



School District of Menomonee Falls

Pupil Services Department
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Pupil Nondiscrimination Self Evaluation Report To Meet Requirements of S.118.13, Wis. Stats., & PI 9, Wisconsin Administrative Code

July-December, 2011

The School District of Menomonee Falls does not discriminate on the basis of sex, race, color, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional or learning disability.

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Introduction and Self Evaluation Process

In compliance with S.118.13, Wis. Stats., and PI 9, Wisconsin Administrative Code, the Menomonee Falls School District conducted a self evaluation of the status of pupil nondiscrimination and equality of educational opportunity.

This review took place in July through December, 2011. The District contracted with Fred A. Skebba, Educational Consultant, to review documents, interview key staff members, and prepare the printed report. Skebba is a former member of the Wisconsin Equity Cadre and has provided assistance since 1996 to school districts in CESA #9. He also has three years' experience working with the American Diabetes Association, Wisconsin Chapter, to resolve parental complaints against Wisconsin school districts regarding harassment and/or discrimination of students with Type I Diabetes.

The following is a brief time line of the basic procedures used in the self evaluation:

| | |
|-------------------|--|
| July 15, 2011 | |
| October 7, 2011 | Preparation for the onsite review. |
| October 10, 2011 | Onsite review of documents and data. Interviews. |
| November 5, 2011 | Preparation of a draft copy of the report. |
| November 8, 2011 | |
| November 11, 2011 | Administrative review of the draft copy of the report. |
| December 2, 2011 | Preparation of the final draft of the report. |
| December 12, 2011 | School board approval of the report. |
| December 13, 2011 | Summary report, PI 1198, mailed to DPI. Legal notice published indicating to residents of the school district that the report is available for review. |
| Ongoing | Implementation of recommendations in the report. |

Self Evaluation Review Committee

The following staff members provided material for the review through the interview process and also by providing documents and data:

| <u>Name</u> | <u>Title</u> |
|------------------|---|
| Pat Greco | District Administrator* |
| Kathy Zarling | Director of Pupil Services |
| Mary Dohmeier | Director of Curriculum and Learning |
| Dave Petroff | Middle School/High School Athletic Director |
| Gary Kiltz | High School Principal |
| Tabia Nicholas | Middle School Principal |
| Kathy Marks | Elementary School Principal |
| Scott Walter | Elementary School Principal |
| Andrew Heinowski | Elementary School Principal |
| Tina Posnanski | Elementary School Principal |
| Suzanne Zidek | School Counselor |
| Stacy Schuster | School Counselor |
| Carolyn Rebro | School Counselor |
| Holli Martin | School Counselor |
| Katie Caperz | School Counselor |
| Kara Baker | School Counselor |

*Telephone Interview.

Students, staff, parents, and residents of the school district were given an opportunity to make comments. No one offered any comments prior to the onsite review.

I. District Profile

A. District Enrollment

District Enrollment -- October 2011

| <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|------------------|------------------|-----------------|------------------|--------------|
| 2,252 (51.7%) | 2,104 (48.3%) | 949 (21.8%) | 536 (12.3%) | 4,356 |

Special Education -- October 2011

| <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Total</u> |
|----------------|----------------|-----------------|--------------|
| 379 (70.7%) | 157 (29.3%) | 133 (24.8%) | 536 |

Students of Poverty

19.1% of students are on free/reduced lunch.

Ethnicity of Staff

| <u>Minority Staff</u> | <u>White Staff</u> | <u>Total</u> |
|-----------------------|--------------------|--------------|
| 13(2.5%) | 515(97.5%) | 528 |

B. District Structure

The district is comprised of the following schools:

- Early Childhood
 - 4K & 5K
 - Special Education
- Elementary -- Grades K-5
- Middle School -- Grades 6-8
- High School -- Grades 9-12
- Quest -- Grades 8-12
- Community Recreational Center -- Riverview
- Waukesha County Technical College Contract -- Credit Deficient

C. Review of Printed Materials

The following printed materials were reviewed to determine if they meet the requirements of PI 9.05:

Meet the Requirements

- 2011-12 High School Staff Handbook
- 2011-12 North Middle School Parent/Student Handbook
- North Middle School Athletic Handbook
- Elementary Parent Handbook
- Shady Lane Staff Handbook
- Riverside Elementary Staff Handbook
- Valley View Staff Handbook

Do Not Meet the Requirements

- 2011-12 High School Course Guide
Needs the complete nondiscrimination statement – PI 9.05(2)
- 2011-12 High School Student/Parent Handbook
Needs reference to the complaint procedure – PI 9.05(3)
- 2011-12 North Middle School Grades 6-8 Course Guide
Needs the nondiscrimination statement – PI 9.05(2)
- 2011-12 North Middle School Faculty Handbook
Needs the nondiscrimination statement and reference to the complaint procedure – PI 9.05(2) & (3)

D. General Comments

The district takes nondiscrimination seriously and is sensitive to providing equal opportunities for all students. The following comments made during the interview process will reinforce this district goal. They are listed in the order they were received during the onsite review.

- Staff awareness training has taken place in recent years with an emphasis on differentiated learning, special education inclusion, and school improvement in reading.
- Accommodations are made for individual students when necessary.

- There is a counseling program in place. More detail will be presented in Section II of this report.
- There is an informal process for resolution of complaints in place; as a result, there have been no formal complaints in recent years for the three areas being reviewed.
- There is a strong emphasis on inclusion of all students in district programming which includes athletics and activities.
- Financial assistance is provided to students and families when necessary to ensure participation of all students.
- Menomonee Falls continues to have strong community support for its programs.
- RTI (Response to Intervention) and PBIS (Positive Behavioral Interventions and Supports) initiatives are being implemented throughout the district.
- The district has hired an at-risk coordinator for the 2011-12 school year.
- There is a no-cut policy for all elementary athletic programs. After-school busing is also provided to ensure participation by all students.
- The district places a heavy emphasis on data in its decision-making process.

II. Methods, Practices, Curriculum and Materials Used in Counseling

The district has the following school counselor staffing:

- High school – 4 full-time counselors
- Middle school – 3 full-time counselors
- Elementary school – 2.8 full-time counselors

The school counselors are implementing the Wisconsin Comprehensive School Counseling Model and have completed Level 2.5 training for the model. Level III training will be completed at an appropriate time.

The following items in the appendices will give some additional information on the model:

- District strategic plan showing full implementation of the model as part of the plan with an emphasis on individual learning plans.
- Copy of power point explaining the model.
- Paving the Way for Success schematic showing career planning.
- Results of high school student/parent conferences.
- Results of 8th grade student/parent conferences with parent evaluations.

Anyone desiring more information on the counseling program may contact any of the school counselors.

III. Participation Trends and Patterns and School District Support of Athletic, Extracurricular, and Recreational Activities

A. Athletics

The Menomonee Falls School District follows The Pupil Nondiscrimination Guidelines for Athletics, joint publication of the Department of Public Instruction and the Wisconsin Interscholastic Athletic Association. As a result of these guidelines and current practice, programs meet the following basic criteria:

- They are comparable in scope.
- They are comparable in type.
- Participation of male/female students is representative of their enrollment in the school district.

High School Athletics Available to Students

Male Athletics

Basketball
Cross Country
Golf
Hockey
Soccer
Swimming*
Tennis
Track
Football
Baseball
Wrestling

Female Athletics

Basketball
Cross Country
Golf
Hockey*
Soccer
Swimming*
Tennis
Track
Volleyball
Softball
Gymnastics*

*Co-op with other schools.

The following are also available; however, they are not official WIAA sports:
Bowling, Cheer, Ski Team.

Middle School Athletics Available to Students

Male Athletics

Basketball
Cross Country
Swimming
Track
Wrestling

Female Athletics

Basketball
Cross Country
Swimming
Track
Volleyball
Cheerleading
Dance

The following comments were made by the athletic director:

- Girls Rugby may be offered through the Recreation Department.
- Fees are waived if necessary to ensure participation by all students.
- The district equitably supports all athletic teams.
- There have been no formal complaints in recent years.

B. Other Activities

Sample of Student Participation in Extra/Co-Curricular Activities – Grades 6-12

| <u>Year</u> | <u>Academic</u> | <u>Athletic</u> | <u>Music</u> |
|-------------|-----------------|-----------------|--------------|
| 2009-10 | 24.6% | 36.4% | 2.8% |
| 2007-08 | 43.2% | 33.7% | 8.3% |

Source: School Performance Reports

Finding: No conclusions should be made on this data since it represents only two years, and there may be some question on the validity of the data itself.

Elementary Activities

Grade 4 Math Olympiads

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|-------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 18 | 14 | 7 | 1 | 32 |
| 2009-10 | 13 | 10 | 2 | 0 | 23 |
| 2008-09 | 11 | 12 | 4 | 1 | 23 |
| Totals | 42(53.8%) | 36(46.2%) | 13(16.7%) | 2(2.6%) | 78 |

Grade 5 Math Olympiads

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|-------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 23 | 17 | 3 | 2 | 40 |
| 2009-10 | 18 | 24 | 6 | 1 | 42 |
| 2008-09 | 22 | 22 | 4 | 0 | 44 |
| Totals | 63(50%) | 63(50%) | 13(10.3%) | 3(2.4%) | 126 |

Shady Lane – 3rd Grade Photo Club

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|-------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 12 | 23 | 9 | No data | 35 |
| 2009-10 | 10 | 15 | 3 | No data | 25 |
| 2008-09 | 13 | 11 | 3 | No data | 24 |
| Totals | 35(41.7%) | 49(58.3%) | 15(17.9%) | ---- | 84 |

Shady Lane 4th Grade Sports

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|-------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 28 | 17 | 6 | No data | 45 |
| 2009-10 | 21 | 12 | 3 | No data | 33 |
| 2008-09 | 22 | 21 | 9 | No data | 43 |
| Totals | 71(58.7%) | 50(41.3%) | 18(14.9%) | ---- | 121 |

Shady Lane 5th Grade Sports

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|-------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 19 | 14 | 4 | No data | 33 |
| 2009-10 | 20 | 17 | 9 | No data | 37 |
| 2008-09 | 21 | 19 | 8 | No data | 40 |
| Totals | 60(54.5%) | 50(45.5%) | 21(19.1%) | ---- | 110 |

Shady Lane 5th Grade Chorus

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|-------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 16 | 19 | 3 | No data | 35 |
| 2009-10 | 10 | 24 | 9 | No data | 34 |
| 2008-09 | 7 | 28 | 9 | No data | 35 |
| Totals | 33(31.7%) | 71(68.3%) | 21(20.2%) | ---- | 104 |

Findings: Math Olympiads is well balanced with males/females.
 Sports are male dominated.
 Chorus is female dominated.

Middle School Activities

American Math

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|---------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 22 (51.2%) | 21 (48.8%) | 7 (16.3%) | 0 (0%) | 43 |

Math League

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|--------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 8 (53.3%) | 7 (46.7%) | 3 (2%) | 0 (0%) | 15 |

Art Club

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|---------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 10 (24.4%) | 31 (75.6%) | 8 (19.5%) | 6 (14.6%) | 41 |

Builders Club

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|--------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 5 (13.2%) | 33 (86.8%) | 7 (18.4%) | 2 (5.3%) | 38 |

Geography Bee

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|---------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 38 (57.6%) | 28 (42.4%) | 11 (16.7%) | 1 (1.5%) | 66 |

Get Fit Club

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|---------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 72 (98.6%) | 1 (1.4%) | 19 (26%) | 15 (20.5%) | 73 |

Jazz Ensemble

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|---------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 28 (75.7%) | 9 (24.3%) | 2 (5.4%) | 0 (0%) | 37 |

Wisconsin Math League

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|--------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 8 (53.3%) | 7 (46.7%) | 3 (20%) | 0 (0%) | 15 |

Ride Your Bike to School

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|---------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 47 (67.1%) | 23 (32.9%) | 5 (7.1%) | 7 (10%) | 70 |

School Store

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|-------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 23 (46%) | 27 (54%) | 12 (24%) | 5 (10%) | 50 |

Science Club

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|--------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 8 (72.7%) | 3 (27.3%) | 3 (27.3%) | 2 (18.2%) | 11 |

Spelling Bee

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|---------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 18 (39.1%) | 28 (60.9%) | 8 (17.4%) | 2 (4.3%) | 46 |

Spring Art Activity

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|--------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 6 (16.7%) | 30 (83.3%) | 12 (33.3%) | 2 (5.6%) | 36 |

Student Council

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|---------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 22 (25.9%) | 63 (74.1%) | 25 (29.4%) | 4 (4.7%) | 85 |

Washington DC Trip

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|---------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 57 (50.4%) | 56 (49.6%) | 24 (21.2%) | 4 (3.5%) | 113 |

Web Leaders

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|---------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 10 (16.1%) | 52 (83.9%) | 8 (12.9%) | 1 (1.6%) | 62 |

Youth Leadership

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|---------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 29 (52.7%) | 26 (47.3%) | 9 (16.4%) | 2 (3.6%) | 55 |

Findings: No conclusions can be made based on data from only one year.

High School Activities

Kiwanis

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|-------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 10 | 9 | 1 | 0 | 19 |
| 2009-10 | 6 | 10 | 2 | 0 | 16 |
| 2008-09 | 8 | 8 | 0 | 0 | 16 |
| Totals | 24(47.1%) | 27(52.9%) | 3(5.9%) | 0(0%) | 51 |

Optimist

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|-------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 9 | 9 | 3 | 1 | 18 |
| 2009-10 | 8 | 7 | 3 | 0 | 15 |
| 2008-09 | 5 | 4 | 0 | 0 | 9 |
| Totals | 22(52.4%) | 20(47.6%) | 6(14.3%) | 1(2.4%) | 42 |

Summary of Other High School Activities – 2011-12*

| <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|--------------|---------------|-----------------|------------------|--------------|
| 147 (34%) | 285 (66%) | 77 (17.8%) | 11 (2.5%) | 432 |

*Summary of five activities:

- Key Club – 56
- Link Crew – 101
- National Honor Society – 72
- Student Council – 195
- Thassophobia – 8

Findings: Participation in Kiwanis and Optimist is well balanced for males and females.
No conclusions can be made on the other five activities since there is only one year of data.

IV. Trends and Patterns in Awarding Scholarships and Other Forms of Recognition and Achievement Provided or Administered by the District

A. Scholarships

There is a process in place to ensure that all students and their parents are aware of scholarships available and the application process. Some highlights of this process are listed as follows:

- Use of a scholarship committee.
- Parent letters.
- Senior class meeting.
- Use of the website.
- Assistance in English classes.

Number of Scholarships Awarded

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|---------------|-------------------|-------------------|-----------------|------------------|--------------|
| 2011 | 86 | 125 | 13 | 9 | 211 |
| 2010 | 92 | 115 | 20 | 5 | 207 |
| 2009 | 88 | 117 | 12 | 6 | 205 |
| Totals | 266(42.7%) | 357(57.3%) | 45(7.2%) | 20(3.2%) | 623 |

Findings: Minority and special education students have received scholarships. Scholarships tend to be female dominated.

B. Middle School Awards

Brewers Achievement

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|---------------|---------------------------|---------------------------|----------------------------|-------------------------|--------------|
| 2010-11 | 15 | 43 | 4 | 0 | 58 |
| 2009-10 | 15 | 47 | 6 | 0 | 62 |
| Totals | 30 (25%) | 90 (75%) | 10 (8.3%) | 0 (0%) | 120 |

Brewers Effort

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|---------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 9 | 15 | 7 | 6 | 24 |
| 2009-10 | 12 | 17 | 3 | 1 | 29 |
| Totals | 21 (39.6%) | 32 (60.4%) | 10 (18.9%) | 7 (13.2%) | 53 |

Presidential Achievement

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|---------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 15 (37.5%) | 25 (62.5%) | 10 (25%) | 6 (15%) | 40 |

Presidential Excellence

| <u>Year</u> | <u>Male</u> | <u>Female</u> | <u>Minority</u> | <u>Spec. Ed.</u> | <u>Total</u> |
|-------------|---------------|---------------|-----------------|------------------|--------------|
| 2010-11 | 53 (46.5%) | 61 (53.5%) | 13 (11.4%) | 0 (0%) | 114 |

Findings: No conclusions can be made based on only one or two years' data.

Summary of Specific Legal Requirements

The following is a summary of the district's current status regarding the requirements of Chapter PI 9, Wisconsin Administrative Code:

- PI 9.03 – Policies prohibiting discrimination against pupils.

All policies related to the three areas being reviewed are in place.

- PI 9.04 – Complaint procedure.

The district has a complaint officer, and the complaint procedure is in place.

- PI 9.05 – Class 1 legal notice & printed materials.

A Class 1 legal notice is published annually.

Some of the printed materials do not contain the required nondiscrimination statement or the complaint procedure. See page 2 of this report for detailed information.

- PI 9.06 – Evaluation, opportunity for input, opportunity to review the report.

This report covers the three designated areas of nondiscrimination required by the Wisconsin Department of Public Instruction – counseling, athletics and other activities, scholarships and other awards.

A legal notice was published announcing the self evaluation and soliciting input from anyone in the school district.

A legal notice will be published after the school board approves the report indicating that anyone in the school district may review the report. A copy of PI 1198 will be sent to the Wisconsin Department of Public Instruction indicating that the self evaluation is complete.

Recommendations

- Revise printed materials at an appropriate time to include the nondiscrimination statement and the complaint procedure. Include the word color in the statement.

Legal Reference: PI 9.05(2) & (3)
Advice of the DPI Civil Rights Consultant

- Monitor participation in athletics and activities on an annual basis. Review data over at least a three-year period. Watch for trends that may develop and take corrective action if necessary.

Legal Reference: PI 9.06(e)

- Monitor scholarships on an annual basis. Review data over at least a three-year period. Watch for trends that may develop and take corrective action if necessary.

Legal Reference: PI 9.06(f)

**Pupil Nondiscrimination Self
Evaluation Report**
December 12, 2011

Self Evaluation

- Compliance with WI Stat. 118.13 and WI Administrative Code PI 9
- Occurrence-Every 5 years
- Fred Skebba, Educational Consultant
 - > Reviewed documents
 - > Interviewed various staff members
 - > Prepared written report

Areas evaluated

- Methods, practices, curriculum and materials used in counseling
- Trends and patterns in awarding scholarships and other forms of recognition and achievement provided or administered by the school district
- Participation trends and patterns and school district support of athletic, extracurricular and recreational activities

District Profile

- Male:
 - > 2252 (51.7%)
- Female
 - > 2104 (48.3%)
- Minority
 - > 949 (12.8%)
- Special Education
 - > 536 (12.3%)
- TOTAL
 - > 4356

Review of Printed Materials

- Most staff handbooks and student handbooks met requirements
- The following need nondiscrimination statements added:
 - > High School Course Guide
 - > High School Student/Parent Handbook
 - > North Middle School Course Guide
- The following needs nondiscrimination statement added and reference to compliant procedure
 - > North Middle School Faculty Handbook

General comments

- The District takes nondiscrimination seriously and is sensitive to equal participation for all students as evidenced by comments in interviews.

Methods, Practices, Curriculum and Materials Used in Counseling

- School counselors are implementing the WI Comprehensive School Counseling Model
- Have completed Level III training
- More information provided in presentation by counselors

Participation Trends and Patterns in Athletics, Extracurricular and Rec. Activities

- Follows The Pupil Nondiscrimination Guidelines for Athletics
- Participation of male/female students is representative of enrollment in the District
- No conclusions can be made since data was not longitudinal

Trends & Participation in Awarding Scholarships

- Process in place to ensure students and parents are aware of scholarships available
- Minority and students with disabilities have received scholarships
- Scholarships tend to be female dominated

Summary

- All policies related to the areas reviewed are in place.
- There is complaint officer and a complaint process in place.
- A legal notice is published annually.
- Some printed materials need nondiscrimination statements and compliant procedures identified.

Summary

- Legal notice was published soliciting input from anyone in the district.
- Once approved, a legal notice will be published indicating that the report can be reviewed by anyone in the school district.

Recommendations

- Revise printed material to included the nondiscrimination statement and the complaint procedure.
- Monitor participation in athletics and activities on an annual basis. Review data over a three year period to identify trends and patterns.
- Monitor scholarships on an annual basis. Review data over a three year period to identify trends and patterns.

Any questions or comments?
