

CONNECTING THE DOTS

MAKING A DIFFERENCE

ANNUAL REPORT 2019





Higher Expectations

for Racine County

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VISION

A Racine County workforce that is fully capable and employed.

MISSION

Higher Expectations engages community partners, aligns efforts, and maximizes resources to promote excellence and equity in education and employment outcomes in Racine County.

GOALS

- 1 Every child enters school ready to learn.
- 2 Every student succeeds in school.
- 3 Every resident succeeds in a career.



FROM OUR EXECUTIVE DIRECTOR

Our work is done by **connecting the dots**. Over the past five years, we've had success in this work, however there are still many more dots to connect to reach our vision of having a **fully capable and employed** Racine county workforce.

In its excellent Building the Workforce of Racine County released in October, Racine County reports that in 2019, we will have more than 5,000 new jobs in our County and in 2021 we are projecting an additional 6,479 jobs. At the same time, the Wisconsin Policy Forum reports that Wisconsin's traditional workforce is shrinking. The bottom line is our traditional workforce cannot meet the needs of our employers.

Without **significant changes from all of us** in how we prepare and support our residents in education and employment, **our workforce will not be able to meet the needs of our employers, and residents will not have equitable access to sustainable employment opportunities.**

Creating a **fully and sustainability employed** workforce cannot be accomplished solely by one organization or sector. It will mean continuing the challenging work to connect our education, employment, and other auxiliary sectors that impact the day to day life of Racine residents, to work together with employers and the community to **mitigate, significantly change, and ultimately, eliminate barriers to family success**. Our partnership will need to collectively examine what we are doing, and how all of us must fundamentally change practices, behaviors, and systems to fill Racine's growing employer needs with **capable Racine residents**.

Attention to reducing barriers for Black and Latinx families, and all those living in Poverty, will be essential to this work. From kindergarten readiness and third grade reading scores, high school graduation and college completion, to unemployment there are clear racial equity and income gaps in successful outcomes. We all must confront these realities, dig deeper into why these racial inequities exist, and embrace the changes required to **eliminate** them. If we do not close these disparity gaps and achieve equitable outcomes, it is impossible for us to meet the needs of our employers and achieve our community goals of having all of our community members achieve the same success as other Wisconsinites.

There is hope! We are **making progress** to connect more of our community members to successful outcomes! High school graduation rates in our five Racine Unified high schools have improved substantially since 2010 and the graduation rates for Black, and Latinx, and low-income students have improved significantly. At UW-Parkside, the graduation rate has improved dramatically from 27% to 44%.

As a part of a national network, Higher Expectations connects our Racine partners with **evidence-based strategies** from across the United States that have been proven to work. We also have earned the financial backing from local and national investors to support these initiatives. Racine was once a land of opportunity for many of our residents, and as we learn from and engage with other communities, we aspire to make Racine County **a land of opportunity for all**.

Higher Expectations is committed to the work of connecting the dots to create economic mobility for **all members** of our community! When we all work together, we will achieve a Racine County Workforce that is **fully capable and sustainability employed!**

Jeff Neubauer
Executive Director, Higher Expectations for Racine County

WHO WE ARE

Higher Expectations was founded on a simple idea: Those who care about our community's future, from parents and educators to civic leaders and local employers, can accomplish more by working together.

We work to improve education and employment systems in Racine County so that families in our community don't have to work the system.

We know that no single program, no matter how effective, can solve all of our community's challenges. That's why we connect a broad range of partners to identify what works and align time, talent, and resources behind strategies that will improve outcomes for students and families. We work from early childhood through employment to help ensure that every family, regardless of race, zip code, age, or family income, can succeed.



OUR PRINCIPLES

EXCELLENCE & EQUITY

We support and hold partners accountable for holding a high bar for all students, which includes successfully identifying and addressing disparities.

COLLABORATIVE ACTION

We align community organizations and initiatives so that partners can access the resources and best practices they need to advance their work.

EVIDENCE-BASED DECISION MAKING

We use data as a flashlight to discover what's working and develop strategies that will improve outcomes.

SHARED VISION

We must know where we're going before we can design a path to get there. Together with our partners, we identify our challenges and agree on the goals we want to achieve.

OUR NETWORK

Higher Expectations of Racine County is a member of the StriveTogether Cradle to Career Network. StriveTogether is a national movement with a clear purpose: helping every child succeed in school and life from cradle to career, regardless of race, zip code or circumstance. In partnership with nearly 70 communities across the country, StriveTogether provides resources, best practices, and processes to give every child every chance for success. The StriveTogether Cradle to Career Network reaches 13.7 million students and has partners in 30 states and Washington, D.C.



OUR COMMUNITY

Racine County has a history of working together to solve problems in innovative ways. Even in the earliest days, residents responded to problems by working together. In 1844, when Racine's plea for funds to make the harbor was denied by the US Senate, residents gathered together at the courthouse and decided to assemble the resources needed to clear the land and allow boats to reach our shores on their own, making Racine a bustling city right before the industrial revolution.

As the City and County grew, so did the number of innovative residents. Much of the explanation around the early 19th century development of Racine can be pointed at inventions like the universal motor, garbage disposal, blender, the portable vacuum cleaner, electric hair clippers, and many more.

This history of collaboration and innovation hasn't stayed in our past. Over the last five years of our work, **we have seen the community come together and think in innovative ways to improve outcomes for Racine County's residents.** We've played a crucial role in bringing leaders and partners together and connecting the dots from data points showing inequitable outcomes to the real challenges our residents face, and to **what can be done to help break down barriers.**

Demographic Information

Sources: US Census (2018) & United Way ALICE Update (2018)

City of Racine



Racine County

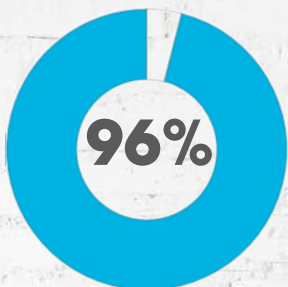


- Black/African American
- Hispanic/Latinx
- Two or More Races/Ethnicities
- White
- Families below ALICE* and Poverty Thresholds
- Families above ALICE Threshold

*ALICE is a United Way project to raise awareness about our communities' financial stability. ALICE stands for Asset Limited, Income Constrained, Employed. It is a way to identify families who work hard, earn above the federal poverty level, but don't earn enough to afford a basic household budget.

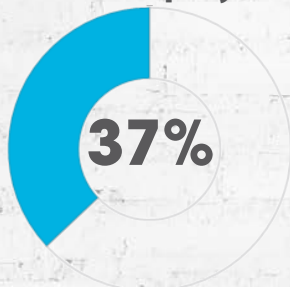


Education & Employment Success for Racine Adults



Adults in Racine County Employed of those Active in the Workforce (2019)

3%



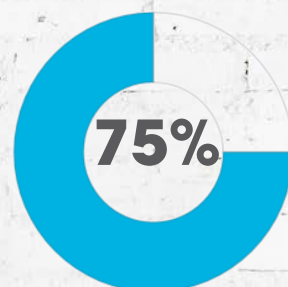
Adults in Racine County with at least an Associate's Degree

5%



Racine County HS Graduates directly enrolling into a degree program

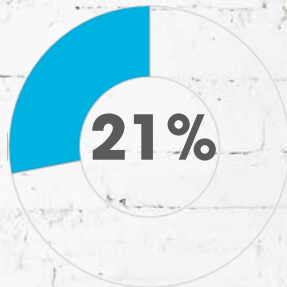
-6%



RUSD Students Graduating in 4 years

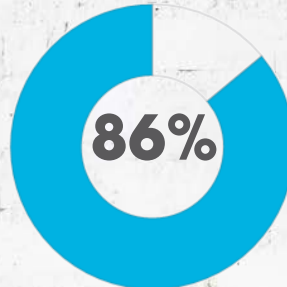
2%

School Preparedness and Success for Racine Children



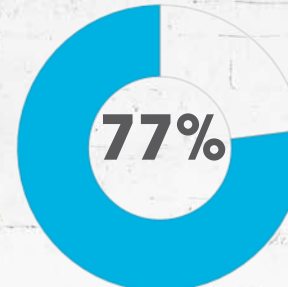
RUSD 3rd Graders Proficient or Advanced in Reading

-1%



RUSD 4K Students Meeting Social/Emotional Benchmarks

-2%



RUSD 4K Students Meeting Uppercase Letter Recognition Benchmarks

13%



Indicates increase or decrease. See data notes for details.

See our data notes on pg. 37 and in depth data on our Data Dashboards at: higherexpectationsracinecounty.org

CONNECTING DATA POINTS

Higher Expectations believes that data is a tool to be used as a flashlight, not a hammer. With the right data, our community can improve our systems in a way that connects more students and families to better outcomes, particularly for students of color and families who are economically disadvantaged.

Higher Expectations uses key measures to track progress toward our partnership's goals. We share this data publicly on our [Data Dashboards](#) and work internally with partners to better understand their program data. We use disaggregated data to shine a light on what's working and make a clear connection between systemic issues and outcomes for students of color and families who are economically disadvantaged. **Partners use this data as evidence to make decisions in real-time, improve and expand practices, lift up and address disparities, as well as target resources to support what's working for families in Racine County.**

This year Racine's innovation, collaboration, and data-driven decision making led to the City of Racine being chosen as one of just nine cities to partner with technical assistance providers from What Works Cities, a Bloomberg Philanthropies initiative. For its project, the City of Racine has chosen to support the expansion of the YWCA's HSED program, which helps adults obtain a high-school equivalency diploma through school-work rather than testing. Right now, the program has capacity to work with about 15 students every eight weeks, but with more than 9,500 adults living in the City of Racine without a high school diploma or equivalent credentials, scaling this program to reach more adults would mean more opportunities for families. Our role in the expansion of this program is to support the City's efforts to bring partners together, analyze community data, and target resources at the strategies that are having impact.

In 2019, we also collaborated with Racine Unified to bring a data fellow from Education Pioneers, a national leadership development program, into our work. This was one of the first times Education Pioneers placed a fellow in Wisconsin. Our Data Fellow is one of four staff positions that we share with partner organizations, which builds deeper data and programmatic collaboration within our partnership.

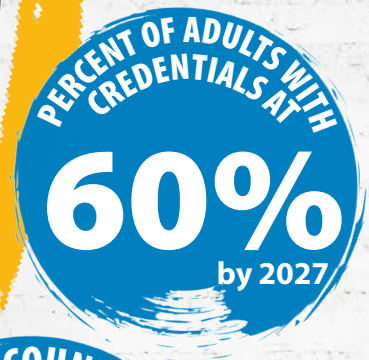
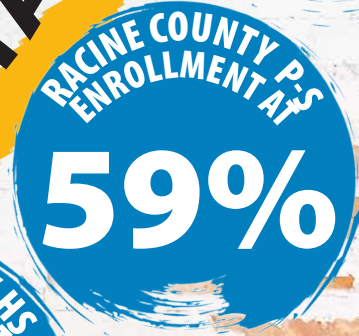
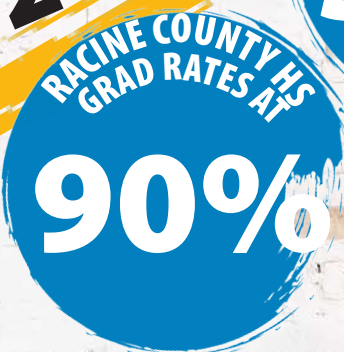
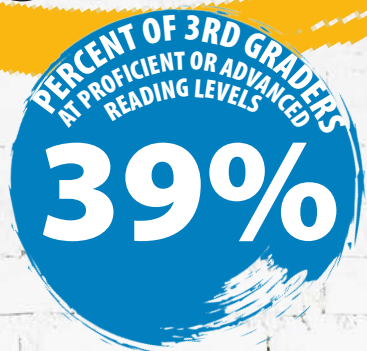
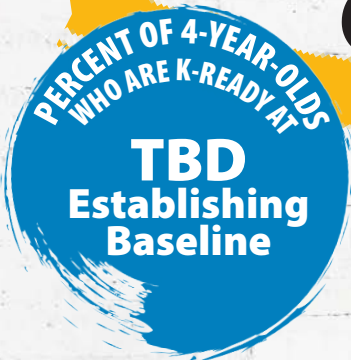


In order to hold ourselves and our community accountable, we've worked with our partners to identify the goals we must meet in the next five years if we want to begin to realize our vision of a fully capable and employed workforce in our community. Across our outcome areas, the data shows that we are not adequately serving our students of color and low-income families.

To reach our goals, we will have to connect with our partners across sectors to **put a spotlight on solutions that will directly address racial and economic disparities**. On each of our outcome area pages, you'll see a yellow Higher Expectations star that indicates our goal in relation to our current performance, and our best ideas on what it will take to reach it.

By sharing our partnerships' goals, we are making it clear that we have high expectations for our community, and we are inviting our partners to continue this work with us so that we can all get there together.

OUR 2023 DATA GOALS



WHOLE FAMILY MODEL

PATHWAY TO EDUCATION & EMPLOYMENT SUCCESS

Higher Expectations begins our work with the end in mind: **a fully capable and employed Racine County workforce.**

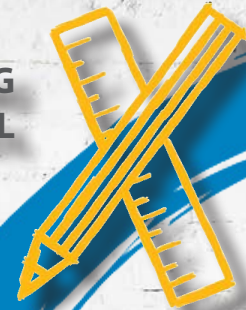
To achieve this vision, we work with our partners on a whole family's path to success, because we know we can't improve employment outcomes for parents without also supporting their children, and that we can't have a county of successful readers by third grade without supporting their parents.

In order to ensure Racine County residents have **family-sustaining careers**, we look at the steps adults must take to get there. We know that ensuring adults have the support they need to reach educational milestones will lead to better careers here in Racine County.

For our youngest residents, we know that access to **high-quality educational support and resources** are essential to succeeding in school.

By giving parents the skills and tools they need to support their families and making it easier for families to access the resources they need for their children, **we can create a Racine County where the systems work better for all of our families.**

STUDENTS SUCCEEDING
IN SCHOOL



ELEMENTARY
READING



KINDERGARTEN
READINESS



BIRTH TO THREE
DEVELOPMENT





**HIGH SCHOOL
GRADUATION**



**POST-SECONDARY ENROLLMENT
& COLLEGE ACCESS**



**DEGREE & TRAINING
CREDENTIAL COMPLETION**



**FAMILY SUSTAINING
CAREERS**



EMPLOYMENT

468 additional job-seeking adults need to be employed for Racine County's employment rate to match the state's rate of 97%



FAMILY-CENTERED PRACTICES



CAREER PATHWAYS

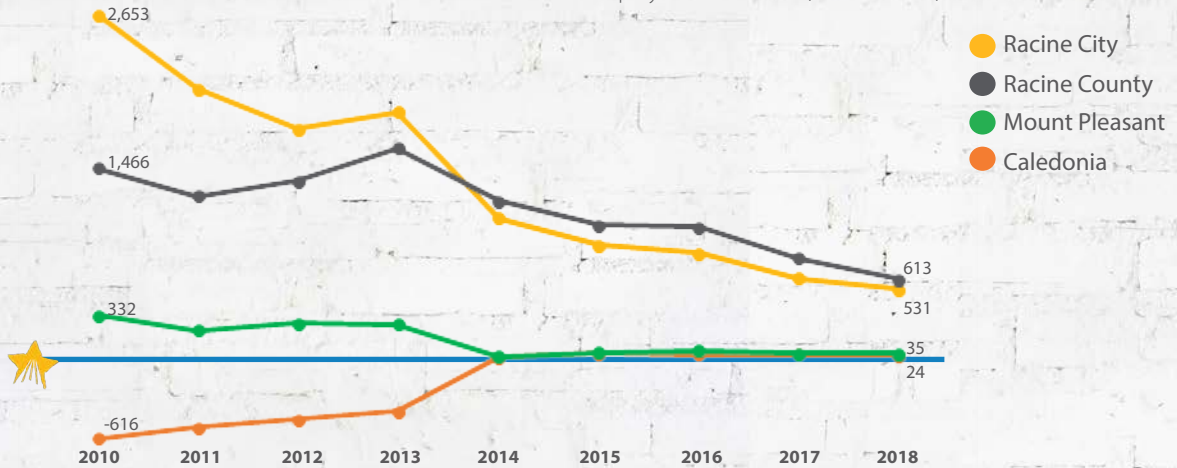


SCHOOL-BASED TEACHING ACADEMY OF RACINE (STAR)



Number of People Who Would Need to be Employed For Racine Area Unemployment to Match State's Rate

Source: Bureau of Labor Statistics and Local Area Unemployment Statistics (Annual Rates)

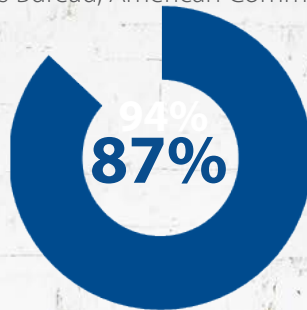


Total Employment Rates of Adults Active in the Workforce by Race/Ethnicity for Racine County (2012-2016)

Source: US Census Bureau, American Community Survey (ACS), 5-Year Estimates



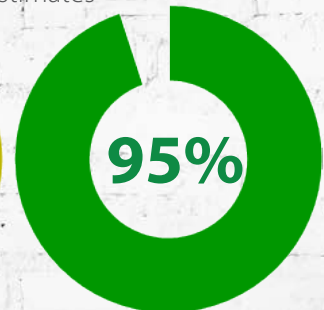
All Residents



Black/African American



Hispanic/Latinx



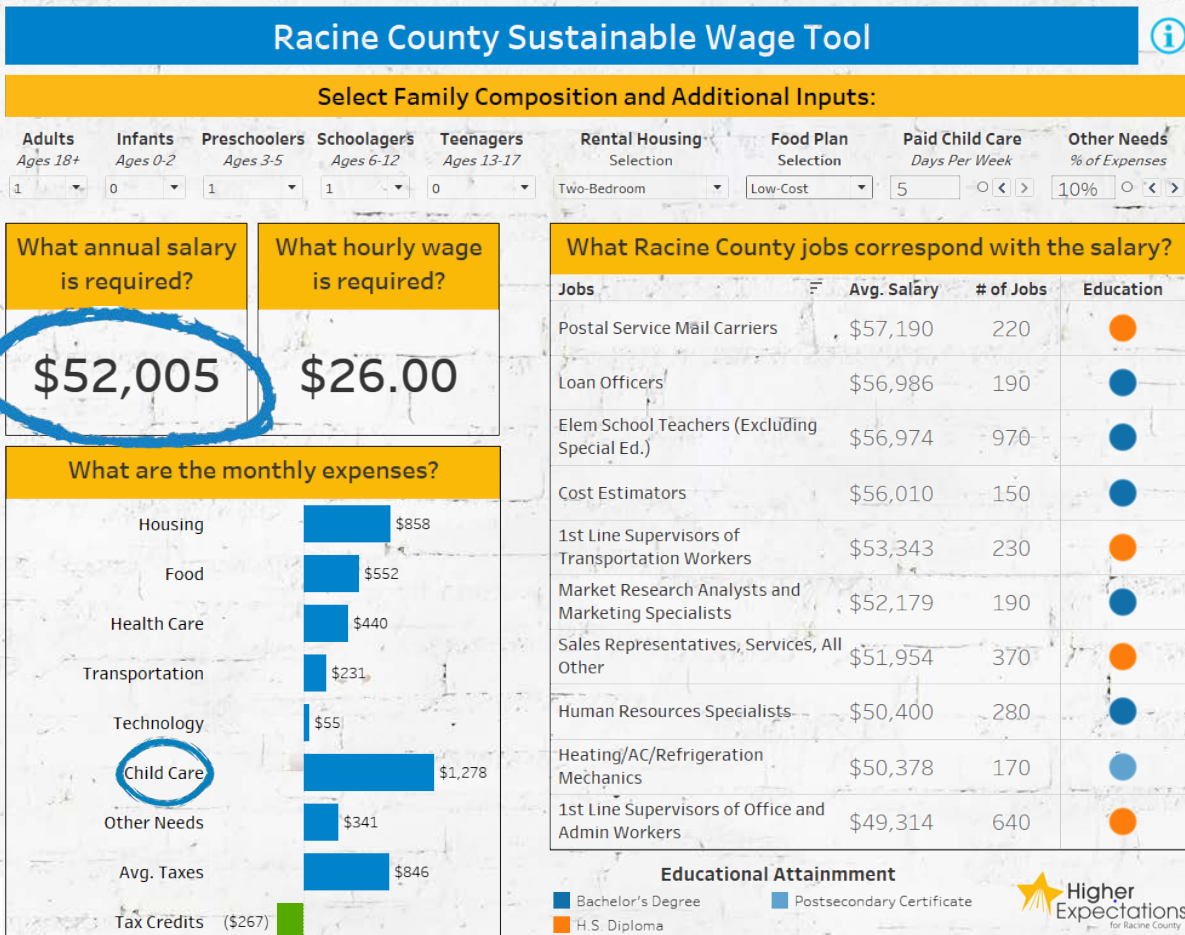
White

The gap in unemployment rates between the City of Racine and the state of Wisconsin continues to close. Higher Expectations is supporting efforts to reduce racial disparities, especially for Black moms, by working to create a more family-centered workplace practices and ensuring our workforce is sustainably employed.

See our data notes on pg. 37 and in depth data on our Data Dashboards at: higherexpectationsracinecounty.org

UNDERSTANDING WAGES

This year we set out to answer two questions - **what income do parents need to make in order to sustain their families in Racine County? And, what do they need to do to get there?** By using publicly available data, we created the Racine County Sustainable Wage Tool. This is an interactive webpage where families can input information, like how many adults and children live in the home, what their housing needs are, and how much childcare they need each week. The tool then models out their needed sustainable wage, and the jobs available in Racine County at that income level. Our hope is that this data tool can be used by workforce and education organizations to **better put families on a path towards a sustainable wage.**



To interact with the Sustainable Wage tool, scan this code or go to higherexpectationsracinecounty.org/sustainable-wage-tool

LINKING FAMILY PRACTICES

In 2018, we worked with UW-Parkside professor Dr. Norm Cloutier to uncover the major drivers of unemployment in Racine and found that, compared to similar cities, Racine has higher rates of female heads of households, people that lack a high school diploma, and people who lack a bachelor's degree. Increasing access to education for local adults and prioritizing programs that support parents are critical strategies to improve employment outcomes in our community.

Racine County is leading the effort to bring workforce partners together to develop a strategic plan for our community that leverages the great programs - like the YWCA's HSED initiative, Gateway Technical College's Training Bootcamps, and those provided by Racine County Workforce Solutions - in order to connect more individuals with career opportunities.

We've focused on pathways to education for adults: Earlier this year, we brought together partners from the workforce services sector and the post-secondary education sector for a conversation about the education requirements of local careers and connecting adults with post-secondary programs designed to support them. We've also partnered with Racine Unified Schools and UW-Parkside to launch the School Based Teaching Academy of Racine (STAR), a credential program that helps teachers get certified in high-need teaching areas by layering their coursework throughout the school year.

At the same time, we have been helping to lift up and pilot strategies that support parents in Racine County: We developed a partnership with Ascension All Saints Hospital to pilot a cohort model training program that utilizes wrap-around supportive services for moms with young children and shows that family-centered practices can strengthen Racine County's workforce.

"Our collaboration with Higher Expectations is an innovative approach to improve the health of the community by providing education, training and a healthcare career path for women who are head of household, ethnically and racially diverse and unemployed or underemployed."

- Kristin McManmon, President, Ascension All Saints Hospital





COLLEGE ENROLLMENT & COMPLETION

123 additional students need to enroll to meet the state college enrollment rate of 59%
20,815 more adults need to earn a post-secondary credential to reach 60% by 2027

HIGHER EDUCATION
REGIONAL ALLIANCE
(HERA)

TALENT
HUB



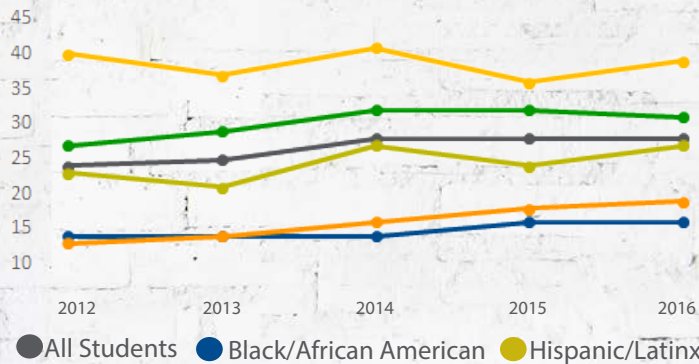
CREDIT
ALIGNMENT

MATH
PATHWAYS



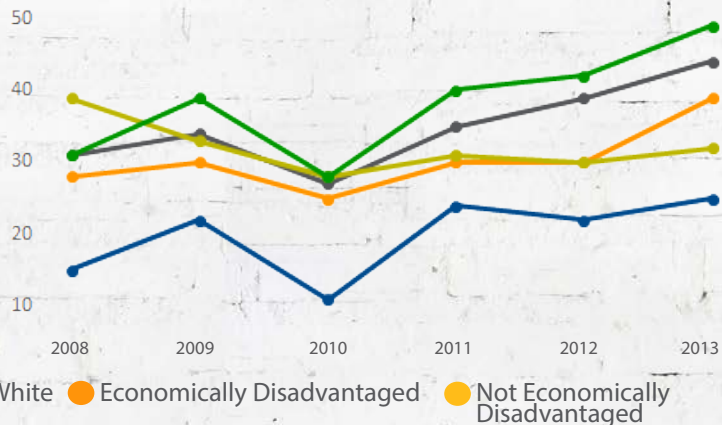
3-Year Graduation Rates of All Degree Seekers at Gateway Technical College by Starting Fall

Source: Gateway Institutional Effectiveness Department (2012-2016)



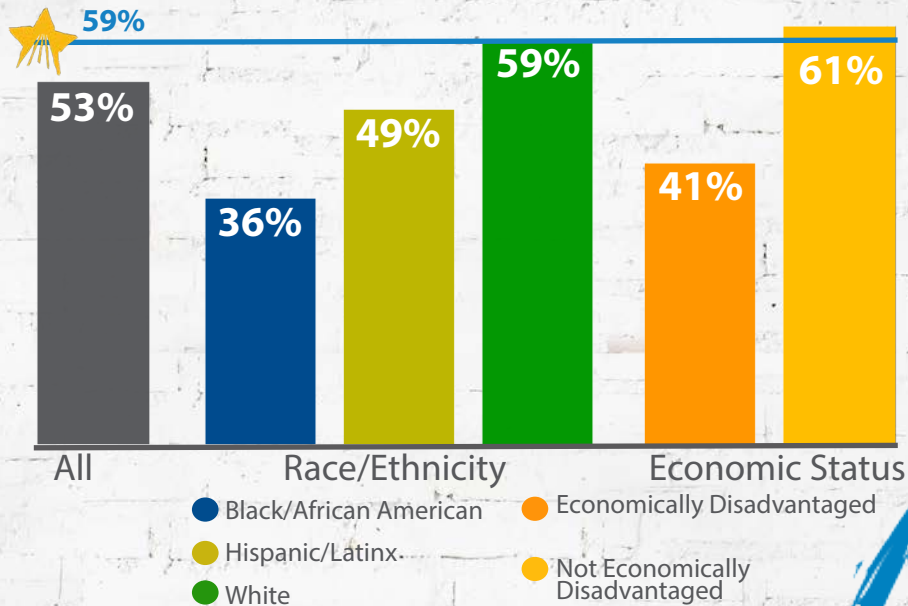
6-Year Graduation Rates of First-Time Full-Time UW-Parkside Students by Starting Fall

Source: UW-Parkside Institutional Research Department (2008-2013)



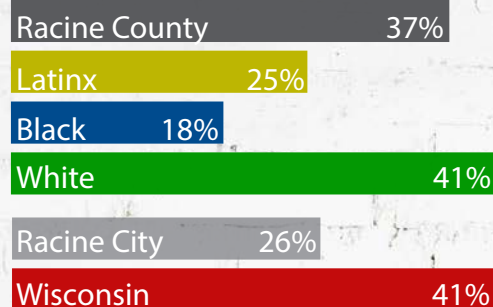
Racine County High School Graduates Enrolling in Any Post-Secondary Program in First Fall after Graduation

Source: Dept. of Public Instruction, WISEdash Public



Residents With Post-Secondary Credentials

Source: American Community Survey, 2017



See our data notes on pg. 37 and in depth data on our Data Dashboards at: higherexpectationsracinecounty.org

CONNECTING CREDITS TO DEGREES

Today's jobs require more than a high school diploma. In Racine County, 55% of jobs require at least a bachelor's degree, but only 37% of Racine County residents have that credential. As a Lumina Talent Hub, **we're working together to make structural changes with the goal of getting more students to enroll in college, to complete their required coursework on time, and to graduate with a degree.** We're in the second year of our Talent Hub designation, which has brought UW-Parkside, Gateway Technical College, and partners in Racine and Kenosha Counties together around post-secondary completion. Through this work, our partners have scaled up from pilots to institution-wide changes, and we're beginning to see movement toward our goal.

A key indicator of on-time graduation and degree completion is a student completing their first college-level math requirement within the first year. By aligning math around a student's program of study and reducing the need for separate remediation credits, **students start and remain on track.** This year, Gateway Technical College implemented math pathways and scaled their co-requisite support model, called Accelerated Math Pathways, institution-wide. This support model allows students to take the prerequisites at the same time as their regular coursework so that they can stay on track with their academic program's timeline.

"In the co-requisite model, the instructor is able to give immediate guidance and ensure that students have a stronger understanding for when they would be working independently later."

- Manal Rizek, Division Chair for Mathematics, Gateway Technical College

In addition to reducing the need for remedial math classes, encouraging students to complete 30 college credits and declare a major in their first year of college increases the likelihood that they will graduate on time. At UW-Parkside, a targeted marketing campaign for freshmen and continuing students called "15 to Finish" encouraged students institution-wide to take 15 credits each semester in order to earn the credits needed for a degree in four years. Institution-wide, the number of students enrolling in 15 credits has risen to 67% and racial gaps have decreased.

Freshmen Who Registered for 15 Credits in Their First Fall

2013

Source: UW-Parkside

2018

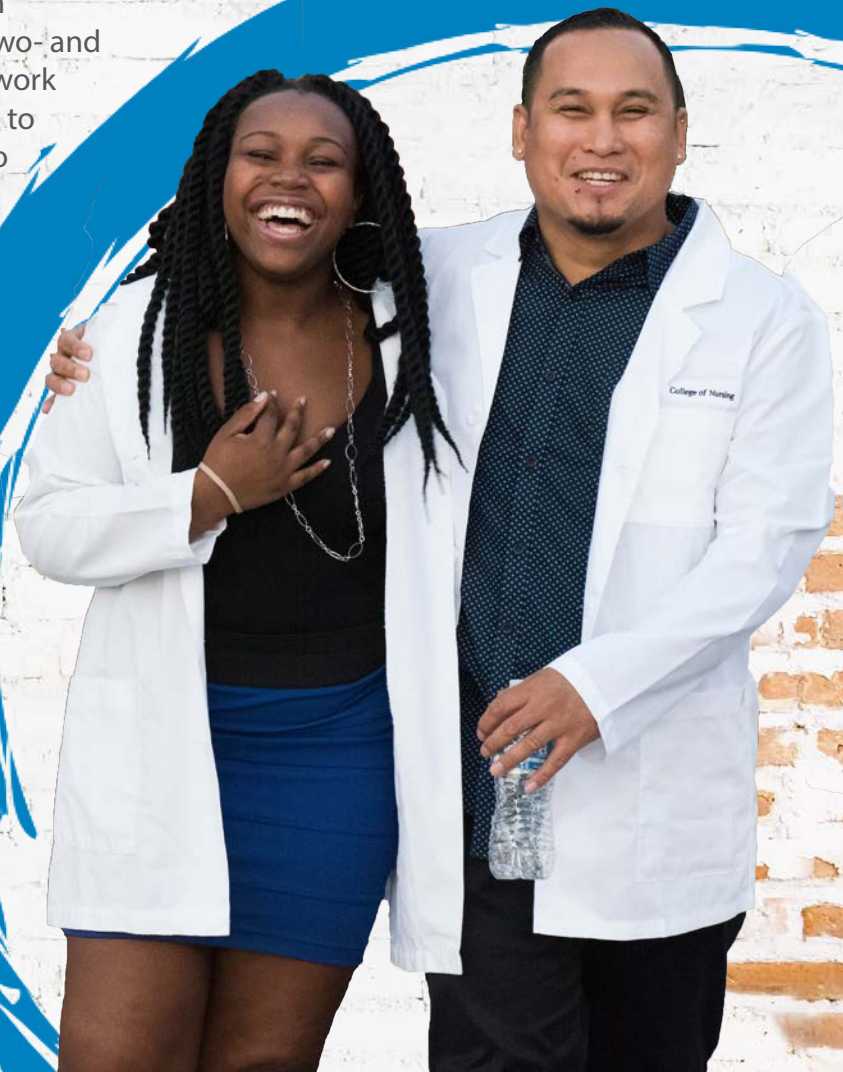


In the third year of our Talent Hub work, **we will begin to focus on transfer students.** After looking at shared data between the two post-secondary institutions, strategies for helping students transfer seamlessly between the two institutions have been uncovered. The aim is to reduce the number of students who will lose or have to retake college credits after they transfer, which adds more time before they can complete their degree.

The work we're doing together with the Talent Hub has become a model for the entire region: The **Higher Education Regional Alliance** (HERA) is a collaborative of eighteen southeastern Wisconsin public and private, two- and four-year colleges and universities and a network of partner organizations. We work with HERA to scale the great work happening in our area to more than **150,000 students across southeastern Wisconsin.**

This work is a large part of a bigger goal: **60% of Racine County residents who have a post-secondary credential by 2027.**

It will take dedicated time and effort across our many outcome areas to see Racine County reach that goal, but the work being done within our Lumina Talent Hub work is making strides in the right direction.





HIGH SCHOOL GRADUATION

236 additional RUSD students need to graduate in 4 years
in order to match the state graduation rate of 90%



THE ACADEMIES
OF RACINE



STARTING CAREER
PATHWAYS



ALIGNING WITH
POST-SECONDARY
INSTITUTIONS

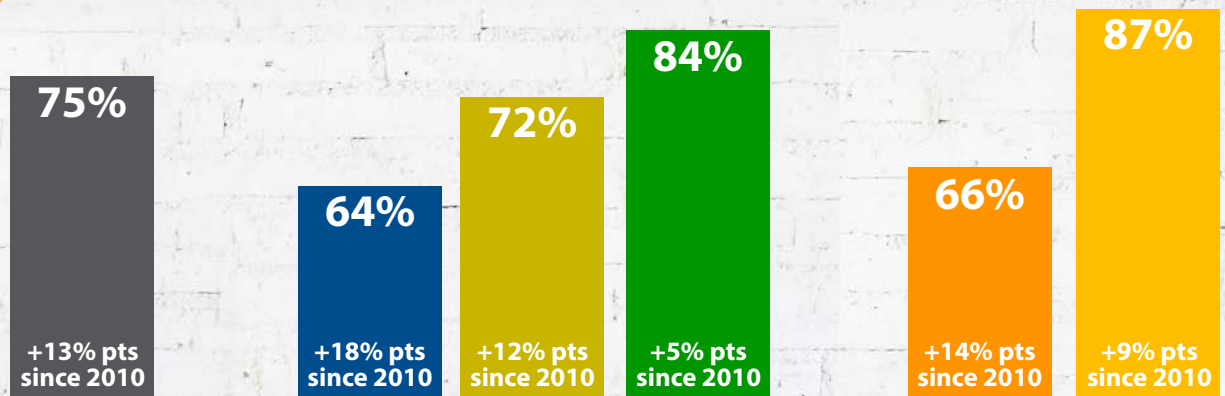


RUSD 4-Year Graduation Rates (2018 Graduate Cohort)

Source: RUSD, All Completion Credentials as of July 2018



90%



All

Race/Ethnicity

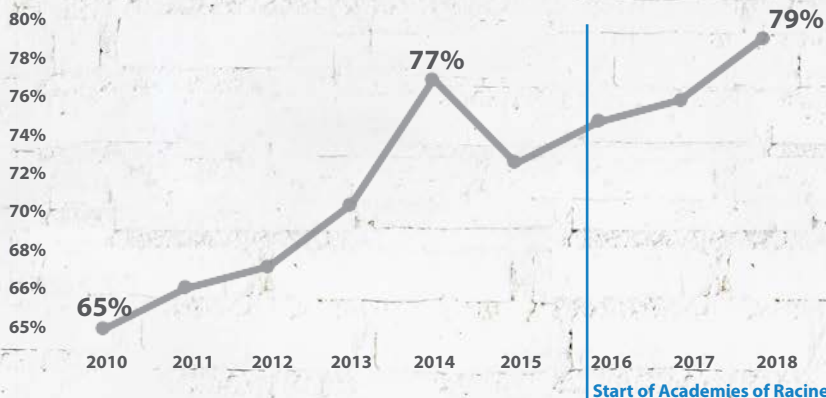
- Black/African American
- Hispanic/Latinx
- White

Economic Status

- Economically Disadvantaged
- Not Economically Disadvantaged

Comprehensive High School Graduation Rates by Year

Source: Wisconsin DPI, Completion Credentials for Park, Horlick, & Case HS



While the RUSD four-year graduation rates have remained flat over the last year, they have been increasing since 2010 and racial/ethnic gaps have been steadily decreasing. There is still more work to be done to close these gaps, and we are working with partners to uncover ways to lift up students of color.

RUSD 2017-18 11th Graders ACT Composite Scores

Source: RUSD (Out of Maximum Score of 36)

- 17** All RUSD Students
- 15** Black/African American
- 16** Hispanic/Latinx
- 19** White
- 20** All Wisconsin Students

See our data notes on pg. 37 and in depth data on our Data Dashboards at: higherexpectationsracinecounty.org

INCREASING STUDENT PATHWAYS

The **RUSD Academies of Racine** provide students with the advanced skills needed to be successful, productive citizens in college, career, and life. By creating engaging, hands-on learning opportunities, developing small learning communities, and connecting with local businesses, post-secondary institutions and organizations, the Academies **help students graduate with the skills and a plan for a successful future.**

We are excited that Gateway Technical College has moved into our initial role as the Convening Partner with the Academies of Racine, which will help ensure that this model is fully embedded into the community. In 2019, we transitioned our role to become the Academies' Collective Impact Partner, which keeps us focused on connecting the dots between our high schools, post-secondary institutions, and labor force by:

-  Collecting and sharing job market data, workforce trends, and demographic trends to help create pathways that lead to high-demand careers.
-  Assisting with the design of student surveys for graduates to better understand the paths students take after graduation.
-  Advocating for the Academies model at the local, state, and national level.
-  Leveraging our partnerships to address community-based issues like transportation access and FAFSA completion.
-  Creating alignment with post-secondary enrollment strategies to increase the number of RUSD graduates who enroll in post-secondary institutions.

As the 2019-2020 year approaches, we're excited to see the first graduating class to have had experienced The Academies of Racine all four years of high school. **We're confident that these students will graduate prepared for success in post-secondary academics and on a path to sustainable careers.**

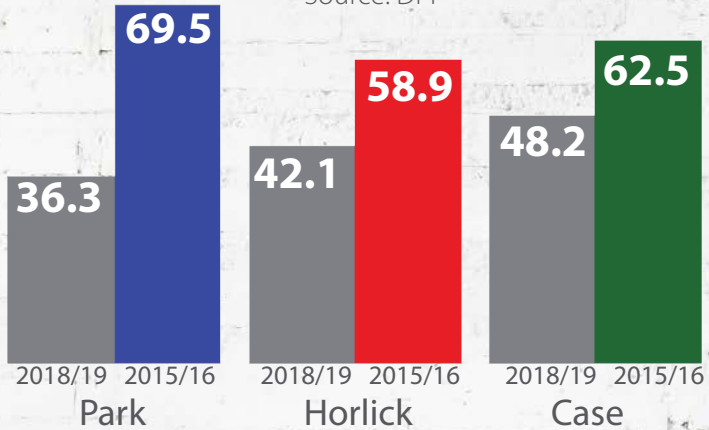
227
Employer &
Civic Partners

2,461
College Credits
Earned

654
Community
Volunteers

School Report Card Accountability Scores

Source: DPI



345 Industry
Certificates Earned
39 Youth
Apprenticeships
9 Co-ops
966 College Credits
Earned



125 Industry
Certificates Earned
38 Youth
Apprenticeships
2 Co-ops
961 College Credits
Earned



336 Industry
Certificates Earned
44 Youth
Apprenticeships
6 Co-ops
534 College Credits
Earned





ELEMENTARY READING

241 additional RUSD students need to be proficient or advanced in reading to meet goal of 39%

EVIDENCE-BASED
TUTORING



ACCELERATING
SCHOOL
EXCELLENCE

COMPREHENSIVE
THIRD GRADE
READING DATA



HIGH QUALITY
LITERACY
INSTRUCTION



2018-2019 RUSD Third Grade Students Proficient or Advanced In Reading

Source: DPI, 2018-2019 Forward Scores

★ 39%



3rd grade reading scores have dropped over the last three years and large disparities by race/ethnicity and income exist. We are supporting community partners in understanding and acting on the systemic factors that prevent equitable opportunities for students of color.

See our data notes on
pg. 37 and in depth
data on our Data Dashboards at:
higherexpectationsracinecounty.org

IMPROVING READING

This year we supported RUSD's work to take a deeper look at the data behind reading support programs and the other factors that **impact a student's reading growth within an academic year**. By looking at the different reading support programs, suspension rates, student mobility, and attendance, we saw clear disparity gaps that are impacting student success.

The **impact of attendance as a driver of success** jumped off the page. Students who attend 95-100% school days reach their projected growth for the year at a rate 15 percentage points higher than students who attend less than 80% of school days. We are working with our partners to better understand current practices around attendance and are discussing strategies that could increase attendance rates for all Racine County students.

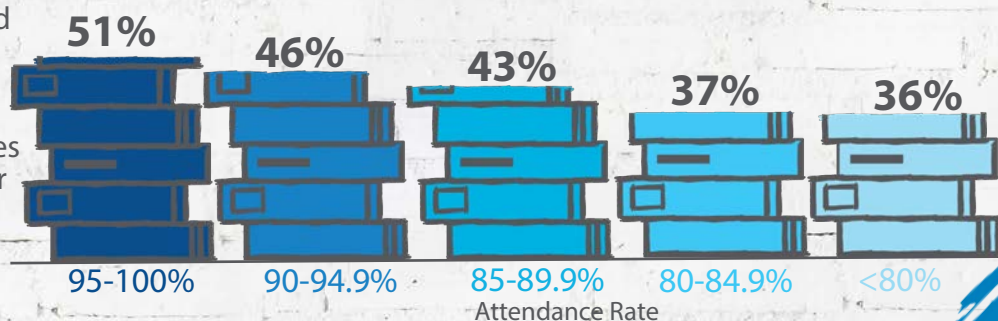
One of the reading support programs evaluated was **Wisconsin Reading Corps**. Wisconsin Reading Corps launched its one-on-one reading intervention program for struggling readers in five Racine Unified schools in 2018-19. This reading support program brings AmeriCorps volunteers equipped with **proven literacy approaches** into schools to help struggling students transform into **confident readers**.

Last year at Racine Unified, Reading Corps students in schools with high tutor retention **achieved their projected growth** on Measures of Academic Progress (MAP) testing 22% more often than their non-Reading Corps peers. Further, a randomized control trial of Wisconsin Reading Corps showed that students in the program experienced more than a year's worth of progress in reading proficiency indicators and continued to grow their reading ability at rates faster than their peers who were not served by the program.

In 2018-2019, Wisconsin Reading Corps served 159 Racine Unified students at Fratt, Julian Thomas, Knapp, North Park, and Roosevelt schools. Next year, the program will be extended to six more classrooms. Additionally, for the second state budget in a row, Higher Expectations supported Wisconsin Reading Corps in earning state funding to support its operations. This year, not only was the program funded, but the legislative Joint Finance Committee ensured that it would be an **ongoing initiative** and moved it from one-time funding to a recurring commitment.

Percent Of Students Achieving Projected Growth By Attendance Rate

Source: RUSD, Fall To Spring Reading MAP, 2018-2019



DISTRIBUTING LEADERSHIP

Higher Expectations identifies national best-practices and brings them back to Racine. This school year, we're partnering with Racine Unified to launch a new elementary school initiative model - part of our **Campus Distributed Leadership** strategy - that elevates teacher leadership, peer-led professional development, and data-driven decision-making at the school and classroom level.

In order to help more students reach their reading goals and close equity gaps, we need to layer different targeted interventions like Wisconsin Reading Corps and United Way's Schools of Hope volunteer tutoring program into school-wide initiatives like the United Way's Community Schools Model, and this new data-focused, school excellence strategy. At schools like Knapp Elementary, we are working to ensure that all of these strategies work in coordination, so that teachers and school leaders can be equally supported to **focus on what their students need.**

To launch this first-of-its-kind elementary model, we worked in partnership with Racine Unified Schools, the Racine Educators United (REU), and United Way of Racine County. At our target schools, school leadership has identified and hired a teacher from each grade to facilitate that grade level's work to improve student outcomes. These facilitators are supporting their peers, helping create common materials and curriculum, and connecting with the professional development opportunities that their team needs.

Each school is learning from their classroom data in order to drive their decision-making and evaluate their success. Already, schools are focused on improving their practices in areas like **student-driven continuous improvement** using their own data and **student engagement** focused on improving how teachers help students interact with their curriculum.





KINDERGARTEN READINESS

Goal is in development as we work with our partners to establish our baseline data points



HIGH-QUALITY CARE



CONNECTING SUPPORT FOR YOUNG FAMILIES



EARLY LITERACY TOOLS

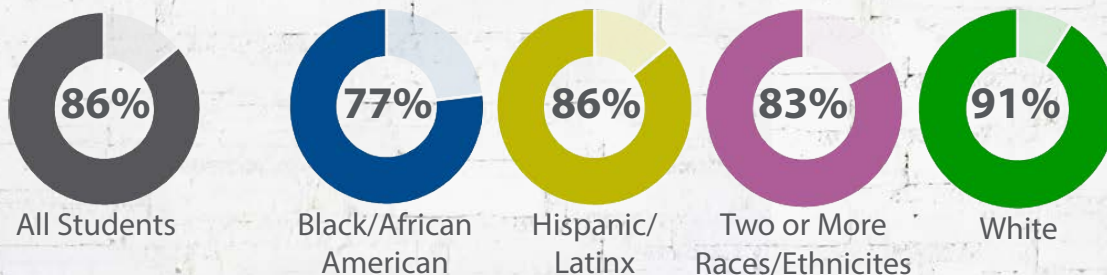


FAMILIES READY FOR SCHOOL



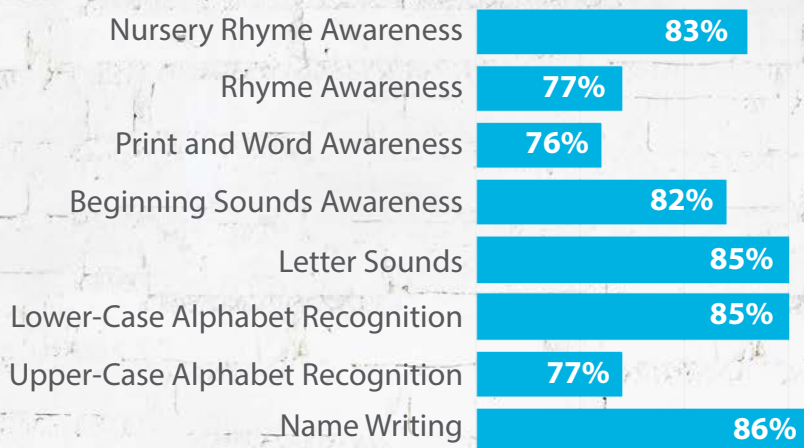
2018-19 RUSD 4-Year-Old Kindergarten Students Meeting 5K Social/Emotional Readiness Benchmarks in Spring

Source: RUSD, 2018-19 TSG (Teaching Strategies Gold)



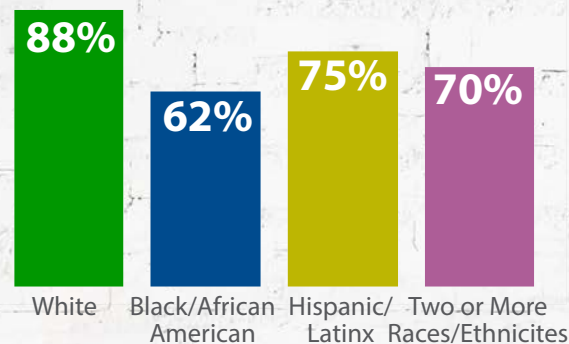
Percent of RUSD 4K Students Meeting Spring Developmental Benchmarks by Literacy Strand

Source: RUSD, 2018-19, PALS (Phonological Awareness Literacy Screen)



RUSD 4K Uppercase Letter Recognition by Race

Source: RUSD, 2018-19, PALS



Literacy scores by strand for Racine Unified 4-year-old kindergarten students have been mixed over time while social emotional scores have dropped 2 percentage points since 2015-2016. We are continuing to support partners in understanding readiness factors for students and adopting policy and programmatic strategies to prepare more 4-year-old residents to enter school ready to learn.

See our data notes on
pg. 37 and in depth
data on our Data Dashboards at:
higherexpectationsracinecounty.org

CONNECTING RESOURCES

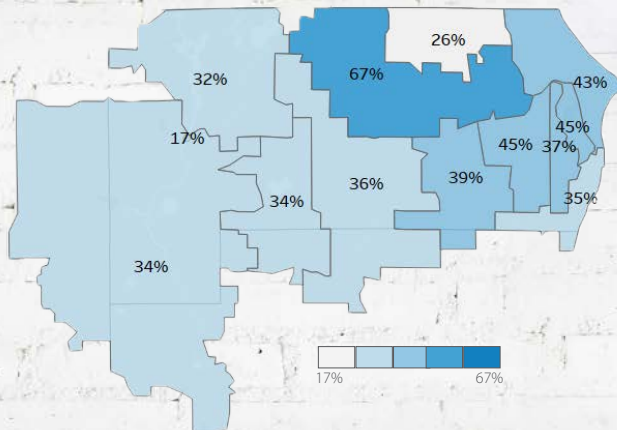
Together with our partners, we are taking a **deeper look into the use of community resources** available for families with young children. By looking at utilization rates for universal programs, such as United Way's Imagination Library program and Family Connects, Central Racine County Health Department's universal home-visiting program, we can create a map that shows how well families are being served across demographics and geography. This tool will allow our partners to see where there are gaps in services, better identify what strategies are successful for targeted areas, and allow partners to collaborate and combine strategies to reach more families.

In 2019, Imagination Library, which sends a free, age-appropriate book to a child every month from birth to age 5, celebrated its 10th anniversary in Racine County. Since 2009, Imagination Library **has connected almost 9,000 Racine County children with nearly 190,000 books.**

The enrollment rates of Imagination Library, which are shared below, can help other universal early childhood tools target their services. For example, Bright By Text, a national program that sends texts to families about developmental milestones and community resources, launched statewide by Wisconsin Public Television this year, can utilize mapped data to identify strategies and utilize different organization's strengths in unison.

Imagination Library Utilization Map

Source: United Way of Racine County (June 2019)

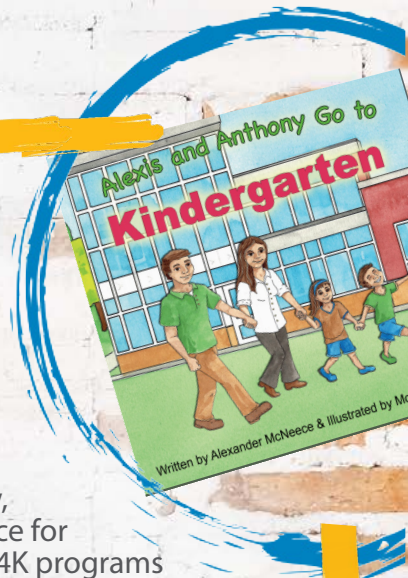


Higher Expectations is working on collecting similar utilization data from other community resources to help partners better understand key strategies and messaging that support families to have increased access to universal programs.



ACHIEVING K-READINESS

In order for children to be successful, it's important they enter school ready to learn. In an effort to prepare 4-year-old students for kindergarten, the Kindergarten Readiness Network published a Racine-centric children's book in English and Spanish. Filled with kindergarten readiness skills, *Alexis and Anthony Go to Kindergarten* shares the story of twins on their fifth birthday getting ready to start kindergarten in the fall. This year, approximately 1,300 books were given to local 4-year-old kindergarten (4K) students.



To more fully understand how 4K programs prepare students for academic success, Higher Expectations collaborated with RUSD, Acelero Learning, AIM Now, and the University of Milwaukee's Consulting Office for Research and Evaluation to conduct a study of 4K programs throughout the community. We looked at over 800,000 data points from 1,247 4K students with the goal of learning **what matters most in preparing Racine children for success.**

Key Findings

- ★ **Attendance** is one of the most important factors for ensuring student growth in 4K & 5K.
- ★ **Participating in 4K** improves student's math and reading growth in 5K.
- ★ Students in **full-day 4K** programs have greater social-emotional and academic growth than students in half-day 4K.
- ★ **Social-emotional development** in 4K helps students focus on learning and have greater academic growth in 5K.
- ★ **Positive classroom climates and student behaviors** impact how much a student grows academically and socially in 4K.

Racine Unified assembled a group of content experts to work on 4K/3K enrollment for a Green Belt project. This group worked to look into current enrollment strategies, uncover what's working best, and strategize how those techniques could be scaled-up to **reach more families.**



WISCONSIN PARTNERSHIP

Improving education and employment systems across Wisconsin

The Wisconsin Partnership is a collaboration between Higher Expectations for Racine County and the three other StriveTogether-affiliated organizations in Wisconsin: Achieve Brown County, Building Our Future Kenosha County, and Milwaukee Succeeds. The goal of this collaborative effort is to identify and advocate for a state policy agenda that will enable each community to move further and faster toward its goals for improving access to high-quality early childhood supports and systems for all children.

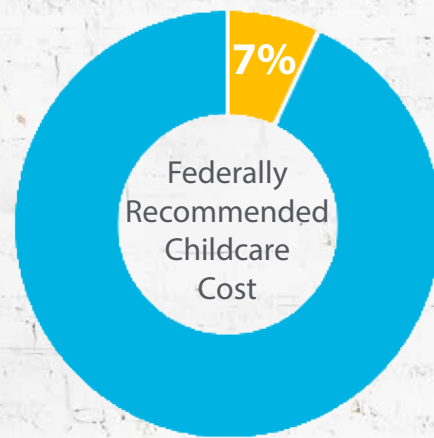
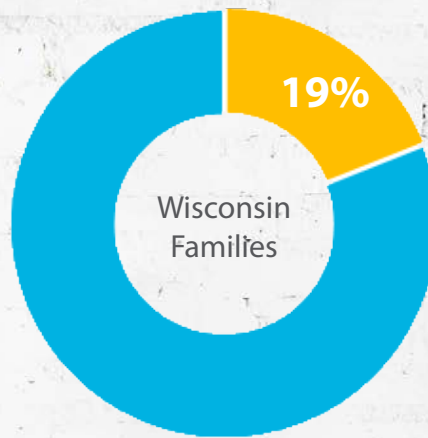
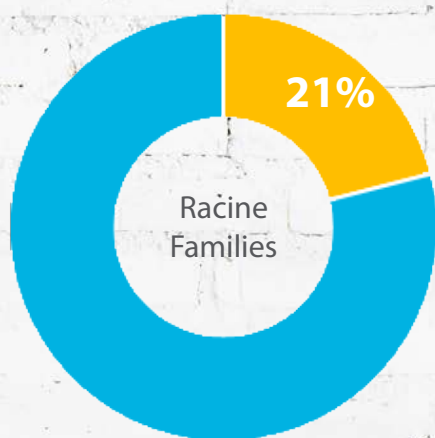
Evidence is clear that children who receive high-quality early care, education, and health supports have better long-term outcomes than children who do not have these experiences.

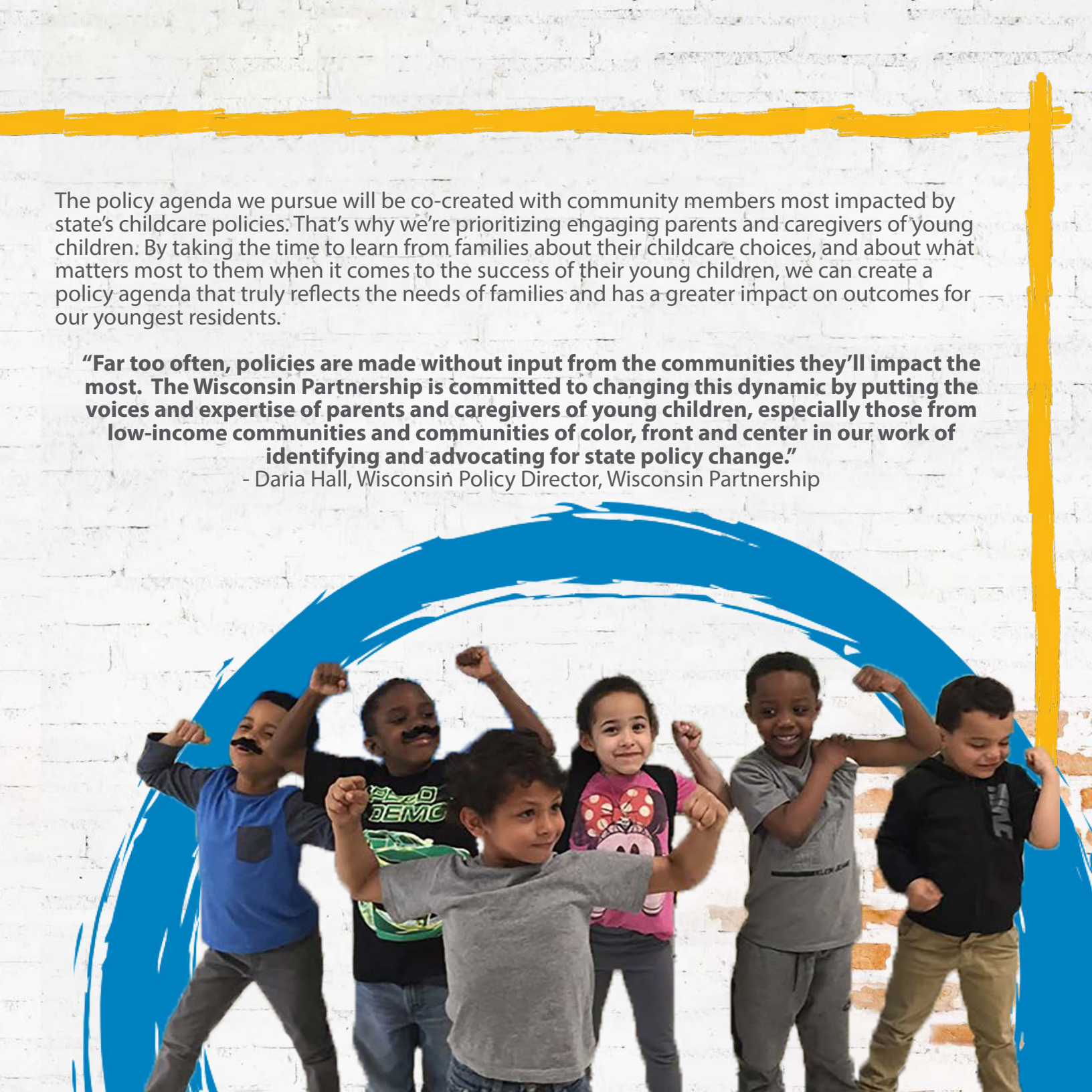
Many childcare providers in Wisconsin participate in the YoungStar rating system, which allocates one star to providers that meet minimum state standards, and up to five stars to providers that meet the highest state standards. In Racine County and across the state, **most childcare centers are rated two or three stars**. Only 15% of childcare centers are rated 5 stars in Racine County. At the same time, families are facing high costs for childcare; Wisconsin is ranked 20th in the nation for most expensive infant care, and **infant care in Racine County costs more than the state average**.

By working together, the four local partnerships will leverage the breadth and depth of relationships with business, civic, education, and community stakeholders from diverse communities across the state in service of this critical goal.

Percent of Income Spent on Childcare

Sources: Economic Policy Institute (2019) & DCF Market Rate Survey (2017)





The policy agenda we pursue will be co-created with community members most impacted by state's childcare policies. That's why we're prioritizing engaging parents and caregivers of young children. By taking the time to learn from families about their childcare choices, and about what matters most to them when it comes to the success of their young children, we can create a policy agenda that truly reflects the needs of families and has a greater impact on outcomes for our youngest residents.

“Far too often, policies are made without input from the communities they’ll impact the most. The Wisconsin Partnership is committed to changing this dynamic by putting the voices and expertise of parents and caregivers of young children, especially those from low-income communities and communities of color, front and center in our work of identifying and advocating for state policy change.”

- Daria Hall, Wisconsin Policy Director, Wisconsin Partnership

NATIONAL RECOGNITION

In 2017, we became the third community partnership in the StriveTogether Network to achieve Proof Point. This designation puts us at the forefront of collective impact work and shows that we're a community able to prove that collaborative action can work. At the time of our designation, 60% of our benchmark indicators across our outcome areas and were showing tangible improvement.

This came after three years of building a stronger, more collaborative results-oriented culture, focusing on continually improving the work we do as a partnership, and building data capacity and sustainable funding support. **This national recognition was driven by the commitment of our partners in working together to improve outcomes.**

Our community's commitment to collaborative work and improving outcomes has also garnered national attention from other organizations.

In 2017, we were one of the first 17 communities to be designated a **Lumina Talent Hub** because of the work being done across post-secondary institutions.

This year, the City of Racine was also chosen as one of nine **What Works Cities Economic Mobility Innovative Cities** and one of five **Smart Cities**, both projects that aim to improve infrastructure and systems in the City of Racine to improve economic mobility for our residents.

To affect positive change for children and families, it takes an **entire community** of organizations and individuals willing to change old behaviors and put the families we serve at the center of our decision-making. Leaders and practitioners in our community have demonstrated dedication, persistence, and perseverance as their work has evolved over time.

These national recognitions are proof that Racine is rising as a leader in improving outcomes for families.

We couldn't be prouder.



NATIONAL INVESTMENT

As a part of the increased national recognition, we've also seen **more national philanthropic dollars flow in to support our partnership and strategies.** These investments not only help to continue our work but also leverage additional new national investment into Racine County. Each national investor has seen **Racine as a leader** in collaborative action work and wants to support that work moving forward.

This national funding isn't all coming directly to Higher Expectations.

For every \$1 we've received in direct financial support from local funders, Higher Expectations has brought **\$2 of direct national investment** into Racine County.

\$350,000	StriveTogether
\$1,800,000	Ballmer Group
\$555,000	Lumina Foundation
\$150,000	Bloomberg Philanthropies
\$325,000	Complete College America



To date, **half of this funding** has gone directly to our partners and the other half to support our work with our partners. That's

\$1.5 Million

in national philanthropic investment shared across Racine County.

Higher Expectations has also brought in **significant in-kind and technical support** from national partners into Racine County.

ACCOUNTABILITY STRUCTURE

THE EXECUTIVE COMMITTEE is made up of leaders from our core public, private, and non-profit partners. Executive committee members provide organizational oversight for Higher Expectations and strategic leadership in our outcome areas.

THE LEADERSHIP TABLE represents a broad array of public, private, and non-profit community partners that are invested in our work. The Leadership Table provides strategic guidance, social and financial capital, and a united voice to champion our goals.

ANCHOR INSTITUTIONS support the Higher Expectations team. and include Racine County, Racine Area Manufacturers and Commerce, and United Way of Racine County

THE DATA MANAGEMENT TEAM supports and guides the development of indicator metrics and data collection, sharing and analysis.

OUTCOME AREA TEAMS focus on: Employment, College Enrollment and Completion, High School Graduation, Elementary Reading, Kindergarten Readiness. Partners develop and implement action plans to improve student and family outcomes and use continuous improvement processes to measure their impact and improve over time.



LEADERSHIP TABLE

Dr. Bryan Albrecht

President, Gateway Technical College

John Batten

President & CEO, Twin Disc

Tom Burke

President & CEO, Modine Manufacturing

Jonathan Delegrave

Racine County Executive

Joe Dillon

President & CEO, InSinkErator

Dr. Deborah Ford

Chancellor, UW-Parkside

Dr. Eric Gallien

Superintendent, Racine Unified Schools

Jackie Hallberg,

President & CEO, Goodwill Industries of Southeastern Wisconsin

Ali Haigh

President & CEO, United Way

Scott Harris

Vice President, CNH Industries

Art Howell

Chief of Police, City of Racine

Andrea Kieman-Rognsvoog

Employer Solutions, Aurora Healthcare

EXECUTIVE COMMITTEE

John Batten

Tom Burke

Johnathan Delegrave

Dr. Deborah Ford

Dr. Eric Gallien

Ali Haigh

Matt Montemurro

Jeff Neubauer

Tom Moore

Senior Vice President,
Johnson Financial

Mario Martinez

President, Marz Insurance

Cory Mason

Mayor, City of Racine

Kristin Mcmanmon

CEO, Ascension All Saints

Matt Montemurro

President, Racine Area Manufacturers
and Commerce

Chris Ruud

President & CEO, Delta Hawk

Dr. John Swallow

President, Carthage College

DATA & REPORT NOTES

All Data - Numbers in this report represent the most recently available data in each category. All percentages are rounded to the nearest whole number. Data for other races/ethnicities are not reported due to small population sizes. Students are considered “economically disadvantaged” if they qualify for free/reduced lunch.

Our Community (page 6) - The increase or decrease over time is since 2013 for all except Elementary Reading and 4K Readiness due to changing assessments.

Employment (page 12) - Hispanic/Latinx and “Two or More Races” are not mutually exclusive of each other or other racial/ethnic categories, unlike other data in this report.

College Enrollment and Completion (page 16) - Gateway’s data represents a larger subset of the student population because it includes transfer and part-time students whereas UW-Parkside’s data only includes first-time full-time students.

Wisconsin Partnership (page 31) - The percentage of 5-star rated centers in Racine County was calculated using the Licensed Child Care Directory published by the Department of Children and Families. Infant child care costs for the state of Wisconsin was retrieved from the Economic Policy Institute. Infant child care costs for Racine County was calculated using the Department of Children and Families Market Rate Survey; the average weekly price per slot for age group 0-1 in group regulation type was multiplied by 52. The median household income for Racine County and the state of Wisconsin was retrieved from Data USA. The cost of infant child care was divided by the median income and then multiplied by 100 to create the percent of income spent on child care.

Photos provided by: RUSD, United Way of Racine County, UW-Parkside, & YWCA.



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