

2017 ANNUAL REPORT

CELEBRATING

10  
YEARS



Carmen  
SCHOOLS OF  
Science & Technology

# MESSAGE FROM HEAD OF SCHOOLS AND BOARD CHAIR

Dear Friends,

Ten years ago, in the fall of 2007, Carmen High School of Science and Technology opened on the south side of Milwaukee. We started with just 83 students - almost all of them from low-income homes where English was the family's second language. Our vision was to create a FREE, public, college and career preparatory experience that challenged, motivated, and supported students who had few such options. Our guiding belief was that with a strong curriculum, dedicated teachers, and a school culture that insisted on excellence, ANY child, from ANY neighborhood in Milwaukee could succeed academically, exhibit excellent character, and go on to achieve success through college and into a meaningful career.

Today, Carmen Schools of Science and Technology is a network of thriving schools stretching from our original south side campus to Milwaukee's northwest side. As we celebrate our 10th anniversary, our dedicated teachers and committed students continue to PROVE that students from low-income, urban backgrounds can soar academically and socially to become leaders, change-agents, and examples of all that is possible.

This 2017 Carmen Report includes voices, photos, and stories of success, as well as the hard data that backs up our vision. **Last year's phenomenal accomplishments include:**

- Carmen South was named the **Best High School in Wisconsin by U.S. News & World Report!**
- Carmen Northwest celebrated its **FIRST graduating class** in 2017, and 100% of those students were accepted to college.
- Carmen Southeast opened its doors to **meet the ongoing demand for PUBLIC college preparatory options** for Milwaukee students.
- The Milwaukee Board of School Directors approved plans for Carmen to open a **new southside middle school in August 2018.**

Carmen remains committed to excellence as we continue down the path of our Expansion Plan which will eventually lead to directly serving 3,000 students by 2024. The primary goals of the Carmen Expansion Plan remain:

1. **Meet the Demand for Quality Schools:** Milwaukee needs more high-performing FREE public college and career preparatory opportunities.
2. **Serve as a Community Anchor:** Carmen partners with community-based organizations to improve and revitalize the neighborhoods where our schools are located.
3. **Transfer Knowledge:** Carmen actively shares best practices with MPS and other public and private schools to support systemic education reform.

As we continue our expansion initiative, we hope that you will contribute to our vision and help ensure that every child in Milwaukee has access to a top-quality education, is prepared to excel in college and a meaningful career, and becomes a leader capable of transforming the social and economic landscape of our city.

With gratitude,



Patricia Hoben, PhD  
CEO, Head of Schools



Glen Hackmann  
Board Chairman

## MISSION AND PURPOSE

**The mission** of Carmen Schools of Science and Technology is to graduate critical thinkers and self-directed learners prepared for success in college, meaningful careers, community involvement, and family life.

**Carmen operates results-driven public charter schools** in partnership with Milwaukee Public Schools (MPS), offering a college preparatory education that features a rigorous liberal arts curriculum and emphasizes science and engineering. The vast majority of our students are from low-income homes in Milwaukee's central city, where access to a challenging college preparatory education has been limited for too long.

**The purpose of a charter** school is to create, apply, and test new educational approaches to improve academic and career outcomes for students and to serve as a model for other schools seeking to achieve excellence. Carmen takes this responsibility seriously and is working closely with MPS to open new schools AND provide direct support and a model of success that can be leveraged by other schools.



## STUDENT ENROLLMENT AND DEMOGRAPHICS

Carmen operates non-selective, public charter schools that accept students on a first-come, first-served basis. There are NO SPECIAL REQUIREMENTS for entrance other than a willingness to work hard. Carmen students are highly reflective of students in most Milwaukee Public Schools.

Each school opens with a single grade and grows to full enrollment over 5 – 6 years:

### ENROLLMENT

	2016-2017	2017-2018
Carmen South (opened 2007)	361 students in grades 9-12	365 students in grades 9-12
Carmen Northwest (opened 2013)	638 students in grades 6-12	656 students in grades 6-12
Carmen Southeast (opened 2016)	171 students in grade 9	371 students in grades 9-10
<b>TOTALS</b>	<b>1,170</b>	<b>1,392</b>

### DEMOGRAPHICS

	Latino	African American	Caucasian	Special Education	Low Income
Carmen South	95%	2%	3%	9%	91%
Carmen Northwest	11%	81%	5%	13%	84%
Carmen Southeast	92%	4%	4%	13%	87%
MPS	26%	53%	11%	19%	82%

Source: Wisconsin Department of Public Instruction

CELEBRATING



## INNOVATION, EXCELLENCE, AND RESULTS

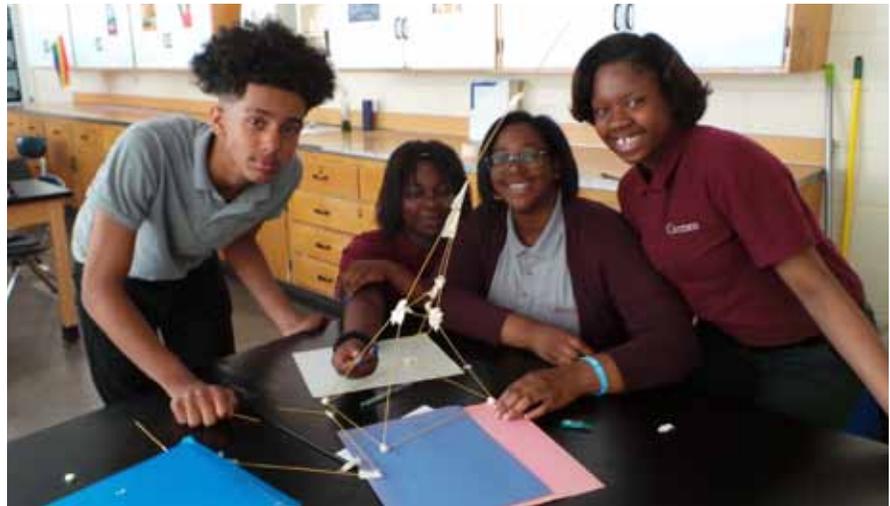
Carmen Schools of Science and Technology is proud to celebrate ten years of educational innovation, excellence, and results. Since opening in 2007, we have served over 2,000 students. As Carmen continues to grow, we remain committed to certain foundational principals that are unwavering, including:

1. **Commitment to high standards.** Carmen NEVER lowers the bar. Instead, we provide students with the support they need to achieve in a rigorous college preparatory environment.
2. **Character Development** is key. Respect, Responsibility, and Trust are expected from faculty, administration, and students in all matters.
3. **Career readiness** is essential. Students find opportunities to engage in real world work situations through internships and other career training education. Social and emotional intelligence is also developed ensuring that our students know how to work on teams, manage projects, and act as true leaders.
4. **We believe** that all children, regardless of income, neighborhood, or race, deserve the opportunity to attend a challenging, engaging and supportive PUBLIC high school that will prepare them for success in college, careers, and life.

### 2017 RECIPIENT OF THE SPIRIT OF ALVERNO AWARD

Carmen is the proud recipient of the 2017 Spirit of Alverno Award, given to an organization or individual that demonstrates enthusiasm, dedication, and an esprit d'corps in service and support of the college. Carmen has fully integrated the Alverno 8 Abilities model which emphasizes the development of essential abilities needed for academic and workplace success. These abilities are learned and practiced in every Carmen class, regardless of subject area, and through community service, extracurricular, and employment opportunities.

- Communication
- Problem solving
- Social interaction
- Effective citizenship
- Analysis
- Values in decision making
- Global perspective
- Aesthetic engagement



## TIMELINE 2007 - 2017

2007-2008

▶ Carmen High School of Science and Technology (South Campus) opens with a full class of founding freshmen and a handful of sophomores.

▶ Carmen commits to helping students become career-ready by launching the Student Internship Program.

2010-2011

▶ First class of Carmen students to have attended Carmen from grades 9 through 12 graduate, 98% are accepted to college.

2012-2013

▶ *U.S. News & World Report* lists Carmen South number five on its list of Best High Schools in Wisconsin.

▶ *Washington Post* names Carmen South the No. 2 Most Challenging High School in Wisconsin.

2013-2014

▶ Carmen Northwest Middle and High School opens with founding classes of 6th, 8th, and 9th graders.

## CARMEN CO-FOUNDER PROFILE

**Anna Flores**, Carmen Director of Operations, has been with Carmen from the very beginning. She was at the table when the original Carmen curriculum and school plan was being created, and was even part of the team that developed Carmen's original charter application to Milwaukee Public Schools. Here are some of Anna's reflections on our tenth anniversary:



*“The opportunity to be part of change is what drew me to helping to start something new. I remember sitting with Dr. Hoben at her kitchen table and brainstorming about what type of school is needed in the southside community. We talked about the aspects of a well-rounded student. We asked, ‘What do our students need to achieve great results to get into a four-year college?’ We talked about the challenges many of the students in the city face because of not having access to quality education or not knowing what quality education looks like. I believe all students deserve and have the right to be placed in a challenging environment and held to a higher standard.*”

*Throughout my years at Carmen I've had the opportunity to engage with families, students and staff. My role in the beginning was focusing on recruitment and administration. My highest priority was to develop a family like culture, a culture where our students, family and staff felt welcomed.*

*Working with a majority of students that deal with challenges every day has allowed me to understand the reasoning behind their behaviors. I also realize the importance of being a good role model for youth in my community and helping them to understand that we cannot become the product of our negative environment. We must learn from the bad things we have gone through and become better people because of it.”*

## CARMEN EARNS NATIONAL ACCLAIM

**U.S. News and World Report names Carmen the BEST High School in Wisconsin!** In 2017 Carmen's first school, Carmen South, ranked #1 among Wisconsin's public high schools and 130th among public high schools nationwide. U.S. News & World Report evaluated over 22,000 public high schools nationally on their performance on state assessments, graduation rates, and how well they prepare students for college using information about curriculum, state test scores and graduation rates. The rankings also factor in the school's performance in reducing statewide achievement gaps for low-income students and students of color.



### 2015-2016

- ▶ *Washington Post* names Carmen South the No. 1 Most Challenging High School in Wisconsin.
- ▶ Carmen receives major national grants from the Charter School Growth Fund and U.S. Department of Education for expansion.

### 2016-2017

- ▶ *U.S. News & World Report* ranks Carmen South No. 1 Best High School on its list in Wisconsin.
- ▶ Northwest Campus celebrates its first graduating class with 100% of graduates accepted to college.
- ▶ Northwest Campus opens Froedtert and the Medical College of Wisconsin Learning Center, providing more career readiness and apprenticeship opportunities.
- ▶ Carmen Southeast Campus opens with a class of founding freshmen, co-located with Pulaski High School.
- ▶ Carmen Southeast achieves a 96% attendance rate and a 93% student retention rate while showing two years of academic growth on the pre-ACT test.



*“Carmen sets high expectations for everyone! Some students may not necessarily want to do the work but they are held accountable and made to understand that great things are expected for everyone.”*

Jedadia, Carmen Northwest Class of 2017



*“When I got to Carmen it was a struggle, but Carmen provided the support I needed. The relationships I built with my teachers really helped. They were such a positive influence and always pushed me to do better. If I had a personal problem I had someone I could talk to. I ended my freshman year with a 2.3 GPA but thanks to Carmen I am graduating with a 3.7 GPA.”*

Darryl, Carmen Northwest Class of 2017

## CLOSING THE ACHIEVEMENT GAP

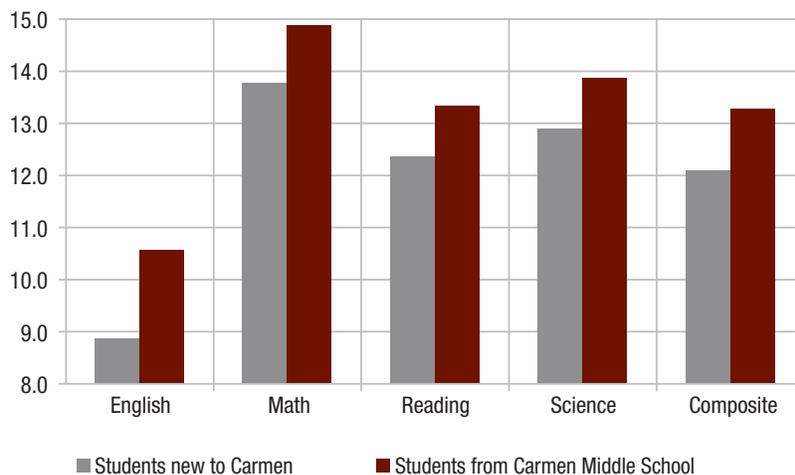
The academic “achievement gap” in Wisconsin between African American or Latino students and their white peers around the state is among the largest in the nation. Carmen is completely committed to closing the gap for our students and sharing best practices with other schools seeking to do the same. Carmen implements a variety of strategies designed to engage, challenge, and support students to achieve at much higher levels including:

- Extended school day and year
- After school academic support program
- Mid-year and summer terms for credit recovery
- Double period in English and Math for freshmen
- Personalized learning software
- Constant tracking of individual and group progress to ensure that meaningful adjustments are made and improvement is achieved.

## MIDDLE SCHOOL IMPACT

The pre-ACT test is taken in the first month of 9th grade by all incoming Carmen freshmen as a baseline measure of college readiness. The table below shows that freshmen at Carmen Northwest who attended Carmen Northwest middle school are entering high school at higher readiness levels than those who enter Carmen Northwest from all other schools.

*Impact of Attendance at Carmen Middle School on Incoming 9th grade Fall pre-ACT scores*



Source: ACT

# HIGH SCHOOL IMPACT

**Carmen South Campus**, with ten years of success and growth under its belt, is a shining example of what can be accomplished over time as a school culture and tradition of excellence takes root. The student body, comprised of 95% students of color, has effectively CLOSED the achievement gap. Carmen South accomplishments include:

- 2017 BEST high school in Wisconsin according to US News and World Report.
- Highest ACT scores among non-selective public schools in Milwaukee.
- 86% Advanced Placement (AP) course participation.
- 76% pass rate on AP exams.
- Highest state report card score among all public high schools in Milwaukee.

## Carmen Southeast (Co-located with Pulaski High School)

The founding freshman class at Carmen Southeast achieved nearly 2 points (equivalent to 2 years) of growth on the Pre-ACT test. Because many of these students enter high school below grade level, it is essential that they make double the progress in each academic year. The chart below shows student growth in just the FIRST year of operation at Carmen Southeast.

**Fall to Spring Growth on Pre-ACT Southeast Freshmen**

	English	Math	Reading	Science	Composite
Fall	10.5	14.7	13.8	13.9	13.3
Spring	13.4	15.5	15.5	15.4	15
Growth	2.9	.8	1.7	1.5	1.7



*“Expectations are what set Carmen apart from other schools. If you don’t know how to live up to expectations, you won’t be prepared to take on challenges in the real world. At Carmen, they push you! Sometimes you think the work is too hard, but your teacher will help you so you can be successful at school and in life. Even in middle school Carmen is preparing us to think about college and helping us to see that it’s possible.”*

Tiarra, 8th Grader

*“I feel like I have accomplished so much since the beginning of the year just because Carmen has helped me push myself in ways that I haven’t been able to before. It may be stressful, but it has helped me realize what I am capable of and that I should leap for things that I am not used to doing.”*

Eliz, Grade 10, Carmen South

*“Carmen is a rigorous school. Don’t think that by slacking off and procrastinating you are going to be able to pass. You will need to put in time and effort. There will be days where you will want to cry, but I promise you that at the end all your hard work will pay off. You will get the opportunity to go to college if that’s your choice. Not a lot of schools really care if their students are all accepted to college. At this school you will be offered lots of support.”*

Monserrat Garcia, Carmen South Graduate

# CONGRATULATIONS CLASS OF 2017

Carmen Schools of Science and Technology proudly announces the 7th graduating class from Carmen South and the FIRST graduating class from Carmen Northwest! The Carmen Northwest graduates are considered "Carmen Founders" and are true trailblazers who were integral to establishing the culture, norms, and spirit of Carmen Northwest.

Congratulations to the graduates at both Carmen South and Carmen Northwest. Though located on opposite sides of town, these students are united as Carmen alumnae. Together, they represent Milwaukee's best and brightest young people and our hope for the future.



## CLASS OF 2017 OUTCOMES (Northwest and South Campuses Combined)

**100%** Were accepted to at least one 4-yr college or university

**91%** Enrolled in college in fall 2017

**87%** Earned one or more MERIT scholarships

**\$14.5 Million** In college scholarships was awarded to Carmen graduates including several full tuition scholarships.

### Carmen Class of 2017 graduates were accepted to the following colleges:

- |  |                                      |                                     |
|--|--------------------------------------|-------------------------------------|
| The University of Alabama                                  | Lake Forest College                  | St. Catherine University – St. Paul |
| Alverno College  | Lawrence University                  | St. Norbert College                 |
| Beloit College   | Lincoln University (PA)              | College of St. Scholastica          |
| Benedictine University (IL)                                | Lincoln University (MO)              | Texas A&M University, Kingsville    |
| Brookhaven College   | Loyola University Chicago            | Texas Southern University           |
| Cardinal Stritch University                                | Luther College                       | Texas Wesleyan University           |
| Carroll University (Wisconsin)                             | Marian University                    | Trevecca Nazarene University        |
| Carthage College   | Marquette University                 | Tyler Junior College                |
| Chicago State University                                   | The University of Memphis            | Union University                    |
| University of Chicago                                      | Miami University, Oxford             | University of Chicago               |
| Clark Atlanta University                                   | Milwaukee Area Technical College     | Upper Iowa University               |
| Coe College  | Milwaukee School of Engineering      | Valencia College                    |
| Columbia College Chicago                                   | Minnesota State University, Mankato  | Valparaiso University               |
| Concordia University Chicago                               | University of Minnesota, Twin Cities | Viterbo University                  |
| Concordia University Wisconsin                             | Mount Mary University                | Waukesha County Technical College   |
| Daytona State College                                      | University of Mount Olive            | Waldorf University                  |
| DePaul University  | Northern Michigan University         | UW-Eau Claire                       |
| DePauw University  | University of Northern Iowa          | UW-Green Bay                        |
| Dominican University                                       | Northland College                    | UW-Madison                          |
| Eastern Connecticut State University                       | Nova Southeastern University         | UW-Milwaukee                        |
| Edgewood College   | Ohio University                      | UW-Oshkosh                          |
| Florida Memorial University                                | Palm Beach Atlantic University       | UW-Parkside                         |
| Freed-Hardeman University                                  | Philander Smith College              | UW-Platteville                      |
| Georgia State University                                   | Ripon College                        | UW-River Falls                      |
| Hope College   | Robert Morris University Illinois    | UW-Sheboygan                        |
| Howard University  | University of Rochester              | UW-Stevens Point                    |
| University of Illinois at Chicago (College of Engineering) | College of Saint Benedict            | UW-Stout                            |
| Northeastern Illinois University                           | Saint John's University (MN)         | UW-Superior                         |
| Northern Illinois University                               | Saint Xavier University              | UW-Waukesha                         |
| Indiana State University                                   | Samford University                   | UW-Whitewater                       |
| Kalamazoo College  | Silver Lake College                  | Xavier University of Louisiana      |
| Knox College   |                                      |                                     |

#### SHAYLA HUSTED Valedictorian, Northwest

College Attending: Marquette University – Full Scholarship

*"We have overcome too much to let fears or 'firsts' stop us. We have worked to be people who MASTER our fears and fight for the person we want to become... Don't just live the future-master it. Get involved. Speak out. Do the things that make you happy. But most importantly, do the things that scare you."*

#### RYAN GRAHAM Salutatorian, Northwest

College Attending: St. John's University – Full Scholarship

*"Everything I have accomplished in the last four years is because I was in an environment where involvement and growth are fostered. I doubt I ever would have received the same amount of support systems, confidence, soft skills, and lifelong friends had it not been for Carmen. I am proud to say that I am the first person from my family to attend college."*

# CLASS OF 2017 LEGACY STATEMENTS

## HIGH HONORS



**Class of 2017 Valedictorians and Salutatorians** (pictured from left to right): Shayla Husted, Northwest Valedictorian; Ryan Graham, Northwest Salutatorian; Alejandra Montes de Oca, South Salutatorian; and Olga Patricia Guerrero, South Valedictorian.

**ALEJANDRA MONTES DE OCA**  
Salutatorian, South

College Attending: Carthage College  
– Presidential Scholarship, Kelben  
Scholarship, American Association of  
University Women Scholarship

*“Thanks to Carmen, we are ready to be independent, hardworking, and successful individuals. Whenever you are feeling doubtful of anything, always remember how far you’ve come. Remember everything you have overcome, all the lessons you have learned, and every battle you have won. Nothing is impossible!”*

**OLGA PATRICIA GUERRERO**  
Valedictorian, South

College Attending: University of  
Chicago – Full Scholarship

*“To our teachers and staff... Thank you for pushing us out of our comfort zone... and for helping us explore our prospective career options... for staying after school to answer the questions we were too scared to ask in class... and for always checking up on us... Thank you, above all, for equipping us with the knowledge to become citizens of the world.”*

## NORTHWEST



“We came in underestimated, fresh, and wild, but through our sweat, tears, and laughter it was all worthwhile. We are now brave, resilient, and ambitious leaders that were built to make the world a better place. What we implemented here can never be replaced. We laid the foundation, now you do the rest. But in case you all forget, Carmen’s first graduating class of 2K17 will forever be the best!”

## SOUTH



“The Class of 2017 leaves behind grand expectations for the students following in our steps. We are persistent, self-driven, and wise beyond our years. We are individuals with a keen sense of dedication who strive to always achieve excellence and prosperity. We have each found our place in the class and will now seek to make a place for ourselves in the world as the critical thinkers we have become. We are aware of the adversity we face in a country that still is not ready for what we have to offer. We are aware of the great impact we have on our community, and we won’t lose sight of that... We will always stand unified.”



## CARMEN GRADUATES EXCEL IN COLLEGE

After ten years of graduating students, Carmen now has longitudinal data showing that its graduates are attending and persisting in college at rates much higher than their peers locally and nationally.

While Carmen is very proud that year after year 100% of graduates are accepted to college, it is even more impressive that 90% of Carmen graduates actually ENROLL in college with an annually increasing number of those students PERSISTING in college.

Studies indicate that many low-income students drop out of college, or never enroll, because of academic, economic, familial, or social challenges that create huge barriers to pursuing a degree.

Carmen employs these key strategies to support college attendance AND retention:

- Carmen graduates have the academic skills needed to succeed in college. Carmen’s curriculum is rigorous and all students must attain at least a C in every class to graduate. This means Carmen grads are prepared to thrive at the university level.
- A Director of College Transition ensures that Carmen students explore appropriate post-secondary options, experience college tours, apply to colleges, apply for scholarships, and complete all needed financial aid applications.
- A Post-Transition Coordinator stays in touch with Carmen graduates throughout their college years, offering support and guidance and helping them to address academic, personal or financial barriers that might otherwise precipitate withdrawal from college.

*“Carmen provided me with a personalized educational experience. I feel that each of my teachers personally invested in my education, and I am happy to tell them now that their investment in me has paid off.*

*Did I want to quit Carmen? Yes. But what I didn’t know then was how all of that hard work would transfer to college. The push they were always giving me is what kept me going then, and that push has carried through to college.*

*The ideals and habits you gain at Carmen set you worlds apart from students from other schools. I first realized that my freshman year when I had 18 credits that first semester of college. I would have to say that I didn’t struggle at all—but that was not the case for so many of my friends from other Milwaukee schools. They were struggling with 12 or 15 credits. That helped me to see that the hard work that I put in during high school was really paying off.*

*One of the most important decisions I made at Carmen was to be part of the Student Internship Program my sophomore year. I was placed at Alverno College and that exposure, and ability to build my network directly impacted my decision about college.”*

Meztli Morales-Gabriel, Carmen South, Class of 2014  
Alverno College, Class of 2017

*“What positioned me for success is the support I received at Carmen Northwest. If it was not for Ms. Kelly, Ms. Curlett, Mr. Young, and Mr. Dahnke I probably would not be here today. They helped me day by day to stay motivated and determined to complete rigorous tasks.*

*Carmen is different from other schools because of Carmen’s support system, the tools and resources available, and because of a learning friendly environment.*

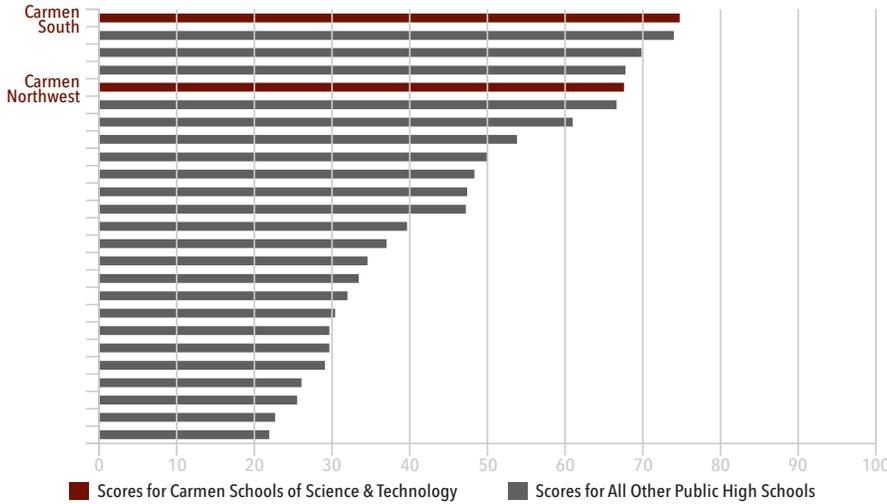
*Carmen works with minority students to unlock their full potential and create opportunity. Coming into high school some students might not have had hope or motivation. At Carmen there is so much support and guidance that makes students feel comfortable enough to be themselves and gain hope for their future.”*

Fred Freeman, Class of 2017, Camen Northwest  
Freshman at UW-Oshkosh  
Majoring in Mechanical Engineering

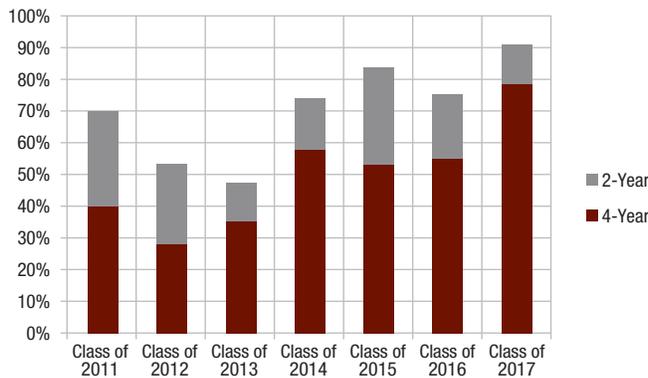


# WISCONSIN 2017 REPORT CARD SCORES

Scores for All 25 Public and Charter High Schools in Milwaukee that Serve Only Grades 9-12 or 6-12



## CARMEN ALUMNI GRADUATED FROM OR CURRENTLY ENROLLED IN COLLEGE



*“Carmen has helped me in my life by giving me the motivation to succeed and continue my education. Carmen has really prepared me for college by teaching me how to deal with heavy workloads.”*

Julio Madrigal, Class of 2017, Carmen South  
Freshman at St. Norbert College Majoring in  
Computer Science



*“Carmen helped me see that children who come from my community are not being challenged enough to live up to their potential. If schools across Milwaukee adopt even half the Carmen curriculum, 100% of the students would have a better chance at success in adulthood.*

*Carmen is different from other schools, because you not only learn academics, you learn the importance of taking responsibility for your actions, and how to balance school along with life’s other responsibilities.*

*The Carmen curriculum challenged me and made the transition from high school to college much easier than what I saw some of my classmates struggle with.*

*The best thing that Carmen has done in the past ten years is expand. By providing more children with a quality education, Carmen is building a better community for Milwaukee in the future.”*

Cynthia Tyler, Carmen South, Class of 2011  
Alverno College, Class of 2018



*“This experience will help me further my goal to become a physical therapist. I will be able to show that I am dedicated to this field and that I have experience.”*

Amarye, Grade 11, Carmen Northwest



*“I am very glad to have had this internship. It has taught me that I can overcome any obstacle that comes my way.”*

Ximena, Carmen South, Class of 2017  
(Currently a Freshman at Marquette University)  
Aurora Walkers Point Community Clinic (3 Years)

## CAREER PATHWAYS

There is growing recognition that high schools, particularly those serving low-income students, must do a better job of infusing college preparation with career and technical education components. Students need multiple pathways including college prep coursework, exposure to career options, direct skills training, and access to networks and organizations that lead to meaningful and family supporting careers. In other words, education should lead to economic empowerment and college preparatory programs should not exclude career education.

From the start, Carmen has been committed to arming students with the skills, resources, and networks they need to succeed in school AND excel in a career. Through Carmen’s advisory program, students explore career interests and develop workplace readiness skills. Carmen partners with businesses, nonprofit organizations, and local leaders to offer students Mock Interview Days, career shadowing, internships, and STEM apprenticeships.

## STUDENT INTERNSHIP AND SCHOLARSHIP PROGRAM

The Carmen Student Internship and Scholarship Program has operated for ten years, providing opportunities for students to apply knowledge from academic courses in “real world” settings. Students are placed in professional environments where they become part of a professional team and gain the personal and life skills needed for success in college and careers.

### Students Grow:

- The program places students in grades 10 – 12 into entry-level clerical internships within local corporations and non-profit organizations where they work one full day each week, gaining real-world work experience, professional role models, concrete skills, and personal confidence over a period of years.
- For each semester that a student successfully serves as an intern, he or she receives valuable scholarships from the program upon college enrollment.
- Scholarship funds come from Corporate Sponsors and many caring individual donors.

### Corporate Sponsors find valuable opportunities to:

- Diversify their workplaces.
- Develop future talent.
- Open the door to college and careers for young people in Milwaukee.

The program also provides student transportation and strong management support from Carmen staff. Sponsorship contributions are fully tax deductible.

# STEM CAREER APPRENTICESHIP PROGRAM

Through a unique partnership with Froedtert & the Medical College of Wisconsin and the Milwaukee Bucks, Carmen is offering Health Care and Information Technology (IT) Career Pathways to students in grades 10 through 12. The goal is to offer entry level jobs that give students an opportunity to discern their interest in these careers and whether to pursue them in the future. In August of 2017, the partnership unveiled a state-of-the-art Learning Center at Carmen Northwest to serve as a hub for health career education. The program allows students to:

- Explore career options while still in high school.
- Earn credits toward degrees at 2-year and 4-year colleges.
- Prepare for degrees in nursing, pre-medicine and other health professions, information science, computer science, and engineering.
- Gain training and certification as health care customer service assistants, certified nursing assistants, or information technology service center technicians as entrees into the workforce.
- Secure paid apprenticeships that can help them earn money for college and work while attending college.

In 2017, the program's pilot year of operation:

- An initiative was launched that will eventually engage as many as 100 adults from the Milwaukee community to learn alongside Carmen students at the new Learning Center.
- 20 Carmen students completed coursework and certification making them eligible for paid apprenticeships at area hospitals and businesses.
- Plans were set in place to launch a mechatronics apprentice program in 2018.



*"This apprenticeship made me think more about pursuing a career as an IT executive. I found out that I really enjoy IT, and I know that I want to go into an executive position because I think I can be a good leader. I know that I can set a good example and be a good mentor. I like to help people."*

Brendan, Grade 11, Carmen Northwest  
IT Apprentice at Milwaukee Tool

*"I view the experience Brendan is getting at Milwaukee in IT as 'life accelerating' The tasks we are giving him are the same ones we would likely give to a college intern; and he is excelling at them."*

Andrew Flicks, Manager Client Engineering  
Milwaukee Tool



*"Accountability and customer service are key drivers to workforce outcomes and professional growth. The career pathways program is essential for teaching skills related to customer service, communication, and accountability as young adults enter the workforce. Firsthand experience in the work place is also essential... it teaches time management, conflict resolution and recognizing priorities."*

Mary Benson, Director of Nursing Administration-  
Community Hospital Division  
Froedtert & the Medical College of Wisconsin



## THANK YOU CARMEN 2016-2017 PARTNERS

Contributions from corporations, foundations, and individuals support key Career Readiness programs for Carmen students. In the fact, the Student Internship and Scholarship Program ONLY exists thanks to gifts from corporate partners and individual donors. These contributions allow students to have valuable internship experiences while ALL funds are returned to participating interns in the form of college scholarships upon graduation and acceptance to college. More than \$120,000 in scholarships from this program were awarded to Carmen graduates in 2017.



## CARMEN SCHOOLS EXPANSION OR SPECIAL PROJECTS CONTRIBUTORS

Arzbaecher Family Foundation	Tom Ellis & Maureen Beaman	Northwestern Mutual Foundation
Richard and Sara Aster	Florsheim Family Foundation (Tom and Nancy Florsheim)	Will North
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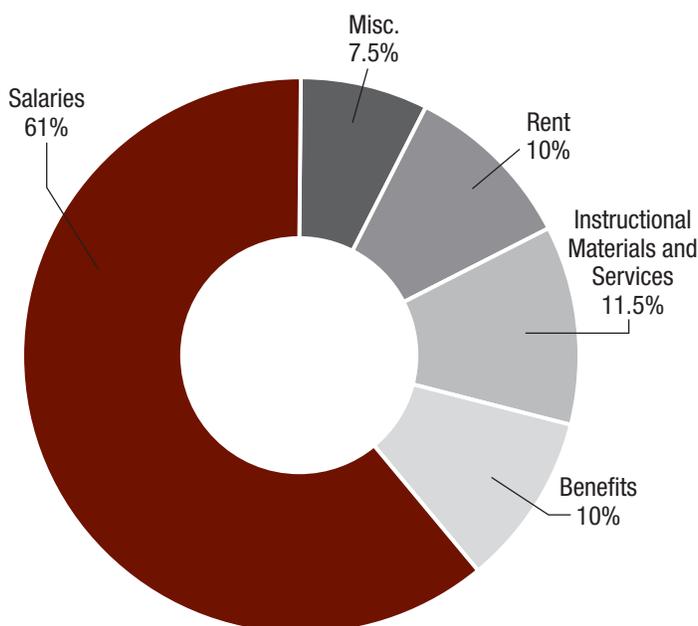
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## FINANCIAL INFORMATION

Carmen Schools of Science and Technology operates schools on the same per-pupil funding basis as other public schools across Wisconsin. Carmen also incorporates additional funds from several private and public sources to support start-up expenses until student enrollment grows to capacity and the schools become fiscally self-sustaining. Start up funds support the growth of current schools and the opening of new schools by providing funds for furniture, technology, equipment, curriculum supplies, modest facility improvements, and support for network staff who plan and oversee growth efforts. In 2016-2017, Carmen received \$9,665,274 (\$8,191 per student) in per-pupil revenue and an additional \$1,054,465 in Special Education and other state and federal allocations. These funds were supplemented by \$1,342,04 in grants, donations, and other income used during the school year to support start-up expenses. The graphic below shows the breakdown of school spending in the 2016-2017 school year.



## YOU CAN HELP!

Carmen accepts tax-deductible contributions to support both the Student Internship and Scholarship Fund and School Expansion Efforts. Here is how you can support Carmen:

- Make a financial contribution to the Carmen High School Development Organization, Inc. to support apprenticeship and internship programs.
- 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.
- Sponsor Carmen's expansion efforts by making a contribution to: Carmen High School of Science & Technology, Inc.

For more information on giving and involvement, contact the Director of Development, Michelle Strode, at (414) 837-4000 Ext. 184 or [strodem@carmenhighschool.org](mailto:strodem@carmenhighschool.org).



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