

Policy, Curriculum, Education & Activities Committee

Tuesday, October 13, 2026 8:30 AM

Pines Community Meeting Room, 1700 Pleasure Island Road, Eagle River, WI 54521

I. Goals of the Committee

Teaching & Learning: NPSD will increase the percentage of students performing at or above grade-level proficiency in English Language Arts and Mathematics by 5% as measured by state assessments and local benchmark assessments.

Families & Community: NPSD will engage families and students to reach an overall attendance rate of 95% or higher.

II. Opening of the Meeting

II.A. Call to Order, Roll Call, Establish a Quorum, Open Meeting Verification

II.B. Action Item: Approval of agenda

III. Discussion/Action Items

III.A. Approval of the Girls' Hockey Team Co-op Agreement renewal

III.B. Update on exploring the possibility of football conference changes

III.C. Director of Teaching and Learning Report

III.D. Update on State Testing Results

III.E. First review of the preliminary plan of building a classroom on the School Forest land

III.F. Update on Regional Common Professional Development Day

III.G. Update on District Continuous Improvement Team (DCIT)

III.H. Wisconsin Association of School Boards (WASB) 2027 Wisconsin State Education Convention January 20-22, 2027

III.I. Second Review of the Superintendent Evaluation Process

IV. Adjournment



Wisconsin Interscholastic Athletic Association

Cooperative Team Sponsorship Signatures

2027-28 & 2028-29 Co-op Application (except Football)

2028-29 & 2029-30 Co-op Application (Football Only)

*Gymnastics co-ops are due annually

By our signatures we agree we have, as a school administration and school board, reviewed and discussed the items indicated on this form. We further confirm that our school district will provide the same level of institutional oversight to this program as to other sports sponsored by our district. In addition, we acknowledge that any monetary funds provided to us by outside sources will be handled according to district policies. Parent support groups, etc., shall not be involved in paying program expenses directly.

Applications submitted without all required signatures will be considered incomplete and not accepted.

Co-op Application ID: 47731

(found on Cooperative Team Sponsorship form)

SCHOOL NAME: Northland Pines

SPORT: Girls Hockey

GIRLS/BOYS: Girls

Board of Education or Governing Body President:

Signature: _____

Print Name: _____

District Administrator:

Signature: Tony Duffek

Print Name: Tony Duffek

Name of Conference: Wisconsin Valley

Signature from a person authorized to represent the conference affiliation of this co-op program; typically, a conference commissioner or the equivalent.

If, at the time of the signature, conference affiliation has yet to be determined for this cooperative agreement, signatures should be ascertained from the current affiliation of the involved schools. If a school(s) is currently unaffiliated/independent, no signature is required.

(Through the conference realignment application process, approval and opinion of all affected conferences and schools will be required.)

Commissioner Approval Signature: _____

Print Name: _____

Current			
Key	Great Northern	Northwoods	Central Wisconsin
Great Northern	Antigo - 647	Clintonville - 387	Amherst - 320
Northwoods	Lakeland - 713	Coleman - 206	Colby - 299
Central Wisconsin	Medford - 667	Crandon - 226	Marathon - 279
	Merrill - 727	Crivitz - 220	Spencer/Columbus Cath. - 339
	Mosinee - 556	Manawa - 190	Stratford - 277
	Rhineland - 718	Northland Pines - 404	Weyauwega-Fremont - 257
	Tomahawk - 372	Shiocton - 208	Wittenberg-Birnamwood - 336
	Wausau East - 945	Crossover w/ Central Wisconsin	Crossover w/ Northwoods
Proposed			
Key	Great Northern	Northwoods	Central Wisconsin
Great Northern	Antigo - 647	Clintonville - 387	Amherst - 320
Northwoods	Lakeland - 713	Coleman - 206	Colby - 299
Central Wisconsin	Medford - 667	Crandon - 226	Marathon - 279
	Merrill - 727	Crivitz - 220	Spencer/Columbus Cath. - 339
	Mosinee - 556	Manawa - 190	Stratford - 277
	Rhineland - 718	Shiocton - 208	Wittenberg-Birnamwood - 336
	Wausau East - 945	Weyauwega-Fremont - 257	Tomahawk - 372
	Northland Pines/Three Lakes - 550	Crossover w/ Central Wisconsin	Crossover w/ Northwoods

[illegible]

Proposed 2028										
Great Northern	Antigo	Lakeland	Medford	Merrill	Mosinee	Rhineland	Wausau East	Northland Pines/Three Lake	Avg. Minutes One-Way	Avg. Minutes Round Trip
Antigo		81	75	32	57	57	38	77	59.57	119.14
Lakeland	81		95	53	82	36	73	38	65.43	130.86
Medford	75	95		45	63	90	60	119	78.14	156.29
Merrill	32	53	45		37	47	27	77	45.43	90.86
Mosinee	57	82	63	37		76	25	106	63.71	127.43
Rhineland	57	36	90	47	76		66	32	57.71	115.43
Wausau East (Thom Field)	38	73	60	27	25	66		85	53.43	106.86
Northland Pines/Three Lake	77	38	119	77	106	32	85		76.29	152.57
								Avg. Minutes	62.46	124.93
Proposed 2028										
Northwoods Conference	Clintonville	Coleman	Crandon	Crivitz	Manawa	Shiocton	Weyauwega-Fremont	*Crossover w/Central Wis	Avg. Minutes One-Way	Avg. Minutes Round Trip
Clintonville		75	100	86	29	29	40		59.83	119.67
Coleman	75		84	17	94	69	90		71.50	143.00
Crandon	100	84		85	114	117	128		104.67	209.33
Crivitz	86	17	85		105	80	101		79.00	158.00
Manawa	29	94	114	105		26	20		64.67	129.33
Shiocton	29	69	117	80	26		29		58.33	116.67
Weyauwega-Fremont	40	90	128	101	20	29			68.00	136.00
*Crossover w/Central Wis										
								Avg. Minutes	72.29	144.57
Proposed 2028										
Central Wisconsin	Amherst	Colby	Marathon	Spencer/Columb	Stratford	Wittenberg-Birnamwood	Tomahawk	*Crossover w/Northwoods	Avg. Minutes One-Way	Avg. Minutes Round Trip
Amherst		80	56	66	61	39	82		64.00	128.00
Colby	80		29	16	25	60	70		46.67	93.33
Marathon	56	29		41	25	37	46		39.00	78.00
Spencer/Columbus Cath.	66	16	41		17	70	81		48.50	97.00
Stratford	61	25	25	17		53	65		41.00	82.00
Wittenberg-Birnamwood	39	60	37	70	53		61		53.33	106.67
Tomahawk	82	70	46	81	65	61			67.50	135.00
*Crossover w/Northwoods										
								Avg. Minutes	51.43	102.86



Curriculum & Instruction

Policy Report

Northland Pines School District - October 2026

Rachel Riske, Director of Teaching and Learning

Rigor, Relevance, and Relationships

The Teaching and Learning Department continues to focus on strengthening systems that support high-quality instruction, responsive student support, and positive learning environments across the district. In September, teachers set that tone by implementing Responsive Classroom practices to ensure students feel welcome and safe at school. Aligned with Responsive Classroom, Purposeful People and Character Strong lessons began. Universal social-emotional learning (SEL) gives students the tools to succeed in a school environment. Establishing positive relationships allows for teachers and students to move into the school year ready to face challenges together and experience relevant and rigorous learning experiences.

Curriculum & Instruction

September Highlights

- Assessment

Universal screening was completed for students from 4K through 10th grade. Universal screening allows teachers and leaders to examine overall instructional trends and individual student learning needs. Part of the universal screening is required by the state via Act 20. Careful examination of students' results allows for intentional and targeted instructional support from classroom teachers, the Title 1 team, and instructional paraprofessionals. All student results, regardless of their grade level, are examined by teacher teams to plan for data-driven instruction.

- MLSS

The universal screening process is an integral part of the MLSS process which relies on data-driven decision-making. The MLSS process is used at the elementary and secondary level to identify students in need of intensified instruction and those in need of extension opportunities. These students are put in instructional groups so all students are receiving new learning every day during "WIN" (what-I-need) time. WIN groups are monitored so as students demonstrate proficiency in the learning target, they are moved in, or out, of the instructional group. Regular monitoring of student proficiency provides teachers with evidence of the impact of instruction and informs adjustments to ensure students receive the appropriate level of support.

- State Report Cards

The DPI released secure report cards on October 1st. The initial release of the report cards is embargoed and not intended for public release. Building and district leaders have worked to review the report cards for accuracy. There is a short window to file an inquiry with the DPI on specific components of the report card including attendance, assessment participation, and graduation rates. Public release of district and school report cards is expected on November 17th.

Professional Learning

The professional learning on October 12th highlighted a variety of district initiatives. The elementary teachers focused on reviewing and understanding the Math Essentials document to establish a shared understanding of high-quality math instruction. Similar to the Literacy Essentials document, this document focuses on high-quality instructional practices in math. These math practices are aligned to the standards from 4K through 5th grade. Moving forward, a similar document will be crafted to feature the high-quality instructional practices of math at grades 6 through 8. Standards significantly shift at 6th grade. Featuring the high-quality practices and understanding of previous concepts will allow for continued growth and development of the math practices. This focus will support the professional learning aligned with the district goal of improving student outcomes on local and state assessments by 5 percent.

The UDL Trials are underway at the MSHS and at ERES in grades 4 through 6. These UDL Trials support the instructional planning of teachers related to targets, engagement, and student monitoring of progress towards mastery. This combination allows for a thoughtful cycle of planning, examination of student data, adjusting to meet needs, and implementation of instructional strategies. Moving forward, we will be able to use the data from the UDL Trials to plan future professional learning and identify areas of strength and opportunities for growth. Strengthening UDL practices also aligns with the district's academic goals.

A unique professional opportunity on October 12th was the reunification and safety training in the afternoon. Other schools in the region, law enforcement, and fire departments will work together to plan for a coordinated response to an emergency. This experience was organized and supported by Josh Tilley and Tony Duffek. Their planning ensures that all responders in the district are prepared for worst case scenarios and ready to support students, families, and the community. Our schools, and schools across the region, are able to benefit from their coordination.

Glossary

- **Multi-Level System of Supports** - A proactive, evidence-based framework used in schools to provide varying levels of academic, behavioral, and social-emotional support tailored to the needs of all students. Through tiered interventions and regular progress monitoring, MLSS ensures that every student receives the right amount of support to help them succeed and reach grade-level expectations.
- **Responsive Classroom**- A student-centered, learning approach to teaching and discipline in grades 4K-8 that is based on research and evidence-based practices to provide a safe, engaging, and joyful learning community.
- **Universal Design for Learning (UDL)** - A framework to improve and optimize teaching and learning for all people based on scientific insights into how humans learn.

Vilas and Oneida County School Reunification Training

10/12/26

(Common PD Day)

OBJECTIVE

School staff will leave the training with an understanding of how the reunification process takes place and how to support their own or another district in this process.

LOCATION

Auditorium and Field House
Northland Pines Middle and High School
1800 Pleasure Island Rd
Eagle River WI 54521

SCHEDULE

1:00 - 3:00

1:00 - **Welcome and Overview - Auditorium**

- Overview of process & terminology
 - Go through [Slide Show](#)
 - Why we are here today & overview of the afternoon
 - I Love You Guys safety protocol review
 - Reunification overview

1:30 - **Reunification Process- Fieldhouse**

- Staff safety teams will rotate the process of being reunified. Staff will have the opportunity to act as students and parents to see how the entire process is and then spend time being on the reunification team.

2:30 - **Reflection and Debrief - Auditorium**

- Debrief and panel Q & A everyone

Invitations went to

• AVW • LDF • MHLT • North Lakeland • Lakeland Union HS • Phelps	• Northland Pines • Rhinelander • Three Lakes • Fire Departments from around Vilas County • Eagle River Police Department • Vilas County Sheriff's Department
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Northland Pines School District

In-Service Schedule October 12, 2026

All District Staff in Eagle River: 7:30 – 11:30					
No students in any buildings					
Group(s)	Time, Topic, Location	Group(s)	Time, Topic, Location	Groups(s)	Time, Topic, Location
4K – 6th Elementary, Title 1 Teachers, Elementary Special Education Teachers, Instructional Paras	7:45–10:15 Math Essentials ERES LGI	Pupil Services	7:45–8:45 District-Wide Pupil Services Meeting ERES Library	MS/HS Staff: Fowler Taege Pickart Justice Zielke Nellessen Lorenz Walker	9:00–10:00 PreACT HS LGI
		Special Education Teachers and Para Professionals	7:45–8:45 Medicaid Billing Training Grow/WIN Classroom – 228/229		
LMS, Phy Ed, Music, Art	7:45–9:45 Department meetings, collaboration, and vertical alignment HS Commons – then break off	Special Education	10:00–11:30 District-Wide Special Education Meeting ERES Library	MSHS & SOAR Guidance Counselors	10:15–11:30 Tier 2 Behavior Intervention HS LMC
Elementary Special Education Para Professionals	9:00–10:30 SoR Overview Mrs. Halsey's Room	OT, PT, SLP, Nursing	9:00 – 10:00 Medicaid Billing Training Grow/WIN Classroom – 228/229	MS SOAR	7:45–10:15 Carie SOAR HS

Time not otherwise scheduled is **Teacher WIN:**

- SLO and IGP work time, CTMs, data review, co-plan w/special education case manager, paras and Title staff, curriculum unit plans, required trainings, etc.



Northland Pines School District In-Service Schedule October 12, 2026

		All Paras	10:45 - 11:30 District-Wide Para Meeting HS LGI		
11:30 - 12:30 Lunch On Your Own ERES C & C Committee Organized Food Trucks - View the trucks and menus					
Safety and Reunification Team	1:00 - 3:00 Reunification Training (List of Staff Needing to Attend) HS Auditorium and Fieldhouse				

Time not otherwise scheduled is **Teacher WIN:**

- SLO and IGP work time, CTMs, data review, co-plan w/special education case manager, paras and Title staff, curriculum unit plans, required trainings, etc.



Northland Pines School District Continuous Improvement Plan

Northland Pines School District Mission

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

Northland Pines School District Mantra

All Staff Believe in All Students

Northland Pines School District Collective Commitments

Rigor	Relevance	Relationships
We are collectively responsible for ensuring ALL students are proficient in district promise standards.	We will design learning experiences to leverage the unique strengths and interests of the students in our classroom.	HOW we teach is equally as important as WHAT we teach.
We will work together as collaborative teams to hold each other accountable for STAFF and STUDENT learning.	We will facilitate real-world, hands-on and authentic learning opportunities to increase student engagement.	We recognize that what we know and believe about our students informs our expectations, reactions and attitudes about those students.
We will proactively plan for learner variability to meet the needs of all students within the universal lesson.	We will align policy and funding to these Collective Commitments.	We will foster a safe and positive school culture through collaboration and relationships.

Northland Pines School District Overarching District Goals

Teaching & Learning	NPSD will increase the percentage of students performing at or above grade-level proficiency in English Language Arts and Math by 5%, as measured by state assessments and local benchmark assessments.
Families & Community	All schools at NPSD will have an overall attendance of 95% or higher.
Human Resources	NPSD will review and implement strategies to recruit and retain high quality staff members.
Facilities & Operations	NPSD will use data to consider long-term impacts of enrollment on budget, staffing, and buildings and will develop action plans to proactively improve the District.

Northland Pines School District Student Inquiry Data District Goals

ELA & Math SMART Goal: NPSD will increase the percentage of students performing at or above grade-level proficiency in English Language Arts AND Mathematics by 5%, as measured by state assessments and local benchmark assessments.

Practice Priority Statement: *We believe that targeting relevant instruction, with a consistent instructional framework within Multi Level Systems of Support and a vertically aligned curriculum will increase student proficiency in reading, writing and mathematics.*

Student Engagement Smart Goal: All schools at NPSD will have an overall attendance of 95% or higher.

Practice Priority Statement: *We believe strengthening family partnerships, increasing relevance and explicitly teaching character education skills will improve daily attendance.*

Year 2 of Implementation Plan

Goals	Action Plan
Student Learning SMART Goal: NPSD will increase the percentage of students performing at or above grade-level proficiency in English Language Arts AND Mathematics by 5%, as measured by state assessments and local benchmark assessments.	● Implement Instructional Framework - Implement Walk-through Tool ● Use Responsive Classroom Non-negotiables to support RC implementation 4K-8th Grade. ● Implement Instructional Coaching - UDL, CESA 9 & Internal Coaching ● Implement Playbook and MLSS Rubric ● Adopt ELA Curriculum K-6
Student Engagement Smart Goal: All schools at NPSD will have an overall attendance of 95% or higher.	● Implement Attendance Framework ● Release One Day Campaign in fall of 2026 ● Strengthen implementation of Responsive Classroom & Character Strong
Action Plan Spreadsheet	Link to Action Plan

District Goals & Building Goals & Action Plans 2026-2027

Each building will create building goals aligned to District goals.

Collaborative Teams Impacting Learning

Collaborative SLO

Each collaborative team will create an SLO aligned to building and District goals.



Northland Pines School District

2026-27 School Year Board Goals

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

Teaching and Learning Annual Goals

Current Status	Measurable Goals	Action Plan	Timeline	Mid Interval Review	End of Interval Review
FALL 2026 K-4 aimswebPlus Reading 70% above the 40th percentile 5-8 STAR Reading Fall 71.6% proficient 9-10 STAR Reading Fall 71% proficient 5-10 STAR Reading Fall 71.4% proficient	NPSD will increase the percentage of students performing at or above grade-level proficiency in English Language Arts and Mathematics by 5%, as measured by <u>state assessments</u> and <u>local benchmark assessments</u>	We believe that targeting relevant instruction, with a consistent instructional framework within Multi Level Systems of Support and a vertically aligned curriculum will increase student proficiency in reading, writing and mathematics. 1. Implement Instructional Framework and Walk-through Tool. 2. Implement Multi-Level Systems of Support Playbook and Rubric 3. Use Responsive Classroom non-negotiables to support RC implementation. 4. Adopt ELA Curriculum K-6	2026-2027 School Year		
FALL 2025 K-4 aimswebPlus Math 62.6% above the 40th percentile 5-8 STAR Math Fall 67.7% proficient 9-10 STAR Math Fall 77.9% proficient 5-10 STAR Math Fall 71.1% proficient	NPSD will increase the percentage of students performing at or above grade-level proficiency in English Language Arts and Mathematics by 5%, as measured by <u>state assessments</u> and <u>local benchmark</u>	We believe that targeting relevant instruction, with a consistent instructional framework within Multi Level Systems of Support and a vertically aligned curriculum will increase student proficiency in reading, writing and mathematics. 1. Implement Instructional Framework and Walk-through Tool. 2. Implement Multi-Level Systems of Support Playbook and Rubric. Use Responsive Classroom non-negotiables to support RC implementation.	2026-2027 School Year		



Northland Pines School District

2026-27 School Year Board Goals

Families & Community Annual Goal

Current Status	Measurable Goals	Action Plan	Timeline	Mid Interval Review	End of Interval Review
Average Daily Attendance from 09/01/26 - 10/07/26 ERES - 96.7% LOLE - 97.5% MLC - 98.8% STG - 97.4% SOAR MS - 97.2% SOAR HS - 95.1% M&HS - 95.4% District-Wide - 96.3% Overall, all buildings are at the same/or better average daily attendance rate than they were as of November 2025.	All schools at NPSD will have an overall attendance of 95% or higher. Attendance Rate* = $\frac{\text{Total \#Days Attended}}{\text{Total \#Days of Possible Attendance}}$ * Attendance calculation includes currently active students in kindergarten through 12th grade.	We believe strengthening family partnerships, increasing relevance and explicitly teaching character education skills will improve daily attendance. This entails a framework detailing three district-wide commitments: 1. Implement Attendance Commitment Framework: a. Commitment to Systems, Data Analysis and Procedures b. Commitment to Family Engagement c. Commitment to Students 2. Strengthen implementation of Responsive Classroom & Character Strong 3. Release One Day Campaign fall of 2026 <i>NOTE: This action plan was developed in 2025-26 and continues to be modified and implemented this school year</i>	2026-2027 School Year		



Northland Pines School District

2026-27 School Year Board Goals

Human Resources Annual Goal

Teachers: 87% Aide: 83% Custodians: 73%	NPSD will review and implement strategies to recruit and retain high quality staff members.	1. Network Improvement Committee. 2. By establishing a positive culture we will retain 90% of certified and support staff.			
Current enrollment: 1,230 2025-2026: 1,258 2024-2025: 1,342 2023-2024: 1,362	NPSD will use data to consider long-term impacts of enrollment on budget, staffing, and buildings and will develop action plans to proactively improve the district.	1. Plan budget for future years considering enrollment trends. 2. Seek ways of increasing enrollment.			