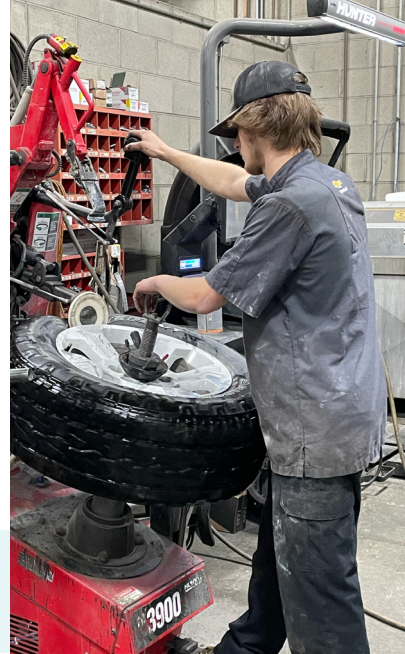




# ON POINT

Arrowhead Union High School District  
ANNUAL UPDATE 2022



TRADITION OF



Jerry Award for  
Outstanding Musical

EXCELLENCE



## FEATURES

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# Focus Plan

## 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 CASSETTA**  
*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 [Arrowheadschoools.org](https://arrowheadschoools.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

Elmbrook	23.5	Oconomowoc	22.0
Pewaukee	23.0	Muskego-Norway	22.1
Hamilton	22.9	Kettle Moraine	21.8
New Berlin	22.7	Mukwonago	21.4
Menomonee Falls	22.2	Hartford Union	19.4

**1,282**

Advanced placement exams taken by AHS students in 2020-2021

**84.2%**

Of AHS students scored a 3-5 per AP test 3 is passing, 4 is good, and 5 is the highest score

#### Surrounding District Results

Muskego-Norway	75.8%	Hartford Union	68.1%
Elmbrook	74.6%	Pewaukee	65.5%
Menomonee Falls	73.8%	Kettle Moraine	60.6%
New Berlin	69.9%	Oconomowoc	58.3%
Mukwonago	68.4%		

**73.6%**

Of 2021 graduates earned a cumulative GPA of 3.0 or higher



### 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%**

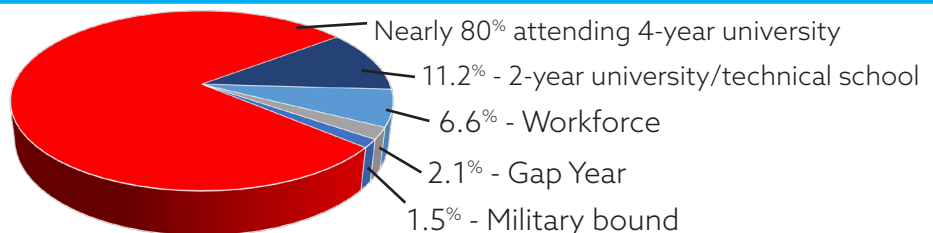
Completed college credits while in high school through Dual Enrollment, AP, and CAPP courses

**100%**

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

\* Source: Wisconsin Department of Public Instruction

## WHERE ARROWHEAD GRADUATES GO



# Future Health Care Professionals are Learning VITAL Skills at Arrowhead

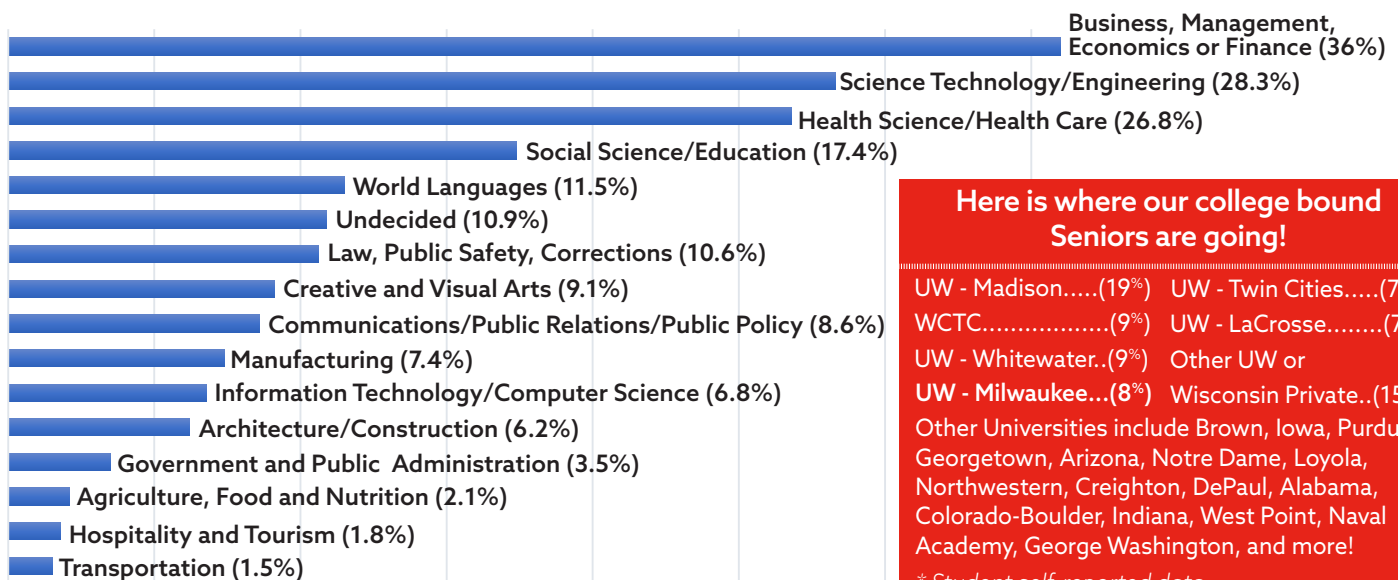


Employment in healthcare occupations is projected to grow 16 percent from 2020 to 2030, faster than the average for all other occupations. This will add a projected 2.6 million new jobs, more than any other occupational group (US Bureau of Labor Statistics). Arrowhead High School students are preparing 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:



**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*

# Students Assist Our Community

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 Students **CARE**



### 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!



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.

# ARROWHEAD PRIDE

## 1st Place State Championship Teams!



**Boys and Girls Alpine Ski Teams** BOTH won the State Meet. (pictured left)

**Boys Track and Field Team** won the State Championship. (pictured above)

### Scholarship

Fifteen Arrowhead students received pieces of a scholarship. The school displayed a list of the Milwaukee...

## 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)

**PIPER YDE** AGE: 16 HOMETOWN: Hartland, WI



The Arrowhead school spent over \$900,000 on these. Thank you to the members who contributed to these...



**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 surprised 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 Winner, one of just 20 high-achieving students across the county members of Sociedad Honoraria 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!*



## Artistic Art Juried Show

Arrowhead students had their art chosen as winners within the Artistic Art Show, and consequently exhibited at the Art Museum.



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



## Impressive DECA Achievements

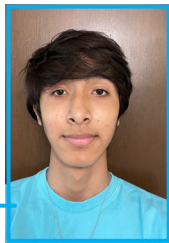
Arrowhead's DECA program (marketing students) dominated at the SE Wisconsin District Competition, earning 30+ awards and qualified 36 DECA members for the State DECA Competition. Of those, 22 students qualified to participate in the DECA 2022 International Career Development Conference in Atlanta, GA.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

Arrowhead Scholarship Fund (ASF) raised and awarded \$1,000,000 in scholarships this year! Thank you ASF, as well as the community members, businesses, and organizations that contributed toward the future of our 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)



Travel Award  
 in school  
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 noraria  
 e)



# Students Making Connections

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.



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

ONE **A** TEAM.

"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** 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.



# 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 sunseting 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: [Arrowheadschoools.org/about/referendum.cfm](http://Arrowheadschoools.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)	District	Number of Referendums	Total Funding Debt & Nonrecurring Referendums	Plus, Recurring Revenue Authority (each year forever)
Racine	11	\$1,265,435,000	0	Menomonee Falls	3	\$56,250,000	0
Oak Creek-Frank.	5	\$179,005,000	0	Brown Deer	5	\$55,960,000	0
Kenosha	6	\$130,502,000	0	Greendale	4	\$53,965,000	0
Nicolet UHS	4	\$130,450,000	0	Greenfield	5	\$53,520,000	0
Wauwatosa	1	\$124,900,000	0	Port Wash-Sauk.	3	\$52,025,000	0
Muskego Norway	5	\$124,395,000	\$1,156,700(since 2003)	St. Francis	3	\$48,700,000	0
Oconomowoc	3	\$114,450,000	0	South Milwaukee	2	\$41,980,000	\$3,800,000 (since 2019)
Shorewood	5	\$93,495,000	\$275,000 (since 2019)	Maple Dale-Ind Hls	4	\$38,170,000	0
Germantown	3	\$88,100,000	0	Cudahy	6	\$33,160,000	0
Milwaukee	1	\$87,000,000	0	Whitefish Bay	2	\$22,600,000	0
Waukesha	4	\$85,300,000	\$4,900,000(since 2002)	Glendale-River Hls	4	\$18,950,000	0
Cedarburg	4	\$81,800,000	0	Whitnall	1	\$16,160,000	0
Fox Point J2	5	\$81,655,000	0	Nothern Ozaukee	1	\$14,950,000	0
Mukwonago	4	\$80,250,000	0	West Allis	1	\$12,000,000	0
Elmbrook	2	\$80,090,000	0	Swallow	3	\$11,800,000	\$100,000 (since 2000)
Franklin	3	\$76,300,000	0	Hartland-Lksde J3	3	\$9,255,000	\$598,000 (since 2001)
Pewaukee	4	\$76,050,000	0	<b>Arrowhead UHS</b>	<b>1</b>	<b>\$8,500,000</b>	<b>0</b>
Mequon-Thiens.	2	\$73,900,000	0	New Berlin	1	\$8,500,000	0
Hamilton	4	\$71,000,000	\$1,500,000(since 2019)	Merton Community	2	\$7,060,000	0
Kettle Moraine	4	\$66,512,000	\$485,000 (since 2001) \$7,000,000(since 2020)	Stone Bank	1	\$2,500,000	0
Grafton	3	\$56,530,000	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*

# Annual District Budget

## 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.

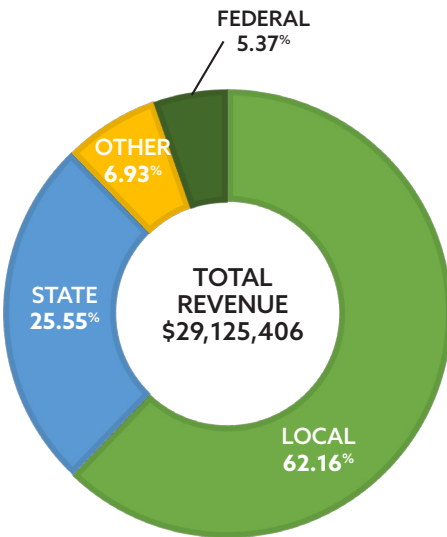
The district budget must comply with strict state and federal regulations, and the policies of the Arrowhead School Board. Arrowhead's budget receives initial approval from the school board in April/May, and then district residents in attendance at the Annual Meeting have the opportunity to provide an 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.

## 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.



### 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

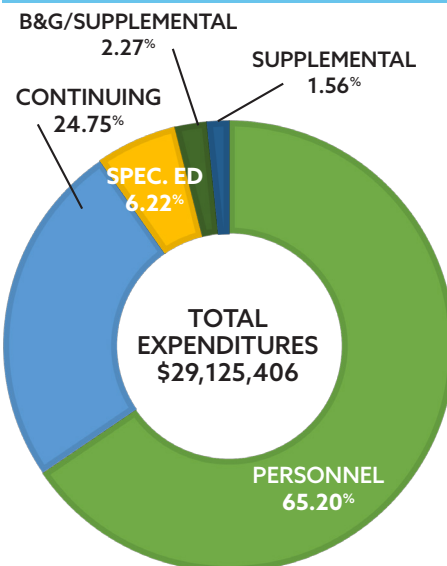
Money received through the state based on property value per student. This includes money for special education, transportation, and state equalization aid.

#### 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

## 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.

## BUDGETARY CHALLENGES

Arrowhead's costs have been increasing for insurances, transportation/busing, utilities, instructional supplies, etc. At the same time, the revenue coming into Arrowhead has been decreasing based primarily on the state's recent zero dollar adjustments to the school revenue limit formula, which impacts all Wisconsin school districts. Arrowhead has long focused on making the most of community members' investments in our school, through property taxes and donations. Despite challenges, we continue to strive to offer exceptional educational programs, excellent co-curricular programs, and adequate compensation to attract and retain quality staff, and provide a safe, effective learning environment.

## 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)

District	Max. Revenue per Student per Year	Max. Revenue per Student times # of Arrowhead Students (1,975)	Annual Difference	Five-Year Difference
Elmbrook	\$12,027	\$23,753,325	\$3,023,725	\$15,118,625
New Berlin	\$11,659	\$23,026,525	\$2,296,925	\$11,484,625
Menomonee Falls	\$11,431	\$22,576,225	\$1,846,625	\$9,233,125
Kettle Moraine	\$11,155	\$22,031,125	\$1,301,525	\$6,507,625
Hamilton	\$11,069	\$21,861,275	\$1,131,675	\$5,658,375
Pewaukee	\$10,805	\$21,339,875	\$610,275	\$3,051,375
Oconomowoc	\$10,616	\$20,966,600	\$237,000	\$1,185,000
<b>Arrowhead UHS</b>	<b>\$10,496</b>	<b>\$20,729,600</b>	<b>\$0</b>	<b>\$0</b>
Muskego	\$10,440	\$20,619,000	(\$110,600)	(\$553,000)
Waukesha	\$10,204	\$20,152,900	(\$576,705)	(\$2,883,500)
Mukwonago	\$10,000	\$19,750,000	(\$979,600)	(\$4,898,000)

Annually, over \$300,000 of the ARROWHEAD portion of your property taxes goes directly to private/parochial/charter schools.



Arrowhead Union High School District  
700 North Avenue  
Hartland, WI 53029-1143

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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.

## 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 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.arrowheadschoools.org](http://www.arrowheadschoools.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!

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 as they relish the opportunity to share their meaningful stories .. and often munch on yummy free food!

- 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

