



RACINE UNIFIED
SCHOOL DISTRICT

A Great Place to Work. A Great Place to Live.

If you are a professional committed to equity and excellence in public education, ***we want you*** in the Racine Unified School District!



Educate Every Student to Succeed

A Message From our Superintendent

Dear Educator,

I'm thrilled that you are considering coming to work with us in the Racine Unified School District! These are exciting times for us! We are transforming teaching and learning in our schools to become a beacon urban school system in the state and region.



Together, we are working to build an engaging, relevant and rigorous school system with high expectations for staff and students. The leading-edge work we're doing will ensure our students have the best possible differentiated educational opportunities, exceptional Common Core-based curriculum, quality learning resources and technology and, most importantly, the best, most well-supported teachers and leaders anywhere.

Foundational to our success are:

- High-quality relationships with children, parents and each other
- Powerful professional learning opportunities that fully support and engage our teachers in constantly refining their craft and realizing superior results for students
- Accountability within and throughout our schools and departments
- Forward-thinking technology learning tools for our classrooms
- All goals are aligned to our vision: The North Star

RUSD is poised for success. We can provide what our children and community need in these exciting times for public education. Never before have public school educators had such a great opportunity to step forward and demonstrate what's possible. No place has better talent, commitment and resources than Racine Unified to show what a diverse, aligned, high-capacity school system galvanized around student success can accomplish.

As a member of our staff, you will become part of something exciting and rewarding. Join us in "Raising Racine." When you do, you'll be empowered to 'be the change' that creates success, growth and authentic educational opportunities for every child.

Sincerely,

A handwritten signature in black ink, appearing to read "Lolli Haws". The signature is fluid and cursive, written over a white background.

Dr. Lolli Haws
Superintendent of Schools

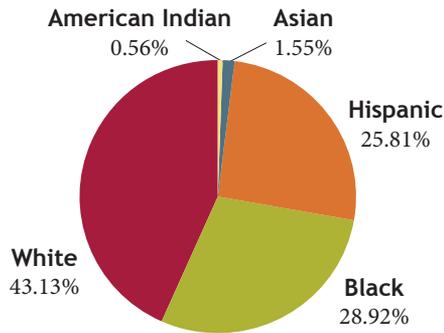
Our District by the Numbers

Our Students

20,000 Students

43 Languages are spoken by our students

65.41% are eligible for free/reduced lunch



Our Staff

2,571 total staff members

1,736 teachers/professional staff

377 educational support staff

119 administrators

61% of teachers have master's degrees

69% of administrators have master's degrees

Our District

4th Largest school district in Wisconsin

6 Cities/villages served

100 Square miles

9 Board of Education members

1 Vision - The North Star - All students graduate career/college ready

Our Schools

2 Early education centers

20 Elementary schools

7 Middle schools

5 High schools

1 Racine Virtual Learning

1 Year-round school

3 Magnet elementary schools

1 Magnet middle school

1 Charter middle school

1 Magnet high school

1 Charter high school

1 Alternative education center



Educate Every Student to Succeed

Why Racine Unified is a Great Place to Work

- We have a **strong sense of mission and vision** regarding teaching and learning.
- Our **culturally diverse** schools prepare our students to thrive in a global community. In addition, our educators have the benefit of working within the context of the multicultural world of the present and future.
- We have an **intentional and intensive focus** on student achievement and student engagement.
- Our **highly qualified educators** are committed to providing **rigorous and engaging learning experiences** for all students.
- Our curricula includes **strong academics** as well as a **wide variety of choices** and programs that create opportunities for students to excel. We offer programming in the arts, foreign language, technology, career-to-work, special education, bilingual education, Advanced Placement, International Baccalaureate and more.
- We stress on-going education for our educators and provide **high-quality professional development** for staff.
- We are **data driven** and focused on how data can help us improve outcomes for students.
- Most importantly, we work in a District where **you can make a very real difference** for young people.



North Star Vision

Our vision begins with the belief that we will educate all students to succeed. Through a multi-stakeholder group, we developed our North Star Vision, which states that **all RUSD students will graduate career and/or college ready**. We identified key indicators in our students' educational careers that serve as targets for monitoring their growth in attaining educational success.



Educate Every Student to Succeed

Why Racine is a Great Place to Live

- We are situated within a **small urban community** located on the beautiful **shores of Lake Michigan** in southeastern Wisconsin.
- Racine has a **strong arts community** including museums, the Racine Symphony, Racine Theatre Guild and many annual art events.
- The **lakefront**, the marina and the downtown are a hub of shops, dining and cultural events.
- The District is **supported by our community** and has many **community partners** that assist the District in our work.
- Racine is a community that demonstrates support for its students through **volunteerism**. The District has a WINGS Volunteer Program and an active PTA Council as well as school-based PTAs.
- Racine is surrounded by area institutions of **higher education** such as the University of Wisconsin-Parkside, the University of Wisconsin-Milwaukee, Carthage College and Gateway Technical College.
- Racine is **ideally situated between Chicago and Milwaukee**, providing ample opportunity for recreation.





What Qualities do We Seek in our Educators?

We seek educators who express a powerful sense of mission and commitment to the best practices in teaching and learning.

In Racine Unified:

- Our educators have the ability to work with students and colleagues from **diverse backgrounds**.
- Our educators are committed to keeping up with research on the **best practices** in teaching and learning.
- Our educators work in a **collaborative** environment to bring staff together around the most effective practices in teaching and learning.
- Our educators are **data focused**.
- Our educators are driven to ensure **all students achieve at high levels**.

Benefit Information

The Racine Unified School District realizes the importance of providing insurance coverage to safeguard our employees and their families.

Coverage Includes:

- A comprehensive **medical plan** with reasonable costs
- A 3-tier **prescription drug plan** after deductible is met
- A choice of two **dental plans**
- **Long-term disability** coverage provided at no cost
- **Life insurance** available at subsidized rates
- Matching contribution to the **Wisconsin Retirement System (WRS)** for your retirement benefit account
- A **Health Reimbursement Account** for insured staff
- **Flexible Spending Accounts** available (Medical Reimbursement Accounts and Dependent Care Accounts)
- **Employee Health Center** which all insured District employees and their dependents may utilize at no cost
- A comprehensive **Wellness Program**

How to Apply

Visit the District's website at www.racine.k12.wi.us. Click on 'Human Resources' and then 'Application Process.' Search for current openings and follow the prompts to create an account and apply online.

Racine Unified School District
Office of Human Resources
3109 Mt. Pleasant St., Racine, WI 53404
262-631-7020 • human.resources@rusd.org
www.racine.k12.wi.us

Updated October 2013

Educate Every Student to Succeed