



Belong
Better Together
Succeed
Serve

2022-2023 ANNUAL REPORT SUPPLEMENT

School District of Holmen

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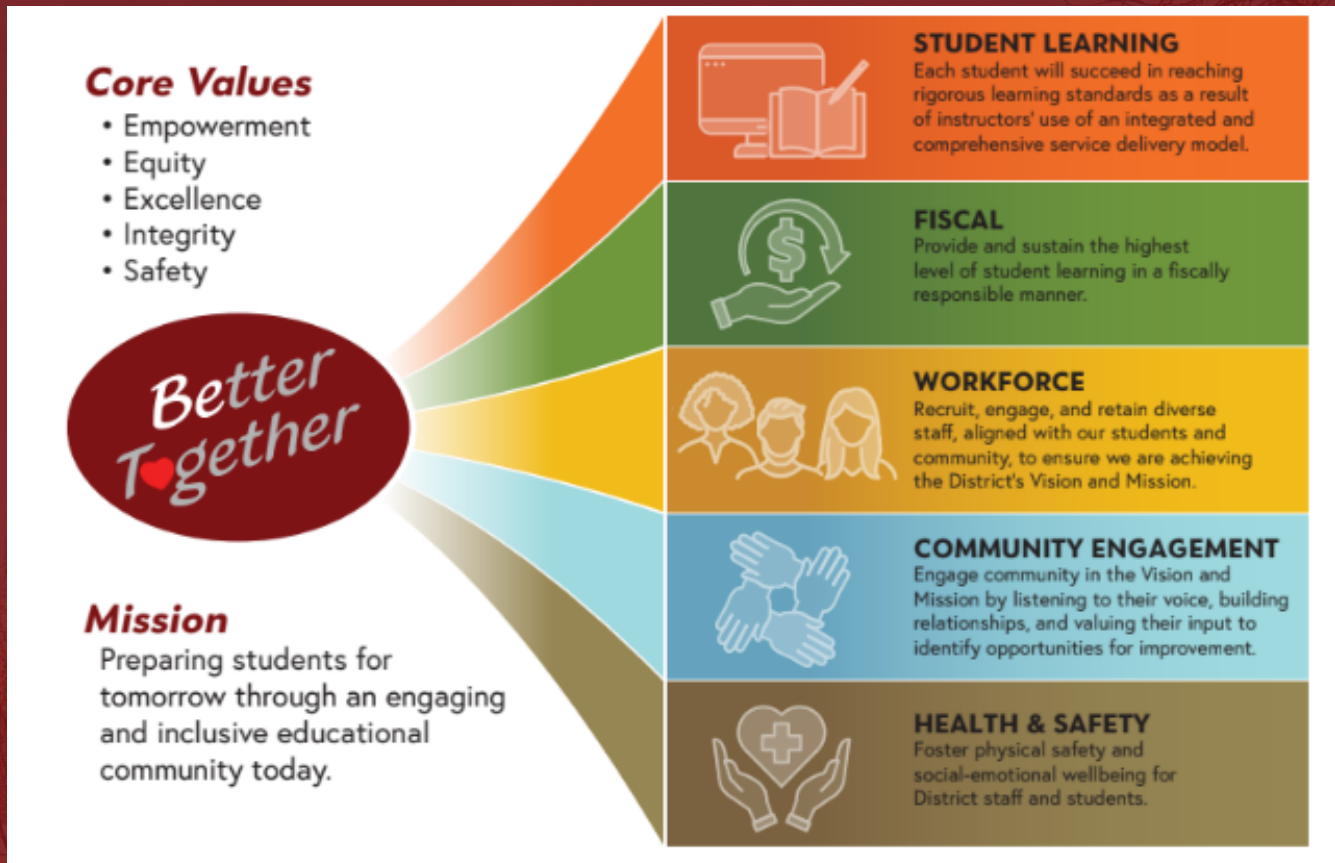
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BELONG. SERVE. SUCCEED.



School District of Holmen

2023 Dashboard—Focus Area Performance BELONG. SERVE. SUCCEED.

STUDENT LEARNING	FISCAL	WORKFORCE	COMMUNITY ENGAGEMENT	HEALTH & SAFETY
 Each student will succeed in reaching rigorous learning standards as a result of instructors use of an integrated and comprehensive service delivery model. <i>Academic, Excellence, Character.</i>	 Provide and sustain the highest level of student learning in a fiscally responsible manner. <i>Productivity, Sustainability.</i>	 Recruit, engage, and retain diverse staff, aligned with our students and community, to ensure we are achieving the District's Vision and Mission. <i>Capacity, Capability, Continuity, Engagement.</i>	 Engage community in our Vision and Mission by listening to their voice, building relationships, and valuing their input to identify opportunities for improvement. <i>Physical Safety, Social/Emotional Wellbeing</i>	 Foster physical safety and social-emotional wellbeing for District staff and students. <i>Physical Safety, Social/Emotional Wellbeing</i>
Key Measures	Key Measures	Key Measures	Key Measures	Key Measures
Graduation Rate: 97% of SDH Students will graduate in 4 years. ■	Expenditures per Student Performance: District target "comparative expenditures per pupil" within +/- 5% of state average. ■	Staff Engagement: ≥95% of staff indicated engagement in their work based on survey responses. ●	Open Enrollment: In 3 years improve the net transfer change in the positive direction by 5%. ▲	Worker's Compensation Experience Modifier: <1.00. ■
English Language Arts: 55% of students will achieve proficiency on the ELA portion of the WI Forward Exam. ▲	Maintenance and Operations Cost per Square Foot: +/-10% of peer average. ●	Retention Rate—Educators: ≥90% retention of educators over a five year average. ●	Student Engagement: Increase by 5% on the survey question, "I feel like I belong at school." ▲	Student Safety Survey: 90% or higher on survey question, "My school is safe." ▲
Math: 55% of students will achieve proficiency on the math portion of the WI Forward Exam. ▲	Transportation Cost per Pupil Mile: <= peer average. ●	Diverse Applicant Pool: 2022-23 (Year 1) - Document ethnicity data of current staff and students. ●	Parent Engagement: 90% or higher on the survey question, "Does your family feel they belong at this school?" ●	Staff Work Life Balance: 90% or higher on the survey question, "I am able to sustain a healthy work-life balance." ■
ACT Suite: Students will earn a predictive or composite score of 21. ▲	Fund Balance as % of Total Expenditures: General Fund goal 26.31%. Variance above the goal is 10% or plus 2.63%. ●			SEL Screener: 2022-23 research and purchase Social-Emotional screener for districtwide student use. ■
Student Character: Report Card: Average 90% or higher on the work habits portion of the report card. ▲	Special Programs Support as % of Operational Expenditures: <120% of peer average. ▲			
Student Character: Survey: 2022-23 Research and update survey with student character question(s). ▲	Fund Balance Nutrition Services as % of Expenditures: 06/30 goal sufficient to meet 3 month average monthly expenditures with a +/- 10% variance. ●			
Performance Key ● Our results met or exceeded our annual target. ▲ Our results improved last year, but did not meet the annual target. ■ Our results did not meet the annual target and did not improve from last year.				



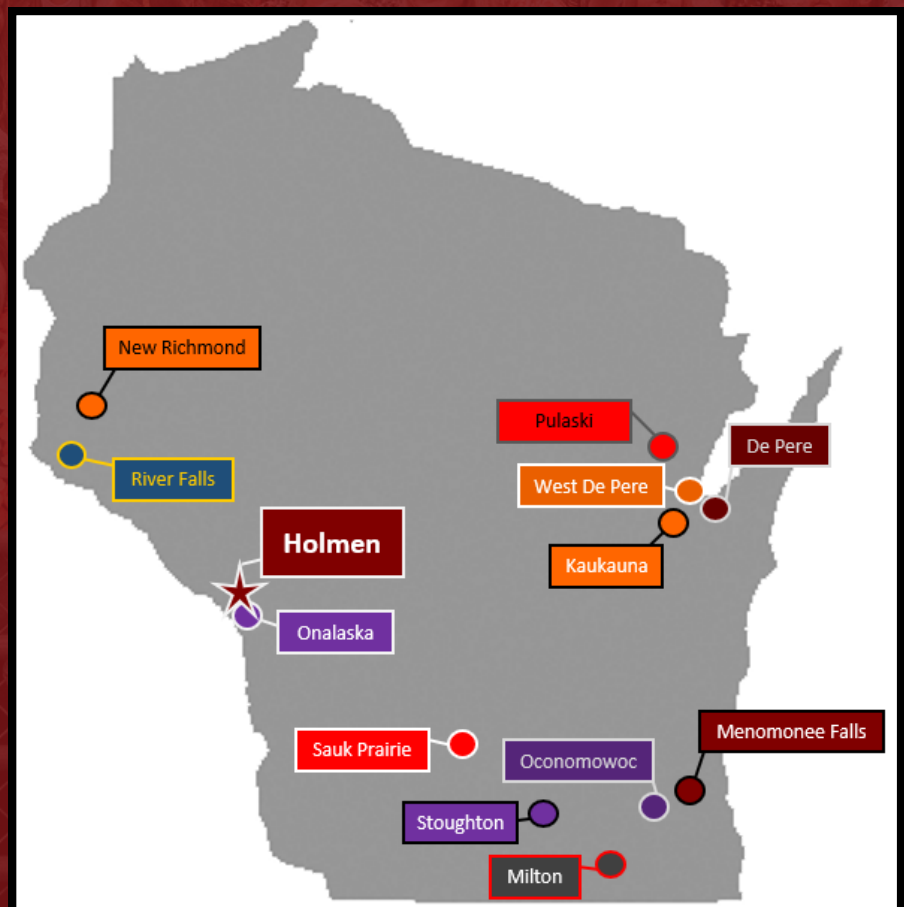
PEER DISTRICTS



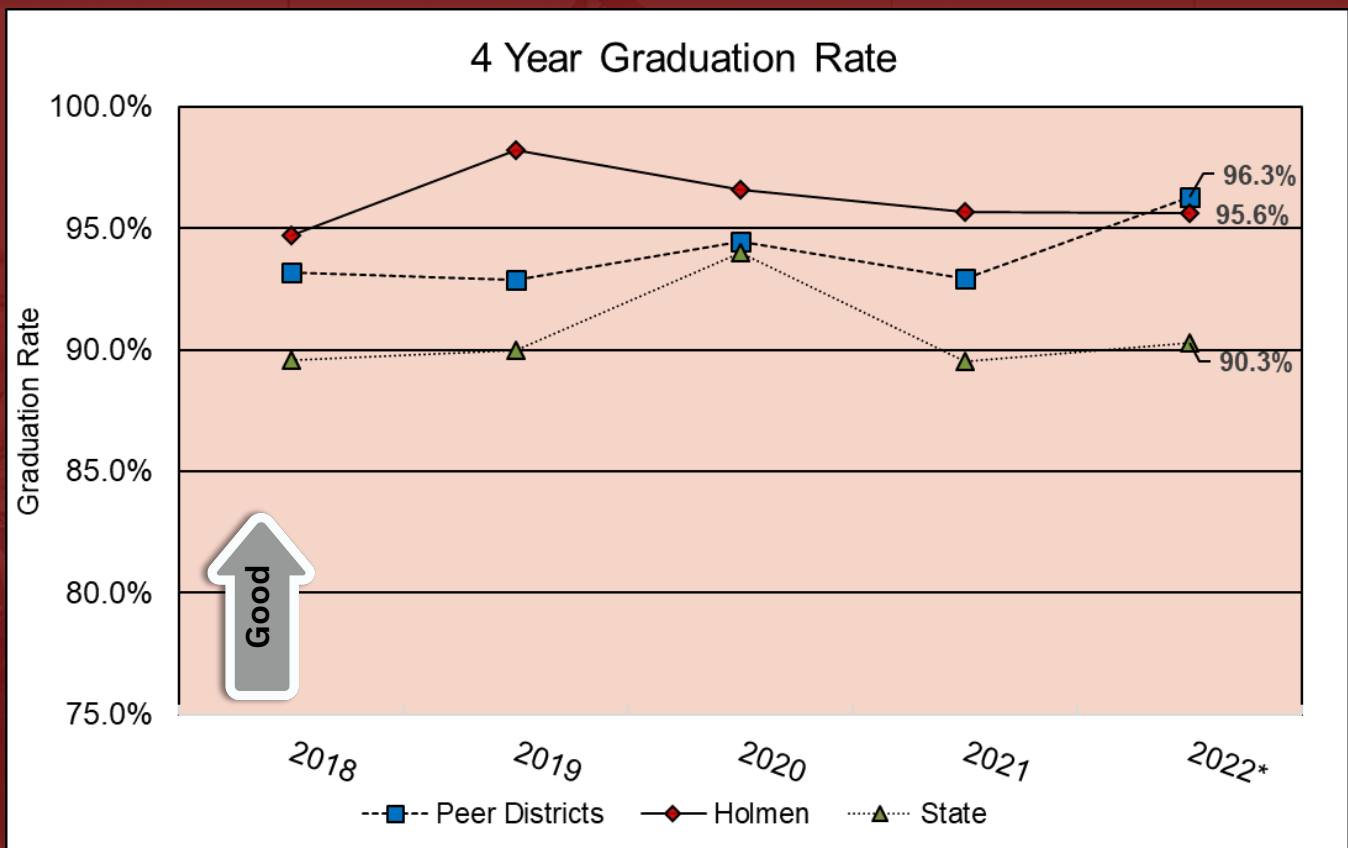
Peer Criteria

- Enrollment
- Economic Status
- Disability Status
- English Learner Status

* Peer districts were updated after the 2021-22 Annual Report. The most recent data in the 2022-23 Annual Report Measures utilizes the peers listed on the map.



STUDENT LEARNING



Graduating from high school and earning a high school diploma is extremely important. Our district vision in the 2023-24 school year, preparing students for tomorrow through an engaging and inclusive educational community today, starts with a high school diploma. The Social Studies Help Center indicates numerous benefits of having a high school diploma. These benefits include: better opportunities, develop a sense of pride, opportunities for post-secondary education, and higher wages.

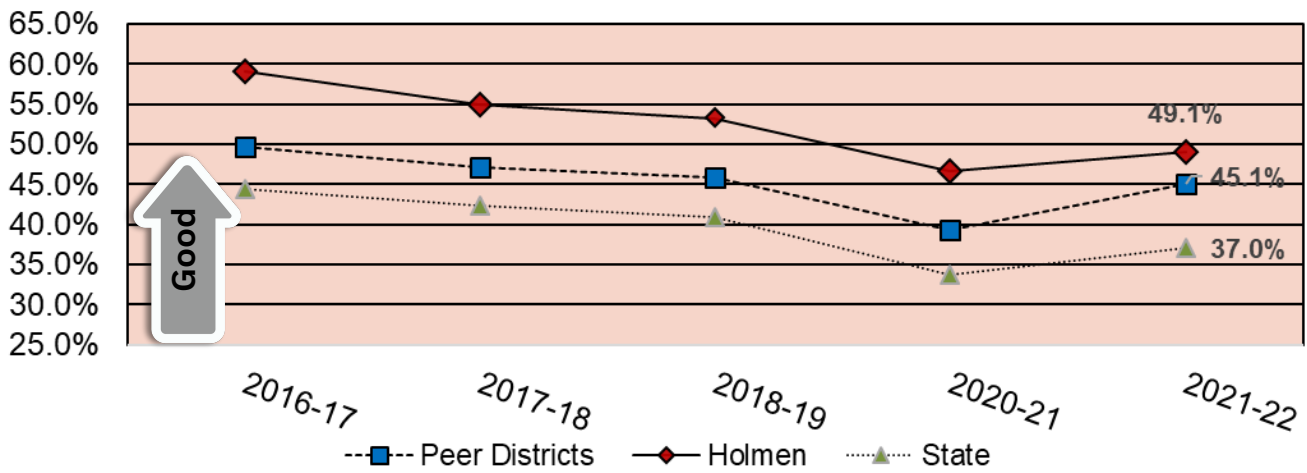
The School District of Holmen's goal is that every child will graduate from high school and be ready to follow their dreams. Our graduation rate is high, but we are not at 100%. Our four year cohort data has been very stable with a peak during the 2019 school year. The School District of Holmen's 2022 four year graduation rate of 95.6% indicates we are outperforming the state and perform similarly to our peer districts.



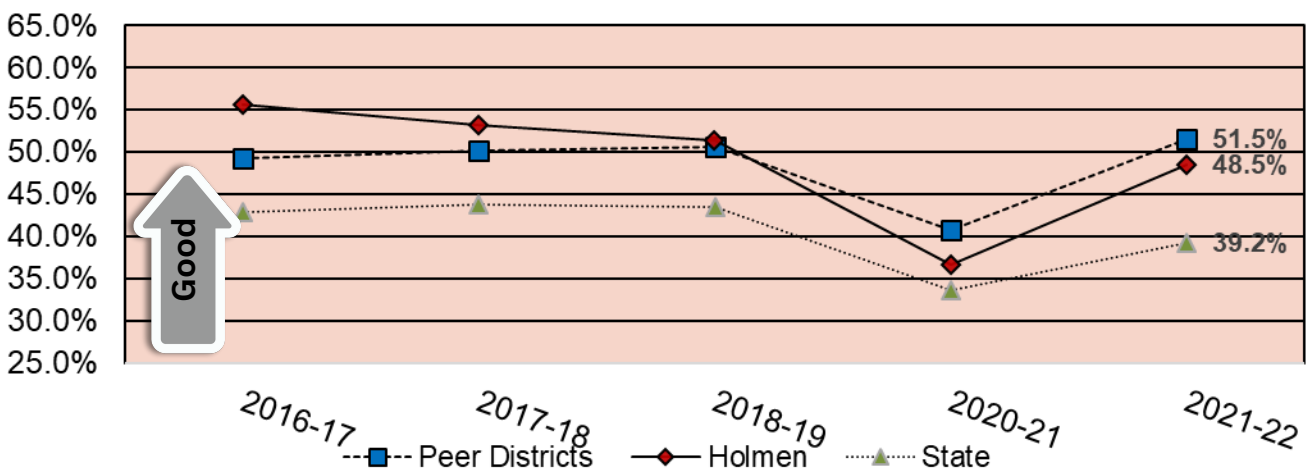
*2022 Data uses new peer group.

STUDENT LEARNING

Proficient on ELA WI Forward



Proficient on MATH WI Forward



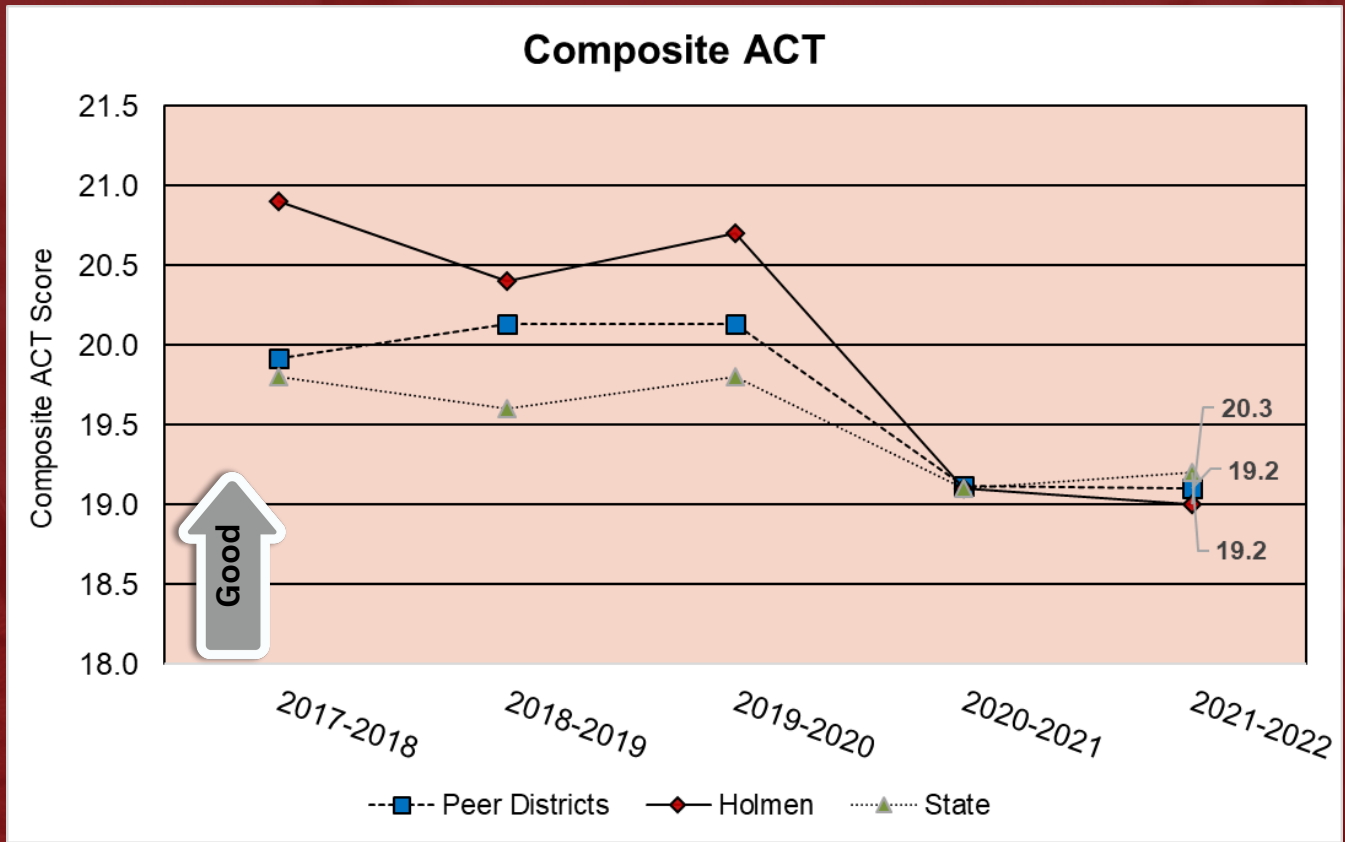
State Standardized Assessments provide another lens to reflect on how students are growing and achieving. These are considered to be end of learning or summative assessments. The WI Forward Exam is administered on an annual basis to students in grades three through eight.

Our 2021-22 WI Forward data illustrates that the School District of Holmen continues to have a strong academic program. In ELA, our district continued to outperform the state and our peer districts with 49.1% of our students achieving proficiency on the exam. Our math achievement has significantly improved climbing to 48.5% of students scoring proficient, placing us slightly below the average of our peer districts and above the state average.

As a district we continue to work on improved outcomes for our students in these areas. Our district ELA and math curriculums and resources are being updated to ensure that we have a well aligned, rigorous curriculum delivered through the most effective instructional practices to support all students in their growth and achievement throughout their academic careers.

***2021-22 Data uses new peer group.**

STUDENT LEARNING

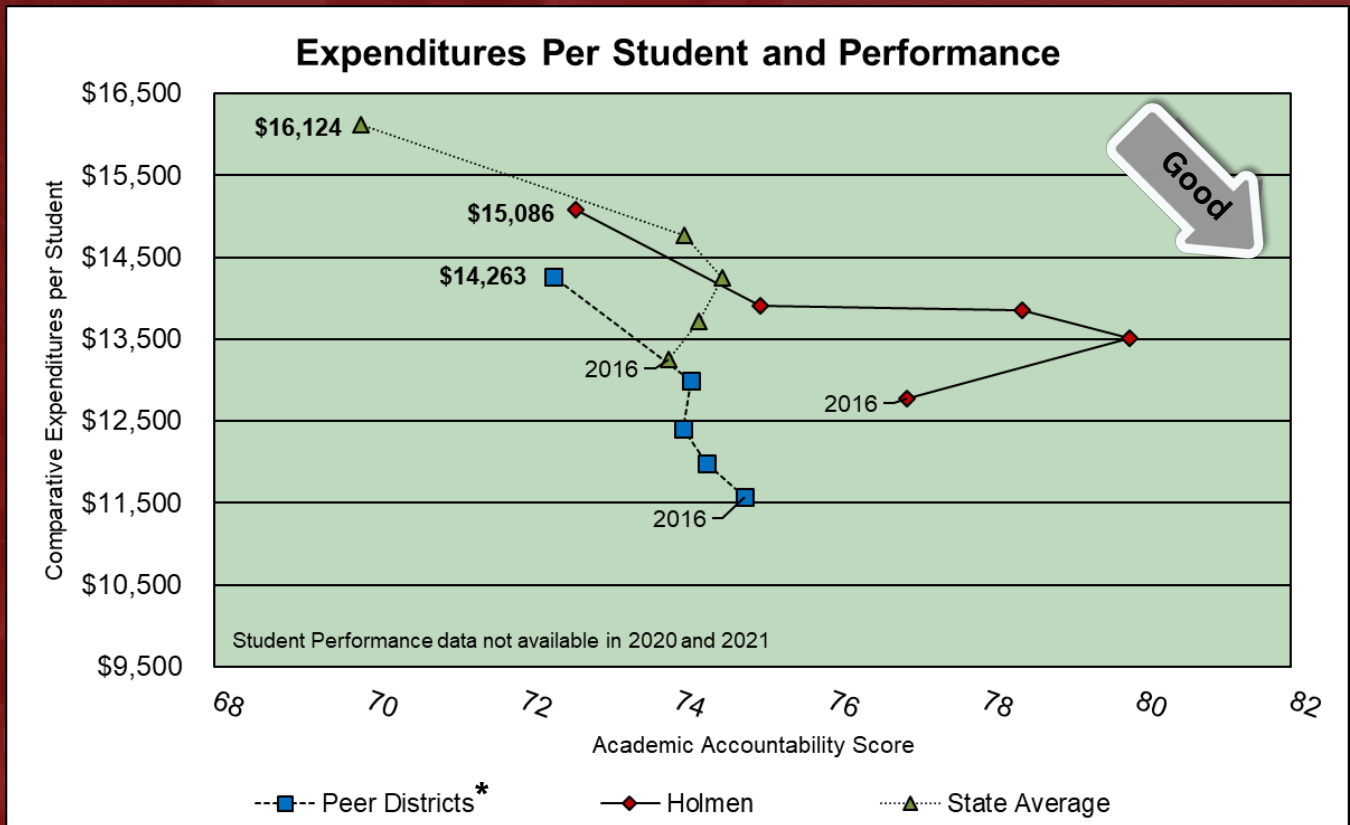


The ACT is another State Standardized Assessment administered annually to Wisconsin eleventh graders and is one of the state's accountability measures. The School District of Holmen uses the average composite ACT score as part of a balanced assessment system to monitor student achievement and growth. Historically, performance trends in the School District of Holmen have closely mirrored that of the state and peer districts. For the 2021-2022 school year, our students earned an average composite score of 19.2 which is slightly under the average of our peer districts and the same as the state.



*2021-22 Data uses new peer group.

FISCAL

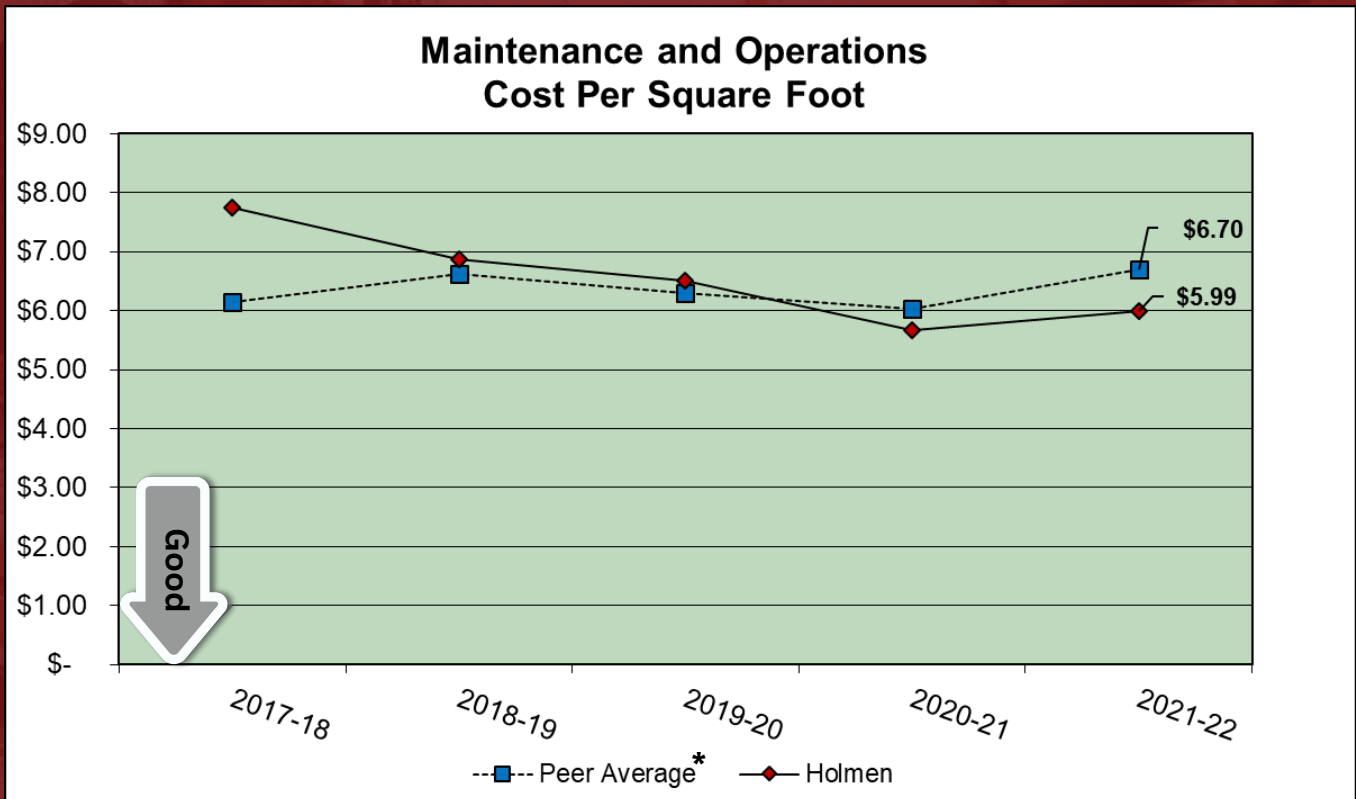


The Expenditure Per Student Performance measures both the comparative expenditure per pupil and student performance, using the academic accountability score. These two measures are then examined in relationship to one another. The District's expenditure per student performance can improve due to either our own improvement or the slide in performance by other peer districts. Conversely, our expenditure per student performance can decline due to either a slide in our own performance or an improvement by other peer districts. The comparative nature of the expenditure per student performance requires the District to make more effective choices on how we spend money.



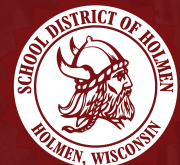
*2022 Data uses new peer group.

FISCAL

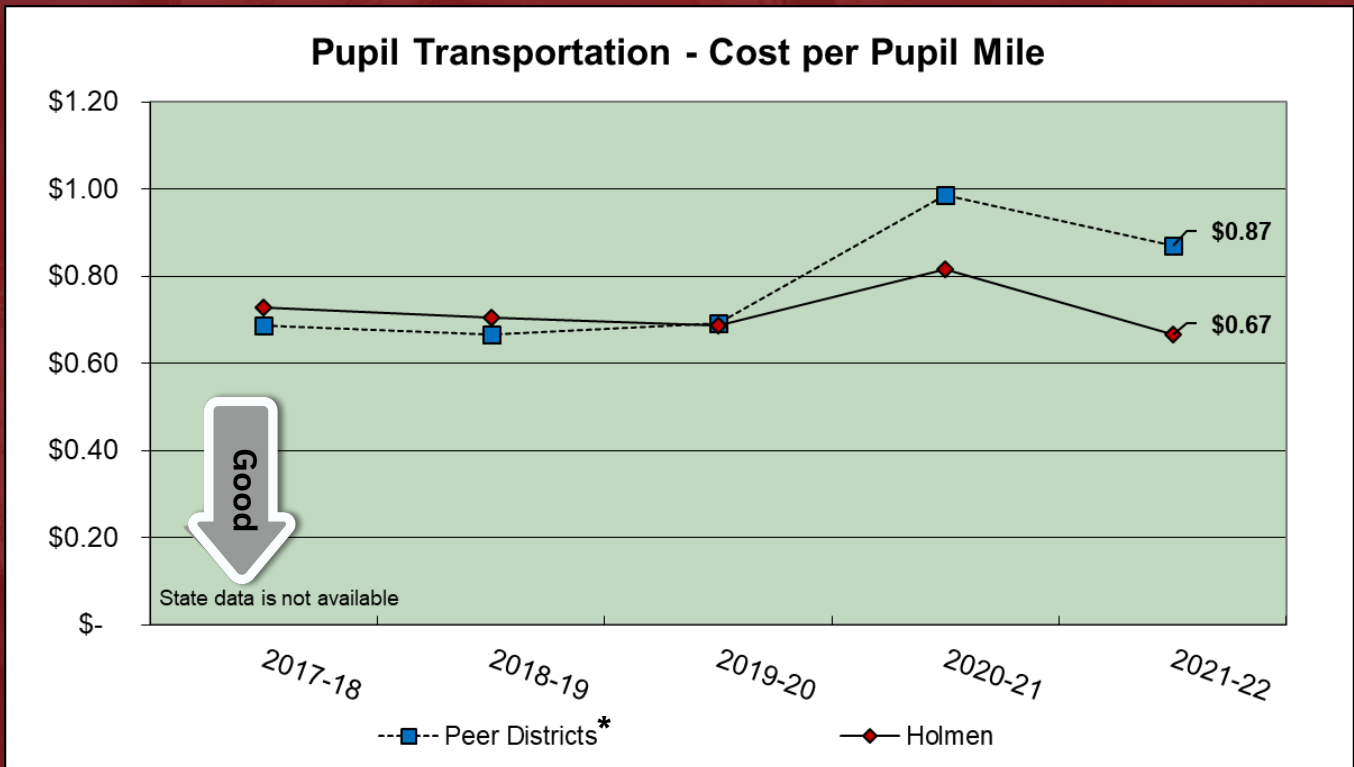


The Maintenance and Operations Cost Per Square Foot is a measure that compares Holmen's cost per square foot for maintenance operations, to that of our peer districts. The importance of this measure is to track our costs compared to our peers to ensure efficiency of operations, yet have the funding required to effectively maintain the fixed assets within the District. The cost of maintenance and operations have been comparable to our peers for several years. The increase in 2017-2018 is attributable to the District Office addition and safety initiatives that were assigned to the maintenance and facilities portion of the budget. 2018-2019 and 2019-2020 include safety initiatives not normally reported in maintenance and operations. In 2021-2022, we became part of a new peer group. The Holmen cost per square foot was \$5.99 in 2021-2022. The peer district average was \$6.70.

*2021-22 Data uses new peer group.



FISCAL

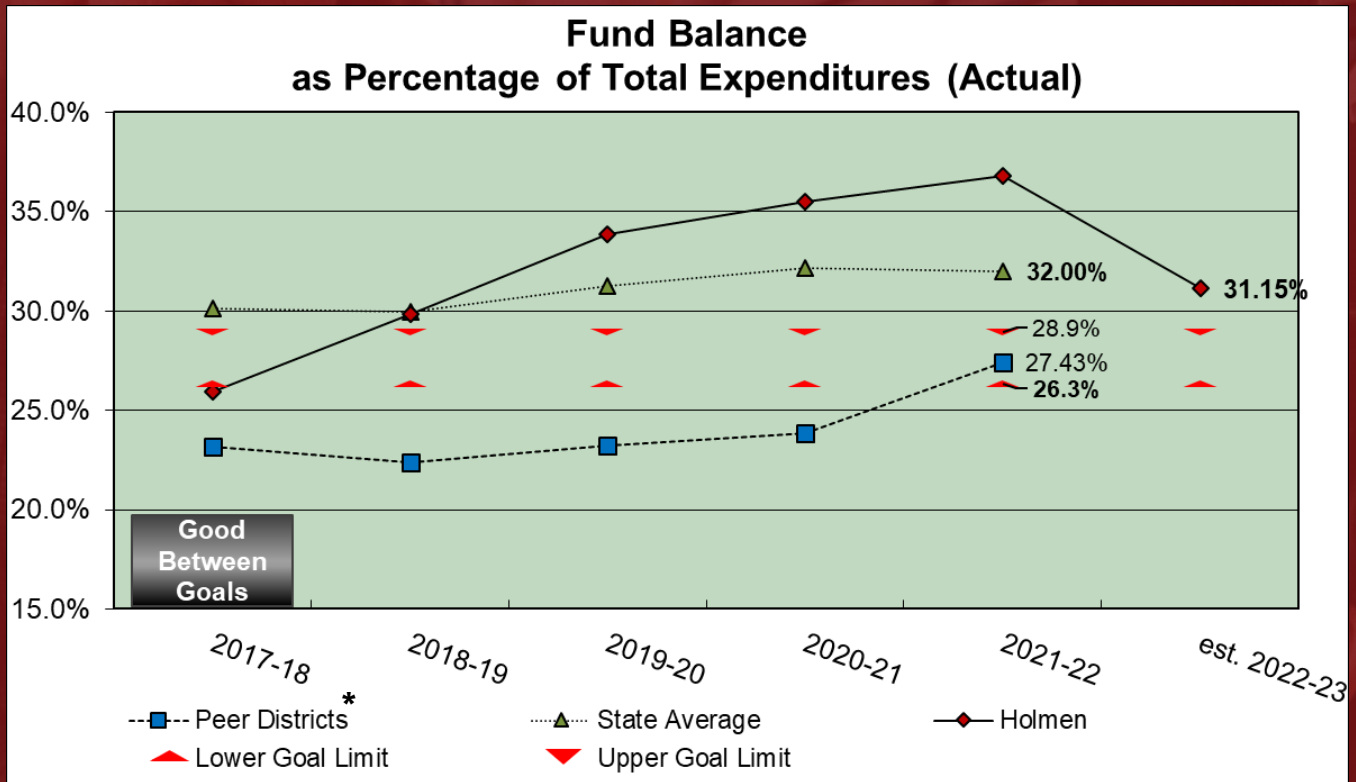


The cost efficiency of the ride to and from school can be measured by "Cost per Pupil Mile." The School District of Holmen parents, students, staff and community stakeholders have identified cost as a key performance factor in delivery of transportation services. Cost efficiency, while maintaining quality, defines the value of transportation services. This shows the School District of Holmen's transportation service is a good value to the stakeholders of the District. Cost went up in 2017-2018 due to extra money added to the transportation budget for 3 extra buses purchased at the end of the fiscal year. 2020-2021 shows us increasing but not as significantly as our peers. 2021-2022 new peer districts were added and there is a larger gap with the new districts.

*2021-22 Data uses new peer group.



FISCAL

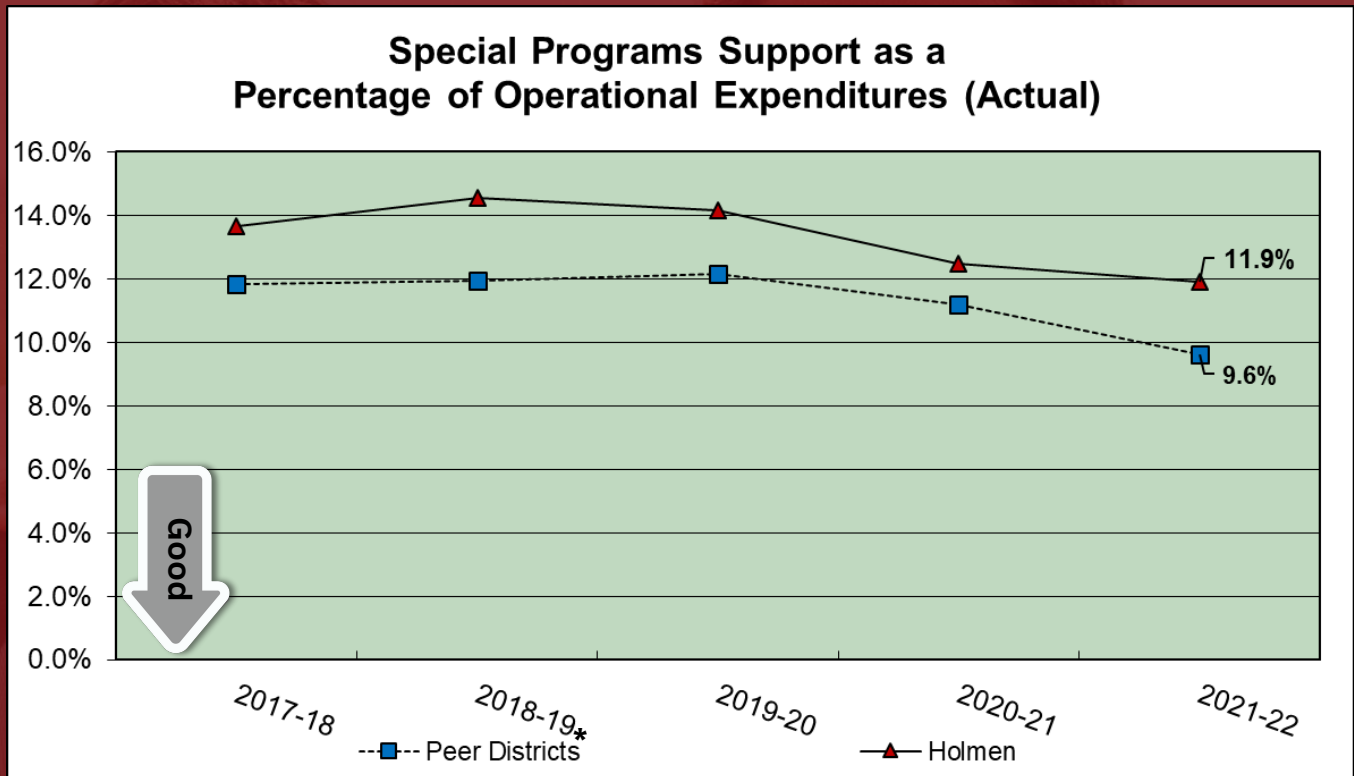


The Fund Balance as a Percentage of Total Expenditures (FBPTE) is a leading indicator that measures the overall financial stability of an organization. Financial stability and affluence is not the same thing. Just as a person can be poor yet remain financially stable, so can a school district. Financial stability comes from properly managing the more limited resources available.



*2022-23 Data uses new peer group.

FISCAL



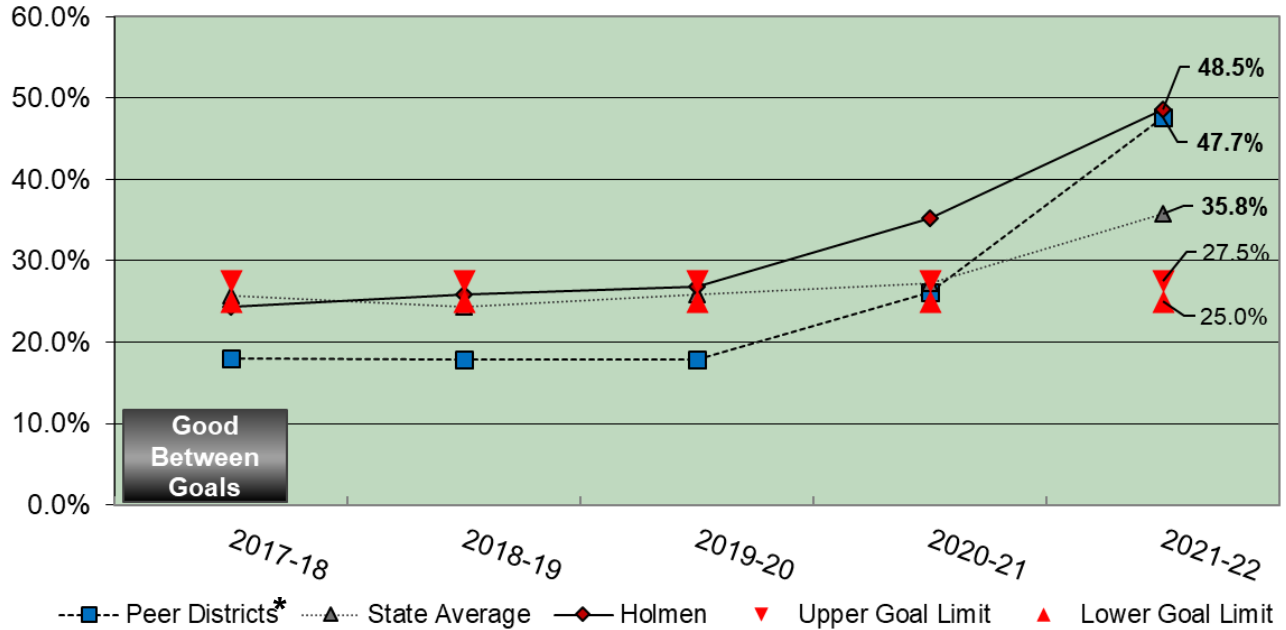
Revenue and expenditures related to students with exceptional education needs are recorded in a separate fund account. This account is not allowed to end a fiscal year in a deficit position. Federal and state special education revenue sources do not adequately support special programs. A transfer from the general operational fund account is necessary to support the cost of delivering special programs. The Special Programs Support as a Percentage of the Operational Expenditure indicates that the School District of Holmen spends 2% more of its operational budget on special programs than its peer districts. This measure requires the District to analyze more effective choices on how we spend money, while still meeting the needs of all students.



*2021-22 Data uses new peer group.

FISCAL

**Fund Balance - Nutrition Services
as Percentage of Total Expenditures (Actual)**

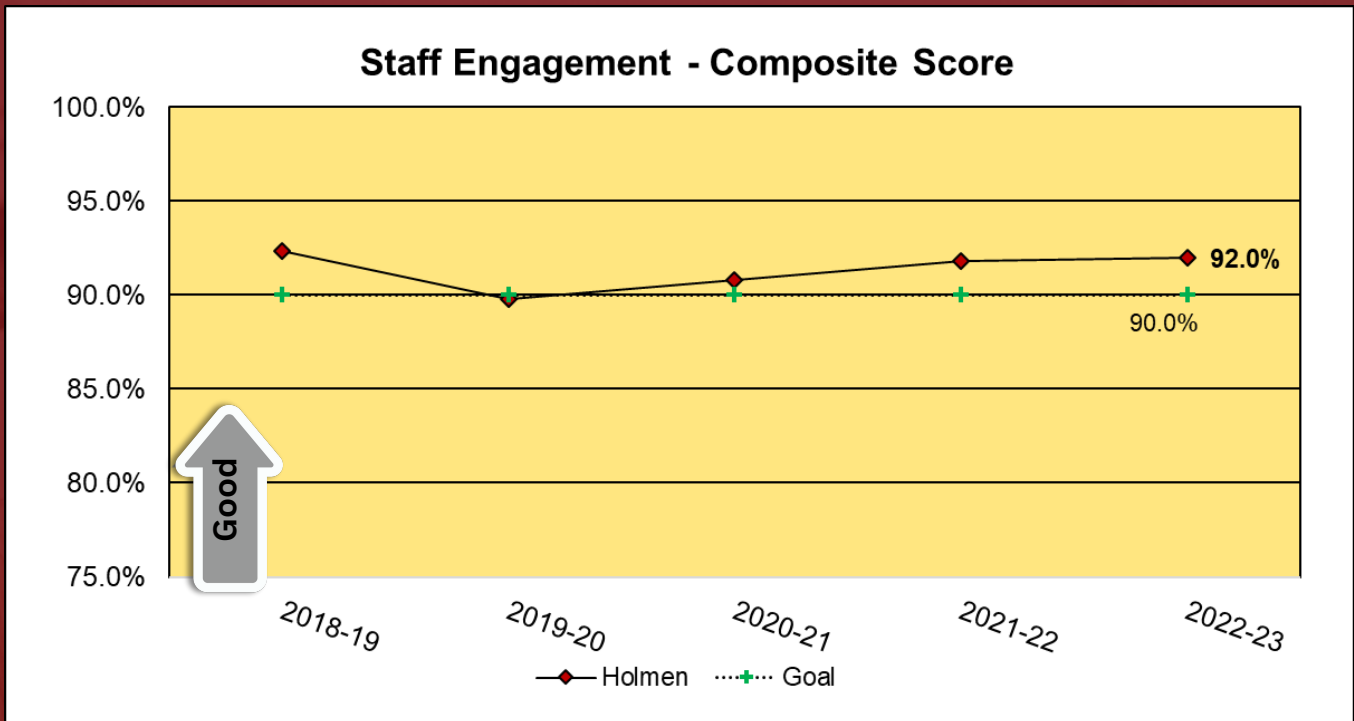


The Fund Balance as a Percentage of Total Expenditures is a leading indicator that measures the overall financial stability of the Nutrition Services Program. Financial stability comes from properly managing the limited resources available. Nutrition Services exceeded the upper limit of the goal by 21% due to higher than anticipated participation in the meal programs as well as taking advantage of programs offering additional funding, in excess of \$125,000 and managing program resources. This was a trend that was also reflected in the performance of our peer districts.



*2021-22 Data uses new peer group.

WORKFORCE

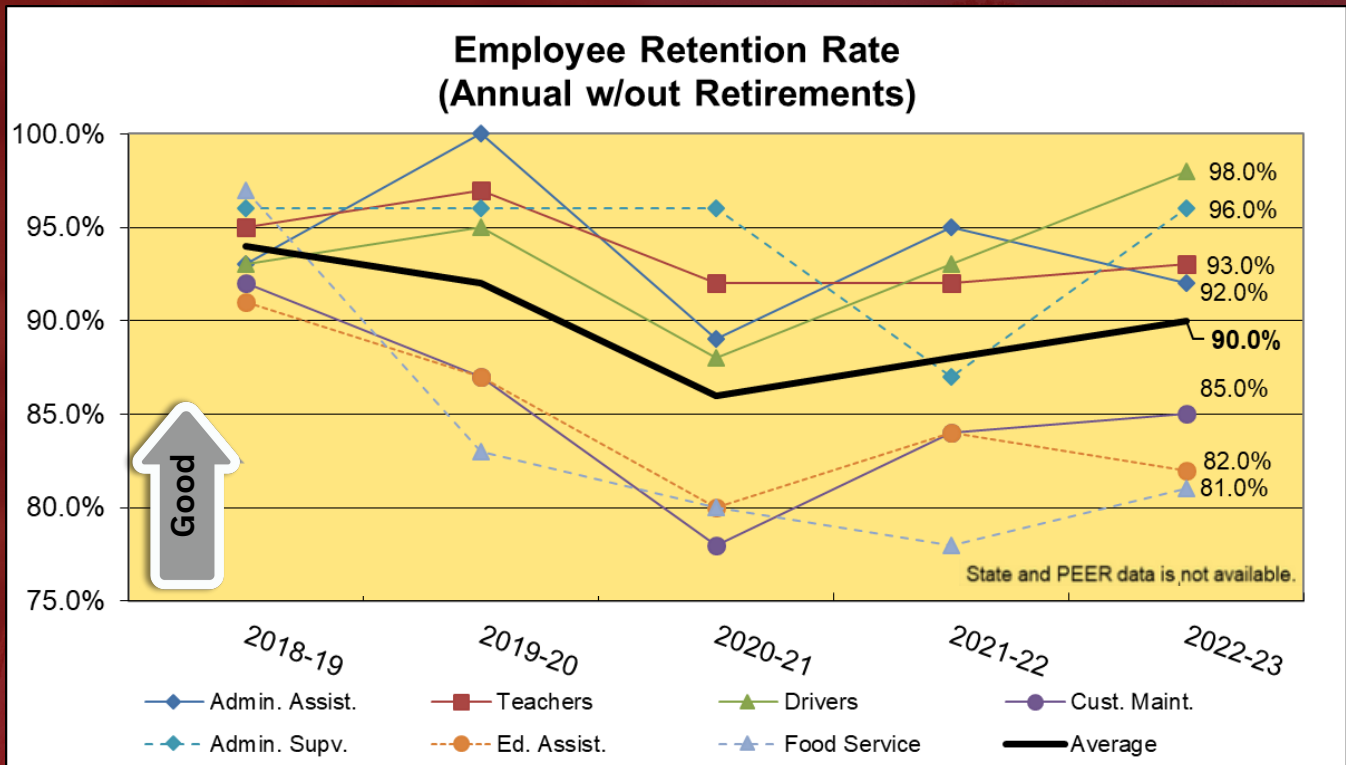


Employees who have ownership with the direction the District goes will have a tendency to remain with the District, sharing their expertise and talents with others.

Annually, our employees, students, and parents are surveyed on their satisfaction of a variety of topics related to the District. It is important to gather this information and monitor the satisfaction of our staff, students, and parents. Many of our measures utilize the results of this survey as well. Based upon the results above, it is clear to see the high satisfaction our staff has related to their employment in the District. While there are many other areas that are surveyed, the questions reported are indicative of the success of an employee and their satisfaction with their work.



WORKFORCE

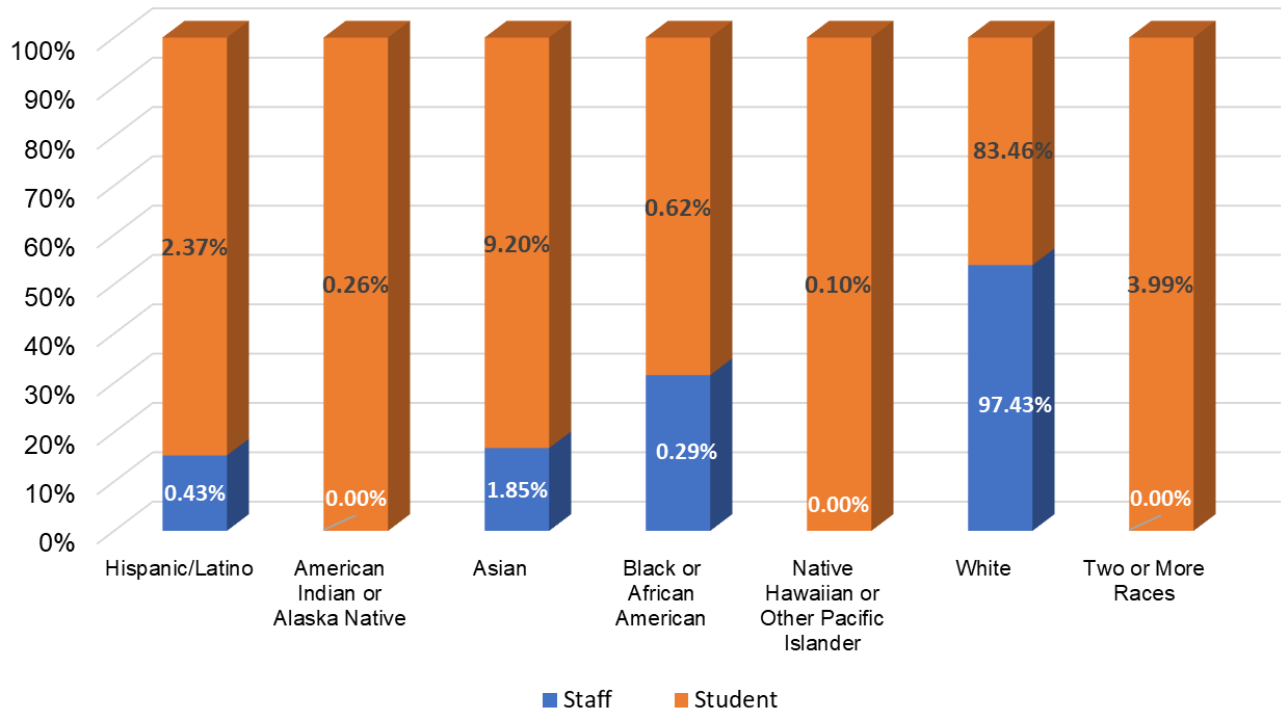


High retention rates mean stability in the most important factor in delivery of quality service: our staff. High retention rates are a strong indicator of satisfied staff. Satisfied people are more effective people. High retention rates allow the District to avoid costs of staffing turnover. Processing transfers and hiring new staff involves recruiting, orientation, training, etc. Avoiding these activities allows our limited resources to be applied to meet other School District of Holmen needs.



WORKFORCE

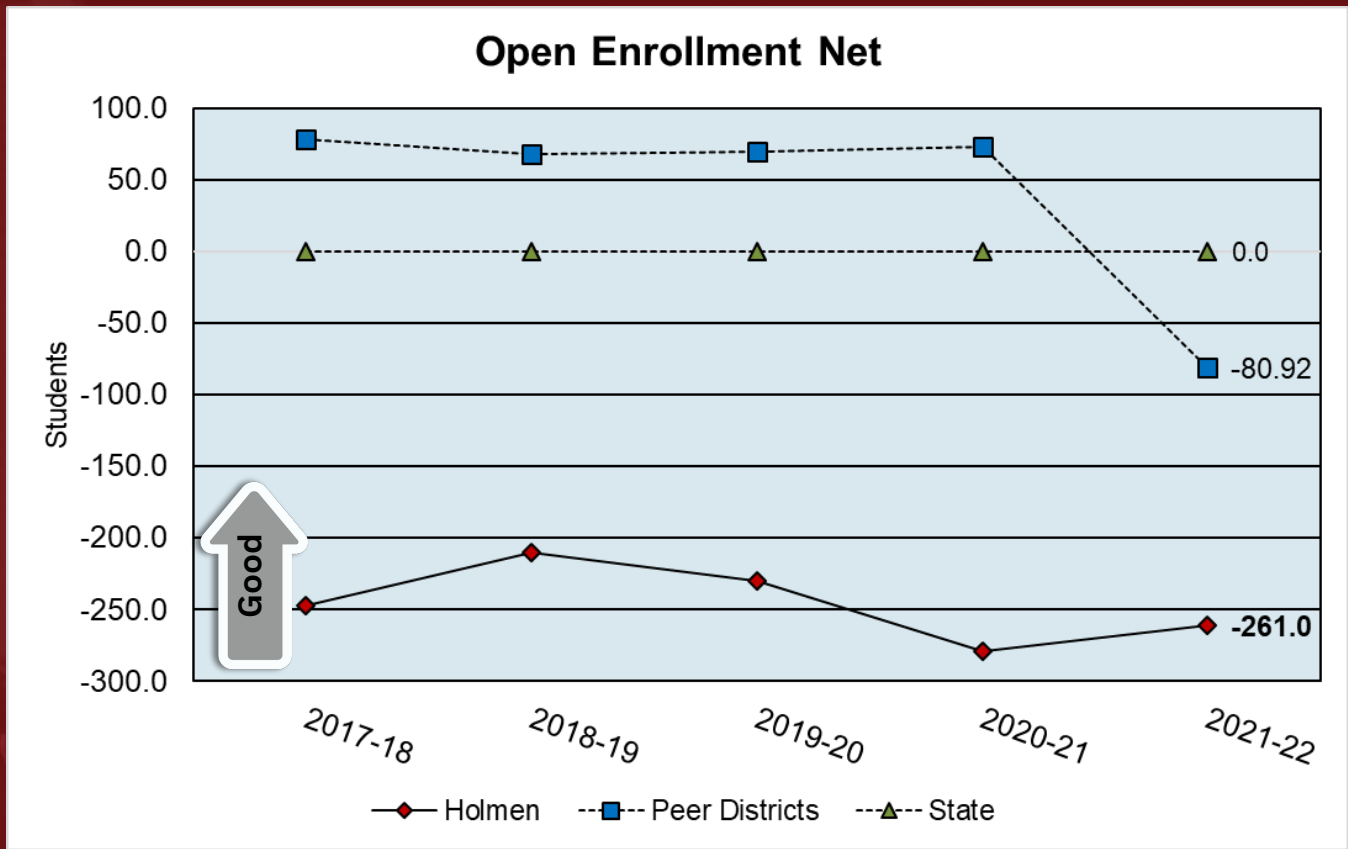
Staff & Student Diversity



Within the Workforce measure, one of our measures focuses on Diversity, Equity and Inclusion. Through our perception survey, students who participated have indicated that a part of feeling like they belong in our schools means that it is important to see people who look like them. One of the first steps to helping improve this sense of belonging for our students is to understand what our current race/ethnicity ratios are of our staff and students. From here we can work on strategies within our internal processes to help improve the recruitment of a staff with greater diversity.



COMMUNITY ENGAGEMENT

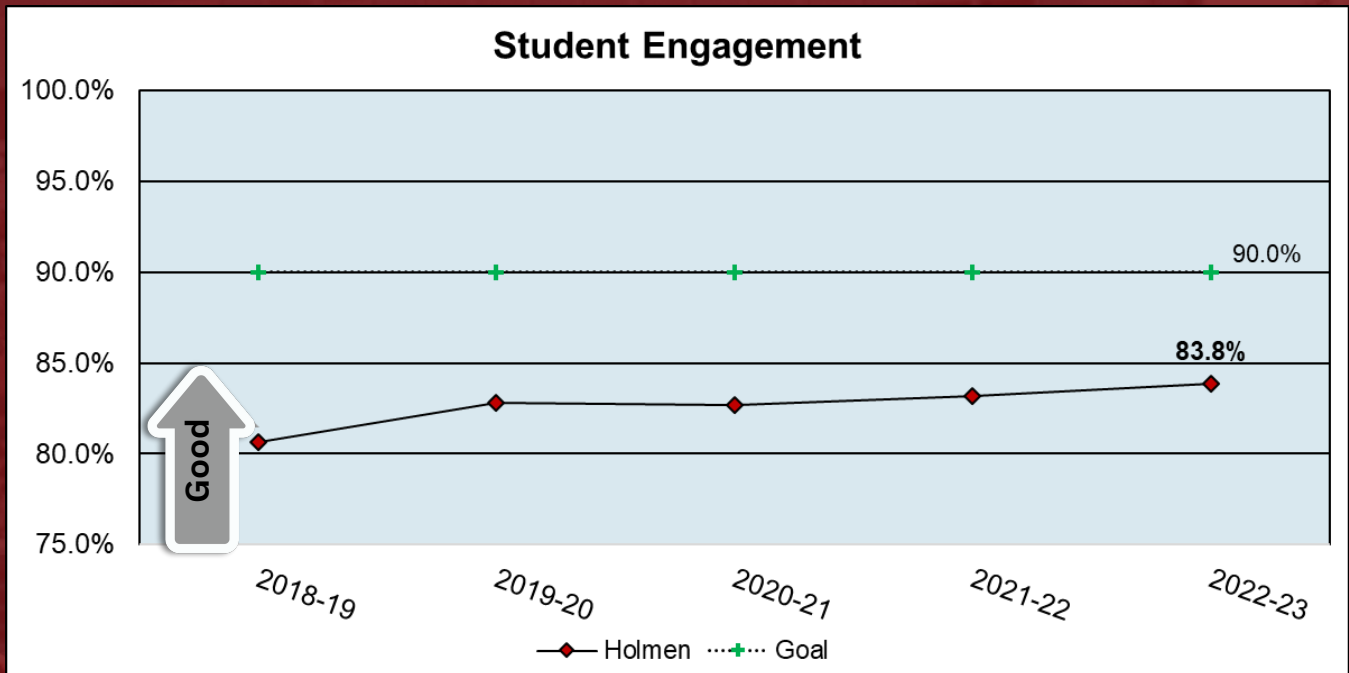


Open enrollment is the option that allows parents to apply for their child to attend public school in a school district other than the one in which they reside. Any Wisconsin resident in 4K to grade 12 may apply to attend a nonresident school district. The graph displays the open enrollment net which is the overall difference between the number of students leaving the District and the number of non-resident students enrolling into the District. The gap between resident students leaving and non-resident students enrolling is beginning to narrow.

*2021-22 Data uses new peer group.



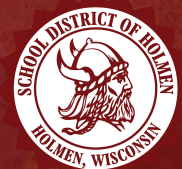
COMMUNITY ENGAGEMENT



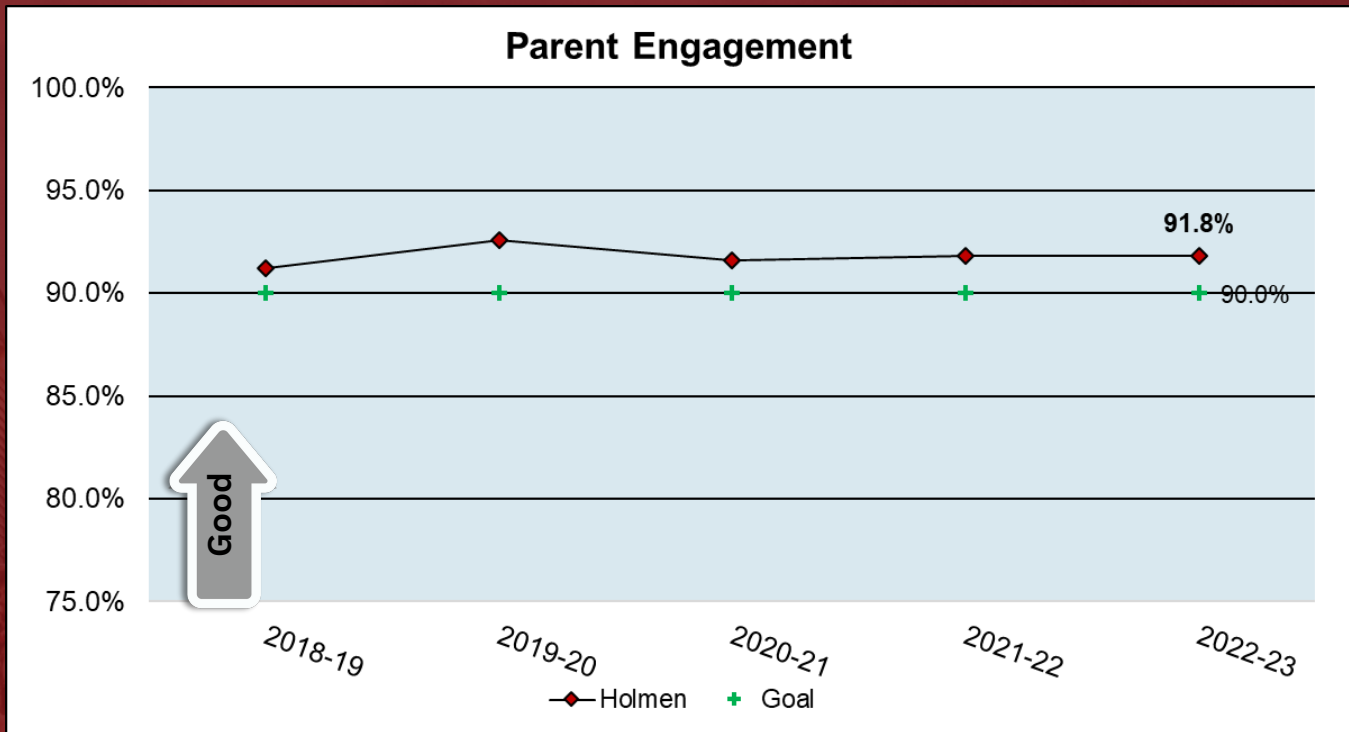
Annually, our students in grades three through twelve are surveyed on their satisfaction of a variety of topics. The corresponding graph is an average of responses from six questions. The six questions were:

- The staff encourages me to try difficult tasks.
- My teacher discusses my learning progress with me.
- My teacher listens and helps me when I have a concern.
- My principal listens and helps me.
- I see my principal around school.
- Students at my school are recognized for the good things that they do.

The trend over the last five years shows that student satisfaction in the School District of Holmen has overall been improving. The District strives for continued improvement of student satisfaction and recognizes the need for students to be listened to, engaged in their learning progress, and be recognized for their accomplishments.



COMMUNITY ENGAGEMENT



Annually, our parents are surveyed on their satisfaction of a variety of topics in the District. The corresponding graph is an average of responses from five questions. The five questions were:

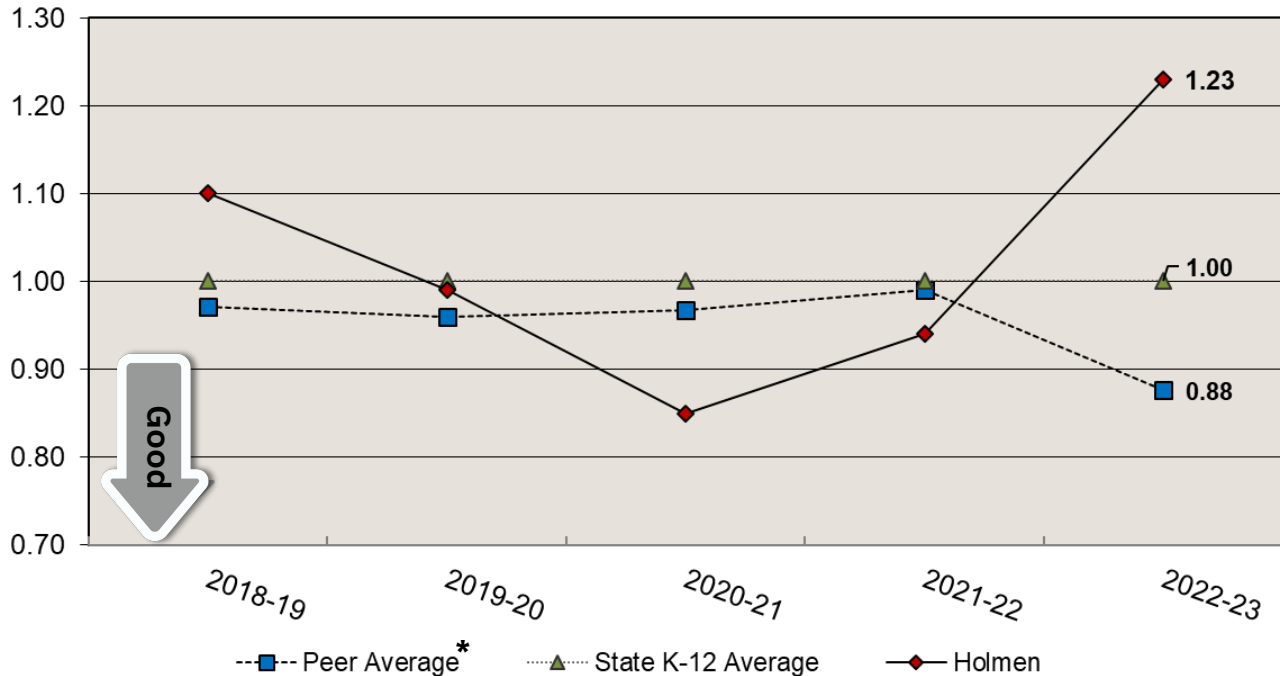
- The teacher shares my child's progress with me.
- When I contact my child's teacher, he/she listens and helps me.
- My child's principal listens and responds to my concerns.
- My child's principal is available to talk to me.
- I am informed about meetings, events and other activities for parents.

Based upon the results, the trend confirms consistent high levels of parent satisfaction over time. The goal of 90% parent satisfaction has continued to be met for the last five years. Parents are overall satisfied with their experiences in the School District of Holmen. The District strives for continued improvement of parent satisfaction and recognizes the importance of relationships with families.



HEALTH & SAFETY

Worker's Compensation Experience Modifier

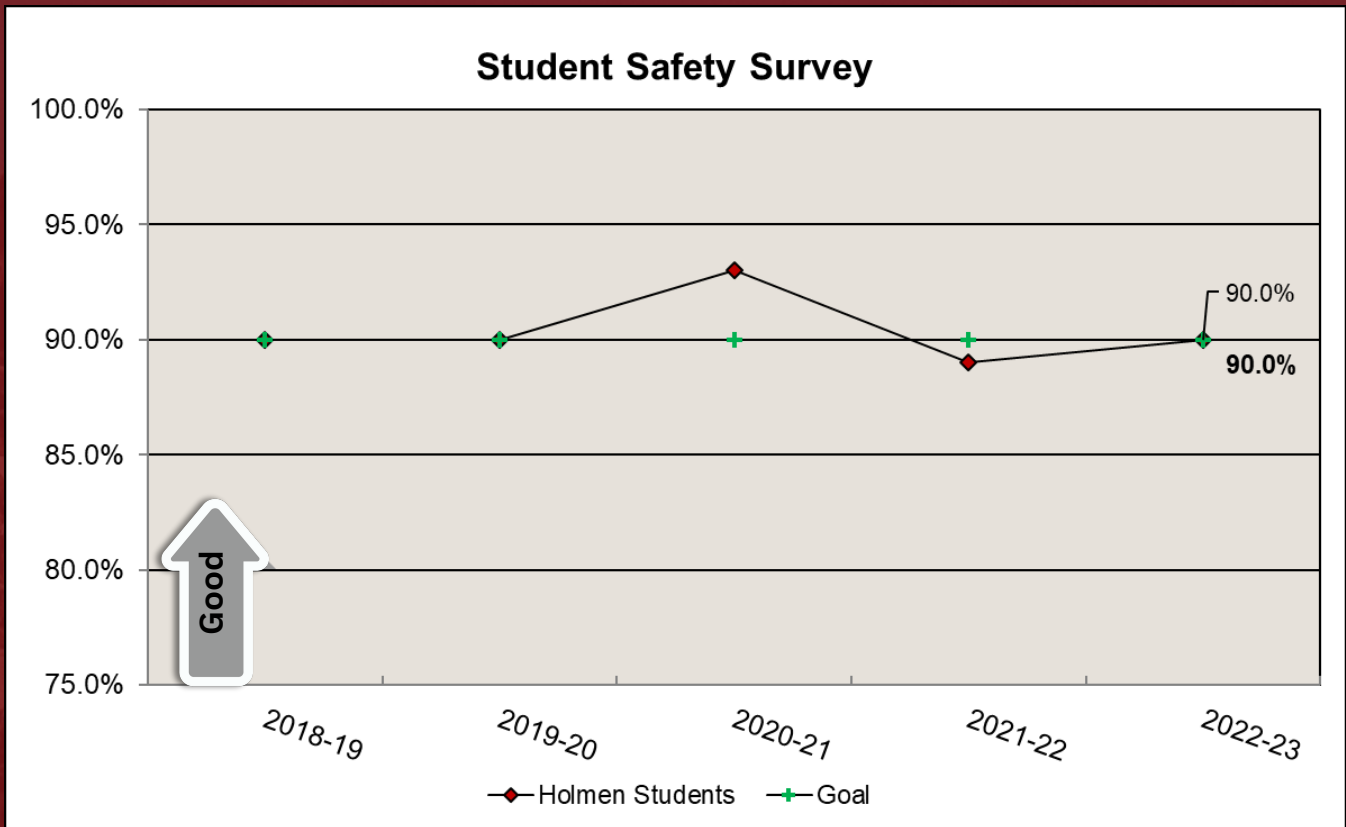


The Worker's Compensation Experience Modifier is impacted by lost work time, claims cost, litigation, frequency of claims and injury type. Programs and initiatives aimed at reducing workers' compensation costs can reduce the modifier, resulting in lower insurance premium costs. An experience modifier below 1.00 indicates injury and lost work time are lower than average. The District strives for a modifier less than 1.00. A safe workplace reduces absenteeism, medical and indemnity expenses and the annual worker's compensation insurance premium. A reduction in absenteeism produces a reduction in substitute expenses, supporting the District's efforts to keep high quality, regular employees in place serving our students, staff and community.

*2022-23 Data uses new peer group.



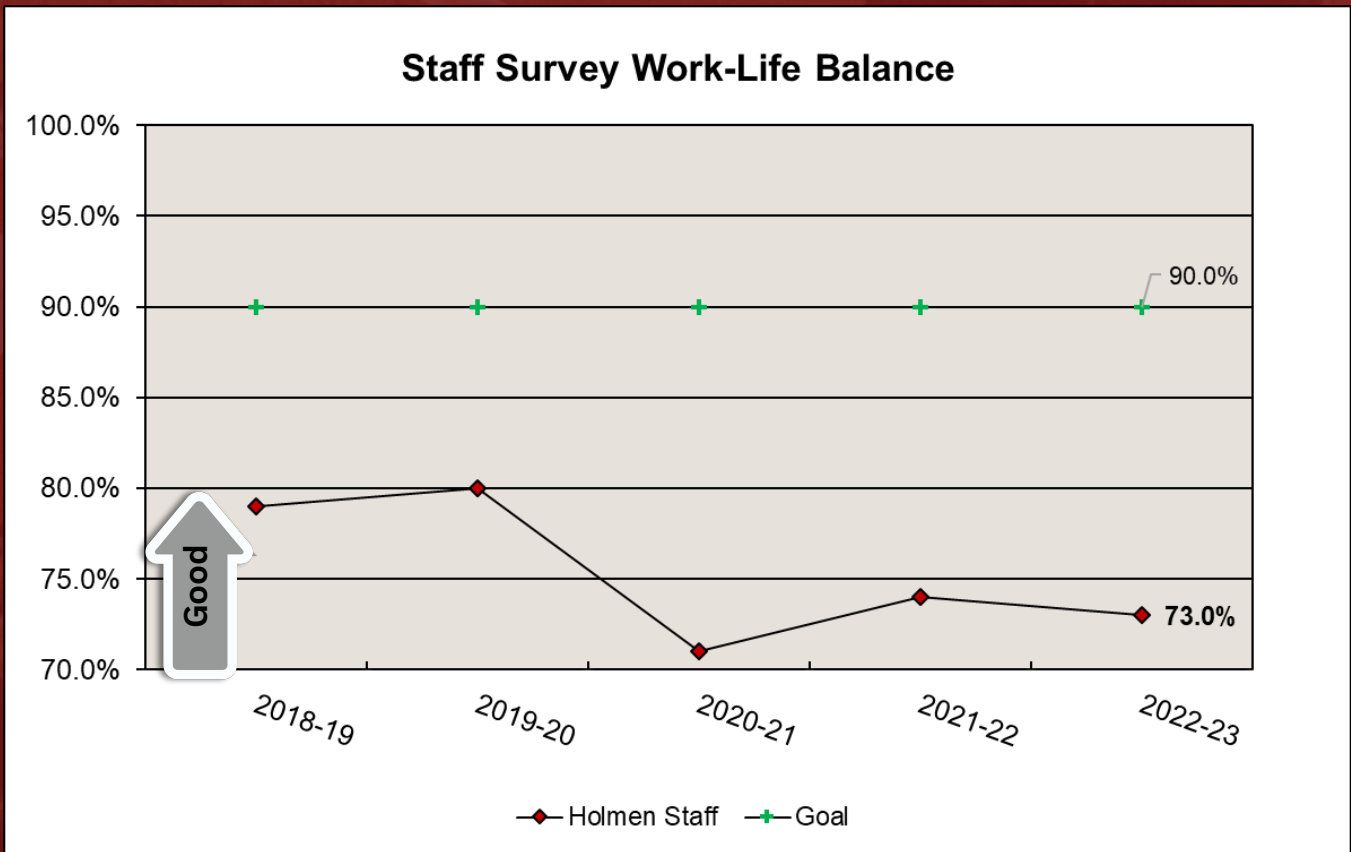
HEALTH & SAFETY



A part of a good learning environment is providing a safe place to learn. Annually, our students are surveyed to answer the question: My school is safe. Students are asked to think about safety in the classroom, hallways, sidewalks, and playground in order to choose the answer that best reflects how safe they feel at school. In the spring of 2022, the School District of Holmen dropped below our goal of at least 90.0% of our students' reporting their school is safe, but hit the target in 2023. The District will continue to focus on the health and safety of our students.



HEALTH & SAFETY



A part of a good school culture is encouraging staff to have a healthy balance between work and home priorities. Annually, our staff are surveyed to answer the question: I am able to sustain a healthy work-life balance. The School District of Holmen continues to fall below our goal of at least 90.0% of our staff reporting to have a healthy work-life balance. The District will continue to focus on providing opportunities for staff to develop and sustain a balance between two very important priorities.



SCHOOL DISTRICT OF HOLMEN
2022 ANNUAL MEETING OF THE ELECTORS MINUTES
Monday, October 24, 2022 6:00p.m.
Holmen High School Fine Arts Center
1001 McHugh Road
Holmen, Wisconsin 54636

- 01. School Board President Jennifer Dieck calls the meeting to order**
 - 1.01 Official notice of budget hearing and annual meeting
 - 1.02 Pledge of Allegiance
 - 1.03 Introduction of School Board members
 - 1.04 Recognition of District officials
 - 1.05 Recognition of people who have helped with the Annual Meeting preparation
 - 1.06 District Administrator's Report by Dr. Kristin Mueller

- 02. School District's attorney reviews procedures under which the meeting will be conducted and qualifications for voting**

The School District of Holmen's attorney, Sven Strutz, introduced the intent of the meeting, meeting procedures, and voting qualifications.

- 03. Election of chairperson to conduct the budget hearing and the annual meeting**

Motion made by Barb Wuensch, N6905 Pine Lane, Holmen, WI, to nominated Jennifer Dieck as chairperson of the meeting. Motion carried on a voice vote.

- 04. Approval of 2021 Annual Meeting Minutes**

Motion made by Cheryl Hancock of 1007 Deerfield Street, Holmen, WI, to approve the 2021 Annual Meeting Minutes as provided in the Annual Report. Motion seconded by Chris Lau of 802 Granum Street, Holmen, WI. Motion carried on a voice vote.

- 05. 2022-23 Budget Summary Report by Julie Holman, Executive Director of Finance & Operations**
 - 5.01 2022-23 Annual Meeting Presentation
Julie Holman, Executive Director of Finance and Operations, presented the 2022-23 budget summary report.

- 06. Public hearing and review of the 2022-23 Budget by Julie Holman, Executive Director of Finance & Operations**

The following individual spoke on this matter:
Rick Heiden, N8282 Amundson Coulee, Holmen, WI

- 07. Treasurer's Report by Krystal Matt, Director of Business Services**

Director of Business Services Krystal Matt submitted the Treasurer's Report.

- 08. New Business**
 - 8.01 Set annual salaries of School Board Members for 2022-23
Motion made by Anita Jagodzinski of N7141 Sunrise Lane, Holmen, WI, second by Cheryl Hancock, 1007 Deerfield Street, Holmen, WI, to approve the annual salaries of School Board members for 2022-23 as \$3,450.00. Motion carried on a voice vote.
 - 8.02 Reimbursement of School Board Members' expenses
Motion made by Rick Heiden of N8282 Amundson Coulee, Holmen, WI, second by Brian Wopat of 800 Pioneer Drive, Holmen, WI, to authorize payment of actual and necessary expenses of School Board members when traveling in performance of duties. Motion carried on a voice vote.
 - 8.03 Recommend property tax levy for the 2022-23 school year
Motion made by Barb Wuensch, N6905 Pine Lane, Holmen, WI, second by Gary Jagodzinski of N7141 Sunrise Lane, Holmen, WI, to recommend a tax levy for the 2022-23 school year in the amount of nineteen million, nine hundred sixty-seven thousand, five hundred eighty-two dollars (\$19,967,582) upon all taxable property in the School District of Holmen for the purposes of operating and maintaining the district schools, community service programs, and for paying for debt for school projects. Motion carried on a voice vote.
 - 8.04 Authorization for Short-Term Borrowing

Motion made by Patrick Barlow, 907 Dana Lane, Holmen, WI, second by Brian Wopat of 800 Pioneer Drive, Holmen, WI, to authorize the School District of Holmen to borrow up to \$1,000,000 for the 2022-23 school year for short-term purposes. Motion carried on a voice vote.

8.05 Disposal of Tangible Personal Property

Motion made by Cheryl Hancock, 1007 Deerfield Street, Holmen, WI, second by Chris Lau, 802 Granum Street, Holmen, WI, to approve the disposal of tangible personal property. Motion carried on a voice vote. Rick Heiden of N8282 Amundson Coulee, Holmen, WI, spoke to the matter.

8.06 Set date and time for 2023 Annual Meeting or authorize School Board to set the date and time

Motion made by Patrick Barlow, 907 Dana Lane, Holmen, WI, second by Chris Lau, 802 Granum Street, Holmen, WI, to set the date of the 2023 Annual Meeting and Budget Hearing for October 23, 2023. Motion carried on a voice vote.

8.07 Other business as permitted at an annual meeting

Francis Brown, N5889 State Road 35, Onalaska, WI, addressed the Board policy regarding public comments at Board meetings. Kristin Mueller, N6811 Roberts Road, Holmen, WI, provided information on Board policy regarding suggestions, concerns and complaints. Attorney Strutz clarified action of this item is not a power of the annual meeting. No action was taken.

09. Adjournment

Motion by Chris Lau, 802 Granum Street, Holmen, WI, to adjourn at 7:44 p.m. Motion carried on a voice vote.

Submitted by Brian Wopat, Board Clerk.

DRAFT

