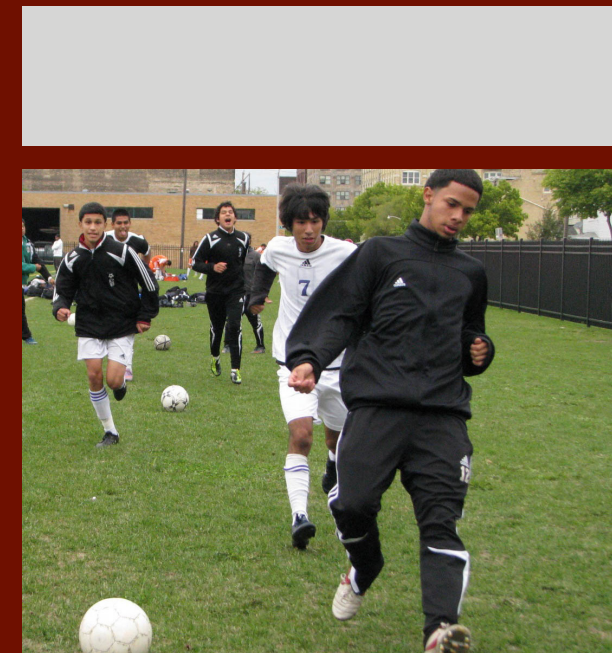


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ADVANCING EXCELLENCE IN URBAN EDUCATION

2011-2012 REPORT CARD

Carmen
High School of
Science & Technology

1712 South 32nd Street • Milwaukee, WI 53215
Phone 414-384-4444 • Fax 414-384-4455
www.carmenhighschool.org

Carmen
High School of
Science & Technology

Message from Head of School

Dear Friends,

On behalf of the board, faculty and students of Carmen High School of Science and Technology, I am pleased to present this report on the achievements, progress, and future vision of our school. On these pages you will find plenty of hard data about our results, as well as the words of our students, which so eloquently express the value of a Carmen education.

Carmen is extremely proud to be on the leading edge of a statewide movement to assess high school performance and college readiness based on National Common Core Standards. We have already adopted the national benchmarks for evaluation, and our students are already showing growth greater than the national average on a suite of tests published by ACT to predict college readiness. We are also proud that 98% of our 2012 graduates were accepted to college. In addition, 93% of our 2011 graduates actually ATTENDED college last year, compared to 60% of graduates statewide.

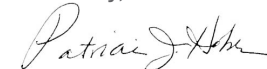
But more than all of this, we are deeply gratified that we have built a school culture of respect, resiliency, personal responsibility, and concern for each other. Through our unwavering focus on developing the Habits of Mind and Habits of Heart we envision for our students and integration of the Eight Abilities or 21st Century skills we adopted from Alverno College, our students are able to grow into young people of extraordinary character. For all of these reasons, Schools That Can Milwaukee recently named Carmen as the first high school in its Membership category, recognizing our commitment to advancing excellence in urban education and sharing our work with colleagues at other schools.

Because of the growing success of our model and the extreme need for more high-quality, college preparatory educational options for young people throughout Milwaukee, I am also very proud to announce that Carmen is expanding and will open a second campus in September 2013. The Milwaukee Board of School Directors authorized Carmen to expand to 320 high school students at our existing campus, and to open a combined middle and high school on Milwaukee's northwest side. The school will open next year with about 80 sixth graders and 140 ninth graders, expanding over each of the next four years with the addition of new sixth and ninth grade cohorts until about 800 students are enrolled in grades 6-12. Planning for the new school includes intensive outreach to area residents and leaders to ensure the creation of a school that is fully embraced by the neighborhood.

Our commitment is to replicate the curriculum and culture of excellence offered at the original campus, which will be called the South Campus, for a new cohort of students on Milwaukee's northwest side. We believe these new students will rise to the expectations of a Carmen education, graduate from high school, enter college prepared to succeed and, ultimately, contribute to the growth and development of our city, state, and nation as thoughtful, compassionate, and globally-aware leaders.

Carmen remains committed to advancing excellence in urban education, sharing strategies with the educational community and, most importantly, supporting the academic and future success of our students. Thank you for your continued support as we work toward these important goals.

Sincerely,



Patricia Hoben, Ph.D. Head of School



Mission. Need. Vision.

Mission

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

Carmen is a results-driven public charter school offering a college preparatory education featuring a rigorous liberal arts curriculum that emphasizes science and 21st Century skills.

Need

Carmen was opened in 2007 in direct response to Milwaukee's need to offer more public, high quality, college preparatory opportunities for high school students, especially for the city's most economically challenged young people. In particular, since the highest performing high schools in Milwaukee have selective admissions policies, there was a great need for an excellent but non-selective college prep high school open to any student who wants to attend college.

STUDENT DEMOGRAPHICS IN 2011-2012

- ◆ 235 students in grades 9 – 12
- ◆ 99% Latino and 1% African American
- ◆ 89% eligible for free or reduced lunch
- ◆ 85% speak Spanish as primary language at home

Vision

Students Achieving...

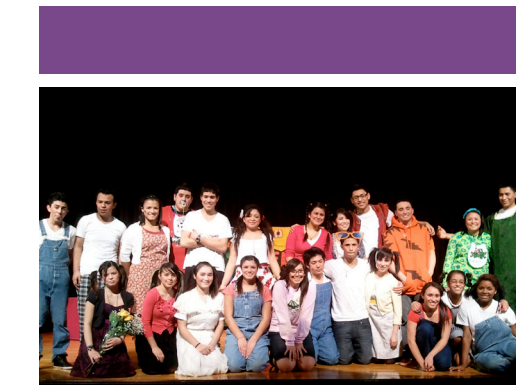
- ◆ proficiency in scientific inquiry, creative discovery, and constructive problem-solving;
- ◆ professional-level skills in the uses of 21st Century technology; and
- ◆ admission to and graduation from institutions of higher education that will enable them to become civic leaders, authors, artists, scientists, teachers, doctors, or successful in any other community-and family-sustaining career.

Habits of Mind:

- ◆ All students and staff pursue excellence in eight abilities: communication, analysis, problem-solving, applying values in decision-making, social interaction, developing a global perspective, effective citizenship, and aesthetic engagement.
- ◆ All students and staff display passion for learning and appreciation for good work.
- ◆ All students and staff welcome new perspectives and challenging ideas.

Habits of Heart:

- ◆ Everyone strives to bridge cultures through learning, work, service, and celebration.
- ◆ Everyone contributes to a vital and compassionate community.
- ◆ Everyone respects the cultures and traditions that sustain a free and just society.



Setting the Standard for Excellence

The purpose of a charter school is to create, apply, and test new educational approaches to improve the education of students and serve as a model for other schools seeking to achieve excellence. Carmen High School of Science and Technology takes this responsibility seriously and, at the high school level, is leading the way in Milwaukee.

Common Core Standards and 21st Century Skills

From its start, the Carmen educational program has incorporated the ACT College Readiness Standards, which serve as the underpinnings of the new national Common Core Standards in reading, language, and mathematics, recently adopted by Wisconsin and many other states.

The Carmen curriculum offers the classic elements of the highest-quality liberal arts college preparatory education with a visionary focus on student development of 21st Century skills.

Carmen also incorporates the internationally recognized model created by Alverno College that helps students develop critical thinking and life skills and apply them in academic courses and “real world” settings. The model describes “Eight Abilities” or 21st Century skills students must master over the course of a liberal arts education:

- Aesthetic Engagement
- Applying Values in Decision Making
- Developing a Global Perspective
- Problem Solving

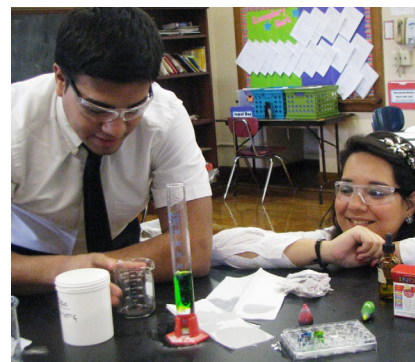
- Analysis
- Communication
- Effective Citizenship
- Social Interaction

ACT College Readiness Benchmarks, the Common Core Standards, and the Eight Abilities Framework are at the heart of the Carmen educational model. Students are expected to demonstrate competence in each of the Eight Abilities in a variety of contexts, including academic courses, service learning, and internships, while achieving increasingly challenging outcomes over the four-year term of high school.

BUILDING A CULTURE OF SUCCESS

Multiple support strategies are in place to ensure that all students are able to meet Carmen’s high standards:

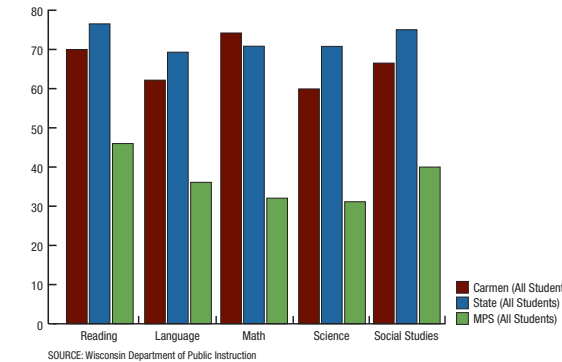
- ◆ A two week Bridge to High School Program is offered each summer to provide freshmen a chance to begin gaining competency in the skills that will bring them success at Carmen.
- ◆ Students work with their faculty advisors to set and achieve academic, personal/life, and financial SMART goals each semester.
- ◆ An after school academic program supports students who are not meeting grade level standards.
- ◆ Mid-year and summer school terms support students who need additional instructional time to meet learning targets and provide enrichment courses for students who meet or exceed standards.
- ◆ Committed teachers work as a collegial team and participate in ongoing professional development.
- ◆ College counselors work full time to assist seniors in applying for college, scholarships, and other financial aid.



Student Achievement

WKCE Scores for Carmen, MPS, and State (All Students)

On the November 2011, 10th grade Wisconsin Knowledge and Concepts Exam (WKCE), Carmen students outperformed students across the state in math for the first time, and outperformed all MPS students in all subject areas tested.



Outperforming Peers

Carmen High School of Science and Technology students are outperforming their peers in Milwaukee and Wisconsin schools on a variety of measures:

- ◆ Carmen 10th graders scored an average 29 points higher than their MPS counterparts on the November 2011 WKCE, including scoring 42 points higher in Math and 29 points higher in Science.
- ◆ Carmen 11th graders had the 3rd highest scores among students from 44 MPS high schools on the April 2012 ACT exam, behind only two schools with selective admissions policies.
- ◆ Carmen students have consistently shown growth on ACT measures well beyond the national average. ACT research predicts that students will grow, on average, by 3 points between the time they take the 9th grade EXPLORE (pre-ACT) test and the actual ACT in 11th grade. The Carmen class of 2012 increased scores by 4.1 points and the class of 2013 increased scores by 4.4 points between 9th and 11th grades.
- ◆ 93% of Carmen Class of 2011 students attended college the year after graduating compared to 60% in Wisconsin and 70% nationally.

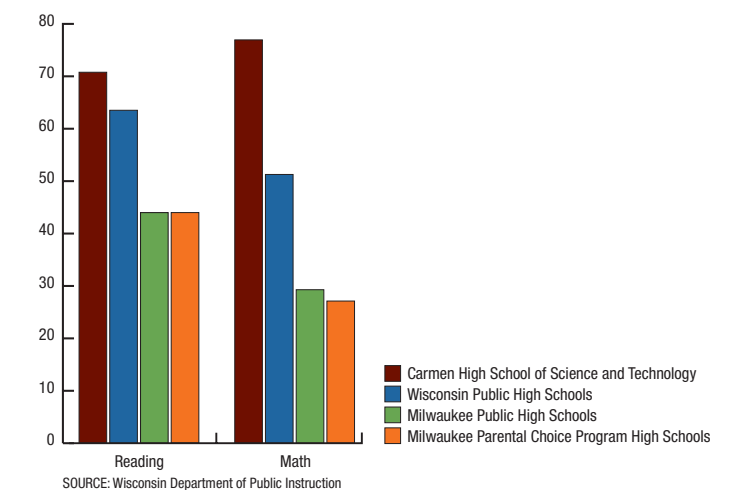
Closing the Achievement Gap

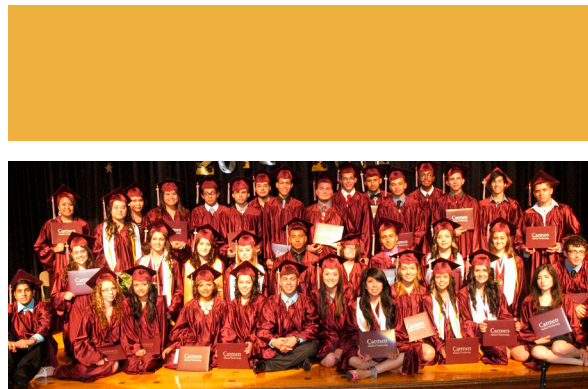
Carmen is making huge progress toward closing the longstanding achievement gap that exists between low-income students in Milwaukee and non-low-income students in the city and across Wisconsin.

- ◆ The reading score gap between low-income students and non-low-income students statewide is 24 points. The reading score gap between Carmen’s low-income students and the state’s non-low-income students is only 16 points.
- ◆ The math score gap between low-income and non-low-income students across Wisconsin is 29 points; whereas the math score gap between low-income students at Carmen and non-low-income students statewide is only 4 points.

Low-Income Student Comparison

Comparing low-income student cohorts only, Carmen 10th graders earned higher scores in reading and math on the November 2011 WKCE test than low-income students in MPS, the Milwaukee Parental Choice Program schools, and Wisconsin.





Congratulations Class of 2012

Carmen High School of Science and Technology is proud to announce the graduation of the Class of 2012. These 40 students worked hard, met very high standards, and are prepared to excel in college, careers, and life. Graduating from Carmen represents a true achievement, with all of the students successfully completing four years of college preparatory courses in the core subjects of English, laboratory science, mathematics and history/social studies. In addition:

- ◆ 98% of Carmen graduates were accepted to at least one college, with 93% being accepted to a four-year college or university.
- ◆ 24% of graduating seniors passed at least one Advanced Placement (AP) exam while in high school, compared to 18 percent of seniors nationally.
- ◆ 70% of graduates were awarded academic, leadership, and/or service scholarships from the colleges or universities that accepted them, totaling \$541,215.

Colleges Accepting Carmen Class of 2012 Graduates:

Adelphi University	Hamline University	Wisconsin Lutheran College
Alverno College	Hofstra University	UW Eau Claire
Augsburg College	Knox College	UW Green Bay
Ball State University	Lakeland College	UW La Crosse
Beloit College	Lane College	UW Madison
Cardinal Stritch University	Loyola University Maryland	UW Milwaukee
Carroll University	Marquette University	UW Oshkosh
Carthage College	Milwaukee Area Technical College	UW Parkside
Chicago State University	Mount Mary College	UW Platteville
Coe College	University of New Mexico	UW River Falls
Columbia College	Northern Arizona University	UW Sheboygan
Concordia University Wisconsin	Ripon College	UW Stevens Point
DePauw University	Saint Louis University	UW Stout
Dominican University	Saint Xavier University	UW Superior
Drake University	Silver Lake College	UW Waukesha
Edgewood College	St. Catherine University-St. Paul	UW Whitewater
Eureka College	St. Norbert College	Xavier University
Fairfield University	Upper Iowa University	
George Williams College of Aurora University		
Gonzaga University		

2012 Valedictorian and Cesar Chavez Awardee

Gabriela Ferreira Diaz, Valedictorian

College: Attending Marquette University, College of Arts & Sciences

Scholarships: Marquette Goizueta Scholarship, Ignatius Academic Distinction Scholarship, Wisconsin Academic Excellence Scholarship

Intended Major: Computer Science or Biological Sciences

Carmen Internship Placement: Froedtert Hospital

"Carmen staff and teachers had the greatest impact on me. They are all so supportive, caring, and reliable. Teachers spend a lot of time with students trying to help them master their classes and prepare for college. They show a great commitment to their students and demonstrate a genuine interest in their well-being. Carmen staff not only gave me support, but by doing so, inspired me to help those around me."

- Gabriela Ferreira Diaz, Valedictorian



Fabiola Ramirez, Cesar Chavez Award Winner

This award is given annually to the senior who most embodies the Carmen mission, vision, and values by the time of graduation.

College: Attending Beloit College, Full Academic Scholarship

Intended Major: Political Science, Education, Law

Carmen Internship Placement: Alverno College

"Carmen has developed us to become socially aware and globally involved people. Carmen made us sweat to the finish line. Our senior year included growth, dedication, hard work, love, unity, and a lot of preparation. We will need these traits and qualities more than anything in our near future. We came in stumbling, crawling, and perhaps some walking, but Carmen taught us how to fly."

-Fabiola Ramirez, from her Cesar Chavez Award acceptance speech



Student Internship and Scholarship Program

The Student Internship and Scholarship Program is a critical component in the overall Carmen High School of Science and Technology experience. The program provides students in grades 10-12 with important opportunities to gain real-world work experience, positive professional role models, personal confidence and, upon graduation and acceptance to college, valuable scholarships that help ensure college attendance.

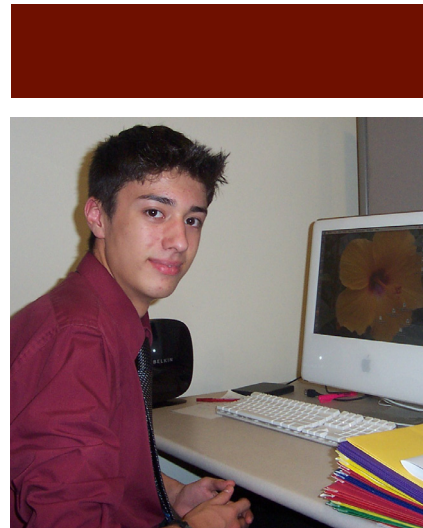
Internships

The program places Carmen students into entry-level clerical internships within local corporations and non-profit organizations for one full day each week throughout the school year, for up to three years. As part of their training, students become a part of the organization's work team and perform a wide range of basic duties.

Scholarships

For each semester that a student successfully serves as an intern, he or she earns valuable scholarship dollars that are awarded upon enrollment in college.

- ◆ Scholarship funds come from corporate partners, caring individuals, and special fundraisers.
- ◆ Individual contributions to the Student Internship and Scholarship Program go entirely toward scholarships.



Student Intern Profiles

Fidel Mercado, Class of 2013
Intern at Kathy's House

"I have interned at Kathy's House for 2 years and have learned many things. I've learned that organization is a key factor at work. I have also learned communication and people skills and how to handle the phone. This internship has really helped me understand the real-world work experience. The many great people I have met and worked with have helped, supported, and challenged me to do my part each day. I am so glad to have this internship at Kathy's House."

Yumiko Medina, Class of 2013
Intern at Pieper Electric

"One of the things that I like the most about having an internship is that I am learning what to expect when I enter the working field. I also enjoy the people I get to work with because they are very friendly and make me feel welcomed to their team of professionals. Not to mention the financial help that the internship program will be offering me for college will help me achieve my goal of going to college."



Thank You Student Internship and Scholarship Program Partners

Sponsors and Donors

Carmen's Student Internship and Scholarship Program offers sponsoring organizations the opportunity to engage positively with young people, enhance workplace diversity, and increase organizational productivity. The broader community benefits as we prepare youth to become responsible leaders and highly educated, professional members of Wisconsin's future workforce.

In 2012, Carmen's Student Internship and Scholarship Program provided \$53,383 in scholarships to 24 graduating seniors. Carmen High School of Science and Technology is proud to thank and recognize our 2011-2012 Student Internship and Scholarship Program Sponsors:

Alverno College	Godfrey & Kahn
R.W. Baird & Co.	Ideal Plumbing, Heating, and Air Conditioning
BMO Harris Bank	Kathy's House
Betty Brinn Children's Museum	Milwaukee Art Museum
Bon-Ton, Inc.	Milwaukee Public Museum
Bostik, Inc.	Pieper Electric
CORE/EI Centro	88.9 Radio Milwaukee
Discovery World	Urban Ecology Center
First Stage Children's Theater	
Froedtert Hospital	

Thank you to the following individual and organizational donors who contributed to the Scholarship Program in 2011-2012:

Anonymous	Harry and Barbara Drake	Kenneth and Melinda Krei	Leo Ries
Thomas and Patricia Bachhuber	Howard Fuller	Marty Lexmond	Linda and Gary Sarner
Baird Foundation	Drew and Jacqueline Glaubke	Arturo Marquez Nunez	John and Jane St. Peter
Katherine and Rick Bagemihl	Xitlali Guillen Santana	Michael and Sue Miller	David Shields
Charles Carter	Catina Harwell-Young	Lorraine Newbrough	Stack'd
Christopher and Kate Cook	HUSCO International	Homero Noboa	Cory C. Strebe
John Cooper and Pamela Maxson Cooper	Joan and Scott Johnson	Charles Opferman	David and Geraldine Tshopp
Mary Ellen Cooper	Russ and Kery Kafka	Bernice Padin	Frank and Sandy Urtz
Curt Culver	Steven Koenig and Debra Sadow Koenig	Paul E. Purcell	Grace Vey
Mary Diez	Jason Kohout	David Radtke and Edie Brengel Radtke	Karina Zarate

Sponsor Perspectives

"Too often we rely upon the school system alone to ensure that kids in our community are taken care of. But we as employers need to share some of the responsibility for preparing young people to succeed in the community and workplace. The Carmen Internship and Scholarship program provides an excellent opportunity to further some of our most important community goals, including increasing high school graduation and transition to college in the Greater Milwaukee Area."

-Denise Domian, Sr. Vice President, Human Resources, Bon-Ton, Inc.

"I attended one of your events and heard the testimony of your students and the results of the school, which were simply marvelous. The experience our employees have had with the Carmen students is very favorable. Working with your students is a pleasure, which has resulted in two other intern positions at one of our other operations, who unequivocally, are also having a very favorable experience."

-Richard Pieper, PPC Partners

Life After Carmen

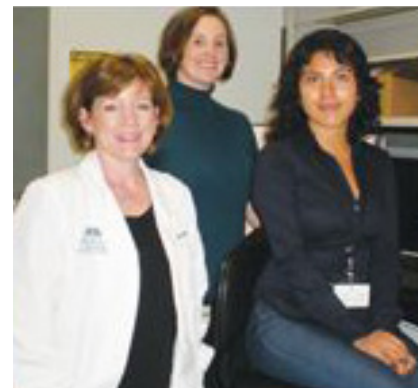
Daphne Gutierrez Espinosa, Carmen Class of 2011 Valedictorian, experienced great success in her freshman year at Marquette University as a biomedical engineering student. With superb grades and an eye on a career in medical research, Daphne was encouraged by Carmen Head of School, Dr. Patricia Hoben, to apply for the 2012 Summer Program for Undergraduate Research (SPUR) at the Medical College of Wisconsin (MCW).

Daphne was one of 36 students selected for the program from a pool of 450 topnotch science undergrads from around the country. SPUR students learn first-hand about careers in biomedical science while discovering their greatest skills and interests through an intensive ten-week program that provides the opportunity to work on significant ongoing research projects.

Daphne's assigned project involved performing magnetic resonance imaging (MRI) analysis through the Biophysics department, under the guidance of Dr. Kathleen Schmainda, a professor of radiology and biophysics at MCW. Daphne assisted with data analysis on a team that investigated the timing of different therapies for brain tumor treatment.

As a member of Carmen's first graduating class, Daphne Gutierrez Espinosa is already making her mark on the world and proving that Carmen graduates are well prepared to lead and succeed.

(Photo used with permission from the *Spanish Journal*.)



"I knew I wanted to work in cancer research, I just didn't know where. With this program, I'm starting to narrow my focus and see what I really like."

-Daphne Gutierrez



Student Life

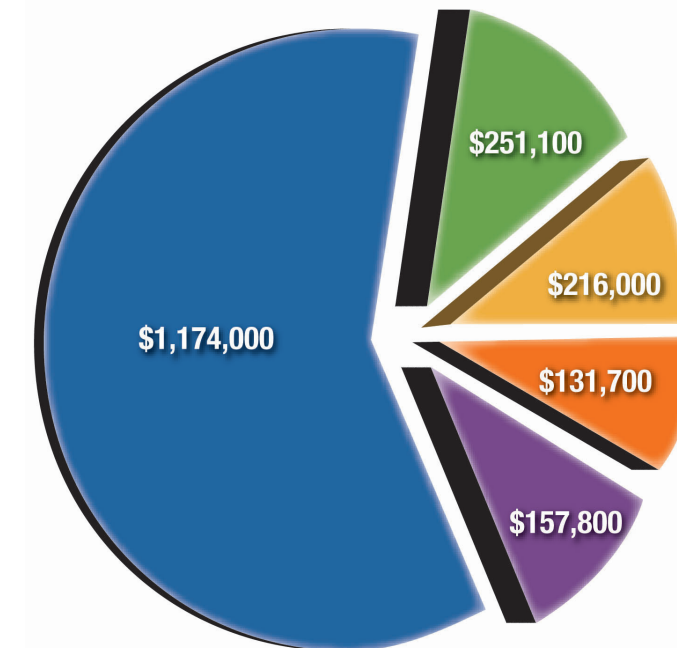
Carmen High School of Science and Technology offers a full spectrum of extra-curricular activities including junior varsity and varsity sports, arts, trips, student retreats, and special clubs. Our students have multiple opportunities to cultivate their personal talents and interests, engage in the life of the community, and grow into multifaceted young men and women. Opportunities include:

- Baseball/Boys
- Basketball/Boys & Girls
- Choir
- Cross Country/coed
- Digital Photography Club
- Environmental Club
- Latin Music Ensemble
- National Honor Society
- Soccer/Boys & Girls
- Student Council
- Theater
- Track/coed
- Volleyball/Girls
- Wrestling/Boys
- Yearbook

Financial Information 2011-2012

As a public charter school, Carmen High School of Science and Technology operates on a balanced budget based entirely on public per pupil funds. In the 2011-2012 school year, Carmen received \$7,775 per student from MPS and \$440 per student in federal Title I funds, for a total of \$8,215 per pupil. Following is a graphic that shows the breakdown of school spending in the 2011 – 2012 school year.

Expenses



- Salaries
- Benefits
- Instructional Supplies and Equipment
- Miscellaneous Operational Expenses
- Building Lease

Carmen is setting a standard for excellence in urban education and demonstrating that in an environment with a strong curriculum, dedicated teachers, high expectations, a leadership team committed to excellence, any young person, from any neighborhood or socio-economic background has the potential to succeed academically and in life.

You Can Help!

- ◆ Make a financial contribution to the Carmen High School Development Organization, Inc.
- ◆ Sponsor a Carmen intern in your workplace.
- ◆ Talk to other business owners and managers about the program.
- ◆ For more information contact Student Internship Program Director Bevin Christie at (414) 384-4444 Ext. 405 or christieb@carmenhighschool.org.