



**SEEDS OF  
HEALTH, INC.**  
Est. 1983

**Stories of  
our year**

# **ANNUAL REPORT**

## **2018-2019**

# Message from the Director



We are honored to present you with our 2018-2019 Annual Report. The academic, financial, and stories of the year reflect the strength and commitment of our board of directors, staff, leadership and students.

While an Annual Report cannot capture all of Seeds of Health's daily activities, it does provide an accurate snapshot of the scope and nature of our work as well as the successes we've experienced over the past year.

Since 1983, the staff and administration of Seeds of Health has been dedicated to serving the comprehensive developmental needs of Milwaukee's children and adolescents, and our WIC (Women, Infants, and Children) program continues to provide health and nutritional education to over 2,500 clients. This past year, Seeds of Health served 1,320 urban students in four high schools and one elementary program. Our five individual and unique education programs serve a broad range of student needs, from the at-risk to the college bound.

We are proud of our charter school outcomes: 100% graduation rate for our 2r high schools met and exceeded the state report card, 95% attendance rate, standardized test scores that met and exceeded the national norms on the Measures of Academic Progress (MAP), and closing the achievement gap between minority and majority students while increasing our ACT scores. We are pleased to share that our 2r schools, Seeds of Health Elementary, Tenor and Veritas received another five year renewal from UWM and the Board of Regents, as well as Tenor and Veritas both receiving the Title 1 school of recognition award and Veritas ranked as one of the best schools via the U.S. News and World Report. Grandview High School, serving at-risk students, continues to provide a strong academic and career focused program for our youth. In addition, almost 90% of our graduates were accepted into college or technical school this past year.

Our upcoming school year is filled with new and innovative opportunities for our faculty and students. Seeds of Health Elementary will become a K-8 elementary school program offering a menu of 21st century academic programs and a 21st century remolded site. We will continue to provide updated technology-based learning including multi-media labs at each school, 1 to 1 computers for every student, a fabrication lab at Tenor High School, and a health career pathways program at MC<sup>2</sup> which enabled our seniors to earn seven MATC college credits towards a service job in healthcare. In addition, seven seniors earned MATC college credits in Calculus in our expanding career readiness classes.

I remain humbled and honored to serve as the Executive Director of Seeds of Health.

Sincerely,

A handwritten signature in black ink that reads "Marcia J. Spector". The signature is fluid and cursive.

Marcia Spector, Executive Director

*“ Don't judge each day  
by the harvest you reap  
but by the seeds you plant.  
”*

- Robert Louis Stevenson





**SEEDS OF  
HEALTH, INC.**

## Seeds of Health's Board of Directors

The 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.



David Hase, President  
Attorney  
DeWitt Ross & Stevens, S.C.



Michael Aldana, Vice President  
Attorney  
Quarles & Brady LLP



John Peterburs, Treasurer  
Executive Director  
Quarles & Brady LLP



Jane Trenchard Backes, Secretary  
Membership Development  
Metropolitan Milwaukee  
Association of Commerce



Bruce Marne, Member  
Retired Architect



Patricia Algiers, Member  
President  
Chemistry in Place



David Cullen, Member  
Treasurer  
Milwaukee County



Jennifer Sheehy, Member  
Vice President  
Senior Relationship Manager  
Bank of America, N.A.



Richard Nierzwicki, Member  
Managing Director  
CG Schmidt

# Seeds of Health, Inc. Campuses

**TENOR**  
HIGH SCHOOL

**MC<sup>2</sup>**

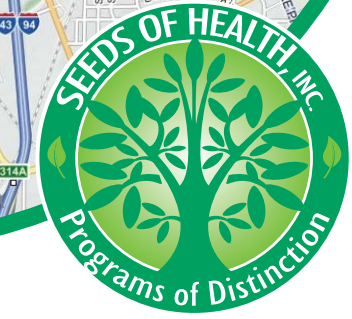
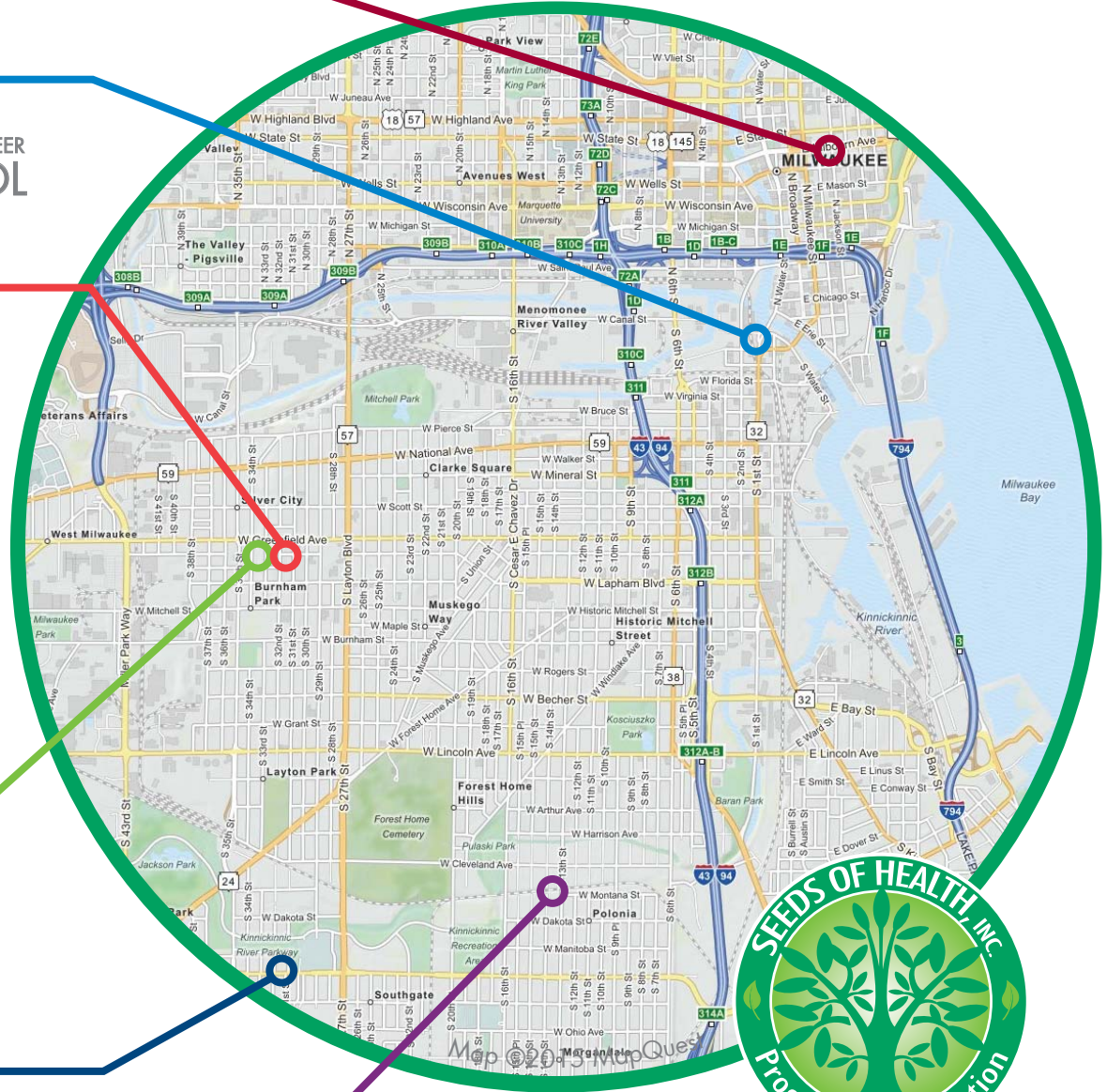
MILWAUKEE COLLEGE & CAREER  
HIGH SCHOOL

**SEEDS OF  
HEALTH**  
ELEMENTARY  
SCHOOL

**WIC**  
WOMEN,  
INFANTS, AND  
CHILDREN

**VERITAS**  
HIGH SCHOOL

**GRANDVIEW**  
HIGH SCHOOL



**SEEDS OF  
HEALTH, INC.**

- Tenor High School, 840 North Jackson Street, Milwaukee, WI 53202
- Milwaukee College & Career (MC<sup>2</sup>) 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
- Veritas High School, 3025 West Oklahoma Avenue, Milwaukee, WI 53215
- Grandview High School, 2745 South 13th Street, Milwaukee, WI 53215



# grow learn succeed

## Mission

The mission of Seeds of Health, Inc. 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 nutrient counseling for women, infants and children up to age five through our WIC program.



MC<sup>2</sup> students hone their dissection skills on an Healthcare Career Pathways field trip



Seeds of Health Elementary students having fun with a science project



Students using Google VR (virtual reality) goggles



Tenor and Veritas' combined girl's soccer team, part of the WIAA

Seeds of Health provides strong relationships with students, parents and faculty. It is a student and client-centered agency with high expectations which results in high achievement. Seeds of Health prides itself on innovation and creativity to meet the needs of each child on an individual basis and establish strong community partnerships.

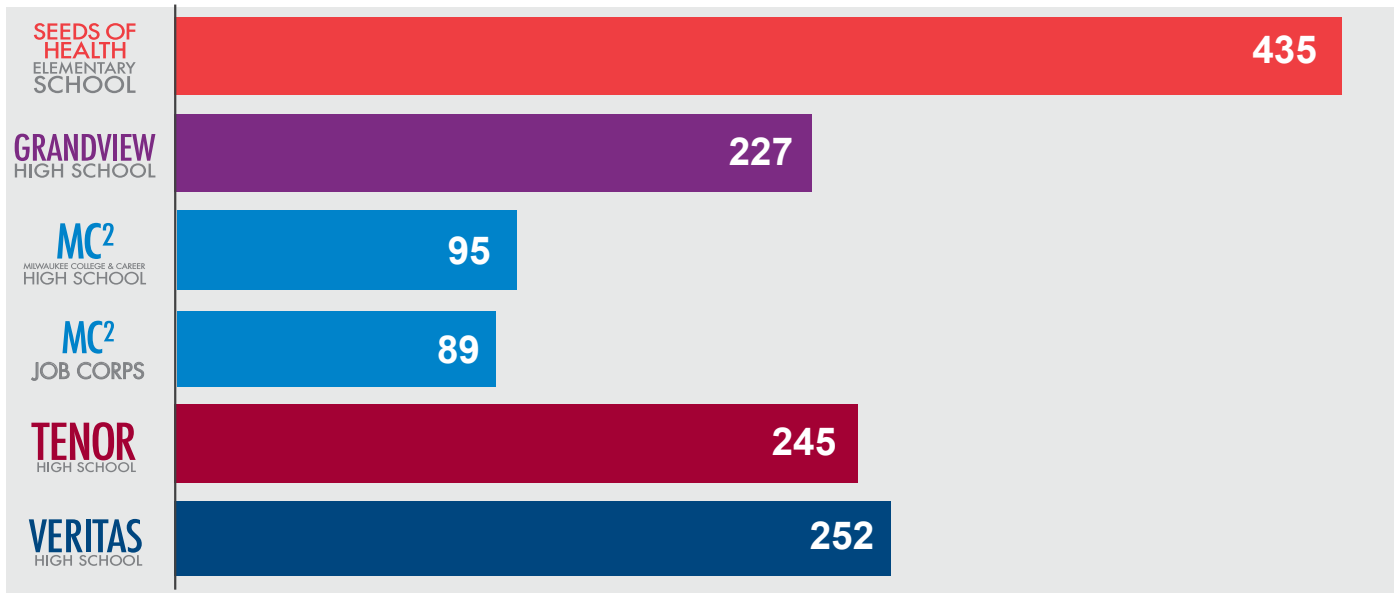
# About Seeds of Health, Inc.

Seeds of Health is a K-12 charter system of schools, incorporated in 1983 and designed to address the health and educational needs of Milwaukee-area women, adolescents and children.

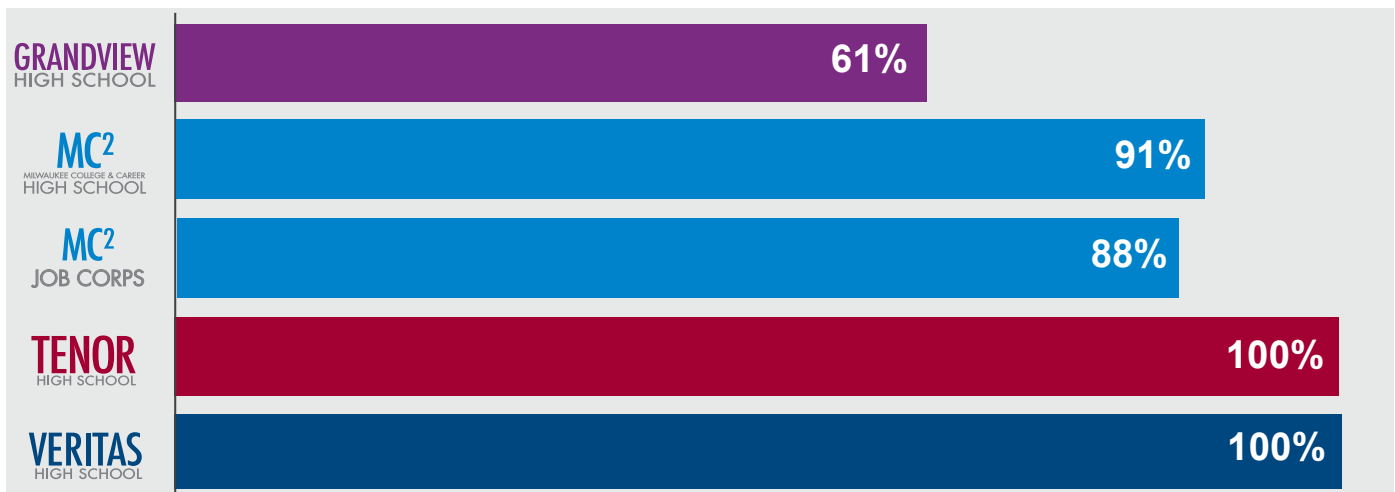
The programs operating under the Seeds of Health, Inc. umbrella include Women, Infants, and Children (WIC) Program and five schools, one K-4 through 8 elementary school and four high schools, each with a distinct mission. Since opening its first school in 1988 serving 25 students, Seeds of Health, Inc. has progressively expanded its educational services and currently serves approximately 1,320 students and has the only K-12 charter school system in the State of Wisconsin.

Seeds of Health, Inc. operates its schools through partnership and charter agreements with the Milwaukee Public Schools and the University of Wisconsin-Milwaukee, and the WIC Program through the Department of Health and Family Services.

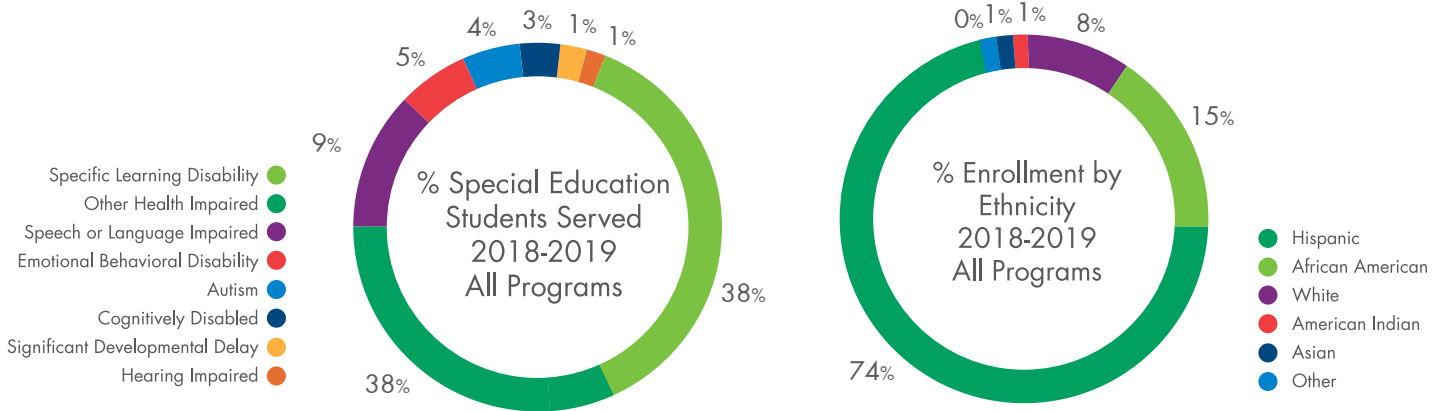
## ENROLLMENT



## GRADUATION RATES







## AVERAGE DAILY ATTENDANCE PERCENTAGE



## % OF STUDENTS ELIGIBLE FOR FREE OR REDUCED LUNCH



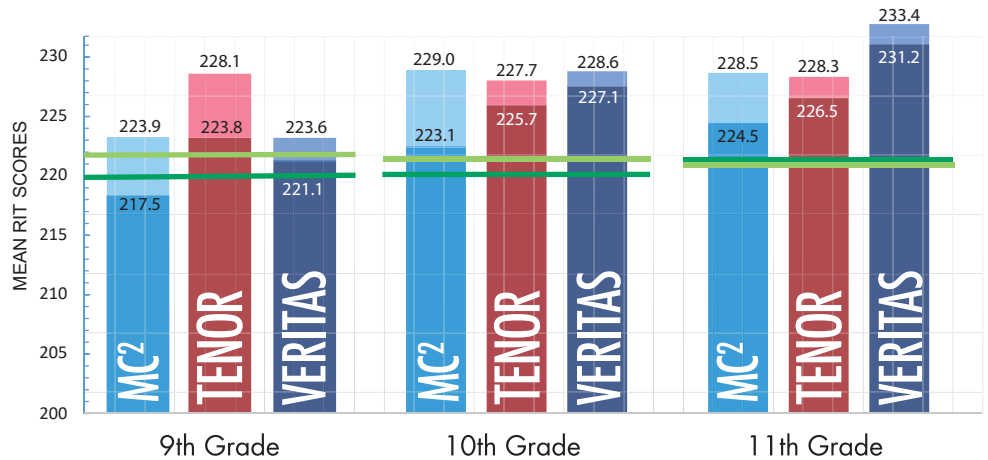
# MAP Results

Seeds of Health, Inc. schools use MAP (Measures of Academic Progress) testing in reading, math, and language usage to accurately assess student progress in mastering the basic skills. MAP results, along with other assessment tools, provide detailed, applicable data about students' strengths and if help is needed in any specific area.

## Reading

### 2018-2019 MAP Results Seeds of Health High Schools

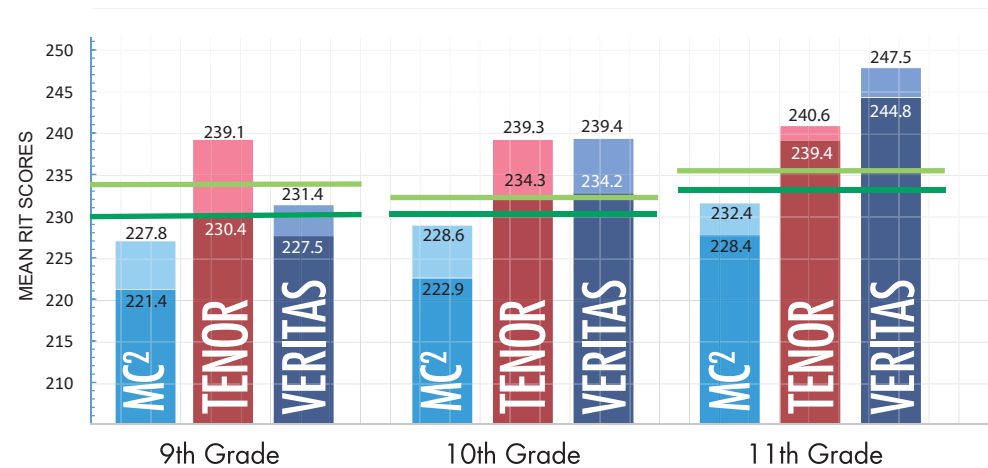
- Spring National Norm
- Fall National Norm
- Spring (Light)
- Fall (Dark)



## Math

### 2018-2019 MAP Results Seeds of Health High Schools

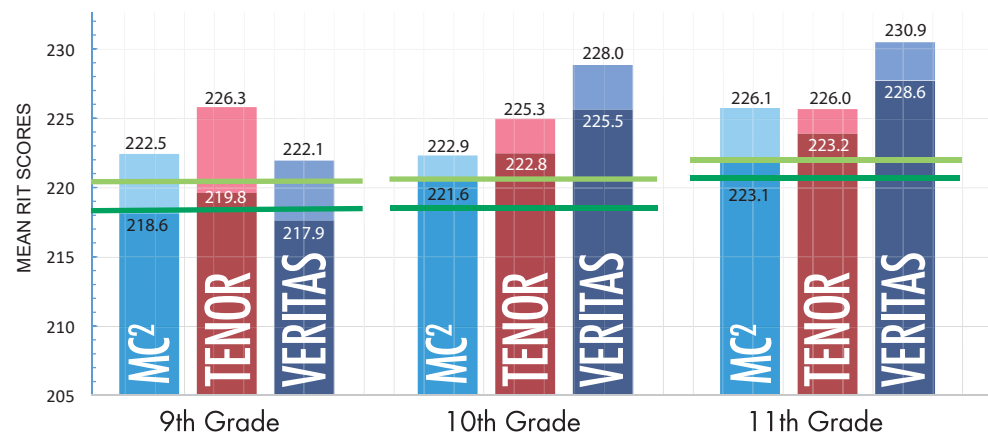
- Spring National Norm
- Fall National Norm
- Spring (Light)
- Fall (Dark)



## Language Usage

### 2018-2019 MAP Results Seeds of Health High Schools

- Spring National Norm
- Fall National Norm
- Spring (Light)
- Fall (Dark)





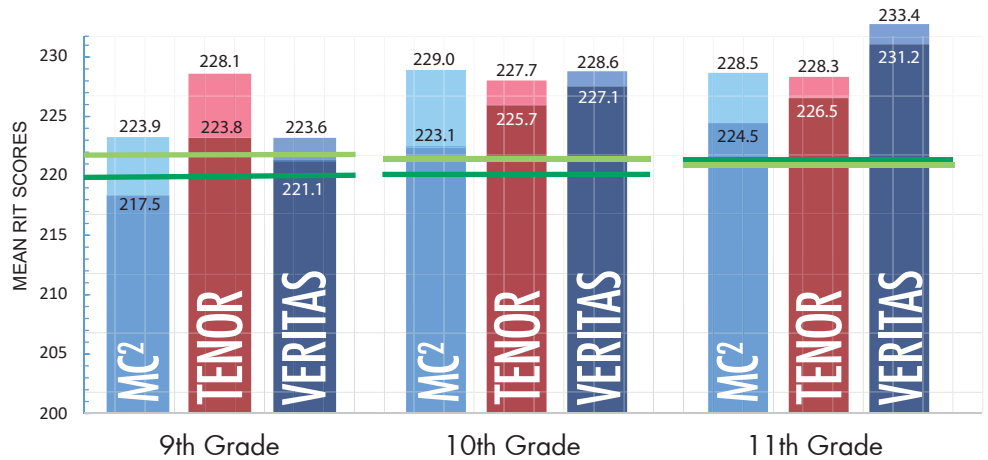
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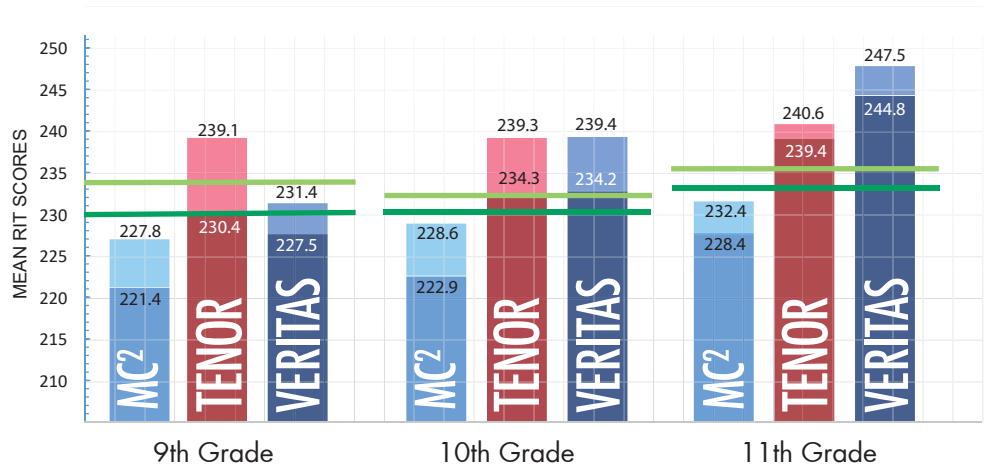
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## Math

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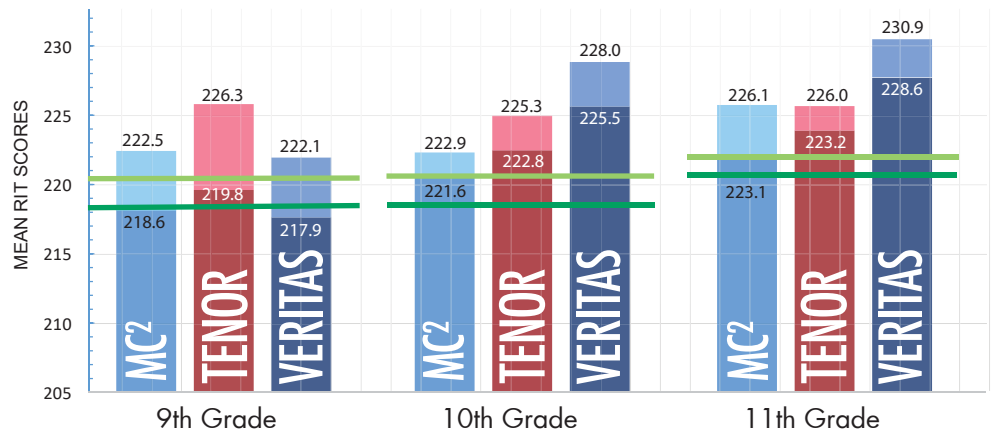
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## Language Usage

### 2018-2019 MAP Results Seeds of Health High Schools

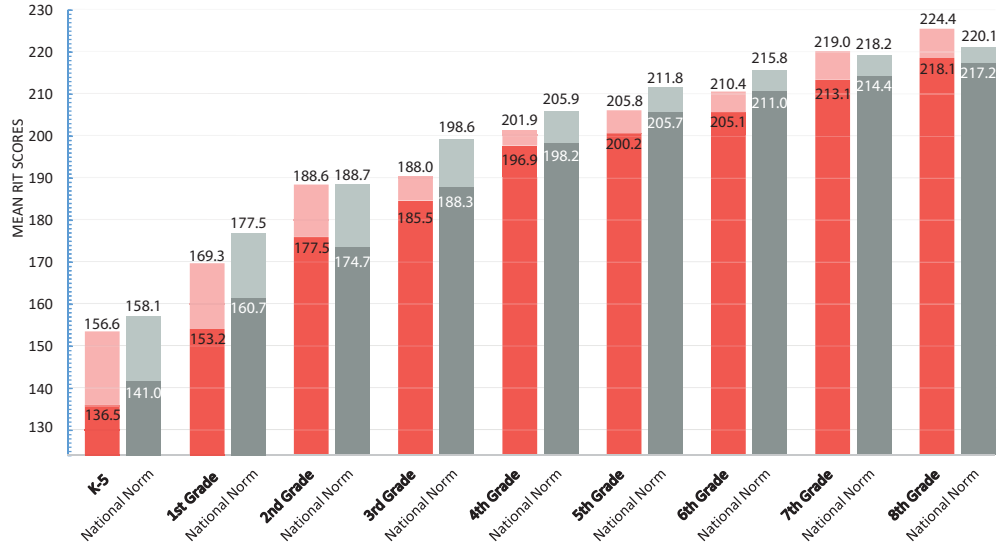
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**Reading**  
2018-2019 MAP Results

**WINDLAKE**  
ELEMENTARY  
& ACADEMY

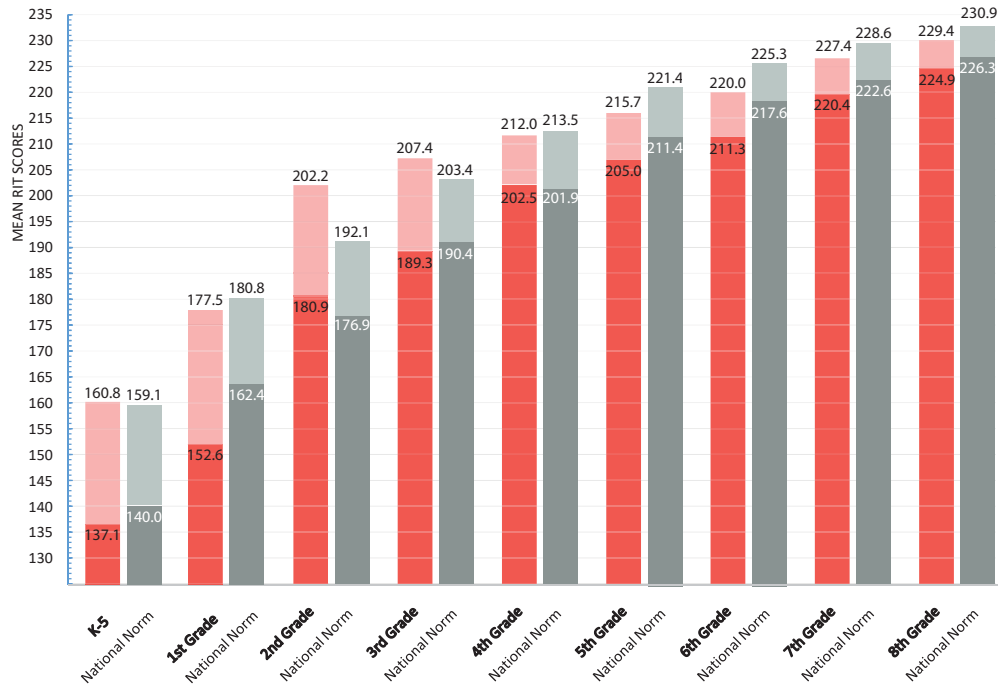
Spring National Norm  
Fall National Norm  
Spring Windlake  
Fall Windlake



**Math**  
2018-2019 MAP Results

**WINDLAKE**  
ELEMENTARY  
& ACADEMY

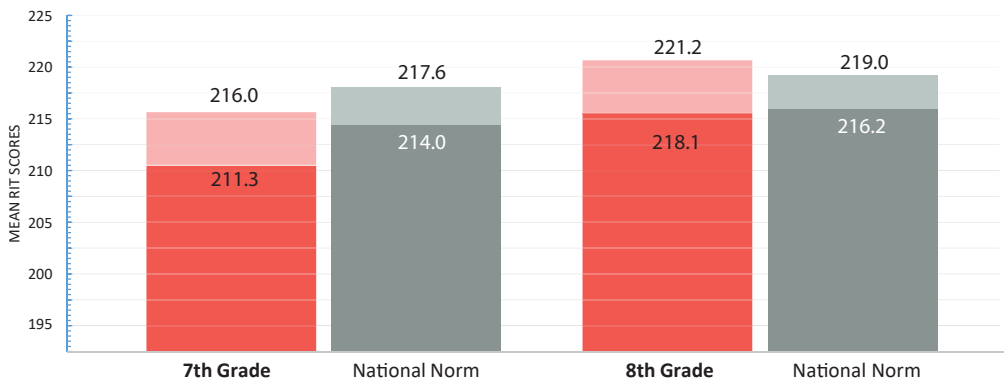
Spring National Norm  
Fall National Norm  
Spring Windlake  
Fall Windlake



**Language Usage**  
2018-2019 MAP Results

**WINDLAKE**  
ACADEMY

Spring National Norm  
Fall National Norm  
Spring Windlake  
Fall Windlake





# Congratulations to the 2019 Graduates

194 Seniors graduated from Grandview, MC<sup>2</sup>, Tenor, and Veritas High Schools, prepared to enter the world of work, and/or higher education. 100% of our eighth graders are moving onto high school. Each student was honored and congratulated with speeches from parents, alumni and students. CONGRATULATIONS, GRADS.



A Grandview High School graduate



Tenor High School - Class of 2019



An 8th grade teacher poses with a student



Graduates from Seeds of Health Elementary's 8th grade class of 2019





Associate Principal Stephanie Steinbach with an MC<sup>2</sup> graduate



MC<sup>2</sup> graduates celebrate their big day

**\$5,800,000**

Amount of grants and scholarships that 194 seniors from the 2019 class of MC<sup>2</sup>, Tenor, and Veritas were offered in 2018-2019



Veritas High School - Class of 2019



# Seeds of Health Elementary School

New for the 2019-2020 school year - we've merged our Windlake campuses

The start of a new school year is always exciting. From new and returning staff to additional class offerings to reuniting with school friends and making new friends, there is much to look forward to.

This year will be particularly exciting for our students attending our newly combined K4 through grade 8 Seeds of Health Elementary School located at 1445 South 32nd Street.

"A huge amount of work and planning has gone into the school building and reconfiguration plan," said Executive Director Marcia Spector. "It reflects a team effort involving various stakeholders, including the Seeds of Health Board of Directors, Eppstein-Uhen Architectural firm, Berghammer Construction Company, Chemistry in Place, EBI (Emmons Business Interiors), IFF,

PAVE administrative staff, faculty, parents, and community members. We know that Seeds of Health Elementary will better fit the needs of our students and provide exceptional 21st century educational opportunities. Our elementary program just got better with the school merger. It has been a wonderful experience to work with my fellow staff and be a part of the SEEDS OF HEALTH ELEMENTARY SCHOOL transition and to now have K4 through grade 8 all in one building. Thank you to all of those who have played a critical role. The school building is going to be magical. We are all excited for the first day of school."

The building provides additional classrooms, a makerspace room equipped with innovative materials, and a larger cafeteria. In addition, a wonderful new gym



# SEEDS OF HEALTH ELEMENTARY SCHOOL

Seeds of Health Elementary's  
new logo

will be used for gym classes, assemblies, music rehearsals, concerts, and after school activities. The lower school will feature 21st century furniture enabling teachers to utilize new methods of teaching.

The outside of the building will feature additional parking spaces for staff and a magnificent playground area in front.

We will continue to provide a safe and orderly environment with strong security and organized pick up and drop off for our students coming and leaving school. We have worked with the City of Milwaukee to secure two crossing guards for the safety of our students.



1445 South 32nd Street - Seeds of Health Elementary's K4-8th grade facility



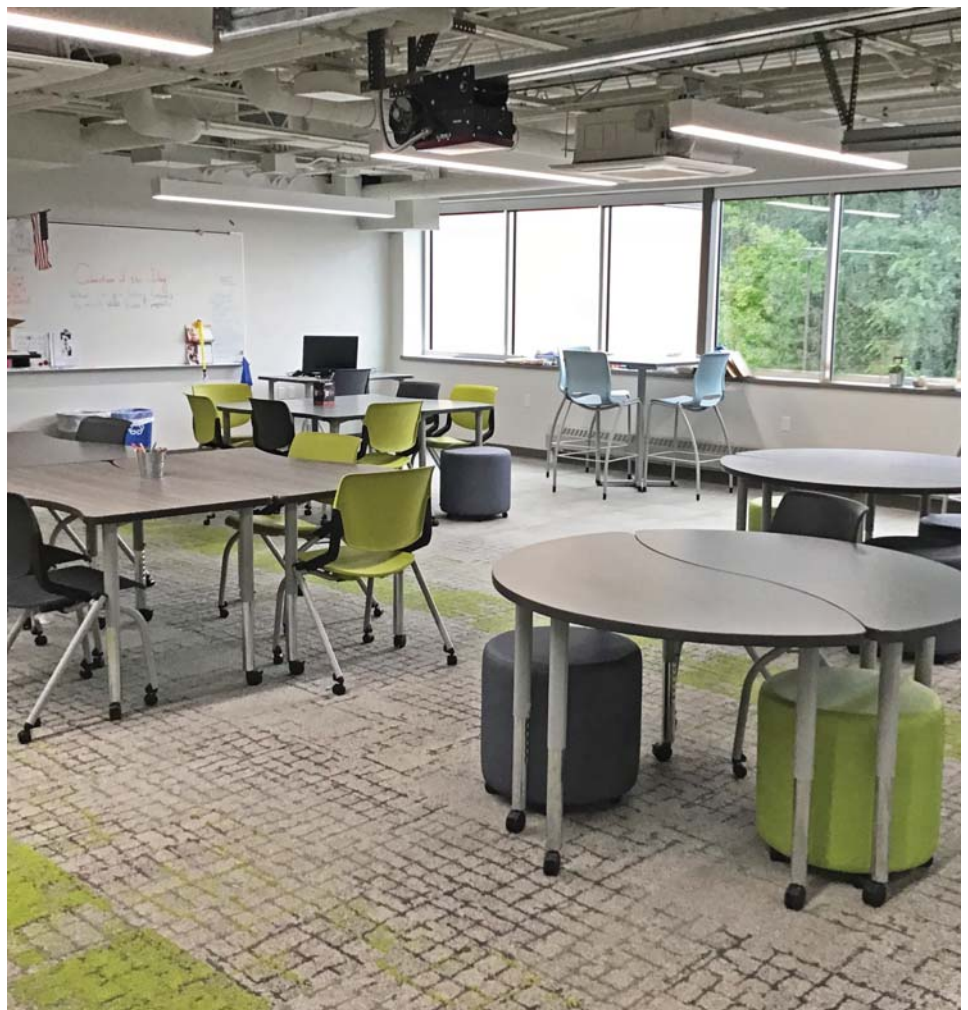
Renderings of the new playground equipment

## New gymnasium and playground equipment

A new gym will enhance student learning and parent involvement by providing a space for after school activities. Recess activity on the new playground equipment will help with students physical development and be a place for them to release energy and enjoy the outdoors.

## New 21st Century classroom furniture

A flexible seating classroom is one in which more ergonomic furniture and varied seating types and arrangements allow students to sit where they choose. One of its principal objectives is to reduce the duration of sedentary sitting. Research has identified movement in seating is better for your health. "Getting the wiggles out" of children also improves concentration and engagement, lengthens attention spans, and helps teachers with classroom management.



An example of a 21st century classroom - Photo and furniture by EBI (Emmons Business Interiors)



# Seeds of Health Elementary School

New for the 2019-2020 school year - we've merged our Windlake campuses

## New makerspace to make its debut for 2019-2020 school year

The third floor of the newly consolidated K4 through grade 8 Seeds of Health Elementary School will feature its own educational MAKERSPACE room. Here, students are given hands-on learning experiences that ignite their creativity and curiosity, and encourage them to bring their ideas to life. Paired with a robust STEM curriculum, the MAKERSPACE environment will capture our students' imaginations and facilitate experimentation and creativity to foster profound 21st Century Skills: communication, collaboration, creativity, and critical thinking. The MAKERSPACE room will be utilized by teachers during the school day to work on projects that support and enhance their curriculum, and provide a flexible environment for students to work, both independently and collaboratively. Students will brainstorm, design, and create work for class projects, clubs, and their own interests.

The newly designed room is furnished with butcher block tables, steel stools, and movable storage cabinets. Technological features include Chromebooks and/or computers for each student, a Smartboard, and cutting-edge equipment such as



Makerspace furniture concept rendering

3D Doodle pens, a poster printer, multimedia equipment, and 3D printers. The room will be stocked with LEGO as well as tools and raw materials like wood, cardboard, batteries, circuits, glue, and duct-tape to jump-start the imagination of students.

The makerspace will include the following learning equipment:

**3D Doodle Art Pens (24)**

**Dremel 3D printers (2)**

**Google Expedition VR Goggles**

**LEGO Coding Express (5)**

**LEGO Mindstorms EV3**

**LEGO WeDo 2.0 (10)**

**Project Lead the Way iPads (25)**  
**Padcasters w/green screen and lighting (2)**

**Poster Printer**

**Spheros Coding Robots (2)**



Google Expedition 3D Goggles



Dremel 3D Printers



LEGO Mindstorms EV3



## Other happenings from the 2018-2019 school year

### Students and families celebrate Children's Day

Every year around April 30, Windlake Elementary celebrates Children's Day, or El Dia Del Niño. This Mexican tradition has been celebrated since 1925, and pays tribute to children with big parties and celebrations in their honor. At Windlake Elementary, we celebrate in our parking lot and/or cafeteria, depending on the weather. Wherever the venue, current and future families and students enjoy the celebration, which reminds us all of the importance and well-being of children in society. At this year's celebration, we had over 500 attendees and served over 900 tacos! We are very grateful to FJA Christiansen Roofing Company, who sponsored this year's festivities.



Children's Day festivities

### Students receive trophy for best float in Mexican Independence Day parade

Seeds of Health participated in the Mexican Independence Day Parade on September 16. We made a float with our families and had approximately 75 families and students walk in the parade and/or ride on the float. Seeds of Health received a trophy for Best Float!



An elementary student poses for a photo op at the Children's Day celebration

### Community volunteers help with "Great Shake"

On January 17, Windlake Academy hosted the "Great Shake." The Great Shake is a competition that tests students on their soft skills: firm handshakes, eye contact, authenticity, curiosity, confidence, quick thinking, and adaptability. Students worked through a gauntlet of real life scenario stations. Windlake Academy had 24 volunteers from local businesses to act as the judges for this competition, which offered great real world experience for our students!



Great Shake volunteers teach students the importance of a handshake and communication

# WIC (Women Infants and Children)

WIC (Women, Infants, and Children) has been managed by Seeds of Health, Inc. since 1983 and currently serves over 2,500 participants. Funded by the United States Department of Agriculture (U.S.D.A.), the WIC program helps promote and maintain the health and well-being of nutritionally at-risk pregnant, breastfeeding and postpartum women, infants and children.

2,500  
clients served in 2019

## How WIC serves its clients:

- Helps clients at up to 185% of the poverty guideline including pregnant women, new mothers, and young children up to age five to eat well, learn about nutrition, and stay healthy.
- Provides supplemental nutritious foods, and nutrition and breastfeeding information.
- Promotes and supports breastfeeding.
- Aims to effectively help all clients develop their minds and bodies through one-on-one counseling and other interactive communications that center around nutrition.
- Makes referrals to doctors, dentists, and programs like Food Stamps, Healthy Start, and Head Start.



The Seeds of Health WIC is located at 1445 S. 32nd Street, Milwaukee, WI.



Seeds of Health's WIC program helps keeps children and mothers happy and healthy.

## Mission

The Women, Infants, and Children (WIC) mission is to safeguard the health of low-income women, infants, and children up to age 5 who are at nutrition risk by providing nutritious foods to supplement diets, provide information on healthy eating, and make referrals to health care providers.





## Students prepare for colleges and careers

Students from Tenor, MC<sup>2</sup>, and Grandview High School are actively exploring career options through a program at the Local 420 in Oak Creek, Wisconsin. Students spend four hours every other week for one semester gaining exposure to technical classes that can lead to future jobs in specific trades.

Local 420 Union tradesmen teach students a wide range of skills and topics including shop safety, tool use, electricity, blueprint reading, pipe fitting, value maintenance and replacement, steam, and HVAC. Business and union partnership, and an introduction to Power Engineering are also taught. Power Engineering is also offered as a technical diploma at MATC.



A Local 420 tradesman teaches machining skills to a Grandview student

## Grandview student participates in Leading Men Literacy Program

Recent Grandview High School graduate Ramiro Hernandez is a member of the Leading Men Fellowship Program. Ramiro received 40 hours of training in Washington D.C. and works 25 hours a week at Carson Academy in Milwaukee, helping low-income students enhance their literacy skills and prepare them for entrance into kindergarten. Upon completion of the program this June, Ramiro will receive a \$5,000 scholarship for college, where he

hopes to pursue a degree in early childhood education. We at Grandview are very proud of Ramiro.



Ramiro Hernandez helps an elementary student learn to write her name



## Students create “Care Bags” to help Milwaukee’s homeless citizens

The English class of MC<sup>2</sup> hosted a community festival in December to raise awareness and money to enable the students to purchase items for care bags to be given to a homeless shelter. The students raised \$400. After researching what items a homeless person might need, the care bags were filled with hats, socks, gloves, hand warmers, and food items for use on a daily basis. It was an amazing experience for both the students and MC<sup>2</sup> as a whole.



MC<sup>2</sup> students hold up the care bags they created for Milwaukee's homeless population



MC<sup>2</sup> 10th grade students on a field trip to MATC South Campus to get hands-on experience exploring healthcare career options

## MC<sup>2</sup> now offers healthcare careers pathways program

Healthcare Career Pathways integrates 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. Students learn through coursework, group projects, field trips, case studies, and school wide service projects. The main goal of the program is to expose students to healthcare careers, but students also can reference the certificate they earn for college and job resumes.

## College and Career Readiness

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MC<sup>2</sup> student Alma Arana, who is now majoring in welding at MATC, learning about plumbing on a field trip to the Local 420 Union



MC<sup>2</sup> students learn plumbing, electrical and machining skills at the Local 420 in Oak Creek, Wisconsin



# Tenor High School

## Tenor earns DPI "School of Recognition" award

We are happy to announce that two of our high schools, Tenor and Veritas, made the list of the 114 Wisconsin Title Schools of Recognition. This honor recognizes high achieving schools who serve a significant number of students from low-income families. Schools must also meet goals set by the state covering test participation, attendance, and dropout goals as well as additional criteria. Tenor and Veritas were recognized as "Beating the Odds Schools," in which students are in the top 25 percent of high-poverty schools in the state and have above-average achievement in reading and mathematics when compared to schools from similarly sized districts, grade configurations, and poverty levels. Congrats to Tenor and Veritas!

## Community service important to students

St. Benedict's Community Meal Site serves a hot, homemade dinner six nights a week, relying heavily on volunteers to cook and serve. Tenor students volunteered at St. Benedict's Meal Program five evenings this year. Students served milk and coffee, bussed trays, cleaned tables, served food, and have interacted with guests. Many students found this opportunity so rewarding that they've volunteered on multiple occasions.



Tenor Principal, Tyson Tlachac, and teacher, Leslie Monagle, accept the DPI award from state superintendent Carolyn Stanford Taylor

## Tenor students take first in Street Law Program

In 2008, Marquette University Law School partnered with Tenor High School to implement a "street law" program, whereby second year law students were assigned to a high school to teach a class three days a week. The goal was to prepare students to present a case to a Federal Judge in Milwaukee. The law student earns credit for their project. This past year, Tenor High School, Marquette Law student Morgan Henson, and Alex Funk,

our Tenor social studies teacher, undertook the difficult task of building a case for the defense and the plaintiff. Here, they presented the civil case in front of a Federal Judge, pre-law school students and lawyers. Both the "Maroon" and "Gold" Tenor teams had stellar performances.

Congratulations to the Tenor students and Marquette Law students for earning first place along with multiple individual awards!



First place Tenor Street Law group poses with their awards



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## Students explore options through College and Career Readiness program

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A student learns welding technique from a Local 420 Union tradesman

## Tenor expands 'Fab Lab'

A Fab Lab is a technical prototyping space for innovation and invention. It is comprised of digitally controlled fabrication machines such as 3D printers, laser cutters, and CNC machines. A Fab Lab is a platform for learning

and innovation: a place to play, to create, to learn, to mentor, and to invent. Tenor High School was able to expand their existing Fab Lab in 2019 with help from a generous donation from Associated Bank.



A 3D printer in Tenor's 'Fab Lab'



Tenor's students, teacher and principal accept a check from Associated Bank to help expand their 'Fab Lab'



## Veritas earns DPI “School of Recognition” award



Principal Sherry Tolkan accepts the DPI award from state superintendent Carolyn Stanford Taylor on behalf of Veritas High School

We are happy to announce that two of our high schools, Tenor and Veritas, made the list of the 114 Wisconsin Title Schools of Recognition. This honor recognizes high achieving schools who serve a significant number of students from low-income families. Schools must also meet goals set by the state covering test participation, attendance, and dropout goals as well as additional criteria. Tenor and Veritas were recognized as “Beating the Odds Schools,” in which students are in the top 25 percent of high-poverty schools in the state and have above-average student achievement in reading and mathematics when compared to schools from similarly sized districts, grade configurations, and poverty levels. Congrats to Tenor and Veritas!

## 2019 Europe Trip

A combined group of 20 students from Veritas and eight students from Tenor went on the 2019 Veritas/Tenor Europe Trip. Students spent three days in London where they visited sites such as Westminster Abbey, Big Ben, Tower Bridge, the Crown Jewels, Piccadilly Circus, the Globe Theatre, and the Changing of the Guard at Buckingham Palace. They also spent three days in Paris. Travelers explored the old, passionate city, experiencing the Arc de Triomphe, Champs-Elysees, the Eiffel Tower, the Notre Dame Cathedral, and the legendary Louvre Museum. They strolled along the Seine River eating sweet and savory crepes, and shopped the ornate alleys of the Latin Quarter. Travelers then took an overnight train, an adventure in

itself, to a day in Florence, Italy. They experienced the cobblestone labyrinth of roads in this splendid city, wandering amongst the alleyways of churches, shops, homes, and plazas that inspired the Renaissance, such as the iconic red dome of the Cathedral of Santa Maria del Fiore. Finally, travelers spent three awesome days in Rome. They saw the Vatican and the Sistine Chapel, St. Peter’s Basilica, the Colosseum, the Roman Forum, Palatine Hill, the Trevi Fountain, the Pantheon, and the unbelievable relics of the Roman Empire by day and by night. In all of these breathtaking European cities, they experienced the food and drink and culture, learning about themselves and the world they live in. They’re forever changed because of this amazing trip!



Students and teachers from Tenor and Veritas in front of the Eiffel Tower in Paris, France.



## College & Career Readiness: Mentor2.0

Veritas initiates and cultivates productive relationships with the Milwaukee community. A particularly unique and important example is the Veritas partnership with Big Brothers Big Sisters of Metro Milwaukee (BBBS). Veritas was selected to pilot the BBBS Mentor2.0 Program through a rigorous screening and interview process.

To date, Veritas is the only school in Wisconsin to offer this innovative, relationship based program. Mentor2.0 is Big Brothers Big Sisters' one-to-one mentoring option serving high school youth. The program prepares low-income and first generation college students for long-term success, including high school graduation,

post-secondary readiness, and post-secondary success. Mentor2.0 combines once per month in-person mentoring with safe, secure online communication and a comprehensive college-focused weekly curriculum delivered by BBBS professionals in Veritas classrooms.

The program matches high school freshmen with college educated, career focus mentors and provides ongoing professional support for each mentoring relationship.

These matches continue throughout the four years of high school with the opportunity of continuing after high school in the extended Mentor3.0 program. This partnership between Veritas and BBBS is now in year six, with over 200 active mentoring matches in grades 9-12.



Student artwork from TAB art class

## Students taught 'TAB' method of producing art

The TAB method of art production was taught this semester by teacher Vicki Cottrell and students created some amazing work using this technique. Using the TAB method, or Teaching for Artistic Behavior, the students are regarded as artists, and learn about art and the art world by taking on the role of both artist and learner. Students come up with art problems, question those problems, and then use the world around them to seek solutions. Each project culminates with a written reflection that requires the student to think about what they've learned. Students are given freedom in their creations, and the results are proof that this approach is a great one!



Bertha, a Veritas High School graduate, and her BBBS mentor Treanna, a volunteer from GE Healthcare

# Technology at Seeds of Health Schools

## Students harness multimedia technology to learn the 4 C's



Angelica Dunia, FOX6 News, with Grandview student

This past fall, Angelica Duria from FOX6 News sat with students at Grandview to discuss what it's like to be a reporter and provide tips of the trade. Students were engaged and excited as they started to plan how to include this industry knowledge into their school's video announcements and classroom projects.

The students video announcements were possible thanks to a 2018-19 Seeds of Health initiative focusing on improving student literacy through reading, writing and improving oral communication. Staff and students were trained and provided equipment to create school video announcements and multimedia projects. Throughout the year, teachers of all subjects created innovative projects for students to show their understanding of the topics through the use of multimedia. These projects not only worked toward the literacy goal in oral communication, but also provided



Seeds of Health Elementary students practice their weather forecasting

students the opportunity to enhance their skills in the 4 C's- creativity, communication, collaboration, and critical thinking. In just the first year, students and staff have created over 1,500 videos.

### Multimedia activities

- Students have been exploring the world and new topics through Virtual Reality (VR) and Augmented Reality (AR)

- Video announcements have started in all schools
- Students are creating their own multimedia projects in all subjects
- Teachers have been provided training during the summer
- Students have worked on the 4 C's - creativity, communication, collaboration, and critical thinking



Seeds of Health students using VR goggles



Our most heartfelt thank you to the generous donors, foundations, and supporters who make it possible for Seeds of Health to continue fulfilling our mission of providing quality educational programs to Milwaukee students.

## 2018-2019 Donors & Foundations

ADAMM Education Foundation  
Anon Charitable Trust  
Mike Aldana  
Patricia Algiers  
Amazon Smile  
Associated Bank  
Auto Industrial Color Inc.  
Jane Backes  
Big Brothers & Big Sisters of Metro Milwaukee  
Butters Fetting  
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Outsource America  
PAVE (Partners Advancing Values in Education, Inc.)  
John Peterburs  
ROS Foundation  
Jennifer Sheehy  
Elizabeth Simpson  
Marcia Spector  
Joan Spector  
Walmart  
Don Walter  
David Wolfson

## Some examples of how your generosity has enriched our students' education include:

Robotics Club  
Visits to Washington, D.C.  
ACT preparation for our high school students  
After-school enrichment programs  
Video Club  
Multi-media lab  
Computer programming  
College scholarships  
Fab Lab  
Seeds of Health Elementary -  
Playground Equipment

## Volunteers

Volunteers play a significant role at Seeds of Health. Volunteers help us teach computer coding to high school students, read to elementary students, provide academic support, and mentor students at Veritas High School.

# Agency Partnerships 2018-2019

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Seeds of Health, Inc. is proud to partner with the following organizations. Without them we would not be able to provide the level of excellence we strive for at our agency programs.

16th Street Clinic - after school program  
Alverno College - Junior Achievement Program  
American Heart Association  
American Players Theatre  
American Red Cross - blood drive  
Anodyne Coffee Roasting Co./UWM Science Lecture Series - Coffee Shop Astro-Physics  
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, and ACT Now anti-bullying curriculum  
Chipotle  
City Youth Martial Arts & J.K. Lee Tae Kwon Do  
Conservatory of Music  
DentaQuest  
Easy Method Driving School  
EgGs Initiative - Engaging Girls in STEM  
ExFabula  
Girls on the Run  
Haggerty Museum of Art  
Harris Bank  
Hartford FFA  
Heal the Hood  
Henry Schein Dental  
IFF  
Interim  
Junior Achievement of Wisconsin  
Kohl's Wild Theater Assemblies  
League of Women Voters  
Leukemia & Lymphoma Society  
Literacy by the Lake (UW-Madison)  
Local 420  
Making Strides Against Breast Cancer  
Marquette Service Learners & student teachers  
Marquette University Street Law Program  
MATC Mathematics Department  
MATC - dental sealants and vision screening  
Menomonee Valley Partners  
Milwaukee Area Technical College  
Milwaukee Brewers  
Milwaukee Bucks  
Milwaukee Center for Independence  
Milwaukee Conservatory of Music  
Milwaukee Film Festival  
Milwaukee Kickers  
Milwaukee Public Library  
Milwaukee Public Schools Recreation League  
Milwaukee Repertory Theatre - workshops, tours, shows  
Milwaukee Wave  
Museum of Wisconsin Art  
NOAA (National Oceanic & Atmospheric Administration)  
Next Act Theatre  
Parenting Network - Project RELATE  
PAVE (Partners Advancing Values in Education, Inc.)  
PEARLS for Teen Girls  
Pulsar Search Collaboratory  
Seal-A-Smile Dental Sealants  
Secure Futures/Make a Difference - Wisconsin  
Skylight Theater  
Sorcer Tae Kwon Do Studio  
Southside Organizing Committee  
Special Olympics  
SS Cyril & Methodius and St. Maximilian Kolbe Parishes  
St. Benedict the Moor  
St. Luke's Hospital  
Stillwater Collectives  
Stormonth Elementary - Soctober Drive  
TEALS (Technology Education and Literacy in Schools) /Microsoft Philanthropies  
TGC (Teachers for Global Classrooms)  
Urban Ecology  
UWM College for Kids Scholarships  
UWM Research - literacy intervention strategies  
UW-Waukesha - 4H STEMastics program  
WIAA (Wisconsin Interscholastic Athletic Association)  
Walker's Point Association  
Walker's Point Youth & Family Center  
Whitefish Bay High School - Bay Gives Back



# Seeds of Health 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) 2018-2019, Seeds has a budget of \$14,646,000 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 programs. 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: MC<sup>2</sup> High School located at 131 South 1st Street, Milwaukee; Veritas High School located at 3025 West Oklahoma Avenue, Milwaukee; and Windlake Academy (Grades 4-8) 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; Tenor High School facility - leased from the Archdiocese of Milwaukee located at 840 North Jackson Street, Milwaukee; and Windlake Elementary (Grades K4-3) facility - leased from SS Cyril & Methodius Parish located at 2433 South 15th Street, Milwaukee.

### Seeds of Health currently has the following debt:

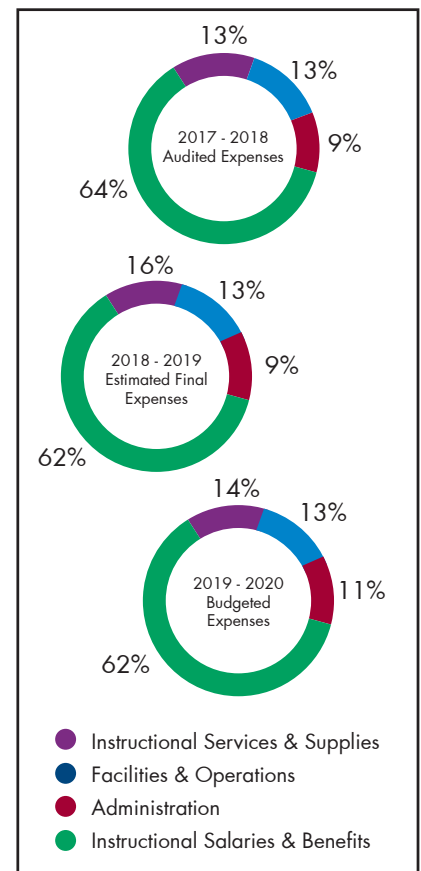
1. Capitalized lease payable to GFC Leasing for acquisition of Agency phone system with a principal balance of \$25,430, which will be paid off in July, 2020.
2. Capitalized lease payable to US Bank for acquisition of student Chromebooks with a principal balance of \$5,700, which will be paid off in August, 2019.
3. WHEFA Bonds payable to Wells Fargo Bank for refinancing building acquisition and improvement debt with a principal balances totaling \$2,715,100, which will be partially paid in full in November, 2024 with remainder maturing in November, 2027.
4. Notes payable to IFF for refinancing building acquisition and improvement debt with principal balances totaling \$1,586,900, which will mature in November, 2022.
5. Note payable to Bank of America, N.A. for the acquisition of student Chromebooks with a principal balance of \$327,000, which will be paid off in May, 2023.

### Seeds of Health is anticipating the following new debt:

1. Notes payable to IFF/PAVE for improvements to building located at 1445 South 32nd Street to accommodate merging the two elementary schools into one building. This construction loan is expected to reach a principal balance of \$1,900,000 with principal and interest payments commencing in April, 2020. This loan will mature in March, 2025.

	2017-2018 AUDITED EXPENSES		2018-2019 ESTIMATED FINAL EXPENSES		2019-2020 BUDGETED EXPENSES	
SALARIES AND BENEFITS	8,704,070	64%	8,757,209	62%	8,872,389	62%
INSTRUCTIONAL & PROGRAM FACILITIES	1,822,361	13%	2,235,863	16%	1,925,567	14%
ADMINISTRATIVE	1,743,701	13%	1,808,115	13%	1,821,934	13%
	1,287,801	9%	1,290,494	9%	1,581,868	11%
	13,577,933	100%	14,091,682	100%	14,201,758	100%

	2017-2018 ACTUAL		2018-2019 ESTIMATED FINAL		2019-2020 BUDGETED	
AVERAGE COST PER FTE						
SOH ELEMENTARY	\$	10,342	\$	11,140	\$	11,102
GRANDVIEW	\$	9,553	\$	9,896	\$	10,100
VERITAS	\$	9,707	\$	9,930	\$	10,498
TENOR	\$	9,884	\$	9,620	\$	10,344
MC2	\$	9,167	\$	9,909	\$	9,544





**SEEDS OF  
HEALTH, INC.**

"Tell me and I forget.  
Teach me and I remember.  
Involve me and I learn."

**- Benjamin Franklin**

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2019 Annual Report  
Issued July 17, 2019

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