



BUILDING OUR FUTURE

COMMUNITY UNITES • STUDENTS SUCCEED • EVERYONE PROSPERS

KENOSHA COUNTY

Baseline Report 2017

GET INVOLVED

Whether you are a concerned citizen, business leader, educator, parent, or community volunteer, please consider donating your time, talents, or treasure to help make a difference in the lives of every child, from cradle to career. Find an opportunity below where you can get involved with your local partnership.

SHARE YOUR TIME AND TALENT

- Join our Data team to advise how we access, analyze, interpret, and communicate data
- Join our School Success “Early Grade Reading” Action Network
- Join our active Smart Beginnings Action Network to identify and implement strategies to increase the number of ASQ-3 (Ages and Stages Questionnaire) screeners to determine on-track development

SUPPORT A PARTNER ORGANIZATION

- Volunteer as a reading tutor in the United Way’s Tutoring program <http://kenoshaunitedway.org/tutor>
- Make a financial contribution to United Way’s Imagination Library program
- Participate in the Inspire Southeast Wisconsin program by creating a company profile at <http://kaba.org/inspiresewi> to become a career mentor and offer career-based learning experiences, such as hosting a company tour
- Become a career mentor for underrepresented Kenosha County college students

SUPPORT BUILDING OUR FUTURE

- Make a financial or in-kind contribution to Building Our Future
- Connect a colleague, friend, or family member with Building Our Future
- Designate someone from your company to be a “community supporter”—someone who will rally your team around the work
- Follow Building Our Future on Facebook, Twitter, and Instagram

Get involved today!

Questions? Email us at info@buildingourfuturekc.org



OUR TIMELINE

2015

2016

2017

2018

EXPLORING

EMERGING

SUSTAINING

January-May
A series of Foresight 20/20 Meetings are held, sponsored by Kenosha County, KABA, and the United Way of Kenosha. Identified the investment in the success of our children as the greatest opportunity for the future.

May
Jamie Vollmer's "Schools Can't Do it Alone."

September
StriveTogether presentation at Uline to diverse sector leaders.

December
Funding secured to contract with StriveTogether; became "Exploring Community"

January-March
17 Sector Leaders agree to serve on the Leadership Team.

March
Partnership is formed with United Way of Kenosha County as backbone entity.

April
A consulting contract is signed with StriveTogether.

August
Summit held for over 150 community members to learn and provide feedback.

December
Critical Outcomes areas are identified.

January Partnership establishes permanent location at United Way.

February
Operations Plan finalized.

May-July
First 2 outcome area networks kicked off; 2 full-time employees hired; CommUnity Conversations begin.

August
KUSD, business partners, and Building Our Future work together with United Way to scale their successful McKinley Elementary Reading Program.

November
Building Our Future, with local universities and Higher Expectations of Racine, named Lumina Foundation Talent Hub to support postsecondary education.

January
Four of five outcome area networks are advancing with the final one soon to follow.

"The cradle-to-career, holistic approach of the Building Our Future model immediately impressed me. We, as a community, need to pull together in supporting this effort. It is critical for all sectors—public and private—to align in support of Building Our Future. Our schools can't do it alone. Strong schools and strong educational outcomes ensure employment opportunities for our young adults and strong economic growth for all of Kenosha County."



Jim Kreuser
Kenosha County Executive



MESSAGE FROM OUR EXECUTIVE SPONSOR



It is hard to believe we began the work of Building Our Future three years ago. We were told early on that this is a marathon and not a sprint, and that is proving true. Aligning all sectors of our community that impact the success of our children around common goals and results is not an easy task. We have wonderful programs in Kenosha but if those programs are not aligned, and everyone is not marching in the same direction, they are not as effective as they could be.

Fortunately for us, we have leadership from all sectors of Kenosha County that understand the need for alignment. We would not be in the enviable position we are today if they did not—and we all know there is much more to do. The best news of all is that we are ready, willing, and able to do what is needed.

It has truly been an honor to be a part of such a great community. I want to thank all of you who have worked with us this year to go the extra mile for our children. Your willingness to take a risk, do things differently, and hold yourselves accountable has been inspirational. As a resident of Kenosha County, I am grateful; but more importantly, as a mother and grandmother, I feel blessed to work with all of you on the Cradle to Career Success of our future generations.

Jean Moran

Executive Sponsor, Building Our Future

Mission

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

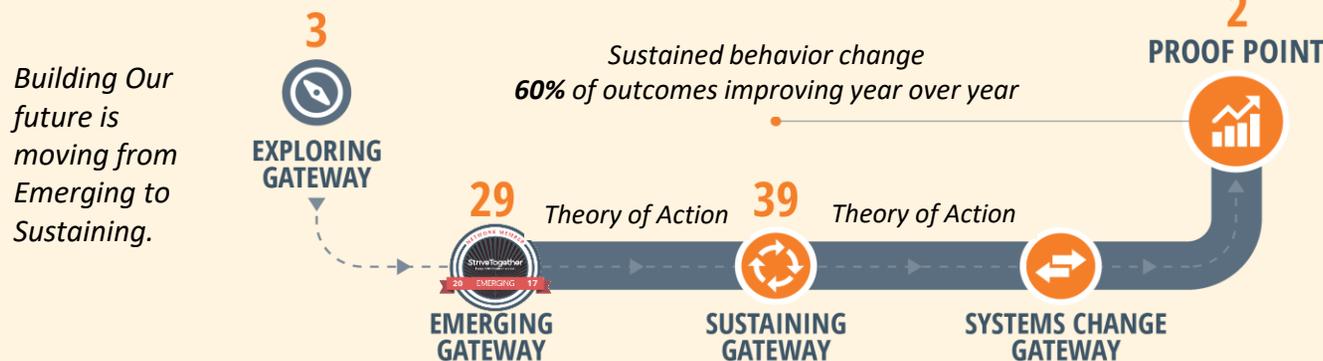
Vision

Everyone achieving personal potential from cradle to career.

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STRIVETOGETHER'S FIVE GATEWAYS



of community partnerships in each gateway according to the StriveTogether Theory of Action



FINANCIAL CONTRIBUTORS

In addition to generous donations from the Mary Frost Ashley Trust, Kloss Foundation Trust, and the Kenosha Cares Coalition.



Thank you.

Many partners contributed to creating the Baseline Report 2017, and many more are involved in the day-to-day efforts to improve educational outcomes for Kenosha County children. Thank you for being part of this awesome community, this partnership of people who believes every student can succeed, from cradle to career. Together is better.

Many more contributed with in-kind donations, but there were too many to list here. Find the complete list on our website.

OUR TEAM



Jean Moran, Executive Sponsor



Tatjana Bicanin, Director of Operations
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More information about who we are and what we do is available at buildingourfuturekc.org, or connect with us on social media.



2016 KENOSHA COUNTY OVERVIEW

Age Distribution in Kenosha County¹

9,852 Under 5 years old	34,765 5 to 19 years	11,525 20 to 24 years	89,807 25 to 64 years	22,234 65 years and older
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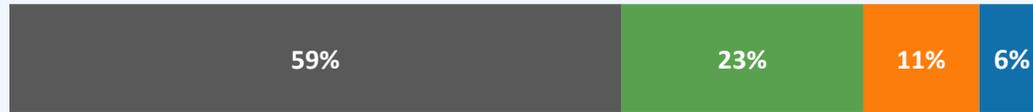
Population Demographics^{2,3}

■ White, non-hispanic
 ■ Hispanic or Latino
 ■ Black or African American, non-hispanic
 ■ Other, non-hispanic

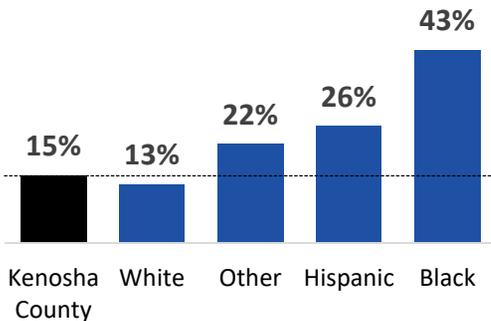
Kenosha County
 Total Population: 168,183
 Male/Female: 49.4%/50.6%



County Pre-K-12 Students
 Total Population: 28,813
 Male/Female: 51.5%/48.5%



Kenosha County Poverty Rates⁴

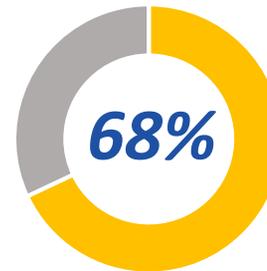


Kenosha County ranks

65th

out of 72 Wisconsin counties in overall health.⁵

For renters making \$50,000 or less per year,



spend almost a third of their income or more on rent.⁶

“United Way of Kenosha County is dedicated to ensuring every child in our community leads a healthy productive life. We support the work of Building Our Future as education is the cornerstone to a child’s development and future success. Our partnership is important because it strengthens the alignment of all education sectors in Kenosha county which are working together to ensure cradle to career success for all children.”



Tara Panasewicz
 Chief Executive Officer,
 United Way of Kenosha County



OUR ROADMAP

Because the cradle to career spectrum is such a wide range, the StriveTogether partnership organizes this into separate outcome areas—what we call our roadmap.



Our first two networks were Community Engagement and Smart Beginnings, determined by convenings within Kenosha County. These two were chosen as the foundation for our partnership. In 2018, Building Our Future will look to expand to the remainder of the roadmap.

“We are thrilled to partner with Building Our Future, which aims to align key sectors of our community in an effort to provide the tools and support families need to prepare their children for school, college and career. Success is the accomplishment of an intended purpose and it's amplified when many come together for a common cause. This communitywide collaborative effort gives the students and families of Kenosha County the promise of bright future, and we can't wait to see them shine!”



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

Community Engagement

Include all voices in the conversation makes our work equitable and sustainable.

Smart Beginnings

Ensure children are ready for Kindergarten (formerly Kindergarten Readiness).

School Success

Help students become proficient in English/language arts by third grade and math by eighth grade.

High School Graduation

Aid students in successfully completing high school while making sure they're prepared for the next step.

Postsecondary Education And Career Prep

Work with the community to prepare its next generation for a career.



COMMUNITY ENGAGEMENT

Community Engagement is our Backbone

In August of 2016, we participated in a summit at the University of Wisconsin-Parkside to hear from over 150 community members on how they wanted this partnership to develop. From here, our infrastructure was finalized and we began our work.

In early 2017, Building Our Future held several CommUnity Conversations to hear input on the direction of our Smart Beginnings network. Families, parents, and practitioners joined these sessions, giving us our path forward.



“Kenosha may be the biggest small town you can live in. As such, our community desires to be engaged and connected. We are thrilled to have their collective input.”



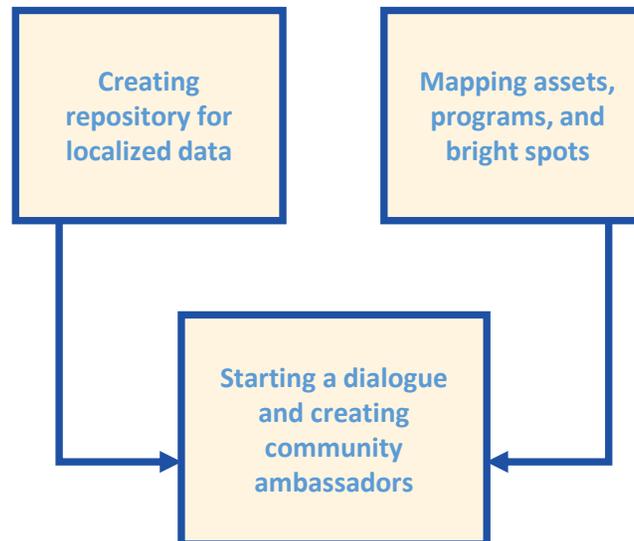
Michael Polzin
Chief Executive Officer,
Leeward Business Advisors

Why Community Engagement as an outcome?

From the onset of Building Our Future, the Kenosha County community considered it critically important to focus on engaging the people from a variety of sectors.

In 2018, we will focus on smaller areas in the county.

Here's how:



“The Building Our Future Initiative is a great opportunity to change the trajectory, in a positive way, of each child’s education in Kenosha because success is every child’s need, especially for our most vulnerable children.”



Katherine Marks
Ret. Alderperson,
District 8
Co-chair,
Kenosha Parks Alliance

Potential Core Indicators

Community Engagement indicators will be determined during strategy discussions in 2018.



CURRENT FOCUS: SMART BEGINNINGS

INITIAL GOALS:

1. Increase the number of children in Kenosha County that have been screened
2. Increase the number of screens captured in county-wide database



Kenosha County has 12,425 children ages 0-5.¹
568 initial screens have been reported, which is about 5%.

“Making sure children have the opportunity to reach their potential starts long before they get to school. The experiences they have in their first five years set the stage for their future success. Screenings are an easy way for parents to check if their child’s development is on track.”



Christine Weyker
Chief Executive Officer,
Kenosha Achievement Center

WHAT IS THE ASQ-3, AND WHY IS IT IMPORTANT?

The Ages and Stages Questionnaire, or ASQ-3, is a screener given to a child at any age between 1 month and 5 ½ years old to see if they are on-track with their development. If they are not, our goal is to help parents know where they can find an appropriate practitioner to discuss next steps.

Catching developmental delays early in a child’s life so that they can be addressed is important—if a child has a developmental delay and it is not addressed, it can affect the child’s ability to learn once they reach Kindergarten.



Each Screen:



Takes about 15 minutes



Is free to take



And anybody can do it, like a parent or grandparent!

EFFORTS AROUND DEVELOPMENTAL SCREENING

Building Our Future’s partnership work teams, Ready Community and Ready Family, are focused on increasing the number of developmental screens given to the children of Kenosha County from ages 0 to 5. To begin the process, they are training childcare centers in giving the screener and referrals, if necessary.

ASQ-3 TRAINING PILOT PROCESS



FUTURE FOCUS: SMART BEGINNINGS

The Smart Beginnings network recognizes that many different factors can affect a child and who they are on the first day of school. Moreover, much of this happens from birth to three years of age.

To become a current focus, the Smart Beginnings network will establish county-wide metrics, find a baseline, determine a target, and research strategies focused on each target.

LITERACY

Making sure children are able to read is extremely important as often times it is summarized: until 3rd grade children **learn to read** and after they **read to learn**. If a child falls behind in learning to read, after the 3rd grade they start to really fall behind their peers.

SOCIAL EMOTIONAL HEALTH

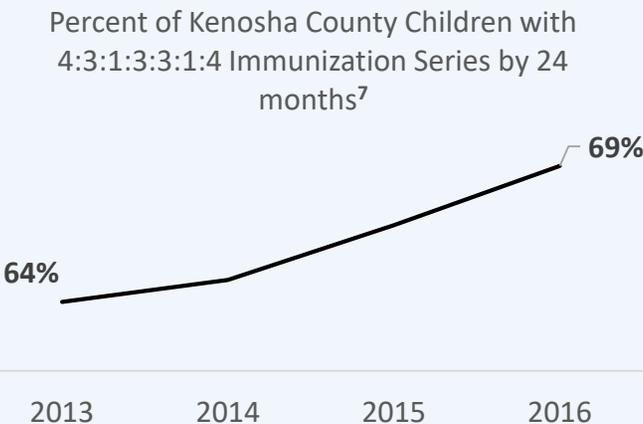
This domain measures a child's ability to engage in secure relationships, regulate their behaviors, and explore and learn. Social emotional health is the foundation to a child's ability to engage in a classroom setting and interact with others throughout their life.

CORE INDICATORS

1. Average YoungStar Rating of Kenosha County
2. Percent of children screened by the ASQ-3
3. Percent of Pre-K students meeting Social Emotional Learning benchmarks
4. Percent of Kindergarteners meeting literacy benchmarks
5. Physical Health Composite

PHYSICAL HEALTH

Currently in development and collection, physical health will be developed into a composite score that can be used to track Kenosha County's progress in raising healthy youth. One part of this composite is shown below.



QUALITY CHILDCARE

Higher quality childcare centers give children a nurturing environment, parents more opportunities to work, employers more focused employees, and a stronger tax base for the county. YoungStar is Wisconsin's childcare rating system.

Kenosha County YoungStar Ratings^{8,9}

Average YoungStar Rating: **2.72** | Rank: **57th**

Average YoungStar Rating, Weighted by Capacity: **3.20** | Rank: **35th**

Ratings are from 1 to 5
Ranks are out of 76 WI counties and tribes



FUTURE FOCUS: SCHOOL SUCCESS

THIRD GRADE ENGLISH/LANGUAGE ARTS (ELA)

Why is it important?

Research has told us and, according to Wisconsin’s Department of Public Instruction, third grade reading proficiency is linked to high school performance, graduation, and college enrollment for Wisconsin students.

The Action

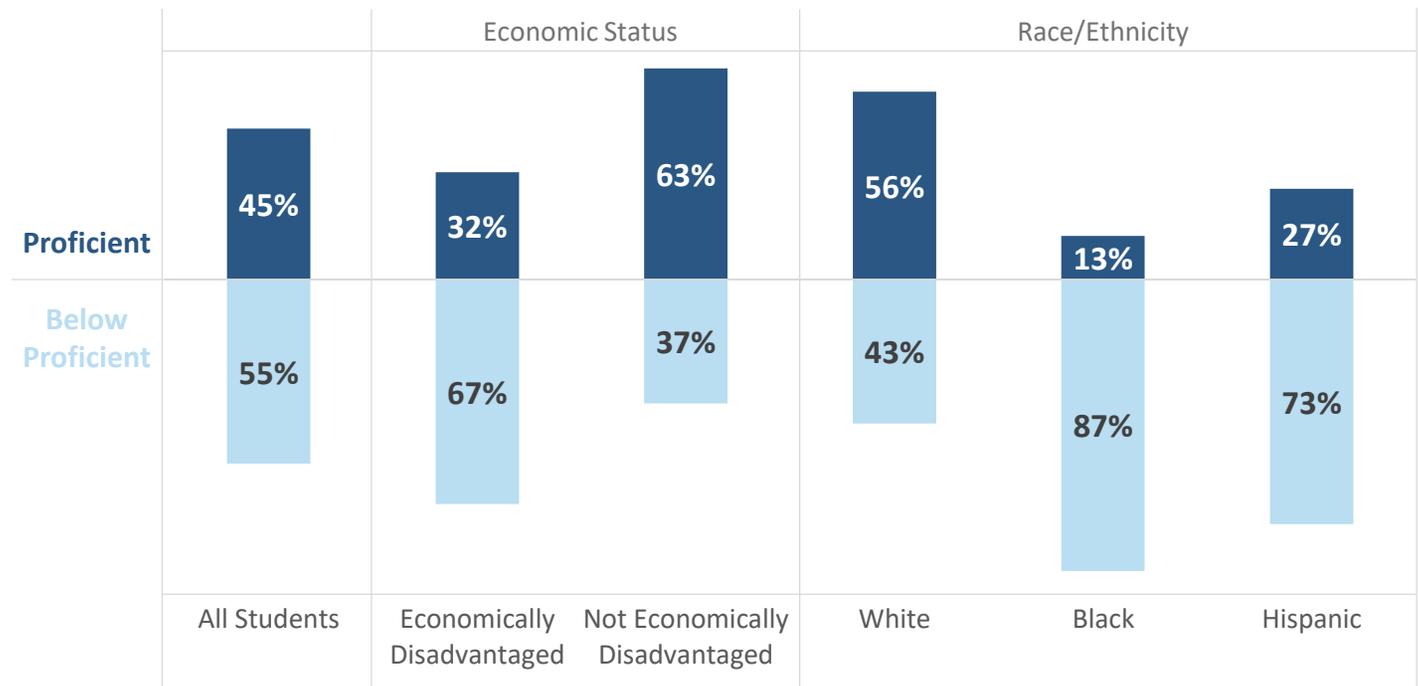
In Kenosha County, about 45 percent of children are meeting state ELA norms by the third grade, down from 47 percent last year, providing our community the opportunity to help over 1,100 children score proficiently. In 2018, the Building Our Future partnership will be committed to start looking at strategies to increase the number of students meeting proficiency by third grade.

KENOSHA COUNTY SCHOOL DISTRICTS

- Brighton #1 School District
- Bristol #1 School District
- Central/Westosha UHS District
- Kenosha Unified School District
- Paris Joint District No. 1
- Randall Consolidated School Joint District No. 1
- Salem School District
- Silver Lake-Salem Joint District No. 1
- Trevor-Wilmot Consolidated Grade School District
- Twin Lakes School District No. 4
- Wheatland Joint District No. 1
- Wilmot UHS District

This report, as a reflection of Building Our Future, uses education data that includes all of Kenosha County’s students, not just students from any individual district. As a goal of 2018, the partnership will seek to include private schools as well.

Kenosha County Third Grade English/Language Arts (ELA) Proficiency from the 2016-17 Forward Exam¹⁰



Note: Some students were not tested and are not shown here, therefore values may not add up to 100%.

FUTURE FOCUS: SCHOOL SUCCESS

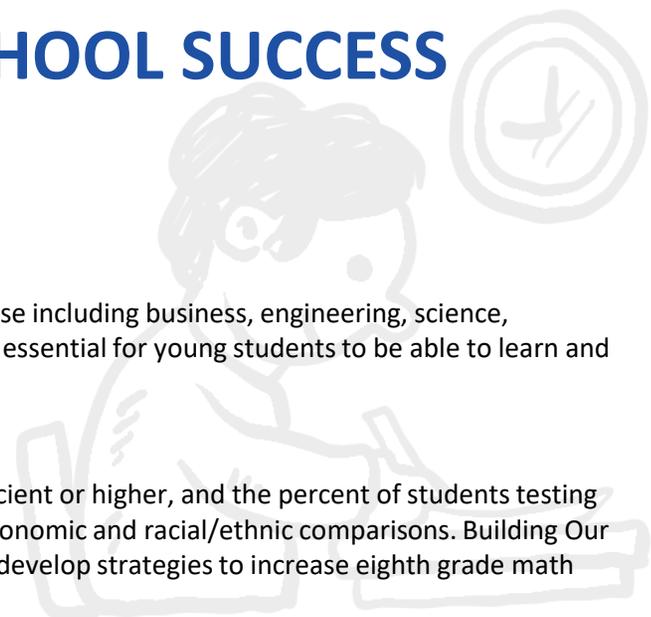
EIGHTH GRADE MATH

Why is it important?

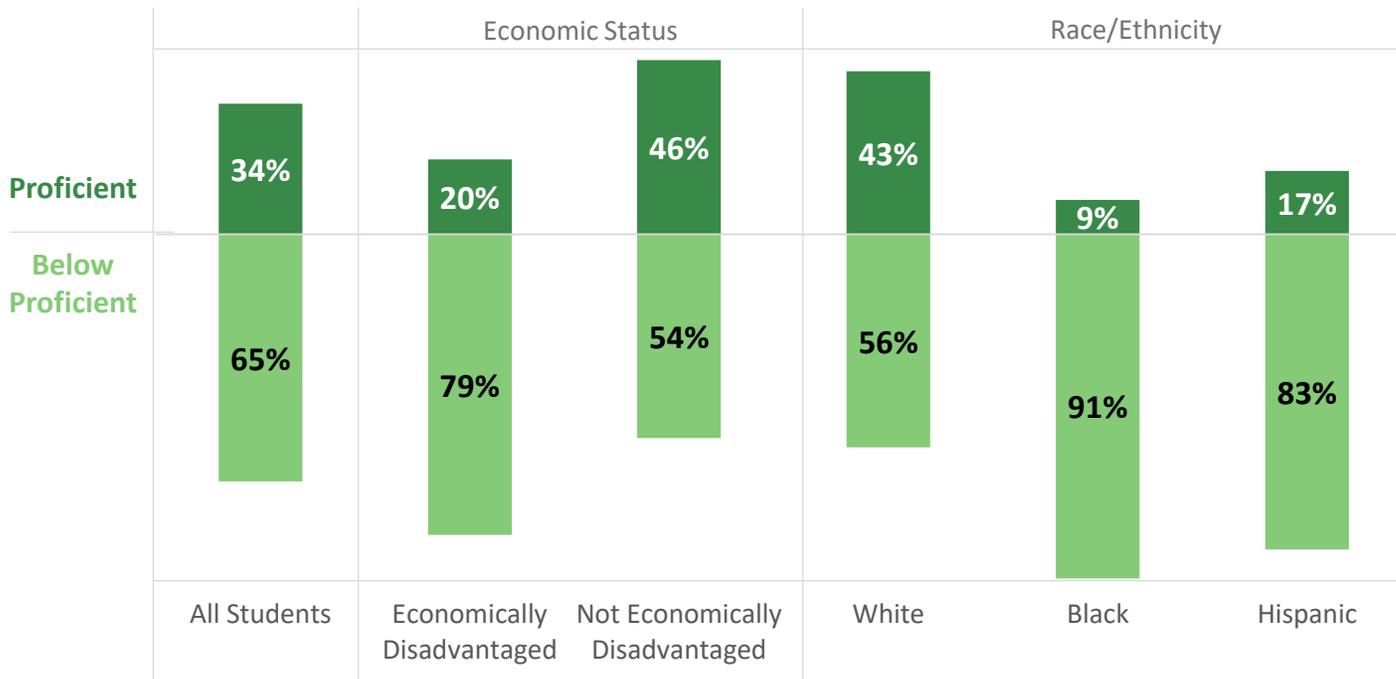
Not only is mathematics integral to most fields, especially those including business, engineering, science, technology, and government, but **thinking mathematically** is essential for young students to be able to learn and process material.¹¹

The Action

A vast majority of Kenosha County students did not test proficient or higher, and the percent of students testing below proficient in math is even more pronounced in both economic and racial/ethnic comparisons. Building Our Future’s partnership will be engaging county stakeholders to develop strategies to increase eighth grade math proficiency.



Kenosha County Eighth Grade Math Proficiency from the 2016-17 Forward Exam¹⁰



Note: Some students were not tested and are not shown here, therefore values may not add up to 100%.

POTENTIAL CORE INDICATORS

1. Percent of students proficient in English/Language Arts by third grade, as shown by the Wisconsin Forward Exam
2. Percent of students proficient in math by eighth grade, as shown by the Wisconsin Forward Exam



FUTURE FOCUS: HIGH SCHOOL GRADUATION

COLLEGE READINESS

Why is it important?

Ensuring students are ready for postsecondary education or the workforce after they graduate high school is paramount to the success of both students and Kenosha County.

The Action

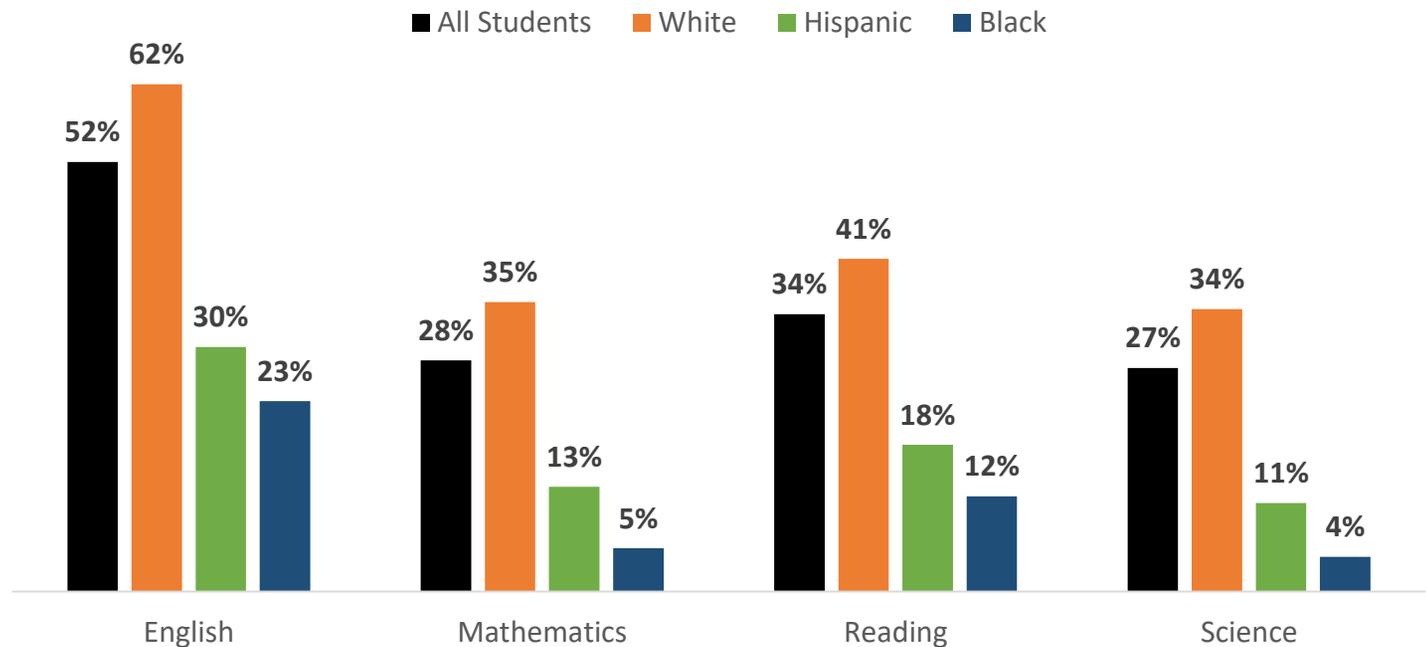
Creating a partnership of school districts, businesses both big and small, and postsecondary institutions provides a partnership that can identify which skills are needed and how best to address any skill gaps that may exist.

“High performing schools are a key building block for a healthy and prosperous community. This initiative focuses on improving educational outcomes by supporting our schools while also working to address larger community issues that impede student success. The KABA Foundation is a proud partner and supporter.”



Todd Battle
President,
Kenosha Area
Business Alliance
(KABA)

Percent of Kenosha County High School Graduates Meeting the ACT College Readiness Benchmarks in 2015-16¹²



FUTURE FOCUS: HIGH SCHOOL GRADUATION

HIGH SCHOOL COMPLETION

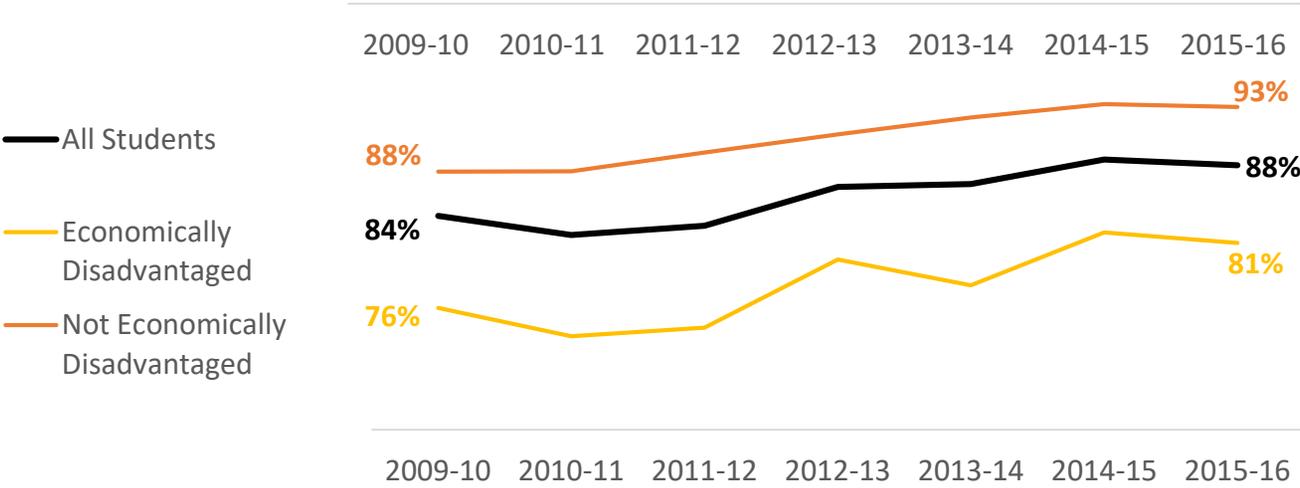
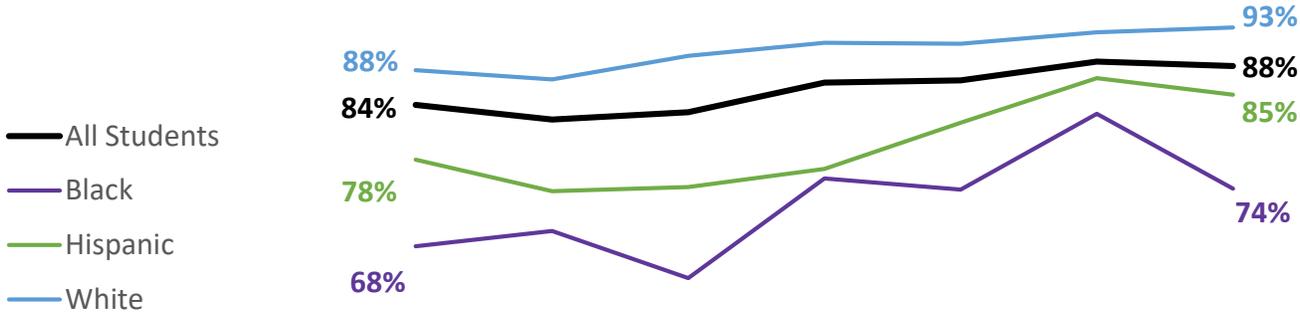
Why is it important?

According to the US Census, those without a high school diploma in Kenosha County are 1.3 times less likely to be employed and earn about \$19,000 less every year than those with only a high school diploma.

The Action

Igniting the drive within a student starts early—making them aware of outcomes past high school makes them more likely to complete their diploma and pursue opportunities after graduation.¹³ The college readiness partnership will be vital in completing this task.

Rate of High School Graduation within 4 years in Kenosha County¹⁴



POTENTIAL CORE INDICATORS

1. Percent of students ready for college by the time they graduate high school
2. Percent of students completing high school within 4 years



CURRENT FOCUS: POSTSECONDARY EDUCATION AND CAREER PREP

POSTSECONDARY ENROLLMENT

Why is it important?

A direct connection exists between better job prospects and income and postsecondary training or degree attainment—and the first step is enrolling.

The Action

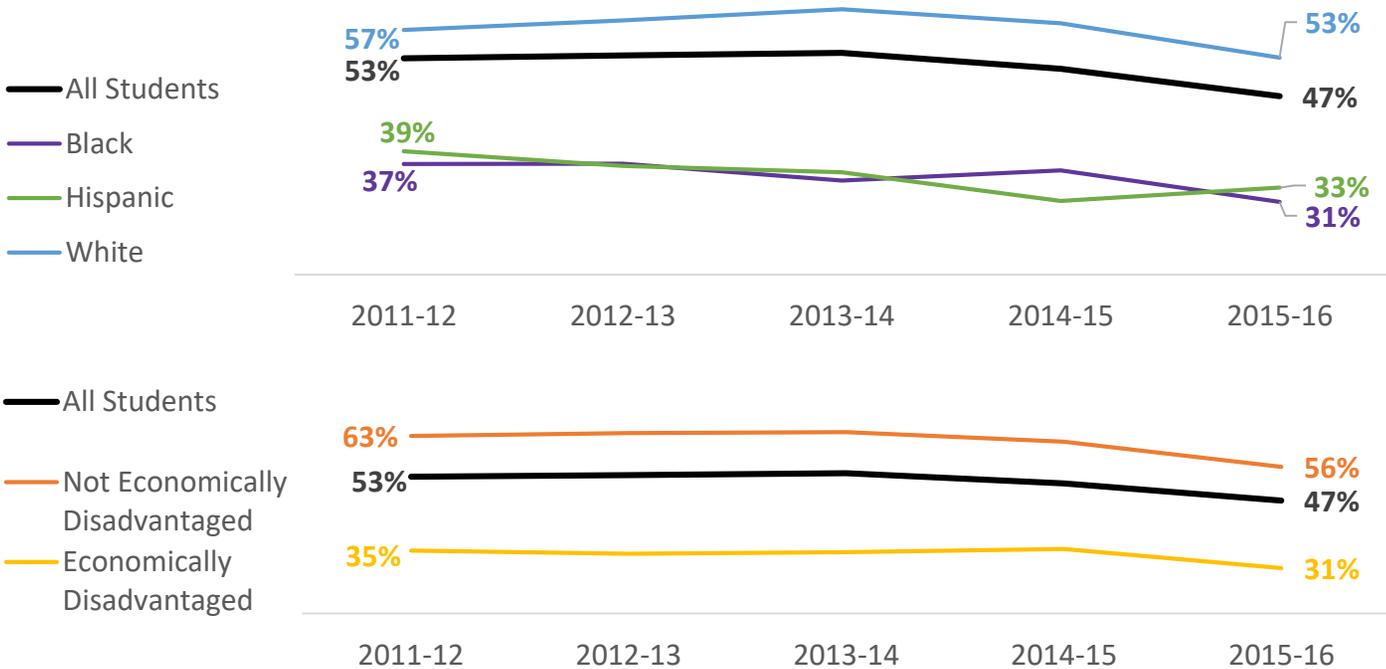
With the support of the different sectors within Kenosha County, we can reverse the falling trend of students enrolling in postsecondary work and make higher education more accessible for all.

“UW-Parkside is proud to partner with Building our Future as we collaborate to improve educational outcomes in Kenosha. We are focused on increasing the number of degree holders and aligning our academic programs to meet the changing needs of our community.”



Deborah Ford
Chancellor,
University of
Wisconsin-Parkside

First Fall Postsecondary Enrollment Rates for Kenosha County High School Graduates¹⁵



CURRENT FOCUS: POSTSECONDARY EDUCATION AND CAREER PREP

POSTSECONDARY COMPLETION



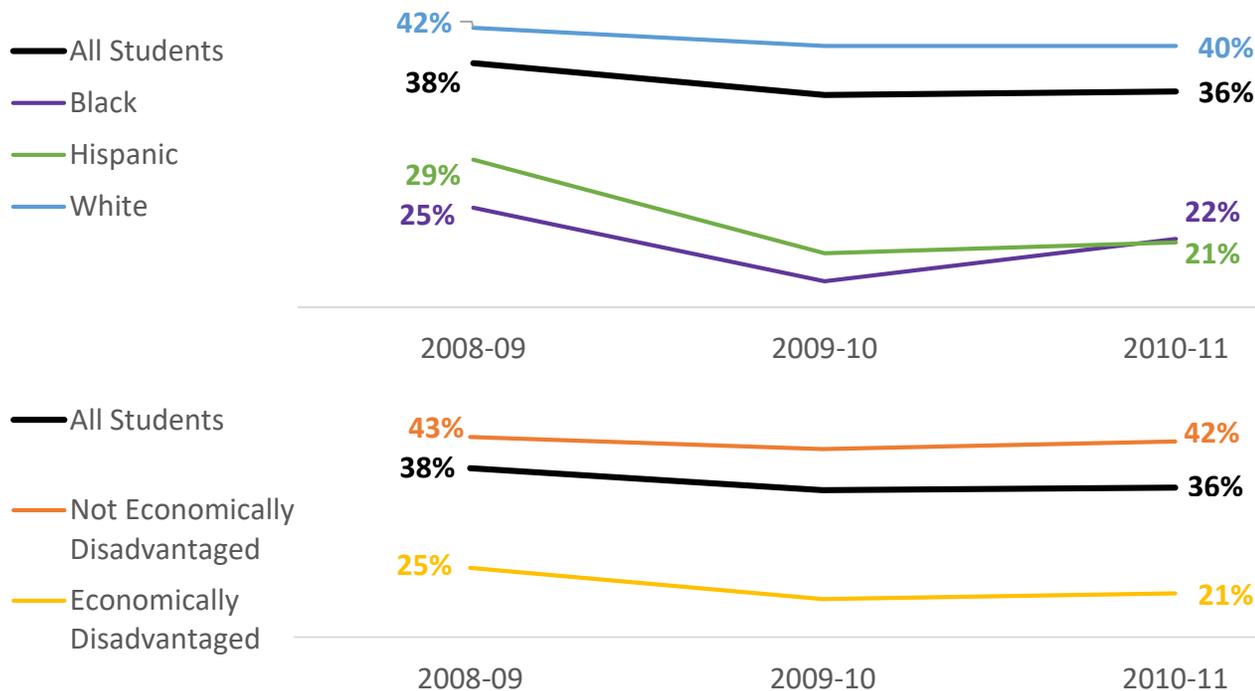
Why is it important?

According to the US Census, those in Kenosha County with some college have a higher chance of being employed than a high school graduate, and those with a bachelor's degree earn \$14,000 more annually than those with a high school diploma. This yearly salary difference increases to over \$30,000 for those with a graduate or professional degree.

The Action

The Southeast region of Wisconsin has been designated a Talent Hub by the Lumina Foundation, which brings together generous funding from the Lumina Foundation and partners from Gateway Technical College, University of Wisconsin-Parkside, Higher Expectations for Racine County and Building Our Future to increase postsecondary access, degree attainment, and talent retention.

Percent of High School Graduate Cohorts from Kenosha County Completing Postsecondary Work¹⁶



POTENTIAL CORE INDICATORS

1. Percent of high school graduates enrolling in some form of postsecondary work
2. Percent of high school graduates completing postsecondary work within 150 percent of the expected timeframe



DEFINITIONS OF COMMON TERMS

ACT

Now required for every 11th grade student in Wisconsin, the ACT is an exam with multiple facets—an Early High School exam given in 9th and 10th grade, called the ACT Aspire, and the college entrance exam given in 11th grade. The figure used in this report is based **only** on high school graduates' ACT test scores.

ASQ-3

The ASQ-3 is a developmental screener administered to children from birth to 5, with 21 different age-appropriate screens, that helps determine if a child is on track in their development.

Cohort

A cohort is a group of students connected by a common trait, most often their year of enrollment or projected graduation year.

Economically Disadvantaged

A student or family whose income is 185% of poverty or less. To get this number, multiply the income at poverty level by 1.85.

Forward Exam

This is Wisconsin state assessment given from 3rd to 8th grade and again in 10th for Social Studies. Other topics covered are English Language Arts (ELA), mathematics, and Science. The first school year it was administered was 2015-16.

Poverty

Published on a yearly basis, the poverty level is an indicator of very low income and the extent to which a population is underserved. Growing up in poverty has been connected to worse health, lower education and future income, and poor social emotional health. In 2017, for a family of four, the poverty level was \$24,600. Often, researchers will double this as a proxy for a living wage, which, in this instance, would be \$49,200.

PALS

An acronym for “Phonological Awareness Literacy Screener,” it is used to assess a child’s level of literacy in Fall, Winter, and Spring semester. It can be used to assess literacy acquisition from Pre-K to 3rd grade, with another version, PALS Plus, available for grades 4-8.

Smart Beginnings

The name of the network that focuses on early outcomes. The name change was to emphasize that focus these outcomes begin well before Kindergarten and continue after. At the end of 2017, the Kindergarten Readiness network agreed to this name change.

YoungStar

Starting its 8th year, YoungStar is Wisconsin’s childcare rating system that provides a composite rating from 1 to 5, as well as a point system to track other areas like Staff Education, Learning Environment, Business Practices, and Health and Wellness.



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And Special thanks to StriveTogether for the StriveTogether images.

WORKS CITED





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