary Mentality
- Advocacy

## EXPERIENCE

- Superintendent/Assistant - District Level
- Teacher - Building
- Mentor/Coach
- Community Involvement
- Ambassador
- SPED Experience
- Engagement in Leadership Outside of School (ex: Lions Club, Rotary, etc.)
- Change Management
- Understanding of Region

## VALUES

- Compassion
- Sincerity
- Equity
- Listening
- Empathy
- Honesty
- Integrity
- Strong-willed nature
- Engagement
- Flexibility
- Public Relations
- Imagination (Futuristic thought)
- Family

## PRIORITY

- 5-year plan
- Budget
- Political Navigation
- Morale
- Relationships
- Build Trust
- Climate/Culture
- Vision/Strategic Plan
- Communicate With All Stakeholders
- Build, Not Destroy



# APPLICATION PROCESS

The Kaukauna Area School District Board of Education, with the help of CESA 6, is in the process of conducting a search for the District's next superintendent. Stakeholder engagement is vital to this process.

## TIMELINE

**DECEMBER 8-22, 2021 - STAKEHOLDER SURVEY:** KASD will survey staff, parents and community members to help create a candidate profile for the preferred superintendent candidate.

**DECEMBER 2021- BOARD OF EDUCATION INPUT:** CESA 6 will interview each KASD Board Member to gather input into the values, qualities and qualifications desired of the next superintendent.

**DECEMBER 7-30, 2021 - RECRUITMENT OF CANDIDATES FOR SUPERINTENDENT:** CESA 6 will create the candidate position posting and promote the opportunity through numerous channels.

**JANUARY 12, 2022 - PRESENTATION OF INITIAL CANDIDATES:** CESA 6 will present initial candidates to the KASD Board of Education for consideration during a closed session. The Board will select three finalists to advance

**JANUARY 26, 2022 - FINALIST INTERVIEWS:** A community stakeholder group will interview the three finalists in person. That group will provide feedback to the Board, who will interview the three finalists that night.

**TBD 2022 - FINALIST SELECTION:** CESA 6 will facilitate the final selection of the candidate with the KASD Board of Education. The District will conduct a comprehensive background and reference screening process for the selected finalist.

**TBD 2022 - NEW SUPERINTENDENT ON BOARDING:** CESA 6 will conduct High Performance Board Training with the new superintendent and KASD Board of Education, and will provide support through the first-year evaluation process.

**JULY 1, 2022 - NEW SUPERINTENDENT START DATE**

## DETAILS

### REQUIREMENTS

Qualified candidates must hold the Superintendent or School District Administrator license through the WI Department of Public Instruction or be currently enrolled in an approved program to obtain the licensure.

### SEARCH INFORMATION

- A description of the application process can be found on the CESA 6 website
- Application deadline: December 30, 2021
- Duties begin: July 1, 2022

### INQUIRIES

#### Kaukauna Superintendent Search

Ted Neitzke, CESA 6 Chief Executive Officer  
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Becky Neubauer, CESA 6 Executive Director, Human Resources  
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