ON POINT

2020 Arrowhead Union High School Annual Update

VICTORY AND ACHIEVEMENT
Together We Exceled in 2019-20

IN THE COMMUNITY
Warhawks Making The World Better

FUTURE-READY GRADS
Focus Plan Equips Our Students

ANNUAL MEETING
Please Join Us Aug. 19, 2020
FOCUS A PLAN

VISION
Arrowhead will be an educational leader in creating pathways for students to embrace the opportunities of tomorrow.

MISSION
Empower students to be engaged, confident, continuous learners who utilize the essential skills to collaborate and contribute within the local and global community.

ENDURING GOALS
Prepare Students for Success Beyond High School Graduation
Through challenging academic and co-curricular programs, students will learn the essential skills for continued education, careers, and life readiness to foster current and future success.

Foster a Nurturing, Positive Learning Culture
Learners will experience a collaborative and inspirational learning environment where intellectual, emotional and social growth, motivation, and resilience are promoted and valued.

Communicate Effectively
Students, parents, staff, and community members will experience comprehensive, clear, interactive communications and relationships to enhance the educational process.

Advance Facility Infrastructure & Technology To Support Student Learning
Students, parents, staff, and community members will experience a safe, quality, physical and digital environment, which supports learning and performance in a fiscally responsible manner.

OUR GRADS HAVE THEIR ACTS TOGETHER!
Arrowhead 24.0
Pewaukee 24.0
Hamilton 23.2
Kettle Moraine 22.8
Oconomowoc 21.0
State Avg. 20.3
2019 graduates; based on ACT Benchmarks and composite score of

87% CLASS OF ’19 ACCEPTANCE RATE INTO A 2-YEAR OR 4-YEAR POST-SECONDARY SCHOOL

70% of the Class of 2019 earned a cumulative GPA of 3.0 or higher

1,325 ADVANCED PLACEMENT EXAMS TAKEN BY AHS STUDENTS IN ’18-19

91.3% SUCCESS RATE OF ARROWHEAD STUDENTS SCORED A 3-5 PER AP TEST!

3 is passing, 4 is very good, and 5 is the highest score

TOPS AMONG LOCAL SCHOOLS!
Arrowhead 91.3% Hamilton 89.7% Elmbrook 76.0% Pewaukee 74.3% Kettle Moraine 63.3% Oconomowoc 51.0%

30.3% of 2019 students
PARTICIPATED IN ON-THE-JOB LEARNING

89.7% SIGNIFICANTLY EXCEEDS EXPECTATIONS
STATE ACCOUNTABILITY REPORT CARD:

60 COURSES AVAILABLE
in construction/skilled trades, health care, manufacturing, information technology and engineering

100% of students participate in Financial Literacy and/or Academic Career Planning lessons

60.6% Completed college credits while in high school (Dual enrollment, AP, CAPP)
IN THE EVER-CHANGING, GLOBAL-ECONOMIES WORLD WE LIVE IN, it’s imperative to equip our students with the skills and experiences they’ll need for life after Arrowhead. Whether they choose post-secondary education or transition into the workforce, our students have built an incredible foundation to make them well-rounded learners for a lifetime of opportunities.

**TRANSITIONING FROM SCHOOL TO THE WORLD OF WORK**

Arrowhead’s transition program for students with disabilities boasts a 95 percent rate in securing employment or continuing with academics after high school graduation.

When it comes to gaining employment after high school, students in Arrowhead’s transition program have the opportunity to experience internships and paid work in a variety of ways. One option is working with one of our business partners in the community. In the morning, students engage in a vocational training class at Arrowhead where they learn the essential skills of working at a place of employment. After class, they spend the afternoon in the community doing work ranging from volunteering at a non-profit organization to interning at a local business to working as a paid employee. Students benefit from a gradual entrance to the world of work, while assembling and engineering products to sell to local companies.

A second option for students is to participate in the workplace immersion program Project Search, which is a collaborative program between the State of Wisconsin, Easter Seals, and select southeastern Wisconsin businesses. Project Search combines classroom instruction on the necessary soft (essential) skills to be successful in the workplace with three, 10-week rotation rotations in various roles. Eighty-two percent of all the students who have participated in Project Search, have found community-based employment upon completion.

**WARHAWK MANUFACTURING - A STUDENT-RUN BUSINESS**

Warhawk Manufacturing is a both a two-period course and a student-run business, planned to teach students the real-life skills it takes to organize and manage a business for a profit. Students are challenged to learn the ins and outs of running a business, while assembling and engineering products to sell to local companies.

**MENTAL WELLNESS...**

Arrowhead faculty members recognize that taking care of students’ mental health is optimal for learning. Therefore, staff implement “trauma informed care” during their daily interactions with students and families. This practice has three main components: listen, co-plan, and build rapport. Students come into contact with many adults throughout the school day, so if every adult implements these practices, students will be in a much better mental state to learn.

For students who struggle with mental wellness, Arrowhead partners on two separate programs with Saint A’s, the leader in adolescent mental health in southeast Wisconsin. Saint A’s provides the opportunity for students to receive high-quality, private therapy sessions during their study halls at school. Families’ insurance companies are billed, just like going to therapy outside of Arrowhead, but with the convenience of never leaving our campus. Saint A’s also facilitates our School Success Program, which is designed for students who are not quite mentally ready for a full school day. This program allows students to experience gradual exposures to the school environment with on-site, supportive therapy and is free of charge for targeted students who access it through school and family collaboration.

Finally, all students have access to Mindfulness Sessions during summer school. Students learn how to boost their mental well-being as they continue to face tough situations throughout their lives.

This is by no means an exhaustive list of mental health strategies we offer, but it gives a glimpse of a few such programs that are unique to Arrowhead and its students and families.

**...AND CONNECTIONS**

Plenty of research shows students learn better and achieve more when they feel socially and emotionally connected with others at school. Arrowhead boasts many strategies to promote close connections among students and staff members, which could be a challenge as one of the largest high schools in Wisconsin.

“Starts with Hello Campaign” began in September to recognize the importance of all students to feel accepted by their peers. The campaign encourages students to recognize students who may be alone or disconnected and simply “start with hello” to send the message that Arrowhead is a friendly place.

“Wings” is a unique, three-day orientation where 500 Freshmen bond with classmates, peer mentors, and staff members, while playing games, learning the buildings’ floor plans, and conquering teamwork challenges.

Principal Wieczorek and Associate Principal Paradowski meet with all Freshmen, in groups of six to eight at a time, to get to know each other.

Staff members mail home hundreds of postcards to students each school year as an extra pat on the back.

Arrowhead’s principal and two associate principals work at their mobile desk stations, making sure they are visible and available, and visit with students and staff members in hallways.
2020 graduate Keegan O’Toole earned the impressive status of 4-time State Champion in Wrestling. In the WIAA’s 81-year history, he is just the 18th wrestler to achieve this feat, only the third time in Division I, and first time in Arrowhead’s history. Keegan was also named the 2020 WIAA Wrestler of the Year, and earned the Junior Dan Hodge Trophy as the Top High School Wrestler in the USA.

Mr. Jeremy Schlitt, Technical Education Teacher, was recognized nationally by Honored.com as the January 2020 Honoree. This resulted in a $5,000 for Mr. Schlitt, as well as another $1,000 he could gift to other teachers’ projects across the country.

Mr. David Olenchek, Math Teacher and Program Leader, 2020 Herb Kohl Educational Foundation Teacher Fellow! Mr. Olenchek will receive a $6,000 grant for himself and another $6,000 for Arrowhead High School’s math program.

Arrowhead boasted eight National Merit Scholarship Semifinalists this year, of just 16,000 across the US: (left to right) Taylor Smith, Megan Lin, Michael Tallon, Mae Myers, Ruthie Lin, Caron Anderson, Alayna Schneider, and Loic Venon.

Two of them, Ruthie Lin and Loic Venon earned the coveted recognition and award of National Merit Scholarships.

Arrowhead High School student-athletes Marvin (#2) and Max (#22) Marriott were named as the first ever recipients of the Milwaukee Journal Sentinel High School Special Olympics “I AM SPORTS” Award.

One of the “Best High Schools in the Nation” and “Top STEM School” (US New and World Report), One of “America’s Most Challenging High Schools” (The Washington Post), and “#3 Best High School in America for Sports” (icepop.com).

Paradowski named NASSP Associate Principal of the Year

Mr. Jeremy Schlitt receives $5k in honors

Mr. Olenchek receives Herb Kohl Foundation Award

First-ever recipients of MJS “I Am Sports” award

Paradowski named NASSP Associate Principal of the Year

National publications name Arrowhead among the best

Anti-vaping efforts earn spot on Good Morning America

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2020 graduate Aubrey Hamilton was named the Gatorade State Player of the Year, joining just two Arrowhead alumni who have received this honor; Zak Wegner in 2016-17 for State Player of the Year - Boys Soccer, and Ben Bredeson, 2015-16 State Player of the Year - Football.

South Campus Associate Principal Debra Paradowski was named the 2020 NASSP Associate Principal of the Year at both the State and National levels. This is the first time an Associate Principal from WI has earned this prestigious award.

Mr. David Olenchek, Math Teacher and Program Leader, 2020 Herb Kohl Educational Foundation Teacher Fellow! Mr. Olenchek will receive a $6,000 grant for himself and another $6,000 for Arrowhead High School’s math program.
The mission of Arrowhead High School is not only to promote academic success, but to also empower students to be engaged, confident, continuous learners who utilize essential skills to collaborate and contribute within the local and global community.

If our students are to become adults who contribute within their community and the world, they should practice those caring, hard-working attitudes, and skills while still young and in school.

Students in many classes, as well as in each co-curricular club and sport, participate in a wide variety of community service projects each year. Cumulatively, Arrowhead students complete over 150 annual service projects.

This work amounts to thousands of donated items, tens of thousands of raised funds, and at least 10,000 hours of service time contributed to hundreds of worthy community causes.

We are extremely proud of all our students’ community-oriented endeavors and wish we could include them all in this publication.

Here’s just a few from 2019-20:

Girls Swim and Dive raised over $3,400 dollars for Make-A-Wish Wisconsin, and also collected over 4,000 cans for the Hartland Food Pantry, and finally raised money to fund a scholarship in honor of a former teammate who passed away.

Spanish Honor Society raised $1,000 for a school and orphanage in the Dominican Republic.

Girls Volleyball created and donated fleece tie blankets to The Women's Center in Waukesha.

Boys Basketball raised awareness and $2,000+ during three different events for various childhood cancer organizations, including the MACC Fund and Leukemia and Lymphoma Society.

Field Hockey donated toys and games to Jack’s Toy Shop at Children’s Hospital, in memory of Jack Bartosz.
LIMITS ESTABLISHED IN 1993 PUNISH DISTRICTS LIKE ARROWHEAD

SCHOOLS ARE NOT FUNDED EQUALLY

In 1993, revenue limits were established for schools based on their spending at that time. Schools that were high spenders, are still locked into higher spending. Schools like Arrowhead, who were conservative spenders in 1993, have been locked into lower spending for the last 27 years.

<table>
<thead>
<tr>
<th>School</th>
<th>Maximum Revenue Per Student</th>
<th>Referenda Passed To Help With Funding During The Last 12 Years</th>
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<tbody>
<tr>
<td>New Berlin $11,480</td>
<td>$16.5M (2010)</td>
<td>$0</td>
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<tr>
<td>Menomonee Falls $11,251</td>
<td>$54.9M (2016)</td>
<td>$32.7M (2016)</td>
</tr>
<tr>
<td>Hamilton $10,871</td>
<td>$29.3M</td>
<td>$1.5M recurring (2018)</td>
</tr>
<tr>
<td>Pewaukee $10,623</td>
<td>$10,569 $29.3M</td>
<td>$0</td>
</tr>
<tr>
<td>Waukesha County Avg. $10,569</td>
<td>$54.9M (2016)</td>
<td>$43.2M (2016)</td>
</tr>
<tr>
<td>Oconomowoc $10,324</td>
<td>$43.2M (2016)</td>
<td>$0</td>
</tr>
<tr>
<td>Muskego $10,261</td>
<td>$43.2M (2016)</td>
<td>$0</td>
</tr>
<tr>
<td>Arrowhead/ K-8s $10,230</td>
<td>** $1,614 less per pupil compared to district with similar economic demographics and student achievement scores</td>
<td>$0 for Arrowhead Merton, $3M (2008); N. Lake, $2.3M (2014); Stone Bank, $2.5M (2014); Swallow, $8.3M (2018) Hartland-Lakeside, 0 Lake Country, 0 Richmond, 0</td>
</tr>
<tr>
<td>Kettle Moraine $10,158</td>
<td>$49.6M (2014) $7.0M (2020)</td>
<td>$49.5M (2016) $7.0M (2016)</td>
</tr>
<tr>
<td>Waukesha $10,004</td>
<td>$60.0M (2018)</td>
<td>$0</td>
</tr>
<tr>
<td>Mukwonago $9,775</td>
<td>$49.5M (2016)</td>
<td>$0</td>
</tr>
</tbody>
</table>

Antiquated funding system limits established in 1993 punish districts like Arrowhead have been locked into lower spending for the last 27 years.

Arrowhead has long focused on making the most of community members' investments in our school, through property taxes and also through generous donations. In an effort to vastly improve facilities and programs, Arrowhead attempted two recent referendums (2016 & 2017) that were voted down by the voting community. Despite this, we continue to strive to offer exceptional educational programs, excellent co-curricular programs, adequate compensation to attract and retain quality staff, and a safe, effective learning environment.

In order to work toward those basic goals, we will attempt another referendum with the Arrowhead electorate November 3, 2020 to approve a non-recurring facilities referendum for $1.7M for five years, for a total of $8.5M. The added revenue will be used for technology, facility and site infrastructure improvements. While this amount would not allow for significant facility upgrades or major program updates to be completed, the $1.7M per year would increase the annual amount available for basic items, such as replacing the leakiest of roofs, replacing 40-year old HVAC units, and updating online technology speed and safety.

The last time Arrowhead passed a referendum was in 1999. If the November 3 referendum passes, the $1.7M per year simply replaces the 1999 referendum debt that was paid off in March, 2020. This debt payment costs approximately $0.25 per $1,000 of assessed property value annually for five years. For example, the current Arrowhead referendum portion of the property taxes on a $400,000 home is $100/year ($8.33/mo). If this referendum passes, that same amount would continue on your property tax bill instead of a tax reduction.

This proposed referendum is not a loan, and no funds from this referendum will be used to pay salaries or benefits. From this funding method, taxpayers can maintain their current investment in Arrowhead's facility infrastructure and educational programming, with:

- Tax neutrality - No higher tax payment for this referendum because the 1999 referendum debt is dropping off
- No long-term debt
- Funding sunset (5 years)
- No interest payments

Over the past 12 years, Arrowhead has spent over $16.4M, an average of $1.4M each year, for infrastructure maintenance on its $129.6M worth of buildings. Unfortunately, this annual expenditure is not enough to keep pace with needed repairs of our aging buildings. Without an influx of new funding, the necessary increased spending on infrastructure repairs will require reductions to the amount spent on educational programming for students.

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Due to overlap of postal routes, residents from neighboring districts may receive this publication. Given the limitations of bulk mailing, this overlap was difficult to eliminate without significant costs. Thank you for understanding.

NOTICE OF ANNUAL MEETING ARROWHEAD UNION HIGH SCHOOL DISTRICT
Notice is hereby given to qualified electors of the Arrowhead Union High School District that the Budget Hearing and Annual Meeting will be held as follows:

NORTH CAMPUS THEATER
800 North Avenue
Hartland, WI 53029

Wednesday, August 19, 2020
7:00 P.M. - Budget Hearing
7:30 P.M. - Annual Meeting

The Annual Meeting agenda and district budget information regarding the 2020/2021 school year, as well as annual notices including the Wisconsin Accountability Report Card (student achievement), are available on the district website at www.arrowheadschools.org. Copies of these documents can also be obtained from the District Office at Arrowhead High School.

YOU ARE INVITED TO ATTEND OUR ANNUAL MEETING!

HONORING AND SUPPORTING VETS
Students gain knowledge and friends by honoring our vets

Students and staff have established service and social relationships with area veterans and all involved reap the rewards. Students gain historical knowledge and strong character skills from their veteran friends. Veterans experience the camaraderie of each other and the students and staff and they relish the opportunity to share their rich, meaningful stories.

- Annual Veterans Day Breakfast hosted by Arrowhead’s Rho Kappa Honor Society.
- SAVE Team (Survivor And Veteran Experience) interview veterans to hear and ‘save’ their stories for the future.
- Arrowhead Hawkettes, as well as various AHS music groups, perform at Milwaukee Mitchell International Airport during welcome-home celebrations for Honor Flights.
- Superintendent volunteers on periodic Stars & Stripes Honor Flight’s travel days.
- Two School Board members serve on the Stars & Stripes Honor Flight Board.
- Annual Spaghetti Dinner fundraiser is hosted by the Student Senate and SAVE Team.
- Veterans serve as guest speakers during various classes.
- Hundreds of letters are written in Arrowhead’s Creative Writing Class each year to thank veterans for their service.
- Annual Spring Veterans’ Coffee and Donuts is hosted by SAVE Team.