

2018-2019 ANNUAL REPORT

TOGETHER IN EXCELLENCE

VISIT WWW.NBEXCELLENCE.ORG





DISTRICT MISSION:

To empower, inspire and support students as they establish goals for their future and develop plans to achieve them.

DISTRICT VISION:

The School District of New Berlin fosters a learning environment in which our public schools, families, post-secondary partners, public officials, businesses, community organizations and other citizens work collaboratively to prepare all students to succeed in a diverse, change-oriented, global society.

QUICK FACTS
2018-2019

4,308

TOTAL STUDENTS

6 SCHOOLS

2 Middle/High Schools

4 Elementary Schools

368

GRADUATES

85.7

SDNB'S STATE REPORT
CARD SCORE

\$4.2M

EARNED IN
SCHOLARSHIPS BY
2019 GRADUATES

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Don't wait for next year's Annual Report to read about the great things happening in our schools!

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WELCOME TO THE 2019-2020 SCHOOL YEAR!



Joe Garza,
Superintendent

The 2019-20 school year is underway, and we could not be more excited.

The School District of New Berlin is one of the best public school districts in Wisconsin, and every year we find new ways to maintain or surpass the level of excellence our community expects from us. We have high hopes that this school year will be no no different, another year in which we are *Together in Excellence*.



Amy Crosby
Board of
Education President

But as has been the case the last several years, we find the start of a new school year is also the perfect time to reflect on the previous one. Taking a moment to look at our past successes and triumphs can reenergize us all – students, staff, administrators, School Board members, families and supporters.

This Annual Report is not only intended to serve as a bridge between our past, present and future, it provides us with a shot in the arm and something to aim for – or beyond.

We are extremely proud of our accomplishments, which is why we publish, print and mail our Annual Report to all the residences and businesses in New Berlin. We want our community to share the pride we feel and gain a better understanding of the great things that happen in our schools. We want to raise awareness about our Early Learning Program and the Education Foundation of New Berlin. And we want to give all our taxpayers a snapshot of the opportunities we provide our students and staff thanks to their support.

Superintendent Garza & the Board of Education

Joe Garza *Amy Crosby*



2019-20 Board of Education (left to right): Janet Schulz, Jeffrey Kurth, Susan Manley, Amy Crosby, Krislyn Holaday-Wondrachek, Kate Unger and Mitchell Helmer. Mr. Helmer, Ms. Schulz and Ms. Unger earned election to the School Board in April. Ms. Crosby is president; Ms. Manley is vice president; Ms. Schulz is clerk; and Mr. Helmer is treasurer.

AWARDS & ACCOMPLISHMENTS



US NEWS AND WORLD REPORT

Both Eisenhower and West are still considered two of the top high schools in both the state and nation, according to *U.S. News & World Report*, even after the publication made numerous changes to its rankings methodology. Eisenhower ranked fifth and West 16th among the 457 ranked high schools in Wisconsin, and 219th and 603rd nationally out of 17,245 ranked schools, according to the publication. More than six times as many schools were ranked compared to previous years.

ACT SCORES UP AGAIN

For the third consecutive year, the district's composite ACT scores improved.

23.7 / **23.9**
In 2017 / In 2018



STATE REPORT CARD

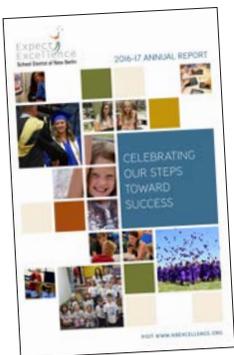
All SDNB schools continue to “significantly exceed” or “exceed” expectations according to state-issued District and School Report Cards. The district also “significantly exceeds” expectations, **one of only 49 of 422 districts in Wisconsin** to reach that level. District and school report cards are intended to offer accountability of how well schools and districts statewide are preparing students to graduate college and career ready.



District score	85.7
Elmwood	88.1
Orchard Lane	86.6
Poplar Creek	80.2
Ronald Reagan	87.7
Eisenhower	86.1
West	78.0

SPECTRUM AWARDS

The Wisconsin School Public Relations Association honored the SDNB with three Spectrum Awards for school communications. The SDNB earned an Award of Excellence for its marketing campaign of “Accomplish More in Four” and its staff e-newsletter, The Staff Connection. The district also received an Award of Merit for its 2016-17 Annual Report. Spectrum Awards recognize high-quality public relations efforts produced by or on behalf of Wisconsin school districts.





**NOW
IN OUR
SECOND
YEAR!**

EARLY LEARNING PROGRAM

Prepare Your Child for Kindergarten & Beyond

- For 3 and 4 year olds
- Age-appropriate programming
- Focus on social and emotional development
- Maximum 10:1 student/staff ratio

Visit www.nbexcellence.org/prospective/early-learning-program.cfm or call (262) 789-6242 for more info today!



IKE TURNS 50!

Eisenhower turns 50 during the 2019-20 school year, and to celebrate, the school has specially designed 50th anniversary merchandise available for purchase. Visit www.nbexcellence.org/schools/eisenhower/ and click on the "50th Anniversary" link on the homepage to make sure you get your hands on these unique items.

As part of Eisenhower's 50th celebration, the school is launching its new Hall of Fame for athletics, fine arts and distinguished alumni. Nominations for the inaugural class - the athletics "wing" of the hall of fame - are being accepted through Oct. 1, 2019. Learn more at www.ikelions.org/hof.

SAVE THE DATE

The Education Foundation of New Berlin's annual fundraising event will be Saturday, Feb. 15, 2020, an evening of celebrating the inaugural class of inductees into Eisenhower's new athletics hall of fame.

See page 27 for more.

Learn more about the 50th Anniversary at www.nbexcellence.org/schools/eisenhower/about/eisenhowers-50th-anniversary.cfm.



COMMUNITY CONNECTIONS



250+ VOLUNTEERS 13,000+ MEALS

The SDNB teamed with New Berlin MOD Pizza last fall to help address childhood hunger for students in New Berlin and neighboring communities.

The district partnered with MOD to host a food-packing event in conjunction with Generosity Feeds, a national organization committed to decreasing food insecurity for children across America. Held at Ronald Reagan Elementary in September, more than 250 volunteers packaged 13,000 beans and rice meals in less than two hours.

Volunteers included district staff, students and their families, as well as MOD employees and community members. A portion of the packaged meals remained in the district and were distributed to SDNB families in need. A majority of the meals were shared with neighboring school districts for the same purpose. The Waukesha Food Pantry and the New Berlin Food Pantry also received a number of meals to assist with their missions.

HELPING HANDS

Students in the 18-21-year-old transition program volunteered and gained employment experiences during regular visits to the Ronald McDonald House. There, they cleaned the kitchen and stocked the pantry so food and meals are more readily prepared for the families staying there.



PEN PALS BOND

Before the end of the school year, West students involved in a months-long pen pal writing activity with residents at ProHealth Regency, a senior living facility in Muskego, got to meet and spend time with their pen pals. They enjoyed a pancake breakfast and got to know each other better after exchanging numerous letters between January and May.

COLLEGE & CAREER READINESS

VISION OF THE GRADUATE

The School District of New Berlin is committed to providing a solid foundation for all students to be successful in their chosen path after graduation. Students are provided many opportunities that allow them to demonstrate, college-, career- and life-readiness in a variety of ways.



SDNB STUDENTS HELP BUILD HOME

A partnership between the SDNB and Tim O'Brien Homes kicked off last September with the ground-breaking of a new single-family home in the Red Fox Crossing subdivision.

Eisenhower and West's Construction III students worked alongside the Tim O'Brien construction team and contracted skilled workers to help build the home. The project provided students with hands-on, authentic construction experiences. Students were on the job site for a minimum of 3 hours every morning, learning about and assisting with all aspects of construction including framing, roofing, plumbing, electrical, HVAC and finished carpentry.

Teacher Jeff Martin, the SDNB's technology and engineering instructor, assisted them at the worksite in applying and expanding the skills they have previously developed in prerequisite courses.

DID YOU KNOW?

The New Berlin Blitz robotics team, one of the fastest-growing groups in the district, earned a regional creativity award last spring.

CAREER EXPLORATION SPOTLIGHT

Throughout the school year, the Board of Education turned the Career Exploration Spotlight on the following for providing incredible opportunities to our students:

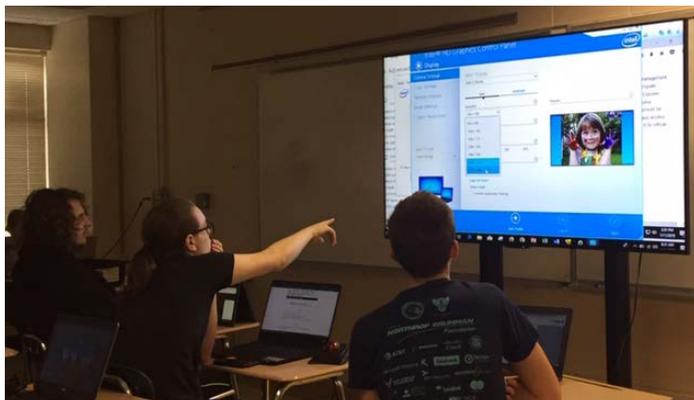
- 1 PINDEL GLOBAL PRECISION,** for contributing to the instructional design and development of the How Machines Work manufacturing class and for providing students with internships and work-place experiences.
- 2 FROEDTERT AND THE MEDICAL COLLEGE OF WISCONSIN,** for allowing SDNB students to participate in their Summer Healthcare Academy, a two-week opportunity during which students rotate through a variety of different departments at the New Berlin Moorland Reserve Health Center and learn about surgery, pharmacy and a host of other health-related fields.
- 3 TIM O'BRIEN HOMES,** for giving our Construction III students an opportunity to build a house in the Red Fox Crossing subdivision this fall/winter.
- 4 NORTHWESTERN MUTUAL,** for providing select students the opportunity to participate in tech minicamps and providing SDNB students with internship opportunities that give students great exposure to hand-on experiences with agile training.



Froedtert & MEDICAL COLLEGE of WISCONSIN

TIM O'BRIEN homes

Northwestern Mutual



NEW CYBERSECURITY CLUB

Eisenhower and West launched new cybersecurity clubs, bringing together students with a lot of talent and passion for computer science. The clubs competed in various events, including a six-hour national youth defense Cyberpatriot XI competition, created by the Air Force Association, in which they were challenged to strengthen and defend simulated computer networks. West's club finished the year ranked third of 32 teams in Wisconsin, first out of 17 gold-ranked teams, and 611th out of approximately 4,000 teams worldwide!



CERTIFIED NURSING ASSISTANT PROGRAM

SDNB's certified nursing assistant (CNA) students engaged with area employers as part of the course's partner networking event. Special thanks to representatives from Aurora Health Care, BrightStar Care Greater Waukesha, Heritage at Deer Creek and LindenGrove Communities for meeting with students, answering questions and sharing employment opportunities.

57

DID YOU KNOW?

At the time of publication, 57 SDNB students had passed the state CNA exam and earned an industry credential.

SMART FINANCIAL HABITS

In support of the SDNB's financial literacy programming, volunteers from SecureFutures visited in February to educate students on credit - how credit cards work, the importance of credit scores, and how to build good credit early. The lesson is part of SecureFutures' Money Sense program and promotes the development of smart financial habits.



iAID TEACHES ENTREPRENEURIAL SKILLS

The district once again partnered with the UWM Lubar Entrepreneurship Center and The Commons to provide curriculum and challenges for its Advanced Innovation & Design (iAID) capstone learning experience. This entrepreneurial skills accelerator course is part of the district's Career and Technical Education programming. It is open to juniors and seniors interested in developing skills and dispositions that will provide them with a competitive advantage as they pursue their post-secondary goals. Students eventually develop and "pitch" their products to a live audience.

SPECIAL EDUCATION TRANSITION EFFORTS

Former transitions teacher Kathy Erickson, who served students with disabilities in the 18-21-year-old program, was inducted into the Local Educators and Agencies Promoting Potential (L.E.A.P.P.) Job Olympics Hall of Fame in February in recognition of more than 7 years of service and expertise to the field. Ms. Erickson made a difference in the lives of countless students, readying them for success post-secondary.



Erickson's work was one small part of the district's efforts to expand its transition services for students with disabilities after high school. Two SDNB students were accepted into Project SEARCH, a program designed to prepare young people with significant disabilities for success in integrated, competitive employment. Also, the district was awarded a state Transition Improvement Grant to continue to improve transition efforts.

FRIENDS OF EDUCATION

In June, the district held an appreciation breakfast for those companies who have partnered with the SDNB to provide important learning experiences for our students through the Youth Apprenticeship program, mentorships, and internships. The district presented 'Friends of Education' awards to those who made a significant impact on the district's work. This year's recipients were LAB Midwest, Tim O'Brien Homes and Laura Schmidt.

EXPERIMENTING WITH ENERGY USE

Middle school students collaborated with Wisconsin K-12 Energy Education Program (KEEP). KEEP, a University of Wisconsin-Stevens Point College of Natural Resources program, promotes energy literacy in schools.



DECA CONTINUES TO IMPRESS

The SDNB contingent of DECA members turned in another successful state performance, with several students from both secondary schools advancing to the international competition in Orlando. DECA is a career and technical student organization that allows members to explore various programs of study such as business, management and administration, finance and marketing by providing opportunities for students to gain the skills needed in those careers through activities, programs and competitive events.



SKILLSUSA

The SDNB's SkillsUSA chapter was recognized as one of just 24 nationally to achieve Models of Excellence status. In its fifth year, this program is part of SkillsUSA's Chapter Excellence Program, which honors chapters for exemplary work in supporting the SkillsUSA Framework of developing personal, workplace, and technical skills grounded in academics. Chapters who actively apply the framework illustrate the intentional learning of critical workplace skills sought by business and industry.

As a Models of Excellence honoree, SDNB reps were invited to participate in several activities during the SkillsUSA National Leadership and Skills Conference in Louisville in June. The chapter is also the recipient of a \$2,000 grant.

90%

COLLEGE IN HIGH SCHOOL

Efforts by the SDNB to encourage students to complete a college-level experience while still in high school are paying off. Approximately 90 percent of graduates take advantage of a college-level experience prior to graduation.

COLLEGE AND CAREER READINESS EVENT SERIES

The SDNB provides students with numerous opportunities to gain experience and exposure to a variety of industries and careers, from our elementary students getting their first glimpse of career exploration to our secondary students participating in the annual College and Career Event Series.



JUMP INTO YOUR FUTURE

Jump Into Your Future Days, career exploration events for our elementary schools, give students an opportunity to learn about being a realtor, illustrator, video game programmer and much more from the professionals themselves. Dozens of volunteers share their knowledge, expertise and time with students to help them understand the wide variety of ways people contribute to society.

CAREER DAYS

At Career Days, Eisenhower and West students attend multiple informational sessions presented by approximately 90 different career professionals. Much appreciation goes out to those who volunteer their time to share their knowledge and experience. Special thanks to Junior Achievement of Wisconsin for helping to coordinate this important student learning opportunity.

BIZTOWN

Did you know: Every year, district fifth-graders complete job interviews for positions at Junior Achievement's BizTown? In February, fifth graders shake hands, focus on eye contact and answer questions with the hopes of landing the JA BizTown job at the top of their wish list. At BizTown, students learn about earning and spending money, job responsibilities and much more.



CAREERS IN ACTION

The annual Careers in Action Industry Tours continue to help shape students' Academic and Career Plans. At Community Memorial Hospital, students who indicated a desire to explore a healthcare program of study rotated through several departments and heard from hospital leaders on future trends in healthcare. The group then toured labs at Carroll University.

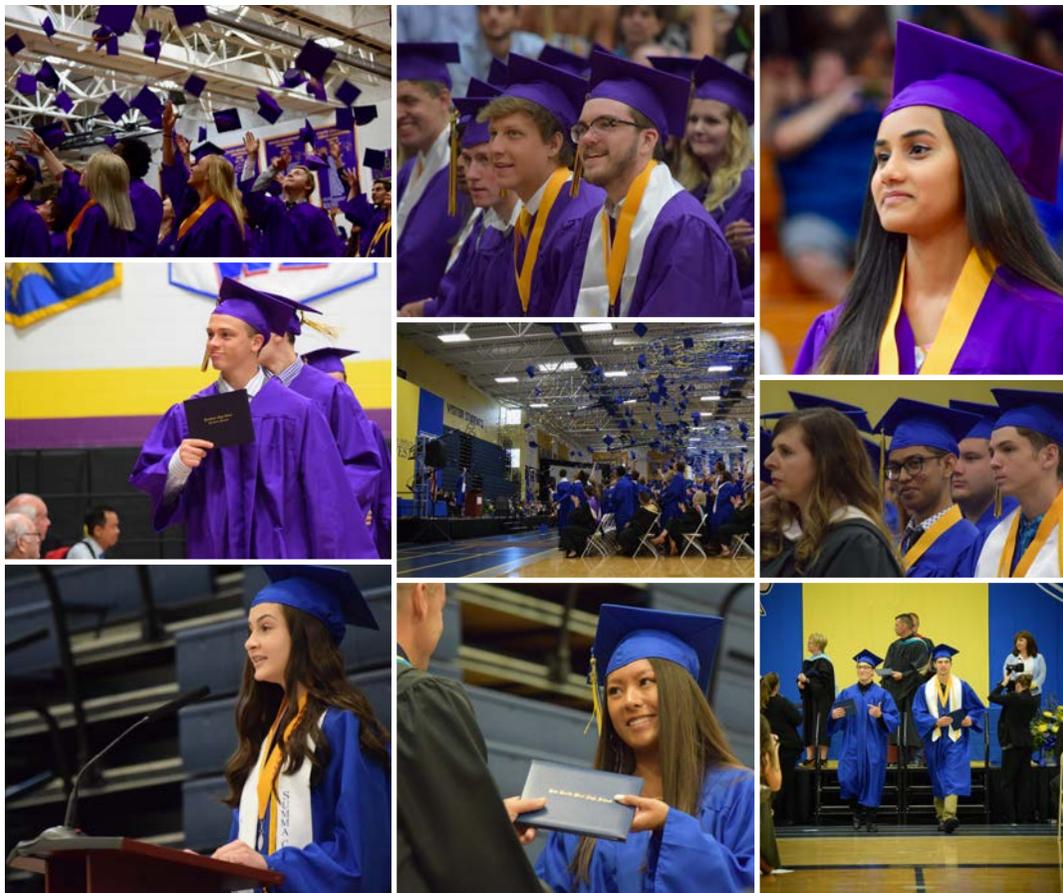
Additionally, students who expressed an interest in advanced manufacturing and engineering visited KHS USA Inc. while those interested in exploring possible careers in information technology toured Direct Supply.

MILESTONES & MEMORIES

GRADUATION

The Class of 2019 celebrated commencement June 8. Hundreds of family and friends celebrated with our 400+ graduates at graduation ceremonies in the Eisenhower gymnasium and the West field house.

Save the Date: the Class of 2020 will graduate Saturday, June 6!



RETIREMENTS

The district celebrated the careers of several retirees at the end-of-year staff celebration: Peg Yttre of Elmwood; Cindy Liban and Mary Ollinger-Grau of Orchard Lane; Sandy Peters and Barb Dehli of Poplar Creek; Denise Kollman of Ronald Reagan; Jody Brill of Eisenhower; Karen Dobson, Laura Lawton and Kerri Slotty of West; district buildings and grounds worker Mark Dolezar and district office staff members Krista Mozina and Joan Sanicola.





NEW BERLIN
EISENHOWER
 MIDDLE/HIGH SCHOOL

4333 S. Sunnyslope Rd. | (262) 789-6300



EISENHOWER RANKED 12TH BY MILWAUKEE BUSINESS JOURNAL

Eisenhower was 12th on the Milwaukee Business Journal's list of top-ranked high schools in Wisconsin. The publication's rankings are based on the Wisconsin Department of Public Instruction's accountability report cards, which are released annually in November. When compared to only non-charter/academy public schools, Eisenhower jumped to sixth in the rankings!

MCKINNON NAMED PLTW NATIONAL TEACHER OF THE YEAR

Eisenhower's Devin McKinnon was named both a Project Lead The Way Outstanding Teacher and the organization's Robert & Patricia Kern Teacher of the Year! The award is based on merit and is a reflection of Ms. McKinnon's strong alignment; exceptional commitment to students, school leadership and more. Ms. McKinnon is a PLTW Gateway Master Teacher known for her commitment that all students should have access to high-quality career learning opportunities.



PERFECT ACT SCORE

Junior Eugene Liang (class of 2020) earned the highest possible composite score of 36 on his ACT college admission and placement exam in February. He is the seventh Eisenhower student to record a perfect 36 in the last seven years. Three like students turned in 35s and nearly 25 percent of the class - 48 of 209 students tested - earned a 30 or better!



FOUR JERRY AWARDS

Eisenhower earned four Jerry Awards from the Overture Center for the Arts for theater excellence for its production of *Rent: School Edition*: Outstanding Orchestra, Outstanding Costume Designer (Mary Kirby), Outstanding Scenic Design (Kirby and Natalie Baertschy) and Rose Reichert's Jerry Spirit Award.

HERB KOHL AWARDS

Aaron Chamberlain, entering his fourth year as a computer science teacher at Eisenhower, was one of 100 Wisconsin teachers to earn a Herb Kohl Educational Foundation Fellowship Award last March. Additionally, 2019 graduate Megan Choy earned a \$10,000 scholarship from the foundation. Eisenhower's awards, coupled with three from West representatives, gave the SDNB at least five Kohl award recipients in consecutive years.



SENIOR HONORS NIGHT

Dozens of students were joined by their families, friends and staff members to celebrate Senior Honors Night during the final week of school. Students were recognized for receiving a combined \$2.5 million in scholarships!



ACDEC SQUAD SECOND TO ONE

Eisenhower took second in Division 2 and fourth overall - any division! - at the Academic Decathlon state competition. The team earned the top score in both essay and speech, and secured a handful of individual awards. Rachel Nguyen was first in speech, while Karly Strand was second in essay and Victoria Fredrickson was second in interview. Turning in thirds were Soumika Gaddameedi in essay and Abigail Gosetti in literature, art and speech. Also, honors student Meera Joshi was the top scholar for Ike.

COUNSELORS EARN AWARD

The Eisenhower counseling team of Emily Mees, Jesse Annoye and Kathy Lohse was one of just 10 to earn the Wisconsin School Counselor Association Program of Promise award. The award is the highest recognition a comprehensive school counseling program can receive from the WSCA. School counselors submit an accountability report highlighting their data-driven program, student results in the career, academic, and social emotional domains, and school climate and safety. The peer-reviewed report must meet and exceed stringent content standards for award consideration.



FORENSICS FINISHES STRONG

Twelve Ike forensics participants earned Critics Choice Gold - or perfect scores - at the Wisconsin High School Forensics Association state meet in Madison. Eisenhower was one of 19 schools to earn an Excellence in Speech Award, given to the top-five percent of the competing schools. Additionally, Ike qualified the maximum number of entries allowed - 25 - for state for the first time in school history.



RUBE GOLDBERG MACHINE STATE COMPETITION

Eisenhower placed second of 10 teams at the Rube Goldberg machine state competition. The competition allows students to imagine, design and build a machine at school that is then judged at the competition. A Rube Goldberg machine uses everyday items to create a chain reaction which accomplishes a simple task in the most complicated and funniest way possible.



IKE SOLID AT SCIENCE COMPETITIONS

In November, science students performed amazingly well at the Milwaukee School of Engineering science competition. One of the Ike teams won the event, while Eugene Liang took first overall, followed by his teammates Mirzook Mohis (second) and Charles Bray (third). The team of Bray, Connor Forberg, Lance Letellier, Liang and Mohis later placed second in the Wisconsin High School Regional Science Bowl sponsored by the US Department of Energy.

That's not all. Eisenhower also participated in the Wisconsin Middle School Regional Science Bowl in Madison, where two of the three Ike teams advanced to the semifinals.



WEST SHINES AT ACDEC STATE MEET

West finished fourth overall in Division 2 at the state's Academic Decathlon meet, claiming the top team interview spot in the process. Sean Moran was first in science and West's top-scoring student. Megan Macakanja was second in speech, Alyx Kneuppel was third in interview, and Jadelyn Guzman was third in interview and also a regional scholar for earning a perfect score of 1,000 in speech at regionals.



SENIOR HONORS NIGHT

In May, West seniors celebrated in front of family and friends during the annual Senior Awards Night. Emceed by principal Michael Fesenmaier, the group (almost half the senior class!) was acknowledged for receiving more than \$1.7 million in scholarships.



THREE HERB KOHL HONOREES

Amanda Upton, an English teacher entering her seventh year at West, was one of 100 Wisconsin teachers (and two from the SDNB) to earn a Herb Kohl Educational Foundation Fellowship Award last March. Additionally, 2019 West seniors Amberlee Webster and Nicholas Radish earned \$10,000 scholarships from the foundation.

SPANISH HONOR SOCIETY AWARDS

West's Caity Garris won the Bertie Green scholarship from Spanish Honor Society. She was chosen to travel to Perú over the summer along with 23 other juniors from around the U.S. She is the third West student to win this prestigious, nationwide scholarship (all-expense-paid trip) in 5 years.

'LOST IN A MOMENT'

In early October, in cooperation with Froedtert Hospital, the Medical College of Wisconsin, and the New Berlin Police and Fire departments, students in grades 10-12 took part in the mock crash program called Lost in a Moment. The presentation is meant to display the seriousness of drunk or impaired driving.



DISTRICT'S SPELLING CHAMP A VIKING

Seventh-grader David Evans was not only crowned the district spelling bee champion, but he also was the winner of the CESA I regional spelling bee before representing New Berlin at the Badger State Bee in mid-March.



EIGHTH-GRADER COMPETES IN STATE GEOBEE

Eighth-grader John Thomas qualified for the 2019 National Geographic GeoBee Wisconsin State Competition in late March after being crowned the school champion and passing an online qualifying test that was submitted to the National Geographic Society. The society invited up to 100 of the top-scoring students in each of the 50 states to compete in the state GeoBees.



THEATRE ARTS AWARDS

West earned two Jerry Awards from the Overture Center for the Arts for theater excellence for its production of Disney's *Newsies*: Outstanding Stage Management (Dayne Anderson and Amy West) and Evan McKenzie's third consecutive Spirit Award. The Overture Center for the Arts reviewed nearly 100 high school musicals throughout Wisconsin this school year.



TECH TEACHER AWARD OF EXCELLENCE

Dana McLaren, a technology education teacher at both Eisenhower and West, earned a Wisconsin Technology Education Association Award of Excellence. The award is given annually to recognize individual technology educators who are dedicated to providing quality programs in technology education to students at the local level.

NEW SPACES FOR 2019-20

Two new great spaces are available to West students this school year.



This year, through the New Berlin Education Foundation's initial fundraising campaign (see page 26) and its partnership with Palmer Hamilton PHabLAB, West will have a Fab Lab. A Fab Lab is dedicated space where students can work on the planning, design and development of an array of projects through a variety of courses.



Additionally, West has a new school café to both provide students with an opportunity to work in the food service industry and to better serve students' food and beverages needs in a setting more consistent with real-life experiences outside of school. This area will be staffed by West marketing students. It is important to note that the Food Service Program is paying for the café with the program's fund balance. Per state statute, funds raised by the Food Service Program can only be redirected for use within the program and not for any other use (i.e. purchasing books or classroom furniture, athletics, paying debt within the general operating budget, etc.)

WEST INTRODUCES TRAP CLUB

A new trap club was offered by West for the first time last school year. It was run by the Milwaukee Casting Club and coached by certified and trained coaches from the Scholastic Clay Target Program. Students of all skill levels were welcomed to be a part of the new club, and the intermediate squad placed second in the conference.



ELMWOOD ELEMENTARY SCHOOL

5900 S. Sunnyslope Rd. | (262) 789-6581



FUN RUN FUNDRAISER FOR MAKER SPACE

Elmwood students and staff soaked in the sunshine and ran lap after lap in the Boosterthon Fun Run while raising more than \$25,000 to go toward new maker spaces in the school.

JUNIOR COACHES

In partnership with Playworks and Elmwood's Home and School organization, the school created a Junior Coaches Leadership Team. It provided leadership training and skills in order to continue making playgrounds fun, healthy and inclusive for all. Sixth- and fifth-grade students worked with younger students to teach new games, fair play and team-building skills. Recess staff worked with junior coaches to develop leadership skills in order to create shared ownership of playgrounds.

PEER MEDIATION

Fourth-, fifth- and sixth-graders were trained to problem-solve with peers and younger students for conflict resolution. Mediators demonstrated leadership qualities such as empathy, active listening and problem-solving.



VETERANS CELEBRATION

Students of all ages had the opportunity to visit with and celebrate veterans for an entire week in November. The honored guests left with cards and notes of thanks and, hopefully, some great memories.



ELMWOOD STUDENT LEADERSHIP TEAM

ESLT members demonstrated their leadership and responsibility by organizing and promoting school-wide drives during the holiday season. With their help and that of the school community, Elmwood donated more than 290 items to the New Berlin Food Pantry and more than 120 items to the Christmas Clearing Council of Waukesha County.

MIX IT UP DAY

Elmwood had its Mix It Up at Lunch Day in October. The event encourages students to sit with someone new in the cafeteria. Students also wore mismatched clothing to support the day! This came on the heels of Unity Day, when students and staff wore orange to show their support for friendship and kindness and others took to the sidewalks to spread positive chalk messages.





ORCHARD LANE ELEMENTARY SCHOOL

2015 S. Sunnyslope Rd. | (262) 789-6500



SCIENCE COLLABORATION

Eisenhower's earth and space science classes visited third graders to collaborate on the topics of weather instruments, collection of temperature data and weather websites. Before the meeting, Ike students conducted audience research with the third-graders to identify not only weather information needs, but their personal learning styles. Late in the year, the elementary students visited their Eisenhower partners for a meet-and-greet, joint science projects and a school tour.



UNITY DAY

Students and staff wore orange on Unity Day in October to show their support of inclusion, friendship and kindness! The school also participated in the National Kindness challenge by taking part in a variety of kindness acts and activities in January.



FUNDRAISING TREK

Students and staff enjoyed the Parent Faculty Council's fall fundraiser - the Star Trek - in October. The annual walk brought in approximately \$10,000 in donations that the PFC used on fun, learning experiences for students throughout the school year.



PAIR OF SPECIAL EVENTS

Two annual highlights near the end of the school year are High Interest Day and Hot Dog Day. During High Interest Day, students learn about new activities, hobbies, sports and more from dozens of volunteers. And despite rainy weather for the first time in 10 years, the school still enjoyed a tremendous turnout for Hot Dog Day!



EVERYONE IS CAPABLE

Visitors from ASAP, or Adaptive Scholastic Athletic Program, played tag and basketball with students and showed them that regardless of "ability", everyone is capable!

THANKFUL FOR WRITING DAY

During the annual Thankful for Writing Day celebration, students wrote classroom poems, worked on special projects and had books read to them by district administrators, all while the students lounged in pajamas!



POPLAR CREEK ELEMENTARY SCHOOL

17401 W. Cleveland Ave. | (262) 789-6520



VIEW FROM ABOVE

More than 450 students and 45 staff members participated in this awesome aerial photo opportunity!



READING PARTNERSHIP WITH WEST

Second graders partnered with New Berlin West middle schoolers as part of the schools' reading partnership. The experience allowed 7th and 8th graders to build confidence in their own reading skills, as they provided coaching and encouragement for the younger students they were matched with as reading partners.



STEAM MUSEUM COMES TO PC

Before spring break, Poplar Creek students enjoyed the Mobile Ed Productions STEAM Museum, a traveling field trip set up right in PC's gymnasium.



Families were encouraged to participate throughout November by engaging in and sharing acts of kindness on social media! #choosekindness



CREEK CRAWL AND CLOWNING AROUND

Poplar Creek students, families and staff raised more than \$27,000 during the annual Creek Crawl. This year's incentives for the classroom that raised the most money - earned by Mrs. Baumann's class - were a pizza party and the chance to pick a costume for principal Matt Stempniewski to wear.

KINDNESS WEEK

During November's Kindness Week, students and staff donned orange t-shirts and participated in various kindness activities including read-alouds, a kindness chain and more.



PSYCHOLOGIST EARNS NAMI AWARD

School psychologist Jenna Hietpas was named the National Alliance on Mental Illness Mental Health Professional of the Year. This award recognizes outstanding achievement serving others whose lives have been impacted by mental illness. This achievement embodies recovery in words and actions, demonstrates commitment to students, and reflects the skills to work with diverse cultures.



RONALD REAGAN ELEMENTARY SCHOOL

4225 S. Calhoun Rd. | (262) 789-6550



FUN RUN AND DUNK TANK

Students, staff and families raised approximately \$40,000 for playground improvements through the school's fun run last fall. Students who registered their fundraising efforts online got a shot at dunking principal Brady Reinke in the dunk tank! As an added incentive for reaching the school's fundraising goal, the school's mascot got to be principal for a day.



A NEW MURAL

Every student had the opportunity to help create a brand new animal mural, the final result of the annual artist in residence program.

SPREADING HOLIDAY CHEER AT BROOKFIELD SQUARE

The school choir sang holiday songs for family, friends and mall patrons at Brookfield Square in early December.



WISCONSIN STATE SCIENCE CHAMPIONSHIP COMPETITOR

Joshua Lanser, a 6th grader in Mrs. Baltz's class, participated in the first Wisconsin State Science Championship and earned one of five invitations to the Science World's Fair in Atlanta this summer!

REAGAN GIVES BACK

This year's Reagan Gives Back year-long campaign included sending more than 550 pairs of shoes to Africa, Pennies for Patients, a pet supply drive for the Humane Animal Welfare Society, a sucker sale for autism, a fundraiser for the Honor Flight, a hair donation for children with hair loss, a toy drive, a blood drive and more!

TEACHER, STUDENTS HELP DEVELOP VIDEO GAME

Fifth-grade teacher Peter Michaud, along with a number of his students, contributed to the development and testing of a new online video game, *Jo Wilder* and the *Capitol Case*, released in October by Wisconsin Public Television Education. The game, set in and around the Wisconsin State Capitol, assists educators in teaching history while engaging students as "history detectives" to immerse them in the action.



FIRST-DAY SURPRISE

The first day of school was a little more memorable thanks to the very special - and large - surprise greeters at both school entrances.

NEW BERLIN ATHLETIC ACHIEVEMENTS

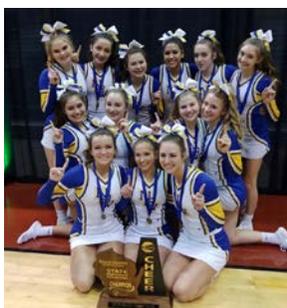


IKE SOCCER ENDS STATE DROUGHT

Four months after the Eisenhower girls program ended an 18-year state absence, the Lions' boys squad scored a 2-1 overtime sectional final win over Wauwatosa West to earn a state tournament trip for the first time since 1997. The Lions' state championship hunt ended just short of the title as the Eisenhower fell to Oregon, 3-1, in the state final. Coach Neil Dombrowski's squad finished with a stellar 17-4-1 mark.

WEST CHEER TEAM WINS STATE, IKE SECOND

West's cheer team, led by coaches Shannon Hight, Kaylee Rendon and Ally McGinn, earned the 2019 Wisconsin



Association of Cheer/Pom Coaches Super Small Division state championship by turning in its season-best score at the state meet in La Crosse. Eisenhower finished as state runners-up in the Small Division, second only to Madison La Follette at the same competition.

VIKINGS FOOTBALL TEAM MAKES STRIDES

Thanks in part to a four-game winning streak to start the season, the Vikings football team went 7-2 during the regular season and secured its first home playoff game in 20 years under coach Ben Chossek.

WEST TRACK TEAM FINISHES STRONG

Four West athletes finished their season on the podium at the WIAA Division 2 state track and field meet. Aaron Sobush was the state runner-up in the pole vault; Matthew Hansen was third in the high jump, Jackie Gerovac was fourth in the 200-meter dash and Robert Martin ran sixth in the 800.

VOIGHT EARNS PRESTIGIOUS AWARD

New Berlin United senior setter Brian Voight capped a stellar high school career by being named to the American Volleyball Coaches Association High School Senior All-America second team. Voight, the Woodland Conference Player of the Year, a first-team all-state selection and a Loyola-Chicago recruit, is reportedly just the third Wisconsin player to earn this honor in 13 years.



JULIA HINTZ TOPS LEADERBOARD

Eisenhower's Julia Hintz finished her remarkable high school basketball career as the school's girls basketball program's all-time leading scorer with 1,388 points. The Cleveland State recruit began her career as the starting point guard for the 2016 state championship team and was named conference player of the year and to the all-state team as a senior.



GARY SCHMIDT STEPS ASIDE

Gary Schmidt resigned after 18 incredibly successful seasons as head coach of the Lions girls basketball program. Schmidt's Lions went 358-85 - an .808 winning percentage - with 11 conference championships and five sectional titles. In all five state tournament appearances with Schmidt at the helm, Ike reached the final, winning state championships in 2010 and 2016. Ike alum and longtime assistant Andy Monfre was hired as Schmidt's successor.



EISENHOWER SWIMMER SECOND TO ONE

Eisenhower junior Anna Oleniczak was the runner-up in the 200-yard individual medley in 2 minutes, 9.06 seconds at the WIAA Division 2 State Swimming and Diving Meet in Madison. Oleniczak also swam seventh in the 100 backstroke.



IKE FOOTBALL TEAM MAKES IT TO STATE SEMIFINAL

The Lions fell short in their bid to return to the Division 3 state championship game in consecutive years when they lost to eventual state champion Catholic Memorial, 41-14, in the state semifinals. Eisenhower had won its first 12 games of the season, earned the Woodland Conference title and had the Woodland's offensive (Jake Himmelspach) and defensive (Mark Shields) players of the year.

IKE DANCE SQUAD HAULS IN TWO TROPHIES

After claiming regional championships in Division 2 jazz & Division 3 poms, the Ike dance team moved on to the WACPC State Championships in La Crosse where they were state runners-up in poms and third in jazz! The team was led by coaches Katelyn Halstead and Liz Wiskirchen.



WEST RETURNS TO STATE

The West softball team capped a tremendous season by returning to the state tournament for the first time since winning the state crown in 2016. The Vikings defeated Kettle Moraine Lutheran, 12-10, in a sectional final, but lost in the state semifinals to Monroe in Madison.

LANDSTROM LANDS ON PODIUM

Ike junior Lauren Landstrom concluded a tremendous season by going 4-2 at the WIAA individual state tennis tournament and placing sixth overall. Landstrom helped the Lions to a 26-3 overall record and a fourth consecutive conference title.

WEST SOCCER MAKES HISTORY

In a season that ended one win shy of the state tournament, the West boys soccer team earned its first-ever number-one ranking in school history and had a school-record eight members on the all-Woodland Conference Team.

FINANCIAL CHALLENGES CONTINUE

One of the School District of New Berlin's four strategic goals is to "maintain and promote fiscal responsibility that reflects a commitment to student learning." The district has worked hard over the years to maintain that commitment to student learning despite serious financial challenges that are making that more and more difficult.

To balance the 2019 budget, the SDNB eliminated or did not fill nearly a dozen staff positions. Among the positions were an elementary associate principal, a secondary guidance counselor and instructional coaches.

HISTORY

In each of the last seven years, the SDNB's expenditures have outpaced its revenues (i.e. state aid and taxes) resulting in structural deficits ranging from \$850,000 to approximately \$2 million.

One key reason for the deficits is the annual debt payment of approximately \$3.7 million within the operating budget to pay for the construction of Ronald Reagan Elementary School and renovations at New Berlin West Middle/High School. The district is one of few - if not the only one - to pay for the building of a new school and a major renovation project without additional taxpayer dollars through a referendum.

The decision to fund the projects in this manner was made more than 15 years ago, and while it was strategic and purposeful and saved taxpayers millions of dollars over the years, it is now putting significant pressure on current and future budgets.

Other reasons for the deficits include:

- Needed facility upgrades at other buildings done within the operating budget, including safety/security improvements; Americans with Disabilities Act compliance; and Eisenhower classroom improvements (i.e. engineering and science labs);
- The decision to not levy to the maximum for several years, providing \$5.7 million in tax relief during the recession;
- Technology infrastructure investments;
- Declining district enrollments;
- And, rising costs for goods and services.

Each year, through both strategic decisions and reactionary measures, the district has balanced its budget while maintaining the level of academic excellence expected by the community. It has, however, become increasingly difficult to do so.

Over the last two and a half years, the School Board and administration have made significant cuts to staffing, the district's buildings and grounds budget and its curriculum and instruction budget. As a result, the district has fallen behind in its facilities and maintenance upkeep and planning, and with the most recent staffing cuts to balance this current year's budget, students, teachers and educational programming will be affected.

WHAT'S BEING DONE?

In an effort to prevent additional cuts and to preserve the integrity, vitality and success of the district's current academic structure, the Board sought an operational referendum of \$5 million for 5 years - or \$25 million total - in April 2019. Additional taxpayer funds from the referendum would have erased structural deficits by paying down debt within the operating budget; allowed the district to be proactive in funding its long-range plans; and allowed the district to pay employees fair and competitive wages in order to attract and retain high-quality staff.

The referendum did not pass; 52.7 percent of voters were opposed to increasing tax revenues.

The district's efforts to erase deficits and attempt to avoid a referendum, however, began well before the April 2019 question was presented. Over the years, the Board has managed deficits by:

- Reducing administration and central office staff, and aligning teaching and student support staff to match enrollments;
- Thanks to Act 10, changing health insurance plans and increasing the sharing in employee retirement contributions;
- Refinancing debt, and paying off Wisconsin Retirement System debt;
- Closing and selling Glen Park Elementary, and selling all other available properties.

Despite these efforts and many others, the financial challenges persist.

2019-20 BUDGET

When the April 2019 operating referendum was rejected, the administration and Board made difficult decisions to bridge the projected 2019-20 budget deficit gap. Among those decisions was the elimination of approximately a dozen positions, including an elementary associate principal, a secondary counselor, district office staff, buildings and grounds personnel and non-classroom instructional positions. The School Board also chose to provide a lower-than-budgeted raise for employees. The combined result was more than \$1 million in reduced expenditures.

With those actions, coupled with an increase in state aid of approximately \$278,000 dollars, a revenue limit increase of approximately \$11,000, increasing student fees, and other factors, the district has eliminated its projected deficit and now anticipates slight surpluses the next two fiscal years.

The School Board approved a preliminary 2019-20 budget that includes a tax levy of \$49,926,990. That is a **1.7% decrease from the previous year** caused in part by the elimination of the 2000 Elmwood referendum debt, but the maximum allowable by state statute. The amount is nearly 4 percent below the rate of inflation.

The result is an estimated tax rate of \$9.74 per \$1,000 of property value, down from \$10.21 per \$1,000 the previous year. This is the sixth consecutive year that the tax rate will decrease.

School Year	Tax Rate
2013-14	\$11.42
2014-15	\$11.35
2015-16	\$11.22
2016-17	\$11.16
2017-18	\$10.83
2018-19	\$10.21
2019-20	\$9.74*

NOTE: The budget will be adjusted as necessary before final Board approval in October at which time the district will have final enrollment, property values and state aid information.

**estimated 2019-20 tax rate based on assumption of 3 percent growth in property values*

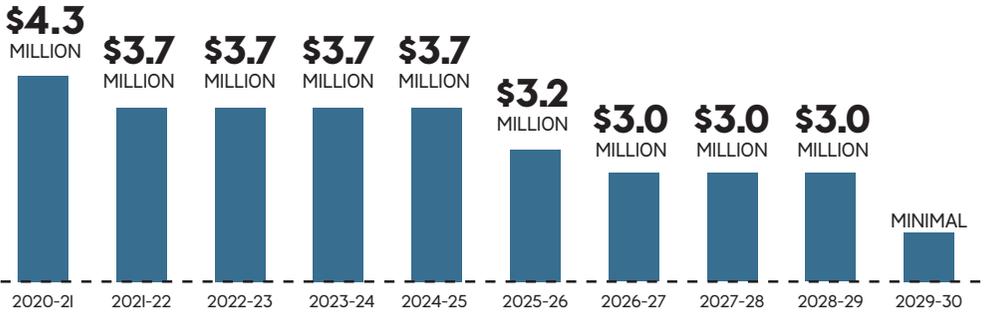
Additional state aid coupled with staff cuts and other factors has essentially balanced SDNB's budgets for 2019-20 and 2020-21.

WHAT PROBLEMS STILL EXIST

Debt within the operating budget - the number one factor for the district's structural deficits - remains through 2028-29. The current debt payments are to pay back the loans for the Reagan/West projects, the refinancing of Wisconsin Retirement System debt payments, a required sewer at West and boilers at Eisenhower. Debt for the Reagan/West projects retires in 2025, at which point the Wisconsin Retirement System debt "balloons" before retiring in 2029.

Debt within the operating budget - the number one factor for the district's structural deficits - remains through 2028-29.

The amount of annual debt within the operating budget is as follows:



TOTAL: \$31.3 MILLION | AVERAGE: \$3.48 MILLION / YEAR

WHAT'S NEXT?

The Board of Education and administration have made significant short-term adjustments and reductions to balance current-year budgets. Meanwhile, they have collectively investigated potential long-term solutions to address fiscal challenges, as well.

Other options the Board and administration continue to contemplate include:

- Using fund balance, a temporary fix that can only be sustained for 2-3 years;
- Continuing to reduce staff, both instructional and non-instructional, likely resulting in increased class sizes;
- Reducing co-curricular offerings and instructional programming available to students;
- Various school consolidation and redistricting models;
- Additional refinancing of debt to ease immediate burdens caused by debt within the operating while extending the debt to future years;
- Reinstating an open enrollment program, which the district has not had for years;
- Bringing another operational referendum to the community in April 2020 or another future date.

The Board is expected to provide long-term direction regarding the district's financial future sometime this fall.

The SDNB is dealing with other financial hurdles. To manage current deficits, the district suspended funding its long-range facilities plan (which includes asphalt and roofing plans) and its long-range equipment plan. Additionally, the district has deferred maintenance needs, increased technology infrastructure needs and school safety funding needs.

THREE NEW COMMITTEES FORMED

In an effort to increase community engagement and district transparency, the Board of Education now has three Board committees that meet regularly. The three committees focus on the following: personnel, finance and facilities. Board members have been given appointments on the committees; they then report back to the entire Board in an advisory role.

Scheduled committee meetings can be found on the district website calendar at www.nbexcellence.org.



BUDGET BALANCING TASK FORCE

The School Board selected 16 citizens to serve on a Budget Balancing Task Force this summer. The task force is comprised of a cross-section of applicants representing the many varying stakeholder interests throughout the community. It is charged with learning about school finance, receiving information about the SDNB's budget and current / future financial status and, ultimately, presenting budget recommendations to the Board this fall.

The task force's final two scheduled meetings are Sept. 10 and Sept. 16, at 6 p.m. at the New Berlin West learning commons. The task force is tentatively scheduled to present its recommendations at a Board of Education meeting at 7 p.m. Monday, Sept. 23.



BOARD OF EDUCATION

MEETINGS: Held biweekly, Mondays at 7 p.m. typically in the New Berlin West Idea Center. Also streamed online for viewing.

MORE INFO: www.nbexcellence.org/district/board-meetings.cfm

SDNB'S NEW CFO

The 2019-20 school year will be Patrick Miller's first as Chief Financial and Operations Officer of the SDNB after Miller accepted the position in June.

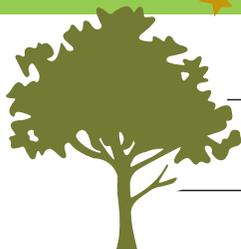
Miller has spent 29 years in education. He has served as Director of Business and Human Resources in the Parkview School District, the Palmyra-Eagle School District, and most recently, the Shorewood School District. During his first 20 years, he was a teacher in private parochial schools in Nebraska and Wisconsin and on the Apache Reservation in Arizona. Sixteen of his 20 years were spent in an administrative capacity, along with teaching high school and elementary school students. He has a Master's Degree in School Business Management from the University of Wisconsin Whitewater.

SOLAR PROJECT FIRST OF KIND

The SDNB was the first school district in the state to join We Energies' innovative Solar Now program this spring. The SDNB will host We Energies' solar panel arrays on the roofs at Eisenhower, West and Ronald Reagan, as well as on the ground outside of Reagan. Not only is the SDNB helping generate clean, renewable energy, but also, in return for the space it is providing for the panels, the SDNB will receive approximately \$94,000 a year from We Energies.



EDUCATION FOUNDATION



EDUCATION FOUNDATION OF NEW BERLIN

WHAT IS THE EDUCATION FOUNDATION OF NEW BERLIN?

Established in 2018, the Education Foundation of New Berlin (EFNB) is a nonprofit organization created to help support the School District of New Berlin. The EFNB seeks to raise funding through individuals, organizations and corporations to help provide above-and-beyond programming for students that is not covered through public funding.

MISSION

To support and strengthen excellence in education, athletics and extra-curriculars throughout the School District of New Berlin by increasing financial support, awareness and advocacy.

VISION

A community that values and supports public education and the opportunities it creates.

EFNB LAUNCHES FIRST FUNDRAISING CAMPAIGN IN FALL 2019!

The EFNB is investing in a Fab Lab installation at New Berlin West Middle/High School! Did you know that careers related to STEM (science, technology, engineering and math) will have the highest average employment growth over the next decade? The U.S. will need to fill 3.5 million STEM jobs by 2025, but as many as 2 million will go unfilled because of a lack of skills. Our goal is to design and develop an affordable, ongoing, sustainable Fab Lab that will be used by all students at New Berlin West Middle/High School and that will be open to the community.

What is a Fab Lab?

A Fab Lab is a place for innovation, invention, collaboration and learning using a variety of technical tools and materials through digital fabrication. Students learn to be creative and turn an idea into a reality and use in the real world. A Fab Lab is not just for tech courses; all STEM classes (and more!) use the space to enhance their curriculum. A Fab Lab:

- Empowers educators by providing resources to teach students new skills;
- Provides a new way of education through project-based, hands-on learning;
- Prepares students for future careers;
- Sparks entrepreneurship among students;
- Is a place to create and mentor where all members of the community can come together

The Fab Lab is a perfect opportunity for the Foundation, together with you, to make an immediate impact on the students in New Berlin. Together, we can provide state-of-the-art technology

to students and the New Berlin community in a sustainable manner for many years to come! If you would like to donate, or learn more, please visit our website at www.efnb.org or email Amanda Ferguson, Executive Director, at amanda@efnb.org.

SAVE THE DATE!

The EFNB is pleased to be hosting its first annual fundraising event! We hope you will join us Saturday, Feb. 15, for an evening of celebrating Eisenhower's 50th anniversary! We are looking forward to honoring the first inductees into the Eisenhower Athletic Hall of Fame while taking a look back at Ike's first 50 years. For more details, continue to check our website at www.efnb.org.

GET INVOLVED!

The EFNB needs your help! Please consider joining us as we move into an exciting year ahead. We are actively recruiting for our Annual Events Committee and our Volunteer Committee. You

do not need to be a parent in the district to volunteer to help out!

- Annual Events Committee - will work on planning our first large fundraising event for February 2020 and, going forward, plan our yearly fundraising event.
- Volunteer Committee - will work to recruit and organize volunteers to help plan and staff small events and tables throughout the year. Being on this committee does not mean you need to attend all the events! Just help us identify where we should be, what materials would be appropriate, and find individuals to attend.

If you can help on either committee, or want more ideas on how you can help, please email amanda@efnb.org.



KEY GRANT AWARDS

\$50,000 FAST FORWARD GRANT FOR 'HOW MACHINES WORK'

The SDNB received a \$50,000 Wisconsin Fast Forward Advanced Manufacturing Technical Education Equipment Grant from the Wisconsin Department of Workforce Development. The funds, along with matching funds from district partners, were used for equipment for the district's "How Machine's Work" course, including tabletop mechatronics units, vacuum thermoformers and parts, software, stock materials and more.



Pindel Global Precision, Inc. provided a lead gift to the project with a 1:1 matching grant for private donations to the campaign. The following New Berlin companies also pledged financial support to the project: Stanek Tool LLC, Dynatect Manufacturing, Inc., Felss Rotaform and Schoenek Containers. Additionally, the National Fluid Power Association awarded an additional \$24,000 grant to support the project. Mary Baer, retired vice president of the Waukesha Community Business Alliance, also supported the campaign with a personal donation.

SAFETY GRANT USED TO IMPROVE ENTRANCES

On the first day of school last year, the SDNB played host to then-Attorney General Brad Schimel at West to highlight the \$180,000 grant from the Wisconsin Department of Justice School Safety Grant Program the district received. That money was used to enhance the safety and security measures at the main entrances of all six schools.

MENTAL HEALTH GRANT

The SDNB, with the help of the EFNB - executive director Amanda Ferguson served as the lead grant writer - received a mental health grant the Wisconsin Department of Public Instruction. The district will receive \$53,700 in both 2019-20 and 2020-21 to expand school-based mental healthcare counseling services provided by the district through a partnership with Family Services of Waukesha. Additionally, last school year, the SDNB earned a \$7,000 grant from The Charles E. Kubly Foundation for mental health awareness and suicide prevention.



New Berlin Public Schools
4333 S. Sunnyslope Road
New Berlin, WI 53151 (262) 789-6200

Sign Up Today!



New Berlin Nation is a digital community created to engage with alumni, friends and supporters of the SDNB. It's free to join and members are able to connect with each other, learn about upcoming events, get involved and more. newberlinnation.nationbuilder.com

ANNUAL NOTICES: Located at www.nbexcellence.org/district/annualnotices.cfm



FEEDBACK: Questions, Opinions & Ideas welcomed at feedback@nbexcellence.org

PLEASE NOTE: In order to be good stewards of taxpayer funds, a cost-effective bulk mailing service was used for this publication. However, there are limitations and the service cannot precisely match the School District of New Berlin's boundaries without adding significant cost. If you do not live within the District and received this publication due to this limitation, we ask for your understanding.

