

Success for Every Child

Milwaukee Succeeds Milestone Report 2013





Milwaukee Succeeds

cradle to career

We are Milwaukee Succeeds

- Early care and education advocates
- Public, charter and choice school leaders
- Educators
- College and university presidents
- Community funders
- Business leaders
- Elected officials
- Nonprofit leaders
- Service providers

Vision: Success for every child, in every school, cradle to career

This is our community, and these are our children. Now, for the first time, an effort is bringing together all the key stakeholders to support a common set of goals to improve educational outcomes for all children in the city of Milwaukee.

We know that Milwaukee and our children often end up on the wrong end of the list when it comes to education, poverty and the myriad of social and emotional issues surrounding them. We also know that to overcome these challenges, it will take a vision that all in our community embrace. After all, “success for every child, in every school” is a pretty large undertaking; one that will require a big commitment to fulfill. We believe our community is up for the challenge because we believe in the promise of our city. We know how hard individuals and groups are already working to improve the educational environment in Milwaukee. We have seen some dedicated efforts getting remarkable results with the children in our schools. But we also know it will take more than hard work. The work is too big for any one organization to tackle and the issues are too complex for any single group to overcome. It will take all of us – parents, educators, community leaders, faith-based leaders, business leaders and more – working toward our common goals.

This Milestone Report lays out the challenges we face and the goals that have been set to tackle them. In the data section, the issues are outlined as they exist today - some of which may seem daunting. With each chal-

lenge, there are clear outcomes we have set to achieve by 2020. But this report also makes a promise: We pledge to work together to achieve the goals we have laid out and to fulfill our commitment to the kids. That is the spirit of Milwaukee Succeeds and all who will join forces with us to take on this important work. We are a diverse group who pledges to collaborate and to focus on issues where our collective effort can make an impact. One issue at a time, one problem at a time working across the spectrum of cradle to career is how we will see success unfold.

We share the communitywide sense of urgency on improving the educational outcomes for children in our city, but we know that to create lasting change, we have to be in this for the long haul. This Milestone Report is just a starting point. It lays out the journey we have in front of us and the goals we expect to achieve along the way. We believe that by working together we all will get there. We know that by working together, we all will help Milwaukee succeed.

We are a diverse group who pledges to collaborate and to focus on issues where our collective effort can make an impact.

Jacqueline Herd-Barber
Greater Milwaukee
Foundation board member

Mike Lovell
University of Wisconsin-
Milwaukee chancellor

John Schlifske
Northwestern Mutual chairman
and CEO

Milwaukee Succeeds - an overview

On page 6 is the Milwaukee Succeeds road map. It is our touchstone document – the one that keeps us focused on the goals and measures that need to be addressed in order to ensure success for every child, in every school, cradle to career.

The basic building blocks of Milwaukee Succeeds are outlined in the following section.

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

Mission – Milwaukee Succeeds unites our community around strategies that will achieve our vision of success for every child, in every school, cradle to career.

Communitywide goals

Our work is organized around four goals:

- Goal 1 • All children are prepared to enter school
- Goal 2 • All children succeed academically and graduate high school
- Goal 3 • All young people access postsecondary education or training to prepare for a successful career
- Goal 4 • All children and young people are healthy, supported socially and emotionally and contribute responsibly to the community

Accomplishing the vision

We accomplish this vision in two ways:

1. We come together around specific goals - like improving third grade reading - and coordinate the work to accomplish that goal.

Currently hundreds of groups and individuals are involved in eight networks working to:

- Ensure that children attend a high quality childcare facility so they are ready for school when they reach kindergarten
- Improve third grade reading levels
- Assist students to graduate from high school and to be ready for college or careers upon graduation
- Help children thrive socially, physically and emotionally

2. We identify and advocate for policies and practices that produce the best outcomes for our kids.

What makes Milwaukee Succeeds different

Milwaukee Succeeds represents the first time in our community's history that partners representing public, choice and charter schools have agreed to work together to develop child-focused goals and identify and implement key strategies that help every child succeed, in every school. We all agree that public accountability for results is critical to success.

This is not just another short-term initiative but a long-term community partnership aimed at achieving transformational progress on a very large scale. Every partner is committed to making significant progress and bringing lasting change to the way education works for Milwaukee's children, and to reporting on our progress to the public.

Networks are the heart of Milwaukee Succeeds

Our core work is done through networks that consist of a large number of nonprofit providers and school representatives working within key areas along the education continuum such as early childhood education, tutoring, high school graduation assistance and much more. The networks identify root causes for specific educational deficiencies and use a continuous improvement process to work together to improve

them. In this report we will profile the work of each network as we discuss the milestone they are addressing.

The essence of Milwaukee Succeeds

Henry Ford once said, “If everyone is moving forward together, then success takes care of itself.” In that sentiment is the essence of Milwaukee Succeeds, as we come together in the following ways:

Building community – Milwaukee Succeeds weaves together the fabric of our community. Whether through our networks, where hundreds of

groups and individuals are involved, or through any of the numerous supporting and leadership teams, the number of people actively working to improve education in Milwaukee is remarkable. It is one of our greatest strengths and signs of hope.

Changing how we work together – Many organizations and schools in Milwaukee are doing heroic work on education, and they have been doing so for years. Many have been working together in one fashion or another striving for positive results. But even with all of this work and

collaboration, the majority of our students are not thriving. The difference of Milwaukee Succeeds is that we come together to focus on community impact – on how our work improves education for all kids. We are working toward a unified approach to address the issue and a single way to measure success. We come together to achieve results for children.

Data informed – Milwaukee Succeeds brings best practices from business and educational sectors to the nonprofit sector. We don’t just talk about what we do. We focus on how to measure what we do and whether or not it is effective. We work with trained volunteer facilitators and data analysts from world-renowned businesses such as GE Healthcare and Rockwell Automation to guide us in a data-driven continuous improvement process. And, it is working. It is not unusual for one of our network members to say how they are working differently now as a result of what is learned through Milwaukee Succeeds.

Leadership Council

Our Leadership Council brings together more than 40 community leaders including the mayor of Milwaukee, the superintendent of Wisconsin’s Department of Public Instruction, the superintendents of Milwaukee Public Schools and the Catholic Archdiocese of Milwaukee, educators, Milwaukee County district attorney, the chancellor of the University of Wisconsin-Milwaukee, and a host of business, philanthropic and nonprofit community leaders, all focused on the same goal – success for every child, in every school.





Students' Road Map to Success

Academic Support

Goal 1

All children are prepared to enter school

Measures

- 2 year olds fully immunized - 55%
- Participation in quality early childhood programs - 8%
- Kindergarten reading readiness (PALS) - 83%

Goal 2

All children succeed academically and graduate prepared for meaningful work and/or college

Measures

- 3rd grade proficiency (WKCE)
Math 23%, Reading 15%
- 8th grade proficiency (WKCE)
Math 18%, Reading 15%
- College and career academic readiness, proficient in 3 or 4 subject areas (ACT scores) - 13%
- Average ACT composite score - 16.8

Goal 3

All young people utilize post-secondary education or training to advance their opportunities beyond high school and prepare for a successful career

Measures

- College Enrollment by Milwaukee high school graduates (NSC)
- Participation in training and apprenticeship programs (WRTP)
- Degree attainment by Milwaukee residents (ACS)
28%, 25-34, bachelor degree or higher
34%, 25-34, associates degree or higher

Post-secondary Success

K-12 Academic Success

Early Childhood/School Readiness (Birth-5)

Goal 4

Recognizing the difficult economic realities facing our families, all children and young people are healthy, supported socially and emotionally, and contribute responsibly to the success of the Milwaukee community.

Measures

- Health Indicators
- School attendance
- Safety
- Social-emotional learning
- Participation in quality out of school activity

Student, Family and Community Support

Overview - Rationales behind 2020 targets

Where possible, targets were grounded in research. For example, the 2020 immunization target follows the lead of the Centers for Disease Control and Prevention, whose Healthy People 2020 initiative provides science-based, 10-year national objectives for improving the health of all Americans. Postsecondary educational attainment targets are based on workforce needs projected by the Georgetown University Center on Education and the Workforce.

Other targets are based on the experiences of children and youth outside of Milwaukee: other cities of similar size and with similar challenges, and other children and youth in Wisconsin for quality preschool participation and ACT scores.

Milwaukee baseline

In most instances – the data includes results from all public schools, choice schools and charter schools located within the city of Milwaukee. In some instances the data may reflect two of the three school sectors, but at no time does the data reflect the performance of any single school sector.





“ I firmly believe that my hometown can be a model for transforming education. We owe it to our students to provide them with an educational experience that gives them opportunities to live out their dreams. Milwaukee Succeeds provides an opportunity to create that future.”

- Maurice Thomas, executive director,
Teach for America - Milwaukee

Goal 1 • All children are prepared to enter school

	Measures	State baseline	Milwaukee baseline	Milwaukee target 2020
Immunization rate ¹	24 month completion	68%	55%	80%
Quality pre-school participation ² <small>In 2012, there were 11,601 Milwaukee children in the WI Shares program</small>	% of WI Shares children in 4 or 5 star programs	14%	8.4%	16%
School Readiness Assessment ³	% at developmental milestone on the Phonological Awareness Literacy Screener (PALS)	89%	83%	89%

¹ Data Source: Wisconsin Immunization Registry

² Data Source: Wisconsin Department of Children and Families

³ Data Source: Wisconsin Department of Public Instruction

Milwaukee Succeeds network focus on school readiness

Increasing access to quality child care – Data clearly shows that exposing children to quality early care and education helps them achieve academic success when they enter school. Increasing the number of high quality – 4 or 5 star rated by YoungStar – early care centers in the city is a key strategy of the Early Care & Education Network.

Increasing parent engagement – The Parent Engagement Network will work to increase parents’ awareness of healthy child development, support family activities that encourage healthy development, and engage parents in positive parent-child interactions.

Immunization and medical home – Children who are sick, who need corrective lenses, who have dental or other medical problems have a difficult time learning. By helping parents understand the importance of immunizations and regular doctor visits from a child’s earliest stages of life, we can ensure that children are in the best possible health when they start school.

Goal 1: All children are prepared to enter school

The issue

In Milwaukee, many of our children lag behind the state in terms of being adequately prepared when they enter school. One critical component of school and future success is high quality early care and education, which is not available to all of our children. Research indicates that early experiences influence a child’s brain development affecting all future learning, behavior, and health.

According to the Harvard University Center on the Developing Child, participation in very high quality, center-based, early education programs has been demonstrated to enhance child cognitive and social development.

As of February 2013, of the 1,152 child care providers in Milwaukee that are rated by Wisconsin’s Department of Children and Families and rated by YoungStar, less than 3 percent have earned the highest rating (4 or 5 star).

Milwaukee Succeeds activity on the issue

School Readiness Network – This network consists of 40 groups or individuals working to increase the number of children who participate in high quality care and education and to more deeply engage parents. A third focus area kicked off in May to help increase the immunization rate of children ages 2 or younger. The leaders in this network come

from organizations such as Children’s Hospital of Wisconsin, The Wisconsin Council on Children and Families, the Milwaukee Health Department and The Parenting Network.

Rationale for the measure

Quality early care and education – Milwaukee Succeeds uses YoungStar and its evaluations of childcare centers in Milwaukee to determine how many Wisconsin Shares children are enrolled in a quality (4 or 5 star rated) program. The YoungStar evaluation system, started in 2011, offers 1 to 5 star ratings on multiple measures of childcare quality. A childcare provider’s rating is based on education and training, learning environment and curriculum, professional and business practices, and child health and well-being practices. Information on how these aspects are measured can be found through YoungStar’s website: <http://dcf.wisconsin.gov/youngstar>.

In connection with these data, Milwaukee Succeeds will only be reviewing how many children enrolled in Wisconsin Shares attend quality childcare programs. Wisconsin Shares is a subsidized childcare program in Milwaukee County that assists families to pay for childcare services.

2020 target: Align the Milwaukee target rate of Wisconsin Shares children in 4 or 5 star programs with the percent of Wisconsin Shares children in the balance of the state in high quality child care settings, which is currently at 14 percent.

Immunization: Fifty-five percent of 2 year olds in Milwaukee have received the full series of childhood immunizations. Milwaukee's rates are substantially lower than the estimated state and national rates for the same series.

2020 target: The target rate is based on *Healthy People 2020*, the Centers for Disease Control and Prevention's 10-year agenda for improving the nation's health. The CDC set a target of 80 percent of children age 19 to 35 months receiving recommended doses (4313314 series) by 2020. The Milwaukee Health Department shares this goal. According to the Wisconsin Immunization Registry, a child is deemed up to date when this series is completed at 24 months.

School readiness assessment: Beginning with the 2012-2013 school year, all public schools in Wisconsin – including charter schools – have been required to administer the Phonological Awareness Literacy Screener assessment. While PALS is not a comprehensive assessment of overall school readiness, the state maintains that the test will identify early and accurately those students who are experiencing difficulties in acquiring fundamental reading skills.

2020 Target: Align the Milwaukee rate of reading readiness with the statewide rate. Of the nearly 62,000 students tested statewide in the 2012-2013 school year, 89 percent met the literacy readiness benchmark.





“ Given our myriad issues and challenges in Milwaukee, the children of our city have often been forgotten and underserved. Our school systems and their students deserve our strong commitment to acquiring ample resources in order to achieve transformational change. It’s not about throwing money in the direction of education. It’s about co-creating systems and structures that will not allow failure to be possible.”

- India McCanse, community leader

Goal 2 • All children succeed academically and graduate prepared for meaningful work and/or college

	Measures	State baseline	Milwaukee baseline	Milwaukee target 2020
Aggregate 3rd grade WKCE proficiency rates ⁴	3rd grade math - proficient or advanced	51.2%	23.3%	36%
	3rd grade reading - proficient or advanced	33.1%	15.0%	38%
Aggregate 8th grade WKCE proficiency rates ⁵	8th grade math - proficient or advanced	44.5%	18.4%	28%
	8th grade reading - proficient or advanced	32.9%	14.6%	33%
Aggregate ACT scores for all Milwaukee residents ⁶	% of Milwaukee residents who meet ACT college readiness benchmarks in 3 or 4 subjects	50%	13%	50%
	Average ACT composite score	22.1	16.8	22.1

⁴ Data Source: Wisconsin Department of Public Instruction

⁵ Data Source: Wisconsin Department of Public Instruction

⁶ Data Source: ACT, Inc.

Goal 2: All children succeed academically and graduate prepared for meaningful work and/or college

Milwaukee Succeeds Network Focus on Academic Success

Helping students – National studies show and the experience of local providers indicate that students who are behind in reading can benefit from additional tutoring. But not every child has the same level of tutoring need and not every tutor has the same level of tutoring skills. Students will be matched with the tutors who are best able to meet their reading needs from one of the many agencies providing tutoring services in Milwaukee. The students' learning will be supplemented by exposing them to fun but literacy enhancing experiences through art, music, theatre, poetry and more.

Helping parents – The goal is to increase the number of parents with the knowledge and skills to help their children to read. To do so, the At Home network is working to increase the number of trained parent coordinators in schools who will engage parents and who can help them access resources – including adult literacy services.

Helping teachers – Teaching students to read is complex. Teachers can benefit from collaborating with their experienced peers. This network works with providers to better understand how to support teachers through more effective coaching and professional learning community models.

The issue

As a community, we are struggling to ensure that our children are proficient in reading and math, which are gateway skills for academic and life success. More than 84 percent of Milwaukee third graders are not proficient in reading on the Wisconsin Knowledge and Concepts Exam and 76 percent are not proficient in math⁸.

Preparing students for college and careers is critical to personal, family, community and economic success. According to ACT results, merely 36 percent of Milwaukee high school students taking the exam demonstrate readiness for postsecondary programs in at least one content area (math, English, science or social studies) when compared with 82 percent both statewide and nationally. As a result, many postsecondary institutions offering associate or bachelor's degrees as well as technical and trade certificates must provide remediation services to bridge the readiness gap.

Milwaukee Succeeds activity on the issue

Third Grade Reading Network – The Third Grade Reading Networks were the first networks created and are the farthest along in their strategy development. More than 60 groups or individuals are involved who are

focusing on tutoring, experiential learning, parental involvement and creating coaching opportunities to help teachers gain broader knowledge in guiding literacy for students in kindergarten through third grade. The network leaders come from organizations such as the Boys & Girls Clubs of Greater Milwaukee, COA Youth & Family Centers, Literacy

Services of Wisconsin, Marquette University, and Milwaukee Public Schools. Starting in fall 2013, the networks will work with a number of pilot schools to identify and implement strategies to help improve literacy.

Postsecondary & Career Readiness Network –

The Postsecondary & Career Readiness Network is relatively new. Even in its early stages, this network consists of more than 45 groups working to improve eighth grade proficiency and ACT scores as well as ensure that more students graduate high school and are prepared



⁸Data Source: Department of Public Instruction – 2011-2012 WKCE results for all schools receiving public dollars within the city of Milwaukee

for success in their postsecondary endeavors. Network leaders come from organizations such as City Year Milwaukee, Make-a-Difference Wisconsin, Milwaukee Public Schools, Milwaukee Urban League and Wisconsin Lutheran College – Pathways to College.

Rationale for the Measures

Academic proficiency in reading and math: The Wisconsin Department of Public Instruction provides public information about the percentages and numbers of students in the state who meet standards for proficient and advanced performance on the WKCE/NAEP exams. DPI aggregated data for children in Milwaukee for publicly funded K-12 systems, including choice and charter schools, for multiple years of this study.

2020 targets: The targets are based on proven accomplishments of candidates for the annual Broad Prize for Urban Education. The \$1 million Broad Prize, established in 2002, honors urban school districts that demonstrate the greatest overall performance and improvement in student achievement, while reducing achievement gaps among low-income and students of color. Our 2020 targets specifically are based on the achievements of New York (2007 winner), Boston, (2006 winner), and Miami-Dade (2011 finalist), cities in which the proportions of disadvantaged students are comparable to Milwaukee.

Postsecondary and career readiness – Successful students do well in school, graduate high school, and move on to college or other career

path opportunities. Our goal is for every child to be successful and that is why the Postsecondary & Career Readiness Network is working to ensure that students’ academic and life skill needs are met.



ACT scores – ACT scores are a common measure used by universities to determine students’ readiness for the academic challenges of college and careers. The aggregate ACT scores shown in this report were compiled by ACT Inc. The data are compiled from students attending all high schools where the majority of the student population resides in the city of Milwaukee. The list included both public and non-public schools. While the ACT is a voluntary exam in the majority of schools in Milwaukee, MPS does require all high school juniors to take the test.

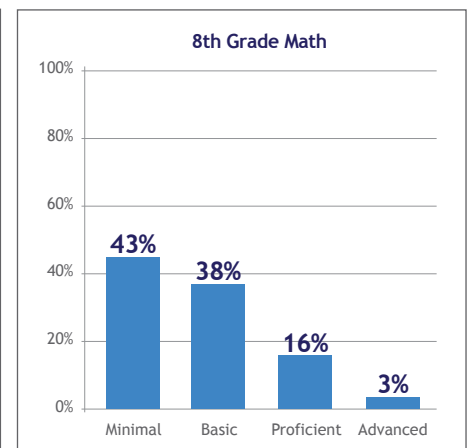
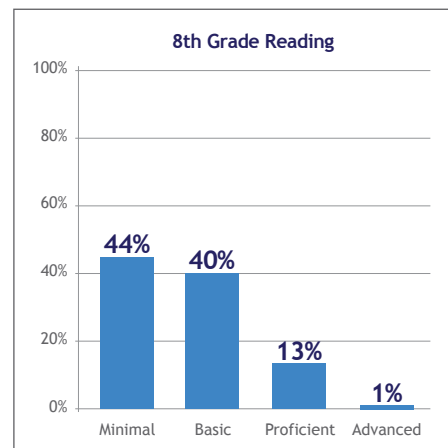
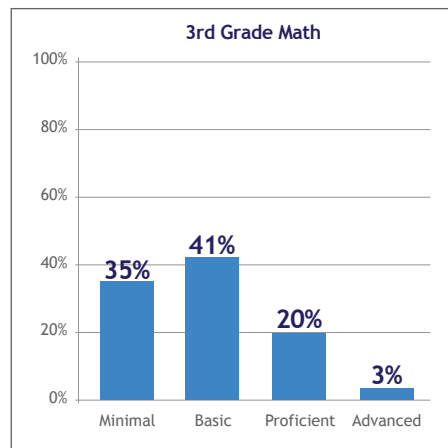
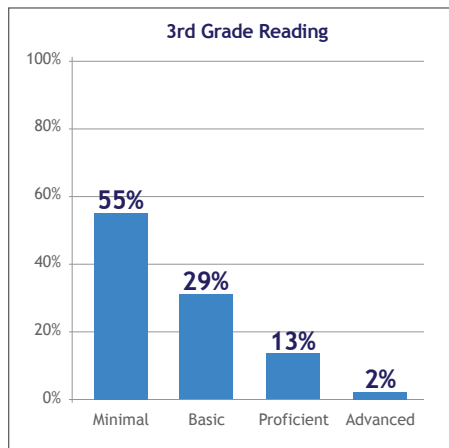
ACT Subject Area Test	ACT Benchmark
English	18
Math	22
Reading	21
Science	24

ACT Inc. estimates that students who meet the ACT benchmarks have a 50 percent chance of earning a B or higher or a 75 percent chance of earning a C or higher in similar, first year college courses. The ACT composite score is the average of the test scores across all four subject areas.

2020 Targets – The target rate of 50 percent meeting three or four college readiness benchmarks represents the percentage of all Wisconsin students currently meeting these benchmarks. The targeted average ACT composite score of 22.1 represents the current average composite score of all Wisconsin students.

Low Proficiency Rates on WKCE Exams – One of the reasons that improving third grade reading scores is so challenging is the fact that we are starting so far behind. As evidenced in the following charts, the vast majority of students – in all schools in Milwaukee – are performing at levels significantly below proficient in both reading and math on the WKCE exams.

2011-2012 WKCE - All Publicly-Funded Milwaukee Schools



Goal 3 • All young people utilize postsecondary education or training to advance their opportunities beyond high school and prepare for a successful career

	Measures	State baseline	Milwaukee baseline	Milwaukee target 2020
Degree attainment by Milwaukee residents ⁷	% of population 25-34 w/ bachelor's degree or higher	29.7%	27.6%	33%
	% of population 25-34 w/ associate degree or higher	41.3%	34.2%	61%

⁷Data Source: US Census Bureau, 2010

Goal 3: All young people utilize postsecondary education or training to advance their opportunities beyond high school and prepare for a successful career

The issue

Postsecondary education has steadily increased in prominence over the past four decades. In 1973, merely one-quarter of jobs required postsecondary credentials. Today, that figure has more than doubled and is expected to reach 61 percent by 2018 for jobs in Wisconsin. Nationally, the educational pipeline has not kept up and degree attainment rates are stagnant. The Lumina Foundation for Education and others are calling for increased postsecondary attainment rates and have issued a challenge: To increase the proportion of Americans with high-quality degrees and credentials to 60 percent by the year 2025.

Subsequently, states and/or local communities adopted their portion of the “Big Goal,” and are working toward achieving a trajectory of associate and bachelor degree attainment that aligns with the broader Lumina goal and workforce projections.

Milwaukee Succeeds activity on the issue

While Milwaukee Succeeds has yet to launch Goal 3 networks a number of efforts are in place among postsecondary institutions that are also focused on increased degree attainment. Collectively, among public, private, two- and four- year institutions, greater resources have been devoted to first year student retention and to strategies that transcend the need for remediation upon entering college. At the same time, these institutions are exploring new delivery mechanisms – including online, hybrid and credit for demonstrated proficiency – that can increase a student’s options to obtain a degree.

Rationale for the measures

A number of challenges exist in measuring degree attainment such as lag time for data, length of time to complete a degree and mobility of individuals moving into or out of Milwaukee. Degree attainment is a strong measure of individual prosperity, economic vitality and

community well-being. In addition, all workforce projections substantiate the higher level of preparation necessary for today’s jobs.

2020 targets: Targets are based on projections of the Georgetown University Center on Education and the Workforce, which estimates that 33 percent of Wisconsin jobs will require a bachelor’s degree or higher by 2018, and 61 percent of Wisconsin jobs will require postsecondary education by 2018.

College degree attainment – Concentration on degree attainment aligns Milwaukee with other communities and national initiatives with similar goals.



Disparity in student performance – The racial disparity in student performance on the ACT is an issue that must be acknowledged and addressed. According to the ACT testing agency, of the 4,388 students taking the ACT in Milwaukee, only 7 percent (307 students) were proficient in all four subject areas (math, reading, science and English.)

While students of color comprised 82 percent of test takers, only 2 percent (77 students) tested proficient in all four subject areas. Of the white students taking the test, 29 percent (216 students) were rated proficient in all four areas – a rate that exceeds the national average. Note, of the 4,388 students taking the exam, 273 did not identify race or ethnicity.

The racial disparity in student performance doesn't just begin in high school with the ACT exam, however. Milwaukee Succeeds is committed to closing the achievement gap across the educational spectrum. It will use the data to analyze what is going on and take steps to address the issues.

Percentage of students meeting all four ACT benchmark scores - class of 2012

Students meeting benchmark scores - National	25%
Students meeting benchmark scores - Wisconsin	32%
Students meeting benchmark scores - Milwaukee	7%
Milwaukee students of color meeting all 4 benchmark scores	2%
Milwaukee white students meeting all 4 benchmark scores	29%

	City of Milwaukee ACT test takers class of 2012		Meeting all four benchmark scores	
	Number	Percent	Number	Percent
Students of Color	3,370	82%	77	26%
White Students	745	18%	216	74%
Total	4,115*		293	

* The total number of students taking the test was 4,388. Of that number, 273 students did not identify race/ethnicity.



“ Maybe I’m a hopeless optimist. Maybe I’m naïve. Maybe I’m unrealistic. Maybe my educational expertise isn’t sufficient to anticipate how much can and will go wrong. Or maybe I just can’t bear the thought of failing the kids again. It doesn’t matter. I’m all in. And for the long haul.”

- Bill Henk, dean, Marquette University College of Education

Goal 4 • All children and young people are healthy, supported socially and emotionally and contribute responsibly to the success of the Milwaukee community

The measures are still under consideration.

The issue

While Milwaukee Succeeds is focused on ensuring the academic success of all children, it would be impossible to accomplish this goal if we ignored the economic, racial, social and emotional issues confronting children each and every day. Recent studies from the Centers for Disease Control and Prevention and the Wisconsin Children's Trust Fund show a growing awareness of how adverse childhood experiences have a direct and long lasting impact on not only how well children learn, but how well they thrive into adulthood.

Milwaukee Succeeds activity on the issue

By mid-2013, Milwaukee Succeeds will kick off the Community and Social Support Network – focusing on enhancing the social, emotional and physical health of children and youth. To prepare for this work, volunteers with Milwaukee Succeeds conducted a series of listening sessions seeking not only to better understand the issues facing our children and youth, but also the work already underway to tackle these challenges. The networks formed will be founded on the information gleaned from this background research.

Milwaukee Succeeds network focus on physical, social & emotional health for children & youth

Community and Social Support Network – Unfortunately, life often gets in the way of education. As one after school program coordinator said, “These kids are my heroes, the way they persevere in the face of their challenges.” From lead paint poisoning and asthma to neighborhood violence and homelessness, there are many factors that complicate the lives of our children. By engaging in arts, music, camping and other enrichment opportunities, they can enjoy a healthier childhood. That is why – beginning in mid-2013 – this network will work to ensure that kids receive the support they need to be physically and emotionally healthy.



Milestones we will track in future reports

This Milestone Report represents just a beginning. We will track more items over time as the data become readily available including:

- High school graduation rates
- Percent of high school graduates who enroll in institutions of higher education within two years of graduating
- Percent of high school graduates who enroll in institutions of higher education in the fall following graduation
- Participation rates in the Wisconsin Regional Training Partnership Program
- Measures of health and social/emotional development

A call to action

While this Milestone Report lays out challenges we face, we now have clear, communitywide goals that have been set to overcome them, and strong networks focused on reaching these goals. This report points out areas where we – as a community – need to focus and double our efforts in order to ensure that all kids are provided an opportunity to succeed. These areas include:

- **A severe lack of quality early care and education options.**
 - Only 8.4% of Milwaukee children in the Wisconsin Shares early care program receive 4 or 5 star care.
- **A significant lag in third grade proficiency in reading and math across all schools.**
 - 15% of Milwaukee third graders are proficient or advanced in reading, compared with 33.1% of their statewide peers.
 - 23.3% of Milwaukee third graders are proficient or advanced in math, compared with 51.2% of their statewide peers.
- **A significant lag in eighth grade proficiency in reading and math across all schools.**
 - 14.6% of Milwaukee eighth graders are proficient or advanced in reading, compared with 32.9% of their statewide peers.
 - 18.4% of Milwaukee eighth graders are proficient or advanced in math, compared with 44.5% of their statewide peers.

- **ACT scores – across all schools – that indicate Milwaukee students have a long way to go to catch up to their peers across the state and the nation.**
 - Just 13% of all Milwaukee students meet ACT college readiness benchmarks in 3 or 4 subjects, compared with 50% of their statewide peers.
 - Milwaukee students score, on average a 16.8 on the ACT, compared with statewide peers who score an average of 22.1.
- **A need to better understand and address the racial disparity in ACT scores.**
 - In 2012, just over 4,000 Milwaukee students took the ACT. Of those students who identified ethnicity:
 - Of the 293 students who met benchmark scores in all four areas of the ACT test, 74% were white, representing 29% of all white students taking the exam.
 - Of the students who met benchmark scores in all four areas of the ACT test, 26% were students of color, representing 2% of all students of color taking the exam.

When we examine the data presented in this report, the challenges in front of us become clear. While they may seem daunting – they can be overcome if we build a community effort to address them. This effort to marshal community resources and networks toward a common goal is the core of Milwaukee Succeeds.

To address each of these challenges, Milwaukee Succeeds has identified clear outcomes we are calling on the community to help us achieve by 2020.

We urge you to join the communitywide effort and help build the sense of urgency around improving the educational outcomes for children in our city. We know that to create lasting change, we have to be in this for the long haul, so view this report as just a starting point, and make a commitment to sharing this information and resources with your networks, to start driving the change one student at a time, one school at a time.

There is something every one of us can do to help. We offer a few suggestions in the following section.

What are some of the most important things that we can do to help our kids?

As a parent

- Make sure your child has a pediatrician or family doctor and that they receive regular checkups
- Provide a variety of reading materials in your home and read regularly to your child
- Substitute TV watching with conversation, physical activity, reading and educational games
- Make sure your child comes to school ready to learn every day by having a proper breakfast beforehand
- Talk with your child's teacher on a regular basis to find out how your child is doing and see if there are any areas that need improvement
- Ask your child's teacher what you can do to make sure your child is reading at grade level. If they are not, ask the teacher what can be done to catch up
- Find your child's school rating on the DPI School Report Card and ask school leaders about their plans for improvements, if needed
- Make sure your child attends school regularly. Consider this: a child that attends school 90 percent of the time will miss nearly a month of school. (180 school days X 10% = 18 days in a 20 day school month).
- Find a tutoring or mentoring organization that can help your child



- Talk to your child about how important postsecondary education or training is and how the foundation for success starts in elementary school and high school
- Seek opportunities to expand your own education

As a teacher

- Help parents understand how their child is doing in reading and how they are meeting proficiency standards across all grade levels
- If you are an experienced teacher, consider being a mentor or coach for a teacher newer to the profession
- Join a professional learning community to share your knowledge and expertise with others
- Find your school's rating on the DPI School Report Card and work with school leaders to seek improvements, if needed

As a volunteer

- Help create a community conversation around the importance of literacy in the early grades and about closing the racial achievement gap
- In the grocery store, barber shop, beauty salon, sports league or other place in the community, talk about the importance of reading literacy and closing the achievement gap
- Become a tutor and help children in kindergarten through third grade learn to read
- Become a mentor and help high school students graduate and move on to college or other training
- For volunteer opportunities in reading, tutoring or mentoring, visit Milwaukee Public Schools' volunteer website (<http://www5.milwaukee.k12.wi.us/dept/volunteer>) or the United Way of Greater Milwaukee's website (www.unitedwaymilwaukee.org)
- Invite Milwaukee Succeeds representatives to talk to your church group or social group about the Milestone Report and the progress of the Milwaukee Succeeds networks. Contact Milwaukee Succeeds for more information at (414) 336-7035 or visit our website at www.MilwaukeeSucceeds.org
- Find out how the school you volunteer at is rated on the DPI School Report Card and ask the school leaders about their plans for improvement, if needed

As a business owner

- Promote the advantages of high quality child care to your employees
- Encourage your employees to become tutors or mentors. Visit the Milwaukee Public Schools' volunteer website or the United Way of Greater Milwaukee's website for volunteer opportunities
- Get involved in the city's Earn & Learn program, <http://city.milwaukee.gov/Projects/EarnLearn.htm>, which provides summertime employment to Milwaukee teens
- Provide scholarship assistance or summer employment to college students who attended city of Milwaukee high schools

As a church member or church leader

- Host meetings to encourage discussion about this Milestone Report within your congregation
- Provide information and a link to the Milestone Report in your church bulletin
- Encourage school-age children to attend school regularly and, if needed, to get connected to mentors or tutors
- Encourage adults to become more involved in the education of the children in their lives
- Sponsor tutoring or mentoring programs or encourage your members to volunteer for them

As a policymaker

- Make sure preschool programs and K-12 education are adequately funded, across all qualified early care providers and across all schools. Ensure that all are held to the highest standard of accountability

As an organization

If your organization isn't already involved in Milwaukee Succeeds, now is a time to enlist. Eight networks are working across the cradle-to-career continuum in such areas as school readiness, third grade reading, high school proficiency and graduation, and physical, social and emotional health for children and youth.

Host a public information meeting to discuss the findings in this Milestone Report. Milwaukee Succeeds can supply you with presentation materials. Or, invite Milwaukee Succeeds representatives to brief your organization on the Milestone Report and on the progress of the Milwaukee Succeeds networks. Contact Milwaukee Succeeds for more information at (414) 336-7035 or visit www.MilwaukeeSucceeds.org.



As a funder

Fund what has proven to work in reading literacy and school achievement. Make reading literacy and closing the racial achievement gap two of your highest funding priorities.

As a taxpayer

Contact your elected officials and make sure they understand that funding education is a top priority. Make sure that education is adequately funded and all schools meet high academic standards.



“ I got involved with Milwaukee Succeeds because I am passionate about supporting children and school age parents and I understand how important it is for parents to be involved with their children each and every day. If you are passionate about our young people and if you care about the future of this community, roll up your sleeves, get involved, and make a difference.”

- Andre Goode, COA Youth & Family Centers,
parental involvement program director

Milwaukee Succeeds Staff and Leadership

Staff

Mike Soika, Director

Audra Brennan, Network Coordinator

Peter Maier, Data Specialist

Kia Towns, Administrative Assistant

The following positions are staff that has been “loaned” to Milwaukee Succeeds on a part-time basis by the companies listed.

Nata Abbott, Coach Coordinator – GE Healthcare

Tim Coughlin, Network Coordinator – United Way of Greater Milwaukee

Merilou Gonzales, Network Coordinator – Greater Milwaukee Committee

Sarah Milnar, Network Coordinator – Zilber Family Foundation

Jeff Rosen, Network Coordinator – Helen Bader Foundation

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