



# Northland Pines Eagles

# VOICE OF THE PINES

## FALL 2020 EDITION



**Scott Foster**

**NORTHLAND PINES  
DISTRICT ADMINISTRATOR**

### **OPPORTUNITY**

One of the most challenging factors of operating a school district during a pandemic is time. From the time I write this article, it goes to press and is then delivered to your mailbox, our information will most likely be outdated. Each day has provided challenges; some things we knew would happen and other things occurred that we did not predict. Challenges are not going to be the focus of this article though; my focus is the opportunities which we need to capitalize on!

It is week 9 of school and it is hard to believe we are at the quarter of the school year mark. This is significant because we have been able to build relationships with students, collaborate as a staff and have in-person learning for 75% or more of our students. Parents have been letting me know how grateful they are for having their kids in school. While it helps with daycare for some families, even more importantly

and often stated by both students and parents, is that in-person is the better way of learning for most students and that students are happier being physically at school, rather than learning digitally. We have also learned a lot about ourselves. We are teaching in new ways, improving our strategies daily and finding better ways to connect with all types of learners. We are grateful to be able to provide the opportunity of in-person learning to students!

I have received numerous thank yous for being open, but I am not the one who deserves it. Northland Pines School District staff and our partners deserve the credit. Our teachers, paraprofessionals, office staff, tech department, custodians and administrators ALL are going above and beyond. Our partners at Schilleman's Bus Service and our food service staff at A'viands are going above and beyond as well. There is not one person mentioned above who is not doing things differently or in new roles than they did last year. I need to thank the Vilas County Public Health Department. They have supported us in our reopening plan, kept us up to date with best practices, helped with contact information and have been available 7 days per week to help us! There are not enough thank yous to go around to everyone connected to the district that is helping us in our efforts to keep school open. We are grateful for the opportunity to model kindness and consideration for each other to our students by working together to keep students and staff as safe as possible during a pandemic.

In our mission statement we use the word community; it is there because we feel like our district is a community and this community plays such an important role in our schools. If we are going to continue to operate with students and staff in our buildings during this pandemic, we need your help. Please continue to wear face coverings, wash/sanitize your hands, physical distance, limit exposure and follow guidelines for close contacts. Our procedures have been working well at school; we understand that sometimes they are an inconvenience for parents, however they have helped limit the spread of COVID-19 which keeps our students and staff safer. We are grateful for the opportunity to work with such a supportive community that cares so much about our children's education!

There is no promise that we can remain with all students having the opportunity of in-person learning; we may need to close a classroom, a single school, or a single building. I can promise that we will continue trying as hard as we can to maintain in-person learning in a safe and productive manner. Together, as a community and school, we will make the rest of 2020 the best it can be. It is an honor to work with so many great people in our schools and community. Let's continue to work together to demonstrate our Pines Pride even during these challenging times.

### **MISSION**

The Northland Pines community guarantees rigor, relevance and relationships to prepare all learners for life.

*ALL staff BELIEVE in ALL students.*



**NPSD.K12.WI.US**

# BUSINESS OFFICE UPDATE



**Tera Fritz**  
NORTHLAND PINES  
BUSINESS MANAGER

## A Quick Review of the Mill Rate

Each Fall, public school boards across the state set new mill rates to meet the needs of the district budget, as approved by the public.

The **Mill Rate** is the amount per \$1,000 of equalized property value that tax payers provide to the district to cover expenses, as allowed by the state **Revenue Limit**. The allowable revenue limit, plus any voter approved debt and community service expenses make up the **Total Levy**. The total levy is composed of general operations, debt service, capital expansion and community service expenses, all of which are outlined in the budget presented to the public.

The other key piece of determining the mill rate is **Equalized Property Value**. It is important to note, equalized property value is not the same as assessed property value. Rather, school districts are given a value that is “equalized” to reflect market value rather than local assessed value. Equalized property value also excludes tax incremental financing (TIF) values within the district.

Once the district presents the budget, gets public approval for the total amount to be levied and obtains the equalized property value from the Department of Revenue, it may present a mill rate to the board for approval.

The calculation explained above can be seen in this graphic:



The 2020-21 mill rate of \$5.73 is the lowest it has been since 2012-13. This is largely due to the fact equalized property value is the highest it has been in over ten years. Due to the size of the district and the value of its property, Northland Pines is routinely one of the districts with the lowest K-12 mill rate in the state. In 2019-20 for example, Northland Pines had the 9th lowest mill rate in the state, with the lowest being \$2.99 and the highest, \$16.87\*. In 2019-20, the state’s K-12 average mill rate was \$9.37.

As you know, the Northland Pines School District strives to meet, if not exceed, the expectations of its students, staff and community members while also being cognizant of the impact the mill rate has on its tax payers. We thank you for your continued support and look forward to a brighter new year.

\* excluding the Norris School District

## NORTHLAND PINES SCHOOL DISTRICT BOARD OF EDUCATION



Front row L to R: Phillip Epping, Member; Becky Nordine, Treasurer; Jennifer Payne, Deputy Clerk; David Weber, President. Back row, left to right: Chris Petreikis, Clerk; Mike Sealander, Vice President; Jeff Shenk, Member.

The NPSD Board of Education encourages community members to be involved and informed about issues affecting NPSD students.

Regular board meetings begin at 6:00 p.m. and are held in the Northland Pines Middle and High School Auditorium to allow for social distancing. Masks are required in our school buildings. Board meetings are available for viewing live on our YouTube Channel: [YouTube.com/npsdk12](https://www.youtube.com/npsdk12)

### Remaining school board meetings for the 2020-21 school year:

December 21 | January 25 | February 22 | March 22 | April 26 | May 24 | June 28

NPSD policies and guidelines are accessible on our website [npsd.k12.wi.us](https://www.npsd.k12.wi.us). For additional information on Board policies, agendas, or other issues of consideration, please contact Susie Block, Executive Assistant, at (715) 479-6487 Ext 2.



# CURRICULUM & INSTRUCTION UPDATE



**Kari Jo Bornberg**  
DIRECTOR OF  
TEACHING & LEARNING

Over the past couple years, teachers have dedicated time collaborating around grade level academic standards and identifying those that are most essential. These standards are defined as “Promise Standards” at Northland Pines. Through this work, teachers have been able to determine big ideas and main essential outcomes they want to be sure all students know; this process provides clarity and focus, with the recognition that oftentimes, less is more. The more in depth we can cover the most important and critical skills, the more we can increase student proficiency and close academic achievement gaps.

This fall, the work of Promise Standards continues to be an imperative part of daily lesson planning. Teachers are able to utilize this work in order to prioritize their learning targets, which assists in planning lessons that bridge remote and in-person learning. The concept is to plan one lesson, with options for access and engagement for all students. While planning instruction, teachers can use the Promise Standards to be more intentional, helping create one lesson plan with supports in place that are good for all learners, whether face to face or virtual. This practice is not only supporting structures that are in place now, but it also supports high quality instruction long term, as these strategies will continue to enhance universal programming across all grade bands and content areas.

With a strong foundation in place, the curriculum work continues to progress. Now more than ever, teams are working together to plan instruction for students within various learning structures. The focus is on continuing to learn from one another and collaborating to share instructional strategies that are working; this is evidence a Professional Learning Community (PLC) culture continues to thrive. Through common prep times and collaborative team meetings, teachers are able to have high quality conversations around how to support all students. The work we have done in the past with Promise Standards and Professional Learning Communities has set us up for more success as we plan new instructional techniques and strategies that not only improve teaching and learning now, but for the future.

Ultimately, the why behind our curriculum work continues to be relevant. As we begin to be more innovative, incorporate technology and learn new tools and strategies, Promise Standards and PLC conversations continue to come to life. The dedication of staff to ensure high levels of learning for each and every student is inspiring and telling of the culture and climate here at Northland Pines.

## Northland Pines Schools are looking for more **SUBSTITUTE TEACHERS & PARAPROFESSIONALS**

### **BENEFITS INCLUDE:**

- Free Lunch ☺ Free Coffee ☺ Free Smiles**
- ☺ Holidays and Summers Off ☺**
- ☺ The opportunity to work with the best students and staff! ☺**
- Oh, and we pay you for your time!!**

**Contact Susie Block at (715) 479-6487, Ext. 2**

**TEACHING is a WORK OF**

**♥ HEART ♥**





# PUPIL SERVICES UPDATE



**Emily Rhode**  
DIRECTOR OF  
PUPIL SERVICES &  
SPECIAL EDUCATION

## Programming for In Person, Hybrid and Professional Learning Plan Options in Special Education

Individualized Education Plan (IEP) teams have met to review and revise student plans to ensure staff are meeting their unique needs according to the learning option parents have selected for the 2020-21 school year. Special Education case managers, related service providers and paraprofessionals are designing and implementing programming for in-person, hybrid and personal learning plan learners through strong collaboration, consultation, virtual and in-person service delivery. We continue to work towards strengthening our special education programming in accordance with the College and Career Ready IEP guidance through a revitalized evaluation process that utilizes stronger collaboration amongst staff, students and families, as well as through continuing to strengthen our collective responsibility through the Professional Learning Community process.

## Supporting the Social & Emotional Needs of Students

The Pupil Services Staff is preparing for the rollout of the district-wide social emotional learning screener, the b.e.s.t. (Behavior Emotional Social Traits). The goal of the b.e.s.t will be to allow staff to gather information about the diverse social/emotional make-up of students in their classrooms and the individualized interventions students may require to support their learning. Pupil Services staff are currently reviewing interventions recommended by the screener and aligning them to reinforce and reflect the philosophies we are in process of developing at the universal level, such as Trauma Sensitive Schools, Responsive Classroom and Collaborative Problem Solving. Not only will the b.e.s.t. screener allow for a better understanding of the social/emotional needs of each classroom, it will also provide the necessary data for effective consultation between pupil services staff and classroom teachers, as part of our Professional Learning Community framework.



## Northland Pines Food Service is Hiring!

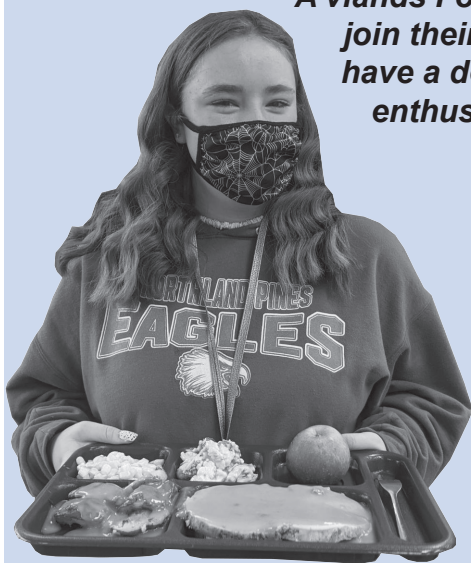
*A'viands Food Service is currently searching for people to join their team at our Northland Pines Schools. If you have a desire to provide premier service, and have an enthusiasm for food, they'd love to hear from you!*

**Current Openings include:**

- Dishwasher •
- Food Service Worker •
- Driver •

**Call Maggie Bishop, Food Service Director, at (715) 479-5800 for more information or apply online at [aviands.com/careers](http://aviands.com/careers)**

*A'viands*



# TECHNOLOGY DEPARTMENT UPDATE



**Harlan Leusink**  
**DIRECTOR OF  
TECHNOLOGY**

## Digital Learning Tools For Parents

This school year has brought many challenges for students, parents and educators alike. Our vision of what school looks like has changed dramatically. Students and teachers are now using tools like Google Meet, Schoology and Seesaw to facilitate learning in new ways. While these are great tools for students and teachers, they also provide ways for parents to stay connected to help students with their learning.

Infinite Campus is our Student Information System and contains data on final grades, attendance, and food service balances. Infinite Campus has both an online parent portal and mobile apps for both iOS and Android. Using these tools, parents can check grades, attendance and food service balances. You can also pay student fees or add money to your food service account with a credit or debit card. In addition to just checking grades, parents

can set up notifications to let them know when grades have been updated in Infinite Campus. In order to sign up for an Infinite Campus parent account, you will need an access code provided by the district. To get help with signing up for an account you can contact our Enrollment Secretary, Stacy Swenson, at [sswenson@npsd.k12.wi.us](mailto:sswenson@npsd.k12.wi.us) or 715-479-4123.

In addition to Infinite Campus, we also use a tool called Schoology as our Learning Management System in grades 3-12. Using Schoology, students can turn in digital work, participate in online discussions, and access course materials. This is also how teachers communicate daily objectives and assignments with both in-person and virtual learners. As a parent, you can sign up for a Schoology account in much the same way as Infinite Campus. With this account, you will be able to see more detailed information about assignment due dates and instructions for those assignments. You will also be able to see assignment grades and teacher feedback on each assignment. Another useful tool with Schoology is a daily email digest that you can set up to see your child's daily activity in Schoology. To get signed up for Schoology, you will need a parent access code provided by the district. You can contact Harlan Leusink at [hleusink@npsd.k12.wi.us](mailto:hleusink@npsd.k12.wi.us) or 715-479-5853 for assistance with this.

The Learning Management System used by our 4K-2 students is called Seesaw. Many teachers have used Seesaw in the past to communicate with parents, but this has expanded in recent years so that teachers can build content and students can complete activities within the program. Parents can be invited to use Seesaw by their child's classroom teacher through either an email or text message. Signing up for a parent Seesaw account will allow you to see work that your child is completing and also view upcoming activities that your child needs to complete. You can also see feedback that is given to your child on work that they have submitted. Seesaw has both an online portal and mobile apps for iOS and Android that you can use to access student work. If you are interested in signing up for a parent Seesaw account, please contact your child's classroom teacher.

While school does look a lot different this year for students, teachers and parents, these tools are giving everyone involved the opportunity to communicate more efficiently and keep student learning moving forward.

## MEASUREMENTS IN THE PATCH

**By Mrs. Geiger**

Third grade students in St. Germain spent some time in our school pumpkin and squash patch this fall for some authentic learning. Students practiced their measurement skills using a tape measure to find circumference of the pumpkins. We learned what circumference meant and also how to read centimeters on a tape measure. Students were able to learn in a different environment and collect data from our school-grown garden, which brought about a lot of excitement. Students tried to find the largest and the smallest pumpkins and squash to measure. Many figured out the best ones were hidden under many leaves. Students compared their data with other classmates and showed each other which pumpkins/squash they measured. This was a good activity for the students as it naturally fostered building relationships early on in the school year. My favorite part was hearing the rich dialog between students and also the discovery of measuring other things too, such as finding the largest leaf!



# ST. GERMAIN ELEMENTARY SCHOOL & MONTESSORI LEARNING CENTER



**Tony Duffek**

**PRINCIPAL OF  
ST. GERMAIN ELEM &  
MONTESSORI LEARNING  
CENTER**

Our district mantra is **ALL staff BELIEVE in ALL students** and this is a motto that we take to heart at St. Germain Elementary School and Northland Pines Montessori Learning Center. Over the past year, staff reflected and collaborated on what our values and behaviors would look like if we were going to accomplish our district mission and live by our mantra. Through our discussion and collaboration, staff came up with a set of core values that guide our behaviors to reach our goals and accomplish our mission and mantra. I wanted to take the time to share these values with the community in this article.

Any successful school or organization has a clear mission, goals and a set of values to accomplish the mission and goals. Our district mission is **The Northland Pines community guarantees rigor, relevance and relationships to prepare all learners for life.** At St. Germain Elementary School and Northland Pines Montessori Learning Center, we collaboratively analyze student data and set annual goals that improve our practices and most importantly, maximize the growth of each individual student. Teams set goals and meet regularly to track student progress and make adjustments to programming and instruction to ensure each of our students are reaching high but achievable goals. This is how we ensure ALL students succeed and how we accomplish the district mission.

Setting goals and a mission statement does not do much unless our behaviors shift to accomplish those goals. This is why through reflection and collaboration, the staff at St. Germain Elementary School and Northland Pines Montessori Learning Center, created a set of core values that we live by and that guide our behaviors. Those values are Relationships, High Expectations, Innovation, Attitude and Collaboration. We spent months deciding upon the values we hold true and then defining them.

Below you will see our visual and the definition for each of our values. We use these values to guide our behaviors, hold ourselves accountable, strive for continuous improvements and to create a positive learning environment that ensures ALL students will learn at high levels. Aligning our mission statement with goals to core values will ensure we achieve our mantra of **ALL staff BELIEVE in ALL students.**

## The Northland Pines community guarantees rigor, relevance and relationships to prepare all learners for life.

### RELATIONSHIPS

We will cultivate relationships by creating a positive atmosphere through connections that are meaningful, compassionate and develop a genuine understanding of ALL.

### HIGH EXPECTATIONS

We are dedicated to rigorous yet achievable goals to ensure ALL students and staff reach their full potential.

### ATTITUDE

We will maintain a positive outlook by encouraging continuous improvement to achieve our greatest potential.

### COLLABORATION

We will work as a professional learning community to support our students, staff and families to ensure continuous improvement.

### INNOVATION

We will be flexible and creative as we provide rigorous, engaging and relevant experiences that meet the changing needs of ALL learners.



**ALL staff BELIEVE in ALL students**



# EAGLE RIVER ELEMENTARY SCHOOL



**Don Anderson**  
PRINCIPAL OF  
EAGLE RIVER ELEMENTARY

## LASTING IMPROVEMENTS TO THE ERES CAMPUS

We are well into the school year and we are very pleased with the way it has started. The Eagle River Elementary School (ERES) classrooms, halls, and playgrounds are once again filled with that feeling of excitement and energy. Academic and Social/Emotional Learning is taking place at high levels and students and staff have adjusted very well to our new protocols. I cannot thank families and the community enough for your understanding, cooperation and patience with our safety measures. Although we can never be certain what tomorrow will bring, as a school community, we can ALL be proud of where we are at right now.

While preparing to ensure maximum safety for our students and staff this school year, we knew that we had to take a close look at not only our procedures, but also the physical attributes of our campus. We focused on what we could do that would help us during this school year and its unusual circumstances, as well as having lasting benefits for our school in the years to come. Thanks to planning and hard work of many individuals, we are very proud of the following improvements to the ERES campus.

### DROP-OFF LANE

This has been incredibly beneficial to the safety and traffic flow during morning arrival at ERES. In a typical year, this time of day has been known to be disorganized and frustrating for families dropping students off and for bus drivers when traffic would back up. The drop off lane has alleviated this by freeing up many of the parking spaces and allowing for a smoother traffic flow. Students using the drop off lane go right to the sidewalk and crosswalk without having to step foot in the parking lot.



### NEW PLAYGROUND

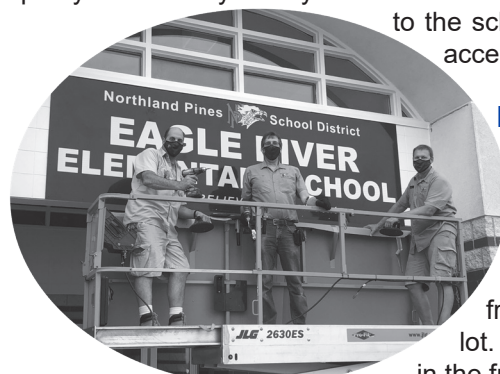
This has been a great addition to our school! Our 3rd-6th graders love their new place to play and socialize. The new playground area has also made it possible to run a recess schedule where there is only one grade level on a playground at a time, allowing for better cohorting and physical distancing. We want to give a huge thanks to the ERES PTO for helping to fund this playground. If you are interested in joining our PTO, please reach out to me: [danderson@npsd.k12.wi.us](mailto:danderson@npsd.k12.wi.us) or (715) 479-6471. New members are always welcome!



### OUTDOOR CLASSROOM SPACES

Even though winter is starting to show up, many teachers are taking full advantage of our new outdoor classroom spaces. We now have three outdoor spaces designated for instructional purposes, including the pond, picnic table area with a fire pit and benches with a podium. These spots allow students the opportunity, to get some fresh air and take a break from wearing their face coverings while still keeping safe. As the weather is rapidly beginning to cool, we would love to start using our fire pit more often so students have a place to warm up. If you have any “ready-to-burn” firewood that you would be interested in donating

to the school, please contact us and we would happily accept it! Mr. Becker and I would be happy to pick it up, too!



### LANDSCAPING AND SCHOOL SIGN

The front of our building is looking wonderful with its new face lift. Cracked tiles have been replaced with new brick, the awning has been power washed and freshly painted, the dying trees and shrubs have been removed and replaced with red granite and picnic tables, and we have a beautiful new sign above our entrance. These improvements not only look great, but also make the front of our school safer with better visibility to the bus lane and parking lot. We look forward to adding some landscaping and more seating areas in the future.



# LAND O' LAKES ELEMENTARY SCHOOL & SOAR CHARTER MIDDLE SCHOOL



**Carrie Brock**  
PRINCIPAL OF  
LAND O' LAKES ELEM &  
SOAR MIDDLE SCHOOL

*"Learning is creation, not consumption. Knowledge is not something a learner absorbs, but something a learner creates." ~ George Couros*

One of our priorities in returning to in-person learning this year, was to provide relevant, hands-on learning opportunities for students. We have worked hard to ensure our attention is not only focused on what we 'can't' do because of COVID concerns, but that we also capitalize on all that we 'can' do! We CAN bring students outside to learn. We CAN take walks in the woods with students to explore nature. We CAN read outside, in the fresh air, safely distanced from each other. We CAN enjoy snacks and lunch outside. SOAR Middle School and Land O' Lakes Elementary School CAN and did collaborate in order to provide multiple days of outside learning opportunities for students at the Northland Pines School Forest in Eagle River!



When children spend time exploring the woods, they often discover new creatures and tracks that prompt a passion for more learning. Students love to find tadpoles in the pond, recreate predator and prey hunts in the wild and seek clues for the animals that are roaming around the woods.

This year, more than ever, we have found opportunities for students to be outside, immersed in relevant, authentic learning. Various classes in the district have used the school forest property for winter survival classes, animal tracking and identification, tree and plant identification, habitat and hibernation classes and so much more! SOAR Middle School has even teamed up with the SnapShot Wisconsin program and hosts a trail camera on one of the school forest properties. Photos from this camera are used to help gather data regarding the population of various species. Students have become quite adept at identifying a variety of species as well as making connections between predator and prey numbers.



We have great plans to continue developing outside learning opportunities at the school forest for our students. There are plans to incorporate a GPS course, geocaches, letter boxes, bird feeding stations and posts specifically identifying trees. We also plan to build areas or platforms for overnight opportunities as well as a natural play area for younger students. The Town of Washington (where both parcels are located) recently donated several truck loads of mulch/wood chips to be used in improving the trail system this year! We strongly believe that learning occurs in a variety of environments and must be taken outside the walls. We are blessed to live in an environment rich in natural resources. Learning outside the school walls sparks wonder and excitement in the students!



I am incredibly proud to be a part of the Land O' Lakes Elementary and SOAR Middle School communities. We continue to work hard to find ways to make school the best it can be for children, especially amidst a pandemic. Thank you for all that you do to share ideas and partner with us to provide an excellent education for our children. Please contact me if you'd like to share any feedback or ideas, [cbrock@npsd.k12.wi.us](mailto:cbrock@npsd.k12.wi.us) or (715) 547-3619.





# SOAR CHARTER HIGH SCHOOL



**Ann Perry &  
Dave Strong**  
CO-ADVISORS AT  
SOAR HIGH SCHOOL

The School of Options and Applied Research (SOAR) Charter High School continues to support the values provided in a small-school community and environment. With the change in our world and the need for students and teachers to be flexible, SOAR Charter High School has adapted to ensure all students have equal access to learning opportunities regardless of their situation.

Each quarter at SOAR High School is designated as a learning cycle. Students are encouraged to look at all opportunities for learning and participate in choices that not only meet their overall educational needs but also engage them in unique learning experiences. Now more than ever, SOAR High School is working to cultivate and strengthen our family structure to be supportive of all of our students no matter where their primary education location happens to be.

The first way we are accomplishing this is to focus more intently on our learning teams. In the past, students were grouped together based on class schedules

and common time shared at SOAR HS. These “project” teams of 3-4 students were initially designed to accompany the steps of the project cycle during a quarter and allow for the members to meet weekly to check in with the team and support one another through the process. Our first priority this fall was to find ways to fully integrate students learning in the hybrid model into our Learning Cycles with the students attending in person. That meant a complete overhaul of these teams and how they function.

This fall the senior class was split into two groups so they could better facilitate deeper engagement with their senior legacy projects. The remainder of our student body was divided into teams with considerations made for hybrid learners and students new to SOAR HS. Each team now has the widest possible variety of students. As a result, every hybrid learner has a team member dedicated to connecting with them synchronously during team building time, challenges and writing workshops, which fully integrates them in the group.

Additionally, student X-Blogs which were once a more personal, internal dialogue with advisors were reformatted into discussion forums within the teams. Students post weekly to a prompt provided by advisors and then team members weigh in on the discussion providing insight, feedback, suggestions and alternative viewpoints.

In this way, teams connect asynchronously and are able to further build associations and relationships with the same group of students within SOAR High School. As a community-based, team-oriented school, these changes provide students at home with consistent access to the social environment that many of our students rely on as part of their learning.



Initial response to refocusing the team format has been very positive. Students have been flexible with one another and have shown perseverance through differing learning conditions, locations and the flux of students and staff in and out of the physical classroom. SOAR HS has always been about cultivation of an environment that supports student emotional needs which in turn, correspond with their academics. This year, despite the numerous additional ways we are challenged to bring our students together, our deepened family structure is truly supportive of all and is a foundation we will continue to build from as the year progresses.



# NORTHLAND PINES MIDDLE & HIGH SCHOOL



*Dan Marien*

**PRINCIPAL OF  
NORTHLAND PINES  
MIDDLE & HIGH  
SCHOOL**

As we prepared for the 2020-21 school year, we knew many things would be different. Some families have chosen to educate their child through technology instead of coming to school. Some families thought long and hard about these decisions as none of these decisions were easy ones. There are so many aspects of our day that have changed. Here is a list of some of them; the wearing of masks, moving of desks in each classroom, using the LGI as a classroom for our largest classes each hour, two bell schedules in the same building, adopting the block schedule, restroom breaks for every class every hour, changing our before school operations for all students, reducing students at each lunch table, setting many portable tables up and taking them down in the field house every day, having students use hand sanitizer or wash their hands upon entering the building and having all students leave the building at the end of the day unless they are in a supervised school sponsored activity. As you can see, we have made many adjustments to our daily routine.

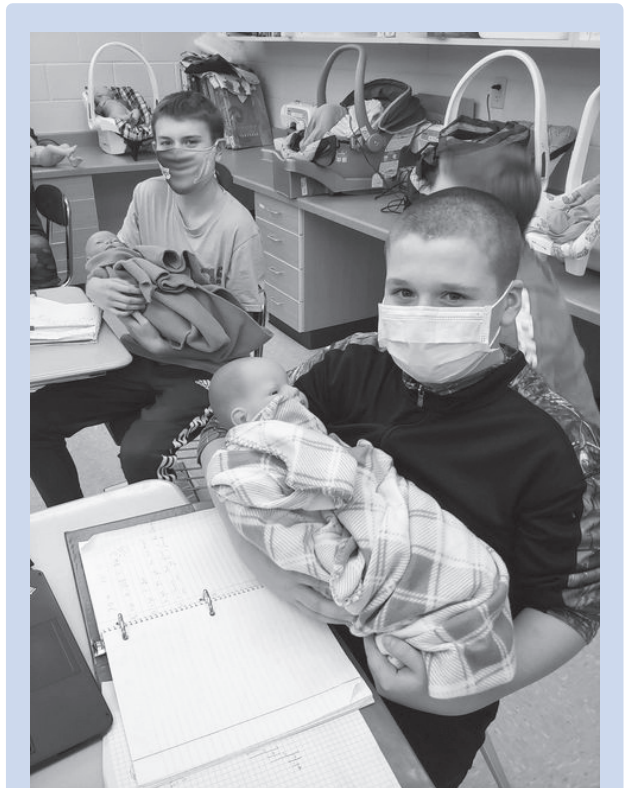
The reason we did all of these things and more is to try to create the safest environment we could for our staff and students. Having the opportunity to have all students in the building five days per week has been invaluable. We strongly believe this is the best way for teachers to teach and for students to learn. We are very happy that some of our students are hybrid and are able to virtually attend their classes. Other students are on Personalized Learning Plans (PLP) as this works best for their style of learning and family dynamic. We understand that everyone has different circumstances at home; we hope the options we created and are carrying out are working.

As the Middle and High School Building Principal, I have been so impressed by how our students have adapted to these changes. We continue to educate all of our students as to why things are the way they are this year. Once we did this early in the school year, there has been no push back by our student body. Our students that are in the building also want to be in school as opposed to learning in a different manner. No matter what path a student chose to be educated this year, we are all still EAGLES!!

Lastly, I want to talk about the staff at the Middle and High School. Our teachers and paraprofessionals have done a fantastic job of dealing with the many new factors of educating during the 2020-21 school year. Teachers and paraprofessionals are still pouring their hearts out for our students, helping in every way possible while being great role models to our students. I could not ask for a more professional, flexible and committed group of educators to work with on a daily basis. Our custodians have changed their schedules in order to get certain things done throughout the day. Custodians are an important part of our team and their contributions certainly do not go unnoticed. Our administrative assistants have also taken on new responsibilities that they were not planning on fitting into their already busy days.



Keeping a middle and high school operating 5 days per week would never be possible without following our mantra, **ALL staff BELIEVE in ALL students!**



Mrs. Garrison's students are learning through experience in Family Consumer Science classes (Home Economics type classes). It may be hard to tell but they are happy and smiling underneath their masks!



# ACTIVITIES & ATHLETICS UPDATE



**Brian Margelofsky**  
NORTHLAND PINES  
ACTIVITIES DIRECTOR

When I sit back and reflect on the last 12 months, it's easy to become distracted with the unfortunate events of COVID-19 and how it has negatively affected our lives. I remember returning to school following the Boys State Hockey Tournament and one week later the district announced we were going to go virtual for a couple weeks through spring break. Little did we anticipate that events would force us to finish the remainder of the school year teaching, learning and working from home. Spring sports were canceled, summer contact days and workouts were affected and the start of fall sports was delayed. Due to athletes not participating in sports, my attention transitioned to the concern for the physical and social health of our student-athletes. As everyone has been forced to deal with COVID-19 and changes in society, we were able to make modifications and safely offer fall sports and activities. Many of us were skeptical as we started the fall season. I feel we worked through the challenges and our teams were successful. Now we're preparing for the winter season and another set of challenges. However, my coaches and I will approach things with a positive attitude. I'm confident they will properly prepare our athletes for what lies ahead this winter season.

Positively thinking, I'd like to remind you of the many successful events that we witnessed in the Activities Department during the 2019-20 school year.

- Boys Soccer was Sectional Champions and advanced to play in the WIAA Division 4 State Tournament.
- Girls Volleyball claimed their first ever Division 2 Regional Championship.
- Northland Pines received the Fall WIAA Sportsmanship Award.
- Boys Hockey claimed titles winning the Pines Classic Tournament, the Great Northern Conference regular season and the GNC tournament. The team was Sectional Champions and runner up in the WIAA Div. 2 State Hockey Tournament.
- Several NP athletes received college scholarships:
  - Paige Hickson - Track & Field (Minnesota State University)
  - Jacqueline Smith - Volleyball (Northern Michigan)
  - Harmen Marien - BASS Fishing (McKendree University)
  - Jack VanWormer - Football (Hillsdale College)
- For the second year in a row Northland Pines was awarded the WIAA Academic Excellence Award.
- Boys Basketball played in the Regional Final and posted one of the best win percentages in decades.

**Schedules for 2020-21 NPHS Activities** can be viewed on our website. Spectators looking to attend winter sporting events are highly encouraged to check on the parameters and guidelines set forth by each host school. The Great Northern Conference website is providing that information on their website: [greatnorthernconference.org](http://greatnorthernconference.org). Please visit their website for conference game schedules, rosters, stats and driving directions to event locations as well.

**2020-21 Winter Sports Guidelines** hosted by Northland Pines either at the Fieldhouse or the ERRA:

- Six tickets per rostered athlete for home basketball and hockey games hosted by NPHS.
- No charge for attending winter events, but a game ticket will be required.
- Facial covering to be worn by coaches, players on bench, game personnel, cheerleaders, officials and spectators.
- Active players in the game do not have to wear facial coverings.
- NPHS will follow WIAA considerations and GNC procedures for contest management.

**Evening Activity Bus** for middle and high school students is available three days per week on Monday, Tuesday and Thursday for students participating in after school activities. The buses depart at 6:10 p.m. from the Middle and High School back parking lot.

**Athletic Participation Forms** can be picked up in the HS/MS Offices or you can print them from the NPSD website for your student-athlete. [npsd.k12.wi.us](http://npsd.k12.wi.us) (*Families > Activities & Athletics > Forms*)



Hello, my name is Christine Uebe (pronounced "you bee") and I'm excited to be a part of the Northland Pines community! We moved to the great Northwoods a little over a year ago. I began our journey here by working at Conserve School in Land O' Lakes, and after finishing up work and school in Racine, my husband and our son joined me. With some recent changes at Conserve School, I found myself looking for a job and was blessed to begin my position as Activities Secretary in July. I'm still learning all the nuances of the Activities Office but love my service role to students, families, Mr. Margelofsky and the school. Prior to my time at Conserve School, I worked at a private school in Racine for

18 years assisting the College Counselors. We are still settling in to our new home (getting close to completing major remodeling projects) but I look forward to bringing out my knitting needles and all my canning and dehydrating supplies once we unpack boxes. My goal, once COVID-19 is behind us, is to join a book club and enjoy time together with new friends! I'm also anxious to snowshoe this winter and next spring bike on Sayner's bike trails! If you have any questions about activities, fees, or forms, please contact me at 715-479-6286 ext. 2 or [cuebe@npsd.k12.wi.us](mailto:cuebe@npsd.k12.wi.us).





***“If you don’t like to read, you haven’t found the right book!” - J.K. Rowling***

**By Ms. Jone Davis and Mrs. Kari Welzien**

Along with this school year seeing many changes, the libraries in Northland Pines have changed how procedures take place. Even though these changes have brought additional work, one change at Eagle River Elementary has brought a positive change, particularly to the 6th-grade. 6th-grade students are checking out more books this year than in previous years!

In the past, students would come to the library, browse the shelves for books and choose what interested them. This year we are trying to reduce the number of books physically touched in a day and not checked out.

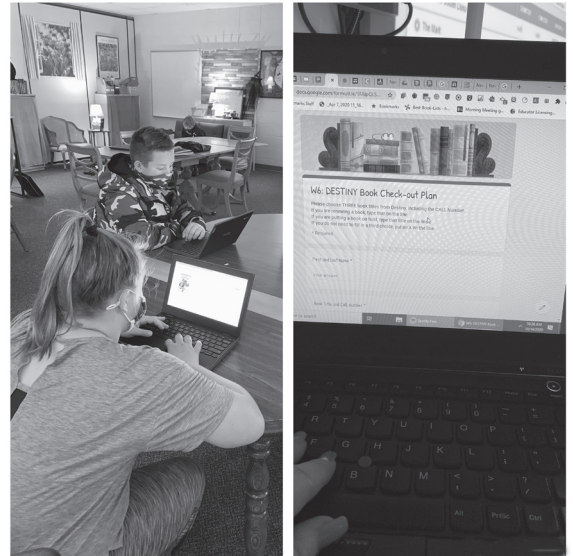
Ms. Davis created screencasts (videos) to show students how to use the online card catalog, Destiny, to search for library books. Classes had in-person or virtual review lessons on Destiny. Collaborating with Mrs. Welzien’s 6th-grade English Language Arts classes have worked out well by encouraging students to check out more books and books they are truly interested in.

Mrs. Welzien takes a few minutes of her E.L.A. classes, one day per week, to have students look up books in Destiny, read the reviews, summaries, and author information. Then, students fill out her Google form with their choices so they are ready for “Book Check-out Day.” This form is filled out by hybrid and PLP students as well. Those books are checked out for them and put in the office for parents to pick up.

“Book Check-out Day” is on Friday for all 6th-grade students. Mrs. Welzien works the check-out computer, while Ms. Davis uses the Google form to help students find their book selections from the library shelves. This gives Mrs. Welzien a chance to chat with students about books they are checking out, while ensuring books are a “good fit.”

Students have also learned, through Ms. Davis’ screencasts, how to put books on “hold” if those books are currently checked out by others. These books are usually waiting for them at the circulation desk when they arrive on Fridays. Also, books can be requested from another school library and sent over via interoffice mail.

Students are becoming more confident to find books that suit their interests! They are excited to share a new book they have read, or a book title they think should be added to the school and/or classroom library.



***“I’m wondering what to read next!” - Matilda, Roald Dahl***

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HIRING**



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**WE ARE LOOKING FOR FULL-TIME  
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DIFFERENT DAYS AND HOURS!**

**To apply for any of the positions listed above, please visit our website or call  
Dave Bohnen at 715-479-5031 or email him at [dbohnens@npsd.k12.wi.us](mailto:dbohnens@npsd.k12.wi.us).**



# PINES COMMUNITY WELLNESS CENTER



1800 Pleasure Island Rd. Eagle River, WI 54521 [npsd.k12.wi.us/wellnesscenter](http://npsd.k12.wi.us/wellnesscenter) (715) 479-4473 ext. 3350

The Pines Community Wellness Center (PCWC) invites you to come up and be a part of a great community-oriented fitness center. For those of you wondering what the PCWC has to offer, please visit us in person or browse our website [npsd.k12.wi.us/wellnesscenter](http://npsd.k12.wi.us/wellnesscenter).

The PCWC continues to add some new equipment (treadmills, Sci-Fit, new aerobic steps, lifting bars) for all the different needs of our members. It is our goal to upgrade or add equipment annually to keep things in great condition. We have some equipment that is not normally found at a local gym that can aid in rehabilitation from injuries or surgeries as well as machines that assist you with getting started on your wellness journey. We also have sophisticated expert-level equipment for high level training.



(Photo taken pre-COVID)

We do require all members sanitize or wash their hands, wear a face covering, physical distance and clean the equipment before and after you use it to help all of our members stay safe and healthy.

Membership costs continue to be affordable and we offer programs that may even reduce your costs or qualify you for a free membership through your insurance provider. Stop by for a tour and find out what a membership entails. We can't wait for you to join us!

## SINGLE RATES

**Annual \$300.00**  
(includes one FREE 8-week session/year)

**Monthly \$30.00**

**Week Pass \$15.00**

**Single Senior Citizen (62+)**  
**Annual \$240.00**  
(includes one FREE 8-week session/year)

**Monthly \$20.00**

**FAMILY RATES** (family is 2 adults & 2 children under 18 - must be in 7th grade+ due to insurance reasons)  
**Annual \$450.00**  
(includes two FREE 8-week sessions/year)

**Monthly \$50.00**

**Week Pass \$30.00**

**Family Senior Citizen (62+)**  
**Annual \$400.00**  
(includes two FREE 8-week sessions/year)

**Monthly \$35.00**

## SPECIAL RATES

**All students residing in the NPSD attendance area receive a FREE membership, but must pay for classes at membership rates. Must be in 7th grade+ due to insurance reasons.**

**Silver Sneaker**  
Free membership, but must pay for classes at membership rates.

**College Students**  
**\$15.00 per month**  
(must provide College or University I.D.)

**Active Military Personnel**  
**\$20.00/month**

**FREE Senior Day** is the third Wednesday of every month - ages 62 and older. Does not include classes.

**No joiner fee • No contract • No penalties**



## OPEN ENROLLMENT

Wisconsin's inter-district public school open enrollment program allows parents to apply for their children to attend school districts other than the one in which they live.

**The next window to apply for open enrollment will be from February 1, 2021 - April 30, 2021.**

**Parents may apply online at [dpi.wi.gov/open-enrollment/applications](https://dpi.wi.gov/open-enrollment/applications)**

Although online application is recommended, applications may be obtained from any school district after January 18, 2021, and must be delivered (hand-delivery is recommended) to the nonresident school district during the application period. The deadline to accept applications is April 30, 2021 at 4 p.m., no exceptions. If you have any questions, please contact Mary Mulleady, Open Enrollment Coordinator, at (715) 337-2527, ext 2.

### **Student Address Change and Tuition Waiver Due to Move**

It is imperative that we have correct address information for students and parents/guardians. A change of address should be reported to the child's school secretary immediately.

Under certain circumstances, state law permits a student to continue attending a school district even after they move out of the district. Please contact Mary Mulleady, Open Enrollment Coordinator, at (715) 337-2527, ext 2 for more information if you plan to move or have already moved outside of the Northland Pines School District boundaries during the school year. "Tuition Waiver Due to Move" application form(s) must be completed by a parent/guardian of the student and returned to the district office as soon as possible after the move. Information on tuition waivers can be found at: [dpi.wi.gov/open-enrollment/funding/tuition-waivers#moves\\_tw](https://dpi.wi.gov/open-enrollment/funding/tuition-waivers#moves_tw). An Open Enrollment application form must then be completed during the following February-April application period for consideration for future attendance according to the rules for open enrollment.

## BUS SAFETY TIPS FROM SCHILLEMAN BUS SERVICE

Schilleman Bus Service of Eagle River, Inc. prides itself on providing safe and reliable transportation for your children to the NPSD buildings. As always, we ask parents/guardians to assist the bus drivers in encouraging and supporting appropriate and safe bus habits:

- It is very important that children follow bus rules and pay close attention to the danger zones that surround a school bus.
- While loading and unloading a bus, children should secure any items that they are carrying, such as balls, etc. so that the items do not become loose and roll under the bus or into the roadway. Should this occur, your child(ren) should NOT retrieve the item, but should alert an adult immediately.
- While waiting at a bus stop area, children need to refrain from horseplay which may result in a child being pushed toward the bus or roadway.
- Remind your children how important it is for them to pay close attention to the hand signals and emergency signals of the bus driver while loading and unloading the school bus; they are not to cross a road while loading or unloading until the bus driver has signaled that it is clear for them to do so.
- Basic respect and responsibility on the part of your child will ensure a safe and enjoyable ride to/from school every day.
- Please have your children at their designated bus stop 5 minutes prior to pick up time.

To ensure the safe delivery of your children in the afternoons, we ask that you choose one drop-off site for your children which will remain consistent on a daily basis. It has proven to be very confusing and upsetting for children and bus drivers to keep track of where a particular child goes on which days. Exceptions to this rule will be allowed for those children who spend time at separate parent households.

During COVID, we are not allowing students to ride home with friends, to grandparents' homes, birthday parties, etc. in order to limit the amount of buses that children ride. Each bus has a seating chart for students that are assigned to ride that bus, with families and grade cohorts sitting with or near each other, as much as possible. Please make other arrangements for your child if they are going to a friend's house. Thank you for understanding.

Additionally, we ask that if your child has any medical concerns, such as an allergy or diabetes or any other medical condition that we should be aware of, please contact us directly. This information will be kept confidential and shared only with the driver(s).

We are always looking for new team members to join us as bus drivers! If you are interested in a part time job and love children, we have just the right job for you! We offer a competitive wage, paid training and dental insurance.

If you have any questions or would like to apply for a position, please contact Greg or Sue Herfindahl of Schilleman Bus Service at (715) 479-2565 or at [herfbus@gmail.com](mailto:herfbus@gmail.com).



# STUDENT IMMUNIZATION LAW AGE/GRADE REQUIREMENTS

## DHS.WISCONSIN.GOV/IMMUNIZATION/

The following are the minimum required immunizations for each age/grade level according to the Wisconsin Student Immunization Law. Additional immunizations may be recommended for your child depending on his/her age. Please contact your doctor or local health department to determine if your child needs additional immunizations.

AGE/GRADE	NUMBER OF DOSES				
Pre K (2 yrs through 4 yrs) <sup>1</sup>	4 DTaP/DTP/DT <sup>2</sup>	3 Polio	3 Hepatitis B <sup>6</sup>	1 MMR <sup>7</sup>	1 Varicella <sup>8</sup>
Kindergarten through Grade 5	4 DTaP <sup>1</sup> /DTP/DT/Td <sup>2,3</sup>	4 Polio <sup>5</sup>	3 Hepatitis B <sup>6</sup>	2 MMR <sup>7</sup>	2 Varicella <sup>8</sup>
Grades 6 through 12	4 DTaP/DTP/DT/Td <sup>2</sup> 1 Tdap <sup>4</sup>	4 Polio <sup>5</sup>	3 Hepatitis B <sup>6</sup>	2 MMR <sup>7</sup>	2 Varicella <sup>8</sup>

- Children under 4 years of age who are enrolled in a Pre-K class should be assessed using the immunizations requirements for Kindergarten through grade 5 which would normally correspond to the individual's age.
- D= diphtheria, T= tetanus, P=pertussis vaccine. DTaP/DTP/DT/Td vaccine for all students Pre-K through 12: Four doses are not required. However, if a student received the 3rd dose after the 4th birthday, further doses are not required. Note: a dose four days or less before the 4th birthday is also acceptable.
- DtaP/DTP/DT vaccine for children entering Kindergarten: Each student must have received one dose after the 4th birthday (either 3rd, 4th, 5th dose) to be compliant. Note: a dose four days or less before the 4th birthday is also acceptable.
- Tdap is adolescent tetanus, diphtheria and acellular pertussis vaccine. If a student received a dose of a tetanus-containing vaccine, such as Td, within five years before entering the grade in which Tdap is required, the student is compliant and a dose of Tdap vaccine is not required.
- Polio vaccine for students entering grades Kindergarten through 12: Four doses are required. However, if a student received the 3rd dose after the 4th birthday, further doses are not required. Note: a dose four days or less before the 4th birthday is also acceptable.
- Laboratory evidence of immunity to hepatitis B is also acceptable.
- MMR is measles, mumps, and rubella vaccine. The first dose of MMR vaccine must have been received on or after the first birthday. Note: a dose four days or less before the 1st birthday is also acceptable. Laboratory evidence of immunity to all three diseases (measles and mumps and rubella) is also acceptable.
- Varicella vaccine is chickenpox vaccine. A history of chickenpox disease or laboratory evidence of immunity to varicella is also acceptable.

## USE OF MEDICATION AT SCHOOL

Medication should be given at home if at all possible. When, under exceptional circumstances, a student is required to take medication at school, it must be in compliance with these guidelines.

### Procedures for obtaining and filing medical information:

- The parent or guardian must provide written consent for a member of the school staff to dispense medication via "Parental Authorization for Medication" form. These forms can be obtained from the school office. New forms are required at the beginning of each school year.
- Prescription medications will only be administered under the direction of a physician. This is done by the physician or practitioner completing and signing the "Authorization for Medication" form, available in the school office and on our website: [npsd.k12.wi.us](http://npsd.k12.wi.us). The parent or guardian must facilitate the completion and signing of the form by the physician.
- Medication must be received in the original container from the pharmacy. It must be labeled with the following:
  - Name of student
  - Name of medication
  - Dosage of medication
  - Time the medication is to be dispensed
  - Name of the prescribing physician
  - Name of the pharmacy
- Appropriate records shall be maintained and periodic instruction will be documented by the completion of a medication administration form.

Medication will be stored in a designated container in each building. Any unused medication will be returned to the parent. If you have questions or need assistance, please contact Caryn Jacob, School Nurse at (715) 479-6471 Ext. 3353. The Northland Pines School District reserves the right to refuse any request to dispense medication.

### Over the Counter Medication

Parents, when bringing in over the counter medications for your children to be administered during the school day, please fill out the proper form (Non-prescription (over the counter) Medication Request form) available from your school office. The medication must be in the original, unopened manufacturer's package/container. It must list in a legible format the ingredients and recommended therapeutic dose.

# NORTHLAND PINES SCHOOL DISTRICT ANNUAL NOTICES 2020-21

## ATTENTION SCHOOL VISITORS

Individuals other than NPSD pupils, staff or Board of Education members are regarded as visitors. Visitors are asked to please report to the school office to sign in. Visitors need to bring their drivers license in as they will be scanned by our Raptor system to ensure student safety. A photo ID badge will be printed for visitors to wear while they are in the building. Face coverings, physical distancing and hand washing are required of all visitors.

## HOW DO OUR SCHOOLS COMPARE? CHECK WISEDASH

<http://wisedash.dpi.wi.gov>

What's in WISEDash? Every year, all Wisconsin school districts collect information about their students, staff, and courses. These data sets are submitted to the Department of Public Instruction where they're stored in a data warehouse, a repository of millions of educational records that are linked and organized by school year. WISEDash gives you an interactive way to select and filter Wisconsin school data from the 2005-06 school year forward. Data is published by the Department of Public Instruction, and are redacted to protect student privacy. Additional historical datasets from 1998 forward can be downloaded. Links to other educational datasets and key reports are available in WISEDash.

Who should use WISEDash? The WISEDash public portal is the front door for parents and community members to discover all types of data about Wisconsin schools and districts. WISEDash can also be used to compare districts, schools, and statewide data.

Why is WISEDash important? Education data is a primary tool to see how our students, schools, and policies are working. Over time, the data showed the results of changes we make in schools, letting us track progress and make adjustments. As stated in Agenda 2017, the goal for Wisconsin is to help ensure every child graduates from high school prepared for both college and career pathways. WISEDash is a key part of Agenda 2017's assessment and data systems emphasis on giving parents and the public more timely, quality data to use for informed decision-making.

## ASBESTOS MANAGEMENT PLAN NOTIFICATION

As a result of federal legislation (Asbestos Hazard Emergency Response Act-AHERA), each primary and secondary school in the nation is required to complete a stringent inspection for asbestos and to develop a plan of management for all asbestos-containing building materials. Northland Pines School District has a goal to be in full compliance with this law and is following the spirit, as well as the letter of the law. As a matter of policy, the school shall continue to maintain a safe and healthful environment for employees and students.

In keeping with this legislation, all buildings (including portables and support buildings) owned or leased by Northland Pines School District were inspected by EPA accredited inspectors. Furthermore, Northland Pines School District has completed their three year re-inspection required by AHERA. MacNeil Environmental, a private environmental consulting company, has accomplished this task under its current contract.

Short-term workers (outside contractors - i.e., telephone repair

workers, electricians and exterminators) must be provided information regarding the location of asbestos in which they may come into contact. All short-term workers shall contact the lead maintenance person before beginning work to receive this information.

A copy of the Asbestos Management Plan is available for review in the District Office. Copies are available at fifteen cents per page. Questions related to the plan should be directed to Patrick Murphy, MS, MacNeil Environmental, Inc., Burnsville, Minnesota, at (952) 890-3452 ext. 618, or by contacting Dave Bohnen, Buildings and Grounds Director, Northland Pines School District at (715) 479-5031.

The Northland Pines School District is required by law to post this notification.

## PUPIL NON-DISCRIMINATION NOTICE

[School Board Policy #2260](#)

It is the policy of the public schools that no person may be denied admission to any public school in the district or be denied participation in, be denied the benefits of, or be discriminated against in any curricular, extracurricular, pupil service, recreational, or other program or activity because of the person's race, color, religion, national origin, ancestry, creed, pregnancy, marital status, parental status, sexual orientation, sex, (including transgender status, change of sex or gender identity), or physical, mental, emotional, or learning disability ("Protected Classes") in any of its student program and activities as required by s. 118.13, Wis. Stats.

This policy also prohibits discrimination as defined by Title IX of the Education Amendments of 1972 (sex), Title VI of the Civil Rights Act of 1964 (race and national origin), and Section 504 of the Rehabilitation Act of 1973. School districts encourage informal resolution of complaints under this policy. A formal complaint resolution procedure is available to address allegations of violations of the policy in the school district. Any questions concerning this policy should be directed to: Northland Pines School District, Director of Pupil Services, Emily Rhode, (715) 479-8989 ext. 3, 1700 Pleasure Island Road, Eagle River, WI 54521, or to Northland Pines Middle and High School Assistant Principal, Josh Tilley, (715) 479-4473 ext. 0202, 1800 Pleasure Island Road, Eagle River, WI 54521.

## NON-DISCRIMINATION STATEMENT

[This explains what to do if you believe you have been treated unfairly.](#) In accordance with Federal law and U.S. Department of Agriculture policy, the NPSD Board of Education does not discriminate in the employment of staff on the basis of the Protected Classes of race, color, national origin, age, sex (including transgender status, change of sex, sexual orientation, or gender identity) pregnancy, creed or religion, genetic information, handicap or disability, marital status, citizenship status, veteran status, military service (as defined in 111.32, Wis. Stats.), National origin, ancestry, arrest record, conviction record, use or non-use of lawful products off the District's premises during non-working hours, declining to attend an employer-sponsored meeting or to participate in any

communication with the employer about religious matters or political matters, or any other characteristic protected by law in its employment practices.

NPSD is an equal opportunity employer and complies with all federal and state laws in this regard. To file a complaint of discrimination, write USDA, Director, Office of Adjudication, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410. USDA is an equal opportunity provider and employer. Call toll free (866) 632-9992 (voice), (800) 877-8339 (FedRelay) or (800) 845-6136 (Spanish).

### **USDA NON-DISCRIMINATION NOTICE**

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA. Persons with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audiotope, American Sign Language, etc.), should contact the Agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) found online at: [http://www.ascr.usda.gov/complaint\\_filing\\_cust.html](http://www.ascr.usda.gov/complaint_filing_cust.html), and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:

- (1) mail: U.S. Department of Agriculture  
Office of the Assistant Secretary for Civil Rights  
1400 Independence Avenue, SW  
Washington, D.C. 20250-9410;
- (2) fax: (202) 690-7442; or
- (3) email: [program.intake@usda.gov](mailto:program.intake@usda.gov)

This institution is an equal opportunity provider.

### **QUALITY TEACHERS AND PARAPROFESSIONALS**

[dpi.wi.gov/esea/index.html](http://dpi.wi.gov/esea/index.html)

Parents of students attending Northland Pines schools are welcome to request and obtain information regarding the professional qualifications of their child's classroom teachers and paraprofessionals. The following are examples of questions that you may want to ask.

1. Is my child's teacher licensed to teach the grades or subjects assigned?
2. Has the state waived any requirements for my child's teacher?
3. What was the college major of my child's teacher?
4. Are there instructional aides working with my child? If so, what are their qualifications?
5. What degrees does my child's teacher hold?

All teachers in the school district have at least a bachelor's degree and are fully licensed for their assignment. If you want to

see the state qualification for your child's teacher, you may ask your school principal or find it on the DPI website at: <https://dpi.wi.gov/sites/default/files/imce/title-i/pdf/eseaparent-right-to-teacher-info.pdf>

The Board of Education will continue to place a high priority on hiring the most qualified educators and providing support for their continued professional growth. If you would like more information about teacher licensure or other aspects of school operations, please contact Scott Foster, District Administrator, directly at (715) 479-6487, Ext. 1.

### **BUSING AND TRANSPORTATION**

[dpi.state.wi.us/sms/transhpg.html](http://dpi.state.wi.us/sms/transhpg.html)

According to Section 121.54(2), Wisconsin Statutes, a pupil attending a public elementary or secondary school, including kindergarten, is entitled to transportation by the public school district in which the pupil resides if the pupil resides two or more miles from the nearest public school the pupil is entitled to attend. In addition, Section 121.54(1), Wis. Stats., provides that districts are not required to transport pupils who reside in the same city as the school they attend.

The Northland Pines School District provides bus transportation for students meeting the state defined criteria for distance, city residence and unusually hazardous transportation areas. The bus schedule and route information is available by contacting Schilleman Bus Service at (715) 479-2565.

Students will ride only assigned school buses and will board and depart from the bus at assigned bus stops. Students will not be permitted to ride unassigned buses for any reason other than an emergency, except as approved by the principal.

### **RELEASE OF STUDENT PHOTOS, INFO, DIRECTORY DATA**

During the course of a school year, individual students and student groups are occasionally videotaped and/or photographed in classroom situations, during fine arts performances, on field trips, while participating in athletics, etc. The resulting photo and/or videotape may be used in a variety of ways: to promote the school; to instruct students or staff members; or to orient new parents, staff, and students. The final product could also take a variety of forms: photo displays, slide-presentations, newspaper articles, pamphlets, video programs, magazine articles, newsletters, internet (website and social media), and the school yearbook.

**The Family Educational Rights and Privacy Act** allows the parent/guardian or eligible student the right to inform the school of their desire that their child not be photographed or videotaped. The educational interests of students require the collection, retention, and use of information about individual students and groups of students. At the same time, a student's right of privacy under Federal and State law mandates careful custodianship and limitations on access to student records. The Northland Pines School District has designated the information below as directory data. Unless a parent denies permission in writing, this may appear in news releases and may be released to the public under the open records law.

**Elementary School Students:** Student name, school, grade level, age, honors and awards received, participation in



school sponsored activities and sports, photograph, name of previous school(s).

**Middle and High School Students:** Student name, school, grade level, age, honors and awards received, participation in school sponsored activities and sports, height and weight (if a member of an athletic team), photograph, diplomas and awards received, name of previous school(s).

**Recruiter Access to Students/Records:** School districts receiving federal education funds are required to provide, on request made by military recruiters or an institution of higher education, access to secondary school students' names, addresses and telephone listings unless access to such information has been restricted by the secondary school student or the student's parents. A secondary school student or the parent of a student may request that the student's name, address and telephone listing not be released to military recruiters or institutions of higher education without prior consent; and that the district must comply with such request. To deny the release of some or all of the items listed above, a parent/guardian must submit a written request to the child's principal by December 31, 2020 (or within two weeks from the date the student enters the Northland Pines School District).

## Student Assessments

School Boards are required by section 118.30(1m)(d) of the state statutes to annually publish information on the district's internet site about the state-required 4th, 8th, 9th, and 11th grade examinations administered to students enrolled in the district. For all district assessments, including state-required, parents can access information and schedules on the website at [npsd.k12.wi.us](http://npsd.k12.wi.us).

## Bullying Prevention Policy

### School Board Policy #5517.01

The Northland Pines School District is committed to providing a safe, positive, productive, and nurturing educational environment for all of its students. The school community encourages positive interpersonal relations amongst the student body. Bullying toward a student, whether by other students, staff, or third parties is strictly prohibited and will not be tolerated.

Bullying is deliberate or intentional behavior using words or actions, intended to cause fear, intimidation, or harm. Bullying may be a repeated behavior and involves an imbalance of power. It includes, but is not necessarily limited to such behaviors as stalking, cyber-bullying, intimidating, menacing, coercing, name-calling, taunting, making threats and hazing.

Any student that believes s/he has been or is the victim of bullying should immediately report the situation to any teacher, counselor, Principal, the Assistant Principal, Activities Director, or the District Administrator; who will be responsible for notifying the appropriate administrator or Board Official. For further information see the policy on the Northland Pines website or contact your building principal.

## Drug Free Schools

### School Board Policy #5530

Students and employees have the right to attend school and work in an environment free from the non-medical use of alcohol, drugs, and mood-altering substances. The Board of Education recognizes that the misuse of drugs is a serious problem with legal, physical, and social implications for the entire school community. "Drugs"

shall mean:

1. all dangerous controlled substances as so designated and prohibited by Wisconsin statute;
2. all chemicals which release toxic vapors;
3. all alcoholic beverages;
4. any prescription or patent drug, except those for which permission to use in school has been granted;
5. "look-alikes";
6. anabolic steroids;
7. any other illegal substance so designated and prohibited by law.

The use of illicit drugs and the unlawful possession and use of alcohol is wrong and harmful. The Board prohibits the use, possession, concealment, or distribution of any drug and any drug-paraphernalia at any time on the Northland Pines School District property or at any District-related event.

## Drug Free Workplace

The NPSD Board of Education revised the Drug Free Workplace Policy in April, 2013 to now include pre-employment drug testing and current employee drug testing if reasonable suspicion exists. Consistent with the Drug-Free Workplace Act, the Board prohibits the manufacture, possession, use, distribution, dispensing or reporting to work or working under the influence of any controlled substance, illegal drug, mind or mood altering drug, designer drug, prescription drug without a prescription, or any other drug when not used as intended for purposes of mind or mood alteration or intoxication, including alcohol, by any district employee at any time while on district property or while involved in any district-related activity or event. Any employee who violates this policy shall be subject to disciplinary action in accordance with district guidelines. Pre-employment drug testing shall be required as a condition of employment for all new hires. All pre-employment drug testing shall be completed for all new hires. All pre-employment drug testing shall be completed prior to beginning employment. Reasonable Suspicion Drug Testing of Any Current Employee: The district shall require an employee to undergo a drug and/or alcohol test when reasonable individualized suspicion exists to believe the employee is under the influence of drugs and/or alcohol. Refusal to cooperate in this program may result in discipline, up to and including termination. The district reserves the right to take appropriate action in the circumstances, which may include, without being limited to, remediation, accommodation, discipline, or dismissal from employment.

## Wisconsin School Performance Report

The Wisconsin School Performance Report serves as the state's annual public school report card. The contents of the School Performance Report are organized into two broad categories: Student Performance Indicators and Opportunity-to-Learn Indicators. Student Performance Indicators give readers a look at different measures of achievement including Advanced Placement Test, American College Test (ACT), Graduation Statistics, Knowledge & Concepts Examinations (grades four, eight and ten), Post graduation Intentions, and Wisconsin Reading Comprehension Test (formerly Third Grade Reading Test). Opportunity-to-Learn Indicators offer insight into the classes and experiences available to public school pupils. The Northland Pines School District Performance Report is available to all members of the public online on the NPSD website. Copies of the School Performance Report can also be obtained by contacting Susie

Block at (715) 479-6487 Ext 2 .

## **Academic and Career Planning Services and Education for Employment Program**

School districts are required by PI 26.03(1)(b)1 of the WI Administrative Code to inform parents each school year about what Academic and Career Planning Services -PI 26.03(1)(b)1 their child receives and the Education for Employment Program - PI 26.04(4). The District's Academic and Career Planning Services is posted on the website at [npsd.k12.wi.us](http://npsd.k12.wi.us).

## **PUPIL ACADEMIC STANDARDS**

Districts are required to provide notification surrounding academic standards. 1. Annually, each school board shall include as an item on the agenda of the first school board meeting of the school year a notice that clearly identifies the pupil academic standards adopted by the school board that will be in effect for the school year. 2. Annually, prior to the beginning of the school term, each school board shall notify the parents and guardians of pupils enrolled in the school district of the pupil academic standards that will be in effect for the school year. Notice may be provided electronically, including by posting the notice or a link to the pupil academic standards on the school district's Internet site.

## **EDUCATIONAL OPTIONS FOR CHILDREN WHO RESIDE IN THE NORTHLAND PINES SCHOOL DISTRICT**

School Boards are required by section 118.57 of the state statutes to annually publish, prior to January 31, a description of the educational options available to the children residing in the district, including public schools, private schools participating in a parental choice program, charter schools, virtual schools, full-time open enrollment, Early College Credit Program, and options available for home based private educational program students. The Northland Pines School District posts this information on our website at [npsd.k12.wi.us](http://npsd.k12.wi.us).

## **YOUTH APPRENTICESHIP OPPORTUNITY**

There will be opportunities for next years' NPHS Juniors and Seniors to gain valuable work experience through the state Youth Apprenticeship Program. Youth Apprenticeship is a one or two year elective statewide program that combines academic and technical instruction with mentored, paid, on-the-job learning that makes a real world connection for students.

Youth Apprentices work a minimum of 450 hours at YA work-sites each year of their program and take related high school or college classes to enhance their work site experience. The areas of employment are: Finance, Manufacturing, Hospitality, Health, and Transportation, Distribution and Logistics. If there is any business in the Northland Pines School District interested in establishing a partnership with our school/students or you wish to obtain further information, please contact the Northland Pines High School at (715) 479-4473.

## **CAMPUS PORTAL ACCOUNT**

NPSD is proud to provide you with the Campus Parent Portal as a means to further promote educational excellence and to enhance communication with parents/guardians. During the academic school year, parents/guardians will have

access to the following data:

- Attendance
- School Fees
- Family Demographic Information
- Elementary parents/guardians have access to report cards
- Middle and High School parents/guardians have access to class assignments, progress reports and report cards.
- Food Service Balance
- Student's Schedule

If you need to setup a new portal account or need help with a forgotten username or password, call (715) 479-4123 or email [enroll@npsd.k12.wi.us](mailto:enroll@npsd.k12.wi.us).

## **NIGHT SCHOOL - ADULT LITERACY OPTIONS**

Are you interested in finishing high school? Want to have access to adult learning services? Northland Pines offers evening services through the NPHS Library Media Center. Enroll by calling (715) 479-4123 or emailing [enroll@npsd.k12.wi.us](mailto:enroll@npsd.k12.wi.us).

## **NOTIFYING SCHOOL WHEN MEDICAL CONDITIONS CHANGE**

Please contact the school office about any health issues that your child may have. NPSD strives to keep every child safe and healthy, and with your help, we can do that together. You can reach the school district nurse at (715) 479-6471, ext. 3353. Below is a list of medical conditions that the schools need to know about:

- Asthma
- Stinging insect allergies
- Food/Pet allergies
- Diabetes
- Digestive/Urinary Problems
- Frequent Bloody Nose
- Heart Conditions
- Mental Health: ADD/ADHD, Anxiety, Depression, Eating Disorders, etc.
- Migraines/Headaches
- Plant/Seasonal Allergies
- Rashes
- Seizures

## **NORTHLAND PINES COMPUTER USE**

Northland Pines is committed to facilitating the use of computer technology and wide access to the internet and computer resources for the benefit of pupils, staff and communities. Internet use is allowed for educational purposes only as determined by the staff or administration. The district retains ownership and control over its computers, hardware, and software at all times. To maintain system integrity, monitor network etiquette and ensure that users are using the system responsibly, system administrators may review user files and communications. Users should not expect that files and other information communicated or stored in district servers will be private. NPSD expects all users to sign, return and adhere to the Computer Acceptable Use Agreement.

## **EMERGENCY CLOSINGS & DELAYS**

When we do a school cancellation or closing for inclement weather, the notification is for all of the following: NPSD, Christ Lutheran School, Early Childhood, and Head Start. Closings are done only after careful consideration and conversation with Schilleman's Bus Service. Announcements of school closings are made via the following media:

**RADIO STATIONS:** WRJO 94.5 FM/WERL 950 AM, WACD 106 FM/WATK 900 AM, WHDG 97.3 FM, WRLO 105.3 FM, WRHN 100 FM, WOBI 1240 AM, WMQA 95.9 FM, WLKD 1570 AM, WCYE 93.7 FM, WXPR 91.7 FM, WSAU 550 AM & 99.9 FM, WRIG 1390 AM, WDEZ 101.9 FM, WIFC 95.5 FM, WOZZ 94.7 FM

**TV STATIONS:** Channels 7 (WSAW), 9 (WAOW), and 12 (WJFW)

**INTERNET/SOCIAL MEDIA:** You will find school closings posted on our website, Facebook, Twitter and Instagram pages.



Northland Pines School District  
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 Eagle River, WI 54521

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## POSTAL CUSTOMER

**Attention Non-Residents of the Northland Pines School District**

This newsletter is provided to all residents of the Northland Pines School District. The most affordable process used to circulate this newsletter through the district is to use saturation mailing. It is costly to avoid a few non-residents from receiving our newsletter. We apologize for any inconvenience but wish to provide information to all residents. Thank you for understanding.

The Northland Pines Board of Education approved a 2019 Northland Pines High School graduate, Daniel Evenson's proposal to create a Military Display to honor graduates who have served or are currently serving in one of the military branches.

If you know of a graduate from 2007-2019 who is currently serving or who has served, please contact Dan Marien at (715) 479-4473 or via email [dmarien@npsd.k12.wi.us](mailto:dmarien@npsd.k12.wi.us).

