

EVALUATION REPORT

2016-2017



Annual Evaluation Report

July 2016–June 2017

Identity reviews its results on a continuous basis to ensure that the thousands of youth we are privileged to assist are better able to realize their highest potential. We do this by tracking and measuring a multitude of factors throughout the year, including all components of our programs and strategies—recognizing that youth are seeking to thrive in an ever-changing community and world.

Identity's primary goal is to support youth in their transition to adulthood by providing a range of services to help improve social and emotional learning, increase academic success and better prepare them for work.

We focus on assisting in-school and out-of-school Latino youth and their families who live in high poverty areas of Montgomery County and are most at risk for poor academic and economic life outcomes. At our five Youth Centers and in partnership with other agencies, we serve all vulnerable youth and do not turn away any young people.

Identity's FY17 Annual Evaluation information is presented in two ways. First, we present major organization-wide outputs and results including wraparound supporting services such as case management and mental health counseling.

Second, we present information by major program or service area: Out-of-School-Time Programs, Wellness Centers, Youth Opportunity Centers (YOCs), Support and Reentry, Parent Engagement and Recreation.

All of Identity's programs and services are aligned to contribute to our intended impact. They are based on the Positive Youth Development model and work to increase protective factors such as self-esteem, conflict resolution skills and self-efficacy levels—i.e., the factors that reduce the potential for engaging in negative behaviors. The programs also help reduce risk factors such as substance abuse, involvement in delinquent activities and school disconnection, factors that can lead to negative outcomes. All of Identity programs are supported by wraparound behavioral health services and intensive family case management services. Detailed program-specific evaluation reports are available upon request.

2,546 Clients Served (plus their families)

In FY17, Identity worked with vulnerable youth and the families that love them, after school, in the community, and on the playing fields. Our programs had a direct impact on providing youth with the skills they need to thrive, and their families with the tools to support them. Together, we are building a stronger Montgomery County.

We served...

1,307

youth at three high school-based Wellness Centers

453

youth with out-of-school-time programming (non-Wellness Centers)

412

youth at two community-based Youth Opportunity Centers.

311

youth participated in soccer programming

363

clients with mental health counseling

94

clients with substance abuse counseling

270

inmates at the Montgomery County Correctional Facility

860

youth and their families with case management services

Evaluation Methodology

Identity collects process and outcome data on all programs. Extensive evaluation information is collected by way of baseline, follow-up and exit surveys across programs. Outcome data is analyzed by an external evaluator. The survey questions are grouped into several domains measuring various 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. Process data such as client demographics and program outputs are entered daily in Efforts to Outcomes (ETO), Identity's data collection software system.

Demographics

Who We Served

In FY17 Identity not only served Latinos but an increasingly diverse population. The three high school-based Wellness Centers and the two Youth Opportunity Centers are operated in collaboration with other agencies, allowing us to serve youth of different races, ethnicities and cultures with excellence.

The data presented in the right hand column was collected from baseline or intake surveys administered to 1,689 youth or to their parents in the school-based programs, Youth Opportunity Centers and Soccer Mentoring Program.

Socio-Economics

3 in 10 youth lacked health insurance.

6 in 10 students received Free and Reduced Meals (FARMS).

2 in 10 youth lived in a precarious housing situation (rented a room, lived in a shelter or lived in a group home).

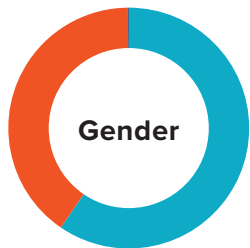
Family Cohesion

30% of youth, under 18 years of age, lived in a single parent home; 18% lived in a restructured family (with stepparents); and 4% lived without either parent.

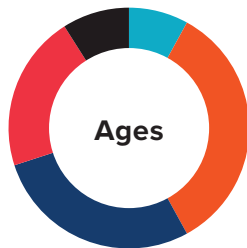
5 in 10 Latino youth had been separated from one or both of their parents because of immigration issues at some time in their lives.

9 was the average number of years of separation from a parent because of an immigration issue.

5 was the average number of people living in each household.



Male	60%
Female	40%
Transgender	0%



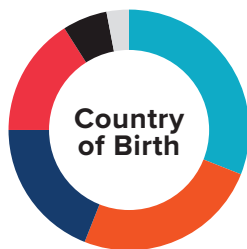
5-13	8%
14-16	34%
17-18	28%
19-25	21%
Over 25	9%

192,000 Latinos now make their home in Montgomery County.

(Blueprint for Latino Health in Montgomery County, Maryland 2017-2026)



Latino	75%
African-American/African Origin	16%
Other	9%



El Salvador	31%
US (with Latino heritage)	25%
US (without Latino heritage)	19%
Other Central American and Caribbean countries	16%
Other	6%
South American countries	3%

Unique Challenges

Our Latino Community

Identity works to improve the lives of Latino youth and families in Montgomery County where Latinos are the fastest growing demographic, already exceeding 30% of the student population in the public schools. As a group, Latinos in the county are exceptionally vulnerable. Latino youth face significant barriers to success in their studies, work and life—starting behind in school and graduating at rates far behind their classmates. Only 27% of pre-kindergarten Latinos can recognize all the letters of the alphabet, compared to 41% of their White peers (Childtrends.org) and only 33% of Latino kindergartners demonstrate readiness, compared to 68% of White kindergartners (readyatfive.org). Latino students also have the lowest graduation rates from Montgomery County Public Schools (MCPS) at 79.6%. Almost half of MCPS' dropouts had been in ESOL classes at some point.

The majority of the youth served by Identity are immigrants or children of immigrants who fled their homelands due to civil wars, violence, lack of opportunity, political instability or economic crisis. A common consequence of this situation is family separation. Mothers and fathers are forced to immigrate to the U.S. without their children, who follow years later.

Our research shows 87% of Identity Latino youth 17 or younger were exposed to at least one Adverse Childhood Experience (ACE) including exposure to violence and/or long separations from parents due to immigration. Our research also shows that 29% of these youth suffer from three or more ACEs in much higher numbers than US (11%) or Maryland (8%) youth.



Youth Acculturation

8 in 10

foreign-born youth selected the Spanish version of our baseline evaluation surveys, an indication of low English proficiency.

4 in 10

foreign-born youth were recent arrivals (one year or less in the US).

8 in 10

foreign-born youth were in the US for 5 years or less.

Parent Acculturation

Identity's approach to working with youth is family-centered. The following provides highlights from comprehensive family assessments we conducted with 450 Latino parents from our school-based programs.

9 in 10

parents were foreign-born.

8 in 10

parents did not speak English.

6 in 10

parents had less than a high school education. 73% of this group completed less than 8th grade.

62%

of the parents who have been in the US over 10 years are still unable to find a path to citizenship or lawful permanent residency.

Organization-Wide Efforts

Output Measures

To manage process evaluation data, Identity uses Efforts to Outcomes (ETO), a data collection software system that creates a unique ETO identifier for each participant. ETO allows us to track all process data for clients on an individual and group basis (tracking recruitment, attendance and level of participation for various activities, as well as social service referral information and referral status) while protecting confidentiality. A Red Flag Action Sheet allows staff to act quickly on safety issues and emergency needs.

Social and Emotional Learning

3,062

hours of social and emotional health curricula were provided.

1,378

participants attended curriculum-based programs.

118

hours of parent education and engagement workshops were provided.

Recreational Activities

227

youth enrolled in our Soccer/Mentoring Program.

82

Youth Opportunity Center clients took part in engagement activities such as camping, hiking and field trips.

236

students took part in recreation and physical fitness programs at the Wellness Centers.

Academic Enrichment

166

middle school students received math support in our 21st Century Community Learning Centers program.

66

elementary school students received reading support in our out-of-school-time *Jóvenes de Mañana* programs.

Workforce Development/ Job Readiness

143

students participated in GED classes at our Youth Opportunity Centers.

134

clients enrolled in Workforce Development programs at our Youth Opportunity Centers.

Wraparound Services

Our holistic approach to meeting the needs of the community has resulted in services and supports that strengthen youth and multiply our impact across families and households. These wraparound services include case management, mental health and substance abuse counseling.

860

clients received 2,273 case management referrals for social services; 76% of referrals were completed by June 30, 2017.

912

referrals were made for emergency food, clothing or housing.

363

clients received mental health counseling.

94

clients received substance abuse counseling.

51

cases were referred to Child Protective Services for abuse or neglect.

Organization-Wide Results

Performance Measures

The **Positive Youth Development model** serves as the foundation through which we foster resilience and promote social, emotional and cognitive development across age groups. The programs develop self-efficacy, a positive belief in the future and provide opportunities for youth to engage in pro-social activities.

The following are outcomes from clients who completed both a baseline and an exit survey in our programs. There were 1,219 baselines collected in our curriculum-based programs and 738 youth completed both a baseline and an exit survey

in those programs. These numbers exclude elementary school students. A total of 400 baselines were collected from non-curriculum based programs and 202 youth completed both a baseline and exit survey in those programs. Non-curriculum-based programs include the Soccer/Mentoring program and the Youth Opportunity Centers. Not all youth responded to all questions, so the “n” is different for each question.

The improvements below were statistically significant.

Social/Emotional Well-Being

At baseline, 36% (n=318) reported lacking expectations for a positive future.

70%
of this group reported an **increase in their expectations for a more positive future** at exit.

At baseline, 19% (n=160) reported high levels of depression symptoms.

64%
of this group reported **decreased levels of depression** at exit.

At baseline, 72% (n=641) reported poor conflict resolution and anger management skills.

47%
of this group reported **increased conflict resolution and anger management skills** at exit.

At baseline, 27% (n=241) of youth reported low levels of self-esteem.

71%
reported an **increase of self-esteem** at exit.

At baseline, 19% (n=154) reported high levels of delinquent behaviors.

68%
of this group reported they had **decreased their delinquent activities** at exit.

At baseline, 18% (n=163) reported high levels of substance abuse behaviors.

61%
reported a **decrease in substance use** at exit.

Academic Development

At baseline, 51% (n=348) reported low levels of school connectedness.

65%
of this group reported **increased school connectedness** at exit.

At baseline, 17% (n=119) reported a negative academic outlook.

75%
of this group reported an **improved academic outlook** at exit.

Work Readiness/Employment

71%
of 126 disconnected youth clients from the Youth Opportunity Centers were reconnected to the labor market—became employed and/or, enrolled in GED classes or re-enrolled in school.

30
clients acquired a job.

28
clients passed one or more GED test.

9
clients obtained their GED certificate.

Five Years of Impact

Latino Youth Wellness Program

666 youth participated

From January 2013–June 2017, Identity ran Montgomery County’s Latino Youth Wellness Program with the goal of increasing wellness and preventing health conditions that disproportionately affect Latino and other minority youth.

Over this time, Identity’s Latino Youth Wellness Program:

- Served 3064 youth and family members
- Prepared 536 Wellness Plans
- Conducted 1,052 hours of physical fitness activities
- Made 1,652 social service referrals
- Delivered 153 hours of parent trainings

Our Latino Youth Wellness Program evaluation results (at right) show that program youth consistently achieved positive changes in health-related behaviors, emotional well-being and reductions in risk behaviors.

Our evaluation results also showed positive outcomes from the monthly parent workshops. For example, **95%** of parents reported feeling better equipped to find community services for their children, **98%** reported feeling better equipped to find school services for their children, and **98%** reported feeling more confident advocating for services that their children need.

Results

7 in 10

youth who initially reported low levels of emotional well-being reported an improvement in emotional well-being as measured by improvements in self-esteem, life expectations, conflict resolution and anger management skills and decreases in their depression symptoms.

6 in 10

youth who initially reported negative nutritional habits, reported an improvement in their nutritional behaviors at program end.

7 in 10

youth who initially reported negative perceptions regarding the value of physical activity, reported positive changes regarding their perception of the value of physical activity at program end.

6 in 10

youth who initially reported low levels of self-efficacy to refuse substance abuse, reported an increase in their self-efficacy to refuse drugs/alcohol at exit.

7 in 10

youth who initially reported low levels of self-efficacy to refuse joining a gang, reported an increase in their self-efficacy to do so at program end.

Youth Socio-Demographics

12

was the average age.

5 in 10

were foreign born (the majority from El Salvador and other Central American Countries).

6 in 10

selected the Spanish version of the baseline surveys, an indication of low English proficiency.

3 in 10

were living in a single parent home.

6

was the average number of people living in each home.

8 in 10

received FARMS.

Parent Socio-Demographics

39

was the average age.

9 in 10

were foreign-born (the majority from El Salvador and other Central American Countries).

6 in 10

had lived in the US for more than 10 years.

8 in 10

were not comfortable speaking English.

6 in 10

had less than a high school diploma.

7 in 10

reported an annual household income below \$35,000.

7 in 10

parents lacked health insurance.

Evaluation by Program

Out-of-School-Time Programs

Identity conducts before-school, after-school and summer programs for youth in many schools in addition to the Wellness Centers. In FY17, these (non-Wellness Center) Out-of-School-Time Programs took place in four middle schools (Forest Oak, Neelsville, Montgomery Village and Redland) and one high school (Seneca Valley) and in a pilot program at two elementary schools (Stedwick and Captain James Daly). The FY17 elementary school results reflect data from the first four months of a two year program.

453 students participated in Identity's Out-of-School-Time programs this past fiscal year.

Curriculum-Based Programs

- 1,265 hours of programming

Case Management

- 255 individual family assessments

Parents Served

- 66 hours of parent education and engagement workshops.

Emotional Well-Being (Middle and High School)

The following outcomes are from a sample of 198 middle school and high school students who completed both a baseline and an exit survey.

At baseline, 70 youth (36%) lacked expectations for a positive future.

61%

of those youth reported increased confidence to accomplish their life goals, and/or increased confidence to deal with problems that they may face in their futures, and/or felt more positive about their futures at exit.

At baseline, 156 youth (79%) reported low levels of anger management and conflict resolution skills.

46%

of those youth reported an increase in anger management and conflict resolution skills at exit.

At baseline, 80 youth (41%) reported low levels of connectedness to their parents.

66%

of those youth reported increased connectedness with their parents at exit.



Out-of-School-Time Programs *(continued)*

Academics (Elementary and Middle School)

Academic supports were paired with Positive Youth Development at three middle schools (Forest Oak, Neelsville, and Montgomery Village) and two elementary schools (Stedwick and Daly). The following are academic highlights from those programs.

89%

of 75 academically struggling youth from our middle school 21st Century Community Learning Center Program passed their 8th grade Math class with a grade of C or higher.

100%

of 23 rising 9th graders from our summer algebra support program successfully passed Algebra I in 9th grade with a grade of C or higher. 74% passed with a B or higher.

Of 63 academically struggling 3rd and 4th grade students who received a 13-week reading support program,

62%

ended the school year at or above grade level in reading. In addition, 88% demonstrated a statistically significant improvement in their standardized literacy assessment at the end of the year.

Self-Control, Persistence and Social Competence (Elementary School)

The following are outcomes from 66 elementary school students whose teachers completed both a baseline and a mid-year follow-up survey in our pilot reading support program.

At baseline, teachers reported that 16 students (24%) had low levels of self-control. At mid-year follow-up, teachers reported that

88%

of those participants had improved.

At baseline, teachers reported that 30 students (46%) had low levels of persistence. At mid-year follow-up, teachers reported that

57%

of those participants had improved.

At baseline, teachers reported that 17 students (26%) had low levels of social competence. At mid-year follow-up, teachers reported that

100%

of those participants had improved.

School Connectedness (Middle and High School)

At baseline, 97 youth (49%) reported low levels of school connectedness.

69%

of those youth reported an increase in school connectedness at the end of the program.



Wellness Centers

The Wellness Centers at Gaithersburg, Watkins Mill and Wheaton High Schools are safe and supportive spaces within the school facilities that provide a broad array of programs and services supporting the physical, social and emotional well-being of the students.

In FY17, the Wellness Centers served 1,307 youth and their families reflecting 23% of the overall populations of the three schools. Of these youth, 935 completed an intake survey. Of the youth surveyed, 54% were foreign born and 36% of these youth had lived less than 1 year in the U.S.

Curriculum-Based Programs

- 752 youth participated in 812 hours of curricula

Case Management

- 492 youth served with 626 referrals for safety net supports, mental health counseling, healthcare, job training or job placement

Behavioral Health

- 1075 hours of counseling provided

Engagement

- 161 recreation activities / 32 educational field trips / 128 special activities
- 1,139 SSL hours earned

Parents Served

- 282 family case management assessments
- 674 parents attending 26 education and engagement sessions

The following are outcomes from a sample of 489 students who completed both a baseline and exit survey of Wellness Center curriculum-based youth development programs:

School Connectedness

At baseline, 150 youth (31%) reported having a negative perception of their school environment.

69%

of those youth had a positive perception of school at exit.

At baseline, 76 youth (16%) reported low levels of academic expectations.

84%

of those youth reported improvements in academic expectations at exit.

Emotional Well-Being

At baseline, 187 youth (38%) lacked expectations for a positive future.

71%

of those youth reported more positive expectations for their future at exit.

At baseline, 360 youth (74%) reported low levels of anger management and conflict resolution skills.

42%

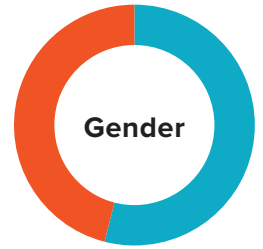
of those youths reported an increase in those skills at exit.

At baseline, 86 (18%) youth reported high levels of delinquent behavior and 65 (13%) youth reported high levels of substance abuse behavior. Over

64%

of these youth reported a decrease in delinquent behaviors. 65% of these youth reported a decrease in substance abuse.

Who We Served



Male	53%
Female	47%



Latino	60%
African-American/African Origin	35%
Other	5%

6 in 10 received FARMS.

1 in 10 worked during the school year.

2 in 10 lacked health insurance.

5 in 10 were foreign born.

3 in 10 lived in a single-parent home.

2 in 10 lived in a re-structured family.

1 in 10 lived without either parent.

Youth Opportunity Centers

Our two Youth Opportunity Centers, located in Takoma Park and Gaithersburg, offer integrated programs and services to provide disconnected youth with the skills and support they need to move towards positive education and employment outcomes. Workforce and GED programs are paired with wraparound services including case management, trauma-informed restorative practices, mental health and substance abuse counseling, and tattoo removal. In FY17, the Youth Opportunity Centers served 412 youth aged 13-25.

Workforce Development

- 83 clients enrolled in soft skills training.
- 69 clients received employment counseling.
- 17 clients participated in college and career readiness.
- 17 clients participated in computer literacy training.
- 30 clients acquired a job

GED Support Services

- 143 clients attended GED classes.
- 28 clients passed one GED test or more.
- 9 clients obtained their GED certificate.

Case Management

- 377 clients served with 1,827 hours of case management.

Behavioral Health

- 84 clients received 458 hours of individual mental health counseling and 100 clients participated in group level counseling.
- 94 clients received 427 hours of substance abuse counseling.

The following is from a sample of 161 clients that completed a follow-up/exit survey during FY17:

Positive Youth Development

At intake, 35% reported lacking expectations for a positive future. Of this group,

77%
reported an increase in their expectations for a positive future at follow-up.

At intake, 21% reported high levels of depression symptoms. Of this group,

82%
reported decreased levels of depression at follow-up.

At intake, 59% reported poor conflict resolution and anger management skills. Of this group,

65%
reported increased conflict resolution and anger management skills at follow-up.

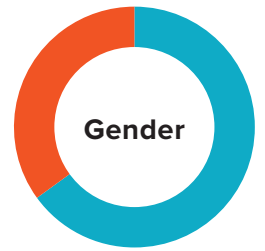
At intake 57% of youth reported high levels of delinquent behavior. Of this group,

74%
reported a decrease in delinquent behavior at follow-up.

At intake, 52% of youth reported high levels of substance abuse behaviors.

51%
reported they had decreased their substance abuse behavior at follow-up.

Who We Served



Male	65%
Female	35%



Latino	78%
African-American/African Origin	16%
Other	6%

5 in 10
of youth were US-born.

7 in 10
foreign-born youth had been separated from their parents at some point due to immigration.

6 in 10
foreign-born youth did not feel confident speaking English.



Identity's Support and Reentry Program

In FY17, Identity's Support and Reentry Program at the Montgomery County Correctional Facility served 270 inmates, and since 2006 has offered young Latino inmates a range of bilingual programs, including workshops on fatherhood, financial literacy, reentry and problem solving. Many of these young people transition to our Youth Opportunity Center programs for continued case management, counseling and support upon reentry to the community.

- 168 inmates received pre-placement orientation services.
- 222 inmates received individual case management.
- 181 inmates participated in financial literacy workshops.
- 31 reentry circle sessions were provided for 53 inmates preparing for release.

Parent Education and Engagement

At Identity, we work with families to strengthen their ability to support their children. In addition to comprehensive case management and mental health and substance abuse counseling, parent education and engagement workshops give parents the tools and confidence to support their child's academic success. These are offered at all our school-based programming locations.

- This year, we conducted 118 of hours of parent education and engagement workshops.
- From a sample of 114 Latino parents from our elementary and middle school programs who completed an exit survey, 100% reported they had increased their levels of engagement in their children's academics and school life as a result of our programs.

Recreation

Identity's Soccer/Mentoring Program is available to all Identity youth and often serves as a gateway and strong incentive for participation in other programming. Youth learn leadership, goal setting, teamwork and habits of healthy living while building their soccer skills. The soccer program is often the only option for these youth to be involved in sports, as many do not qualify for school sports teams due to poor grades.

This year the program served 227 youth, with 475 soccer sessions.

- 22 youth in our Soccer/Mentoring Program were able to try out for their school soccer team and 17 made their school team by the end of the program.
- 58% of the 77 youth that had never competed in a soccer league before enrolling in Identity's program, had the opportunity to do so during the program.
- At baseline, 68% of 185 youth reported poor conflict resolution and anger management skills. At the end of the program, 56% of those youth reported an improvement in those skills.





Where We Served

High School Wellness Centers

- Gaithersburg High School
- Watkins Mill High School
- Wheaton High School

Youth Opportunity Centers

- Crossroads Youth Opportunity Center in Takoma Park
- Up-County Youth Opportunity Center in Gaithersburg

Out-of-School-Time Programs

- Stedwick Elementary School
- Captain James E. Daly Elementary School
- Forest Oak Middle School
- Montgomery Village Middle School
- Neelsville Middle School
- Redland Middle School
- Seneca Valley High School

Support and Reentry Program

- Montgomery County Correctional Facility

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