



BUILDING OUR FUTURE

COMMUNITY UNITES • STUDENTS SUCCEED • EVERYONE PROSPERS

Annual Report 2018



Aligning Partners for Results



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

“There is no single organization or sector that can achieve this work alone.”



“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.

Vision:
Everyone achieving personal potential from cradle to career.

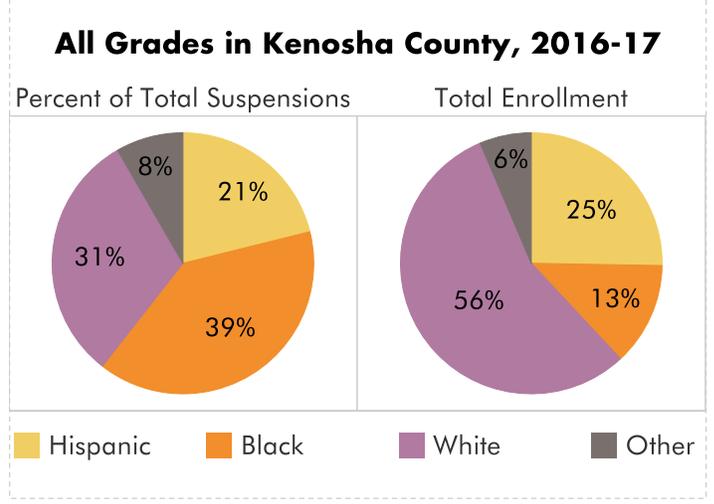
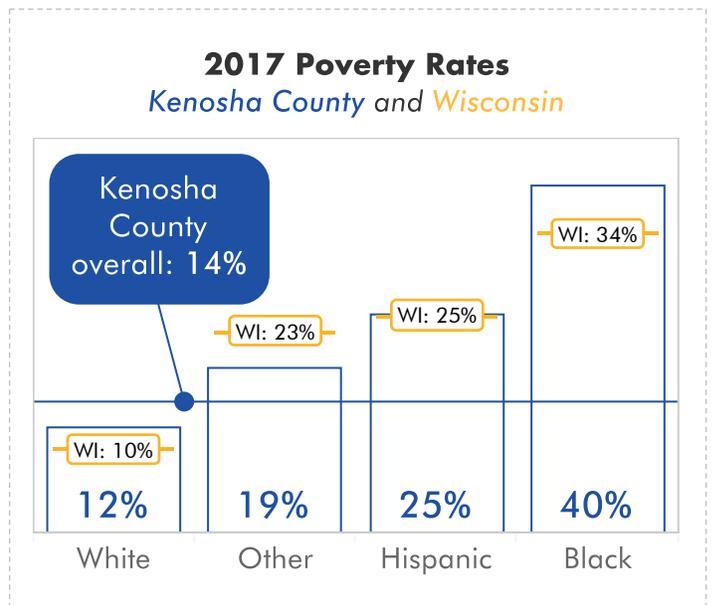
Mission:
Together we will engage our community to provide an environment in which all contribute and excel.



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.



30 Organizations

including the Kenosha County Division of Health, KAC, Kid's Castle, Advocate Aurora Health Care, Bristol School District, Kenosha Unified School District, and the Kenosha YMCA.*



Smart Beginnings



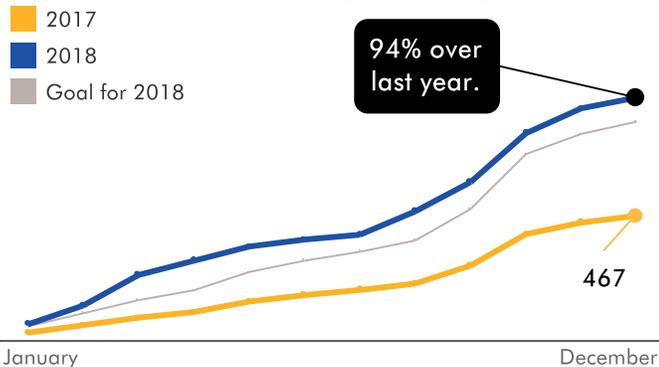
NETWORK VISION

Children enter kindergarten ready to learn on the first day of school.

What We're Doing

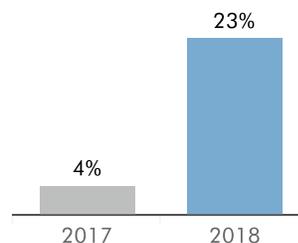
In 2018, Smart Beginnings focused on educating parents about developmental milestones and connecting families to community assets that support child development. To do this, Smart Beginnings established a targeted pilot that partnered with childcare centers in administering the Ages and Stages Questionnaire (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.



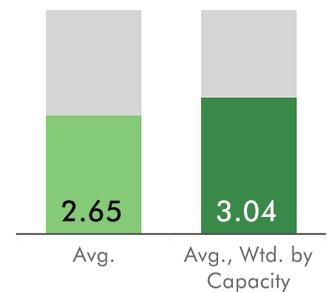
Percent Change in Birth to 3 Referrals from ASQ-3 from Previous Year

ASQ-3 Pilot began in 2018

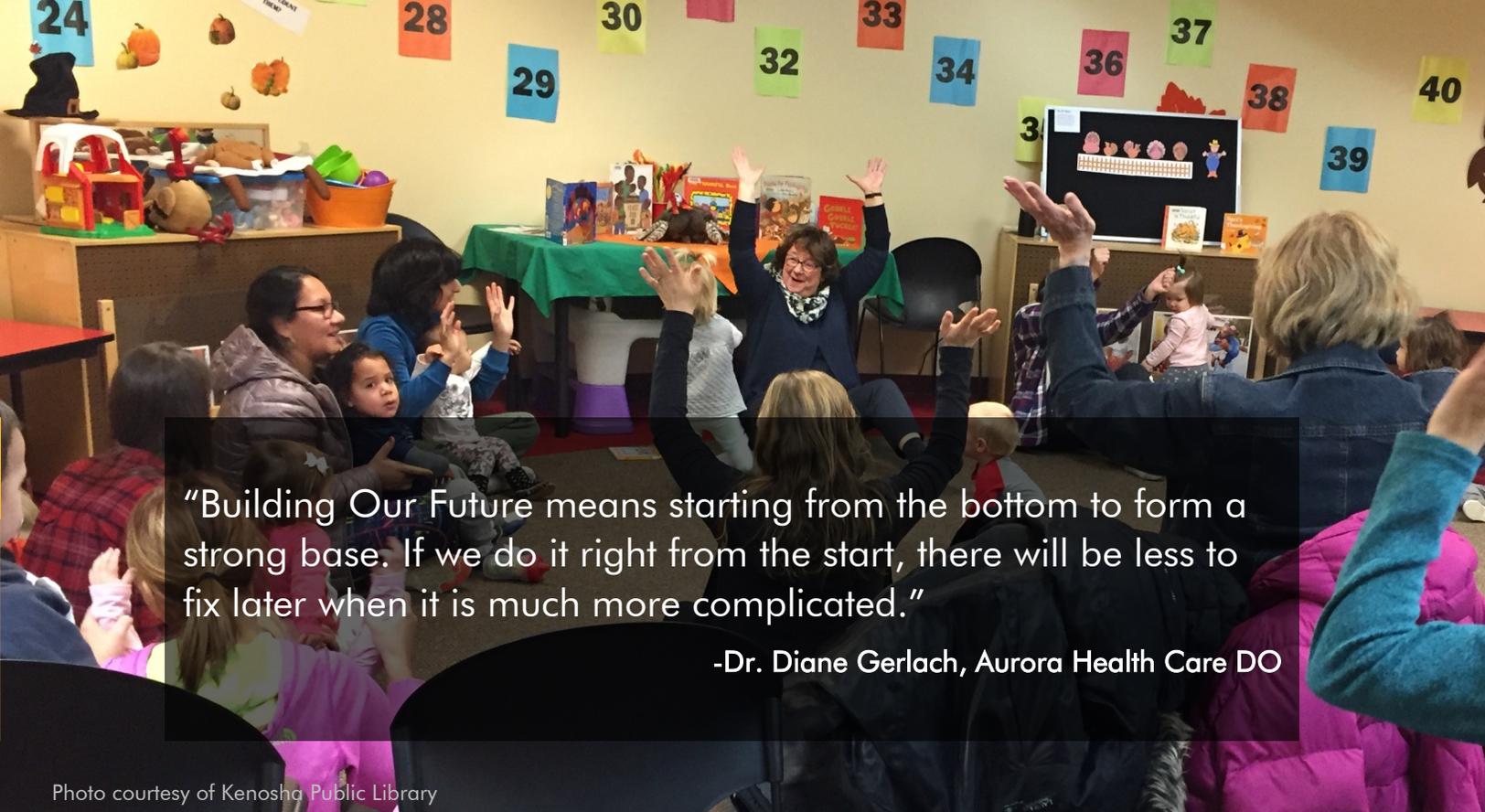


Kenosha County YoungStar Childcare Ratings

Avg. Alone and Weighted by Center Capacity, out of 5



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



“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

Photo courtesy of Kenosha Public Library

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.

DATA AROUND 2018 DEVELOPMENTAL SCREENS

Increase in screens
from 2017: **94%**
Total Screens, 2018: **907**
Referral Increase: **23%**
Partners: **9**

16 Organizations

including the school districts of Salem and Twin Lakes, Kenosha Public Library, Mrs. Myers' Reading Room, Kenosha Literacy Council, and United Way of Kenosha County.*



BUILDING OUR FUTURE

Early Grade Reading



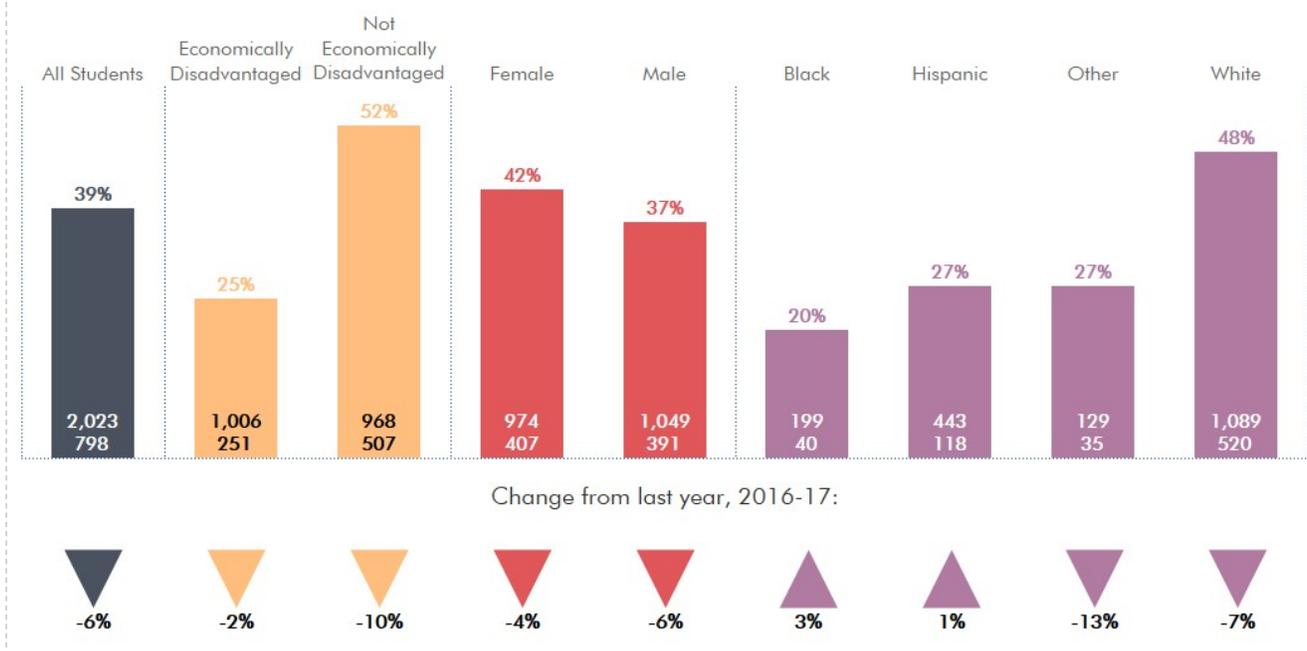
NETWORK VISION

All students complete third grade in Kenosha County reading at grade level.

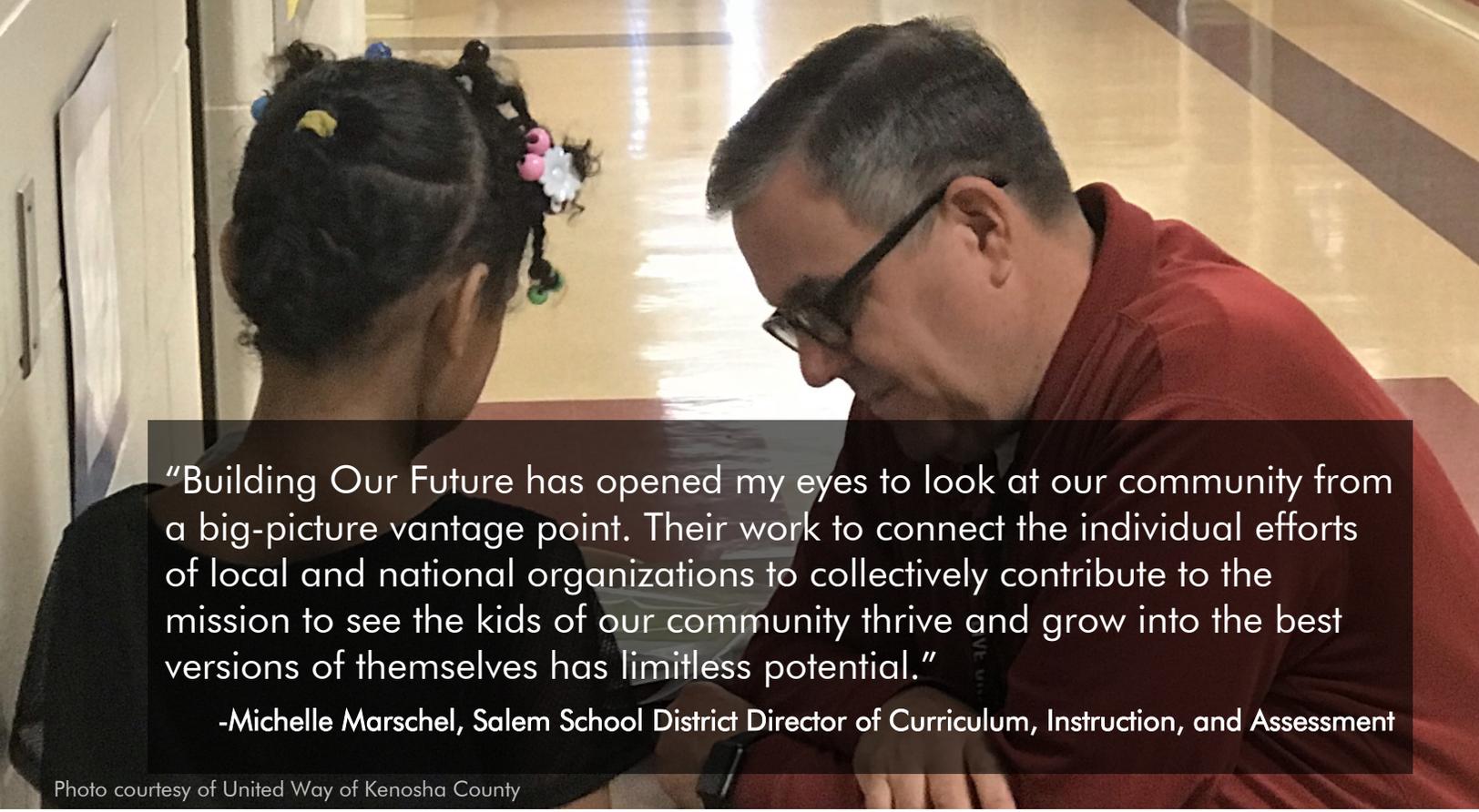
What We're Doing

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.

3rd Grade Students scoring proficient or higher in English/Language Arts on the Forward exam in 2017-18



*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

Photo courtesy of United Way of Kenosha County

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.

READERS ARE LEADERS IMPACT SNAPSHOT		
Years	2017-18	2018-19
Schools	1	4
Tutors	74	270
Students	51	162

18 Organizations

including the District of Westosha, Kenall Manufacturing, Jockey, University of Wisconsin-Parkside, Gateway Technical College, Herzing University, Carthage College, Boys and Girls Club of Kenosha, and the Kenosha Area Business Alliance.*



BUILDING OUR FUTURE

College & Career Readiness



NETWORK FOCUS

Ensure all students are ready for their next steps after completing high school.

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

All Students	1,043 of 2,172	48%
Economically Disadvantaged	262 of 738	36%
Not Economically Disadvantaged	781 of 1,434	54%
Female	575 of 1,069	54%
Male	468 of 1,103	42%
Black	69 of 210	33%
Hispanic	158 of 427	37%
Other	17 of 41	41%
White	774 of 1,442	54%

Percent of Kenosha County Residents with Associate's Degree or Higher, 2017

			Change from 2016:
Total	39,754 of 116,699	34%	▲ 2%
Hispanic	1,610 of 11,116	14%	▲ 4%
Black	1,108 of 6,309	18%	▬ 0%
White	37,036 of 99,274	37%	▲ 2%

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



“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

Photo courtesy of Kenosha County

Bright Spots

LUMINA TALENT HUB

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.

HIGHER EDUCATION REGIONAL ALLIANCE (HERA)

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.

62 Individuals

who are residents, parents, students, neighborhood business leaders, educational professionals, non-profit organizers, and healthcare and family support advocates.



Community Engagement



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.



"We can't keep doing the same thing, expecting different results. 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

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.

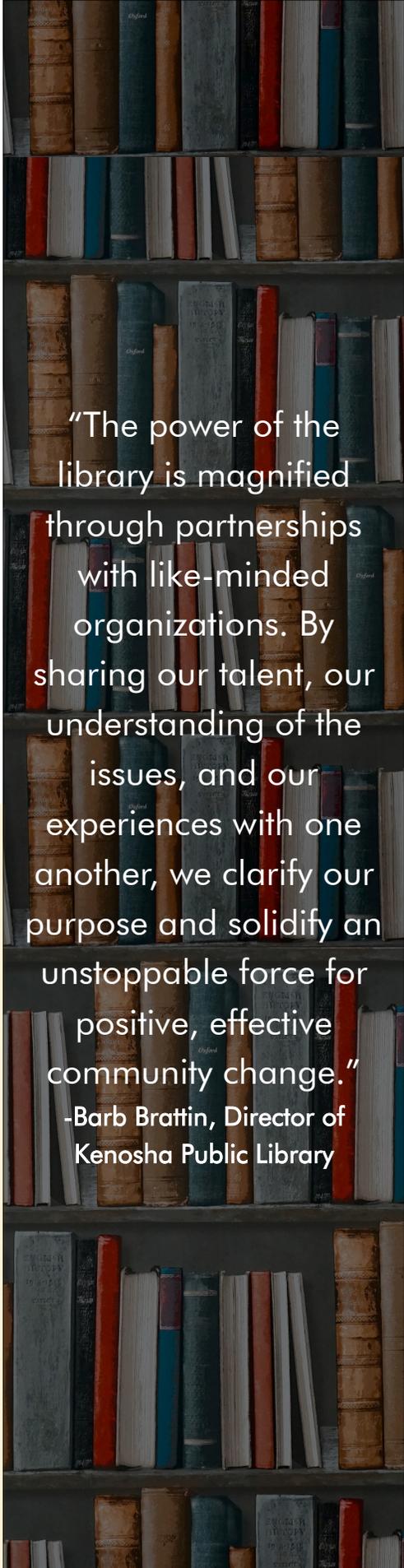
Dig deeper into outcome areas and advance work. Though this may seem to go without saying, our successes so far are scratching the surface of what this community had envisioned for us when we first started. This is as much of a priority as it is a pledge to dig our heels in and, as a county, accomplish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



"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.

UNIVERSITY OF WISCONSIN **PARKSIDE** 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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