Dear Friends: As we reflect on 2018, the importance of aligning partners for results emerges as the defining theme. We are proud to have engaged so many organizations in this important work! In the pages ahead, you’ll see 64 local organizations joining together to support the work of Smart Beginnings, Early Grade Reading and College & Career Readiness; and 62 individuals listening to the needs of families and students in the Lincoln Park neighborhood, creating a model for us as we expand our efforts to the rest of the county.

The bright spots you’ll read in this Annual Report are just some of the highlights from 2018. They represent the principles of shared goals, collaborative action, being data driven, and focusing on equity to guide our work. As collective impact has taught us in Kenosha County; there is no single organization or sector that can achieve this work alone. By working collectively, we are making progress!

On behalf of the Building Our Future team, I would like to thank you for your time, talent and resources. It is you, our loyal supporters, who are the backbone upon which we stand and build. You empower us to transform the educational environment for all Kenosha County residents by addressing systemic challenges, scaling best practices that work, and leveraging influence to create alignment and political will. Thank you for making this an awesome community and believing every student can succeed from cradle to career. And to those of you who believe, as we do, that the work is critically important, please join us.

Tatjana Bicanin, Building Our Future Executive Director

“The community engagement work being undertaken by Building Our Future in Lincoln Park is building a foundation for a future with more equitable opportunities within Kenosha County. The momentum built in such a small timeframe shows the need for alignment to better serve our families and students.”

Jim Kreuser, Kenosha County Executive

“Our partnership with Building Our Future allows us to address our mission of providing excellent, challenging learning opportunities and experiences that prepare each student for success on an even larger scale. We are coming together with a common cause and passion for connecting our school communities with key sectors in the area in order to prepare future generations for success.”

Dr. Sue Savaglio-Jarvis, Kenosha Unified School District Superintendent

“To ensure the best possible future for our community, we need to make sure that everyone has the opportunity to earn a great education. Building Our Future is a broad-based initiative that seeks to work with our schools and the larger community to eliminate barriers to educational success.”

Todd Battle, Kenosha Area Business Alliance President

“The University of Wisconsin-Parkside remains committed to partnering with Building Our Future to advance our shared education and community engagement goals. The focus on improving equity aligns with the mission and vision of UW-Parkside and positions Kenosha as a stronger community. I am proud of the progress and momentum we have established and look forward to our continued efforts.”

Dr. Deborah Ford, University of Wisconsin-Parkside Chancellor

Executive Table Members

Todd Battle
Kenosha Area Business Alliance
Kenosha Unified School Board Member

Trina Brooks
Parent

Crystal Callahan
Mary Frost Ashley Trust

Tamarra Coleman
Shalom Center

Dr. Deborah Ford
University of Wisconsin-Parkside

John Jansen
Kenosha County Department of Human Services

Tara Panasewicz
United Way of Kenosha County

Michael Polzin
Leeward Business Advisors

Dr. Sue Savaglio-Jarvis
Kenosha Unified School District

Chris Weyker
KAC
About Us

In partnership with StriveTogether, a model in more than 70 communities nationwide, we seek better educational opportunities for students from cradle to career by uniting partners from every sector—community members, education, non-profit, business, faith, community, government and philanthropy—toward a singular vision and common action. Using data, our networks provide targeted strategies, implement continuous improvement, and hold each other accountable. By agreeing on a shared goal, we align partners to move each outcome area, shown below.

Racial Equity Is Important for Everyone

Beyond the arguments of social morality, sustaining a system in Kenosha County that excludes certain groups from opportunity is costly for the entire community. Removing barriers to educational and financial achievement will lead to a more productive workforce, greater revenue for the county and local governments, safer neighborhoods, and, most importantly, a society that supports the individuals that live within it. This report outlines opportunity gaps existent within educational outcomes. Building Our Future’s vision is to create an environment where everyone can achieve their personal potential from cradle to career, which means changing systems that create barriers. That is why our work must always include a strategic focus around equity.

Educational outcomes framed in the coming pages are the result of many factors, especially those beyond school. In education, we are often only able to see the end result. An example here, the disproportionate discipline rate in Kenosha County schools, prompts a question: WHY? Whether this is a result of unintentional bias in disciplinary systems, an inequitable housing system, an economic system influenced by prejudice, or something else entirely—these are examples of systems that might need challenging if we want to create more equitable opportunities for everyone in Kenosha County. The Building Our Future partnership is intent on making these systems more inclusive through helping strengthen good work that has already begun and building upon trust, collaboration, and inclusion in the county.

For more data and analysis, visit www.BuildingOurFutureKC.org/data.html
What We’re Doing

In 2018, Smart Beginnings focused on educating parents about developmental milestones and connecting families to community assets that support child development. To do this, Smart Beginnings established a targeted pilot that partnered with childcare centers in administering the Ages and Stages Questionnaire (ASQ-3) screening, working to establish a network of referral partners, and more fully embedding the screen into systems serving young children, including healthcare and education. The ASQ-3 is a parent-completed developmental screener for children between 1 month and 5.5 years to see if they are on track with their development. YoungStar, Wisconsin’s childcare rating system, includes training staff in ASQ-3 implementation as part of bolstering educational practices—just one of many different factors that goes into their 1 to 5-star rating system. To connect families to community resources, Smart Beginnings partners are complementing the developmental screening strategy with the Know & Go app, which centralizes schedules of community events that promote child development.

How many ASQ-3’s were conducted in 2018? 907, exceeding our target of 817.

<table>
<thead>
<tr>
<th>Month</th>
<th>2017</th>
<th>2018</th>
<th>Goal for 2018</th>
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</thead>
<tbody>
<tr>
<td>January</td>
<td>77</td>
<td>280</td>
<td>280</td>
</tr>
<tr>
<td>February</td>
<td>114</td>
<td>237</td>
<td>237</td>
</tr>
<tr>
<td>March</td>
<td>95</td>
<td>208</td>
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<tr>
<td>April</td>
<td>103</td>
<td>192</td>
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<tr>
<td>May</td>
<td>107</td>
<td>197</td>
<td>197</td>
</tr>
<tr>
<td>June</td>
<td>102</td>
<td>191</td>
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<tr>
<td>July</td>
<td>108</td>
<td>205</td>
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<tr>
<td>August</td>
<td>112</td>
<td>213</td>
<td>213</td>
</tr>
<tr>
<td>September</td>
<td>110</td>
<td>216</td>
<td>216</td>
</tr>
<tr>
<td>October</td>
<td>108</td>
<td>198</td>
<td>198</td>
</tr>
<tr>
<td>November</td>
<td>113</td>
<td>226</td>
<td>226</td>
</tr>
<tr>
<td>December</td>
<td>114</td>
<td>237</td>
<td>237</td>
</tr>
</tbody>
</table>

Percent Change in Birth to 3 Referrals from ASQ-3 from Previous Year

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>4%</td>
<td>23%</td>
<td></td>
</tr>
</tbody>
</table>

Kenosha County YoungStar Childcare Ratings

<table>
<thead>
<tr>
<th>Category</th>
<th>2017 Avg.</th>
<th>2018 Avg., Wtd. by Capacity</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.65</td>
<td>3.04</td>
<td></td>
</tr>
</tbody>
</table>

*For a complete list of partnership organizations, see the network pages on our website.
Bright Spots

**INCREASE IN ASQ-3 SCREENS AND AWARENESS**
The Network set a goal of increasing the number of reported ASQ-3 screens completed in Kenosha County by 75% over the total from 2017. Through this work, 2018 led to an increase of 94% over last year. Anecdotal evidence points to an increase in parental awareness of the screener and developmental milestones, as well.

**BIRTH TO 3 REFERRAL INCREASE**
The Birth to 3 program in Kenosha County, delivered in partnership with KAC, provides federally mandated early-intervention services to support families of children with developmental delays. From 2013 to 2017, Birth to 3 experienced steady referrals to the program. In 2018 with the laser focus of Smart Beginnings on developmental screenings, Birth to 3 saw a 23% increase in referrals over 2017 referrals, and served an additional 100 families this year. When families receive needed services earlier, the likelihood that children will return to being developmentally on track with their peers increases.

**DEVELOPMENTAL MILESTONE AWARENESS**
By aligning work around the ASQ-3 developmental screener, piloting childcare centers shared that the tool served as a much-needed framework for discussions with parents about child development. After being trained in using the ASQ-3, childcare teachers had more knowledge about appropriate child development and were able to use the tool as a catalyst to advance those conversations with parents.

“Building Our Future means starting from the bottom to form a strong base. If we do it right from the start, there will be less to fix later when it is much more complicated.”

-Dr. Diane Gerlach, Aurora Health Care DO

Data Around 2018 Developmental Screens

- Increase in screens from 2017: 94%
- Total Screens, 2018: 907
- Referral Increase: 23%
- Partners: 9
**Network Vision**
All students complete third grade in Kenosha County reading at grade level.

**What We’re Doing**
The Early Grade Reading Network launched in May 2018, bringing together partners from K-12 systems, government, nonprofits, and higher education to identify solutions to improve literacy outcomes and reduce disparities across Kenosha County. The Network is working to define three potential pilots that could be launched in early 2019, focused on leveraging out-of-school time. With targeted interventions that support the whole family with literacy-rich environments, the Network will identify best practices to later be scaled.

*For a complete list of partnership organizations, see the network pages on our website.*
“Building Our Future has opened my eyes to look at our community from a big-picture vantage point. Their work to connect the individual efforts of local and national organizations to collectively contribute to the mission to see the kids of our community thrive and grow into the best versions of themselves has limitless potential.”

-Michelle Marschel, Salem School District Director of Curriculum, Instruction, and Assessment

Bright Spots

Readers Are Leaders (RAL)
In 2017, Building Our Future began partnering with United Way of Kenosha County to expand the McKinley Tutoring Program, now known as Readers are Leaders, to three more schools: Forest Park Elementary, Wilson Elementary, and Brass Community School. The program connects business leaders and community volunteers with kindergarten through third-grade students to provide twice-weekly literacy tutoring, providing the much-needed support and practice for students at risk of falling behind.

Bookmobile
In 2018, the Kenosha Public Library received funding to purchase a second Bookmobile. Through the work of the Early Grade Reading Network and the heightened focus on Lincoln Park, the Library will be using neighborhood-level data to determine the best route to accomplish their goal of closing equity gaps. The Library is aligning its work with current community efforts in order to serve neighborhoods and individuals who most need access to library resources.

Social Media-Based Book Talks
Work and outreach through the Early Grade Reading Network has allowed Lakewood School in Twin Lakes to use social media and student-created videos to encourage a love of reading in younger students. Older students within the school are publishing “book talks” that explain their love for a certain book. Additionally, new connections are now being made in Western Kenosha County schools between supporting partners such as the Community Library of Salem & Twin Lakes, UW-Extension, and Salem Grade School.

For more data and analysis, visit www.BuildingOurFutureKC.org/data.html
What We’re Doing

In mid-2018, this network found its role in working to reduce barriers for students who are at risk of not graduating high school and making sure those students are ready for their next step, whatever that may be. This group consists of individuals from Kenosha County K-12 systems, postsecondary institutions in the county, groups currently working with at-risk students, and representatives from businesses and government. Even though the network is young, it has, so far, conducted asset mapping and a needs assessment, and is working toward implementing strategies in the coming year. Beyond this network, Building Our Future also supports the work of the Lumina Talent Hub, an initiative in Kenosha and Racine counties, and the Higher Education Regional Alliance (HERA), a collaborative of postsecondary institutions across the M7 region. This includes Kenosha, Milwaukee, Ozaukee, Racine, Walworth, Washington and Waukesha counties.

### Postsecondary Enrollment

**Kenosha County High School Grads, 2016-17**

<table>
<thead>
<tr>
<th>Category</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Students</td>
<td>1,043 of 2,172</td>
<td>48%</td>
</tr>
<tr>
<td>Economically Disadvantaged</td>
<td>262 of 738</td>
<td>36%</td>
</tr>
<tr>
<td>Not Economically Disadvantaged</td>
<td>781 of 1,434</td>
<td>54%</td>
</tr>
<tr>
<td>Female</td>
<td>575 of 1,069</td>
<td>54%</td>
</tr>
<tr>
<td>Male</td>
<td>468 of 1,103</td>
<td>42%</td>
</tr>
<tr>
<td>Black</td>
<td>69 of 210</td>
<td>33%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>158 of 427</td>
<td>37%</td>
</tr>
<tr>
<td>Other</td>
<td>17 of 41</td>
<td>41%</td>
</tr>
<tr>
<td>White</td>
<td>774 of 1,442</td>
<td>54%</td>
</tr>
</tbody>
</table>

*For a complete list of partnership organizations, see the network pages on our website.*
In 2017, Kenosha and Racine counties were designated as a Lumina Talent Hub through the Lumina Foundation. This is an initiative led by Racine County’s Higher Expectations, with partners Gateway Technical College, the University of Wisconsin-Parkside, and Building Our Future, with contributions from staff from Kenosha Unified School District and Racine Unified School District. The first year of collaboration has led to:

- The first annual transfer articulation summit between Gateway and the University of Wisconsin-Parkside with an emphasis on creating career pathways;
- A pioneering data agreement between the two institutions that will help us better understand the transfer student experience;
- And a visit from the University of Texas’ Dana Center, a national leader in work focused on streamlining students’ coursework in math and making sure credits transfer.

The designation gave the region access to funds and technical support to elevate retention and graduation rates through greater student support.

HERA, a revolutionary collective of 18 postsecondary partners in the M7 region, represents over 170,000 students. The group seeks to build a fully capable, educated, and employed workforce to meet the current and future needs of the region through three overarching goals: (1) increase college completion; (2) strengthen program innovation, growth, and alignment; and (3) securing the talent bridge between higher education and regional employers. To do this, the institutions will further connect their rich array of programs to the region’s employment needs; serving as a “go to” touch point for site locators and economic development practitioners; and advancing the region’s quality of life. Once Kenosha County high schoolers graduate ready for their next step, HERA’s work will be vital to their success.

“The best part of Building Our Future is getting all of the right people in one room, working toward a common goal. We all do great work, but if our efforts are not collaborative and moving in the same direction, our impact is that much less.”

- Jake McGhee, Boys and Girls Club of Kenosha Chief Executive Officer

For more data and analysis, visit www.BuildingOurFutureKC.org/data.html
Network Vision
To be a model community that builds partnerships through awareness, trust and relationships to support the success of children and families.

What We’re Doing
In March, we began engaging community partners and families in the Lincoln Park Neighborhood by hosting CommUNITY Conversations at Brass Community School. Building Our Future’s approach seeks to provide the space and connections, then step back, allowing community members to step into their genius. Together, community members have identified key local attributes and set the vision for our community engagement work. This group is co-creating strategies that enable community partners and families to be informed and involved in their students’ learning in impactful ways. They’re asking Lincoln Middle and Brass Community School parents, “How can we support you in making this a great school year for your child?”—a mindful change from doing work to and for, to working with families and community partners.

Bright Spots
The Lincoln Park CommUNITY Conversations, facilitated by community members, are beginning to leverage new and existing resources to integrate community engagement in their neighborhood schools. As of the new school year, United Way of Kenosha County’s Readers Are Leaders Tutoring program and Volunteer Income Tax Program (VITA) will be offered at Brass Community School, and community members are stepping in to volunteer and actively recruiting for volunteers within the neighborhood. This group is lending its voice and time to support the success of children and families.

“...It takes a village to raise our children and it will take everyone working together to ensure that every child is given the opportunity to get the best education that is available to them, from cradle to career.”

-Tamarra Coleman, Interim Executive Director at the Shalom Center

Photo courtesy of United Way of Kenosha County

62 Individuals
who are residents, parents, students, neighborhood business leaders, educational professionals, non-profit organizers, and healthcare and family support advocates.
2019 Building Our Future Priorities

These are a combination of our own learned experience, results from our 2018 partnership survey (more in-depth results are available on our website), and our initial vision as the partnership was created. These are the high-level priorities that we believe will get us to better opportunities for Kenosha County.

Dig deeper into outcome areas and advance work. Though this may seem to go without saying, our successes so far are scratching the surface of what this community had envisioned for us when we first started. This is as much of a priority as it is a pledge to dig our heels in and, as a county, accomplish even more in 2019.

Expanding data analysis and our region's capacity to use data. Our work cannot be effective without effective data use. There are many components to this, but a big one is helping partners use data in their day-to-day work. In response, this will be one of our big focuses as well.

Increase staff and funding capacity. As our work expands, we will need additional resources to keep up with the progress of the networks and the continued growth of community involvement. Building Our Future’s work is a promise of better outcomes for Kenosha County’s residents that we intend to keep.

Get Involved!

√ SHARE YOUR TIME AND TALENT
Join a Collaborative Action Network to help improve a community outcome that you are passionate about.

√ SUPPORT A PARTNER ORGANIZATION
Become a volunteer or career mentor.

√ SUPPORT BUILDING OUR FUTURE
Connect a colleague or friend to the partnership to help advance the work.

√ STAY INFORMED
Follow us on social media and interact with our economic and education data on our website.

√ WORK WITH NEIGHBORHOOD RESIDENTS, SCHOOLS AND COMMUNITY PARTNERS
Improve outcomes in the Lincoln Park neighborhood by joining our CommUNITY Conversations.

√ DONATE
We cannot do this work without your generous support! Please make all checks payable to United Way of Kenosha County, indicating in the memo “Building Our Future.”

“For more data and analysis, visit www.BuildingOurFutureKC.org/data.html

“The power of the library is magnified through partnerships with like-minded organizations. By sharing our talent, our understanding of the issues, and our experiences with one another, we clarify our purpose and solidify an unstoppable force for positive, effective community change.”

-Barb Brattin, Director of Kenosha Public Library
THANK YOU TO OUR FUNDERS

In addition to a generous donation from the Mary Frost Ashley Trust.

Printing courtesy of the University of Wisconsin-Parkside.

“The best is yet to come for Building Our Future.”

-Willie Days, Kenosha Unified School District Coordinator of Student and Family Engagement

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