

communication
trauma informed education

virtual learning
hybrid learning
Veritas
SaintA
technology



SEEDS OF
HEALTH, INC.

2019
2020

ANNUAL REPORT

COVID-19 pandemic Elementary
challenges and opportunities
and more zoom

equity

health and safety

zoom zoom

MMAC

City of Milwaukee
Health Department

synchronous learning

MC²/Tenor merger

professional development

Grandview

asynchronous learning

parent
training

THE MISSION OF SEEDS OF HEALTH, INC.

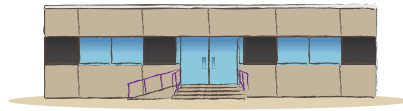
The mission of Seeds of Health K-12 schools is to meet the unique needs of urban children through small schools in a caring, personal environment. Students have the opportunity to succeed academically and socially through a network of distinct and rigorous elementary and high school programs which prepare a full range of students from at-risk to academically advanced to take advantage of meaningful career choices or higher education opportunities. The mission also extends to providing health services and nutrition counseling for women and children up to age five through a Women, Infants, and Children (WIC) program.



MC² High School students hard at work

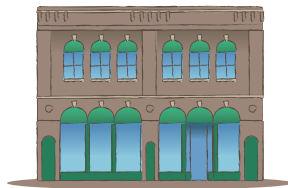
Grandview High School serves students "at-risk" of not completing high school or who are experiencing difficulty in a traditional high school setting and helps young adults become academically, emotionally and socially prepared for productive participation in the 21st century.

Enrollment: 217



MC² High School's mission is to empower students with essential 21st century competencies and character through a unique curriculum focus on the Milwaukee community and related college, career, civic and cultural opportunities.

Enrollment: 80



Seeds of Health Elementary focuses on well-rounded instruction in reading, math, language arts, science, social studies, physical education and music, preparing students for lifelong learning. Strong partnerships with parents and community fully develop the physical, emotional, social and intellectual potential of each child.

Enrollment: 424



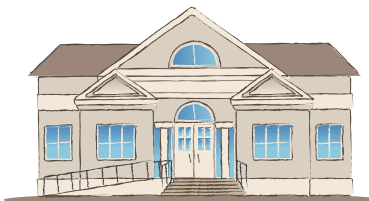
Tenor High School is the only dual certification program in the State of Wisconsin. Students are given the opportunity to earn their high school diploma while also attending classes at Milwaukee Area Technical College (MATC) during their senior year, free of charge.

Enrollment: 234



Veritas High School prepares students for post-secondary education and career success through an academically challenging curriculum that builds essential competencies for productive participation in the 21st century global community.

Enrollment: 254



The **Women, Infants and Children (WIC)** mission is to safeguard the health of low-income women, infants, and children up to age five who are at nutrition risk by providing nutritious foods to supplement diets, information on healthy eating, and referrals to health care.

Grandview High School, 2745 South 13th Street, Milwaukee, WI 53215
 Milwaukee College & Career (MC²) High School, 131 South 1st Street, Milwaukee, WI 53204
 Seeds of Health Elementary, 1445 South 32nd Street, Milwaukee, WI 53215
 Women, Infants, and Children (WIC), 1445 South 32nd Street, Milwaukee, WI 53215
 Tenor High School, 840 North Jackson Street, Milwaukee, WI 53202
 Veritas High School, 3025 West Oklahoma Avenue, Milwaukee, WI 53215

GRANDVIEW
HIGH SCHOOL

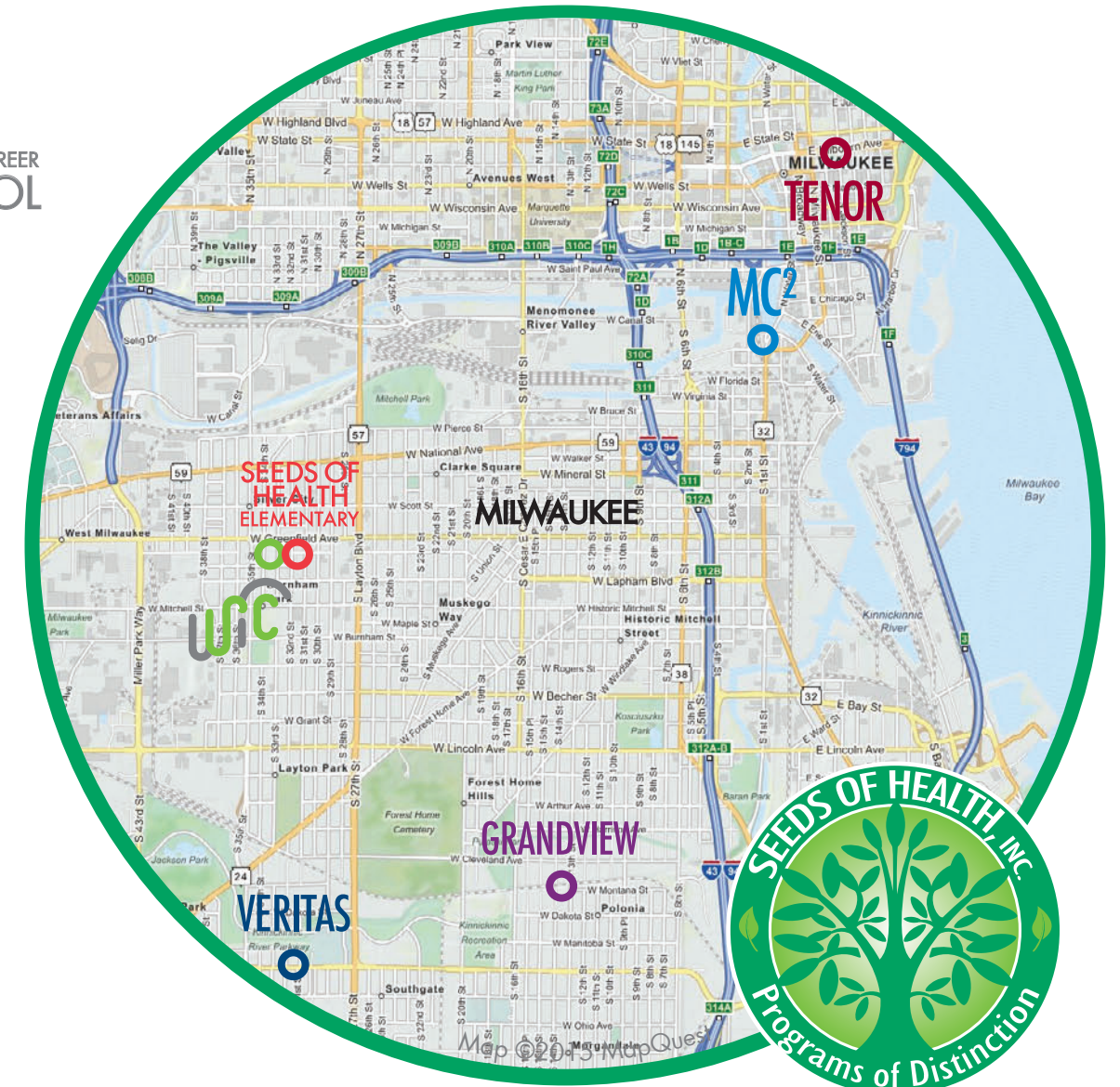
MC²
MILWAUKEE COLLEGE & CAREER
HIGH SCHOOL

**SEEDS OF
HEALTH**
ELEMENTARY
SCHOOL

TENOR
HIGH SCHOOL

VERITAS
HIGH SCHOOL

wic
WOMEN, INFANTS,
& CHILDREN



**SEEDS OF
HEALTH, INC.**

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Veritas High School science class

A MESSAGE FROM THE EXECUTIVE DIRECTOR

It is a pleasure to present our 2019-2020 Annual Report which we've aptly penned "Leading in Challenging Times." Seeds of Health has been faced with unprecedented challenges over the course of 2019-2020. What started out as a typical school year in September of 2019 ended in the most atypical of ways and has continued to surprise us at every turn. Yet, through it all, Seeds of Health has responded to the situation with innovative solutions and out of the box thinking, with our number one goal being to serve our students and their families.

Because the 2019- 2020 school year has been one like none other, the format of our annual report looks a little different as well. As always, we have included our academic and financial information. However, this year we have taken a different approach to bring you the stories and moments of the past year. Due to the nature of the almost minute-by-minute changes in the COVID-19 situation, we created this report so that you could see the events of the 2019-2020 school year as they unfolded in a timeline fashion. You'll travel with us and see the many accomplishments of our Seeds of Health students in the fall and early winter of 2019, and then be able to see how we proactively prepared for the shutdown and moved through it at the start of the COVID-19 shutdown.

Our teachers and our students have shown strength and resilience through it all, as can be seen in the many stories, television interviews, and features on our students and staff. Even in the

midst of everything, we've accomplished so much. We opened up new administrative offices which were fortuitously designed to accommodate our new world of social distancing and reimaged workspaces. We proudly opened a second Tenor High School this September, located in the former MC² building on South First Street. Seeds of Health has continued to attract new families to our schools and have proudly witnessed the majority of our students successfully tackling the world of online instruction.

While COVID-19 has been a game changer in our schools, we at Seeds of Health have been identifying ways to use this forced interruption in the way things have always been done to jumpstart the future of education. We are working hard to reimagine education in Seeds of Health schools. Over the course of the year, SOH has formed close relationships with the City of Milwaukee Department of Public Health, City Forward Collective, and Milwaukee Metropolitan Association of Commerce. We at Seeds of Health do not work in isolation, we embrace the opportunity to be part of various think tank organizations to share our knowledge and learn from others so that we can make our Seeds of Health schools the very best they can be. While we may not know what the "new normal" of schools will look like, we know that we'll be ready to handle whatever comes our way.

As always, we at Seeds of Health are grateful for the financial support of our donors and everyone who has contributed in some way to the mission of helping our urban youth. In these most trying times, I am more dedicated than ever to serve as the Executive Director of Seeds of Health.



Sincerely,

Marcia Spector, Executive Director

2019
2020

TIMELINE

"Every great and deep difficulty bears in itself its own solution. It forces us to change our thinking in order to find it." -- Niels Bohr



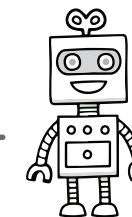
Tenor, Grandview, and Veritas had their 3rd year of partnering with Local 420.

During the fall, eight Tenor students visited the Local 420. While at the union hall, the students learned about different trades. The class is split between lecture and information as well as hands-on learning. During their

High schools continue partnership with Local 420

time at Local 420, students learn a variety of skills including safety, blueprint reading, pipe fitting, basic plumbing, electricity, hand tools, HVAC and an in-depth behind the scenes tour of the MATC Oak Creek campus. All of the skills learned during the students' time at Local 420 directly correlate to a technical diploma at MATC known as Power Engineering. Power Engineering is a one year technical diploma where students earn their certification in high and low pressure boiler operation. Students who complete this technical program have almost a 100% job placement rate!

Grandview students attended eight sessions of trades exploration. During these hands on sessions, students learned about the following trades: electrician, heating and air conditioning, carpentry, welding and plumbing by completing tasks associated with each of these trades in a day-long session. One of the eight sessions included a tour of the trades program offered at MATC so students can learn the process for applying to start a high quality career in trades job.



Seeds of Health Elementary students build a robot in the MakerSpace

Twenty-seven students in grade groups of K-2 and 3-5 participated in the Seeds of Health Elementary after school club of Robotics. Students in the after school club engaged in real-world engineering by completing challenges to build robots to complete tasks. Students learned about computer science, logical thinking, collaboration, and problem solving. Students met in the new MakerSpace room; this is a collaborative workspace that allows students to use technology to learn, explore, share, and think critically.

Seeds of Health Elementary Robotics Club



SEPTEMBER

SEPTEMBER

FIRST DAY OF SCHOOL

Tenor & Veritas find success in combined athletic teams

The 2019-2020 school year is the 8th year that Tenor High School and Veritas High School have been co-oping for all of their sports. The fall season was very successful for the boys soccer team as they finished 12-0 in conference and won the Indian Trails conference championship. Multiple students earned conference awards including 1st team all-conference honors for Tenor student Rafael Ramirez, and 2nd team all-conference honors were awarded to Tenor Student Rowell Yumang. Congratulations boys soccer team!



Tenor & Veritas boys soccer team

SEPTEMBER



Tenor & Veritas girls volleyball team





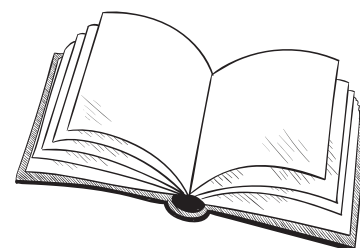
This year, Grandview started its first book club which consisted of five students. They read and discussed three books during the 2019-2020 school year! Before students read each book, they met to pick out a book based on the reviews. They read *Has Anyone Seen Luis Velez?*, *Coming Clean*, and *Beneath a Scarlet Sky*. Once they finished a book they met at a local coffee shop to discuss the book and share ideas over some coffee and treats.

Oftentimes, students believe they do not like reading, but, when given a choice of what they want to read, we see an increase in students reading before school and during lunch. When students increase their reading, they increase their vocabulary and ability to understand what they are reading. This helps

Grandview starts bookclub

them with the classroom material and work they have to read for school.

Book club students are often seen reading and talking about the books. It is a very cool thing for school staff to see and hear! Students will be reading one more book before the year is over. This is Grandview's first book club and it has been a huge success, so it is safe to say we will be continuing this club next year.



Seeds of Health Elementary students take tours of Seeds of Health high schools

Most Seeds of Health Elementary graduates go on to attend one of Seeds of Health's award winning high schools. Each fall the students tour the high schools to see which would be the best fit.

SEPTEMBER

SEPTEMBER

SEPTEMBER

SEPTEMBER

MC² Healthcare Career Pathway program

MC² High School offered a Healthcare Career Pathway program integrated into science classes for all students. Healthcare Career Pathways integrated academic, technical, and 21st century skills into the high school science curriculum to provide students with a comprehensive understanding of careers in the healthcare profession.

Through the Healthcare Career Pathway program, students learned through core coursework, project groups, reflections, field trips, case studies, and schoolwide service projects. They were offered enhanced opportunities to learn skills necessary for a

career path in healthcare-related fields. All students earned seven college credits and a certificate in Healthcare Customer Service from MATC. Students continued to be exposed to careers in the healthcare field, and once completed, students are able to reference their Healthcare Customer Service Certificate on their resume, during interviews, and on college applications. In order to support this mission, students in grades 9 and 10 conducted investigations in various labs. They analyzed bone make-up, reactions to chemicals, and their own heart rate changes at different intervals of exercise.



Tenor Students volunteer at St. Benedict the Moor

Every six weeks, Tenor teachers Nick Olsen and Lori Salinsky took a group of student volunteers to serve dinner to the guests at St. Benedict the Moor located adjacent to MATC's downtown campus. On an average evening, 275-280 guests were served dinner, but on very cold nights, that number can jump to 400 guests. Tenor students helped by serving milk, coffee, and hot sauce, wiping tables, clearing trays, and visiting with the guests. Many Tenor students find this to be a rewarding experience and sign up to volunteer each time. Junior Luis Landeros, volunteered regularly because "I understand that homelessness is a chronic and complex problem, I feel happy knowing that I can help by serving at St.Ben's."





MC² students posing with the panther statue at UW-Milwaukee's campus

MC² students tour UW-Milwaukee

SEPTEMBER

SEPTEMBER

Seeds of Health Elementary partners with SaintA

Seeds of Health partnered with SaintA, a local non-profit organization providing innovative individual and family services within the Milwaukee community, to provide on-site mental health services at Seeds of Health Elementary. At the beginning of 2020, we welcomed an on-site therapist, Amanda Ramirez, who provided one-on-one outpatient therapy services with students during the school day. This allowed students to be seen in a more natural environment and reduced time spent in transportation and scheduling challenges associated with after-school appointments. When the state of Wisconsin shut down all schools, students

were still able to meet online with Amanda to continue their sessions. This was especially helpful during the transition to online schooling as it was a difficult time for many. The program has done so well, that it will be expanding to the high schools in the 2020-2021 school year. We are honored to be able to offer the much needed mental health services to all of our students in the future.



Amanda Ramirez, SaintA



Veritas students posing with UWM pendants after being accepted to attend UWM in the fall

Veritas students accepted to attend UW-Milwaukee

OCTOBER 19

Seeds of Health students travel to Washington D.C.

Due to the ongoing generosity of Herb Kohl Philanthropies, 110 students and chaperones from Seeds of Health Elementary, and MC², Tenor and Veritas high schools toured Washington, D.C. from October 5th-October 9th. The trip included stops at the White House, U.S. Capitol Building, the Smithsonian Institution, the National Museum of African American History and Culture, the United States Holocaust Memorial Museum, and many monuments and memorials, along with a university tour for our high school students. The voting workshop at the Capitol Building and the Supreme Court lecture and tour brought our country's

legislative and judicial systems to life for our students in a way that simply cannot happen in a classroom alone. One of the most powerful moments of the trip came when four students representing Seeds of Health were chosen to participate in the wreath-laying ceremony at the Tomb of the Unknown Soldier in Arlington National Cemetery. This event was featured in a video the students created to remember the trip. This trip was life-changing for Seeds of Health students and their memories will last a lifetime!




Mentor2.0 had approximately 200 Veritas students who were matched with community mentors for the 2019-2020 school year. A group of 10th grade Mentor2.0 students helped at the Big Brothers Big Sisters gala on November 2nd. The goal was to raise money in order to continue this integral program and maintain our partnership with Big Brother Big Sisters of Milwaukee. When the state of Wisconsin shut down all schools in March 2020, Mentor2.0 went completely online through the Mentor2.0 app. While online communication wasn't new for Mentor2.0 it allowed Veritas students to still communicate and keep the mentoring relationship strong throughout the difficult COVID-19 shut down.

Mentor2.0 & Big Brothers Big Sisters of Metro Milwaukee

Mentor Carol & Mentee Cassie

"Working with Cassie gives me a sense of purpose that is different from my other responsibilities."

- Mentor Carol




Drama Club Chicago Visit: On December 18th, drama class students experienced the Windy City. They shopped, ate delicious food, enjoyed the holiday decorations, giggled with friends while ice skating, and saw the spectacular Broadway musical *The Phantom of the Opera*. Even the cold Chicago winter couldn't freeze this fun, memorable day.

Veritas art students experience the Windy City

NOVEMBER

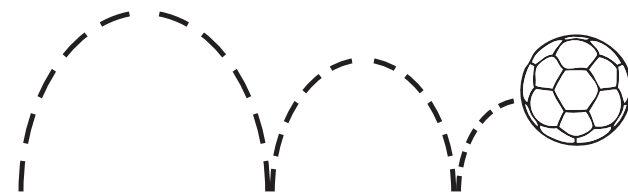
NOVEMBER 19

NOVEMBER

DECEMBER

Grand opening of new gym at Seeds of Health Elementary

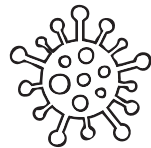
The new gym has opened at Seeds of Health Elementary! In November 2019 the new gym opened for students and everyone was excited to use the space. Gym class had a blast with the new volleyball nets. The gym was also home to this year's winter concert, which filled the gym with joy on December 13th. Over 100 guests came to enjoy the Winter Spectacular put on by the K4 through 5th grade students who sang songs such as Five Little Snowmen and It's the Most Wonderful Time of the Year. The gym was also used for the first Father Daughter Dance. Students had a wonderful time dancing the evening away with their loved ones!



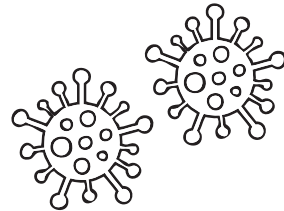
MC² and Tenor Street Law students tour courthouse

The senior Street Law class, which prepares students to compete in the Marquette Law School Mock Trial every spring, had the opportunity to tour the Milwaukee Municipal Courthouse. This was set up by Kelsey, a Marquette Law School student, who teaches part of the Street Law class. Students toured a courtroom, the judge's chambers, parts of the police station, and other various sections of the courthouse. Students had the opportunity to talk with one of the three Milwaukee Municipal Court judges. This was a unique opportunity for students to see the inside of a courtroom and the inner workings of our court system. The Mock Trial normally takes place each April and students take on the roles of lawyers and witnesses to argue a case against other schools at the County Courthouse in front of a county judge. Because of the pandemic shut down, the Mock Trial was unable to take place, but MC² and Tenor students still submitted their roles in writing to the class.



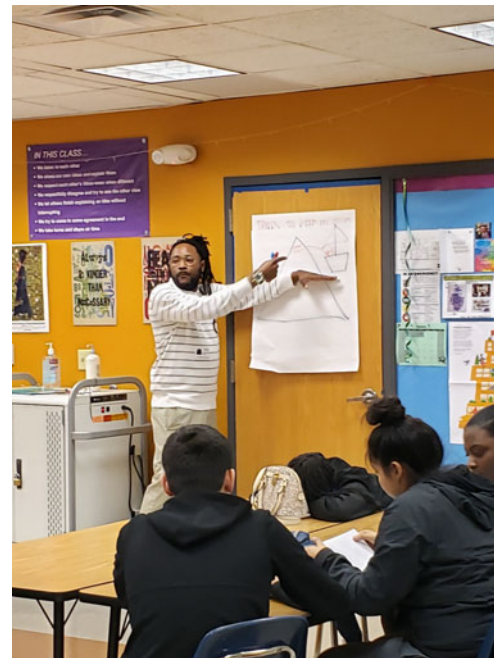


First cases of COVID-19 infections reported in China



First case of COVID-19 diagnosed in the U.S.A

JANUARY 16



Ajamou Butler, founder of Heal the Hood, visits Grandview. He uses poetry and spoken word to promote community healing.

Grandview participates in Heal the Hood program

JANUARY



Veritas students visiting GE Waukesha. Students interested in engineering careers were given a hands-on demonstration of everyday engineering work at GE.

Veritas students visit GE Waukesha for tour

FEBRUARY

MARCH 12

MARCH 18



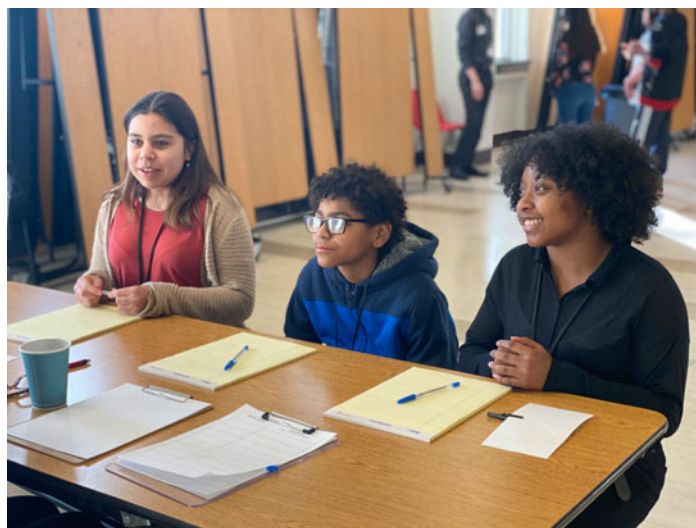
DECEMBER 31

JANUARY 20

NEW YEAR 2020

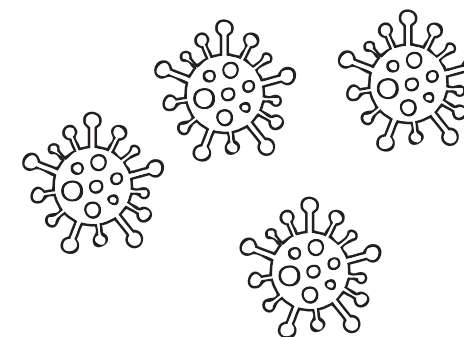
Seeds of Health Elementary students participate in Great Lake Shake event

The Great Lake Shake is an event designed to help middle school students develop social skills in a professional setting. Seventh and 8th graders participated and 20 community volunteers gave their time.

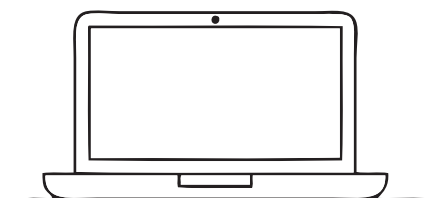


Governor Evers declares public health emergency to direct support to containing COVID-19

Wisconsin Department of Health Services mandates state-wide closure of public schools

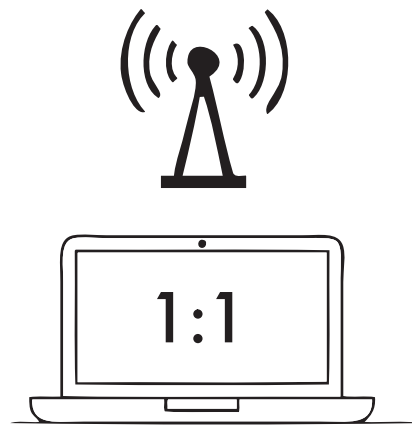


SEEDS OF HEALTH SCHOOLS SWITCH TO VIRTUAL LEARNING



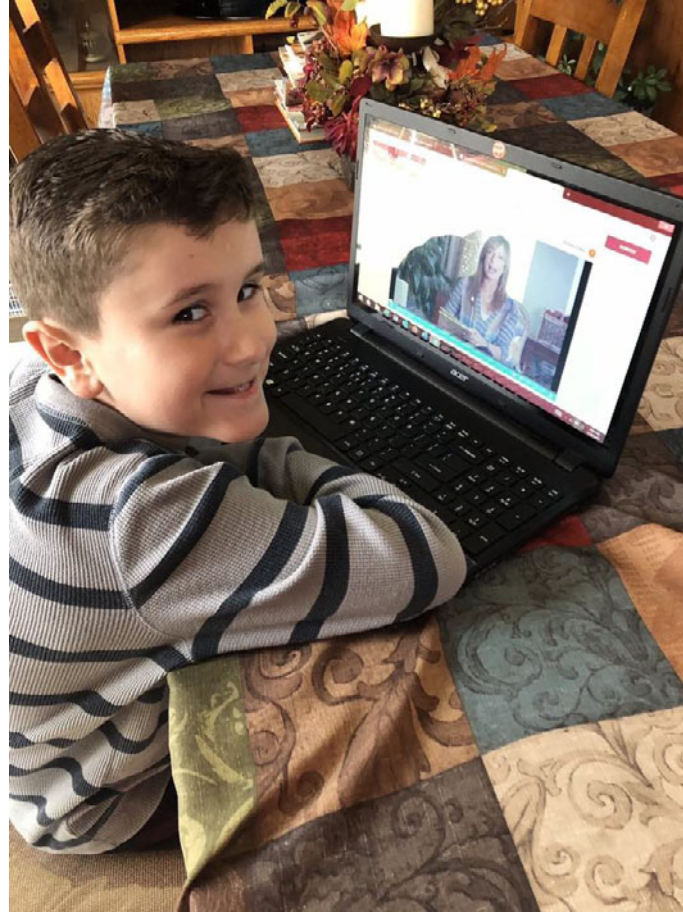
SEEDS OF HEALTH SCHOOLS SWITCH TO VIRTUAL LEARNING

Seeds of Health, Inc. quickly and effectively transitioned students to online learning on the same day schools were closed due to COVID-19



All Seeds of Health schools have a 1:1 student to Chromebook ratio. Each and every student was sent home to learn online with Chromebook in hand. Students who did not have access to the internet at home were provided with free WiFi hotspots.

Students sent home with Chromebooks and WiFi hotspots



Seeds of Health Elementary student attending an online class



Seeds of Health Elementary student attending an online class

Weekly meetings were held with principals via Google Hangouts to address concerns and needs of parents and students.

Seeds of Health schools also started a bi-weekly communication system to keep parents and stakeholders informed.

Extra communication portals setup for parents and students

MARCH

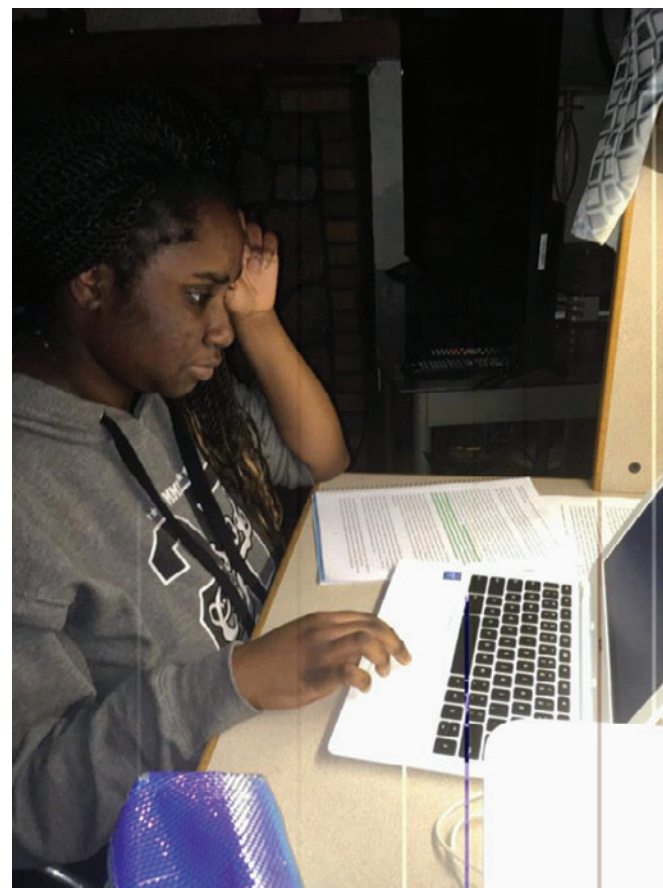
MARCH

MARCH

MARCH

MARCH

Grandview High School student attending a virtual class



Grab-and-go meals provided for Seeds of Health students

School meals help families stretch food budgets and prevents hunger at home. After the school closures, Seeds of Health continued to provide breakfast and lunch "grab-and-go" meals that families could pick up from the buildings.



Seeds of Health worked closely with the City of Milwaukee and MMAC, and participated in City Forward Collective planning sessions to appropriately respond to the rapidly changing health and safety concerns of public schools



Innovation in online instruction

When there was a shift to online instruction in March 2020, the Seeds of Health special education teachers needed to be innovative to meet students' needs with online instruction. One teacher created a YouTube channel in the spring not only to provide instruction but also to continue to create connections with students. One of the students even invited his family and friends to subscribe to the channel since he enjoyed this new form of learning so much!

This fall, special education teachers have again shifted their approach to continuing to create videos in students' individual Google Classrooms. All specialized instruction minutes are provided synchronous with assigned independent activities relating to instruction and digital programs to continue to build skills.

Inclusion during in-person instruction

One thing that has remained a constant before, during, and after the pandemic is ensuring that students who receive special education services participate in the general education classroom. Our special education teachers have developed relationships with general education staff to help ensure students with Individual Education Programs (IEP) are successful in the classroom. They meet regularly with general education teachers to collaborate on how students' needs can be met in the classroom. In addition, they use Specialized Instruction minutes to further develop skills that students need to be successful in the general education classroom.

DID YOU KNOW ?

In the U.S. alone, 50.8 million students were affected by school closures during the spring of 2020*

*Per: Coronavirus and School Closures (March 6, 2020). Education Week. Numbers for student enrollment and schools are from the National Center for Education Statistics.

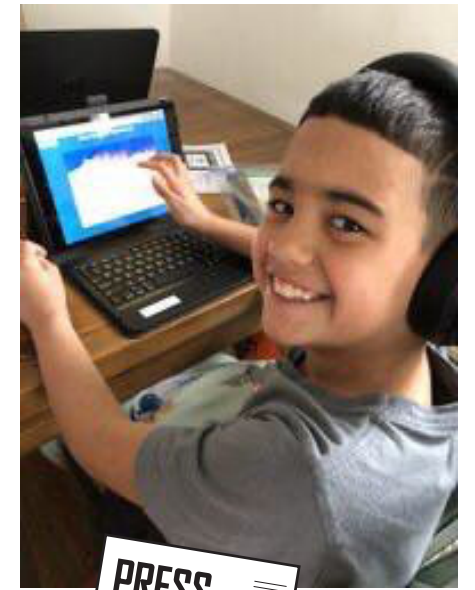
Milwaukee middle and high school students are thriving in online learning environment as Seeds of Health continues to carry out its mission of meeting the needs of urban children.

Committed to providing its students with the tools they need to be successful, Seeds of Health has taken all five of its schools online. As connection to the internet is crucial to accessing online learning, all Seeds of Health students have been equipped with a Chromebook as well as a mobile hotspot for those not already connected to an internet service provider. Each morning, teachers from the five Seeds of Health schools – Tenor, Veritas, Grandview, and MC² High Schools and Seeds of Health

Elementary – communicate the agenda, assignments and expectations for the day through a variety of methods including videos, screen sharing, audio files, slide decks, etc. Students are asked to engage in the work as directed and to complete all assigned tasks for each class daily. Teachers are available during regular school hours through email and Google Hangouts to provide both the option to chat or video call.

Even the special education team is thriving online! These teachers continue to provide specially designed instruction outlined in each student's individual education plan through online face-to-face time on Google Hangout, email, and Google Chat.

A Seeds of Health Elementary student using his Chromebook to learn online



Meeting the needs of special education students

MARCH

MARCH

Cleaning procedures put in place at all Seeds of Health schools and facilities

Starting in March, all classrooms, common areas, and offices were cleaned and disinfected each evening. Lockers and touch points were cleaned periodically utilizing a BISSELL 39N7A/39N71 Steam Shot Deluxe Hard-Surface Cleaner. Hot spots were disinfected daily. Hand sanitizer dispensers were installed throughout the buildings. Additional cleaning procedures were developed per WDHS protocols for students to return in the fall for the 2020-2021 school year.

Hand-held disinfectant sprayer used by B&L for cleaning schools and facilities for on-site staff and teachers

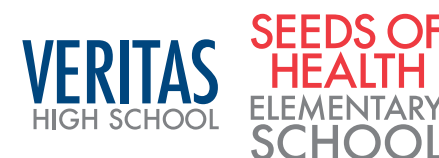


MARCH 31

APRIL 3

Veritas High School and Seeds of Health Elementary honored with

Wisconsin Title I Schools of Recognition Award



APRIL

Carol Pook, school counselor, meets online with Tenor High School students.





Grandview staff send a message of support to their students during school closure

“ Dear students, we are not the same without you. Until we are together again know that you are loved and missed! ”

- Grandview Staff



Seeds of Health's new administrative office space

APRIL 27

APRIL

Seeds of Health administration wearing face coverings



New administration office designed with focus on social distancing and safety

Published by: *Milwaukee Community Journal*, April 27, 2020

Seeds of Health has always been ahead of the curve in terms of creating safe, healthy, and innovative environments. Their newly designed administrative office space is the latest example, as it was designed with social distancing in mind.

Executive Director Marcia Spector made the decision to move administrative personnel to one location to free up space at Tenor High School on Jackson St. for expansion, and to control the number of visitors.

The move helps Seeds of Health administrative staff work safely and effectively. Meetings take place in the large conference room with spacing between occupants and Zoom technology for online meetings. Multiple printer/copy stations throughout discourage grouping at one station. Individual offices are spaced far enough apart to effectively social distance, yet close enough to maintain an office atmosphere.

The space includes increased hand sanitizer stations and all finishes throughout have been updated with easy to clean and sanitize materials. Updated cleaning protocols address the need to reduce the risk of virus transmission. A remote security system allows staff to access security from their desks, adding to overall safety and reducing foot traffic.

Social distancing is here to stay, and Seeds of Health is ready to safely enter this new frontier.



Unusually early preparations lead to one of the city's fastest launches of full distance learning

By: Isral DeBruin, *City Forward Collective*, May 19, 2020

Thanks to unusually early preparations, Seeds of Health schools launched distance learning for its 1,300 students two days before the March 18 statewide school closure. Leaders of the Seeds of Health schools started planning for a possible school closure in February, when many still hoped Milwaukee might avoid a COVID-19 outbreak. By the time Gov. Tony Evers announced the closure, SOH had detailed plans for online learning.

The result: All five Seeds of Health schools took instruction online without a single missed day of instructional time because SOH made sure all K4-12 students could access virtual learning. SOH staff delivered Chromebooks and hotspots to those who couldn't pick one up. The plan offered many ways for instruction: video, audio, real-time screen sharing, and presentations using platforms like Bloomz and Google Classroom. Frequent communication occurred between students, teachers, and other school staff helped make the plan succeed.

Students at Tenor High School continued to receive dual credits through a partnership with the Milwaukee Area Technical

College (MATC). Students in the special education program continued to receive support according to individualized plans.

Seeds of Health Elementary School and Tenor High School students receive daily breakfast and lunch, and families have been given a list of trusted food sites and resources.

Guidance counselors help with the extreme stressors brought on by COVID-19, as students and parents can schedule time to discuss mental health concerns. An ongoing partnership with SaintA's is another source of support for students.



Tenor High School graduates interviewed on Hoy Today Wisconsin

Tenor graduates Omar Mayorga, Dianna Huerta and Seeds of Health's Veronica Ramirez interviewed on Hoy Today Wisconsin by Mariella Godinez to talk about how Tenor has given them the opportunity to attend college during their senior year of high school.



Learning during COVID-19: Seeds of Health school network

MAY 13

MAY 19

MAY 28

JUNE 9

Veritas earns U.S. News & World Report Award

Published by: *Milwaukee Neighborhood News Service*, May 13, 2020



Veritas High School has earned a spot in the U.S. News & World Report's list of Best High Schools. Veritas ranked 17th within Wisconsin high schools, and 13th among Milwaukee metro area high schools. On math and reading performance, Veritas ranks #7 in the state. Veritas has a total enrollment of 252 students, with a 91% minority enrollment.



"We are incredibly proud of the accomplishments of our staff and students. With only 252 students, we are a small high school. It is incredible to see our name on the leader board with some of the more well-established high schools in Milwaukee. Students at Veritas are getting a high-quality education that prepares them to succeed in their future endeavors," said George Thimmesch, principal of Veritas High School.

Tenor High School 2020 graduating seniors look to the future, having already completed one year of college

Unlike most traditional high schools, students at Tenor are provided a free year of college at Milwaukee Area Technical College (MATC) after completing their high school education during their first three years. This year's Tenor graduates are casting a wide net and exploring a variety of post-graduation career and education opportunities. Tenor graduates are equipped with the skills acquired during one year of college, and are prepared for a variety of post-graduation paths, including the pursuit of four-year degrees, associate degrees, technical diplomas and entering the workforce. Forty-four Tenor seniors graduated this year.



Kimberly Perez has been admitted to Marquette University on a full scholarship and plans to study nursing. Described by school counselor Carol Pook as a bright, assertive, hard-working student, Kimberly is the fourth student in her family to graduate from Tenor. Kimberly's two older sisters earned degrees from Cardinal Stritch University and her older brother, Dante, earned a technical diploma in Automotive Collision Repair & Paint. His instructor would always say, "Dante is an artist," alluding to his meticulous and detail-oriented nature.

Aliza Lawson, another recent Tenor graduate, has been accepted at North Central University in Minneapolis and plans to major in International Studies. In part, her interest in international studies has been influenced by participating in two youth ministry trips to Vietnam through her church. Her choice of schools may have been impacted by the example set by her older brother, also a Tenor High School graduate and a graduate of North Central University, who now works with "at risk" youth. Aliza's older sister continued her education at MATC after her free year of college during high school, earning her MATC associate degree in Baking & Pastry Arts; she now works as a baker at Pick 'n Save.

Omar Mayorga has been admitted to MSOE to study engineering. Described by Pook as a bright, charming, and a bit of a "goofy" student who is "just beginning to grasp his potential," Omar has taken College Algebra with Trigonometry and Analytic Geometry & Calculus One courses this year through MATC.

Isaiah Curry will be pursuing an associate degree in multimedia art, transferring his credits from graphic design and animation courses at MATC to Lone Star College in Texas, a school near where his extended family lives. Eventually, Isaiah plans to transfer to a 4-year college within the University of Texas system. Pook nicknames Curry "Mr. Positivity" as he brightens everyone's day; she says that he has learned to "work like a college student" this year.

Virtual Graduation

Congratulations Class of 2020! We had 214 students graduate in June 2020. It was a difficult end of the year for students but they persevered and came out on top! Graduation was through a virtual ceremony and while it wasn't what we expected for our 2020 graduates, we could not be prouder of all they have achieved and will achieve in the future.

Class of 2020 students from MC², Tenor and Veritas High Schools were offered over

\$4.8 million in scholarships



Tenor High School/MATC: 44 graduating seniors

9 students earned MATC technical diplomas in the areas of cosmetology, electricity, nursing assistant, and power engineering and boiler operator

7 students earned MATC certificates in the areas of boiler operator, IT technician, and welding fundamentals. These students will either directly enter the workforce with the certificate or diploma they earned, or return to MATC to continue their education in their chosen fields

13 students will return to MATC after graduation to complete associate degrees or diplomas in the areas of early childhood education, emergency medical tech, registered nursing, welding, audio production, computer simulation and gaming, and health sciences



Hazeal Salazar (Veritas High School) graduated and is attending UW-Milwaukee for architecture. School is going well for him, he's confident and has adjusted to college life.



Jazmin Ramirez-Vieyra (Tenor High School) took 26 credits worth of college level courses at MATC and earned a 4.0 GPA as a Tenor senior. These were all rigorous courses including College Algebra with Trigonometry and Accounting 1. Jazmin was admitted to Alverno College and earned a merit-based scholarship, the Alverno Dean's Scholarship, worth \$14,000 per year. She was also chosen for a competitive scholarship, the Alverno Women in Accounting Scholarship, worth \$25,000 per year.

43 of 47 (91%) SOHE 8th graders transitioned to a Seeds of Health high school



Seeds of Health high schools 2020 graduates: What are they up to next?



Nahari Duncan is one of this year's graduates of Tenor High School. Duncan aspires to become a dentist and "learned to study health sciences like a college student [while taking classes at MATC this year]," said school counselor Carol

Pook. "It was not easy," said Pook, "but she buckled down and refused to become discouraged. Nahari had some ups and downs during her three years at Tenor; she found her power and herself as a senior at MATC." Duncan will continue taking courses at MATC to earn her dental hygiene associate degree. She then plans to work in the dental field while taking courses needed to complete her bachelor's degree and satisfy any pre-dental program requirements needed to apply for dental schools.

MC² High School associate principal Stephanie Steinbach shared the success story of student Angela Sosa saying, "During the school year she rose to the challenge of her senior year, determined to make the most of it." Steinbach explained that Sosa excelled

in her MATC pre-calculus class first hour, entered and completed a 6-week MATC CNA certificate program, completed her community service hours volunteering at a hospital (and during COVID-19), and earned salutorian status at graduation. Steinbach continued, "She did an amazing job rounding out her high school career." Sosa plans to attend MATC next fall for nursing.

Grandview High School graduates have taken varied post-graduation paths. One Grandview graduate, Camron Phongsavath, enlisted in the Army on August 14, 2019. Phongsavath shipped out to boot camp in Fort Leonard Wood in Missouri earlier this June. He is looking forward to traveling, having new experiences, and doing something "different" while in the Army.

At Veritas High School, principal George Thimmesch described this year's scholarship recipients as "outstanding students as well as generally good people who served others and worked hard all four years." This year's graduating class of 49 at Veritas have been offered \$3,591,904 in college scholarships. Due to the colleges they have chosen to attend, they will receive \$962,300 in scholarships. Fourteen of those students were offered over \$50,000 in scholarships individually. Students accepted scholarships from Mount Mary University, Carroll University, Coe College, Alverno College, and University of Notre Dame. In addition to the schools previously mentioned, students have accepted admission offers at MATC (nearly half of the graduating class will attend MATC in the fall), UW-Madison, UW-Milwaukee, and UW-Oshkosh.

Angela Sosa



Camron Phongsavath

Ana Martin (Veritas High School) was the recipient of the Caroline Scholarship at Mount Mary University. The Caroline Scholars Program is a four-year scholarship program for first-year, full-time undergraduate students with a passion for social justice. This highly selective program provides challenging academic work, leadership development, service learning opportunities and financial assistance that covers full tuition, room and board. Six students are chosen for the Caroline Scholars Program each year.



Original story by: Jean-Gabriel Fernandez, *Shepherd Express*, June 16, 2020

'Growing the Whole Child' in Seeds of Health Schools: Off the Cuff with Principal Theresa Yurk

What so you think sets you apart from other schools in the area?

Theresa: All Seeds of Health schools believe in the relationship model for educating students that we not only want to academically support kids, but we also want to support kids behaviorally and socially, as well as embracing the community and the family. I think what sets us apart is our beliefs in a



small school setting and our belief in that relationship model. We really believe that we need to embrace the whole child in our education, and the only way to be able to support kids to grow academically is to also support them in every aspect of their growth.

Kids are like seeds, and we're helping the kids grow all the way from when they come into the WIC clinic as babies, then into the elementary program, and then growing them into positive citizens in high school.

There are a lot of students in my elementary program whose parent went to Grandview High School, so they're keeping within the Seeds of Health community. I think that a strong selling point of Seeds of Health schools is that we have that family feel. And we're also providing a rigorous academic curriculum for kids; all of our schools are closing the achievement gap at a rate greater than the state.

Shepherd Express interviews Theresa Yurk, principal of Seeds of Health Elementary

JUNE

JUNE 16

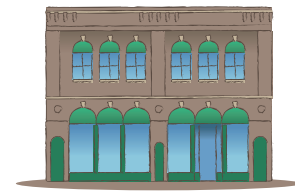
Seeds of Health schools to open second Tenor High School this fall - Two is better than one!

When Seeds of Health Executive Director Marcia Spector created Tenor High School with its innovative model for high school education, little did she know about the extent of the impact it would have on the lives of its graduates. This model, whereby students graduate from high school in three years and spend their fourth year taking college courses at Milwaukee Area Technical College (MATC) free of charge, could possibly be Milwaukee's best kept secret in education.

With the original flagship Tenor High School located in the heart of the business community on Jackson Street, that model of education is about to get bigger this fall as Tenor opens its

second school in the former Seeds of Health MC² school building on 1st Street. This second location will allow Tenor to add over 100 more students to the program.

According to principal Tyson Tlachac "We're giving students an opportunity that they may not have had to attend post-secondary schooling. The students come to me and say they never thought that they could be successful in college until they get there. They become successful with our help during their senior year. We push them to achieve things they may not have thought they could achieve."



MC²
MILWAUKEE COLLEGE & CAREER
HIGH SCHOOL



TENOR
HIGH SCHOOL
1ST STREET CAMPUS



Veritas High School student Yanelly Lopez and her mother were interviewed by Mariella Godinez of Hoy Today Wisconsin to discuss their positive experience at Veritas High School. Yanelly volunteers as a taekwondo instructor in the SOHE taekwondo program that introduced her to the sport. Yanelly

Veritas High School student and parent interviewed on Hoy Today Wisconsin

volunteered her time and talent this past school year in hopes of inspiring and encouraging young children, and as a way of saying thanks for the tremendous gift the program and the school has given her. Jackeline, a SOH parent ambassador, said "I like Seeds of Health because the teachers are very nice and so connected with the children. They offer one-to-one instruction, and the small class sizes mean the children get individualized attention all day. This is especially helpful when kids don't understand something. I know they'll get the help they need."

JUNE 30

JULY 7

Página 14 THE SPANISH JOURNAL Del 8 al 15 de Julio del 2020

Fernando's Fun Summer Learning Tips

Los divertidos consejos de aprendizaje de verano de Fernando

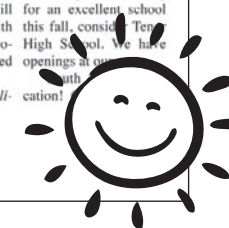
Fernando Muniz is a math teacher at Tenor High School, a Seeds of Health school. Over these summer months, Fernando will provide fun and educational ways to keep our kids engaged!

Fernando Muniz es maestro de matemáticas en Tenor High School, una escuela de Seeds of Health. Durante estos meses de verano, Fernando proporcionará formas divertidas y educativas para mantener a nuestros hijos comprometidos!

1. Designate a workspace. Set up a space that's conducive to reading and learning and is free from distractions. *Designar un espacio de trabajo. Establezca un espacio que sea propicio para la lectura y el aprendizaje y que esté libre de distracciones.*
2. Organize and declutter. A clean workspace allows for the brain to focus and creativity to thrive. *Organizar y ordenar. Un espacio de trabajo limpio permite que el cerebro se centre y la creatividad prospere.*
3. Establish a routine. By setting consistent bedtimes and morning routines, a teen will feel better and be more productive. *Establezca una rutina. Al establecer horarios constantes para acostarse y despertarse, un adolescente se sentirá mejor y será más productivo.*
4. Explore career interests. Encourage your teen to investigate career paths and interests. *Explore intereses profesionales. Anime a su hijo a investigar carreras e intereses profesionales.*
5. Look into part-time work. Lawn care, babysitting, or shopping for a neighbor can offer income, structure, and discipline. At home, set consistent expectations for your child to help with cleaning, cooking, and caring for siblings. *Encourage your teen to talk about feelings related to COVID-19 and reach out to professionals as needed. Finalmente, recuerde que ha sido un año difícil. Anime a su adolescente a hablar sobre los sentimientos relacionados con COVID-19 y a comunicarse con profesionales según sea necesario.*
6. Encourage healthy eating and physical activity. A healthy lifestyle will provide your child with increased energy, motivation, and a boosted immune system. *Fomentar la alimentación!*

Seeds of Health implements summer enrichment program including fun learning tips

Seeds of Health also tried something new in summer 2020 - offering families tips on keeping kids educationally engaged throughout the summer. "Fernando's Fun Summer Learning Tips" ran for eight weeks in the *Spanish Journal* during July and August. Topics included organizational tips for high school students, at-home lesson ideas for elementary and middle school students, physical activity and nutritional information, as well as other helpful learning ideas.



WHAT'S TO COME?

A message to parents and students at the start of

2020
2021

As the COVID-19 situation changes the face of education with new developments occurring daily, Seeds of Health schools have a message for both returning families and prospective new families:

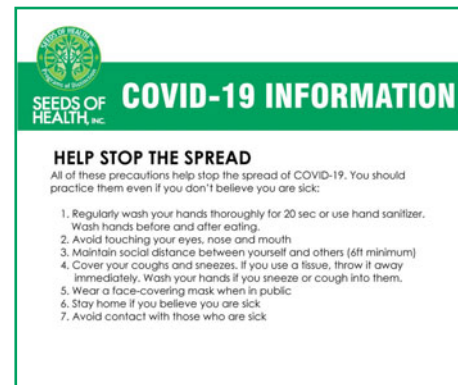
We've got you covered

Whether online, in-person, or hybrid learning, Seeds of Health schools are ready to deliver quality, individualized instruction to its students when school starts in the fall.

Seeds of Health Inc. has always prided itself on being ahead of the curve and ready to meet the challenges of our evolving world, and they have fulfilled their students' and families' needs throughout the COVID-19 situation. Seeds of Health schools were proactive last March, ready to begin online instruction the very first day of the school closures. Seeds of Health schools are again prepared for multiple educational scenarios in the fall.

Seeds of Health schools are prepared for in-person instruction as soon as the COVID-19 situation allows. They have been revising their school practices and protocols since this past April by revamping classrooms, buildings, and practices to be in line with COVID-19 protocols. They have solid plans in place for each grade level that align with social distancing protocols and COVID-19 school cleanliness and sanitization standards. They have a designated COVID-19 coordinator to track and monitor the health and safety of the schools.

Seeds of Health schools are also ready for online instruction and will again equip each student with a Chromebook and hotspot (if needed) and offer support to students and their families.



SEEDS OF HEALTH, INC. COVID-19 INFORMATION

HELP STOP THE SPREAD
All of these precautions help stop the spread of COVID-19. You should practice them even if you don't believe you are sick:

1. Regularly wash your hands thoroughly for 20 sec or use hand sanitizer. Wash hands before and after eating.
2. Avoid touching your eyes, nose and mouth
3. Maintain social distance between yourself and others (6ft minimum)
4. Cover your coughs and sneezes. If you use a tissue, throw it away immediately. Wash your hands if you sneeze or cough into them.
5. Wear a face-covering mask when in public
6. Stay home if you believe you are sick
7. Avoid contact with those who are sick



SEEDS OF HEALTH, INC. 19 WAYS WE'VE GOT YOU COVERED!

1. Caring administrators, teachers and staff
2. Our schools are financially sound
3. Summer learning opportunities for all students
4. Online instruction (as needed)
5. Plans and staff to address social emotional learning needs
6. Face masks
7. Hands free sanitizer stations throughout our buildings
8. Anti-Bacterial soap in restrooms
9. Plastic barriers installed between the sinks in our restrooms
10. Touch free paper hand towels
11. Social distancing throughout our buildings
12. Reduced number of students in each classroom
13. Staggered student schedules (as needed)
14. Student work areas disinfected throughout the day
15. Every student will have their own Chromebook
16. Buildings professionally cleaned and sanitized daily
17. Staggered dismissal times (as needed)
18. School visitors limited to essential workers
19. Commitment to fostering an environment of equality



SEEDS OF HEALTH, INC.

The Seeds of Health Board of Directors includes experienced and well-informed leaders from the business, education, and other professional sectors of the Milwaukee community. Since 1987, the Board of Directors has been committed to proactively addressing the academic, health and social development of Milwaukee's children and adolescents. The Board's continuous support and direction has enabled Seeds of Health to fulfill its mission through the successful administration of a WIC (Women, Infants, and Children) program, and the creation and implementation of innovative and effective elementary and secondary partnership and charter school programs. The Board strongly believes that all children—regardless of geography, economic class, or other disposition—deserve a healthy start and a quality education.

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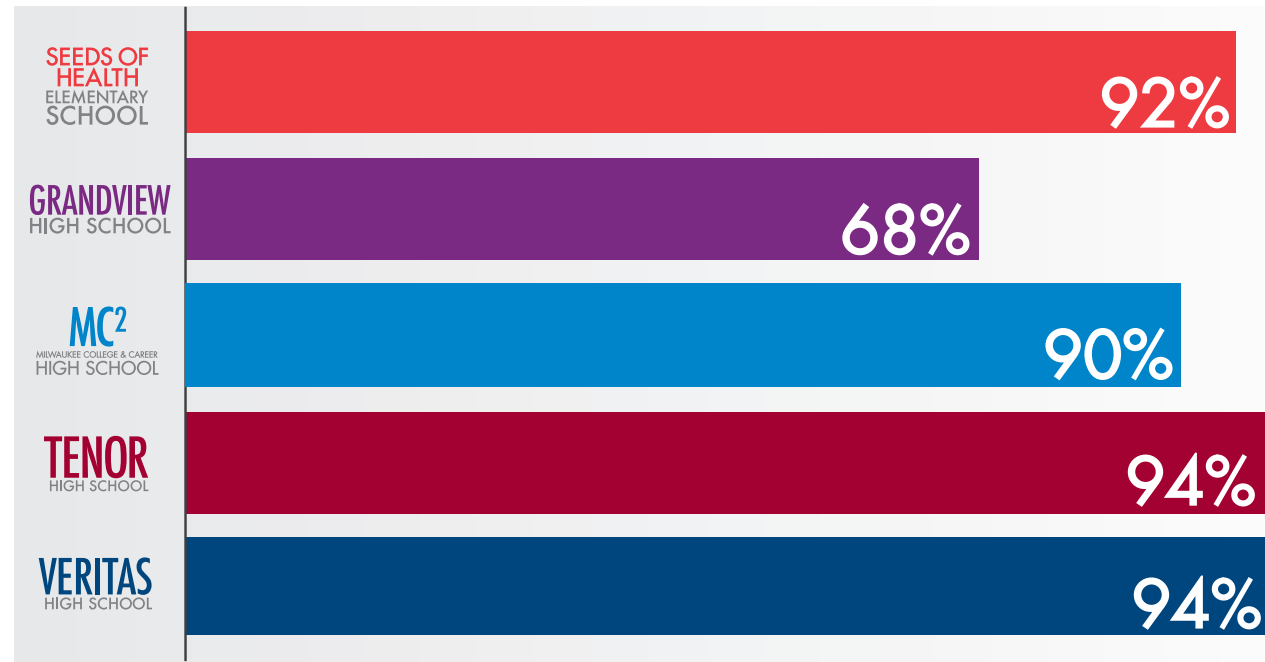


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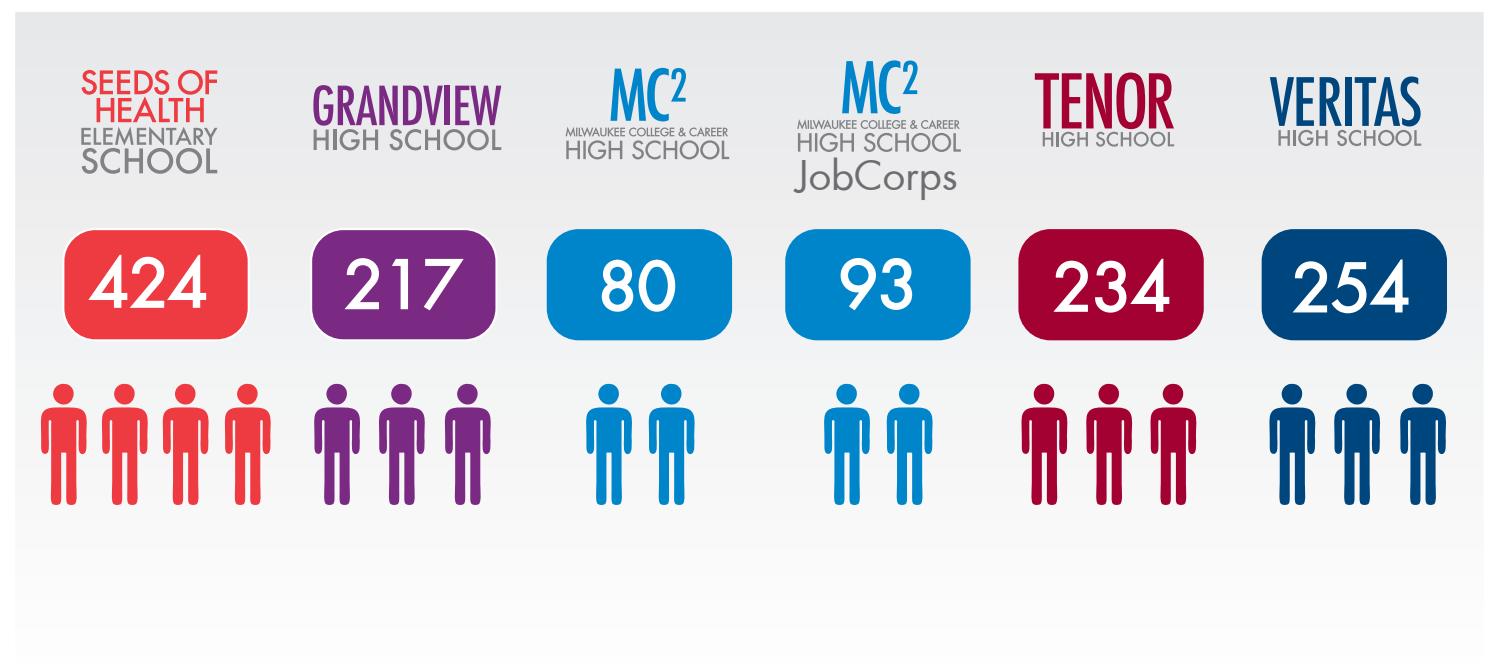


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AVERAGE DAILY ATTENDANCE



ENROLLMENT



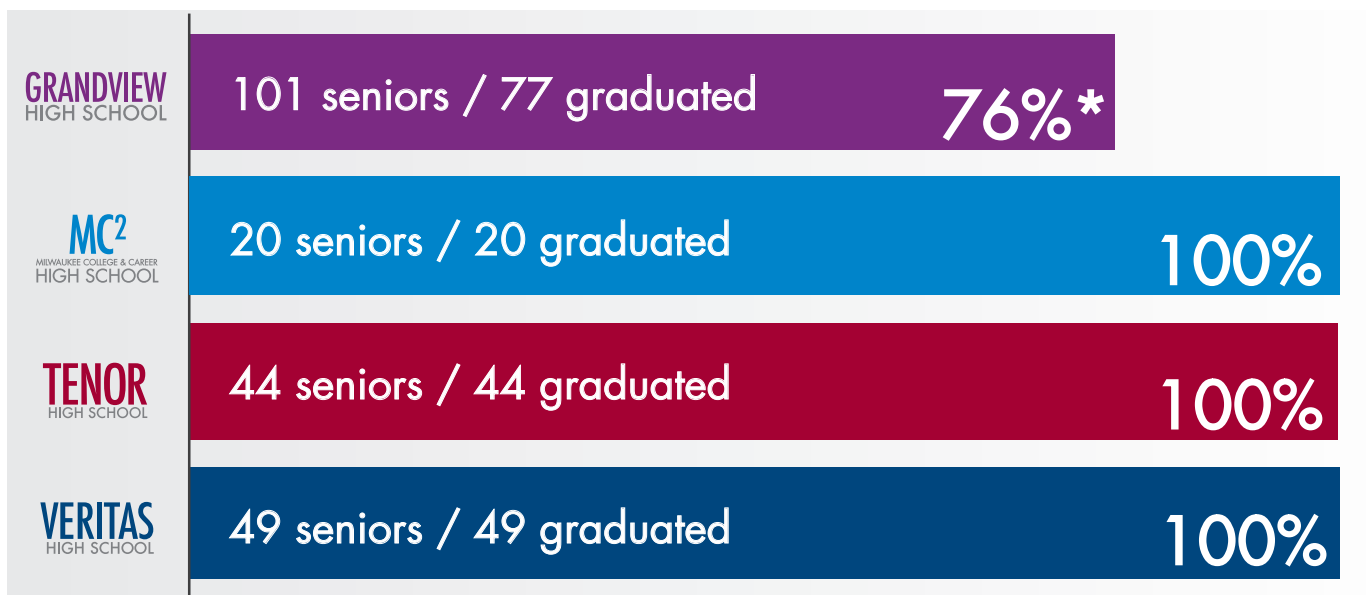
ONLINE ATTENDANCE

Over 90% of Seeds of Health students have consistently been in attendance during online learning. This is attributed to each student having a Chromebook, hot spots, comprehensive faculty training, and calls home or home visits to ensure that students are engaged.

STATE REPORT CARDS



HIGH SCHOOL GRADUATION RATE



214 total high school graduates

*Grandview High School provides services to students who are considered at-risk of not completing high school because they have dropped out of school, are habitual truants, or are school-age parents. As a result, the majority of students come to Grandview 1-8 grade levels behind in reading and math. The goal of Grandview High School is to provide students with opportunities to achieve academically and to earn the required credits needed for graduation.

COMMUNITY PARTNERSHIPS

A.C.E (Architecture, Construction, Engineering) Mentor Program
 Alverno College - Junior Achievement Program
 American Heart Association
 American Lung Association
 American Players Theatre (Poet In-Residence)
 American Red Cross - blood drive
 Arts@Large
 Big Brothers Big Sisters of Metro Milwaukee
 Blood Center of Wisconsin
 Bradley Tech High School Athletic Department
 CESA 1
 Cathedral Women's Center
 Chai Point Senior Living
 Children's Hospital - UR Choice guidance curriculum & ACT Now anti-bullying curriculum
 City Youth Martial Arts & J.K. Lee Tae Kwon Do
 Discovery World
 Easy Method Driving School
 EgGs Initiative - Engaging Girls in STEM
 Harris Bank
 Heal the Hood
 ICM
 IFF
 Junior Achievement of Wisconsin
 Herb Kohl Philanthropies
 Kohls Cares Grants
 Kohl's Wild Theater Assemblies
 Leading Men Literacy
 League of Women Voters
 Local 420
 Making Strides Against Breast Cancer
 Marquette Service Learners & Student Teachers
 Marquette University Street Law Program
 Menomonee Valley Partners
 Milwaukee Area Technical College (MATC)
 Milwaukee Public Library
 Milwaukee Public Schools Recreation League
 Milwaukee Repertory Theatre
 Milwaukee Wave
 Museum of Wisconsin Art
 National Oceanic & Atmospheric Administration (NOAA)
 Our Lady Queen of Peace School
 Parenting Network—Project RELATE, and parenting classes
 PAVE—Partners Advancing Values in Education, Inc. City Forward Collective

PEARLS for Teen Girls
 SaintA
 Henry Schein Dental
 Seal-A-Smile Dental Sealants
 Secure Futures/Make a Difference - Wisconsin
 Sorce Tae Kwon Do Studio
 Southside Organizing Committee
 St. Benedict the Moor
 St. Luke's Hospital
 Stormonth Elementary -Soctober Drive
 University of Wisconsin-Milwaukee
 Urban Ecology
 WIAA--Wisconsin Interscholastic Athletic Association
 Whitefish Bay High School—Bay Gives Back
 Wisconsin Department of Natural Resources
 Youth Frontiers Leadership Conference



Tenor, Grandview, and Veritas had their 3rd year of partnering with Local 420.

DONORS & FOUNDATIONS

Herb Kohl Philanthropies
 City Forward Collective
 Anon Charitable Trust
 Berghammer Construction Foundation, Inc
 Greater Milwaukee Foundation
 American Family Insurance Dreams Foundation
 Ralph Evinrude Foundation, Inc.

Charles E. Kubly Foundation
 Ray and Christine Seaver
 Richard Abdoo
 Peter and Sue Hitler
 Mary and Ted Kellner
 Greater Milwaukee Association of REALTORS (GMAR) Youth Foundation
 Rick and Dee Nierzwicki

THANK
 YOU

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 Marcie Berger and John Spector
 Suzanne Jacobson
 Patricia S. Algiers
 Miki Maric
 James Anderson
 Sherry Tolkan

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 Gerald and Elaine Mainman
 Thomas and Melinda Wolf

John Miceli
 William G. Haury
 Jennifer Sheehy
 Alex Torbica
 Michael Dickmann
 Cleveland Center
 Stephen L. Atwell and Karen M. Hunt Family Fund

SEEDS OF HEALTH, INC. FINANCIAL SUMMARY

Seeds of Health has created an excellent reputation for fiscal management, including a long history of unqualified audits by independent, highly reputable audit firms. For fiscal year (FY) 2019-2020, Seeds has a budget of \$13,681,675 for the purpose of operating five separate public school programs and a WIC program. Eighty-six percent of the budgets for all schools is spent on the delivery of the educational prog-

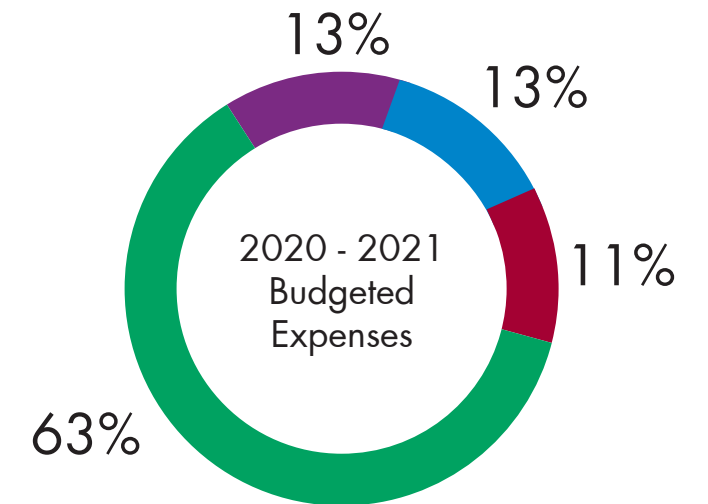
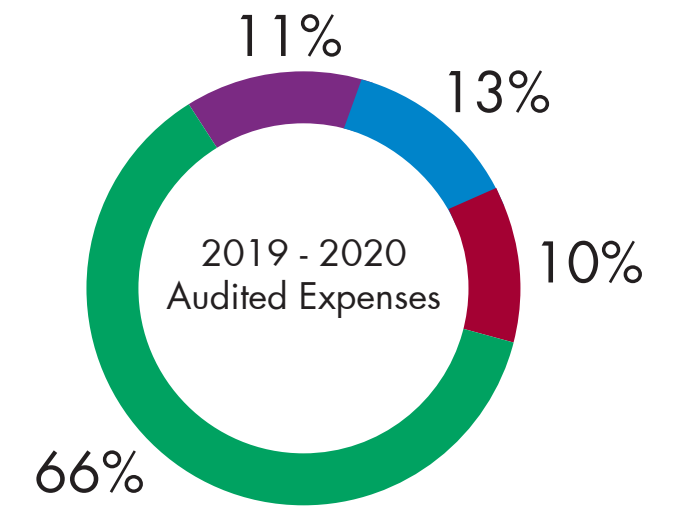
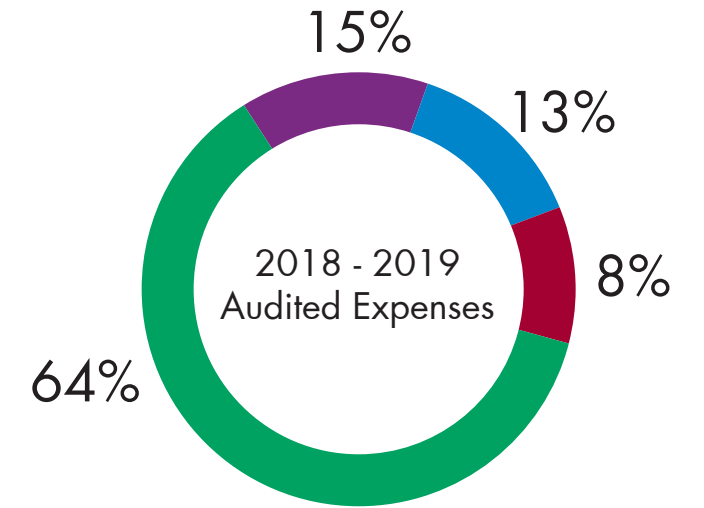
rams. The remainder is designated for expenses related to facilities (three owned and three leased) housing the programs.

Seeds of Health owns the facilities that house the following programs: Tenor High School located at 131 South 1st Street, Milwaukee; Veritas High School located at 3025 West Oklahoma Avenue, Milwaukee; and Seeds of Health Elementary

(Grades K4-8) located at 1445 South 32nd Street, Milwaukee. Seeds of Health leases the following facilities: Grandview High School facility - leased from Cleveland Center located at 2745 South 13th Street, Milwaukee and Tenor High School facility - leased from the Archdiocese of Milwaukee located at 840 North Jackson Street, Milwaukee.

Seeds of Health currently has the following debt:

1. WHEFA Bonds payable to Wells Fargo Bank for refinancing building acquisition and improvement debt with a principal balance totaling \$2,394,300, which will be partially paid in full in November, 2024 with remainder maturing in November, 2027.
2. Notes payable to IFF for refinancing building acquisition and improvement debt with principal balances totaling \$3,387,825, which will mature in November, 2022 and March, 2025.
3. Note payable to Bank of America, N.A. for the acquisition of student Chromebooks with a principal balance of \$246,900, which will be paid off in May, 2023.



- Instructional Services & Supplies
- Facilities & Operations
- Administration
- Instructional Salaries & Benefits

	2018-2019 AUDITED EXPENSES		2019-2020 AUDITED EXPENSES		2020-2021 BUDGETED EXPENSES	
SALARIES AND BENEFITS	9,097,098	64%	9,010,172	66%	9,656,017	63%
INSTRUCTIONAL & PROGRAM	2,140,244	15%	1,475,177	11%	2,013,866	13%
FACILITIES	1,788,447	13%	1,844,774	13%	1,968,360	13%
ADMINISTRATIVE	1,201,006	8%	1,351,552	10%	1,646,593	11%
	14,266,796	100%	13,681,674	100%	15,284,836	100%

AVERAGE COST PER FTE	2018-2019 AUDITED		2019-2020 AUDITED		2020-2021 BUDGETED	
SOH ELEMENTARY	\$ 10,896		\$ 10,762		\$ 11,752	
GRANDVIEW	\$ 10,006		\$ 9,718		\$ 9,692	
VERITAS	\$ 9,869		\$ 9,941		\$ 10,988	
TENOR	\$ 10,482		\$ 9,852		\$ 20,718	
MC2	\$ 9,839		\$ 8,402		\$ 0.0	



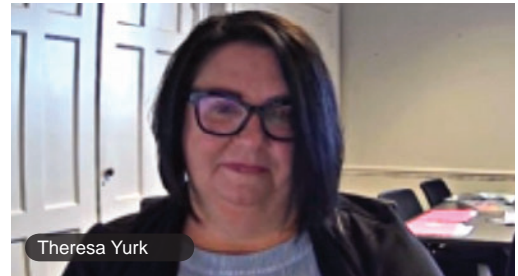
Caryn Glasgow



Tyson Tlachac



Sandy Abraham



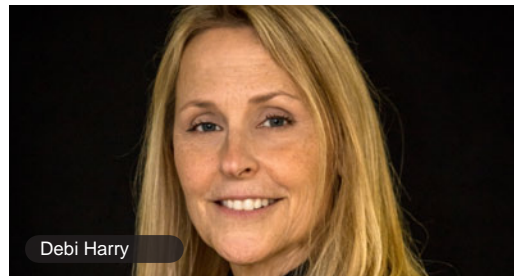
Theresa Yurk



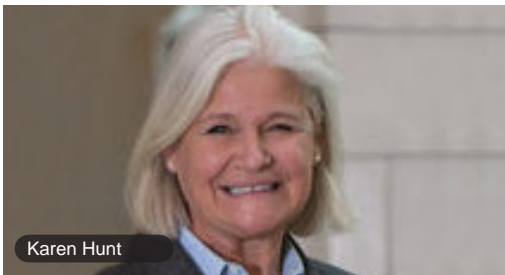
Julia Unger



Marcia Spector



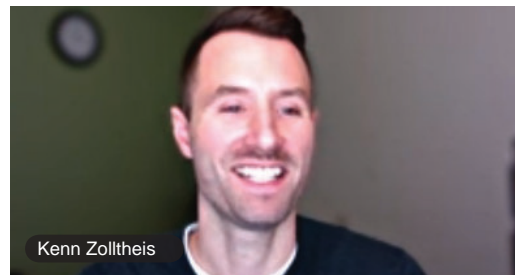
Debi Harry



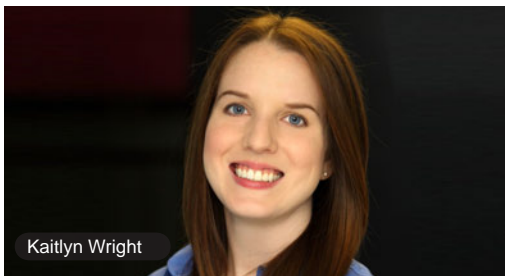
Karen Hunt



Sherry Tolkan



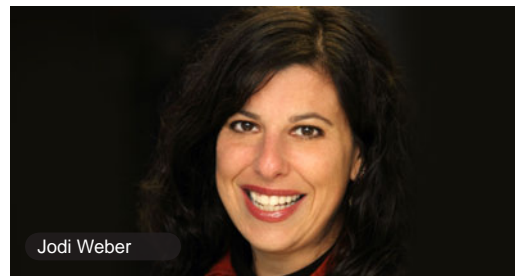
Kenn Zolltheis



Kaitlyn Wright



Danielle Bailey



Jodi Weber



Jim Kotsonis

*"Never doubt that a small group of thoughtful, committed people can change the world: indeed, it's the only thing that ever has."
- Margaret Mead*

Seeds of Health, Inc.
1445 South 32nd Street
Milwaukee, WI 53215
www.seedsofhealth.org

2020 Annual Report
Leading in Challenging Times
Issued December 8, 2020
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Brenda Jeske Schmidt



Sherry Reisenauer



Elizabeth Simpson