Facilities Study

In March 2014, the CFAUSD issued a request for proposal to solicit responses for assistance to the school district in formulating a long-range facilities master plan. Our proposal called for the development of a plan that would assist the District in:

- Analyzing building enrollment capacity in light of a demographic study to be conducted by the District
- Projecting major capital improvement needs in each building
- Assessing aggregate as well as disaggregated maintenance costs for the District
- Determining the useable life for each District building
- Developing a comprehensive 25 year facility repair/betterment and/or replacement timeline

The District further requested that the Facilities Master Plan should recognize and take into consideration its newly created Strategic Plan when considering proposed changes to its facilities.

ATS&R was the firm selected, they specialize in schools and provide a customized approach. They take a major role in leading, guiding, and inspiring to develop a solution that works specifically for our district.

A group consisting of community members and CFAUSD staff gathered for the first meeting of five on Monday, October 12, 2015. The committee consists of a wide range of members who represent the following stakeholder groups:

- Board of Education
- Teachers
- Business
- Students
- Community Services
- Alumni
- District Administration
- Parents
- Health Care
- Safety/Emergency Services
- Economic Development
- Parochial
- Public Relations
- Support Staff
- Retirees
- Post-Secondary
- Donor & Investors
- Member at Large
- Building Administration
- BB4C
- Faith-Based
- Social Services
- Elected Officials

The purpose of the CFAUSD facilities planning committee will be to review all information that has been developed or, and approved by, the CFAUSD Board related to the current conditions of its facilities and make recommendations to ensure those facilities support 21st century learning.

The next steps include ATS&R preparing documents that will represent the ideas of the committee. The committee will then prepare a recommendation to the board. The hope is that this recommendation would be brought before the board in January 2016.

Scorecards for Continuous Improvement

The Strategic Plan in our district outlines our vision for growth over three years. The goals are broad. To bring the goals down to a more narrow and concrete focus, the district, each building, and each department creates a one-year scorecard. The scorecards are created by internal stakeholder teams at each level. Each scorecard contains one-year measurable goals, annual measures for those goals, progress monitoring tools, and strategic actions. As we strive towards these one-year goals, we will be advancing our progress towards our three-year strategic plan goals.

In November, administrative leaders took an early look at the Student Achievement goal progress and the Service Excellence goal progress. They walked through a process to verify and validate the strategic actions taking place and evaluate progress being made.

In February, the district scorecard team will review the mid-year progress and determine any adjustments that need to be made. Building and department leadership teams will do the same.

Scorecards essentially “put feet on” our Strategic Plan by creating a framework that aligns our focus on measurable goals and progress checks in all buildings and departments. This alignment results in our working together across our buildings and departments to attain district-wide growth and system improvement. Thank you for the work you do each day to help our departments and schools be great places for students to learn, community to connect, and staff to work.
Retirement Reminders

Any teacher who is expecting to retire at the end of the 15-16 school year needs to write a letter to the Human Resources Director indicating his/her decision to retire by February 15, 2016.

Mark your calendars for an informational meeting for teachers retiring at the end of the 2015-2016 school year will be held on Wednesday, March 9, 2016 at the Central Office. Spouses are welcome to attend with their retiree. If you have any questions regarding post employment benefits, please feel free to contact Brenda Musser at x 1901.

Bake Someone’s Day!

Debbie Tilton was the first recipient of “Bake Someone’s Day!” from WWIB and Festival Foods! Mrs. Tilton is the school secretary at Southview Elementary. Her nomination said: “Not only is she efficient and thorough, but she always has a warm smile and kind words to offer anyone who comes into the office.”

December 23rd

Elementary students are released at 12:00 pm, Middle and High School Students are released at 1:00 pm. All building staff may leave after the students and busses are gone. Staff who are absent will need to enter a full day of time off in Skyward.

Injured at work? First Report Hotline

888-589-6492

Call within 24 hours of injury
Call 24 hours a day, 7 days a week

A little Kindness Goes a Long Way

Are you looking for an easy, inexpensive, and overlooked tool to add to your health and wellness regimen? Think about adding kindness! Not only are acts of kindness a powerful tool for improving your own physical and mental health but imagine the impact you will have on the community around you.

While we are all looking for better and faster ways to improve our health, research proves that doing altruistic acts—like volunteering at a community center or donating blood—not only help improve mental health and well-being but also contribute to longer, happier, and healthier lives.

Research also shows that people who give kindness and compassion often gain more health benefits than people who receive acts of kindness. The act of giving has been linked to the release of oxytocin, a hormone that induces feelings of warmth, euphoria, and connection to others.

What’s even more amazing is that persons observing the act of kindness also experience a similar strengthening of the immune system and increased production of the mood stabilizer serotonin! Kindness is a win-win-win scenario that produces beneficial effects in the giver, the recipient, and the observer.

Insurance Changes January 1, 2016

Deductibles will begin for the 2016 calendar year. All preventative care visits are covered 100% prior to the deductible. Click the below link to read the definition of preventative care. http://www.uspreventiveservicestaskforce.org/Page/Name/usps-4-2016-recommendations
Christina Coulson, Stillson
Kindergarten Teacher
Christina has been with CFAUSD for 15 Years!
In Christina’s spare time she enjoys fun adventures with her kids, playing and coaching volleyball, being active, and reading. Christina’s involvement in our district is outstanding. She has spent a lot of time being involved in reviewing and updating the kindergarten curriculum; she coaches junior varsity volleyball; and she is always using her expertise as a kindergarten teacher to help her students be their best! Thank you for all you do!

Rachel Dimock, Southview
4th Grade Teacher
Rachel has been with CFAUSD for 4 Years!
In Rachel’s spare time she enjoys spending time with family and friends, hiking, running, reading and being at the lake. Rachel has been instrumental in promoting health and wellness at Southview. She is a member of the wellness team and recently attended the Wisconsin Healthy Schools Awards Presentation where she accepted a Silver Award for Southview. Additionally, Rachel has worked to bring Girls on the Run to Southview for the 2016 Spring Season. Rachel understands the impact physical activity can have on academic achievement as well as the importance of developing healthy habits at a young age. Thank you for your work to keep our students active.

Rosie Hoepner, Hillcrest
Secretary
Rosie has been with CFAUSD for 40 years!! In her spare time Rosie enjoys hiking, and playing with her grandchildren. Rosie is the backbone of Hillcrest Elementary. She is so knowledgeable and truly cares for every staff person and student here. We all appreciate the job she does!

Carla Golden, Jim Falls
Paraprofessional
Carla has been with CFAUSD for 2 Years!
You can usually find Carla in the bleachers cheering on our exceptional athletes and musicians! When Carla is home she loves to read, garden, play with her cats and dog, and cheer on the Packers. Carla is very helpful to staff and students alike. She always goes the extra mile in working with our kids. Carla is always very positive and we appreciate all she does!

Tara Lock, High School
Instructional Assistant
Tara has been with CFAUSD for 5 years. In her spare time Tara enjoys scrap booking, camping, watching Survivor and Person of Interest, and spending time with family and friends. Tara is an important member of our Math Department! She has the skills to assist in the teaching of Mathematics, but, perhaps, even more importantly, she makes every day better for the students and staff alike. Her positive attitude and smiling face can brighten even the darkest math problem! Tara will do anything within her power to help our students be successful!!!
2015 Electronic W2
Log into Skyward between now and December 31st to choose how you would like to receive your W2, either electronically or via mail.

United Way
Beginning with the January 7th check your 2016 pledge will be taken out every pay check for the 2016 calendar year. One time pledge amounts will be deducted on the January 7th pay check.

AESOP
When entering time off intoAESOP be sure to indicate an accurate start time your substitute depends on this to know when to arrive at the building.

Retirement Party
May 17, 2016 at Avalon.

Wisconsin Retirement Events
ETF has updated the face-to-face learning opportunities schedule to include dates through the first half of 2016. These include benefit fairs, benefit presentations and group retirement appointments scheduled in your area of the state. Visit the ETF site to learn about the learning opportunities at: http://etf.wi.gov/member_education.htm#tab2

Sick Leave
Certified Staff, Administrators, and Supervisor/Confidential employees may take sick time in half or full day increments. When entering sick leave into Skyward enter a .5 for half a day or a 1 for a full day. Support Staff may take sick leave in fifteen minute increments .25 = 15 minutes.

Support Staff Sick Leave
Support staff who are eligible for sick leave payout, will now receive their lump sum payout into an account of their choice through precision retirement either a Health Retirement Account or a Special Pay Plan (similar to a 403(b)). This new opportunity allows staff to receive this benefit without taxation. Exiting staff will work with Precision Retirement Group to set this account up. For questions contact Brenda Musser x 1901 or Nikki Mast x1902.

Alternate Transportation Agreement
State legislation requires that school employees who transport students to and from school-sponsored events, in a private vehicle, must complete a background check, medical examination, vehicle inspection and request form. The Chippewa Falls School District is committed to the safety of their students and is requiring all employees to go through this process before transporting any students. If you have any further questions please contact Human Resources at 715-726-2417 extension 1804. Please follow the link below to access these forms and further information. It may also be found on the District’s website.
http://cfsd.chipfalls.k12.wi.us/district/avtp.cfm