

Understanding History,



Building the
FUTURE.



2020 ANNUAL IMPACT REPORT



Message from the Executive Director

Dear Friends,

This past year has brought us all unprecedented events challenging our health and well-being: A global pandemic, civil unrest, distance learning, economic instability, and political divisiveness. For far too long, our nation has been reeling from a painful legacy of systemic racism and violence. Despite these events, we adapted quickly as a partnership and continue to be a steady resource for our Kenosha County institutions to plan and produce more equitable outcomes for children and families.

At Building Our Future, our role is to be an ally and champion for equity and to build collective clarity around what's needed to advance sustainable systems change. Our commitment to equity—access to the same opportunities—is not about new programs, but about alleviating systemic barriers that prevent every child and young person from seizing opportunity to realize their full potential. The question is, what's next in transforming systems with youth and families in Kenosha County?

While it may seem like every day is a new experience with ever-evolving conditions—one thing we know for certain is that we will get through this and we will do it together. And the answer is this: "It's time to shift the expectations of what's possible. Then, change expectations of what's normal." This will involve a shift in thinking.

This new way of thinking is embodied in our vision for the community we serve, as a place where everyone can reach their full potential from cradle to career and climb the social and economic mobility ladder. The powerful demonstration of passion, resilience, and courage by the community, particularly our young people, fosters great hope.

We are honored that you continue to join us as a partner, supporter and friend as we build the future for ALL students! And to those of you who believe, as we do, that this work is more important than ever, please join us.



Tatjana Bicanin



“ *What's next in transforming systems with youth and families in Kenosha County?* ”

Get Involved

> Invest in This Work

Whether you're an individual donor or an institutional partner, your contribution will help organizations in Kenosha County work better together and make the necessary systems change to ensure that every child thrives in school and in life.

> Partner With Us

Join the partnership, a group of community organizations and individuals that share responsibility and use the collective impact framework to shape systems that will help all students reach their fullest potential, cradle to career.

> Data

Our partnership is only as strong as the data guiding the work—if you have a background in data analytics, data science, or data engineering and want to volunteer or need experience, this could be a good fit! We need people who can commit to bringing their knowledge to advising the partnership and/or working on projects in partnership with the data manager and relevant partners for a few hours a month.

If any of these opportunities sound right for you, contact us at info@buildingourfuturekc.org.



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What Is Building Our Future?

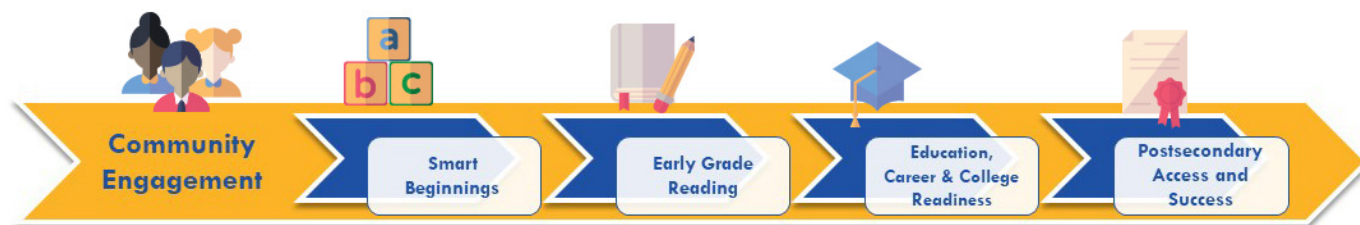
In partnership with StriveTogether, a model in nearly 70 communities nationwide, we seek better educational opportunities for students from cradle to career by uniting partners from every sector—community members, education, non-profit, business, faith, government and philanthropy—toward a singular vision and common action. Using data, we support and build the capability of our partners to address root-cause issues with powerful 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.



Tenets of Collective Impact and how we do the work

Collective Impact focuses not on programs, but on large-scale, system-wide social problems. Collective Impact brings a large number of people together in connected sectors—not to implement something new, but to change the way they work and the environment they work within. Building Our Future acts as the backbone organization to this work, supporting the function of its five tenets:



A Common Agenda

All partners have agreed to a shared definition of a problem and share a vision to tackle it.



Mutually Reinforcing Activities

Once we have a vision and measurement, we create activities across sectors that strengthen one another's efforts.



Shared Measurement

All partners, with their shared vision, know how to measure progress toward a shared vision, allowing for continuous improvement.



Continuous Communication

This is all done through relationships, knowledge, and trust amongst everyone involved.



Kenosha County Community Indicators Snapshot

Outcome	Network	Indicator	Change from Baseline	Current Value
Kindergarten Readiness	Smart Beginnings	Teaching Strategies Gold	—	—
		Children Living with Food Insecurity	+7.5%	23.6%
		Clinical Care Ranking		#52 out of 72 counties
School Success	Early Grade Reading	Percent of third-graders proficient in reading*	-9.3%	38.2%
	Future Focus	Percent of eighth-graders proficient in math*	+7.8%	37.9%
High School Completion	Education, Career, & College Readiness	4-year high school graduation rate**	+3.6%	91.8%
Postsecondary Access & Completion	Future Focus	Enrollment in first fall after high school*	+7%	54%
	Lumina Talent Hub, HERA	Percent of population, ages 25-64, with a postsecondary credential	+2%	36.5%
Employment	Future Focus	Unemployment rate in Kenosha County***	+1.2%	6.3%

The above indicators are used to speak to the health of Kenosha County's systems. For each, there are many other data points that we capture that contribute to these indicators, which can be found on the dashboards at www.BuildingOurFutureKC.org/Data.

Both the baselines and current values are from varying years—baselines are from when the networks began forming, and the current value is from the most recent data reports. More on data sources can be found on page 23.

*Due to the COVID-19 pandemic, this data is not available for the 2019-2020 school year.

**Due to the COVID-19 pandemic, school districts were allowed to provide waivers to students for the 2020 spring semester. There may be a slight bump in 2019-20 rates due to these waivers.

*** County unemployment averages were not yet available for 2020. This rate is for the State of Wisconsin and compares to a 2015 baseline of county averages.

Partners Involved in Kenosha County Collective Impact

Throughout this report, we highlight accomplishments, changes in the way Kenosha County works, and bright spots that illuminate the continued success of this partnership. Building Our Future is so much more than a small team of staff members; it's a partnership with the idea that Kenosha County can create an even brighter future through its children and community—and this is impossible without the dedication and hard work of our stakeholders.

We were founded on the notion that no single person, program, or provider can solve the challenges our children face in achieving their full potential. We are continuously grateful and humbled by the more than **350 partners** who have given their time, talents, and resources to make our tagline a true reality: **community unites, students succeed, everyone prospers.**



Education

4C For Children
A Place to Grow
Bright From the Start
Bristol School District
Carthage College
Gateway Technical College
Herzing University
Kenosha Unified School District
Shoreland Lutheran High School
Silver Lake School District
University of Wisconsin-Parkside
UW-Madison Division of Extension
Kenosha County
Westosha Head Start

Faith-Based Organizations

Congregations United to Serve
Humanity (CUSH)
Daybreak Church
Great Lakes Church

Philanthropic Organizations

The Kloss Foundation
Linda Faye Foundation
Mary Frost Ashley Trust

Government & Civic

City of Kenosha
Community Library
Kenosha County
Kenosha Public Library

Community-Based & Nonprofit Organizations

Boys & Girls Club of Kenosha
Coalition for Dismantling Racism
Doers of Kenosha
Education Youth Development
Outreach
EquiTeens
Goodwill Industries
KAC
Kenosha Dream Playground
Kenosha Literacy Council
Kenosha YMCA
Leaders of Kenosha

Lifecourse Initiative for Healthy Families
Prevention Services Network
Professional Services Group
Community Impact Programs
Racine Kenosha Community Action Agency
Shalom Center
Succeed Beyond High School
United Way of Kenosha County
Urban League of Racine & Kenosha

Healthcare

Advocate Aurora Health Care
Froedtert South

Business

ADC Law Office, LLC
Beloved Wellness Center
Doctors of Physical Therapy
First American Bank
Five Star (RE) Moving Company
Frontida
Green Bay Packers
Hallum Enterprises, Inc.
Jockey International, Inc.
Johnson Financial Group
Kenosha Area Business Alliance
Leeward Business Advisors
LMI Packaging Solutions
The Rummage Reserve
Snap-on Incorporated
U.S. Bank

Community Members

Through 2020, 294 different individuals have participated in our COMMUNITY Conversations in the Lincoln Park and Wilson Heights neighborhoods. These individuals are residents, parents, students, neighborhood business leaders, educational professionals, non-profit organizers, and healthcare and family support advocates.



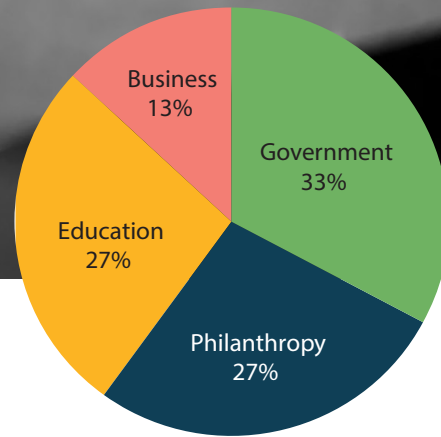
Financial Support

Why have major funders invested in Building Our Future?

- > When they give to Building Our Future, they support a local movement to help every child succeed in school and in life – no matter their race, ZIP code, or income.
- > They understand that long-term, sustainable community impact comes only from thoughtful and forward-looking planning. This partnership holds accountability and shared responsibility for improving community-level outcomes.
- > They want to advance racial equity and economic mobility in Kenosha County.

Large-scale community change requires a strong backbone team to support the work – Building Our Future provides an unwavering focus on results.

5-year
funding
commitments
by sector



Building Our Future Levels Of Giving

Building Our Future could not do this work without our generous funders. A list of all current funders is on the back cover of this report. If you are considering donating, please reach out to Executive Director Tatjana Bicanin at tbicanin@buildingourfuturekc.org or go to the donate page on our website. Every dollar given allows us to expand the scope of our work, strengthen our county systems, and build a better future for our children.



“Our team at LMI Packaging is proud to be among a group of local investors, committed to working together and growing together, in efforts to increase social and economic mobility for everyone in our community. Partnerships like Building Our Future play a critical role in aligning efforts and resources, to ensure every young person has the opportunity to succeed in school and in life.”

— JP Moran, President/CEO, LMI Packaging Solutions

Executive Committee

Todd Battle

President, Kenosha Area Business Alliance and KUSD School Board Member

Crystal Callahan

Mary Frost Ashley Trust and Social Worker, Kenosha Unified School District

Tamarra Coleman

Executive Director, Shalom Center

John Jansen

Director, Kenosha County Department of Human Services

Sue Savaglio-Jarvis

Superintendent of Schools, Kenosha Unified School District

John Swallow

President, Carthage College

Leadership Table

Bryan Albrecht

President and CEO, Gateway Technical College

John Antaramian

Mayor, City of Kenosha

Barbara Brattin

Director, Kenosha Public Library System

Trina Brooks

Parent (Darian Lott)

Alana Carmickle

Student, Indian Trail High School and Academy

Alan L. Clark

Executive President, Wisconsin Region, First American Bank

Tammy J. Conforti

Founder, Kenosha Dream Playground

Tom Duncan

Vice President and COO, Froedtert South and KUSD School Board President

Crystal Egbo

Student, University of Wisconsin-Parkside

Deborah Ford

Chancellor, University of Wisconsin-Parkside

Jen Freiheit

Health Officer/Director, Kenosha County Public Health

Michael Graveley

District Attorney, Kenosha County

Jeff Hill

Regional President, Herzog University Kenosha & Madison Campuses

Penny Hupp

Human Resources Manager, Advocate Aurora Health

Yolanda Jackson-Lewis

Coordinator of Diversity/Student & Family Engagement, Kenosha Unified School District

Karla Krehbiel

Regional President, Johnson Financial Group

Jim Kreuser

County Executive, Kenosha County

Patrick A. Langston II

Owner, Kenosha Beauty Supply; Program Manager, *Hit Your Potential*

Darian Lott

Student, Gateway Technical College

Katherine Marks

Community Outreach, City of Kenosha

Jake McGhee

Vice President, Chief Philanthropy Officer, Jockey International, Inc.

Crystal Miller

President, Frontida

Jean Moran

Founding Executive Sponsor, Building Our Future

JP Moran

President/CEO, LMI Packaging Solutions

Jacqueline Morris

Vice President of Human Resources, Gateway Technical College

Tara Panasewicz

CEO, Boys & Girls Club of Kenosha

Beverly Stoops

Organizer, Congregations United to Serve Humanity (CUSH)

Nina Taylor

Director, Kenosha County Division of Workforce Development

Robert Terwall

Founder, Hallum Enterprises

Chris Weyker

CEO, KAC

Terri Wruck

Manager, Charitable Contributions and Community Relations, Snap-on Incorporated

“

The spirit of our community combined with willpower makes all things possible. As educational and community leaders, all must work together to help our students achieve success.

”

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



A Racial Equity Focus in Kenosha County Systems Change



Why focus systems change work on racial equity?

Building Our Future knows that the only way to increase the overall success of our children is with an intentional focus on systems change that centers on the success of students of color and economically disadvantaged students. Data throughout the cradle-to-career spectrum show large, persistent gaps, from access to resources to achievement in school and employment, to earnings later in life.

Where can you jump in?

Everyone in Kenosha County has a role. Examine your role in the system as a participant: as a member of the community, as a person in your career, as a person with your relationships. Ask yourself, who and what can you influence, and can these actions take place in alignment with others?



What has our Equity work looked like so far?

In 2020, Building Our Future brought the work of the Racial Equity Institute (REI) to the Kenosha County community. Focusing on the roots of historical and institutional racism, 180 Kenosha County decision makers and community members were introduced to REI's fish-lake-groundwater metaphor through various trainings throughout the year. These efforts have been aligned with our partners in Racine County and with higher education institutions that are part of the Lumina Talent Hub, resulting in a regional approach to racial equity-focused community transformation. Later in 2020, the Kenosha Unified School District committed to systematically sharing REI's trainings with district administrators, and subsequently, additional school-based staff.

Bright Spot

Kenosha County declares racism a public health crisis

In August 2020, the Kenosha County Board of Supervisors passed Resolution 21: A Resolution Expressing Kenosha County's Commitment to Achieving Racial Equity and Transforming Systems and Institutions Impacting the Health of Our Community. This resolution highlights the strong connection between race and health and commits Kenosha County to doing the work of transforming its systems to better ensure equitable outcomes.

“ Kenosha County Public Health's recently adopted vision statement reads, 'An Equitable, Engaged and Healthy Future.' That is where we strive to lead the community, and it's very much in keeping with the important work that Building Our Future is doing — connecting partners, collecting and curating data, and more. ”

— Dr. Jen Freiheit, Health Officer/
Director, Kenosha County
Public Health

Equality = Sameness
Giving everyone the same thing.
It only works if everyone starts from the same place.



Equity = Fairness
Access to the same opportunities.
We must ensure equity before we can enjoy equality.





WISCONSIN PARTNERSHIP

ACHIEVE BROWN COUNTY
BUILDING OUR FUTURE
HIGHER EXPECTATIONS
MILWAUKEE SUCCEEDS



The Need

Quality early care and education is vital to our communities. It allows parents to participate in the workforce and is one of the highest-impact investments we can make in our children's academic, social, and developmental success. Yet for far too long, families in Kenosha County and statewide have struggled to access quality, affordable child care. For example:

- > Kenosha County is home to nearly 10,000 children age 5 and under but has just under 5,000 licensed child care slots.
- > The average Kenosha County family has to pay 20 percent of their annual income to afford care for one infant.
- > Just 40 percent of child care programs in Kenosha County meet basic quality standards defined by the State.

And the COVID-19 pandemic has placed significant stress on child care programs, which are operating with decreased revenue and increased expenses. Statewide, 1 in 3 child care programs are losing money by staying open to serve kids and families, and half report not knowing how much longer they can stay open. Such closures would dramatically exacerbate existing gaps in access to quality, affordable care statewide and here in Kenosha County, with profound impacts on working families. A study completed by UW-Extension found that 40 percent of Wisconsin moms have cut back hours or quit a job because of child care problems.

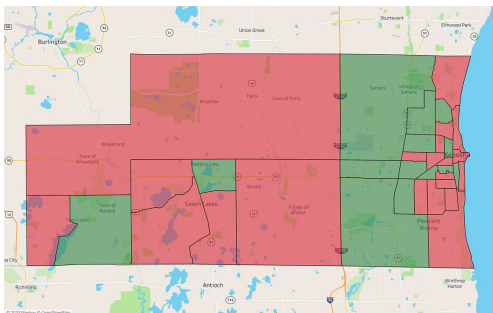
“ *The PACC Fellowship challenges and engages the Kenosha community to be active, educated, and passionate about our child care system. It provides our community with resources, support, and a network of parents and professionals who want to make impactful changes in our child care system's availability, cost, and quality of care.* ”

— Patrick Langston,
Kenosha dad & PACC Fellow



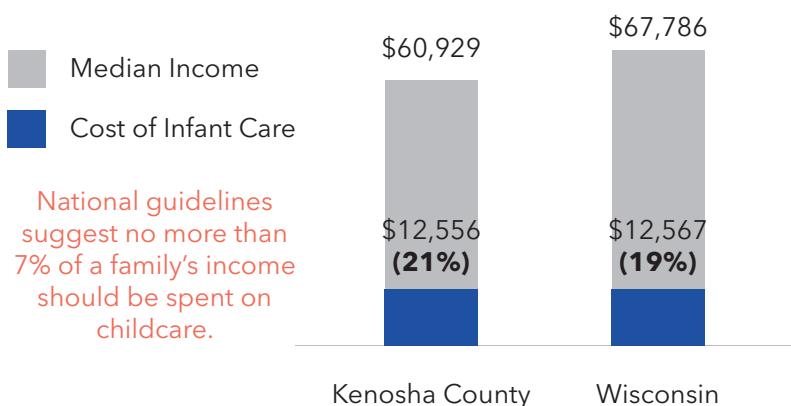


Childcare deserts (shown in red)



Child Care In Kenosha County Is Expensive

In Kenosha County, infant child care costs \$12,556 per year, or 21% of income. National guidelines suggest that no more than 7% of family's income should be spent on child care.



The Work so Far

Through the Wisconsin Partnership, Building Our Future has joined with other local collective impact partnerships across the state—including Achieve Brown County, Higher Expectations for Racine County, and Milwaukee Succeeds—to identify and advocate for policy changes that will increase access to quality, affordable early childhood education for all children.

In 2020 the Wisconsin Partnership:

- > Launched the Parents Advocating for Child Care (PACC) Fellowship, a paid, eight-month, capacity-building fellowship for parents with lived experience in the child care system to identify the changes they'd like to see in that system and learn how to advocate for those changes;
- > Compiled the best available data on child care access, affordability, and quality and communicated those data to a wide range of state and local stakeholders to spur conversation about the state of the early care and education system and what's needed to change that system to better serve children and families;
- > Participated in statewide bodies dedicated to improving early childhood systems, including the Wisconsin Infant Toddler Policy Project and the Governor's Early Childhood Advisory Council; and
- > Advocated to state policymakers for the importance of strategic, equity-advancing investments in early care and education, including \$3.5 million in Child Care Counts: Emergency Payment Program grants that supported child care programs in Kenosha County to stay open and safely serve children throughout the pandemic.

What's Next

2021 will be a crucial year for early childhood policy, with state leaders completing the next biennial state budget and determining how best to utilize new federal stimulus dollars directed toward the child care sector. The Wisconsin Partnership will be active in these policy debates, elevating the voices of parents and community partners and advocating for strategic, equity-advancing investments that will truly improve the early care and education system for all families.

Community Engagement



Vision

To be a model community that builds partnerships through awareness, trust and relationships to support the success of children and families.



“ *Building Our Future gives community members of all ages the opportunity to come together and improve the community one conversation at a time. Attending community conversations has taught me how to work toward 'groundwater' change in the world and lasting change in our community.* ”

—Meredith Kaufmann, Student, Indian Trail Academy, & Co-Founder, EquiTeens

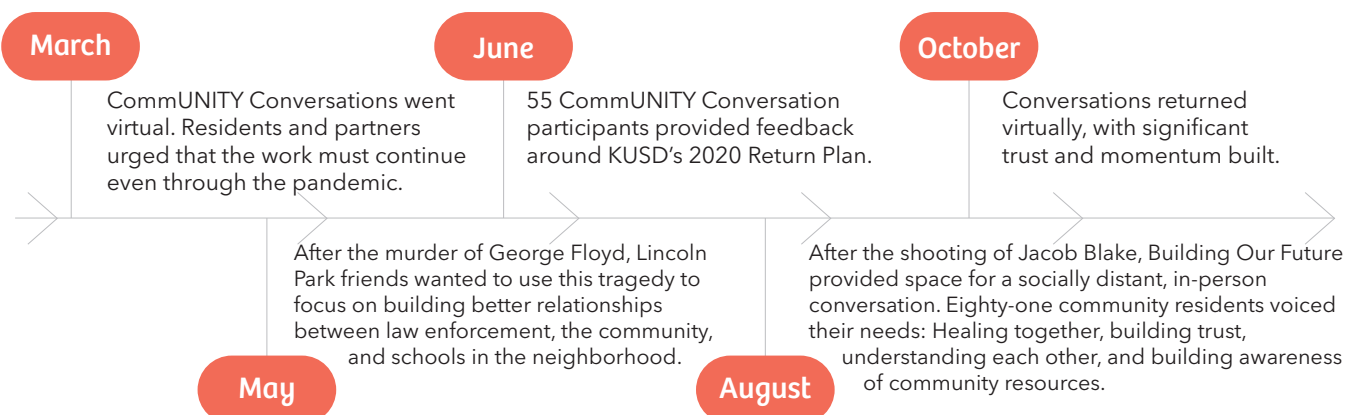
The Need

When Building Our Future was formed, the Kenosha community emphasized that this collective impact work would only go as fast as the community's trust would let it. To this end, Building Our Future staff and partners have convened community members on a monthly basis for the past three years to build social capital and take action as a community to support schools and educational outcomes.

The Work so Far

Efforts have been split between two neighborhoods: Lincoln Park and Wilson Heights. Within these two neighborhoods, the CommUNITY Conversations bring residents and staff from local institutions together to discuss needs, build trust, and create plans for the future through guided conversation.

The CommUNITY Conversations groups started 2020 with goals set and ready to be accomplished: Walking School Bus launching Spring 2020, Community Block Party, Door-to-Door Meet Our Neighbors Event, and a Monthly Neighborhood Clean Up. Like the rest of the world, the COVID-19 pandemic put a pause on all plans, leading community members to pivot their work.



Bright Spot

Wisconsin Libraries Transforming Communities

Building Our Future and Kenosha Public Library are part of Wisconsin Libraries Transforming Communities: a state-level, 18-month cohort focused on community engagement and leadership development. The goal of this work is to increase awareness of community engagement as critical to public library sustainability and to provide training and resources to facilitate effective community engagement practices of libraries with their local communities.



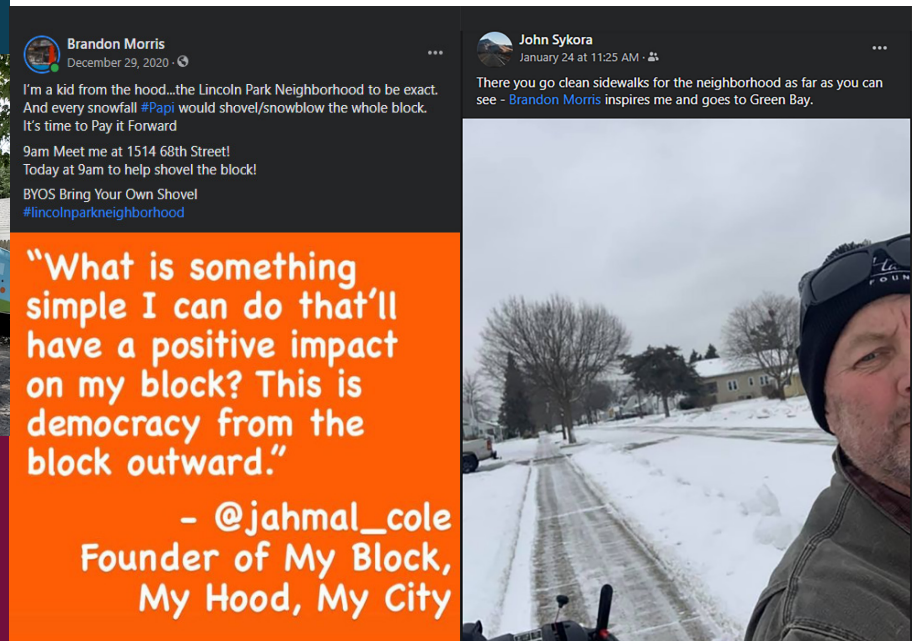
“ I’ve seen our work bear fruit in ways I don’t think either of our organizations had expected. Our sharing of resources has led to quickly achieved events, outcomes, and connections that benefited the Kenosha community and strengthened our partnership. ”

— Zander Miller, Digital Strategy Librarian, Kenosha Public Library



Ripple Effect: "What's something simple I can do, that will have a positive impact on my block?"

CommUNITY Conversation friends made action commitments in hopes to inspire others to make a difference in their neighborhood.



“What is something simple I can do that’ll have a positive impact on my block? This is democracy from the block outward.”

- @jahmal_cole
Founder of My Block,
My Hood, My City

What's Next

The next year will see the two CommUNITY Conversation groups taking on activities to engage a larger audience of residents through events and supporting and expanding early successes seen in existing efforts.



Smart Beginnings



Vision

All children in Kenosha County enter kindergarten ready to learn on the first day of school.

The Need

From birth to 5 years old, children are developing and growing faster than at any other point in their lives. It is why in these years, when children are learning to interact with the people and world around them, it is so important to foster a nurturing environment for them to grow. A child's interactions in their first few years of life lay the brain architecture for how they will learn, engage, respond, and manage later in life. Research from the Economist James Heckman has shown that investment in high-quality early education has at least four big benefits:

- > **Social ROI:** The rate of return for investment in disadvantaged children could be as high as 13% per year
- > **Increased Lifetime Earnings:** Early childhood education could boost adult earnings by as much as 25%
- > **Improved Health Outcomes:** Lower rates of serious cardiovascular and metabolic diseases, such as stroke and diabetes
- > **Intergenerational Effects:** Early intervention can have positive health and economic effects on the child's child, working to end cyclical poverty

Bright Spot

No Small Matter Screenings

In 2020, over 480 community partners in Kenosha and Racine Counties learned about the importance of early childhood education by attending a virtual screening of the powerful documentary No Small Matter. In partnership with the United Way of Kenosha County and UW-Madison Division of Extension-Kenosha & Racine Counties, and in alignment with Higher Expectations for Racine County and the United Way of Racine County, five film screenings and panels highlighted local early childhood work and opportunities for supporting action through policy advocacy.

The Work so Far

- > While continuing a focus on ASQ-3 data collection across entities, the Network expanded its work through the development of an ambitious, comprehensive 3-year plan using the Council for the Study of Social Policy's Early Learning Nation framework. This plan lays out the work needed for Kenosha County to become a true early learning community, supporting families in their role as child's first teacher. Guided by a Core Team, the Network shares ownership of actions and accountability across member organizations.
- > The work of this Network continued through and gained momentum, despite the COVID-19 crisis. A major accomplishment was development and confirmation of shared kindergarten readiness guidelines and measures.
- > Late in 2020, Building Our Future launched its Continuous Improvement Learning Cohort, supporting KAC and United Way, two Smart Beginnings partner organizations in increasing their capability in using continuous improvement and clarifying their contribution to result.

Launched in 2019 by PBS Wisconsin, Bright by Text is a national program that sends texts to families about developmental milestones and community resources. In 2020, 50 local messages were sent to Kenosha County subscribers sharing local resources, such as 211, Head Start registration dates, and parenting workshops. To sign up, visit bit.ly/BBTKenosha.

KPL's Book Break provides an EASY way to listen to a new children's story M-F! Call 262-564-6123 for a recording; 10 AM.

Head Start provides support for your child & the whole family even when learning is virtual. Openings now! See if you qualify & register.

Kindergarten Readiness in Kenosha County

Investment from multiple perspectives and stakeholders: We believe kindergarten readiness is dependent on the investment of multiple stakeholders and is not the sole responsibility of the child.

The Whole Child: We believe kindergarten readiness encompasses the whole child, including all domains of learning.

Readiness to Learn

We believe Kindergarten readiness means a readiness to learn, which encompasses a desire to learn new things as part of natural childhood curiosity.

Experiences

We believe Kindergarten readiness includes a variety of experiences that support growth and development and we acknowledge that these experiences are based on opportunities that may not be equitably accessible to all children.

Health & Wellness

We believe a child's physical and mental health and well-being is an essential part of kindergarten readiness and should be supported by family, school, and community.

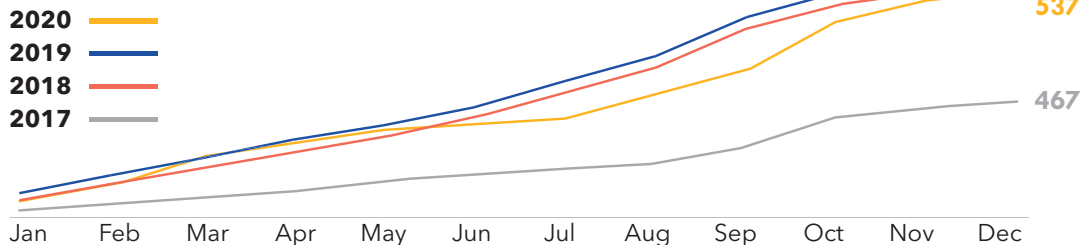
State of Mind

We believe Kindergarten readiness is a state of mind, not a state of knowledge or a checklist of items learned.

Continuum: We believe kindergarten readiness is not a discrete set of skills, but rather a continuum of learning and development, and children entering kindergarten may be at different places on this continuum.

Ages & Stages Questionnaire (ASQ-3)

2020 Goal: 1,218 screens



Though the Network fell short of this year's goal, the result is not necessarily discouraging—rather, it's an opportunity. Data and measurement allow a cross-sector network to improve its work and strategize for the future.

What's Next

The Smart Beginnings Network will continue implementation of the Early Learning Nation plan, identifying structures and tools to support partners in maximizing their contribution to equitable kindergarten readiness outcomes in Kenosha County. The Network will develop marketing materials to be shared with parents, supporting them in getting their children ready for kindergarten. And, Building Our Future will continue to look for ways to support partners in using continuous improvement tools to achieve better results for children and families.

Early Grade Reading



Vision

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



The Need

Third-grade reading proficiency is the most important predictor of high school graduation and career success. Through third grade, children are learning how to read. It's after this point that students need to use these reading foundations to understand increasingly complex material. Establishing early-grade reading proficiency ensures the future success of our community, as our children will be prepared to enter the military or the workforce, go on to achieve postsecondary credentials, and compete in the global economy. The effects of the COVID-19 crisis on our community's early-grade reading proficiency are unknown, but they are expected to be significant.

The Work so Far

The Early Grade Reading Network decided in late 2018 to focus on increasing access to books in underserved neighborhoods. Out of this work, several new partnerships have been formed to get books into the hands of students and families through alternative channels, such as barbershops, laundromats, and free outdoor libraries outside of schools.

Additionally, Building Our Future and partners from KUSD and Kenosha Public Library participated in StriveTogether's Equitable Results Series, an intensive 10-month training program in Results Count and continuous improvement methodologies, with an emphasis on racial equity. The team focused on supporting literacy improvement efforts at Curtis Strange and Grant Elementaries and identifying opportunities to leverage Kenosha Public Library's outreach capacity and literacy expertise in support of these student populations.

Educators at Curtis Strange and Grant, in partnership with Kenosha Public Library, developed strategies to address the key factors of quality instruction, attendance, teacher behavior mindset, and student attitude toward reading. By running Plan-Do-Study-Act cycles on each strategy, the team was able to determine what worked, what needed adjustment, and which efforts should be abandoned.

At Curtis Strange Elementary, for example, 7 out of 8 targeted students supported with after-school tutoring by teachers moved toward proficiency on the MAP Skills test. Eight students had improved attendance, and school administrators also reported increases in parent trust and teacher buy-in to the targeted approach.



7 out of 8 targeted students supported with after-school tutoring by teachers **moved toward proficiency** on the MAP Skills test.



Bright Spot

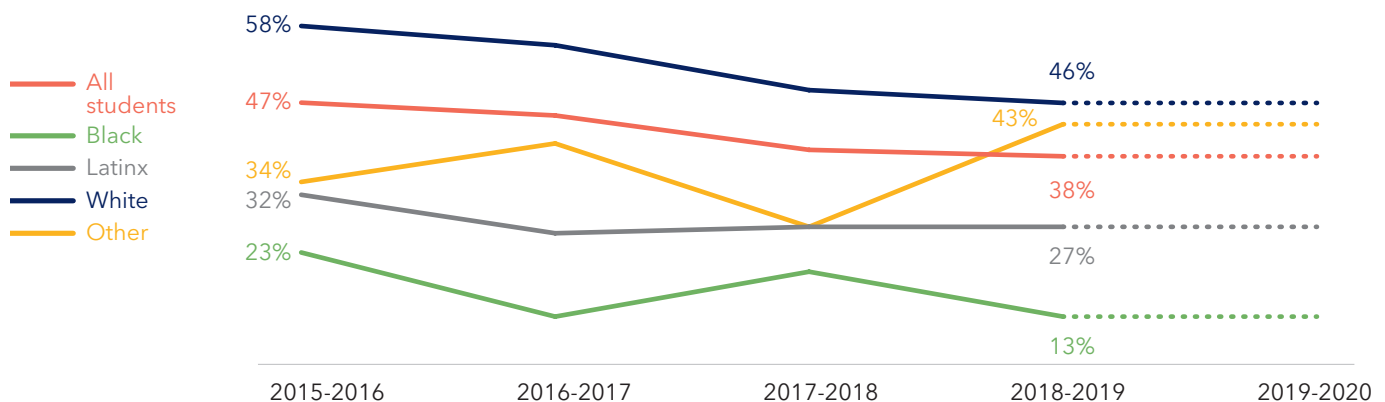
Kenosha Public Library named 2020 Wisconsin Library of the Year

Building Our Future is proud to partner with Kenosha Public Library on multiple areas of work. The Wisconsin Library Association nodded to this partnership when it named KPL Library of the Year in 2020, noting that the partnership "forced the library to critically reexamine all of its policies, services, staffing, and collections through an equity lens." This work positioned KPL to courageously rise to the challenges of both COVID-19 and the civil unrest of 2020, including opening the Uptown branch three days after the neighborhood burned and driving wireless hotspot vans into neighborhoods afflicted with high rates of child poverty. Getting books into the hands of children and the elderly restored some of the normalcy 2020 had disrupted.



Percent of Kenosha County Third-Graders Proficient in Reading (Forward Exam)

Due to the COVID-19 pandemic, Forward Exam results were not collected for the 2019-2020 school year.



What's Next

Building Our Future is supporting the ongoing work that is part of StriveTogether's Equitable Results Series, identifying ways to share lessons, replicate the Results Count model to other schools, and support partners in continuous improvement. As part of this, Building Our Future is convening a cohort of five Title I elementary schools around the result of literacy proficiency by third grade: Brass Community School, Curtis Strange Elementary, Frank Elementary, Grant Elementary, and Wilson Elementary. For Curtis Strange and Grant Elementaries, this work will build off of their previous work toward continued improvement. As facilitator of this work, Building Our Future is providing the space for cross-school teams to gather, learn and apply Results Count tools to their work, and lift up successes to further advance the impact within each school building.

Education, Career & College Readiness



Vision

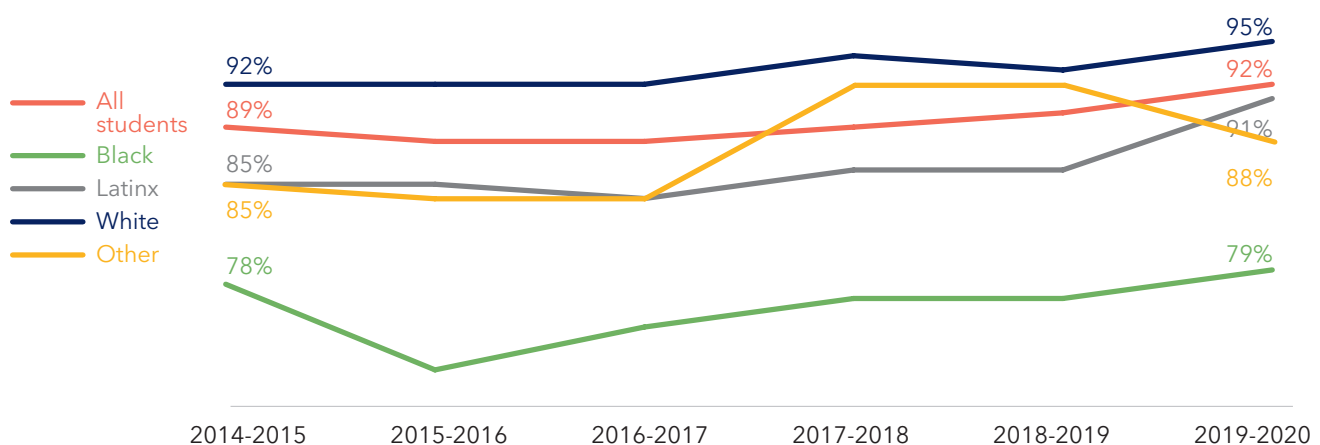
Prepare, motivate and support all middle and high school students to succeed.

The Need

A high school diploma is not only the precursor to postsecondary enrollment, but, on average, high school graduates earn at least \$10,000 more annually than individuals without a high school degree. In Kenosha County, this is especially pronounced, as those without a high school diploma are 45% less likely to be employed. When young adults have better employment options, this ripples throughout the community: Those with at least a high school diploma usually have better health outcomes, their children have greater opportunity, and more money is available for businesses and government services.



Kenosha County 4-Year High School Graduation Rates



Due to the COVID-19 pandemic, school districts were allowed to provide waivers to students for the 2020 spring semester. There may be a slight bump in 2019-20 rates due to these waivers.

“ Education plays such a big role in forming children’s views on life. Building Our Future has worked, first hand, with me and many of my peers. They remind us that we are capable, intelligent, and have the utmost potential to graduate and become successful and important parts of our community.

— Alana Carmickle, Student, Indian Trail Academy & Co-Founder, EquiTeens ”

The Work so Far

In 2019, the Network identified its shared measure, goal, and—with a combination of focus groups, research, and lived experience—factors influencing high school graduation that it will be addressing in the coming years. In 2020, the Network took that work deeper by connecting directly with students, leveraging the voices of those most impacted by this outcome area to inform factor development and strategy.

After this foundational work was accomplished by the Network, the need to move the locus of the work closer to those who could directly impact the results was brought to light. Over the last several months of 2020, Building Our Future and the Kenosha Unified School District started to explore what a more direct partnership with schools could look like, with a focus on Bullen Middle School and Bradford High School.



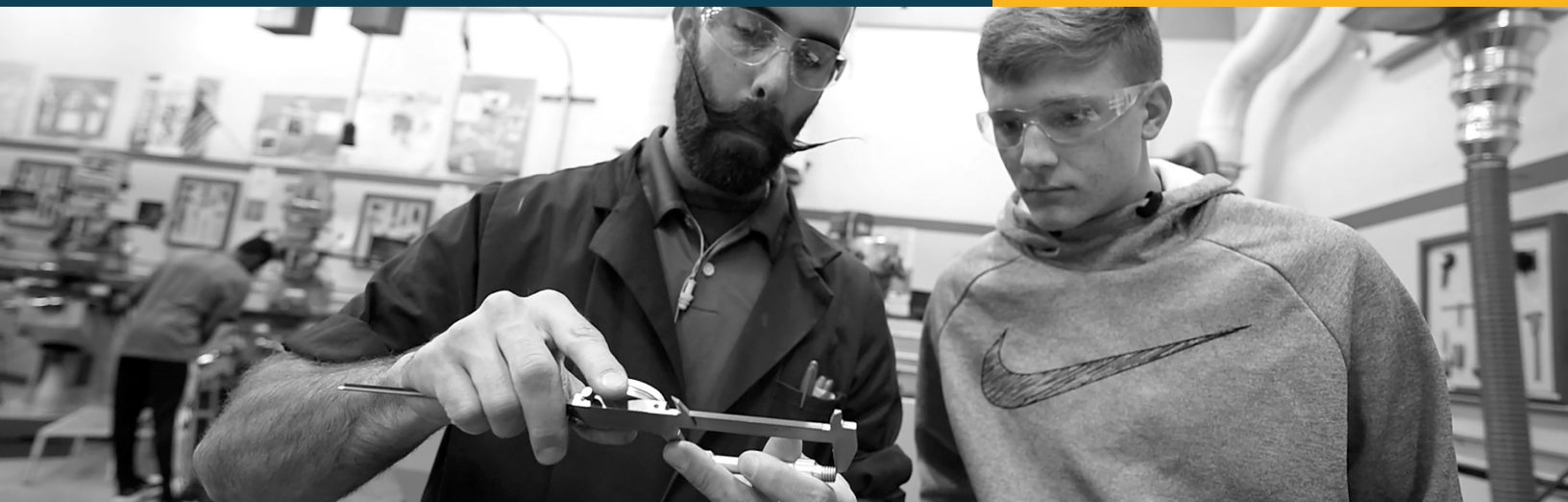
Bright Spot

Transportation challenges for high school students

In early 2020, the Network led a pilot focused on transportation as a contributing indicator to high school graduation. Twelve Tremper High School students were identified with attendance rates impacting their graduation progress and with explicitly stated transportation barriers. Students were given a Kenosha Area Transit pass to get to and from school. Over the 3-month pilot period, 6 of the 12 students saw improved attendance when compared to a 3-month period earlier in the school year.

What’s Next

These exploratory conversations will continue to move forward to determine what a partnership could look like to support middle and high schools directly in achieving the Network’s goal of increasing the 4-year graduation rates in Kenosha County to 93% by eliminating gaps by student racial groups.



Post-Secondary Access & Completion



The Need

It's estimated that by 2025, 60 percent of the Wisconsin workforce will need some sort of postsecondary credential—currently, the state stands at 39.6 percent, and Kenosha County stands at 35 percent. Not only that, the median income for those with a bachelor's degree in Wisconsin is almost \$19,000 more per year than those with only a high school diploma. This increase in income will lead to greater opportunities for individuals and higher tax revenue for the state.

Concerns around postsecondary educational attainment are more than just for our students—it extends to employers, community members, future workers, civic leaders, and the future of southeastern Wisconsin.

“

These disparities have existed far too long in every sector of higher education, public and private. In the same way that a national effort brought the moon within reach in the 1960s, we can plant a flag for equity in southeastern Wisconsin by channeling our collective will and expertise.

”

— Carthage College President John Swallow



The Work so Far: Lumina Talent Hub

Building Our future is in year 3 of a 3-year Lumina Foundation Talent Hub designation in partnership with the University of Wisconsin-Parkside, Gateway Technical College, and Higher Expectations for Racine County. Focusing on traditional-age college students, the cross-organizational group began work around:

- > Creating more efficient course paths in math for current and entering students, as well as partnering with K-12 institutions to develop a more streamlined system;
- > Providing more equitable access to postsecondary options;
- > Strengthening student supports and advising;
- > Creating better pathways to major completion and career placement with students; and
- > Easing the burdens around transfer students.

All of this has been done in partnership; advisors and others from each institution have met regularly to share best practices, identify opportunities for scaling change and discuss implementation challenges. The hope is to change the postsecondary system within these two institutions, so students aren't facing the same traditional barriers.

Bright Spot

Moon Shot for Equity Launched with Local

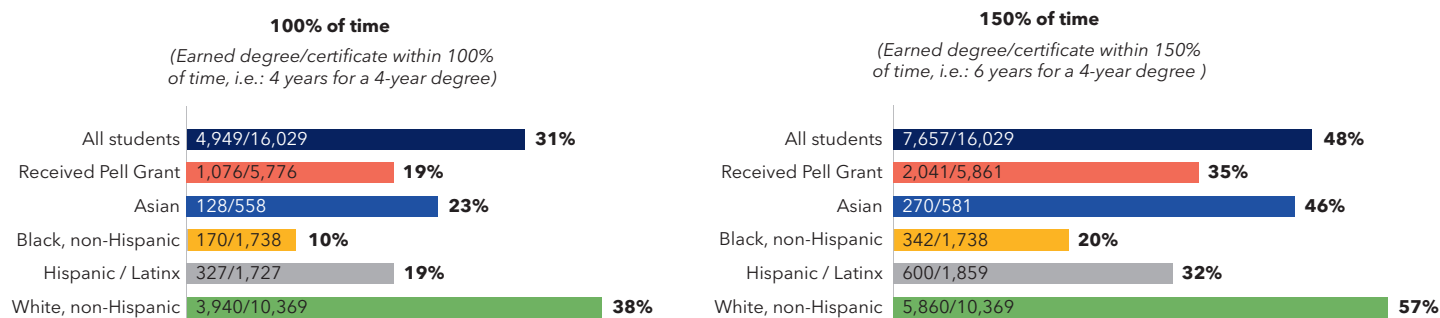
This year, UW-Parkside and Carthage College joined Milwaukee Area Technical College (MATC) and UW-Milwaukee in the “Moon Shot for Equity,” a first-of-its-kind national initiative led by education firm EAB and aimed at ending equity gaps in higher education by 2030. Partners will work together to help more underrepresented students of color and other historically underserved populations graduate from college.

The Work so Far: Higher Education Regional Alliance (HERA)

Building off the Lumina Talent Hub, Building Our Future has worked alongside Higher Expectations for Racine County and Milwaukee Succeeds to support the creation of the Higher Education Regional Alliance (HERA). HERA is a collaborative of 18 southeastern Wisconsin public and private, two- and four-year colleges and universities and a network of partner organizations who are dedicated to closing achievement gaps on each of their campuses, representing more than 150,000 students. To build this, HERA has established a regional vision and collected a multiplicity of data from each institution, reporting it out on its website, www.herawisconsin.org. To organize its work, the Alliance has three goals:

- > **Goal 1: Students, College Completion**
Wisconsin needs the help of every higher-education institution to bridge equity gaps and increase student credential and degree completion rates, enhance employee readiness for work, expand the region's talent pool, and ensure success in an increasingly competitive, 21st-century business market.
- > **Goal 2: Institutional Programs, Aligning, Evolving, Innovating**
Our educational programs must align and evolve to better meet the needs of a rapidly changing economy, one driven by innovation and in which current supply and demand for talent are mismatched.
- > **Goal 3: Employers, Expanding Talent Bridges**
HERA is a unified voice and efficient solution to connect businesses with talent and promote the value of living and working in southeastern Wisconsin.

Post-secondary completion rates, based on time taken to complete in Southeast Wisconsin



What's Next

Lumina Talent Hub: While the initial Talent Hub work has concluded, the Talent Hub partnership will continue. In addition to continuing work related to the K-16 math pipeline and seamless transfer, Talent Hub partners have identified a new priority moving forward – increasing the number of Black students from the Kenosha and Racine communities who attend and complete either an associate degree or a bachelor's degree. Data indicate lower rates of enrollment, retention, and graduation rates for Black students; Talent Hub partners see the importance of this ongoing work to improve outcomes for all.

HERA: Related to completion, HERA will continue to support the higher education institutions in the M7 region to scale the best-practice strategies across the region with a renewed focus on closing equity gaps.





Data References and Notes

For more information or more data, please visit our data dashboards at www.BuildingOurFutureKC.org/data.

Page 2: Message from the Executive Director

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Page 4: How We Work

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Building our Future Team

(pictured left to right)

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Lynn Debilzen, Director of Impact
& Strategy

Tatjana Bicanin, Executive Director

Brandon Morris, Manager, Community
Engagement/College Readiness

The milestones and bright spots you've read about in the report are the success of our partnership. No single siloed effort, sector, city or county alone can address or solve racial disparities and transform the way we live, learn, and work. The progress we've made through the partnership and collective action, belongs to each of you. Thank you to the 350 community partners who have invested their time, effort, and resources to transform systems for all young people. An additional special thank you to our investors and individual donors who are committed to ensuring economic vitality and prosperity for the community. It means so much to have you by our side in this important work!



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