



January 2, 2025

Joshua Kundert
Wisconsin Department of Public Instruction
201 W Washington Ave
Madison, WI 53703

Dear Joshua,

This letter is to provide a description of how the Sun Prairie Area School District has been and will be addressing the disproportionality in the equitable distribution of teachers under Title I of the Elementary and Secondary Education Act (ESEA) and per Wisconsin's federally approved plan, particularly regarding Northside Elementary School, Westside Elementary School, and Prairie View Middle School.

Current strategies to retain experienced teachers in the above-mentioned schools in the Sun Prairie Area School District:

- Provide curricular training and role-specific training for inexperienced teachers as well as experienced teachers who transfer from one role in the school to another role in the school recognizing the strengths of experienced teachers who can support students with even more impact in a different role they are currently in.
- Provide an extensive orientation/onboarding of new teachers to the schools through our Sun Prairie Academy for new teachers which provides a full week of training before being put into the full-time role of a teacher as well as a full-release mentor for a teacher's first-year and an option to keep the mentoring relationship in their second year in the school. The orientation is required of all new teachers to our school district even if a teacher has experience in other school districts. The onboarding and orientation continue through the first year a new teacher to our district is with us by providing monthly meetings to support them in their practices and help connect them to colleagues.

Future strategies to retain and attract experienced teachers in the above-mentioned schools in the Sun Prairie Area School District:

- Provide a compensation-based incentive at both hire and throughout a teacher's tenure at one of the schools listed above to encourage attraction and retention of experienced teachers honoring their work at schools needing stability and experienced/skilled teachers for their students.
- When possible Implement targeted transfers of experienced core teachers to the targeted schools in order to provide a more equitable distribution among all of our schools when it comes to more experienced teachers.

Thank you,
Chris Sadler
Director of Human Resources
Sun Prairie Area School District