There are currently low literacy rates in Chicago…

24% of 4th grade CPS students were at or above proficiency levels.

…but early intervention can help reverse this trend…

95% of children who have trouble learning can reach grade level if they receive specialized help early on.

…and prevent long-term academic harms

4x more likely to drop out of high school if not reading at grade level by the end of third grade.

Source: Book Trust; Chicago Literacy Alliance; NAEP Report Card: Reading, 2019; National Institutes of Health

There is an opportunity for WITS to make a significant impact on literacy rates in Chicago.
WITS is the only literacy nonprofit best positioned to make a significant impact on literacy rates in Chicago.

That’s because WITS provides whole-school enrichment by layering student and teacher literacy programming.
WITS aims to instill in students a lifelong passion for reading through its longitudinal programming.

- **Early Childhood Summer Program**
  - *Pre-K*

- **WITS Kindergarten**
  - *Kindergarten*

- **Mid-Day Mentoring**
  - *2nd – 3rd grade*

- **Workplace Mentoring**
  - *4th – 8th grade*

- **Rochelle Lee Teacher Award**
  - *Elementary school teachers*

- **38,725 hours of literacy mentorship given**
- **30,708 books given**
- **61 program partners**
WITS programs provide demonstrable literacy and mentorship support to students as they progress along their educational journey.

**Early Childhood Summer Program**
- Mentors work with a classroom of Pre-K students to build literacy and classroom readiness skills.
- ECSP students jumped from 21% to 61% in book and print awareness proficiency.

**WITS Kindergarten**
- Mentors go into the classroom and read one-on-one with kindergarten students.
- 66% of WITSK students surpassed national average for reading level growth.

**Mid-Day Mentoring**
- Mentors go into the classroom to read one-on-one with students and work on literacy skills.
- 68% of MDM students surpassed national average for reading level growth.

**Workplace Mentoring**
- Students go to workplaces to read one-on-one with mentor and work on literacy skills.
- 60% of WPM students reported improvement in willingness to read.

**Rochelle Lee Teacher Award**
- Awardees receive professional development and books grants to foster love of reading in students.
- 90% of teachers reported the Summer Institute workshops were relevant to their teaching practice.

**Additional Information**
- 66% of WITSK students surpassed national average for reading level growth.
- 68% of MDM students surpassed national average for reading level growth.
- 60% of WPM students reported improvement in willingness to read.
- 90% of teachers reported the Summer Institute workshops were relevant to their teaching practice.
1. **Quality and Impact**
   - Evaluate & drive quality; focus portfolio on highest impact programs
   - Focus portfolio
   - Invest in impact evaluation
   - Work on improving operations

2. **Reimagination**
   - Re-imagine WITS literacy delivery through creative design
   - Continuous improvement via evaluations
   - Expand parent involvement

3. **Scale and Reach**
   - Expand reach to greatest # of students with highest need
   - Scale up volunteer programs
   - Build out community volunteer pipeline

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**Stages of strategic focus to help make WITS even better than ever**
Five-year road map to implement strategic focus.

<table>
<thead>
<tr>
<th>2021</th>
<th>2022 - 2023</th>
<th>2024 - 2025</th>
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<tbody>
<tr>
<td>Narrow portfolio to programs with whole-school impact</td>
<td>Work with external evaluation partner to identify impact, adaptations and training to improve outcomes</td>
<td>Scale multiple programs at single schools</td>
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<tr>
<td>Realign organization, structure, processes, training to maximize staff talent and efficiency</td>
<td>Identify expansion opportunities with new schools to reach more high-need students</td>
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All strategic plan initiatives will be designed through an antiracist lens focused on centering Black and Brown voices, encouraging diversity through HR processes, and training all stakeholders.