



Serving Latino Youth and their Families

Annual Evaluation Report

July 2012 – June 2013

Identity's mission is to provide opportunities for Latino youth to believe in themselves and realize their full potential.

We envision a just and equitable society that nurtures all youth and is enriched by their contributions.

September 2013

Annual Evaluation Report

(July 2012 – June 2013)

This Annual Evaluation Report describes Identity's major program outputs and outcomes from the past fiscal year. Identity serves Latino youth and their families throughout Montgomery County through a variety of programs. Identity's three major service models include: middle and high-school programs, two Youth Opportunity Centers, and a Wellness Center at Northwood High School. The Wellness Center and the two Youth Opportunity Centers are operated in collaboration with Pride Youth Services, Family Support Center, and Family Services.

All programs are based on the Positive Youth Development model and work to increase protective factors, such as self-esteem, goal setting, conflict resolution, and leadership skills; i.e. the factors that reduce young people's potential for engaging in negative behaviors. These programs help reduce risk factors such as substance abuse, involvement in delinquent activities, and feeling disconnected from school; factors that can lead to negative outcomes.

In addition, Identity conducts an inmate rehabilitation and re-entry program at the County Correctional Facility, and an HIV Prevention Program that operates throughout the state in the areas of greatest HIV incidence. Identity's programs are supported by mental health and case management services.

Evaluation Methodology

Identity collects process and outcome data on all programs. Process data, such as client demographics and program outputs, are entered daily in ETO, our data collection software system. In addition, we have designed several program and site-specific instruments to collect baseline, exit, and follow-up evaluation data across programs. Baseline and Intake Forms determine youth' risk and protective factors. This data serves as a baseline to measure progress and is also used to match clients with an appropriate program or service. Youth surveys are complemented by a *Red Flag Action Sheet*, which highlights emergency safety issues such as sexual/physical abuse, bullying, depression, and homelessness. This has proven to be an effective tool to assist staff in quickly identifying and responding to the youth' most pressing safety, security, and wellbeing needs. At program's end, clients complete exit and satisfaction surveys. At the Youth Opportunity Centers, where clients are served for longer periods of time, follow-up surveys are also completed every six months. The baseline, follow-up, and exit questions are grouped into several domains measuring protective and risk factors. A statistical analysis known as the *Paired-Sample T-Test* is used to determine if changes encountered between baseline and exit are significantly different from each other.

Between July 2012 and June 2013, Identity:

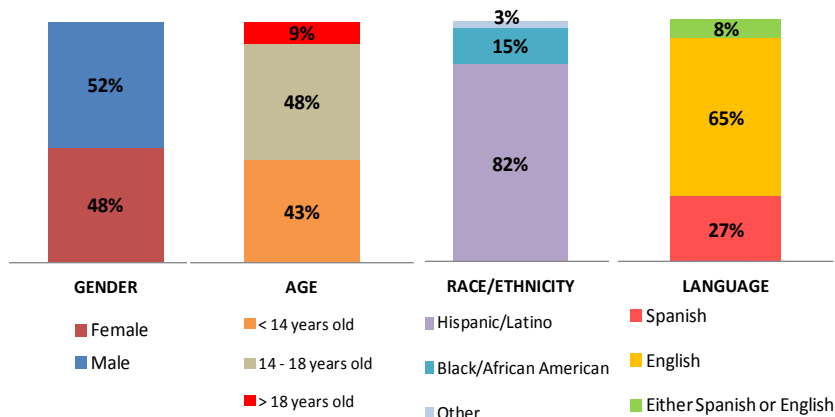
- **Served 1,177** unduplicated clients through its three major service models: middle and high-school programs, two Youth Opportunity Centers, and a Wellness Center at Northwood High School.
- **Provided 986** referrals for social support services through its case management programs.
- **Provided 296** clients with mental health counseling services.
- **Reached 446** inmates with pre-placement orientation at the County Correctional Facility.
- **Conducted 1,523** free HIV tests.

As a result of Identity's programs, statistically significant positive changes were found in youth's protective and risk factors.

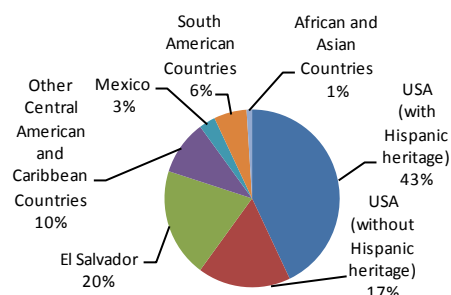
Socio-Demographic Information (n=963)

This report contains a snapshot of the populations served by Identity between July 2012 and June 2013. The data reported below was collected from baseline surveys administered to youth in our middle and high-school programs, the Wellness Center at Northwood High School, and the Youth Opportunity Centers located in Gaithersburg and Takoma Park.

Breakdown of Gender, Age, Race/Ethnicity, and Language Preference



Countries of Origin



Family Situation

- Of the **876** youth below the age of 18, **37%** reported living in a single parent home, **13%** reported living in a re-structured family (with step-parents), and **9%** reported living without either parent.
- **19%** of all youth served had been separated from one or both of their parents because of immigration issues. The average length of time that youth reported being separated from their parents was **nine** years.
- The average number of people living in the youth's households was **seven**.

Immigration and Acculturation

- **40%** of youth were foreign-born. Of this group, **34%** reported being undocumented.
- **38%** of the foreign-born youth were recent arrivals (one year or less in the U.S.); **28%** had been in the U.S. between one and five years; and **34%** had been in the U.S. for more than five years.
- Of the **34%** of youth that reported living in the U.S. for more than five years, **26%** still preferred the Spanish version of the baseline survey.

Socio-Economic Situation

- **63%** of students in our school-based programs reported receiving Free and Reduced Meals (FARMS).
- **22%** of all youth reported **not** having health insurance.
- **6%** of all youth reported living in a precarious housing situation (renting a single room in another person's home or apartment).

In order to determine the **economic status of our clients**, Identity collected financial information on a random, anonymous sampling of families served through our case management and after-school programs between July 2012 and May 2013.

173 clients completed a survey designed to collect financial information. Analysis of the results, which take into account family size and age of household members, shows that **41%** of the families surveyed had incomes below the federal poverty thresholds. Only **6.3%** of Montgomery County's overall population has income below the federal poverty level (2007–2011). This shows that

Identity is reaching a very economically vulnerable segment of the county population.

School-Based Programs

Identity conducts after-school, in-school, and summer programs for Latino youth. The Positive Youth Development model serves as the foundation through which we foster resilience and promote social, emotional, and cognitive development. The programs develop self-efficacy, a positive belief in the future, and provide opportunities for students to engage in pro-social activities. Programs took place in eight high schools (Gaithersburg, Watkins Mill, Albert Einstein, Wheaton, Magruder, John F. Kennedy Rockville, and Montgomery Blair) and six middle schools (Forest Oak, Neelsville, Montgomery Village, Redland, Takoma Park, and Gaithersburg). **372*** students participated in Identity's school-based programs this past fiscal year.

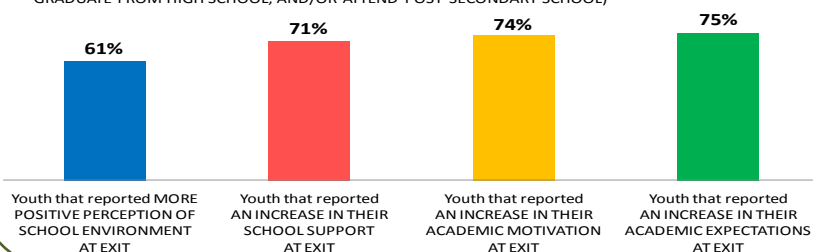
The following are key program outputs:



The following are outcomes from a sample of **172** middle-school students who completed both the baseline and exit surveys.

Improvements in School Connectedness (Middle School)

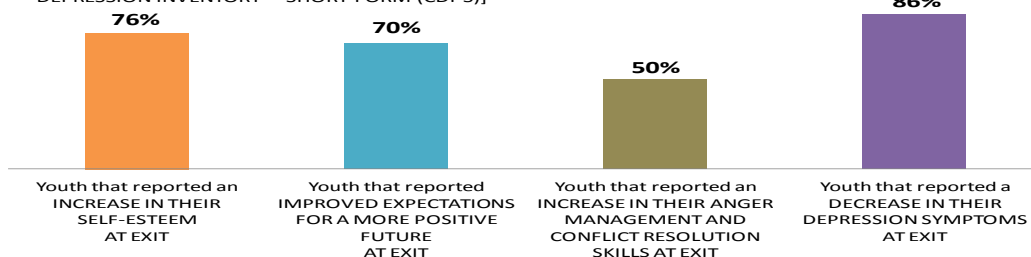
- 62 YOUTH (36%) REPORTED HAVING A NEGATIVE PERCEPTION OF THEIR SCHOOL ENVIRONMENT AT BASELINE (NOT FEELING SAFE, AND/OR FEELING DISCRIMINATED AGAINST, AND/OR HAVING BEEN BULLIED)
- 72 YOUTH (42%) REPORTED LOW LEVELS OF SCHOOL SUPPORT AT BASELINE (NOT HAVING AN ADULT AT SCHOOL THAT ENCOURAGES THEM TO DO WELL, AND/OR WITH WHOM THEY CAN SPEAK IN CASE OF THREATS OR DANGER)
- 19 YOUTH (11%) REPORTED LOW LEVELS OF ACADEMIC MOTIVATION AT BASELINE (NOT CARING ABOUT GETTING GOOD GRADES)
- 16 YOUTH (9%) REPORTED LOW LEVELS OF ACADEMIC EXPECTATIONS AT BASELINE (NOT EXPECTING TO GRADUATE FROM HIGH SCHOOL, AND/OR ATTEND POST-SECONDARY SCHOOL)



83 middle-school students (48%) reported having a poor relationship with their parents at baseline (low emotional support, poor communication, low levels of parental supervision). Of this group, **72%** reported improvements in their relationship with their parents at exit.

Emotional Wellbeing (Middle School)

- 38 YOUTH (22%) REPORTED LOW LEVELS OF SELF-ESTEEM AT BASELINE [ROSEMBERG SELF-ESTEEM SCALE (RSES)]
- 59 YOUTH (34%) REPORTED A LACK OF EXPECTATIONS FOR A POSITIVE FUTURE AT BASELINE (SELF-CONFIDENCE TO ACCOMPLISH THEIR LIFE GOALS, AND/OR POSITIVE/GOOD FEELINGS ABOUT THEIR FUTURE)
- 139 YOUTH (81%) REPORTED LOW LEVELS OF ANGER MANAGEMENT AND CONFLICT RESOLUTION SKILLS AT BASELINE (ABILITY TO RESOLVE CONFLICTS W/OUT RESORTING TO VIOLENCE, AND/OR ABILITY TO CONTROL ANGER)
- 22 YOUTH (13%) REPORTED HIGH LEVELS OF DEPRESSION SYMPTOMS AT BASELINE [CHILDREN'S DEPRESSION INVENTORY – SHORT FORM (CDI-S)]

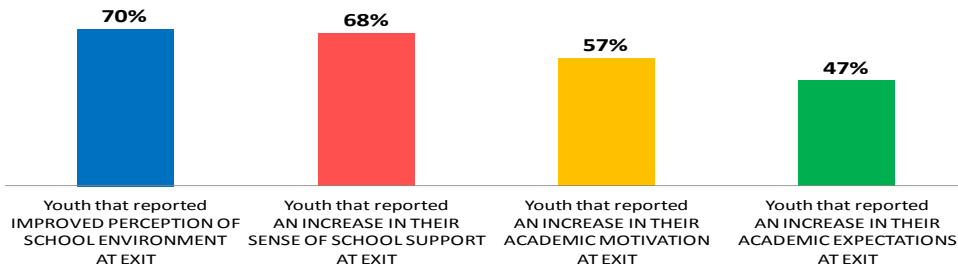


*372 does not include students who participated in control groups of a five-year research project conducted in collaboration with George Washington University. Data for this project will be available in 2015.

The following are outcomes from a sample of **139** high-school students who completed both the baseline and exit surveys.

Improvements in School Connectedness (High School)

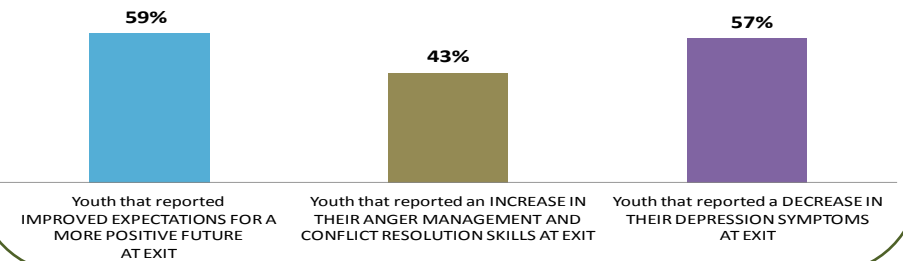
- 47 YOUTH (34%) REPORTED HAVING A NEGATIVE PERCEPTION OF THEIR SCHOOL ENVIRONMENT AT BASELINE (NOT FEELING SAFE, AND/OR FEELING DISCRIMINATED AGAINST, AND/OR HAVING BEEN BULLIED)
- 72 YOUTH (52%) REPORTED LOW LEVELS OF SCHOOL SUPPORT AT BASELINE (NOT HAVING AN ADULT AT SCHOOL THAT ENCOURAGES THEM TO DO WELL, AND/OR WITH WHOM THEY CAN SPEAK IN CASE OF THREATS OR DANGER)
- 7 YOUTH (5%) REPORTED LOW LEVELS OF ACADEMIC MOTIVATION AT BASELINE (NOT CARING ABOUT GETTING GOOD GRADES)
- 19 YOUTH (14%) REPORTED LOW LEVELS OF ACADEMIC EXPECTATIONS AT BASELINE (NOT EXPECTING TO GRADUATE FROM HIGH SCHOOL, AND/OR ATTEND POST-SECONDARY SCHOOL)



53 high school students (31%) reported being sexually active at baseline. Almost one quarter of this group reported engaging in unsafe sexual behaviors. At exit, **63%** of youth reported they were now practicing safe sex.

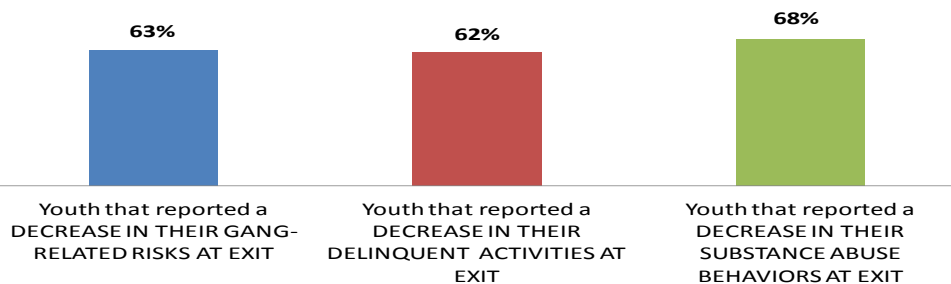
Emotional Wellbeing (High School)

- 51 YOUTH (37%) REPORTED A LACK OF EXPECTATIONS FOR A POSITIVE FUTURE AT BASELINE (SELF-CONFIDENCE TO ACCOMPLISH THEIR LIFE GOALS, AND/OR POSITIVE/GOOD FEELINGS ABOUT THEIR FUTURE)
- 107 YOUTH (77%) REPORTED LOW LEVELS OF ANGER MANAGEMENT AND CONFLICT RESOLUTION SKILLS AT BASELINE (ABILITY TO RESOLVE CONFLICTS W/OUT RESORTING TO VIOLENCE, AND/OR ABILITY TO CONTROL ANGER)
- 22 YOUTH (16%) REPORTED HIGH LEVELS OF DEPRESSION SYMPTOMS AT BASELINE [CHILDREN'S DEPRESSION INVENTORY – SHORT FORM (CDI-S)]



Reductions in Risk Factors (High School)

- 28 YOUTH (20%) REPORTED HIGH LEVELS OF GANG-RELATED RISKS AT BASELINE (GANG INVOLVEMENT, AND/OR LOW SELF-EFFICACY TO REFUSE JOINING A GANG, AND/OR DESIRE TO JOIN A GANG, AND/OR HANGING OUT WITH ACTIVE GANG MEMBERS, AND/OR WEARING GANG COLORS ON PURPOSE,
- 21 YOUTH (15%) REPORTED HIGH LEVELS OF DELINQUENT ACTIVITIES AT BASELINE (STEALING THINGS, AND/OR USING WEAPONS, AND/OR SELLING DRUGS).
- 25 YOUTH (18%) REPORTED HIGH LEVELS OF SUBSTANCE ABUSE BEHAVIORS AT BASELINE (ALCOHOL, AND/OR MARIJUANA, AND/OR OTHER ILLEGAL DRUG USE).



Wellness Center at Northwood High School

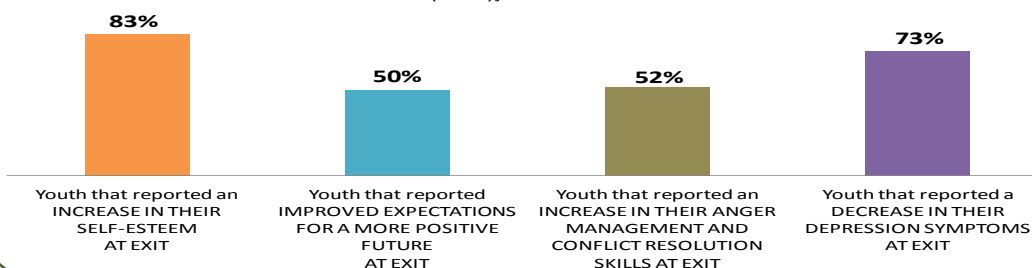
The Wellness Center at Northwood High School is a safe and welcoming place where staff conduct after-school programs, provide mental health counseling, case management services, and parent workshops. The Center is managed in partnership with Family Support Center and Pride Youth Services. Last year, the Wellness Center served **436** students and their families. The following are key outputs:

Youth Development Programs / Clubs 185 participants	Case Management Services 148 referrals for external social services	Mental Health Counseling 128 youth served	Special Events / Field Trips 77 participants
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The following are outcomes from a sample of **161 students** who completed both the baseline and exit surveys.

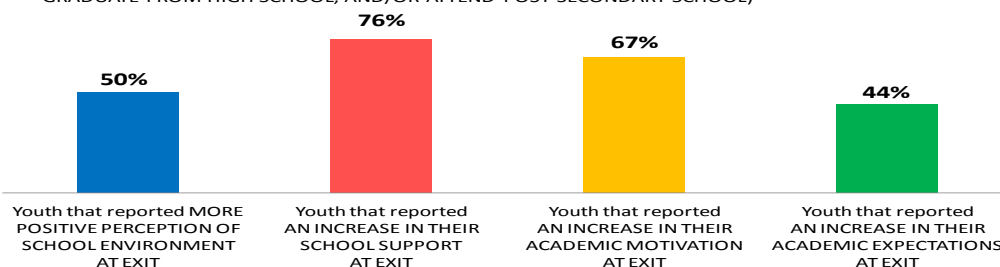
Improvements in Emotional Wellbeing

- 37 YOUTH (23%) REPORTED LOW LEVELS OF SELF-ESTEEM AT BASELINE [ROSEMBERG SELF-ESTEEM SCALE (RSES)]
- 43 YOUTH (27%) REPORTED A LACK OF EXPECTATIONS FOR A POSITIVE FUTURE AT BASELINE (SELF-CONFIDENCE TO ACCOMPLISH THEIR LIFE GOALS, AND/OR POSITIVE/GOOD FEELINGS ABOUT THEIR FUTURE)
- 129 YOUTH (80%) REPORTED LOW LEVELS OF ANGER MANAGEMENT AND CONFLICT RESOLUTION SKILLS AT BASELINE (ABILITY TO RESOLVE CONFLICTS W/OUT RESORTING TO VIOLENCE, AND/OR ABILITY TO CONTROL ANGER)
- 26 YOUTH (16%) REPORTED HIGH LEVELS OF DEPRESSION SYMPTOMS AT BASELINE [CHILDREN'S DEPRESSION INVENTORY – SHORT FORM (CDI-S)]



Improvements in School Connectedness

- 64 YOUTH (40%) REPORTED HAVING A NEGATIVE PERCEPTION OF THEIR SCHOOL ENVIRONMENT AT BASELINE (NOT FEELING SAFE, AND/OR FEELING DISCRIMINATED AGAINST, AND/OR HAVING BEEN BULLIED)
- 53 YOUTH (33%) REPORTED LOW LEVELS OF SCHOOL SUPPORT AT BASELINE (NOT HAVING AN ADULT AT SCHOOL THAT ENCOURAGES THEM TO DO WELL, AND/OR WITH WHOM THEY CAN SPEAK IN CASE OF THREATS OR DANGER)
- 10 YOUTH (6%) REPORTED LOW LEVELS OF ACADEMIC MOTIVATION AT BASELINE (NOT CARING ABOUT GETTING GOOD GRADES)
- 16 YOUTH (10%) REPORTED LOW LEVELS OF ACADEMIC EXPECTATIONS AT BASELINE (NOT EXPECTING TO GRADUATE FROM HIGH SCHOOL, AND/OR ATTEND POST-SECONDARY SCHOOL)



AT BASELINE:

47 youth (29%) reported unsafe sexual activity.
37 youth (23%) reported engaging in drug/alcohol use.
40 youth (25%) reported high levels of delinquent activities.

AT EXIT:

16 youth (35%) decreased unsafe sexual activity.
24 youth (65%) decreased drug/alcohol use.
24 youth (60%) decreased delinquent activities.

Youth Opportunity Centers

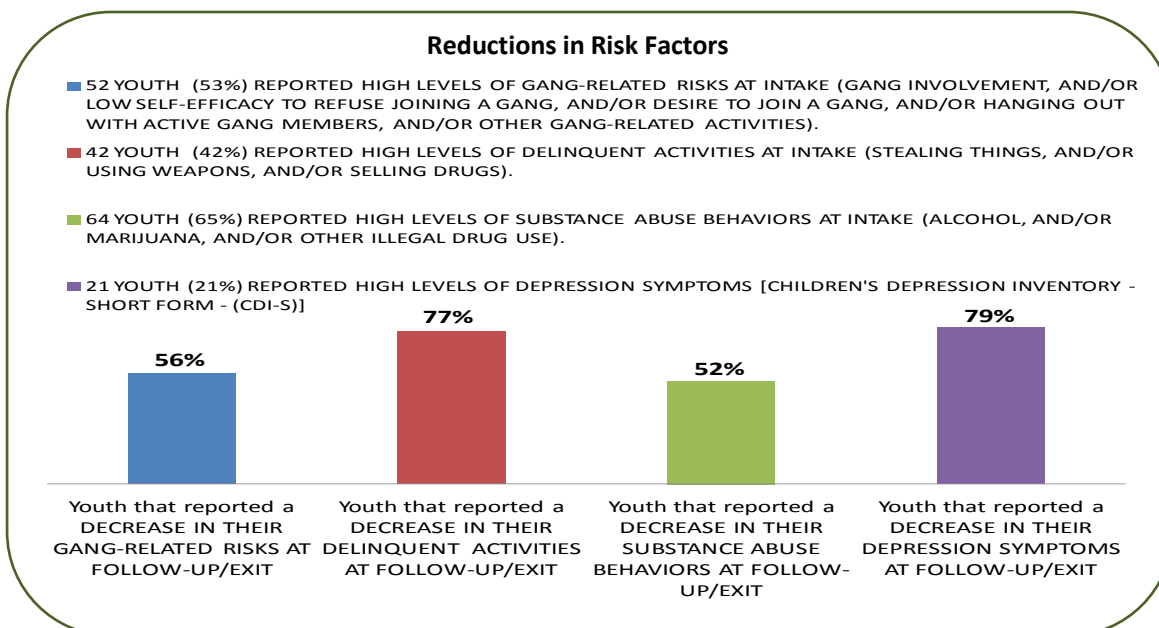
Identity manages two Youth Opportunity Centers where we provide gang prevention and intervention services to very high-risk youth. The Crossroads Youth Opportunity Center in Takoma Park is operated in partnership with Pride Youth Services, and the Up-County Youth Opportunity Center in Gaithersburg is operated in partnership with Family Services. The Centers address the critical social and emotional needs of the youth, and connect them with positive and caring adults. Center staff provide mental health counseling, GED classes, linkages to social services, tattoo removal, and opportunities for youth to engage in pro-social activities; services that empower the youth to make positive behavioral changes. The two Centers served **369** unduplicated youth and their families during the past year.

Of the **69** youth that reported **previous arrests** at intake, **57** (83%) did not report any re-arrests while receiving services at both Centers.

The following are key program outputs:



The following are outcomes from a sample of **99 youth** who complete both the baseline and follow-up or exit surveys.



56 youth reported that they were looking for a job at intake.

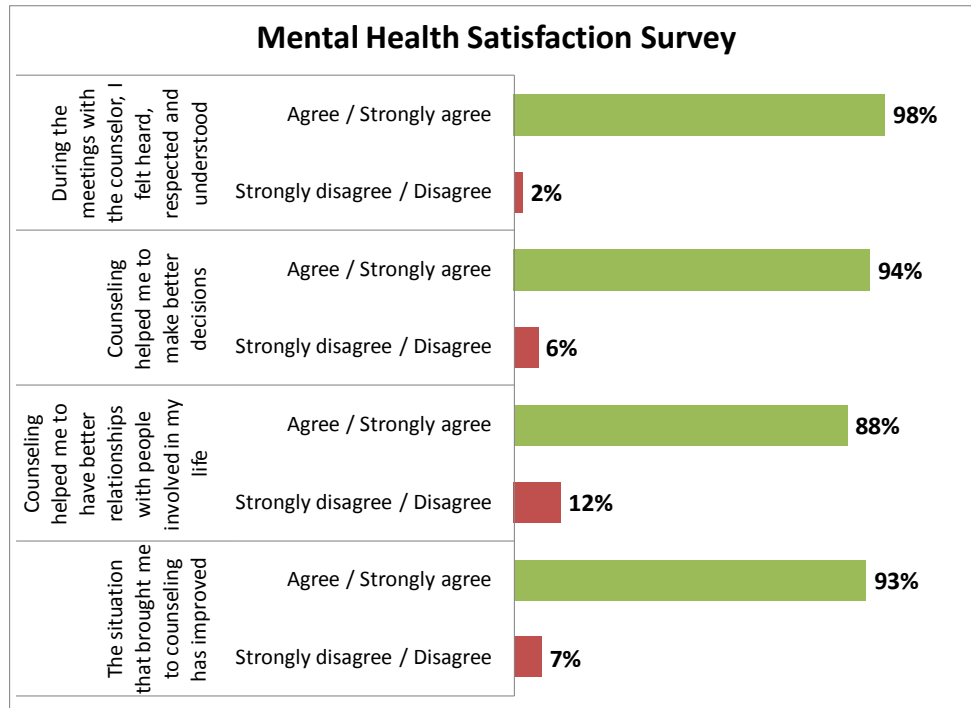
34 of those youth (60%) found a job while enrolled in the Centers.

Mental Health Services

Mental health services complement programming at all our sites. Staff, partners, and graduate-level interns provide bilingual and culturally appropriate counseling sessions to youth and families. Mental Health Satisfaction Surveys are administered to all youth and family members who received counseling services.

296 clients received mental health services.

The following chart illustrates the satisfaction survey results:



Case Management Services

Case management services connect youth and their families to social support services available in the County. These may include emergency assistance for food, clothing, shelter, legal services, academic support, or crisis intervention.

Of the **986** referrals made across programs for social services, by year's end, **80%** had successfully linked clients to those needed services.

Case Management Satisfaction Surveys are given to all youth and family members who received case management services. The following chart reflects the survey results:

- **96%** of clients felt their case management needs were met or fully met.
- **100%** of clients felt the Case Managers responded quickly or very quickly to their needs.
- **99%** of clients felt satisfied or very satisfied with the case management services they received.

HIV Prevention

Identity's HIV Prevention Program is also integrated into other programs. The following HIV risk-reduction programs are offered throughout the community, at the County Correctional Facility, and at Identity's offices:

- Two-session, group-level HIV prevention and education workshops.
- HIV counseling, testing and referral services.
- Individual-level risk-reduction planning.
- Multi-session, group-level risk-reduction programs for young, gay, bisexual and transgendered Latinos throughout the County and inmates at the County Correctional Facility.

Program outputs include:

Counseling, testing, and referrals

1,523 clients tested
15 newly identified
HIV positive clients

Street Smart Program

Multi-session
risk-reduction program
176 clients served

RESPECT Program

Individual-level
risk-reduction planning
222 clients served

The following are key outcomes:

At baseline, **92%** of clients who reported high risky behaviors also reported low perception of their risk.

- As a result of participating in the RESPECT Program, **57%** of clients reported an increased perception of their personal risk for HIV and the need to lessen that risk.

At baseline, **66%** of clients reported low self-confidence to use condoms when engaging in sexual intercourse.

- As a result of participating in the RESPECT Program, **80%** of clients reported an increase in their self-confidence to always use condoms when engaging in sexual intercourse.

- As a result of participating in the RESPECT Program, **89%** of clients reported an increase in their self-confidence to put into practice their self-identified risk-reduction step.

At the end of the Street Smart Program, 86% of participants increased their knowledge about HIV/AIDS. Changes encountered were statistically significant.

Inmate Re-entry and Support Program

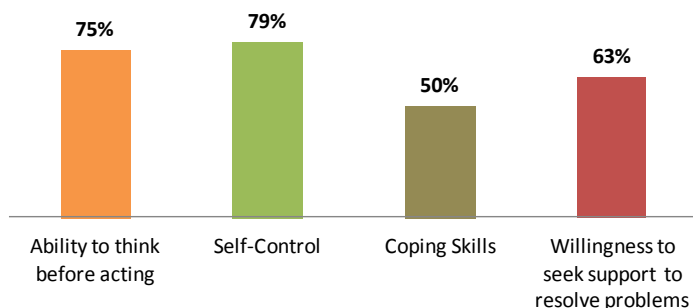
At the County Correctional Facility, Identity provides programming that supports a safe and secure environment, and opportunities for inmates' self-improvement. Services include: pre-placement orientation for new inmates, wellness workshops, parenting programs, interpretation assistance, and case management support for inmates' families. Our objectives are to assist with rehabilitation, help inmates to develop and maintain healthy relationships with their families during incarceration, and provide opportunities for inmates to acquire skills to sustain productive lives upon their re-entry. The following chart reflects key program outputs:

Pre-Placement Orientation Services 446 inmates	Case Management Services 455 inmates / 1,000 internal referrals	Parenting Program 79 inmates
Book Club and Conflict Resolution Circles 124 inmates	Health Promotion Classes 163 inmates	HIV Counseling, Testing and Referrals 158 inmates

The following are outcomes from a sample of **49 clients** who completed both the baseline and exit surveys.

Problem-Solving Domains

Percentage of fathers that reported LOW SCORES AT BASELINE and then reported IMPROVEMENTS in these problem-solving domains AT EXIT

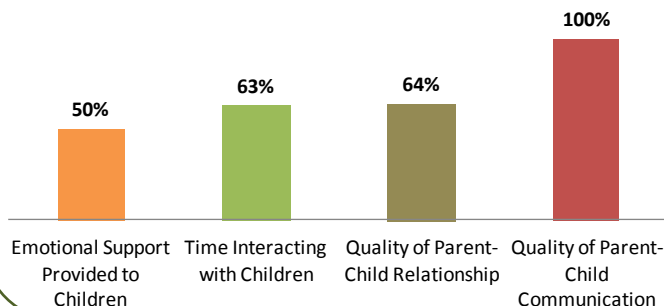


Statistically significant improvements were found in inmates' anger management and problem-solving skills.

Statistically significant improvement was found in the amount of contact fathers had with their children - phone calls, letters, and visits with them at the correctional facility.

Parenting Domains

Percentage of fathers that reported LOW SCORES AT BASELINE and then reported IMPROVEMENTS in these parenting domains AT EXIT



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