



Arrowhead Union High School District
TRADITION OF EXCELLENCE

ON POINT

ANNUAL UPDATE 2023



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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.

STATE REPORT CARD

82.3

OUR SCORE EXCEEDS STATE EXPECTATIONS

BOARD OF EDUCATION

KIM SCHUBERT
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Member

TIMOTHY LANGER
Member

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Member

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Member

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Member

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LAURA MYRAH
Superintendent thru 8-7-2023

CONRAD FARNER
Superintendent after 8-1-2023

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. Follow us on social media to see the great things happening at AHS!



District Profile

Our Students Strive for Excellence

ACADEMIC EXCELLENCE

23.2 Average ACT exam score of 2022 Graduates

Surrounding District Results

Elmbrook	23.6	Hamilton	21.9
Pewaukee	22.8	Oconomowoc	20.8
Kettle Moraine	22.4	Menomonee Falls	20.6
Muskego-Norway	22.3	Mukwonago	20.3
New Berlin	22.2	Hartford Union	18.8

73.4% Of 2023 graduates earned a cumulative GPA of 3.0 or higher

86.4% 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	80.8%	Elmbrook	76.0%
Pewaukee	79.9%	Mukwonago	72.3%
Menomonee Falls	77.5%	Hartford Union	67.3%
Hamilton	77.2%	Kettle Moraine	62.5%
New Berlin	77.0%	Oconomowoc	60.7%

1,260 Advanced placement exams taken by AHS students in 2021-2022

FUTURE READY

99.1% 4 - YEAR GRADUATION RATE

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

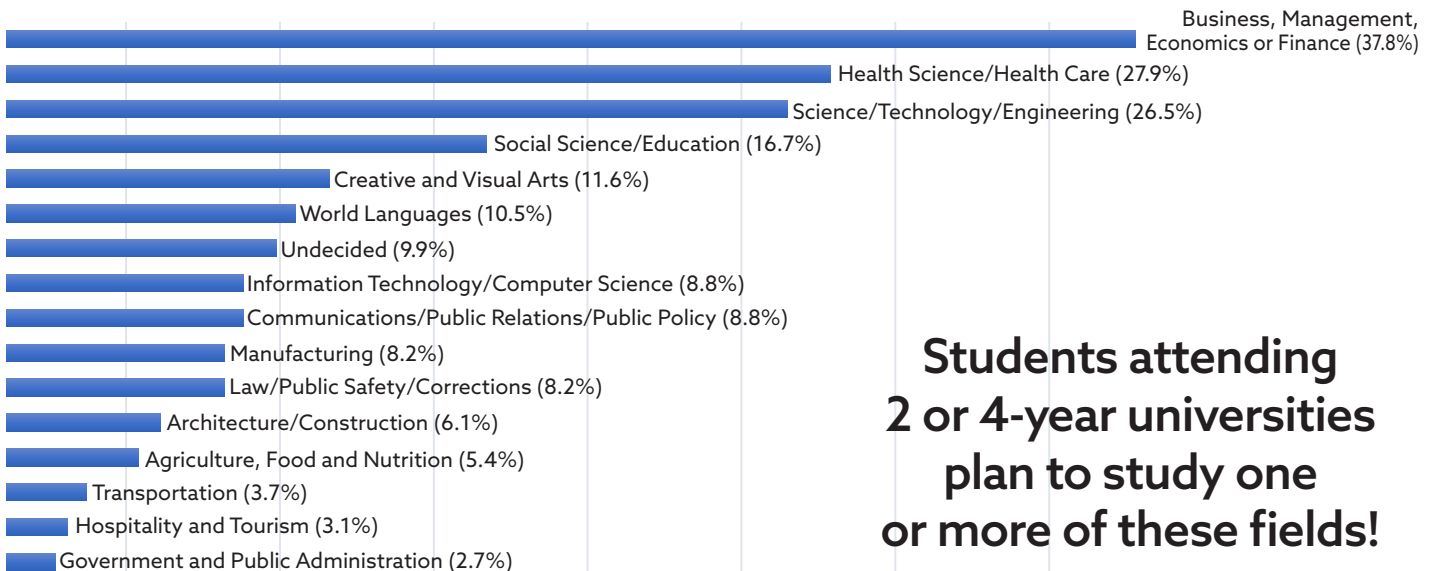
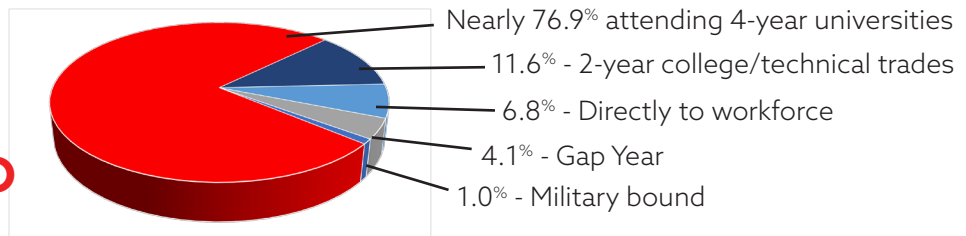
100% Of students participated in Academic Career Planning lessons

85% Of students participated in at least one Financial Literacy course

60.6% Completed college credits while in high school through Dual Enrollment, AP, and CAPP courses

* Source: Wisconsin Department of Public Instruction

WHERE ARROWHEAD GRADUATES GO



Students attending 2 or 4-year universities plan to study one or more of these fields!

Arrowhead Global Experience

The Global Experience at Arrowhead High School supports students who are interested in preparing for their roles as citizens in an ever-changing global society. This academic experience aims to help students become globally competent by practicing these skills across a variety of subject areas:

- investigate themes of global significance
- recognize one's own perspective and gain perspectives from others
- communicate with a number of different audiences far and near
- take action on issues of global significance in an effort to improve our world

Arrowhead's Global Experience is enhanced by the opportunity to earn the Certificate of Global Competence (CGC) awarded to graduating seniors who have fulfilled all WI Department of Public Instruction (DPI) requirements:

- Four years in one World Language
- Eight cultural literacy reflections (at least four books among them)
- Active participation in and reflection on at least four globally focused activities/co-curricular groups at Arrowhead
- Enrollment in the Global Capstone and Global Seminar courses, along with additional credits in other relevant courses
- Twenty hours in globally-themed community service projects (during Global Capstone)
- A grade of B- (80%) or higher is required in all Global Pathway Courses



During the 2022-2023, eight seniors were awarded the Certificate of Global Competence.

Congratulations to Grace Bonk, Onesti Eckholm-Dean, Allie Farris, Anne Kredell, Sophia Markowski, Kate Sprinkman, Megan Truax, and Courtney Weston

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 130 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**

HOSA and Student Senate held multiple blood drives, helping the American Red Cross to save lives locally and across the nation.



Arrowhead students volunteered time with the young and old within our community.



Multiple food drives facilitated by **Student Senate, Warhawk Interact Club, Girls Golf, Girls Ice Hockey and Girls & Boys Swim & Dive Teams**



SAVE Club collected toiletries worth hundreds of dollars for the Milwaukee Homeless Veterans Initiative



Arrowhead's Varsity Boys Golf Invitational, partnering with Erin Hills/LaBelle Golf Course, raised \$114,000 on May 23rd for the MACC fund. Since its inception, this golf invite has raised \$1.07 million dollars for the MACC fund.



ARROWHEAD PRIDE

1st Place State Championship Teams!



Boys and Girls Alpine Ski Teams are State Champions! The **Girls** defended their title from last year, while the **Boys** broke their own record for the longest consecutive wins with this 8th State Championship in a row.



Girls Tennis is the State Championship Team.



Boys Track & Field, the program's 3rd consecutive State Championship.

Girls Swim & Dive, the program's 12th State Championship.



Congratulations Arrowhead's National Scholarship Semifinalists

Grace Bonk • Jackson Brunner • M
Timothy Grouth • Candie Lin • Max
Aine Thomas

*Of just 16,000 semifinalists across
Arrowhead has seven of the*

Girls Lacrosse, the program's 11th State Championship in 16 seasons of WI high school



National Publications Name Arrowhead Among the Best!



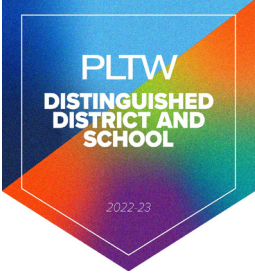
"Best High Schools in the Nation"
& "Top STEM School"
Top 2.5% in the Nation and
Top 2.8% in Wisconsin



One of
"America's Most
Challenging High Schools"



Top 10 High School
in the Milwaukee Area



PLTW Distinguished School

Arrowhead High School is proud to announce it has been recognized as a 2022-23 Project Lead The Way (PLTW) DISTINGUISHED SCHOOL. Kudos to the students and Tech Ed Department Educators! Arrowhead is one of 262 high schools across the U.S., and 16 public and private high schools in Wisconsin, to receive this honor for providing broad access to transformative learning experiences for students through PLTW's computer science, engineering, and biomedical pathways.



The Arrowhead Scholarship Fund (ASF) raised and awarded \$105,000 in scholarships this year! Thank you ASF, as well as the community members, businesses, and organizations who contributed toward the future of these 110 students.

Congressional Art Winner!

Nora Perugini won the Congressional Art Competition, the ONE for Wisconsin region! Congressman Fitzgerald was presented the artwork, *I Don't Cry Pretty*, by Nora & her family, to take back to Washington DC to be hung in the Capitol. Quite an honor!



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2023 Jerry Award Winners



Shrek the Musical

Outstanding Leading Performance

Nora Perugini (Princess Fiona)

Spirit Award - Asher Harder

Outstanding Musical

Direction, Choreography &
Lighting Design - Scott Michaels
Musical Direction - Gustavo Chaviano
Scenic Design - Nick Murel
Costume Design - Olivia Herrera
Sound Design - Matthew Pea



Mr. Kevin Lewandowski

has been awarded a 2023 Herb Kohl Teacher Fellowship Award of \$6,000 for himself and \$6,000 for the school.

ate Championship
ol lacrosse.



WSN CUP

Wisconsin Sports Network Cup Winner

Arrowhead won the Large School Division for the 13th title in 15 years!



Congratulations to the 2023 Teachers of the Year!

Mrs. Tamara Lindmair, Social Studies Dept. and **Mr. Anthony Christian**, Engineering & Manufacturing Dept. (pictured left)

Congratulations to the 2023 Support Staff Star of the Year!

The first ever Support Staff Superstar Award recipient is **Kristi Torrez**, recently retired from the Supervisor of Custodial Operations position and now helps out as a Substitute Custodian (pictured right)



Business Partnership with Arrowhead is a Win-Win

Collaboration with local business leaders is a vital component of Arrowhead High School's educational program. We engage business partners for many roles including, guest speakers, job shadowing, teacher and students mentorships, apprenticeships, career fairs, and financial donations targeted to improve our related programs. These activities make learning relevant by providing real-world, authentic feedback to students and teachers.

We are pleased and proud to partner with the Waukesha County Business Alliance, M7-Regional Economic Development Partnership, as well as DOZENS of local and regional companies. Partnerships between businesses and our Health Science, Business and Marketing, Engineering and Manufacturing, and Global Experience classes have been highly beneficial in helping students to connect what they are learning in school to future career interests.

Industry partners are invited to participate in collaborative planning meetings, with school leaders, to address curricular modifications, which reflect the rigor and wide range of employability skills needed in industry. Our local manufacturing partners provide mentorship to students who wish to participate in career-based or work-based learning experience. At the same time, those businesses are likely growing and maintaining the local workforce. A win-win for our students and your businesses!



Any local business or business leader interested in developing a partnership with Arrowhead High School may contact Sue Casetta, Director of Learning, at Casetta@arrowheadschoools.org.

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 \$190 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 declined in 2020 from \$2.88 to \$2.73 per \$1,000 of equalized property value for property tax payers; Arrowhead's Mill Rate has continued to go down each year and decreased to \$2.10 in October, 2022. Of the total \$8.5 million approved over five years, \$5.3 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 North and South Campus
- Priority 1 building envelope improvements of targeted doors/entry remodels
- Fire Alarm System complete upgrade bringing instructional facilities to code compliance
- Replace 23-year old failing wheelchair lifts in North and South Campus
- Update outdated Building Access Control System at North and South Campus
- Replace failing Water Main Shut Off Valves and install Water Main Redundancy Loop to mitigate risk of campus shutdown
- Replace failing Maintenance Facility Structure to ensure safety and security

To keep up to date on referendum projects and spending visit: [Arrowheadschoools.org/about/referendum.cfm](https://arrowheadschoools.org/about/referendum.cfm)

SE WISCONSIN REFERENDUMS PASSED SINCE 2000

District	Number of Referendums	Cumulative Funding Received to Date Debt, Nonrecurring, & Recurring Referendums	Recurring Revenue Authority, to Date (each year forever) Included in Cumulative Funding	District	Number of Referendums	Cumulative Funding Received to Date Debt, Nonrecurring, & Recurring Referendums	Recurring Revenue Authority, to Date (each year forever) Included in Cumulative Funding
Waukesha	5	\$317,200,000	4,900,000 (since 2002)	Brown Deer	5	\$55,960,000	0
Racine	11	\$195,935,000	0	Greenfield	6	\$53,520,000	0
Kenosha	6	\$162,053,000	\$2,427,000 (since 2010)	Greendale	4	\$53,415,000	0
Oconomowoc	4	\$153,000,000	0	Port Wash-Sauk.	3	\$53,025,000	0
Muskego Norway	5	\$148,685,700	\$1,156,700 (since 2003)	South Milwaukee	2	\$51,605,000	\$9,625,000 (since 2023)
Wauwatosa	1	\$124,900,000	0	St. Francis	3	\$47,100,000	0
Nicolet UHS	4	\$110,950,000	0	Maple Dale-Ind Hills	4	\$32,290,000	0
Kettle Moraine	4	\$96,667,000	\$485,000 (since 2001) \$7,000,000 (since 2023)	Cudahy	6	\$28,360,000	0
Shorewood	6	\$94,870,000	\$275,000 (since 2019)	Hartland-Lksde J3	3	\$23,009,000	\$598,000 (since 2001)
Germantown	3	\$88,100,000	0	Whitefish Bay	2	\$22,600,000	0
Milwaukee	1	\$87,000,000	\$87,000,000 (since 2023)	Whitnall	1	\$16,160,000	0
Pewaukee	4	\$85,950,000	\$450,000 (since 2002)	Glendale-Rvr Hills	4	\$15,790,000	0
Cedarburg	4	\$81,800,000	0	Nothern Ozaukee	1	\$14,950,000	0
Fox Point J2	6	\$81,655,000	0	Swallow	3	\$14,200,000	\$100,000, (since 2000)
Elmbrook	2	\$80,090,000	0	West Allis	1	\$12,000,000	0
Hamilton	4	\$78,500,000	\$1,500,000(since 2019)	Arrowhead Union HS	1	\$8,500,000	0
Franklin	3	\$76,300,000	0	New Berlin	1	\$8,500,000	0
Mukwonago	4	\$75,350,000	0	Merton Community	2	\$7,060,000	0
Mequon-Thiens.	2	\$73,900,000	0	Stone Bank	1	\$2,500,000	0
Grafton	3	\$56,530,000	0	North Lake	1	\$2,260,000	0
Menomonee Falls	3	\$56,250,000	0				

* Source: Wisconsin Department of Public Instruction

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.

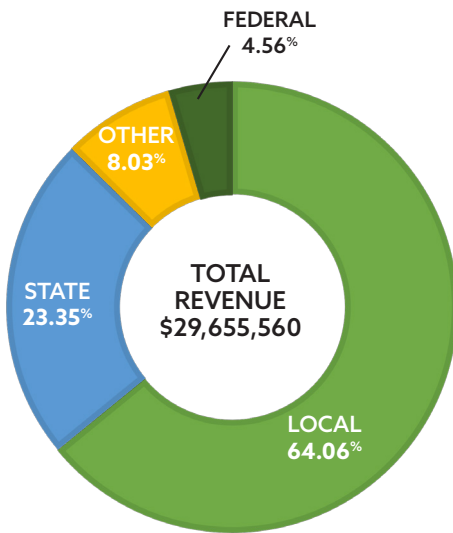
The district budget must comply with strict state and federal regulations, and the policies of the Arrowhead School Board. Arrowhead's budget receives initial approval from the school board in April/May, and then district residents in attendance at the Annual Meeting have the opportunity to provide an 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 2023-2024 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 16, 2023.

During that meeting, as well as within the financials presented in this bulletin, you will see that approximately 67% of the district budget is for personnel expenses. Essentially, all school districts spend 65-80% of their budget on personnel, as schools are service-oriented organizations.

With an inflationary salary increase of 4.0% for employees, Arrowhead's salary expenses will rise by approximately \$575,000 as compared to last school year. Changing our health insurance structure has allowed the district to avoid an initial 12% health insurance premium increase and instead employees will see a less than 2.0% increase. For employees on the high deductible plan, the district pays 88% while the employee pays 12%, and for employees on the lower deductible plan, the district pays 86% while the employee pays 14%.



2023-2024 DISTRICT GENERAL FUND AND CAPITAL EXPANSION REVENUE SOURCES

Local Sources: \$18,995,890

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: \$6,925,547

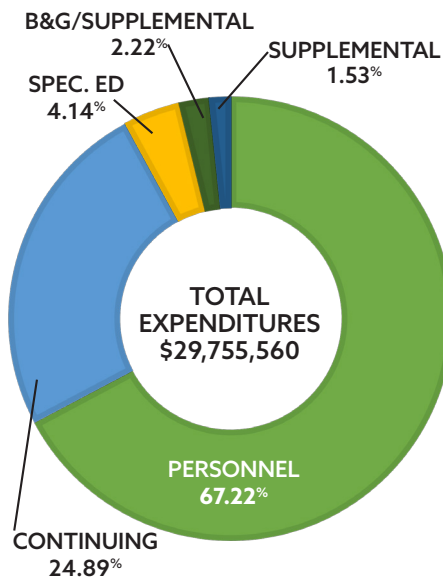
Money received through the state based on property value per student. This includes money for special education, transportation, and state equalization aid.

Other Sources: \$2,382,782

Includes donations and various fees.

Federal Sources: \$1,351,341

Includes Federal Grant monies and Medicaid revenue.



2023-2024 DISTRICT GENERAL FUND AND CAPITAL EXPENDITURES

Personnel: \$20,000,563

Wages and benefit payments for Arrowhead employees.

Continuing: \$7,406,309

Services, supplies and dues.

Special Education: \$1,232,465

Special services beyond regular education services.

Building and Grounds Supplemental: \$661,000

Capital improvement projects.

Supplemental: \$455,223

Equipment, technology and textbooks.

ARROWHEAD'S

2023-24 MILL RATE

\$2.05

\$2.05, down from \$2.10 the year before. Mill rate equals the tax impact per \$1,000 of home value. For a \$300,000 home, the tax impact is \$615, for a \$500,000 home, the tax rate impact is \$1,025.

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 (instructional staff & busing)
- Reduced and restructured 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 and sponsorships
- 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 zero dollar adjustments to the school revenue limit formula in six (6) of the past eight (8) years, 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 have been locked into higher funding. Schools like Arrowhead who were conservative spenders, have been locked into the constraints of lower funding for the last 30 years.

MAXIMUM REVENUE (taxing authority) COMPARISON Waukesha County School Districts (2022-23)

District	Max. Revenue per Student per Year	Max. Revenue per Student times # of Arrowhead Students (2,000)	Annual Difference	Five-Year Difference
Elmbrook	\$12,027	\$24,054,000	\$2,954,000	\$14,770,000
Kettle Moraine	\$11,723	\$23,446,000	\$2,346,000	\$11,730,000
New Berlin	\$11,659	\$23,318,000	\$2,218,000	\$11,090,000
Menomonee Falls	\$11,431	\$22,862,000	\$1,762,000	\$8,810,000
Hamilton	\$11,078	\$22,156,000	\$1,056,000	\$5,280,000
Pewaukee	\$10,805	\$21,610,000	\$510,000	\$2,550,000
Oconomowoc	\$10,665	\$21,330,000	\$230,000	\$1,150,000
Arrowhead UHS	\$10,550	\$21,100,000	\$0	\$0
Muskego	\$10,440	\$20,880,000	(\$220,000)	(\$1,100,000)
Waukesha	\$10,207	\$20,414,000	(\$686,000)	(\$3,430,000)
Mukwonago	\$10,016	\$20,032,000	(\$1,068,000)	(\$5,340,000)

Annually, over \$385,000 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.

NORTH CAMPUS THEATER

800 North Avenue, Hartland, WI 53029

Wednesday, August 16, 2023

7:00 p.m. - Budget Hearing • 7:30 p.m. - Annual Meeting

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 stated above.

The Annual Meeting agenda and district budget information regarding the 2023/2024 school year, as well as annual notices including the Wisconsin Accountability Report Card, are available on the district website at www.arrowheadschoools.org. Copies of these documents can also be obtained from the District Office at Arrowhead High School.

ARROWHEAD LOVES VETERANS!

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
- Veterans hosted to an Ice Cream Social by SAVE Team
- Veterans served as guest speakers during various classes
- Band ensembles raise \$1,500 at our holiday concert to donate to the Homeless Veterans Initiative of Milwaukee
- Arrowhead supported Stars & Stripes Honor Flight events
- Hundreds of letters written by Arrowhead students to veterans through Creative Writing Class and student clubs

