

COMMUNITY UNITES.



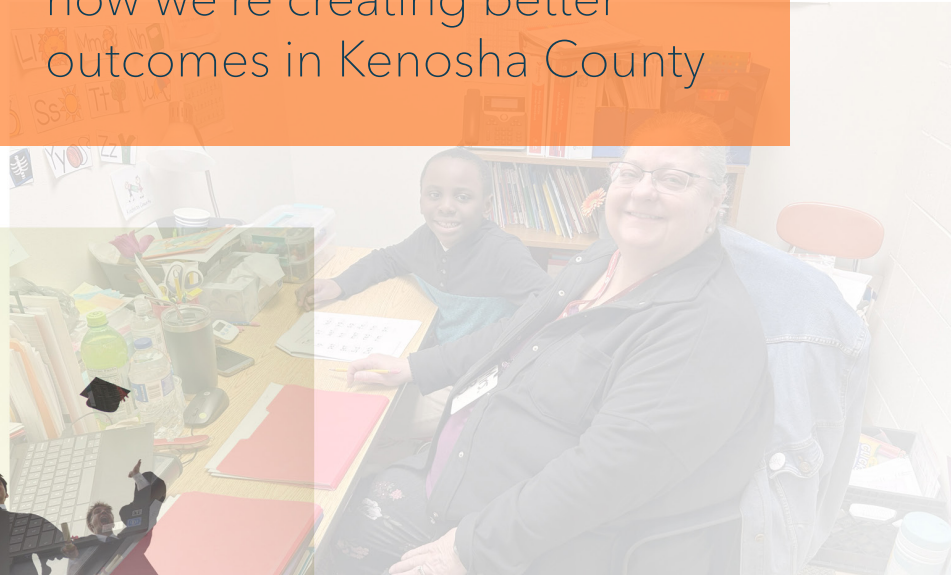
2022

ANNUAL IMPACT REPORT

Check out our 2022 stories of impact and discover how we're creating better outcomes in Kenosha County



20 SUSTAINING 23





MESSAGE FROM THE EXECUTIVE DIRECTOR

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 Felicia. 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!

BUILDING OUR FUTURE TEAM

(pictured left to right)
Lawrence Kirby, Community
Engagement Network Manager
Felicia Dalton, Director of
Strategic Initiatives
Tatjana Bicanin, Executive Director
Kevin Meagher, Data Manager

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DATA SNAPSHOT

Outcome	Network	Indicator	Baseline Year	Change from Baseline	Current Value
KINDERGARTEN READINESS	SMART BEGINNINGS	Social Problem Solving	2020	-7%	82%
		Persistence	2020	-2%	92%
		Attends and Engages	2020	+2%	94%
		Managing Emotions	2020	-4%	91%
		Children Living w/ Food Insecurity	2018	+2%	18%
		Clinical Care Ranking	2020	+5	57 / 72 counties
SCHOOL SUCCESS	EARLY GRADE READING	Percent of third-graders proficient in reading	2016	-14%	31%
	FUTURE FOCUS	Percent of eighth-graders proficient in math	2016	-11%	23%
HIGH SCHOOL COMPLETION	EDUCATION, CAREER, AND COLLEGE READINESS	4-year high school graduation rate	2015	+1%	89%
POST-SECONDARY ACCESS & COMPLETION	FUTURE FOCUS	Enrollment in first fall after high school*	2016	-23%	31%
	LUMINA TALENT HUB, HERA	Percent of population ages 25-64 with a post-secondary credential	2016	+5%	40%
EMPLOYMENT	FUTURE FOCUS	Unemployment rate in Kenosha County	2015	-2%	3%

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. | Children Living with Food Insecurity: Feeding America, Map the Meal Gap (2020): <https://bit.ly/3GSxhs3> | Clinical Care Ranking: A ranking of Kenosha compared to Wisconsin's 71 other counties and tribes. University of Wisconsin Population Health Institute (2022). Clinical Care Ranking. Kenosha data: <https://bit.ly/41O0YTn> | Early Grade Reading, Eighth Grade Math: Wisconsin Department of Public Instruction, Download type: Forward <https://bit.ly/2KEBnU> | 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/2KEBnU> | Postsecondary Access & Completion: U.S. Census Bureau (2021). ACS 5-Year Estimates Subject Tables: S1501 - Educational Attainment. Population 25+ with Associate's, Bachelor's, or Graduate/Professional degree. <https://bit.ly/3qcgqoZ> | Employment: Bureau of Labor Statistics, Local Area Unemployment Statistics (2022). Tables: Labor Force Data by County, 2022 annual averages. <https://www.bls.gov/lau/home.htm#cntyaa> | 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.

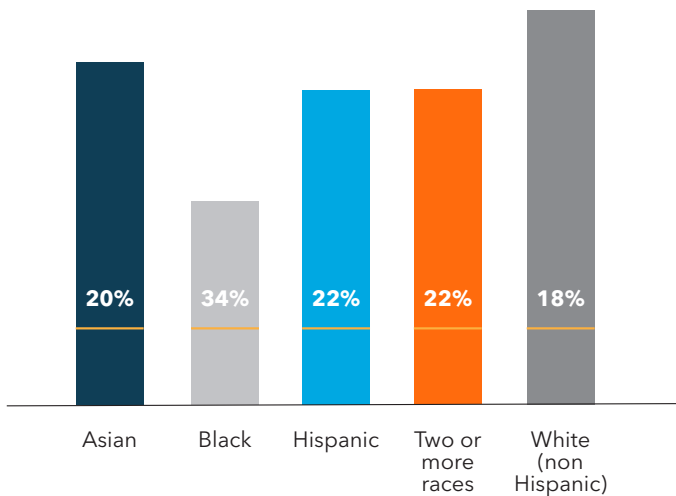
Scan to access
Kindergarten
Readiness
materials



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

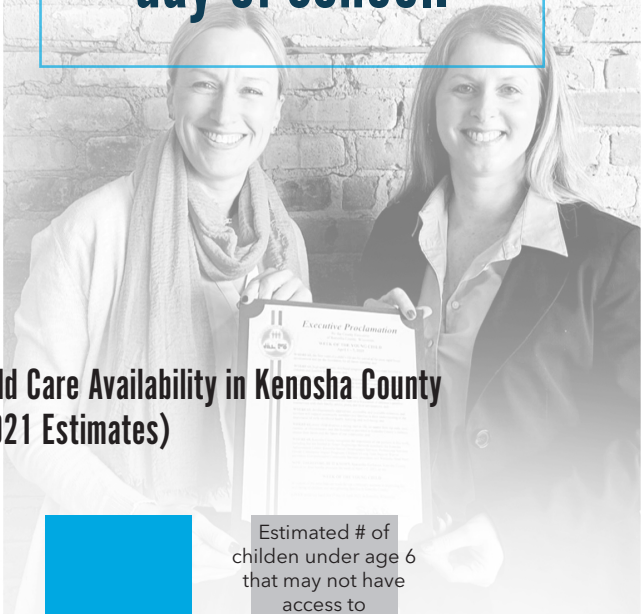
Median Household Income by Race Compared to the Average Annual Cost of Infant Child Care in Kenosha (\$13,058)



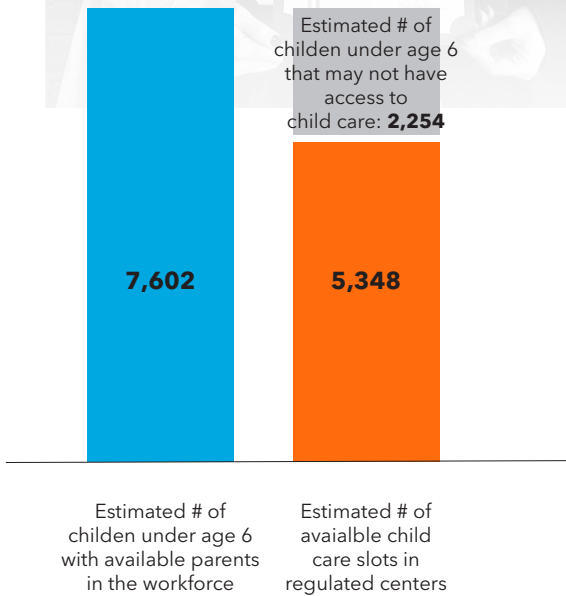
Infant care costs \$13,058 in Kenosha County. According to the U.S. Department of Health & Human Services (HHS), child care is affordable if it costs no more than 7% of a family’s income. For families in Kenosha, it’s closer to 20% and much higher when disaggregated by race. For example, the median income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

VISION

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



Child Care Availability in Kenosha County (2021 Estimates)



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

SMART BEGINNINGS > BRIGHT SPOTS >

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.

Scan to
access the
HMG
website



"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."

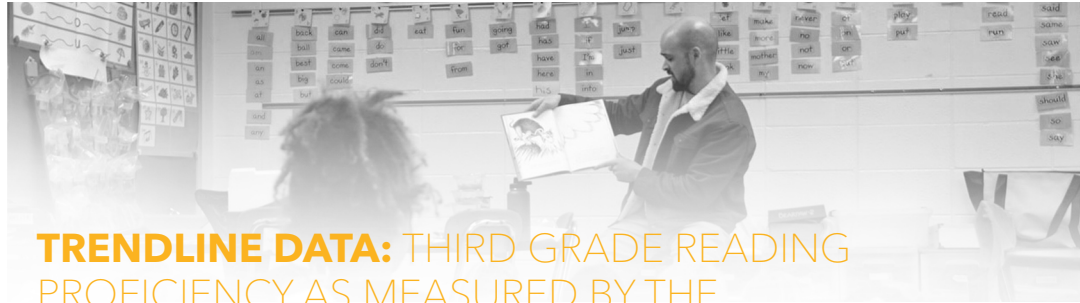
– feedback from a Family Child Care Provider

EARLY GRADE READING

VISION

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

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.



TRENDLINE DATA: THIRD GRADE READING PROFICIENCY AS MEASURED BY THE WISCONSIN FORWARD EXAM FOR ALL KENOSHA COUNTY PUBLIC SCHOOL DISTRICTS

Category	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Black	17%	20%	13%	No test	4%	5%
Hispanic	16%	27%	27%	No test	13%	13%
White	55%	48%	46%	No test	35%	42%
Non-Economically Disadvantaged	62%	53%	53%	No test	41%	45%
Economically Disadvantaged	27%	25%	25%	No test	13%	18%

Data Notes and Sources: Third Grade Reading Proficiency Trendline: Wisconsin Department of Public Instruction, Download type: Forward <https://bit.ly/2KEnBnU> | 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

RESULTS COUNT / CONTINUOUS IMPROVEMENT

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?

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.

2022 COMMUNITY CONVERSATIONS ENGAGEMENT AT-A-GLANCE

Total Attendees	128
Total Organizations	61
Total CommUNITY Spotlights	12
Total Action Commitments Made	51

VISION

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

WILSON HEIGHTS COMMUNITY CONVERSATIONS

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.



LINCOLN PARK/ UPTOWN COMMUNITY CONVERSATIONS

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 learn more about the school board and its responsibilities, build community awareness around school board candidates for the 2022 KUSD school board election, and showcase their voice by asking candidates questions created by them.

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

John Jansen

Director, Kenosha County Department of Human Services

Jeffrey Weiss

Superintendent of Schools, Kenosha Unified School District

Tamarra Coleman

Executive Director, Shalom Center

John Swallow

President, Carthage College



LEADERSHIP TABLE

John Antaramian

Mayor, City of Kenosha

Tracy Bagan

Senior Operations Manager, Amazon

Barbara Brattin

Director, Kenosha Public Library System

Deborah Ford

Chancellor, University of Wisconsin-Parkside

Mitch Ferraro

Owner, Family Legacy Real Estate

Carolynn Friesch

CEO, United Way of Kenosha County

Nicholas Galich

Staff Vice President Administration, Froedtert South

Michael Graveley

District Attorney, Kenosha County

Jeff Hill

Regional President, Herzing University, Kenosha & Madison Campuses

Yolanda Jackson-Lewis

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

Donna Jamieson

President, Aurora Medical Center Kenosha

Karla Krehbiel

Regional President, Johnson Financial Group

Samantha Kerkman

County Executive, Kenosha County

Patrick Langston II

Owner, Kenosha Beauty Supply

Jake McGhee

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

Crystal Miller

Chief Executive Officer, Frontida Management Group

Jean Moran

Founding Executive Sponsor of Building Our Future

JP Moran

President/CEO, LMI Packaging Solutions

Brandon Morris

Vice President, Evolution Basketball, Inc.

Tara Panasewicz

CEO, Boys & Girls Club of Kenosha

Ritu Raju

President, Gateway Technical College

Robert Terwall

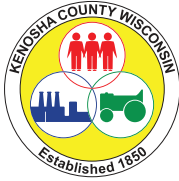
Founder, Hallum Enterprises

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.

LEVELS OF GIVING	LEVEL	AMOUNT
	Platinum Level	> \$100,000 and up
	Gold Level	> \$50,000-\$99,999
	Silver Level	> \$30,000-\$49,999
	Bronze Level	> \$15,000-\$29,999
	Trailblazer	> \$10,000-\$14,999
	Pioneer	> \$9,999 and under

Data Notes and Sources (from page 4)

Median Income by Race: U.S. Census Bureau (2021), ACS 5-Year Estimates Subject Tables S1903 <http://bit.ly/3ZORXIH>. | Infant Child Care Costs: Wisconsin Department of Children and Families 2022 Market Rate Survey. Special request; data not publicly available. | Estimated # of children under 6 with all available parents in the workforce: U.S. Census Bureau (2021), ACS 5-Year Estimates Subject Table B23008 <http://bit.ly/3ZTsQV0>. | Estimated # of available child care slots in regulated centers: Wisconsin Department of Children and Families, Licensed and Certified Child Care Directories <http://bit.ly/3bgd7ZW> <http://bit.ly/3L8tAX>.

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.



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