



# Welcome to the Fox Point-Bayside School District

603 E. Ellsworth Lane, Bayside, Wisconsin 53217

414-247-4167 | [foxbay.k12.wi.us](http://foxbay.k12.wi.us)

## Superintendent Search



### District Statistics

District Grades.....	4K-8
Enrollment.....	approx. 850
Administrators.....	10
Teachers.....	89
Support Staff.....	51
Operating Budget.....	exceeds \$15.8 million

### Mission

Our mission is to prepare all children to flourish as compassionate, engaged, and productive citizens well prepared to make meaningful contributions to our world.

### Vision

Our vision is to inspire children through innovative and academically rigorous learning experiences to meet the unique talents, interests and needs of every child.

### Application Timeline

<b>Application Deadline .....</b>	<b>February 25, 2025</b>
Review of Applications.....	March 3, 2025
First Round of Interviews .	March 11 & 12, 2025
Final Round of Interviews.....	March 18, 2025
Final Selection .....	March 18, 2025
<b>Duties Will Begin .....</b>	<b>July 1, 2025</b>

### Qualifications:

A Wisconsin Department of Public Instruction (DPI) license is preferred.

### How to Apply:

The application process can be found on [WASB.org](http://WASB.org).

1. Create an account in the Search Services Portal.
2. Complete your profile.
3. Apply to the Fox Point-Bayside search.

### Interested applicants should contact:

Kelly Thompson, Search Services Consultant  
([kthompson@wasb.org](mailto:kthompson@wasb.org), 262-366-4904)  
Teresa Kimball,  
Search Services Coordinator  
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608-512-1714)



## Superintendent Candidate Profile

The next superintendent will foster collaboration, transparency, and excellence in the Fox Point-Bayside School District. With a strong commitment to student success and staff empowerment, this leader will uphold the district's strengths while addressing challenges to ensure continued growth and achievement.

### 1. LEADERSHIP & PERSONAL ATTRIBUTES

The superintendent will lead with integrity, approachability, and strong communication skills, ensuring a collaborative and transparent leadership style. Key qualities include:

- Honest, ethical, and student-focused decision-making
- A commitment to open, clear, and proactive communication
- Strong problem-solving abilities with a focus on continuous improvement
- Approachable and visible leadership that fosters trust among stakeholders
- A transparent and inclusive approach to decision-making
- Effective listener who values input from all stakeholders
- Empathetic and relationship-driven leadership that prioritizes staff, students, and families
- Resilient and adaptable to evolving educational landscapes

### 2. TALENT DEVELOPMENT & ORGANIZATIONAL MANAGEMENT

Recognizing the importance of attracting and retaining top talent, the superintendent will be a champion for staff recruitment, professional development, and morale. Key responsibilities include:

- Recruiting, managing, and developing high-quality staff
- Advocating for students by ensuring excellent educators and resources
- Building and maintaining a strong and positive board-administrator relationship
- Strengthening interpersonal connections to enhance workplace culture
- Prioritizing staff morale and well-being to create a thriving learning environment
- Ensuring teacher retention by fostering an environment of respect, support, and autonomy
- Supporting professional development opportunities, particularly in social-emotional and equity initiatives
- Encouraging innovation and flexibility within instructional approaches

## Candidate Profile Continued

### 3. ACADEMIC & OPERATIONAL EXPERTISE

A strong foundation in curriculum, budget management, and community engagement will be essential to success in this role. The superintendent will:

- Oversee strategic budget development and financial resource management
- Lead curriculum development and instructional excellence
- Foster meaningful community engagement to enhance student opportunities
- Align curriculum and course offerings with evolving student needs
- Ensure district facilities continue to support academic success and innovation
- Prioritize whole-child education, emphasizing social-emotional learning alongside academic rigor
- Address literacy and curriculum alignment to meet evolving state mandates
- Balance technology integration with traditional learning methods
- Strengthen communication and transparency in curriculum changes and district policies

### 4. DISTRICT GROWTH & COMMUNITY ENGAGEMENT

The superintendent will build upon the district's strengths while addressing its most pressing challenges, ensuring an inclusive and supportive environment for students, staff, and families. This includes:

- Strengthening partnerships with families and the broader community
- Enhancing communication to ensure transparency and stakeholder involvement
- Addressing budget constraints while maintaining high-quality programs
- Creating strategies to attract and retain exceptional staff
- Cultivating a district culture rooted in excellence, equity, and belonging
- Maintaining and strengthening the district's commitment to diversity, equity, and inclusion
- Promoting open and accessible communication channels, including leveraging digital platforms
- Building strong relationships with teachers, staff, and administrators to foster trust and collaboration
- Ensuring that administrative leadership remains engaged, visible, and approachable
- Being an advocate for the district's financial health while creatively addressing funding challenges

## ABOUT THE

# FOX POINT-BAYSIDE SCHOOL DISTRICT



The Fox Point-Bayside School District has a long history of academic excellence with an emphasis on instilling positive behaviors and attitudes as part of a strong foundational education and serves approximately 800 students in four-year-old kindergarten through eighth grade in its two schools – Stormonth Elementary School and Bayside Middle School.

Fox Point-Bayside **"SIGNIFICANTLY EXCEEDS EXPECTATIONS"** according to the Department of Public Instruction for the 2021-2022 school year.

DISTRICT RATING OF **97.1**  
ONE OF THE HIGHEST IN THE STATE OF WISCONSIN



**Bayside Middle School** named a 2022 National Blue Ribbon School by the U.S. Department of Education for overall academic excellence.



**Stormonth Elementary** voted 12th Best Public Elementary School in Wisconsin for 2023 by Niche.

## We are Building Our Future, Together

In 2022, the residents of Bayside and Fox Point voted to support the referendum plan to address significantly aging building infrastructure and systems; safety, security, and accessibility; and outdated, inflexible learning environments at Bayside Middle School and Stormonth Elementary. Thanks to the community's support, we're excited to move forward with designing and building a new Bayside Middle School and making critical improvements to Stormonth Elementary.



Groundbreaking for the new Bayside Middle School is expected in spring of 2023, with construction continuing through the summer of 2024. Renovations and improvements at Stormonth Elementary School will also take place over the same timeline.

Visit the **Design & Construction** section on the district website for project updates, photos, and more as work continues.

Fox Point-Bayside collaborated with staff, school board, community members and experts to create a strategic plan that reflects the priorities of our community and needs of our students. The plan has five pillars with unique goals and accompanying strategies to accomplish the goals.



1

Engaging  
Academic  
Curiosity

2

Fiscal &  
Facilities  
Stewardship

3

Mental &  
Personal  
Wellness

4

Community  
Engagement  
& Partnerships

5 Diversity, Inclusion and Belonging

Diversity, Inclusion and Belonging is an integral component of Fox Point-Bayside's future. We felt that it was a major priority that deserved to be highlighted as its own pillar, but at the same time, it must flow across all aspects of Fox Point-Bayside to truly be effective. Our goal is that it is incorporated into every aspect of the plan and to always think with an equity lens when we make future decisions.



## STORMONTH ELEMENTARY

Stormonth Elementary offers top tier academics to students K4 through fourth grade. Our teachers and staff believe in nurturing the whole-child and fostering academic, social and emotional growth in our students. Our curriculum emphasizes **critical thinking, problem solving, creativity, collaboration, reasoning, inquiry and communication.**

In addition to **highly trained grade level teachers**, Stormonth has a variety of resource staff, including reading specialists, math specialists, instructional coaches, english learner teacher, talent development teachers and special education staff.

- 1:1 technology beginning in First Grade
- Specials include art, guidance, physical education and spanish
- Library Makerspace
- Motor Lab
- STORM (Stormonth Technologists, Originators, Readers and Makers)
- Social-emotional lessons
- Earth Ambassadors
- Talent Development programming
- Community partnerships with Schlitz Audubon Nature Center and others

## HIGHLIGHTS



## BAYSIDE

### BAYSIDE MIDDLE SCHOOL

Bayside Middle School serves approximately **400 students in grades five through eight.**

The curriculum is designed to challenge all learners in a safe and supportive environment. Our programs **emphasize problem-solving, reasoning, integrating and communicating knowledge.**

At Bayside, students can participate in a variety of academic and extracurricular activities.

- Musical/Drama
- Math Counts
- Student Council
- Forensics
- Quiz Bowl
- Scholastic Art & Writing Group
- Various student clubs and organizations *i.e. Ski/Snowboarding Club, Chess Club*
- Athletics (soccer, cross country, basketball, volleyball, track, tennis, softball, wrestling)
- 7th grade trip to Camp MacLean
- 8th grade trip to Washington D.C.
- Community partnerships with Schlitz Audubon Nature Center and others

## HIGHLIGHTS

### BEFORE & AFTER SCHOOL PROGRAM

The Fox Point-Bayside School District is proud to partner with The YMCA to provide K4 wrap care and Grades K4-4 after school care at Stormonth Elementary.

**K4 WRAP CARE HOURS:** 7:40 - 11:35 AM and 10:45 AM - 2:35 PM

**AFTER SCHOOL CARE HOURS:** 2:35 - 6:00 PM

Visit [ymcamke.org/child-enrichment-and-camp/beforeafter-school-care/](http://ymcamke.org/child-enrichment-and-camp/beforeafter-school-care/) for more information.

Learn more by visiting our website: [foxbay.k12.wi.us](http://foxbay.k12.wi.us)

