



# CONNECT North Chicago

Connecting Opportunities Networks Nurturing Education Community and Talent to the Youth of North Chicago

*September 1, 2015*



**CONNECT North Chicago** was started in April, 2015 to build philanthropy and support to nonprofit organizations, schools, local government and community members by bringing donors, community leaders, constituents and youth together to solve community issues. Since April, a carefully selected action team, comprised of area organization and school district leadership, and representatives from county and city government offices have met to develop the City's Action Plan in response to President Obama's "My Brother's Keeper" initiative. Over the course of the past 4 months, the action team has been steadfastly working to define each goal, collect measurable data and connect with all of the organizations currently working to lessen the disparity in youth development and educational outcomes between low-income and more affluent youth in our county. The City of North Chicago continues to work towards identifying all services that are currently offered to the community's youth as defined in the six milestones of the Action Plan. The City of North Chicago is working with several local community and family foundations to ensure the long term sustainability of CONNECT North Chicago. All three of the action team sub-committees share the common belief that family and community engagement is critical to the success of the CONNECT North Chicago program. In addition to community engagement, it is understood that before progress can be made in any of the six milestones, basic human needs must be met. To support them, in the coming months, we will work to build a community infrastructure to link schools, families, and community and strengthen their ability to support the needs and success of our youth.



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## **Mission**

Through a Collective Impact strategy of convening and uniting the entire community of nonprofits, schools, agencies, governments, civic groups, businesses and philanthropy around a shared vision and evidence-based strategies, the CONNECT North Chicago initiative will ensure that all of our City's children, ages 0-24 are:

- Ready for kindergarten,
- Reading at grade level by 3<sup>rd</sup> grade,
- Graduating from High School ready for college and career,
- Completing post-secondary education or career training,
- Successfully entering the workforce, and
- Reducing violence.

Collective Impact creates opportunities for a community to tackle large social issues through a shared vision and strategy, while recognizing individual and organizational contributions to achieving sustainable change. Our mission is to focus combined efforts on the target issue of building youth success in North Chicago.

## **Introduction**

While nonprofits, educators, philanthropists, government and businesses are working diligently, our challenges are too complex and far reaching for any single organization to fully address on its own. Needle moving change is dramatic and community-wide progress requires the engagement of all sectors pulling together in the same direction for maximum collective impact. With the CONNECT North Chicago Initiative, North Chicago is addressing these needs by leading the effort to create a long-term collaborative action plan involving over 20 local nonprofits, school districts serving the North Chicago community, county health and human services agencies, and area business and church leadership.

Improving the outcomes for youth-from birth through career readiness- will have significant and measurable impacts on the City's quality of life and economy. The Mayor recognizes that a broad community-based "Collective Impact" effort is required to both respond to the diversity of the City and truly move the needle on youth development and educational success.



**About North Chicago**

North Chicago, IL is located 33 miles north of downtown Chicago, and 48 miles south of downtown Milwaukee, on the shores of Lake Michigan. Incorporated in 1909, the city is home to Naval Station Great Lakes - the world’s only training command for US Navy recruits. Each year, thousands of people visit the City to attend Navy recruit graduations, receive treatment at the Lovell Federal Health Care Center, visit world renowned Abbott/ AbbVie and attend medical school at Rosalind Franklin University of Medicine and Science.

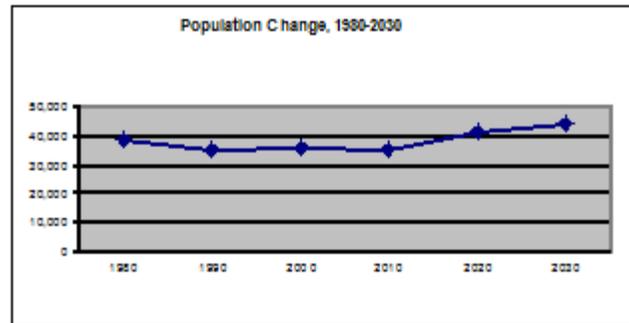


**Population Statistics**

(U.S. Census, 2010)

**Population Change**

<u>Year</u>	<u>Total Population</u>
1980	38,774
1990	34,978
2000	35,918
2010	32,574
2030 (CMAP est.)	43,747



**Age Classifications (2010)**

<u>Age Group</u>	<u>Total Population</u>	<u>% of Total</u>
Under 15	5,679	17.4%
15-24	13,385	41.1%
25-34	5,888	18.1%
35-44	2,566	7.9%
45-54	2,103	6.5%
55-64	1,544	4.7%
65 and Over	1,409	4.3%

**Racial Classifications (2010)**

<u>Race</u>	<u>Total Population</u>	<u>% of Total</u>
White	15,601	47.9%
Black	9,746	29.9%
American Indian, Alaska Native	231	0.7%
Asian/Hawaiian	1,267	3.9%
Hispanic Origin Of Any Race	8,857	27.2%

**Household Income (2010)**

<u>Income</u>	<u>% of Total</u>
\$14,999 & Under	15.1
\$15,000 to \$34,999	22.7
\$35,000 to \$49,999	16.8
\$50,000 to \$74,999	23.4
\$75,000 & Over	22.0

**Educational Attainment**

**Age 25+ (2010)**

<u>Level</u>	<u>% of Total</u>
Less Than 9th Grade	12.8
High School, No Diploma	9.1
High School Graduate	29.1
Some College, No Degree	25.2
Associates Degree	6.1
Bachelors Degree	10.9
Graduate Degree/Prof. Deg.	6.7



### **The Community's Need**

Data supports that a profound educational achievement gap opens in kindergarten when many low-income students arrive with no early education and poor language skills; and, often this gap is never closed.

- Less than 50% of Kindergartners are meeting or exceeding academic standards (Illinois State Board of Education Home Page)  
Preschool enrollment rates are low and studies indicate that there is a shortage of accessible, quality programs available in the community.
- Reading scores are low, roughly 69% of 3<sup>rd</sup> grade students test below standards (Illinois State Board of Education Home Page)
- Many high school graduates are not prepared for college and career: data indicates only 8% of graduates are ready for the rigor of college and career (Illinois State Board of Education Home Page).
- Students are struggling to meet requirements for college acceptance, the average composite ACT scores in the district is 15.6 while the state average is 23.3 (Illinois State Board of Education Home Page)
- School district college enrollment rates are 19% lower than the state average at 49.3% versus a 68.7% state average (Illinois State Board of Education Home Page).
- Without education and training, many youth have trouble finding employment and means to lead self-sufficient, productive lives.
- The current unemployment rate of 5.7% is higher than the national unemployment rate of 5.3% (Illinois Department of Employment Security).
- Using the most recent census information, it is estimated that more than 50% of the households in North Chicago earn less than the median family income in Illinois of \$56,797.00 (Census.gov/Quickfacts).
- The City of North Chicago has a juvenile crime higher than the average Lake County law enforcement agencies among youth ages 10-17 (Bess).



**Conditions for Collective Impact**

<b>The Five Conditions of Collective Impact</b>	
<b>Common Agenda</b>	All participants have a shared vision for change including a common understanding of the problem and a joint approach to solving it through agreed upon actions.
<b>Shared Measurement</b>	Collecting data and measuring results consistently across all participants ensures efforts remain aligned and participants hold each other accountable.
<b>Mutually Reinforcing Activities</b>	Participant activities must be differentiated while still being coordinated through a mutually reinforcing plan of action.
<b>Continuous Communication</b>	Consistent and open communication is needed across the many players to build trust, assure mutual objectives, and create common motivation.
<b>Backbone Support</b>	Creating and managing collective impact requires a separate organization(s) with staff and a specific set of skills to serve as the backbone for the entire initiative and coordinate participating organizations and agencies.

(Hanleybrown)

**Continuous Communication Improvement**

**Engaging the community**-The CONNECT North Chicago steering committee will continue to engage with the community-at-large to broaden the involvement in the collective impact process. The buy-in and engagement of the entire community will only strengthen the effectiveness at achieving its youth success goals.

Sharing what works and what doesn't-through a process of continuous communication, partners will be able to monitor the collective progress, share successes and challenges, make course adjustments as needed and continually improve their successes as the initiative progresses.

Ongoing evaluation-to ensure success, data driven evaluations and outcome measurements will be used to assess and evaluate the effectiveness of various strategies, programs and actions implemented through this plan.



### **Shared Measurement**

Collective Impact theory and practice requires a shared measurement system—a strong system of data collection, review and accountability. Building a shared measurement system provides a means for all organizations to track the community’s progress toward the shared goals.

The City of North Chicago is dedicated to holding the long-term vision and goals set forth in this document for the CONNECT North Chicago Initiative.

### **Goal, Indicators, and Rationale**

The initial work focuses on developing high-level goals, outcomes, and measurable indicators to improve youth outcomes. Roundtable meetings of nonprofit directors, philanthropists, government representatives, and business and community leaders will convene several times in the upcoming months to come to a consensus on these. Then, baseline data related to the indicators will be gathered and shared with all partners. This will set the stage for the next phase of the initiative.

The steering committee will reform themselves into six “action teams”, one for each goal of the CONNECT North Chicago Initiative. These teams will then work on both short and long term goals and collaborative action plans that will move the needle on youth success.



**Goal 1: All children enter school cognitively, physically, socially, and emotionally prepared**

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*“If we expect our children to thrive at our colleges and universities, and succeed in our economy once they graduate - first we must make quality, affordable early childhood education accessible to all.”*

Kirsten Gillibrand, U.S. Senator (D)-New York

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Because 90% of brain development occurs before age five, educating and caring for young children in preparation for kindergarten success and later life is critical. (Lenroot) Furthermore, when young children are exposed to educational programming, they learn social and emotional skills at the time that their brains are the most malleable. Ensuring broad access to quality early education helps children gain equal footing when they begin school. Ensuring that all children in North Chicago are ready for kindergarten is the foundation of youth success. Additional contributing factors include prenatal care, infant birth weight, mother’s education level, teen birthrate, and reliance on low-cost food.

“School readiness” describes the capabilities of **children**, their **families**, **schools**, and **communities** that will (UWLC) best promote student success in kindergarten and beyond. Each component – children, families, schools and communities – plays an essential role in the development of school readiness. No one component can stand on its own.

- **Ready Children.** A ready child is prepared socially, personally, physically, and intellectually. Children develop holistically; growth and development in one area depends upon development in other areas.
- **Ready Families.** A ready family has adults who understand they are the most important people in the child’s life and take responsibility for the child’s school readiness through direct, frequent, and positive involvement and interest in the child. Adults recognize their role as the child’s first and most important teacher, providing steady and supportive relationships, ensuring safe and consistent environments, promoting good health, and fostering curiosity, excitement about learning, determination, and self-control.
- **Ready Schools.** A ready school accepts all children and provides a seamless transition to a high-quality learning environment by engaging the whole community. A ready school welcomes all children with opportunities to enhance and build confidence in their skills, knowledge, and abilities. Children in ready schools are led by skilled teachers, who recognize, reinforce, and extend children’s strengths and who are sensitive to cultural values and individual differences.



- **Ready Communities.** A ready community plays a crucial part in supporting families in their role as primary stewards of children’s readiness. Ready communities (including businesses, faith-based organizations, early childhood service providers, community groups and local governments) work together to support children's school and long term success by providing families affordable access to information, services, high-quality child care, and early learning opportunities. (Virginia's Definition of School Readiness)

### **Desired Outcomes**

- Supported and supportive families
- Visible system of early education and family support
- Community commitment to school readiness
- Children prepared for school by meeting developmental milestones
- All youth in North Chicago secure a “medical home”
- Creating a system of continual family engagement that begins with prenatal care and continues through early childhood development into preschool.

### **Indicators**

- Increased access to and participation in: quality early education, childcare and preschool and early intervention services.
- Percent of mothers enrolled in Medicaid that attended a prenatal visit in first trimester
- Percent of children enrolled in Medicaid with at least 1 well child in the third, fourth, fifth and sixth years of life
- Meeting developmental milestones as defined by Kindergarten Individual Development Survey (KIDS), a statewide kindergarten readiness assessment, established by Illinois State Board of Education.

### **What does the baseline data tell us?**

**Kindergarten Readiness Survey:** United Way of Lake County (UWLC) conducts assessments of incoming kindergarteners' early learning skills to measure and monitor the needs of the communities where Success by 6 is implemented. Assessments identify whether children are entering kindergarten ready to succeed and enable UWLC to target those families who are most in need of programming. Children who begin kindergarten prepared to learn are more quickly engaged in school and more likely to stay engaged in school through graduation. Assessments track the effectiveness of programming, and results are used to improve and expand current programming in order to most effectively and address the needs of children and families in the community.



- In 2014, assessments were completed on 52% percent (124) of the kindergarten students during the sixth week of school.

Through the assessment process, UWLC built solid partnerships with the school district, community organizations and corporations. These partnerships lead to improved and increased collaborative efforts that support the community.

**Methodology:** Using the survey method adapted from Applied Survey Research, a not-for-profit research firm with a number of published studies on kindergarten readiness. UWLC utilized the following three components to measure kindergarten readiness:

- Parent Information Survey - Parents voluntarily provide family demographic information and learning activities they do at home with their child.
- Teacher Observation Form - Teachers provide information about each student's physical well-being and motor development as well as their social and emotional development.
- Volunteer Observation Form - UWLC trains volunteers to assess a child's competency in cognition, general knowledge of key skills, and communication and language usage.

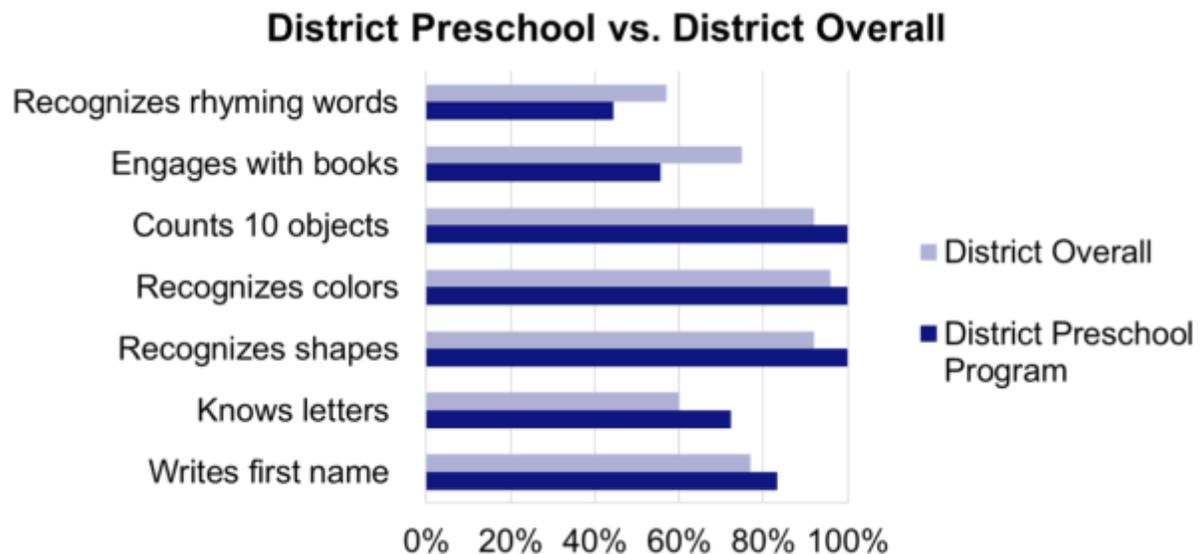
#### Demographic Information Collected:

Below is a summary of the information collected from the parent information survey.

Family/Student Characteristics	2014 North Chicago
Family income under \$15,000	41%
Primary language spoken at home - English	63%
Attended some preschool	52%
Two parent home	68%
Average family size	4.5
Read to child at home	52% At least 20 minutes/week
Watch TV	24% More than 2 hours a day
Received a Kindergarten Readiness Calendar	36%
Attended UWLC program	25%
Absent in the first month of school	59% - at least 1 day 10% - 4 or more days

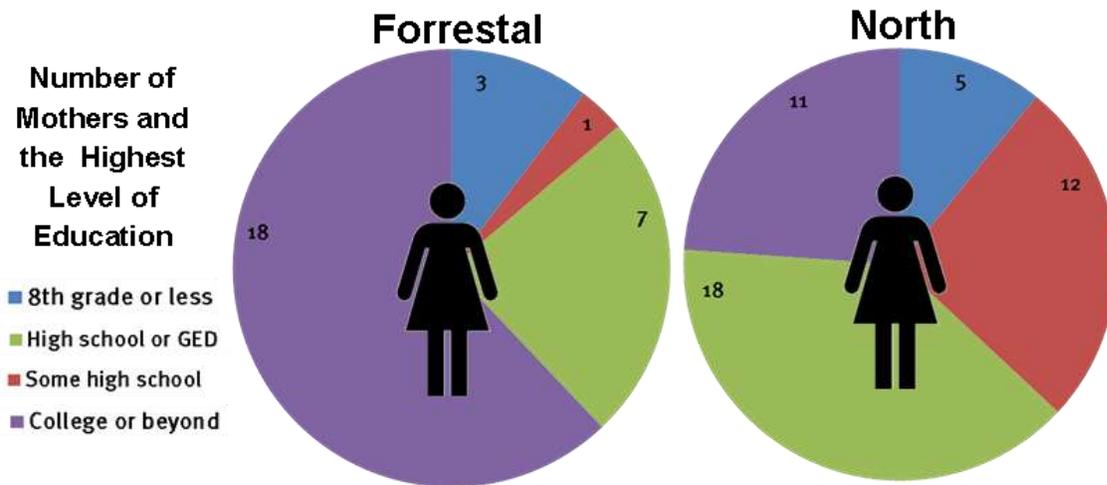


**Comparing Preschool vs. Overall:** The assessment shows children that attended North Chicago School District’s preschool program are further ahead in the identified kindergarten readiness skills than the overall district score in key kindergarten skills except for rhyming and books. The graph below shows the percent of children ‘in progress’ or ‘proficient’ in each skill. In 2015-2016, the North Chicago School District will offer a program that will grant more children access to full-day preschool.



**Mother's Education Level:** Research suggests a mother's education often predicts a young child's success in education. For instance, the higher the mother's education, the more likely they will enroll their child in preschool. The assessment found, of the mothers who have a college degree or higher, 25 percent of the children were enrolled in some preschool, versus 18 percent of the children whose mother had high school or equivalent level of education. The parent information survey found 37 percent of mothers have some education beyond high school, 34 percent have graduated high school or received their GED and 29 percent of mothers didn't graduate high school. The image below shows a vast difference between the two elementary schools in regard to a mother's education level.





***What does mother's level of education say about kindergarten readiness?***

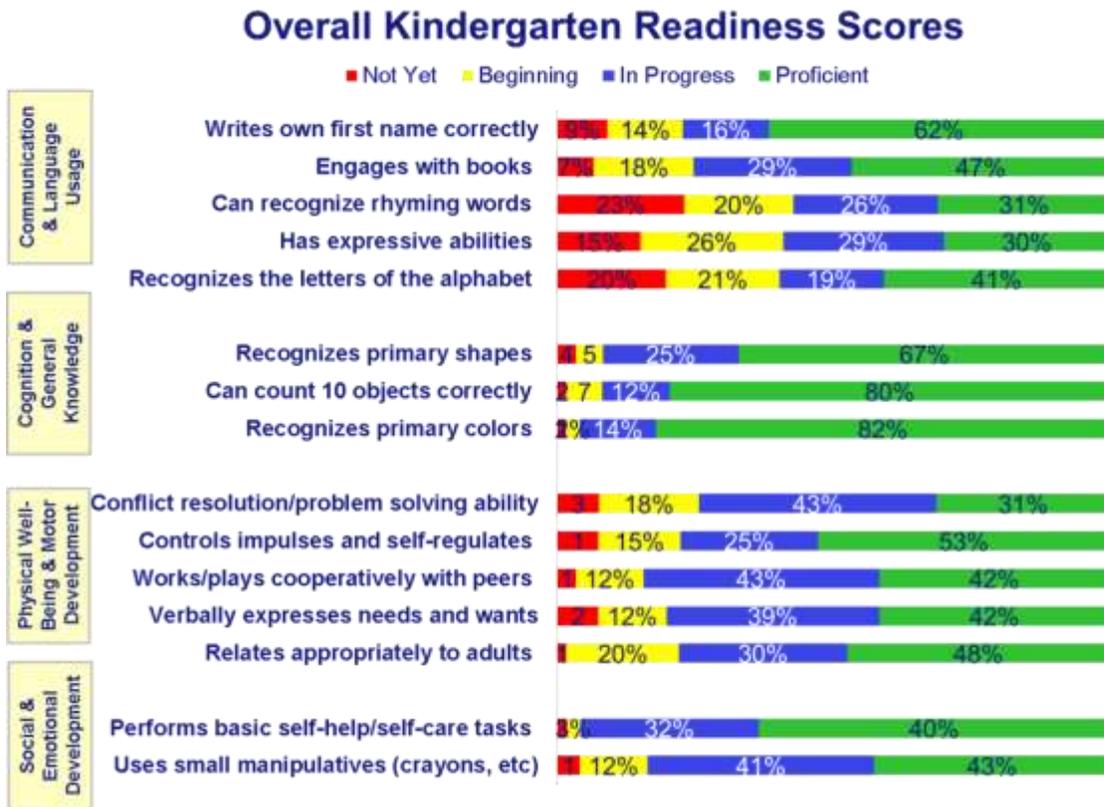
A study by the Rand Corporation found that the lower the education level of the mother, the less likely the child was to have books in the home, and the less likely the child will be read to-by the parent or anyone else.

-Cannon, Karoly, & Kilburn,2005

**Kindergarten Readiness Skills:** Students were observed by their teacher and a trained UWLC volunteer in key skill areas recognized as essential to a comprehensive education. Students were ranked using a scale, one through four. Overall, the assessment showed very positive results in the defined areas. The majority of students are either 'in progress' (level three or blue line) or 'proficient' (level four or green line) in these skills. The red line shows the children who have not started mastering a skill (level one or red line). The skills are grouped into four areas:

- Communication and Language Usage
- Cognition and General Knowledge
- Physical Well Being and Motor Development
- Social and Emotional Development





**Childcare Arrangements:** There were formal and informal childcare arrangements listed on the parent information survey. Parents reported all the arrangements they used in the year prior to their child starting kindergarten. While a little over half of the families reported using some formal childcare arrangement, such as preschool at the district, a large percentage of families, 47 percent, reported using informal childcare arrangements, such as, stay-at-home parent.

**Transition to Kindergarten:** Parents were also asked to check how they prepared for the transition to kindergarten. As illustrated below, there is an opportunity to increase education for parents and teach them how to work with their child before entering kindergarten.

**Comparing Preschool vs. Overall:** The assessment shows children that attended North Chicago School District's preschool program are further ahead in the identified kindergarten readiness skills than the overall district score. In key kindergarten skills except for rhyming and books. The graph below shows the percent of children 'in progress' or 'proficient' in each skill. Fortunately, the North Chicago School District recently received a grant that will allow more children access to full-day preschool, the grant will begin with the 2015-2016 school year (UWLC)



**Factors Associated with School Readiness:** After analyzing data individually to learn about demographics, family background, and school readiness scores, we compiled the results to identify the average score of each student in the seven key kindergarten readiness skills: recognize rhyming words, engage with books, count 10 objects, recognize colors, recognize shapes, know letters of the alphabet and write first name.

Overall, 77 percent of children averaged a high score or proficient level (three or higher) in the seven key skills. The remaining 23 percent averaged a low score, not yet or just beginning level (two point nine or below)

Students who averaged proficient or higher were more likely to attend some preschool, have a higher household income and their mother had a higher level of education. Additionally, they reported watching less TV, and a parent was more likely to read with them and engage in doing the kindergarten transition activities.

**The Ounce of Prevention** provided data from the Illinois Department of Human Services which shows that the majority of North Chicago residents receiving Child Care Assistance Program (CCAP) subsidies are served in licensed settings. The data also shows that 60% of North Chicago children enrolled in child care programs receives care outside of North Chicago.

**Number of children (birth-to-five) living in 60064 enrolled in child care by program type:**

Type of Setting	Number of Children
Licensed Home	125
Licensed Center	118
Licensed Group Home	54
Licensed-Exempt Relative	35
Relative in Home of Child	34
Licensed-Exempt Home	19
Non-Relative in Home of Child	13
Licensed-Exempt Center	2
<b>Total</b>	<b>400</b>



**Town in which children (birth-to-five) living in 60064 receive child care services:**

<b>Town</b>	<b>Number of Children</b>
North Chicago	240
Waukegan	96
Other	64
<b>Total</b>	<b>400</b>

**Number of children living in 60064 receiving CCAP subsidy by age (FY13):**

<b>Children, 0 and 1 year</b>	<b>Children, 2 years</b>	<b>Children, 3 and 4 years</b>	<b>Children, 5 years</b>	<b>Total Children</b>
73	65	104	50	<b>292</b>

**Prenatal care and birth outcomes, North Chicago**

Teen pregnancy rate	7.3%
Prenatal care in first trimester (percent women accessing)	73.9%
Infant Mortality Rate (rates per 1,000 live births)	No rate calculated; five infant deaths
Low Birth Weight (percent < 2,500 grams of live births)	8.7%
Very Low Birth Weight (percent < 1,500 grams of live births)	0.9%

Source: One Hope United Waukegan, Head Start Community Assessment, Ounce of Prevention Fund (Waukegan)



From the DHS [2014 Annual Well Child Summary](#), well child visits for infants on [Family Case Management](#) (FCM) in Lake County:

Agency/Clinic	No Well Child Visits		One Well Child Visit		Two Well Child Visits		Three Well Child Visits		Total
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
LAKE CHD Total	141	4.1%	174	5.1%	210	6.1%	2907	84.7%	3432
Statewide	2532	3.8%	2678	4.1%	3212	4.9%	57633	87.3%	66055

From the DHS [FY15 QE Immunizations Report](#): immunizations for 12-18 month olds on FCM in Lake County:

Agency/Clinic	FCM		
	Series Complete	Children Within Range	Percent Complete
LAKE CHD Total	854	1085	78.7%
Statewide	21907	26827	81.7%

### **Findings and recommendations**

The data provided by UWLC and the Ounce of Prevention indicates that there is a need for more quality day care providers in the City of North Chicago. Often, families don't have transportation to travel to the service providers' sites. Broader local childcare accessibility could help with family engagement and participation in pre-kindergarten programs. Furthermore, there is an inefficient use of both child care and health care services in the community, many organizations indicated that they provide resources or services to the community that they believe are underutilized while several others are unable to serve all of the families in need of services because they lack the capacity to do so. Working to inform the community about available resource will help to ensure that all resources are utilized more effectively in the future. Research also indicates that services are needed to accommodate parents who work both traditional and non-traditional hours.



**The following organizations are making strides towards improving kindergarten readiness in North Chicago.**

**United Way of Lake County**

**Success by 6 Program:** Where early learning builds the foundation for a skilled workforce, a responsible community and a thriving economy, 23% of children entering kindergarten in North Chicago lack basic language and behavioral skills essential for school achievement. To close this achievement gap that starts before kindergarten and help build a more competitive workforce for the future, United Way of Lake County launched its Success By 6 Program. The program is focused on early childhood education ensuring children entering kindergarten have appropriate social, emotional and intellectual development.

Early Learning Clubs (ELC) empower parents to be their child's first teacher. The free, bilingual sessions, designed to help parents learn how to teach their preschool age children the basic skills that are necessary to succeed in kindergarten. ELC targets children entering kindergarten who have not been enrolled in any formal preschool or early learning programs. Parents attend along with their children and receive training, creative tools to effectively teach their children at home for better enabling their 'school readiness'. Curriculum covers colors, shapes, counting and the alphabet. Participants are provided an array of workbooks, games and reading materials that reinforce the skills covered in the sessions.

In 2014, the Success by 6 Program served 108 participants through partnerships with Alice's Discovery Center, Christian Valley Missionary Church, Exchange Club of North Chicago, Greater St. James Temple, Marie's Little Angels, My Child's Precious Moment Daycare, North Chicago Community Partners and North Chicago Public Library. At the start of the program, 33% of participants were "in progress" or "proficient" in 5 skills: letter, counting, colors, shapes and writing their first name. At the conclusion of the program 60% of participants were rated at being "in progress" or "proficient" in same 5 skills.

**Home Visiting Program facilitated through One Hope United**

The goal of the Success by 6 Home Visiting Program is to prepare children for bright futures through good health, proper development and growth, and education. This program is offered free of charge by United Way of Lake County thanks to the generosity of the Abbott Fund and other donors. In partnership with One Hope United and the Lake County Health Department, the Home Visiting Program provides important education information to families through twice-monthly visits by a One Hope United caseworker. Also, a Registered Nurse from the Lake County Health Department Public Health Nursing Program provides home visits, which include



social, physical and developmental assessments, nutrition and dental referrals, safety and parenting education, health monitoring; and general family health information. 2014 marked the first year that UWLC has been serving families in North Chicago. These families are still receiving services. Reporting and results for these cases will be completed later in the year.

### **Lake County Health Department**

**Child Care Nurse Consultant:** The childcare nurse consultant provides health and safety education and consultation to child care providers in all childcare settings through the county. The goal is to help childcare providers continually improve in their care of the children entrusted to them. This service is provided through funding from the Illinois Department of Human Services and in cooperation with the YWCA of Lake County Childcare Resource and Referral program. These services are at no cost to childcare providers.

**Child and Family Connections:** This program serves families with children under the age of 3 with suspected developmental delays. CFC provides a system point of entry into the Illinois Early Intervention System. CFC provides service coordination of early intervention services including evaluations, connecting eligible families to therapies, community resources, and transitions.

**Family Case Management/ Nurse Family Partnership (FCM):** FCM offers home visits by a registered nurse or case manager to low-income families with pregnant women, infant and high risk children up to age 2 years of age. The purpose of the visits is to provide advocacy as well as coordination of medical, dental and social services. Health assessments, counseling, education, and screenings are provided as well as referrals to area resources such as health care providers, transportation, nutrition services, mental health services and substance abuse treatment services.

Through the Nurse Family Partnership program, at risk mothers, who are pregnant for the first time, are partnered with a registered nurse who makes regular visits over several years.

**Lake County Health Department (primary care pediatric program) and WIC:** The Pediatrics Program provides healthy baby care, immunizations, development assessments, lead testing and referral for infants and children.

WIC provides nutritious supplemental foods and nutrition education at no cost to Lake County women who are either pregnant, postpartum or breastfeeding as well as infant and children up to age 5 whose family income is 185 percent or less of federal poverty level.

### **Beacon Place**

Many of our North Chicago neighbors are facing challenges like hunger, lack of educational support on nutrition and overall health, insufficient access and experience with technology, need for academic support, and much more. Beacon Place provides the home base – the beacon of



hope on the corner – so that individuals and families can access the support they need to become stronger, together. We help mothers become stronger, well-rounded individuals and family members through our MOMS program. And we help children learn about accountability, responsibility and nutrition through our Beacon Green program. All of this happens at a community center that sits in a house in southeast Waukegan, where we are neighbors helping neighbors, creating a stronger community together.

### **North Chicago Public Library**

**Family Literacy Program:** The Family Literacy Program is a program for parents of preschool children and meets two times per week, September through May. The children get help on kindergarten readiness skills while the parents receive GED instruction, computer and job skill training. During the 2015-2015 fiscal year, the Family Literacy Program averaged two students each session.

**When I Grow Up Day Camp:** In collaboration with Alice’s Discovery Center, the Library hosted day camp on every Tuesday, June 11 through August 11, 2015. Approximately 90 youth attended each week.

**Story Time and Crafts:** The library held a baby story time twice during summer, 2015 with 6 people attending and Saturday Story Times and crafts were offered twice monthly throughout the year. In all 610 guests attended the Saturday events.

### **The Lake County Community Foundation**

Since 2003, The Lake County Community Foundation, has connected the generosity of donors with community needs by making grants to organizations working to improve the lives of the most vulnerable residents of our county.

As nonprofit organizations, local governments and businesses strive to tackle issues of concern, the Foundation provides civic leadership bringing all stakeholders to a common table. Working together, the Foundation, its donors and its community partners leverage collective knowledge, creativity and resources for a greater impact. In the last two years The Lake County Community Foundation has provided funding and support to the following organizations serving North Chicago:

#### **UChicago Impact: 5Essentials Technical Assistance Program Description**

Established by the University of Chicago Urban Education Institute, UChicago Impact is a nonprofit dedicated to improving K-12 education across the nation through the use of evidence-based tools and practices. In 2012, the Illinois State Board of Education mandated that all schools conduct a learning conditions survey, the 5Essentials School Effectiveness Survey. The



5Essentials Survey measures a school's performance on five essential supports of school improvement:

- **Effective Leaders:** The principal works with teachers to implement a clear and strategic vision for school success.
- **Collaborative Teachers:** The staff is committed to the school, receives strong professional development, and works together to improve the school.
- **Involved Families:** The entire school staff builds strong relationships with families and communities to support learning.
- **Supportive Environment:** The school is safe and orderly. Teachers have high expectations for students. Students are supported by their teachers and peers.
- **Ambitious Instruction:** Classes are academically demanding and engage students by emphasizing the application of knowledge.

In 2013, The Lake County Community Foundation awarded a \$9,000 grant to UChicago Impact to support North Chicago School District 187 in increasing awareness of the value of the 5Essentials Survey as a tool to inform school improvement and provide technical assistance to faculty, students and parents to complete the survey. Since then, the Foundation has provided \$10,500 to support further technical assistance to District 187 to streamline school improvement efforts. UChicago Impact's work in Lake County recently expanded to Zion Elementary District 6 and Waukegan District 60 where the high school leadership team will work with staff to develop a school improvement plan.

### **Short Term Goals**

The short term goal for each district engagement is to equip leadership teams with the tools and knowledge to analyze and understand 5Essentials data to inform an action plan for school improvement.

### **Long Term Goals**

The long term goal for each engagement is two-fold:

1. To foster a cycle of continuous evaluation within schools and districts that is informed by 5Essentials data.
2. To position leadership teams to implement actions that create the conditions for school improvement.

## **The Ounce of Prevention Fund: Community Planning and Stakeholder Engagement for Early Childhood Education**

### **Program Description**

The Ounce of Prevention Fund works to ensure all American children, particularly those born into poverty, have quality early childhood experiences in the crucial first five years of life. As a



part of the Foundation's support to North Chicago District 187, staff began exploratory conversations with Ounce of Prevention staff in 2014 to identify opportunities for collaboration around improving access to and the quality of early childhood education in the community. As conversations with the Ounce and District 187 progressed, it became apparent that significant technical assistance was needed in order create a framework for improved early childhood education.

During the summer of 2014, District 187 underwent a significant restructuring process transitioning from a community schools model to grade-based learning centers. The consolidation enabled the District to pursue federal funding through a Preschool Expansion Grant that has ultimately lead to the establishment of a free full-day preschool for North Chicago children ages 3-5 that will open in fall of 2015. In support of this work, the Foundation provided a \$20,000 grant for the Ounce to complete a two-phase process involving community planning and engagement as well as technical assistance to increase alignment of early childhood programs and to develop a sustainability plan to support continued efforts.

### **Short Term Goals**

The short term goals for this project are to develop an action plan for increased early childhood program alignment through the school district and community of North Chicago and to support the district and its partners in opening the Green Bay Early Childhood Learning Center in fall of 2015.

### **Long Term Goals**

The long term goal for this project is to increase the capacity of North Chicago's early childhood system and to establish channels for sustainability.

### **The Ounce of Prevention**

The Ounce of Prevention, a public-private partnership founded in 1982, believes that quality early learning opportunities, beginning at birth, are foundational to successful educational systems. The agency is committed to giving children in poverty the best chance for success in school and in life by advocating for and providing the highest quality care and education from birth to age five. The Ounce began working directly with North Chicago CUSD 187 in early 2014 as part of a school district-level early childhood continuous quality improvement planning process, supporting the district to improve early childhood programming for children feeding into the district and aligning the early childhood programs to the early elementary grades. As part of this work, the Ounce also helped ensure that CUSD187 was a part of the state's Preschool Expansion Grant proposal, a federal grant program that's providing funding for 80 new full-day preschool slots reserved for at-risk four-year olds. In concert with the direct consultation work, the Ounce partnered with the Lake County Community Foundation to initiate a community planning process aimed at helping build the foundation for an improved community system of



supports for North Chicago families. The initial phase of this process involved engaging systems leaders working in the community to identify shared opportunities, obstacles, and potential areas for service alignment. The purpose of this engagement was to generate an overview of services in the community, gather data on demographics and family needs, surface other information pertinent to families' utilization of services in North Chicago, and develop ideas about improved coordination across early childhood services to improve access and quality for parents.

### **The Rotary Club of North Chicago**

The Rotary Club of North Chicago focuses on hands-on programs and projects in the local community that provide members with opportunities for growth in leadership and the pride of serving through the premier service organization in the world!

The North Chicago Rotary also partners with other area Rotary Clubs to locally distribute book bags for students, Operation Warm providing winter coats for children that need proper gear to make it to school in the winter months, and a proposed program providing literacy “tools for tot” through targeted fundraising efforts. This program will provide and distribute educational toys that support development of literacy and other fundamentals for toddlers and preschool children.



## Goal 2: All children read at grade level by third grade

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*“The bottom line is that if we don't get dramatically more children on track as proficient readers, the United States will lose a growing and essential proportion of its human capital to poverty, and the price will be paid not only by individual children and families, but by the entire country.”*

**Annie E. Casey Foundation**, *Early Warning! Why Reading by the End of Third Grade Matters*, 2010

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Academic success is a universally recognized strategy to improve lifelong outcomes. Typically, 3<sup>rd</sup> grade is when standardized reading assessments begin. To improve the academic success of all school-aged children, CONNECT North Chicago focuses on the indicators of 3<sup>rd</sup> grade reading as primary target goals. Studies show that children who master 3<sup>rd</sup> grade reading on time are usually proficient later in middle school reading and language arts, illustrating the importance of building a strong foundation early on.

### Desired Outcomes

- Academic achievement and growth
- Demonstrated grade level reading proficiency by 3<sup>rd</sup> grade

### Indicators

- Adequate academic growth
- Reading and comprehending at grade level

### What does the baseline data tell us?

According to the Illinois State Report Card nearly 69% of students are testing as level 1 (academic warning) or level 2 (below standards). This proficiency rate is more than 26% higher than the state rate of 41.2% (Illinois State Board of Education Home Page).

**Findings and recommendations:** the data indicates that by age 8, many youth already have gaps that are too large to make up in one year. While a student can show adequate academic progress, many are still not reading at the grade level. It is recommended that AIMSweb (a benchmark and progress monitoring system based on direct, frequent and continuous student assessment) data also be reported to measure student population growth within an academic year.



**The following organizations are making huge strides towards improving 3<sup>rd</sup> grade reading levels:**

**Beacon Place**

Many North Chicago neighbors are facing challenges like hunger, lack of educational support on nutrition and overall health, insufficient access and experience with technology, need for academic support, and much more. Beacon Place provides the home base – the beacon of hope on the corner – so that individuals and families can access the support they need to become stronger, together. They help kids who want to do better in school through the After-School Homework club and Summer Tutoring programs. All of this happens at a community center that sits in a house in southeast Waukegan, where neighbors are helping neighbors, creating a stronger community together.

**Bernie's Book Bank**

Bernie's Book Bank facilitates the collection, processing and redistribution of new and gently used children's books to significantly increase BOOK OWNERSHIP among at-risk infants, toddlers and school-age children throughout Chicagoland.

Since their founding in December 2009, Bernie's Book Bank has been proud to support the community of North Chicago. Through partnerships with WIC, North Chicago Community Partners and Reading Power, Bernie's Book Bank continues to provide quality books to children in North Chicago from birth thru 6<sup>th</sup> grade. Currently, Bernie's Book Bank provides the community with more than 30,000 quality children's book every year!

**North Chicago Public Library**

**Children's Reading Club:** The children's reading club is aimed at encouraging independent reading for youth in grade 2-6. The club meets once a month. During the 2014-2015 fiscal year, the Reading Club averaged 3 participants per month.

**Reading Power**

Reading Power is a literacy tutoring program serving low-achieving children attending elementary schools. Reading Power's mission is to accelerate children's literacy learning and to develop in them a love of reading and writing. This goal is accomplished through an independent tutoring program working in partnership with North Chicago Community Unit School District 187. Reading Power believes that all children deserve to reach their intellectual potential.



Over the past twelve years, over 1,875 children who struggled to read and write have received One-to-one tutoring, accelerating their learning and changing their lives and tutors' alike in incalculable ways.

The success is documented both quantitatively and qualitatively. In addition to tutoring, Reading Power serves as an advocate for the students, distributes books for children to own, keeps in contact with parents and works closely with school officials.

1. During this time, volunteers tutor three students, one-to-one for thirty-five minutes each.
2. During the thirty-five minute tutoring sessions, each child reads four leveled books, writes a sentence, and does some discrete word or letter work. The child takes a book home each night to read to a parent, and the tutor writes a brief, daily note to the parent.
3. The cornerstone of our program is helping to accelerate children's literacy learning early – before they have a chance to fail.

Reading Power's one-to-one first and second grade tutoring intervention is modeled in part after Project Prevent, a program developed by National-Louis University, and incorporates facets of Reading Recovery, an internationally renowned early intervention literacy program created by educational researcher Marie Clay.

### **The Rotary Club of North Chicago**

The Rotary Club of North Chicago focuses on hands-on programs and projects in the local community that provide members with opportunities for growth in leadership and the pride of serving through the premier service organization in the world!

Rotary promotes literacy through participation in local programs including Rotary Reads and book donations to both the District 187 Libraries and North Chicago Public Library. Weekly meetings and special events support a forum for civic awareness and education and also provide financial support through local and regional advocacy opportunities. Rotary is one of numerous local civic groups that provide an annual scholarship program for college bound students.

In addition, The Rotary Club of North Chicago is proposing an annual grant program through our Rotary International District 6440 that will provide ongoing sponsorship of the North Chicago Public Library Bookmobile beginning in 2016 and support expansion of the bookmobile program in North Chicago and adjacent communities.



**Goal 3: All of our young people graduate from high school, college and career ready.**

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*“ACT findings suggest the ability to read complex texts is the clearest differentiator between those ready for college-level reading and those not. Further, students who are ready for college-level reading are more likely to enroll, earn better grades and stay in college.”*

-ACT, *College Readiness* (2013)

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A local improvement in graduation rates could make a substantial positive impact on student lives, as well as the economy. Properly preparing students is an important marker for continued youth success. ACT research shows that college readiness is highly related to college completion. Meeting benchmark scores on college entry tests correlates positively with college and career readiness; increased post-secondary enrollment, and completion of the first year of college. The achievement of minimum ACT scores is crucial to helping students be prepared for the rigor of college and career. In addition, the completion of 9<sup>th</sup> grade core classes is an equal indicator; studies show that students who struggle or fail in 9<sup>th</sup> grade core subjects is a predictor of not finishing high school (Kemple)

The steering committee agreed on the following understanding of College and Career Readiness.

- **Career ready** = an individual possesses key content knowledge, learning skills and techniques sufficient to begin studies in a career pathway
- **College ready** = is prepared in the four keys to college and career readiness necessary to succeed in entry level general education courses.

**Desired Outcomes**

- All students graduate from high school
- Work with school district, local colleges and institutions to assist students with developing and implementing a college or career plan
- Work with school district, local colleges and institution to assist and expand College/Career advising services
- Increased access to programs that offer college and career advising services
- Engage churches, libraries, and others to help with family outreach and education
- Provide support and financial aid for college bound students, more mechanisms for students “to and through” college
- Educate students about Career Paths and options by enlisting the professional community to provide “real world” connections



## General Indicators

- Access and participation in college and career counseling
- Students take rigorous college high school courses in preparation for college
- 9<sup>th</sup> grade completion of core classes
- ACT scores
- College/vocational enrollment
- Enlist business leader to help make the connection between the relevance of high school and success later in life.

### What does the baseline data tell us?

According to the 2014 Illinois State Report card, the graduation rate among high school seniors at North Chicago Community High School is 69% versus a state average of 83%. Looking at the 5 year graduation rate, the school

	NCCUSD 187	State
<b>4 Year Graduation Rate</b>	69%	83%
<b>5 Year Graduation Rate</b>	75.2%	87%
<b>College and Career Ready</b>	8%	45.7%
<b>Freshman on Track</b>	72.2%	87.4%

district still falls short at 75.2% versus 87% statewide. Furthermore, the data shows that only 8% of students are considered college ready versus a 45.7 percent state average. The report also indicates that 9<sup>th</sup> grade students are starting behind the state average with only 72.2% considered “on track” compared to a state average of 87.4% (Illinois State Board of Education Home Page).

### Findings and recommendations:

While much work has been done to ensure that students obtain a high school diploma or equivalency, the overwhelming majority are not prepared for the rigor of college level course work. Scores well below the national average result in lower college acceptance rates and less financial assistance. The ability to succeed in college is a key factor that ultimately impacts goals 4 and 5 of this action plan. It is recommended that visible systems be in place. Many also state that the systems currently in place are underutilized.

### The following organizations are working to ensure all youth ages 18-24 enroll in college or receive career training.

#### The Lake County Community Foundation

Since 2003, The Lake County Community Foundation, has connected the generosity of donors with community needs by making grants to organizations working to improve the lives of the most vulnerable residents of our county.



As nonprofit organizations, local governments and businesses strive to tackle issues of concern, the Foundation provides civic leadership bringing all stakeholders to a common table. Working together, the Foundation, its donors and its community partners leverage collective knowledge, creativity and resources for a greater impact.

In 2014, The Lake County Community Foundation provided a \$15,000 grant to YBLC to hire a consultant to manage the establishment of a formal collaboration between the organization and North Chicago Community High School. The program served students who were at risk of dropping out or not graduating and offered a dual enrollment opportunity for completing their education.

This past year, funding was provided to support a consultant to help think through program design for a bridge training pilot program for YouthBuild students to receive stackable credentials in the field of advanced manufacturing.

### **The Rotary Club of North Chicago**

The Rotary Club of North Chicago focuses on hands-on programs and projects in the local community that provide members with opportunities for growth in leadership and the pride of serving through the premier service organization in the world!

**The Student of the Month** program recognizes one student from each high school grade level on a monthly basis throughout the regular school calendar, and the Rotary Youth Leadership Award (RYLA) program presents an annual opportunity for numerous outstanding high school students to attend a weekend retreat supporting development of leadership and peace advocacy awareness.

During the 2015-16 school year, the Rotary is scheduled to install a high school “Interact” Club at North Chicago Community High School – providing an organized presence in the district promoting the work of Rotary International and enhancing service and civic awareness advocacy for our adolescents.



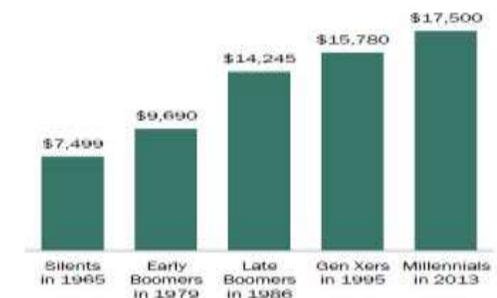
## Goal 4: All of our young people complete post-secondary education or training

*Students need to develop skills to be employable in careers that bring both fulfillment and economic success.*

Statistics show that graduates who go on to finish a bachelor's degree are about 3 times less likely to be unemployed than those with no college degree or certificate (Cohn). Approximately 72% of young adults with a bachelor's degree worked full time, year round in 2013, compared with 62% percent of young adult high school completers (those with a high school diploma or its equivalent). Furthermore, the earnings gap of young adults with a degree or certificate continues to widen from those with a high school diploma or equivalent. (Cohn)

### The Widening Earnings Gap of Young Adults by Educational Attainment

*The difference in median annual earnings of college and high school graduates when members of each generation were ages 25 to 32.*



Notes: Median annual earnings are based on earnings and work status during the calendar year prior to interview and limited to 25- to 32-year-olds who worked full time during the previous calendar year and reported positive earnings. "Full time" refers to those who usually worked at least 35 hours a week last year. "College graduates" are those with a bachelor's degree or more.

Source: Pew Research Center tabulations of 2013, 1995, 1986, 1979 and 1965 March Current Population Survey (CPS) Integrated Public Use Micro Samples

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### Desired Outcomes

- Help students begin to connect to careers and develop career-ready skills
- High number of graduating students enroll in college
- Participation in training/internships
- Degree attainment of North Chicago residents
- Help students plan for, access, and pay for college or other postsecondary training
- Provide support to help students succeed in college or other postsecondary training
- Provide alternative pathways to graduation and postsecondary training for disconnected youth and those with special needs

### General Indicators

- Accurate tracking of recent graduates
- Expand college advising services and support tools
- Percentage of population, age 25-34, with an associate's degree or higher
- Percentage of population, age 25-34 with a bachelor's degree or higher



**What does the baseline data tell us?**

Data available from the 2010 Census shows that only 23.7% of adults in North Chicago report obtaining an Associate's Degree or higher. (Census.gov/Quickfacts)

<b>Educational Attainment Age 25+ (2010)</b>	
<u>Level</u>	<u>% of Total</u>
Less Than 9th Grade	12.8
High School, No Diploma	9.1
High School Graduate	29.1
Some College, No Degree	25.2
Associates Degree	6.1
Bachelors Degree	10.9
Graduate Degree/Prof. Deg.	6.7

**Findings and Recommendations**

The City of North Chicago recognizes that post-secondary education and/or career training is an integral part of contributing to long term sustainable change and economic growth. There are currently no measurement systems in place to follow individuals through this process. Support systems are needed to help ensure our youth not only enroll in college and/or career training programs but continue through to completion. It is recommended that the City identify and work with organizations that have proven success at following cohorts for several years after high school graduation.

**The following organizations are working to ensure our youth ages 18-24 enroll in college or receive career training.****The Lake County Community Foundation**

Since 2003, The Lake County Community Foundation, has connected the generosity of donors with community needs by making grants to organizations working to improve the lives of the most vulnerable residents of our county.

As nonprofit organizations, local governments and businesses strive to tackle issues of concern, the Foundation provides civic leadership bringing all stakeholders to a common table. Working together, the Foundation, its donors and its community partners leverage collective knowledge, creativity and resources for a greater impact.

In 2014, The Lake County Community Foundation provided a \$15,000 grant to YBLC to hire a consultant to manage the establishment of a formal collaboration between the organization and North Chicago Community High School. The program served students who were at risk of dropping out or not graduating and offered a dual enrollment opportunity for completing their education.



This past year, funding was provided to support a consultant to help think through program design for a bridge training pilot program for YouthBuild students to receive stackable credentials in the field of advanced manufacturing.

### **University Center of Lake County**

The University Center of Lake County is a consortium-based center and provides high quality educational opportunities for resident, workers, and employers of the Lake County region. Currently, there are 20 different colleges and universities as members of University Center. Services and programs offered by the University Center are measured by their impact on students, as well as on the communities, business and industries of the Lake County region. Success includes providing access to opportunities for intellectual growth, professional development, and continuous learning. The University Center also provides services and outreach programs to first-generation college students and their parents.

“**Taste of College**” is a program for 8<sup>th</sup> graders. The University Center staff s a hands-on in campus workshop during which 8<sup>th</sup> graders will get a taste of college. The workshop consists of career exploration, public speaking, research and learning the importance of high schools grades and extra-curricular activities when preparing for college. At the end of the program a University Center staff member, in partnership with a staff member from College of Lake County, will conduct a parent presentation about the importance of college, the application process and how to pay for college. The purpose of this outreach program is to help students and parents to envision themselves as college graduates and their educational dreams realized.

**The Lake County Financial Aid (FAFSA)** campaign is a partnership among local high schools, public libraries, government, business and local organizations who work together to help high school and college students to complete and file their Free Application for Student Aid (FAFSA). The University Center is the lead organization in this campaign. This Lake County FAFSA campaign has helped over 1,500 students complete their FAFSA, and make college attendance possible.

### **YouthBuild Lake County**

YouthBuild Lake County (YBLC) is a local chapter of YouthBuild USA, a national youth development organization that was founded in Harlem in 1990. The YouthBuild Lake County Program began in 2001 as part of Daisy’s Resource and Development Center. YBLC was incorporated by founder, Sadiqa Queen, as an independent non-profit agency in November 2003. YBLC is proud to provide education opportunities and job training skills to those youth in Lake County who need it most.



To qualify for YBLC programs, students must be low-income. Many of the students are unemployed, high school drop outs, with children and police records. We estimate that 80% were involved in gangs before entering the program. YBLC is a drug-free, violence-free haven – a supportive environment where young people can begin the process of changing their lives.

**Career Bridge Programs:** The Career Bridge Programs help to create the bridge that takes you to that hopeful future — for you and your family.

**Bridge to College Program:** After successful completion of a GED or high school diploma, one can successfully complete a certification program at the College of Lake County that increases the likelihood to be hired in a rewarding career.

**Bridge to Construction Trades Programs:** The Bridge to Construction Trades program is 12-16 week program, where one receives both on-the-job training and classroom instruction in trades such as weatherization, carpentry, basic plumbing and electrical installations, drywall repair, or maintenance.



## Goal 5: Successfully entering the workforce

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*“Creating new pathways for preparing a skilled workforce is a critically important responsibility that requires collaboration among employers, educational institutions, the workforce system, and community leaders.”*

-Marlene B. Seltzer, President and CEO, Jobs for the Future

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Many residents of North Chicago have never left their hometowns and many will continue to call the City “home” as adults. Statistics show that 37% of adults have never left their hometowns. (Cohn) It can be reasoned that by increasing the median income in North Chicago and creating jobs located in the community through economic development a larger number of adults will positively impact the community’s economy. With nearly 60% of the City’s population below the age of 25, it is critical that programs providing youth opportunities and training are supported (Census.gov/Quickfacts).

The action team agreed that for an individual to experience success in the workplace one must be in a position that provides both financial stability and personal fulfillment. **Work ready** is defined as the ability to meet basic expectations regarding workplace behavior and demeanor and **Job ready** is defined as having specific training necessary to begin job or career.

### Desired Outcomes

- Ensure all youth are employed after college and/or career training.
- Increased youth employment programs.
- Median youth earnings.
- Increase the number of young adults who are work ready at age 18.
- Expand training and work-linked learning opportunities for students and youth, beginning with age-appropriate options for secondary students and culminating in paid internships and “education-friendly” job opportunities for postsecondary students.
- Lower unemployment rate.
- Align training opportunities with identified workforce development needs to assure the skilled and nimble workforce needed to support the economy.
- Support education, employment and employment training for special needs populations (e.g., older youth, foster youth, probation, disadvantaged, developmentally disabled).
- Provide resources and support to increase the financial literacy and stability of young adults and their families.



**General Indicators**

- Increased employment programs for youth
- Financial security and independence-reduced percentage of population, ages 25-34, receiving unemployment or other public assistance.

**What does the baseline data tell us?**

The data indicates that more 54% of total household incomes earn a salary less than the national median household income of \$50,500.

(Census.gov/Quickfacts) Furthermore, North Chicago continues to see some of the highest unemployment rates in the county. Currently, unemployment is at 5.7% while the national unemployment rate is 5.3%.

**Household Income** (Census.gov/Quickfacts)

Income	% of Total
\$14,999 & Under	15.1
\$15,000 to \$34,999	22.7
\$ 35,000 to \$49,999	16.8
\$50,000 to \$74,999	23.4
\$75,000 & Over	22.0

Lake County Cities Labor Force Information	Jan-15	Jan-16	Over the Year	%
<b>Burbank Grove Village</b>				
Labor Force	25,035	25,017	-6	-0.0%
Employed	25,020	25,030	291	1.2%
Unemployed	1,084	1,176	-245	-20.3%
Unemployment Rate %	4.4	5.5	-1.1	
<b>Deerfield Village</b>				
Labor Force	17,609	17,670	-61	-0.3%
Employed	16,988	16,690	298	1.3%
Unemployed	761	1,000	-279	-36.9%
Unemployment Rate %	4.3	5.6	-1.6	
<b>Highland Park City</b>				
Labor Force	25,544	25,252	-9	-0.3%
Employed	18,798	18,607	193	1.3%
Unemployed	555	761	-201	-26.8%
Unemployment Rate %	2.2	3.0	-0.8	
<b>Marengo Village</b>				
Labor Force	18,272	18,202	-60	-0.4%
Employed	17,472	17,260	212	1.3%
Unemployed	741	1,051	-307	-39.2%
Unemployment Rate %	4.1	5.7	-1.6	
<b>North Chicago City</b>				
Labor Force	8,206	8,251	-145	-1.8%
Employed	6,541	6,674	131	1.3%
Unemployed	1,111	1,777	-256	-20.8%
Unemployment Rate %	5.7	8.4	-2.7	
<b>Round Lake Beach Village</b>				
Labor Force	14,984	15,074	-90	-0.6%
Employed	14,280	14,045	235	1.3%
Unemployed	754	1,029	-275	-26.7%
Unemployment Rate %	5.0	6.8	-1.8	
<b>Union Mills Village</b>				
Labor Force	14,781	14,757	24	0.2%
Employed	14,195	14,011	184	1.3%
Unemployed	584	746	-160	-21.4%
Unemployment Rate %	4	5.1	-1.1	
<b>Waukegan City</b>				
Labor Force	45,081	45,205	-580	-1.3%
Employed	42,049	42,000	549	1.3%
Unemployed	2,436	3,170	-1,134	-31.8%
Unemployment Rate %	5.4	7.0	-2.4	
<b>Zion City</b>				
Labor Force	11,935	11,576	-144	-1.3%
Employed	10,622	10,674	56	1.3%
Unemployed	813	1,105	-292	-25.5%
Unemployment Rate %	7.2	9.5	-2.3	

Illinois Department of Employment Security  
Economic Information and Analysis Division

Source: www.ilds.state.il.us

**Findings and recommendations:**

While CONNECT North Chicago realizes the importance of Goal #5 and the link between all other goals, the City recognizes that data and research is incomplete at this time. Within the categories listed above, there are several underlying questions. It is recommended that further exploration with government agencies occur specifically related to unemployment (how many found gainful full time employment, did unemployment benefits run out, quit job search, part time/full time employment, rising costs of benefits). Information relating to families receiving household subsidies could further indicate and define success relating to goal 5.

**The following organizations are working to ensure that all youth successfully entering the workforce.**

**The City of North Chicago**

**Mayor’s Office:** In partnership with Lake County Workforce Development, the City participated in the Summer Youth Employment Program. In June of 2014, 18 North Chicago youth were



placed within City departments where they received on-site job training and weekly professional development workshops related to work ethic, teamwork, financial literacy, communication skills and job search and interview skills.

**Fire Department:**

**Fire Education and Prevention programs**

- Attended annual high school job fair at North Chicago Community High School educating students on the career path in the fire service
- More fire house tours for day cares and boy scout troops in our community

**Paid on Call Program:** The North Chicago Fire Department developed a paid, on call program to give the citizens of North Chicago an opportunity to get on the job training and experience to lead them into the career of the Fire Service.

**First Annual Citizens Fire Academy:** The Citizen's Fire Academy program was designed to give participants a working knowledge of the North Chicago Fire Department, as well as a unique view into the lives of our professional firefighters and EMS personnel.



**Goal 6: Reducing violence and providing a second chance**

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*When kids feel safe and have their basic needs met, they are better learners and more likely to succeed.*

-Abraham Maslow, Maslow's Hierarchy of Needs

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The involvement of judges, prosecutors, social service providers, law enforcement officers, crime victims, community-based organizations and others is critical to improving the juvenile justice system and reducing youth violence. Youth-focused community oriented policing that is effectively linked to the justice system can significantly contribute to the reduction in crime, restoration of order, and eradication of fear in local communities. Furthermore, the City of North Chicago recognizes the importance of being proactive by implementing programs and services aimed at preventing delinquency of youth ages 10-15. Experts also believe that many crimes in the community are unreported. Under-reporting distorts the real picture of crime in North Chicago and undermines the accuracy of information used by police to plan crime combatting and prevention operations.

**Desired Outcomes**

- Changed perception of police and public safety officers
- Decrease in arrest, imprisonment rate
- Decrease in recidivism
- Job trainings and opportunities to give youth “second chances”
- Availability of resources and programs to assist offenders
- Crimes of all nature get reported to the police in a timely manner (data may initially show an increase in referrals)

**General Indicators**

- Increased participation by youth in prevention programs
- Fewer youth in Juvenile Justice System
- Increased participation in programs aimed at assisting offenders with leading productive, self-sufficient lives



**What does the baseline data tell us?**

Information provided by Juvenile Probation/Detention Services indicates that in 2014, 83 of the 1304 police referrals for youth ages 10-17 to Juvenile Intake, are North Chicago residents. Currently there are 43 county law enforcement agencies. (Bess)

**Findings and recommendations:**

Data should be followed to see how many juveniles have offenses as adults. Recidivism rates among youth and youth to adults should be monitored.

Due to a lack of trust between law enforcement and the public, often crimes of less serious nature are dealt with at an internal level, the local law enforcement agency is trying to work with the youth, school district and private businesses to ensure that all acts of criminal nature are reported in a timely fashion. If successful, it would be expected that data indicates a rise in referrals in the future reporting periods.

**The following organizations are working to in reduce violence in North Chicago.****City of North Chicago Police Department**

**Citizen's Police Academy:** The Citizen Police Academy is an 11-week program designed to give the participants a working knowledge of the North Chicago Police Department. It consists of a series of classes and discussions held once a week. The goal is to create a better understanding, communication and partnership between the citizens and the police through education, in order to establish a safer community. Community Oriented Policing plays an important and vital role in reducing crime in any community. Therefore the North Chicago Police Department instituted the Citizen Police Academy, to improve communication and obtain input and support throughout the city. It is our hope that the graduates become partners with us in identifying problems and solutions to the crime issues that are affecting our community. Graduates take their knowledge back into their neighborhoods where they can use it to enhance the quality of neighborhood life.

**Upstanding Police Students (UPS):** Program creators Juvenile Detective Rollins, Juvenile Detective Smith and Professor Melinda Gronen, LCSW of Vernon Hills, utilized experienced speakers and innovative activities, to design UPS for at risk middle school students. With Neal School as the programs pilot location, UPS increased their knowledge and positive engagement with law enforcement and provided exposure to a potential career path. This program worked with students at a critical point in their moral and social development with the goal to increase skills of effective collaboration with police, positive decision making, respect of authority, and



becoming a positive student leader in their school and community. The program graduated its first eleven students with certificates of completion in May of 2015.

**Tutoring the Vision:** The Juvenile Division of NCPD recognizes the importance of developing the minds of youth, and therefore providing a hands-on pathway for all North Chicago employees to take part in tutoring or enrichment programs. The 2014-2015 school year, marked the 6<sup>th</sup> year Mayor Leon Rockingham has approved the proposal that allowed city employees to TUTOR THE VISION during working hours (departmental scheduling permitting). This year's program was the most successful yet, yielding a total of 48 city employees / tutors, and collectively logging over 200 hours of time spent with the community's youth!

**Holy Spokes:** Learning a skill, realizing the power of entrepreneurship, while at the same time being provided mentorship is what this program specializes in. The Juvenile Division of NCPD is in its 2<sup>nd</sup> year of partnership with a group of bike experts from an area church and created "HOLY SPOKES." Taking nine students per class from Neal School, this program taught students to completely fix a bike from the ground up. Each student who completed a bike kept the bike they fixed!! Each student who completed the program also receives a safety helmet, while any additional bikes fixed were donated to non-profit organizations. The program graduated 18 students during the 2014-2015 school year. Bikes are donated by various donors including NCPD.

**#Ask12:** In a national climate of tension and distrust, community leaders in North Chicago saw the need to mobilize through a movement aimed at healing old wounds and strengthening fragile relationships between citizens and law enforcement. The city of North Chicago Police Department, in collaboration with The Lake County Board and area church leaders, launched #Ask12 to help bridge the gap between the community, particularly youth, and the police.

### **Foss Park District:**

Foss Park District encompasses all of North Chicago and briefly goes into Lake Bluff on the South and Waukegan on the North and West. Recreation services provided by park and recreation departments need to both help reduce problem behaviors, as well as increase pro-social attitudes and skills. The services provided by park and recreation departments are more than fun and games, or gym and swim programs. These programs—which are typically organized, structured, and adult-supervised or led—provide excellent opportunities for adolescents to develop and grow to become fully functioning adults. Participation in these activities is associated with autonomy and identity development, positive social relationships, and learning conflict resolution, academic success, mental health, and civic engagement. Thus, park and recreation departments have the potential to do more than keep children off the streets in a safe environment. Using these as guiding philosophies, Foss Park District is committed to providing parks, recreation, services and facilities to our culturally diverse population through the resources of community involvement, dedicated staff and sound management.



### **Administrative Office of the Nineteenth Judicial Circuit Juvenile Probation/Detention Services**

**North Chicago Positive Community Take Over (PCTO):** The mission of PCTO is “in the spirit of Balanced and Restorative Justice Principles, to prevent and reverse trends of increasing delinquent behavior and strengthen family and community ties, develop youth competencies and address the need for reparation to the community.” PCTO accomplishes this by implementing a process whereby delinquent youth and parents, with the assistance of group facilitators, establish productive patterns of communication, identify positive support system, resolve issues that contribute to negative behaviors and establish goals that prevent or reduce delinquent behavior. PCTO was launched in August, 2006, since that time sixteen groups have been completed. As of December, 2014, 102 out of the 116 participants have graduated from the program. (\*5 were removed after the first week) The following is required in order for youth to participate:

- Youth must be adjudicated minors of the court
- Ten week commitment from minors
- Eight week commitment from the parents/guardians
- Aftercare includes pro-social and educational skills
- Completion with graduation ceremony at the North Chicago City Hall.

	<b>2005-2006</b>	<b>2013-2014</b>
<b>Number of Police Referrals</b>	304	192
<b>Department of Juvenile Justice Commitments</b>	9	3

The program consists of a ten-week curriculum designed for youth and parents that is facilitated by probation staff, community members, schools, police and service organizations. Parent and youth sessions focus on strengthening pro-social goals for the future, dealing with stress, appreciating parents, being responsible, improving school attendance, dealing with peer pressure, substance abuse and employment. Since the inception of PCTO, North Chicago police referrals have decreased from 304 in 2005-2006 to 192.

### **Lake County State’s Attorney Office:**

**Victim/Offender Mediation Program:** The Lake County Victim Offender Mediation Program is a program in which the victim and the juvenile will have a face-to-face meeting in a safe, structured setting with trained facilitators to guide a discussion regarding the incident. In addition to the victim, the mediation will also include the minor, support person(s) and concerned community members. Mediation provides an opportunity to discuss the incident, the harm that was caused, and how to repair that harm. The goals of the Victim Offender Mediation Program are to hold the offender accountable for his/her actions and to give the victim a voice in



the process. Facilitators will guide a discussion among the mediation participants to help them create a solution addressing the harm that was done.

**Alternative Prosecution Program:** The Lake County State's Attorney's Office has designed an Alternative Prosecution Program for first time, non-violent offenders who, in exchange for accepting responsibility for their criminal conduct, have the opportunity to keep a conviction from being permanently entered on their record, and to avoid the devastating impact a conviction may present over a life time.

**Juvenile Division Victim/Witness Assistance Program:** The Victim/Witness Assistance Division of the Lake County State's Attorney's Office was formed to ensure that the rights of victims are enforced. The victim/witness unit consists of trained and experienced counselors. The primary function of the victim/witness specialist is to serve as the contact person for the victim and/or witness throughout the criminal justice process and to deliver a wide variety of other services. Some of the services the victim/witness unit offers include:

- Orienting and educating the victim/witness to the criminal process in order to decrease the anxiety often associated with the court system.
- Keeping the victim/witness informed about procedures, changes in court dates, and reason for postponements and delays.
- Providing the victim with the appropriate social service referrals to other community agencies.

The main purpose is to help alleviate concerns and make the criminal justice system as positive an experience as possible.

### **NICASA**

**Teen Court (piloting in 2015):** In partnership with North Chicago Police Department, Teen Court is an alternative to the traditional court system for juvenile misdemeanor offenders ages 10-17 (18 if in high school). Teen Court uses a peer-based jury to determine a constructive sentence for the offender and if successful, keeps the offender juvenile record clean. Teen Court utilizes a balanced and restorative approach to criminal justice which defines crime as more than simply breaking the law. This approach not only involves law enforcement and the offender, but includes the victim and the community and measures success not by how much punishment is inflicted, but by how much harm is repaired and how much future harm is prevented. The community hopes to benefit from teen court by taking the burden off the court system and expediting the judicial system, lowering recidivism rates, developing a community of youth who pride themselves in giving back, and providing an opportunity for local youth to become a part of solution.



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**Appendix A: Goals, Indicators and Outcomes**

<b>CONNECT NORTH CHICAGO</b> <i>Connecting, Opportunities, Networks, Nurturing, Education, Community and Talent to the Youth of North Chicago</i>					
<u>Goal 1</u>	<u>Goal 2</u>	<u>Goal 3</u>	<u>Goal 4</u>	<u>Goal 5</u>	<u>Goal 6</u>
Ready for Kindergarten	Reading at Grade Level by 3 <sup>rd</sup> Grade	Graduating from High School Ready for College and Career	Completing Post-Secondary Education or Career Training	Successfully Entering the Workforce	Reducing Violence
YOUTH OUTCOMES					
<ul style="list-style-type: none"> <li>Supported and supportive families</li> <li>Visible system of early education and family support</li> <li>Community commitment to school readiness</li> <li>Children prepared for school by meeting developmental milestones</li> <li>All youth in North Chicago secure a “medical home”</li> <li>Creating a system of continual family engagement that begins with prenatal care and continues through early childhood development into preschool.</li> </ul>	<ul style="list-style-type: none"> <li>Academic achievement and growth</li> <li>Demonstrated grade level reading proficiency by 3<sup>rd</sup> grade</li> </ul>	<ul style="list-style-type: none"> <li>All students graduate from high school</li> <li>Work with school district, local colleges and institutions to assist students with developing and implementing a college or career plan</li> <li>work with school district, local colleges and institution to assist to expand College/Career advising services</li> <li>Increased access to programs that offer college and career advising services</li> <li>Engage churches, libraries, and others to help with family outreach and education</li> <li>Provide support and financial aid for college</li> </ul>	<ul style="list-style-type: none"> <li>Help students begin to connect to careers and develop career-ready skills</li> <li>High number of graduating students enroll in college</li> <li>Participation in training/internships</li> <li>Degree attainment of North Chicago residents</li> <li>Help students plan for, access, and pay for college or other postsecondary training</li> <li>Provide support to help students succeed in college or other postsecondary training</li> <li>Provide alternative</li> </ul>	<ul style="list-style-type: none"> <li>Ensure all youth are employed after college and/or career training.</li> <li>Increased youth employment programs.</li> <li>Median youth earnings.</li> <li>Increase the number of young adults who are work ready at age 18.</li> <li>Expand training and work-linked learning opportunities for students and youth, beginning with age-appropriate options for secondary students and culminating in paid internships and “education-</li> </ul>	<ul style="list-style-type: none"> <li>Changed perception of police and public safety officers</li> <li>Decrease in arrest, imprisonment rate</li> <li>Decrease in recidivism</li> <li>Job trainings and opportunities to give youth “second chances”</li> <li>Availability of resources and programs to assist offenders</li> <li>Crimes of all nature get reported to the police in a timely manner (data may initially show an increase in referrals)</li> </ul>



		<p>bound students, more mechanisms for students “to and through” college</p> <ul style="list-style-type: none"> <li>Educate students about Career Paths and options by enlisting the professional community to provide “real world” connections</li> </ul>	<p>pathways to graduation and postsecondary training for disconnected youth and those with special needs</p>	<p>friendly” job opportunities for postsecondary students.</p> <ul style="list-style-type: none"> <li>Lower unemployment rate.</li> <li>Align training opportunities with identified workforce development needs to assure the skilled and nimble workforce needed to support the economy.</li> <li>Support education, employment and employment training for special needs populations (e.g., older youth, foster youth, probation, disadvantaged, developmentally disabled).</li> <li>Provide resources and support to increase the financial literacy and stability of young adults and their families.</li> </ul>	
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SHORT TERM TARGETED INDICATORS					
<ul style="list-style-type: none"> <li>Increased access to and participation in: quality early education, childcare and preschool and early intervention services.</li> <li>Percent of mothers enrolled in Medicaid that attended a prenatal visit in first trimester</li> <li>Percent of children enrolled in Medicaid with at least 1 well child in the third, fourth, fifth and sixth years of life</li> </ul>	<ul style="list-style-type: none"> <li>Adequate academic growth</li> </ul>	<ul style="list-style-type: none"> <li>Work with school district, local colleges and institutions to assist students with developing and implementing a college or career plan</li> <li>Students take rigorous college high school courses in preparation for college</li> <li>9<sup>th</sup> grade completion of core classes</li> </ul>	<ul style="list-style-type: none"> <li>Accurate tracking of recent graduates</li> <li>Expand college advising services and support tools</li> </ul>	<ul style="list-style-type: none"> <li>Increased employment programs for youth</li> </ul>	<ul style="list-style-type: none"> <li>Increased participation by youth in prevention programs</li> </ul>



LONG TERM TARGETED INDICATORS					
<ul style="list-style-type: none"> <li>• Percent of mothers enrolled in Medicaid that attended a prenatal visit in first trimester</li> <li>• Percent of children enrolled in Medicaid with at least 1 well child in the third, fourth, fifth and sixth years of life</li> <li>• Meeting developmental milestones as defined by Kindergarten Individual Development Survey (KIDS), a statewide kindergarten readiness assessment, established by Illinois State Board of Education.</li> </ul>	<ul style="list-style-type: none"> <li>• Reading and comprehending at grade level</li> </ul>	<ul style="list-style-type: none"> <li>• College/vocational enrollment</li> <li>• Enlist business leader to help make the connection between the relevance of high school and success later in life.</li> </ul>	<ul style="list-style-type: none"> <li>• Expand college advising services and support tools</li> <li>• Percentage of population, age 25-34, with an associate's degree or higher</li> <li>• Percentage of population, age 25-34 with a bachelor's degree or higher</li> </ul>	<ul style="list-style-type: none"> <li>• Financial security and independence -reduced percentage of population, ages 25-34, receiving unemployment or other public assistance.</li> </ul>	<ul style="list-style-type: none"> <li>• Fewer youth in Juvenile Justice System</li> <li>• Increased participation in programs aimed at assisting offenders with leading productive, self-sufficient lives</li> </ul>

Engaged and Supported Families and Communities



### *Special Thanks*

This action plan was created by a thoughtfully selected steering committee who worked tirelessly through meetings over the course of several months. While their backgrounds and perspectives varied, they were united by a common drive to help all of our community's youth achieve greater success and thrive.

Administrative Office of the Nineteenth Judicial Circuit Juvenile Probation/Detention Services  
Alice's Discovery Center  
Boy Scouts of America  
City of North Chicago  
Coalition to Reduce Recidivism  
College of Lake County  
Collision Solutions  
D.O.V.E.S.  
Foss Park District  
Lake County State's Attorney Office  
The Lake County Community Foundation  
Lake County Health Department  
Lake County Health Department-Health Equity  
LEARN Charter School  
My Actions My Life  
NAACP  
North Chicago Community Unit School District 187  
North Chicago Fire Department  
North Chicago Police Department  
North Chicago Public Library  
North Chicago Rotary  
The Ounce of Prevention  
Reading Power  
Shields Township  
State Representative, Rita Mayfield  
Steans Family Foundation  
Trinity International University  
University Center  
United Way Lake County  
YouthBuild Lake County

