

identity **2** **5**

Annual Evaluation Report FY2023

Annual Evaluation Report

July 2022 – June 2023

Evaluation has been an integral part of all Identity programs since our founding in 1998, as we believe that to serve others is a privilege and requires excellence.

Identity tracks and reviews its outputs and outcomes on a continuous basis to ensure that the thousands of youth and families we are privileged to assist are better able to realize their highest potential and thrive. Identity's primary goal is to support Latino and other historically underserved youth in their transition to adulthood by providing a range of programs and services to help improve social and emotional learning, increase academic success and better prepare them for work. Identity's growing portfolio of programs and services for parents aims to strengthen youth's ultimate support system, the family.

All Identity programs and services are aligned to contribute to our intended impact. They are trauma-informed and based on the Positive Youth Development model, which works 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 use, involvement in delinquent activities and school disconnection—factors that can lead to negative consequences.

We focus on assisting in-school and out-of-school 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.

Identity's FY23 Evaluation Report is presented in two sections. The first section describes Identity's organization-wide outputs and impact, including an in-depth look at *Encuentros* non-clinical, community-led emotional support groups. The second section presents a deeper look at data from select program or service areas. Detailed program-specific evaluation reports are available upon request.

11,055 Clients Served

Benefiting over 45,000 residents

In FY23, Identity worked with vulnerable youth, and the families that love them, after school, in the community and on playing fields. Identity programs enabled youth to build the skills they need to thrive and provided their families with the tools to support their children. This hard-working, resilient community of youth and families pressed on with optimism, especially working their way out of the disruption and isolation of the pandemic. Together, we are building a stronger Montgomery County.

We served...

7,247

youth and families with Case Management services

371

clients with Workforce Development services

209

youth and parents/guardians with Family Reunification and Strengthening groups

2,228

youth at four high school-based Wellness Centers

211

youth with Recreation programming

158

previously trained parent leaders, who remained active in community leadership

616

youth with Out-of-School Time programming (not including Wellness Centers)

1,738

clients with *Encuentros* non-clinical emotional support groups

67

parents with the Parent Leadership Academy, who were trained to advocate for positive change in their communities and schools

605

youth at two community-based Youth Opportunity Centers

395

clients with clinical behavioral health counseling

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. Outcome data is analyzed by an internal team of evaluators. The survey questions are grouped into several domains measuring various protective and risk factors. A statistical analysis known as the Paired Samples 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 management software system.

To evaluate the academic outcomes of Identity’s out-of-school time elementary programs, we request academic data from the schools, including quarterly report cards, standardized test scores, attendance and behavioral referral data.

We partner with the University of Maryland School of Public Health on the evaluation of two projects, including a mixed methods study of *Encuentros* non-clinical emotional support groups using rapid cycle iterative evaluation and in-depth qualitative interviews; and a longitudinal evaluation of the effectiveness of the *El Camino* curriculum for high school students, a collaboration with Child Trends. And in our continuous process of review and improvement, we we partnered with UMD in FY20 to re-validate our evaluation scales and update baseline survey questions.

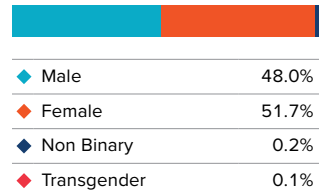
Who We Served

Identity primarily worked with the Latino community in elementary and middle school programs, while we continued to welcome and serve a diverse population at the youth centers. The four 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 following demographics come from a sample of 9,688 clients served by Identity in FY23.

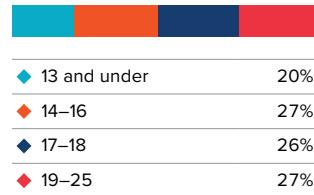
Youth (under 25)

n: 5,353

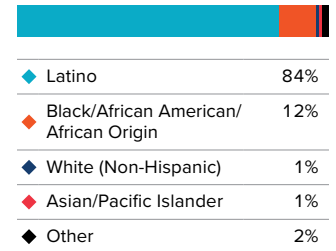
Gender



Age



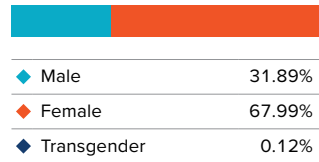
Race/Ethnicity



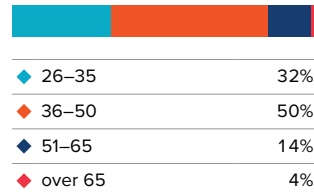
Adults (26 and older)

n: 4,335

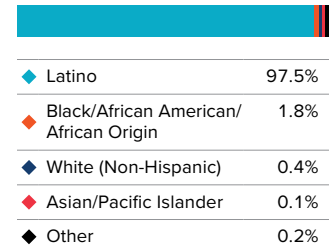
Gender



Age



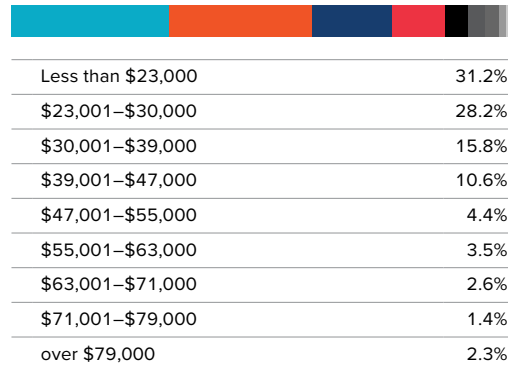
Race/Ethnicity



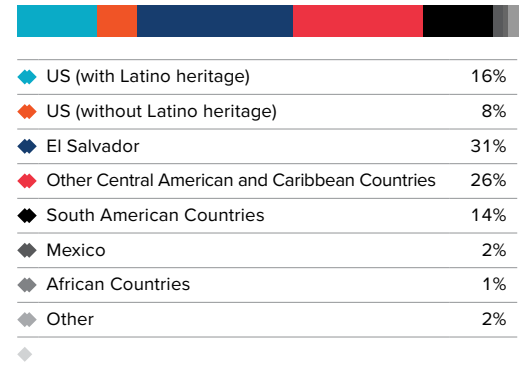
All

The self-sufficiency standard (the amount of money families need to meet basic needs without the help of public or private assistance) is \$122,943 in Montgomery County, MD for a household with two adults, one preschooler and one school-aged child.

Average Family Income



Country of Birth



Socioeconomics

60%
of students received Free and Reduced Meals (FARMS).

90%
of client households earned \$55,000/year or below.

30%
of youth lacked health insurance.

12%
of youth lived in a precarious housing situation (rented a room, lived in a shelter or a group home).

Family Cohesion

29%
of youth lived in a single-parent home; 14% lived in a restructured family (with stepparents); 21% lived without either parent.

6
was the average number of people living in each household.

59%
of youth had been separated from one or both of their parents, mainly due to immigration or divorce.

7
was the average number of years of separation from a parent because of an immigration issue.

Unique Challenges

Our Latino Community

Identity works to improve the lives of Latino and other historically underserved youth and families in Montgomery County, where Latinos are the fastest growing demographic, projected to represent 25% of the county's population by 2040 (Maryland Department of Planning, projections as of December 2020). The growth is even more dramatic among young people, who now make up 35% of the county's public school population.

Identity youth are exceptionally vulnerable. At the start of the 2022–2023 school year, only 23% of Montgomery County's Latino children were ready for kindergarten compared to 68% of their White peers (Readyatfive.org, 2022–2023). Latino students are the lowest performing subgroup in both Math (only 6% proficiency in Algebra I and 13% proficiency in Algebra 2) and Literacy (only 30% proficiency in English 8 and 35% proficiency in English 10); and have the lowest graduation rates (80%) and highest dropout rates (13%) in the County (mdreportcard.org, 2023).



Youth's Acculturation

4 in 10

youth were born in the U.S.

8 in 10

foreign-born youth selected Spanish as a preferred language.

3 in 10

foreign-born youth arrived in the U.S after January 1, 2021.

Parents' Acculturation

9 in 10

parents were foreign-born.

8 in 10

parents did not feel comfortable with English.

6 in 10

parents had less than a high school education. 60% of this group completed less than 8th grade.

Traditional ACEs

Identity's FY23 survey of 1,381 of Identity's Latino youth under age 18 shows 89% suffered at least one Adverse Childhood Experience (ACE) such as exposure to physical, emotional or sexual abuse, neglect or economic hardship; and household dysfunctions including mental illness, violence, substance abuse and/or long separations from parents due to immigration and/or divorce. Sixty-seven percent of these youth suffered from 2 or more ACEs, higher than U.S. (18%) or Maryland (12%) youth (National Survey of Children's Health, 2022). Children who experience one or more ACE are more likely to struggle with a variety of physical and emotional problems throughout childhood and adolescence. Many Identity parents also experienced ACEs in their youth. Identity's most recent survey in FY23 of 536 Latino parents found that 40% suffered 2 or more ACEs, with 60% suffering at least one ACE. This increases the likelihood of health problems for parents and may affect the health and wellbeing of their children.

Immigration-specific ACEs

Deeply traumatic events in childhood, before, during and after the immigration journey, are not accounted for in the traditional ACEs scale, such as being afraid of dying, being lost, lacking food and water during their journey to the U.S., and/or having to leave their home country because of gang or political violence.

Identity's 2023 survey of Immigration-specific ACEs

64% of youth and
60% of parents
reported immigration-specific childhood traumas.

Newcomers

Montgomery County is a destination for immigrant and asylum-seeking children, youth and families, especially for those seeking to reunite with family after long separations or to find safety from mortal danger in their home countries. Identity works closely with newcomers—defined in this report as those who arrived in Montgomery County after January 1, 2021—to help them feel welcomed, manage difficult emotions and acclimate to their new lives in the U.S.

1,301
newcomers were served across all Identity programs, a 41% increase from last year.

893
newcomers were assisted with 3,703 referrals for safety-net support such as food, clothing, healthcare, legal assistance, housing and emergency financial assistance.

Organization-Wide Outputs

To manage process evaluation data, Identity uses Efforts to Outcomes (ETO), a data collection and management 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-Emotional Learning

1,420

participants in curriculum-based programs.

2,420

hours of curriculum-based programs.

106

hours of parent education and engagement workshops.

Academic Enrichment

68

elementary school students received reading support in Identity's out-of-school time *Jóvenes de Mañana* program.

136

ESOL students at Watkins Mill High School participated in Wolverine Time, a partnership with the school to provide PYD programs to complement after-school academic enrichment.

92

ESOL students at Wheaton High School participated in Knight Time, a partnership with the school to provide PYD programs to complement after-school academic enrichment.

Workforce Development / Job Readiness

100

students participated in GED classes at the Youth Opportunity Centers.

371

clients enrolled in workforce development services at the Youth Opportunity Centers.

22

clients participated in Identity's intensive Entrepreneurship Program, learning the basics of starting a business, pitching at Identity Entrepreneurship Fairs, and receiving a year of mentorship.

Therapeutic Recreation

211

youth enrolled in our Recreation Soccer Program.

303

Wellness Center students took part in recreation and physical fitness programs.

813

young people took part in field trips focused on re-building social and school connection.

Case Management and Behavioral Health

7,247

clients received 26,435 referrals for social services.

2,587

referrals were made for health care and/or health insurance.

1,738

clients participated in *Encuentros* non-clinical emotional support groups.

13,913

emergency referrals were made for food and 1,795 for clothing.

395

clients received clinical mental health counseling.

58

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

Organization-Wide Outcomes

The Positive Youth Development model serves as the foundation through which we foster resilience and promote social, emotional and cognitive development and wellness across age groups. Identity PYD programs build self-management, self-awareness, responsible decision-making, relationship skills and social awareness.

The following are outcomes from a sample of 805 youth in middle school, high school and Youth Opportunity Center programs who completed both a baseline and exit survey.

At Baseline

39%

(n=310) reported lacking expectations for a positive future.

49%

(n=387) reported some levels of depression symptoms.

48%

(n=378) reported poor conflict resolution and anger management skills.

60%

(n=475) reported low levels of self-esteem.

5%

(n=43) reported some level of delinquent behaviors.

26%

(n=117) reported low awareness of the danger of using drugs.

At Exit

64%

of this group reported an increase in their expectations for a positive future.

61%

of this group reported decreased levels of depression symptoms.

66%

of this group reported increased skills.

55%

of this group reported increased self-esteem.

86%

of this group reported they had decreased their delinquent behaviors.

80%

of this group reported increased awareness.

Not all youth responded to all questions, so the "n" varies by question. The improvements shown here were statistically significant.

Work Readiness / Employment

116

clients earned career pathway certifications or industry-recognized certifications like IT, Hospitality, Child Care, Certified Medical Assistant, HIPAA, OSHA, CPR and ServeSafe.

94

clients obtained jobs or participated in internships or other paid work experience.

43

GED tests were passed by students.

Academic Development

MCPS uses the Dynamic Indicators of Basic Early Literacy Skills (DIBELS) reading assessment tool to determine reading proficiency levels in second grade. It is also used for third graders if they are reading more than two levels below grade level. MCPS has not shared a benchmark, but rather views any growth as positive.

Research has shown that students are more likely to succeed academically when they feel connected to school (Journal of School Health 74:7 (2004): 262-273).

At baseline, 58% (n=399) reported low levels of school connectedness.

Such as not feeling accepted, safe at school, or close to an adult at school.

58%

of this group reported increased school connectedness at exit.

At baseline, 60% (n=380) reported low leadership skills including the ability to set goals, considered a foundation for academic success.

61%

of this group reported increased leadership skills at exit.

97%

of elementary school participants showed growth in Dynamic Indicators of Basic Early Literacy Skills (DIBELS).

79%

of elementary school participants increased scores by 10 or more points in Dynamic Indicators of Basic Early Literacy Skills (DIBELS).

94%

of elementary school participants received a grade of C or higher in reading.

89%

of elementary school participants reported being more interested in STEM, being better at exploring new ideas and being more confident in what they can achieve after STEM enrichment sessions.



Unique Challenges | Innovative Responses

Encuentros

Inspired by Latino cultural traditions of family and friends helping each other in times of emotional distress, Identity's *Encuentros* program provides non-clinical culturally and linguistically appropriate emotional support groups for adults and high school-age youth. These trauma-informed curriculum-based groups offer a safe space to engage in open discussion about mental and emotional health challenges and share strategies for managing them. *Encuentros* was designed with, by and for the Latino community, and group sessions are delivered by trained and trusted community cofacilitators (Community Mental Health Workers or Youth Peer Leaders) with support from Identity staff.

In addition to completing the program as a participant, all Youth Peer Leaders and Community Mental Health Workers are required to complete a minimum of 10–12 hours of training in topics including group facilitation skills of the *Encuentros* curriculum, active listening, outreach and recruitment, as well as HIPAA, confidentiality and sexual abuse awareness.

Encuentros is evaluated through a partnership with the University of Maryland School of Public Health using qualitative and quantitative methods including surveys and focus groups. With this participant input, we are evaluating and continuously improving the curricula in real time.

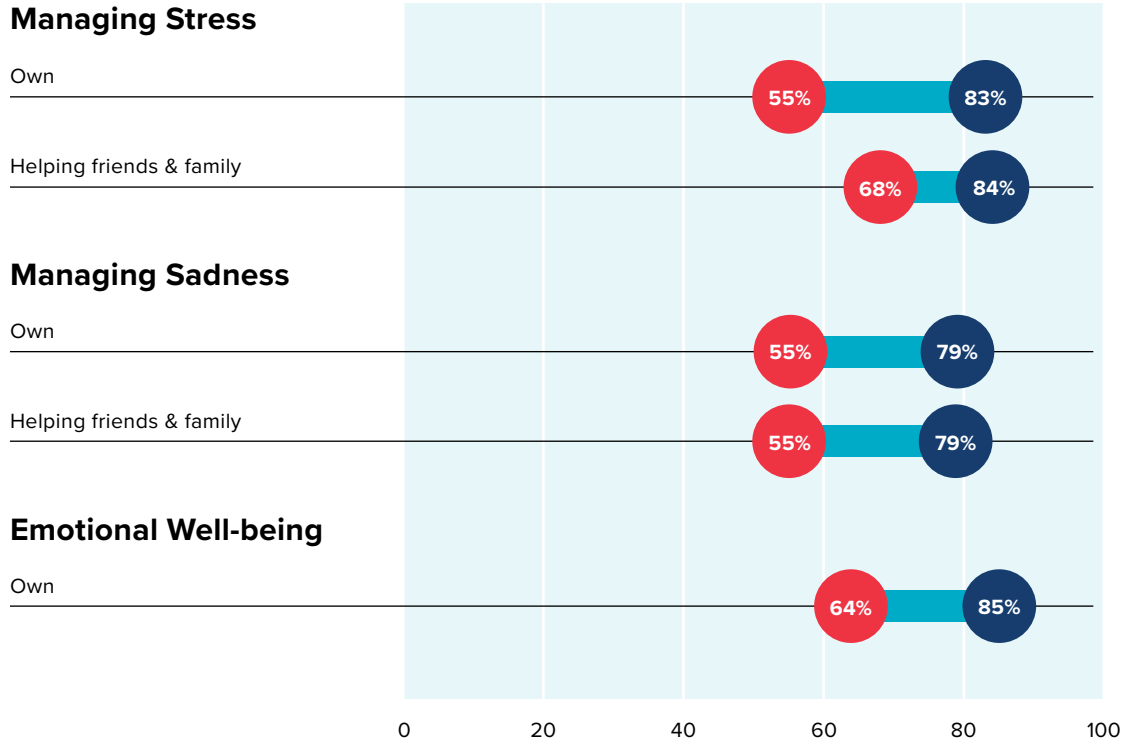
“Quite simply, in all of our years evaluating community-based programs for adults and youth, we have never seen this degree of interest, enthusiasm, and participation from community members. The *Encuentros* program is clearly meeting an enormous need in the community and doing so in a way that is accessible and valuable to those it serves.”
Dr. Amy Lewin and Dr. Kevin Roy, University of Maryland School of Public Health.

Since the program began in Spring 2021, Identity has served 2,348 community members (1,887 adults and 461 youth) with 233 groups (189 adult and 44 youth) co-facilitated by 40 Community Mental Health Workers and 12 Youth Peer Leaders and staff.

IN A SAMPLE OF 1,133 ADULT ENCUEENTROS PARTICIPANTS:

(who completed a baseline and exit survey)

● baseline
● at exit



IN A SAMPLE OF 307 YOUTH ENCUEENTROS PARTICIPANTS:

(who completed a baseline and exit survey)

At Baseline	59% reported they couldn't talk to family members with whom they live when they were feeling stressed or sad.	43% reported being comfortable talking about painful feelings.	56% said they couldn't cope well when they had painful feelings like sadness and stress
At Exit	67% reported improvement	52% reported improvement	64% were better prepared
	87% of youth reported that participation in <i>Encuentros</i> groups increased their understanding of their own feelings.	92% of youth reported that participation in <i>Encuentros</i> groups increased their abilities to handle or cope with their painful feelings.	

We used the Generalized Anxiety Disorder (GAD-7) scale to measure anxiety symptoms pre- and post-participation. In a sample of 1,093 adult participants who completed the baseline and exit surveys, 65% reported decreased anxiety symptoms. Of those who started with severe anxiety (n=50), 92% reported decreased anxiety symptoms. UMD researcher Dr. Amy Lewin said, "Adult *Encuentros* participants experienced a significant decrease in anxiety symptoms after participating. This is an unusually large effect for a behavioral intervention (Cohen's *d* = 0.63). A sample of 289 youth also reported decreased anxiety symptoms. The magnitude of this effect is smaller than for the adults, but still very large for a behavioral intervention (Cohen's *d* = 0.35)."

Evaluation by Program

School-based Programs

Identity runs Out-of-School Time programs before, during and after school, and during spring and summer breaks. In FY23, programs took place in four high school Wellness Centers, eight high school Bridge to Wellness schools, four middle schools, and three elementary schools.

Out-of-School Time Participants:

- 2,684 students

Curriculum-based Positive Youth Development:

- 2,276 hours of programming

Case Management:

- 682 Family Intake and Wellness Plans

Parents Served:

- 106 hours of educational workshops
- 1,001 parents attended workshops (duplicated)

High School Wellness Centers

Identity managed four Wellness Centers at Gaithersburg, Seneca Valley, Watkins Mill, and Wheaton High Schools. The Wellness Centers are run in partnership with MCPS and the Montgomery County Department of Health and Human Services to support the social, emotional, mental, and physical wellbeing of students throughout their high school years. In FY24, we will add analysis of Identity’s fifth and newest Wellness Center at John F. Kennedy High School.

Identity’s trauma-informed, culturally and linguistically responsive programs for young people and their families strengthen school connectedness and other protective factors that have been shown to lead to better academic and life outcomes. The Wellness Centers increased evening and weekend hours to offer greater access to Positive Youth Development, therapeutic recreation, clinical and non-clinical mental health services and case management, especially to accommodate newcomer youth and families who may have difficulty accessing Wellness Centers during normal business hours. As we continued to address the mental health impacts of the pandemic, wraparound care to students focused on self-care and creating non-traditional healing spaces that incorporated art therapy, yoga, movement, and other expressive techniques.

In FY23, the Wellness Centers served 2,228 youth and their families, reflecting 25% of the overall student population of the four schools.

DEMOGRAPHICS

61%
received FARMS.

32%
lived in a single-parent home.

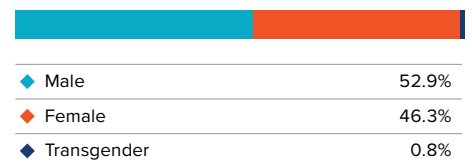
27%
lacked health insurance.

15%
lived in a restructured family.

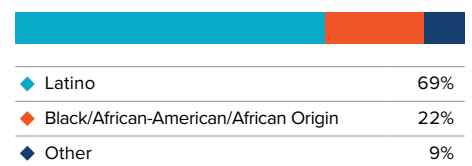
62%
were foreign born.

19%
lived without either parent.

Gender



Race/Ethnicity



OUTPUTS

Curriculum-based Programs

1,765

hours with 1,024 youth participating individually and in groups

Extended Hours

225

youth with 395 hours of evening and weekend activities focused on acclimating newcomer students and forging school connection

Volunteer Opportunities

4,733

hours of Student Service Learning (SSL), which students need to graduate

Case Management

1,246

youth with 2,814 referrals for safety-net supports

Therapeutic Recreation and Other Activities

303

youth with 80 sports activities

Parents and Caregivers

410

family case management assessments

Counseling

1,474

hours of individual clinical behavioral health counseling

267

youth with healing therapeutic recreation activities

542

parents attended 61 education and engagement sessions

127

hours of group clinical behavioral health counseling

132

field trips, 208 other special activities

OUTCOMES

The following outcomes are from a sample of 448 Wellness Center students who completed both a baseline and exit survey.

	School Connectedness		Emotional Well-Being		
At Baseline	58% (n=261) reported having low school connection.	55% (n=247) reported poor leadership skills (communication, decision making, goal setting skills.)	41% (n=183) lacked expectations for a positive future.	53% (n=235) reported low levels of anger management and conflict resolution skills.	65% (n=235) reported low levels of self-esteem.
At Exit	59% of this group reported an increase in school connection.	65% of this group reported improvement in leadership skills.	66% of this group reported more positive expectations for their future.	68% of this group reported an increase in those skills.	53% of this group reported an increase in self-esteem.

ADDITIONAL PARTNERSHIPS

Identity’s 21st Century Community Learning Center partnerships with Wheaton High School (Knight Time) and Watkins Mill High School (Wolverine Time) helped 228 ESOL students stay on track to graduate with academic support in English and Math paired with social and emotional learning programs, opportunities to earn Student Service Learning hours, field trips, recreation and art activities. Students who attend Wolverine Time or Knight Time programs regularly earn better grades (MCPS Reports to WT and KT Steering Committees, June 2023).

Líderes de Mañana, Middle School

Social-Emotional Learning

OUTPUTS

177

middle school youth served

217

hours of curriculum-based Positive Youth Development (PYD)

OUTCOMES

For the 161 students in Identity's middle school PYD programs who completed a baseline and exit survey, we saw statistically significant improvements in youth who initially reported high levels of challenges in social and emotional skills. Improvements in these critical indicators of wellbeing strengthen their chances for positive academic and life outcomes.

At Baseline

72%

(n=116) reported low levels of self-esteem.

63%

(n=100) of youth reported low levels of conflict resolution and anger management skills.

58%

(n=94) reported some levels of depression symptoms.

At Exit

58%

of this group reported an increase.

59%

of this group reported an increase in their ability to resolve conflicts without resorting to violence.

66%

of this group reported a decrease in their depression symptoms.

Jóvenes De Mañana, Elementary School

Social-Emotional Learning and Reading Support

OUTPUTS

68

youth in 2nd and 3rd grade served

193

hours of curriculum-based Positive Youth Development

OUTCOMES

For the 63 youth in Identity's Jóvenes de Mañana elementary school program who completed an intake and exit survey, there were statistically significant improvements for those who initially reported high levels of challenges in the social and emotional skills linked to academic success. Improvement in critical indicators such as levels of self-awareness, self-management, social awareness, relationship skills, decision-making and school connection (CASEL's Social and Emotional Learning Framework) strengthen their chances for academic success.

At Baseline

33%

(n=21) reported low levels of self-management.

22%

(n=14) of program participants reported low levels of social awareness (understanding and empathizing with others).

24%

(n=15) reported low levels of relationship skills.

37%

(n=23) reported low levels of decision-making ability.

29%

(n=18) reported low levels of school connection.

At Exit

76%

of this group reported improvement.

93%

of those participants reported improvement.

80%

of those participants reported improvement.

87%

of those participants reported improvement.

78%

of those participants reported feeling more connected to school.

SCHOOL ATTENDANCE

According to MCPS, chronic absenteeism—defined as 18 or more days absent in a school year (above 10%)—is a growing and critical problem. The subgroup of Pre-K high school Hispanic FARMS students has the highest percentage of chronically absent students system-wide at 42.46%. Even the percentage of chronically absent elementary schoolers, regardless of subgroup, is 20%.

By comparison, Jóvenes de Mañana program participants have much better school attendance, with an 8% absenteeism rate.

READING ENRICHMENT

MCPS uses the Dynamic Indicators of Basic Early Literacy Skills (DIBELS) reading assessment tool to determine reading proficiency levels in second grade. It is also used for third graders if they are reading more than two grade levels below grade level. MCPS has not shared a benchmark, but rather views any growth as positive.

94%

of students received a grade of C or higher in reading.

79%

of Identity participants increased 10 or more DIBELS.

97%

of Identity participants showed growth in DIBELS.

STEM ENRICHMENT OUTCOMES

Elementary students participated in 6 STEM enrichment sessions (22.5 hours) in partnership with KID Museum, which included a parent education component regarding how and why to support their child's STEM education.

89%

of the students reported being more interested in STEM, being better at exploring new ideas and being more confident in what they can achieve after the enrichment sessions.

99%

of parents reported they agreed or strongly agreed that STEM is important for their child's future and that they will encourage STEM studies.

92%

of youth reported they were better at not giving up when things get hard after participating in the program.



Recreation

Identity's Recreation program teaches youth leadership, goal setting and teamwork skills and habits of healthy living while building fitness and sports skills. This program is often the only option for at-risk youth to be involved in sports, as many don't qualify for school teams due to low grades. The program works to inspire them to maintain good school attendance, raise their grades and feel more connected to their school community. In addition to soccer, youth participated in free tennis and swimming lessons, and Identity coaches organized scenic hikes on nearby trails and helped families participate in other outdoor events.

In FY23 the program served 211 youth, with 235 soccer sessions and other fitness activities.

53%

of youth who initially reported poor school connectedness, reported better connection to school at exit.

89

girls played on soccer teams, making up 42% of players.

24

youth were eligible to try out for their school soccer team; 20 made their school team.

51%

of youth who initially reported low levels of physical activity reported an increase at exit.

95

youth enrolled in a county or local soccer league.

58%

of youth who initially reported poor conflict resolution and anger management skills, reported an improvement at exit.

55%

of youth who initially reported poor self-esteem, reported an increase in self-esteem at exit.

79%

of youth that began the program with only basic soccer skills reported improvement in their skills at exit.



Evaluation by Program

Community-based Programs

Many Identity programs are community-based, serving youth and families from all across Montgomery County, unlike our school-based programs which are delivered in public schools. Youth Opportunity Centers located Up-County and Down-County serve older opportunity youth, both in-person and virtually. Workforce Development, Community Mental Health, Case Management and Community Engagement programs and services are delivered in-person, virtually or both to remove barriers to participation.

8,321

clients served by Community-based programs

1,947

clients with Community Mental Health programs

7,247

clients served with Case Management

Youth Opportunity Centers

In FY23, the Youth Opportunity Centers served 605 clients.

Identity manages Montgomery County’s two Youth Opportunity Centers (YOCs), located in Gaithersburg and Takoma Park. Together with our partners (Pride Youth Services and Maryland Treatment Centers), Identity’s YOC staff work with young people (up to age 25) who have high levels of risk factors and tend to be disconnected from school, employment, community and/or family, requiring support and structure as they work toward a more positive future. The YOCs help these young people build social-emotional, academic and job readiness skills; connect to education and the workforce; and successfully transition to adulthood. Each YOC is a one-stop-shop helping older opportunity youth reach their highest potential.

DEMOGRAPHICS

Demographics include the eight Bridge to Wellness high schools whose programs began halfway through FY23 and are managed through the Youth Opportunity Centers.

74%

of youth were foreign born. Of those, 63% had been living in the US for less than 5 years.

90%

of foreign-born youth chose Spanish as a preferred language.

26%

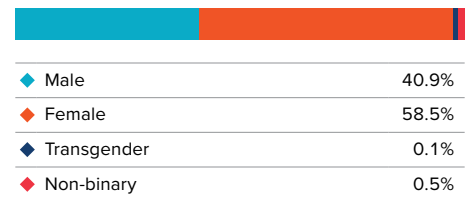
of youth were US-born.

RISK FACTORS AT INTAKE

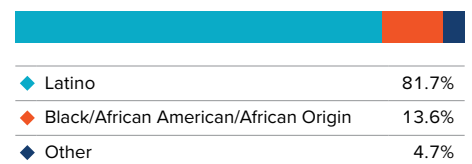
(from a sample of 280 youth who completed a baseline intake survey in FY23)

- 77% of clients reported at least one red flag behavior such as delinquent behaviors, high levels of depression symptoms or poor anger management skills. Typically, young people under-report their risky behaviors at intake.
- 45% had dropped out of school.
- 46% of youth were not living with either parent.
- 61% of youth had no health insurance.

Gender



Race/Ethnicity



OUTPUTS

605

clients (aged 14-25)

268

clients enrolled in Job Readiness programs.

277

youth participated in engagement activities such as the summer welcome barbecue, outdoor sports and recreational events and workshops.

460

clients received case management/mentoring.

75

clients received employment counseling.

83

clients received 575 hours of individual mental health and substance use counseling.

100

clients received individual GED tutoring.

OUTCOMES

8

clients obtained internships and paid work experience.

57

clients earned career pathway certifications or industry-recognized certifications like Early Childhood Education, Certified Medical Assistant, HIPAA, OSHA, CPR and ServSafe.

43

GED tests were passed by clients.

40

clients acquired a job.

11

clients earned their high school diploma.

POSITIVE YOUTH DEVELOPMENT OUTCOMES

From a sample of 168 clients that completed a follow-up/exit survey during FY23

At Baseline

24%

(40 youth) reported lacking expectations for a positive future.

31%

(51 youth) reported some levels of depression symptoms.

85%

(142 youth) reported poor conflict resolution and anger management skills.

45%

(75 youth) reported being disconnected from the school system.

At Exit

98%

of youth were not involved or re-involved with the juvenile or criminal court system while enrolled in Identity programming.

74%

of this group reported an increase in their expectations for a positive future at follow-up.

78%

of this group reported decreased levels of depression symptoms at follow-up.

81%

of this group reported increased skills at follow-up..

53%

of this group were reconnected either to school or a GED program.



Workforce Development / Job Readiness

YOUTH AND ADULTS

Identity's Workforce Development program offers a comprehensive range of services to support youth and parents in gaining workforce readiness skills, industry-recognized certifications and internships/work experience. It also provides bilingual (English/Spanish) coaching services to help clients find and maintain a job in their chosen field, including safety net and workforce-related case management critical to removing barriers that could derail their efforts.

371

clients enrolled in workforce development services.

100

students participated in GED classes.

43

GED tests were passed by students.

22

clients participated in Identity's intensive, year-long Entrepreneurship Program.

94

clients obtained jobs or participated in internships or other paid work experience.

116

clients earned career pathway certifications or industry-recognized certifications like IT, Hospitality, Early Childhood Education, Certified Medical Assistant, HIPAA, OSHA, CPR and ServSafe.

Case Management Program

Across the organization and across Montgomery County, Identity's Case Management program provides low-income and historically underserved youth and families in Montgomery County with essential resources to stabilize their situation and help them achieve self-sufficiency.

In general, Identity families live in extreme poverty, with almost 86% living in households earning less than \$47,000. This includes newcomer families who may be homeless.

Identity's bilingual Case Managers meet with clients to assess needs, develop action plans and coordinate options to address their needs, while also increasing their ability to identify and access school and/or community resources for themselves and their families.

7,247

unduplicated clients received case management services including food, healthcare, clothing, mental health support, legal services, rental assistance, utility assistance and other safety net needs and public benefits.

Key Services	# of clients	# of referrals
Food	4,856	13,913
Health and Mental Health Care	2,560	3,222
Educational Support	1,714	2,114
Clothing	1,504	1,795
Employment	766	798
Legal Services	676	770
Furniture	544	568
Baby Essentials	380	472
Computer/Phone	350	354
Transportation	177	285
Housing and Utilities	348	382
Other	1,830	1,762
Total	15,705	26,435

Clients in chart are duplicated, as many clients receive more than one referral.



Non-Clinical Community Mental Health

ENCUENTROS

The evaluation of *Encuentros*—trauma-informed, non-clinical emotional support groups designed with and for the Latino community and co-facilitated by trained and trusted community members—is described in detail on page 8.

FAMILY REUNIFICATION & FAMILY STRENGTHENING

Identity's multi-session healing program helps reconnect youth and their families who have experienced long periods of separation due to immigration. Reunification can pose serious challenges for those struggling to adapt to new and sometimes difficult family dynamics and poor communication while also grieving the loved ones they left behind. This year Identity helped 48 parents and 57 youth rebuild family bonds and reunify after years of separation. Families participated together in activities and exercises, often with siblings and extended family, to strengthen communication and develop trust, respect and a more cohesive and resilient family unit.

94

hours of coaching sessions (augmenting the program sessions).

95%

(n=48) of parents/guardians who initially reported poor relationships with their children, reported improved relationships at exit (ADD Health scale).

50%

(n=49) of youth who initially reported poor relationships with their parents/guardians, reported improved relationships at exit (Add Health Scale).

157

parents/guardians participated in both Family Reunification and Parenting Workshops on skills and strategies for raising adolescents in collaboration with the Parent Encouragement Program.

Clinical Mental Health

Clinical mental health services are open to school-based or YOC program participants. Bilingual, culturally competent therapists provide counseling sessions to individuals, groups and families.

395

program clients received mental health therapy.

2,233

hours of mental health therapy.

Community Engagement

Identity works with families to strengthen their ability to support their children's and their community's schooling and wellbeing. We offer parent education and engagement workshops and curriculum-based programs for leadership development. We provide program graduates with ongoing opportunities to participate in civic discourse and advocate for their community.

Parent Education and Engagement

In FY23, 1,001 parents attended 86 parent education and engagement workshops (duplicated attendance). Topics included navigating the school system, using ParentVUE, interpreting report cards, communicating effectively with school staff, preventing bullying and cyberbullying, recognizing and preventing substance use disorders, understanding child and adolescent development, preventing diabetes, understanding FAFSA, and understanding MCPS's Anti-Racist Audit Report.

Parent Leadership Program

Identity's *Padres Latinos Conectados* program trained 67 new parent leaders and mobilized 158 active alumni to advocate for positive change in their communities and schools. Current and past participants took part in 20 different community engagement activities throughout the year.

The parent network has an active WhatsApp group of 432 members. This program reflects Identity's belief that impacted communities must have a leading role in identifying and driving lasting change.

At exit:

88%

(n=67) of parents reported being qualified to advocate for improvements in the education of Latino students in their community.

91%

(n=67) of parents reported knowing the steps necessary to obtain support at the school to resolve any conflict their child may have.

96%

(n=67) of parents reported feeling comfortable talking to their child about how they can support him or her at school.





Where We Served in FY23

Youth Opportunity Centers

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

High School Wellness Centers

- Gaithersburg High School
- Seneca Valley High School
- Watkins Mill High School
- Wheaton High School

Out-of-School-Time Programs

- Gaithersburg Elementary School
- Stedwick Elementary School
- Whetstone Elementary School
- Forest Oak Middle School
- Gaithersburg Middle School
- Montgomery Village Middle School
- Neelsville Middle School
- Bethesda Chevy Chase High School
- Clarksburg High School
- Albert Einstein High School
- Col. Zadok Magruder High School
- Richard Montgomery High School
- Quince Orchard High School
- Rockville High School
- Springbrook High School

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