

**SUPERINTENDENT**

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**OASD School District Announces “Transformational Plan” for High School**  
*Reallocation of Resources to Prevent Class-size Increase and Support Teachers*

Oconomowoc, WI – Tonight, the Oconomowoc Area School District (OASD) Board of Education received a plan to reallocate staffing resources and strengthen the instructional program at Oconomowoc High School.

The plan will provide:

- More support and staff development training for teachers;
- Increased expectations and salaries for many faculty members; and
- Increasing opportunities for both students and teachers to use 21st century technology tools in the classroom.

The plan allows these changes with *no* increase in class size or reduction in programs. Additionally, the reallocation will yield savings of half a million dollars (\$500,000) annually.

“School districts all around us are having to make huge cuts in programs and resources,” said Donald Wiemer, President of the OASD Board of Education. “But next year in OASD, we will be able to continue to improve instruction in our classrooms **and** offer additional support to our teachers. This is a tremendous accomplishment.”

Superintendent Neudecker agreed.

“Our students’ education is at the heart of our work, but during this time of declining resources,” she said, “it has become increasingly clear that our success at OASD is dependent on our ability to find innovative ways to get the job done. Wisconsin schools are faced with huge budget constraints, and we have had to ask ourselves, ‘How can we do more for the students without asking for more resources?’ We needed to reallocate our present resources to use them more effectively.”

According to OHS principal, Joseph Moylan, the students will see little change in the high school schedule next fall, but more and more changes in the classroom:

“To make the plan work,” he said, “over time, we will reorganize how we deliver instruction in the classroom. We will make much greater use of the new technologies now available to us. Learning will be

## Transformational Plan...add one

much more student-centered. To survive in today's world, our students need to be much more independent learners. With the new teaching methodologies and new technologies we now have at our finger tips, we can do it. This reallocation of all our resources will allow us to move the needle."

For teachers, the plan includes:

- Increased teaching time from three to four teaching blocks for those in selected departments;
- A stipend of \$14,000 for each teacher assigned the additional teaching block;
- Additional professional development opportunities for teachers to learn and implement best practice instruction; and
- A smaller high school staff resulting in a yearly savings of more than \$500,000.

Fifteen staff positions will be eliminated at the high school next fall as a result of the plan. Teachers in those positions will be impacted in a variety of ways. According to Neudecker, some of them will retire, some will move to other positions in the district, and some, unfortunately, will be placed on lay off. The Board of Education is offering a severance package to the teachers who will be leaving—a move Neudecker called "rare" in school districts.

The plan has already attracted regional attention. According to James Rickabaugh, director of the Innovation Lab at the Cooperative Educational Service Agencies (CESA) #1 for schools in southeastern Wisconsin,

"The Oconomowoc High School Transformation Plan represents a bold step in rethinking and redesigning education and the work of educators at the high school level. CESA will partner with OASD by providing support, training, coaching and other resources to ensure the success of the effort."

"We are at a turning point here," Neudecker told staff, in announcing the plan. "This is a courageous plan, and I am excited by the opportunities we have to redefine teacher professionalism. I lead this school system with the conviction that you are professionals. I have and will continue to advocate on your behalf. I believe in your great abilities to innovate and move our school district forward. "

For more information about the program, see [www.oasd.k12.wi.us](http://www.oasd.k12.wi.us). Additional updates will be posted as new details are available.

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