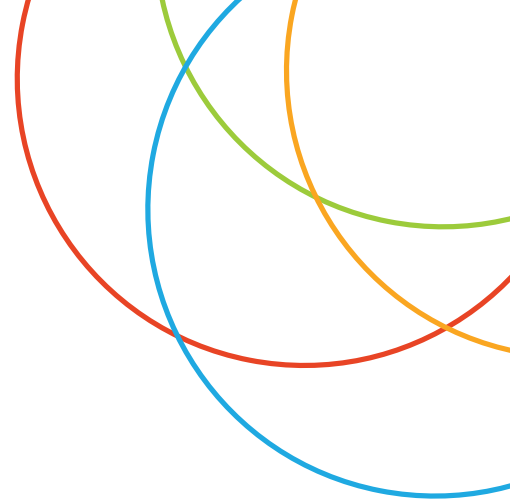


Milwaukee Succeeds

Annual Report 2017

Success for every child, in every school, cradle to career.



MilwaukeeSucceeds.org

Milwaukee  Succeeds
cradle to career

A Different Approach To Leadership



Danae Davis
Executive Director

I'm so pleased to share our Milwaukee Succeeds 2017 Annual Report with you. As you know, every year, we share city and state-wide data to track community progress, coordinate practices, and direct resources to what is proven to work for kids. This is an outcome-based approach, driven by equity and continuous improvement.

I'm grateful for my team, educators, policymakers, community members, students, and organizations that stepped up, united, and committed to support the strategies that work for kids. It has taken a tremendous amount of time, talent, resources, and investment to align the

community around a common sense of purpose, but the interventions are now starting to show promise. Too often we forget to slow down and consider the impact people have on us and the impact we have on them. Our focus in this report is to shine a light on the bright spots happening in our community.

I am especially grateful to our three Milwaukee Succeeds Co-Chairs: Jackie Herd-Barber, Greater Milwaukee Foundation Board Member; Mike Lovell, Marquette University President; and John Schlifske, Northwestern Mutual Chairman and Chief Executive. Each has worked so hard at leading and helping the nearly 300 organizations that are part of the Milwaukee Succeeds community initiative. I'm constantly struck how each of them, within their diverse roles and responsibilities, has an earnest desire to serve our more vulnerable population – the children of Milwaukee. There is much more work ahead, but we should all be inspired by our progress and double our commitment to our kids.

I'm thankful for everyone who has advocated our shared vision of success for every child, in every school, cradle to career.

From our co-chairs



Jackie Herd-Barber
Greater Milwaukee Foundation
Board Member

Everyone is still at the table, engaged and committed to making a difference in our children's lives. In addition, we have expanded the table to include other constituencies that are key to addressing the needs of our children. We are making progress toward our 2020 goals. We have the right people at the table rowing together in the right direction.



Mike Lovell
Marquette University
President

From the beginning, Milwaukee Succeeds has benefited from having outstanding individual and organizational partners. There were and continue to be many excellent people involved. Everyone brought insights of best ways to proceed, and we spent significant time learning from each other and from our community. Now, five years

later, we're aligned toward meaningful objectives and the strategies we've developed are showing positive results. I'm most proud of how we are working together to successfully position ourselves to go forward.



John Schlifske
Northwestern Mutual
Chairman and Chief Executive Officer

I am most proud of how we have hit a point of critical mass. If you look at the infrastructure we put in place, the impact we have started to make, and the persistence of the constituents who are part of Milwaukee Succeeds, you can see their desire to keep it going. I've been involved in a number of start-ups over the years, and

usually around the fifth year you get to a "make or break" point—where it's either going to work and go forward or you start to see a waning excitement. With Milwaukee Succeeds, there is no waning excitement. I feel like we've passed the point of "Are we going to make it or not?" and I'm excited about that. There's a lot of momentum that goes with it.

Executive Committee Members

Dan Bader
Bader Philanthropies

Mayor Tom Barrett
City of Milwaukee

William Berezowitz
GE Healthcare

Danae Davis
Milwaukee Succeeds

Darrienne Driver
Milwaukee Public Schools

Ellen Gilligan
Greater Milwaukee Foundation

Eve Hall
Milwaukee Urban League

Alderman Ashanti Hamilton
Common Council

Mark Mone
University of Wisconsin-Milwaukee

Vicki Martin
Milwaukee Area Technical College

Mark Sabljak
Greater Milwaukee Committee

Mark Sain
Milwaukee Public School Board

Tim Sheehy
Metropolitan Milwaukee
Association of Commerce

Julia Taylor
Greater Milwaukee Committee

Mary Lou Young
United Way of Greater Milwaukee
& Waukesha County

About Us

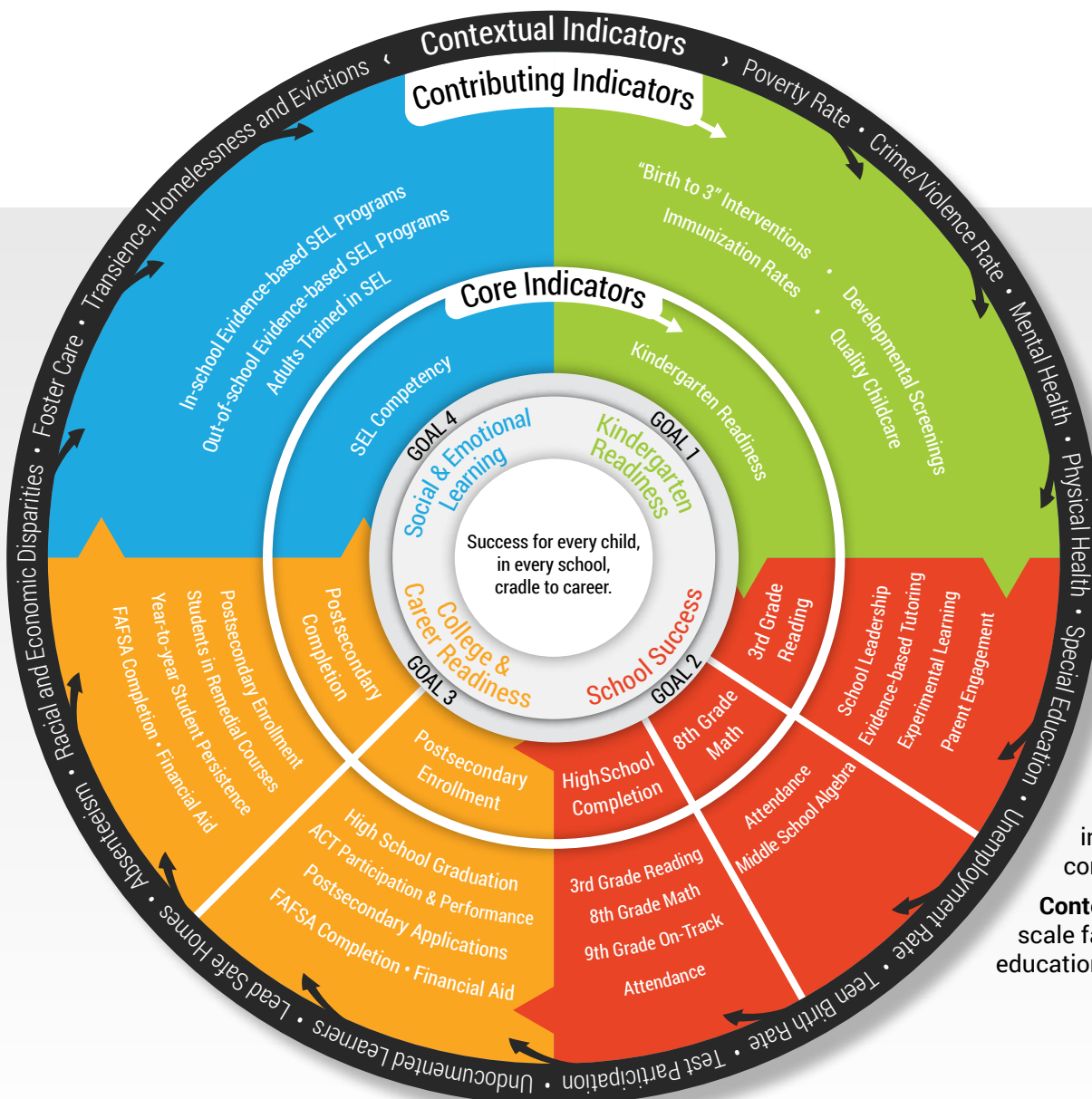
Milwaukee Succeeds was founded on a simple idea: The City of Milwaukee can improve educational outcomes for every child, in every school, when we move forward together.

Our partnership, an education initiative made up of over 300 cross-sector organizations, is changing the way adults work together to improve educational achievement spanning cradle to career.

In this report, you will read about how our partnership has been moving forward together. First, we center our work around a shared community vision defined by four community goals: kindergarten readiness, school success, college and career readiness, and social emotional learning. Then, we collectively identify best-practices, use data-driven continuous improvement, and support the expansion of what works. We also recognize that educational outcomes differ greatly along racial lines, with far fewer young people of color in quality childcare, proficient in reading and math, as well as completing high school and postsecondary credentials. This reality is unacceptable. As our partnership continues to move forward, we are intentionally refining our work through a lens of equity that directly addresses and works to decrease racial disparities in our community.

Mission

Milwaukee Succeeds unites our community around a commitment to support strategies that will achieve our shared vision of success for every child, in every school, cradle to career.



Milwaukee Succeeds Road Map

This chart breaks down our community goals and the areas we track to follow progress.

Core indicators: Research-based milestones in a young person's life.

Contributing indicators: Small-scale factors that influence the progress of core indicators.

Contextual indicators: Large-scale factors that impact the educational ecosystem.

Kindergarten Readiness

Goal 1

Summary



The mission of the Kindergarten Readiness Partnership is that all children are prepared to enter school ready to learn. Milwaukee Succeeds monitors the progress of the goal by tracking three indicators: early childhood development, 24-month-old immunizations, and quality child care.

The first five years of a child's life are fundamentally important because they shape children's future health, growth, and success in life. Our partnership works hard to ensure that every child will enter kindergarten with the skills needed to successfully begin their journey as a student.

Bright Spots

Children's Medical Group

"A major focus of preventive care in pediatrics is to monitor development throughout childhood," says Dr. Bob Rohloff, pediatrician at Children's Medical Group (CMG). In the last year, over 170 primary health care providers at 18 CMG health clinics adopted the use of the Ages and Stages Questionnaire (ASQ-3), an evidence-based developmental screening instrument. By embedding ASQ-3 records within a child's electronic health records, doctors were able to see that 89% of their young patients in Milwaukee (8,718 in total) received a developmental screening.

Children's Hospital of Wisconsin

The Milwaukee Succeeds Immunization workgroup has partnered with the Milwaukee Health Care Partnership (MHCP) to improve immunization rates for young people in Milwaukee. Dr. Lyn Ranta, Director of Physician Affairs at Children's Hospital, is committed to improving immunization rates for all children, sharing that she and colleagues in the medical community "will help adopt best practices and capitalize on this momentum with our collaboration with Milwaukee Succeeds, MHCP and others who are also invested in this work." Children's Hospital achieved a 24-month-old immunization completion rate of 90% in 2016.

Quality Child Care Partnership

Wisconsin Early Childhood Association, MATC, and the Milwaukee Public Library (MPL) are working together to support child care programs by offering courses for teachers to earn college credits while learning how to implement teaching practices that stimulate a child's development.

"Through a positive coaching model, teachers can learn to apply theoretical concepts from trainings and coursework in a practical way, shifting their behavior and improving skill sets, which ultimately impacts the children they care for and those who will come after," says Mary Madigan, Education Specialist at MPL.

For more information, please visit:

MilwaukeeSucceeds.org/what-we-do/kindergarten-readiness

All children and families in Milwaukee must have access to the support they need so young children can reach their fullest potential. The Kindergarten Readiness Partnership works to ensure this by promoting the following evidence-based practices:



DEVELOPMENTAL SCREENING

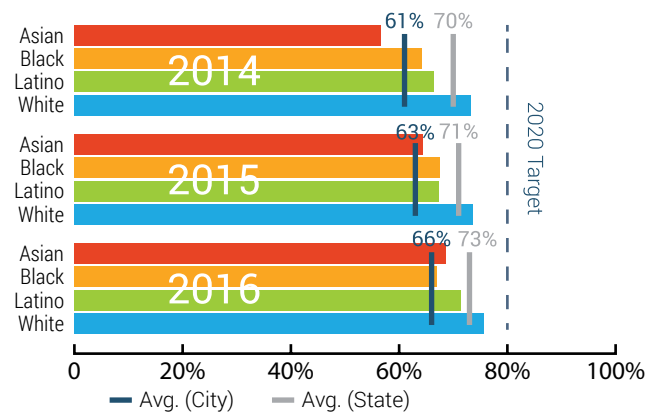
"Developmental screening is valuable because accurate identification is important for treatment planning," says Dr. John Meurer, Professor and Director of the Institute for Health and Equity at the Medical College of Wisconsin. By training professionals to adopt parent-led developmental screening, which monitors critical development in early years, healthcare providers can then screen more children, which helps ensure that they reach their full potential.



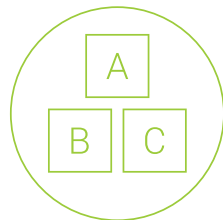
IMMUNIZATION

Immunizing our youngest residents creates healthier and stronger communities. Through uniting all health systems to adopt and align early childhood immunization practices, immunization rates are continuing to increase.

Percent of 2-Year Olds w/ Up-To-Date Vaccinations by Racial/Ethnic Group in MKE



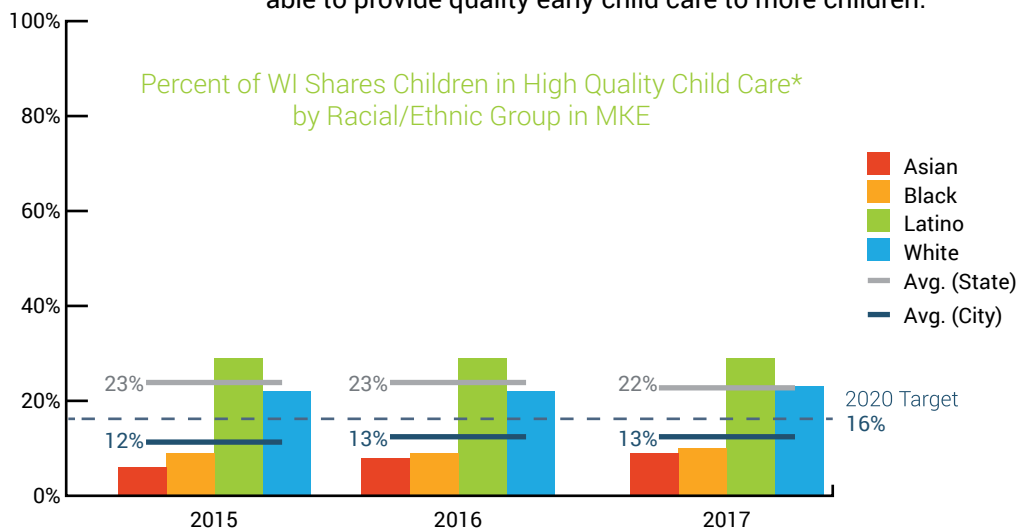
Source: Wisconsin Immunization Registry, Department of Health Services



QUALITY CHILD CARE

High-quality child care programs have significant benefits for children's cognitive, social, and behavioral development as well as positively impacting outcomes later in life. Through supporting child care teachers with tools to promote brain development, as well as coaching and mentoring teachers, more educators are able to provide quality early child care to more children.

Percent of WI Shares Children in High Quality Child Care* by Racial/Ethnic Group in MKE

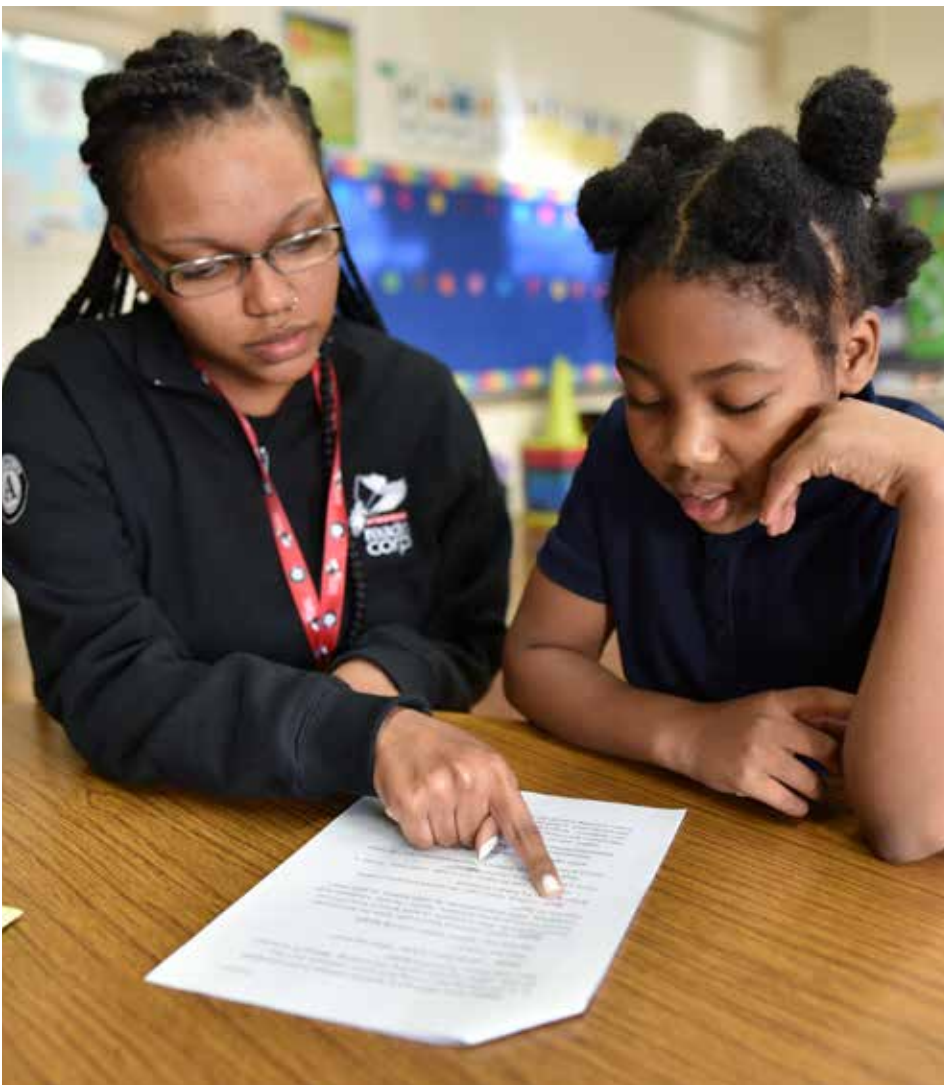


* Quality child care determined by a 4 or 5 YoungStar rating. Source: Department of Children and Families, custom report

School Success

Goal 2

Summary



Goal 2's mission is that all children achieve their full potential through quality education. Milwaukee Succeeds tracks three indicators related to school success: 3rd grade reading, 8th grade math, and high school completion. Reading and math are critical milestones for students, because proficiency means a student has a better chance of completing high school and ultimately succeeding in college and in life.

The Milwaukee Succeeds Partnership began this work by focusing on 3rd grade reading, because early grade literacy is a critical milestone for all students. Until 3rd grade, students learn to read. After that point, students read to learn. As Reading Foundations has taken off, we have begun collaborating around 8th grade math.

Bright Spots

Forest Home Avenue School

Forest Home Avenue School is dedicated to improving literacy outcomes for every student in every K-2 classroom. Since 2015, 93% of K-2 educators have attended Reading Foundations summer training and received ongoing classroom coaching.

During the 2016-17 school year, the number of proficient students doubled from fall to winter. "Once we took our first round of assessments, and the teachers saw the results their students were making on their reading assessments, that's all that needed to happen," says Beth Berndt, School Support Teacher at Forest Home.

Seton Catholic Schools

Bill Hughes, Chief Academic Officer at Seton Catholic Schools, understands that "reading is the foundation of all learning," and that 3rd grade literacy is critical.

Seton has implemented Reading Foundations in four of their schools, with plans to rapidly and sustainably expand. "Transforming our schools is not easy work but working with Milwaukee Succeeds to improve reading instruction in our schools along with our tradition of Catholic faith and care for all our students will drive us toward success," says Bill.

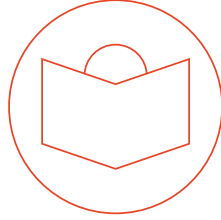
Wisconsin Reading Corps

Wisconsin Reading Corps (WRC) is a program that places tutors trained in evidence-based practices into schools to provide one-on-one literacy tutoring that targets individual needs. Over 70% of students who have worked with WRC tutors have improved their reading proficiency. Last year, 428 students in Milwaukee benefited from WRC tutoring. Thanks to lobbying efforts from our policy group, the WI state budget has allotted \$1 million for WRC expansion in 2017-2019; which is estimated to serve over 1,700 more students.

For more information, please visit:

MilwaukeeSucceeds.org/what-we-do/school-success

Milwaukee Succeeds focuses on two critical milestones that impact high school completion: 3rd grade reading proficiency and 8th grade math proficiency. Hitting both these milestones significantly increases a student's chances of remaining on-track to complete high school in four years.

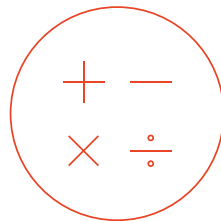
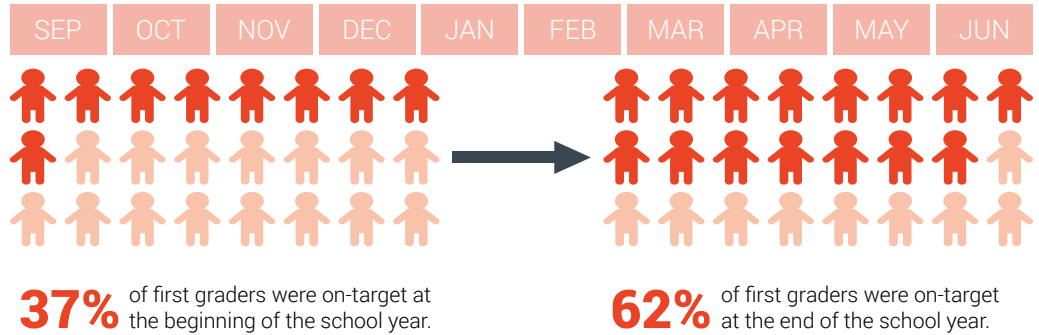


3rd GRADE READING

Early grade literacy is a critical milestone for all students. In 2016-17, only 17% of Milwaukee 3rd graders scored proficient or higher on the Wisconsin Forward exam. The racial disparities are stark: 37% of white students are proficient, while only 23% of Asian, 14% of Latino, and 9% of black students are proficient.*

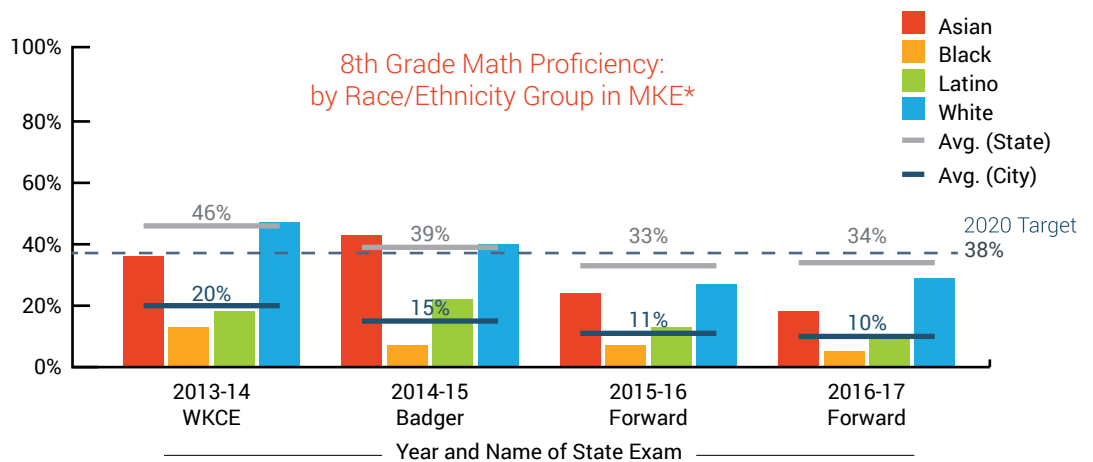
To improve student literacy rates in Milwaukee, the 3rd Grade Reading Network convened with the goal of bringing Reading Foundations to every child in our city. Reading Foundations creates readers by providing intensive evidence-based coaching to K-2nd grade teachers on foundational reading and social emotional skills; the coaching is then aligned with tutoring, parent engagement, and experiential learning opportunities.

In order for students to be proficient by 3rd grade, they must be on-track during their K-2 years. Below is the average improvement of a 1st grade classroom where Reading Foundations has been implemented.



8th GRADE MATH

Milwaukee Succeeds is partnering with Learn Deep to improve 8th grade math outcomes, because proficiency is directly correlated to high school completion rates, college completion, and workforce performance. In 2016-17, only 10% of Milwaukee 8th graders scored proficient or higher on the Wisconsin Forward exam. To begin improving outcomes, we are connecting middle school math teachers across all sectors to share and learn about innovative teaching strategies.



*Disaggregated data does not include students in the Milwaukee Parental Choice Program. Source: Wisconsin Department of Public Instruction.

College & Career Readiness

Goal 3

Summary



Goal 3's mission is that all young people in Milwaukee utilize postsecondary education or training to prepare for a family-supporting career. Milwaukee Succeeds tracks postsecondary enrollment and postsecondary completion as core indicators for college and career readiness.

This is important because by 2020, 62% of jobs in Wisconsin will require some form of postsecondary education. But right now the pattern in Milwaukee is that 62% of students are completing high school in four years, and 43% of those who completed high school will enroll in postsecondary education. Current data indicates that just 22% who enroll will complete a degree in six years or less. It is up to all of us to prepare our young people for the future.

Bright Spots

As a partnership, Milwaukee Succeeds works to increase enrollment, degree attainment, and access to careers by focusing on the following critical and specific areas:

Milwaukee Academy of Science of Science

Academic and Career Planning (ACP) asks students to answer the following questions: Who am I? What do I want to do? How will I get there? With only 62% of Milwaukee students completing high school each year, these individualized learning plans have the potential to change the trajectory of a student's life.

Milwaukee Academy of Science (MAS) partnered with Milwaukee Succeeds to explore best-practices for school-based implementation. This year, MAS sent more than 160 students on 18 different career-based learning experiences, or "Future Career Tours."

FAFSA Campaign

The Free Application for Federal Student Aid (FAFSA) is the key to making college affordable because it unlocks billions of federal dollars for students. In 2014, only 51% of Milwaukee seniors filled out the form. In response, the Goal 3 network convened in March 2016 to answer one question: how do we get more students to complete their FAFSA?

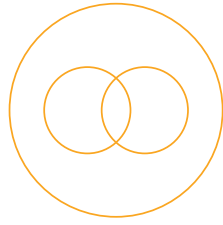
With minimal funding, the group launched a community-wide campaign with 30 schools that led to increased student FAFSA completion to surpass the state average of 54% to 59% and ultimately transform the way practitioners work together for students.

Opportunity Youth Council

Last year, the Opportunity Youth Network came together to begin coordinating pathways for youth re-engagement in school and work.

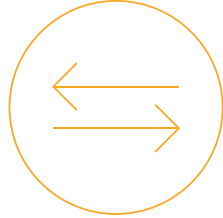
Through a partnership with Employ Milwaukee, the Opportunity Youth Council was created to authentically increase Opportunity Youth voice and involvement. They started with identifying barriers they and their peers face along with ways to overcome those barriers. "Since joining the Opportunity Youth Council, I learned that...everyone has a voice and we as young adults have to use our voices to reach this generation's youth," says Tyron Pope, Council Member.

For more information, please visit: MilwaukeeSucceeds.org/what-we-do/college-and-career-readiness



POSTSECONDARY PREPARATION

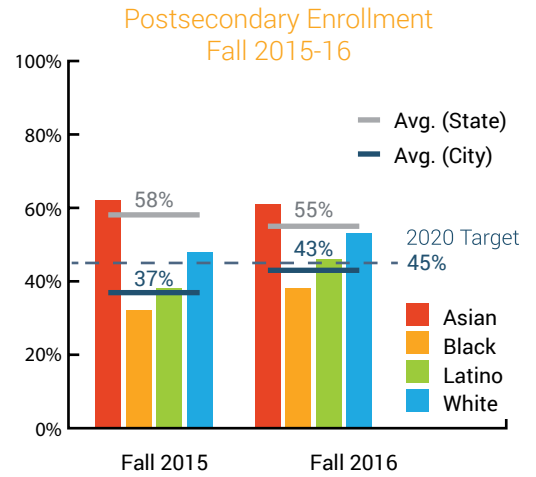
Students must build early awareness and aspirations about postsecondary options, including college and careers. This can be done through creation of Academic and Career Plans (ACPs). Individualized, student-driven plans give young people the chance to explore all the possibilities their future can hold. Through ACPs, students and their families can make informed postsecondary plans.



TRANSITION INTO POSTSECONDARY

Students must acquire the college knowledge and skills necessary to transition into postsecondary pathways. Transitions

are easier when college is affordable: the Free Application for Federal Student Aid (FAFSA) does just that. Our network is continuing to explore strategies that make the process easier for students, so more students receive financial aid. We also want to reduce 'summer melt,' which refers to the fact that 40% of college-intending students do not end up enrolling in the fall. These two factors greatly impact student's transition and postsecondary success.



Source: Wisconsin Department of Public Instruction, custom report



POSTSECONDARY SUCCESS

Of the 2009-10 cohort of high school completers, 22% completed a postsecondary degree within six years. For both Asian and White students from that cohort, 26% completed a degree in the same time frame, while Hispanic and Black students had a 15% and 14% completion rate, respectively.

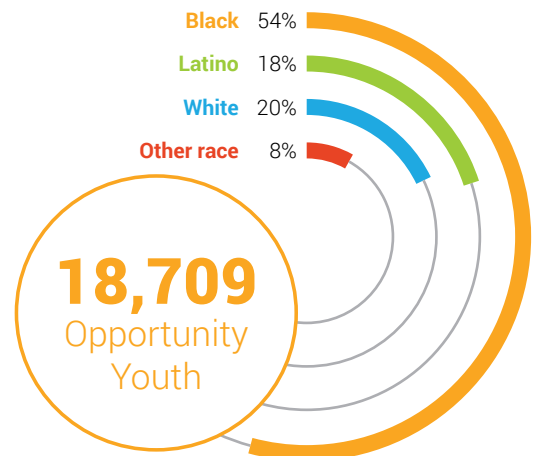


OPPORTUNITY YOUTH

There are an estimated 18,709 youth and young adults aged 16 to 24 who are out of school and

not working in Milwaukee County, which makes up 15% of the total population in that age range. These young people are also disproportionately black and brown. The Opportunity Youth Network is working to develop a comprehensive approach to re-engagement that will ultimately improve the quality of pathways to a family-supporting career.

Opportunity Youth Demographics



Source: American Community Survey 2015 Report

Social & Emotional Learning

Goal 4

Summary



Goal 4 supports our cradle-to-career initiative through community engagement. We work to leverage various types of resources being invested to ensure the social and emotional well-being of all our young people. From youth programs to social service agencies to government, we all have to do our part to see the outcomes we want for our city.

A growing body of research suggests that building social and emotional skills can help children be successful in school, work, and life. Investing in the expansion of policies and practices that infuse Social Emotional Learning (SEL) complements the critical factors being addressed by Milwaukee Succeeds other goal areas.

Bright Spots

CASEL

The Collaborative for Academic, Social, and Emotional Learning (CASEL) is a national thought leader whose mission is to help make evidence-based SEL an integral part of education from preschool through high school. They provide a framework of common language, tools for implementation, and a clearinghouse of SEL research that guides the conversation across the city. CASEL's guidance at the state, district, and local level in Wisconsin has been invaluable in our efforts.

Milwaukee Public Schools (MPS)

Since July 2014, MPS has worked to refine their comprehensive plan to improve student outcomes. This plan includes the Eight Big Ideas, a series of organization-wide strategies. One of those Eight Big Ideas is to Educate the Whole Child - creating a nurturing, consistent and validating experience that supports each child's educational and social-emotional needs. The district's investment in building school-based SEL strategies guide us beyond the classroom as we explore best implementation practices and the professional development our educators need to make it work.

Playworks

Playworks brings their SEL-based curriculum to schools to help reinforce the skills being taught throughout the school day. MPS provides training to Playworks staff to ensure their language and methods are in alignment. Students then get a chance to explore these skills during recess! The result is that schools see calmer more respectful classrooms, allowing them to maximize learning.

For more information, please visit:
MilwaukeeSucceeds.org/what-we-do/social-and-emotional-health

Social and Emotional Learning: a process through which children and adults develop the fundamental skills for life effectiveness. Through this, everyone strengthens their social competencies, which ultimately increases their capacity for racial equity and inclusion.

Why SEL?

SEL is a strategy being employed nationally to help youth and adults build the attitudes, skills, and knowledge necessary to be successful in school, work, and life. SEL allows us to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions. The impact includes:

- ✓ Improved academic outcomes.
- ✓ Development of skills that are transferable to college and the workplace.
- ✓ Increased positive social interactions allowing us to build on equity and inclusion efforts in Milwaukee.



SEL is the foundation for student success!



11:1

Return on Investment

A February 2015 study out of Columbia University found that every \$1 invested in SEL programming produced an \$11 return.

Learn more at www.casel.org

Thank You!

The milestones and bright spots you've read about in this report are the success of our partnership. No single organization can change the educational landscape on its own. The progress we've made belongs to each and every stakeholder in this large, beautiful, ever-changing collaborative effort.

We'd like to extend our deepest gratitude to the 300+ partners who invest their time, effort, and resources to make a real change for the young people of Milwaukee.

Looking ahead

Jackie Herd-Barber: My hope for the future is that we won't need Milwaukee Succeeds: that all kids will be in quality child care birth to three, ready to begin kindergarten, reading and math proficient at grade level, and in a position to attend the postsecondary institution of their choice upon high school completion.

Mike Lovell: We have shown that we can significantly impact students with our work, and now it's a matter of more. Critical for that future will be getting the resources we need to scale up.

John Schlifske: My most prominent hope is that we hit the goals we've set. We have very specific and objective goals. If we are able to achieve those goals, that will have the biggest and most positive impact on the kids in Milwaukee.

How to get involved

1. Join a network
2. Volunteer at one of our partner organizations
3. Learn more at our website MilwaukeeSucceeds.org

Funders Collaborative

Bader Philanthropies
Greater Milwaukee Foundation
Herb Kohl Philanthropies
Northwestern Mutual
United Way of Greater Milwaukee
& Waukesha County

Other support:

Greater Milwaukee Committee
Healthier Wisconsin Partnership
Program
Milwaukee Public Schools
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