



Regional Report

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Public Schooling in Southeastern Wisconsin—2005

EXECUTIVE SUMMARY

Public schools in the seven counties of southeastern Wisconsin spent \$3.1 billion in 2004-2005 to employ 36,234 teachers and educate 308,936 children. Taken together, our region's K-12 public schools would be the largest employer in southeastern Wisconsin and the largest workforce developer in the region, greater even than the combined enrollment at universities, colleges and technical schools in the region.

The massive scale of K-12 public education is matched only by its contribution to the region's economic competitiveness and quality of life. The Public Policy Forum acknowledges the importance of excellent schools by publishing this annual report which includes input and outcome data for each of the 51 school districts in the seven-county region. The goal of this report is to lend transparency to these institutions while providing readers with information on schooling options.

The following are key findings

- 45% of the region's K-12 students attend schools in the largely underperforming districts of Milwaukee, Racine and Kenosha. These students risk not having the skills needed to fully participate in an economy projected to have a shortage of workers by the year 2011. Lower levels of achievement could leave employers unable to find enough skilled workers to fill vacancies left by retiring baby-boomers. Cooperative efforts to improve academic outcomes in our region's large urban school districts may be the most practical strategy to ensure that southeastern Wisconsin has a skilled and plentiful labor pool from which to draw.
- Standardized test scores reveal a public education system in southeastern Wisconsin which consistently underperforms the rest of the state across all subject areas (Table 1). This underperformance is largely due to low scores in the Milwaukee, Racine and Kenosha school districts (Table 2). These tables show how a focused effort on improving academic outcomes in our large urban districts may hold the greatest promise in reversing lower achievement scores in the region.

One Region

Table 1 ACHIEVEMENT GAP BETWEEN SOUTHEAST WISCONSIN AND THE REST OF THE STATE, 2004-05

	Reading				Math			Science		
	3rd grade	4th grade	8th grade	10th grade	4th grade	8th grade	10th grade	4th grade	8th grade	10th grade
Southeastern Wisconsin	84.4%	77.9%	79.5%	70.8%	67.9%	66.8%	65.1%	65.7%	71.4%	64.5%
Rest of State	89.1%	82.0%	85.6%	75.7%	73.1%	75.4%	73.4%	76.9%	80.5%	73.2%
Difference	-4.7%	-4.1%	-6.1%	-4.9%	-5.2%	-8.5%	-8.4%	-11.2%	-9.1%	-8.7%

Table 2 ACHIEVEMENT GAP WITHOUT MILWAUKEE, RACINE AND KENOSHA 2004-05

	Reading				Math			Science		
	3rd grade	4th grade	8th grade	10th grade	4th grade	8th grade	10th grade	4th grade	8th grade	10th grade
Southeastern Wisconsin	92.9%	87.9%	91.4%	83.1%	81.9%	83.9%	80.9%	86.4%	84.5%	80.5%
Rest of State	89.1%	82.0%	85.6%	75.7%	73.1%	75.4%	73.4%	76.9%	80.5%	73.2%
Difference	3.8%	5.9%	5.8%	7.4%	8.8%	8.5%	7.5%	9.5%	4.0%	7.3%

- Rising instruction expenditures due to higher health insurance costs coupled with falling staffing levels result in more money spent for higher pupil to teacher ratios. The data behind this trend is as follows:
 - > Per-pupil spending has increased 13.3% in southeastern Wisconsin over the last three years, due to escalating per-teacher fringe benefit costs (health insurance) which have jumped 19.4%.
 - > In the past three years, student enrollment has declined .4% for area school districts, but teacher ranks have shown larger declines, dropping from 19,495 to 18,974, or -2.7%. The end result is higher pupil to teacher ratios which have increased from 15.9 in 2001-02 to 16.3 in 2004-05.
- Southeastern Wisconsin spends \$407 per-pupil more on K-12 education than the rest of the state. This difference is driven by higher spending districts in Milwaukee, Ozaukee and Waukesha counties.
- Our region’s school districts place a heavier reliance on property taxes than the rest of the state. Property taxes make up 37.2% of our revenue mix while they make up 33.9% for the rest of the state.
- Southeastern Wisconsin fared worse than the rest of the state in all three participation measures. The region posted lower rates of attendance and higher rates of truancy and suspensions. This relative underperformance of southeastern Wisconsin is primarily due to negative impact of MPS on such measures. For example, the MPS suspension rate at 22.4% is over 17 percentage points higher the average suspension rate found in the rest of the state (4.6%).

Signs of progress

- Compared to last year’s data, attendance was incrementally higher in southeastern Wisconsin (93.0% to 93.3%) and truancy was down (17.8% to 17.4%) for the 2003-2004 school year.
- Southeastern Wisconsin was competitive on both “college preparation” measures. The region was just below the state average ACT score, 22.0 versus 22.2, but recorded a higher percentage of students passing AP exams, 10.5% versus 8.4%, for Wisconsin.
- The number of “schools identified for improvement” under the No Child Left Behind Act declined in the region from 47 to 40, with most of the reduction occurring in Milwaukee County.

One Future

A REGIONAL PERSPECTIVE ON PUBLIC EDUCATION

Although K-12 public education is largely seen as a local prerogative, an alternative view is that a quality and equitable public education system should also be a regional concern. The justification is largely economic. Because human capital is a key source of competitive advantage in a knowledge-based economy, and K-12 education is the largest “workforce developer” in this economy, it is in the interest of the entire region to produce the greatest number of high-achieving students to ensure a knowledgeable pool of workers for area employers. This regional view stresses cooperation among businesses, school districts, universities and non-profits as the key to increasing educational attainment for the region’s future workforce.

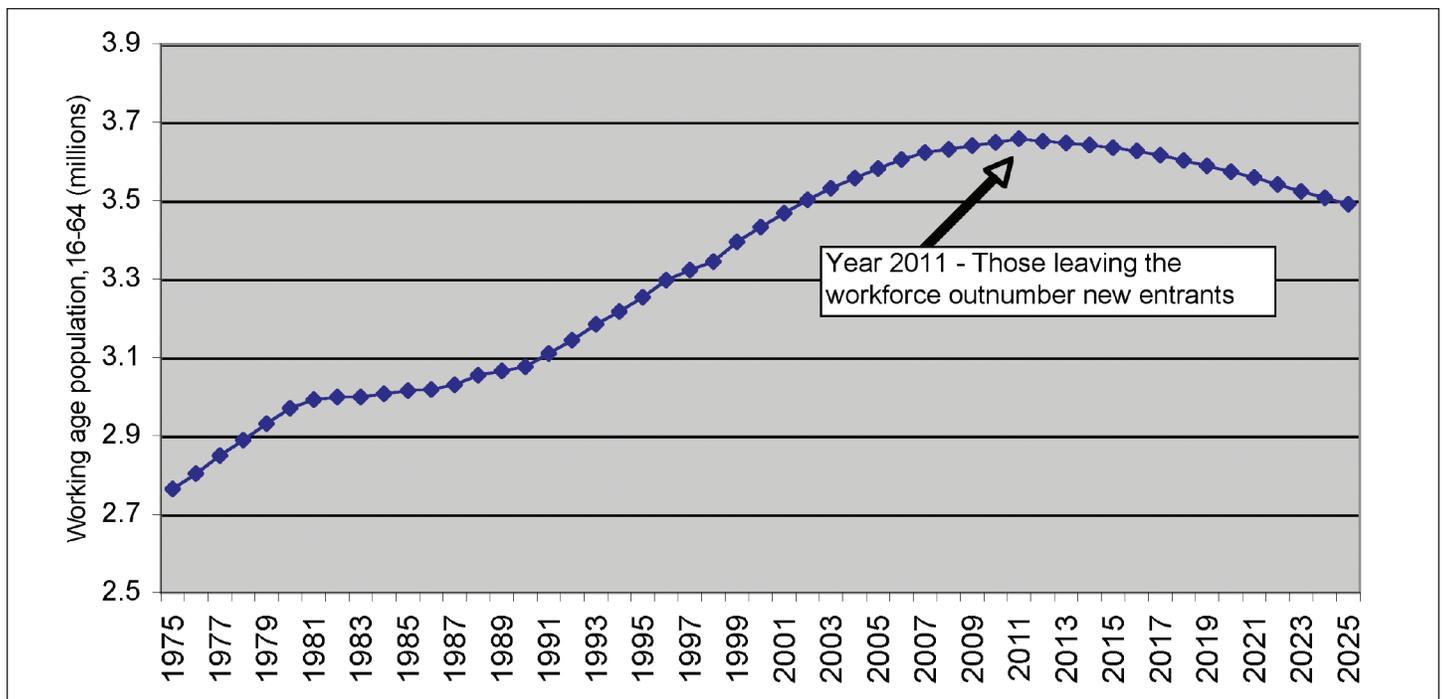
Viewing our educational assets more cooperatively may allow the Milwaukee region to better tackle “regional” problems. An example of such a problem is the looming worker shortage that Wisconsin and the Milwaukee region is predicted to face in the coming years. This shortage stems from a massive demographic shift when the baby-boom generation begins retiring at the start of the next decade - the

first “boomers” turn 65 in 2011 (Chart 1). This means that a significant burden over the next two decades will be placed on the region’s educational system to supply area employers with skilled workers to replenish their dwindling labor pools.

The projected labor supply shortage in Wisconsin is due to many factors (low birthrate, low foreign immigration rate, brain drain of recent college grads to neighboring states, etc.), but the Wisconsin Department of Workforce Development also cites “underutilized segments” of Wisconsin’s population, specifically poor and minority citizens in Milwaukee, as a major cause of the worker supply problem.¹

The concern is that if the Milwaukee region continues down its current path, the region’s workforce will not be ready when the flood of retirements occurs. Consider the region’s current U.S. Census Bureau rankings against its twelve big-city Midwestern peers in educational attainment. The region ranks last in the percentage of the population with high school degrees and fourth to last in the percentage of the population with a bachelor’s degree.

Chart 1 WISCONSIN'S LOOMING WORKFORCE SHORTAGE



Wisconsin Department of Revenue, Special Report, 2001. <http://www.dor.state.wi.us/ra/wilg0501.pdf>

One Region

Nationally, the Milwaukee region ranks 32nd out of the 50 largest US metro areas in “workforce education” as determined by a weighted measure of advanced degrees, bachelor’s degrees, or some college course work of the workforce. In this study, Minneapolis was fourth in the nation.²

The roots of our relatively low education attainment levels can be traced to the underperformance of the poor and largely minority students in southeastern Wisconsin. For example, Milwaukee, the seventh most impoverished city in the U.S. according to the U.S. Census Bureau, had a dismal graduation rate of 60.7% last year in a district that was 82.7% minority enrolled. With nearly 45% of publicly educated students in the southeastern Wisconsin attending high-poverty, high-minority districts in Milwaukee, Racine and Kenosha, more could be done in those districts to ensure a knowledge-ready future workforce for the entire region.

In summary, the concern is that our region will not be ready with the knowledge workers it needs when baby-boomer retirements accelerate. The discussion needs to shift from inter-district competition to what can be done more directly to improve underperforming districts for the benefit of the entire region.

Regional action to lift struggling students in Milwaukee, Racine and Kenosha is not an entirely new philosophy. The area has for some time recognized a need to lift up our urban school districts. Various public-private partnerships and inter-district agreements already exist and could provide the infrastructure for new cooperative efforts. New ideas for regional approaches aimed at lifting outcomes in our region’s poorest performing districts should be explored.

PART I. SCHOOL FINANCE

Revenue

Table 1.1 shows how districts in each of the counties compare with each other in revenue distribution. Comparing these percentages to last year (2003-2004), every county except for Ozaukee had a higher property tax burden and lower amounts of state aid. This continues a trend from the previous year (2002-2003) when all counties had a higher percentage of property tax revenue from the year prior. Southeastern Wisconsin has ratcheted up the percentage of revenue received from property taxes from 35.6% two years ago to 37.2% most recently.

Racine County was the most reliant on state aid; Ozaukee County the least. Milwaukee County receives the most federal aid in large part due to the presence of MPS, which collected 13.7% of its revenue from the federal government. This is up from 11.5% the previous year.

In aggregate, southeastern Wisconsin is more reliant on property taxes and federal aid to fund K-12 schools than the rest of the state. As a result, the districts in the region receive a smaller percentage of their revenue from state aid, 52.2% v. 57.4% for the rest of the state.

Table 1.2 shows per pupil revenue by county and district. As in previous years, Milwaukee County school districts budgeted to receive the most per pupil operations revenue in 2004-2005, \$10,841. Ozaukee County and Waukesha County followed with \$9,851 and \$10,251, respectively. These were the only three counties to have higher revenue than the rest of the state, which was at \$9,825. As in previous years, the most rural county, Walworth, was expected to receive the least revenue, \$9,173.

Of the 51 school districts tracked in this study, only six have lower per-pupil revenue expectations when compared to the previous year. Three are in Milwaukee County (Cudahy, Oak Creek-Franklin, and St. Francis), one in Walworth County (Elkhorn Area), and two in Waukesha County (Hamilton and Norris).

¹Terry Ludeman “Wisconsin’s Workforce: The Foundation of the Economy,” from a paper presented at the UW Economic Summit, November 2000. <http://www.wisconsin.edu/summit/archive/2000/papers/pdf/gartner.pdf>

²Metropolitan New Economy Index, Progressive Policy Institute, 2002. <http://neweconomyindex.org/metro/>

One Future

Table 1.1 2004-2005 SCHOOL DISTRICT BUDGETED REVENUE BY COUNTY

	Property Tax	State Aid	Federal Aid
Kenosha County	30.4%	60.9%	5.6%
Milwaukee County	27.4%	59.4%	10.2%
<i>MPS</i>	17.7%	67.0%	13.7%
<i>Suburban Milwaukee County</i>	47.2%	43.7%	3.0%
Ozaukee County	60.1%	32.0%	2.3%
Racine County	26.9%	63.8%	5.6%
Walworth County	51.7%	42.1%	2.1%
Washington County	45.3%	47.8%	3.3%
Waukesha County	59.5%	32.3%	2.7%
Southeastern Wisconsin	37.2%	52.2%	6.9%
Rest of State	33.9%	57.4%	4.9%

Excluding Norris, which is a small specialized school, the three highest revenue per pupil districts are Nicolet Union (\$15,121) followed by Shorewood (\$12,652) and Saint Francis (\$12,350).

Spending

Table 1.3 below breaks down spending among expenditure categories. By far, the largest consumer of revenue is instruction. In this particular category, southeastern Wisconsin has grown its distribution from 61.4% last year to 61.9% this year, matching the average for the rest of the state. Growth in the instruction allocation was offset by a reduction in the portion going to transportation, 4.5% last year to 4.3% this year, and general administration, 2.1% to 1.8%. In fact, no county in the region increased its general administration share from the previous year.

Overall, the counties are basically uniform with regard to the general distribution of their spending. The largest difference is between instruction spending in Milwaukee County – which consumes 60.7% of the budget – to instruction spending in Racine County where instruction spending takes up a 65.1% proportion. But even this difference is only 4.4 percentage points. In the regional comparison, southeastern Wisconsin matches up almost identically with the rest of state in spending distribution.

In per-pupil spending (Table 1.4), Milwaukee County again budgeted to spend the most in the region in 2004-2005, \$10,522; Walworth County the least, \$8,865. A contributing factor to Milwaukee County's higher per-pupil spending was higher instruction costs. The three districts with the highest instruction expenditures were all found in Milwaukee County. Nicolet Union (\$8,238) was the highest, followed by Shorewood (\$7,601) and St. Francis (\$7,469).

MPS showed a 5.5% spending increase over last year, outgrowing total spending in Milwaukee County, which showed a 4.7% increase. The lowest spending increase was in Waukesha County, growing just 2.1% from last year. Racine County had the fastest spending growth at 5.2% more than the previous year's levels.

Overall, southeastern Wisconsin increased its spending by 3.9% or \$381 per pupil. The driver behind this increase is instruction spending which grew 4.8% and \$286 per pupil over last year's budgeted total. Southeastern Wisconsin outspent the rest of the state in every category except general administration.

One Region

Table 1.2 2004-2005 PER PUPIL SCHOOL DISTRICT BUDGETED REVENUE

	Property Tax	State Aid	Federal Aid	Total Operations Revenue
Kenosha County	\$2,939	\$5,893	\$544	\$9,671
Central/Westosha Union	\$3,807	\$4,854	\$65	\$9,409
Kenosha	\$2,591	\$6,225	\$686	\$9,679
Wilmot Union	\$4,115	\$4,944	\$170	\$9,852
Milwaukee County	\$2,970	\$6,436	\$1,108	\$10,841
Brown Deer	\$6,432	\$3,825	\$128	\$11,633
Cudahy	\$2,795	\$7,174	\$410	\$10,879
Franklin Public	\$5,397	\$5,092	\$247	\$11,228
Greendale	\$5,962	\$4,467	\$292	\$11,684
Greenfield	\$5,501	\$4,399	\$346	\$11,268
Milwaukee	\$1,910	\$7,216	\$1,480	\$10,768
Nicolet Union	\$11,307	\$2,325	\$96	\$15,121
Oak Creek-Franklin	\$3,683	\$4,660	\$196	\$8,853
Saint Francis	\$3,139	\$6,612	\$577	\$12,350
Shorewood	\$7,473	\$3,912	\$368	\$12,652
South Milwaukee	\$2,070	\$7,041	\$422	\$9,913
Wauwatosa	\$5,498	\$4,489	\$332	\$11,036
West Allis	\$4,181	\$5,130	\$403	\$10,113
Whitefish Bay	\$6,466	\$4,010	\$686	\$11,700
Whitnall	\$5,319	\$4,229	\$209	\$10,288
Ozaukee County	\$5,921	\$3,149	\$227	\$9,851
Cedarburg	\$5,247	\$3,670	\$250	\$9,529
Grafton	\$6,034	\$3,285	\$300	\$9,985
Mequon-Thiensville	\$8,906	\$1,411	\$181	\$10,775
Northern Ozaukee	\$2,857	\$2,555	\$155	\$7,954
Port Washington-Saukville	\$3,974	\$5,300	\$252	\$9,825
Racine County	\$2,604	\$6,169	\$539	\$9,668
Burlington Area	\$2,646	\$4,964	\$84	\$8,403
Racine	\$2,462	\$6,761	\$737	\$10,144
Union Grove Union	\$3,239	\$4,632	\$124	\$9,269
Waterford Union	\$3,047	\$4,742	\$53	\$8,277
Walworth County	\$4,744	\$3,858	\$194	\$9,173
Big Foot Union	\$6,167	\$3,158	\$188	\$10,351
Delavan-Darien	\$3,284	\$4,735	\$228	\$8,437
East Troy Community	\$4,605	\$3,386	\$176	\$8,407
Elkhorn Area	\$3,412	\$4,394	\$195	\$8,287
Lake Geneva-Genoa City Union	\$5,807	\$3,370	\$170	\$9,826
Whitewater	\$3,724	\$4,816	\$219	\$8,981
Williams Bay	\$10,827	\$452	\$188	\$11,966
Washington County	\$4,234	\$4,468	\$309	\$9,339
Germantown	\$6,182	\$3,181	\$242	\$9,916
Hartford Union	\$4,661	\$4,708	\$298	\$10,063
Kewaskum	\$3,612	\$5,026	\$313	\$9,174
Slinger	\$3,327	\$4,911	\$67	\$8,742
West Bend	\$3,438	\$4,637	\$450	\$8,797
Waukesha County	\$6,103	\$3,314	\$282	\$10,251
Arrowhead Union	\$5,527	\$3,525	\$241	\$10,095
Elmbrook	\$9,013	\$1,684	\$350	\$12,011
Hamilton	\$4,853	\$4,463	\$0	\$9,556
Kettle Moraine	\$5,325	\$3,838	\$242	\$9,845
Menomonee Falls	\$6,952	\$3,098	\$345	\$11,125
Mukwonago	\$3,341	\$4,803	\$231	\$8,820
Muskego-Norway	\$4,805	\$4,400	\$251	\$9,709
New Berlin	\$9,187	\$1,512	\$262	\$11,883
Norris	\$79	\$16,572	\$2,317	\$21,067
Oconomowoc Area	\$7,132	\$1,727	\$287	\$9,405
Pewaukee	\$8,426	\$1,011	\$237	\$10,128
Waukesha	\$4,979	\$4,114	\$377	\$9,887
Southeastern Wisconsin	\$3,829	\$5,367	\$709	\$10,288
Rest of State	\$3,326	\$5,642	\$477	\$9,825

One Future

Table 1.3 2004-2005 BUDGETED SPENDING DISTRIBUTION

	Instruction	Pupil Services	Instructional Staff Services	General Administration	Building Administration	Transportation
Kenosha County	64.4%	5.8%	5.2%	1.5%	5.1%	3.0%
Milwaukee County	60.7%	4.8%	6.1%	1.9%	5.8%	4.7%
<i>MPS</i>	61.0%	4.9%	6.6%	2.0%	6.0%	5.6%
<i>Suburban Milwaukee County</i>	60.3%	4.5%	5.0%	1.8%	5.5%	2.7%
Ozaukee County	61.9%	4.7%	5.6%	1.6%	5.6%	3.9%
Racine County	65.1%	4.0%	4.1%	1.3%	5.2%	4.0%
Walworth County	60.8%	4.5%	4.2%	3.0%	5.0%	4.2%
Washington County	63.5%	4.5%	5.4%	2.1%	4.4%	4.4%
Waukesha County	62.1%	4.6%	4.6%	1.7%	5.0%	4.4%
Southeastern Wisconsin	61.9%	4.7%	5.4%	1.8%	5.4%	4.3%
Rest of State	61.9%	4.6%	5.3%	2.1%	5.1%	4.2%

Revenue and spending trends

Historical trends in school district revenue and spending are shown in Tables 1.5 and 1.6. In both instances, southeastern Wisconsin is isolated from the rest of the state. The overall trend is slightly larger increases in revenue and spending for southeastern Wisconsin over the rest of the state. These increases are on top of already higher levels of per-pupil revenue and spending in southeastern Wisconsin.

On the revenue side, the larger increase for southeastern Wisconsin is due to a higher rate of state aid and federal aid growth in the region, despite property tax revenue growing 5.5 percentage points faster in the rest of the state than in southeastern Wisconsin.

On the spending side, the larger increase for southeastern Wisconsin is primarily due to higher expenditures on instruction and instructional staff services. Transportation spending has only grown 7.6% over four years in southeastern Wisconsin, compared to 14.9% in the rest of the state.

One Region

Table 1.4 2004-2005 BUDGETED PER PUPIL SCHOOL DISTRICT OPERATIONS SPENDING

	Instruction	Pupil Services	Instructional Staff Services	General Administration	Building Administration	Transportation	Total Spending Operations
Kenosha County	\$6,165	\$551	\$501	\$145	\$484	\$289	\$9,574
Central/Westosha Union	\$5,457	\$434	\$378	\$338	\$486	\$371	\$8,989
Kenosha	\$6,350	\$583	\$541	\$48	\$521	\$272	\$9,716
Wilmot Union	\$5,751	\$475	\$387	\$520	\$279	\$317	\$9,294
Milwaukee County	\$6,392	\$501	\$639	\$202	\$613	\$490	\$10,522
Brown Deer	\$6,519	\$326	\$539	\$359	\$758	\$415	\$11,555
Cudahy	\$6,962	\$700	\$534	\$149	\$524	\$92	\$10,842
Franklin Public	\$7,008	\$549	\$225	\$237	\$589	\$433	\$11,017
Greendale	\$6,696	\$435	\$633	\$391	\$586	\$209	\$11,548
Greenfield	\$6,684	\$497	\$511	\$246	\$619	\$320	\$10,824
Milwaukee	\$6,332	\$509	\$684	\$203	\$624	\$585	\$10,382
Nicolet Union	\$8,238	\$673	\$741	\$386	\$693	\$913	\$14,893
Oak Creek-Franklin	\$5,434	\$459	\$396	\$118	\$442	\$500	\$8,737
Saint Francis	\$7,469	\$512	\$465	\$622	\$473	\$143	\$12,336
Shorewood	\$7,601	\$442	\$650	\$257	\$703	\$92	\$12,225
South Milwaukee	\$6,052	\$437	\$553	\$156	\$591	\$54	\$9,838
Wauwatosa	\$6,598	\$446	\$573	\$85	\$654	\$107	\$10,863
West Allis	\$5,932	\$387	\$523	\$116	\$574	\$229	\$9,940
Whitefish Bay	\$6,798	\$530	\$1,022	\$165	\$652	\$90	\$11,468
Whitnall	\$5,845	\$523	\$476	\$216	\$504	\$351	\$10,073
Ozaukee County	\$6,019	\$457	\$540	\$151	\$543	\$380	\$9,730
Cedarburg	\$5,734	\$471	\$643	\$208	\$395	\$327	\$9,416
Grafton	\$5,976	\$395	\$427	\$166	\$623	\$367	\$9,745
Mequon-Thiensville	\$6,850	\$572	\$348	\$106	\$629	\$521	\$10,754
Northern Ozaukee	\$4,227	\$207	\$1,327	\$163	\$564	\$292	\$7,786
Port Washington-Saukville	\$6,163	\$460	\$351	\$135	\$510	\$296	\$9,665
Racine County	\$6,210	\$378	\$391	\$121	\$499	\$382	\$9,539
Burlington Area	\$5,410	\$282	\$242	\$93	\$477	\$363	\$8,078
Racine	\$6,575	\$396	\$437	\$72	\$514	\$408	\$10,048
Union Grove Union	\$5,806	\$232	\$290	\$403	\$353	\$329	\$9,062
Waterford Union	\$5,020	\$468	\$324	\$285	\$526	\$263	\$8,222
Walworth County	\$5,392	\$403	\$377	\$268	\$447	\$371	\$8,865
Big Foot Union	\$5,777	\$504	\$640	\$961	\$0	\$381	\$9,942
Delavan-Darien	\$4,887	\$393	\$372	\$101	\$508	\$334	\$8,059
East Troy Community	\$5,536	\$462	\$256	\$150	\$378	\$355	\$8,850
Elkhorn Area	\$5,003	\$359	\$377	\$161	\$510	\$350	\$8,135
Lake Geneva-Genoa City Union	\$5,693	\$390	\$311	\$212	\$530	\$385	\$9,176
Whitewater	\$5,299	\$347	\$373	\$183	\$487	\$460	\$8,864
Williams Bay	\$6,318	\$435	\$394	\$439	\$814	\$238	\$10,838
Washington County	\$5,805	\$407	\$497	\$188	\$400	\$399	\$9,136
Germantown	\$5,744	\$423	\$557	\$98	\$420	\$644	\$9,796
Hartford Union	\$6,147	\$441	\$579	\$313	\$381	\$365	\$9,788
Kewaskum	\$5,284	\$322	\$333	\$286	\$386	\$484	\$8,659
Slinger	\$5,706	\$452	\$474	\$126	\$438	\$381	\$8,671
West Bend	\$5,778	\$379	\$462	\$141	\$393	\$277	\$8,639
Waukesha County	\$6,228	\$459	\$457	\$174	\$500	\$442	\$10,025
Arrowhead Union	\$6,065	\$366	\$593	\$469	\$300	\$329	\$9,772
Elmbrook	\$7,443	\$589	\$647	\$171	\$391	\$479	\$11,830
Hamilton	\$5,615	\$411	\$370	\$202	\$463	\$419	\$9,330
Kettle Moraine	\$6,040	\$429	\$363	\$110	\$473	\$524	\$9,651
Menomonee Falls	\$6,354	\$529	\$445	\$178	\$594	\$556	\$10,778
Mukwonago	\$5,87	\$415	\$518	\$61	\$521	\$485	\$8,846
Muskego-Norway	\$5,855	\$430	\$514	\$176	\$537	\$461	\$9,553
New Berlin	\$6,572	\$295	\$503	\$218	\$809	\$527	\$11,546
Norris	\$11,921	\$2,407	\$362	\$1,536	\$0	\$0	\$21,237
Oconomowoc Area	\$5,607	\$427	\$243	\$127	\$441	\$397	\$8,996
Pewaukee	\$5,775	\$459	\$520	\$200	\$462	\$372	\$9,722
Waukesha	\$6,275	\$526	\$350	\$74	\$545	\$398	\$9,714
Southeastern Wisconsin	\$6,220	\$473	\$541	\$184	\$544	\$436	\$10,042
Rest of State	\$5,965	\$448	\$507	\$198	\$496	\$404	\$9,634

One Future

Table 1.5 PERCENTAGE CHANGE IN REVENUE, 2000-01 TO 2004-05

	Property Tax	State Aid	Federal Aid	Total Operations Revenue
Southeastern Wisconsin	20.4%	11.3%	63.9%	18.1%
Rest Of State	25.9%	9.1%	56.0%	16.6%

Table 1.6 PERCENTAGE CHANGE IN SPENDING, 2000-01 TO 2004-05

	Instruction	Pupil Services	Instructional Staff Services	General Administration	Building Administration	Transportation	Total Operations Spending
Southeastern Wisconsin	17.6%	18.3%	24.1%	8.6%	14.9%	7.6%	17.0%
Rest of State	14.2%	20.1%	13.7%	11.6%	16.4%	14.9%	15.7%

Enrollment trends

Table 1.7 shows current student enrollment and historical growth trends for area districts. Enrollment has decreased in southeastern Wisconsin over the last four years (-0.6%) but not to the extent that it has in the rest of the state (-2.7%). The one-year enrollment trend is also negative for the rest of the state (-0.5%) but southeastern Wisconsin actually has added 195 students over the past year for a 0.1% increase.

Although the general enrollment trend is negative, there is one district in particular that has had a large increase in students. By far the largest absolute gainer is Kenosha, which added 1,543 students in the past four years. Kenosha is now the second most heavily enrolled

school district in Southeastern Wisconsin, overtaking Racine last year and showing an even larger total than Racine this year (21,186 versus 20,689). The largest enrollment increase in percentage terms was Lake Geneva-Genoa City Union with an 8.2% increase.

The large enrollment increase in Kenosha, however, was the exception as more school districts in the region posted either small increases or declines in student enrollment. Milwaukee (-4,714), Racine (-470), and Wauwatosa (-416), posted the three largest absolute enrollment losses. Milwaukee County saw the largest decrease in student enrollment (-5,703) and Kenosha County showed the largest increase (+1,745).

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Table 1.7 2004-05 STUDENT ENROLLMENT WITH ONE-YEAR AND FOUR-YEAR HISTORICAL TRENDS

	2004-05 Sept FTE	Rank	One-Year Change	Four-Year Change
Kenosha County	28,306		1.5%	6.6%
Central/Westosha Union	3,277	26	0.7%	6.2%
Kenosha	21,186	2	1.6%	7.9%
Wilmot Union	3,843	20	1.7%	0.3%
Milwaukee County	143,383		-1.1%	-3.8%
Brown Deer	1,569	47	-0.5%	3.5%
Cudahy	2,630	35	0.3%	-6.7%
Franklin Public	3,663	22	2.0%	3.8%
Greendale	2,060	40	0.8%	1.1%
Greenfield	2,897	30	-3.3%	-2.8%
Milwaukee	97,030	1	-1.6%	-4.6%
Nicolet Union	3,295	25	-0.6%	-4.9%
Oak Creek-Franklin	5,214	10	4.3%	8.1%
Saint Francis	1,018	49	-2.6%	-14.5%
Shorewood	1,725	45	-2.2%	-10.2%
South Milwaukee	3,222	27	-0.5%	-2.4%
Wauwatosa	5,918	9	-1.2%	-6.6%
West Allis-West Milwaukee	8,305	5	-0.8%	-3.5%
Whitefish Bay	2,551	36	0.4%	0.9%
Whitnall	2,287	37	-0.9%	-0.5%
Ozaukee County	13,001		1.0%	3.5%
Cedarburg	2,981	29	0.2%	3.2%
Grafton	2,011	41	1.4%	-1.0%
Mequon-Thiensville	3,857	19	-2.6%	-5.0%
Northern Ozaukee	1,478	48	11.2%	62.6%
Port Washington-Saukville	2,674	32	1.8%	0.0%
Racine County	29,667		0.3%	-0.1%
Burlington Area	3,650	23	1.0%	3.6%
Racine	20,689	3	-0.2%	-2.2%
Union Grove Union	2,178	38	2.3%	5.9%
Waterford Union	3,150	28	2.0%	7.0%
Walworth County	15,085		0.5%	1.8%
Big Foot Union	1,772	44	1.7%	5.1%
Delavan-Darien	2,645	34	-2.3%	-2.3%
East Troy Community	1,707	46	2.3%	-1.0%
Elkhorn Area	2,651	33	6.8%	4.7%
Lake Geneva-Genoa City Union	3,841	21	-0.6%	8.2%
Whitewater	1,970	42	-3.7%	-5.3%
Williams Bay	499	50	-0.2%	-7.1%
Washington County	19,754		0.2%	0.1%
Germantown	3,555	24	-0.8%	-2.8%
Hartford Union	4,859	12	0.2%	2.4%
Kewaskum	1,930	43	0.4%	-1.6%
Slinger	2,716	31	-0.1%	-1.1%
West Bend	6,694	7	0.8%	1.1%
Waukesha County	59,741		1.0%	2.3%
Arrowhead Union	6,383	8	0.1%	5.5%
Elmbrook	6,954	6	-0.6%	-1.1%
Hamilton	4,003	18	2.0%	4.5%
Kettle Moraine	4,296	15	0.3%	1.1%
Menomonee Falls	4,157	17	2.7%	5.7%
Mukwonago	5,027	11	1.0%	0.1%
Muskego-Norway	4,796	13	2.7%	5.1%
New Berlin	4,545	14	-0.1%	-0.4%
Norris	63	51	10.5%	-12.5%
Oconomowoc Area	4,284	16	0.8%	2.9%
Pewaukee	2,169	39	1.8%	2.6%
Waukesha	13,064	4	1.3%	2.1%
Southeastern Wisconsin	308,936		0.1%	-0.6%
Rest of State	546,422		-0.4%	-2.7%

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PART II. STUDENT PARTICIPATION

The **attendance rate** is a measure of all students' attendance in a school period and is expressed as a percentage – actual days of attendance by all students divided by the total possible days of attendance.

- Whitefish Bay became number one in attendance in the region, with a rate of 97.5%, after being ranked 6th last year.
- MPS had the worst attendance rate at 88.6%. Last year's number one, Greendale, fell to being ranked 16th this year.
- Waukesha, Washington, and Ozaukee counties had the three highest school attendance rates in the seven-county region.

The **truancy rate** is the percentage of students that are absent from school without an acceptable excuse for part or all of five or more days in a semester. These students are defined as “habitual truants” by the Department of Public Instruction.

- MPS had the highest habitual truancy rate at 45.4%. Kenosha was next with a truancy rate of 18.6%.
- The Slinger School District had no students that were habitual truants.

The **suspension rate** is calculated by dividing the number of students suspended by the total Pre-Kindergarten through 12th grade enrollment of the school district or county. Suspension is an administrative move that temporarily excludes a student from school.

- Milwaukee was ranked highest with a suspension rate of 22.4%. This is up from 20.2% in 2000-01.
- The Mequon-Thiensville school district ranked lowest with a suspension rate of 1.3%.
- Southeastern Wisconsin suspension rate was 10.9%, nearly matching the 10.6% rate recorded for the region in 2000-01. The 2003-04 suspension rate for the seven-county area more than doubles the 4.6% average suspension rate for the rest of the state.

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Table 2.1 2003-2004 STUDENT PARTICIPATION MEASURES

	Attendance Rate	Rank	Truancy Rate	Rank	Suspension Rate	Rank
Kenosha County	93.0%		14.4%		11.0%	
Central/Westosha Union	94.9%	41	1.9%	27	4.4%	23
Kenosha	92.4%	49	18.6%	2	12.6%	3
Wilmot Union	94.5%	45	1.9%	28	7.7%	10
Milwaukee County	91.1%		30.3%		16.6%	
Brown Deer**	95.9%	23	16.2%	4	8.1%	8
Cudahy	95.9%	20	6.6%	10	9.7%	6
Franklin	96.3%	12	1.7%	30	4.7%	20
Greendale	96.0%	10	0.4%	45	3.1%	32
Greenfield	95.3%	37	2.2%	23	6.9%	12
Milwaukee	88.6%	51	45.4%	1	22.4%	1
Nicolet Union	95.8%	27	0.8%	38	3.9%	27
Oak Creek-Franklin	95.9%	22	3.3%	17	5.9%	14
Saint Francis	94.5%	43	15.8%	5	10.1%	5
Shorewood	95.9%	26	2.0%	25	3.1%	34
South Milwaukee	95.6%	32	3.7%	16	6.5%	13
Wauwatosa	95.6%	33	3.1%	19	5.3%	17
West Allis-West Milwaukee	94.9%	42	1.9%	29	7.8%	9
Whitefish Bay	97.5%	1	0.5%	44	2.5%	45
Whitnall	96.4%	8	0.2%	49	2.5%	44
Ozaukee County	96.1%		1.0%		2.5%	
Cedarburg	96.7%	4	0.3%	48	2.6%	41
Grafton	96.0%	17	1.0%	36	3.1%	33
Mequon-Thiensville	96.1%	15	1.2%	33	1.3%	51
Northern Ozaukee	95.0%	40	1.0%	35	2.3%	46
Port Washington-Saukville	96.2%	14	1.2%	32	4.0%	25
Racine County	94.6%		14.6%		9.6%	
Burlington Area	94.5%	44	10.6%	8	2.3%	47
Racine	94.3%	47	18.1%	3	12.0%	4
Union Grove Union	96.4%	9	4.8%	12	5.8%	15
Waterford Union	95.7%	31	2.0%	24	4.6%	21
Walworth County	95.1%		5.1%		5.6%	
Big Foot Union	95.3%	36	1.9%	26	3.4%	29
Delavan-Darien	94.3%	46	15.0%	6	9.2%	7
East Troy Community	94.2%	48	0.7%	40	3.2%	31
Elkhorn Area	95.8%	28	0.6%	76	2.9%	35
Lake Geneva-Genoa City Union	95.1%	38	4.3%	13	7.0%	11
Whitewater	95.5%	34	6.4%	11	5.8%	16
Williams Bay	95.1%	39	2.6%	21	5.1%	18
Washington County	96.1%		2.8%		3.4%	
Germantown	96.0%	18	2.2%	22	3.8%	28
Hartford Union	95.9%	21	4.2%	14	5.0%	19
Kewaskum	95.8%	29	3.9%	15	3.9%	26
Slinger	96.8%	3	0.0%	51	2.3%	49
West Bend	95.9%	19	3.0%	20	2.5%	43
Waukesha County	96.2%		1.4%		3.1%	
Arrowhead Union	96.5%	6	0.2%	50	2.3%	48
Elmbrook	95.9%	25	0.6%	43	2.8%	37
Hamilton	95.9%	24	3.1%	18	2.7%	38
Kettle Moraine	96.4%	7	0.7%	39	1.9%	50
Menomonee Falls	96.6%	5	1.5%	31	3.3%	30
Mukwonago	95.5%	35	0.4%	46	4.4%	22
Muskego-Norway	96.9%	2	1.0%	37	2.5%	42
New Berlin	96.3%	10	0.6%	42	2.9%	36
Norris	89.8%	50	11.3%	7	12.7%	2
Oconomowoc	96.3%	11	7.8%	9	2.6%	40
Pewaukee	95.8%	30	0.3%	47	2.6%	39
Waukesha	96.2%	13	1.1%	34	4.1%	24
Southeastern Wisconsin	93.3%		17.4%		10.9%	
Rest of State	95.3%		5.0%		4.6%	

**Truancy statistics for Brown Deer are not accurate. DPI and Brown Deer officials are currently working to resolve the issue.

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PART III. STUDENT PERFORMANCE

This year's student performance data are displayed by discipline – reading, math, and science. This was done to isolate trends by subject area. What emerges is a picture of southeastern Wisconsin that not only is behind in every subject area and at every grade level, but particularly behind in math and science. In most cases, science was the worst category for area students. For example, the region was found to be 11.2 percentage points below the “rest of state” average for 8th grade science proficiency.

Two tests are analyzed in this section. The Wisconsin Reading Comprehension Test (WRCT) is administered to 3rd graders in all state public schools every year. The Wisconsin Knowledge and Concept Exam (WKCE) is administered to public school students in the 4th, 8th, and 10th grades, focusing on reading, language arts, mathematics, science, and social studies. On both tests students are ranked according to five proficiency levels: advanced, proficient, basic, minimal performance, and pre-requisite skill. The following charts show the percent of students who tested at or above proficient in each subject area.

WRCT and WKCE reading results – key statistics

- The highest aggregate proficiency scores are found in 3rd grade reading, both on statewide and regional levels. The scores are higher than any other subject matter or any other grade level. The concern is that reading proficiency generally decreases as grade level increases, from 84.4% in 3rd grade to 70.8% in 10th grade in southeastern Wisconsin. This trend holds for the rest of Wisconsin as well.
- 10 school districts in southeastern Wisconsin fall below the 82.0% 4th grade proficiency reading average found in the rest of the state: West Allis (81.7%), Lake Geneva-Genoa City Union (79.2%), Brown Deer (78.9%), Kenosha (78.8%), Wilmot Union (77.9%), Saint Francis (77.8%), Williams Bay (77.4%), Racine (73%), Delavan-Darien (72.3%), and Milwaukee (60.9%).
- The Mequon-Thiensville school district ranked first in the region this year after being ranked 12th last year in 8th grade reading proficiency – 97.5% this year vs. 92% last year.
- Average reading proficiency for 8th graders in the rest of the state was 85.6%, or 6.1 percentage points higher than the average for southeastern Wisconsin.
- 10th grade reading scores are much lower on average statewide compared to reading scores for 3rd, 4th and 8th graders. Could this drop-off in reading proficiency be tied to the lower math and science results also found at the 10th grade level?

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Table 3.1 PERCENTAGE OF 3RD, 4TH, 8TH AND 10TH GRADE READING AT OR ABOVE PROFICIENT, 2004-2005 (WRCT & WKCE)

	3rd Grade Reading	Rank	4th Grade Reading	Rank	8th Grade Reading	Rank	10th Grade Reading	Rank
Kenosha County								
Central/Westosha Union	90.3%	36	83.1%	39	91.6%	27	69.7%	47
Kenosha	81.4%	47	78.8%	44	78.7%	47	70.9%	46
Wilmot Union	87.3%	41	77.3%	47	88.3%	42	83.5%	22
Milwaukee County								
Brown Deer	89.9%	38	78.9%	43	85.5%	44	75.6%	40
Cudahy	88.5%	40	83.9%	37	81.1%	46	77.4%	38
Franklin	94.6%	20	92.1%	10	94.7%	9	84.0%	20
Greendale	96.3%	11	87.2%	27	93.3%	19	88.9%	9
Greenfield	93.8%	27	83.9%	36	89.6%	37	75.5%	41
Milwaukee	70.6%	50	60.9%	50	57.9%	50	43.2%	50
Nicolet Union	93.8%	27	91.6%	13	92.9%	20	90.1%	6
Oak Creek-Franklin	91.9%	32	85.9%	31	91.3%	29	82.7%	28
Saint Francis	81.8%	46	77.8%	45	88.7%	39	67.7%	48
Shorewood	91.7%	34	91.7%	12	92.1%	24	90.9%	4
South Milwaukee	86.6%	43	86.6%	30	84.9%	45	73.7%	43
Wauwatosa	93.8%	25	88.9%	20	92.1%	23	82.7%	27
West Allis-West Milwaukee	90.0%	37	81.7%	41	87.3%	43	77.9%	36
Whitefish Bay	93.3%	30	94.5%	4	96.7%	3	92.4%	2
Whitnall	91.1%	35	90.6%	16	91.0%	31	83.3%	24
Ozaukee County								
Cedarburg	95.9%	14	91.3%	15	93.7%	13	85.4%	16
Grafton	97.2%	5	94.9%	3	90.0%	35	88.3%	11
Mequon-Thiensville	97.1%	6	96.1%	2	97.5%	1	86.4%	15
Northern Ozaukee	95.6%	15	85.7%	32	90.4%	33	83.6%	21
Port Washington-Sauville	97.3%	4	84.7%	35	90.8%	32	89.0%	8
Racine County								
Burlington Area	91.7%	33	83.6%	38	89.8%	36	77.5%	37
Racine	79.5%	48	73.0%	48	69.2%	49	57.5%	49
Union Grove Union	94.8%	18	88.5%	21	93.7%	14	73.4%	44
Waterford Union	95.3%	16	92.2%	9	92.4%	22	83.5%	23
Walworth County								
Big Foot Union	84.7%	44	88.5%	22	93.5%	16	76.5%	39
Delavan-Darien	79.1%	49	72.3%	49	72.0%	48	71.3%	45
East Troy Community	99.2%	1	90.1%	17	93.5%	16	80.3%	33
Elkhorn Area	89.8%	39	89.2%	19	95.7%	5	77.9%	35
Lake Geneva-Genoa City Union	93.8%	24	79.2%	42	91.2%	30	74.1%	42
Whitewater	82.6%	45	84.9%	33	93.6%	15	80.7%	32
Williams Bay	96.4%	10	77.4%	46	94.7%	8	90.2%	5
Washington County								
Germantown	95.1%	17	96.6%	1	97.5%	2	83.0%	25
Hartford Union	94.6%	19	89.3%	18	91.6%	26	84.3%	19
Kewaskum	93.8%	26	82.1%	40	94.9%	7	82.8%	26
Slinger	97.1%	7	91.8%	11	95.7%	6	92.6%	1
West Bend	93.5%	29	84.9%	34	88.6%	40	85.3%	17
Waukesha County								
Arrowhead Union	98.0%	2	92.5%	8	93.9%	11	87.9%	14
Elmbrook	96.2%	12	91.3%	14	95.9%	4	91.9%	3
Hamilton	94.3%	22	87.3%	26	92.9%	21	84.7%	18
Kettle Moraine	94.4%	21	87.4%	25	93.5%	18	89.5%	7
Menomonee Falls	94.0%	23	86.6%	29	88.3%	41	81.2%	30
Mukwonago	96.9%	9	93.5%	5	94.6%	10	88.0%	13
Muskego-Norway	97.0%	8	92.6%	7	93.8%	12	88.3%	10
New Berlin	96.0%	13	92.9%	6	90.4%	34	88.2%	12
Oconomowoc Area	92.7%	31	88.4%	23	91.4%	28	82.3%	29
Pewaukee	97.5%	3	87.5%	24	91.9%	25	79.1%	34
Waukesha	87.1%	42	87.0%	28	88.7%	38	80.8%	31
Southeastern Wisconsin	84.4%		77.9%		79.5%		70.8%	
Rest of State	89.1%		82.0%		85.6%		75.7%	
Difference	-4.7%		-4.1%		-6.1%		-4.9%	

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WKCE math results – key statistics

- Southeastern Wisconsin is behind the rest of the state in math proficiency at every grade level. The widest disparity occurs at the 8th grade level where students in our region score an average of 8.5 percentage points below their peers outside the seven-county area.
- MPS is the major drain on math proficiency averages in the region, averaging 45%, 35% and 29.2% at or above proficient for 4th, 8th and 10th grades respectively.
- The Mequon-Thiensville and Elmbrook school districts ranked in the top 5 for math proficiency for 4th, 8th and 10th grades.
- Shorewood, Arrowhead Union and Kettle Moraine ranked in the top 10 for math proficiency for 4th, 8th and 10th grades.
- Brown Deer, MPS, Kenosha, Racine and Delavan-Darien ranked in the bottom 10 for math proficiency for 4th, 8th and 10th grades

WKCE science results – key statistics

- In southeastern Wisconsin, there are more students scoring at or above proficient in science than math in 4th grade, but the reverse is true for both 8th and 10th grades. In all grades, reading proficiency rates are higher than science and math.
- The region is more out of step with the rest of the state in science than in reading or math. Southeastern Wisconsin is as much as 11.2 percentage points below the performance of its peers from outside the region in 8th grade science.
- Slinger, Mukwonago and Cedarburg were the only districts to rank in the top 10 in science proficiency for the three grades tested.
- South Milwaukee, Delavan-Darien, MPS, Kenosha and Racine were the 5 districts that consistently scored in the bottom 10 in science proficiency for the three grades tested.
- Much like reading and math scores, science scores consistently decline from the early grades to the latter grades.

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Table 3.2 PERCENTAGE OF 4TH, 8TH AND 10TH GRADE STUDENTS AT OR ABOVE PROFICIENT FOR MATH, 2004-2005 (WKCE)

	4th Grade Math	Rank	8th Grade Math	Rank	10th Grade Math	Rank
Kenosha County						
Central/Westosha Union	80.4%	27	78.9%	38	66.9%	46
Kenosha	67.3%	46	69.6%	46	64.6%	48
Wilmot Union	70.6%	44	78.4%	39	73.3%	41
Milwaukee County						
Brown Deer	62.4%	47	74.0%	43	65.0%	47
Cudahy	76.8%	34	63.2%	47	68.4%	43
Franklin	84.5%	17	86.5%	20	81.9%	21
Greendale	82.0%	24	90.8%	7	89.9%	3
Greenfield	76.2%	36	84.9%	27	76.2%	34
Milwaukee	45.0%	50	35.0%	50	29.2%	50
Nicolet Union	87.2%	14	88.4%	13	86.4%	12
Oak Creek-Franklin	80.1%	29	85.6%	23	79.6%	30
Saint Francis	69.1%	45	88.7%	12	68.4%	43
Shorewood	89.7%	8	89.6%	9	87.2%	8
South Milwaukee	73.1%	40	81.5%	35	73.4%	40
Wauwatosa	83.7%	18	86.2%	21	79.2%	31
West Allis-West Milwaukee	77.0%	32	74.6%	42	69.5%	42
Whitefish Bay	87.3%	13	94.9%	2	87.6%	6
Whitnall	85.6%	16	84.6%	28	80.5%	26
Ozaukee County						
Cedarburg	88.5%	10	88.3%	14	84.0%	17
Grafton	94.0%	2	86.0%	22	82.1%	18
Mequon-Thiensville	93.5%	3	96.2%	1	88.3%	4
Northern Ozaukee	74.5%	38	80.8%	36	82.0%	20
Port Washington-Sauville	82.8%	21	87.6%	15	86.8%	10
Racine County						
Burlington Area	74.9%	37	77.4%	40	77.5%	33
Racine	58.1%	49	53.5%	48	50.8%	49
Union Grove Union	83.1%	19	83.2%	31	75.0%	36
Waterford Union	80.3%	28	83.6%	30	82.0%	19
Walworth County						
Big Foot Union	76.9%	33	91.1%	5	74.3%	38
Delavan-Darien	61.0%	48	53.2%	49	67.8%	45
East Troy Community	76.5%	35	83.9%	29	81.7%	22
Elkhorn Area	82.4%	23	86.7%	19	75.4%	35
Lake Geneva-Genoa City Union	72.2%	41	72.4%	45	73.8%	39
Whitewater	73.8%	39	81.6%	34	74.7%	37
Williams Bay	71.0%	43	86.8%	17	80.5%	25
Washington County						
Germantown	96.2%	1	85.1%	25	80.4%	27
Hartford Union	83.0%	20	82.6%	33	81.6%	23
Kewaskum	81.3%	26	79.4%	37	86.1%	13
Slinger	91.1%	6	88.9%	11	87.0%	9
West Bend	78.1%	31	75.2%	41	84.5%	16
Waukesha County						
Arrowhead Union	90.6%	7	90.8%	6	87.6%	5
Elmbrook	91.3%	5	94.2%	3	90.6%	1
Hamilton	82.5%	22	90.7%	8	86.0%	14
Kettle Moraine	88.7%	9	91.9%	4	87.5%	7
Menomonee Falls	81.8%	25	72.5%	44	80.2%	29
Mukwonago	87.6%	11	87.1%	16	86.5%	11
Muskego-Norway	86.8%	15	89.1%	10	85.8%	15
New Berlin	92.2%	4	85.1%	26	90.3%	2
Oconomowoc Area	78.9%	30	85.5%	24	81.1%	24
Pewaukee	87.5%	12	86.7%	18	80.4%	28
Waukesha	71.5%	42	82.6%	32	77.7%	32
Southeastern Wisconsin	67.9%		66.8%		65.1%	
Rest of State	73.1%		75.4%		73.4%	
Difference	-5.2%		-8.5%		-8.4%	

One Future

Table 3.3 PERCENTAGE OF 4TH, 8TH AND 10TH GRADE STUDENTS AT OR ABOVE PROFICIENT FOR SCIENCE, 2004-2005 (WKCE)

	4th Grade Science	Rank	8th Grade Science	Rank	10th Grade Science	Rank
Kenosha County						
Central/Westosha Union	80.8%	38	80.6%	39	74.3%	38
Kenosha	69.5%	46	64.0%	47	64.1%	47
Wilmot Union	76.5%	44	83.5%	33	69.9%	43
Milwaukee County						
Brown Deer	67.9%	48	82.4%	35	63.8%	48
Cudahy	90.3%	13	75.1%	44	71.6%	41
Franklin	92.9%	6	87.2%	19	81.6%	22
Greendale	92.5%	8	87.7%	18	84.3%	13
Greenfield	79.8%	41	83.5%	34	72.3%	40
Milwaukee	46.5%	50	31.3%	50	27.8%	50
Nicolet Union	85.0%	32	83.8%	30	82.2%	21
Oak Creek-Franklin	88.7%	21	84.8%	29	75.1%	35
Saint Francis	70.4%	45	74.2%	45	74.4%	37
Shorewood	89.0%	20	87.2%	20	86.6%	8
South Milwaukee	78.0%	43	79.4%	41	70.3%	42
Wauwatosa	84.4%	33	86.0%	23	83.3%	19
West Allis-West Milwaukee	80.3%	40	71.3%	46	72.7%	39
Whitefish Bay	90.1%	15	92.1%	3	88.0%	5
Whitnall	89.9%	16	89.6%	9	84.2%	14
Ozaukee County						
Cedarburg	92.9%	5	91.2%	6	88.9%	4
Grafton	95.7%	2	89.3%	11	91.4%	1
Mequon-Thiensville	91.3%	12	93.4%	1	87.6%	6
Northern Ozaukee	86.7%	29	84.9%	28	80.3%	25
Port Washington-Saukville	87.1%	27	83.8%	32	89.5%	3
Racine County						
Burlington Area	81.2%	37	82.3%	36	67.5%	46
Racine	63.1%	49	52.3%	49	52.7%	49
Union Grove Union	85.8%	30	85.8%	24	68.8%	44
Waterford Union	89.6%	18	85.7%	26	81.6%	23
Walworth County						
Big Foot Union	88.5%	23	88.7%	14	75.7%	33
Delavan-Darien	68.8%	47	62.9%	48	67.8%	45
East Troy Community	92.6%	7	87.1%	21	78.9%	29
Elkhorn Area	88.6%	22	91.0%	7	74.9%	36
Lake Geneva-Genoa City Union	81.2%	36	76.3%	43	76.3%	32
Whitewater	78.6%	42	81.6%	38	77.3%	31
Williams Bay	87.1%	28	92.1%	2	75.6%	34
Washington County						
Germantown	97.0%	1	91.3%	5	79.8%	27
Hartford Union	87.3%	26	85.8%	25	84.7%	12
Kewaskum	89.3%	19	89.0%	13	83.4%	18
Slinger	95.6%	3	90.6%	8	87.0%	7
West Bend	83.2%	34	76.7%	42	80.7%	24
Waukesha County						
Arrowhead Union	92.0%	10	88.0%	16	86.4%	10
Elmbrook	90.3%	14	91.5%	4	89.7%	2
Hamilton	88.3%	24	87.7%	17	83.7%	17
Kettle Moraine	92.2%	9	89.1%	12	84.1%	15
Menomonee Falls	80.8%	39	80.5%	40	78.3%	30
Mukwonago	93.5%	4	89.5%	10	86.5%	9
Muskego-Norway	89.7%	17	88.5%	15	83.0%	20
New Berlin	91.4%	11	85.1%	27	83.8%	16
Oconomowoc Area	85.3%	31	86.6%	22	79.6%	28
Pewaukee	88.2%	25	83.8%	31	85.0%	11
Waukesha	82.1%	35	81.9%	37	80.0%	26
Southeastern Wisconsin	71.4%		65.7%		64.5%	
Rest of State	80.5%		76.9%		73.2%	
Difference	-9.1%		-11.2%		-8.7%	

One Region

No Child Left Behind

One encouraging indicator is the reduction in the number of schools identified under “No Child Left Behind” as in need of improvement. Individual schools that are on the list for four years in a row must take specific corrective actions to improve test scores. An explanation of “schools identified for improvement” follows, and is taken directly from the Wisconsin Department of Public Instruction website.³

“The federal No Child Left Behind Act of 2001 (NCLB) requires the annual review of school performance to

determine “adequate yearly progress” (AYP) for each school. The AYP in Wisconsin is based on four objectives: test participation, graduation rate at the secondary level or attendance rate for elementary and middle levels, and achieving a designated proficiency rate on two academic indicators – Reading and Mathematics. A school not making AYP for two consecutive years in one or more of the listed objectives is identified as a school identified for improvement (SIFI) based on all of the school’s tested grades.”

Table 3.4 NUMBER OF SCHOOLS IDENTIFIED FOR IMPROVEMENT

	2002-03	2003-04	2004-05
Kenosha School District	2	3	2
Milwaukee School District	55	43	37
Racine School District	2	1	1
Southeastern Wisconsin	59	47	40

College preparation

According to the DPI, the ACT is a standardized test used to measure knowledge, understanding, and skills acquired during the K-12 educational experience in english, mathematics, reading, and science reasoning. The test is optional and the maximum score is 36.

ACT results – key statistics

- The top five districts in ACT composite scores from 2002-2003 remained the same in 2003-2004 and in the same order: Whitefish Bay, Mequon-Thiensville, Shorewood, Nicolet, and Elmbrook.
- MPS’ remained 50th and its average composite score on the ACT test was 18.1, same as the previous year.
- Brown Deer was ranked 22nd in average composite score last year and is now ranked 46th.

The Advanced Placement (AP) exam offers high school students a chance to earn college credit. AP exams are offered in a variety of subjects. The measure used in the following table, “AP exams as percent of enrollment,” simply divides the number of AP exams passed by the total enrollment (12th grade).

AP exam – key statistics

- Whitefish Bay, which ranked first with the highest average ACT score, also ranked first in the percentage of AP exams passed as a percentage of enrollment, 42.6%. This was even higher than last year’s 35.4%.
- Greendale, Nicolet Union, Shorewood, Whitefish Bay, Mequon-Thiensville, Arrowhead Union, and Elmbrook were in the top ten in both ACT scores and AP exam passing rates.
- As a region, there was a 10.5% passing rate for AP exams as a percentage of enrollment, 2.9 percentage points higher than last year
- The region is 2.1 percentage points higher than the rest of the state in the AP exam measure, thus making it one of the only “performance” measures in which the region outperforms the rest of the state.
- Mirroring last year’s results, Saint Francis ranked last in the region in AP exams passed as a percentage of enrollment, 0.4%.

³Wisconsin Department of Public Instruction website, retrieved on October 20th, 2005. Retrieved at http://www.dpi.state.wi.us/oea/acct_difi_sifi_tmln05.html

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Table 3.5 2003-2004 COLLEGE PREPARATION INDICATORS

	ACT Composite Average Score	Rank	AP exams passed as % of enrollment	Rank
Kenosha County				
Central/Westosha Union	22.1	30	16.2%	12
Kenosha	21.2	45	5.0%	41
Wilmot Union	21.1	47	4.0%	46
Milwaukee County				
Brown Deer	21.1	46	14.2%	19
Cudahy	21.6	38	4.5%	43
Franklin	22.7	19	9.5%	27
Greendale	24.2	6	26.3%	9
Greenfield	21.5	40	11.3%	25
Milwaukee	18.1	50	1.7%	49
Nicolet Union	24.4	4	30.8%	7
Oak Creek-Franklin	21.5	41	16.2%	13
Saint Francis	20.3	49	0.4%	50
Shorewood	24.9	3	33.2%	4
South Milwaukee	21.7	35	6.3%	38
Wauwatosa	23.6	10	13.6%	22
West Allis-West Milwaukee	22.2	27	14.1%	20
Whitefish Bay	25.7	1	42.6%	1
Whitnall	22.0	33	8.5%	29
Ozaukee County				
Cedarburg	23.5	11	30.1%	8
Grafton	22.8	18	32.5%	6
Mequon-Thiensville	25.4	2	36.5%	2
Northern Ozaukee	22.8	17	7.6%	32
Port Washington-Saukville	23.7	8	14.7%	17
Racine County				
Burlington Area	21.9	34	8.4%	30
Racine	21.6	37	2.7%	48
Union Grove Union	21.7	36	6.2%	40
Waterford Union	22.9	16	6.5%	37
Walworth County				
Big Foot Union	21.3	44	6.9%	35
Delavan-Darien	21.0	48	6.7%	36
East Troy Community	22.7	21	2.9%	47
Elkhorn Area	21.4	43	15.3%	15
Lake Geneva-Genoa City Union	21.5	39	8.4%	31
Whitewater	21.4	42	11.4%	24
Williams Bay	22.0	32	7.0%	34
Washington County				
Germantown	23.7	9	14.3%	21
Hartford Union	22.6	22	9.6%	26
Kewaskum	22.1	31	4.4%	45
Slinger	23.0	15	16.0%	14
West Bend	22.7	20	14.3%	18
Waukesha County				
Arrowhead Union	23.8	7	35.3%	3
Elmbrook	24.3	5	24.9%	10
Hamilton	22.1	29	4.5%	44
Kettle Moraine	23.4	12	14.8%	16
Menomonee Falls	22.5	25	4.7%	42
Mukwonago	23.4	13	19.5%	11
Muskego-Norway	22.6	24	8.5%	28
New Berlin	23.3	14	32.7%	5
Oconomowoc Area	22.2	28	7.5%	33
Pewaukee	22.6	23	6.2%	39
Waukesha	22.2	26	12.1%	23
Southeastern Wisconsin Average	22.0		10.5%	
State Average	22.2		8.4%	

One Region

PART IV. STAFFING

For the first time since the 2002 public schooling report, the Public Policy Forum has analyzed staffing trends in southeastern Wisconsin. Tables must be read with caution because the information supplied by the Department of Public Instruction relies on data supplied by the individual school districts. Salary data are approximate because of some conflicts in reporting by the districts.

Pupil to teacher ratios – key statistics

The pupil to teacher ratio is a measure of instructional support – in theory, the lower the ratio of pupils to teachers, the better. In 2004-05, southeastern Wisconsin's ratio was 16.3 which represents an increase from three years prior when the region had a ratio of 15.4. The rest of the state showed a similar increase from three years prior, 14.0 to 15.5.

- The smallest ratio could be found in Kenosha County, largely because of the Kenosha School District's 14.7 ratio and corresponding 39th ranking.
- Hartford Union (20.9), Arrowhead Union (18.6), and Williams Bay (17.8) reported the three highest ratios in the region.
- Ozaukee County had the highest ratio (17.8) of all seven counties. Interestingly, and somewhat counterintuitive, the county also had the second highest level of spending on instruction (Table 1.4)
- In 2001-2002 Milwaukee County had the highest pupil to teacher ratio at 15.8. It now has the 3rd smallest ratio in the region at 16.1 pupils per teacher.

Teacher experience – key statistics

Table 4.1 displays the average number of years that a teacher has taught, either in their current district (local experience), or in any district (total experience).

- Experience levels among teachers in southeastern Wisconsin are lower on average than in the rest of the state.
 - > Average local experience (years spent teaching in the same school district) was 11.3 years for area teachers versus 12.6 years for teachers in the rest of the state.
 - > Average total experience (years spent teaching) was 13 years for area teachers versus 15.1 for teachers in the rest of the state.
- The most experienced teachers, in local and total years, were those in Waukesha county where the average teacher has spent 13.3 years teaching locally and 16 years overall.
- Mukwonago (18.3 years), Shorewood (18.3 years) and Muskego-Norway (17.4) had the three highest teacher experience levels in the region.
- MPS (10), Williams Bay (10.6) and Racine (10.7) had the lowest levels of full-time teacher experience.

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Table 4.1 2004-2005 PUPIL/TEACHER RATIO AND TEACHER EXPERIENCE

	Pupil/Teacher Ratio	Rank	Average Local Experience	Rank	Average Total Experience	Rank
Kenosha County	15.1		10.4		12.1	
Central/Westosha Union	16.5	24	10.6	39	12.2	44
Kenosha	14.7	39	10.4	40	11.9	47
Wilmot Union	16.0	29	10.0	44	12.9	41
Milwaukee County	16.1		10.4		11.7	
Brown Deer	13.7	46	8.9	50	13.6	38
Cudahy	14.8	38	14.3	5	16.2	11
Franklin Public	15.3	34	12.3	26	15.2	22
Greendale	15.7	32	13.4	14	15.7	16
Greenfield	14.8	37	12.4	25	14.5	32
Milwaukee	16.8	20	9.5	47	10.0	51
Nicolet Union	13.7	48	12.6	22	16.6	6
Oak Creek-Franklin	16.3	27	11.9	33	14.1	36
Saint Francis	12.4	50	12.8	20	14.6	31
Shorewood	13.6	49	13.1	18	17.5	2
South Milwaukee	15.3	33	11.7	36	15.0	25
Wauwatosa	14.0	43	11.3	38	14.1	37
West Allis	14.7	40	11.9	32	14.3	35
Whitefish Bay	13.9	44	10.4	42	13.3	40
Whitnall	16.6	23	13.8	11	16.0	13
Ozaukee County	17.8		13.1		15.8	
Cedarburg	17.6	6	14.0	9	16.6	7
Grafton	15.8	31	13.4	13	14.7	30
Mequon-Thiensville	17.0	17	11.8	34	15.1	23
Northern Ozaukee	15.3	35	12.0	31	14.5	33
Port Washington-Saukville	17.5	8	14.2	6	17.3	4
Racine County	16.9		10.9		11.7	
Burlington Area	17.4	9	13.8	10	15.8	15
Racine	16.8	19	10.4	41	10.7	49
Union Grove Union	15.9	30	12.0	30	14.8	29
Waterford Union	17.7	5	9.8	46	11.6	48
Walworth County	15.5		10.9		13.6	
Big Foot Union	13.7	45	9.2	48	12.1	45
Delavan-Darien	16.1	28	11.3	37	13.4	39
East Troy Community	17.6	7	12.5	24	15.4	20
Elkhorn Area	16.9	18	12.5	23	14.9	28
Lake Geneva-Genoa City Union	13.7	47	9.1	49	12.1	46
Whitewater	16.3	26	13.7	12	16.5	10
Williams Bay	17.8	3	8.1	51	10.6	50
Washington County	17.4		13.2		15.3	
Germantown	15.3	36	12.3	28	14.4	34
Hartford Union	20.9	1	14.3	4	16.6	8
Kewaskum	17.2	12	13.3	16	15.6	18
Slinger	16.7	22	13.4	15	15.3	21
West Bend	16.8	21	13.1	19	15.0	27
Waukesha County	16.7		13.3		16.0	
Arrowhead Union	18.6	2	12.3	27	16.0	12
Elmbrook	14.5	42	12.2	29	15.7	17
Hamilton	17.4	11	12.7	21	15.0	26
Kettle Moraine	17.7	4	14.5	3	16.5	9
Menomonee Falls	14.5	41	9.9	45	12.5	43
Mukwonago	17.0	16	15.8	1	18.3	1
Muskego-Norway	17.1	15	14.2	7	17.4	3
New Berlin	16.3	25	14.6	2	17.2	5
Norris	5.7	51	10.1	43	12.5	42
Oconomowoc Area	17.4	10	13.2	17	15.6	19
Pewaukee	17.1	14	11.7	35	15.0	24
Waukesha	17.2	13	14.1	8	15.9	14
Southeastern Wisconsin	16.3		11.3		13.0	
Rest of State	15.5		12.6		15.1	

One Region

Teacher compensation – key statistics

- Teacher compensation increased in southeastern Wisconsin due to a rather dramatic increase in fringe benefit costs (19.4% increase). The rest of the state also showed a large increase in benefit costs, growing at 26.6% over just 3 years. These increases were likely driven by higher health insurance costs.
- Average fringe costs are higher in southeastern Wisconsin than in the rest of the state, \$21,858 versus \$19,281. This is likely due to higher costs for health insurance.
- Teachers from outside southeastern Wisconsin (\$44,600) get paid more than those inside the seven county region (\$44,245). This is largely due to the presence of MPS, which – with an average of \$35,086 in base pay – lowers the region’s average salary.
- Ozaukee County teachers were the highest paid teachers in the region this year (\$74,791) much as they were three years ago when they made the most in the region (\$69,159).

Table 4.2 HISTORICAL TRENDS IN TEACHER COMPENSATION

	2001-02	2004-05	Change
Teacher pay			
Southeastern Wisconsin	\$44,139	\$44,245	0.2%
Rest of State	\$41,164	\$44,600	8.3%
Teacher fringe benefits			
Southeastern Wisconsin	\$18,308	\$21,858	19.4%
Rest of State	\$15,230	\$19,281	26.6%

CONCLUSION

In the coming years, southeastern Wisconsin faces many challenges. Foremost among them is developing the necessary resources to compete in a new global economy. Whether producing manufactured goods, caring for our elderly, or creating software, workers will need basic competency in core subject areas like reading, math, and science.

In each core subject area, students in southeastern Wisconsin have lower test scores than their peers in the rest of the state. Closing this gap will require new thinking in how to raise achievement in the largest and most deficient districts like Milwaukee, Racine and Kenosha. Policy will likely need to be more cooperative in nature and more regional in scope to ensure that future workforce pools are not depleted, but instead filled with capable workers.

DATA SOURCES AND DEFINITIONS

Most school data in this report come from information supplied by individual districts to the Wisconsin Department of Public Instruction (DPI). Although these are

the best measures available, the results may differ according to the manner in which each district reports them.

Union districts: To compare districts which serve K-12 with those which serve only K-8 and union high school districts, statistics for UHS districts and K-8 districts that send their students to those union high schools are aggregated to form artificial K-12 districts. Some K-8 districts feed their students into more than one high school; in those cases, the feeder district is included in its primary high school district.

Norris: Waukesha County’s Norris district is an alternative boarding school district for at-risk students. That and the district’s lack of any real property tax base explain its relatively low test scores and why a large share of its revenue comes from the state.

For data on your particular school, visit the Wisconsin Department of Public Instruction’s WINSS website at <http://data.dpi.state.wi.us/data/selschool.asp>

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Table 4.3 2004-2005 AVERAGE TEACHER COMPENSATION BY DISTRICT

	Average Salary	Rank	Average Fringe	Rank	Average Total Compensation	Rank
Kenosha County	\$46,187		\$22,276		\$68,463	
Central/Westosha Union	\$44,875	40	\$22,976	19	\$67,851	34
Kenosha	\$46,656	31	\$22,087	31	\$68,743	28
Wilmot Union	\$44,457	43	\$22,827	20	\$67,284	35
Milwaukee County	\$39,983		\$21,662		\$61,645	
Brown Deer	\$47,248	27	\$21,271	37	\$68,519	31
Cudahy	\$51,050	13	\$24,677	3	\$75,727	10
Franklin Public	\$49,674	17	\$23,322	17	\$72,995	15
Greendale	\$55,247	3	\$22,533	26	\$77,779	5
Greenfield	\$48,403	21	\$23,265	18	\$71,668	20
Milwaukee	\$35,086	51	\$21,413	36	\$56,499	50
Nicolet Union	\$52,503	8	\$24,522	4	\$77,025	7
Oak Creek-Franklin	\$48,360	22	\$21,239	38	\$69,599	25
Saint Francis	\$47,433	25	\$18,892	47	\$66,325	40
Shorewood	\$54,519	4	\$23,489	13	\$78,008	4
South Milwaukee	\$52,176	9	\$22,645	22	\$74,820	13
Wauwatosa	\$46,013	32	\$19,441	45	\$65,453	42
West Allis	\$45,932	33	\$22,630	23	\$68,562	30
Whitefish Bay	\$48,347	23	\$20,759	43	\$69,105	27
Whitnall	\$49,302	19	\$21,074	40	\$70,376	23
Ozaukee County	\$50,601		\$24,190		\$74,791	
Cedarburg	\$45,420	36	\$23,692	11	\$69,113	26
Grafton	\$47,143	28	\$25,136	2	\$72,280	17
Mequon-Thiensville	\$53,828	6	\$25,193	1	\$79,021	3
Northern Ozaukee	\$42,864	45	\$21,721	35	\$64,586	43
Port Washington-Saukville	\$57,200	1	\$23,349	16	\$80,549	2
Racine County	\$44,773		\$18,852		\$63,625	
Burlington Area	\$47,310	26	\$23,459	15	\$70,770	21
Racine	\$44,735	42	\$17,396	50	\$62,131	47
Union Grove Union	\$45,374	37	\$21,087	39	\$66,461	38
Waterford Union	\$41,590	47	\$21,770	34	\$63,360	45
Walworth County	\$43,805		\$21,507		\$65,312	
Big Foot Union	\$39,549	49	\$20,792	42	\$60,341	49
Delavan-Darien	\$44,739	41	\$22,133	30	\$66,872	37
East Troy Community	\$46,707	30	\$21,917	33	\$68,624	29
Elkhorn Area	\$47,584	24	\$22,176	29	\$69,761	24
Lake Geneva-Genoa City Union	\$41,870	46	\$20,942	41	\$62,812	46
Whitewater	\$44,903	39	\$22,064	32	\$66,967	36
Williams Bay	\$41,313	48	\$19,208	46	\$60,521	48
Washington County	\$47,771		\$22,974		\$70,744	
Germantown	\$45,880	34	\$22,287	27	\$68,167	33
Hartford Union	\$44,943	38	\$23,510	12	\$68,453	32
Kewaskum	\$43,829	44	\$22,562	24	\$66,391	39
Slinger	\$49,913	16	\$22,273	28	\$72,186	18
West Bend	\$50,758	14	\$23,466	14	\$74,224	14
Waukesha County	\$51,283		\$22,864		\$74,147	
Arrowhead Union	\$48,745	20	\$23,711	10	\$72,457	16
Elmbrook	\$54,348	5	\$22,753	21	\$77,101	6
Hamilton	\$49,550	18	\$22,534	25	\$72,084	19
Kettle Moraine	\$51,596	10	\$23,990	9	\$75,586	11
Menomonee Falls	\$45,550	35	\$20,128	44	\$65,678	41
Mukwonago	\$51,382	12	\$24,360	8	\$75,743	9
Muskego-Norway	\$57,060	2	\$24,433	6	\$81,493	1
New Berlin	\$52,666	7	\$18,102	48	\$70,768	22
Norris	\$38,672	50	\$15,199	51	\$53,871	51
Oconomowoc Area	\$50,636	15	\$24,476	5	\$75,112	12
Pewaukee	\$46,709	29	\$17,543	49	\$64,252	44
Waukesha	\$51,553	11	\$24,391	7	\$75,945	8
Southeastern Wisconsin	\$44,245		\$21,858		\$66,103	
Rest of State	\$44,600		\$19,281		\$63,881	

SOUTHEASTERN WISCONSIN SCHOOL DISTRICT DIRECTORY

School District	Superintendent	Telephone	Address	City	Zip	Web Address
Kenosha County						
Brighton	Laurie Wright	262-878-2191	1200 248th Ave.	Kansasville	53139	www.brighton.k12.wi.us
Bristol	Gale Ryczek	262-857-2334	20121 83rd St.	Bristol	53104	www.bristol.k12.wi.us
Central/Westosha	Douglas E. Potter	262-843-2321	PO Box 38	Salem	53168	www.westosha.k12.wi.us
Kenosha	R. Scott Pierce	262-653-6300	3600 52nd St.	Kenosha	53144	www.kusd.edu
Paris	Tom Slowinski	262-859-2350	1901 176th Ave.	Kenosha	53144	www.paris.k12.wi.us
Randall	Steven Bloom	262-877-3314	37101 87th St.	Bassett	53101	www.randall.k12.wi.us
Salem	David R. Milz	262-843-2356	8828 Antioch Rd.	Salem	53168	www.salem.k12.wi.us
Silver Lake	Frank Miller	262-889-4384	300 Prosser St.	Silver Lake	53170	www.riverview.k12.wi.us
Trevor Grade	George Steffen	262-862-2356	26325 Wilmot Rd.	Trevor	53179	www.trevor.k12.wi.us
Twin Lakes	Rebecca J. Vail	262-877-2148	1218 Wilmot Ave.	Twin Lakes	53181	www.twinlakes.k12.wi.us
Wheatland	Paul Zavada	262-537-2216	6606 368th Ave.	Burlington	53105	www.wheatland.k12.wi.us
Wilmot Grade	Deborah Kerr	262-862-6461	10720 Fox River Rd.	Wilmot	53192	www.wilmotgs.k12.wi.us
Wilmot High	William W. Heitman	262-862-9006	11112 308th Ave.	Wilmot	53192	www.wilmothighschool.com
Milwaukee County						
Brown Deer	Bruce Connolly	414-371-6758	8200 N. 60th St.	Brown Deer	53223	www.bdsd.k12.wi.us
Cudahy	James Heiden	414-294-7403	2915 E. Ramsey Ave.	Cudahy	53110	www.cudahy.k12.wi.us
Fox Point-Bayside	Gary W. Petersen	414-247-4167	7300 N. Lombardy Rd.	Milwaukee	53217	www.foxbay.k12.wi.us
Franklin	Bill Szakacs	414-529-8220	8255 W. Forest Hill Ave.	Franklin	53132	www.franklin.k12.wi.us
Glendale-River Hills	Frances B. Smith	414-351-7170	2600 W. Mill Rd.	Glendale	53209	www.glendale.k12.wi.us
Greendale	William H. Hughes	414-423-2700	5900 S. 51st St.	Greendale	53129	www.greendale.k12.wi.us
Greenfield	Louis Birchbauer	414-529-9090	8500 W. Chapman Ave.	Greenfield	53228	www.greenfield.k12.wi.us
Maple Dale-Indian Hill	Frances B. Smith	414-351-7170	2600 W. Mill Rd.	Glendale	53209	www.mapledale.k12.wi.us
Milwaukee	William G. Andrekopoulos	414-475-8393	5225 W. Vliet St.	Milwaukee	53208	www.milwaukee.k12.wi.us
Nicolet High School	Elliott Moeser	414-351-1700	6701 N. Jean Nicolet Rd.	Glendale	53217	www.nicolet.k12.wi.us
Oak Creek-Franklin	Sara Larsen	414-768-5880	7630 S. 10th St.	Oak Creek	53154	www.oakcreek.k12.wi.us
Saint Francis	Ronda S. Ewald	414-747-3900	4225 S. Lake Dr.	Saint Francis	53235	www.stfrancisssd.org
Shorewood	Blane K. McCann	414-963-6901	1701 E. Capitol Dr.	Shorewood	53211	www.shorewoodschoools.org
South Milwaukee	David Ewald	414-766-5000	901 15th Ave	So. Milwaukee	53172	www.sdsd.k12.wi.us
Wauwatosa	Phillip Ertl	414-773-1000	12121 W. North Ave.	Wauwatosa	53226	www.cms2.wauwatosa.k12.wi.us
West Allis	Kurt Wachholz	414-604-3000	9333 W. Lincoln Ave.	West Allis	53227	www.wawm.k12.wi.us
Whitefish Bay	James Rickabaugh	414-963-3901	1200 E. Fairmount Ave.	Whitefish Bay	53217	www.wfbschools.com
Whitnall	Karen Petric	414-525-8400	5000 S. 116th St.	Greenfield	53228	www.whitnall.com
Ozaukee County						
Cedarburg	Daryl Herrick	262-376-6100	W68 N611 Evergreen Blvd.	Cedarburg	53012	www.cedarburg.k12.wi.us
Grafton	Jeffrey M. Pechura	262-376-5400	1900 Washington St.	Grafton	53024	www.grafton.k12.wi.us
Mequon-Thiensville	Robert J. Slotterback	262-238-8500	5000 W. Mequon Rd.	Mequon	53092	www.mtsd.k12.wi.us
Northern Ozaukee	William R. Harbron	262-692-2489	401 Highland Dr.	Fredonia	53021	www.nosd.edu
Port Wash.-Saukville	Michael R. Weber	262-268-6000	100 W. Monroe St.	Port Washington	53074	www.pwssd.k12.wi.us
Racine County						
Burlington	Ronald M. Jandura	262-763-0210	100 N. Kane St.	Burlington	53105	basd.k12.wi.us
Dover	Richard Wasson	262-878-3773	4101 S. Beaumont Ave.	Kansasville	53139	www.kansasville.org
North Cape	Petra Walker	262-835-4069	11926 Highway K	Franksville	53126	
Norway	Jeff Gorn	414-425-6020	21016 Seven Mile Rd.	Franksville	53126	www.droughtschool.net
Racine	Thomas Hicks	262-635-5600	2220 Northwestern Ave.	Racine	53404	www.racine.k12.wi.us
Raymond	George Slupski	262-835-2929	2659 S. 76th St.	Franksville	53126	www.raymond.k12.wi.us
Union Grove	Gary Damaschke	262-878-2015	1745 Milldrum St.	Union Grove	53182	www.uges.k12.wi.us
Union Grove High	David M. Magar	262-878-2434	3433 S. Colony Ave.	Union Grove	53182	www.ug.k12.wi.us
Washington-Caldwell	Rick Morgan	262-662-3466	8937 Big Bend Rd.	Waterford	53185	www.washcald.com
Waterford Graded	Gwen O'Cull	262-514-8250	819 W. Main St.	Waterford	53185	www.waterford.k12.wi.us
Waterford High School	Keith Brandstetter	262-534-3189	100 Field Dr.	Waterford	53185	www.waterforduhs.k12.wi.us
Yorkville	Dave Alexander	262-878-3759	18621 Washington Ave.	Union Grove	53182	www.yorkville.elementary.k12.wi.us

One Future

SOUTHEASTERN WISCONSIN SCHOOL DISTRICT DIRECTORY

School District	Superintendent	Telephone	Address	City	Zip	Web Address
Walworth County						
Big Foot High	Daniel Burke	262-275-2116	401 Devils Lane, Box 99	Walworth	53184	www.bigfoot.k12.wi.us
Delavan-Darien	James Sorensen	262-728-2642	324 Beloit St.	Delavan	53115	www.ddschools.org
East Troy Community	Robert Spence	262-642-6710	2043 Division St.	East Troy	53120	www.easttroy.k12.wi.us
Elkhorn Area	Gregory A. Wescott	262-723-3160	3 N. Jackson St.	Elkhorn	53121	www.elkhorn.k12.wi.us
Fontana	Anthony Kujawa	262-275-6881	450 S. Main St.	Fontana	53125	www.fontana.k12.wi.us
Geneva	Craig Cook	262-248-3816	N2575 Snake Rd.	Lake Geneva	53147	
Genoa City	Bill Lehner	262-279-1051	1020 Hunter's Ridge Dr.	Genoa City	53128	
Lake Geneva	James Gottinger	262-348-1000	208 E. South St.	Lake Geneva	53147	www.lakegenevaschools.com
Lake Geneva-Genoa City High	James Gottinger	262-348-1000	208 E. South St.	Lake Geneva	53147	www.lakegenevaschools.com
Linn J4	Mary DeYoung	262-248-4067	W3490 County Road BB	Lake Geneva	53147	www.badger.k12.wi.us
Linn J6	Lillian Henderson	262-248-4120	W4094 S. Lakeshore Dr.	Lake Geneva	53147	www.linn6.k12.wi.us
Sharon	Dorothy J. Kaufmann	262-736-4477	104 E. School St.	Sharon	53585	www.sharon.k12.wi.us
Walworth	Pamela Knorr	262-275-6896	121 Beloit St. P.O. Box 220	Walworth	53184	www.walworth.k12.wi.us
Whitewater	Leslie Steinhaus	262-472-8700	419 S. Elizabeth St.	Whitewater	53190	www.wvusd.org
Williams Bay	Fred C. Vorlop	262-245-1575	500 W. Geneva St.	Williams Bay	53191	www.williamsbay.k12.wi.us
Washington County						
Erin	Sally Jo Nelson	262-673-3720	6901 Highway O	Hartford	53027	www.erinschool.org
Friess Lake	Michael Wizarde	262-628-2380	1750 Highway 164	Hubertus	53033	www.friesslakeschool.org
Germantown	Victor L. Rossetti	262-253-3900	N104 W13840 Donges Bay Rd.	Germantown	53022	www.germantown.k12.wi.us
Hartford	Mark T. Smits	262-673-3155	675 E. Rossman St.	Hartford	53027	www.hartfordjt1.k12.wi.us
Hartford Union High	Jeff Tortomasi	262-673-8950	805 Cedar St.	Hartford	53027	www.huhs.org
Herman	John Mason	920-387-3902	N6409 Highway P	Mayville	53050	www.herman.k12.wi.us
Kewaskum	Wayne P. Graczyk	262-626-8427	1455 School St.	Kewaskum	53040	www.kewaskumschools.org
Neosho	James Rice	920-625-3531	201 Center St., Box 17	Neosho	53059	www.neoshoschool.com
Richfield	Craig Baker	262-628-1032	3117 Holy Hill Rd.	Richfield	53076	www.richfield.k12.wi.us
Rubicon	Stephen King	262-673-2920	N3501 Highway P	Rubicon	53078	www.rubicon.k12.wi.us
Slinger	Robert Reynolds	262-644-9615	207 Polk St.	Slinger	53086	www.slinger.k12.wi.us
West Bend	David Shapley	262-335-5435	735 S. Main St.	West Bend	53095	www.west-bend.k12.wi.us
Waukesha County						
Arrowhead High	David E. Lodes	262-369-3611	700 North Ave.	Hartland	53029	www.arrowheadschoos.org
Elmbrook	Matthew Gibson	262-781-3030	13780 Hope St.	Brookfield	53008	www.elmbrook.k12.wi.us
Hamilton	Kathleen M. Cooke	262-246-1973	W220-N6151 Town Line	Sussex	53089	www.hamiltondist.k12.wi.us
Hartland-Lakeside	John C. Ehle	262-369-6700	800 North Shore Dr.	Hartland	53029	www.hartlake.org
Kettle Moraine	Sarah Jerome	262-968-6300	563 A.J. Allen Circle	Wales	53183	www.kmsd.edu
Lake Country	Mark Lichte	262-367-3606	1800 Vettelson Rd.	Hartland	53029	www.lcs.k12.wi.us
Menomonee Falls	Keith Marty	262-255-8440	N84 W16579 Menomonee Ave.	Menomonee Falls	53051	www.sdmf.k12.wi.us
Merton	Mark Flynn	262-538-1130	W28320 Sussex Rd.	Merton	53056	www.merton.k12.wi.us
Mukwonago	Paul A. Strobel	262-363-6300	423 N. Division St.	Mukwonago	53149	www.mukwonago.k12.wi.us
Muskego-Norway	Richard Drury	262-679-5400	S87 W18763 Woods Rd.	Muskego	53150	www.mnsd.k12.wi.us
New Berlin	James Benfield	262-789-6200	4333 S. Sunnyslope Rd.	New Berlin	53151	www.nbps.k12.wi.us
Norris	Sara Trampf	262-662-5900	W247 S10395 Center Rd.	Mukwonago	53149	www.norriscenter.org
North Lake	Paul Kreutzer	262-966-2033	N75 W31283 Hwy VV	North Lake	53064	www.nlake.k12.wi.us
Oconomowoc	Patricia Neudecker	262-560-1115	W360 N7077 Brown St.	Oconomowoc	53066	www.oasd.k12.wi.us
Pewaukee	JoAnn Sternke	262-691-2100	404 Lake St.	Pewaukee	53072	www.pewaukee.k12.wi.us
Richmond	Dennis L. Kruse	262-538-1360	N56 W26530 Richmond Rd.	Sussex	53089	www.richmond.k12.wi.us
Stone Bank	Mark Lichte	262-966-2900	N68 W33866 Hwy K	Oconomowoc	53066	www.stonebank.k12.wi.us
Swallow	Jeff Klaisner	262-367-2000	W299 N5614 Hwy E	Hartland	53029	www.swallowschool.org
Waukesha	David Schmidt	262-970-1012	222 Maple Ave.	Waukesha	53186	www.waukesha.k12.wi.us

One Future

The Public Policy Forum is facilitating creation of a shared vision action plan for regional cooperation in southeastern Wisconsin based on research and analysis. During the next three years, the Forum will encourage the region to think and act in ways that promote its long-term economic and social health, including . . .

- Developing a Southeastern Wisconsin Leadership Network;
 - Establishing priorities for regional action;
 - Making the case to citizens that regional cooperation is vital to our future;
- Benchmarking progress toward the shared vision.



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