Check out our 2022 stories of impact and discover how we’re creating better outcomes in Kenosha County.
Dear Friends,

In 2022, Building Our Future again had the opportunity to partner with many great individuals and organizations to drive meaningful change in our community, and I continue to feel so very fortunate to help drive this work.

This past year brought exciting progress to Building Our Future and, in turn, our community. In this year’s report, check out the ways that you helped grow our partnership’s commitment to increase economic mobility by aligning our education systems to fulfill the potential of every student in Kenosha County. However, you were involved in our broad-based efforts to improve educational outcomes from cradle to career, many thanks to all of you who helped make 2022 a success.

Over the last year, we welcomed two new teammates to Building Our Future – Lawrence Kirby and Felicia Dalton. I have great respect for the entire team – Kevin Meagher, Kirby and Felica. Your investment to improve economic mobility for all young people in Kenosha County is incredible. One of the most important factors in engaging the community is building trust – *change happens at the speed of trust*.

Through collaboration, accountability, and trust we will continue to make progress! If you are not a partner, become one – and get involved!

MESSAGE FROM THE EXECUTIVE DIRECTOR

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# Data Snapshot

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Network</th>
<th>Indicator</th>
<th>Baseline Year</th>
<th>Change from Baseline</th>
<th>Current Value</th>
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<tr>
<td><strong>Kindergarten Readiness</strong></td>
<td><strong>Smart Beginnings</strong></td>
<td>Social Problem Solving</td>
<td>2020</td>
<td>-7%</td>
<td>82%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Persistence</td>
<td>2020</td>
<td>-2%</td>
<td>92%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Attends and Engages</td>
<td>2020</td>
<td>+2%</td>
<td>94%</td>
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<tr>
<td></td>
<td></td>
<td>Managing Emotions</td>
<td>2020</td>
<td>-4%</td>
<td>91%</td>
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<tr>
<td></td>
<td></td>
<td>Children Living w/ Food Insecurity</td>
<td>2018</td>
<td>+2%</td>
<td>18%</td>
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<tr>
<td></td>
<td></td>
<td>Clinical Care Ranking</td>
<td>2020</td>
<td>+5 (57/72 counties)</td>
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<tr>
<td><strong>School Success</strong></td>
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<td></td>
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<td></td>
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<tr>
<td><strong>Future Focus</strong></td>
<td></td>
<td>Percent of third-graders proficient in reading</td>
<td>2016</td>
<td>-14%</td>
<td>31%</td>
</tr>
<tr>
<td><strong>Future Focus</strong></td>
<td></td>
<td>Percent of eighth-graders proficient in math</td>
<td>2016</td>
<td>-11%</td>
<td>23%</td>
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<tr>
<td><strong>Education, Career, and College Readiness</strong></td>
<td></td>
<td>4-year high school graduation rate</td>
<td>2015</td>
<td>+1%</td>
<td>89%</td>
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<tr>
<td><strong>Future Focus</strong></td>
<td></td>
<td>Enrollment in first fall after high school*</td>
<td>2016</td>
<td>-23%</td>
<td>31%</td>
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<tr>
<td><strong>Future Focus</strong></td>
<td><strong>Lumina Talent Hub, Hera</strong></td>
<td>Percent of population ages 25-64 with a post-secondary credential</td>
<td>2016</td>
<td>+5%</td>
<td>40%</td>
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<tr>
<td><strong>Post-Secondary Access &amp; Completion</strong></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Future Focus</strong></td>
<td></td>
<td>Unemployment rate in Kenosha County</td>
<td>2015</td>
<td>-2%</td>
<td>3%</td>
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</tbody>
</table>

**Data Notes and Sources:**
- Social Problem Solving, Persistence, Attends and Engages, Managing Emotions: Teaching Strategies Gold data self reported and provided by KUSD Early Learning and Westosha Head Start programs. Percent of children meeting or exceeding expectations.
- High School Graduation Rate, Enrollment in First Fall after High School: Wisconsin Department of Public Instruction, Download type: High School Completion, Postsecondary Enrollment https://bit.ly/2KEnBnU
- For more information or more data, please visit our data dashboards at www.BuildingOurFutureKC.org/data.
SMART BEGINNINGS

Smart Beginnings is a network consisting of 30 local early-care and education organizations, program and agency representatives that meet monthly to implement and identify strategies to meet the network’s vision. The network utilizes data sharing, policy advocacy, community and parent engagement, and comprehensive community action planning to ensure optimal child development, access to quality affordable early care and education, which is vital to our community and the network.

VISION

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

To ensure all children in Kenosha County are ready to learn on the first day of kindergarten, families need access to high-quality and affordable early care and education. From birth to 5 years old, the brains of children are developing faster than at any other point in their lives. Early care and education opportunities provide not only a foundation for children’s academic success, health and general well-being, but they also allow parents to participate in the workforce. Unfortunately, affordable and high-quality child care is not available to all Kenosha County families with children under the age of 6.

STATE OF EARLY CHILDHOOD CARE AND EDUCATION IN KENOSHA COUNTY

Median Household Income by Race Compared to the Average Annual Cost of Infant Child Care in Kenosha ($13,058)

<table>
<thead>
<tr>
<th>Race</th>
<th>Median Household Income (%)</th>
<th>Average Annual Cost of Infant Child Care ($13,058)</th>
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</thead>
<tbody>
<tr>
<td>Asian</td>
<td>20%</td>
<td></td>
</tr>
<tr>
<td>Black</td>
<td>34%</td>
<td></td>
</tr>
<tr>
<td>Hispanic</td>
<td>22%</td>
<td></td>
</tr>
<tr>
<td>Two or more races</td>
<td>22%</td>
<td></td>
</tr>
<tr>
<td>White (non Hispanic)</td>
<td>18%</td>
<td></td>
</tr>
</tbody>
</table>

Infant care costs $13,058 in Kenosha County. According to the U.S. Department of Health & Human Services (HHS), child care is affordable if it costs no more than 7% of a family’s income. For families in Kenosha, it’s closer to 20% and much higher when disaggregated by race. For example, the median income for Black or African American households in $38,348. For those families, infant care would be almost 5x greater than the recommended guidelines.

Child Care Availability in Kenosha County (2021 Estimates)

- Estimated # of children under age 6 with available parents in the workforce: 7,602
- Estimated # of available child care slots in regulated centers: 5,348

Data Notes and Sources for these graphs are listed on page 11.
HELP ME GROW

Building Our Future is building strong cross-sector and data-driven civic infrastructure in Kenosha and advancing cradle-to-career outcomes. In one example of this work, the BOF Smart Beginnings Network helped launch Help Me Grow in late 2022 with a goal to build a comprehensive system of support for pregnant women, caregivers with new babies, and families with young children. Help Me Grow uses data and a community navigator approach to integrate development screenings, services, and referrals across agencies. Housed within KAC, Help Me Grow will work in partnership with other community organizations, embed navigators across the community to best support families, and alleviate access to resource inequities.

“A better future starts with Help Me Grow.”

– Suzi Wolf, Help Me Grow Supervisor, Local Lead

WISCONSIN EARLY EDUCATION SHARED SERVICES NETWORK (WEESSN)

The Southeastern Wisconsin Child Care Workforce Coalition led by Building Our Future laid the groundwork to invest in and align child care supports by supporting the expansion of WEESSN to the region in late 2021. A program of the Wisconsin Early Childhood Association (WECA), WEESSN offers a tiered level of services from simple information sharing in Tier 1 to deep collaboration in Tier 3 to child care programs in Kenosha, Racine and Walworth county. Roughly two out of every five child care providers in Kenosha county are receiving various levels of support from WEESSN.

What do child care providers get from WEESSN services?

**TIER 1**
- Shared resources, tools and templates
- Digital hiring platform
- Quarterly training
- WEESSN Newsletters

**TIER 2**
- All tier 1 benefits
- Virtual WEESSN Coach
- 6 month subscription to software system
- Telemedicine Benefit
- Professional Development

**TIER 3**
- Tier 1 & 2 Benefits
- Shared Substitute Pool
- Shared Back-office staff
- Food System Supports
- Dedicated WEESSN Coach

“I’ve been in an ocean drowning… and I feel that I’ve moved onto an island with the support I’m already receiving from WEESSN.”

– feedback from a Family Child Care Provider
Early Grade Reading

Less than one out of every three Kenosha County third-grade students were reading at grade level during the 2021-2022 school year. Reading proficiency by third grade is considered, by many, the most important predictor of high school graduation and career success. If left unchecked, this problem could undermine efforts to end intergenerational poverty, close the achievement gap and reduce high school dropout rates.

Vision

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

Trendline Data: Third Grade Reading Proficiency as Measured by the Wisconsin Forward Exam for All Kenosha County Public School Districts

<table>
<thead>
<tr>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td>17%</td>
<td>20%</td>
<td>13%</td>
<td>No test</td>
<td>4%</td>
<td>5%</td>
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<tr>
<td>Hispanic</td>
<td>16%</td>
<td>27%</td>
<td>27%</td>
<td>No test</td>
<td>13%</td>
<td>13%</td>
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<tr>
<td>White</td>
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<td>48%</td>
<td>46%</td>
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<td>35%</td>
<td>42%</td>
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<tr>
<td>Non-Economically Disadvantaged</td>
<td>62%</td>
<td>53%</td>
<td>53%</td>
<td>No test</td>
<td>41%</td>
<td>45%</td>
</tr>
<tr>
<td>Economically Disadvantaged</td>
<td>27%</td>
<td>25%</td>
<td>25%</td>
<td>No test</td>
<td>13%</td>
<td>18%</td>
</tr>
</tbody>
</table>

Data Notes and Sources: Third Grade Reading Proficiency Trendline: Wisconsin Department of Public Instruction, Download type: Forward | Wisconsin Reading Corps: Fastbridge assessment data self reported by Wisconsin Reading Corps

Bright Spot > Wisconsin Reading Corps>

To address this reading crisis, Building Our Future has partnered with and connected schools, agencies and organizations to focus on the literacy needs of Kenosha County’s youth, which led to Wisconsin Reading Corps being added as a new literacy support at Brass Community School and Wilson Elementary School during the 2021-2022 school year, and it has since been added to three additional schools. Wisconsin Reading Corps is a nationally replicated, evidence-based model that increases K-3 students’ opportunity to learn and practice key reading skills. Students are provided with expert literacy coaching and data-based decision making to increase reading success. Currently, students at Brass Community School, Wilson Elementary, Jefferson Elementary, Grewenow Elementary and Riverview School in Silver Lake are receiving Wisconsin Reading Corps literacy support.

As of March 2023, Wisconsin Reading Corps has been able to provide tutoring support in Kenosha County (KUSD and Silver Lake J1) for 176+ students in kindergarten through third grade. Of those students tutored, 73% (103) are exceeding their target growth. Each student is averaging 62.5 minutes of tutoring support each week.

“We LOVE the Reading Corps program and the tutors we have at Wilson. The program is extremely well designed, implemented, and monitored for high quality and impact. The students are showing gains at a rapid pace and look forward to their daily sessions with their tutors.”

– Wilson Elementary School Principal Rhonda Lopez

Scan to access podcast episode 18 - Schools & Communities Together
In March 2022, three of Kenosha’s youth-serving organizations began a 7-week cohort to learn the tools of the Annie E. Casey Foundation’s Results Count™ framework facilitated by Building Our Future. Leadership teams from Kenosha Human Development Services, Big Brothers Big Sisters of Racine and Kenosha Counties, and the Boys & Girls Club of Kenosha got the opportunity to slow down, take a balcony view, and examine their services and offerings through an equitable lens. The Results Count framework encourages participants to practice adaptive leadership, results-based accountability and systems-thinking in how they approach their work and the populations they serve. Throughout the seven sessions, the teams were asked to identify a result they wanted to see for their population, analyze the barriers to achieving that result, and examine root causes before crafting impactful strategies for change. Along the way, participants also worked across organizations to provide timely insight and feedback on challenges their fellow participant’s organizations were facing. Outside of the sessions, the teams received data support and coaching from Building Our Future on areas of the framework they wanted to explore further.

What does the cycle look like?

**Equitable Results Pathway**

**Testing & Measuring Progress**
Small tests of change, checking on impact of strategy, making adjustments based on insights, and scaling what works

**Strategy Development**
Which factors, if shifted, could constructively disrupt systems?
Criteria: data-driven, evidence-informed, equitable, influences at multiple levels

**Results**
Results Statement (big condition of well-being, call to action); Understanding current conditions (baseline data & indicators); Targets (specific goals, disaggregated, that contribute to Results)

**Factors**
Understanding root causes or why things are how they are; looking at patterns, systems, and mental models

What did participants in the cohort say about it?

“It was so important for me to be able to be in that space with my team. It’s something that when you get into the day-to-day grind of what you do, spending the time really focusing on results and strategy unfortunately sometimes goes by the wayside, so it was such a fantastic experience for me to be able to take time out with everybody. I wasn’t hearing it secondhand, I was experiencing it first hand with our team.”

— Tara Panasewicz, CEO, Boys & Girls Club of Kenosha
COMMUNITY ENGAGEMENT

Building Our Future continues to work in neighborhoods that house underserved populations as we seek to center those voices by working alongside them. The CommUNITY Conversations consist of three main components:

- A Community Spotlight that allows us to utilize the resources of, deeply understand, and support the work of organizations working in those neighborhoods.
- A Neighborhood School update that allows community members and families to offer thought partnerships with schools to solve problems in real time.
- Powerful action commitments that help to create a culture of accountability. These efforts have built social capital, the space, and momentum for the community to act in supporting schools and improving educational outcomes.

Wilson Heights CommUNITY Conversations take place every fourth Wednesday each month.

Lincoln Park CommUNITY Conversations take place every fourth Thursday each month.

As a result of housing being raised as a significant challenge in the community, this network convened a series of joint CommUNITY Conversations that began with a data walk to help residents understand Kenosha’s housing landscape and understand long-term housing goals for southeastern Wisconsin. This was followed by community members engaging city officials on the Wilson Neighborhood Redevelopment Plan; learning about Kenosha Public Library’s new Children’s Library and providing input on the vision, and hearing City of Kenosha officials share resources about how to access funding for The HOME Program and Community Development Block Grants. Because of existing relationships and social capital within the Lincoln Park and Wilson Heights neighborhoods, BOF was able to create an accessible and welcoming space for a multiracial group of community advocates—including youth and parents, small businesses, educators and youth sports coaches, law enforcement, and child care providers—to share their concerns, lived experiences, and offer input.

This network also partnered with Wilson Elementary School, the Edward Bain School Of Language Arts, and Bradford High School to engage administrative staff to create partnerships and solve problems in real time.

2022 COMMUNITY CONVERSATIONS ENGAGEMENT AT-A-GLANCE

<table>
<thead>
<tr>
<th>Total Attendees</th>
<th>128</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Organizations</td>
<td>61</td>
</tr>
<tr>
<td>Total CommUNITY Spotlights</td>
<td>12</td>
</tr>
<tr>
<td>Total Action Commitments Made</td>
<td>51</td>
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</table>
This network was able to create social capital with the Kenosha Police Department and provide a space for the department to connect with the community. This working relationship led to us hosting Police Chief Erik Larsen and Captain James Beller, who oversees training for the Kenosha Police Department, to discuss KPD’s community engagement efforts. The network learned about current DAT (Defense and arrest tactics) training, as well as community initiatives. The network offered thought partnership around topics including use-of-force policy, creating positive connections with youth, hiring goals for people of color and women, and creating more spaces for open dialogue with the community. As a result of our time together, KPD is committed to working with the community to share information and have meaningful dialogue to create more equitable outcomes internally and externally.

This network was also able to partner with Kenosha County Public Health as it collected data to create a community health plan. The plan included several different health care providers in our community with a focus on health equity. With our help, Kenosha County Public Health was able to double the input from community residents in a health needs assessment survey to identify community health care needs. As a result, the plan to create a stronger, healthier community—Kenosha County Thrive—includes voices of those most burdened by existing systems.

ESSER III COMMUNITY SESSIONS

In May 2022, Building Our Future partnered with the Kenosha Unified School District to facilitate brainstorming sessions on how to use nearly $50 million in ESSER III pandemic relief funds. The public sessions allowed community members to share ideas on how they would allocate funding if they were leading the district. Some of the common themes highlighted by the teams were mental health supports, increased out-of-school time supports, and enrichment activities.

YOUTH COMMUNITY CONVERSATIONS

Engaging youth in leadership and decision-making is a critical driver of building better systems, which are informed by lived experience. In 2022, we launched Youth CommUNITY Conversations to create an opportunity to lift the youth voice and empower the next generation to proactively work to build the future they envision. Our desire is to see youth participate in collective impact work to influence policy and practice in education in Kenosha County to ensure that all children can meet their potential regardless of race, ZIP code or circumstance.

For the 2022-2023 school year, we were excited to continue our partnership with the Kenosha Unified School District and the African American Youth Initiative (AAYI) to convene monthly conversations to provide a space for students to share their ideas and create strategies for systems-change based on a student-created vision. We spent time gathering youth perspectives on issues like vaping in school, school safety, belonging, and district policies. The students were able to share feedback with both district and school administrators.

YOUTH VOICE > LEADERSHIP COHORT

In 2022, Building Our Future continued to engage youth and lift the student voice around decisions that directly affect them.

Taking inspiration from other communities in the Strive Together Network, we launched an opportunity for youth to lead and engage in specific projects that elevate their voice. The three-month leadership cohort provides tangible tools to help advance youths’ leadership skills in school, at work and in life. The opportunity allows KUSD high school students to develop leadership skills such as conflict resolution, continuous improvement, organizing and event planning. The youth created and executed a youth-led School Board Candidate Forum. This project allowed students to share their ideas and create strategies for systems-change based on a student-created vision. We spent time gathering youth perspectives on issues like vaping in school, school safety, belonging, and district policies. The students were able to share feedback with both district and school administrators.

Curious to learn more? Hear directly from the youth who participated in our previous Youth Leadership Cohort in our Together, We’re Better podcast episodes, “The Youth Takeover Part 1” and, “The Youth Takeover Part 2.” And, listen to our episode on, “Why Young Voices Matter.”
EXECUTIVE COMMITTEE

Todd Battle
Director of Industrial Investments, Zilber Property Group & KUSD School Board Member

Crystal Callahan
Co-Trustee, The Callahan-Palmer Trust

Tamarr Coleman
Executive Director, Shalom Center

John Jansen
Director, Kenosha County Department of Human Services

Jeffrey Weiss
Superintendent of Schools, Kenosha Unified School District

Tracy Bagan
Senior Operations Manager, Amazon

Barbara Brattin
Director, Kenosha Public Library System

Michael Graveley
District Attorney, Kenosha County

Jeff Hill
Regional President, Herzing University, Kenosha & Madison Campuses

Nicholas Galich
Staff Vice President Administration, Froedtert South

Karla Krehbiel
Regional President, Johnson Financial Group

Samantha Kerkman
County Executive, Kenosha County

Patrick Langston II
Owner, Kenosha Beauty Supply

Yolanda Jackson-Lewis
Coordinator of Diversity/Student & Family Engagement, Kenosha Unified School District

JP Moran
President/CEO, LMI Packaging Solutions

Brandon Morris
Vice President, Evolution Basketball, Inc.

Donna Jamieson
President, Aurora Medical Center Kenosha

Tara Panasewicz
CEO, Boys & Girls Club of Kenosha

Robert Terwall
Founder, Hallum Enterprises

Jean Moran
Founding Executive Sponsor of Building Our Future

Chris Weyker
CEO, KAC
INVESTING IN CHANGE

These dedicated funders invest in our core operations and systems strategies in order to ensure economic vitality and prosperity for all children in Kenosha County, cradle through career.

Kloss Charitable Foundation & The 1335 Foundation
Individual donors: Jean Moran, Todd & Katie Battle, Shirley A. Duncan and John & Cameron Swallow.

Investments in Building Our Future’s work help us leverage more public and private resources to advance equitable outcomes across the community. If you would like to support the work of BOF, please reach out to Executive Director Tatjana Bicanin at tbicanin@buildingourfuturekc.org.

<table>
<thead>
<tr>
<th>LEVEL</th>
<th>AMOUNT</th>
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<tbody>
<tr>
<td>Platinum Level</td>
<td>&gt; $100,000 and up</td>
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<tr>
<td>Gold Level</td>
<td>&gt; $50,000-$99,999</td>
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<tr>
<td>Silver Level</td>
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<td>Bronze Level</td>
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<td>Trailblazer</td>
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</tr>
<tr>
<td>Pioneer</td>
<td>&gt; $9,999 and under</td>
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</table>

Data Notes and Sources (from page 4)
OUR MISSION

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

OUR VISION

Everyone achieving personal potential from cradle to career.