



ESSER III LEA Plan Report

Superior School District

Wisconsin Department of Public Instruction
Jill K. Underly, PhD, State Superintendent
Madison, Wisconsin

General Information

LEA Name: Superior School District
Address: 3025 Tower Ave Superior WI 54880
Superintendent/District Administrator: Amy Starzecki
Grades Served: K4 - 12
Number of Schools: 9
LEA Website: www.superior.k12.wi.us

Student Demographics

Data Source: 2021-2022 WISEdash

Total Student Enrollment: 4,181
 Detailed student demographic data and trends can be viewed in the [WISEdash Public Portal](#)

ESSER III Funding

ESSER III Allocation: \$6,998,557.00
Amount Budgeted for Evidence-based Improvement Strategies: \$4,472,271.07
Amount Budgeted for all other ESSER Activities: \$1,731,010.74
Total Amount Budgeted in Approved Application: \$6,203,281.81
Remaining Amount to Budget: \$795,275.19

Plan for ESSER III

a) How will the funds be used to implement prevention and mitigation strategies that are, to the greatest extent practicable, consistent with the most recent CDC guidelines on reopening schools, in order to continuously and safely open and operate schools for in person learning?

Object	Purchase Item or Position/Area	Purchase Item Detail or Position Activity	Function	Amount Budgeted
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b) How will the LEA use their required 20% to address the academic impact of unfinished learning through the implementation of evidence-based improvement strategies, such as summer learning or summer enrichment, extended day, comprehensive after school programs, or extended school year programs?

Object Number-Object Label	Purchase Item or Position/Area	Purchase Item Detail or Position Activity	Function Number-Function Label	EBIS	Amount Budgeted
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$193,000.00
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$137,500.00
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$123,000.00
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$199,000.00
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$208,000.00
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$171,000.00
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$216,000.00
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$216,000.00
100/200 - Employee Salaries/Benefits		Standard (Default)	122000 - English Language	Expanded and Enriched Learning Time and Opportunities	\$195,191.36
100/200 - Employee Salaries/Benefits		Standard (Default)	124000 - Mathematics	Organizing Instruction and Study to Improve Student Learning	\$140,000.00

Object Number-Object Label	Purchase Item or Position/Area	Purchase Item Detail or Position Activity	Function Number-Function Label	EBIS	Amount Budgeted
100/200 - Employee Salaries/Benefits		Standard (Default)	124000 - Mathematics	Organizing Instruction and Study to Improve Student Learning	\$226,340.00
100/200 - Employee Salaries/Benefits		Standard (Default)	126000 - Science	Preventing Dropout in Secondary Schools	\$195,476.00
100/200 - Employee Salaries/Benefits		Standard (Default)	127000 - Social Sciences	Expanded and Enriched Learning Time and Opportunities	\$135,174.00
100/200 - Employee Salaries/Benefits		Curriculum Development/Modification	221200 - Curriculum Development	Organizing Instruction and Study to Improve Student Learning	\$204,031.10
100/200 - Employee Salaries/Benefits		Professional Development	221300 - Instructional Staff Training	Preventing Dropout in Secondary Schools	\$22,000.00
100/200 - Employee Salaries/Benefits		Professional Development	221300 - Instructional Staff Training	Evidence-Based Strategies for Social and Emotional Learning and Mental Health	\$11,535.00
100/200 - Employee Salaries/Benefits		Professional Development	221300 - Instructional Staff Training	Organizing Instruction and Study to Improve Student Learning	\$46,764.64
100/200 - Employee Salaries/Benefits		Addressing Educational Delivery	221900 - Other Improvement of Instruction	Evidence-Based Strategies for Social and Emotional Learning and Mental Health	\$147,171.00
100/200 - Employee Salaries/Benefits		Addressing Educational Delivery	221900 - Other Improvement of Instruction	Evidence-Based Strategies for Social and Emotional Learning and Mental Health	\$81,150.00
100/200 - Employee Salaries/Benefits		Addressing Educational Delivery	221900 - Other Improvement of Instruction	Preventing Dropout in Secondary Schools	\$113,200.00
100/200 - Employee Salaries/Benefits		Standard (Default)	223900 - Other Instructional Staff Supervision and Coordination	Preventing Dropout in Secondary Schools	\$168,688.90
310 - Personal Services			221300 - Instructional Staff Training	Preventing Dropout in Secondary Schools	\$16,000.00
310 - Personal Services			221300 - Instructional Staff Training	Evidence-Based Strategies for Social and Emotional Learning and Mental Health	\$52,666.67
310 - Personal Services			221300 - Instructional Staff Training	Evidence-Based Strategies for Social and Emotional Learning and Mental Health	\$17,500.00
310 - Personal Services			221300 - Instructional Staff Training	Preventing Dropout in Secondary Schools	\$7,500.00
310 - Personal Services			264400 - Noninstructional Staff Training	Preventing Dropout in Secondary Schools	\$40,000.00
310 - Personal Services			264400 - Noninstructional Staff Training	Collaborative Leadership in Practice	\$70,660.00
342 - Employee Travel			221300 - Instructional Staff Training	Evidence-Based Strategies for Social and Emotional Learning and Mental Health	\$5,328.32
342 - Employee Travel			221300 - Instructional Staff Training	Evidence-Based Strategies for Social and Emotional Learning and Mental Health	\$5,328.32
342 - Employee Travel			264400 - Noninstructional Staff Training	Preventing Dropout in Secondary Schools	\$7,094.00
411 - General Supplies			120000 - Regular Curriculum	Expanded and Enriched Learning Time and Opportunities	\$2,000.00
470 - Textbooks & Workbooks			110000 - Undifferentiated Curriculum	Foundational Skills to Support K-3 Reading	\$20,000.00
362 - Software as a Service			110000 - Undifferentiated Curriculum	Foundational Skills to Support K-3 Reading	\$5,116.76
100/200 - Employee Salaries/Benefits		Standard (Default)	126000 - Science	Organizing Instruction and Study to Improve Student Learning	\$86,557.00
100/200 - Employee Salaries/Benefits		Standard (Default)	124000 - Mathematics	Organizing Instruction and Study to Improve Student Learning	\$74,557.00
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$74,557.00
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$74,557.00
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$74,557.00
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$74,557.00
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$74,557.00
100/200 - Employee Salaries/Benefits		Standard (Default)	120000 - Regular Curriculum	Organizing Instruction and Study to Improve Student Learning	\$63,057.00
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$60,957.00

Object Number-Object Label	Purchase Item or Position/Area	Purchase Item Detail or Position Activity	Function Number-Function Label	EBIS	Amount Budgeted
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$74,557.00
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$74,557.00
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$56,757.00
100/200 - Employee Salaries/Benefits		Standard (Default)	120000 - Regular Curriculum	Organizing Instruction and Study to Improve Student Learning	\$67,257.00
100/200 - Employee Salaries/Benefits		Standard (Default)	120000 - Regular Curriculum	Organizing Instruction and Study to Improve Student Learning	\$67,257.00
100/200 - Employee Salaries/Benefits		Standard (Default)	110000 - Undifferentiated Curriculum	Organizing Instruction and Study to Improve Student Learning	\$74,557.00

c) How will the LEA spend its remaining ARP ESSER funds consistent with allowed activities defined in the ARP Act?

Subbudget	Program Type	Object Number-Object Label	Purchase Item or Position/Area	Purchase Item Detail or Position Activity	Function Number-Function Label	Amount Budgeted
General Education		100/200 - Employee Salaries/Benefits		Addressing Educational Delivery	110000 - Undifferentiated Curriculum	\$15,502.00
General Education		100/200 - Employee Salaries/Benefits		Trainers (employees)	221300 - Instructional Staff Training	\$4,572.00
General Education		100/200 - Employee Salaries/Benefits		Extended Contract	221900 - Other Improvement of Instruction	\$31,350.00
General Education		100/200 - Employee Salaries/Benefits		Extended Contract	221900 - Other Improvement of Instruction	\$35,400.00
General Education		100/200 - Employee Salaries/Benefits		Addressing Educational Delivery	221900 - Other Improvement of Instruction	\$40,074.00
General Education		100/200 - Employee Salaries/Benefits		Addressing Educational Delivery	221900 - Other Improvement of Instruction	\$52,605.55
General Education		100/200 - Employee Salaries/Benefits		Extended Contract	221900 - Other Improvement of Instruction	\$2,952.96
General Education		100/200 - Employee Salaries/Benefits		Addressing Educational Delivery	221900 - Other Improvement of Instruction	\$62,811.07
General Education		100/200 - Employee Salaries/Benefits		Additional Educator Supports	221900 - Other Improvement of Instruction	\$13,830.00
General Education		100/200 - Employee Salaries/Benefits		Addressing Educational Delivery	221900 - Other Improvement of Instruction	\$87,952.00
General Education		100/200 - Employee Salaries/Benefits		Addressing Educational Delivery	221900 - Other Improvement of Instruction	\$113,870.00
General Education		100/200 - Employee Salaries/Benefits		Addressing Educational Delivery	221900 - Other Improvement of Instruction	\$81,331.00
General Education		100/200 - Employee Salaries/Benefits		Addressing Educational Delivery	221900 - Other Improvement of Instruction	\$94,068.00
General Education		100/200 - Employee Salaries/Benefits		Addressing Educational Delivery	221900 - Other Improvement of Instruction	\$105,636.00
General Education		100/200 - Employee Salaries/Benefits		Addressing Educational Delivery	221900 - Other Improvement of Instruction	\$87,636.00
General Education		100/200 - Employee Salaries/Benefits		Addressing Educational Delivery	221900 - Other Improvement of Instruction	\$95,005.00
General Education		100/200 - Employee Salaries/Benefits		Sanitation and Prevention	253000 - Operation	\$53,290.00
General Education		100/200 - Employee Salaries/Benefits		Sanitation and Prevention	253000 - Operation	\$53,290.00
General Education		100/200 - Employee Salaries/Benefits		Hazard/Premium Pay	253000 - Operation	\$25,000.00
General Education		411 - General Supplies			221300 - Instructional Staff Training	\$149.03
General Education		411 - General Supplies			221900 - Other Improvement of Instruction	\$8,808.77
General Education		411 - General Supplies			253000 - Operation	\$70,000.00

Subbudget	Program Type	Object Number-Object Label	Purchase Item or Position/Area	Purchase Item Detail or Position Activity	Function Number-Function Label	Amount Budgeted
General Education		482 - Technology Equipment			221500 - Instruction Related Technology	\$96,388.00
General Education		550 - Capital Equipment			256300 - Vehicle Acquisition	\$90,000.00
General Education		291 - College Credit Reimbursement		Credit/Licensing Reimbursement	221300 - Instructional Staff Training	\$40,000.00
General Education		100/200 - Employee Salaries/Benefits		Recruitment/Retention	253000 - Operation	\$194,000.00
General Education		100/200 - Employee Salaries/Benefits		Outreach and Mental Health Services	212900 - Other Social Work	\$90,457.36
General Education		362 - Software as a Service			295000 - Administrative Technology Services	\$1,450.00
General Education		550 - Capital Equipment			136000 - Technology Education	\$83,582.00

d) How will the LEA ensure that the improvement strategies it implements, including but not limited to the improvement strategies under the 20% reservation of the ARP Act to address the academic impact of unfinished learning, will respond to the academic, social, emotional, and mental health needs of all students, and particularly those students disproportionately impacted by the COVID-19 pandemic, including students from low-income families, students of color, English Learners, children with disabilities, students experiencing homelessness, children in foster care, and migratory students?

Educator Practices

Through multiple Plan Do Study Act (PDSA) cycles, the LEA regularly reviews educator practices monitoring evidence/data sources used to document implementation (e.g., evidence from walkthroughs and observations, coaching cycles, data collected as part of the EE process, evidence of application of professional learning).

LEA uses educator practice data to identify unintended consequences to equity (if any).

LEA either revises plan(s) and next steps or prepares for scale-up, in response to multiple PDSA cycles.

LEA uses protocol to review educator practices monitoring evidence/data sources.

Student Outcomes

Regularly, the LEA reviews evidence of student outcomes (e.g., benchmark reading assessment, formative assessments, common summative assessments based on standards, attendance, behavior, course-enrollment and on-track for graduation).

Outcome data is used to identify unintended consequences to equity (if any).

The LEA either revises plan(s) and next steps or prepares for scale-up.

LEA uses protocol (i.e., resources from [Wisconsin's Strategic Assessment](#)) to review student outcome monitoring evidence/data sources.

Stakeholder Engagement for Plan Development

LEAs must provide opportunities for stakeholders to meaningfully and substantively contribute to their ESSER III Plan. Consultation must occur prior to submitting a plan in WISEgrants. All LEAs must consult with the following groups:

- Students
- Families
- School and district administrators (including pupil services/special education administrators)
- Teachers, principals, school leaders, other educators, school staff, and their unions

To the extent present in or served by the LEA, LEAs must also consult with the following groups:

- American Indian Nations
 - [Wisconsin Tribal Head Officials](#)
 - [Wisconsin Tribal Education Directors](#)
- Civil rights organizations (including disability rights organizations)
- Stakeholders representing the interests of
 - Children with disabilities,
 - English learners,

- Children experiencing homelessness,
- Children in foster care,
- Migratory students,
- Children who are incarcerated, and other underserved students

Describe your LEA's level of engaging stakeholders:

LEA engaged stakeholders in all parts of the planning process. LEA used a protocol for shared leadership and collaborative decision-making (i.e., Leading by Convening). LEA ensured meaningful communication with English Learner family members.

Example: Stakeholders co-lead the process to identify needs created by the pandemic, co-lead the development of a plan, and will co-lead the implementation of the plan as well as assessing the outcomes of the plan.

Safe Return to In-Person Instruction and Continuity of Services Plan

The United States Department of Education (USDE) requires all LEAs to post their Safe Return to In-Person Instruction and Continuity of Services Plan to their website and identify the extent to which they have adopted Centers for Disease Control and Prevention (CDC) recommendations for the safe return to schools. The extent to which LEAs adopted the CDC recommendations did not impact the amount of ESSER funds it received.

Superior Sch Dist has their Safe Return to In-Person Instruction and Continuity of Services Plan posted to this website: https://drive.google.com/file/d/1mTv-7_kASy6wZShXTx_3SczMAUP06g5a/view

On 6/5/2023, Superior Sch Dist stated they took the following steps to ensure continuity of services, including but not limited to services to address students' academic needs and students' and staff social, emotional, mental health, and other needs, which may include student health and food services.

WDPI strongly encourages LEAs to follow the CDC and the Wisconsin Department of Health Services (DHS) recommendations. The following resources will help LEAs prepare for, prevent, and respond to COVID-19 so that students, staff, and families can safely return to in-person instruction:

- [CDC Guidance for COVID-19 Prevention in K-12 Schools and ECE Programs](#)
- [Guidelines for the Prevention, Investigation, and Control of COVID-19 Outbreaks in K-12 Schools](#)
- [WI DPI COVID-19 Information for School Health Services](#)

Continuity of Services

Describe how the LEA will ensure continuity of services, including but not limited to services to address students' academic needs and students' and staff social, emotional, mental health, and other needs, which may include student health and food services.

Check all that apply (the LEA is required to select at least one):

- LEA has created a plan for continuity of learning that includes a plan for providing remote learning if disruptions to in-person instruction should occur.
- LEA has created a plan for continuity of learning that includes services for specific student groups (e.g. ELs, students with IEPs, gifted and talented, students experiencing homelessness) if disruptions to in-person instruction should occur.
- LEA has created a plan for providing nutritional services, student health services, and other student support services if disruptions to in-person instruction should occur.
- LEA will implement evidence-based programs and practices that address student social and emotional wellness during the school day and in out-of-school time programs (e.g., summer, before and after school programs).
- LEA will implement evidence-based programs and practices that address staff social and emotional wellness.
- LEA will implement an equitable multi-level system of support (with a focus on core instruction for each student, with intensified

services based on student need) to address students' academic and social emotional needs.

LEA plan for continuity of services was influenced by stakeholder feedback.

Other, please describe: