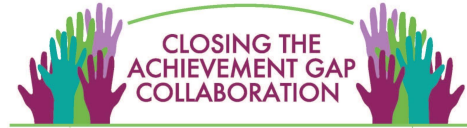


The Brown Deer Story CAGC School Spotlight



A Partnership Between Milwaukee-Area Schools and Concordia University

To embrace and change, with all deliberate speed, school practices, instructional methodology and school structures that perpetuate achievement and/or opportunity gaps in our schools.

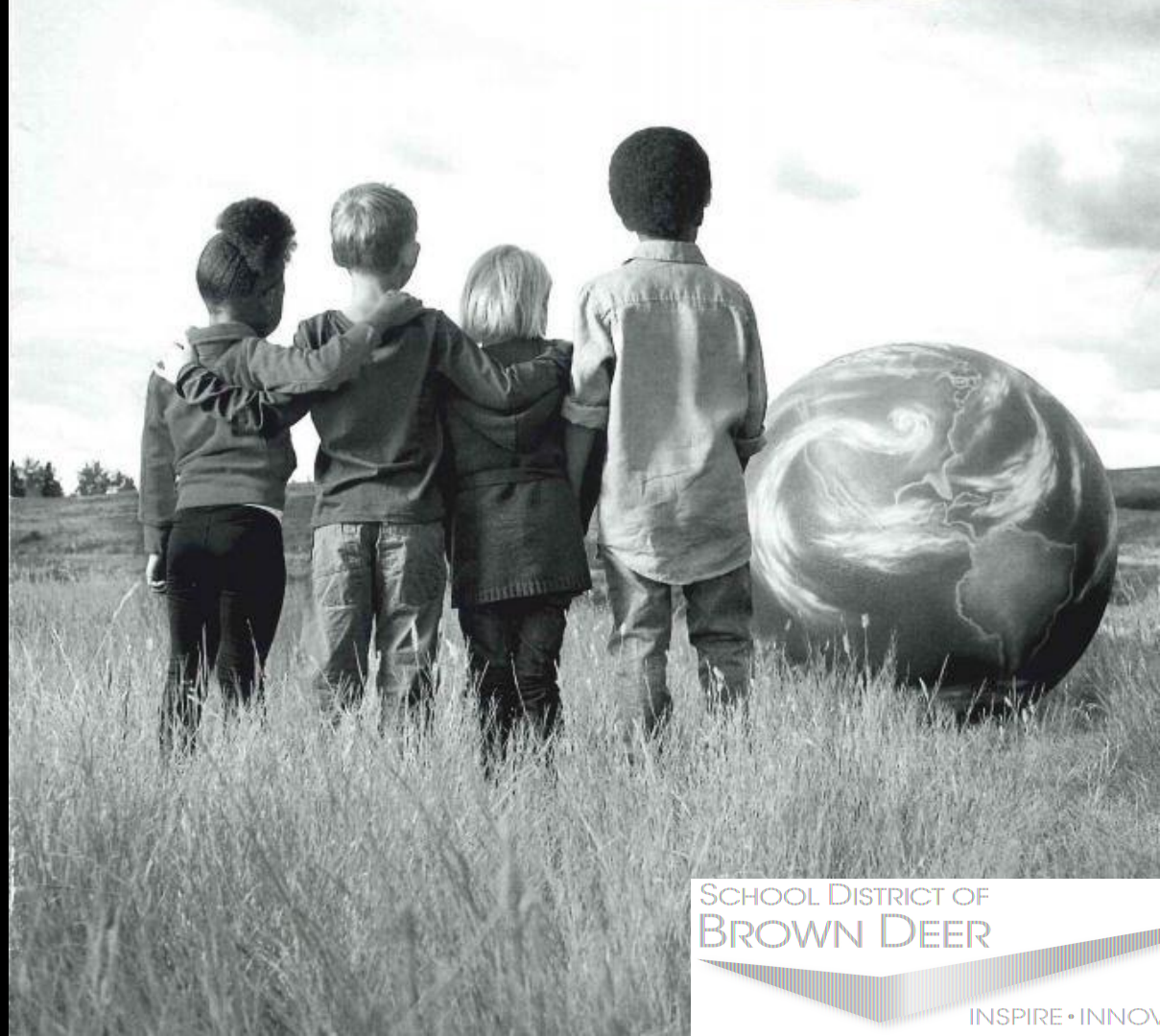
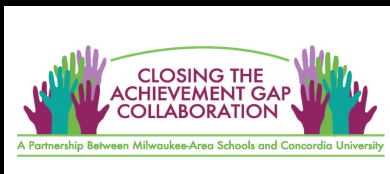
SCHOOL DISTRICT OF
BROWN DEER

INSPIRE INNOVATE LEAD

January 17, 2019

All
students
deserve
to have an equitable
high quality education

No matter where
they have lived
or their zip code

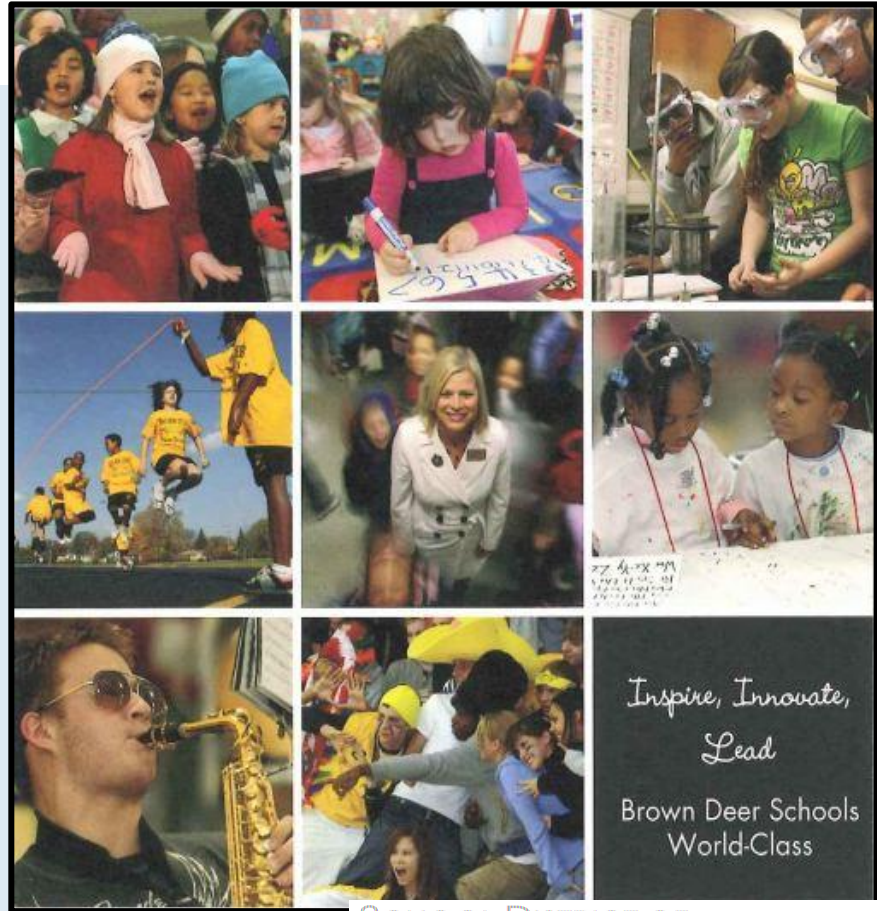


SCHOOL DISTRICT OF
BROWN DEER

INSPIRE • INNOVATE

Snapshot of Our District

- K-12 Campus,
- 2 Schools - (K4-6; 7-12)
- 1,600 - Students
- 76% - Students of Color
 - African American 47%
 - White 24%
 - Asian 13%
 - Hispanic 8%
 - Two or more 8%
- 44% Economically Disadvantaged
- 16% Students with Disabilities
- 6% English Learners



*Inspire, Innovate,
Lead*

Brown Deer Schools
World-Class

SCHOOL DISTRICT OF
BROWN DEER

INSPIRE • INNOVATE

Defining Our Destiny: 2.0

"Imagine the Possibilities"



Scripting the
STRATEGIC PLAN
2018-2023



with. You don't have to see the
just take the first step.

Dr. Maria Luthar King

TABLE
4



Mission, Vision, Values, & Goals

*“Together with our families
and community we will
inspire our students to be
passionate learners,
creative thinkers, and
innovative leaders who
enrich our world”*

Dennis Conta
Architect of Chapter 220



“Our Vision is to provide a world-class education that prepares students to lead the world”

“Inspire - Innovate - Lead”

SCHOOL DISTRICT OF
BROWN DEER

INSPIRE • INNOV

Values and Beliefs

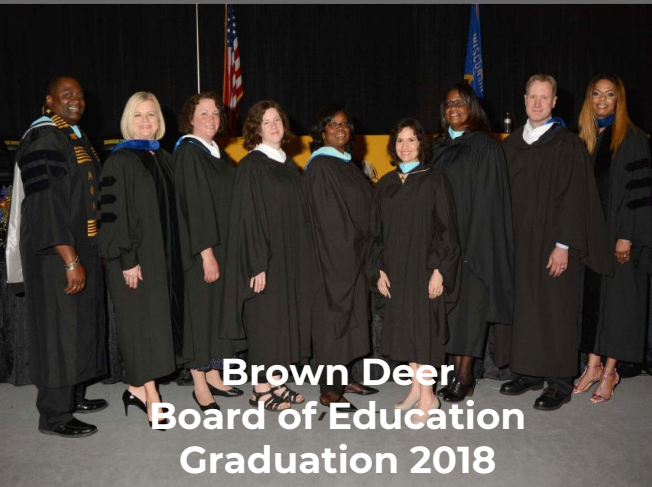
We believe in a culture that . . .

- balances equity of opportunity, access for all, and creates confident and engaged learners
- supports and respects all staff who passionately work and volunteer in our schools
- thrives on continuous improvement through collaboration among all stakeholders
- is committed to character and social-emotional development of the whole child
- advocates for public education in our school community, region, state and nation



2018-2019

Student Achievement Goals



**Brown Deer
Board of Education
Graduation 2018**



1. All students will demonstrate expected grade level and improved personal growth on district reading and math assessments to attain or exceed proficiency standards.
2. All students taking the Wisconsin Forward State assessments will meet or exceed proficiency standards.
3. All students will graduate high school prepared for college, vocational, and career pathways using Redefining Ready metrics.
4. All students will be engaged in the "Brown Deer Way" character education in our schools and community to enhance school climate and develop life ready skills.



Student Achievement - Growing Every Child and Exceeding Expectations



EVERY KID MIGHT NOT
PASS THE STANDARDIZED
TEST, BUT EVERY KID
SHOULD GROW. BOTH
SHOULD BE CELEBRATED.

@TEACHERGOALS



State Report Card

A SRC is a “snapshot of performance” based upon state assessments, student engagement and priority areas of achievement, growth, closing gaps, and college/career readiness.

Overall Score



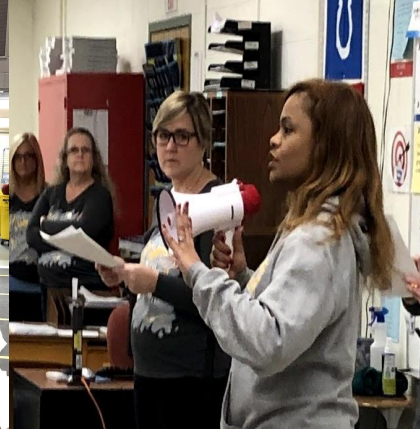
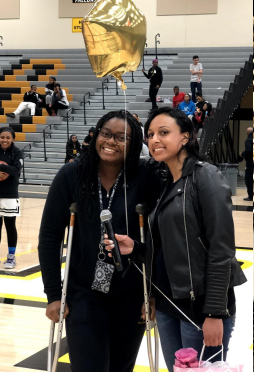
★★★★★

Exceeds Expectations



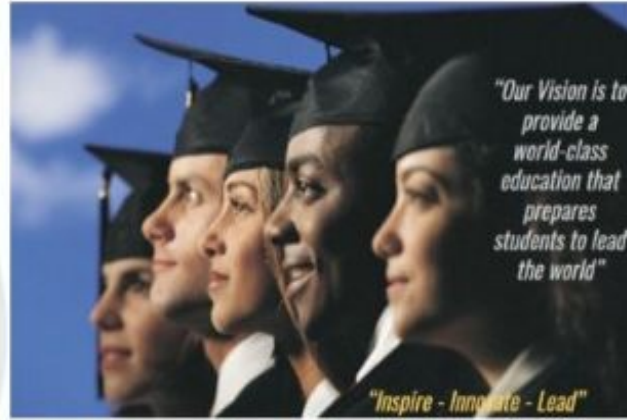
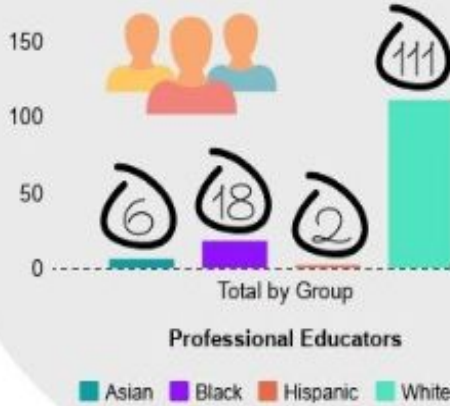
Our Teachers and Staff





1

2018 Teacher Ethnicity



**2018 Student Ethnicity - 76%
Students of Color**



***2018 Teacher Ethnicity - 19% - Teachers of Color**

***Highest % of Teachers of Color in Metro Milwaukee Suburban Districts**

**Administrators - 36%
Custodians - 76%
Support Staff - 56%**



Professionalism

Systems to Support Life-long Learning of Staff

- Gentle Start to School
- PLC's for All - District Leadership Cabinet, Building Leaders & Directors, Instructional Team
- Work Day - 8.5 hours - but a flexible work day
- PD - 100's of hours each school year
- Wellness Integrated into PD days
- PD - Teacher designed, led, and implemented
- Connected to Building SIP's, Goals, SLO's & PPG's
- District Collaborative Work Teams - Teacher Choice/Voice

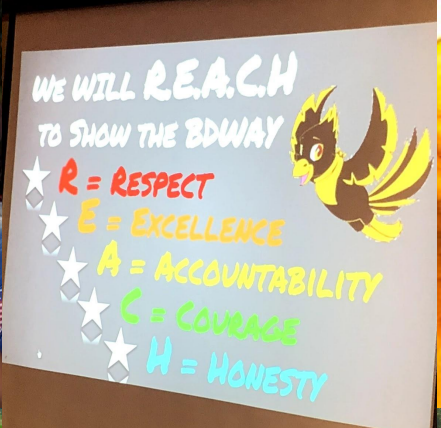
Intentional Hiring Teachers of Color

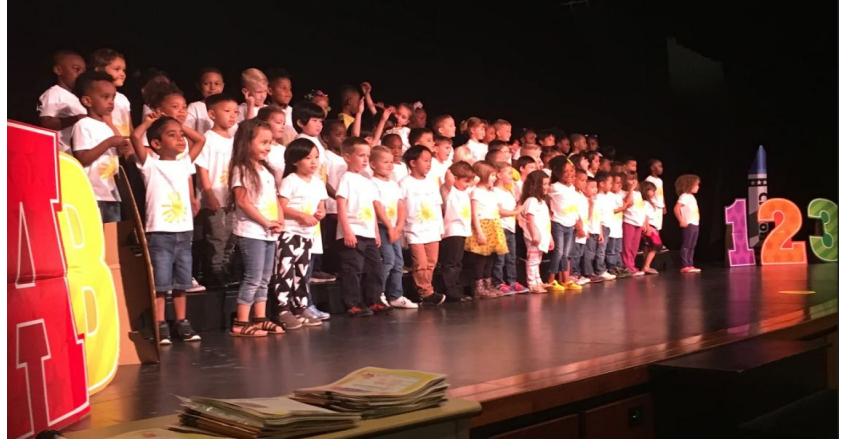
Equity-based Teacher Contracts



*A Thank
You to
my
Black
Teachers*

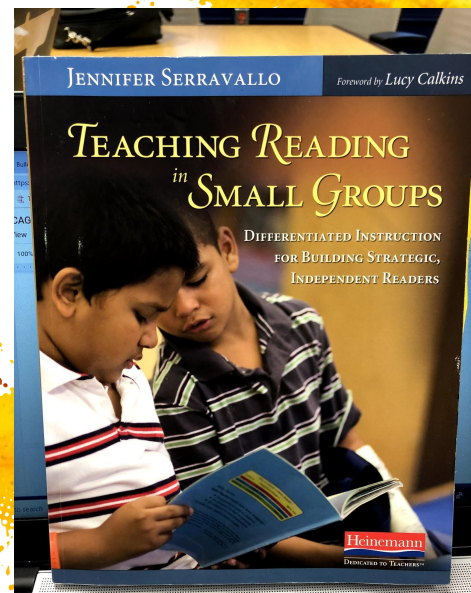
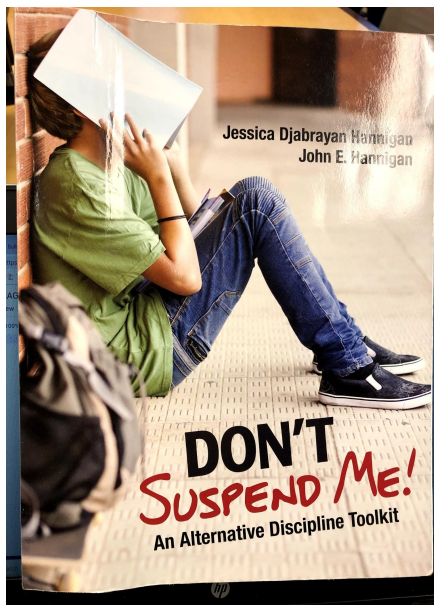
*Love,
Alex
Class of
2018*



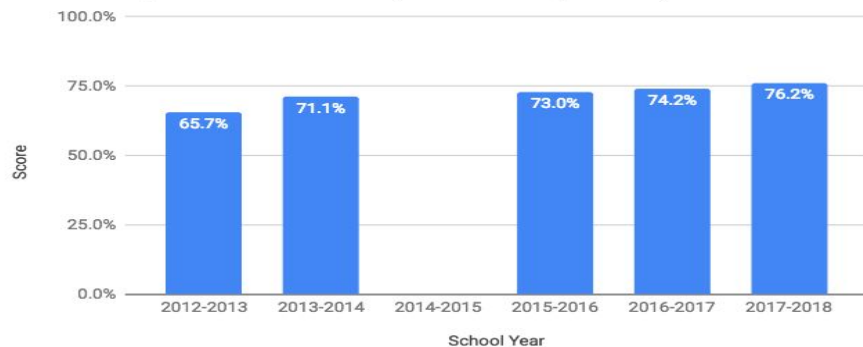


- ❖ Teacher Growth Impacting Instructional Practices
- ❖ Student Growth
- ❖ School Climate
- ❖ Parent/Community Engagement
- ❖ PLCS's
- ❖ WIN Time
- ❖ Book Studies

Brown Deer Elementary



School Report Card Results (6-Year-Comparison)





SCHOOL DISTRICT OF
BROWN DEER

INSPIRE • INNOV

The Brown Deer Way

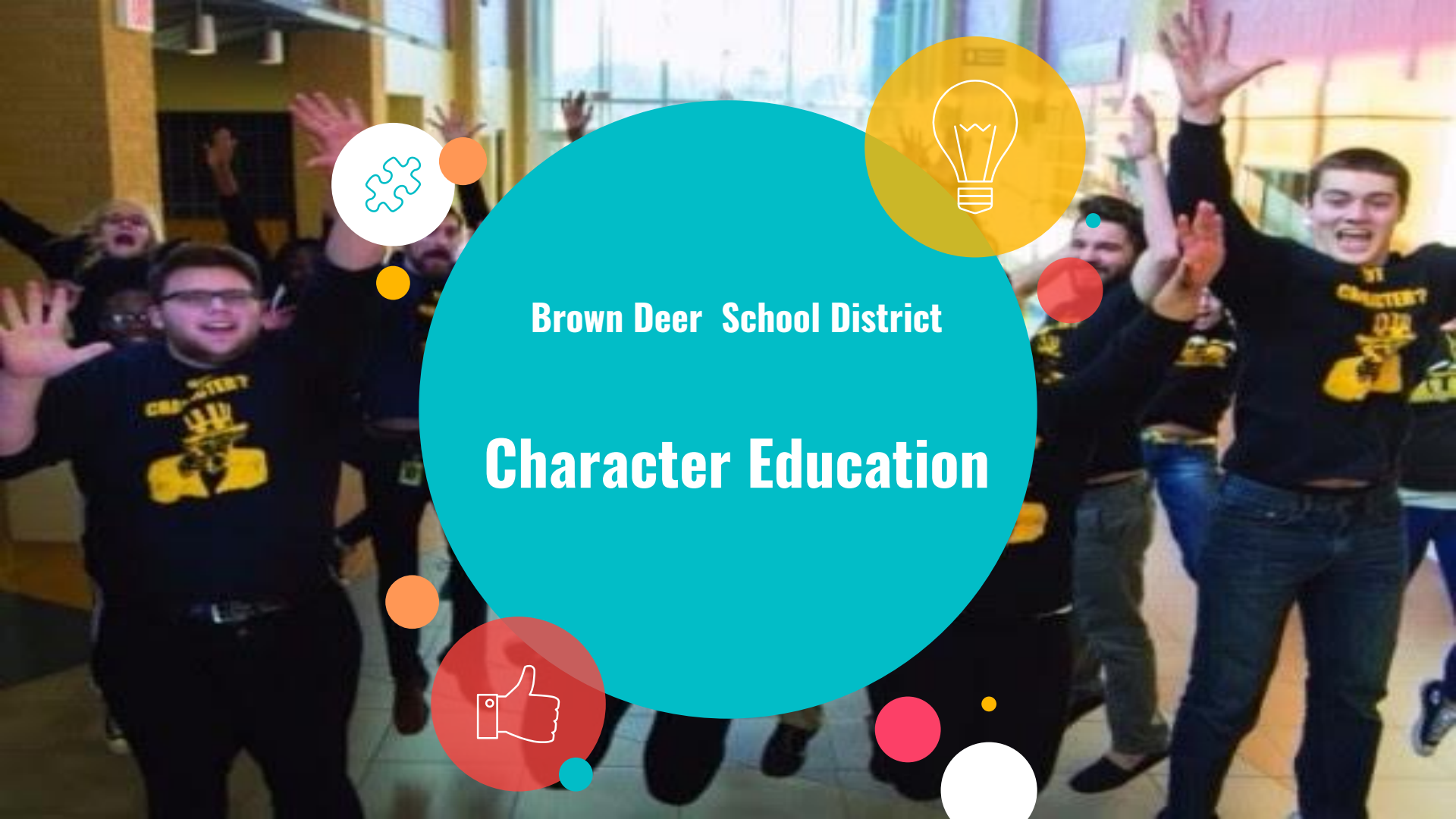
This is who we are...

The Brown Deer Way

- We take **responsibility** for our education and our actions.
- We show **respect** for our selves, peers, school, and community through our words and actions.
- We are a community that **accepts**, honors, and celebrates individual differences.
- We are **honest** in all we do.
- We establish **trust** and **confidence** in each other through positive relationship building.

This is who we are in Brown Deer School District even when no one is watching.



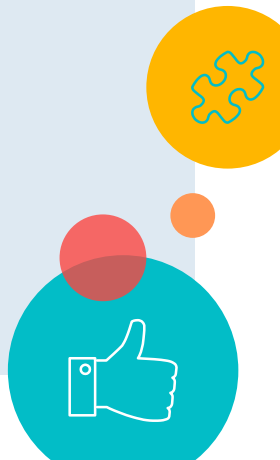


Brown Deer School District

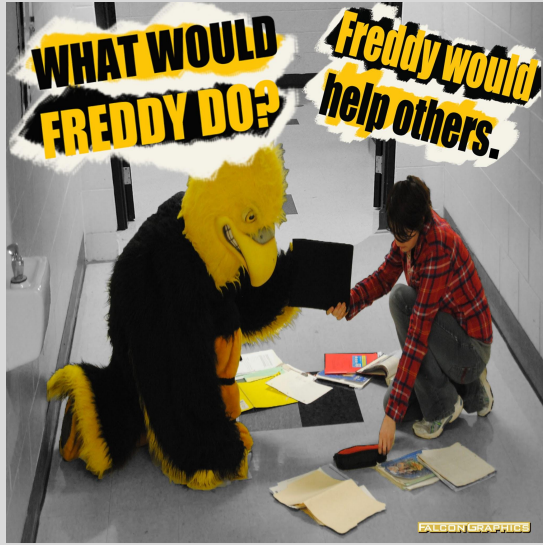
Character Education

Celebrations

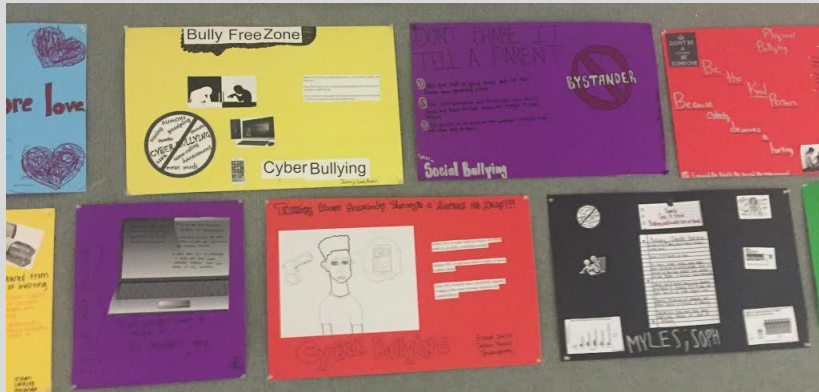
National and State Awards



Character is systematically taught



- This happens during Middle High/School Homeroom Intervention Period (HIP).
- This also happens everyday in the student's' classes



Monthly Character Theme Alignment

September: GRIT

October: Tolerance

November: Gratitude

December: Respect & Responsibility

January: Integrity & Respect

February: Caring

March: March Madness (community service)

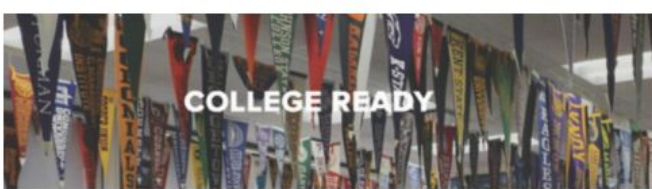
April: Empathy

May: Being the Best I can Be, ALWAYS





Service



COLLEGE READY



CAREER READY



LIFE READY

Advanced Placement 2017-18

139 enrolled in courses. 75 students took exams, 124 exams taken in total.

5's = 10 2's = 47
4's = 16 1's = 20
3's = 31

- AP Scholars earned a 3 or better on 2 or more exams
- AP Scholars with Honors earned 3.5 or better on all exams
- AP Scholars with Distinction earned 3.5 or better on all exams
- National AP Scholars earned a 4 or better on 2 or more exams

\$57,000 of college credit earned!

2017-18 College/Career Readiness

46% Completing AP Course 3+

53.2% Cum. GPA 2.8 or Higher

- Students in a Work Study/Co-Op Internship: 20
- Snap-On Precision Measurement Certificate: 12
- Career Connections Level 3/Industry Certification: 12
- Adobe Certified Associate Certification: 12 (new)

Internships and Apprenticeships

In 2017-18, 8 students were placed at GPS, and this year, 6 students placed at GPS.

2017-18 Youth Apprenticeships: Dave Jones Plumbing (2); Mared Mechanical (1); and Pak-Rite, Ltd (2).

2018-19 - Goal to place 10 students in the following co-op programs: Architecture & Construction (2); Finance (2); IT (1); and STEM (5).

2019-2020 Open Enrollment Seats

10-Construction Academy

10-Project Lead the Way

2017-18 ATHLETIC/ACTIVITIES PARTICIPATION

591

PARTICIPANTS
IN ATHLETICS

27 ATHLETIC
OFFERINGS
AT BDMHS

104

4-6 GRADE
STUDENTS
PARTICIPATED
IN BASKETBALL

309

PARTICIPANTS
IN ACTIVITIES

9 MUSIC
OFFERINGS

18 ACADEMIC
OFFERINGS AT
BDMHS WITH

182 1-6 GR. STUDENTS IN
BD WAY LEADERSHIP TEAM, STUDENT
COUNCIL, DESTINATION IMAGINATION, FALCON
FRIENDS, CHESS CLUB, AND LEGO LEAGUE.

183
STUDENTS

17 ELEM/MS COACHES

34 HS COACHES

**What we
measure
is what's
important**

STUDENTS WILL WALK ACROSS THE STAGE AT HIGH SCHOOL GRADUATION ABLE TO GO STRAIGHT INTO THE SKILLED TRADE REGISTERED APPRENTICESHIP QUALIFICATION PROCESS, FULLY CONFIDENT THEY HAVE EARNED THE OPTION TO BECOME AN APPRENTICE.

Herbert V. Prochnow



**THE SKILLED
TRADES WAY**

Sd Adobe



THE SKILLED TRADES WAY

Goal: Students will walk across the stage at high school graduation able to go straight into the skilled trade registered apprenticeship qualification process, fully confident they have earned the option to become an apprentice.

- We show up **on time** and **ready to work** every day.
- We have excellent **interpersonal skills** that allow us to work as a team.
- We utilize our **reading and analytical skills** to complete the job.
- We operate equipment **safely** and work **efficiently**.
- We conduct ourselves with **integrity**.
- We are **prepared** to finish the job on time and according to specifications.

This is what we do and who we are. Always.

A person wearing a grey knit sweater is holding a lit sparkler. The sparkler is bright and glowing, with many sparks flying out. The background is dark and out of focus. The text "Our Future" is overlaid in the center in a large, white, sans-serif font.

Our Future

Our Ask of You...





Thank You

#TeamBrownDeer

School District of Brown Deer
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Brown Deer, WI 53223
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