

# 2018

## COMMUNITY NEEDS ASSESSMENT

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### **Caroline Human Services Council**

Caroline County's Local Management Board

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## ACKNOWLEDGEMENTS

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### Caroline Human Services Council Board Members

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**Caroline Human Services Council, Inc.**  
**Local Management Board for Caroline County**

## **Mission Statement**

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The Caroline Human Services Council will develop and promote a caring environment that provides efficient and effective services to the residents of the County by working in partnership with public and private individuals, agencies and organizations.

## **Caroline Human Services Council, Inc. Core Beliefs**

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### **A Healthy Child:**

- is in a caring and safe environment • has spiritual, emotional and physical needs met • has high self-esteem and is self-confident • is part of a strong family structure (love, respect, pride)

### **A Strong Family:**

- nurtures, cares, loves, shares, protects • provides structures, values, beliefs, opportunities for growth and exploration

### **A Supportive Community:**

- lends a helping hand when needed, without prejudice • offers opportunities to grow, interact and express • establishes open lines of communication • values diversity

### **An Excellent Public Agency:**

- makes decisions in consultation with and concurrence of families • values and nurtures children, families and individuals • serves all citizens with caring and respect

### **A Responsible County Government:**

- works in collaboration with its citizens • is not afraid to take risks • is accountable to its citizens

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## Introduction

Caroline County, Maryland is home to approximately 32,653 people on Maryland's Eastern Shore, of whom close to 8,000 are under the age of 18. The County has several agencies devoted to youth development, many of which are members of or partner with the [Caroline Human Services Council, Inc. \(CHSC\)](#). The CHSC operates as Caroline County's Local Management Board (LMB) and was established in January, 1997 in response to the State's desire to transform Maryland's human service delivery system for children and families. Based on the premise that local stakeholders are in the best position to understand their community's needs, the LMB's were given authority to plan, implement and monitor a system of care to children and families in their communities.

CHSC seeks to create a more efficient and effective system of care for the children and families of County through:

- Identifying the most pressing needs of families and directing resources to meet those needs;
- Developing family-centered, results-driven programmatic and partnership opportunities; and
- Implementing a monitoring system to determine program effectiveness and outcomes

The CHSC is composed of both private and public members. Private members can include parents, business leaders, service providers, and other citizen representatives while public members include the Caroline County Department of Social Services, Caroline County Public Schools, Caroline County Department of Juvenile Services, and the Caroline County Health Department.

As part of its efforts, the CHSC completes a Community Needs Assessment (CNA) every three years. In January 2018, CHSC Director Susan Runnels and consultants Holly Ireland and Rebecca Lepter worked together to implement this CNA using the Results-Based Accountability Framework. The purpose of the CNA is to gather local data regarding the current needs of children, youth, and families in Caroline County, community strengths and areas for improvement, and available and needed programs, services, and resources. Through the gathering of archival data, conducting focus groups and stakeholder meetings, and disseminating surveys, the findings of this assessment will be used to plan, develop, and implement services and strategies in Caroline County to improve outcomes for children, youth, and families.

In addition to outlining Caroline County's performance relative to the four strategic goals established by the [Maryland Governor's Office for Children \(GOC\)](#), this document will also discuss additional priority areas for Caroline County.

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## **Study Objectives**

The overall intent of this study is to better understand, quantify, and articulate the needs of Caroline children, youth, and families. The CNA team used a multi-faceted research approach to understand the following:

- What does the data tell us about Caroline County's needs and strengths relative to each of Maryland's Eight Child Well-being Result Areas?
- What does the data tell us about Caroline County's needs and strengths relative to each of the Governor's Office for Children's four strategic goals?
- What challenges do children, youth, and families face when trying to maintain and/or improve their well-being?
- Where do these populations turn for services needed to maintain and/or improve their well-being?
- What is needed to help these populations maintain and/or improve their well-being?
- Is there evidence of racial disparity in Caroline County?
- Is there evidence of disparity for individuals in Caroline County who identify as LGBTQ?
- What does the community identify as their highest priority needs?

## **Needs Assessment Format**

Executive Summary: A summary of data to indicate the status of children and families based on all quantitative and qualitative data collected.

Quantitative (Secondary) Data: The CNA begins with a demographic profile that includes population figures, demographics, economic information and characteristics of the County and its culture. Beyond standard data points, the CNA team looked closely at racial, ethnic, and gender disparities and included that information in the demographic profile. Local Management Boards utilize the [Results-Based Accountability](#) Framework to track progress on result areas and indicators. The demographic profile is followed by a detailed look into the data used to determine Caroline County's needs and strengths relative to each of Maryland's Eight Child Well-being Result Areas:

1. Babies Born Healthy
2. Healthy Children
3. Children Enter School Ready to Learn
4. Children are Successful in School
5. Youth Will Complete School
6. Youth Will Have Opportunities for Employment or Career Readiness
7. Communities are Safe for Children, Youth, and Families
8. Families are Safe and Economically Stable

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The Governor's Office for Children maintains a list of indicators that correspond to each result area for the purpose of comparing the status of children statewide, developing plans to respond in areas where a children's status might be threatened, and to better understand the extent to which the results are being achieved once strategies have been implemented. As often as possible, data was organized to provide a three-year trend line to help determine need and/or progress toward established goals.

Information on each indicator page is organized as follows:

- **Result Area** - Results (or outcomes or goals) are conditions of well-being for children, adults, families or communities.
- **Indicator** - Measures which help quantify the achievement of a result.
- **Definition** - A detailed description of the indicator.
- **Source** - The data sources for the data presented.
- **Significance** - A brief overview of the importance of the indicator and how it relates to child and family well-being.
- **Analysis** - A brief explanation of data trends and findings.

Qualitative (Primary) Data: In order to better understand the "story behind" the quantitative data, qualitative or primary data was collected through several different sources. Four community stakeholder meetings with over 35 participants were held, as were four separate focus groups with a total of 47 youth and young adults. Three different surveys, for youth, community members, and service providers were disseminated in the community. In all, more than 500 community members participated in this research effort.

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## EXECUTIVE SUMMARY

### What is a Community Needs Assessment?

A **community needs assessment** identifies the strengths and resources available in the community to meet the needs of children, youth, and families. The assessment focuses on the capabilities of the community, including its citizens, agencies, and organizations. It provides a framework for developing and identifying services and solutions and building communities that support and nurture children and families.

Every three years, the Caroline Human Services Council, also known as Caroline County's Local Management Board, conducts a community needs assessment focusing on the eight areas of child and family well-being as outlined by the Maryland Governor's Office for Children.

This Community Needs Assessment is a compilation of demographic data from census records, existing studies on targeted community issues, focus group discussions, stakeholder meetings, and surveys of different target populations.

By analyzing demographic data and talking to both key informants and members of the community through this Community Needs Assessment, the Caroline Human Services Council assesses the most pressing problems facing children and their families and develops a plan to generate the resources and implement programs to meet those needs.



### What are the goals of this community needs assessment?

1. Identify Caroline County's strengths and weaknesses in terms of services that support children and families.
2. Increase understanding within the community about its needs, why they exist, and why it is important for the needs to be addressed.
3. Increase community engagement by including members from different parts of the community in discussions about how to respond to community needs.
4. Use the information gathered from this process to inform strategic planning, priority setting, program outcomes, and program improvements.

## Governor Hogan's Strategic Goals



In April 2015, Governor Larry Hogan tasked the Governor's Office for Children and Maryland's Children's Cabinet with a series of initiatives aligning with his goal of an economically secure Maryland. By coordinating efforts at the State level and providing technical assistance to Maryland's Local Management Boards, the Governor's Office for Children focuses on improving child well-being in Maryland through the following strategic goals:

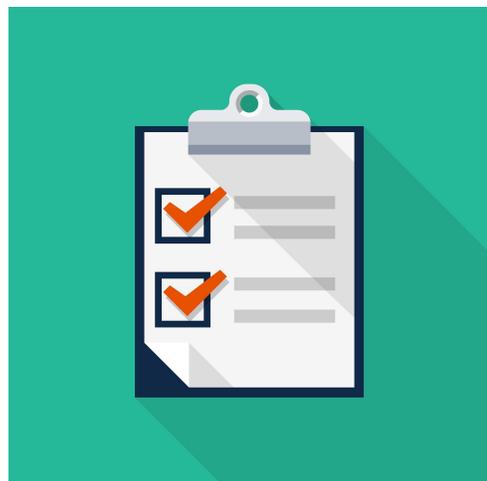
- Reduce the impact of parental incarceration on children, families, and communities;
- Improve outcomes for disconnected youth;
- Reduce childhood hunger; and
- Reduce youth homelessness

Funding initiatives that support these goals across all of Maryland's jurisdictions has been a priority since 2016.

## How does this Community Needs Assessment Differ from Previous Assessments?

Caroline Human Services Council worked with consultants to expand on previous needs assessment efforts by:

- Holding a **series of community stakeholder meetings**, inviting CHSC Board members, service providers, and families to work together to analyze data, discuss the "story behind" the data, identify service gaps and what works to create positive community change, and ultimately leading to recommendations on needs that should be made a priority in Caroline County.
- Developing and disseminating **multiple surveys** tailored to specific stakeholder groups: community members, youth, and service providers.
- Involving **youth** through a series of **focus groups** with Middle and High School students.



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## Snapshot of Governor Hogan's Four Strategic Goals in Caroline County

### Impact of Parental Incarceration on Children, Families, and Communities

950

children are impacted by the effects of parental incarceration in Caroline County. While there is no local, state or federal database that captures the number of Caroline County children who have or have had a parent, we can use the data that is available to estimate by taking into account how many individuals are incarcerated in state, local and federal facilities, along with the number of individuals on parole or probation to determine a reliable estimate.

#### Why is it this important?

The [impact of incarceration](#) on children and families includes family instability, higher rates of child welfare involvement, and post-traumatic effects such as hypervigilance, feelings of despair and powerlessness, and poor academic outcomes.

### Disconnected/Opportunity Youth

300-600

[Opportunity Index](#) calculates the number of Disconnected Youth by state and county. The current estimate of this database says that there are upwards of 600 youth and young adults in Caroline County between the ages of 16 and 24 who are not working *and* not in an educational program. This data may not be reliable, given that youth unemployment numbers were below 400 in 2016 and the likelihood that some of those individuals may be enrolled in an educational program, making the number even lower.

#### Why is this important?

These vulnerable young people are cut off from the people, institutions, and experiences that would otherwise help them develop the knowledge, skills, maturity, and sense of purpose required to live rewarding lives as adults. The negative effects of [youth disconnection](#) span the economy, the social sector, the criminal justice system, and the political landscape, affecting entire communities.

### Childhood Hunger

55%

of Caroline County children experience a lack of access, at times, to enough food for an active, healthy life for all household members; limited or uncertain availability of nutritionally adequate foods.

#### Why is this important?

There is strong research tying school meal participation to a number of positive outcomes for children, including: improved proficiency on standardized tests, reduced chronic absenteeism, and fewer disciplinary concerns.

### Youth Homelessness

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homeless youth were identified in 2017 who were not in the physical custody of a parent or guardian and who were between the ages of 14 and 25, a population known as unaccompanied homeless youth.

#### Why is this important?

The root causes of youth homelessness are varied, but often include an unsafe home environment due to domestic violence, parental addiction, or family discord due to sexual orientation or gender identity; transition from systems involvement (detention, foster care, or other institutional placements); family poverty; undocumented status; and lack of affordable housing.

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## Key Findings

### Poverty

While child poverty in Caroline County is trending down slightly, the rate is still significantly higher than that of the Maryland average; 22% in Caroline, compared to 13% in MD. Review of family poverty reveals that rates in Caroline County are trending up, at round 13%, nearly double that of Maryland at 7%. As both the cause and the result of other key findings in this report, poverty in Caroline County will need to be more closely examined.

### Mental Health

Mental health is not a current indicator for child well-being as outlined by the State of Maryland, but Counties are allowed to choose local indicators if a need is identified. Closely linked to substance use, mental health was identified as a priority among all stakeholder groups that met and were surveyed. Students ranked mental health as the top priority to be addressed in Caroline County and linked it to substance use, violence, bullying, and school attendance. A group of community members felt that if mental health became a more targeted focus in Caroline County, other indicators would see an improvement as well.

### Underemployment

Median household income in Caroline dropped by nearly \$12,000 between 2012 (\$60,735) and 2017 (\$48,972). During the same period, the unemployment rate in Caroline County has been cut almost in half, from 8.2% in 2012 to 4.7% in 2016. A natural result of lower unemployment rates should be an increase in median household income. As they reviewed the “story behind” the data, stakeholders determined that the real issue is underemployment. More people are working, but employers are giving them fewer hours in order to avoid having to cover benefits that they may not be able to afford. This can mean families have to live on part-time salaries or are taking multiple jobs to make ends meet.

### Disparities

Racial and ethnic disparities were found in the areas of poverty, kindergarten readiness, educational attainment, median household income, salaries in select work categories, and unemployment rates. In all instances, white residents in Caroline County are faring much better than their Black or African-American, Hispanic, and Two or More Races counterparts. In the area of household income, there was also a disparity between earnings of males and females in Caroline County. These disparities will need to be more closely examined by the community to understand the “story behind” this data.

- Since 2012, males in Caroline County who work full-time, year round make on average **\$12,600** per year more than their female counterparts who also work full-time, year round.
- Hispanic families (43%) experience poverty at more than **4x** the rate White families do (10%); Black or African-American (20%) families experience poverty at twice the rate White families do.
- Individuals of Two or More races are **3x** more likely (21%) to be unemployed than their White counterparts (6%), while Black or African-American individuals are more than twice as likely (14) to be unemployed.
- The disparity in school readiness between White students and students of all other races and ethnicities measured in Caroline County is over **20%**. The gap between White and Black or African-American and Two or More Races students is widening, while the gap between White and Hispanic students is narrowing.
- Significant disparities can be found in wage rates in common jobs:
  - Miscellaneous Managers: White individuals in these roles earn on average **\$32,764** more per year than their Black or African-American counterparts
  - Secretaries/Administrative Assistants: White individuals in these roles earn on average **\$13,068** more per year than their Black or African-American counterparts
  - Retail Sales: White individuals in these roles earn on average **\$13,579** more than their Black or African-American and Two or More Races counterparts.

## Prioritized Needs

Community members, youth, and service providers were asked to prioritize needs in each meeting, focus group and survey conducted as part of the needs assessment process. The chart below shows that the highest priority result area identified among all groups was *Healthy Children*, with selected indicators of Mental Health and Substance Use (Behavioral Health). Adult respondents identified the *Youth Have Opportunities for Employment & Career Readiness* as their second highest priority result area with indicators of Youth Employment and Disconnected Youth, while youth selected *Children are Successful in School* as their second highest priority result area with an indicator of Bullying & Harassment. The third highest priority result area identified by community stakeholders was *Families are Safe and Economically Stable*, with indicators of Childhood Hunger and Parental Incarceration.

	Service Providers	Community Members	Youth
Stakeholder Meetings/ Focus Groups	<b>Result Areas &amp; Corresponding Indicators (service providers and community members met together at a series of community planning meetings):</b> <ul style="list-style-type: none"> <li><b>Healthy Children</b> <ul style="list-style-type: none"> <li>● Mental Health</li> <li>● Substance use</li> <li>● Obesity</li> </ul> </li> <li><b>Youth Have Opportunities for Employment &amp; Career Readiness</b> <ul style="list-style-type: none"> <li>● Disconnected Youth</li> <li>● Youth Employment</li> </ul> </li> <li><b>Families are Safe and Economically Stable</b> <ul style="list-style-type: none"> <li>● Parental Incarceration</li> <li>● Childhood Hunger</li> </ul> </li> </ul>		<b>Result Areas &amp; Corresponding Indicators:</b> <ul style="list-style-type: none"> <li><b>Healthy Children</b> <ul style="list-style-type: none"> <li>● Mental Health (LOCAL)</li> <li>● Substance Use</li> </ul> </li> <li><b>Children are Successful in School</b> <ul style="list-style-type: none"> <li>● Bullying/Harassment</li> </ul> </li> <li><b>Babies Born Healthy</b> <ul style="list-style-type: none"> <li>● Births to Adolescents</li> </ul> </li> <li><b>Communities are Safe for Children, Youth &amp; Families</b> <ul style="list-style-type: none"> <li>● Child Maltreatment</li> </ul> </li> <li><b>Other:</b> Equality (Racial, LGBTQ)</li> </ul>
Surveys	<b>Result Areas &amp; Corresponding Indicators:</b> <ul style="list-style-type: none"> <li><b>Healthy Children</b> <ul style="list-style-type: none"> <li>● Mental Health (LOCAL)</li> <li>● Substance Use</li> </ul> </li> <li><b>Youth Have Opportunities for Employment &amp; Career Readiness</b> <ul style="list-style-type: none"> <li>● Youth Employment</li> </ul> </li> <li><b>Other:</b> Parenting Education, job training, apprenticeships</li> </ul>	<b>Result Areas &amp; Corresponding Indicators:</b> <ul style="list-style-type: none"> <li><b>Healthy Children</b> <ul style="list-style-type: none"> <li>● Substance Use</li> </ul> </li> <li><b>Youth Have Opportunities for Employment &amp; Career Readiness</b> <ul style="list-style-type: none"> <li>● Disconnected Youth</li> <li>● Youth Employment</li> </ul> </li> <li><b>Other:</b> Affordable housing, transportation, parenting</li> </ul>	<b>Result Areas &amp; Corresponding Indicators:</b> <ul style="list-style-type: none"> <li><b>Healthy Children</b> <ul style="list-style-type: none"> <li>● Mental Health (LOCAL)</li> <li>● Substance Use</li> </ul> </li> <li><b>Children are Successful in School</b> <ul style="list-style-type: none"> <li>● Bullying/Harassment</li> </ul> </li> <li><b>Families are Safe &amp; Economically Stable</b> <ul style="list-style-type: none"> <li>● Childhood Hunger</li> </ul> </li> </ul>

## Survey Snapshot

Community	Youth	Stakeholders
<ul style="list-style-type: none"> <li>● 115 respondents</li> <li>● When asked what they liked most about living in Caroline County, respondents' top choices were: <i>Quality of Life</i>, and <i>Sense of Community</i></li> <li>● Respondents ranked <i>Services for Disconnected Youth</i> and <i>Parenting Support</i> as the top two most needed services for youth and families in Caroline County</li> <li>● The top two barriers to accessing services were identified by respondents as: <i>Transportation</i> and <i>Awareness of Available Resources</i></li> <li>● When asked to select the two most important areas of focus for improving the quality of life in Caroline County, respondents selected: <i>Increase Job Opportunities</i>, and <i>Increase Availability of Affordable Housing</i></li> </ul> <p><i>"The level of poverty is high, the needs are many, and the services are either too few, too unknown, or too costly to access. No one wants to admit their real needs, but so many have kids with mental health challenges and developmental disabilities. Older folks are hungry, kids are hungry. Neighbors help out when they can but more help is needed than acknowledged."</i></p>	<ul style="list-style-type: none"> <li>● 124 respondents</li> <li>● 16% of respondents had a parent who is currently or had been incarcerated</li> <li>● 7% of respondents had been homeless at some point in their life</li> <li>● When teens were asked what they were most concerned about for themselves, respondents ranked their top concerns as: (1) <i>Smoking/drinking/drugs</i>; (2) <i>Depression/suicide</i>; and (3) <i>Self-Esteem/Not feeling good enough</i></li> <li>● Respondents ranked the following top concerns they have about other teens: (1) <i>Friendship/cliques</i>; (2) <i>Bullying</i>; and (3) <i>Racism and Attitudes about teens who identify as LGBTQ</i></li> <li>● The top three issues involving adults were ranked by respondents as: (1) <i>Effects on teens with divorced parents</i>; (2) <i>Poor communication between adults and teens</i>; and (3) <i>How to handle social media</i></li> </ul> <p><i>"Students are often stressed on little time to do all work or receive help within school hours. We need a study hall period that could even be used for guidance/admin-based mentoring/discussion groups."</i></p>	<ul style="list-style-type: none"> <li>● 222 respondents</li> <li>● Respondents ranked <i>Parenting Education</i> and <i>Mental Health</i> as the top two most needed services for youth and families in Caroline County</li> <li>● The top two barriers to accessing services were identified by respondents as: <i>Transportation</i> and <i>Fear of Judgement</i></li> <li>● When asked to select the two most important areas of focus for improving the quality of life in Caroline County, respondents selected: <i>Increase Job Opportunities</i>, and <i>Create More Job Training/Apprenticeships for Young Adults</i></li> </ul> <div data-bbox="1089 1398 1393 1703" data-label="Image"> </div> <p><i>"...we need to invest in the children and their emotional health, positive choices, and staying drug free..."</i></p>

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## What are the Next Steps?

Caroline Human Services Council will use the information collected from this community needs assessment to inform its strategic planning, to set funding priorities, and design effective programming for children, youth, and families through the use of data-driven decision making.



## Community Resources in Caroline County



[My Family Needs](#) is both an online database of Caroline County community organizations and local events, and a referral service staffed by highly-trained library staff who are committed to linking families with local organizations. To reach library staff, send an email to [info@carolib.org](mailto:info@carolib.org), or call 410-479-1343 during [open library hours](#).

## Questions?

If you have questions pertaining to this document, please contact Susan Runnels, Director at 410.479.4446 or [carolinehumanservicescouncil@gmail.com](mailto:carolinehumanservicescouncil@gmail.com)

## Demographic Profile

Located on the Chesapeake Peninsula between the Choptank River and the Mason-Dixon Line, Caroline County is a predominantly agricultural community and is comprised of 326 square miles of land and water. It is the second smallest county by total area in Maryland. Waterways include the Choptank River, Tuckahoe Creek, Lake Todd and Smithville Lake. Caroline is the only Eastern Shore county that does not border the Chesapeake Bay or the Atlantic Ocean. The county is bordered by Delaware to the east, Dorchester and Talbot counties to the south, Queen Anne's and Talbot counties to the west, and Kent County to the North. Growth is a major issue faced by Caroline County and several other Mid-Shore counties. Retirees and workers willing to commute across the Chesapeake Bay to the western shore are increasingly attracted by the rural environment and low cost of living.

Please note that much of the analysis provided below is relative to the children, youth, and young adults of Caroline County that are 24 years old or younger.

## Population Indicators

*The total population in Caroline County decreased approximately .6%, while the total population in Maryland increased by 4.6%.*

Total Population		
Year	Caroline County	Maryland
2010	32,805	5,696,423
2013	32,871	5,834,299
2016	32,623	5,959,902

*\*American Fact Finder*

## Median Age

*Between 2010 and 2016, the median age for Caroline County residents rose by just over 2 years, from 37.8 to 40 years. The median age is approximately 2 years higher than that of Maryland residents.*

Median Age		
Year	Caroline County	Maryland
2010	37.8	37.6
2013	39.2	38
2016	40.0	38.3

*\*American Fact Finder*

## Age Distribution

Children and young adults ages 0-24 make-up 34% of the overall population in Caroline County. Age distribution in Caroline County is largely similar to that of Maryland residents.

Age Distribution										
	Age 0-4		Age 5-9		Age 10-14		Age 15-19		Age 20-24	
	#	%	#	%	#	%	#	%	#	%
<b>Caroline 2010</b>	2,253	6.9%	2,232	6.8%	2,338	7.1%	2,509	7.6%	1,910	5.8%
<b>Caroline 2013</b>	2,180	6.6%	2,551	7.8%	1,991	6.1%	2,320	7.1%	1,942	5.9%
<b>Caroline 2016</b>	2,036	6.2%	2,225	6.8%	2,276	7%	2,066	6.3%	2,013	6.2%
<b>Maryland 2016</b>	367,551	6.2%	374,401	6.3%	374,976	6.3%	389,754	6.5%	400,581	6.7%

\*American Fact Finder

## Race and Ethnicity

Caroline County is less racially/ethnically diverse than Maryland overall. White or caucasian residents make up over 80% of the total population in Caroline County, compared to 57% in Maryland. Nearly 30% of Marylanders are Black or African-American, more than twice the percentage of Black or African-American residents (13.5%) living in Caroline County. Maryland also has approximately 3% more Hispanic or Latino residents (9.2%) than Caroline County (6.4%).

Population by Race								
	Black or African American		Hispanic or Latino		White or Caucasian		Two or More Races	
	#	%	#	%	#	%	#	%
<b>Caroline 2010</b>	4,402	13.4%	1,661	5.1%	26,350	80.3%	492	1.5%
<b>Caroline 2013</b>	4,587	14%	1,852	5.6%	26,484	80.6%	786	2.4%
<b>Caroline 2016</b>	4,411	13.5%	2,101	6.4%	26,419	80.9%	967	3%
<b>Maryland 2016</b>	1,765,926	29.6%	550,146	9.2%	3,408,240	57.2%	186,153	3.1%

\*US Census, American Fact Finder

## Social & Economic Indicators

The median household income in Caroline County is significantly lower than that of Maryland. The median household income in Maryland has increased 4% (from \$72,999 to \$76,067) between 2012 and 2016, while median household income has fallen 22% in Caroline County between 2012 and 2017.

Median Household Income - Overall		
	Caroline County	Maryland
<b>2012</b>	\$60,735	\$72,999
<b>2014</b>	\$55,605	\$74,149
<b>2016</b>	\$50,830	\$76,067
<b>2017</b>	\$48,792	-

\*US Census, American Fact Finder

Females and males in Caroline County earn significantly less income than those in Maryland, and the disparities between median household income for full-time, year-round workers by gender is of particular note, especially for women. Men in Caroline County made, on average 31% more than their female counterparts, compared to Maryland, where men made an average of 18% more than females. If you were to compare average salaries among women living Caroline County and Maryland during 2012 and 2016, you would find that women in Maryland made 36% more than women in Caroline County. Using the same comparison for men, Caroline County men made 23% less than their Maryland counterparts during the same time period. Median salaries overall have been decreasing in Caroline County (-1% between 2012 and 2016 for females and -% between 2012 and 2016 for males), while median salaries have been increasing for males and females in Maryland (up 3% for males, up 5% for males).

Median Household Income - By Gender				
	Caroline County		Maryland	
	Females	Males	Females	Males
<b>2012</b>	\$35,697	\$47,500	\$48,739	\$58,746
<b>2014</b>	\$33,152	\$48,635	\$50,743	\$60,165
<b>2016</b>	\$35,377	\$46,161	\$51,127	\$60,651

### Wage by Ethnicity

Wage rates by race and ethnicity in common jobs vary in Caroline County. The closest rates of parity can be found among teachers, and to some degree Drivers/Sales Workers and Truck Drivers. The most significant disparities are found between Black or African-American workers and White workers in the Miscellaneous Managers and Secretaries or Administrative Assistants categories. Data is only available for 2014 and 2015 at this time.

In 2014 and 2015, White workers in miscellaneous managerial positions made on average \$32,266 or 45% more than their Black or African-American counterparts, demonstrating a large disparity.

Wage by Race & Ethnicity in Common Jobs - Miscellaneous Managers			
Caroline County			
	Black or AA	White	Two or More Races
<b>2014</b>	\$55,013	\$89,517	-
<b>2015</b>	\$55,231	\$85,256	-

In 2014 and 2015, parity was seen between Black or African-American and White Drivers/Sales Workers and Truck Drivers. Individuals who identify as Two or More races made between \$8,000 to \$10,000 more, on average than their Black or African-American and White Counterparts. Asian workers on average earned between \$8,000 and \$19,000 more than all other races.

Wage by Race & Ethnicity in Common Jobs - Drivers/Sales Workers and Truck Drivers				
Caroline County				
	Black or AA	White	Two or More Races	Asian
<b>2014</b>	\$40,932	\$40,268	\$48,202	\$58,952
<b>2015</b>	\$40,870	\$41,175	\$51,238	\$59,020

Among all common jobs tracked, the most parity by race in terms of pay is for Elementary and Middle School Teachers. Teachers who are Two or More Races earned a slightly higher rate, but data was only available for one year.

Wage by Race & Ethnicity in Common Jobs - Elementary & Middle School Teachers			
Caroline County			
	Black or AA	White	Two or More Races
<b>2014</b>	\$47,195	\$46,136	-
<b>2015</b>	\$47,757	\$45,985	\$48,749

In 2014 and 2015, White individuals who work as secretaries or administrative assistants in Caroline County made an average of \$13,068, or 46% more than their Black or African-American counterparts.

Wage by Race & Ethnicity in Common Jobs - Secretaries or Administrative Assistants			
Caroline County			
	Black or AA	White	Two or More Races
<b>2014</b>	\$25,176	\$38,554	-
<b>2015</b>	\$23,104	\$35,862	-

In 2014 and 2015, White individuals who work in retail sales in Caroline County made an average of 56% to 59% more than their Black or African-American and Two or More Races counterparts.

Wage by Race & Ethnicity in Common Jobs - Retail Sales			
Caroline County			
	Black or AA	White	Two or More Races
<b>2014</b>	\$16,488	\$31,417	\$17,778
<b>2015</b>	\$15,612	\$27,842	\$15,345

## Poverty

Caroline County residents have been experiencing an increase in poverty in the last five years, from 12.9% in 2012 to 17% in 2016. Caroline County experiences a higher percentage of its population living below the Federal Poverty Level when compared to Maryland.

Poverty				
	Caroline County			Maryland
	2012	2014	2016	2016
<b>Poverty - Overall</b>	12.9%	15.3%	17%	10%
<b>Poverty - Families</b>	8.7%	11.8%	13.2%	7%
<b>with children &gt;18</b>	14.1%	16.9%	19.2%	11%
<b>with children &gt;5</b>	9.9%	16.9%	19.2%	10%

Family poverty in Caroline County has been increasing for nearly all races for several years. Caroline County families experience poverty at nearly twice the rate as Maryland families. The population size of Asian and Two or More Races families is smaller and therefore may be slightly skewed from year to year. Of particular note, Hispanic or Latino families in Caroline County experience the highest rate of family poverty, but have the second lowest rate of unemployment in the County. They also experience poverty nearly 33% more than Hispanic or Latino families compared to Maryland.

Family Poverty Status by Race				
	Caroline County			Maryland
	2012	2014	2016	2016
<b>White</b>	6%	8.95%	9.84%	4%
<b>Black or African American</b>	19.8%	23.45%	20.33%	11.5%
<b>Asian</b>	4.44%	14.7%	34.28%	5.3%
<b>Two or More Races</b>	8.79%	10.16%	42.65%	8.4%
<b>Hispanic or Latino</b>	33.33%	36.02%	43.13%	10.4%

The number of Caroline County children living below 200% of the federal poverty level increased 6% (approximately 400 children) between 2014 and 2016. 30% of Maryland children live below 200% of the federal poverty level, compared to 48% of Caroline County children; a difference of approximately 18%.

<b>Children living below 200% of the federal poverty level</b>							
	<b>Caroline County</b>						<b>Maryland</b>
	<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2016</b>
	#	%	#	%	#	%	%
<b>Children living 200% below federal poverty level</b>	3,274	42%	3,485	45%	3,682	48%	30%

The number of Caroline County children living in households that received public assistance increased by 11% between 2012 and 2016. On average, the number of Caroline County children living in households that received public assistance between 2012 and 2016 is 37%, approximately 12% higher than children in Maryland (average of 25% between 2012 and 2016).

<b>Public Assistance in Past 12 Months</b> - Percent of children living in households with Supplemental Security Income (SSI), cash public assistance income, or SNAP benefits		
	<b>Caroline County</b>	<b>Maryland</b>
<b>2012</b>	31%	27%
<b>2014</b>	38%	25%
<b>2016</b>	42%	23%

## Unemployment

The unemployment rate in Caroline County dropped by more than 3% between 2012 (8.2%) and 2016 (4.7%). The rate is also 2% lower than that of Maryland. With the decrease in unemployment in Caroline County, one would expect that median wages would also rise but the opposite is true; more Caroline County residents are working but are bringing home far less than they were 8 years ago.

<b>Unemployment Rate</b>		
	<b>Caroline County</b>	<b>Maryland</b>
<b>2012</b>	8.2%	7.8%
<b>2014</b>	6.3%	8%
<b>2016</b>	4.7%	6.7%

Unemployment rates among all races and ethnicities of Caroline County residents are higher than Maryland, most notably for Asian and individuals of Two or More Races.

Unemployment Rate by Race				
	Caroline County			Maryland
	2012	2014	2016	2016
<b>White</b>	8.1%	8.3%	6.4%	5.1%
<b>Black or African American</b>	14.8%	13.9%	13.9%	10.2%
<b>Asian</b>	11.8	21.7%	13.2%	4.7%
<b>Two or More Races</b>	17.2%	21.7%	21.2%	9.2%
<b>Hispanic or Latino</b>	7.9%	6.6%	7.8%	6.5%

## Education

Caroline County has a higher overall rate of individuals who did not graduate from high school and high school graduates than that of Maryland. Conversely, Caroline County has a significantly lower rate of students who have attended some college, have an Associate's Degree, or have a Bachelor's Degree or higher.

Highest Level of Education - Population 18-24 years				
	Caroline County			Maryland
	2012	2014	2016	2016
<b>Less than High School Graduate</b>	22.9%	20.3%	17.6%	11.6%
<b>High School Graduate (includes equivalency)</b>	43.9%	41.8%	41.2%	29.2%
<b>Some college or Associate's Degree</b>	27.6%	32%	37%	46%
<b>Bachelor's Degree or Higher</b>	5.5%	5.9%	4%	13.2%

The number of individuals with a High School degree or higher in Caroline County is lower than Maryland for all races and ethnicities (most notably Hispanic individuals with a difference of approximately 25%), except for individuals of Two or More Races. The disparity between the number of individuals with a Bachelor's Degree or Higher in Caroline County compared to Maryland is more significant among all races; 26% fewer White individuals; 20% fewer Black or African-American individuals; 22% fewer Asian individuals; 23% fewer individuals of Two or More Races; and 9% fewer Hispanic individuals have a Bachelor's Degree or higher than those in Maryland. Comparing educational attainment by race and ethnicity in Caroline County, White and individuals of Two or More Races have the highest rates of individuals who are HS graduates or higher (90-92%), followed by Black or African-American and Asian individuals (80-81%), and Hispanic individuals with only 39% who were HS graduates or higher. Fewer Black or African-American and Hispanic individuals in Caroline County currently have Bachelor's Degrees or higher at 8% and 12%, respectively. 16% of white individuals, 17% of individuals of two or more races, and 41% of Asian individuals in Caroline County have a Bachelor's Degree or Higher.

<b>Educational Attainment by Race</b>			
	<b>Caroline County</b>		<b>Maryland</b>
	<b>2015</b>	<b>2016</b>	<b>2016</b>
<b>White</b>			
HS Graduate or Higher	85.2%	86%	91.6%
Bachelor's Degree or Higher	16.6%	16.4%	42.2%
<b>Black or African-American</b>			
HS Graduate or Higher	81%	80.6%	89.3%
Bachelor's Degree or Higher	6.8%	8.3%	27.8%
<b>Asian</b>			
HS Graduate or Higher	76.5%	80.2%	90.6%
Bachelor's Degree or Higher	43.5%	41.3%	62.9%
<b>Two or More Races</b>			
HS Graduate or Higher	91.8%	90.4%	90.4%
Bachelor's Degree or Higher	33.2%	16.9%	39.6%
<b>Hispanic or Latino Origin</b>			
HS Graduate or Higher	38.7%	39%	64%
Bachelor's Degree or Higher	12%	11.5%	21.4%

The disparity in school readiness between White students and students of all other races and ethnicities measured in Caroline County is over 20%. The gap between White and Black or African-American and Two or More Races students is widening, while the gap between White and Hispanic students is narrowing.

**Kindergarten Readiness Disparity** - Disparity between the percent of White students and students of other races/ethnicities who are rated as demonstrating overall readiness. For example, a value of 15 means there is a 15% gap between the percent of white students and the percent of another race/ethnicity.

	Caroline County		
	2014	2015	2016
<b>Black or African American</b>	23	22	24
<b>Hispanic</b>	45	35	21
<b>Two or More Races</b>	11	22	22



# Results & Indicators Data

## RESULT: Babies Born Healthy

### Indicators

**Infant Mortality:** The number of deaths occurring to infants under one year of age per 1,000 live births, for all infants, and for infants in selected racial groups.

Infant Mortality Rate in Caroline County, MD



	2012	2013	2014	2015	2016	Trend
#	5	4	2	3	4	↔
Rate	13.6%	*	*	12.8%	*	

\*Number too small to calculate a rate

Source: Maryland Department of Health & Mental Hygiene, Vital Statistics

### Significance

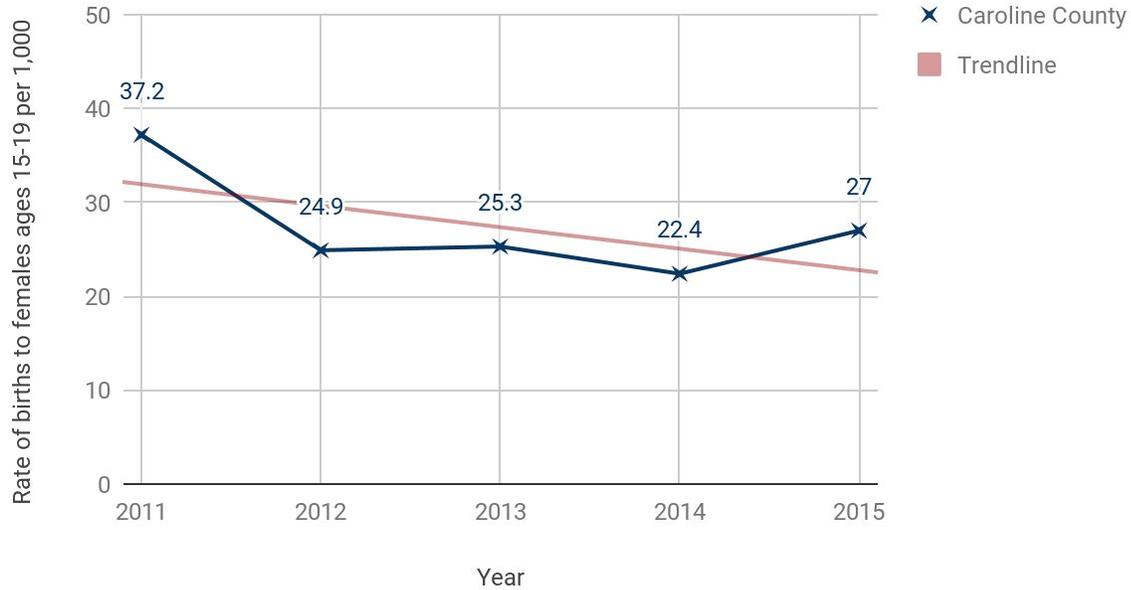
Although infant mortality is sometimes caused by factors unrelated to a child’s prenatal development, it can be associated with risk factors such as no or late prenatal care, poor birthweight, and environmental or family conditions

### Analysis

Infant deaths in Caroline County remain low, often in numbers so small that a rate cannot be calculated.

**Births to Adolescents:** The rate of births to adolescent females ages 15 through 19 per 1,000 in the age-specific population.

### Births to Adolescents in Caroline County, MD



	2011	2012	2013	2014	2015	Trend
<b>Caroline</b>	37.2	24.9	25.3	22.4	27	↔
<b>Maryland</b>	24.7	22.1	19.3	17.8	16.9	↓

Source: Maryland Department of Health & Mental Hygiene

### Significance

Teen mothers are less likely to finish high school and achieve gainful and equitable employment than women who postpone childbirth until after age 19. Children born to teen mothers can be challenged with higher risks of infant mortality, low birth weight, premature birth, and developmental delays. Children of adolescent parents also have an increased chance of living in a household where earnings are at or below poverty level.

### Analysis

Overall, the number of births to adolescents has gone down over the last five years, but the rate is still nearly 10 points higher than the Maryland average.

**Low Birth Weight:** The percent of all births and births in selected racial groups with birth weight less than 2,500 grams (approximately 5.5 pounds).

### Low Birth Weight Births in Caroline County, MD



	2011	2012	2013	2014	2015	Trend
<b>Caroline</b>	8.4%	10.1%	6.6%	9.1%	8.7%	↔
<b>Maryland</b>	8.9%	8.8%	8.5%	8.6%	8.6%	↔

Source: Maryland Department of Health & Mental Hygiene

### Significance

Infant birth weight is highly correlated with health status, infant survival, and development. Babies weighing less than 2500 grams at birth are at high risk for physical and developmental challenges that include learning differences, disabilities, vision and hearing limitations and respiratory functioning.

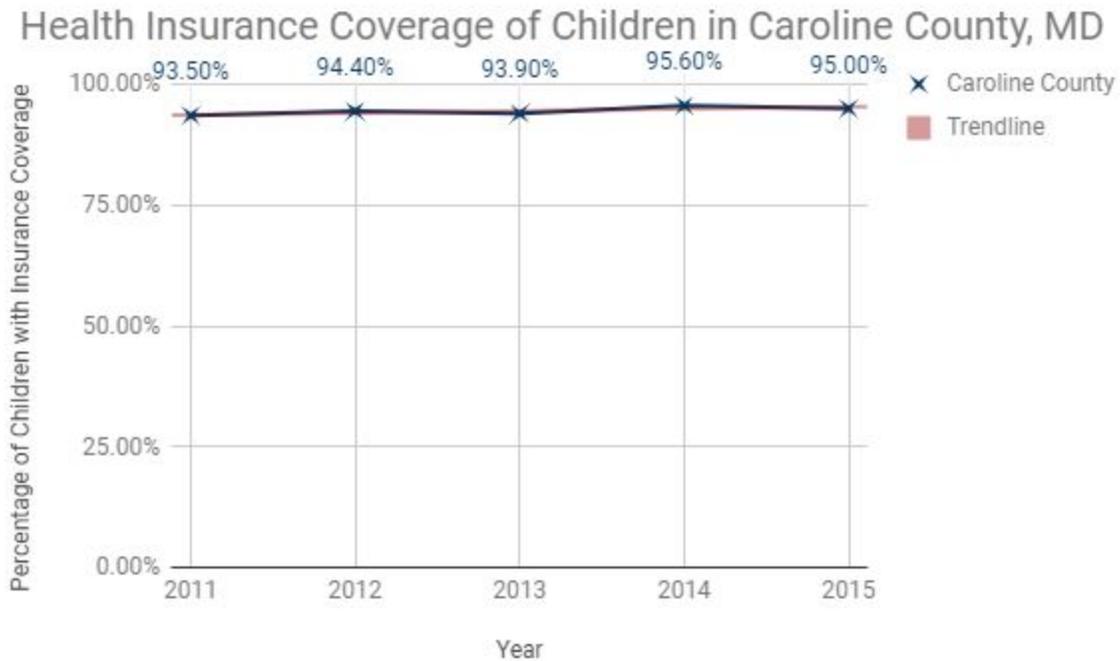
### Analysis

The percentage of low birth weight infants born in Caroline County has remained relatively static between 2011 and 2015 and is nearly identical to the overall percentage for the state of Maryland.

## RESULT: Healthy Children

### Indicators

**Health Insurance Coverage:** The percent of children who have health insurance coverage.



	2011	2012	2013	2014	2015	Trend
<b>Caroline</b>	93.5%	94.4%	93.9%	95.6%	95%	↗
<b>Maryland</b>	95%	95.8%	95.2%	95.6%	96.3%	↗

Source: Small Area Health Insurance Estimates (SAHIE), American Community Survey

### Significance

While children's health coverage does not typically affect a child's ability to get treatment if he or she is sick or injured, children without health insurance often do not get routine preventative care. This can result in health issues that go undetected until they become more serious and treatment becomes more intense and/or more expensive.

### Analysis

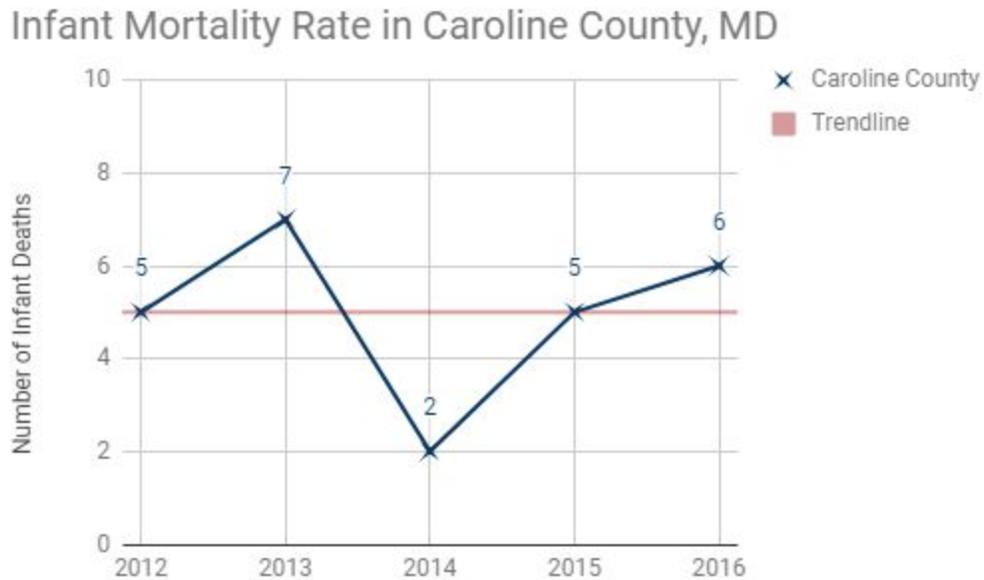
The percentage of children in Caroline County with health insurance has increased and are near the level of coverage of Marylanders.

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**Immunizations:** The percent of children ages 19 through 35 months who have received the full schedule of recommended immunizations.

We were unable to find a central database that collected immunization data for all Caroline County. Due to immunization requirements for childcare and school enrollment, consensus among stakeholders is that rates are adequate.

**Deaths:** The number of deaths to children ages 0-21 per 100,000 in the age-specific population.\*  
 \*Data only available for the actual number of deaths to children ages 0-14.



	2011	2012	2013	2014	2015	2016	Trend
<b>Caroline</b>	LNE*	5	7	LNE*	5	6	↔

\*LNE - LNE (Low Number Event) is a value of 5 or less events and thus is not reported.

Source: Maryland Department of Health and Mental Hygiene

### Significance

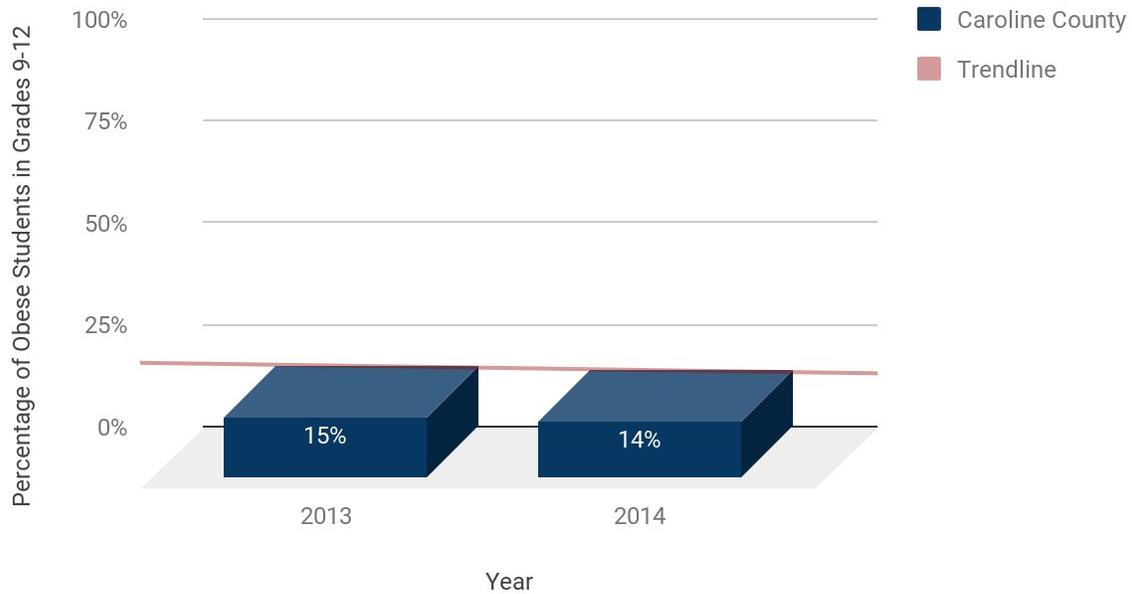
Child deaths due to homicide, suicide, and unintentional injury are all deemed potentially preventable and responsive to interventions designed to reduce these deaths.

### Analysis

The rate of child deaths needed to compare Caroline County to Maryland is unavailable, but numbers remain relatively even over the six years of available trend data.

**Obesity:** The percent of Maryland public school students in grades 9- 12 who are overweight or obese.

### Obesity Among High School Students in Caroline County, MD



	2013	2014	2015	Trend
<b>Caroline - Number</b>	152	132	Not available	3 years of data needed to accurately determine trend
<b>Caroline - Percent</b>	15%	13.9%	Not available	
<b>Maryland - Percent</b>	11%	11.5%	Not available	

Source: Maryland Youth Risk Behavior Survey

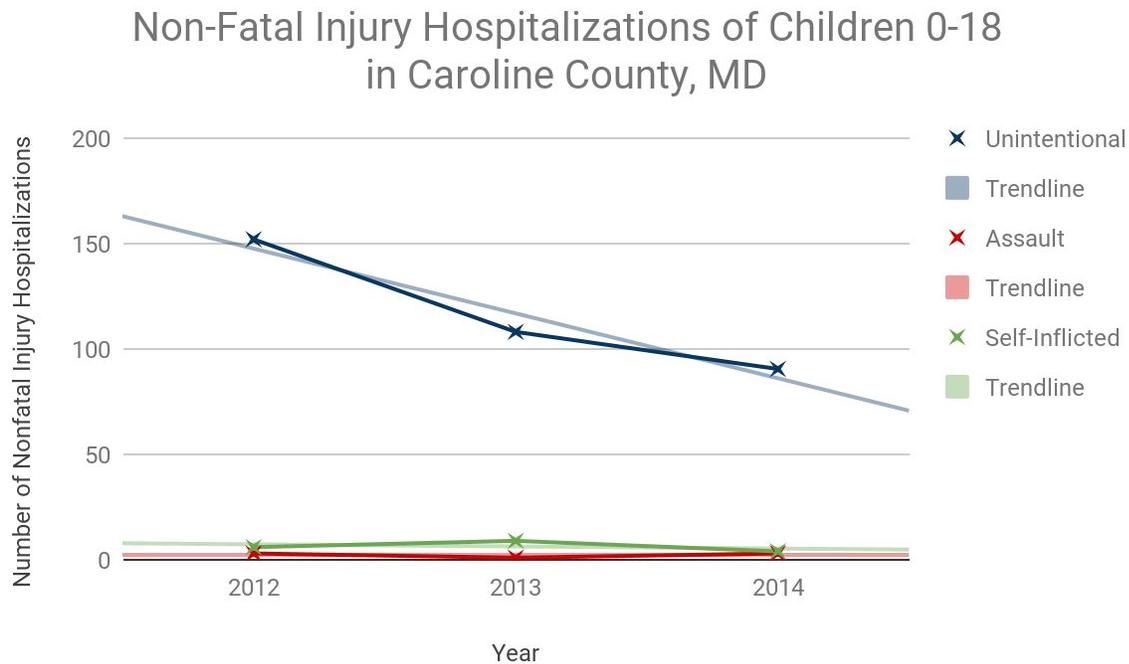
#### Significance

Overweight/obese children are at increased risk of developing life-threatening chronic diseases.

#### Analysis

The source of data is self-reported on Maryland’s Youth Risk Behavior Survey and not entirely reliable. Three years of trend data are not available but more adolescents in Caroline County are reporting that they are overweight or obese than those in Maryland.

**Hospitalizations:** The number of non-fatal injury hospitalizations to children ages 0-18 years, 19-21 years, and 0-21 years per 100,000 in the age-specific population for selected categories of injury (unintentional, self-inflicted, assault).



	2012	2013	2014	2015	2016	Trend
<b>Unintentional</b>	152	108.1	90.5	Data Requested	Data Requested	↓
<b>Assault</b>	3	1	3	Data Requested	Data Requested	↔
<b>Self-Inflicted</b>	6	9	4	Data Requested	Data Requested	↔

Source: Clear Impact Scorecard

## Significance

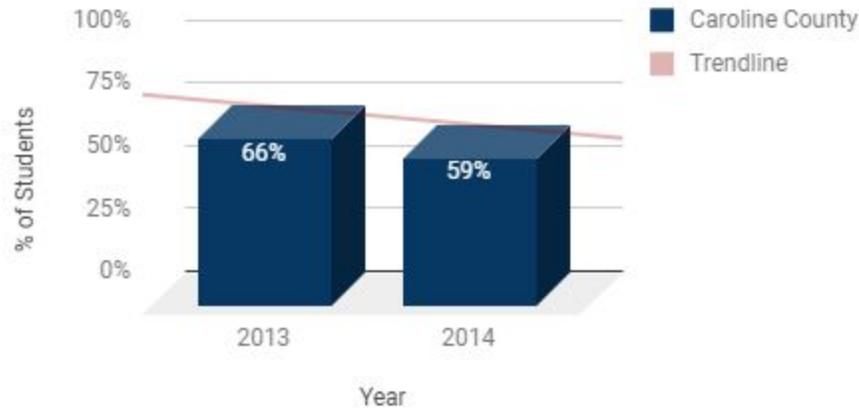
Child injuries requiring hospitalization present risks of long-term illness and disability. Those hospitalized for assault have experienced a level of trauma over and above that of unintentional or self-inflicted injury; trauma that evidence shows impacts health outcomes for those children later in life.

## Analysis

The rate of unintentional and self-inflicted injuries for children in Caroline decreased between 2012-2014. More recent data was requested but not provided. The rate of hospitalizations for children who had been assaulted remained largely the same in very small numbers.

**Substance Use:** The percent of Maryland public school students in grades 9-12 who have ever had a drink of alcohol.

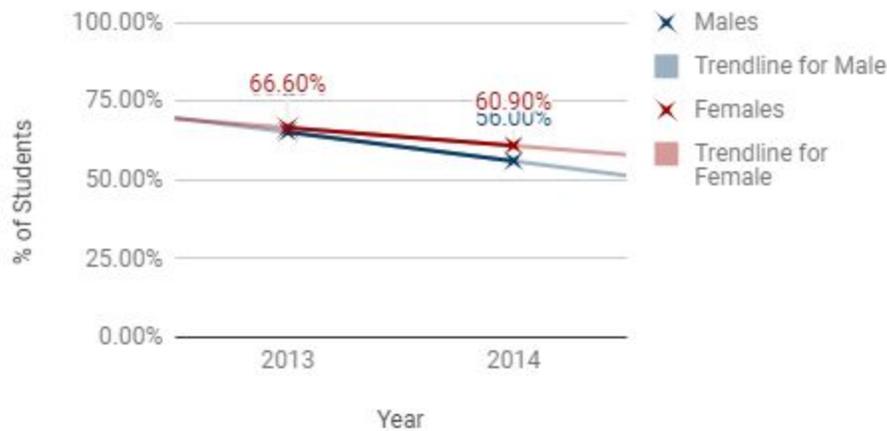
### Caroline County, MD High School Students Who Have Ever Had a Drink of Alcohol



	2013	2014	2015	Trend
<b>Caroline</b>	66%	58.6%	Not available	3 years of data needed to accurately determine trend
<b>Maryland</b>	60.9%	52.3%	Not available	

Source: Maryland Youth Risk Behavior Survey

### Caroline County, MD HS Students Who Have Ever Had a Drink of Alcohol, by Gender



Source: Youth Risk Behavior Survey

	2013	2014	2015	Trend
<b>Female - Number</b>	563	500	Not available	3 years of data needed to accurately determine trend
<b>Female %</b>	66.6%	60.9%	Not available	
<b>Male - Number</b>	490	468	Not available	
<b>Male %</b>	65.2%	56%	Not available	

## Youth Risk Behavior Survey Data - Caroline County Middle and High School Students

Youth Risk Behavior Survey administered to Middle and High School Students. Results are disaggregated by male/female (middle and high school) and by students who identify as heterosexual vs. gay, lesbian or bisexual (high school only)

Mental Health & Substance Use	2013	2014
<b>High School students who had ever been physically forced to have sexual intercourse when they did not want to</b>	12% / 132 students	11% / 110 students
Male	12% / 62 students	9% / 46 students
Female	12% / 68 students	12% - 61 students
Heterosexual vs. <b>Gay/Lesbian/Bisexual</b>	9% vs. <b>31%</b>	7% vs. <b>17%</b>
<b>High School students who made a plan about how they would attempt suicide in the past 12 months</b>	13% / 141 students	16% / 165 students
Male	12% / 63 students	12% / 59 students
Female	14% / 78 students	20% / 104 students
Heterosexual vs. <b>Gay/Lesbian/Bisexual</b>	11% vs. <b>28%</b>	11% vs. <b>39%</b>
<b>High School students who had 5 or more drinks of alcohol in a row one or more of the past 30 days</b>	25% / 257 students	20% / 196 students
Male	27% / 129 students	21% / 98 students
Female	22% / 125 students	19% / 94 students
Heterosexual vs. <b>Gay/Lesbian/Bisexual</b>	23% vs. <b>37%</b>	18% vs. <b>28%</b>

### Significance

Use of substances poses major health risks to youth. Early use of some legal substances (like tobacco and alcohol) is associated with later heavy use and addiction to both legal and illegal substances. Perception of risk and harm and perception of parent disapproval is known to influence substance use by teens.

### Analysis

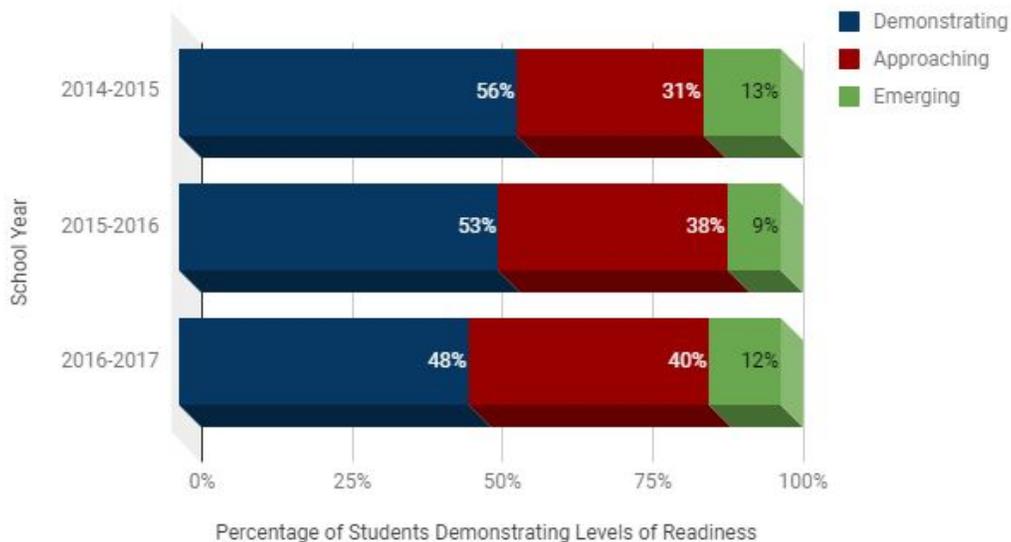
The Children's Cabinet uses the number of youth who have ever had a drink of alcohol as an indicator of substance use among children and adolescents. Trend data is not yet available but existing data tell us that more Caroline County youth have had alcohol than other Maryland students, and that more females are reporting having had alcohol than males. Several other indicators exist and can be measured on the annual Youth Risk Behavior Survey, examples of which can be seen above. Students who identify as gay, lesbian or bisexual reported higher rates of substance use than their heterosexual counterparts.

## RESULT Children Enter School Ready to Learn

### Indicators

**Kindergarten Assessment:** The percent of composite scores for Maryland kindergarten students based on their readiness in the domains of the Kindergarten Readiness Assessment (previously measured by the Maryland Kindergarten Assessment).

Kindergarten Readiness Composite Scores - Caroline County, MD



	2014-2015	2015-2016	2016-2017	Trend
<b>Demonstrating</b>	56%	53%	48%	↓
<b>Approaching</b>	31%	38%	40%	↑
<b>Emerging</b>	13%	9%	12%	↔

Source: [www.earlychildhood.maryland.org](http://www.earlychildhood.maryland.org)

### Significance

Neuroscientific research on brain development supports the importance of consistent and structured early learning experiences prior to elementary school education as an essential foundation for later school success.

### Analysis

Overall, the number of children demonstrating school readiness has decreased in Caroline County, but this could be due to changing evaluation standards and practices. The rate of students demonstrating readiness is slightly lower than that of Maryland. There is a disparity between the number of White students and Black or African-American Students, Students of Two or More Races, and Hispanic students, though Hispanic students have made the most significant gains in reducing the disparity.

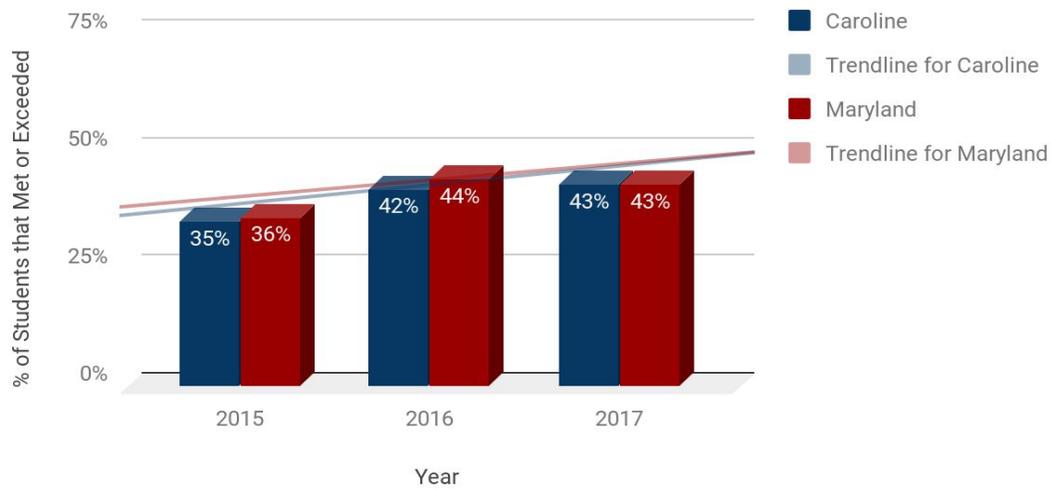
## RESULT Children are Successful in School

### Indicators

**Academic Performance:** The average percent of public school students in grades 3 through 8 performing at or above proficient levels in reading and mathematics on the Partnership for Assessment of Readiness for College and Careers (PARCC) assessment (previously measured by the Maryland School Assessment [MSA]).\*

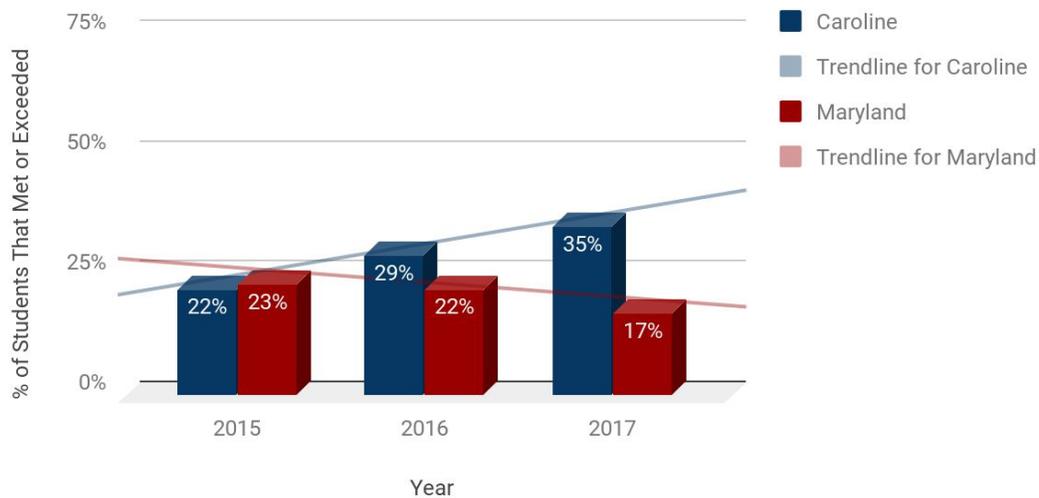
### 3rd Grade Math Performance - PARCC

Met or Exceeded Standards



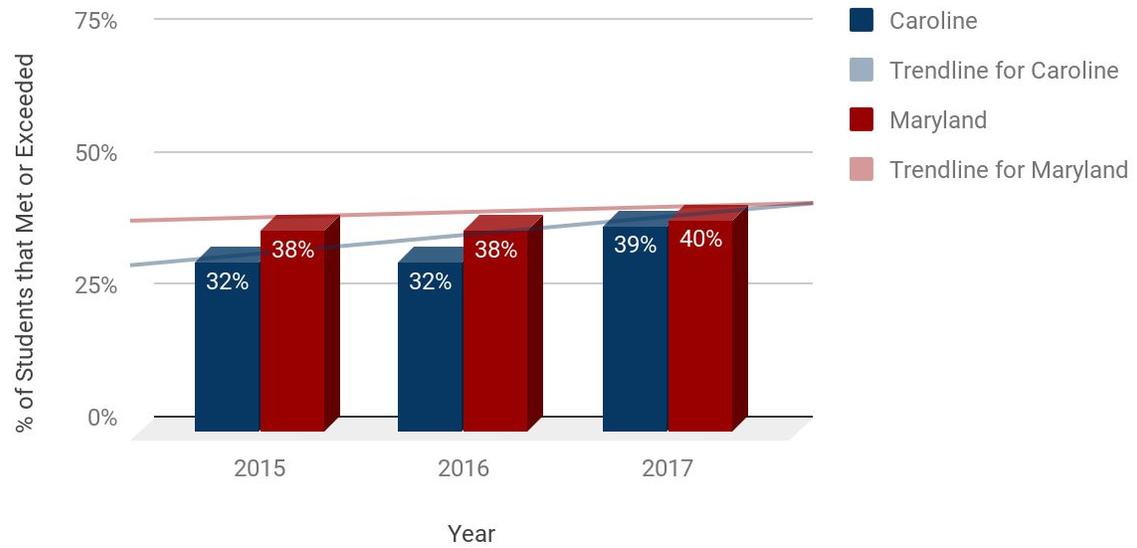
### 8th Grade Math Performance

Met or Exceeded State Standards



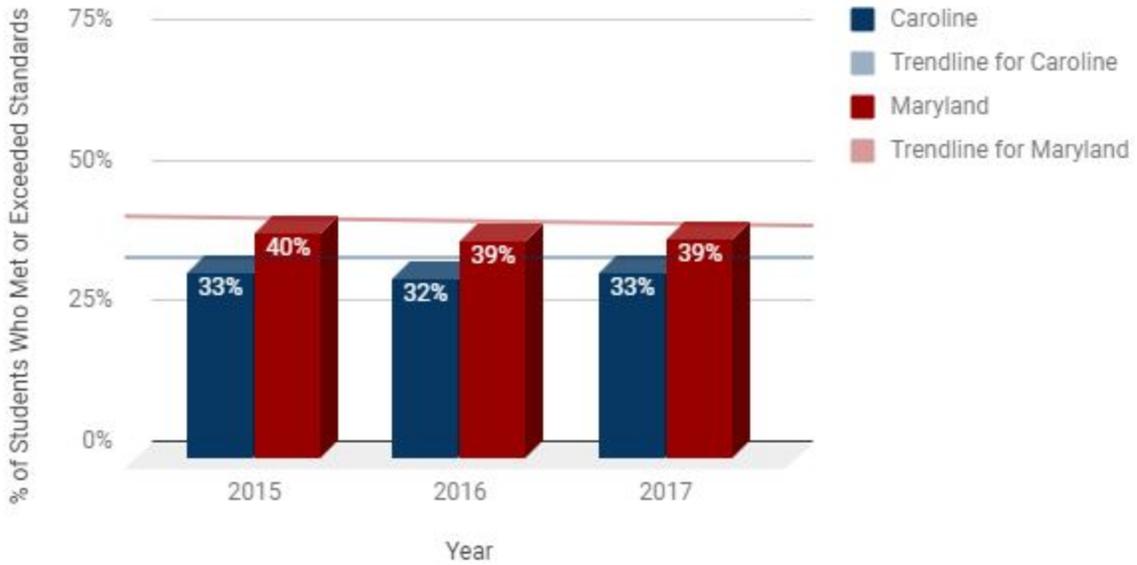
## 3rd Grade Reading Performance

Meet or Exceeded State Standards



## 8th Grade Reading Performance

Met or Exceeded State Standards



Source: MD Report Card

	2015	2016	2017	Trend
<b>Caroline</b>				
<i>3rd Grade Math Performance</i>	35%	42%	43%	↗
<i>8th Grade Math Performance</i>	22%	29%	35%	↗
<i>3rd Grade Reading Performance</i>	32%	32%	39%	↗
<i>8th Grade Reading Performance</i>	33%	32%	33%	↔
<b>Maryland</b>				
<i>3rd Grade Math Performance</i>	36%	44%	43%	↗
<i>8th Grade Math Performance</i>	23%	22%	17%	↘
<i>3rd Grade Reading Performance</i>	38%	38%	40%	↔
<i>8th Grade Reading Performance</i>	40%	38.6%	39%	↔

## Significance

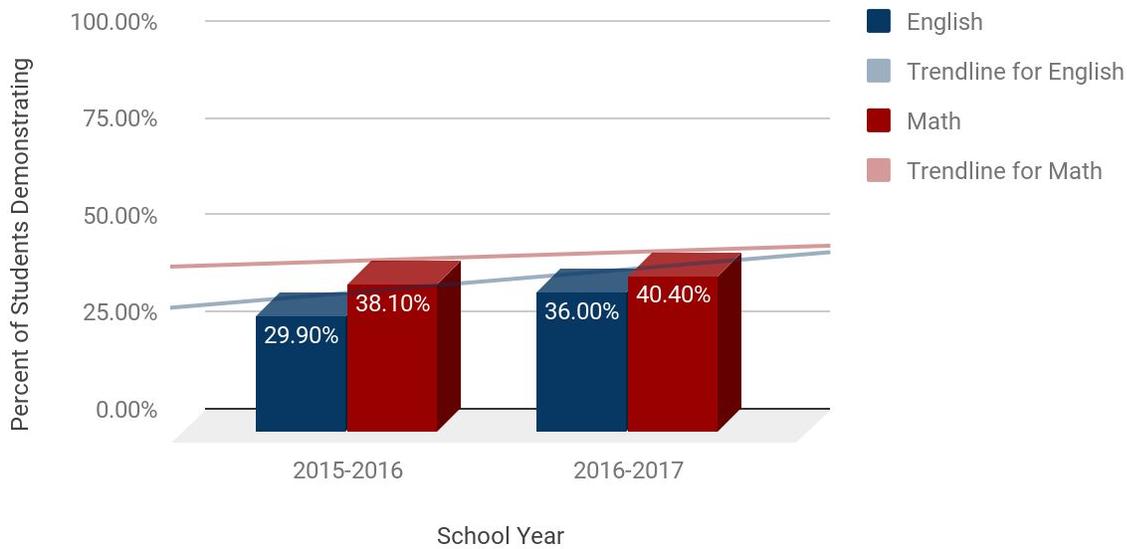
PARCC (or the Partnership for Assessment of Readiness for College and Careers) testing monitors student progress and provides better information about students' skills and development to teachers and parents. In a nutshell, these examinations are meant to evaluate college and career readiness starting at a young age. By evaluating readiness early and often (i.e. on a yearly basis), teachers and parents should be better able to help children prepare for the future. For example, teachers may use information about exam performance to identify where students may need extra help. They also set expectations for what students should know at each grade level. Performance is considered at a **large scale** (e.g. state education departments may look into school districts with particularly low scores) and at an **individual level** (e.g. a school may provide extra resources to an individual student who isn't at grade level).

## Analysis

Aside from 8th grade reading performance which has remained the same between 2015 and 2017, Caroline County 3rd and 8th graders are making significant gains on PARCC testing in the areas of math and reading performance. Caroline County 8th graders are outpacing Maryland 8th graders in math performance (35% in Caroline vs. 17% in MD).

**High School Assessment:** The percent of public school students in grades 9 through 12 performing at the passing level in four core subjects of the Partnership for Assessment of Readiness for College and Careers (PARCC) assessment: Algebra, Biology, English 2, and Government (previously measured by the Maryland High School Assessment [HSA])

### Caroline County Public School Students in Grade 10 Demonstrating Proficiency in English and Math



	2015-2016	2016-2017	Trend
<b>Caroline - English</b>	34.5%	36%	3 years of data needed to accurately determine trend
<b>Maryland - English</b>	44.4%	49.3%	
<b>Caroline - Math</b>	29.9%	40.4%	
<b>Maryland - Math</b>	35.6%	36.5%	

Source: MD Report Card

\*2015-2016 was first year for PARCC and data points are slightly different than 2016-2017 figures, i.e.: met and exceeded (2015-2016) vs. proficient (2016-2017)

### Significance

High School assessment scores are an indication of a student’s proficiency level in english and math and can indicate whether a student has the skills needed to graduate from high school and be successful in post-secondary education.

### Analysis

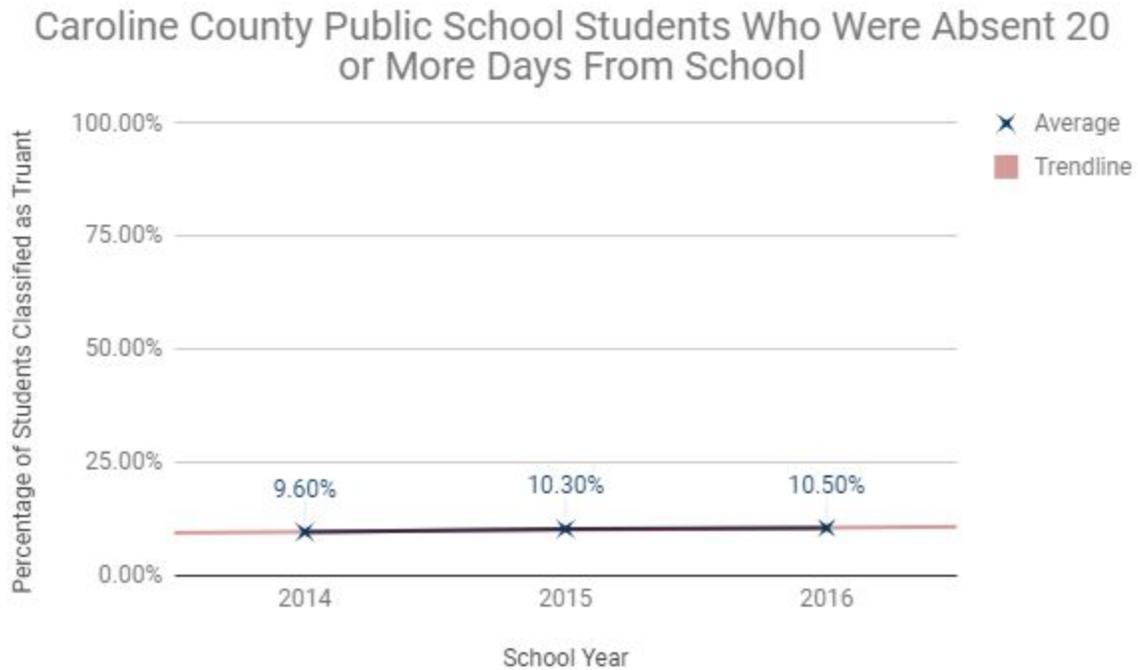
Trend lines for 10th grade students in Caroline County show an upward trend in both english and math, but the number of students demonstrating proficiency in English is well below that of the Maryland average. The number of Caroline County 10th grade students demonstrating proficiency in math increased markedly between the 2015-2016 and 2016-2017 school years and pulled ahead of the Maryland average.

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**Alternative Maryland School Assessment:** The percent of students, grades 3 through 8, scoring at or above proficient on the Alternative Maryland School Assessment, by academic year.

No Data Available. Too few students for reporting requirements.

**Truancy:** The percent of students in all grades (public schools) absent more than 20 days of the school year (excluding summer school).



	2014	2015	2016	Trend
<b>Caroline</b>	10%	10%	11%	↔
<b>Maryland</b>	11%	12%	12%	↔

Source: Maryland Report Card

## Significance

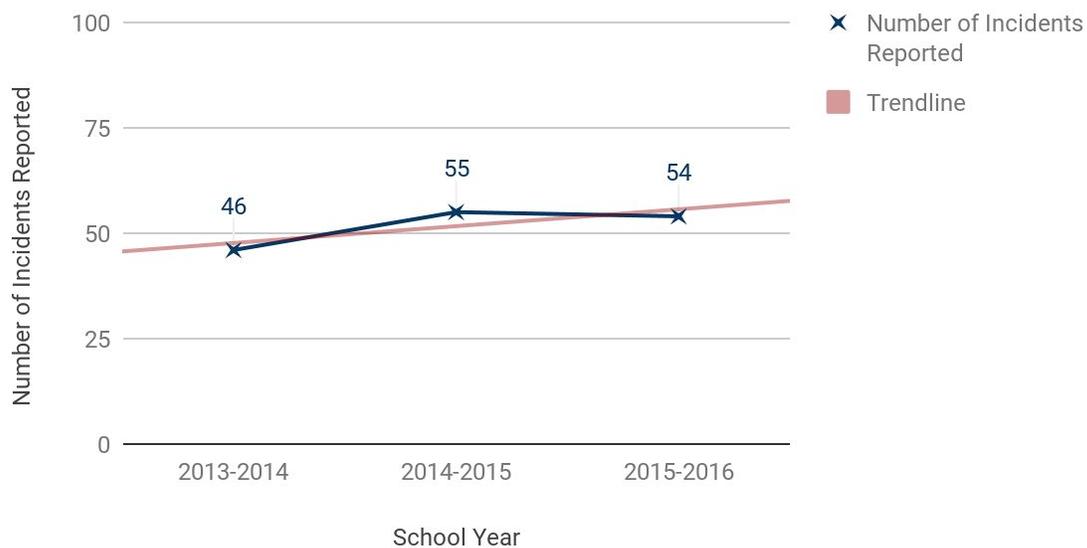
Truancy and excessive absences from school are correlated with academic failure, alcohol, tobacco and other drug use, and other high-risk behaviors.

## Analysis

Between 2014 and 2016, truancy rates in Caroline County, like Maryland saw a slight increase in truancy of approximately 1%.

**Harassment:** Total number of bullying, intimidation, or harassment incidents reported by academic year.

### Bullying, Intimidation, and Harassment Incidents Reported in Caroline County Public Schools



	2013-2014	2014-2015	2015-2016	Trend
<b>Number of Reported Incidences</b>	46	55	54	↗

Source: <http://marylandpublicschools.org/about/Documents/DSFSS/SSSP/Bullying/BullyingHarassmentReport2017.pdf>

## Youth Risk Behavior Survey Data - Caroline County Middle and High School Students

	2013	2014
<b>Middle School students who had ever been bullied on school property</b>	57% / 378 students	45% / 353 students
Male	39% / 156 students	39% / 153 students
Female	55% / 222 students	52% - 200 students
<b>High School students who had ever been bullied on school property during the past 12 months</b>	24% / 259 students	27% / 272 students
Male	20% / 104 students	23% / 111 students
Female	28% / 156 students	31% / 158 students
Heterosexual vs. <b>Gay/Lesbian/Bisexual</b>	20% vs. <b>54%</b>	22% vs. <b>47%</b>
<b>High School Students who had ever been electronically bullied during the past 12 months</b>	17% / 184 students	19% / 192 students
Male	14% / 71 students	15% - 73 students
Female	18% / 112 students	23% / 115 students
Heterosexual vs. <b>Gay/Lesbian/Bisexual</b>	15% vs. <b>27%</b>	15% vs. <b>38%</b>

## Significance

Bullying is linked to many negative outcomes including impacts on mental health, substance use, and suicide. Kids who are bullied can experience negative physical, school, and mental health issues. Kids who are bullied are more likely to experience: Depression and anxiety, increased feelings of sadness and loneliness, changes in sleep and eating patterns, and loss of interest in activities they used to enjoy. These issues may persist into adulthood; Health complaints; and Decreased academic achievement—GPA and standardized test scores—and school participation. They are more likely to miss, skip, or drop out of school.

## Analysis

The number of reported bullying incidents in Caroline County increased between the 2013-2014 and 2015-2016 school years. Because bullying incidents are typically underreported, a more reliable source of information may be the Maryland Youth Risk Behavior Survey (YRBS), conducted annually among all public school students in Maryland. According to the most recent available data from 2014, 45% of Caroline County Middle School student reported having been bullied on school property compared to 40% of Maryland Middle School Students. Data from the same year shows that 24% of Caroline County High School students reported having been bullied on school property, compared to 18% of Maryland High School students. An additional measure in the High School YRBS survey collected data on how many students had been electronically bullied in the last 12 months. In Caroline County, 17% of High School students reported having been electronically bullied compared to 14% of Maryland High School students. It is also important to note that rates of bullying for all of the

mentioned categories was double or nearly double for students who identified as gay, lesbian or bisexual.

## RESULT Youth will Complete School

### Indicators

**High School Dropout:** The percent of public school students, grades 9 through 12, who withdrew from school before graduation or before completing a Maryland-approved educational program during the July to June academic year and are not known to have enrolled in another high school program during the academic year.

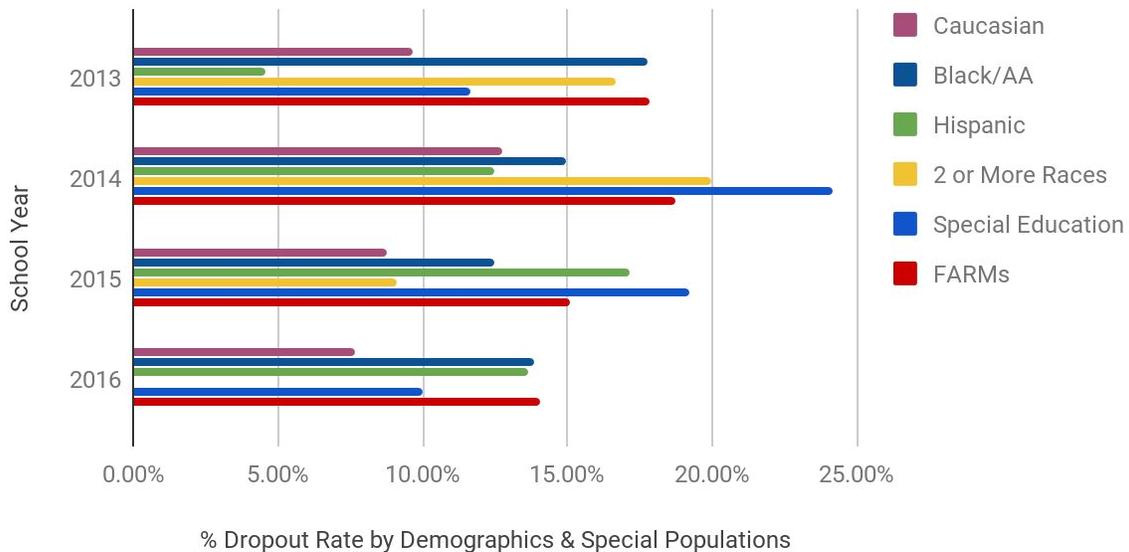
Caroline County Public School Students in Grades 9-12 Who Withdrew From School Before Graduation



	2012	2013	2014	2015	2016	Trend
<b>Caroline</b>	10.2%	10.7%	12.9%	10%	8.5%	↓
<b>Maryland</b>	10.2%	9.4%	8.4%	8.1%	8%	↓

Source: Maryland Report Card

## Caroline Co Public School Students in Grades 9-12 Who Withdrew From School Before Graduation - Disaggregated



	2013	2014	2015	2016	Trend
<b>Caucasian</b>	9.65%	12.78%	8.74%	7.69%	↓
<b>Black/AA</b>	17.74%	14.93%	12.50%	13.85%	↓
<b>Hispanic</b>	4.55%	8%	17.14%	13.64%	↑
<b>2 or More Races</b>	16.67%	20%	9.09%	<5	↓
<b>Special Education</b>	11.63%	24.14%	19.23%	10%	
<b>Farms</b>	17.82%	18.72%	15.12%	14.04%	↓

Source: Maryland Report Card

### Significance

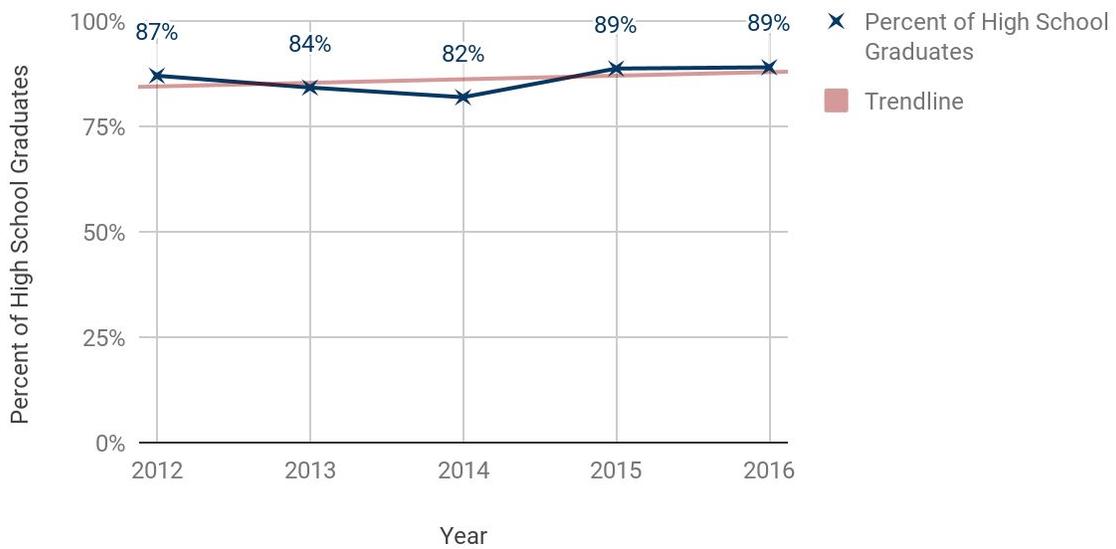
Fifty years ago, the nation could afford to lose large numbers of students before graduation because high school dropouts could still land well-paying jobs and support their families, but times have changed. Based on March 2014 data from the U.S. Bureau of Labor Statistics, high school dropouts are nearly three times more likely to be unemployed than college graduates. High school dropouts are also generally less healthy, require more medical care, and die earlier. In fact, cutting the number of high school dropouts in half nationally would save \$7.3 billion in annual Medicaid spending, according to an Alliance report on the subject.

### Analysis

Overall, the dropout rate in Caroline County is trending down at the same rate as Maryland, from around 10% to 8.5%. When looking at the disaggregated data however, students who qualify for Free and Reduced Meals (FARMs), Black or African-American and Hispanic students have the drop-out rate at 14% among each demographic, 6 points below that of White students.

**High School Completion:** The percent of high school graduates who successfully completed the minimum course requirements needed to enter the University System of Maryland or complete an approved Career and Technology Education program.

### Caroline County Public School Students Who Successfully Completed High School



	2012	2013	2014	2015	2016	Trend
<b>Caroline</b>	87%	84%	82%	89%	89%	↗
<b>Maryland</b>	84%	85%	86%	87%	88%	↗

Source: Maryland Report Card

#### Significance

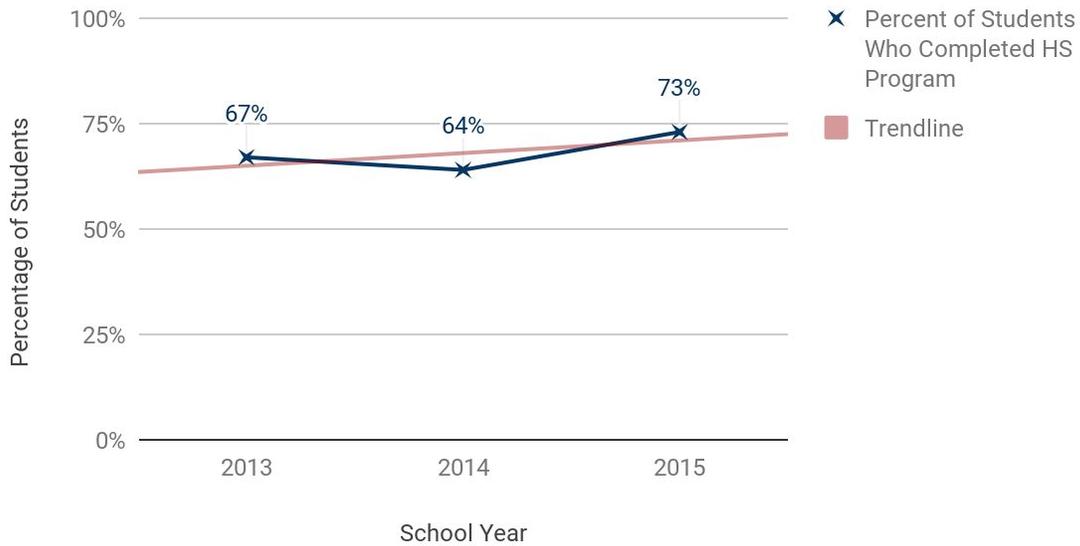
Graduating more students from high school creates new jobs, increases consumer spending, boosts tax revenues, and increases the gross domestic product.

#### Analysis

Caroline County's graduation rate has increased slightly over five years and is on par with or even slightly ahead of Maryland.

**Program Completion of Students with Disabilities:** The percent of students with disabilities, ages 14 through 21, who graduate or complete school.

### Program Completion of Students With Disabilities in Caroline County, MD



	2013	2014	2015	Trend
Caroline	67%	64%	73%	↗
Maryland	41%	42%	43%	↗

Source: Maryland Report Card

#### Significance

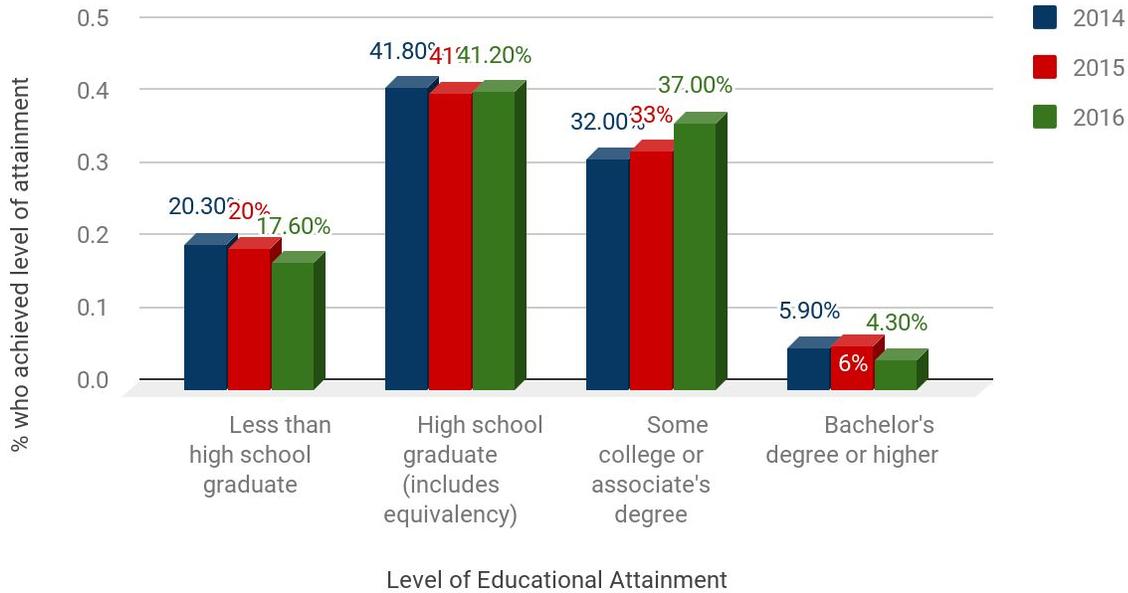
The myriad of social, emotional and physical challenges often faced by students with disabilities, if not addressed can have an adverse impact on the dropout, truancy and suspension rates among this population.

#### Analysis

Between 2013 and 2015, the number of students with disabilities who completed their individualized program increased by 6%, from 67% in 2013 to 73% in 2015. While Maryland students with disabilities who completed their individualized programs is also trending up, the rate of 43% is far below that of Caroline County (73%); a difference of 30 percentage points.

**Educational Attainment:** The percent of young adults, ages 18 through 24, who have not completed high school, have completed high school, completed some college or an associate’s degree, or attained a bachelor’s degree or higher.

### Educational Attainment of Caroline County Young Adults, 18-24



	2014	2015	2016	Trend
<b>Less than high school graduate</b>	20.3%	20%	17.6%	↓
<b>High school graduate</b>	41.8%	41%	41.2%	↔
<b>Some college or associate’s degree</b>	32%	33%	37%	↑
<b>Bachelor’s degree or higher</b>	5.9%	6%	4.3%	↓

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2011-2016

### Significance

Educational attainment during young adulthood has lifelong implications not only for economic well-being but also for health. Over the long run, the more educated a young adult becomes, the healthier she or he will be in adulthood.

### Analysis

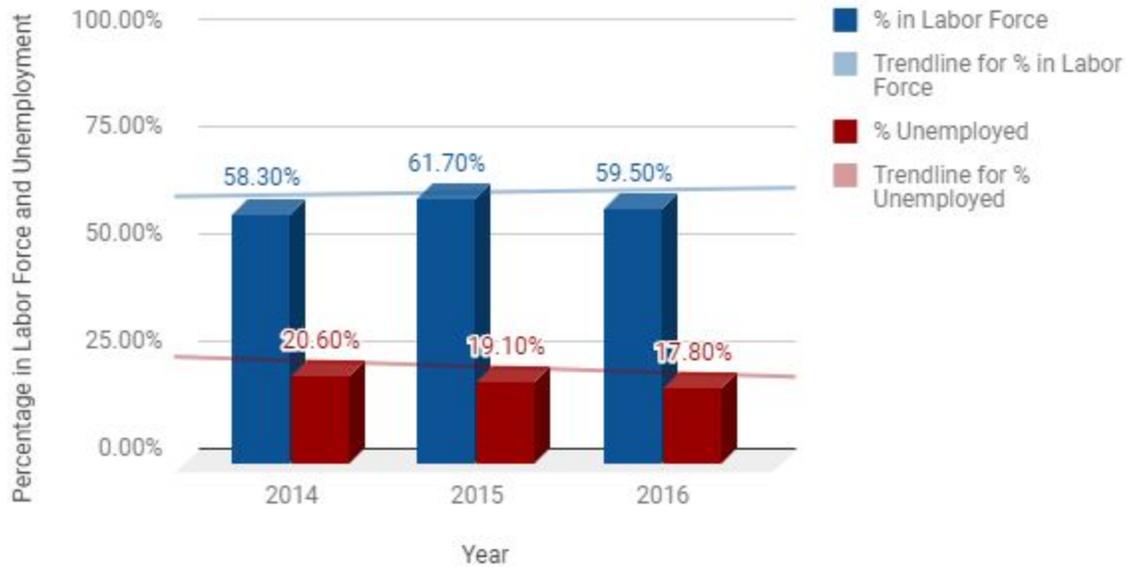
While the percentage of young adults in Caroline County who have some college or associate’s degree increased between 2014 (32%) and 2016 (37%), the percentage of Caroline County young adults with a Bachelor’s degree or higher has been decreasing. Increased rates of poverty, transportation challenges, and the cost of higher education may be impacting this indicator.

## RESULT Youth have Opportunities for Employment or Career Readiness

### Indicators

**Youth Employment:** a) The percent of young adults, ages 16 through 24, who are in the labor force. b) The percent of young adults, ages 16 through 24, who are unemployed.

Labor Force and Unemployment Rates Among Caroline County Young Adults, 16-24



	2014	2015	2016	Trend
# in Labor Force	2,271	2,353	2,250	↑
% in Labor Force	58.3%	61.7%	59.5%	
# Unemployed	431	381	362	↓
% Unemployed	20.6%	19.1%	17.8%	

Source: U.S. Census Bureau, American Community Survey 5-Year Estimates, 2014-2016

### Significance

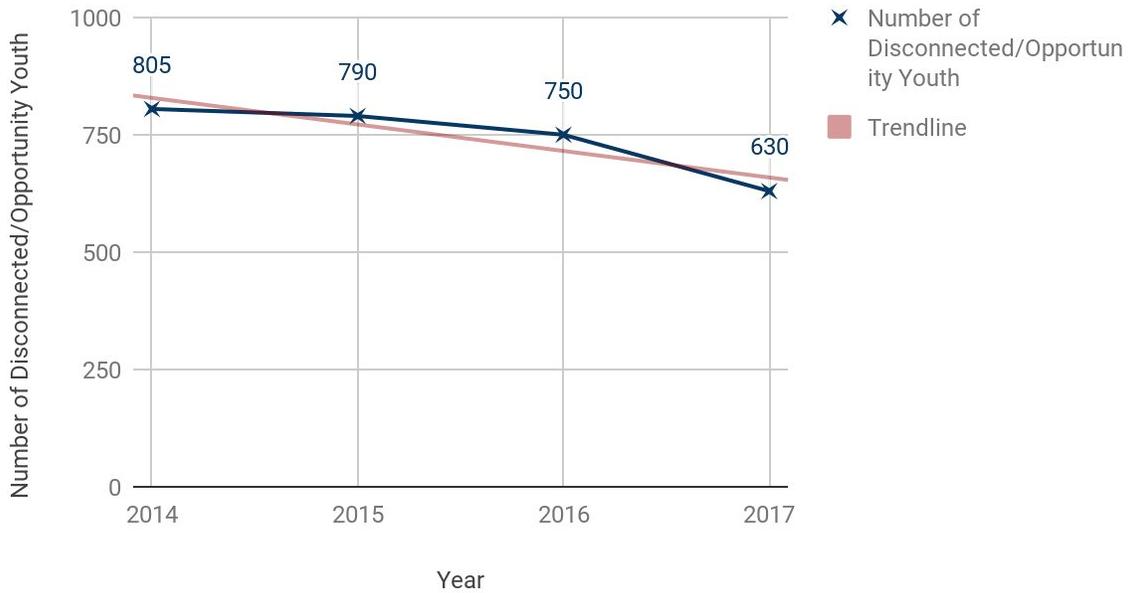
Having a large share of the young workforce unemployed not only leads to reduced productivity and gross domestic product (GDP), it also increases the economic costs for the country, since there is a need for more money to be paid out on social grants and less money coming in from taxes.

### Analysis

While the percentage of Caroline County young adults in the labor force increased slightly (around 1%) between 2014 and 2016, youth unemployment during that same timeframe decreased by approximately 3%.

**Disconnected/Opportunity Youth:** a) The number of youth ages 16-24 not in school and not working. b) The percent of youth ages 16-24 not in school and not working.

### Disconnected/Opportunity Youth in Caroline County, MD



	2014	2015	2016	2017	Trend
<b>Number</b>	805	790	750	630	↓
<b>Percentage</b>	No Data	No Data	19.6%	16.9%	
<b>Maryland</b>	No Data	No Data	12.9%	11.4%	

Source: Opportunity Index\*

### Significance

Given the important linkages among education, employment, and health and safety outcomes for young adults, the very weak education and employment outcomes of two groups of young adults raise particular concern: those who are disconnected and those who have disabilities and chronic health conditions.

### Analysis

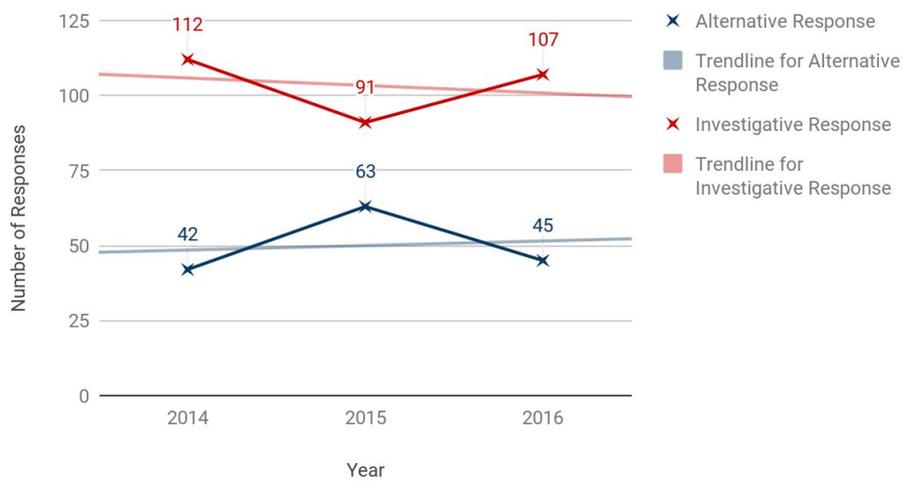
Data available through the Opportunity Index may not be reliable given that youth unemployment numbers were below 400 in 2016 and it is likely that some of those individuals may be enrolled in an educational program of some kind, making the number even lower.

## RESULT Communities are Safe for Children, Youth and Families

### Indicators

**Child Maltreatment:** The number of unduplicated children (ages 0 through 17) with indicated/unsubstantiated child abuse/neglect findings per 1,000 in the age-specific population.

Child Maltreatment Responses in Caroline County, MD



	2013	2014	2015	2016	2017	Trend
# - Alternative Response	-	42	63	55	38	↓
# Investigative Response	79	112	91	135	88	↑

Source: Kids Count Data Center

### Significance

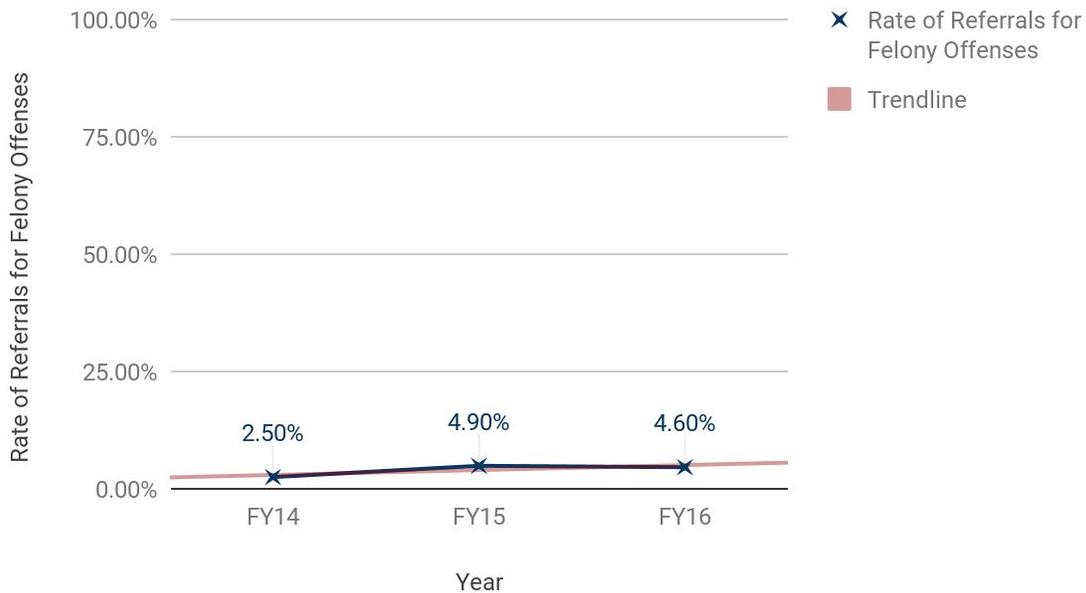
The impact of childhood trauma has physical, psychological, behavioral, and societal consequences. Physical consequences, such as damage to a child's growing brain, can have psychological implications, such as cognitive delays or emotional difficulties. Psychological problems often manifest as high-risk behaviors. Depression and anxiety, for example, may make a person more likely to smoke, abuse alcohol or drugs, or overeat. High-risk behaviors, in turn, can lead to long-term physical health problems, such as sexually transmitted diseases, cancer, and obesity.

### Analysis

Available data on child abuse and neglect for Caroline County is provided through the number of reports that are handled through Alternative or Investigative Responses. Alternative Response is a type of response to low risk child abuse and neglect allegations, where rather than investigating a family and naming a caretaker as a maltreater, the Local Department of Social Services partners with the family to complete comprehensive assessments. Investigative response is the Child Protective Services' response to cases where Alternative Response is not sufficient and an investigation need to occur into whether a child's caretaker abused or neglected them. The number of Investigative Responses has shown a trend increase since 2013, while Alternative Responses have been trending down.

**Juvenile Felony Offenses:** The rate of referrals, per 100,000 youth ages 11 through 17, for felony offenses, including both violent and non-violent charges.

### Juvenile Felony Offense Rate in Caroline County, MD



	FY14	FY15	FY16	Trend
<b>Number</b>	7/283	14/286	13/284	
<b>Percent</b>	2.5%	4.9%	4.6%	↗

Source: Caroline County Department of Juvenile Services

### Significance

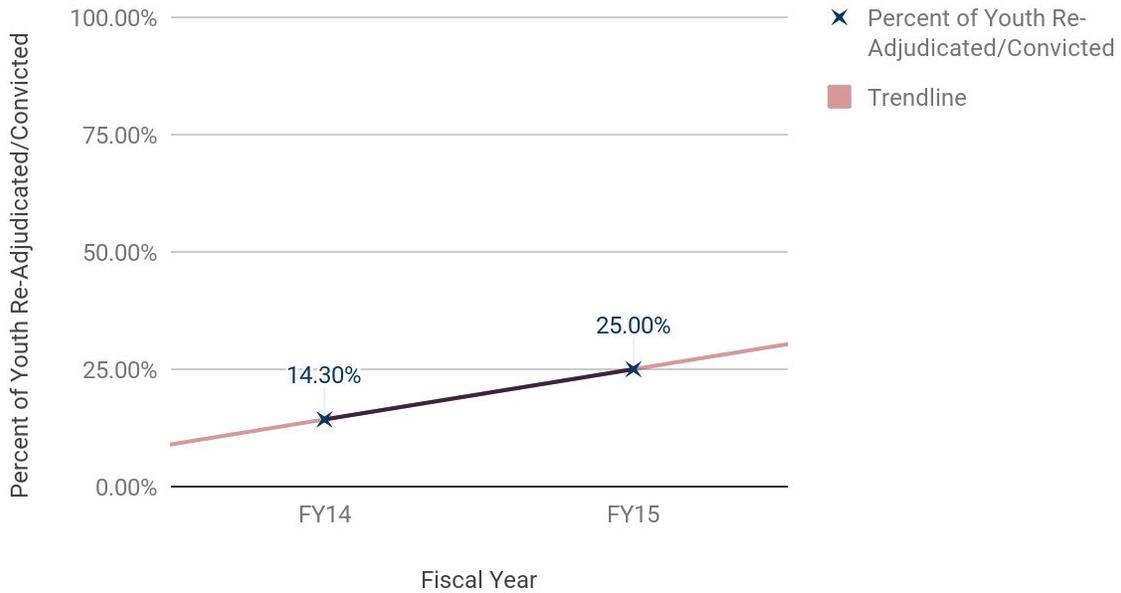
If an individual is adjudicated as a juvenile or convicted as an adult of a crime, there may be long-term negative consequences. These are called collateral consequences. This is true even after the individual has served their full disposition as a juvenile or sentence as an adult. This is because there are many federal and state laws that allow an individual’s criminal history to be considered. There are many activities that occur throughout adulthood that a juvenile adjudication can have an effect on. Those include: Student loans; Subsidized Housing; Employment; Welfare; Voting; and Firearms.

### Analysis

The rate of juvenile felony offenses increased between FY14 and FY16 by approximately two (2) percentage points. In stakeholder discussions, Caroline County’s Department of Juvenile Services representative, also a CHSC Board member shared that one reason was a recent uptick in the number of sexual assaults being committed by juveniles.

**Juvenile Recidivism:** Juvenile and adult re-adjudicated/convicted recidivism rates for youth released from the Department of Juvenile Services committed programs after 12, 24, and 36 months.

### Juvenile Recidivism Rates in Caroline County, MD



	FY14	FY15	FY16	Trend
<b>Number</b>	1/7	1/4	-	
<b>Percent</b>	14.3%	25%	-	

Source: Caroline County Department of Juvenile Services

### Significance

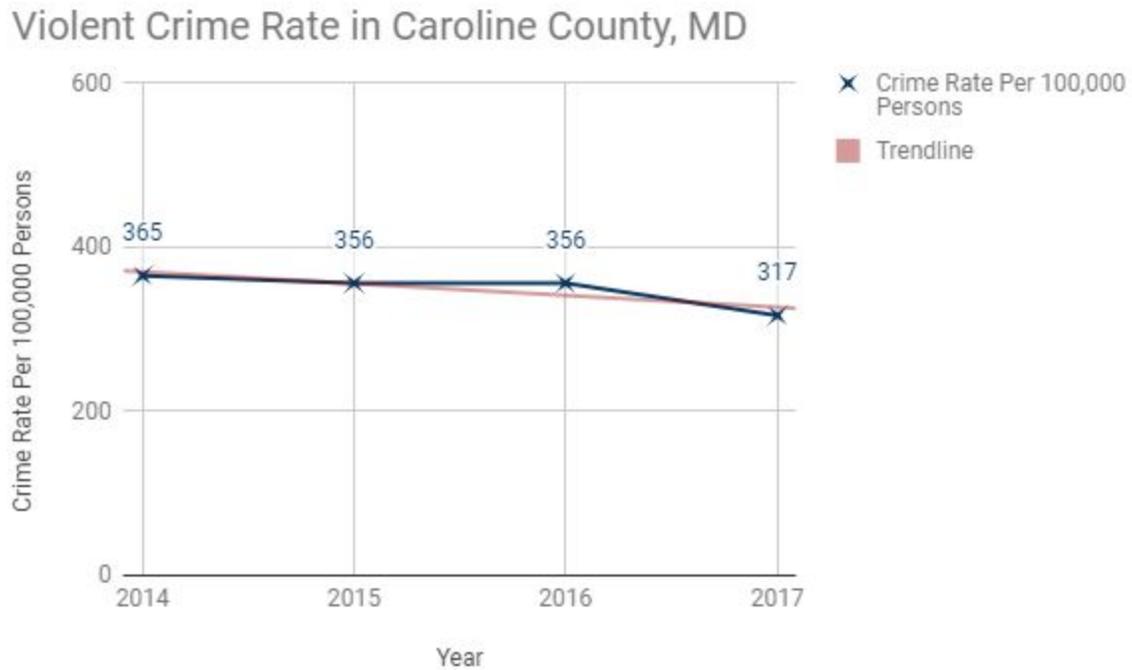
There is a correlation between **juvenile delinquency** and drug use, gang involvement, alcohol abuse, and sexual behavior. All of these issues challenge **communities** by making neighborhoods unsafe and costing large amounts of public money to be spent on law enforcement and school safety.

### Analysis

There is not enough data available at this time to determine a trend, but the actual numbers that we have available are low; so low that even a slight change can skew the percentages.

**rime:** The number of violent crimes committed per 1,000 persons.\*

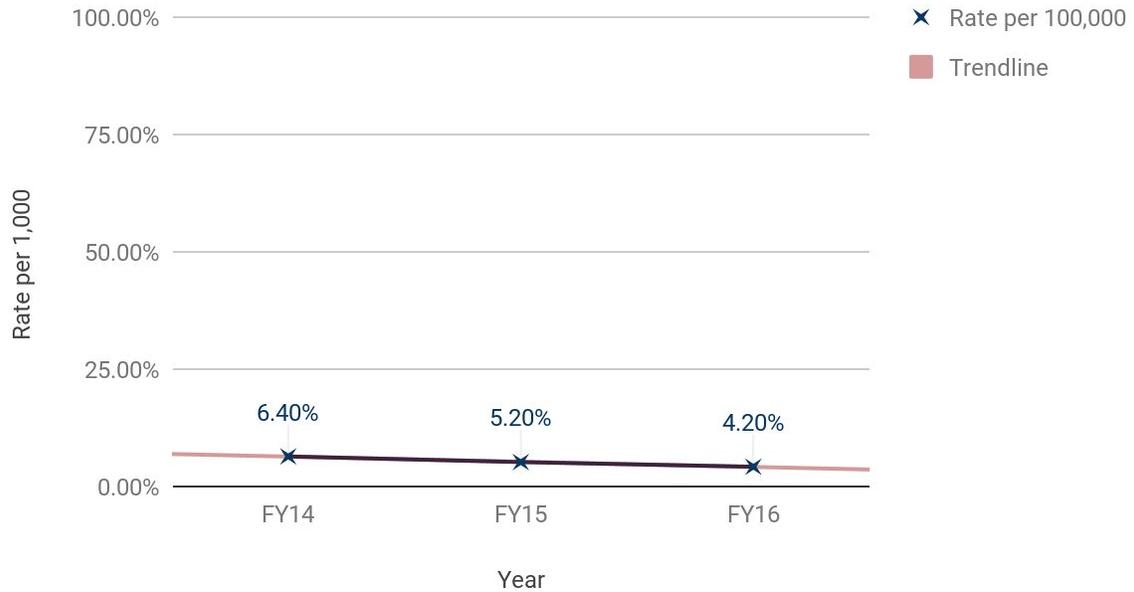
\*Data available calculates violent crime rate per 100,000 persons



	2014	2015	2016	2017	Trend
<b>Rate - Caroline</b>	365	356	356	317	↓
<b>Rate - Maryland</b>	543	506	506	465	↓

Source: [www.countyhealthrankings.org](http://www.countyhealthrankings.org)

## Juvenile Crime Rate in Caroline County, MD



	FY14	FY15	FY16	Trend
<b>Number</b>	18/283	15/286	12/284	
<b>Percent</b>	6.4%	5.2%	4.2%	↓

Source: Caroline County Department of Juvenile Services

### Significance

Higher crime rates increase the likelihood of direct exposure to community violence.

### Analysis

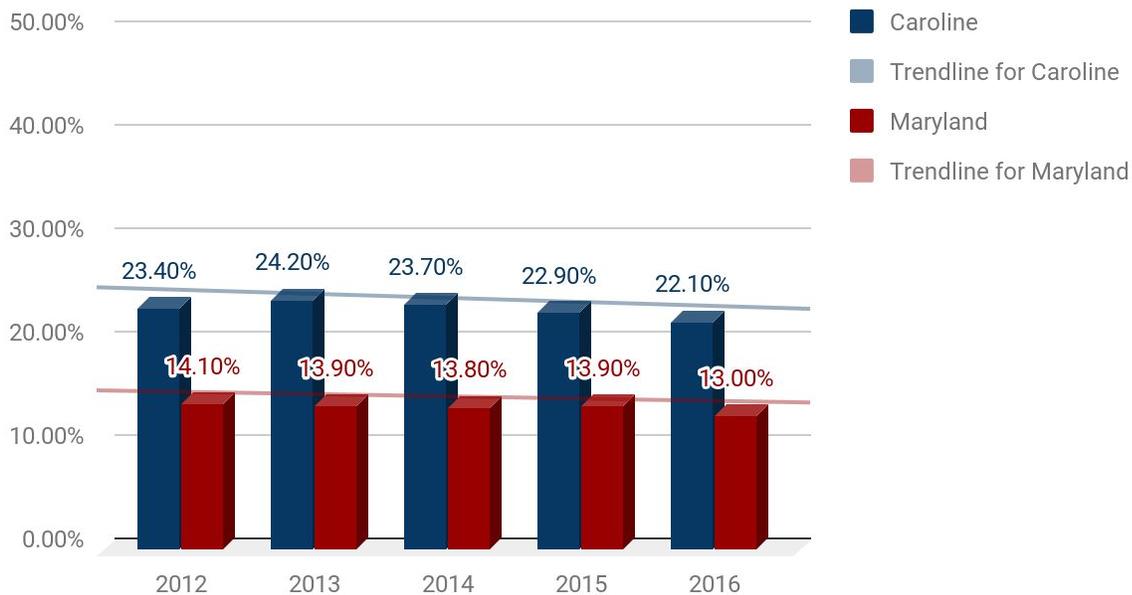
The rate of violent crimes committed per 100,000 people in Caroline County is well below that of Maryland. Juvenile crime also decreased approximately two (2) percent between FY14 and FY16.

## RESULT Families are Safe and Economically Stable

### Indicators

**Child Poverty:** The percent of children under age 18 whose family income is equal to or below the federal poverty threshold.

### Child Poverty in Caroline County, MD



	2012	2013	2014	2015	2016	Trend
# - Caroline	1,813	1,848	1,800	1,715	1,662	
% - Caroline	23.4%	24.2%	23.7%	22.9%	22.1%	↓
% - Maryland	14.1%	13.9%	13.8%	13.9%	13%	↓

Source: U.S. Census Bureau, Small Area Income and Poverty Estimates (SAIPE)

### Significance

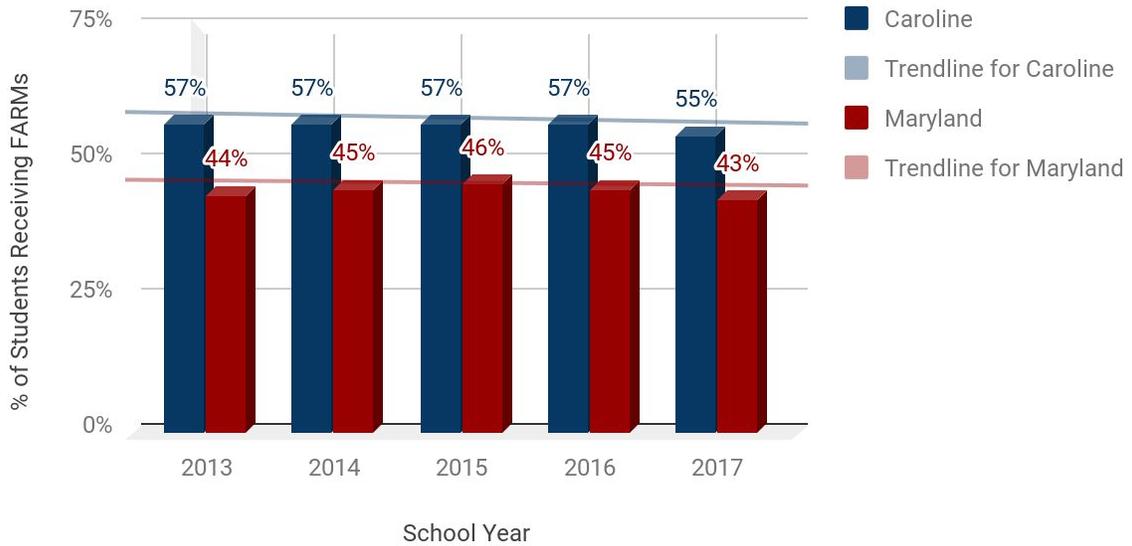
Poorer children and teens are also at greater risk for several negative outcomes such as poor academic achievement, school dropout, abuse and neglect, behavioral and socioemotional problems, physical health problems, and developmental delays.

### Analysis

While child poverty rates in Caroline County have decreased slightly since 2012 (from 23% in 2012 to 22% in 2016), the rates have also been consistently higher (around 9 percentage points higher) than than of the rest of Maryland.

**Hunger:** The percent of families who experience a lack of access, at times, to enough food for an active, healthy life for all household members; limited or uncertain availability of nutritionally adequate foods.

### Students Receiving Free and Reduced Meals in Caroline County, MD



	2013	2014	2015	2015	2016	Trend
# - Caroline	3,174	3,182	3,191	3,180	3,154	
% - Caroline	57%	57%	57%	57%	55%	↓
% - Maryland	44%	45%	46%	45%	43%	↔

Source: Maryland State Report Card

## Supplemental Nutrition Assistance Program (SNAP) Program Participation in Caroline County, MD



	FY12	FY13	FY14	FY15	FY16	Trend
# - Caroline	2,865	3,159	3,195	3,211	3,128	↗

Source: United States Department of Agriculture

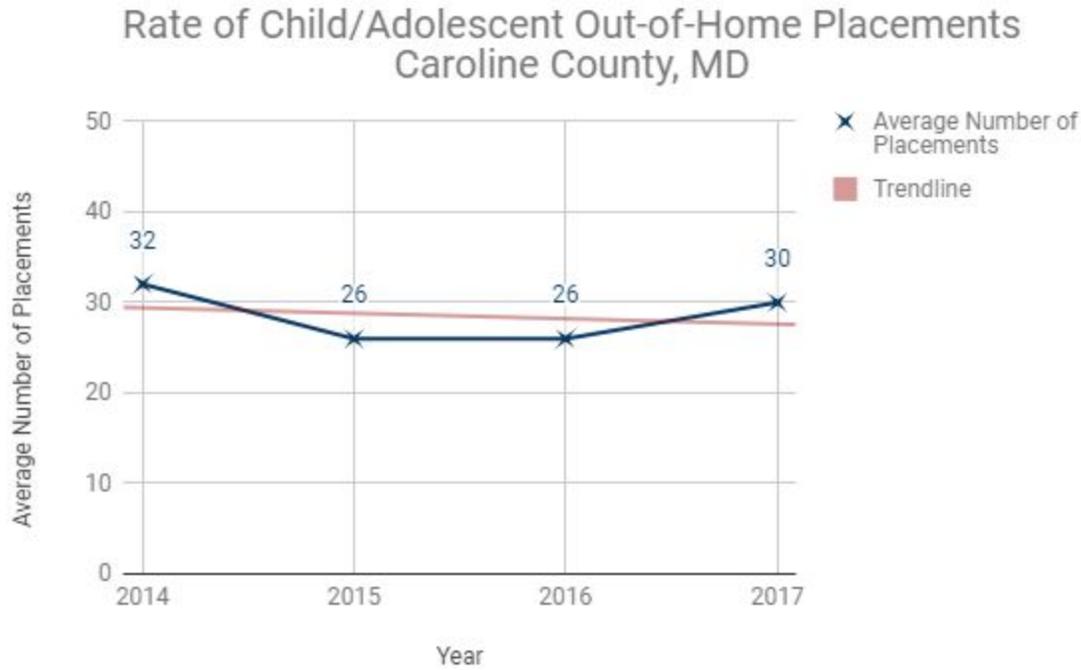
### Significance

Kids who don't get enough to eat – especially during their first three years – begin life at a serious disadvantage. When they're hungry, children are more likely to be hospitalized and they face higher risks of health conditions like anemia and asthma. And as they grow up, kids struggling to get enough to eat are more likely to have problems in school and other social situations.

### Analysis

The number of Caroline County students who qualified for and received free and reduced meals remained the same for four(4) consecutive years (2012-2015), and saw a slight two (2) percentage point decrease in 2016. The number of Caroline County individuals who experienced food insecurity and qualified for SNAP benefits also decreased in FY2016, but overall the rates of those needing the benefits is still negatively trending up.

**Out-of-Home Placements:** The number of out-of-home placements that occur per 1,000 children in the population.



	2014	2015	2016	2017	Trend
<b>Average # - Caroline</b>	32	26	26	30	↔

Source: Maryland Department of Human Resources

## Significance

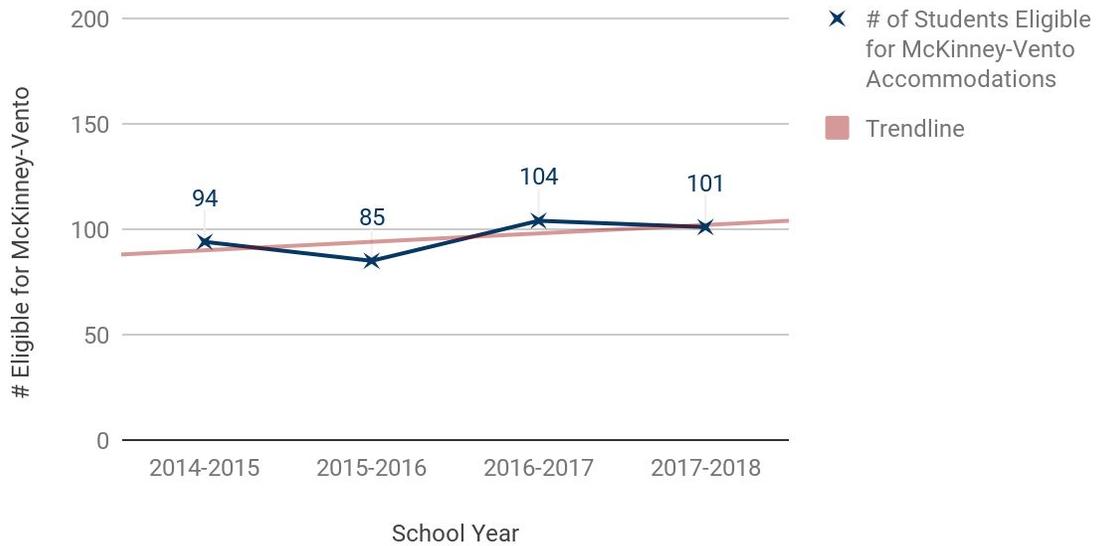
Children need safe and stable homes to thrive. Children placed outside their homes are exposed to serious psychological and emotional risks and often develop problems even before they are taken from their parents or caregivers. Once removed from the home, these children are likely to experience multiple placements, further complicating their development because of the lack of stability and opportunity to form meaningful long-term relationships with their caregivers.

## Analysis

The number of out-of-home placements increased between 2015 and 2017 by four (4) youth. Statewide data is collected in actual numbers so we don't have the ability to compare rates.

**Homelessness:** The percent of children enrolled in the public school system who lack a fixed, regular, and adequate nighttime residence or who are awaiting foster-care placement.

### Homelessness Among Caroline County, MD Public Schools Students



	2014-2015	2015-2016	2016-2017	2017-2018	Trend
<b>Number - Caroline</b>	94	85	104	101	↗

Source: Caroline County Public Schools

#### Significance

Homeless families often face challenges in addition to attaining and maintaining housing. Homeless mothers are more likely than housed mothers to experience domestic violence, mental illness, and substance abuse. A lack of access to medical care results in poorer health outcomes and higher rates of HIV/AIDS among homeless parents. For these and many other reasons, homeless children are more likely than their housed peers to suffer from developmental delays; chronic and acute health problems; and behavioral, emotional, and mental health issues. Insufficient access to a nutritious diet negatively affects homeless students’ classroom performance. Additional stressors can include abuse or exposure to family and community violence.

#### Analysis

The number of Caroline County students experiencing homelessness and housing instability has been increasing. School personnel indicate that most families are “doubled-up” or staying with friends or family members.

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## Stakeholder Meeting Report

Using the Results-Based Accountability format, CHSC and consultants held a series of three community stakeholder meetings and a community forum in January and February of 2018 to prioritize needs for the children and youth of Caroline County. Attendees included parents, local service providers, local law enforcement, local government representatives, educators, CHSC board members and other Caroline County citizens who wanted to be involved in the process to improve the quality of life for their communities. In all, approximately 35 individuals consistently attended these stakeholder events.

Using local results and indicator trend data (as shown above), demographic and other supplemental data and the Results & Indicators Planning Chart (Appendix A), stakeholders worked through the answers to the following eight (8) questions:

1. What are the quality of life conditions we want for our children, adults and families who live in our community?
2. What would these conditions look like if we could see or hear them?
3. How can we measure these conditions?
4. How are we doing on the most important measures?
5. Who are the partners that have a role to play in doing better?
6. What gaps still exist that we need to focus on?
7. What works to do better, including low and no-cost ideas?
8. What do we propose to do?

The rich and discerning discussions and contributions to the planning chart identified the following priority needs/desired results and indicators:

1. Youth Have Opportunities for Employment/Career Readiness
  - a. Disconnected/Opportunity Youth
  - b. Youth Employment
2. Families are Safe and Economically Stable
  - a. Parental Incarceration
  - b. Hunger
3. Healthy Children
  - a. Mental Health (local indicator)
  - b. Substance Use
  - c. Obesity

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## Focus Group Report

- I. Summary of Project: CHSC's consultant held a series of focus groups involving various student populations represented, including students of different races, ethnicities, gender identities, socioeconomic backgrounds, geographic locations, learning abilities and sexual identities. Through these focus groups, the consultant gathered information to help the CHSC understand the following top priorities of Caroline County youth.

1. **Mental Health** - Students ranked mental health as the top priority to be addressed in Caroline County and linked it to substance use, violence, bullying, and school attendance. Students want more counselors and/or more availability of existing counselors.
2. **Bullying/Harassment** - Students also ranked bullying/harassment as a top priority. In two separate groups, middle school students provided insight that a lot of the issues may have more to do with students not knowing how to disagree or "deal with each other," than actual bullying and/or harassment. Students from all schools also pointed out that cyber bullying/bullying on social media is a problem that needs to be addressed.

'Other' Priorities that all groups felt needed to be addressed:

3. **Racism** - All four groups agreed that racism is a problem in Caroline County, though the degree to which they experienced or observed it in their schools varied. For some "...it's painful. It makes you crazy," and felt that "there are no consequences for being a racist." Others felt that it was just a select few youth who were racist and took it too far, but that overall racism wasn't bad in Caroline County. There was a general fear among white students about discussing racism because of the fear of being judged. A group of white students said racism was a big issue that should be addressed, and then gave several instances of how "black" kids had been racist toward them and how unfair it was, "...all the blame goes to white people." A Black/African-American 6th grade student in a different group provided some insight: "If you're going to keep being racist to me, I'm going to do it back to you until it makes you feel as bad as it makes me feel."

- 
4. **Education about LGBT Issues** - Some groups voiced that they embrace students who identify as LGBT (“we have those and we love them”), while others shared their lack of understanding and general discomfort (“The bible says it’s wrong.” “What’s the point of being transgender? They can’t make babies.” “If someone sits next to me and they’re lesbian, I’m going to move over.”) All students stated that there is no place where they can have a conversation about understanding LGBT perception and experiences. Some stated that even if there was a place to talk about it, they’re not sure they’d go and that they only felt comfortable talking about it during the focus group because there were no LGBT students present; that if there were they probably wouldn’t have said anything.

II. Introduction: Using Results-Accountability framework, a series of four focus groups were held in February 2018 with students from Lockerman Middle School, Colonel Richardson Middle School, and Colonel Richardson High School. Because the community needs assessment looks at a broad range of issues, results and indicators were grouped into four categories: Health; Education and Employment; Stable Families and Communities; and Other (LGBT, Racism). Youth selected their top two concerns from each category at the beginning of each focus group and discussions were designed to gather information from the students in regard to the following outcomes:

1. To understand the reasons why or “story behind” youth chose the identified priorities
2. To find out from youth what resources they are aware of that exist to help with the priorities that youth chose.
3. To get a youth perspective on what gaps related to the priorities need to be filled.
4. To have youth identify what actions, strategies or programs would work to make a difference or “turn the curve.”

III. **Participant Demographics**: 47 students in total took part in the focus groups conducted for this community needs assessment. Overall demographics for the groups included:

- 27 Females; 20 Males
- 32 Students identified as White/Caucasian, 8 as Black/African-American, 4 as Two or More Races, 2 as Hispanic, and 1 as Asian.
- 1 student self-identified as LGBT
- 1 student with special needs

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IV. Student Perspectives: Student perspectives have been organized by priority with key themes and a summary of the discussions, in order of importance:

A. Priority 1: Mental Health

1. Questions and Findings From the Focus Groups:

- a) Tell me why mental health is important and why you chose it as a priority need that needs to be addressed.
  - (1) BIG Issue. People need help.
  - (2) Can cause suicide.
  - (3) Leads to drugs, pregnancy, dropping out, losing a job.
  - (4) Reasons: Abuse; Bullying/Teasing - people take it too far; Depression; Issues at home can cause people to snap; Drama; Feeling sad, "disconnected" from themselves; Not having enough help.
  - (5) Would like to see more done about bullying and how it impacts mental health.
  - (6) People take their issues out on others.
  - (7) Students voiced fear of violence related to mental health after school shooting in Florida.
  - (8) Cutting - Some students have issues, and some are just doing it for attention.
- b) What services exist already that address mental health in Caroline County?
  - (1) Guidance counselors
  - (2) Therapists
- c) What kind of gaps exist or changes still need to be made?
  - (1) Not enough counselors/therapists.
  - (2) Guidance counselors are "swamped."
- d) Give me some ideas about what you think would work to help improve the mental health of children and families in Caroline County.
  - (1) High school students were especially vocal that they wanted more guidance counselors and/or therapists that they could go to for help when they needed it. They didn't always want to have to wait to make an appointment.

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- (2) Have more conversations about it.
  - (3) Have therapists come in during the school day to talk to students about mental health issues and how to stay healthy, what services are out there to help.
  - (4) Help teachers when they have questions.
  - (5) Make it part of life skills.
  - (6) Help people understand what it's like for kids when their parents have mental health problems.

## B. Priority 2: Bullying/Harassment

### 1. Questions and Findings From the Focus Groups:

#### a) Tell me why bullying/harassment is important and why you chose it as a priority need that needs to be addressed.

- (1) "People need to realize bullying effects more than just one person."
- (2) Joking gets overlooked.
- (3) "A lot happens online, about 50/50 online versus in-person."
- (4) Students reported having a lot of fights related to bullying at Lockerman Middle.
- (5) A lot of threats get made.
- (6) Cyberbullying/social media is a problem.
- (7) "People will find your weakness."
- (8) "Usually it starts mentally and moves to physical bullying."
- (9) Not everything is bullying, some of it is immaturity and some of it is people not knowing how to deal with each other.
- (10) Paper bullying reports are not really anonymous. "Filling out a report is really uncomfortable and the bully knows who wrote it and you get bullied even more."
- (11) One student shared that they filled out a report and the school staff person looked at it and said "X-person is really nice, I'm surprised." Student felt like she wasn't believed and that the report wouldn't be taken seriously.

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- (12) "It takes a lot of self-courage to talk to someone about getting bullied."
  - (13) Some teachers are bystanders.
  - (14) Students connected bullying/harassment and racism.
  - (15) 85-90% of students are affected by bullying.
  - (16) If you get in a fight, you either get written up, kicked out, charges or nothing happens at all. You don't get a chance to talk through why it happened.
  - (17) Kids don't want to talk to their parents about getting bullied.
  - (18) "...so much drama and kids don't know how to communicate with each other."
- b) What services exist already that address bullying/harassment in Caroline County?
- (1) Stand for Silence (?) Students know of a group that used to meet, but were unsure if meetings were still taking place.
  - (2) Assemblies.
  - (3) Counselors/teachers but they are inconsistent in how they deal with bullying.
  - (4) No school activities, just one research paper.
- c) What kind of gaps exist or changes still need to be made?
- (1) School not doing enough. All they have right now is a No Bullying sign, and that's it. "Some assemblies work for a while, but a couple weeks later and everyone has forgotten."
  - (2) A lot of complaints have to get made before someone actually gets into trouble. "One voice isn't enough."
- d) Give me some ideas about what you think would work to help reduce bullying/harassment in Caroline County.
- (1) "There is no way to make it better."
  - (2) More counselors.
  - (3) Middle school students overall were not hopeful that bullying issues could improve.
  - (4) Educate students about what they can do if they're getting bullied.
  - (5) Caring adults.
  - (6) Have more police officers in the building.

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- (7) Start a student group that can help others with bullying experiences.
  - (8) More attentive teachers. Teachers follow through on what they say they're going to do about bullying.
  - (9) More adults in the cafeteria - "Kids wait until teachers turn their backs and then start fights."
  - (10) Teach teachers what to do about bullying. Conversation where teachers listen to students about their bullying experiences.
  - (11) Anti-bullying campaign.
  - (12) Let people get their anger out in video games.
  - (13) Teach people how to disagree.

### C. Priority 3: Substance Use

#### 1. Questions and Findings From the Focus Groups:

- a) Tell me why substance use is important and why you chose it as a priority need that needs to be addressed.
  - (1) Drugs are a major issue.
  - (2) Causes/Reasons: Depression; Peer pressure, Abuse - "abuse happens a lot," and "shouldn't happen as much as it does; Curiosity - to find out for themselves what it feels like; Bullying; Seen as cool; Older friends/siblings give them access; Mental health problems they can't deal with
  - (3) Alcohol a big problem.
  - (4) A lot of vaping happening, some students using it as a tool to quit cigarettes.
  - (5) Linked substance use to crime and not feeling safe.
  - (6) Major geographic areas of concern: Federalsburg - "Drugs are really bad but some parts have been cleaned up." Preston not so bad.
  - (7) "I can't walk around by myself anymore."
  - (8) Easy access to drug hookup in Federalsburg - trash can behind the gas station.

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- (9) People are private and want help or counseling without having their parents told.
  - (10) "All my neighbors are cops and they always tell me 'Don't do drugs, kid.'"
  - (11) "If you can't have alcohol until age 21, why can you get cigarettes at 18?"
- b) What services exist already that address substance use in Caroline County?
    - (1) AA
    - (2) Churches
    - (3) Wellness Office
    - (4) Guidance Counselor
  - c) What kind of gaps exist or changes still need to be made?
    - (1) "Cops know about it but don't do anything."
    - (2) Only get education on cigarettes, not on illegal drugs.
  - d) Give me some ideas about what you think would work to help substance use in Caroline County.
    - (1) A rehab facility in Caroline County for people who want to quit but can't.
    - (2) Monitor ingredients used to make drugs like the do with cough and cold medicines.
    - (3) Students get embarrassed and don't want parents to be called when they need help, but they would go to a counselor at their school to deal with alcohol or drug use. It would have to be the student's choice, they don't want to be summoned by a teacher/counselor.
    - (4) More activities.
    - (5) Would not listen to parents, but would listen to other students' experiences.
    - (6) Hard to talk to parents, students want to talk to someone younger.
    - (7) "Help people find what makes them happy."

#### D. Priority 4: Racism/Inequality

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1. Questions and Findings From the Focus Groups:

a) Tell me why racism is important and why you chose it as a priority need that needs to be addressed.

- (1) One group of all white students: Students said racism is a big issue and should be addressed, then went into detail about several instances of what they felt of “black” kids being racist toward them and it’s unfair that “all the blame goes to white people.”
- (2) “There are a few kids who just don’t like anyone who is different.”
- (3) One group of students did not like children who spoke other languages at school and said that “if they are in the United States, they should only speak English at school.” Haitian and Hispanic students were referenced during this part of the conversation. Students felt that kids speaking other languages at school were doing it to hide making fun of them.
- (4) High school students felt it was a problem but that overall it wasn’t so bad.
- (5) “Racism is a problem everywhere.”
- (6) “Asians get it a lot,” one Korean student reported. Other students say things like “Are you going to bomb us?”
- (7) “Everyone is really sensitive.”
- (8) “People don’t really know what racism is.”
- (9) White students shared that they were afraid to talk about racism for fear of being judged.
- (10) “Racism doesn’t have to be a problem, but we make it a problem.”
- (11) “There are no consequences for being a racist.”
- (12) Students referenced having recently read *Roll of Thunder, Hear My Cry* and how some of the reports and discussion made them uncomfortable. They felt they completed assignments and were not given the chance to process their feelings.
- (13) “When someone does that, your anger just comes out.”
- (14) “...it’s painful. It can make you crazy.”
- (15) Violence related to racism.

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- (16) When a student points out a racist remark made by another student to a teacher and the teacher says "I'll talk to them," students don't feel teachers take it as seriously as they feel it.
- (17) Black/African-American student on his experience with racism: "If you're going to keep being racist to me, I'm going to going to do it back to you until it makes you feel as bad as it makes me feel."
- b) What services exist already that address racism in Caroline County?
- (1) "Nothing."
  - (2) Counselors
  - (3) 8th grade does have discussions about racism.
- c) What kind of gaps exist or changes still need to be made?
- (1) No responses.
- d) Give me some ideas about what you think would work to help reduce/eliminate racism/inequality in Caroline County.
- (1) Activities related to books and movies. Preface how they might make students feel.
  - (2) "Good teachers lay down the law at the beginning of the year and follow through when people are being racist."
  - (3) Working with the library.
  - (4) Conversations with cops.
  - (5) "Peaceful meetings to talk about racism." Students said they'd come if there was food.
  - (6) Teach people what racism really is.
  - (7) Teach people what to do when they experience racism.
  - (8) Teach people in the community not to be racist.
- e) Is there a place where you can talk about sensitive issues like this?
- (1) No. No one talks about it.
- f) High School students only: Do you think differently about topics like LGBT and racism than you did in Middle School?
- (1) Definitely. Yes.

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## E. Priority 5: Teen Births/Pregnancy

### 1. Questions and Findings from the Focus Groups:

- a) Tell me why teen pregnancy is important and why you chose it as a priority need that needs to be addressed.
  - (1) Causes: Peer pressure; Drugs/drinking; Unsure of self; Not careful; Mental health; Depression; Bad relationship with parents
  - (2) Affects your education.
  - (3) Can be publicly humiliating.
  - (4) Makes life harder, people look down on you
- b) What services exist already that address teen pregnancy in Caroline County?
  - (1) Planned Parenthood
  - (2) Health Department
  - (3) Churches
  - (4) Social Services
  - (5) Counseling
  - (6) Babysitting school at the High School?
- c) What kind of gaps exist or changes still need to be made?
  - (1) Middle school students didn't feel that they had been educated about birth control.
- d) Give me some ideas about what you think would work to help reduce teen pregnancy in Caroline County.
  - (1) Help students get ready to be a good parent
  - (2) Teach kids how to have a "healthy relationship." Students said they would go to something to learn about healthy relationships after school or during 4th period, and that students should have the option to attend, not be forced.
  - (3) More extracurricular activities. More after-school programs; current ones don't offer things everyone wants to go to.
  - (4) Start teaching kids about sex and birth control in Middle School.
  - (5) "It's hard because some kids are too immature."
  - (6) "Teach life skills and good relationships."

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- (7) Bring in speakers with personal experience.
  - (8) Have a fun activity with food to talk about relationships and offer an incentive.
- e) Is there a place where you can talk about sensitive issues like this?
- (1) "No. They want to avoid it."
  - (2) " We all know about it, but nobody talks about it."

## F. Priority 6: LGBT Education

### 1. Questions and Findings From the Focus Groups:

- a) Tell me why LGBT education/issues are important and why you chose it as a priority need that needs to be addressed.
- (1) Reasons: LGBT students don't feel accepted; Some kids don't come out because they'll get teased
  - (2) Some LGBT students are okay, but some try to push themselves and their "style" on people and it makes them uncomfortable.
  - (3) "It's just weird."
  - (4) "The bible says it's wrong." Some students said it went against their religious beliefs, especially transgender individuals, "...what's the point? They can't make babies."
  - (5) Some kids hate LGBT kids and bully them because of it.
  - (6) "If someone sits next to me and they're lesbian, I'm going to move over."
  - (7) Discomfort with other young people "experimenting" with their sexuality and talked about how one new student came in and was befriended by a group of girls; a few months later they were all "acting like lesbians."
  - (8) High school students and Lockerman Middle School students felt that overall their schools are "pretty accepting."
  - (9) A lot of talking happens behind LGBT students' backs.
  - (10) Parental bullying a big problem.
  - (11) When asked about LGBT students, one student said "we have those and love them."
  - (12) LGBT students get bullied/picked on a lot.

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- (13) "Some use their power to make other people uncomfortable."
  - (14) Confusion about bathroom usage.
  - (15) Student who self-identified as LGBT: "...nobody here to talk to about how I feel, so I just push it aside."
  - (16) Teachers don't know how to talk about it.
  - (17) It can make other students uncomfortable and you can lose friends.
  - (18) "People use religion to make it bad."
  - (19) The bathroom is an issue.
- b) What services exist already that address LGBT education in Caroline County?
    - (1) Students weren't aware of any services.
  - c) What kind of gaps exist or changes still need to be made?
    - (1) No education provided anywhere about life as a LGBTQ individual.
  - d) Give me some ideas about what you think would work to help improve understanding of LGBT issues in Caroline County.
    - (1) Teach teachers how to talk about it.
    - (2) PFLAG
  - e) Is there a place where you can talk about sensitive issues like this?
    - (1) One group of students: No. And if there was, students weren't sure they'd go. They shared that they only felt comfortable talking about it because there were no LGBT kids in the room and that if there were, they probably wouldn't have said anything.
  - f) High School students only: Do you think differently about topics like LGBT and racism than you did in Middle School?
    - (1) Definitely. Yes.

## G. Priority 7: Child Maltreatment

### 1. Questions and Findings From the Focus Groups:

- a) Tell me why child maltreatment is important and why you chose it as a priority need that needs to be addressed.
  - (1) "It happens a lot, but you would never know."

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- (2) During substance use conversation: "Abuse happens a lot," and "shouldn't happen as much as it does."
  - (3) Leads to anxiety.
  - (4) "A lot of people don't tell until it's too late to do anything about it."
  - b) What services exist already that address child maltreatment in Caroline County?
    - (1) Social Services
  - c) What kind of gaps exist or changes still need to be made?
    - (1) People don't talk about it.
  - d) Give me some ideas about what you think would work to help reduce child maltreatment in Caroline County.
    - (1) More counselors who can help when people need it without having to make an appointment.
    - (2) Help kids know what's okay and what's not. And how to deal with it.
    - (3) Change culture so abuse isn't so common.

**V. Recommendations:**

- A. Conduct a "deeper dive" into Caroline County's behavioral health resources with stakeholders; utilize existing assessments or documentation to determine whether resources are available to provide more counselors or clinicians in schools.
- B. Give youth a platform to have discussion about sensitive issues like bullying, racism, sex, abuse, healthy relationships, LGBT issues, crime. Allow youth to choose the topics for discussion and provide guidance, not direction during the meetings. Coach them on how to listen and/or disagree respectfully.
- C. Give youth opportunities to come up with ideas for how to make a difference and help them follow-through on their ideas so they can see results from their efforts. Students look to schools to provide guidance or activities on life skills, bullying, racism and other topics; acknowledge students' concerns and give them guidance on/ownership of taking on activities they suggested during focus groups.
- D. Consider creating peer mentoring opportunities if they don't already exist. Students were open that they did not always want to go to parents about their problems but they would open up to someone who had been through what they had experienced. In some cases if

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mentor peers receive appropriate training, it may alleviate some of the burden on guidance counselors or school staff.

- E. Consider partnering with Kent & Talbot PFLAG to create a group in Caroline County. Find ways to dispel fear-based myths about LGBTQ individuals for youth (ex.: transgender people in bathrooms - there are not actually any documented cases of trans people assaulting anyone in a public restroom. In fact, trans people are far more likely to be victims of violence than perpetrators, and many groups keep statistics on the number of trans people murdered each year because it is so common).

## **Survey Results**

As part of the community needs assessment, three separate surveys for specific target populations (Youth & Young Adult, Community, and Service Providers) were developed and distributed electronically and via hard copy. The purpose of all three surveys was to get a better understanding of what children, youth and families are struggling with the most and what they would do to improve the quality of life for themselves and for others in Caroline County.

### **Child & Family Priority Needs Survey**

The Child & Family Priority Needs Survey was the broadest of the three surveys administered, meant for all adult residents of Caroline County. The survey consisted of the following 9 close-ended questions and one open-ended questions (#10):

1. Do you live in Caroline County, work in Caroline County or both?
2. What is your age?
3. What race or ethnicity do you identify with?
4. Do you consider yourself a member of the Lesbian, Gay, Bisexual, Transgender (LGBT) community?
5. What do you like about living in Caroline County?
6. How much is there a need for the following services in Caroline County? Selected from list.
7. What makes it difficult for children and families living in Caroline County to access the services/resources they need? Selected from list.
8. Which of the following do you think is most important when trying to improve the quality of life for children and families in Caroline County? Selected from list.

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9. What kinds of community conversations, trainings, or workshops would you be interested in attending? Selected from list.
  10. Please feel free to share any additional thoughts or ideas about what the priority needs are of Caroline County families.

## **Results**

Demographics: A total of 115 individuals participated in the Caroline County 2018 Child & Family Priority Needs Survey during the month of February 2018. From the answers provided to the demographic questions, the following subgroups were noted (percentages are rounded:)

Live vs. Work in Caroline County:

- 69% of survey respondents only live in Caroline County
- 4% of survey respondents only work in Caroline County
- 27% of survey respondents live *and* work in Caroline County

Age Range:

- 16-24: 8%
- 25-34: 18%
- 35-44: 23%
- 45-54: 26%
- 55-64: 13%
- 65 or order: 12%

Race/Ethnicity:

- Asian: 2%
- Black or African-American: 17%
- Hispanic: 10%
- Two or More Races: 6%
- White: 65%

LGBT Community Identification:

- Yes: 3%
- No: 70%

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- No, but I identify as an ally: 23%
  - Prefer not to answer: 4%

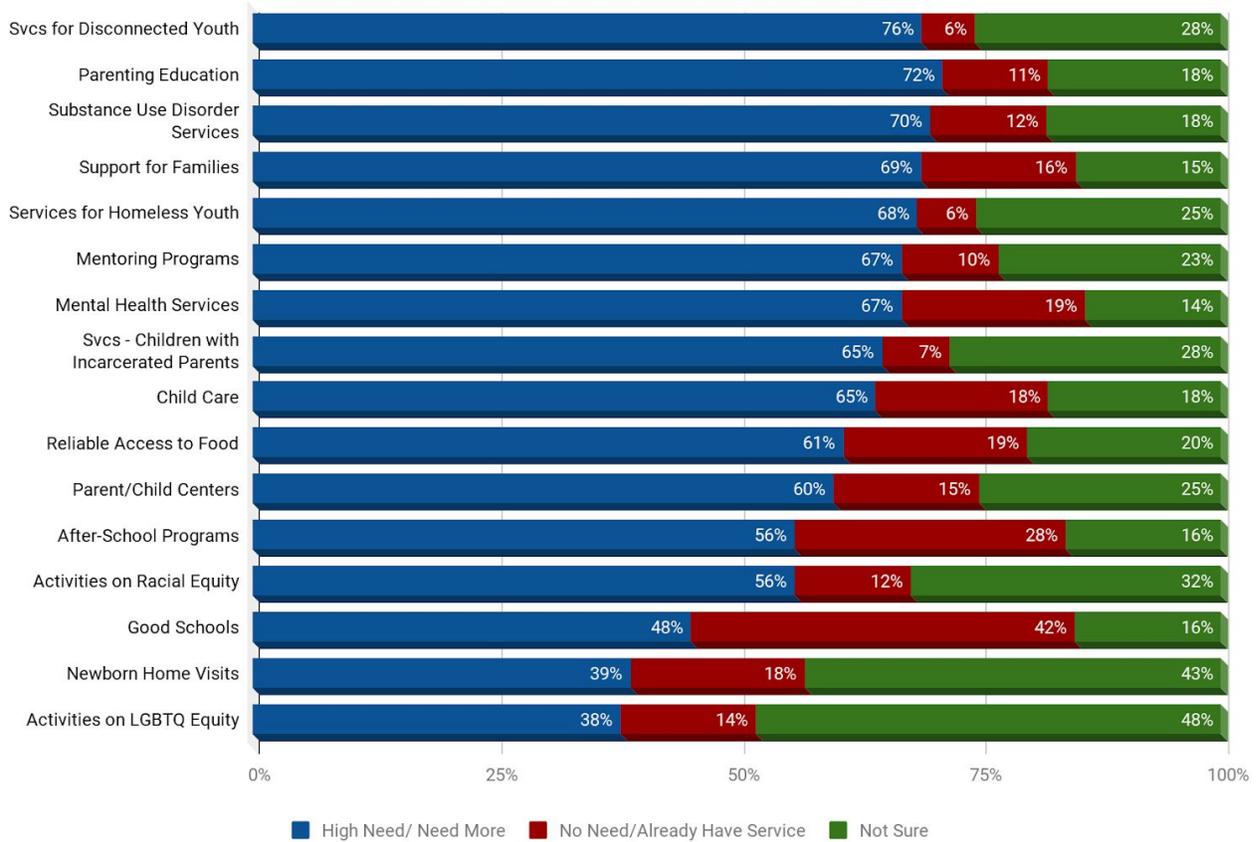
What do you like about living in Caroline County:

1. **Quality of life: 50%**
2. **Sense of community: 44%**
3. **Agriculture/natural resources and Activities for children & families: 37%**
4. Educational system: 36%
5. Recreational opportunities: 18%

Community Needs: Respondents were asked to rank community resources by whether there was a high need, no need, or if they didn't know. The top three resources identified as high needs were: Services for disconnected or "opportunity" youth ages 16-24 who are not working or in an educational program of any kind (76%), followed by parenting education (72%), and substance use disorder services (70%).

“Not sure” made up a significant percentage of each resource category selection.

### How Much is There a Need for These Services in Caroline County?



### What makes it difficult for families to access the resources they need

1. **Transportation: 78%**
2. **Awareness of available resources: 54%**
3. **Services needed that do not exist: 42%**
4. Funding cuts to programs/services: 36%
5. Eligibility criteria for programs/services: 35%
6. Affordability of services/resources: 33%
7. Parental knowledge: 32%
8. Language/cultural barriers: 27%
9. Service/agency hours: 21%

### What is most important when trying to improve the quality of life for Caroline County families:

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1. **Increase job opportunities: 70%**
  2. **Increase availability of affordable housing: 53%**
  3. **Create more transportation resources: 52%**
  4. Free or low-cost recreational opportunities: 45%
  5. More programs for youth and families: 40%
  6. Increasing substance use disorder services: 39%
  7. Increase access to healthy, affordable foods: 36%
  8. Safe neighborhoods: 35%
  9. Create more services for children and youth in kinship or foster care or who have an incarcerated parent: 29%
  10. Create more educational opportunities for children: 28%
  11. Create more educational opportunities for adults: 23%
  12. Create discussion groups around sensitive topics: 18%

Community Conversations, Trainings or Workshops:

1. **Mental Health & Substance Use: 60%**
2. **Transportation: 47%**
3. **Poverty: 46%**
4. Racial Equity/Cultural Understanding: 45%
5. Hunger: 37%
6. Incarceration: 24%
7. Immigration: 23%
8. LGBTQ Inclusivity: 18%

Community Member Comments (as written by respondents):

1. More jobs & Commerce in the area means better quality of living
2. As someone who lives in Caroline County, but works in a Lower Shore county, I think the school system is excellent but continues to need public support. The YMCA is a great resource that should be expanded, in partnership with Caroline County Parks and Recreation. It is a great place to live, but children and families may benefit from amenities like a swimming pool, a private daycare facility, etc., understanding of course that there are more serious needs related to hunger, mental health, substance abuse, etc. to be addressed.
3. Programs available need to be publicized heavily, i.e., social media, radio and television.
4. The level of poverty is high, the needs are many, and the services are either too few, too unknown, or too costly to access. No one wants to admit their real needs, but so many have kids with mental health challenges and developmental disabilities. Older folks are hungry, kids are hungry. Neighbors help out here when they can but more help is needed than acknowledged.
5. New mom support group needed.
6. Harness the resources associated with upcoming Kirwan Commission Reports that will allow reformulation of public funding.
7. Transportation for those outside of town limits and without vehicles.
8. As a small county with limited resources, our funding must come from state and federal sources and we always come up short in competitive grants and other funding because of our numbers. Wish there was a better and more equitable way to receive grant funding.

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9. YMCA should be like Talbot County with programs and activities and resources
  10. There are too many children whose families could care less about their needs - some are young adults  
Babies having babies who can't even care for themselves much less another human being - our county has so much bad creeping in with heavy drugs that parents and children are becoming addicted to. It's sad to watch our country and now our small Rural county is becoming just as bad. There needs to be more caring -more education. Harsher consequences so they can learn from their Mistakes. Confidence building programs and workshops so there is More pride in themselves - definitely we lack in quality care.
  11. Health and mental healthwise. It's unacceptable when someone is in crisis to be told there is a waiting list a mile long for long term inpatient rehabs - drs need to realize they are Enabling some of the prescribed medication addictions by being so lenient with their prescribing - there are so many things that need to happen in this community. It's so far behind in so many areas
  12. Programs to bring the. Family unit together to eat and have fun. This would help bring the community together.
  13. More jobs would keep older youth off the streets and jobs for parents to keep involved with their children's care, schooling and safety
  14. A food program with more leeway and takes into consideration bills etc.
  15. A new prison- jail is needed. It would provide jobs. Old jail could be used for addiction rehab. Build an indoor pool so families have a healthy choice to spend their time. Help renovate the abandon houses for low income home buyers. Deliver healthy free food to low income areas. Every citizen Do one good deed a day!
  16. Don't forget that adults have needs— sometimes they are part of families, but often they have little or no supports. Adults with vulnerabilities need assistance to maximize their independence— not just adults that have young children. Older adults often have complex needs and there are very few resources in our community to help them. There are tremendous gaps in services.
  17. Thank you for your investment into the youth and families of Caroline County.
  18. Mental health treatment is a true need for people in this community. Treating mental illness will help alleviate other issues such as addictions and child neglect. We also need parenting classes.
  19. Something that I believe that Caroline County is in needs for is programs for young men and boys. Where they could go and talk to someone and get advice. That will just spend time and show them how things work. Get their mind focus and keep them productive. I also believe there should be more resources for single family houses that need help but don't meet the guidelines to get state assistance because the make too much. Am really in all believed anything to keep the children busy and focus is good, and help people with their livelihood.
  20. Have better police to enforce the drug problem in town by high Street and north fourth Street . Police don't patrol there in summertime when the drug dealers are out like cock roaches to where people's children can't even play in their own backyard.
  21. Always a problem that you can have all the great plans but if the ones who need these services do not come. Then it becomes a waste of time and money.
  22. More knowledge about the sexual abuse of minors
  23. More rental apartments; free immigration services
  24. More jobs, more affordable housing, cost of living wage increase.
  25. fellowship for families
  26. Resources for substance abuse
  27. Need housing for low income people

## **2018 Caroline County Youth & Young Adult Survey**

The 2018 Caroline County Youth & Young Adult Survey was disseminated through Caroline County Public Library and Caroline County Public Schools to Middle and High School students. The survey consisted of the following 3 close-ended questions and 3 open-ended questions (#10, 15, and 16):

1. What school do you attend?

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2. What grade are you in?
  3. What race or ethnicity do you identify with?
  4. Which of the following issues that teens face within themselves do you think most concerns teens in your community?
  5. Which of the following issues involving other teens do you think most concerns teens in your community?
  6. Which of the following issues involving adults do you think most concerns teens in your community?
  7. Which of the services below do you think are the most needed in Caroline County?
  8. Would you be interested in attending workshops or group discussions on any of the following topics if they were offered?
  9. Do you consider yourself a member of the Lesbian, Gay, Bisexual or Transgender (LGBT) community? Respect for everyone and making sure your voice is heard is important to us, which means we sometimes have to ask sensitive questions. You do not have to answer if you do not feel comfortable doing so.
  10. What talents or gifts do you have that could help the community?
  11. How often do you volunteer in your community?
  12. Would you like to volunteer more often?
  13. Do you have a parent or caregiver that is currently or has ever been incarcerated?
  14. Have you ever been homeless?
  15. Do you think racism is a problem in Caroline County. If yes, how does it make you feel.
  16. Share any experiences or ideas you want us to know about that would help make life better for children and families in Caroline County.

## **Results**

**Demographics:** A total of 124 youth participated in the 2018 Caroline County Youth & Young Adult Survey during the month of February 2018. From the answers provided to the demographic questions, the following subgroups were noted (percentages are rounded:)

School:

- Lockerman Middle School: 15%
- Colonel Richardson Middle School: 4%
- North Caroline High: 61%
- Colonel Richardson High: 19%
- Homeschooled: 1%

Grade:

- 6th: 4%

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- 7th: 7%
  - 8th: 10%
  - 9th: 3%
  - 10th: 52%
  - 11th: 13%
  - 12th: 12%

Race/Ethnicity:

- Asian: 3%
- Black or African-American: 15%
- Hispanic: 6%
- Two or More Races: 8%
- White: 67%
- Other: 2% (Native American, Italian)

Caregiver that is currently or has ever been incarcerated:

- Yes: 16%
- No: 72%
- Not Sure: 12%

Ever been homeless:

- Yes: 7%
- No: 84%
- Not Sure: 9%

Identify as LGBTQ:

- Yes: 9%
- No: 59%
- No, but I identify as an ally: 28%
- Prefer not to answer: 3%

*Rankings by Concern*

Issues within themselves that most teens in Caroline County are concerned about:

- 1. Smoking/drinking/drugs: 72%**
- 2. Depression/suicide: 66%**

- 
3. **Self-esteem/not feeling good enough: 64%**
  4. Stress from family relationships: 50%
  5. Learning/educational issues: 39%
  6. Fitness/exercise/diet: 36%
  7. Anger: 34%
  8. Stress from worrying about housing or food: 20%
  9. Obesity: 15%
  10. Other: 1% (school work)

Issues involving other teens that teens in Caroline County are concerned about:

1. **Friendships/cliques: 68%**
2. **Bullying: 66%**
3. **Racism and Attitudes about teens who identify as LGBT: 58%**
4. Sexual activity: 56%
5. School violence: 41%
6. Teen pregnancy: 36%
7. Abusive relationships: 28%
8. Gangs: 11%
9. Other: 1% (write-in: gossip/rumors)

Issues involving adults that teens in Caroline County are concerned about:

1. **Affects on teens with divorced parents: 61%**
2. **Poor communication between adults and teens: 53%**
3. **How to handle social media: 51%**
4. Affects on teens with parents who have addiction issues: 48%
5. Verbal abuse: 43%
6. How to have a good relationship with parents: 42%
7. Affects on teens in single parent households: 37%
8. Independence from parents: 35%
9. Sexual abuse and Physical abuse: 28%
10. Affects on teens with parents who have mental health issues

Services teens in Caroline County feel are most needed:

1. **Increase access to healthy, affordable foods: 44%**
2. **Anti-bullying programs: 37%**

- 
- 3. More mental health services/counseling: 36%**
  4. Create more job training opportunities/apprenticeships for young adults *and* Creating safe neighborhoods (less crime): 35%
  5. Create discussion groups around sensitive topics (racism, LGBTQ equality, sexual assault, disabilities, etc.): 33%
  6. Free or low-cost recreational opportunities: 31%
  7. After-school programs: 29%
  8. Activities that promote understanding of LGBTQ equality: 27%
  9. Domestic violence or assault: 22%
  10. Parenting skills programs: 21%
  11. More substance use disorder/addiction services and Services to help parents *and* kids get along: 20%
  12. Create more affordable education opportunities for adults: 19%
  13. Immigration services: 18%
  14. Activities that promote understanding of racial equity: 17%
  15. Services for kids who have or have had an incarcerated parent: 16%
  16. Assistance finding medical care: 15%

Workshops or group discussions Caroline County teens would attend if offered:

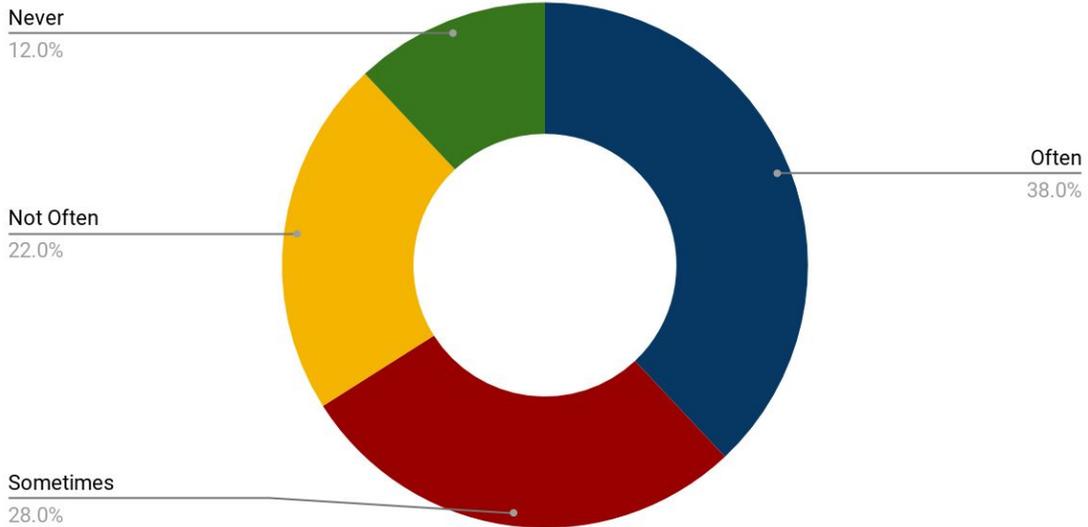
- 1. Weight loss/exercise: 40%**
- 2. Babysitting certification: 37%**
- 3. Bullying/cyber-bullying: 34%**
4. Friendship (how to have healthy, respectful friendships): 27%
5. What healthy, loving relationships look like (safe dating): 26%
6. Organizational skills: 25%
7. Racial equity and Understanding people from other cultures and Taking care of yourself (personal health care education): 24%
8. Mental health and substance use: 23%
9. LGBTQ inclusivity: 22%
10. Teen pregnancy prevention: 18%
11. Anger management: 15%
12. Other: 1% (write in: hunting/shooting sports)

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## Community Connection

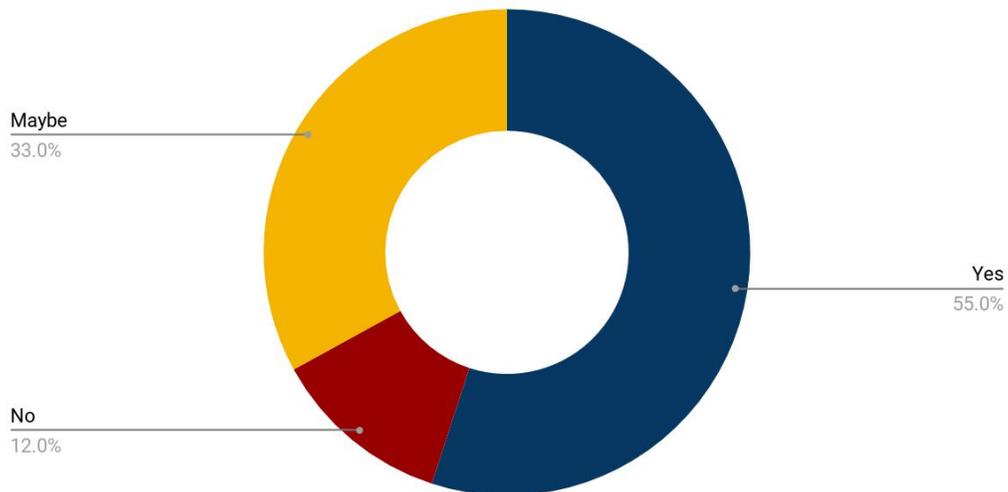
### How Often Do You Volunteer in Your Community?

122 Respondents



### Would You Like To Volunteer More Often?

122 Respondents



### What talents or gifts do you have that could help the community? (as written by respondents)

1. I can talk in front of a lot of people about any topic. I have a vocal voice so I can speech to small groups with bullying or other subjects
2. Tutoring or reading to others.

- 
3. Leadership skills
  4. Reading to elders; just for extra I volunteer at the denton gables
  5. Reading to kids and elderly; tutoring people who need help
  6. Cheer, orchestra
  7. soccer; lego league; sga; other
  8. community fundraiser; extra activities
  9. Grass cutting; bake sales; fundraisers; yard work
  10. play multiple sports so I could teach others how to play. I also play the cello which could be played for others.
  11. I am very responsible and dependable
  12. I am hard working
  13. Understanding; always ready to help
  14. I'm smart and I understand school work; I'm good with kids
  15. Willingness to help in community service activities.
  16. determined; original/individuality
  17. Loveable
  18. My kindness
  19. communication; loving; caring; respectful
  20. I am an active leader within the community
  21. Happy smile
  22. Positivity
  23. Leadership; artistic
  24. Helping people; leadership
  25. I am very friendly and easy to get along with but I do speak opinions.
  26. I can help with money
  27. Doing community service/helping others
  28. Singing; sharing
  29. Hardworking; focused; patient
  30. To help people realize that all are equal
  31. Picking up trash
  32. I am empathetic and I sing and do any creative activity
  33. I am very nice and I can sing
  34. Writing; public speaking
  35. Public speaking. Help with exercise and healthy eating.
  36. I could sing for the community.
  37. Leadership
  38. Be smart
  39. Great at gaming
  40. Leadership and strength to not give up
  41. I volunteer a lot and donate when I can.
  42. Help people with food that they don't have.
  43. Working at a food bank
  44. Talking with people; making new friends; physically strong
  45. I'm smart
  46. I am nice and understanding
  47. None, I mean I can do math
  48. MUSICAL TALENT
  49. I'm dedicated
  50. I don't judge
  51. I am good a phycologic analiys
  52. Good observational skills
  53. Organizational skills; Acting skills; Artistic ability; Mathematical ability; Hyperfixation
  54. My boyfriend and girlfriend could come support our fellow queers
  55. This "community" doesn't help me bu instead I'm profiled & are the target & the blame put on I & people like I for many problems so why would I help this community. Also in the past when I have tried I recieved backlash so the "community" doesn't event want my help
  56. My baseball skills

- 57. Advice for people
- 58. Firefighting
- 59. Teaching kids how to play baseball
- 60. I like to help take care of animals and children.
- 61. Caring; IDK anymore
- 62. Being nice and understanding
- 63. Singing; Supportive; Good at Fundraising
- 64. Leadership; Cooperation
- 65. Optimism; Ability with people
- 66. Funnyness
- 67. Help kids who need it
- 68. Good at getting things done; Good at public speaking
- 69. A good personality and a somewhat free schedule
- 70. Making people smile by delivering pugs
- 71. I am bilingual
- 72. Gaming skills
- 73. Kindness; I don't judge
- 74. Time to help volunteer/work.

## Racism

Does racism exist in Caroline County? If yes, how does it make you feel (as written by respondents)?

Yes	No	Yes & No/I Don't Know - Other
<p>Yes (8)</p> <p>Yes, it makes me feel bad (2)</p> <p>Yes, it makes me feel uncomfortable because people take it way too far or try to put you down.</p> <p>Yes, it brings back a lot of emotions from a long time ago, but I really want it stopped</p> <p>Yes this is a problem and it makes me feel uncomfortable.</p> <p>Yes. It gets on my nerves when someone thinks someone is better just because of race.</p> <p>Yes, I've had kids tell me how I want to put them in my shed and feed them bread scraps</p> <p>Yes, it's annoying because people cause it to happen instead of defeating it.</p>	<p>No (27)</p> <p>Not really (2)</p> <p>I don't think so.</p> <p>Not really, it's not that bad here.</p> <p>No, but in other places it is a problem</p> <p>Probably not, if it was I would feel angry.</p> <p>No because your color don't matter</p> <p>No its not</p> <p>No, normally if someone acts racist they get beat up in Caroline County.</p>	<p>I think it kinda is a big deal but not as much as others think.</p> <p>No because I haven't heard anything but then yes because you just never know about people</p> <p>Not really. I've never seen or heard, but I believe where we live it probably does happen, given our surroundings.</p> <p>Don't know</p> <p>Sometimes. People make racist jokes</p>

<p>Yes. It disgusts me that it still exists. It harms people and is a threat to society.</p> <p>Yes people don't understand how their words and actions affect others</p> <p>Yes, it bothers me</p> <p>Yes I do but it doesn't affect me as much as it effects others</p> <p>Yes, we don't accept each other as individuals but divide into groups</p> <p>Yes, I feel uncomfortable around certain people that treat me badly.</p> <p>Yes it's terrible</p> <p>Somewhat and I think it is definitely something which should be addressed.</p> <p>Yes, not good</p> <p>Yes, it makes me not want to be white anymore</p> <p>Yes, because your skin color doesn't matter</p> <p>Yes! I think it is wrong and may lead to violence.</p> <p>Yes and it makes me infuriated.</p> <p>Yes and I really don't know how I feel</p> <p>Yes, everyone should be treated equally</p> <p>Yeah because some people take that in a hard way.</p> <p>Yes (rednecks)</p> <p>Yes! Disgusted</p> <p>Yes, mad</p> <p>Yes, it makes me angry and I see the effects of it everyday</p> <p>Yes. It makes me sad.</p> <p>Yes, it makes me angered society has become like this</p> <p>Yes it is but it doesn't affect me anyway because I know the real meanings of "those words."</p>	<p>Not really and makes me feel good I guess.</p> <p>no its fine everyone is happy with who they are racism a joke</p> <p>No! People need to get over their feelings and wake up nothing is wrong everyone wants to complain about something.</p>	<p>but they get along the majority of the time.</p> <p>Kinda</p> <p>Let it die out already</p> <p>Not sure but it would make me angry as I believe everyone should be treated equally</p> <p>Maybe</p> <p>I don't know what goes on in Caroline County.</p> <p>I really don't care if someone gets called a n^**&amp;%</p> <p>It doesn't effect me so I'm good.</p> <p>IDK</p>
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<p>Yes and it's really discouraging to see the rest of the country progressing and caroline sticking to discrimination.</p> <p>Yes, it is uncomfortable</p> <p>Racist jokes, etc.</p> <p>Yes, every group of race makes fun of the other</p> <p>Yes, black people are very racist</p> <p>Yes. It makes me feel uncomfortable because I might be unconsciously be contributing to it.</p> <p>Yes The black people are so hated by the whites</p> <p>Yes because of rednecks saying the n word a lot</p> <p>Yes, doesn't bother me</p> <p>Yes, it makes me feel disappointed and also sad.</p> <p>Yes idk how i feel</p> <p>It's a small problem here. I feel it should be worked on/improved.</p> <p>Yes Rednecks</p> <p>Some, rednecks</p> <p>Yes its a problem, there is no way to fix it</p> <p>Yes, it makes me feel annoyed because people that grow up here are so surrounded by homophobic &amp; racist &amp; its 2018 this shouldn't be a problem.</p> <p>Yes! People don't understand enough</p> <p>Yes, it makes me feel uncomfortable who make it extremely obvious. They make assumptions that aren't true but deny that their racist.</p> <p>Yes, it makes me feel like people don't really grasp the meaning of what racism is and that people just don't have respect.</p> <p>Yes, many white people say the 'n' word. Its very uncomfortable hearing them say it.</p> <p>Yes because people don't get treated right by others</p> <p>Yes - parents are influences to children/kids/teens; When they come to school they demonstrate what other people think. THEY DON'T THINK FOR THEMSELVES.</p>		
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Yes, irritated/annoyed.		
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Please feel free to share any experiences or ideas you want us to know about that would help make life better for children and families in Caroline County (as written by respondents).

1. More cops on streets and in communities since crime like robbery
2. A girl called me racist because I was concerned.
3. A genetic day, to help you have a safer environment for kids with racial bullying
4. More opportunities for the poor unwealthy families
5. I think the after school program is good for kids that can have dinner or a ride home.
6. Maybe more fundraisers and stuff like that.
7. Make better homes
8. More job opportunities
9. Students are often stressed on little time to do all work or receive help within school hours. We need a study hall period that could even be used for guidance/admin based mentoring/discussion groups.
10. Better, cheaper opportunities for everyone.
11. Book donations would be good
12. We need to have more programs to help out students from believing they don't need a good education for a job.
13. teach parents how to act mature and raise their kids right.
14. School lunches could be better. "Healthy" lunch aren't actually healthy.
15. Things like improving parks and creating safe areas for the community to come together.
16. Bringing the community together for fun activities
17. Why do people treat others sometimes with violence?
18. Some kids don't have great communication with their family.
19. I think you should try and prevent kid abuse.
20. Make sure people know the risk of sexual activity.
21. Maybe have more parks and more communities.
22. Understand that often times people are scared to come forward about issues for fear of being ostracized.
23. More places to go that are safe. More activities for teens.
24. Get money Caroline
25. I don't feel safe in school anymore. We need better school security.
26. Teachers/administrators tend to give harsher punishments to kids who aren't white.
27. Caroline County has a horrible drug problem that seems to not be addressed
28. create a swim team
29. Drug prevention teachings to children
30. to Not have favoritism for certain kids in the school by teachers/administrators in the school.
31. We need to downgrade from the hardcore drugs and only sell weed
32. Make people tougher

- 
33. Teach more kids to not be racist
  34. Put the Holy Bible in their hands.
  35. Moving school time back so teens can have more sleep and be more active.
  36. Maybe more people to come in a talk to kids in school or after about their life.
  37. We need to make sure kids feel safe in school. Due to recent events, kids are more on edge and its affecting our ability to focus in class.
  38. Gangs need to be stopped; Reward system for turning people in
  39. Make all mexicans speak english
  40. Getting people to except LGBT & different cultures & races
  41. People here are hella conservative.
  42. better school lunches
  43. Programs or get togethers don't really have any affect on students.

### **Service Providers - Caroline County 2018 Child & Family Priority Needs Survey**

The 2018 Child & Family Priority Needs Survey for Service Providers was disseminated through the Caroline Human Services Council, community partners, stakeholder meetings, Caroline County Public Schools, and Caroline County Health Department. The survey consisted of the following 6 close-ended questions and 1 open-ended question (#7):

1. Do you live, work or live *and* work in Caroline County?
2. What is your field of work?
3. How much is there a need for the following services in Caroline County?
4. Why do you think residents might be reluctant to seek out existing resources?
5. Which of the following do you think is the most important when trying to improve the quality of life for children and families in Caroline County?
6. What kind of community conversations, trainings or workshops would you be interested in?
7. Please share any additional thoughts or ideas you have about the needs of children and families in Caroline County.

### **Results**

**Demographics:** A total of 222 service providers completed the Service Providers - 2018 Caroline County Child & Family Priority Needs Survey during the month of February 2018. From the answers

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provided to the demographic questions, the following subgroups were noted (percentages are rounded):

Live vs. Work in Caroline County:

- Live in Caroline County only: 15%
- Work in Caroline County only: 39%
- Live and work in Caroline County: 46%

Field of Work:

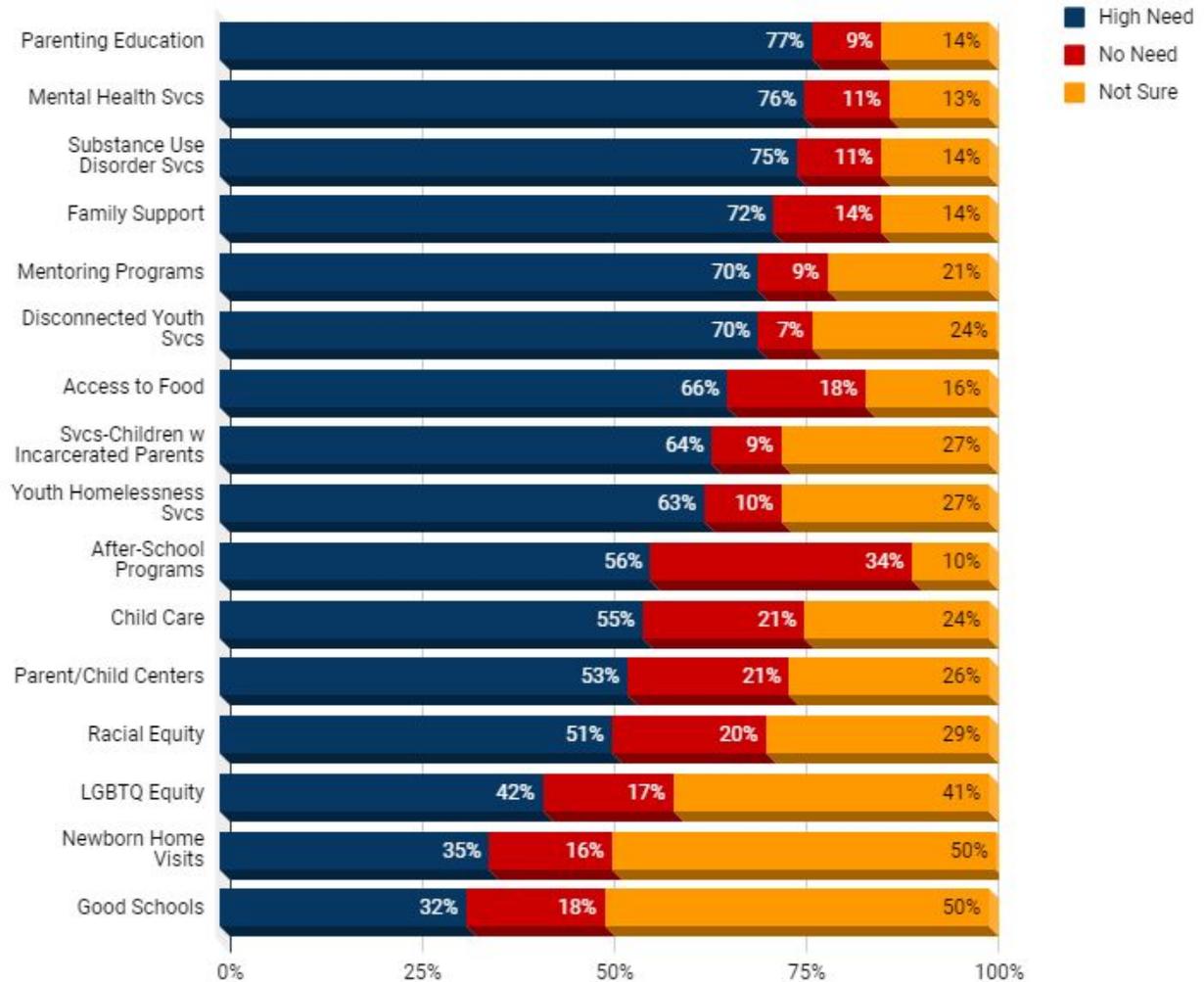
- Education: 74%
- Human Services: 8%
- Mental Health/Addictions: 5%
- Nonprofit: 2%
- Healthcare: 8%
- Local Government: 1%
- State Government: 2%

### *Rankings*

Community Needs: Respondents were asked to rank community resources by whether there was a high need, no need, or if they didn't know. The top three resources identified as high needs by service providers were: Parenting education at 77%, followed closely by mental health and substance use disorder services, 76% and 75%, respectively. Aside from good schools, most of the items ranked at the bottom of the chart had the highest "Don't Know" responses, which may make for an interesting community discussion about the reasons why providers didn't know if they were services that were needed.

## How Much is There a Need for These Services in Caroline County?

219 Respondents



Why do you think residents might be reluctant to seek out existing resources?

1. **Transportation: 73%**
2. **Fear of Judgement/Embarrassment: 65%**
3. **Mental Health/Addiction Issues: 59%**
4. Language/Cultural Barriers: 57%
5. Other (write-ins): Lack of knowledge, Services needed that don't exist, Can't afford services needed, Don't realize they need help, and Too lazy/Working the System.

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Which of the following do you think is most important when trying to improve the quality of life for children and families in Caroline County?

- 1. Increase job opportunities: 48%**
- 2. Create more job training opportunities/apprenticeships for young adults: 47%**
- 3. More mental health services: 44%**
4. More substance use disorder services: 43%
5. Create more transportation resources: 43%
6. Free or low-cost recreational opportunities: 41%
7. Develop more programs for youth and families: 33%
8. Increase access to healthy, affordable foods: 29%
9. Create more affordable education opportunities for adults: 21%
10. Safe neighborhoods (less crime): 20%
11. More programs for children and youth in kinship or foster care and for youth with an incarcerated parent: 18%
12. Create more educational opportunities for children: 17%
13. Create discussion groups around sensitive topics (racism, LGBTQ equality, sexual assault, disabilities, etc.): 11%
14. Other (write-ins): Licensed child care, consequences/accountability for parents

What kind of community conversations, trainings, or workshops would you be interested in attending?

- 1. Mental Health & Substance Use: 64%**
- 2. Poverty: 45%**
- 3. Hunger: 34%**
4. Racial Equity/Cultural Understanding: 32%
5. Transportation: 30%
6. Immigration: 27%

- 
7. Incarceration: 25%
  8. LGBTQ Inclusivity: 21%
  9. Other (write-ins): Opportunity to have fun and interact with the diverse community, support kids with unsupportive parents, safer housing for low income families, parenting, unaccompanied youth, homelessness, job opportunities, programs for teens/youth. "Sorry, I'm too busy working hard to actually support my family so I don't have time to attend meetings," and "I am very active in my own community already, so this wouldn't apply to me."

Please share any additional thoughts or ideas you have about the needs of children and families in Caroline County and what can be done to help them (as written by respondents):

1. young girls building values and strengths for womanhood
2. Every neighborhood in the county needs community centers that provide access to resources, activities for children, adolescence, and the elderly. These centers should be accessible by walking or bus service.
3. One of the most important aspects of assisting children and families in Caroline County is having good case management via the agencies where they seek help. In rural areas such as ours, it is important to find ways to increase and support assistance and information services in all areas. Transportation is always an issue in rural areas. The true challenge in Human Services and the service delivery system is funding at the Federal, State and local levels. State employees need to continue to be informed about and encouraged to participate in any legislative process that impacts Human Services availability and delivery.
4. Bring back Healthy Start to educate prenatal, newborn and infant. Out reach opportunities that include the average consumer for jobs, education and housing.
5. Expansion of mental health services and the need for affordable and more readily transportation options are key to addressing the most pressing needs in Caroline County
6. Some time you need to help yourself to improve your own life and those of your children
7. transportation in general is a big problem in this county as is poverty and lack of employment opportunities
8. the home front has to be fixed. Healthier meals, employed parents, the drug issues addressed. I think programs need to get tougher. If you are collecting welfare the government should have the right to drug test you, if you are in subsidized housing and you are arrested for drugs twice you lose your housing. There has to be accountability to break the cycle. I feel there needs to be support to offer: job training, cooking lessons, conflict resolution, addiction, proper child care. We can't keep doing what we always have been doing. We need to shake it up and make a difference. I feel our Cooking Matters program is very effective. I would like to see more soft skills taught in all the programs.
9. I think some more resources at the schools would help/resources and programs for children of incarcerated , behavioral health disorder, overdose fatality parents would be helpful.
10. Caroline County has a lack of affordable housing. There is a great need for affordable housing.
11. Caroline County needs a permanent, year-round homeless shelter
12. People in shelter having a hard time doing TCA or going to GED because they have child care vouchers but there are no openings.
13. Need more recreational activities for teens; after-school transportation. We need more interesting youth programs to provide more opportunities for you to do things outside of school.
14. Parent Cafe's, Learning Parties, Socializations, field trips
15. Some kids are being fed three meals a day and take food home for the weekend. If the county, state and country continues to give handouts of food, health care, etc., the younger generations are never going to fend for themselves!!!

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16. I THINK CAROLINE COUNTY IS VERY WELL MANAGED AND EFFECTIVE.
  17. I think we need to work harder to make people more self-sufficient. It's great to have a lot of services and help, but in the end, people need to take ownership and responsibility for their own lives. I also think you missed the boat on one of the most disregarded populations - our elderly. People who have worked all of their lives shouldn't have to choose between food, housing, and medicine. We need A LOT more resources for our elderly citizens.
  18. hold parents more responsible
  19. Mental health issues and the opioid epidemic need to be addressed
  20. Community based conflict resolution so those unresolved problems are not made the school's responsibility. Education on the dangers and misuse of social media by young people. (I am aware that this was recently done) But more would be beneficial.
  21. Economic development! Jobs! Jobs! Jobs! No more programs that just hand out money. Everyone should earn their funding. Community service to build pride and worthiness.
  22. appreciate a chance to chime in - hope to see results publicized
  23. The Caroline County Library has some great programs for families and children.
  24. more linkage between homeless shelters and transportation to service like mva and medical apt.
  25. There needs to be more mental health providers in the schools and available to the children and youth of C.C. The Caroline County Mental Health agency has very limited resources and is not able to cover the needs of the uninsured or state insured. The program is ineffective. Most of the families that I see can not afford to miss work to have a child seen weekly or bi-weekly for counseling, let alone travel to another county.
  26. School sports, after school programs/clubs, civic organizations (Lions/Leo Club, Kiwanis Club, 4-H Club, etc) church groups and scouting.....pick one or many..... they're all good!
  27. Judy Center (Home Visits, Learning Parties for Parents)
  28. As a teacher I have encountered many students whose parents are divorced and have remarried or are living with a boyfriend/girlfriend. These students often go back and forth between households. In other cases, there is only one parent and the student must work just to help with household expenses. The main focus for a high school student should be their studies so that they can be successful in school and later in life. Too many of our students do not have that luxury.
  29. Our County is too busy incorporating the LSI (learning sciences international) strategies which is costing billions of dollars. We need to invest in the children and their emotional health, positive choices and staying drug-free. We need more church youth groups and more christian influence in our school system. Families and children are falling apart. Kids come to school without their basic needs not being met. We need to build up or family supports and strengthen the family core.

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# Appendices

## Appendix A: Caroline County 2018 Results & Indicators Planning Chart

Result	Indicators & Indicator Ranking	Can the indicator be tied to one of the Governor's four strategic goals?	What's the Story Behind the Data?	What strategies are already in place to address this indicator?	What are the major gaps that still need to be filled?	What action items could work to "turn the curve?" (Research-based, low or no cost ideas)	Who has a role to play? Which community organizations can help?	Does this fit the Governor's 4 strategic goal populations?	Should this indicator be considered a funding priority?
<b>Babies Born Healthy</b>									
	Infant Mortality (2) ↔		Better public education keeping Indicator level (safe sleeping) More seeking early prenatal care	Health Dept - Safe Sleeping Home Visiting - PAT Child fatality reviews Healthy Families WIC Choptank Community Health	Immigration Transportation to Services Undocumented not seeking health care		CCHD DHS County Mobile Crisis CFBSP EMS responders Mental Health Providers FQHC - Choptank Mid-Shore Behavioral Health (MSBH) Law Enforcement Emergency Services Maryland Coalition of Families (MCF) Youth Parents/Families Judy Centers/Family Support Centers General Practitioners	<b>NO</b>	<b>NO</b>
	Births to Adolescents (1) ↔	Yes, disconnected youth,	2016 - CHSC Lost funding for teen pregnancy prevention program (planned parenthood); rate starting to go back up  Abstinence-only programs being taught now (because of funding requirements)	Wellness Centers in schools After-School Programs Church programs	Lack of education School attendance Realistic education	Title X Family Planning in FQHC and School Based Wellness Centers. CHSC Teen Pregnancy Prevention Program <a href="https://www.hhs.gov/ash/oah/sites/default/">https://www.hhs.gov/ash/oah/sites/default/</a>	CCHD DHS County Mobile Crisis CFBSP EMS responders Mental Health Providers	<b>YES</b>	<b>NO</b>

						<a href="#">files/ebp-chart1.pdf</a>	FQHC - Choptank Mid-Shore Behavioral Health (MSBH) Law Enforcement Emergency Services Maryland Coalition of Families (MCF) Youth Parents/Families Judy Centers/Family Support Centers General Practitioners CCPS		
Low Birth Weight (3)  ↔	Yes:	Limited access to healthcare Lack of hospital in Caroline Historically, no OBGYN in County Poverty Poor nutrition Drug use	Urgent Care Center Health Department WIC Family Support Centers Choptank Community HEalth Healthy Families PAT MCHIP	Transportation to services	WIC, Healthy Families <a href="http://healthystartepic.org/resources/evidence-based-practices/?practice-topic=healthy-weight&amp;perinatal-period=&amp;type=">http://healthystartepic.org/resources/evidence-based-practices/?practice-topic=healthy-weight&amp;perinatal-period=&amp;type=</a>	CCHD DHS County Mobile Crisis CFBSP EMS responders Mental Health Providers FQHC - Choptank Law Enforcement Emergency Services Maryland Coalition of Families (MCF) Youth Parents/Families Judy Centers/Family Support Centers General Practitioners	<b>YES</b>	<b>NO</b>	

Result	Indicators & Indicator Ranking	Can the indicator be tied to one of the Governor's four strategic goals?	What's the Story Behind the Data?	What strategies are already in place to address this indicator?	What are the major gaps that still need to be filled?	What action items or programs could work to "turn the curve?"	Who has a role to play? Which community organizations can help?	Does this fit the Governor's 4 strategic goal populations?	Should this indicator be considered a funding priority?
<b>Healthy Children</b>									
	Obesity (3) ↗ MD	Yes: Childhood Hunger	Data is self-reported by youth on the Youth Risk Behavior Survey.  Four risk factors: "formula feeding during infancy (breast feeding provides modest protection against later obesity <sup>50,51</sup> ); consumption of sugar sweetened drinks (energy consumed in dissolved sugar may not be adequately "recognised" and therefore compensated for by reductions in later energy intake); excessive television viewing (which may either reduce energy expenditure or increase energy intake, or both <sup>52,53</sup> ); low physical activity. <sup>54,55</sup> These four behaviours should therefore be regarded as the highest priorities for interventions aimed at prevention of paediatric obesity.  <a href="https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2563774/">https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2563774/</a>	Recreation Programs Sports (School and Community) After School Programs Cooking Matters Tourism Hike & Trail School-wellness teams School wellness nights Healthier school meals Health curriculum	Better reporting Local data School-based programs Access to healthier food items in local stores	WOW Program YMCA Health Education Nutritional Education Parenting classes  Encourage Breast Feeding, reduce the availability of sugar sweetened drink, reduce screen time, increase physical activity.  <a href="http://www.who.int/dietphysicalactivity/childhood/WHO_new_childhoodobesity_PREVENTION_27nov_HR_PRINT_OK.pdf">http://www.who.int/dietphysicalactivity/childhood/WHO_new_childhoodobesity_PREVENTION_27nov_HR_PRINT_OK.pdf</a> P.35	CCHD Recreation & Parks Business CCPS Faith-based organization YMCA FQHC - Choptank Health Families County Mental Health Providers Mid-Shore Behavioral Health (MSBH) Maryland Coalition of Families (MCF) Youth Parents/Families Judy Centers/Family Support Centers General Practitioners State Park System (HHP)	YES	NO
	Substance Use (2) ↘ Caro ↗ MD	Yes: disconnected youth, impact of incarceration	State indicator asks how many youth have ever had a drink. Is a better indicator binge drinking? Or something else?  All risk factors on Youth Risk Behavior Survey were higher for LGBT youth Lack of parental supervision	Counseling Center LDAAC Mobile Crisis Detention Center Programs CFBSP Health curriculum  Injectable MAT does	Providers  MAT (Medication-Assisted Treatment) - Injectable lasts longer, lowers barriers to recovery if you	Medication Assisted Treatment (MAT) School based Programs for prevention education, intervention for youth with addiction/parents with addiction. Defeating Stigma	CCHD DHS CCPS County LDAAC Mobile Crisis CFBSP EMS responders Mental Health	YES	SUBSTANCE USE WILL BE ADDRESSED IN AFTERSCHOOL PROGRAM FARMING4HUNGER

			<p>Lack of employment opportunities Peer pressure Incarceration of a parent Lack of recreation facilities (bowling alley, skating, movies) Trauma Family dysfunction Not having healthy ways to deal with difficult situations Disconnection from community, peers Self-medicating - underlying/unmanaged mental health issues</p>	<p>happen in Caroline County Health Dept</p> <p>Methodone treatment in Easton (approx 300 people)</p> <p>Treatment Recovery Center in Greensboro is open for service (new, just opened)</p>	<p>don't have to go for treatment every day</p> <p>Transitional Housing</p> <p>Transportation</p> <p>In-Patient Treatment Centers</p>	<p>The Strengthening Families Program (SFP) is the only one of these programs that has been replicated with positive results by independent researchers with different cultural groups and with different ages of children.</p> <p>More recovery houses</p> <p>In-patient treatment</p> <p>Peer support</p> <p>Justice Reinvestment Act</p> <p>Expand substance use disorder workforce</p>	<p>Providers Farming 4 Hunger FQHC - Choptank Businesses/Employers Mid-Shore Behavioral Health (MSBH) Law Enforcement Emergency Services Detention Center Maryland Coalition of Families (MCF) Youth Families Emergency Management</p>		
	<p><b>* Mental Health * (1)</b> ↗</p>	<p>Yes: disconnected youth, Impact of Incarceration, youth homelessness, childhood hunger</p>	<p>No state-level mental health indicator. Should Caroline County select a local indicator?</p> <p># of youth who reported being forced to have sexual intercourse when they did not want to 2-4% higher in CC than in MD</p> <p>All risk factors on Youth Risk Behavior Survey were higher for LGBT youth</p> <p>Are more youth/families in need of mental health services? If so, why?</p> <p>Mental health providers say complexity of trauma in clients is increasing.</p> <p>Trauma</p>	<p>Health Department - New grant for tele-psychiatry?</p> <p>CCPS - School based mental health services during school year and during summer program</p> <p>Mobile Crisis</p> <p>Crisis Intervention Team (CIT)</p> <p>Wraparound</p> <p>School-Based Mental Health</p> <p>School-based Health Centers in all schools</p>	<p>Law Enforcement education</p> <p>Not enough trauma-informed care</p> <p>Not enough clinicians, psychiatrists, substance use disorder services</p> <p>No screening in primary care settings</p>	<p>Mobile Crisis Education School based treatment Crisis Intervention Team (CIT)</p> <p>Wraparound</p> <p>PFLAG</p> <p>Generation-specific supports</p> <p>Inter-generational supports</p> <p>ACES screening, being trauma-informed</p> <p>More clinical social workers, psychiatrists</p> <p>Therapeutic Mentoring</p>	<p>CCHD CCPS County LDAAC Mobile Crisis CFBSP EMS responders Mental Health Providers Farming 4 Hunger FQHC - Choptank Businesses/Employers Mid-Shore Behavioral Health (MSBH) Law Enforcement Emergency Services Detention Center Youth Families Channel Marker For All Seasons,</p>	<p><b>YES BUT NOT A STATE INDICATOR</b></p>	<p><b>MENTAL HEALTH WILL BE ADDRESSED IN AFTERSCHOOL PROGRAM FARMING4HUNGER</b></p>

						PRP	Inc.		
Result	Indicators & Indicator Ranking	Can the indicator be tied to one of the Governor's four strategic goals?	What's the Story Behind the Data?	What strategies are already in place to address this indicator?	What are the major gaps that still need to be filled?	What action items or programs could work to "turn the curve?"	Who has a role to play? Which community organizations can help?	Does this fit the Governor's 4 strategic goal populations?	Should this indicator be considered a funding priority?
Children Enter School Ready to Learn									
	Kindergarten Assessment ↔	Yes: Childhood Hunger Impact of Incarceration	Assessment changed two years ago (KRA)Not enough data to determine a trend in overall readiness. There was a significant disparity (widening gap) between white students and black students and students of two or more races. Gap is narrowing between white students and hispanic students.	Early Head Start Head Start Judy Center Family Support Center Imagination Library Early Learning Program at YMCA			Early Head Start Head Start Judy Center Family Support Center CCHD DHS County Mental Health Providers FQHC - Choptank Mid-Shore Behavioral Health (MSBH) Maryland Coalition of Families (MCF) Youth Parents/Families General Practitioners Healthy Families	YES	NO
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Children Are Successful in School									
	Academic	Yes: Impact of	Look for information on	Assessments			CCPS	YES	NO BUT IS

	<p>Performance (2)</p> <p>↗English ↔Math</p>	<p>Parental Incarceration on children, youth, families, and communities</p> <p>Childhood Hunger</p> <p>Homelessness</p>	<p>disparities</p>	<p>Essentials for Learning systemic implementation</p> <p>Revisions to Math programming</p>			<p>Parents/Families</p> <p>Mentoring</p> <p>Youth</p> <p>Businesses/Employers</p> <p>Chesapeake College</p>		<p>ADDRESSED IN AFTERSCHOOL</p>
	<p>Truancy (1)</p> <p>↗</p>	<p>Yes: Childhood Hunger</p> <p>Homelessness</p> <p>Impact of Incarceration</p> <p>Healthy Children (Mental Health and Substance Abuse impact)</p>	<p>Schools focused on Truancy</p> <p>Truancy rate relatively low now, but may see a rise with change of drop-out age at 18</p> <p>Lack of Parenting/Poor support supervision</p> <p>Mental/Behavioral Health Issues</p> <p>Youth having to work to help support the family</p>	<p>CCPS - New Leaf Program</p>	<p>Parenting</p> <p>Early identification of mental health/substance use</p>	<p>Truancy Court accountability</p>	<p>CCPS</p> <p>State's Attorney</p> <p>Office</p> <p>Courts</p> <p>Youth</p> <p>Parents/Families</p> <p>DHS</p> <p>County</p> <p>Mental Health Providers</p> <p>FQHC - Choptank</p> <p>Businesses/Employers</p> <p>Mid-Shore Behavioral Health (MSBH)</p> <p>Law Enforcement</p> <p>Maryland Coalition of Families (MCF)</p>	<p>YES</p>	<p>NO, ADDRESSED IN AFTERSCHOOL</p>
	<p>Harassment (3)</p> <p>↗</p>		<p>Schools - Problem not necessarily getting worse, but incidents are getting reported more often; every report gets investigated because schools want to improve school climate</p> <p>Youth - Yes, it is a problem that needs to be addressed. Some kids take things too far. Cyber bullying happening too. Not much done at school other than posters being put up.</p>	<p>Bullying Education</p> <p>Reporting Process</p> <p>GREEN committee - multi agency committee</p> <p>promoting responsible digital literacy</p>	<p>Student education</p> <p>parenting</p>		<p>CCPS</p> <p>School Resource Officers</p> <p>Parent education</p> <p>CCHD</p> <p>DHS</p> <p>County</p> <p>Mental Health Providers</p> <p>FQHC - Choptank</p> <p>Businesses/Employers</p> <p>Law Enforcement</p> <p>Emergency Services</p> <p>Maryland Coalition of Families (MCF)</p> <p>Youth</p> <p>Parents/Families</p>	<p>NO</p>	<p>NO</p>

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<b>Youth Will Complete School</b>									
	High School Dropout (3) ↘	Yes: Disconnected youth	Drop-out rate going down, likely because of policy change  Drop out age now 18 so Truancy rate may rise while drop out rate goes down	Student Support Teams at each school Coordination between partners to support the needs to the student Early identification based on attendance, academics, and behavior for intervention and support. Improved longitudinal data tracking of students Intervention service available from Chesapeake College GED Program		Vocational training & Apprenticeship Programs	Youth Parents/Families CCHD DHS CCPS County Farming 4 Hunger FQHC - Choptank Businesses/Employers Maryland Coalition of Families (MCF) Chesapeake College	YES	NO ADDRESSED IN AFTERSCHOOL
	High School Completion (1) ↗		Completion rate trending up  Disengaged youth can't be served if they don't meet disconnected youth definition	See above.		See above	Youth Parents/Families CCHD DHS CCPS County Farming 4 Hunger FQHC - Choptank Businesses/Employers Maryland Coalition of Families (MCF)	NO	NO
	Educational Attainment (2) ↘	Yes: Disconnected/ Opportunity Youth	Attainment beyond high school important. # of individuals with some college or associate's degree trending up, # with a bachelor's degree or higher trending down  Cost of education prohibitive?	Chesapeake College offering trade education (capacity? funding?) CCPS implementation of online school counseling platform to assist in career development		See above	Youth Parents/Families CCHD DHS CCPS County Farming 4 Hunger FQHC - Choptank Businesses/Emplo	YES	NO ADDRESSED IN AFTERSCHOOL

							yrs Maryland Coalition of Families (MCF) Chesapeake College		
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Youth Have Opportunities for Employment/Career Readiness									
	Disconnected/ Opportunity Youth (1) ↘	Yes:Disconnected/ Opportunity Youth	<p>With education policy that moved drop-out rate to age 18 vs. 16, conflicts with disconnected youth definition</p> <p>Just because kids are in school doesn't meet they're productive/connected</p> <p>Reliability of data used to calculate this number is questionable</p> <p>WHY: Home environment, divorced families, instability, not tethered reality=smartphones, increasingly isolated because of technology, behavioral status of parents, behavioral status of youth themselves,</p> <p>Most companies can't afford to pay for private health insurance, so they're hiring individuals for 30 hours or less per week. Less full-time jobs are available.</p> <p><b>UNDEREMPLOYMENT</b> connected to cost of health</p>	<p>Workforce Investment Board Thrive at 25 (foster care youth) Caroline Career Center (also part of WIB)</p> <p>Parents as Partners - Non-custodial parent program through DHS</p> <p>GED Program @ Chesapeake College</p> <p>Career pathways through Chesapeake College</p> <p>Men for Change - Cedric Turner</p> <p>DHS can help for individuals 18-25 who receive child support</p> <p>Caroline Career &amp; Technology Center</p>	<p>Transportation Finding employment Soft Skills Programs</p> <p>Adequate benefits for workers</p> <p>Full-time employment</p> <p>If individuals don't qualify for aid, they can't afford the vocational training that Chesapeake College offers, or don't have transportation to get there</p> <p>Case management Behavioral Health support</p>	<p>Vocational training &amp; Apprenticeship programs</p> <p>Subsidized both credit/non-credit/voca tional training programs for disconnected youth</p> <p>Farming 4 Hunger</p> <p>Reconnect 4 Life - Kent County</p>	<p>Youth Parents/Families DHS CCPS County Farming 4 Hunger FQHC - Choptank Businesses/Emplo yers Maryland Coalition of Families (MCF) Chesapeake College</p> <p>Local Government - Economic Development</p> <p>MRDC</p>	YES	YES  TRANSPORTATION  FARMING4HUNGER

			<p>insurance</p> <p>There are jobs available, but employers need skilled labor</p> <p>Disconnected youth need much more than just employment/education - deep end challenges. Sense of hopelessness?</p>						
	<p>Youth Employment (2)</p> <p>↗</p>	<p>Yes:Disconnected/Opportunity Youth</p>	<p># of youth in labor force is trending up, # of youth unemployed is trending down</p> <p>Survey results are showing that people want more job opportunities/apprenticeships and transportation to get to them</p>	<p>Workforce Investment Board</p> <p>Thrive at 25 (foster care youth)</p> <p>One Stop</p>	<p>Transportation Finding employment</p> <p>Soft Skills Programs</p>		<p>Youth Parents/Families</p> <p>DHS</p> <p>CCPS</p> <p>County</p> <p>Farming 4 Hunger</p> <p>FQHC - Choptank</p> <p>Businesses/Employers</p> <p>Maryland Coalition of Families (MCF)</p> <p>MRDC Summer Youth Employment Program</p>	<p>YES</p>	<p>YES</p> <p>FARMING4HUNGER</p> <p>TRANSPORTATION</p>
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Communities are Safe for Children, Youth & Families									
	<p>Child Maltreatment (2)</p> <p>↘</p>	<p>Yes: Impact of Parental Incarceration on children, youth, families, and communities. Childhood Hunger Disconnected Youth</p>	<p>Trend line even Impacted by opioid epidemic</p> <p>Substance-affected newborns</p> <p>Poverty</p> <p>Unemployment</p> <p>Lack of parenting skills</p> <p>Lack of affordable housing</p> <p>Homeless</p> <p>Incarceration</p> <p>Behavioral issues/mental health</p>	<p>DHS CPS, home visiting</p> <p>CFBSP</p> <p>PAT</p>			<p>Youth Parents/Families</p> <p>CCHD</p> <p>DHS</p> <p>CCPS</p> <p>County</p> <p>FQHC - Choptank</p> <p>Maryland Coalition of Families (MCF)</p> <p>Law Enforcement</p>	<p>YES</p>	<p>NO</p>

<p>Juvenile Felony Offenses (1)</p> <p>↗</p>	<p>Yes: Impact of Parental Incarceration on children, youth, families, and communities. Disconnected Youth???? (will explain at out meeting)</p>	<p>In last 2-3 years there have been an increase in sexual misconduct (usually between family members) DJS: Increase in last six months; But, the data reflects that most felony cases involve property (offenses such as breaking and entering and theft)</p>	<p>Supervision by DJS; increased court reviews for those youth adjudicated</p> <p>DJS sanctioning and incentive guidelines</p> <p>Increased supervision on front end (informal)</p> <p>Collaborative efforts with other agencies, i.e.-CFBSP, CCPS, ESPS, Caroline Counseling Center, etc.</p>	<p>Lack of transportation</p> <p>Family involvement/Parenting</p> <p>Direct mentoring services and/or PRP</p> <p>Specialized sexual education</p> <p>Victim awareness</p> <p>Pro-social activities</p>	<p>Community Conferencing as a diversion (underutilized)</p> <p>Mentoring program tailored for adjudicated/referred youth</p> <p>Victim awareness program</p> <p>Vocational/Workplace Readiness programming for youth who are not attending school and/or are struggling in school</p> <p>Transportation services</p>	<p>Youth Parents/Families CCHD DHS CCPS County FQHC - Choptank Maryland Coalition of Families (MCF) Law Enforcement DJS Community Conferencing</p>	<p>YES</p>	<p>NO</p>
<p>Crime (3)</p> <p>↘</p>	<p>Yes: Impact of Parental Incarceration on children, youth, families, and communities</p>	<p>Going down despite opioid epidemic; usage hasn't trickled down to juveniles yet.</p> <p>The majority of referrals received are referrals from school resource officers (misdemeanor thefts and assaults)</p> <p>Most youth are 1st time offenders</p>	<p>Supervision by DJS; increased court reviews for those youth adjudicated</p> <p>DJS sanctioning and incentive guidelines</p> <p>Increased supervision on front end (informal)</p> <p>Collaborative efforts with other agencies, i.e.-CFBSP, CCPS, ESPS, Caroline Counseling Center, etc.</p> <p>TEEN COURT</p>	<p>Lack of transportation</p> <p>Family involvement/Parenting</p> <p>Direct mentoring services and/or PRP</p> <p>Specialized sexual education</p> <p>Victim awareness</p> <p>Pro-social activities</p>	<p>National Night Out/Community Policing</p> <p>Community Conferencing as a diversion (underutilized)</p> <p>Mentoring program tailored for adjudicated/referred youth</p> <p>Victim awareness program</p> <p>Vocational/Workplace Readiness programming for youth who are not attending school and/or are struggling in school</p>	<p>Youth Parents/Families CCHD DHS CCPS County FQHC - Choptank Maryland Coalition of Families (MCF) Law Enforcement DJS Teen Court Community Conferencing</p>	<p>YES</p>	<p>NO ADDRESSED IN FARMING4HUNGER</p>

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						Transportation services  In a perfect world :-)...a one-stop shop that provides mentoring, transportation, outreach services, therapy, job skills, etc.			
<b>Families are Safe &amp; Economically Stable</b>									
	Child Poverty (1)  ↳Caro 7MD	Yes: Impact of Parental Incarceration on children, youth, families, and communities. Childhood Hunger  Disconnected youth	Indicators for this result area are all linked to child poverty  Data: Overall unemployment in the county trending down so more people are working, but median household income has gone down significantly so people are making less. Individuals receiving public benefits has increased. Significant disparity in pay between men and women, and between races  Large Families Teen mother Need for parent education Single parent Generational poverty Drug use Unemployment  Behavioral Health  UNDEREMPLOYMENT	FaRMs WIC Backpack Program Chesapeake College hold ABE/GED classes in the Det. Cntr. , ABE/GED and ESL classes as part of a family literacy model are held in Denton, Federalsburg and Greensboro.  Judy Center Head Start Family Support Center Healthy Families Parents as Teachers  Economic Development is working on growing businesses, bringing in new ones  Dual enrollment	Higher wages Higher level of Education  Parent Education  Disparity between pay - men vs. women, by race  Conversations/activities with kids about their value, race, equality	Regional strategies, systems-wide thinking  Educating businesses, economic development, chamber about fair compensation - diversity & inclusion  Policy changes that allows people to explore more trades, earlier--similar to dual enrollment for academic classes. Look at academic eligibility for those programs as well.  Education of current educators about racial disparity issues, more teachers/educators of different ethnicities	CCHD Recreation & Parks Business CCPS Faith-based organization YMCA FQHC - Choptank Health Families County Mental Health Providers Mid-Shore Behavioral Health (MSBH) Maryland Coalition of Families (MCF) Youth Parents/Families Judy Centers/Family Support Centers General Practitioners Chesapeake	YES	TO BE IMPACTED THROUGH HUNGER INDICATOR IN ALL PROGRAMS

			Generational Incarceration  Technology and impact on farming/agriculture, shift of economic base? New industry to design opportunities			"Tell Them We Are Rising"  Hot Topics with For All Seasons	College MRDC Chamber of Commerce Economic Development For All Seasons		
Hunger (3) ↳Caro ↗MD	Yes: Impact of Parental Incarceration on children, youth, families, and communities  Childhood Hunger	SNAP participation trending up, FARMS rate steady until last year, down 2% Poverty Unemployment Lack of affordable housing Lack of nutritional education Mental health Substance use Family instability Incarcerated parent Lack of healthcare Lack of transportation	Hunger Coordinator - Building a Coalition Backpack Program After-School(CHSC funded- Cooking Matters) & Summer Meals Universal Breakfast Meals on Wheels - Sue checked and it does still exist Community Garden??	Are there resources people need to prepare meals at home  Teaching people how to buy healthy items on a budget	What happens when school is closed unexpectedly?  Farming4Hunger Community Garden  Cooking Matters in Judy Centers/Family Support Centers Expanded Backpack Program	CCHD DHS CCPS County LDAAC Mobile Crisis CFBSP EMS responders Mental Health Providers Farming 4 Hunger FQHC - Choptank Businesses/Employers Maryland Coalition of Families (MCF) Youth Parents/Families Faith-based	YES	FARMING4HUNGER HUNGER COORDINATOR AFTERSCHOOL TRANSPORTATION	
*Parental Incarceration *(2)	Yes: Impact of Incarceration  Childhood Hunger  Disconnected youth  Youth homelessness	Substance Use - longtime issue Lack of capacity for mental health speciality care Jail acting as mental health, substance use disorder and homeless resource  Mental health  Connected to educational attainment and skills - workforce opportunities - transportation  Transportation needed until people get opportunities  Directly linked to child poverty, hunger, homelessness, out-of-home placements	CFBSP Detention Center Programs Chesapeake College has GED classes in the Det Cntr.		Farming 4 Hunger	CCHD DHS CCPS County LDAAC Mobile Crisis CFBSP EMS responders Mental Health Providers Farming 4 Hunger FQHC - Choptank Businesses/Employers Mid Shore Behavioral Health (MSBH) Law Enforcement Emergency Services	THIS IS NOT AN INDICATOR		

							Detention Center Maryland Coalition of Families (MCF) Youth Families Chesapeake College		
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