

## Pupil Nondiscrimination Self-Evaluation

Wis. Stats. 118.13 & P19 Wisconsin Administrative Code

The Evansville Community School District provides assurance that no student is discriminated against because of the student's sex, race, color, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability.

The District has completed a self-evaluation of its status of pupil nondiscrimination in the following areas:

- Methods, practices, curriculum and materials used in school counseling
- Participation trends and patterns and school district support of athletic, extracurricular, and recreational activities.
- Trends and patterns in awarding scholarships and other forms of recognition and achievement provided or administered by the district.

Copies of the final report are available for review in the District Office.

340 Fair Street  
Evansville, WI 53536  
608.882.3381



*Evansville Community School District*

April 5, 2017

To: The Evansville Community

From: Janessa Katzenberger, Director of Student Services

Pi 9.06, Wis. Admin. Code, requires school boards to evaluate the status of nondiscrimination and equality of educational opportunity in the school district at least once every five years and report the results to the Wisconsin Department of Public Instruction. To meet the five-year evaluation and reporting requirements, Evansville Community School District must evaluate the status of nondiscrimination and equality of educational opportunity in the following three areas:

1. Methods, practices, curriculum and materials used in counseling
2. Participation trends and patterns and school district support of athletic, extracurricular and recreational activities
3. Trends and patterns in awarding scholarships and other forms of recognition and achievement provided or administered by the district.

Please find the approved Pupil Nondiscrimination Self-Evaluation Report for your review.

**EVANSVILLE SCHOOL DISTRICT**  
**340 Fair Street**  
**Evansville, Wisconsin**

**Pupil Nondiscrimination Self-Evaluation Report**  
**to Meet Requirements of**  
**S.118.13, Wis. Stats., & PI 9, Wisconsin Administrative Code**

**March, 2017**

**The Evansville School District does not discriminate on the basis of sex, race, color, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional, or learning disability.**

## Table of Contents

	<u>Page</u>
Introduction and Self-Evaluation Process.....	ii
Self-Evaluation Review Committee.....	iii
I. District Profile.....	1
II. Methods, Practices, Curriculum and Materials Used in Counseling.....	5
III. Participation Trends and Patterns and School District Support of Athletic, Extracurricular, and Recreational Activities.....	7
IV. Trends and Patterns in Awarding Scholarships and Other Forms of Recognition and Achievement Provided or Administered by the School District.....	13
Summary of Specific Legal Requirements.....	14
Recommendations.....	15
Appendices	

## Introduction and Self-Evaluation Process

In compliance with S.118.13, Wis. Stats., and PI 9, Wisconsin Administrative Code, the Evansville Community Schools conducted a self-evaluation of the status of pupil nondiscrimination and equality of educational opportunity.

This review took place in February & March, 2017. The District contracted with Fred A. Skebba, Educational Consultant, to review documents, interview key staff members, and prepare the printed report. Skebba is a former member of the Wisconsin Equity Cadre and has provided assistance since 1996 to school districts in CESA #9. He also has three years' experience working with the American Diabetes Association, Wisconsin Chapter, to resolve parental complaints against Wisconsin school districts regarding harassment and/or discrimination of students with Diabetes.

The following is a brief time line of the basic procedures.

October 19, 2016, to February 7, 2017	Preparation for the onsite review.
February 8, 2017	Onsite review of documents and data – interviews.
March 6, 2017	Preparation of the draft report.
March 8-10, 2017	Administrative review of the draft report.
March 11, 2017	Preparation of the final report.
March 22, 2017	School board approval of the report.
March 23, 2017	Summary report, PI 1198 sent electronically to DPI. Legal notice posted indicating to residents of the school district that the report is available for review.
<b>Ongoing</b>	Implementation of recommendations.

## Self-Evaluation Review Committee

The following staff members provided material for the review through the interview process and also by providing documents and data:

<u>Name</u>	<u>Title</u>
Deb Arnold	Grades 3-5 School Counselor
Mark Simonson	Grades K-2 School Counselor
Jen Holm	Grades 6-8 School Counselor
Marissa Hansen	Grades 9-12 School Counselor
Amiee Swartwou	Grades 9-12 School Counselor
Scott Everson	High School Principal
Joanie Dobbs	Grades K-2 Principal
Barb Dorn	Grades 3-5 Principal
Jason Knott	Middle School Principal
Brian Cashore	Assistant High School Principal & Athletic Director
Alice Murphy	Director of Curriculum & Instruction
Jerry Roth	District Administrator
Janessa Katzenberger	Director of Student Services

Students, staff, parents, and residents of the school district were given an opportunity to make comments. No comments were received prior to the onsite review on February 8, 2017.

I. District Profile

A. District Enrollment

District Enrollment – 2015-16

<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Spec. Ed.</u>	<u>Total</u>
981 (52.9%)	873 (47.1%)	178 (9.6%)	224 (12.1%)	1854

Special Education

<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Total</u>
146 (65.2%)	78 (34.8%)	23 (10.3%)	224

Students of Poverty

428 of 1854 students on free or reduced-cost lunch = 23.1%

B. District Structure

The district is comprised of the following schools:

- 4K Program
- Virtual Instruction - JEDI
- Elementary – Grades K-2
- Intermediate – Grades 3-5
- Middle School– Grades 6-8
- High School – Grades 9-12

C. Review of Printed Materials

The following printed materials were reviewed to determine if they meet the requirements of PI 9.05:

Meet the Requirements

Intermediate School Parent Handbook

Do Not Meet the Requirements

Elementary School Parent Handbook\*  
2016-17 Middle School Family Handbook\*\*  
2016-17 High School Parent Handbook\*\*\*  
2016-17 Student Handbook\*\*\*\*

**\*Needs the complete nondiscrimination statement naming all protected groups of students – PI 9.**

**\*\*Needs the word color in the nondiscrimination statement and the complaint procedure – PI 9.05(3) & Federal Civil Rights.**

**\*\*\*Needs the word color in the nondiscrimination statement – Federal Civil Rights.**

**\*\*\*\*Needs the nondiscrimination statement and the complaint procedure – PI 9.05(2) & (3).**



D. General Comments

The district is sensitive to providing equal opportunity to all students without discrimination. The following comments made during the interview process will reinforce this commitment by the district. They are listed in the order in which they were received during the onsite review.

These statements made for the 2011 report are still applicable today:

Accommodations are made for students to ensure their participation in athletics and activities.

School counselors are implementing the Wisconsin Comprehensive School Counseling Model.

The RTI (Response to Intervention) and PBIS (Positive Behavioral Interventions and Supports) initiatives are being implemented.

The district has an informal complaint procedure and deals with concerns promptly. There is also a formal complaint procedure in place.

There have been no formal complaints in recent years.

All students are strongly encouraged to participate in athletics and activities.

District efforts to ensure equal opportunity include the following:

Student/parent orientation night  
Sports meetings  
Grade 9 club fair run by students  
Family nights  
Use of the website  
Printed flyers  
Use of email

**Legal Reference:** PI 9.06(g)

Extensive activities are available to all students at all grade levels.

Planning for the ACP (Academic & Career Plan) initiative is underway in the district with full implementation of the district plan scheduled for the 2017-18 school year.

The district has a strong school counseling program in place.

Two full-time ELL (English Language Learner) programs are in place in Grades K-5 and Grades 6-12.

There are no fees for athletics to ensure student participation.

## II. Methods, Practices, Curriculum, and Materials Used in Counseling

The district has a school counseling program in place. The following shows the basic assignment of school counselors:

High School – 1.5 full-time counselors  
Middle School – 1 full-time counselor  
Intermediate School – 1 full-time counselor  
Elementary School – 1 full-time counselor

The counseling staff continues to implement the Wisconsin Comprehensive School Counseling Model.

Some highlights of the counseling program are outlined as follows:

### Elementary

Individual counseling as needed  
Small-group counseling as needed  
Classroom instruction  
Collaboration with school staff  
Collaboration with outside area agencies  
Involvement with RTI (Response to Intervention) and  
PBIIS (Positive Behavioral Interventions and Supports)  
Character education  
Special education referrals  
Building at-risk coordinator  
Parent meetings and activities

### Intermerdiate

Individual counseling as needed  
Small-group counseling as needed  
Classroom instruction  
Collaboration with school staff  
Collaboration with outside area agencies

## Middle School

- Individual counseling as needed
- Small-group counseling as needed
- Classroom instruction, especially for Careers in English
- Collaboration with school staff
- Collaboration with outside area agencies
- Parent meetings
- Involvement with RTI (Response to Intervention) and  
PBIS (Positive Behavioral Interventions and Supports)
- Student class scheduling

## High School

- Individual counseling as needed
- Small-group counseling as needed
- Limited classroom instruction on specific topics
- Collaboration with school staff
- Collaboration with outside area agencies
- Student class scheduling
- District Assessment Coordinator
- Scholarships and awards
- High school coordination for ACP (Academic & Career Plan)

The district is using Career Cruising software and Inspire software in the planning and implementation of the ACP (Academic & Career Plan) initiative. The following will be completed prior to the 2017-18 school year:

- Completion of the district plan.
- Board approval of the plan.
- Publication of the district plan on the district website.

**Legal Reference:           PI 26**

Anyone desiring more information on the school counseling program may contact the school counselor.

### III. Participation Trends and Patterns and School District Support of Athletic, Extracurricular, and Recreational Activities

#### A. Athletics

The School District follows The Pupil Nondiscrimination Guidelines for Athletics, joint publication of the Department of Public Instruction and the Wisconsin Interscholastic Athletic Association. As a result of these guidelines and current practice, programs meet the following basic criteria:

They are comparable in scope.

They are comparable in type.

Participation of males/females is representative of their enrollment in the district.

The following comments were presented by the athletic director:

The athletic director and coaches are aware of the DPI/WIAA guidelines as a resource for situations that may occur.

Students are strongly encouraged to participate in athletics.

The district equitably supports all athletics.

Accommodations are made for individual students. Coaches are aware of individual student health concerns. All coaches will be trained in first aid and CPR (Cardiopulmonary Resuscitation) for the 2017-18 school year.

There have been no formal, written complaints in recent years.

## Middle School Athletics

### Male Athletics

Basketball  
Cross Country  
Track  
Football  
Wrestling

### Female Athletics

Basketball  
Cross Country  
Track  
Volleyball

## High School Athletics

### Male Athletics

Basketball  
Cross Country  
Soccer  
Track  
Football\*  
Baseball  
Wrestling\*\*  
Golf

### Female Athletics

Basketball  
Cross Country  
Soccer  
Track  
Volleyball  
Softball  
Hockey\*\*\*  
Swimming\*\*\*\*  
Cheerleading & Pom Pon\*\*\*\*\*

\*Co-op with Albany

\*\*Co-op with Albany

\*\*\*Co-op with Stoughton

\*\*\*\*Co-op with Janesville Parker

\*\*\*\*\*Not official sports

The following sports are currently under consideration:

Boys Hockey – co-op with Beloit Memorial

Boys Swimming– co-op with Janesville Parker

B. Other Activities

Middle School

<u>Year</u>	<u>Student Council</u>				<u>Total</u>
	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Special Ed.</u>	
2015-16	25	54	3	5	79
2014-15	10	26	0	1	36
2013-14	0	5	1	0	5
Totals	35 (30%)	85 (70%)	4 (3%)	6 (5%)	120

High School

<u>Year</u>	<u>Blue Devil Robotics</u>				<u>Total</u>
	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Special Ed.</u>	
2015-16	4	1	3	0	5
2014-15	5	1	3	0	6
2013-14	4	3	2	0	7
Totals	13 (72%)	5 (28%)	8 (44%)	0 (0%)	18

<u>Year</u>	<u>Fall Play</u>				<u>Total</u>
	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Special Ed.</u>	
2015-16	4	8	1	1	12
2014-15	5	13	1	3	18
2013-14	11	12	2	4	23
Totals	20 (38%)	33 (62%)	4 (1%)	8 (15%)	53

<u>Year</u>	<u>Forensics</u>				<u>Total</u>
	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Special Ed.</u>	
2015-16	3	7	2	0	10
2014-15	6	9	3	0	15
2013-14	2	8	0	0	10
Total	11 (31%)	24 (69%)	5 (14%)	0 (0%)	35

<u>Year</u>	<u>Male</u>	<u>Female</u>	<u>F B L A</u>		<u>Total</u>
			<u>Minority</u>	<u>Special Ed.</u>	
2015-16	27	13	2	0	40
2014-15	27	16	4	0	43
2013-14	20	12	1	0	32
Totals	74 (64%)	41 (36%)	7 (1%)	0 (0%)	115

<u>Year</u>	<u>Male</u>	<u>Female</u>	<u>F F A</u>		<u>Total</u>
			<u>Minority</u>	<u>Special Ed.</u>	
2015-16	22	19	1	5	41
2014-15	44	47	1	16	91
2013-14	60	72	3	18	132
Totals	126 (48%)	138 (52%)	5 (2%)	39 (15%)	264

<u>Year</u>	<u>Male</u>	<u>Female</u>	<u>Jazz Band</u>		<u>Total</u>
			<u>Minority</u>	<u>Special Ed.</u>	
2015-16	13	10	3	0	23
2014-15	14	12	3	1	26
2013-14	22	20	4	3	42
Totals	49 (54%)	42 (46%)	10 (11%)	4 (0.4%)	91

<u>Year</u>	<u>Male</u>	<u>Female</u>	<u>Musical</u>		<u>Total</u>
			<u>Minority</u>	<u>Special Ed.</u>	
2015-16	14	27	3	4	41
2014-15	21	33	3	5	54
2013-14	9	14	2	1	23
Totals	44 (37%)	74 (64%)	8 (6%)	10 (8%)	118



<u>National Honor Society</u>					
<u>Year</u>	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Special Ed.</u>	<u>Total</u>
2015-16	11	33	2	1	44
2014-15	8	42	1	0	50
2013-14	14	31	1	0	45
Totals	33 (24%)	106 (76%)	4 (3%)	1 (1%)	139

<u>Pit Band-Musical</u>					
<u>Year</u>	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Special Ed.</u>	<u>Total</u>
2015-16	8	5	1	0	13
2014-15	8	8	2	0	16
2013-14	7	11	1	1	18
Totals	23 (49%)	24 (51%)	4 (9%)	1 (2%)	47

<u>RVC Honors Choir</u>					
<u>Year</u>	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Special Ed.</u>	<u>Total</u>
2015-16	6	7	1	0	13
2014-15	6	6	1	0	12
2013-14	9	14	1	1	23
Totals	21 (44%)	27 (56%)	3 (6%)	1 (2%)	48

<u>Student Council</u>					
<u>Year</u>	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Special Ed.</u>	<u>Total</u>
2015-16	10	69	1	3	79
2014-15	8	60	3	2	68
2013-14	39	21	3	1	60
Totals	57 (28%)	150 (72%)	7 (3%)	6 (3%)	207

<u>Year</u>	<u>Male</u>	<u>Female</u>	<u>Vocal Jazz</u>		<u>Total</u>
			<u>Minority</u>	<u>Special Ed.</u>	
2015-16	12	12	2	1	24
2014-15	12	12	2	2	24
2013-14	9	11	1	1	20
Totals	33 (49%)	35 (51%)	5 (7%)	4 (6%)	68

Findings: Middle school Student Council is female dominated.

Three high school activities are balanced on a male/female basis.

Six high school activities are female dominated.

Three high school activities are male dominated.

**Special note: A percentage variance of 5% or more is considered significant.**

All activities meet a generally-accepted minimum of 25% participation by one gender except the National Honor Society, which is very close @ 24%.

#### IV. Trends and Patterns in Awarding Scholarships and Other Forms of Recognition and Achievement Provided or Administered by the District

The high school has a process in place to ensure that all students and their parents are aware of scholarships and the application process. Some highlights of this process are outlined as follows:

- Use of the website
- Announcements
- Newsletter via email
- Student/parent conferences
- Financial aids night
- Local printed packet of information & on the website
- Use of social media
- File in the school counseling office

##### A. Scholarships

###### Summary of Scholarships

<u>Year</u>	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Spec. Ed.</u>	<u>Total</u>
2016	14	22	4	3	36
2015	8	30	1	2	38
2014	20	19	5	1	39
Totals	42 (37.2%)	71 (62.8%)	10 (8.8%)	6 (5.3%)	113

Findings: Scholarships are female dominated, particularly due to years 2015 and 2016.

Minority students have received scholarships.

Special education students have received scholarships.

## **Summary of Specific Legal Requirements**

**The following is a summary of the district's current status regarding the requirements of Chapter PI 9, Wisconsin Administrative Code:**

- PI 9.03 - Policies prohibiting discrimination against pupils.**

**All policies are in place.**

- PI 9.04 - Complaint procedure.**

**The district has a complaint officer, and the complaint procedure is in place.**

- PI 9.05 - Class 1 legal notice & printed materials.**

**A Class 1 legal notice is published annually. Most printed materials need work. See page 2 of this report for detail.**

- PI 9.06 - Evaluation, opportunity for input, opportunity to review the report.**

**This report covers the three designated areas of nondiscrimination required by the Wisconsin Department of Public Instruction—counseling, athletics and other activities, scholarships and other awards.**

**A legal notice was published announcing the self evaluation and soliciting input from anyone in the school district.**

**A legal notice will be published after the school board approves the report indicating that anyone in the school district may review the report. A copy of PI 1198 will be sent to the Wisconsin Department of Public Instruction indicating that the self evaluation is complete.**

## Recommendations

Whenever materials are printed, be sure to include the student nondiscrimination statement and the complaint procedure when it is needed.

**Legal Reference:**        **PI 9.05(2) & (3)**

Monitor athletics and activities on an annual basis. Review data over at least a three-year period. Segregate data by male/female, minority, and special education. Watch for trends that may develop and take corrective action if necessary.

**Legal Reference:**        **PI 9.06(e)**

Monitor scholarships and other awards on an annual basis. Review data over at least a three-year period. Segregate data by male/female, minority, and special education. Watch for trends that may develop and take corrective action if necessary.

**Legal Reference:**        **PI 9.06(f)**