

# **RICE LAKE AREA SCHOOL DISTRICT**

**PI 9.06(1)**

## **Self-Evaluation of the Status of Pupil Nondiscrimination and Equality of Education Opportunity Report**

Prepared for:

Rice Lake Area School District Board of Education

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Prepared by:

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November, 2011

## **INTRODUCTION**

PI 9.06 Wisconsin Administrative Code requires school boards to evaluate the status of Pupil Nondiscrimination and Equity of Educational Opportunity in the school district at least every five years and report the results to the Department of Public Instruction. The Rice Lake Area School District last completed this process in 2006-2007. For the 2011-2012 self-evaluation, the Department of Public Instruction is requesting that districts evaluate the status of pupil nondiscrimination and equality of educational opportunity in the following three areas:

- Methods, practices, curriculum and materials used in instruction, counseling, and pupil assessment and testing (PI 9.06(1)(c) Wis. Admin. Code;
- Participation trends and patterns and school district support of athletic, extracurricular and recreational activities (PI 9.06(1)(f) Wis. Admin. Code; and
- Trends and patterns in awarding scholarships and other forms of recognition and achievement provided or administered by the school district (PI 9.06(1)(e) Wis. Admin. Code.

This self-evaluation is a tool that can be used to strengthen our commitment and efforts to foster equitable and successful schools for all students.

## **PROCESS AND PROCEDURES**

The Rice Lake Area School District elected to use the self-evaluation process established by CESA # 11. The Special Education Coordinator followed the process outlined by the CESA #11 Human Fairness/Equity consultant. An eighty-seven question survey was created by CESA #11 that encompassed the three areas, as identified above, to be self-assessed. The following groups were included with the information and data collection that was included in the survey completed by the Special Education Coordinator:

- Administration
- Athletic Director
- Elementary, Middle, and High School Guidance Counselors
- Support Staff
- District Data Technician
- Parent Liaisons
- Boys and Girls Club Program Director

In addition, the following district materials were reviewed:

- The District's student discrimination policies and procedures
- High school, middle school, and elementary handbooks
- Athletic code of conduct
- District website
- High school course selection materials

## **METHODS, PRACTICES, CURRICULUM, AND MATERIALS USED IN COUNSELING:**

- All Rice Lake School District guidance counselors have received training in the “By All, For All” Wisconsin Comprehensive School Counseling Model
- Outcome of training was development of Rice Lake Area School District School Counseling Program Manual; the high school sophomore student and parent meeting with counselors; the sophomore conference feedback procedure; collaboration with electronic portfolio development
- Career development activities provided for all K-12 students include the Elementary Career Fair; the 9<sup>th</sup>, 11<sup>th</sup>, 12<sup>th</sup> grade Career Day; Freshman Success; WISC Careers
- K-12 instructional delivery methods of the school counseling curriculum include classroom presentations, evening programs, small group, and one-on-one settings
- Parent involvement in the Rice Lake Area School District counseling program includes involvement on the District Strategic Planning Committee (documented); involvement on building level site plans (documented), ninth-grade Freshman Orientation parent meeting, tenth-grade parent/student/counselor conferences (documented), parent involvement in scheduling process at middle and high school, Quarterly newsletters sent home, some elementary post-lesson or post-unit note sent home from guidance counselor.

### **Elementary (Grades K-4)**

- Units: career awareness, decision making, diversity, drug awareness, interpersonal relationships, managing conflict, person safety, problem solving, transition
- Units are delivered in the classroom setting
- Small group interventions based on current needs
- One-on-one intervention

### **Middle School**

- 5<sup>th</sup> and 6<sup>th</sup> grade also include units in career exploration, conflict resolution (harassment/bullying)
- 8<sup>th</sup> grade units: career exploration, transition to high school
- Units co-taught in computer class and infused in all courses

### **High School:**

- Units: career and academics, post-secondary planning
- 10<sup>th</sup> grade suicide prevention and mental health in Human Growth
- 11<sup>th</sup> grade career/post-secondary planning
- 12<sup>th</sup> grade: financial aid, scholarships, post-secondary planning, career

## **PARTICIPATION TRENDS AND PATTERNS AND SCHOOL DISTRICT SUPPORT OF ATHLETIC, EXTRACURRICULAR AND RECREATIONAL ACTIVITIES**

- The School Board Policy #551 is the Equal Opportunity Policy which is located on the school district webpage
- Individual athletic team coach and organization/club advisor are encouraged to hold a parent meeting prior to the extracurricular club, organization, in which their child may be participating
- There is no method for documenting parent meetings for athletics
- Students/parents interested in starting a new activity begin the process by discussing the idea with the building administrator. The building administrator presents to the Curriculum Committee and then to the full school board for approval
- There is no current process for collecting or analyzing the data based on handicap, limited English proficiency, academic disadvantage, economic disadvantage for students participating in school sponsored, extra-curricular club, organization, activity and/or recreational program

### **Elementary:**

- Lights On After School Program through the partnership with the Boys and Girls Club
- Lincoln site:
  - 215 members
    - 60% female; 40% male
    - 2% Asian/Pacific Islander; 92% Caucasian; 3% Hispanic; 2% multi-racial; 1% Native American
    - 11% \$0-\$15,999; 14% \$16,000-\$29,999; 15% \$30,000-\$44,999; 20%-\$45,000-\$60,000; 36% \$60,000 +

### **Middle School:**

- Lights on After School Program
  - 68 members
    - 50% female; 50% male
    - 3% Asian/Pacific Islander; 88% Caucasian; 3% Hispanic; 4% Multi-racial; 0% Native American
    - 19% \$0-\$15,999; 10% \$16,000-\$29,999; 13% \$30,000-\$44,999; 20% \$45,000-\$60,000; 31% \$60,000 +
- Five sports offered with equal opportunity for participation based on gender, ethnicity, economic disadvantage, academic disadvantage, limited English proficiency, handicap
- Fourteen extra-curricular clubs, organizations, activities offered with equal opportunity for participation

## **High School:**

- Lights On After School
  - 19 members
    - 37% female; 63% male
    - 95% Caucasian; 5% Hispanic
    - 16% \$0-\$15,999; 16% \$16,000-\$29,999; 5% \$30,000-\$44,999; 21% \$45,000-\$60,000; 21% \$60,000 +
- Fifteen sports offered with equal opportunity for any student to try out
- Seventeen extra-curricular clubs/organizations/activities available for students to participate. The non-athletic extra-curricular opportunities range from having specific requirements for participation (e.g., National Honor Society) to those that have no requirements for participation (e.g., Key Club, SADD, Catharsis, Conservation Club).

## **TRENDS AND PATTERNS IN AWARDING SCHOLARSHIPS AND OTHER FORMS OF RECOGNITION AND ACHIEVEMENT PROVIDED OR ADMINISTERED BY THE DISTRICT**

### **High School:**

- Scholarship award data from the past three years is kept on file in the Student Services office at the high school
- There is no current process for collecting scholarship award recipient information that includes gender, race, ELL, disability status of the recipient
- School district has a scholarship selection committee comprises volunteer teachers and administrators.
- The scholarship committee receives the written criteria of each scholarship. There is discussion among the committee members regarding the selection process
- The school district selects scholarships that are provided to them from outside companies
- Students are made aware of scholarship information through quarterly newsletters, postings hung throughout the school each month, listings on the district website, and school announcements
- Parents/guardians are made aware of available scholarships through quarterly newsletters sent home from student services and through the district website
- The district does not have scholarship information printed in languages other than English. The district does have information translated for families requiring the information translated
- Other student awards: Academic Student of the Term; academic achievement awards (4.0; 3.5)

## **Middle School**

- Any student has opportunity to earn positive behavioral awards

## **Elementary School:**

- Any student has opportunity to earn positive behavioral awards

## **SUMMARY AND RECOMMENDATIONS:**

The Self-Evaluation of the Status of Pupil Nondiscrimination and Equality of Education Opportunity allows for school district officials, staff, students and parents to reflect on the importance of developing sound policy, procedures, and practices related to nondiscrimination and equity.

- Curriculum renewal for the Guidance and Counseling department to address gaps in service delivery
- Creation of an entrance and exit survey for students participating in extra-curricular and co-curricular activities. A data collection system incorporated into the entrance survey that secures student data as it relates to socio-economics, race, gender, disability.
- Data analyzed for patterns and trends
- Identify all school district achievement awards and recognition
- Implement procedures to collect and analyze data for trends and pattern for students who are awarded scholarships and who receive other achievement awards or recognitions.
- Implement processes and procedures to collect and analyze data from formal complaints and informal reports as it pertains to nondiscrimination in addition to bullying and harassment.

If any post-graduate, current student, or parent of a Rice lake student believes they have been discriminated on the basis of gender, race, ethnicity, socio-economics, or disability, they are encouraged to contact the Rice Lake Area School District Director of Learning at 234-9007, ext. 5001.