



SPRING 2023

# DISTRICT DIGEST

Community Newsletter from the Appleton Area School District

## FEATURED IN THIS ISSUE:

Learn more about the timeline of upcoming referendum projects

Superintendent's Message

AASD alumni return as staff

Appleton Community 4K enrollment is now open!

AASD principals and administrators with their EPA ENERGY STAR Certifications. The Appleton Area School District is proud of the 20 buildings that earned EPA's ENERGY STAR® Certification. This recognition is presented to the most energy efficient buildings in the country.



## REFERENDUM TIMELINE FINALIZED

**Last November Appleton Area School District residents overwhelmingly approved both referendum questions on the ballot that will improve and innovate our facilities to benefit every student, every day.**

We're heartened by our community's support of our current and future students, and cannot wait to get started on improving and innovating our buildings to support Success for Every Student, Every Day!

Thank you to all who shared information, attended listening sessions, and offered feedback. We could not have done this without the work of our Future Needs Advisory Committee, Focus Group participants, staff, families, and community members.

This strong support directly reflects our community's commitment to high-quality public schools. Current and future students will benefit from your support. We know that when our students succeed, our community succeeds as well.



**Progress, timelines, and project updates will be shared on our district website. We encourage you to follow along to see our community's investment in action.**

The approved \$129.8 million capital referendum question will allow us to:

- Modernize our four middle schools, add capacity to allow for 6th grade to move into our middle schools, and update Science, Technology, Engineering, and Math (STEM) areas
- Build a new elementary school on District-owned property to accommodate enrollment growth on the north side of our District
- Complete individualized projects at each elementary school to create a STEM space, improve security as needed, and update available spaces
- Build additions and complete renovations at our three high schools

The approved operational referendum provides increased annual funding of \$5 million to pay for:

- STEM staffing, which will include twelve elementary teachers and four middle school paraprofessionals
- Kindergarten-2nd-grade class size reduction to reduce average class sizes from 25 to 1 to 20 to 1
- Staffing and ongoing utility, cleaning, and maintenance costs for new spaces

## STUDENT SPOTLIGHT

Michael Hahn, an Appleton East Senior, already knows where he wants to go, and how to get there. Since taking Auto Service and Personal Finance Management (PFM) courses, Michael has his career goals established, and he's ready to hit the road.



**MICHAEL HAHN**  
EAST HIGH SCHOOL

Michael says that these classes helped him narrow down his career goals. PFM, a class students take in their Junior or Senior year, develops an understanding of finances, money management, diversity of investments, and use of credit, and educates students to become better consumers and achieve personal lifestyle goals. Michael says what he learned in PFM "helped me see how the pay scale and opportunities in different careers compared to the lifestyle I want to live."

Once he had the financial side of his career determined, he combined it with his interest in automotive work, which he says started with an Auto Service course. "I learned the basics of working on cars there and I have been continuing to learn this year in my Auto Mechanics class, a dual credit course through Fox Valley Technical College."

**Read more about Michael's path on page 3 under Student Spotlight.**

## SUPERINTENDENT'S MESSAGE



Superintendent Hartjes greeted families at a recent Appleton Community 4K family engagement event at the Building for Kids.

The first semester of the 22-23 school year concluded in January, and we've had a lot to be excited about! The success of the referendum last fall was a highlight. Design work for the middle school additions and the new elementary school has already begun. The hiring process for additional staff to allow for reduced class sizes, Kindergarten through grade 2, and staff to support Science, Technology, Engineering, and Math (STEM) Kindergarten through 6th grade will begin later this spring.

Other highlights include:

- an increase in student enrollment by more than 50 students
- improvements in student attendance and academic achievement
- minimal disruption due to COVID-19

All of this success is due to our partnership with our community and families. Thank you for supporting our District through the referendum, and for supporting our students and staff every day.

Each of our schools and departments develops an annual improvement plan. During the second semester, the essential work of several staff workgroups, including important work on literacy, especially at the early elementary level, math materials adoption, STEM implementation, and student attendance will continue.

Watch this space for more success, Every Student, Every Day.

Greg Hartjes  
Superintendent of Schools

## CAREER READY

## WELCOME AASD ALMUNI!

Two AASD alumni have returned to the District as staff members this semester! We are so excited to welcome them back into our schools.

The combination of a dynamic Academic and Career Plan, and active and innovative Career Launch Studios at our high schools has been instrumental in creating awareness of diverse career opportunities for our students. In 2019, we held our first-ever "Pledge to Education" signing event, where we celebrated Seniors committed to pursuing an Education degree. We also guaranteed them a job interview after the completion of their degree.

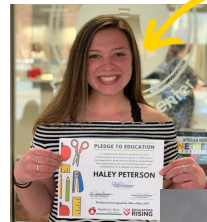
We look forward to more students learning about all the different job opportunities within education and possibly returning to join us in the AASD!

**Sor Kevin Thao, Ronald C. Dunlap Elementary School first-grade teacher, Appleton East graduate**  
Kevin recently graduated from Ripon College. He attended Franklin Elementary, Roosevelt (now known as Kaleidoscope Academy), and Appleton East.

**Haley Peterson, Appleton East High School Special Education teacher, Appleton West 2019 graduate**  
Haley attended the University of Wisconsin-Oshkosh and graduated a semester early. Haley attended Highlands Elementary, Wilson Middle, and Appleton West.

**Why did you want to teach in the AASD?** Kevin knew he wanted to teach in the AASD because that was home. "I really didn't think that I was going to get a job right off the bat once I got done with student teaching. However, I'm blessed to be working with such an amazing group of people at Ronald C. Dunlap Elementary School - Home of the Lincoln Lions."

**When did you know you wanted to teach?** Since Haley was little, she's known she wanted to teach. She decided to become a teacher because of the many positive teacher influences she had growing up, "whether it was someone in my family being an educator or one of my own teachers." She continues, saying that her "experience in school has kept my passion for teaching true to this day."



Haley Peterson,  
Appleton East  
High School  
Special Education  
Teacher



Haley at our first-ever Pledge to Education event in 2019



Sor Kevin Thao,  
Ronald C. Dunlap  
Elementary  
School first-grade  
teacher



Kevin knew he wanted to be a teacher when he was in high school. He saw and felt how his teachers at East built relationships with students. "Not only did they build relationships but they impacted many students' lives including mine, in and out of the classroom," he said. "Thank you to those teachers who helped forge a path for me. I can't thank them enough!"

**Did you do anything specific in high school to help you narrow down your career aspirations?** Haley shared the two things that really impacted her were the CTE Internship and the Cooperative Academic Partnership Program (CAPP) Intro to Teaching class. CAPP courses are a convenient and affordable way for students to earn concurrent high school and college credit through UW-Oshkosh. She said that both of those courses "allowed me to gain hands-on experiences that validated my feelings toward becoming a teacher."

**As a first-year teacher, what are you most looking forward to?** Haley is looking forward to building relationships with students and watching them grow, as well as helping them meet their goals. She says she's "grateful for AASD and all of the opportunities I've been given." As a first-year teacher, Kevin is most excited about "building relationships with my students and colleagues. I find that very important in order to be a successful educator."

**Where do you see yourself in five to ten years?** Kevin sees himself teaching in Appleton and making it his career. "I don't know the details of what's ahead of me, but I'm excited about the journey. As they say, there's no place like home." Haley hopes to still be a Special Education teacher in the AASD. She doesn't know exactly where she'll be, but she's open to working with different grade levels and departments. She hopes to gain more experience in Intellectual Disabilities and continue to make a difference in children's lives.



# STUDENT, EVERY DAY

## REFERENDUM TIMELINE

Several projects have begun the design phase with construction beginning next summer. The design and construction of all of our projects will be staggered over the next two and a half years.

	2022	2023					2024				2025		
PROJECTS	Fall/ Winter	Spring	Summmer	Fall	Winter	Spring	Summer	Fall	Winter	Spring	Summer	Fall	
MIDDLE SCHOOLS													
NEW ELEMENTARY SCHOOL													
HIGH SCHOOLS													
ELEMENTARY SCHOOLS													

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## STUDENT SPOTLIGHT CONT.

The next step was a hands-on experience, and Michael found that through the AASD Youth Apprenticeship Program. After working with YA program coordinator Aaron Wegand, Michael connected with Plexus because of his interest in mechanical engineering as it relates to vehicle manufacturing.

Michael also found a job in his field of interest with Bergstrom as an Express Lube Technician. He sees this as great experience, as it allows him to work on many different vehicles.

His plans after high school are an accumulation of experiences, skills, and knowledge he's gained over the past four years. He plans to go to the Universal Technical Institute in Illinois for their automotive repair program, with the addition of TPAT training. TPAT is the specialized training for Toyota and Lexus vehicles, and he can gain certifications for those manufacturers' specific vehicles. After graduating from UTI, Michael aims to become a Toyota master technician.

We're proud to provide Michael, and all AASD students, with real-world, interactive education using professional-level tools in advanced surroundings. Along with classes, dual credit options, and Youth Apprenticeship, our students can take advantage of opportunities through CTE Internships, Job Shadows, Mentorships, and Launch events. [Learn more at https://www.aasd.k12.wi.us/c2c](https://www.aasd.k12.wi.us/c2c)

## APPLETON COMMUNITY 4K ENROLLMENT NOW OPEN!



Appleton Community 4K enrollment for the 2023 -2024 school year is now open! To enroll, your child must be 4 years old on or before September 1st. **With many locations in Appleton, 4K is inclusive, flexible, & near you!**



Appleton Community 4K builds a lifelong love of learning by providing safe and nurturing educational environments. We focus on age-appropriate concepts and academic growth in play-based learning settings.

Learning experiences are driven by each individual child's interests and encourage creativity, curiosity, problem-solving, and exploration. Student progress is monitored and assessed in areas that include Early Literacy Development, Mathematical Thinking, and Social and Emotional Development.

In Appleton Community 4K, we're playing, learning, and growing today to lead, care, and contribute tomorrow. **We'd love to have your child join us!**

Visit [4k.aasd.k12.wi.us/our\\_school/enrollment](https://4k.aasd.k12.wi.us/our_school/enrollment) to check out our helpful instructional videos and find one of our community partners near you. We welcome you to reach out to 4K sites you're interested in learning more about. They'd love to talk to you and offer you a visit!

## WELCOMING SCHOOLS

# BOARD OF EDUCATION

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President

**Kristine M. Sauter**  
Vice President

**Deborah C. Truymen**  
Clerk

**James R. Bowman**  
Treasurer

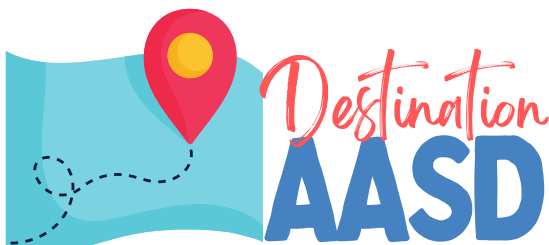
**Edward A. Ruffolo**  
Member

**James K. Bacon**  
Member and CESA 6 Delegate

**Pheng Thao**  
Member

If you have specific questions relating to board policies or action, please call the Office of the Superintendent at (920) 832-6126, write to Board of Education members at Appleton Area School District, P.O. Box 2019, Appleton, WI 54912-2019, or email [AASDBoard@aasd.k12.wi.us](mailto:AASDBoard@aasd.k12.wi.us)

*We ask for your understanding if you received this newsletter and do not live within Appleton Area School District boundaries. To be good stewards of taxpayer funds, a cost-effective bulk mailing option was used for this newsletter. It is impossible to eliminate the overlap of attendance areas without significant cost to the Appleton Area School District.*



*desti-na-tion: a place worthy of travel or an extended visit - join us!*

We're seeking **Educators** and **Support Staff** for the 2023-2024 school year. Are you interested in joining the AASD as an Educator or Support Staff? View all open positions and apply on Frontline at [www.applitrack.com/aasd/onlineapp/](http://www.applitrack.com/aasd/onlineapp/)

We're also seeking **Paraprofessionals** for immediate hire. Hours range from 10-35 hours (health benefit eligible at 30+ hours) and a high school diploma or 2-year degree is required. Paraprofessionals assist teachers in classrooms, libraries, playgrounds, and lunchrooms. They may also provide interpretation services.

## Starting Pay for Paraprofessionals

- Regular Ed: \$14.47/hour
- Special Ed with training: \$15.30/hour
- English Learner Interpreter (Hmong, Spanish, Dari/Farsi, Swahili): \$16.69/hour



131 E. Washington St.  
Suite 1A  
Appleton, WI 54911

## AASD VISION

Working together, students, families, staff, and community will ensure that each graduate is academically, socially, and emotionally prepared for success in life. Every Student, Every Day.

## AASD MISSION

To support success in life for Every Student, Every Day, we will

- Ensure a safe, healthy, and welcoming school environment for ALL
- Ensure every student is academically, socially, and emotionally successful and graduates ready for career, college, and their community
- Create and maintain strong family, community, and business partnerships to accelerate our collective impact on student success
- Align resources and operations directly to District priorities that ensure the success of all students with maximum efficiency and excellence

## JOIN THE AASD!

### Work as a Substitute in the AASD

Quality teacher, secretary, and paraprofessional substitutes are an essential part of our student's day. It takes a lot of teachers and support staff to teach over 15,000 learners, and it takes a lot of substitutes to stand in when needed.

Our substitutes enjoy a flexible schedule, a welcoming school atmosphere, competitive compensation, and rewarding work. **Have questions? Contact Substitute Services at (920) 832-6110.**

Substitute teachers need an Associate's degree or higher and need to hold a Wisconsin Educator License or attend training to obtain a permit. **We reimburse the cost of substitute training to be licensed as a substitute teacher through CESA 6 upon hire!**

### Starting Pay for Substitute Teachers

- Teacher: \$130.00/daily, \$150.00/11-19 days & \$200.00/20+ days
- Teacher with Special Ed License or AASD training: \$145.00/daily, \$165.00/11-19 days & \$215.00/20+ days

### Starting Pay for Substitute Paraprofessionals and Secretaries

- Regular Ed: \$14.00/hour or \$14.47/hour long-term rate
- Special Ed with training: \$15.00/hour or \$15.30/hour long-term rate
- English Learner Interpreter: \$15.75/hour or \$16.69/hour long-term rate
- Deaf/Hard of Hearing Interpreter: \$23.00/hour
- Secretary: \$16.00/hour or \$18.76/hour long-term rate

View all open positions and apply on Frontline at [www.applitrack.com/aasd/onlineapp/](http://www.applitrack.com/aasd/onlineapp/) or scan this QR code:



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