

Where service and leadership unite.



2022-23 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 seven departments: Administration, Operations, College & Career Readiness, Educational Technology, Learning 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,

It is with excitement and appreciation that I write you as the new agency administrator for Cooperative Educational Service Agency 10 (CESA 10). I come to you with a variety of experiences in education, having most recently served as a superintendent in southern Wisconsin for the last six years. I entered into this position eager to learn and focused on working with our staff to ensure CESA 10 provides high-quality services.

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 with an overview of the organization and the services available.

Education provides us with tremendous opportunities to help our society's most valuable resource (children) realize its full potential. Together, we will invest our resources in improving on their behalf. The staff at CESA 10 will continue to help districts and students succeed!

Respectfully,

Jordan Sinz, Ph.D., 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 2022-23

Deanna Heiman, Neillsville, Chairperson

Val Kulesa, Gilman, Vice-Chairperson

Cheryl Ploeckelman, Colby, Treasurer

Nicole Breed, Altoona

Lansing Carlson, Stanley-Boyd

Kristen Husby, Eleva-Strum

Charlie Milliren, Owen-Withee

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	22
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 29 districts. This group meets monthly to discuss issues and concerns that are of vital interest to school districts.

Superintendents for 2022-23:

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

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 Professional Advisory Committee (PAC) meeting agendas.

Members of the Nucleus Committee 2022-23:

Chris Lindner, Loyal	Wally Leipart, Gilman
Jeff Rykal, Mondovi	Lori Whelan, Osseo-Fairchild
Erica Schley, Flambeau	

Board Delegates for 2022-23:

Eric Brodhagen - Abbotsford	Brock Wright - Fall Creek	Deanna Heiman - Neillsville
Nicole Breed - Altoona	Daniel Kopacz - Flambeau	Louise Cody - New Auburn
Angie Henrich - Augusta	Valorie Kulesa - Gilman	Rozanne Traczek - Osseo-Fairchild
Janelle Glenn- Bloomer	Daren Bauer - Gilmanton	Charlie Milliren - Owen-Withee
Andrea Vohs - Bruce	Dennis Kuehn - Granton	Becky Gorst - Spencer
Cory LaNou - Cadott	Mark Shain - Greenwood	Lanse Carlson - Stanley-Boyd
Dennis Fehr - Chippewa Falls	Chrysa Ostenso - Ladysmith	Eric Werner - Thorp
Cheryl Ploeckelman - Colby	Matt Flater - Lake Holcombe	
Eileen Sikora - Cornell	Carrie Becker - Loyal	
Phil Lyons - Eau Claire	Dave Fleegel - Medford	
Kristen Husby - Eleva-Strum	Jean Sandberg - Mondovi	



Member Districts

The CESA 10 service area includes 29 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 the 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)

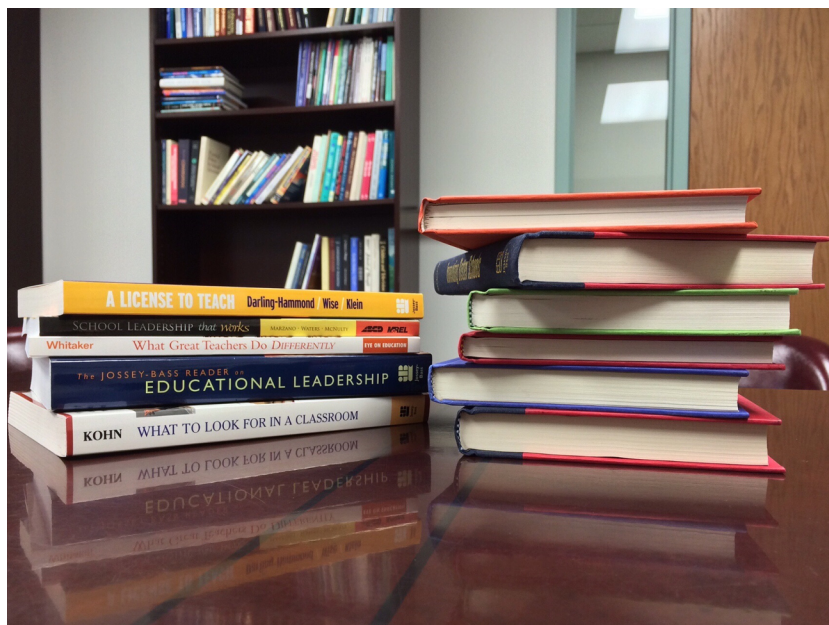
The WiRCC is a partnership between CESA 5 (Portage), CESA 7 (Green Bay), and CESA 10 (Chippewa Falls). It was created in 1968 to provide cost effective data processing for schools. More recently, partnerships were formed with software companies to provide implementation and support services for schools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

Services provided by the WiRCC in 2022-23 through CESAs 5, 7 and 10, include:

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

Association of Educational Service Agencies (AESA)

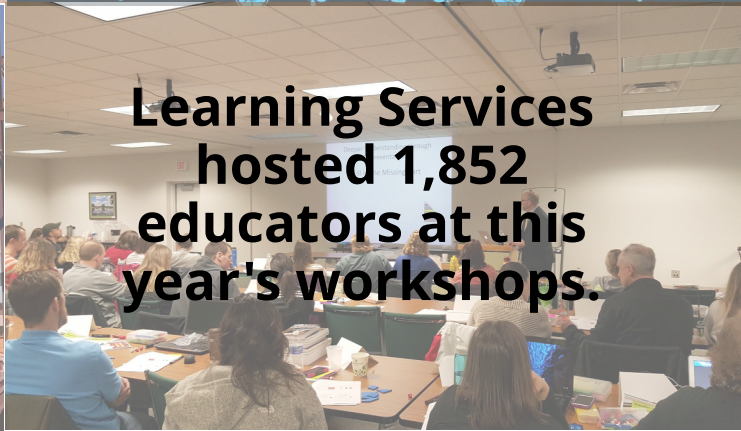
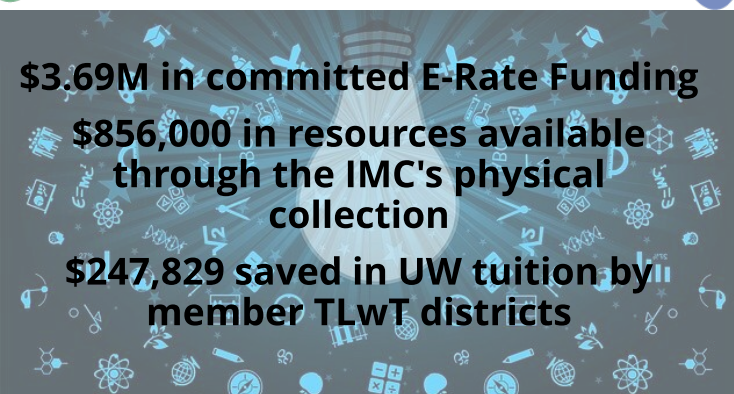
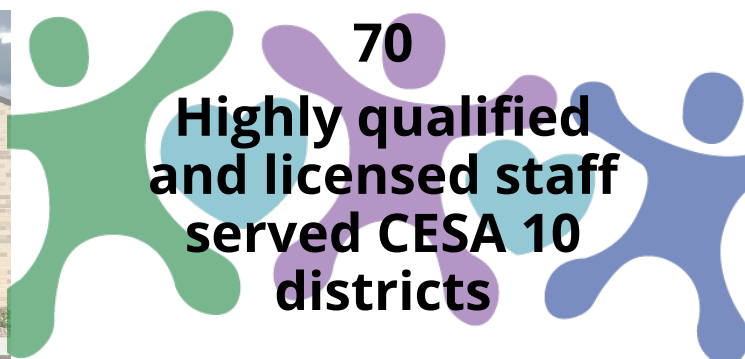
The Association of Educational Service Agencies (AESA) is another CESA 10 partner that provides professional learning opportunities, networking, and federal advocacy for educational service agencies across the United States. As a member, CESA 10 staff and the Board of Control have numerous opportunities 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 through outstanding stakeholder experiences and to create a culture of excellence. CESA 10 collects feedback from its 29 member districts and current employees to measure the agency's effectiveness related to these priorities.

CESA 10 conducted a "10 Second Survey" in Fall 2021 and Spring 2022 among member districts to gauge their satisfaction with agency services. While satisfaction rates averaged 97% on those brief surveys, CESA 10's executive team wanted a more in-depth analysis of our offerings. After researching various evaluation methods, the Net Promoter System was chosen to provide actionable data and valuable customer feedback.

A Net Promoter Score (NPS) measures the satisfaction of an organization's customer base from -100 to +100. Any score over 0 is good, as it indicates positive customer loyalty and satisfaction. An average industry NPS score in 2022 was between 30-40.

The survey was implemented in the fall of 2022, with CESA 10 receiving an aggregate NPS score of 60. The agency received constructive comments on various services, which it used to restructure or eliminate several offerings. Business plans were created for remaining services with highlighted strategies for improvement based on customer demands.

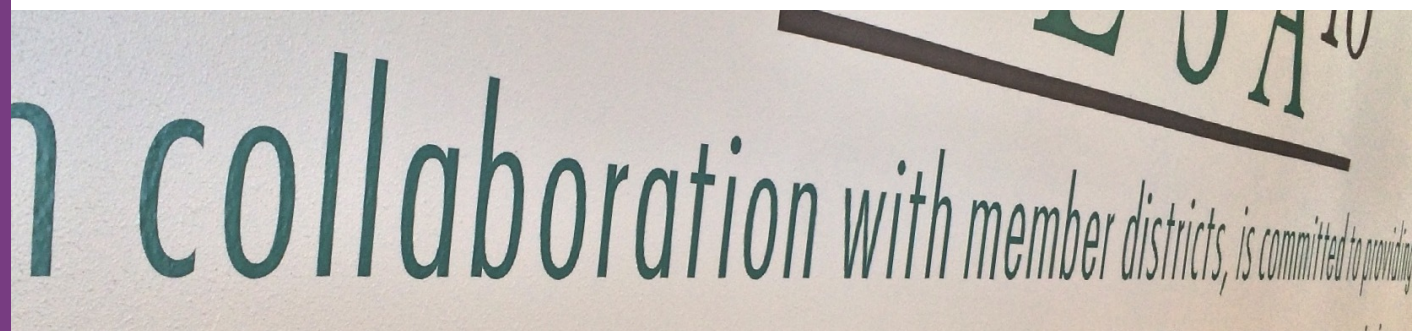
CESA 10 refrained from an employee survey during the 2022-2023 contract year because the Interim Agency Administrator felt an inability to act on employee feedback based on limited contractual days could negatively impact employee morale and future survey responses. This survey will resume in 2023-2024.

CESA 10 continues to survey new employees and those beginning their third year on the agency's effectiveness relative to the onboarding process, availability of resources, and overall job satisfaction. On a five-point scale, many responses are 4s and 5s.

For more information on these evaluation methods or to retain a copy of CESA 10's NPS score, please contact the Agency Administrator.

Contact Information:

Jordan Sinz, Agency Administrator - 715.720.2079



OPERATIONS

The Operations Department of CESA 10 oversees agency-wide business functions in the areas of agency finances, human resources, and purchased services. Services provided to school districts include a weekly delivery service and short-timer payroll services and training.

The Operations Department supported the agency's strategic priorities in 2022-23 by continuing to "Increase operational efficiencies in the areas of finances and human resources." Specific strategies included: continued implementation of electronic processes to reduce paper and increase accessibility for remote and hybrid work environments; creation of online workflow to reduce the need for physical signatures and identifying bottlenecks in processes. Each of these objectives are intended to keep costs low, thereby benefiting all member districts.

The department met its goals by implementing electronic processes which eliminated paper contracts and forms. The department continues to train staff on how to enter these items electronically with online workflow for approvals. Employee payroll files have also been converted to electronic files.

"We were caught in a tough spot when an unexpected resignation happened at the same time as a retirement. CESA 10 helped us get our payroll paid on time as well as trained and supported our new staff as they were brought on board. Outstanding service and support!"

Jeff Koenig, Administrator, Stanley-Boyd School District

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 and Career Readiness Department supported the agency's strategic priorities in 2022-23 to grow affinity for CESA 10 through outstanding customer experiences by promoting two new opportunities to 100% of our school districts 1) CTE Teacher Mentorship Program and 2) Educators Rising student organization.

CTE Teacher Mentorship Program created a video, presentation, and survey to gather data from districts regarding their Career & Technical Education (CTE) teacher mentorship needs. The CCR Department reviewed the data and worked directly with specific districts to begin mentoring staff and offered assistance in the spring regarding utilizing the DPI experience-based license to hire individuals to teach CTE courses.

Educators Rising Student Organization worked with WEAC and the national Educators Rising office to create a CESA 10 led chapter for students and promote Educators Rising as a Grow Your Own initiative in Wisconsin.

"I have taught in the elementary grade levels for 22 years and, recently, decided to venture up to the high school level as the Alternative Education Teacher/Coordinator. This new position came with a few other hats to wear such as the Youth Apprenticeship Coordinator. I knew nothing, and I mean nothing, about Youth Apprenticeship. I was kinda freaking out, as the kids would say, hoping I could do the job as the districts YA Coordinator and do it well. My principal sent me to a meeting at CESA 10 in her stead and low and behold the topics were Carl Perkins and Youth Apprenticeship. From that day forward I have learned so much in regards to Youth Apprenticeship and that is due to Erica Zerr and Ginny Shoemaker at CESA 10. They have made themselves available to answer my questions when I call or email. These two ladies are very passionate about Youth Apprenticeship and want anyone involved with YA to be successful. And that is exactly how I feel from the fabulous guidance from Ginny and Erica....SUCCESSFUL! "

Sandy Barnett, School District of Flambeau

Contact Information:

Gwen Janke, Director of College & Career Readiness - 715.720.2033



EDUCATIONAL TECHNOLOGY

CESA 10 Educational Technology supports member districts through three services: E-Rate Support & Planning, Teaching & Learning with Technology, and the Instructional Media Center. It is the intent of the Educational Technology team to develop and provide relevant service to member districts as cost-effectively as possible while maintaining excellent customer service and providing an outstanding stakeholder experience.

The CESA 10 Teaching & Learning with Technology service connects students and teachers across our region, providing opportunities beyond what is possible within an individual 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.

Teaching & Learning with Technology's support of the agency's strategic priorities in 2022-23 focused on individualizing the service deliverables to meet the needs of the member districts. To achieve this objective, on an individual district basis, the department collected and utilized feedback from the member district, reviewed the district's prior utilization of the service, and then met individually with district's administrators to develop and implement an individualized delivery of service plan.

To effectively meet the local educational needs of our member school districts while effectively and efficiently leveraging educational technology, this review, plan, and implement process for the delivery of Teaching & Learning with Technology will be an on-going and evolving process. We believe this cyclical process, coupled with regular communication will ensure our member districts have an outstanding as well as cost-effective experience.

"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 school districts based on identified needs.

The Learning Services Department supported the agency's strategic priorities in 2022-2023 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 continued to focus services around the mission of "Growing Expert Learners." The team set goals around the highest quality of service in the districts. The CORE Services team welcomed a dozen new contracts with customers throughout the United States. That team created systems to provide personalized support for customers. Finally, the Federal Funding Support team welcomed new customers from Altoona and Cadott. Learning Services collaborated with the Special Education/Pupil Services Department to design programming for our districts that is founded in the Universal Design for Learning.

The Learning Services team has set the bar high to increase communication with districts and explore new programming options. A color-coding system was developed that helps leaders choose learning that connects with the district's focus. Categories include leadership, practices, systems, and data. Categories will be embedded into processes and planning for district onsite support. The department will be moving to a tighter collaboration with principals network meetings and partner with local administrators to plan and facilitate the meetings. The new model will allow time to focus on the requirements of roles, and provide time to work on evaluations, professional learning for schools, and develop the craft of leadership.

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. The 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.

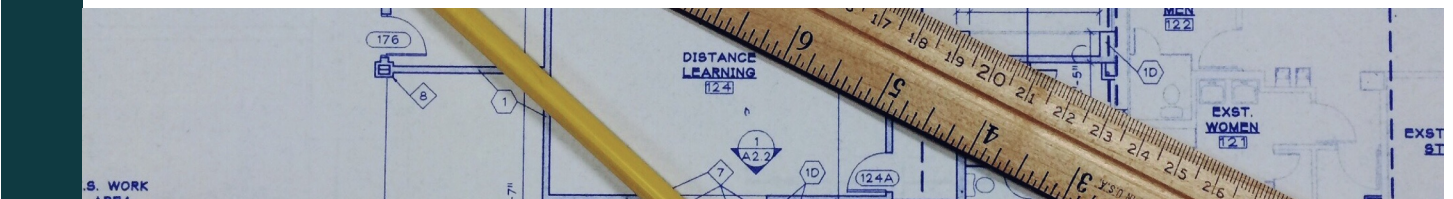
The Facilities Management Department supported the agency's strategic priorities in 2022-23 by continuing to support and lead school districts across the state to achieve efficient buildings, safe people, healthy environments and sustainable change. The department accomplished this through trainings, successful completion of district projects, and by benchmarking utility data. In addition, the 2022 Focus on Energy Evaluation report returned a 9.5/10 rating on satisfaction with Focus on Energy Staff.

- Hosted 11 virtual and in-house EHS trainings, presented trainings to WASBO, completed 3 Practical Energy Management trainings.
- Environmental and Project Management staff worked with 142 districts to keep their buildings safe and efficient for students and staff.
- Supported two CESA 10 Districts in passing \$27.5M in capital referenda and a local municipality in passing their first operational referendum.
- Hosted an energy saving competition for 25 Wisconsin Schools to empower students to visualize their schools' energy use.the operation of their building.
- Secured another four-year contract to serve WI schools under the Focus on Energy Program

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 2022-2023 by continuing to provide member districts with the support and services to ensure that students with disabilities have opportunities to achieve, while also being 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, hiring special education staff and redefining professional development options; responding to critical shortage of licensed school personnel by beginning efforts on the Teacher Induction Program, and hiring our first ever fully virtual position expanding Crisis Prevention Institute training; and more.

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, 2022

Operating Revenues

Charges for Services	\$16,128,420
Operating Grants and Contributions	5,392,742

Total Operating Revenues

\$21,521,162

Operating Expenses

Instructional Services

Regular Instruction	1,249
Special Education Instruction	567
Vocational Instruction	3,070,693

Total Instruction Services	3,072,509
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Support Services

Pupil Services	3,299,260
Instructional Staff Services	4,237,803
General Administration Services	531,247
Business Services	490,017
Operations and Maintenance	7,247,483
Central Services	660,293
Insurance	89,137
Agency Operations- Unallocated	15,329
Other Support Services	61,030

Total Support Services	16,631,599
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Total Operating Expenses

\$19,704,108

Operating Income (Loss)

\$1,817,054

Non-operating Revenues and Expenses

Interest and Investment Earnings	43,611
Loss on Disposal of Capital Assets	(11,244)
Interest Expense on Leases	(39,120)

Total Non-operating Revenues and Expenses

\$(6,753)

Change in Net Position	1,810,301
Net Position - Beginning of Year	8,346,935
Net Position - End of Year	\$10,157,236

C·E·S·A¹⁰

NO
LOITERING

RESERVED
PARKING
FOR
PEOPLE
WITH
DISABILITIES
THIS SPACE