

Where service and leadership unite.

2021-22 CESA 10 ANNUAL REPORT AND ACCOUNTABILITY PLAN





CESA 10

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ABOUT

Mission

CESA 10, in collaboration with member districts, is committed to providing visionary leadership and cost-effective services to maximize learning opportunities and school effectiveness.

Vision

Where service and leadership unite.

Strategic Priorities

- Grow affinity for CESA 10 through outstanding customer and stakeholder experiences.
- Establish a culture of excellence and innovation.

Purpose

Cooperative Educational Service Agencies (CESAs) were created by the state legislature in the mid 1960s primarily as a response to new special education law. CESA's mission is contained in this legislation:

Wisconsin State Statute 116.01

The organization of school districts in Wisconsin is such that the legislature recognized the need for a service unit between the school district and the state superintendent. The cooperative educational service agencies are designed to serve educational needs in all areas of Wisconsin by serving as a link both between school districts and between school districts and the state. Cooperative educational service agencies may provide leadership and coordination of services for school districts, including such programs as curriculum development assistance, school district management development, coordination of vocational education and exceptional education, research, special student classes, human growth and development, data collection, processing and dissemination and in-service programs.

CESA 10 is governed by an eleven-member Board of Control representing 29 districts in our region. Board members are elected at the annual convention following a procedure described in Wisconsin State Statute 116.02. The Board of Control and Agency Administrator are advised by a Professional Advisory Committee (PAC) composed of the superintendents from each of the 29 districts. This group meets monthly to discuss issues and concerns that are of vital interest to school districts.

CESA 10 services are divided into six departments: Operations, College & Career Readiness, Educational Technology, School Improvement Services, Facilities Management, and Special Education/Pupil Services. The services of each of these departments are detailed in this report. The CESA 10 staff appreciates the strong partnerships we have forged with our member districts over the years. We pledge to continue our efforts helping school districts build exemplary educational programs for all youth throughout our region of the state.

LEADERSHIP MESSAGE

Dear Members and Educational Partners,

Cooperative Educational Service Agency 10 (CESA 10) is committed to providing high-quality services to districts in the area of leadership, consultation, professional development and specialized personnel who work directly with students. "Educational Service" is at the heart of what we do and is literally our middle name!

Our job is to listen and serve. The programs and services described herein are a result of member district feedback and CESA 10's efforts to meet your needs. This report is designed to provide delegates to the Annual Convention, member districts, and other state and federal partners an overview of the organization and the services available.

These are exciting and challenging times for educators in Wisconsin and across the nation. The staff at CESA 10 will continue to do our level best to help districts and students succeed!



Michael Haynes, Agency Administrator

"Educational Service" is at the heart
of what we do and is literally our
middle name!



GOVERNANCE

The CESA 10 Board of Control is the governing body for the agency. The Board of Control consists of 11 members who serve three year terms and are elected at the Annual Convention. The Board of Control meets on the second Thursday of each month.

Board of Control 2021-22

Deanna Heiman, Neillsville, Chairperson

Val Kulesa, Gilman, Vice-Chairperson

Donna Albarado, Cadott, Treasurer

Lansing Carlson, Stanley-Boyd

Kristen Husby, Eleva-Strum

Charlie Milliren, Owen-Withee

Cheryl Ploeckelman, Colby

Jean Sandberg, Mondovi

Mark Shain, Greenwood

Eileen Sikora, Cornell

Rozanne Traczek, Osseo-Fairchild

Historic District Representation On The CESA 10 Board Of Control

	11	12	13	14	15	16	17	18	19	20	21
Abbotsford											
Altoona											
Augusta											
Bloomer											
Bruce											
Cadott	✓			✓	✓	✓	✓	✓	✓	✓	✓
Chippewa Falls											
Colby		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Cornell					✓	✓	✓	✓	✓	✓	✓
Eau Claire											
Eleva-Strum									✓	✓	✓
Fall Creek											
Flambeau	✓	✓	✓	✓							
Gilman	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Gilmanton	✓	✓	✓	✓	✓	✓	✓	✓			
Granton											
Greenwood	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Ladysmith											
Lake Holcombe	✓	✓	✓	✓	✓						
Loyal											
Medford	✓										
Mondovi	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Neillsville	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
New Auburn											
Osseo-Fairchild		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Owen-Withee	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Spencer	✓	✓	✓								
Stanley-Boyd									✓	✓	✓
Thorp						✓	✓	✓			

District Superintendents:

The Board of Control and Agency Administrator are advised by the superintendents from each of the 28 districts. This group meets monthly to discuss issues and concerns that are of vital interest to school districts.

Superintendents for 2021-22:

Ryan Bargender, Abbotsford	Joe Sanfelippo, Fall Creek	Jeff Rykal, Mondovi
Heidi Eliopoulos, Altoona	Erica Schley, Flambeau	John Gaier, Neillsville
Ryan Nelson, Augusta	Wally Leipart, Gilman	Scott Johnson, New Auburn
Brian Misfeldt, Bloomer	Kory Rud, Gilmanton	Lori Whelan, Osseo-Fairchild
Patrick Sturzl, Bruce	James Kuchta, Granton	Robert Houts, Owen-Withee
Jennifer Starck, Cadott	Todd Felhofer, Greenwood	Michael Endreas, Spencer
Jeff Holmes, Chippewa Falls	Laura Stunkel, Ladysmith	Jeff Koenig, Stanley-Boyd
Steve Kolden, Colby	Kurt Lindau, Lake Holcombe	Angie Hanlin, Thorp
Paul Schley, Cornell	Chris Lindner, Loyal	
Cory Kulig, Eleva-Strum	Patrick Sullivan, Medford	

Nucleus Committee :

The Nucleus Committee consists of five superintendents nominated to serve three year rotating terms. Meetings are held monthly to assist the Executive Team in planning the Superintendent Meeting agendas.

Members of the Nucleus Committee 2021-22:

Steve Kolden, Colby	Wally Leipart, Gilman
Cory Kulig, Eleva-Strum	Lori Whelan, Osseo-Fairchild
Erica Schley, Flambeau	

Board Delegates for 2021-22:

Kraig Schindler - Abbotsford	Brock Wright - Fall Creek	Deanna Heiman - Neillsville
Hillarie Roth - Altoona	Zachary Lund - Flambeau	Louise Cody - New Auburn
Angie Henrich - Augusta	Valorie Kulesa - Gilman	Rozanne Traczek - Osseo-Fairchild
Dan Wubker - Bloomer	Daren Bauer - Gilmanton	Rick Eloranta - Owen-Withee
Andrea Vohs - Bruce	Dennis Kuehn - Granton	Tom Schafer - Spencer
Donna Albarado - Cadott	Mark Shain - Greenwood	Lanse Carlson - Stanley-Boyd
Sharon McIlquham - Chippewa Falls	Todd Novakofski - Ladysmith	Clint Klapatauskas - Thorp
Cheryl Ploeckelman - Colby	Matt Flater - Lake Holcombe	
Eileen Sikora - Cornell	Jen Kadolph - Loyal	
Kristen Husby - Eleva-Strum	Steve Deml - Medford	
	Jean Sandberg - Mondovi	



Member Districts

The CESA 10 service area includes 28 school districts in Northwest Wisconsin serving more than 36,000 students.

PARTNERSHIPS

A critical role that CESAs play is to be a link between state efforts and local school districts, and ensuring that member districts have access to resources available outside the CESA 10 region. Along those lines, CESA 10 is proud of our ongoing relationship and integrated work with the following organizations:

- The Wisconsin Regional Service Network (RSN)
- The Response to Intervention Center (RtI Center)
- Wisconsin Safe and Healthy Schools Center (WISH Center)
- The Wisconsin Regional Computing Center (WiRCC)

Wisconsin Regional Service Network (RSN)

The Regional Service Network (RSN) is an Individuals with Disabilities Education Act (IDEA) discretionary statewide grant which was established in 1984. In each of the twelve CESAs, the RSN Director serves as a liaison providing linked communication between the Department of Public Instruction and local education agencies (LEAs). Services provided through the RSN are free of charge to school districts regardless of CESA membership.

Response to Intervention Center (RtI Center)

The Wisconsin Response to Intervention (RtI) Center is a product of collaboration between the Cooperative Educational Service Agency (CESA) Statewide Network and the Wisconsin Department of Public Instruction (DPI). The center was created to assist Wisconsin's educational systems to build capacity, adopt and implement high quality practices, make informed decisions, ensure sustainability of efforts, and increase success for all students. The Wisconsin Positive Behavioral Interventions and Supports (PBIS) Network operates within the Wisconsin RtI Center with a specific focus on behavior.

The Wisconsin RtI Center provides professional development and technical assistance to help schools operationalize implementation of culturally responsive multi-level systems of support. The center offers statewide trainings on the components in order to establish consistent foundations upon which schools should build their systems.

Wisconsin Safe and Healthy Schools Center (WISH Center)

CESA 4 is the fiscal agent and houses the WISH Center Director. Four regional coordinators located in CESAs 6, 7, 9, and 10 facilitate training events and provide technical assistance on a variety of safe and healthy schools topics.

The Regional Computing Center (WiRCC)

The WiRCC is a partnership between CESA 5 (Portage), CESA 7 (Green Bay), and CESA 10 (Chippewa Falls). It was created in 1968 to provide cost effective data processing for schools. More recently, partnerships were formed with software companies to provide implementation and support services for schools which use each respective software product.

Current services provided by the WiRCC, through CESAs 5, 7 and 10, include:

- alio Financial Software Support
- Infinite Campus Software Support
- Skyward Financial Software Support
- Support for WISE Staff, a component of the Wisconsin Information System for Educators

Association of Educational Service Agencies (AESA)

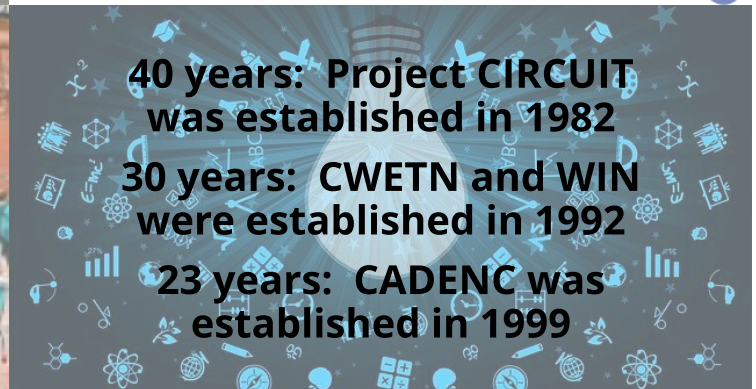
The Association of Educational Service Agencies (AESA) is another CESA 10 partner that provides professional learning opportunities, networking, and federal advocacy for educational service agencies across the United States. As a member, CESA 10 staff and the Board of Control have numerous opportunities to learn what works in other regions and is able to incorporate effective strategies to save districts money and maximize school effectiveness.



EFFECTIVENESS

CESA 10 services are accessed by all levels of professional educators, and are adjusted annually to meet the evolving needs of districts. As memorialized in the agency's mission, our purpose is to provide visionary leadership in a cost-effective manner in order to maximize learning opportunities and school effectiveness. CESA 10 accomplishes this objective by providing services in the following areas:

- Administration
- College & Career Readiness
- Educational Technology
- Facilities Management
- Learning Services
- Operations
- Special Education and Pupil Services



ADMINISTRATION

CESA 10's strategic priorities are to "Grow affinity for CESA 10 through outstanding stakeholder experiences" and "Create a culture of excellence." To measure the agency's effectiveness relative to each of these priorities, the agency collected feedback from member district staff and CESA 10 employees.

The CESA "10 Second Survey" was conducted each semester and asked superintendents, as well as other administrators, to report their satisfaction with CESA 10 services. The Fall 2021 and Spring 2022 surveys, respectively, resulted in a 96% and 98% satisfaction rate. Responses not included in those figures were not necessarily dissatisfaction, but instead a request for a phone call to address questions that existed.

For the second year, all CESA 10 staff were surveyed in the spring. The survey assessed the degree in which employees felt engaged, challenged, and purposeful in their work at CESA 10. On a 5-point scale, with 5 being the highest and 1 being the lowest, the majority of staff reported 4s and 5s on each of the questions.

Additionally, new employees and employees beginning their third year, were surveyed to determine the agency's effectiveness relative to the interview and orientation process, availability of resources, and support and overall satisfaction with their job and the agency. Also on a 5-point scale, the vast majority of responses were 4s and 5s.

For more information, or to obtain a copy of the questions and results, please contact the Agency Administrator.

"I appreciate the team atmosphere, support, and camaraderie here. Time has flown by!"

Chelsey Walker, CESA 10 Employee

Contact Information:

Mike Haynes, Agency Administrator - 715.720.2029

OPERATIONS

The Operations Department of CESA 10 oversees agency-wide business functions in the areas of agency finances, buildings/grounds maintenance, human resources, and purchased services. Services are offered to school districts in an effort to increase district efficiency and minimize costs.

The Operations Department supported the agency's strategic priorities in 2021-22 by further establishing the goal to "increase operational efficiencies in the areas of finances, human resources, and building operations." Specific strategies included: implementing electronic processes to reduce paper and increase accessibility for remote and hybrid work environments; implementing online workflow to reduce the need for physical signatures and identifying bottlenecks in processes; and transitioning building projects to the Facilities Management Department in order to continue to provide a safe and efficient working environment. Each of these objectives are intended to keep costs low, thereby benefiting all member districts.

The department met its goals by accomplishing several initiatives, including a successful migration from alio to Skyward July 1, 2021. The migration and subsequent training of staff enabled the department to eliminate paper expense forms, attendance sheets, and timesheets and transition to electronic workflow for approvals. This eliminated 1,465 monthly attendance/expense forms and 832 weekly timesheets that were either paper or pdf documents routed through email. We now have a time/date stamp and trail to see where a document is (unsubmitted, submitted, approved, etc.).

"I'm enjoying my time here at CESA. Everyone has been helpful, friendly, and clearly cares about the work they are doing."

Response from New Employee Survey

Contact Information:

Connie Wislinsky, Executive Director of Operations - 715.720.2078

Ashley Hebert, Finance Director - 715.720.2022



COLLEGE & CAREER READINESS

College and Career Readiness provides support, training, coaching, and leadership across several areas including STEM, Career and Technical Education and the application and integration of new and innovative technologies.

The College & Career Readiness Department supported the agency's strategic priorities in 2021-22 by assisting school district Career Readiness teams as they completed an Academic & Career Planning (ACP) Self-Assessment and identified ACP goals. The department also created a CESA 10 College & Career Readiness website to provide resources to all districts, based on their identified goals. Of the participating districts, 50% completed their ACP self-assessment by June 30, and participation in Career Readiness workshops involved at least 50% of participating districts.

"As always, you amaze me, Gwen! I made note of the resources you shared when we were talking the other day on the phone and I made time to explore the sites further. I always share with my colleagues that if Gwen offers an ACP resource, it's going to be strong so we need to read it."

Lisa Steig, School Counseling Program Administrator, Eau Claire Area School District

Contact Information:

Gwen Janke, Director of College & Career Readiness - 715.720.2033



EDUCATIONAL TECHNOLOGY

CESA 10 Distance Learning Services connects students and teachers across our region, providing opportunities beyond what is possible within your own school. Using technology, this opportunity removes geographic isolation and disadvantage. Distance Learning also creates educational, social, and cultural proximity where geographically it may not exist.

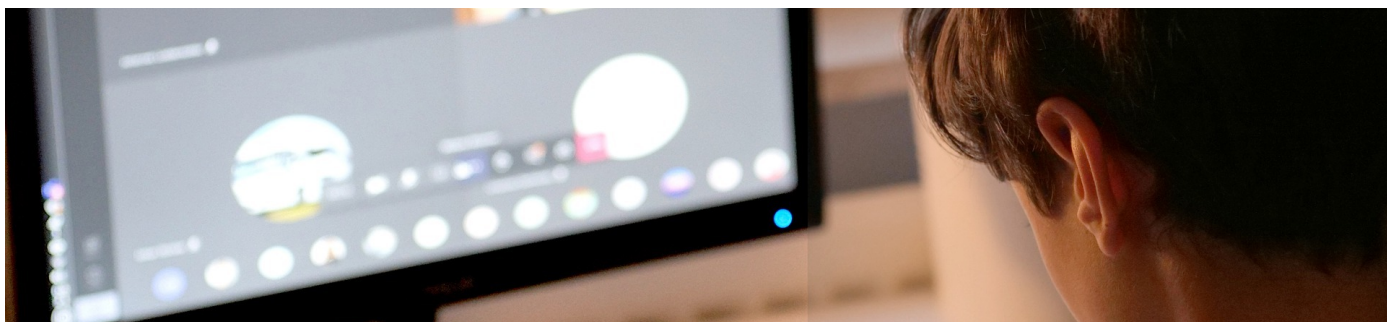
The Educational Technology Department supported the agency's strategic priorities in 2021-22 by focusing on Teaching & Learning, infrastructure, and resources. To achieve this objective, the department collected and utilized feedback from member districts to define service deliverables; developed and implemented planning tools and documentation; and customized service deliverables based on member districts' needs.

"As the Technology Coordinator and a Distance Learning Teacher for the School District of Marathon I have a unique perspective of being able to work with CESA 10 on both the instructional front end and technological back end of Educational Technology. Getting to see both sides and working with all members of CESA 10's team continually shows me how fortunate our District is to be in a partnership with CESA 10 to bring diverse educational opportunities to our students and staff. We are so thankful and appreciative of what they provide to not only Marathon but all WI School Districts."

Adam Jacobson, Marathon School District

Contact Information:

Sarah Lipke, Director of Educational Technology - 715.720.2069



LEARNING SERVICES

CESA 10's team of specialists provide continuous school improvement support, professional development, and leadership at CESA 10, regionally, and at your district based on identified needs.

The Learning Services Department supported the agency's strategic priorities in 2021-22 by supporting districts in reaching their identified goals based on multiple data points for the organizations they lead, across three service areas: School Improvement Services, CORE and Federal Funding Management. To achieve their objective, the department collected data and provided support in several ways, including: the School Improvement Services Needs Assessment; the ESSA Comprehensive Needs Assessment; district instructional leaders' conversations; leadership team biannual conference, budget meetings in districts; and workshop surveys.

The School Improvement Services team established a mission of "growing expert learners." The team set goals around culture and collaboration and measured its growth monthly. The School Improvement Teacher Engagement (SITE) website welcomed new districts to our strategic support. The new CORE service created foundations of support and service delivery. As new customers from across the country bought this new service, the CORE team created systems to provide personalized support. Finally, the Federal Funding team successfully supported districts with the new funding sources, requirements, and timelines.

"We work with CESA 10 Learning Services with School Improvement Services and Federal Funding services. I appreciate the workshops connected to our needs. As part of our Universal Services, we bring the team to Ladysmith for whole school professional learning. The Federal Funding team knows the 'ins and outs' of the intense process, and we appreciate the knowledge and calmness the team brings to this work. We value the collaboration."

Kathy Zuck, LES Title I, Ladysmith School District

Contact Information:

Kristen Gundry, Director of Learning Services - 715.720.2045



FACILITIES MANAGEMENT

CESA 10 has been involved in providing facility-related services to schools and municipalities since the mid-1990s. Our Facilities Management Department strives to provide safe, healthy, efficient, comfortable, energy, and resource-conscious environments through shared knowledge, linkage to resources, and sustainable actions.

The department's main areas of concentration are:

- Environmental Health and Safety
- Environmental Project Consulting
- Referendum Planning
- Facility Assessments
- Construction Management
- Owner's Representative
- Natural Gas Transportation
- Focus on Energy

Decades of experience and expertise managing institutional facility needs complement CESA 10's unique position as a nonprofit educational service agency.

The Facilities Management Department supported the agency's strategic priorities in 2021-22 by continuing to support and lead school districts across the state to achieve efficient buildings, safe people, healthy environments, and sustainable change. The department accomplished this through trainings, successful completion of district projects, and by benchmarking utility data. In addition, the 2021 Focus on Energy Evaluation Report returned a 9.6/10 rating on satisfaction with Focus on Energy staff.

"Just wanted you to know that Charlie, Angie, and the rest of the folks from your facilities team that we have worked with have been nothing short of outstanding. Our outdoor athletic complex project that we completed this fall turned out great and now they are helping us prepare for a referendum and have been equally as wonderful with that. You've got some good people there!"

Ryan Nelson, District Administrator, Augusta Area School District

Contact Information:

Charlie Schneider, Executive Director of Facilities Management - 715.720.2176

Heather Feigum, Director of Facilities Management - 715.720.2122



SPECIAL EDUCATION/PUPIL SERVICES

The CESA 10 Special Education and Pupil Services Department assists school districts in providing appropriate educational services to students with Individual Educational Plans (IEPs), in accordance with the Federal Individuals with Disabilities Education Act (IDEA).

The Department is dedicated to support participating districts in the development, implementation and evaluation of quality programs and services for students with disabilities. Guidance is provided to all districts for meeting the requirements of state and federal special education laws and regulations and coordinating the budgeting and management of special education funds and grants. The Department also provides and supervises licensed staff, itinerant services and district leadership.

The Special Education and Pupil Services Department supported the agency's strategic priorities in 2021-22 by continuing to provide member districts with the support and services to ensure that students with disabilities have opportunities to achieve, while also in compliance with state and federal requirements. The department engaged in several activities to support this objective, including: collecting feedback from district superintendents regarding changing needs for direct and indirect support services, as well as special education staff hiring, and professional development options; developing and expanding student-specific testing; responding to critical shortage of licensed school psychologists; expanding Crisis Prevention Institute training; and more.

"The CESA 10 RSN Director does a fantastic job. I know I can call her with any questions I have or if I need support she would be there. As someone relatively new to the director role, I feel more confident knowing that I can use her as a resource."

CESA 10 RSN Survey

Contact Information:

Tonia Anderson Ruskin, Executive Director of Special Education/Pupil Services, 715.720.2053



FINANCIAL STATEMENT

Enterprise Fund - Statement of Revenues, Expenses, and Changes in Net Position - For the Year Ended June 30, 2021

Operating Revenues

Charges for Services	\$16,576,186
Operating Grants and Contributions	4,290,900

Total Operating Revenues

\$20,867,086

Operating Expenses

Instructional Services	
Regular Instruction	495
Special Education Instruction	4,188,834
Vocational Instruction	931
Total Instruction Services	4,190,260
Support Services	
Pupil Services	3,219,266
Instructional Staff Services	4,609,441
General Administration Services	623,858
Building Administration Services	37
Business Services	517,245
Operations and Maintenance	5,501,598
Central Services	563,400
Insurance	78,428
Agency Operations- Unallocated	41,663
Other Support Services	67,004
Total Support Services	15,221,940

Total Operating Expenses

\$19,412,200

Operating Income (Loss)

\$1,454,886

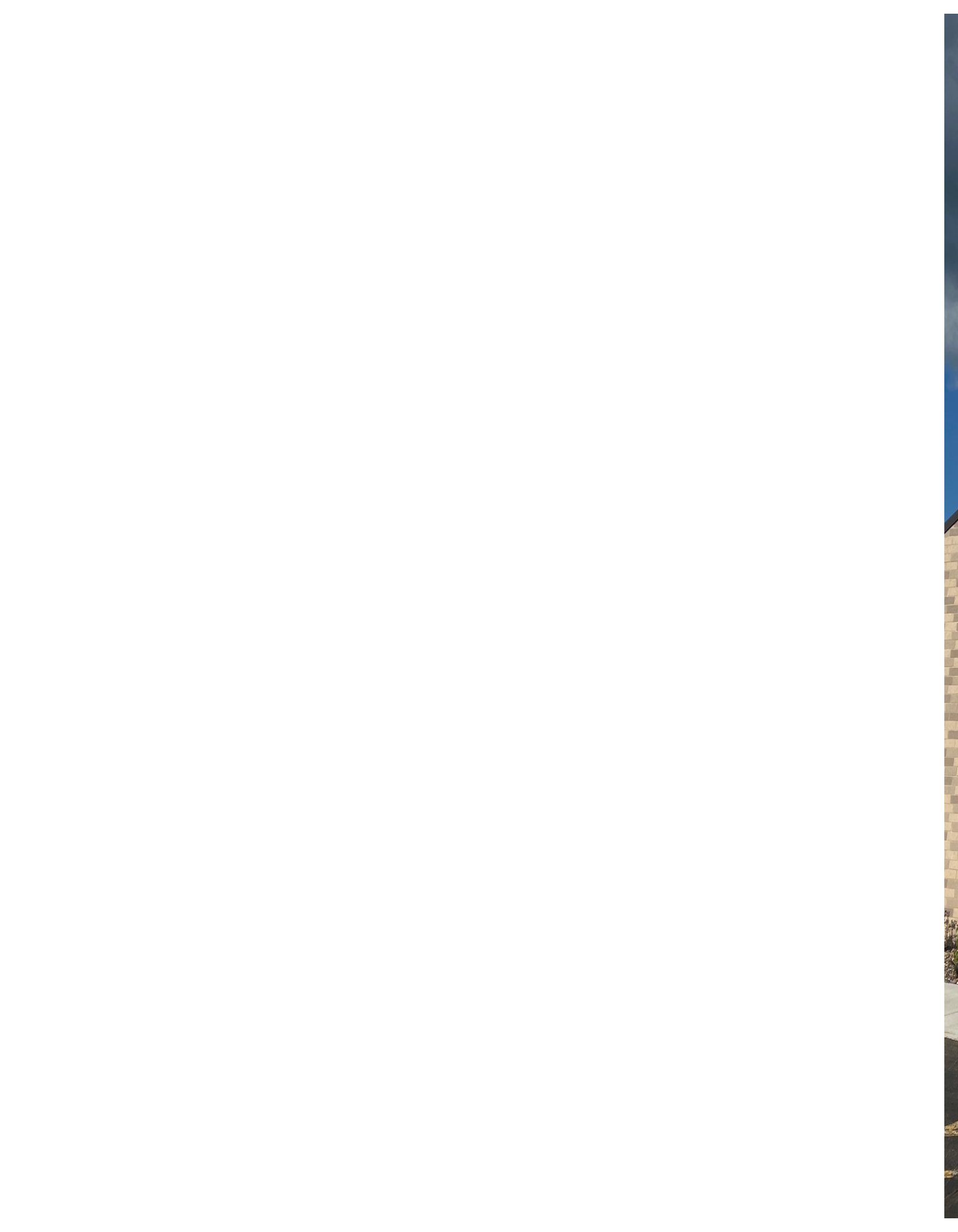
Non-operating Revenues and Expenses

Interest and Investment Earnings	49,116
Gain on Disposal of Capital Assets	67,200
Interest Expense on Capital Leases	(26,679)

Total Non-operating Revenues and Expenses

\$89,637

Change in Net Position	1,544,523
Net Position - Beginning of Year	6,802,412
Net Position - End of Year	\$8,346,935



C·E·S·A¹⁰

NO
LOITERING

RESERVED
PARKING
FOR
PEOPLE
WITH
DISABILITIES
THIS SPACE