

# SCHOOL DISTRICT OF SOUTH MILWAUKEE

“We act with a relentless commitment to remove barriers and care for all students so they feel accepted and will learn without exception.”

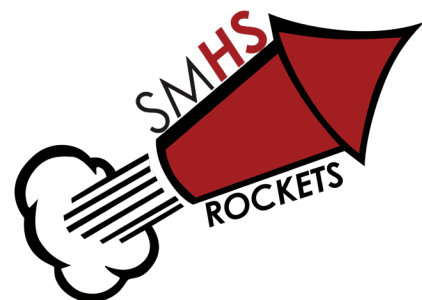
## Quick Look

Grades	3K-12
Enrollment	2,800
Administrators	15
Teachers	240
Support Staff	150

Annual Operating Budget \$38M  
Recurring Operating Referendum \$3.8M  
(Passed 11/2018, funds arrive over 6 years)

901 15th Ave, South Milwaukee, WI 53172  
[www.sdsm.k12.wi.us](http://www.sdsm.k12.wi.us)

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@SoMilwSchools



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# ABOUT THE SCHOOL DISTRICT OF SOUTH MILWAUKEE

The School District of South Milwaukee has its feet firmly planted in both the past and the future. Since its founding, the School District of South Milwaukee has provided a public education that prepared students for life working in Wisconsin and beyond. For most of its history, the District taught the children of the city's mill and factory workers. As the economy has changed, so has the community and the District, but many small-town characteristics remain.

Students in this small city by Lake Michigan still walk to its schools, where they're greeted personally by their principals and teachers. A large number of those teachers were once students, and are now teaching the children of their peers.

The District's industrial past is honored to this day with a modern Career and Technical Education program. The CTE program has [six certified career education pathways](#) in Advanced Manufacturing; Architecture and Construction, Business Administration - Finance, and Patient Care. In a nod to the past and an embrace of the present needs of these industries, our [CTE grads often walk across the stage one day and start their careers the next.](#)

For those who have college aspirations, South Milwaukee [helps students earn early college credit](#) with 14 Advanced Placement courses in math, science, literature, art and design and government.

Additionally, students have more than 50 possible technical college credits available to them in the fields in courses like 3D Modeling, Advance Accounting, [ProStart \(cooking\)](#), child care, and teaching. In the 2021-22 school year, two of our Family, Career and Community Leaders of America students won at the regional and state competition and traveled to the national championships in California.

In 2021, the School Board adopted a Moral Imperative for the District. It challenges its teachers and staff to "act with a relentless commitment to remove barriers and care for all students so they feel accepted and will learn without exception."



TOP: Nursing students can graduate as Certified Nursing Assistants LEFT: SM graduated more than a dozen valedictorians in 2022 RIGHT: CTE students have cutting-edge equipment in the high school's FabLab.

This commitment to equity and inclusion is not a nebulous concept but a concerted effort to meet the needs of each and every student, wherever they are in their educational journey. For South Milwaukee, that means a robust Social and Emotional Learning program that teaches conflict resolution, empathy, and self-regulation through the Wisconsin SEL competencies. Each school has active SEL initiatives to support the school's values, as well as to act in the SMWay by being Respectful, Honest, Responsible, Kind, and showing Perseverance.

The Moral Imperative is also evident in the ongoing effort to develop and grow Professional Learning Communities. In a PLC, staff is given the time and space to meet and learn with each other using data-based measurements to tailor instruction to the needs of each student. [These PLCs are informed by each building's School Improvement Plan and the goal of Continual School Improvement.](#) Rooted in data, the plans lay out a path to enhance and improve learning at every grade level for every student.



E. W. Luther Elementary staff (instructional leaders, administrators, special ed instructors and teachers) collaborate on a recent professional development day.

Despite financial hardships resulting from state budgets, in recent years, Elementary and Secondary School Emergency Relief Funds have been leveraged to improve District communication, provide SEL support for students after the pandemic, [improve anti-viral air handling and bring air conditioning to two school buildings.](#)

Like many schools across Wisconsin, inflation and zero-percent increases in per-pupil aid have taken their toll. Combined with declining enrollment, South Milwaukee's administration and School Board are facing tough decisions in the budgets ahead.



## Launching a Legacy

**Our Dream,  
Our Commitment,  
Our Future**



OUR PLAYERS GIVE THEIR ALL. LET'S GIVE THEM WHAT THEY NEED.  
CLICK TO SUPPORT THE EFFORT TO IMPROVE OUR SPORTS FIELDS.

## LAUNCHING A LEGACY

An all-volunteer committee of citizens, supported by the District, has launched a \$4.4 million fundraising campaign to revitalize the football field, track, and softball and baseball fields - wrecked by flooding and use – with artificial turf. Called [Launching A Legacy](#), the committee began with a \$1 million commitment from the Bucyrus Foundation. With \$500,000 committed by the School Board and with over \$1 million more pledged by private industry and individuals, the campaign is more than halfway to its goal. Revitalized fields will be an attractive prospect to open-enrollment students. A usable

football field will greatly expand the number of activities (from marching band and cheer competitions to Physical Education classes, soccer games and graduation ceremonies) possible in Bucyrus Stadium.

## ATHLETICS AND ACTIVITIES

South Milwaukee is home to the Rockets, and has a robust and engaging athletics and activities program. Heritage Hall at the High School is full of student photos engaged in school and a variety of extracurriculars including football, soccer, baseball, softball, track and field, cross country, golf, wrestling, cheer and Poms, marching band and more. The girls basketball program celebrated four years as Woodland Conference champions, while the boys program saw the 11th Rocket player ever to score 1,000 career points. In the fall of 2022, several long-time swim records were broken in girls swimming.



## ABOUT SOUTH MILWAUKEE

The School District of South Milwaukee encompasses the City of South Milwaukee, zip code 53172. The city is a roughly square-shaped piece of land bounded by College Avenue to the north, Lake Michigan to the East, Forest Hill Avenue to the south, and Nicholson Avenue to the West.

### Main Commercial Area

The South Milwaukee commercial area is a mix of heavy industrial sites and a traditional downtown. The City of South Milwaukee's revitalization efforts build on the recent rehabilitation of the Bucyrus Club into a restaurant and meeting place and the \$2.3 million Bucyrus Commons project - a public plaza with an open-air pavilion, public restrooms, and an open-air stage.

### Existence and Condition of Local Parks

South Milwaukee residents have access to numerous community parks with access to biking trails and beach access.

- Oak Leaf Trail - 135 miles of trail for biking, running, etc. through Milwaukee County
- Grant Park - 374 acres with picnic areas, a beach on Lake Michigan, tennis courts

## DEMOGRAPHICS OF THE CITY OF SOUTH MILWAUKEE

Population: 20,795 (Census Bureau, Race 2020)

- 82% White
- 12% Hispanic
- 4% Black
- 2% all other races

The mean income in 2019 Inflation-adjusted dollars: **\$52,451** (Census Bureau, n.d., Income)  
Poverty (Census Bureau 2019, poverty)

- 12.7% of all household are below the Federal poverty level
- 22% of households with children under 18 are below the Federal poverty level

- 14.8% of White families live below the Federal poverty level
- 22.6% of Hispanic households are below Federal the poverty level
- 43.6% of Black families are below the Federal poverty level

## Housing

- 41% Own their own home
  - 38.7% Rent their home
  - 56.5% Live in building with two or more units
- 56.5% of the housing was built before 1959 (Census Bureau, n.d. S2504)

## QUALIFICATIONS

The School District of South Milwaukee seeks an experienced individual who is committed to building a strong collaborative relationship with the School Board while providing strong leadership to the staff and community. The individual must be student-centered, enjoy engaging with people of all backgrounds, inspire trust in relationships, and display strong ownership to the District, the position, and especially students. In addition, the successful candidate should demonstrate strengths in the following areas:



**Finance** - Demonstrate a solid understanding of school finance and its relationship to the fiscal operations of the School District. Demonstrate an ability to work with the administrative staff and Board to plan, implement, and manage a budget that supports student learning and ensures the fiscal soundness of the school district.

**Leadership** - Exhibit strong and principled leadership to the School Board and staff based on relationships that build trust and mutual respect. Practice a management style that encourages delegation and maximizes the knowledge, skills, and interests of staff while holding them accountable for results.

**Communication** - Demonstrate a genuine interest in communicating with staff and the community on both professional and personal levels. Exhibit keen listening skills and a sincere willingness to consider and act on feedback received. Demonstrate an ability to speak and write with clarity while also using technology and other forms of communication to advance key school district initiatives. Demonstrate a commitment to engaging with the public as a participant in non-school community organizations and events.



**Teaching and Learning** - Demonstrate an understanding of current programs and initiatives aimed at improving teaching and learning for all students. Exhibit the ability to use data to inform the School Board and community relative to student achievement and the accomplishment of district goals. Foster a culture of high academic expectations for all students supported by an engaged staff and a comprehensive curriculum.

We are a district that believes in reflective practices. As you think about the questions below, do they resonate with you? If so, South Milwaukee may be the perfect place for you!

1. Are you a relationship builder? Do you engage staff and students in decision making? Are you always enthusiastic with families and colleagues?
2. Do you have an intense focus on student learning? Are you a student advocate who believes in the positive value of equity and ensures that all students receive a high quality and equitable educational experience?
3. Are you a life-long learner? Are you always looking for ways to improve, have a love of learning, and enjoy being reflective of your professional practice?
4. Do you have a positive and professional attitude? Are you honest, trustworthy, kind, motivated and a person of integrity?
5. Do you have experience as a district leader? Can you demonstrate experience motivating a staff, leading learning conversations, making an educational impact, and engaging with your school families?
6. Are you a leader who is collaborative, transparent, and believes in excellent communication with both internal and external stakeholders?

If you answered yes to the questions, please follow the directions in the posting because you are exactly the type of professional we want to work with!

## APPLICATION PROCESS

### REQUIREMENTS

Candidates must hold or be eligible for a Wisconsin superintendent's license.

### HOW TO APPLY

Visit the [Application Process webpage](#) and read the document *Search Services Portal: Guide for Applicants*.

All applicants for WASB superintendent searches will:

1. create an account in [the Portal](#),
2. complete your profile, and then
3. apply to a specific district's search.

Contact Sally Sweitzer at 608-512-1721 or [ssweitzer@wasb.org](mailto:ssweitzer@wasb.org) with procedural questions.

### INQUIRIES

Interested persons are encouraged to contact George Steffen, WASB Search Services consultant at [gsteffen@wasb.org](mailto:gsteffen@wasb.org), or 815-353-9441.

### TIMELINE

#### **Application Deadline**

January 23, 2023

#### **Review of Applications Completed**

February 3, 2023

#### **First Round of Interviews**

February 6-17, 2023

#### **Final Round of Interviews**

February 21-27, 2023

#### **Final Selection**

By March 8, 2023

#### **Start Date**

July 1, 2023