ON POINT
Arrowhead Union High School District
ANNUAL UPDATE 2022

TRADITION OF

FEATURES

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

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

OUR 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.

BOARD OF EDUCATION
KIM SCHUBERT
Board President
CHRIS FARRIS
Vice President
AMY HEMMER
Clerk
TIM EVERS
Treasurer
DARRELL BENEKER
Member
TIMOTHY LANGER
Member
BRANDON MILLER
Member
CRAIG THOMPSON
Member
LYNN VOGELTANZ
Member

ADMINISTRATORS
LAURA MYRAH
Superintendent
JEFF GROSS
Director of Business Services
SUE CASETTA
Director of Learning
ADAM BOLDT
Director of Student Services
DONNA SMITH
Director of Technology
ADAM KURTH
Principal
BECKY GORDON
Associate Principal - North Campus
DEBRA PARADOWSKI
Associate Principal - South Campus
RYAN MANGAN
Director of Athletics & Activities
KEVIN LIPSCOMB
Director of Buildings & Grounds

View school calendars, schedule of board meetings, and other events online at Arrowheadschools.org
Follow us on social media to see the great things happening at Arrowhead!
**District Profile**

**Our Students Strive for Excellence**

**ACADEMIC EXCELLENCE**

24.1

2021 Graduates scored an average of 24.1 on the ACT exam

**Surrounding District Results**

<table>
<thead>
<tr>
<th>District</th>
<th>2021 Completion Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elmbrook</td>
<td>23.5</td>
</tr>
<tr>
<td>Pewaukee</td>
<td>23.0</td>
</tr>
<tr>
<td>Hamilton</td>
<td>22.9</td>
</tr>
<tr>
<td>New Berlin</td>
<td>22.7</td>
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<tr>
<td>Menomonee Falls</td>
<td>22.2</td>
</tr>
<tr>
<td>Oconomowoc</td>
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</tr>
<tr>
<td>Muskego-Norway</td>
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</tr>
<tr>
<td>Kettle Moraine</td>
<td>21.8</td>
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<td>Mukwonago</td>
<td>21.4</td>
</tr>
<tr>
<td>Hartford Union</td>
<td>19.4</td>
</tr>
</tbody>
</table>

**STATE REPORT CARD**

85.2

OUR SCORE SIGNIFICANTLY EXCEEDS EXPECTATIONS

**FUTURE READY**

99.1%

4-YEAR GRADUATION RATE

60

Courses offered in construction/skilled trades, health care, manufacturing, information technology and engineering

60.6%

Completed college credits while in high school through Dual Enrollment, AP, and CAPP courses

100%

Of students participated in Financial Literacy and/or Academic Career Planning lessons

**WHERE ARROWHEAD GRADUATES GO**

- Nearly 80% attending 4-year university
- 11.2% - 2-year university/technical school
- 6.6% - Workforce
- 2.1% - Gap Year
- 1.5% - Military bound

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*Source: Wisconsin Department of Public Instruction*
Future Health Care Professionals are Learning VITAL Skills at Arrowhead

Employment in healthcare occupations is projected to grow 16 percent from 2020 to 2030, faster than the average for all other occupations. This will add a projected 2.6 million new jobs, more than any other occupational group (US Bureau of Labor Statistics). Arrowhead High School students are preparing for these occupations through courses and career-based learning experiences in our Health Science Pathway.

At Arrowhead, students gain a strong academic foundation through the general science curriculum and then through exploratory courses in health careers, including ‘Capstone’ courses. Within these Capstone opportunities, students gain an appreciation for and understanding of knowledge and skills needed for a future career in Health Care and may earn Certified Nursing Assistant (CNA), Pharmacy Technician through Youth Apprenticeship and/or EMT Certification. Additionally, Arrowhead’s HOSA Club (future healthcare professionals) provides students growth in leadership and community service related to the Health Care field.

Students attending 2 or 4-year universities plan to study one or more of the following:

- Business, Management, Economics or Finance (36%)
- Social Science/Education (17.4%)
- Health Science/Health Care (26.8%)
- Science Technology/Engineering (28.3%)
- World Languages (11.5%)
- Undecided (10.9%)
- Law, Public Safety, Corrections (10.6%)
- Creative and Visual Arts (9.1%)
- Communications/Public Relations/Public Policy (8.6%)
- Manufacturing (7.4%)
- Information Technology/Computer Science (6.8%)
- Architecture/Construction (6.2%)
- Government and Public Administration (3.5%)
- Agriculture, Food and Nutrition (2.1%)
- Hospitality and Tourism (1.8%)
- Transportation (1.5%)

* Student self-reported data

Here is where our college bound Seniors are going!

- UW - Madison…..(19%) UW - Twin Cities…..(7%)
- WCTC…………..(9%) UW - LaCrosse…….(7%)
- UW - Whitewater..(9%) Other UW or
- UW - Milwaukee…(8%) Wisconsin Private..(15%)

Other Universities include Brown, Iowa, Purdue, Georgetown, Arizona, Notre Dame, Loyola, Northwestern, Creighton, DePaul, Alabama, Colorado-Boulder, Indiana, West Point, Naval Academy, George Washington, and more!

* Student self-reported data
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 proud of all our students’ community-oriented endeavors and wish we could include them all in this publication. Below are a few examples.

**Arrowhead’s Global Experience Program**
capstone community service hours completed by Abbie Merrick and Dominic Burclaw. Abbie and Dominic led a group of students to “save a landfill” from 400 unwanted hardcover textbooks by cutting all of the pages away from the cover and binding, helping both the environment and Arrowhead!

**Arrowhead Students CARE**

The **Girls Swim and Dive Team** participated in a Make-A-Wish event at The Rock in Franklin, WI, raising over $8,000 by walking or running.

**Student Senate and the Warhawk Interact Clubs** held food drives for community food pantries.

Arrowhead High School students wished to show support for our neighboring friends in Waukesha experiencing trauma following the Christmas parade attack. They expressed concern and support for the Waukesha South Marching Band members injured and the emotional pain of all others involved. The Arrowhead Warhawks donned the black & red colors of Waukesha South and played the Blackshirts’ fight song, to show love and support.
Possible Future Olympians

Two Arrowhead students earned national acclaim this year as they work toward the goal of being Olympians.

Piper Yde took a break from school to compete in the Olympic trials for long track speedskating, as the youngest in the women's field, and participated in the World Junior Championships in Austria. (pictured left)

Mitchell Mesenbrink didn't mind missing his graduation ceremony too much, as he was busy becoming a National Wrestling Champion at the 70 Kg weight and will represent the USA in the World Championship this summer in Bulgaria. (pictured far left)

Ms. Katie Herrmann - English Language Arts Teacher, received a Herb Kohl Educational Foundation Fellowship Award which includes a $6,000 grant for herself, and a $6,000 grant for Arrowhead's Language Arts Program. (pictured left)

Arrowhead Teacher and Soccer Coach Mr. Jeff Staus earned a special Bell Cow Award through the Wisconsin Coaching Project. Dr. Peter Miller suprised Coach Staus with this award based on Staus’ development and facilitation of the Let Kids Fly youth soccer program. (pictured left)

Congratulations to the 2022 Teacher of the Year! Mr. Kevin Lewandowski, School Psychologist (pictured left)

Jesus (Junny) Hernandez was named a Bertie Green Travel Award Winner, one of just 20 high school students across the country who are members of Sociedad Honora Hispanica. (pictured above)
National Publications Name Arrowhead Among the Best!

“Best High Schools in the Nation”
& “Top STEM School”
Top 2.5% in the Nation and
Top 2.8% in Wisconsin

One of
“America’s Most
Challenging High Schools”

Top 10 High School in
Milwaukee Area
#7 Overall

Congratulations to Arrowhead’s National Merit Scholarship Semifinalists

Anvita Bansal • Hannah Cabush • Samuel Harkavy
Aidan Jacobsen • Oliver Lee • Kate Lundberg
Isabelle Myers • Sam Polentini • Ainsley Reichert
Olivia Reichert • Caitlin Robel • David Zhou

Of the 1.5 million students who entered the competition, these are 12 of the 15,000 semifinalists!

Scholastic Art Juried Show
Arrowhead students had their art chosen as winners within the Scholastic Art Show, and consequently their work was displayed at the Milwaukee Art Museum.

Gold Key winners, Molly McCay and Sophie Herriot went on to compete nationally.

Impressive DECA Achievements
Arrowhead’s DECA program (marketing students) dominated at the SE Wisconsin District Competition, earning 30+ awards and qualified 36 DECA members for the State DECA Competition. Of those, 22 students qualified to participate in the DECA 2022 International Career Development Conference in Atlanta, GA. (pictured above)

Arrowhead Scholarship Fund (ASF) raised and awarded over $90,000 in scholarships this year! Thank you ASF, as well as the community members, businesses, and organizations who contributed toward the future of these students.

Arrowhead Performs at Carnegie Hall
Under the direction of Arrowhead Band Director/Instructor Jacob Polancich, the Arrowhead High School Wind Ensemble performed at Carnegie Hall in New York City. We are so proud of our impressive Arrowhead instrumental music program. (pictured below)

Bertie Green Travel Award Winner
Jesus (Junny) Hernandez was named a Bertie Green Travel Award Winner, one of just 20 high school students across the country who are members of Sociedad Honoraria Hispánica. (pictured above)

Gold Key winners, Molly McCay and Sophie Herriot went on to compete nationally.
Plenty of research indicates that students learn better and achieve more when they feel socially and emotionally connected with others at school. Arrowhead boasts many strategies to promote connections between students and others. Below is by no means an exhaustive list of the many strategies and programs we offer, but it gives a glimpse of a few examples.

**Arrowhead’s Annual Lobster Boil**
connects students, parents, and community members to benefit our special education programs.

**Peers4Peers Club**
leaders shared with the AHS School Board the ways they assist fellow students; Orienting underclassmen, supporting stress & mental health challenges, homework help, positive role modeling of zero alcohol and drugs, and more.

**Lunchtime Games**
happen every Wednesday at South Campus for students to bond over fun competition, away from the more crowded cafeteria.

“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.

Hundreds of postcards are mailed home to students as an extra pat on the back from staff members.

**Therapy Dogs Visit on Exam Days**
Thank you to these adorable therapy dogs and their owners, for visiting Arrowhead High School on exam days, keeping students happy and calm during stressful days.

**Peers4Peers Club**
2020 Referendum Improvements

HOW FUNDS ARE BEING SPENT FROM THE 2020 REFERENDUM

Despite spending an average of $1.4 million per year for infrastructure repairs and updates on our $130 million worth of buildings, Arrowhead could not keep up with the needs of our aging facilities. To help, in November 2020 the community voted to maintain the taxing authority (from the sunsetting 1999 referendum) of $1.7 million each year for a total of $8.5 million over five years. Even with the passing of the 2020 referendum, Arrowhead’s Mill Rate still declined from $2.88 to $2.73 for property tax payers.

Of the total $8.5 million over five years, $4.3 million has already been spent, or will be spent this summer, on crucial infrastructure projects including;
- Replacement of technology network security firewall
- Replacement of switches and wireless access points to improve WiFi performance
- Replacement of 31-year-old HVAC building management system including server, software, controllers, variable air volume boxes, ductwork, and system integration
- New fiber run between buildings to better ensure constant connectivity
- Update of electrical systems/telecommunication system bonding
- Replacement of priority 1 HVAC rooftop units (10% of total), North and South Campus
- Priority 1 building envelope improvements of targeted doors/entry remodels

To keep up to date on referendum projects and spending visit: Arrowheadschools.org/about/referendum.cfm

| SE WISCONSIN REFERENDUMS PASSED SINCE 2000 |
|-------------------------------|------------------|------------------|
| **District**                  | **Number of Referendums** | **Total Funding Debt & Nonrecurring Referendums** | **Plus, Recurring Revenue Authority (each year forever)** |
| Racine                        | 11                | $1,265,435,000   | 0                |
| Oak Creek-Frank.              | 5                 | $179,005,000     | 0                |
| Kenosha                       | 6                 | $130,502,000     | 0                |
| Nicolet UHS                   | 4                 | $130,450,000     | 0                |
| Wauwatosa                     | 1                 | $124,900,000     | 0                |
| Muskego Norway                | 5                 | $124,395,000     | $1,156,700 (since 2003) |
| Oconomowoc                    | 3                 | $114,450,000     | 0                |
| Shorewood                     | 5                 | $93,495,000      | $275,000 (since 2019) |
| Germantown                    | 3                 | $88,100,000      | 0                |
| Milwaukee                     | 1                 | $87,000,000      | 0                |
| Waukesha                      | 4                 | $85,300,000      | $4,900,000 (since 2002) |
| Cedarburg                     | 4                 | $81,800,000      | 0                |
| Fox Point J2                  | 5                 | $81,655,000      | 0                |
| Mukwonago                     | 4                 | $80,250,000      | 0                |
| Elmbrook                      | 2                 | $80,090,000      | 0                |
| Franklin                      | 3                 | $76,300,000      | 0                |
| Pewaukee                      | 4                 | $76,050,000      | 0                |
| Mequon-Thiens.                | 2                 | $73,900,000      | 0                |
| Hamilton                      | 4                 | $71,000,000      | $1,500,000 (since 2019) |
| Kettle Moraine                | 4                 | $66,512,000      | $485,000 (since 2001) $7,000,000 (since 2020) |
| Grafton                       | 3                 | $56,530,000      | 0                |

| **District**                  | **Number of Referendums** | **Total Funding Debt & Nonrecurring Referendums** | **Plus, Recurring Revenue Authority (each year forever)** |
| Menomonee Falls               | 3                 | $56,250,000      | 0                |
| Brown Deer                    | 5                 | $55,960,000      | 0                |
| Greendale                     | 4                 | $53,965,000      | 0                |
| Greenfield                    | 5                 | $53,520,000      | 0                |
| Port Wash-Sauk.               | 3                 | $52,025,000      | 0                |
| St. Francis                   | 3                 | $48,700,000      | 0                |
| South Milwaukee               | 2                 | $41,980,000      | $3,800,000 (since 2019) |
| Maple Dale-Ind Hls            | 4                 | $38,170,000      | 0                |
| Cudahy                        | 6                 | $33,160,000      | 0                |
| Whitefish Bay                 | 2                 | $22,600,000      | 0                |
| Glendale-River Hls            | 4                 | $18,950,000      | 0                |
| Whitnall                      | 1                 | $16,160,000      | 0                |
| Nothern Ozaukee               | 1                 | $14,950,000      | 0                |
| West Allis                    | 1                 | $12,000,000      | 0                |
| Swallow                       | 3                 | $11,800,000      | $100,000 (since 2000) |
| Hartland-Lksde J3             | 3                 | $9,255,000       | $598,000 (since 2001) |

**Arrowhead UHS** 1 | **$8,500,000** | 0 |
| New Berlin                   | 1                 | $8,500,000       | 0                |
| Merton Community              | 2                 | $7,060,000       | 0                |
| Stone Bank                    | 1                 | $2,500,000       | 0                |
| North Lake                    | 1                 | $2,260,000       | 0                |

* Source: Wisconsin Department of Public Instruction

“I appreciate how much preparation every teacher puts into their lesson plans and how much teachers genuinely care for the success of their students.” - Arrowhead Junior

“We proudly display the “A” on our vehicles and love to tell people our kids attend Arrowhead.” - Parent of two students attending Arrowhead
ABOUT OUR BUDGET PROCESS

The annual district budget is the financial plan to achieve Arrowhead’s Focus Plan—the vision, mission, and enduring goals for student success. Next school year, and for years to come, Arrowhead administration and school board will continue to work diligently to balance priorities to preserve and enhance programs for students, attract and retain high-quality staff, and provide a safe, effective learning environment.

The district budget must comply with strict state and federal regulations, and the policies of the Arrowhead School Board. Arrowhead’s budget receives initial approval from the school board in April/May, and then district residents in attendance at the Annual Meeting have the opportunity to provide an advisory vote on the school board’s projected tax levy in August. Finally, the school board approves the final tax levy in late October after the finalization of student enrollment, state aid, property value certification and staffing levels.

2022-2023 DISTRICT GENERAL FUND AND CAPITAL EXPANSION REVENUE SOURCES

Local Sources: $18,104,184
Taxes levied by the district on the assessed valuation of property located within the Arrowhead Union School District, as well as local fees, gate receipts, interest income, etc.

State Sources: $7,441,108
Money received through the state based on property value per student. This includes money for special education, transportation, and state equalization aid.

Other Sources: $2,017,390
Includes donations and various fees.

Federal Sources: $1,562,724
Includes Federal Grant monies and Medicaid revenue.

2022-2023 DISTRICT GENERAL FUND AND CAPITAL EXPENDITURES

Personnel: $18,990,220
Wages and benefit payments for Arrowhead employees.

Continuing: $7,206,076
Services, supplies and dues.

Special Education: $1,812,887
Special services beyond regular education services.

Building and Grounds Supplemental: $360,000
Capital improvement projects.

Supplemental: $455,223
Equipment, technology and textbooks.

Capital Expansion Fund: $301,000

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NUMBERS EXPLAINED AT OUR ANNUAL MEETING

Arrowhead’s 2022-2023 budget numbers and tax levy will be reviewed at the Annual Meeting of the School Board in the North Campus Theater at 7 p.m. on August 17, 2022.

During that meeting, as well as within the financials presented in this bulletin, you will see that approximately 66 percent of the district budget is for personnel expenses. Essentially, all school districts spend 65-80 percent of their budget on personnel, as schools are service-oriented organizations.

With an inflationary salary increase of 2.8% for employees, Arrowhead’s salary expenses will rise by approximately $380,000 as compared to last school year. Through our health insurance cooperative with 10 area school districts, recent plan design changes allowed for a minimal three (3) percent increase to the district’s budget. As in the past several years, the district carries 88 percent of the cost while 12 percent of the cost is paid for by employees who participate in the district’s health insurance plan.

ARROWHEAD’S
2022-23
MILL RATE
$2.31

$2.31, down from $2.34 the year before. Mill rate equals the tax impact per $1,000 of home value. For a $300,000 home, the tax impact is $693, for a $500,000 home, the tax rate impact is $1,155.
WHAT HAS ARROWHEAD DONE TO CUT COSTS AND INCREASE REVENUE?

Below are some of the strategies implemented to balance our budget:

- Deferred facility infrastructure and capital improvement projects, when possible
- Continued sharing of services with other school districts (health insurance & busing)
- Reduced staff benefits
- Maintained fewer administrator positions than regional, per-pupil average
- Continued competitive bidding for projects
- Initiated and sustained energy saving strategies
- Froze classroom/departments/co-curricular budgets
- Increased fees for parking and co-curricular participation
- Solicited and accepted generous donations
- Enhanced marketing communications to attempt to increase student enrollment
- With the support of the community, passed a $1.7 million referendum each year, for five years.

SCHOOLS ARE NOT FUNDED EQUALLY

In 1993, revenue/taxing limits were established for school districts based on their spending at that time. Schools that were big spenders are still locked into higher spending. Schools like Arrowhead who were conservative spenders, have been locked into the constraints of lower spending for the last 29 years.

MAXIMUM REVENUE (taxing authority) COMPARISON

Waukesha County School Districts (2021-22)

<table>
<thead>
<tr>
<th>District</th>
<th>Max. Revenue per Student per Year</th>
<th>Max. Revenue per Student times # of Arrowhead Students (1,975)</th>
<th>Annual Difference</th>
<th>Five-Year Difference</th>
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</thead>
<tbody>
<tr>
<td>Elmbrook</td>
<td>$12,027</td>
<td>$23,753,325</td>
<td>$3,023,725</td>
<td>$15,118,625</td>
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<tr>
<td>New Berlin</td>
<td>$11,659</td>
<td>$23,026,525</td>
<td>$2,296,925</td>
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<td>Menomonee Falls</td>
<td>$11,431</td>
<td>$22,576,225</td>
<td>$1,846,625</td>
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<td>Kettle Moraine</td>
<td>$11,155</td>
<td>$22,031,125</td>
<td>$1,301,525</td>
<td>$6,507,625</td>
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<tr>
<td>Hamilton</td>
<td>$11,069</td>
<td>$21,861,275</td>
<td>$1,131,675</td>
<td>$5,658,375</td>
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<tr>
<td>Pewaukee</td>
<td>$10,805</td>
<td>$21,339,875</td>
<td>$610,275</td>
<td>$3,051,375</td>
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<tr>
<td>Oconomowoc</td>
<td>$10,616</td>
<td>$20,966,600</td>
<td>$237,000</td>
<td>$1,185,000</td>
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<tr>
<td>Arrowhead UHS</td>
<td>$10,496</td>
<td>$20,729,600</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Muskego</td>
<td>$10,440</td>
<td>$20,619,000</td>
<td>($110,600)</td>
<td>($553,000)</td>
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<td>Waukesha</td>
<td>$10,204</td>
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<td>($576,705)</td>
<td>($2,883,500)</td>
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<td>Mukwonago</td>
<td>$10,000</td>
<td>$19,750,000</td>
<td>($979,600)</td>
<td>($4,898,000)</td>
</tr>
</tbody>
</table>

Annually, over $300,000 of the ARROWHEAD portion of your property taxes goes directly to private/parochial/charter schools.
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 17, 2022**
7:00 p.m. - Budget Hearing
7:30 p.m. - Annual Meeting

The Annual Meeting agenda and district budget information regarding the 2022/2023 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.

**ARROWHEAD LOVES VETERANS!**

Students gain knowledge and friends by honoring and supporting our vets!

- 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
- Veterans hosted to a Spring Coffee & Donuts by SAVE Team
- Hundreds of letters written by Arrowhead students to veterans through Creative Writing Class and also through Interact Club
- Veterans hosted to an Ice Cream Social by SAVE Team
- Veterans served as guest speakers during various classes
- Arrowhead supported Stars & Stripes Honor Flight events
- Arrowhead’s Band director and students composed and performed a song for WWII Veteran ‘Dancing Chuck’ for his 99th birthday

As a result of postal routes, residents from neighboring districts may receive this publication. Given the limitations of bulk mailing, this overlap could not be eliminated without significant costs.