

2020 ANNUAL REPORT

WORKING TOGETHER TO BUILD
CHAMPIONS

Carmen
SCHOOLS OF
Science & Technology

COLLEGE BOUND • CAREER READY
COMMUNITY ENGAGED





LETTER FROM THE CHAMPION IN CHIEF

Carmen Schools of Science and Technology began with a simple yet powerful vision: offer a high quality college preparatory high school to all Milwaukee students. Today, Carmen consists of three high schools, two middle schools, and one elementary school serving students from across Milwaukee, K4-12th grade. We serve students living across 36 zip codes in Milwaukee, and our campuses span from Silver Spring Dr. to Oklahoma Ave.

Like many educational institutions, Carmen faced disruption to learning and unprecedented challenges brought on by the COVID-19 pandemic. The Carmen community felt the impact in our classrooms, homes, and within our personal wellness. However, during a massively difficult time, we joined together to provide support and relief as our students, families and educators persevered.

Governor Evers declared the closure of school buildings on Friday, March 13, 2020. By the following week, staff checked in on the wellness of all 2,090 students and launched virtual learning. Throughout the pandemic, we distributed 2,850 Chromebooks and 521 hotspots to ensure access to virtual instruction. Staff became virtual instructors overnight and built communities from bedrooms, kitchens and wherever students found space to learn.

Community stakeholders provided aid to Carmen families through the Carmen Emergency Relief Fund. Families who experienced financial hardship due to the pandemic were able to buy groceries, pay rent or mortgages, and cover medical expenses. The community invested \$345,720 to the Carmen Emergency Relief Fund. On behalf of all the families who benefited from our relief fund, I thank you for your generosity.

I am grateful for your investment in Carmen Schools of Science and Technology, and I am confident that your impact on our schools and students will be evident throughout the pages of this annual report. Thank you, in advance for your continued support now and into the future.

Jennifer Lopez

Jennifer López, Chief Executive Officer



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MISSION

Carmen's mission is to graduate all students as critical thinkers and self-directed learners prepared for success in college, meaningful careers, community involvement and family life.

ENROLLMENT

	2017-2018	2018-2019	2019-2020	2020-2021
Carmen High School of Science and Technology, South (opened 2007)	365 students	390 students	365 students	408 students
Carmen High School of Science and Technology, Northwest (opened 2013)	444 students	463 students	420 students	447 students
Carmen Middle School of Science and Technology, Northwest (opened 2013)	202 students	195 students	239 students	254 students
Carmen High School of Science and Technology, Southeast (opened 2016)	362 students (grades 9-10)	541 students (grades 9-11)	720 students (grades 9-12)	768 students
Carmen Middle School of Science and Technology, South (opened 2018)	N/A	72 students (grade 6)	150 students (grades 6-7)	199 students (grades 6-8)
Stellar Elementary (joined 2019)	148 students (grades K4-2)	192 students (grades K4-3)	196 students (grades K4-5)	225 students
TOTALS	1,373	1,661	2,090	2,301

DEMOGRAPHICS

	LATINO	AFRICAN AMERICAN	SPECIAL ED.	LOW INCOME	ELL
Carmen High School of Science and Technology, South	97%	2%	8.75%	68%	27%
Carmen High School of Science and Technology, Northwest	6.5%	86%	16.17%	89%	2%
Carmen Middle School of Science and Technology, Northwest	9%	84%	17.6%	90%	1%
Carmen High School of Science and Technology, Southeast	91.5%	4%	11.93%	91%	23%
Carmen Middle School of Science and Technology, South	88%	7%	10.39%	87%	37%
Stellar Elementary	76%	16%	18.90%	82%	31%
MPS	64%	30%	13.36%	85%	11.9%

2020 CHAMPIONS: GROWING THROUGH A PANDEMIC



\$345,720

donated to
Emergency
Relief Fund to help
more than
300
Carmen families

Of the 2,090 students that Carmen Schools of Science and Technology serves, more than 90% reside in low-income households. They live in some of Milwaukee's most-challenged neighborhoods, the places that were first and hardest-hit by COVID-19.

To overcome these barriers in a pandemic, Carmen's response prioritized consistency, community and safety. Careful planning prior to building closures allowed the network of schools to shift instructional methods. Meeting individual family needs meant devising a strategy to overcome the barriers that prevent students from accessing online instruction. Students benefited from:

- Meaningful distance learning through Google classrooms, Zoom, lab recordings, & teacher-hosted study groups.
- Consistent communication by phone, text, and video conferencing with teachers and weekly communication from Carmen's CEO, Jennifer López.
- Empowered staff, who received both clear guidelines for instruction, family communication, and student feedback and flexibility to engage students creatively.
- An investment of \$1,041,231 in technology.



2,850

Chromebooks and **521 hotspots**
to students for home learning



CARMEN HIGH SCHOOL OF SCIENCE AND TECHNOLOGY, SOUTHEAST

"Supporting a school community amidst a global pandemic took deep empathy and courage. I am tremendously proud to be part of a team that stopped at nothing to show students, staff, and parents that we honor them as people."

— Danny Herrera, *Principal
Carmen High School of Science and Technology, Southeast*

EMERGENCY FUNDS FUEL CHAMPIONS

Only when students' basic needs are met can they focus on their school work. Never have those needs been more pressing than during the pandemic. As a result, Carmen School of Science and Technology created the Emergency Relief Fund, which raised more than \$345,720 to help families meet unexpected expenses related to the pandemic. With those basic needs met, they could focus on educating their children.

PROVIDING WRAP-AROUND SUPPORT

CARMEN MIDDLE SCHOOL OF SCIENCE AND TECHNOLOGY, SOUTH, STEPS UP!

Carmen Middle School of Science and Technology, South intervened when a family's weekly teacher check-in call yielded concerns about their living situation. A Carmen mother and her family of four were facing eviction from their home. Our team dedicated time to finding a new apartment with immediate occupancy. Carmen's Emergency Relief Fund provided the family with the first three months of rent to give the family a strong start in their new home. Emergency Relief Funds have been used to provide all four children with Chromebooks and an internet hotspot.

FAMILY PARTNER

WILLIAM NORTH – *Father of 2 sons at Carmen Middle/High School of Science and Technology, Northwest*

William North's business, Red's Party Bus, was shut down during Wisconsin's Safer at Home order. However, the pandemic didn't stop his buses from needing maintenance. Carmen's Emergency Relief Fund provided \$1,916 for mechanical work on the buses. Mr. North expressed gratitude for the funds that sustained his business. "To receive a call from Carmen offering to help us out with a bill during this pandemic let me know we have some wonderful people in this city."





2020 CHAMPIONS:
GROWING TOWARD COLLEGE

Carmen high schools graduated a combined 258 students in 2020.



Class of 2020
2,000+
College applications submitted
 (7.8 per student)

95%
Class of 2020
accepted to college
(during a pandemic year)

141
Colleges where
students were
accepted



CARMEN HIGH SCHOOL OF SCIENCE AND TECHNOLOGY, SOUTH

“My parents are my biggest motivation to go to college, but Carmen has also had a big role on my road to college, too. My teachers, the college team, have prepared me and given me my goal-oriented mindset. Because of them, I know that I can and will achieve my goals.”

— Lexa Moreno, '21,
 Recipient of the QuestBridge College Match Scholarship



- | | | | |
|---------------------------------------|--|---|---|
| University of Alabama (Birmingham) | Grace College (and Theological Seminar) | Mississippi State University | Winona State University |
| Alverno College | Grand Canyon University | Missouri State University (Springfield) | Wisconsin Lutheran College |
| Augustana University (SD) | Hamline University | Missouri University of Science and Technology | University of Wisconsin-Eau Claire |
| University of Arizona | Hampton University | Monmouth College | University of Wisconsin-Green Bay |
| Arizona State University (Tempe) | Hawaii Pacific University | Mount Mary University | University of Wisconsin-Green Bay (Sheboygan) |
| Beloit College | Howard University | Nashville State Community College | University of Wisconsin-La Crosse |
| Bethany Lutheran College | University of Illinois (at Chicago) | North Carolina A&T State University | University of Wisconsin-Madison |
| Black Hawk Technical College | Indiana State University | North Carolina Central University | University of Wisconsin-Milwaukee |
| Butler University | Indiana University – Purdue University of Iowa | Northern Arizona University | University of Wisconsin-Milwaukee (Waukesha) |
| California University of Pennsylvania | Iowa State University | University of Northern Colorado | University of Wisconsin-Oshkosh |
| Cardinal Stritch University | Jackson State University | University of Northern Iowa | University of Wisconsin-Oshkosh (Fond du Lac) |
| Carleton College | Jacksonville State University | Northland College | Ottawa University |
| Carroll University | Jacksonville University | Ottawa University | Ripon College |
| Carthage College | Kansas State University | Rockford University | Saginaw Valley State University |
| Central State University | Lakeland University | Saginaw Valley State University | Saint Augustine's University |
| Chattanooga State Community College | Lakeshore Technical College | Saint Leo University | Saint Norbert College |
| University of Chicago | Lawrence University | Saint Xavier University | Simpson University |
| University of Cincinnati | Lewis University | Simpson University | Southwest Tennessee Community College |
| Chicago State University | Louisiana State University A&M College | Southwest Tennessee Community College | Stevenson University |
| Clark Atlanta University | Loyola University of Chicago | Stevenson University | Texas Southern University |
| Columbia College Chicago | Macalester College | Trinity Washington University | University of Utah |
| Concordia University-Chicago | Madison Area Technical College | University of Utah | Valparaiso University |
| Concordia University-Wisconsin | Marian University (WI) | Valparaiso University | Waukesha County Technical College |
| University of Dayton | Marquette University | Waukesha County Technical College | Wentworth Institute of Technology |
| Delaware State University | Maryville University of Saint Louis | Wentworth Institute of Technology | Wilberforce University |
| University of Denver | Menlo College | Wilberforce University | |
| DePaul University | Michigan State University | | |
| Drake University | Milwaukee Area Technical College | | |
| Edgewood College | Milwaukee Institute of Art and Design | | |
| Elizabeth City State University | Milwaukee School of Engineering | | |
| Fisk University | University of Minnesota-Twin Cities | | |
| Fox Valley Technical College | | | |
| George Williams College of Aurora | | | |
| Georgia State University | | | |



2020 CHAMPIONS: GROWING TOWARD CAREER

In Carmen Schools of Science and Technology's career programs, students develop the skills, resources and networks to succeed academically and excel professionally.

Ninth graders undergo **Mock Interviews** to strengthen communication skills, networks, and social capital, and receive valuable feedback from community partners.

Through our **Student Internship and Scholarship Program**, 10th to 12th graders build networks and career skills through a variety of experiences in administrative, corporate, non-profit, project-based and trade settings. Interns earn a \$1,000 scholarship for post-secondary education upon completion of each semester.

The **STEM Apprenticeship Program** steers students toward careers in high-demand fields. They earn both high school and college credits by completing college-level healthcare and information technology coursework. Students obtain certificates that make them eligible for paid apprenticeships at area hospitals and businesses.

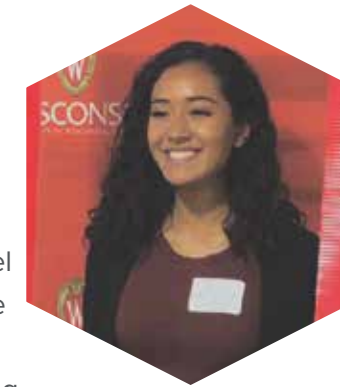


ACE MENTOR PROGRAM

The **ACE Mentor Program** introduces students to careers in architecture, construction and engineering. Students work directly with professionals from leading Milwaukee-area firms, who volunteer their time to mentor the teams as they design hypothetical projects, tour local construction sites, and visit architectural, engineering, and construction offices. Three students at Carmen High School of Science and Technology, Southeast — Lorenzo Sianez, Jr., Carlos Cavada, and Kimberly Saavedra — received a total of **\$20,000 in scholarships** from the ACE Mentor Program. The students' awards recognize exceptional work ethic and relationship building with industry professionals.

CAREER PARTNER

Aurora St. Lukes – Carmen High School of Science and Technology, Southeast 2020 Valedictorian, Rosie Santoyo-Maciel spent her weekdays in Zoom and Google Classrooms completing her high school coursework and her weekends supporting medical surgical patients. In her internship at Aurora St. Luke's, Santoyo-Maciel checked vitals, provided care, and built connections. "Work and school are both environments that require my full attention and effort. I like to keep a healthy balance of both by working with a structured daily routine that keeps me productive and motivated. As for schoolwork, I always dedicate about 3-5 hours daily to complete all of my assignments and to study for my AP tests." This exceptional young woman started her freshman year at UW-Madison in fall of 2020.



\$149,000

In student
internship program
scholarships



2020 CAREER PARTNERS





CHAMPIONS FOR DEVELOPING MINDS

We believe that all children can achieve at their highest potential if surrounded by adults who are invested in their success. Those adults first connect with students on the path to college at Carmen’s Stellar Elementary.

Stellar Elementary joined the Carmen Schools of Science & Technology Network in July 2019. Less than a year later, Stellar Elementary’s students were navigating a virtual education. Yet throughout the pandemic, Stellar Elementary delivered the combination of high expectations and high support envisioned by Founder Melissa McGonegle, now Chief Schools Officer for Carmen School of Science and Technology. Principal Cristina Moutinho’s steady leadership drove engagement at both the school and community level this year.



1600

Parent
volunteer hours
before
building closure

WE PRIORITIZE...

- **Teacher Specialization:** Stellar teachers are well-versed in their content areas. By having teachers laser focused on particular subjects, students receive **high-quality, focused instruction** that **accelerates their learning**.
- **Social Emotional Learning:** Achievement gaps can widen when social-emotional needs are not met. Students engage in **mindfulness exercises** to learn how to **effectively manage emotions and communicate with others**.
- **Family Engagement:** Families participate in monthly events including **Literacy Nights** and **Parent Cafes** that share strategies on how to support learning at home and engage in the community.
- **A Safe and Joyful Learning Environment:** Students begin their day with a **free and nutritious** breakfast before joining in **Morning Motivation**, reciting the school creed and **singing and dancing as one school community**.



40%

Of 3rd grade students and...

45%

Of 4th grade students were projected to be proficient in math on state exam*

(compared to 14.8% in Milwaukee)

*Based on MAP assessments





CHAMPIONS FOR GROWING MINDS

Carmen middle school programming develops students' social, emotional and communication skills. With locations in Milwaukee's South & Northwest sides, Carmen Schools of Science and Technology intentionally prepares students for high expectations at the high school level.

Students who spend two or more years at a Carmen middle school score an average of 1 to 2 points higher on the pre-ACT exam upon entering high school than students entering from all other schools.

CARMEN MIDDLE SCHOOL OF SCIENCE AND TECHNOLOGY, NORTHWEST

"Carmen taught me a lot in every class. My advisor helped me by encouraging me to keep going and don't stop, even when it was hard."

— Makiya, 6th Grade



CARMEN MIDDLE SCHOOL OF SCIENCE AND TECHNOLOGY, SOUTH

"I will remember last school year as the one where our elementary and middle schools came together to meaningfully collaborate to create a better, consistent experience for our younger students... I am proud of our network. The collaborative relationship we established as a K-8 helped us better manage the challenges of last year."

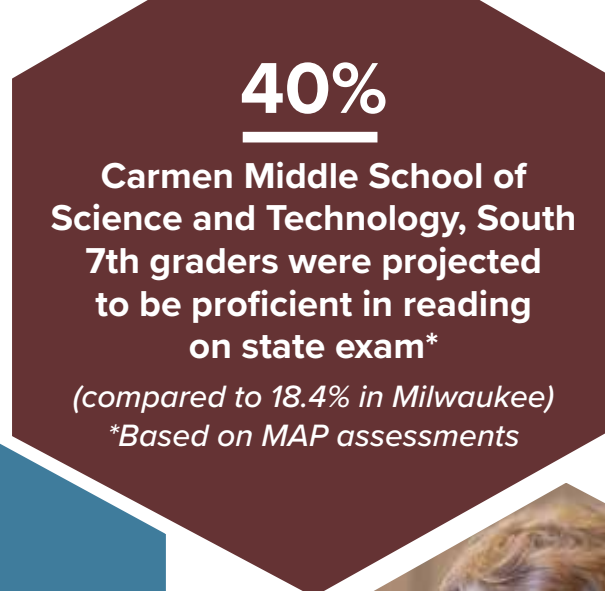
— Bobby Coburn, Principal
Carmen Middle School of
Science and Technology, South



40%

Carmen Middle School of Science and Technology, Northwest 8th graders were projected to be proficient in reading on state exam*

(compared to 18.4% in Milwaukee)
*Based on MAP assessments



40%

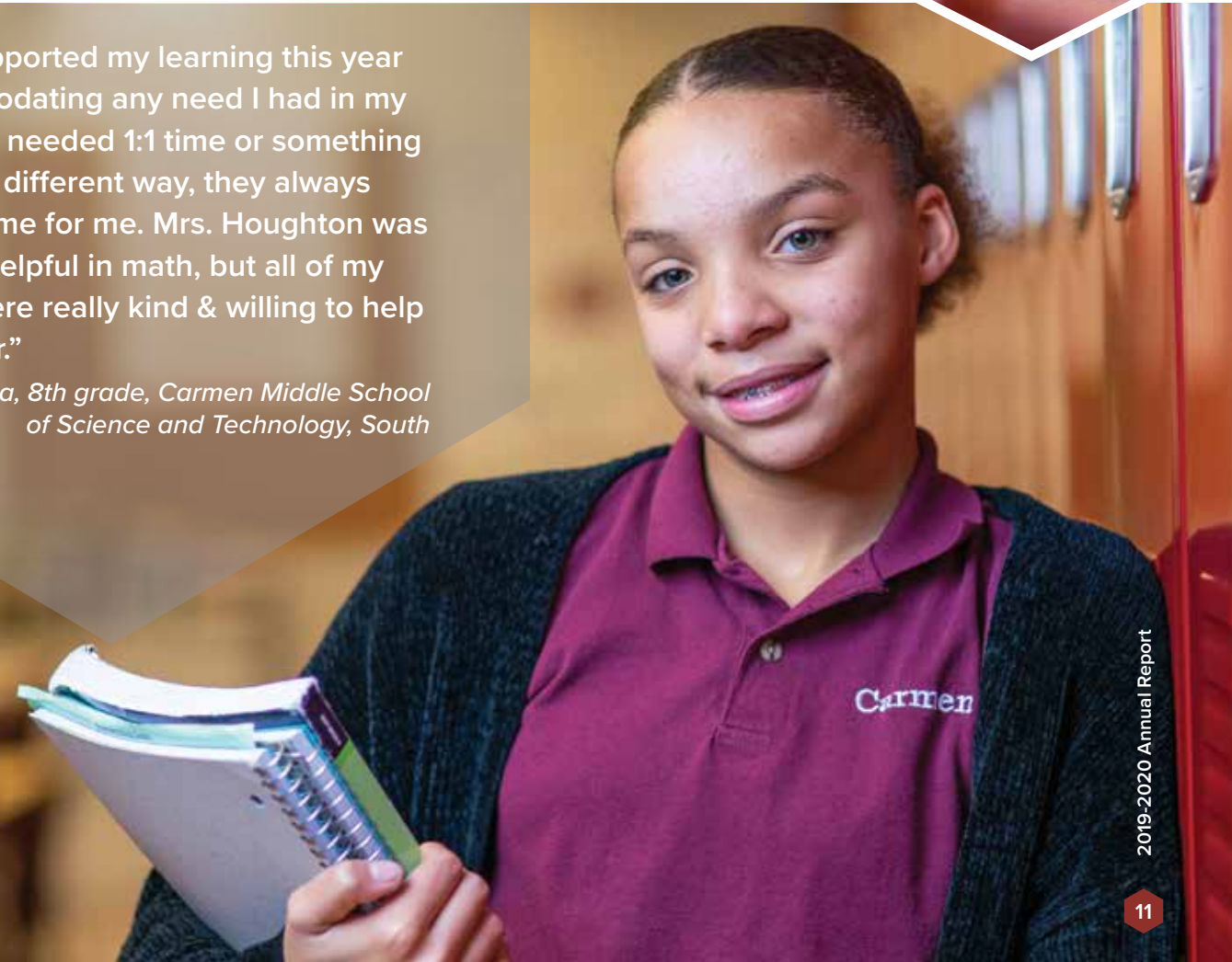
Carmen Middle School of Science and Technology, South 7th graders were projected to be proficient in reading on state exam*

(compared to 18.4% in Milwaukee)
*Based on MAP assessments



"Carmen supported my learning this year by accommodating any need I had in my learning. If I needed 1:1 time or something explained a different way, they always made the time for me. Mrs. Houghton was especially helpful in math, but all of my teachers were really kind & willing to help me this year."

— Brea, 8th grade, Carmen Middle School of Science and Technology, South





THE NEXT GENERATION OF CHAMPIONS

In 2017, Carmen High School of Science and Technology, Northwest graduated its first class. Four years later, the founding class is graduating from college and poised to launch their careers.

Although they have each taken different paths, their Carmen education instilled the core values, work ethic, and skills to drive them collectively toward achievement. The critical thinking skills they developed at Carmen empowered them to direct their own learning and become career ready.

ALUMNI PROFILES

Ryan Graham — *Graduation Date: May, 2021*

At Carmen, I developed skills like professionalism, emotional intelligence, and self-efficacy that transcended the classroom. These skills gave me the courage to ask questions in college and engage with my learning. As a result, I was able to feel in control of my experience. I earned a Bachelor of Arts in computer science with a double minor in communication and entrepreneurship from the College of Saint Benedict & Saint John's University. I will be working as a Software Architect Analyst in Minneapolis. My goal is to gain experience that I can eventually use to transition into full-time social entrepreneurship.



Chris Milinski — *Graduation Date: May, 2021*

I earned a Bachelor of Arts in Psychology with a minor in Creative Writing from Mount Mary University. My goals after college are to take this gap year and work for the CityYear Program. Then I plan to apply to graduate school to study neuropsychology, which is very close to my heart. My grandfather was diagnosed with Alzheimer's Disease in my middle school years, and he passed away in my junior year of high school. Studying neuropsychology is my way of trying to give another family tools to help themselves and their loved ones work through an Alzheimer's diagnosis.

CARMEN HIGH SCHOOL OF SCIENCE AND TECHNOLOGY, NORTHWEST

"I felt excited, happy almost more than I have been in a while. And my family's reaction was ecstatic. I am majoring in Computer Science, because I believe that technology has a great future ahead with a lot of opportunities. My future plans are to get a four-year degree and build my own websites."

— Donavyn Watts, '21,
Recipient of the Urban Scholarship,
Marquette University



College Bound.
Career Ready.
Community Engaged.



LEADING THE NEXT GENERATION OF CHAMPIONS



“When I was a student at Carmen South High School I received one-of-a-kind support as a first generation student to attend college, and now Carmen has given me the opportunity to give my students and community that guidance and support. I know how hard wanting to go to college and not having the correct resources can be in our community. For that I am grateful that I get to work at Carmen and guide so many of our young students in their future plans!”

— Lisbeth Sanchez
College Transition Coordinator,
Carmen High School of Science and Technology,
Southeast



“Coming back to teach students at Carmen Northwest is an incredible full circle for me. I remember the life advice my teachers and deans taught me while I was a student here, and now I get to pass those lessons on to kids that look like me.”

— Uniqua Woodson
Special Education Paraprofessional,
Carmen High School of Science and Technology,
Northwest

One of the strongest indicators that Carmen is meeting its mission of developing college bound, career ready, and community engaged students is through the number of alumni returning to teach and lead at Carmen.

These incredible individuals graduated from a Carmen high school and now positively impact the lives of hundreds of students in classrooms, college preparation, and community involvement.



Jennifer Becerra-Valenciano
Post Transition Coordinator,
Carmen High School of Science
and Technology, Southeast



Elli Gil
Teacher,
Carmen Middle School of
Science and Technology,
South



Daniela Orozco
Assistant Dean,
Carmen High School of
Science and Technology,
South



Elia Peredo
Teacher,
Stellar Elementary



Fabiola Ramirez
Assistant Principal,
Carmen Middle School of
Science and Technology,
South

Carmen per pupil funding compared to district schools.

Carmen receives
\$8,911

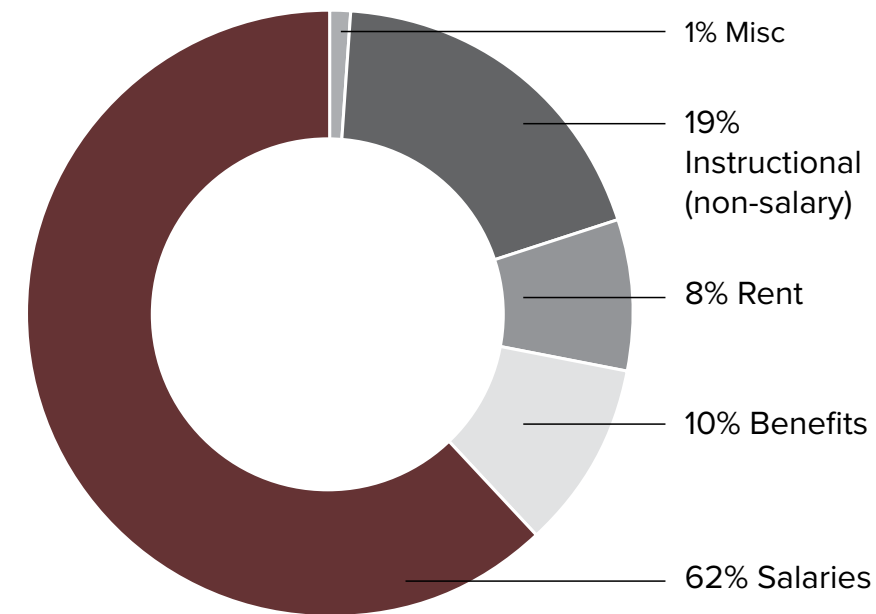
The District receives
\$10,623

2020 FINANCIALS: THANK YOU

Carmen Schools of Science and Technology receives the same baseline per-pupil funding as other public schools across Wisconsin. However, the overall per student revenue received from public funds is less, as Carmen does not receive property or other tax revenue or certain other aids available only to traditional public schools.

Carmen receives additional funds from private and public sources to support start-up expenses for newly opened schools. These funds support furniture, technology, equipment, curriculum supplies, facility improvements and support for network staff.

2019-2020 FINANCIALS



YOU CAN HELP!

Carmen Schools of Science and Technology accepts tax-deductible contributions to support career programs and school expansion efforts. Here are some ways you can help:

- Make a financial contribution.
- Volunteer on Mock Interview Days.
- Offer workplace tours & job shadowing opportunities.
- Sponsor a Carmen student at your workplace.
- Talk to other business owners and managers about opportunities to host a Carmen student in an entry-level internship or career-based apprenticeship.

For more information on giving and involvement, email CarmenFundDevelopment@carmenhighschool.org

www.carmenschools.org

THANK YOU CARMEN DONORS (2019-2020)

Contributions from corporate partners, foundations, and generous individuals make Carmen School of Science and Technology career programs possible for students. In fact, the Student Internship and Scholarship Program ONLY exists thanks to gifts from corporate sponsors and individual donors. These contributions allow students to have valuable internship experiences serving our Milwaukee community. 100% of contributions to the program go directly toward scholarships for students.

Adam and Lina Wallace	Arzbaeher Family Foundation
Alberto Maldonado	Blake Hill
Alicia Dupies	Brian Colon
Amazon Smile	Carol Blalock
Amelia Teare	Carole DeRoche
Andrea Ervin	Catie Knight
Arthur Kleinpell	

Charter School Growth Fund
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City Forward Collective
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Daniel Hoefs
Daniel Madigan III
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Debra VandeBunte

Deirdre Jameson and Charles Huzenis
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Diane Geurts
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The South 27th Street Business District Association
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Varnaree White
Virginia Sullivan



Carmen

SCHOOLS OF
Science & Technology

Carmen High School of Science and Technology, South
1712 South 32nd Street
Milwaukee, WI 53215
Phone (414) 384-4444

Carmen Middle/High School of Science and Technology, Northwest
5496 North 72nd Street
Milwaukee, WI 53218
Phone (414) 837-4000

Carmen High School of Science and Technology, Southeast
2500 West Oklahoma Avenue
Milwaukee, WI 53215
Phone (414) 509-7800

Carmen Middle School of Science and Technology, South
2433 South 15th Place
Milwaukee, WI 53215
Phone (414) 310-8056

Stellar Elementary
2431 South 10th Street
Milwaukee, WI 53215
Phone (414) 210-5707

www.carmenschools.org

