

Annual Evaluation Report

FY2015–2016



Serving Latino youth & their families

Annual Evaluation Report

July 2015–June 2016

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. We also partner with other agencies to best serve other racial and ethnic groups—and we do not turn away any young people who need our help.

In the past, Identity has presented its annual evaluation information by major program or service area: Wellness Centers, Youth Opportunity Centers, School-Based Programs, Parent Engagement, Recreation, Mental Health, Case Management and Re-entry and Support.

This year, in an effort to better convey what Identity is trying to accomplish as an organization and show the measures and indicators of our progress, we have restructured our FY2016 Annual Evaluation Report to present major organization-wide results and some especially noteworthy program highlights.

All of Identity's programs and services are aligned to contribute to its 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. In addition, Identity operates an inmate re-entry and support program at the Montgomery County Correctional Facility, and a Recreation Program geared toward mentoring young people through sports. All Identity programs are supported by mental health services and intensive case management services. Program specific evaluation reports are available upon request.

2,782 Youth Served

In FY2016, Identity worked with 3,000 youth and their families. That work took place at schools, in the community and on the playing fields. Our programs had a direct impact on providing youth with the skills they need to thrive. Together, we are building a stronger Montgomery County.

We served...

374

youth with after-school and summer programming

1,305

youth at three high-school based Wellness Centers

432

youth at two Youth Opportunity Centers

261

soccer program participants

339

inmates at the Montgomery County Correctional Facility

719

youth and their families with case management services

403

clients with counseling 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 FY16 Identity served a diverse population through a variety of programs. The 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. The data reported below was collected from baseline or intake surveys administered to **1,607 youth** in the school-based programs, Youth Opportunity Centers, and Soccer Program.

Socio-economics

3 in 10 youth lacked health insurance.

7 in 10 students received Free and Reduce Meals (FARMS).

7 in 10 foreign-born youth were undocumented.

Family Cohesion

30% of youth under 18 years of age lived in a single parent home; 19% lived in a re-structured family (with step-parents).

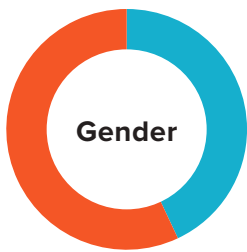
9% of youth lived without either parent.

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

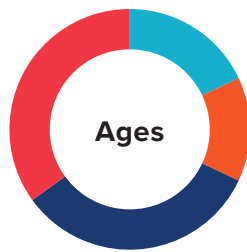
8 The average number of years of separation from a parent.

6 The average number of people living in each household.

Latino youth are the fastest growing demographic in Montgomery County.



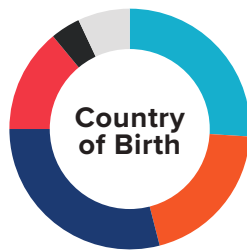
Female	43%
Male	57%



18-25	18%
16-18	14%
14-16	33%
10-14	35%



Hispanic/Latino	75%
Black/African American	22%
Other	3%



US (with Hispanic heritage)	26%
US (without Hispanic heritage)	20%
El Salvador	29%
Other Central American and Caribbean countries	14%
South American countries	4%
Other	7%

Program Highlights



Academics

92%

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

18

young people obtained their GED Diploma, and another 20 are on their way, having passed at least one of the five GED tests.

9

On average, youth who participated in Identity High School Wellness Center programs have only 9 absences, compared to the school average of 12.5 absences.

78%

of rising 9th graders from our summer Algebra support program passed Algebra I in 9th grade with a grade of C or higher, compared to the school's overall pass rate of 33%.



Case management

1,800

Of nearly 1,800 case management referrals, 62% were complete at the end of the fiscal year (and many are still in progress).

266

clients received referrals for Basic Family Needs (food, clothes, and/or housing.)

33

cases of abuse/neglect were referred to Child Protective Services (CPS).

5

youth were relocated out of the area because of fear of being murdered by gangs.



Workforce development

63%

of parents reported they had increased levels of engagement in their children's academics and school life as a result of our middle school programs.

76%

of clients were reconnected to the labor market—became employed AND/OR to the educational system, enrolling in GED classes or re-enrolling in school—of 134 disconnected youth clients of the Youth Opportunity Centers,

117

youth successfully completed workforce development, job readiness, and soft skills training.

97

youth in our Soccer program were able to try out for their school soccer team AND 58 made their school team by the end of the program.



Recreation

Our Latino community

Unique Challenges

Identity works to improve the lives of Latino youth and families in Montgomery County. As a group, Latinos in the county are exceptionally vulnerable, and Latino youth face significant barriers to success in their studies, work and life. The majority of the youth served by Identity were immigrants or children of immigrants who had 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.



Youths' Acculturation

7 in 10

foreign-born youth selected the Spanish version of the evaluation survey, 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.

Parents' Acculturation

Identity's approach to working with youth is family-centered. The following provides highlights from 321 Latino parents from our school-based programs with whom we conducted comprehensive family assessments.

9 in 10

parents were foreign-born.

4 in 10

foreign-born parents were undocumented.

9 in 10

parents did not feel comfortable with English.

7 in 10

parents had less than a high school education.

29%

of them completed less than 8th grade.

Our Latino community

Adverse Childhood Experiences

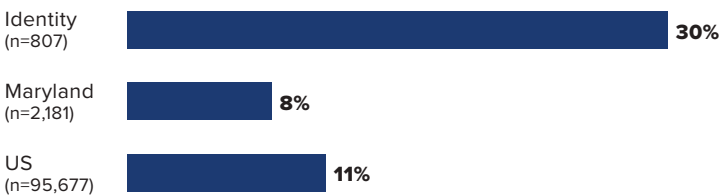
ACEs

9 in 10
Identity Latino youth were exposed to ACEs.

Adverse childhood experiences (ACEs) are events or chronic conditions in a child’s environment, family or social structure that cause intense stress and disrupt healthy physical and psychological development. While the precise approach to measuring ACEs varies from study to study, ACEs are typically described as six to ten common difficult experiences that vary from economic hardship to emotional, physical and sexual abuse. Children who experience one or more ACE are more likely to struggle with a variety of physical, emotional and cognitive problems throughout childhood and adolescence.

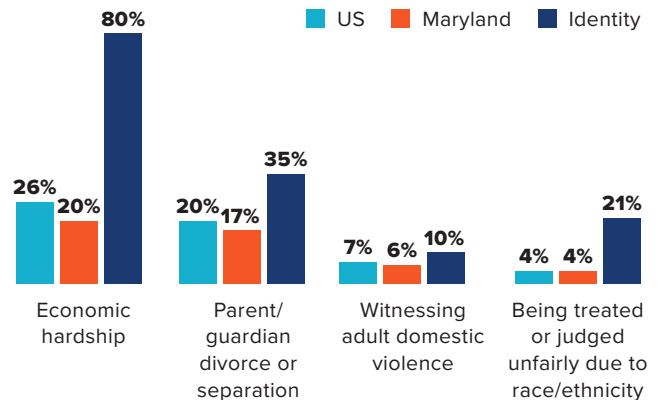
Analyses of Identity’s data sets demonstrates a number of key trends related to adverse childhood experiences among the Latino youth Identity serves. First and foremost, **Identity’s Latino youth are exposed to ACEs at higher rates than U.S. and Maryland youth.** This finding highlights the possibility that Latino students will be more likely to experience lasting effects on behavior and physical and mental health.

Identity Latino youth are exposed to multiple (3+) ACEs at higher rates than US and Maryland youth up to age 17 years*



* National Survey of Children’s Health (NSCH) 2011-2012

Identity’s FY16 program participants reported a disproportionate number of Adverse Childhood Experiences (ACEs)



Our 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, allowing 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

2,457

hours of social and emotional health curricula.

1,199

participants who received curriculum-based programs.

170

hours of parent education and engagement workshops conducted.

Academic and job readiness components

143

middle school students received academic support in our 21st Century Community Learning Center program.

135

students participated in GED classes in our Youth Opportunity Centers.

136

clients enrolled in Job Readiness programs at our Youth Opportunity Centers.

Recreational activities

261

youth enrolled in our Soccer Program.

58

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

265

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

Case management services

719

clients received 1,758 referrals for social services.

266

clients were referred for emergency food, clothing, or housing.

511

Number of family assessments conducted to assess social service needs.

Mental health services

403

clients received mental health counseling.

95

clients received substance abuse counseling.

33

cases referred to Child Protective Services as a result of abuse/neglect.

Our results

Performance Measures

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 youth ages 10–25 to engage in pro-social activities. The following are outcomes from a sample of clients who completed both a baseline and an exit survey in our curriculum-based programs.

School/academic

At baseline,
46% (or 318 youth)
reported low levels of school
connectedness.

64% (204 youth)
of this group reported **increased
school connectedness** at exit.

At baseline,
12% (or 79 youth)
reported a negative academic outlook.

66% (50 youth)
of this group reported an
improved academic outlook at exit.

Emotional well-being

At baseline,
34% (or 240 youth)
reported lacking expectations
for a positive future.

61% (146 youth)
of this group reported an
**increase in their expectations
for a more positive future** at exit.

At baseline,
18% (or 151 youth)
reported high levels of
depression symptoms.

69% (104 youth)
of this group reported **decreased
levels of depression** at exit.

At baseline,
69% (or 645 youth)
reported poor conflict resolution
and anger management skills.

55% (355 youth)
of this group reported **increased
skills** at exit.

Risk behaviors

At baseline,
19% (or 151 youth)
reported high levels of gang
and delinquent behaviors.

76% (115 youth)
of this group reported they had
**decreased their gang-related or
delinquent activities** at exit.

At baseline,
23% (or 206 youth)
reported high levels of
substance abuse behaviors.

64% (132 youth)
of this group reported they had
decreased their drug use at exit.



Where we serve

High School Wellness Centers

- Gaithersburg High School
- Watkins Mill High School
- Wheaton High School
- Northwood High School (2007–2016)

Youth Opportunity Centers

- Crossroads Youth Opportunity Center
- Up-County Youth Opportunity Center

After-school Programs

- Forest Oak Middle School
- Montgomery Village Middle School
- Neelsville Middle School
- Parkland Magnet Middle School
- Redland Middle School
- Seneca Valley High School
- Wheaton High School

Recreation Programs

- Positive Youth Development Soccer Program—county-wide
- Lunchtime pick-up soccer at Gaithersburg High School
- Winter Indoor Soccer League at Rockville Sports Plex
- Summer girls volleyball
- Basketball and other recreation activities at Identity program schools

Correctional Facility Re-Entry Program

- Montgomery County Correctional Facility

QUESTIONS REGARDING THIS EVALUATION REPORT:

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