Arrowhead Welcomes Principal Kurth, Wieczorek Accepts National Appointment

Mr. Adam Kurth has been hired to serve as Arrowhead’s new principal. Mr. Kurth and his family come to Lake Country from Cedarburg, Wis. where he served as the principal at Cedarburg High School for the last five years. He is a proven, conscientious worker and a highly qualified, personable leader. Mr. Kurth values and strives for student success, building genuine relationships with all stakeholders, and strong two-way communications within the school and beyond.

Mr. Kurth replaces Mr. Gregg Wieczorek who has been elected by peers across the nation as the president of the National Association of Secondary School Principals (NASSP) for the 2021-2022 school year. Mr. Wieczorek will remain an Arrowhead employee during that time period, serving in a consultation/adjunct role 10-15% of the time, while the NASSP reimburses Arrowhead for 100% of his full salary. Following that term, Mr. Wieczorek will retire on June 30, 2022 after a successful 30+ year career in education, with the last 28 serving as Arrowhead’s principal.

Mr. Wieczorek shared, “I am honored to have been voted into this NASSP leadership position. While I look forward to serving in this national role, I will greatly miss being the principal at Arrowhead High School; it has been a significant portion of my life and my family’s life for nearly three decades.”
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.

IN-PERSON LEARNING, VIRTUAL LEARNING OFFERED EVERY DAY, ALL YEAR
Arrowhead High School offered in-person learning all school year and also offered a virtual learning option for any student who needed it. Effectively educating in-person and virtual students in every course offered took herculean efforts by our faculty members and students! The success of the 2020-21 school year not only took hard work in classrooms, but dedicated support and efforts from multiple sources.

Just a few examples:
- Community members stepped up to become substitute teachers and instructional aides, which prevented Arrowhead from closing for even a single day as a result of staff quarantines.
- Community businesses donated PPE to help keep our school running, including 2,000+ masks from EmbedTek & 200 digital thermometers from Stone Bank Lions Club & Zumm, Inc.
- Daily free student breakfast & lunch as a result of a federal grant.
- Social/emotional supports for virtual and in-person learners from peers, parents, teachers, school counselors and psychologists, administrators, and our school board for approving in-person classes and periodic asynchronous virtual learning days for catch-up learning and professional development.
Our Students Strive for Excellence

**ACADEMIC EXCELLENCE**

24.0
2020 Graduates scored an average of 24 on the ACT exam

**Surrounding District Results**
- Pewaukee: 23.8
- Hamilton: 22.9
- Kettle Moraine: 22.3
- Oconomowoc: 21.2
- Hartford Union: 20.1

1,368
Advanced placement exams taken by AHS students in 2019-2020

85.6%
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**
- Hamilton: 78.7%
- Pewaukee: 76.1%
- Hartford Union: 75.0%
- Kettle Moraine: 64.6%
- Oconomowoc: 61.3%

71%
Of 2020 graduates earned a cumulative GPA of 3.0 or higher

**STATE REPORT CARD**

89.7%
OUR SCORE SIGNIFICANTLY EXCEEDS EXPECTATIONS

**FUTURE READY**

99%
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*
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 extremely proud of all our students’ community-oriented endeavors and wish we could include them all in this publication.
ARROWHEAD PRIDE

AHS 2021 graduate, Saniya Saluja, was the recipient of a Herb Kohl Foundation Excellence Scholarship for $10,000. (pictured left)

Eighty-eight Arrowhead school seniors who were honored for their achievements in the classroom, on the court, and in the community by the Arrowhead Scholarship Fund who offered more than $75,000 to these bright, well-rounded students.

Boys Alpine Ski Team won the State Competition for the 6th year in a row, along with the individual 1st place title. (pictured left)

Boys Track & Field won the State Championship, along with several individual 1st place titles. (pictured right)

State Team Championship

2ND PLACE Finishes!

- Girls Gymnastics (above)
- Girls LaCrosse (top right)
- Boys Soccer (right)
- Girls Golf (not pictured)
- Girls Swim and Dive (not pictured)
First annual Friends of Arrowhead Awards were presented to the following individuals and companies for their involvement and generosity as partners with Arrowhead:

The Mullett Family
Tom Price, Price Engineering
Joe & Julie Reutman and Zee Kapel, Mid-City Sports

The Nagy Family, Spancrete
Mike Kusch, Hartland Service Inc.
Jim Lindenberg
Pat Noll

Mr. Jacob Polancich
Instrumental music teacher/director, was named a recipient of a Herb Kohl Foundation Fellowship Award of $6,000 for himself, and $6,000 for a school-related project.

Ms. Katie Thompson
District nurse (pictured left) spent hundreds of hours this year taking care of others & communicating with students, staff and families regarding the coronavirus pandemic.

Coach Mike Mulrooney
(pictured right) has retired from coaching after 41 years as the Head coach for Boys Cross Country and coach for Boys Track. During his times at AHS, Mulrooney served as a math teacher, and worked with the Girls Cross Country program during his amazing career!

Congratulations to Arrowhead High School’s Teachers of the Year!

During this challenging school year, EVERY teacher deserves an award! These three especially shined. (pictured from left to right) Ms. Katie Hermann, English Dept., Mr. Gustavo Chaviano, Music Dept., and Ms. Kristen Falkner, Art Dept.

National Publications Name Arrowhead Among the Best!

“Best High Schools in the Nation” & “Top STEM School”
US New and World Report

One of “America’s Most Challenging High Schools”

“#3 Best High Schools in America for Sports”
Although instrumental music performances have been live-streamed for years, it was even more crucial this school year to allow for viewing when attending in-person was not possible. Additionally, the choral music performances for what would have traditionally been the Winter/Holiday concert became audio blended singles using Melodyne technology to allow for a gloriously professional sound.

Arrowhead offers as many as 40 student clubs and 30 sports each school year. These co-curricular programs are an integral part of “the Arrowhead Experience” during every school year, but perhaps more than ever during the COVID pandemic. All of Arrowhead’s clubs and sports were offered, albeit with some changes.

For instance, Arrowhead’s Junior State of America (JSA) Club held in-person and virtual meetings and activities this year. One creative virtual activism initiative was called “Dinner Table Discourse!” Through this activity, students were encouraged to discuss a political issue with a friend/family member with whom they disagree. After the respectful discussion, students shared a photo to show that discussing important issues need not be hostile in our current world.

Outdoor sports were held for students with relatively minor disruption as a result of COVID-19. However, with indoor athletic activities, schools had to implement masks, specialized cleaning, and a greatly reduced number of spectators. The frustrations associated with these health mitigation strategies paled in comparison to student-athletes’ gratitude to be able to practice, play, perform, and compete.

Although instrumental music performances have been live-streamed for years, it was even more crucial this school year to allow for viewing when attending in-person was not possible. Additionally, the choral music performances for what would have traditionally been the Winter/Holiday concert became audio blended singles using Melodyne technology to allow for a gloriously professional sound.

Teachers/Choral Directors Gustavo Chaviano and Grace Bielski along with Instrumental Music Teachers/Directors Jacob Polancich and Sarah Dunmire have expressed feelings of overall gratitude and appreciation for community understanding, flexibility, and adaptiveness that allowed for student performances this year!
2020 Referendum Passed by Voters

HOW REFERENDUM FUNDS ARE BEING SPENT

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 repairs of our aging facilities. To help, 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.

Below is how the first $3 million of spending is planned for crucial infrastructure projects.

- Replacement of technology network security firewall (unsupported in January, 2022).
- Replacement of wireless access points to bring outdated Wi-Fi performance to current standard.
- Replacement of technology network switches to improve access point performance.
- Replacement of 31-year-old HVAC (heating ventilation and air conditioning) building management system (unsupported in July, 2021) including server, software, controllers, VAV (variable air volume) boxes, ductwork, and system integration.

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

SE WISCONSIN REFERENDUMS PASSED SINCE 2000

<table>
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<tr>
<th>District</th>
<th>Number of Referendums</th>
<th>Total Funding Debt &amp; Nonrecurring Referendums</th>
<th>Plus, Recurring Revenue Authority (each year forever)</th>
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<table>
<thead>
<tr>
<th>District</th>
<th>Number of Referendums</th>
<th>Total Funding Debt &amp; Nonrecurring Referendums</th>
<th>Plus, Recurring Revenue Authority (each year forever)</th>
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<td>Swallow</td>
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<tr>
<td>Hartland-Lkside J3</td>
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<tr>
<td>New Berlin</td>
<td>1</td>
<td>$8,500,000</td>
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<tr>
<td>Merton Community</td>
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</table>

* Source: Wisconsin Department of Public Instruction

“Thank you so much for following the science and experts when it comes to keeping all students safe. You have done a fantastic job this year and we are thrilled school and co-curriculars could go on as planned, albeit with some modifications.” Parents of a 9th grader
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, 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. Finally, the school board approves the final tax levy in late October after the finalization of student enrollment, state aid certification, property values, and staffing levels.

2021-2022 DISTRICT GENERAL FUND AND CAPITAL EXPANSION REVENUE SOURCES
Local Sources: $19,178,064
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: $6,648,089
Money received through the state based on property value per student. This includes money for special education, transportation, and state equalization aid.

Other Sources: $1,838,325
Includes donations and various fees.

Federal Sources: $240,179
Includes Federal Grant monies and Medicaid revenue.

2021-2022 DISTRICT GENERAL FUND AND CAPITAL EXPENDITURES
Personnel: $18,357,328
Wages and benefit payments for Arrowhead employees.

Continuing: $6,852,272
Services, supplies and dues.

Special Education: $1,618,246
Special services beyond regular education services.

Building and Grounds Supplemental: $290,000
Capital improvement projects.

Supplemental: $483,811
Equipment, technology and text books.

Capital Expansion Fund: $303,000

NUMBERS EXPLAINED AT OUR ANNUAL MEETING
Arrowhead’s 2021-2022 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 18, 2021.

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 1.23% for employees, Arrowhead’s salary expenses will rise by approximately $73,000 as compared to last school year. Through our health insurance cooperative with 10 area school districts, recent plan design changes allowed for a zero 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 2020-21 MILL RATE
$2.73
$2.73, down from $2.88 the year before. Mill rate equals the tax impact per $1,000 of home value. For a $300,000 home, the tax impact is $819, for a $500,000 home, the tax rate impact is $1,365.
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 a declining student enrollment, which is occurring in over 60 percent of 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.

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 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 28 years.

MAXIMUM REVENUE (taxing authority) COMPARISON
Waukesha County School Districts (2020-21)

<table>
<thead>
<tr>
<th>District</th>
<th>Max. Revenue per Student per Year</th>
<th>Max. Revenue per Student per # of Arrowhead Students (2,009)</th>
<th>Annual Difference</th>
<th>Five-Year Difference</th>
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<td>Pewaukee</td>
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<td>Oconomowoc</td>
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<td>Muskego</td>
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<td>($898,023)</td>
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</table>

Anually, over $300,000 of the ARROWHEAD portion of your property taxes goes directly to private/parochial/charter schools.
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 18, 2021
7:00 p.m. - Budget Hearing
7:30 p.m. - Annual Meeting

The Annual Meeting agenda and district budget information regarding the 2021/2022 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.

AT ARROWHEAD, THE SHOW MUST GO ON!

While many theaters left communities without fine arts performances during the pandemic, Arrowhead student performers found ways to shine on stage and on camera!

Creative adaptability by teachers, students, parents, and program collaborators contributed to Arrowhead High School's proud performances this year. Adaptations that allowed for safe rehearsals and performances include the purchase and installation of HEPA filters in classroom rehearsal spaces, use of specialized clear masks for performances, bell covers for instruments, extended social distancing during camps, and rehearsals and performances.

The pandemic allowed for tremendous adaptability and creativity. Teacher/Theater Director Mrs. Markano specifically picked the adaptation of Frank Capra's “It's a Wonderful Life” for a radio show. This was a unique performance in that the sound effects, like footsteps or door knocking, were done by actors positioned at socially-distanced microphones around the stage. And, because the play script was about a radio show, one student was able to “Zoom in” as a remote performer.