

Kimberly Area School District  
425 South Washington Street  
Combined Locks, Wisconsin

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

March, 2017

The Kimberly Area 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.

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## Introduction and Self Evaluation Process

In compliance with S.118.13, Wis.Stats., and PI 9, Wisconsin Administrative Code, the Kimberly Area School District conducted a self evaluation of the status of pupil nondiscrimination and equality of educational opportunity.

This review took place December, 2016 - March, 2017.

The following is a brief timeline of the basic procedures used in the self evaluation:

December 21 - February 10, 2017	Preparation - gathering data from schools
February 6 - 10, 2017	Review of documents and data.
February 22, 2017	Focus Group Interviews.
February 27 - March 3, 2017	Preparation of a draft copy of the report.
March 6 -10 , 2017	Administrative review of the draft copy of the report.
March 15, 2017	Preparation of the final draft of the report.
March 27, 2017	School board approval of the report.
March 31, 2017	Submit assurance to DPI. Legal notice published indicating to residents of the school district that the report is available for review.
Ongoing	Implementation of recommendations in the report.

## 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>
Robert Mayfield	District Administrator
Tim Fosshage	Director of Pupil Services
Ron Simonis	Director of Curriculum
Mike Rietveld	High School Principal
Eric Brinkmann	Middle School Principal
John Schultz	Intermediate Principal
Dave Lamers	Intermediate Principal
Herc Nikolaou	Elementary Principal
Sean Fitzgerald	Elementary Principal
Jonathan Peterson	Elementary Principal
Tim Doleysh	Elementary Principal
Mary Hamman	Athletic Director
Ryan McGinnis	Athletic Director
Chris Biolo	High School Counselor
Tracie Halfmann	High School Counselor
Katie Phillip	High School Counselor
Sara Siegesmund	High School Counselor
Sarah Tennie	ACP Advisor
Tim Handrich	Middle School Counselor
Lana Barnes	Middle School Counselor
Tiffani Gelhar	Intermediate School Counselor
Karen Dietzler	Intermediate School Counselor
Stacy Courtney	Elementary School Counselor
Kimberly Karoses	Elementary School Counselor
Katie McCormick	Elementary School Counselor
Kristen Zuberbier	Elementary School Counselor

Students, staff, parents, and residents of the school district were given an opportunity to make comments.

## I. District Profile

### A. District Enrollment

The total Kimberly Area School District enrollment as of September 16, 2016, was 5,170. This compares to the September 21, 2012, enrollment of 4,823 - increase of 347 students, or growth of 7.2% in a four-year period.

The school district continues to grow in diversity also. In September, 2012, there were 370 minority students. In September, 2016, there were 457 minority students. This is an increase of 87 minority students, or growth of 23.5%. The percentage of minority students in the general population showed a slight growth - 7.7% in 2012 and 8.8% in 2016.

The number of special education students also continues to grow. In September, 2012, there were 492 special education students. In September, 2016, there were 565 special education students. This is an increase of 73 special education students, or growth of 14.8%. However, the percentage of special education students in the general student population has remained approximately the same - 10.2% in 2012 and 10.9% in 2016.

Currently, 18% of the students participate in free or reduced lunch.

### B. District Structure

The basic structure of the district has changed slightly with the addition of a 4K Center. Here are the district's following schools:

4K Center for Literacy  
Janssen Elementary School  
Sunrise Elementary School  
Westside Elementary School  
Woodland Elementary School  
Mapleview Intermediate School  
Woodland Intermediate School  
Gerritts Middle School  
Kimberly High School

C. Review of Printed Material

The following handbooks were reviewed to determine if they contained the required nondiscrimination statement and, if necessary, the required complaint procedure:

District Employee Handbook  
High School Staff Handbook  
Intermediate School Staff Handbook  
Elementary School Staff Handbook  
4K Center for Literacy Staff Handbook  
High School Student Handbook  
Intermediate School Parent Handbook  
Elementary School Parent Handbook  
4K Center for Literacy Parent Handbook

The publications contain the necessary nondiscrimination statements and the complaint procedure where needed.

The Middle School Staff Handbook was missing the required information and the Middle School Parent/Student Handbook had incomplete information for 2016/2017 school year. This has been rectified immediately and will be inserted into the 2017/2018 Staff and Parent/Student Handbooks.

D. General Comments

The district has many fine programs and activities in place to insure that all students have equal opportunity to participate in school activities, athletics, and recognition that is given to students in different forms.

The following comments will serve to highlight the district's commitment to all students.

- The district has a strong counseling program at all levels. The implementation of student/parent conferencing is especially noteworthy.
- Numerous opportunities exist at all levels for student participation in activities.
- Recognition is given frequently at all levels, and generally the recognition is well balanced among male/female students.

- ❑ An emphasis is placed in the district on multi-cultural activities. A few examples are:
  - Culture Fair
  - Multicultural Club
  - Global Scholars Program
  - Host exchange students & students sent abroad
  - Annual Speakers
  - Annual Field Trips
  
- ❑ Special mention was made of the high school leadership group's initiative to eliminate use of the "R" word in relation to special education students.
  
- ❑ A high school focus group was implemented to obtain feedback from the school's minority students.
  
- ❑ A number of high school courses relate more specifically to diversity:
  - Multi-cultural Foods
  - Race Creation
  - World Studies
  - Comprehensive programs in Spanish and French
  - Exploring World Religions
  - Anthropology
  
- ❑ JRG Middle School offers the following opportunities:
  - Diversity Club
  - Safe School Ambassadors - racial sensitivity training
  - GSA Club
  - Rachel's Challenge - anti bullying campaign
  
- ❑ A few other examples were given related to diversity:
  - OASIS program
  - Police liaison
  - Cross grouping
  - Use of Hispanic language
  
- ❑ Excellent working relationships among staff and respect for everyone in their various roles in the district.

Finally, the district has not received formal complaints in recent years. This helps to confirm that the district strives to serve all students in programming and all activities.

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

As stated previously, the district has a strong counseling program. This was also confirmed throughout the interview process.

The district employs 12 school counselors. Each elementary counselor assists at the 4K Center.

- 4 elementary school counselors
- 2 intermediate school counselors
- 2 middle school counselors
- 4 high school counselors

The counselors continue to implement the Wisconsin Comprehensive School Counseling Model. All counselors have completed Level III training. The district subscribes to the model, four all by all, which is an inclusive model of addressing the needs of all students.

The printed materials utilized with students are researched to meet the unique needs of the students and are available to be reviewed by contacting the school counselors.

The implementation of student/parent conferencing at different grade levels has been very well received. A very high percentage of parents are participating in the conferences.

The counselors are actively involved in the preparation of the Academic and Career Planning (ACP) and its implementation in the fall of 2017.

The district counselors are active in meeting with and screening students for socio-emotional concerns, then providing the appropriate intervention. This is aligned with the district's initiatives.

While the narrative in this section is not lengthy, it is fair to state that Kimberly does have a model counseling program in the state of Wisconsin.



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

A. Athletics

The Kimberly Area 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 past practice, programs meet the following general criteria:

- They are comparable in scope.
- They are comparable in type.
- Participation of male/female students is in proportion to their overall status in the general student population.

The following athletic activities are available to students:

Mapleview Intermediate School - 2016/2017 School Year Total Enrollment

<u>Total Students</u>	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
448	237	211	53	65

Mapleview Intermediate School - 2016/2017 School Year\*

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
Boys Basketball	71	0	8	13
Cross Country	60	76	11	12
Girls Basketball	0	36	3	2
Girls Volleyball	0	96	11	9
Wrestling	32	7	4	6
Totals	163 (36.4%)	215 (48%)	37 (8.3%)	42 (9.4%)

\*as of February 2017

Mapleview Intermediate School - 2015/2016 School Year

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
Boys Basketball	68	0	11	9
Boys Volleyball	35	0	5	6
Cross Country	67	70	22	7
Flag Football	65	16	10	9
Girls Basketball	0	44	10	3
Girls Volleyball	0	69	10	7
Wiffle Ball	40	17	5	6
Wrestling	22	0	1	3
Totals	297 (68.9%)	216 (50.1%)	74 (17.2%)	50 (11.6%)

Woodland Intermediate School - 2016/2017 School Year Total Enrollment

<u>Total Students</u>	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
337	161	176	30	26

Woodland Intermediate School - 2016/2017 School Year\*

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
Boys Basketball	57	0	2	2
Cross Country	58	74	10	6
Girls Basketball	0	44	4	3
Girls Volleyball	0	87	7	4
Wrestling	19	2	2	0
Totals	134 (40%)	207 (61.4%)	25 (7.4%)	15 (4.5%)

\*as of February 2017

Woodland Intermediate School - 2015/2016 School Year

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
Boys Basketball	55	0	1	6
Boys Volleyball	52	0	2	11
Cross Country	49	82	8	5
Girls Basketball	0	28	1	1
Girls Volleyball	0	80	6	0
Wrestling	8	2	0	0
Totals	164 (48.1%)	192 (56.3%)	18 (5.3%)	23 (6.7%)

J.R. Gerritts Middle School - 2016/2017 School Year Total Enrollment

<u>Total Students</u>	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
784	414	370	81	83

J.R. Gerritts Middle School - 2016/2017 School Year\*

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
Boys Basketball	60	0	3	2
Boys Cross Country	36	0	0	5
Girls Basketball	0	44	2	0
Girls Cross Country	0	40	3	1
Girls Volleyball	0	61	6	0
Pom and Dance	0	19	1	1
Tennis	13	15	0	2
Wrestling	41	1	5	6
Totals	150 (19.1%)	180 (23%)	20 (2.6%)	17 (2.2%)

\*as of February 2017

J.R. Gerritts Middle School - 2015/2016 School Year\*

	<u>Male</u>	<u>Female</u>
Boys Basketball	60	0
Boys Cross Country	34	0
Boys Volleyball	46	0
Boys Track	47	0
Co-Ed Tennis	11	9
Girls Basketball	0	44
Girls Cross Country	0	44
Girls Track	0	119
Girls Volleyball	0	60
Wrestling	39	2
Totals	237 (30.9%)	278 (36.3%)

\*Minority and Special Education counts not available

J.R. Gerritts Middle School - 2014/2015 School Year\*

	<u>Male</u>	<u>Female</u>
Boys Basketball	60	0
Boys Cross Country	34	0
Boys Volleyball	50	0
Boys Track	58	0
Co-Ed Tennis	17	16
Girls Basketball	0	32
Girls Cross Country	0	53
Girls Track	0	88
Girls Volleyball	0	60

Wrestling	26	0
Totals	245 (33.3%)	249 (33.8%)

\*Minority and Special Education counts not available

J.R. Gerritts Middle School - 2013/2014 School Year\*

	<u>Male</u>	<u>Female</u>
Boys Basketball	60	0
Boys Cross Country	36	0
Boys Volleyball	39	0
Boys Track	54	0
Co-Ed Tennis	10	24
Girls Basketball	0	45
Girls Cross Country	0	36
Girls Track	0	91
Girls Volleyball	0	60
Wrestling	37	0
Totals	236 (32.7%)	256 (35.5%)

\*Minority and Special Education counts not available

Kimberly High School - 2016/2017 School Year Total Enrollment

<u>Total Students</u>	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
1538	771	767	120	155

Kimberly High School - 2016/2017\*

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
Baseball	64	0	0	3
Basketball - Boys	40	0	2	2
Basketball - Girls	0	37	1	0
Bowling Team	10	7	0	6
Cross Country	53	109	8	11
Cross Country Ski	0	3	0	0
Dance	0	13	0	0
Football	158	0	8	11
Golf - Girls	0	17	0	0
Hockey - Boys	13	0	2	0
Hockey - Girls	0	4	0	0
Shooting Sports	10	1	0	2
Soccer - Boys	36	0	5	0
Soccer - Girls	0	53	1	2
Softball	0	25	0	3
Swimming - Boys	11	0	1	1
Swimming - Girls	0	24	1	1
Tennis - Girls	0	29	4	3
Track - Boys	98	0	5	6
Track - Girls	0	78	9	1

Volleyball - Boys	41	0	3	0
Volleyball - Girls	0	36	1	0
Wrestling	44	1	7	4
Totals	578 (37.6%)	437 (28.4%)	58 (3.8%)	56 (3.6%)

\*as of February 2017

Kimberly High School - 2015/2016

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
Baseball	46	0	0	2
Basketball - Boys	41	0	2	0
Basketball - Girls	0	35	2	0
Bowling Team	13	5	1	4
Cross Country	58	92	9	8
Cross Country Ski	3	9	0	0
Dance	0	18	1	0
Football	178	0	4	10
Golf - Boys	20	0	1	0
Golf - Girls	0	11	0	0
Hockey	11	4	1	0
Shooting Sports	35	9	1	6
Soccer - Boys	36	0	4	0
Soccer - Girls	0	62	3	1
Softball	0	24	1	0
Swimming - Boys	8	0	1	1
Swimming - Girls	0	17	0	0
Tennis - Boys	27	0	3	0

Tennis - Girls	0	32	1	4
Track - Boys	100	0	5	5
Track - Girls	0	93	7	3
Volleyball - Boys	40	0	2	0
Volleyball - Girls	0	42	2	0
Wrestling	40	0	6	1
Totals	656 (44.4%)	453 (30.1%)	57 (3.9%)	45 (3%)

Kimberly High School - 2014/2015\*

	<u>Male</u>	<u>Female</u>	<u>Minority</u>
Baseball	53	0	2
Basketball - Boys	33	0	1
Basketball - Girls	0	37	1
Bowling Team	12	6	1
Cross Country	66	91	9
Cross Country Ski	5	15	1
Dance	0	19	1
Football	155	1	6
Golf - Boys	18	0	1
Golf - Girls	16	0	0
Hockey	11	3	1
Shooting Sports	13	7	0
Soccer - Boys	36	0	3
Soccer - Girls	0	63	2
Softball	0	29	1
Swimming - Boys	7	0	1



Swimming - Girls	0	17	1
Tennis - Boys	28	0	3
Tennis - Girls	0	38	0
Track - Boys	90	0	3
Track - Girls	0	100	7
Volleyball - Boys	32	0	2
Volleyball - Girls	43	0	0
Wrestling	24	0	7
Totals	642 (44%)	426 (29.2%)	54 (3.7%)

\*Special Education counts not available for this school year

The high school continues to see increased numbers of students participating in the various athletic teams. The following table will indicate this growth:

<u>Year</u>	<u>Total Students*</u>
2007-08	793
2011-12	943
2015-16	1,036

\*Duplicated counts

More detailed information is available from the district athletic directors.

B. Activities

As stated previously, there are numerous activities available to students. In general, many students take advantage of the opportunities.

Janssen Elementary - 2016/2017 School Year

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
Singers	10	30	3	6
Peacemakers	13	25	3	8
Student Council	11	55	3	3
Totals	34 (8.7%)	110 (28.2%)	9 (2.3%)	17 (4.4%)

Sunrise Elementary - 2016/2017 School Year

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
Student Council	41 (9.3%)	36 (8.2%)	2 (0.5%)	5 (1.1%)

Westside Elementary - 2016/2017 School Year

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
Student Council	17 (3.9%)	28 (6.55%)	2 (0.5%)	2 (0.5%)

Woodland Elementary - 2015/2016 School Year

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
Leaders of the Pack	22	39	3	2
AWAKE Choir	1	10	1	1
Totals	23 (4.9%)	49 (10.5%)	4 (0.9%)	3 (0.6%)

Woodland Elementary - 2014/2015 School Year

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
Leaders of the Pack	38	46	3	5
AWAKE Choir	2	6	1	1
Totals	40 (7.3%)	52 (9.5%)	4 (0.7%)	6 (1.1%)

Woodland Elementary - 2013/2014 School Year

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
AWAKE Choir	4 (0.7%)	5 (0.9%)	1 (0.2%)	2 (0.4%)

Finding: Elementary activities generally have many more female students.

Mapleview Intermediate School - 2016/2017 School Year

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
ARK Club	17	29	5	2
Art Club 5th	14	27	5	5
Battle of the Books	2	11	1	3
Bobcat Coders	16	8	3	3
Chess/Cribbage	40	21	7	10
Choir	10	54	8	9
Math Meet	8	7	0	1
Secret Service	36	85	8	12
Walking Club	28	51	12	10
Totals	171 (38.2%)	293 (65.4%)	49 (10.9%)	55 (12.3%)

Mapleview Intermediate School - 2015/2016 School Year

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Special Ed</u>
ARK Club	10	22	6	3
Art Club	28	72	13	10
Battle of the Books	8	10	1	4
Chess/Cribbage	38	21	4	9
Choir	10	42	7	6
Computer Science	13	8	1	2
Math Meet	12	8	0	0
Secret Service	51	93	13	10
Walking Club	29	76	13	11
Totals	199 (46.2%)	352 (81.7%)	58 (13.5%)	55 (12.8%)

Woodland Intermediate School - 2016/2017 School Year

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
Art Club 6th	5	12	3	3
Choir	21	52	12	6
Crafty Kids	1	8	0	0
CS (Coding Club)	28	27	3	2
Totals	55 (16.3%)	99 (29.4%)	18 (5.3%)	11 (3.3%)

Woodland Intermediate School - 2015/2016 School Year

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
Active Games	76	56	4	13
Art Club 5th	7	30	1	3
Art Club 6th	2	25	2	5
Chess and Cribbage	28	14	2	4

Choir	13	37	5	3
CS Club	21	10	1	2
Math Meet	15	13	1	0
Spring Crafts	5	35	2	1
Totals	167 (49%)	220 (64.5%)	18 (5.3%)	31 (9.1%)

Finding: Intermediate activities generally have many more female students.

J.R. Gerritts Middle School - 2016/2017 School Year\*

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
Art Club	8	54	5	4
Battle of the Books	3	3	1	0
Chess Club	37	3	4	5
Coding Club	9	2	1	0
Cooking Club	2	8	1	0
Diversity Club	3	5	4	1
Fall Drama	4	33	3	2
Forensics	1	16	2	0
Gator Galore	25	13	3	3
Gator Tales	2	17	0	0
GSA	5	28	5	3
Junior Math League	26	20	4	0
Junk Box Wars	16	1	0	2
LMC Crew	7	24	2	4
Ping Pong Club	9	0	1	1
Road Warriors	30	11	2	10

ROCKS	352	329	54	64
Running Club	3	7	3	1
Safe School Ambassadors	34	38	9	0
Ski Club	107	58	7	13
Spring Musical	6	33	2	2
Student Council	14	38	1	3
Totals	703 (89.7%)	741 (94.5%)	114 (14.5%)	118 (15.1%)

\*as of February 2017

J.R. Gerritts Middle School - 2013/2014, 2014/2015, 2015/2016 School Years\*

<u>Activity</u>	<u>School Year</u>	<u>Male</u>	<u>Female</u>
Art Club	2013/2014	6	24
	2014/2015	2	26
	2015/2016	6	26
Card Club	2014/2015	8	8
Diversity Club	2015/2016	1	7
Fall Drama	2013/2014	8	40
	2014/2015	--	--
	2015/2016	5	22
Forensics	2013/2014	5	15
	2014/2015	1	9
	2015/2016	4	8
Frogs	2013/2014	5	9
	2014/2015	7	11
	2015/2016	4	7

Gator Galore	2013/2014	13	29
	2014/2015	12	14
	2015/2016	11	21
Gator Go Getters	2013/2014	26	58
(Student Council)	2014/2015	4	26
	2015/2016	7	26
JRG Cares	2014/2015	0	10
Junk Box Wars	2014/2015	29	5
	2015/2016	14	6
Library Crew	2014/2015	4	12
Math Counts	2013/2014	12	0
	2014/2015	34	30
Road Warriors	2013/2014	19	6
	2014/2015	34	15
	2015/2016	30	9
Running Club	2015/2016	0	10
Sign Language	2014/2015	0	5
Ski Club	2013/2014	66	49
	2014/2015	75	59
	2015/2016	82	65
Tech Team	2015/2016	4	4
Yearbook	2013/2014	4	22
	2014/2015	2	25

	2015/2016	4	24
Yoga Club	2014/2015	3	9

\*Minority and Special Education counts not available

J.R. Gerritts Middle School -  
2013/2014, 2014/2015, 2015/2016 School Years Activities Totals

<u>School Year</u>	<u>Male</u>	<u>Female</u>
2013/2014	164 (22.7%)	252 (35%)
2014/2015	215 (29.2%)	264 (35.9%)
2015/2016	172 (22.5%)	235 (30.7%)

Finding: Typically female students participate in activities more than males

Kimberly High School - 2016/2017\*

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
Ace Academy	59	6	0	8
Anime Club	9	16	1	3
Art Club	3	44	3	9
Book Club	3	15	2	0
Car Club	38	0	1	14
Color Guard/Flag	0	5	0	1
DECA	57	59	5	2
Forensics	4	14	0	4
HOSA	5	48	4	0
ISP	6	3	2	1
Key Club	54	175	17	8
LARP	9	4	1	4



Life Force	110	225	20	19
Link Crew	24	54	9	0
Math Team	35	14	2	2
Multicultural Club	2	12	5	0
National Honor Society	39	103	9	1
Peacemakers	6	12	0	0
Project Green	24	27	4	1
Ski/Snowboard Club	76	62	6	7
Sparklz	0	36	0	1
Student Council	8	16	0	0
TACP	86	93	18	11
Theater	14	26	4	0
Wellness	6	10	0	1
Yearbook (kimet)	4	14	1	1
Totals	681 (44.3%)	1,093 (71.1%)	114 (7.4%)	98 (6.4%)

\*As of February 2017

Kimberly High School - 2015/2016

	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>
Ace Academy	84	12	3	9
Anime Club	13	20	1	3
Art Club	4	48	3	7
Book Club	3	27	1	0
Car Club	26	0	1	8
Caseload	122	50	25	100
DECA	60	56	4	3

FCA	10	8	1	1
Forensics	8	14	3	3
Global Scholars	2	13	0	0
HOSA	1	55	3	0
ISP	12	10	6	2
Key Club	66	148	8	5
LARP	14	2	1	5
Life Force	161	237	18	16
Link Crew	26	55	3	0
Math Team	13	6	1	2
Multicultural Club	4	7	8	0
National Honor Society	41	80	7	1
Peacemakers	5	11	0	0
Project Green	24	26	4	0
Project Unify	3	17	2	0
Ski/Snowboard Club	58	48	3	2
Skills USA	4	0	0	0
Sparklz	0	79	6	2
Student Advisory Committee	11	15	2	1
Student Council	12	14	0	0
Theater	18	38	7	2
Yearbook (kimet)	3	10	0	0
Totals	686 (46.4%)	1,056 (71.5%)	96 (6.5%)	71 (4.8%)

Kimberly High School - 2014/2015\*

	<u>Male</u>	<u>Female</u>	<u>Minority</u>
Anime Club	16	24	3
Art Club	0	12	1
Book Club	0	6	1
Car Club	23	0	0
Color Guard/Flag	0	7	0
DECA	76	59	8
Design This (sewing)	0	7	0
FCA	18	5	0
Forensics	2	8	1
Graphics	16	3	2
HOSA	3	40	6
Key Club	69	147	11
Key Club Bell Ringing	24	46	4
Key Club Christmas Activities	16	26	1
Key Club Donut Day	3	12	1
Key Club Flag Football Conces.	3	9	0
Key Club Halloween Activities	42	82	5
Key Club Healthy Kids Day	1	8	1
Key Club Janssen Bingo Night	2	4	0
Key Club Janssen PTO Babysit	3	15	0
Key Club March of Dimes Walk	0	3	0
Key Club Parent Lit. Night	1	3	0
Key Club Senior Quest	9	32	4

Key Club Special Olympics	5	9	0
Key Club Sunrise PTO Babysit	3	7	1
Key Club Top Soccer	13	25	6
Key Club Westside PTO Babysit	4	10	1
Key Club Wrestling Club	2	16	0
LARP	20	11	1
Life Force	86	151	13
Link Crew	20	48	1
Math Team	12	11	0
Multicultural Club	6	18	11
National Honor Society	56	135	8
Paintball	9	1	1
Peacemakers	6	11	0
Project Green	23	29	7
Project Unify	4	10	1
Ski/Snowboard Club	60	45	2
Sparklz	0	25	0
Student Advisory Committee	9	14	3
Student Council	12	14	0
Technology & Engineering Club	46	7	0
Yearbook (kimet)	5	12	1
Totals	728 (49.9%)	1167 (80%)	106 (7.3%)

\*Special Education counts not available for this school year

Finding: While the overall male/female participation rates are generally fairly good, there are some increases noted with female participation since the last review of the data.

## Focus Group Highlights - 10 KHS minority students from grades 11 and 12.

Overall, the group of students chosen for the focus group were very active in a variety of sports, clubs, and extracurricular activities.

Their reasons listed for discontinuing activities varied, but were primarily related to time commitments and having to make a decision to give more time to one particular activity over the other. Most of the students also had a job, in addition to their participation in various sports and activities.

Overwhelming, the group indicated a positive relationship with their coaches or club/activity advisor. The vast majority of the coaches and advisors are KHS teachers.

When asked about their treatment from fellow athletes or peers participating in the same activity, their experiences were mainly positive. However, some of the students experienced uncomfortable comments regarding their race and cultural background.

The majority of the focus group students experienced uncomfortable statements regarding their race while attending both activities and classes at KHS. Some of the statements were made by close friends and peers. The students indicated the statements made to them seemed to lack an awareness of how offensive the comments were received by the students of color. The statements were not perceived as malicious, but seemed to lack cultural awareness.

When asked questions regarding scholarships and learning about a variety of options for attending post secondary schools as a minority student, the majority of the seniors from the focus group indicated they wished to have received additional help and guidance from the school counselors. Several of the students were able to obtain details by following the scholarship packet given to all students.

Overall, all the students indicated a pride in attending Kimberly High School. They liked the reputation of attending a school with high academic demands and a history of successful athletic, arts, and club activities. Students indicated they were well prepared for their post secondary plans.

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

Process for Notifications of Scholarship Opportunities

The district provides a variety of communication to make students and their parents aware of the scholarships. Highlights of this process are outlined as follows:

- Presentations and discussion take place during junior & senior meetings.
- Scholarships are located on the district website, Career Cruising website, and Aspire Assessment materials.
- All juniors and seniors can pick up a scholarship packet in the student services office, access it on the district website or print a copy off of their home computer.
- Some of the KHS coaches and advisors promote scholarship opportunities relevant to their specific area.

Scholarships Awarded

<u>Year</u>	<u>Male</u>	<u>Female</u>	<u>Minority</u>	<u>Disability</u>	<u>Total Number of Scholarships Awarded In District</u>	<u>Total Number of Scholarships Awarded Out of District</u>
2013-14	30	51	3	1	180	68
2014-15	36	66	2	1	155	66
2015-16	54	56	4	3	146	85

Finding: Females continue to receive more scholarships than males. The number of male students receiving scholarships has increased, since the review in 2011. Since the last review, a change in the process of notifying minority students of scholarships has changed due to the retirement of a KHS counselor who took responsibility for scholarships. See recommendation for addressing the issue of communicating scholarship opportunities for minority students.

## Summary of Specific Legal Requirements

The district continues to take nondiscrimination and equality of opportunity seriously. The following required areas are in place:

- Written policies and procedures to implement S.118.13.
- Complaint officer identified
- Complaint procedures outlined
- Annual Class 1 legal notice
- Nondiscrimination statement and complaint procedure in printed materials
- Opportunity for input provided for students, staff, administrators, parents, and residents of the school district
- Written report available for review by anyone in the school district

## Recommendations

- ❑ Conduct a review of awards and recognition for at least a three-year period for those areas other than scholarships.
- ❑ Develop an annual process for meeting with minority students to discuss post secondary options and scholarship opportunities. This will be part of the district's adoption of the Academic and Career Plan (ACP) which will be implemented in the fall of 2017.
- ❑ Monitor on an annual basis student participation in athletics and all other activities. Some protected groups had no data available for the onsite review. A system has been developed since the district converted to Infinite Campus in March, 2015, to closely track participation in athletics and all other activities. Each school within the district has assigned staff to collect and enter data into the operating system, which then generates a report based on gender, race and disability.
- ❑ Continue to schedule speakers to address specific topics relating to diversity.
- ❑ Deliver ongoing messages to KASD staff about our minority and underrepresented groups to create a personal awareness of their school experiences.
- ❑ Ongoing discussion with curriculum director, administrators, and teachers when reviewing curriculum and opportunities to infuse discussion and exploration of a variety of world cultures.