Dear St. Joseph Academy Friends,

I continue to consider it an honor and a pleasure to serve our learning community in the role of the President/CEO. With the support of the Felician Sisters, we continue daily, to meet the diverse needs of the students and families that we serve. Our efforts to develop the whole child endure and I am very proud of our teachers and leaders for their care and commitment to that vision. I am truly blessed to be connected to such a wonderful organization.

At St. Joseph Academy, we also demonstrate our core values by focusing on building community, consistently providing quality educational opportunities for our students, strengthening partnerships and a commitment to living our Mission.

This was a celebratory but challenging year. We took great pride in the Early Childhood Center being re-accredited along with many other accomplishments; however, the unprecedented demands from the coronavirus pandemic required us to shift and adapt to new protocols and procedures in order to operate effectively while attempting to keep everyone safe.

Though we had to make some difficult decisions, it did not stop our dedication to educating life-long learners and problem solvers and most importantly to our love of God.

Thank you so much for your continued support on our journey to become the stellar academy of choice on Milwaukee’s south side.

To set up a tour of our facility or to learn more about our academy, please contact us.

For the Children,

Tabia N. Jones, Ed.D.
President/CEO
Mission & Vision

St. Joseph Academy is a Catholic educational organization sponsored by the Felician Sisters. Our mission is to educate children to be successful life-long learners and problem solvers. We are guided by the Felician Values for Ministry: Respect for Human Dignity, Compassion, Justice and Peace, Transformation and Solidarity with the Poor. We partner with families and community to fulfill this mission.

History

- **1907**
  - Felician Sisters raise $100,000 to build St. Joseph Orphan Asylum

- **1908**
  - St. Joseph Orphan Asylum opens on 18th Street to serve 85 orphans.

- **1907**
  - Sisters receive license to operate child care facility.
  - Name changes to South Day Care Center of St. Joseph.

- **1999**
  - Name changes to Child Development Center of St. Joseph.
  - Opens at current location on West Oklahoma Avenue, formerly St. Gerard Parish.

- **2009**
  - K4 school started.

- **2015**
  - Building expansion of additional classrooms, gymnasium, and health office.

- **2019**
  - First 8th grade commencement ceremony.

This year was unlike any other St. Joseph Academy experienced.

The outbreak of COVID-19 forced our local leaders and SJA staff to make tough decisions for the health and safety of the community. Among those was a state-mandated school closure for the remainder of the year beginning in mid March. Educating students was no longer being done in a traditional classroom; it was now in families’ homes over a computer screen. SJA teachers adapted quickly, ensuring that students were engaging in new material daily. Teachers used Zoom, YouTube, FaceTime, and other online resources to share activities, songs, stories and lessons and chat with students. During March-June, 60 percent of SJA students engaged in learning on a weekly basis and 40 percent of SJA students engaged on a daily basis.

SJA’s engagement with students and families extended beyond the classroom. Early childhood and school staff drove by families’ homes to wave hello, drop off summer learning kits, place SJA-friendly yard signs on their lawn, and created a colorful sign along SJA’s fence with the uplifting message of “we miss you.” More than 100 school supply bags were distributed and SJA’s librarian prepared grade level bags of books for families. Staff also made sure that families had access to fresh and healthy foods with the distribution of more than 400 grab-n-go lunches and other packaged meals throughout the summer.

Fundraising efforts also saw a major change. The annual Golf Outing, SJA’s largest fundraiser, Supporters in Education Luncheon, the first ever Giving Day, and other events were canceled. The decision was not made lightly or without a lot of prayer and discussion. However, SJA could not put their supporters, volunteers, and staff at risk with the unknowns of COVID-19. Continue to check our website and social media pages for updates on continued ways to support SJA.

SJA reopened the building and Early Childhood in June with health and safety precautions in place for staff, students and families. During this time of uncertainty, SJA has maintained its ability to keep staff employed, students educated, children cared for, and families nourished. SJA received a $40,000 grant from Felician Services Inc. to support our employees. SJA leaders and staff are thankful for the amazing partners, donors, and families who have remained by their side through all of the changes and transitions this past year.
MIGUEL

Eighth Grade Student

SJA eighth grader Miguel Angel Sevilla-Posadas was not expecting to win the Guardian Award, but he certainly was working toward it for the past two years.

“I was trying to do good in class by getting good grades and completing assignments on time,” he said. “I learned to focus on my assignments and get work done on time without relying on help from others.

The SJA Guardian Award recognizes an eighth grade student who most embodies the mission, vision, and values since their first year at SJA. A student at SJA since sixth grade, Sevilla-Posadas has shown leadership by example, said Principal Scott Hanson. Sevilla-Posadas is a “consistent model of leadership by example,” said Sr. Michelle Konieczny, Director of Mission Integration, opened the ceremony with prayer. Eighth graders Miguel Angel Sevilla-Posadas received the Guardian Award and Mariayaha Morehouse received the SJA Award.

Hanson thanked the 8th grade students for being wonderful examples to the younger students at SJA.

“T was wish to be in the future.”

“I will always remember the things I learned here, all the friendships I created, and the fun times I had with those I admired and loved,” he said.

Thank you to the Felician Sisters of North America for including SJA in their spring edition of The Felician magazine.

The theme of this edition of the magazine was transformation, focusing on the service of the Felician Sisters on the frontiers of need – and the frontier is always changing. SJA was one of the featured examples of Felician ministries that have changed (and continue to change) to meet the needs of those it serves.

Suzanne Wilcox English, Executive Director of Mission Advancement for the Felician Sisters, visited SJA in January 2020. She had the opportunity to interview staff, tour the facilities, and interact with students and families.

To read the story, visit https://issuu.com/felicianisters/docs/the_felician__spring_2020__. If you would like a PDF or print version, email Sarah Robinson at srobinson@sjamilwaukee.org.
### AVERY & AMIR

Three-year-olds Avery & Amir are capricious, fun loving twins with a definite habit of creating mayhem in the classroom. They came to SJA when grandma suddenly became their caregiver. Grandma recognized that she and the boys needed help so she applied for the Head Start program, which is run in collaboration with Next Door Foundation. The twins started in SJA’s program in November 2019 and “graduated” this summer when they moved up to K4. Their experience has been so positive with SJA that they enrolled here for school.

When Avery and Amir started at SJA, they were behind with their speech. They were able to say some words, but they were unclear, and the twins often communicated through pointing. They were not very social either— they mainly interacted with each other. Avery had a hard time during small and group settings. By choice, he would sit at a table and engage in a quiet activity during these times. Avery had difficulty staying engaged in activities, taking redirection and self-regulating his emotions. Avery often displayed unsafe and disruptive behaviors, including running into the street, climbing on furniture, putting non-food items in his mouth, hitting and kicking teachers, trying to jump off the street, screaming, swearing, etc. Amir was able to accept some redirection and could participate in small and large group activities, but he copied Avery if he saw him doing something disruptive.

### BUILDING KNOWLEDGE

<table>
<thead>
<tr>
<th>STUDENTS ENROLLED</th>
<th>K4-8TH GRADE</th>
<th>470</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 WEEKS - 3 YEARS OLD</td>
<td>96</td>
<td></td>
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</tbody>
</table>

Due to the level of unsafe and disruptive behaviors between Avery and Amir, the decision was made to move Amir to another classroom. Once Amir was transferred, he interacted with other kids, responded positively to the new teachers and classroom and he became fully potty-trained. His speech was still somewhat unclear but there was improvement.

By the time they completed the ECEC program, there was positive improvement. They were speaking in clear, simple sentences and could have simple exchanges. Avery accepted redirection better, he was engaging with other children, able to identify animals, body parts, and some colors and was fully potty-trained. At times, he still displayed unsafe and disruptive behaviors, but not to the same extent.

To help the twin’s development, SJA staff maintained regular communication with grandma (providing at-home strategies), strategized with Next Door to make developmental goals and plans to move them where they needed to be and separated the twins into different classrooms. Through SJA’s partnership with Next Door, the family also received free books, home visits and backpack activities during COVID. SJA received assistance from Next Door’s support staff and Mental Health Coordinator to help guide SJA staff in responding to the twin’s situation and behaviors. All of these strategies used together helped improve the twin’s development.

Every week, you could find Vivian Dyson in Abbey Wilson’s first grade classroom. This past school year, Dyson helped Wilson’s students with whatever they needed, whether it was crunching numbers for a math assignment or sounding out words while reading a book. Other days, Dyson offered a listening ear, encouraging words, or a hug to those students who were having a hard day.

“The students seem like they are happy, glad, and grateful that I am there to help,” she said. “I love seeing them go from point A to point B in all capacities of their lives. Seeing that they are growing in those areas puts a smile on my face.”

Wilson said Dyson was a huge blessing in her classroom and the students loved having her support. “Ms. Dyson was always so kind, patient, and loving towards all the students,” she said. “She always encouraged them to do their best work and made them feel confident in themselves.”

Dyson is a volunteer with the Foster Grandparents Program through the Social Development Commission. She spent almost 30 hours each week tutoring students in math, reading, and other subjects, building their self-esteem, and offering encouragement and compassion. As a former educator with 20 years of experience, Dyson knows the importance of helping students excel in all aspects of their lives.

**AWARD OF ACCREDITATION**

SJA has earned an Award of Accreditation from the National Accreditation Commission (NAC) for Early Care and Education Programs. SJA is one of only 38 NAC accredited childcare facilities in Milwaukee.

NAC offers early childhood leaders the opportunity to demonstrate and document quality performance using research-based criteria and evidence-based practices. SJA first earned accreditation from NAC in February 2016. The re-accreditation will remain valid from January 2020 to January 2024.

Karrie Krueger, ECEC Director at SJA, said that the NAC reaccreditation demonstrates SJA’s commitment to providing quality childcare and programming that fosters all areas of child development.

“SJA worked hard to achieve this re-accreditation by continuously improving our programs to ensure we are providing high quality experiences for children in early learning programs such as ours,” she said.
Two years ago, music teacher Theresa Schoemann had the idea to host an instrument drive to help expand the Academy’s instrument inventory.

Most of the music program’s budget goes toward purchasing music for performances, so little is leftover to splurge on new instruments. Schoemann had the idea to host an instrument drive for SJA after seeing a former colleague create an instrument drive for her students at another school. Schoemann thought, she could do that. She spread the word to SJA parents, staff, and the community for donations – and oh, did they listen.

Schoemann’s brother-in-law William Deschler purchased and donated 48 pairs of drumsticks and protective tape for them. Schoemann said the timing could not have been better; the lumi sticks that the students were using were in poor shape and there was not enough for all of the students.

SJA staff member Joe Caruso and his family donated a piano. This donation was much needed as well; the piano the students had been using was also in poor shape. Schoemann is longtime friends with the Caruso family and spent many birthdays, parties, and outings at their home, where that piano was treasured and loved. “I almost cried when I heard that the Caruso family was donating their piano,” Schoemann said. “It really helped us to kick off our piano program and with the tonality for the Christmas concerts so it was a big help that we got it.”

Other donations, many of which came from the SJA community, included five keyboards, two acoustic guitars, jingle bells, 50 maracas, 250 records, and concert decorations.

“I’ve never seen classroom teachers so devoted to helping a music program grow and flourish like that,” Schoemann said. “That reflects SJA immensely – the understanding that these are our kids and we care for them.”

Schoemann has big plans for the music program, but is still in need of instrument donations. On her wish list are tubano drums, xylophones, and pitched and unpitched percussion instruments. Her end goal is to create a fully comprehensive music program that would include band, choir, and piano programs. Additionally, she would like to expand upon a partnership with the Milwaukee Symphony Orchestra (MSO) Arts in Community Education (ACE) Program. Due to COVID-19 restrictions, the program has transitioned to a virtual platform; typically, MSO puts on performances for the grade levels at the school. KS students are the only grade level included in the ACE Program at SJA; however, Schoemann would love to have enough funding so all grade levels could participate in the program.

“There is a love of music that is in these kids that honestly, yes, I have helped foster, but it’s there themselves. The amount was beyond minds,” Schoemann said. “They were beyond unreal.”

To make an instrument donation or sponsor a SJA class for the ACE Program, contact Resource Development Manager Kim Schubring at kschubring@sjamilwaukee.org or 414-645-5337 ext. 247.
Middle school science teacher Katie Schober grew up in the Milwaukee area with a love for science, technology, engineering, and math — disciplines collectively known as STEM. Now, she wants to make sure that SJA students have the same opportunities as she did to garner an appreciation for STEM.

“For me, I think it’s my driving passion,” she said. “I want our kids to have those experiences so they experience STEM or at least get an experience on how to help view science positively as they go into high school.”

Science, in a way, actually brought Schober to SJA. Two years ago, she drove by construction work happening at SJA and noticed that the Kinnickinnic River was nearby. She had not heard of SJA before, but immediately started thinking about all of the cool science projects she could do with students since the building was near a river. She learned that there was an opening for a middle school science teacher and applied.

A few weeks went by, but no word on her application. To get a better sense of the Academy, she volunteered at the annual Summer Celebration. She loved seeing students and how they were positively as they go into high school.

Schober immediately felt “like I really want to work here.”

To get a better sense of the Academy, she volunteered at the annual Summer Celebration. She loved seeing students and how they were positively as they go into high school.

Schober has found many different ways to bring STEM to the classroom, including some funded by grants she researched and wrote. She has had scientists share their career journeys with students and implemented projects that allowed the students to create designs of the brain and build cell models.

Schober said in the future there are STEM projects that she wants to implement, but require additional funding. Our program would like to use OpenSciEd curriculum materials and purchase a 3D printer. The students will build engineering models to solve the challenges often faced with distance learning. She would love to print some of the models on a 3D printer. A laser cutter to help build parts for models and kits the students create would also be helpful.

“The beauty of science is that it covers such a wide variety of topics,” she said. “There is something for everyone in science.”

Schober immediately felt “like I really want to work here.” She was hired in August 2018.

“I have been grateful to be able to attend Catholic schools and the value and opportunities they provided me,” she said. “I love being part of that mission here at SJA and hope that students can find opportunities both here and as they transition to high school.”

“With the beauty of science being that it covers such a wide variety of topics, there is something for everyone in science,” Schober said in the future there are STEM projects that she wants to implement, but require additional funding. She mentioned that she would like to use OpenSciEd curriculum materials and purchase a 3D printer. The students will build engineering models to solve the challenges often faced with distance learning. She would love to print some of the models on a 3D printer. A laser cutter to help build parts for models and kits the students create would also be helpful.

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Students are gaining self-confidence, building relationships, and learning leadership skills through co-ed sports programs offered by SJA’s Boys & Girls Club.

“Sports allows the students to connect with each other on a different level because they have to trust each other,” said Dominica Johnson-Tirado, manager of the Boys & Girls Club. “They uplift and encourage each other. They play better with each other. The connection is there.”

Through Federal funding, The Boys & Girls Club, the largest youth-serving agency in the City of Milwaukee, started a Community Learning Center (CLC) chapter at SJA during the 2018-2019 school year. Flag football and basketball were the first sports offered to elementary and middle school students. Adding soccer came next. Between the different sports, the Club had around 30 participating students.

The SJA Club students played games against other students in the Boys & Girls Clubs of Greater Milwaukee region, but winning was not a top priority. “The kids just wanted something to do with other kids, they didn’t care about competing,” Johnson-Tirado said. “I remember going to games and people would ask, ‘Why are they so excited they lost?’ Winning or losing wasn’t important. They were just excited to play and be a part of the team.”

The students transitioned from playing against other Club teams to playing against Milwaukee Public School teams in the MPS recreational league. During the 2019-2020 school year, the Club continued to see growth. Basketball had 17 students on the middle school team and 15 students on the elementary team. The elementary & middle school basketball teams won a combined 11 games, lost five, and forfeited two. The volleyball team, compromised of 14 elementary students, won 24 games and lost 20 games. Soccer saw wins too; students in grades 1-3 played in eight games and students in grades 4th-6th won five games and lost one.

“Our kids are talented,” Johnson-Tirado said. “They are very, very talented.”

The sports programs are about more than just playing and competing, Johnson-Tirado said. The curriculum incorporates social and emotional learning, healthy eating, proper breathing techniques, fitness and endurance, and celebrating positive actions from team members.

“Our students are so passionate about serving each other and helping each other,” she said. “I think it was a skill they always had there, but I think sports has helped enhance them to be servants to others, have a voice, and bring out their positive leadership skills.”
Financial Statement
Statement of Activities and Changes in Net Assets

REVENUES

Operating Revenues
Program Revenue - Full Day ECEC 861,223
Young Star Bonus 207,061
Purchased services and supplies 1,063,913
Employee benefits 859,940
Other Revenues 1,110,668
Fund Development Revenue 394,289
Total Revenues 6,106,413

EXPENSES

Operating Expenses
Salaries and wages 3,038,813
Employee benefits 859,940
Purchased services and supplies 1,103,313
Depreciation 518,903
Interest 88,529
Provision for bad debts 9,243
Fund Development Expenses 134,278
Total Expenses 5,712,709

Fiscal Year July 1 - June 30

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With Deepest Sympathy
to the Families and Friends of those who have gone home to the Lord.

Elizabeth Maliszewski		Theya Thi
8/16/2019		11/27/2019

Ronald Witkowiak		Joyce Hazen
10/9/2019	11/27/2019

Ronald Anders		Marion Chucka
4/3/2020	7/14/2020

Norman McGee		Nancy Wellhofer

Connie Jenjak		Suzanne Denzine
9/23/2019	8/16/2019

Blanca Arenas Baez		Nicholas Logarakis

Joanne M. Diaz		Julie Douglas Maddox

Kayla Russick		Rock Snow Park

Tommy Park		Brenda Rodriguez

With deepest sympathy to the families and friends of those who have gone home to the Lord.

LEGACY SOCIETY

Legacy Donors are our donors who have committed to a planned estate gift to SJA when they are called home to the Lord. If you would like to discuss monthly or planned giving, please contact Kim Schubring to learn more (414) 645-5337 ext. 247 or kschubring@sjamilwaukee.org.

Suzanne Denzine		Nicholas Logarakis
Gervase Rose		Julie Douglas Maddox
Robert Gunderson	Nancy Wellhofer
Connie Jenjak

James Schultz	Director of the Board
St. Anthony High School, Theology Department Chair and Director of Mission Integration

Blanca Arenas Baez	Director of the Board
Milwaukee Area Technical College, Human Resources System Administrator

Joanne M. Diaz	Director of the Board
Divine Savior Holy Angels High School, Senior Director of Human Resources

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Suzanne Denzine
Gervase Rose
Robert Gunderson
Connie Jenjak

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Tech Mahindra (Americas), Inc., Project Manager

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Director of the Board
Milwaukee Area Technical College, Human Resources System Administrator

Joanne M. Diaz
Director of the Board
Divine Savior Holy Angels High School, Senior Director of Human Resources

2021 Golf Outing
Monday, July 19, 2021
Tuckaway Country Club

For more details, contact Kim Schubring at kschubring@sjamilwaukee.org.

Support Us

St. Joseph Academy depends on our donors and community partners to support our Academy.

Donations – Donations can be made in person, by mail or online at www.sjamilwaukee.org

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Volunteer – Share your time and talents. Contact Sr. Mary Brendan Bogdan at sbrendan@sjamilwaukee.org