BALTIMORE'S PROMISE

2020 Annual Report

REPORT *to the* COMMUNITY

BALTIMORE'S PROMISE

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LETTER FROM THE BOARD OF BALTIMORE'S PROMISE

Mark Lerner

Chair
Baltimore's Promise
Board of Directors

Founding Partner
Chesapeake Partners

Lisa Hamilton

Vice Chair
Baltimore's Promise
Board of Directors

President and CEO
The Annie E. Casey Foundation

This year has been unique in many ways, for all of us.

Baltimore's Promise is no exception. In August of 2019, after years of research, the Board of Baltimore's Promise agreed to an unprecedented goal that will shape the nature of our work over the next ten years: a concerted commitment to assure the literacy of Baltimore City youth.

From Fall 2019 into Spring 2020, the Baltimore's Promise team worked diligently to engage as many stakeholders and young people as possible around local youth literacy data. This work was to better understand the root causes of historically abysmal literacy rates in Baltimore City, as well as identify groups of young people facing unique challenges that—if successfully supported through thoughtful, coordinated, evidence-based efforts—could improve their literacy rates and contribute to a goal of all Baltimoreans being proficient readers.

On March 6, 2020, the Board of Baltimore's Promise heard the Baltimore's Promise team describe the intensive work done to select groups of young people and begin the challenge of identifying promising practices and efforts to move the needle. The Board celebrated significant progress made on efforts like Grads2Careers, a partnership initiative of Baltimore's Promise, Baltimore City Public Schools, and the Mayor's Office of Employment Development, which is helping our public systems evolve to better meet the needs of high school graduates transitioning to employment. They also recognized the advancement of the Baltimore Youth Data Hub, a citywide integrated data system in development since 2017, which was about to embark on its first project to help public and nonprofit partners understand the true number of young people in Baltimore City who were able to access summer enrichment opportunities and the types of opportunities they attended.

Seven days later, with the onset of the pandemic, the Baltimore's Promise office closed in-person operations until further notice, and the team scrambled to assemble itself remotely. For Baltimore City residents, and for many Americans, the world seemed to change overnight.

Undoubtedly, the impact of COVID-19 on Baltimore City is significant. Issues of housing stability, food access, employment, and basic needs skyrocketed, as the strength of the ecosystem of nonprofits and community-based organizations working to meet these needs plummeted. Baltimore's Promise played a key role in the immediate philanthropic response to COVID-19, ensuring that over $4 million was rapidly granted to organizations working to support vulnerable populations. You can learn more about this work and its next phase later in the report.

But for Baltimore's Promise and its partners, the impact of COVID-19 was not a surprise. The issues, including scarcity and gaps in access to essential needs and services, were merely an exacerbated version of the outcomes we had already been working to address. We hope that it has become clear to everyone that to overcome centuries of

Our community must come together to change the odds so that all of our children have what they need to reach their full potential so that our city thrives for decades to come.

structural and institutional racism, we must move beyond celebrating the success of individual programs and projects that enable only small numbers of our young people to beat the odds stacked against them. Our community must come together to change the odds so that all of our children have what they need to reach their full potential so that our city thrives for decades to come.

By providing a mechanism for our city to come together across sectors, neighborhoods, and racial lines—often called collective impact—Baltimore's Promise has worked since 2012 on the long game for youth and young adults. This requires us to think broadly and boldly about what it will take to move the needle on a citywide level and to center racial equity in our efforts. Because of this orientation, its dedicated team, and a network of hardworking partners across the city, Baltimore's Promise will undoubtedly play a critical role in the long-term recovery of Baltimore City and its young people.

Through its newly adopted strategic goal, Baltimore's Promise has committed to eliminate a key barrier to success—low literacy rates—for older youth as they prepare for and navigate their post-secondary pathways. We must do all we can to help them through this transition given decreasing college enrollment and completion rates and a very difficult job market. The evolution of Grads2Careers will lead to increased support at the systems level for older youth attempting to enter the workforce directly after high school graduation.

Both efforts will help mitigate two systemic injustices that directly impact their success in life. First, many young people who have done everything we have asked them to do to graduate can still somehow leave secondary education with literacy levels at a middle school or elementary school level. Second, until recently, there has not been a clear, centralized connection between our education and workforce systems to assist in young people's transition to independent adulthood. This is changing through the work of Grads2Careers.

While the work of Baltimore's Promise is critical, we are excited to see new opportunities emerge to collaborate more deeply with other community initiatives. Baltimore Invest, a new partnership with Open Society Institute–Baltimore will launch in December 2020, helping move the broader citywide conversation from COVID-19 relief to recovery. This initiative is one of a number of efforts working to engage and empower residents in problem solving and shift resources into community-based solutions. By joining with others to develop and implement solutions differently, we hope to disrupt the power dynamics that have continually produced poor outcomes for young people, especially young people of color. It is yet another way we seek to address the root causes of issues that necessitate the existence of Baltimore's Promise in this moment.

In these current uncertain times, it can be difficult to think a day, a week, or a month in advance. Baltimore's Promise remains steadfast in its commitment to keeping the long-term vision for young people in Baltimore at the center of its work. We hope that you join us in making this vision a reality.

Yours in Partnership,

Mark Lerner

Lisa Hamilton

LETTER FROM BALTIMORE'S PROMISE EXECUTIVE DIRECTOR

Julia Baez

Executive Director
Baltimore's Promise

On behalf of Baltimore's Promise, I am proud to share important progress our organization has made over the course of the past year.

It has not been easy. The pandemic has changed how Baltimore City lives, works, receives an education, and stays safe and healthy. Featured in this report is how Baltimore's Promise played a critical role in organizing and administering a coordinated philanthropic effort to deploy rapid response funding into nonprofits and community-based organizations in Baltimore City and surrounding counties through the COVID-19 Response Funding Collaborative of Greater Baltimore. This collaborative responded to immense need demonstrated by the vulnerable populations served by our nonprofit and human services ecosystem due to the impact of COVID-19.

Organizations applying for funding cited a host of increasingly negative trends and declining outcomes in their proposals, such as employment, health, housing stability, food security, basic needs, and access to technology. The list goes on. These are the same issues which, prior to March 2020, already showed disproportionately weak outcomes or low access for BIPOC (Black, Indigenous, People of Color) youth and their families in our city.

This points to an important truth: COVID-19's impact is largely an exacerbation of our existing systems and policy failures. And these are the failures and gaps that Baltimore's Promise seeks to rectify in partnership with a broad network of stakeholders, driven by the voices and perspectives of those most affected by these inequities.

We will not effect population-level changes on the outcomes of Baltimore City youth with short-term solutions built in silos. The progress we have made this year points to the importance of advancing efforts that change and foster coordination across systems—public systems, policies, and systems of power—because it is these systems that impact young people broadly.

Some of the efforts we have seeded in reaching this goal are shared through shorter spotlights that feature three important bodies of work that are helping us understand the current state of youth opportunities in Baltimore City. This work is critical in understanding which young people are accessing important supports, services, and programs and which young people are not. It is also helping us understand the nature and quality of the opportunities that we, as a city, are providing to our young people, as well as what we can do at a systems level to scale best practices to align with what interests and motivates young people. Often, these best practices and interests are one and the same.

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In addition to a feature on our work with the COVID-19 Response Funding Collaborative of Greater Baltimore, and what the next phase of our work in collaborative funding models for COVID-19 recovery will look like, we also provide two updates that are of critical importance to all of Baltimore's Promise's work.

First, our organizational focus on literacy and improving literacy rates for older youth ages 14 to 24. An infographic reflects data analysis we have conducted since 2017 related to this focus and over a year of intensive participatory data work, youth and practitioner engagement, and an intentional Results-Based Accountability process that has led us to focus on populations within the 14 to 24 age group. Focusing on this age group is an intentional first step toward the universal goal of literacy proficiency for all Baltimore City youth, from birth to age 24, and identifying promising practices and solutions. This is our stake in the ground: our public commitment to the long-term goal of improving literacy levels, thereby mitigating a significant barrier to post-secondary success. All of our existing projects are executed in alignment with, and in service of, this long-term vision.

Secondly, we have spent a year redeveloping our Data Scorecard to be more interactive, user-friendly, and accessible to all. The Data Scorecard focuses on five key benchmarks in a young person's life proven to be crucial indicators of success and stability in adulthood. Baltimore's Promise tracks outcomes data within these five benchmarks through our Data Scorecard and utilizes this data to understand how, as a city, Baltimore is performing in supporting its young people as they navigate their way to adulthood.

We have provided a PDF version in this report to illustrate how Baltimore City is faring at-a-glance. The online version includes interactive data visualizations and context for each indicator and outcome, which allows for greater engagement with the data. Our goal is to ensure that all Baltimore City residents can use this data, which is always disaggregated by race and gender when possible, to improve the lives of young people in Baltimore. With our new and improved Data Scorecard, we will continue to use this data to hold ourselves and our partners accountable in assessing the effectiveness of our collaborative efforts.

By focusing our work this past year on youth and stakeholder engagement, participatory data, and partnership-building, as well as the intentional operationalizing of our organizational values and Race Equity and Inclusion statement, Baltimore's Promise is more prepared than ever to tackle the structural failures that have restricted the success of our city's young people for far too long.

And though this has been a difficult year for us all, we hope you will become a part of this work in whatever way you are able to participate. While our current climate requires us to stay six feet apart, we must coordinate closely and work together in lockstep, across all sectors and neighborhoods, to clear a path to success and sustainability for all our city's young people.

Yours in Partnership,

Julia Baez

RACE EQUITY AND INCLUSION STATEMENT

Baltimore's Promise is committed to applying a racial equity and inclusion lens to our work. Below is our organization's Race Equity and Inclusion statement, affirmed by our Board of Directors in May 2017.

Baltimore's Promise is a citywide collaborative, composed of public, business, community, higher education, nonprofit, and philanthropic leaders who have a shared commitment to an ambitious vision: ensuring that all Baltimore City children and youth are safe, healthy, and well-educated on their paths from cradle to career. We seek to catalyze and align efforts and resources from across our community to make this vision a reality.

Too many Baltimore City children and youth face significant obstacles to achieving their full potential. Opportunity and paths to success are not equitably available to all of our children. Through generations of collective history in our city—confirmed by bodies of research—we know inequities in opportunity and disparities in outcomes are driven by race, gender, socioeconomic status, culture, disabilities, and other societal factors.

In Baltimore, systemic race-based barriers disproportionately affect Black children and youth and those in other communities of color. For Baltimore's Promise to fulfill our mission of ensuring that all children succeed, we must apply an equity lens that allows us to better understand these barriers and the challenges faced by our vulnerable children, youth and the family supporting their pathway. Acknowledging these entrenched structural impediments, Baltimore's Promise must commit to long-term strategies that will create opportunity and foster transformative change across Baltimore City.

A rigorous and sustained focus on eliminating systemic and institutional race-based barriers to opportunity is essential to achieving our objectives from cradle to career. Through this intentional approach, we can better shape targeted strategies that meet specific needs of our vulnerable children and youth while improving conditions and outcomes for all populations we serve, creating new pathways for opportunities for children, youth and families to thrive in Baltimore.

ORGANIZATIONAL VALUES

In our fight for justice and systems change, our values as individuals, teams, and as an organization:

EQUITY: Our efforts and initiatives are co-developed and driven by the lived experiences of those most negatively impacted by the outcomes we seek to improve. Race, ethnicity, gender, or other attributes should not have predictive power over support, resources, and opportunities that one can access.

HUMANITY: We honor individuals and communities by holding ourselves and our partners accountable to act with integrity, compassion, kindness, and empathy.

CREATIVITY: We are fun and innovative. Our first idea may not be the final strategy because we look for and embrace new ideas from diverse sources. We celebrate accomplishments of staff and partners.

HUSTLE: We are self-starters who take the initiative to strategically identify and advance solutions to address failures in achieving positive outcomes for children, youth, and families. We work efficiently, cross-functionally, and resourcefully—with a sense of urgency—to carry out the mission of the organization.

SHARED ACCOUNTABILITY: Our collective responsibility for the work of the organization is shared accountability, not a threat of sanction. When we say we will do something, we will do it, and if we don't, we will communicate our reasons why.

We must be both supportive and critical of one another to ensure that we meet individual and team responsibilities that contribute to larger organizational goals.

BALTIMORE'S PROMISE 2020: PROJECT SPOTLIGHTS

Over the past year, Baltimore's Promise has focused much of its efforts on identifying, quantifying, and providing context for the disparities that exist in the youth opportunities space for young people ages 0 to 24 through the lens of four important issues: quantity, quality, accessibility, and impact.

It is our goal to better understand which young people are being served and supported and which young people are being left behind. How many youth opportunities does Baltimore City have available when compared to the number of young people who live here? What neighborhoods have more opportunities than others? How many opportunities profess to serve special or vulnerable populations, and which subpopulations are not served proportionally by our existing landscape of programs? Are available opportunities truly improving outcomes for young people? And, importantly, are these the kind of opportunities that young people see as interesting, engaging, and high quality?

To this end, we have employed both quantitative and qualitative data collection and analyses. Through the Baltimore City Youth Opportunity Landscape effort, participatory work with young people is helping to build a definition of quality in the words of young people themselves. We have worked with aggregate level data to better understand the system of youth opportunities in Baltimore City while advancing an effort that uses individual level data to understand utilization rates for programs as accurately as possible. We are also working with Baltimore City Public Schools to strengthen their partnerships with community organizations in order to partner with schools to provide high quality opportunities to young people outside of the school day that align with the system's goals of improving students' academic and social emotional outcomes.

As we advance these, the important efforts spotlighted in this section, Baltimore's Promise will share our ongoing findings with stakeholders and decision-makers to shape conversations and drive results that yield more equitable access to youth opportunities for all of Baltimore City's young people.

BALTIMORE YOUTH DATA HUB

INITIATIVE OVERVIEW

Baltimore's Promise is working on a cross-agency initiative to develop the Baltimore Youth Data Hub ("the Hub"). By linking data across agencies, Baltimore City will be able to identify where systems efforts are duplicated or missing, learn how to maximize resource efficiency, and design programs or plan systems improvements that better meet the specific needs of the community. The Hub brings communities, providers, policymakers, and researchers into partnership, allowing them to make informed decisions as they create and implement programs and policies designed to eliminate disparities and achieve equitable outcomes for the success of Baltimore's youth and families.

MAJOR MILESTONES IN 2020

Baltimore's Promise is approaching the development of the Hub with an intentional focus to center the voices of community members overrepresented within nonprofit data systems due to a history of racialized policies and practices. With this commitment, in July 2019, we convened more than 30 youth service providers and equity advocates for a Racial and Ethnic Equity and Inclusion (REEI) workshop to discuss the historical and current policies and practices within each institution, and collectively, that have sustained racial inequities.

Working with a team of REEI experts, we developed the Baltimore Youth Data Hub Racial Equity and Inclusion (REI) Framework. The Hub's REI Framework identifies best practices and recommendations to embed equity throughout nine stages of data use. Each step is done in partnership with the community with the ultimate goal of community ownership of the data.

Baltimore's Promise will utilize the Hub's REI Framework recommendations for embedding equity throughout data use in the Hub's first data project: the Baltimore Summer Engagement Ecosystem (SEE): Youth Participation Landscape. SEE is a cross-agency partnership between City Schools, the Baltimore Summer Funding Collaborative, the Family League of Baltimore, and several city agencies to better understand whether the programs offered meet the demand for opportunities, and if these programs are reaching the youth who would most benefit from them.

WHAT TO EXPECT IN 2021

The ongoing pandemic has underscored the necessity of SEE as a multi-phased project that will be developed and implemented over the course of several years. The first phase of this project will culminate in a descriptive analysis of summer program participation from Summer 2016 to Summer 2020.

We plan to release the report and interactive maps of rates of youth participation in summer programs by Spring 2021. SEE will offer the community the first ever comprehensive look at youth participation across summer programs in Baltimore and provide the data necessary to advocate for additional investment and resources for underserved youth populations. It is our aim to update and release this report annually to the community.

"The work of data sharing typically happens behind closed doors, at invite-only tables, without participatory governance nor a racial equity lens. Such practices produce and reinforce inequitable resource allocations, outcomes, and policies. For this reason, we applaud the work of Baltimore's Promise to develop an REI Framework for data access and use, and see this work as a leading edge for the field. This framework provides a strong model for other sites committed, like Baltimore's Promise, to advancing equitable data use practices."

— Amy Hawn Nelson, Ph.D., Director of Training and Technical Assistance, Actionable Intelligence for Social Policy, School of Social Policy & Practice, University of Pennsylvania

BALTIMORE CITY YOUTH OPPORTUNITIES LANDSCAPE

INITIATIVE OVERVIEW

The Baltimore City Youth Opportunities Landscape (BCYOL) is a collaborative initiative facilitated by Baltimore's Promise to identify youth programs available to young people ages 0 to 24. The purpose of the landscape is to better understand the following:

- The breadth of opportunities available to support youth in Baltimore;
- Patterns of availability and access of opportunities across different neighborhoods; and
- Inequities in opportunities on the basis of race, ethnicity, gender, and age.

Ultimately, having better information about access to opportunities that support the education and well-being of our city's children will allow for more holistic and comprehensive planning at the systems level.

"My voice is needed because it connects to the people that this effort is fighting to reach. I represent the before and after, and my experience speaks to the potential of programs and the possibility for persevering through challenges. Programs in Baltimore need youth leaders for the genuine guidance, raw perspective, and exponential innovation they provide. Our voices allow us to become champions of our own victory."

— Omani Placide, 22, BCYOL Engagement Session Participant

BCYOL, CONTINUED

MAJOR MILESTONES IN 2020

Baltimore's Promise kicked off the Baltimore City Youth Opportunties Landscape (BCYOL) initiative in December 2019 by convening more than 30 representatives from public and private agencies that fund, operate, and/or coordinate multiple youth programs in Baltimore. From this meeting, we launched a data collection process to create a centralized database of youth-serving programs, operating between September 2018 and August 2019, which gathered information from organizations such as Baltimore City Public Schools, the Family League of Baltimore, Mayor's Office of Employment Development, and the Maryland Family Network. We also extended direct outreach to programs historically not associated with large grantmaking entities or public funding streams. Through this work we identified approximately 1,500 youth programs operating in Baltimore between September 2018 and August 2019.

To complement the intial landascape analysis, Baltimore's Promise faciliated a participatory process to hear directly from youth, inquiring about their dreams of the type of programs they would create to ensure that children become thriving adults. Between August and September 2020, Baltimore's Promise hosted nine engagement sessions with young people ages 13 to 24. During these sessions we heard from youth about their overwhelming need for more mental health services, programs focused on exploring career options, and spaces where they can be free to be themselves.

Youth received $25 stipends for their participation and programs received $100 stipends. In total, more than 80 youth participated in Baltimore's Promise's youth engagement sessions.

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WHAT TO EXPECT IN 2021

The BCYOL report, with complementing interactive maps, will be released publicly in Winter 2020. The report will discuss the ecosystem of opportunities available to youth in Baltimore ages 0 to 24 and gaps in access and options based on demographic characteristics and neighborhood. Lessons learned from the first phase of BCYOL will be used to develop an ongoing process to update the landscape of opportunities on an annual basis.

Over the next year, Baltimore's Promise will utilize the landscape analysis and the perspectives of young people to develop a Youth Opportunity Index. The Youth Opportunity Index will utilize a combination of factors to measure access to diverse, high quality programs that can help ensure our children become thriving young adults, via data that will be broken down by neighborhood. This information will be a useful tool to identify areas for improvement and gauge progress over time.

SCHOOL-COMMUNITY PARTNERSHIPS INITIATIVE

INITIATIVE OVERVIEW

Through funding from the T. Rowe Price Foundation, Baltimore's Promise and Baltimore City Public Schools (City Schools) have come together to focus on the resources, infrastructure, and capacity needed to improve academic outcomes for students in City Schools through strengthening the systemic and school-based approach to partnerships in Baltimore.

MAJOR MILESTONES IN 2020

In the Spring of 2020, in the middle of a pandemic, Baltimore's Promise launched the central partner workgroup that will guide the development of this initiative over the next few years. Over 40 community organizations, faith leaders, advocacy groups, parents, and students have been meeting twice a month for four months to develop guiding principles and values for this project as well as early success measures. Early on, this group committed to centering the value of equity and partnered with Baltimore City Public Schools to develop the following commitments:

1. We are working together toward a comprehensive framework and theory of change to support, strengthen, and deepen school-community partnerships.
2. We are grounded in a commitment to equity, improving student academic outcomes, and ensuring youth are co-leading and developing efforts aimed at supporting them.
3. We honor generations of work done by community partners while being committed to breaking down silos to better serve students, families, and communities.

As it became clear that the pandemic would continue throughout summer and fall, Baltimore's Promise worked with City Schools to hold virtual meetings with this group of stakeholders to provide feedback on the reopening plans and innovative partner approaches such as learning pods. Baltimore's Promise also worked with City Schools to ensure that community partners had a voice in the strategic planning process for the Baltimore City Board of School Commissioners by hosting critical focus groups.

WHAT TO EXPECT IN 2021

Over the next year, we will be working closely with community partners and City Schools to finalize the Partnership Theory of Change, which will be data-informed as well as grounded in national research and local best practices.

We are also excited to launch a new initiative with Hack Baltimore to develop a platform that allows partners to celebrate their successes working with students in Baltimore and to educate peers and other partners on how they measure quality and effectiveness in their own programs. This information will allow us to understand the landscape of partnership types and the opportunities to build shared capacity between schools and partners with a focus on improving student achievement.

"Community partners are vital to our collective effort to equitably support our students and families and improve outcomes. Through our collaboration with Baltimore's Promise, we will be able to work with community partners by co-designing solutions and strategies and building on generations of expertise, relationships and unmatched passion for families and our students. This effort is aimed at producing a data- and evidence-informed framework that will help assess the effectiveness our partnerships work across City Schools in order build a stronger community of partners and schools."

— Tina Hike-Hubbard, Chief of Communications, Engagement, and Enrollment, City Schools

A COMMITMENT TO LITERACY

Over the past 18 months, the board of Baltimore's Promise, staff, students, young adults, and countless stakeholders have engaged in a process to help Baltimore's Promise determine how it would, over time, operationalize its goal of significantly improving the literacy rates of Baltimore City's young people at a population level. This process was implemented with a racial equity lens and collective impact approach and made use of a multifaceted set of data. Most importantly, we solicited the perspectives and insights of young people who themselves may be represented in the quantitative data about literacy proficiency and its impact on educational attainment and employment over time. This was a priority for Baltimore's Promise in order for us to better understand the issue of low literacy levels in Baltimore City and its long-term impact.

The main goal of this process was to prioritize our focus down to the population demonstrating the most need for additional opportunities and carrying the heaviest burden of the literacy outcomes we see today. This allows Baltimore's Promise to identify its role in leading; working collaboratively with partners, stakeholders, and youth to determine the most promising solutions that can make a significant impact. Through that process, we landed on a commitment to young people ages 14 to 24, and within this group, we agreed to start with an intentional focus on two subpopulations: Black/African American women ages 16 to 24 and their families, and current high school students enrolled in City Schools.

The following infographic explains the work, process, and learnings that have led us to the important goals we will be working to achieve in 2021 and beyond.

BALTIMORE'S PROMISE

A Long-Term Focus:

LITERACY

Imagine you are about to graduate high school in Baltimore City and you are thinking about your next step: entering job training, going to college, or completing a job application.

And the moment you make the first step toward your choice, ***you realize you do not have the literacy level required*** to succeed in—or even begin—your chosen path.

THE STATS:

Baltimore City Public Schools 11th graders

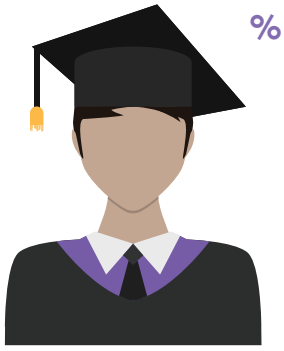
57% are reading at a K-5th grade level

81% are reading below a 9th grade level*

~9% are reading at a 10th grade level**

Results from the Fall 2017 i-Ready reading test;
* reflected as performing 2+ grade levels below
** reflected as performing 1 grade level below

Class of 2009: 6 Years After Graduation



% who earned a bachelor's or associate's degree:

Only 11%

Median income for the entire Class of 2009:

Only $15,000

These are the stories and stats Baltimore's Promise heard as we partnered with organizations and young people in 2018 and 2019.

Our goal was to better understand what tangible, accessible postsecondary pathways for Baltimore City Public Schools graduates should look like and how well we as a city are supporting young people to get there.

IN RESPONSE, AND THROUGH PARTNERSHIPS, WE DID THE FOLLOWING:

GRADS2CAREERS
bmoreg2c.com

Developed and implemented new initiatives, such as **Grads2Careers**

Convened 450+ partners (**~300** older youth and **150+** adults) and met with more than **25** groups and tables to understand the **root causes of literacy and employment outcomes** and what **enrichment opportunities** are needed in Baltimore City

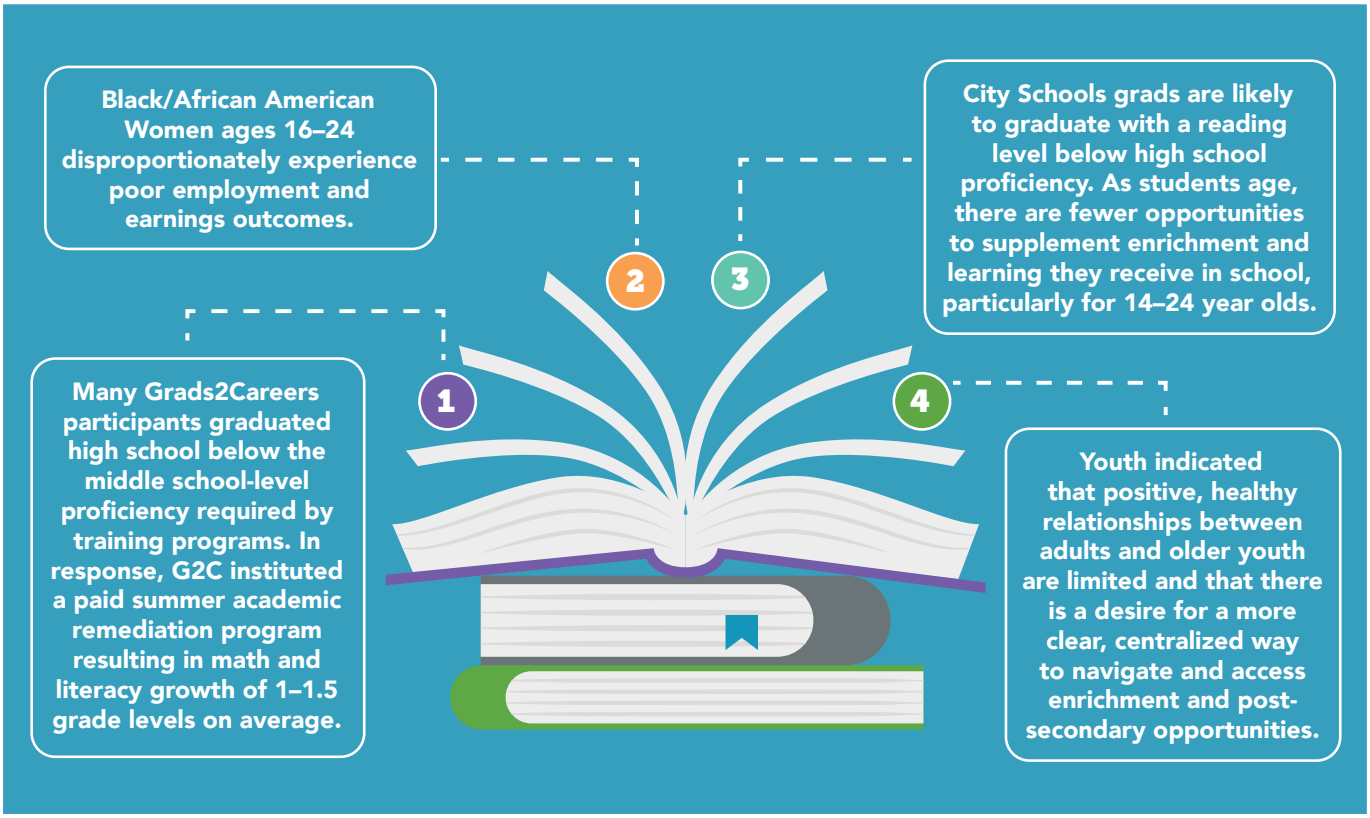
Collected Data

Collected a **robust set of data** via citywide surveys, data sharing with agencies and partners, youth and practitioner participatory data walks, and focus groups to **understand the stories and experiences** behind the literacy data and what enrichment opportunities exist for young people in Baltimore City.

At Baltimore's Promise, Race Equity and Inclusion was at the center of every partnership made, initiative started, or data analysis created. We examined disproportionality, looked explicitly to see the impact of current data and our work on BIPOC* youth and vulnerable subpopulations, and strived to ensure that the voices of those in our data were informing how we understood data and moved toward action.

* Black, Indigenous, and People of Color

FROM THIS WORK, WE LEARNED:



BALTIMORE'S PROMISE RESPONSE:

With this information and these important stories top of mind, **Baltimore's Promise is committing to a long-term focus on 0-24 Literacy**, with a priority on older youth literacy and a goal of population-level change for Baltimore City's young people.

Here is what you can expect from Baltimore's Promise:

Committing to learning about, amplifying, and scaling effective local efforts.

Launching new initiatives co-designed with youth and young adults aimed at creating new opportunities and resources where they don't currently exist.

Transparently tracking, reporting on, and acting on the data informing this effort over the next decade.

THIS IS HOW BALTIMORE'S PROMISE WILL MEET YOUR EXPECTATIONS:

- **Engaging** youth and residents in designing interventions and approaches addressing older youth literacy rates and their root causes.
- **Funding** national and local research.
- **Committing** $300,000 through a youth-led grantmaking process to fund innovative solutions addressing the root causes of low literacy levels.
- **Continuing** to collect, map, and analyze data about enrichment opportunities for youth over time.
- **Launching** new, citywide workgroups that, along with youth and residents, research, and data, will inform the development and implementation of strategies.

By Fall 2021, our current research, convening, and piloting work will lead to recommendations for demonstration models designed to make population-level change in Baltimore City, improving literacy rates for older youth across the city.

FROM RAPID RESPONSE TO LONG-TERM RECOVERY

Baltimore's Promise's Work to Stem the Impact of COVID-19

In March 2020, the pandemic changed what daily life looked like for all Baltimore City residents. For individuals and families who already had challenges securing basic needs before March 2020, COVID-19 made day-to-day life and long-term subsistence exponentially more difficult. Necessary measures, such as closing school buildings, the implementation of virtual learning, minimizing public transportation, and restricting in-person contact, illuminated and exacerbated existing, deep inequities in Baltimore.

In the early days of this new reality, community-based organizations worked tirelessly to fill the gaps that were not able to be addressed in that moment at a systems level. Nonprofit organizations delivered food to families whose children would typically eat meals at school. Coalitions of organizations worked to address the deepening digital divide in Baltimore City, a place where, prior to March 2020, significant broadband and technology access issues existed, in particular in communities of concentrated poverty. Nonprofit organizations that normally served individuals at brick-and-mortar locations had to adapt quickly to social distancing guidelines, making it more difficult for residents to access critical supports.

While this shift in operations was swift, it was uneven. Organizations quickly realized that with only pre-existing funding, this shift would not be sustainable. It was also clear that the well-being of children and adults would continue to decline without an infusion of new resources to stem immediate crises and provide support in navigating through the pandemic. Our city's public systems worked to protect the populace during the public health crisis and stem the impact of COVID-19, but they could not do it alone. The philanthropic community began to organize around complementing systems efforts to the COVID-19 response.

THE COVID-19 RESPONSE FUNDING COLLABORATIVE OF GREATER BALTIMORE

In late March 2020, the Baltimore Community Foundation and United Way of Central Maryland together envisioned a collaborative funding effort that could quickly release funding to nonprofit organizations working closely with the most impacted communities in Baltimore City and the Greater Baltimore area. This type of work would require a backbone that could build a process quickly, engage and coordinate funders, and communicate effectively with applicants and eventual grantees.

After consulting with other funders interested in joining this effort, Shanaysha Sauls, President and CEO of Baltimore Community Foundation, and Franklyn Baker, President and CEO of United Way of Central Maryland, approached Baltimore's Promise with a request: Could Baltimore's Promise work with a team of funders to develop a framework for a rapid-response COVID-19 grantmaking effort and support the implementation work as the administrative backbone?

The request to Baltimore's Promise to serve in this role made sense. Since 2018, Baltimore's Promise had been serving as the administrative backbone to the Baltimore Summer Funding Collaborative (SFC), a collaborative of over ten public, private, and nonprofit funders seeking to fund high quality summer enrichment programs through a shared application and review process. The SFC grants over $3 million dollars each year. SFC funders retained their own institutional funding priorities but worked together to coordinate their funding to fund whole program budgets when possible. Through its work as the SFC's administrative backbone, Baltimore's Promise could build on its existing experience, skillset, and infrastructure to launch a new grantmaking process relatively quickly.

PARTICIPATING FUNDERS

Abell Foundation
Annie E. Casey Foundation
Baltimore Community Foundation
Bernard Family
Bloomberg Philanthropies
Elbow Fund
France-Merrick Foundation
Goldseker Foundation
Harry and Jeanette Weinberg Foundation
Leonard and Helen R. Stulman Foundation
Lerner Family Foundation
Lockhart Vaughan Foundation
Rauch Foundation
Robert W. Deutsch Foundation
Patricia and Mark Joseph
The Shelter Foundation
United Way of Central Maryland

Understanding the importance and necessity of this coordination work, Baltimore's Promise rose to the challenge. Within three weeks, with the help of early funders such as BCF, UWCM, and the France-Merrick Foundation, Baltimore's Promise had engaged funders, drafted a Request for Proposals, developed an online application, created a website, and built an infrastructure for virtual collaboration and decision-making. This joint effort was named the COVID-19 Response Funding Collaborative of Greater Baltimore (COVID-19 Collaborative), and Baltimore's Promise released the RFP on April 9, 2020.

"From the beginning of COVID, France-Merrick Foundation wanted to respond to the crisis in our community. We knew we could only be as impactful as we hoped by working with others to listen, learn, and respond to emerging needs. We appreciated the ability to coordinate with 16 other funders and to review more than 500 applications through common processes, which helped us make smarter funding decisions and rapidly fund many more organizations on the frontlines of keeping people fed, safe, and healthy than we could have done alone. We have learned about other organizations doing work in the community that we hope to help in the future. We have also learned much from the collaborative experience that will stay with us in our regular grantmaking and as we engage in new collaborative opportunities."

— Amy Gross, Executive Director, France-Merrick Foundation

COLLABORATIVE IMPACT

The COVID-19 Collaborative included a mix of large foundations, smaller philanthropic institutions, nonprofit organizations, and family foundations of varying sizes. Six funders in the Collaborative were members of the Baltimore Summer Funding Collaborative and as such had some familiarity with this kind of collaborative grantmaking structure, but for most funders, this was a new way of working. And for all funders, the rapid and necessary pace of grantmaking was unprecedented. This was also true for the staff of Baltimore's Promise, who worked behind the scenes to move this process as efficiently and effectively as possible.

The Request for Proposals was open for eight weeks, with funders committing to a rolling process and issuing funding decisions on a weekly basis. Despite the short window of time, the need for resources to support local communities was clear. The RFP received over 500 applications from 492 organizations. The COVID-19 Collaborative quickly disbursed $4.8 million in funding to community-based organizations. This funding represented a significant influx of resources mobilized in a short period of time; yet, this amount met only 20% of the monetary need expressed by community partners based on what they proposed to stem the impact of COVID-19 for the most vulnerable populations. Of all funding granted, 26%—$1.25 million—went to organizations working on the issue of food access. Other major funding areas included access to home essentials, nonprofit sustainability, helping nonprofits adapt technologically to COVID-19 operations, mental health, and community coping.

FUNDING OVERVIEW

492 Organizations requested funding

211 Organizations funded

$23.7 million Total amount requested

$4.8 million Total amount funded

FUNDING DISTRIBUTION

Access to Food $1.24 Million	Access to Other Home Essentials $837,890	Nonprofit Sustainability $828,841	Technology/ Capacity of Nonprofit Orgs* $791,047
Mental Health/ Community Coping $581,872	Information Sharing** $306,127	First Responder/ Healthcare Worker Support $143,750	Access to Temporary Shelter $72,024

* Technology/capacity of nonprofit organizations that support those affected by COVID-19
** Information sharing and credible information sources

DEMOGRAPHICS OF FUNDED ORGANIZATION LEADERS

Gender Identity

59%
of funding awarded to organizations headed by women

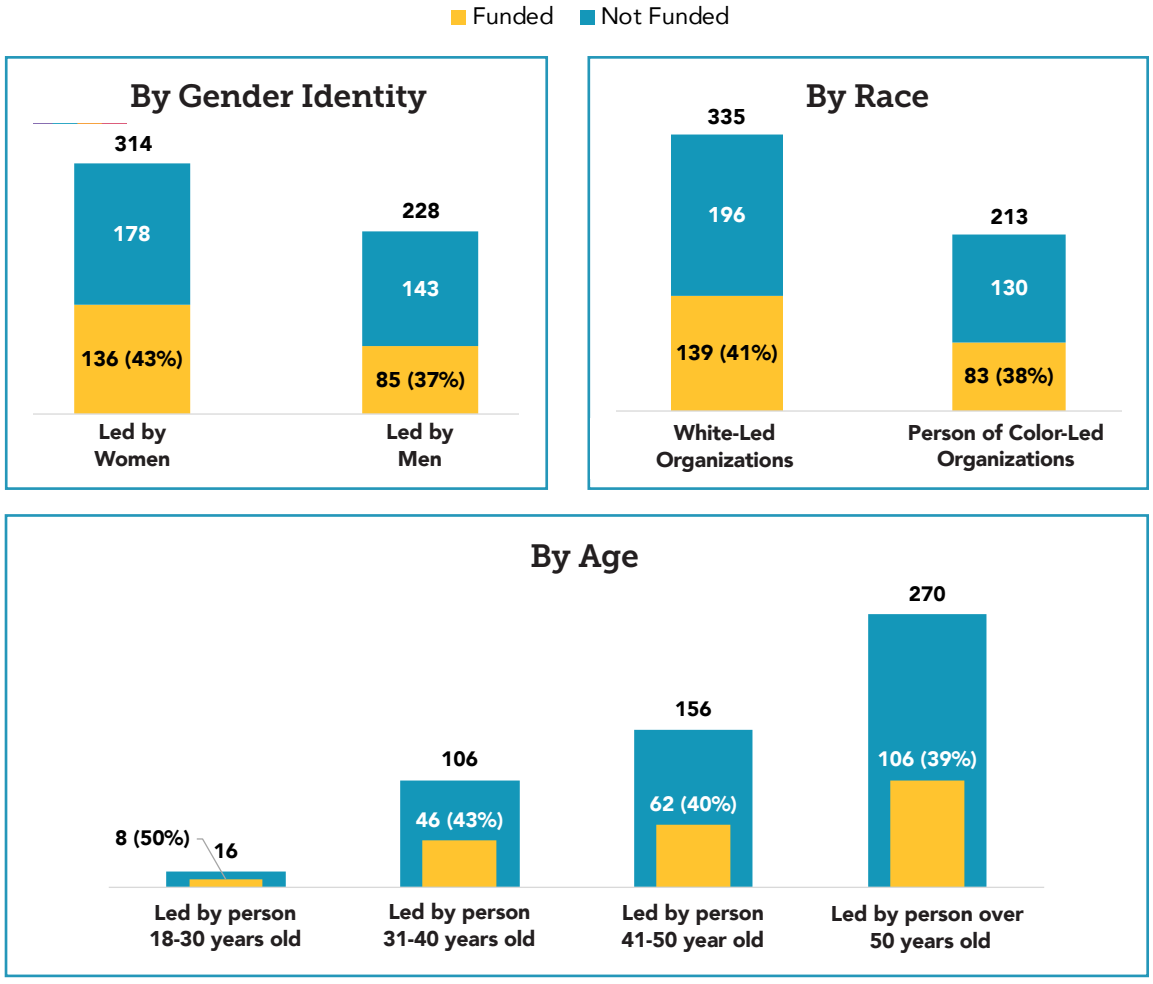
Age

54%
of funding awarded to organizations headed by leaders under 50 years old

Race/Ethnicity

33%
of funding awarded to BIPOC-led organizations

COMPARISON BETWEEN APPLIED AND FUNDED PROPOSALS



For more information, please visit greaterbaltimorecovidresponse.org

WHAT'S NEXT FOR BALTIMORE'S PROMISE?

Both Baltimore's Promise and funders knew that the response this year was only the beginning of what would be a long road to recovery in Baltimore City and surrounding areas. Even before all of the COVID-19 Collaborative funds were expended, funders sought ways to continue their collaboration with an explicit racial justice lens guiding their future work. In August of 2020, Baltimore's Promise was recognized for its work as the administrative backbone of the COVID-19 Collaborative and received a $1 million donation from IKEA designated for COVID-19 relief efforts. Baltimore's Promise chose to use these resources in three ways. First, $100,000 would be directed toward immediate support for the basic needs, mental health, and wellness of participants and alumni of the Grads2Careers initiative, older youth who were either in the midst of occupational skills training, recent training completers, recently employed, or in search of work post-training. As the pandemic set in, requests for assistance and support increased significantly as job security decreased and transportation barriers, technology access issues, and stress increased for this population.

The remainder of the funds was allotted to two collaborative grantmaking efforts currently in development, both designed to build upon the learnings of existing collaborative funding work. One is a youth and young adults grantmaking strategy with a process co-developed and ultimately led by older youth from Baltimore City designed to address the root causes of older youth literacy proficiency issues. The second is an effort tentatively titled Baltimore Invest, a partnership with Open Society Institute–Baltimore, with a holistic community safety focus and a shared decision-making structure comprised of community stakeholders and funders at a 2:1 ratio. To date, Baltimore Invest has already engaged over ten funders and secured approximately $2.36 million in pooled funding.

Both of these funding mechanisms are geared toward COVID-19 long-term recovery as opposed to focusing on immediate responses. This is an acknowledgement of the fact that the immediate response necessitated by the pandemic was because of existing inequities rooted in structural racism that were exacerbated during a public health crisis. Both funding efforts will mark a period of growth for Baltimore's Promise in how it grows its skillset as an administrative backbone in alignment with its organizational values and priority of race equity and inclusion. The intentional and unprecedented shift to pooled funding models and decision-making bodies comprised predominantly or entirely of community stakeholders will yield significant local impact, important lessons and practices for the philanthropic field, and new ways of working for Baltimore's Promise and its partners.

"Baltimore foundations, philanthropists, nonprofits, and the community at large formed a partnership of purpose in response to this emergency. It took longer to come up with the name, the COVID-19 Funding Collaborative of Greater Baltimore, than it did to collectively come together! Baltimore's Promise sprang immediately to mind as the perfect partner to organize us. While our collective efforts mobilized more than $4 million in a few months for urgent needs, COVID has shone a bright light on inequities by race and zip code, from under-resourced public schools to disinvested public transit systems to a gaping digital divide. Now is the time to leverage what we've learned for a stronger, more equitable Baltimore.

— Dr. Shanaysha Sauls, President and CEO, Baltimore Community

BALTIMORE YOUTH DATA SCORECARD

ABOUT

Baltimore's Promise is excited to announce a new name and format for how we keep track of Baltimore City's progress in improving the outcomes of its young people. Welcome to the Baltimore Youth Data Scorecard!

Access the full version of the interactive Baltimore Youth Data Scorecard online at baltimorespromise.org/datascorecard

The Baltimore Youth Data Scorecard, a resource that is updated and maintained by Baltimore's Promise, is designed to make data related to the health and well-being of children and young people living in Baltimore City accessible to all. The Data Scorecard provides community stakeholders the opportunity to track the best available data on how Baltimore's children and youth are collectively faring, from birth through post-secondary education, and into the early stages of their careers. It also compiles data that currently exists in different places by bringing it together in an easy-to-view format. Presenting key youth well-being data in one single site supports community efforts to hold decision-makers accountable, improve services, and generate better outcomes for Baltimore children and families.

Each of the five Data Scorecard dashboards tracks a different community-level outcome along the Cradle-to-Career Continuum. Collectively, these dashboards include 24 indicators to measure the well-being of youth from 2009 to 2019, when data is available. We follow these metrics over time to identify trends and navigate across groups to assess the extent to which gaps in outcomes by race, ethnicity, and gender are closing or expanding. This data, and our new, interactive format, offers communities and stakeholders the ability to easily access information that can lead to actionable insights as well as shape decision-making and advocacy.

This year, the Baltimore's Promise Data Team has worked to develop a new and improved interface for the Data Scorecard: an online, interactive version that allows users to engage with the Data Scorecard through a variety of data visualizations, including charts, graphs, and maps using data software. Baltimore's Promise will continue to offer a downloadable PDF version that is featured in this report. Both the PDF and interactive dashboard can be found on the Baltimore's Promise website. The Data Scorecard and its complementary analysis is refreshed annually; however, Baltimore's Promise updates individual dashboards throughout the year as public data becomes available.

WHAT'S NEW

INTERACTIVE VISUALIZATIONS

Each dashboard within the Data Scorecard allows users to interact with and customize their view based on what they are interested in understanding. Users can filter by race and ethnicity to understand how specific populations are faring in addition to all of Baltimore City. Users can also benchmark community efforts as compared with state averages and track how well young people have been doing on each indicator over time.

MAPPING

Interactive maps accompany many of the dashboard indicators that allow users to understand children and youth well-being by each neighborhood in Baltimore at a glance. Baltimore's Promise utilizes mapping as a tool for spatial analysis to identify opportunities to improve the status of youth well-being and reduce inequities around resource allocations across neighborhoods.

DOWNLOADS

The Data Scorecard offers users the ability to download data visualizations to use for their own data analysis and reporting needs. Users can download data charts and maps to save for reviewing at a later time, use pre-made visualizations in reports and community needs assessments, or download the actual data to use for their own data analyses. Users can also share the data to their social media directly from the online platform.

Engage with Baltimore's Promise's interactive Data Scorecard at baltimorespromise.org/datascorecard

2020 BALTIMORE YOUTH DATA SCORECARD SNAPSHOTS

BABIES BORN HEALTHY

Overall maternal and infant health outcomes in Baltimore have shown significant improvement over the past five years. Teen birthrates have decreased by more than 30 percent since 2013, and mothers who have access to early prenatal care increased 13 percent during this same time. In 2018, maternal deaths, mothers receiving late or no prenatal care, and the rate of infants born with a low birth weight all showed declines. However, Baltimore City's maternal and infant health indicator rates continue to lag behind the state's, and significant and persistent racial gaps remain, with African American women 4 times more likely to die as a result of childbirth than White women in Baltimore.

KINDERGARTEN READINESS

Children who enter kindergarten equipped with the basic skills and knowledge to engage in the curriculum are typically more academically successful than their peers who are less prepared. The rate of children in Baltimore entering kindergarten who demonstrate readiness, as measured by the KRAs, has continued to decline over the past five years, decreasing from 48 percent in 2015 to 37 percent in 2020. Additionally, the rate of children who demonstrate readiness in Baltimore is significantly lower than the state's rate.

GRADE LEVEL ACHIEVEMENT

Between 2015 and 2019, the Partnership for Assessment of Readiness for College and Careers (PARCC) was Maryland's annual state standardized test given to students in grades 3 through 8 and high schoolers for reading and math. The PARCC was replaced by the Maryland Comprehensive Assessment Program (MCAP) in the 2019-2020 school year. In 2019, the percent of eighth graders in Baltimore meeting or exceeding expectations in reading was just over 20 percentage points lower than state-wide; however, there have been slight increases over the past five years.

When it comes to high school students in Baltimore meeting or exceeding grade level expectations as measured by the PARCC 10th grade English Language Arts Assessment in 2019, Black and White students slightly increased their scores when compared to the prior year. Asian students' proficiency rates increased dramatically, from a 56 percent proficiency rate in 2018 to 73 percent in 2019. The Black-White test proficiency gap was 37 percentage points in 2019, which meant a White student was about four times more likely to meet or exceed grade level expectations than a Black student.

HIGH SCHOOL GRADUATION

The rate of young people graduating high school in Baltimore has remained relatively stable since 2013. Asian, Black, and White students all experienced small declines in the overall percentage of young people graduating within four years of enrollment. However, Hispanic/Latinx students have seen a sharp decline in graduation rates, with only about 50 percent graduating within four years of enrollment.

COLLEGE AND CAREER READINESS

Opportunity Youth are defined as youth of 16 to 24 years of age who are not enrolled in school, are not employed, or do not possess a degree beyond high school. The percentage of Opportunity Youth in Baltimore City slightly increased in 2018. However, rates of disconnected youth living in Baltimore City remain much higher than the statewide disconnection rate.

For more information on specific benchmarks, outcomes, and trends, please visit the interactive Data Scorecard at baltimorespromise.org/datascorecard.

Outcome 1: Babies Are Born Healthy

	Baltimore City						MD	BC
	2013	2014	2015	2016	2017	2018	2018	Five-Year Trend**
Infant Mortality Rate - All *Infant deaths per 1,000 live births*	10.3	10.4	8.4	8.8	8.7	9.2	6.1	⬇
Infant Mortality Rate - Black/African American (Non-Hispanic)	12.6	12.8	9.7	11.3	12.2	13.4	10.2	⬆
Infant Mortality Rate - Hispanic/Latinx	*	7.6	8.7	*	*	*	3.8	*
Infant Mortality Rate - White (Non-Hispanic)	7.7	7.0	4.4	5.9	2.9	3.0	4.1	⬇
Low Birthweight - All *% of births with infants weighing 5.5 lbs. or less*	11.9%	11.5%	12.3%	11.7%	12.4%	11.9%	8.9%	—
Low Birthweight - Black/African American (Non-Hispanic)	14.5%	13.9%	14.7%	14.9%	15.6%	14.9%	12.5%	⬆
Low Birthweight - Hispanic/Latinx	7.8%	8.1%	7.8%	6.7%	8.5%	9.1%	6.9%	⬆
Low Birthweight - White (Non-Hispanic)	7.2%	7.2%	8.6%	6.5%	7.2%	7.0%	6.8%	⬆
Early Prenatal Care - All *% of Births to Mothers Receiving First Trimester Prenatal Care*	56.7%	56.6%	59.4%	59.6%	67.1%	64.4%	70.0%	⬆
Births to Mothers with Early Prenatal Care - Black/African American (Non-Hispanic)	52.1%	53.2%	57.9%	57.7%	65.2%	61.7%	64.4%	⬆
Births to Mothers with Early Prenatal Care - Hispanic/Latinx	43.6%	41.6%	38.6%	34.1%	53.4%	56.0%	55.4%	⬆
Births to Mothers with Early Prenatal Care - White (Non-Hispanic)	70.0%	69.3%	69.8%	72.3%	75.9%	73.6%	79.3%	⬆
Late or No Prenatal Care - All *% of Births to Mothers Receiving Late or No Prenatal Care*	12.6%	12.3%	11.0%	10.2%	7.5%	8.0%	7.3%	⬇
Births to Mothers with Late or No Prenatal Care - Black/African American (Non-Hispanic)	14.4%	13.3%	12.2%	10.5%	8.4%	8.3%	9.8%	⬇
Births to Mothers with Late or No Prenatal Care - Hispanic/Latinx	12.2%	14.6%	10.9%	14.0%	7.7%	10.5%	10.2%	⬇
Births to Mothers with Late or No Prenatal Care - White (Non-Hispanic)	8.8%	9.1%	8.1%	7.8%	5.6%	6.1%	4.4%	⬇

* Results not reported due to small sample size.

** Five-year trend is referenced where possible. For data that employs five-year samples, a six-year trend is used to avoid overlap. For some measures such as the PARCC, there are fewer years of data available, so the longest trend available is reported.

Outcome 1: Babies Are Born Healthy

	Baltimore City						MD	BC
	2013	2014	2015	2016	2017	2018	2018	Five-Year Trend**
Teen Birth Rate - All *Live births per 1,000 females aged 15 - 19*	43.4	41.0	36.2	32.6	28.9	29.8	14.1	↓
Teen Birth Rate - Black/African American (Non-Hispanic)	51.4	48.0	39.7	37.1	32.9	33.7	18.0	↓
Teen Birth Rate - Hispanic/Latinx	65.4	97.5	109.0	71.6	64.5	72.1	36.4	↓
Teen Birth Rate - White (Non-Hispanic)	15.6	12.4	13.5	11.6	9.7	8.4	7.3	↓

	2008-12	2009-13	2010-14	2011-15	2012-16	2013-17		Six-Year Trend
Maternal Mortality (Statewide) – All *Maternal deaths per 100,000 live births*	25.3	25.9	28.8	26.0	23.0	24.8		↓
Maternal Mortality Rate - Black/African American	40.0	41.5	49.1	43.7	43.8	44.7		↑
Maternal Mortality Rate - White	17.4	16.8	17.7	15.9	10.7	11.3		↓
Maternal Mortality Rate - Racial Gap: Black-White	22.6	24.7	31.4	27.8	33.1	33.4		↑

** Five-year trend is referenced where possible. For data that employs five-year samples, a six-year trend is used to avoid overlap. For some measures such as the PARCC, there are fewer years of data available, so the longest trend available is reported.

Outcome 2: Children Enter Kindergarten Ready to Succeed in School

	Baltimore City					MD	BC
	2015	2016	2017	2018	2019	2019	Five-Year Trend**
KRA Results – All *% of students with a KRA composite score of Demonstrating Readiness*	48%	42%	38%	41%	39%	47%	↓
KRA Results - Female	56%	49%	44%	46%	44%	54%	↓
KRA Results - Male	41%	35%	33%	36%	34%	41%	↓
KRA Results - American Indian or Alaska Native	55%	50%	46%	47%	33%	*	↓
KRA Results - Asian	41%	48%	37%	38%	70%	57%	↑
KRA Results - Black/African American	49%	42%	38%	40%	38%	42%	↓
KRA Results - Hispanic/Latinx	35%	27%	25%	32%	26%	29%	↓
KRA Results - Native Hawaiian or Pacific Islander	50%	40%	20%	18%	21%	*	↓
KRA Results - White	59%	53%	49%	57%	61%	58%	↑
KRA Results - Two or More Races	54%	55%	41%	52%	56%	53%	↑

* Results not reported due to small sample size.

** Five-year trend is referenced where possible. For data that employs five-year samples, a six-year trend is used to avoid overlap. For some measures such as the PARCC, there are fewer years of data available, so the longest trend available is reported.

Outcome 3: Children and Youth Achieve at Grade Level in School

	Baltimore City				MD	BC
	2013	2015	2017	2019	2019	Five-Year Trend**
NAEP Math - Grade 4 *% of students who scored Proficient or above*	19.0%	12.0%	14.0%	19.1%	39.1%	↑
NAEP Math - Grade 8	13.0%	12.0%	11.0%	10.1%	32.6%	↓
NAEP Reading - Grade 4	14.0%	11.0%	13.0%	13.8%	35.1%	↓
NAEP Reading - Grade 8	15.0%	13.0%	13.0%	14.8%	36.0%	↓

	2016	2017	2018	2019	2019	Four-Year Trend
PARCC Math - Grade 3 *% of students who met or exceeded expectations - All*	19.1%	19.7%	19.7%	*	*	*
PARCC Math - Grade 3 - Asian	56.9%	62.5%	53.4%	*	*	*
PARCC Math - Grade 3 - Black/African American	15.8%	16.2%	15.4%	*	*	*
PARCC Math - Grade 3 - Hispanic/Latinx	19.6%	18.6%	24.0%	*	*	*
PARCC Math - Grade 3 - White	43.9%	44.2%	47.1%	*	*	*
PARCC Math - Grade 8 *% of students who met or exceeded expectations - All*	6.2%	4.9%	6.4%	5.3%	12.5%	↓
PARCC Math - Grade 8 - Asian	35.7%	50.0%	38.7%	34.4%	24.5%	↓
PARCC Math - Grade 8 - African American/Black	5.2%	3.6%	5.7%	5.0%	5.7%	↓
PARCC Math - Grade 8 - Hispanic/Latinx	8.9%	5.8%	7.0%	5.9%	7.8%	↓
PARCC Math - Grade 8 - White	13.6%	14.1%	11.4%	10.7%	23.1%	↓
PARCC English Language Arts - Grade 3 *% of students who met or exceeded expectations - All*	11.9%	13.4%	15.8%	*	*	*
PARCC ELA - Grade 3 - Asian	33.8%	42.6%	40.0%	*	*	*
PARCC ELA - Grade 3 - Black/African American	9.6%	10.6%	12.3%	*	*	*
PARCC ELA - Grade 3 - Hispanic/Latinx	9.5%	10.6%	17.5%	*	*	*
PARCC ELA - Grade 3 - White	33.1%	39.3%	40.9%	*	*	*
PARCC English Language Arts - Grade 8 *% of students who met or exceeded expectations - All*	15.0%	14.0%	17.3%	20.4%	45.1%	↑
PARCC ELA - Grade 8 - Asian	44.7%	69.1%	52.9%	66.1%	75.2%	↑
PARCC ELA - Grade 8 - Black/African American	12.2%	10.9%	14.0%	15.6%	27.9%	↑
PARCC ELA - Grade 8 - Hispanic/Latinx	19.6%	13.5%	17.6%	24.6%	30.4%	↑
PARCC ELA - Grade 8 - White	37.4%	36.4%	41.9%	52.6%	60.7%	↑

* Results not reported due to small sample size.

** Five-year trend is referenced where possible. For data that employs five-year samples, a six-year trend is used to avoid overlap. For some measures such as the PARCC, there are fewer years of data available, so the longest trend available is reported.

Outcome 4: Youth Graduate from High School Prepared for the Next Step Without Remediation

	Baltimore City				MD	BC
	2016	2017	2018	2019	2019	Four-Year Trend
PARCC English Language Arts – Grade 10 *% of students who met or exceeded expectations - All*	11.9%	13.4%	15.8%	16.0%	42.6%	↑
PARCC ELA - Grade 10 - Asian	45.0%	66.1%	56.1%	73.1%	74.8%	↑
PARCC ELA - Grade 10 - Black/African American	14.3%	13.6%	11.0%	13.8%	25.8%	↓
PARCC ELA - Grade 10 - Hispanic/Latinx	13.5%	17.5%	16.3%	13.6%	27.1%	↑
PARCC ELA - Grade 10 - White	53.4%	55.4%	45.9%	50.9%	64.8%	↓
PARCC Algebra I *% of students who met or exceeded expectations - All*	14.1%	11.3%	8.8%	9.1%	27.2%	↓
PARCC Algebra I - Asian	62.9%	52.1%	55.2%	42.7%	62.1%	↓
PARCC Algebra I - Black/African American	10.5%	8.5%	6.5%	6.8%	11.4%	↓
PARCC Algebra I - Hispanic/Latinx	14.1%	8.9%	7.0%	9.2%	12.5%	↓
PARCC Algebra I - White	47.3%	39.0%	34.7%	36.6%	49.4%	↓
PARCC Algebra II - All *% of students who met or exceeded expectations*	5.6%	7.3%	7.0%	*	60.3%	↑
PARCC Algebra II - Asian	30.6%	33.3%	48.9%	*	87.7%	↑
PARCC Algebra II - Black/African American	3.0%	4.5%	4.1%	*	26.9%	↑
PARCC Algebra II - Hispanic/Latinx	*	8.5%	6.9%	*	40.0%	*
PARCC Algebra II - White	30.6%	34.1%	35.5%	*	63.0%	↑

	Baltimore City						MD	BC
	2014	2015	2016	2017	2018	2019	2019	Five-Year Trend
Four-Year High School Graduation – All *% of HS students who graduated within four years of enrollment*	69.7%	69.5%	70.7%	70.7%	72.2%	70.3%	86.9%	↑
Four-Year HS Grad - Female	76.3%	75.6%	76.6%	76.8%	78.6%	90.1%	90.1%	↑
Four-Year HS Grad - Male	62.8%	62.9%	64.3%	64.2%	65.2%	83.7%	83.8%	↑
Four-Year HS Grad - Asian	82.6%	91.8%	81.8%	83.9%	≥95.0%	93.8%	96.5%	↑
Four-Year HS Grad - Black/African American	69.6%	70.1%	71.1%	72.1%	73.5%	71.4%	84.3%	↑
Four-Year HS Grad - Hispanic/Latinx	64.0%	57.5%	60.2%	52.0%	54.9%	51.4%	72.3%	↓
Four-Year HS Grad - White	68.2%	65.7%	70.3%	70.1%	72.9%	72.1%	93.3%	↑

	2013	2014	2015	2016	2017	2018	2018	Five-Year Trend
Five-Year High School Graduation – All *% of HS students who graduated within five years of enrollment*	73.5%	74.9%	74.8%	74.8%	74.8%	75.0%	89.2%	↑

	2012	2013	2014	2015	2016	2017	2017	Five-Year Trend
College Remediation *% of recent HS graduates who needed remediation in college*	76.6%	74.7%	70.2%	69.6%	57.8%	56.0%	41.9%	↓

* Results not reported due to small sample size.

Outcome 5: Youth Earn a Quality Post-Secondary Credential or Receive Training and Are Career Ready

	Baltimore City						MD	BC
	2013	2014	2015	2016	2017	2018	2018	Five-Year Trend
College Enrollment – All *% of HS graduates who enrolled in college within 16 months post HS*	52.5%	52.0%	51.2%	50.3%	51.0%	53.1%	69.0%	↑
College Enrollment - Female	56.8%	56.2%	55.9%	55.9%	56.8%	59.7%	74.6%	↑
College Enrollment - Male	47.1%	47.0%	45.5%	43.7%	43.8%	44.9%	63.3%	↓
College Enrollment - American Indian or Alaska Native	87.1%	69.6%	*	*	*	50.0%	59.6%	↓
College Enrollment - Asian	78.9%	72.5%	69.0%	75.4%	69.4%	82.2%	87.4%	↑
College Enrollment - Black/African American	51.4%	51.8%	50.6%	50.2%	50.6%	52.5%	64.9%	↓
College Enrollment - Hispanic/Latinx	31.1%	46.9%	41.5%	24.9%	32.9%	31.9%	50.3%	↑
College Enrollment - White	60.5%	51.6%	58.9%	62.7%	66.3%	75.0%	74.9%	↑

BC High School Graduation Year/MD College Enrollment Year	2007	2008	2009	2010	2011	2012	2012	Five-Year Trend
Degree Completion *% of first-time, full-time undergraduates who enrolled in the fall after graduation and completed four-year degrees within **six years***	28.3%	29.8%	27.0%	24.1%	21.1%	23.4%	68.8%	↓

	Baltimore City						MD	BC
	2013	2014	2015	2016	2017	2018	2018	Six-Year Trend
Opportunity Youth *% of youth (16-24) not in school, not working, and no degree beyond HS*	18.0%	19.0%	20.0%	20.0%	15.0%	17.0%	11.0%	↓

Unemployment Rate: Youth Ages 16 - 24 *% of youth in age ranges not employed*	26.5%	26.2%	25.3%	22.4%	21.0%	19.80%	13.0%	↓
Unemployment Rate: Ages 16 to 19	41.0%	38.9%	35.0%	30.8%	30.0%	28.10%	18.0%	↓
Unemployment Rate: Ages 20 to 24	22.0%	22.5%	22.5%	19.9%	18.4%	17.30%	11.0%	↓

* Results not reported due to small sample size.

Outcome 5: Youth Earn a Quality Post-Secondary Credential or Receive Training and Are Career Ready

	Baltimore City						MD	BC
	2013	2014	2015	2016	2017	2018	2018	Six-Year Trend
Median Earnings by Education Estimates among population 25 years and over, in 2018 inflation-adjusted dollars	$38,829	$37,844	$38,268	$37,907	$38,181	$35,150	$50,476	↓
Less Than High School Graduate	$22,627	$21,405	$21,874	$21,818	$22,101	$23,392	$26,510	↑
High School Graduate or Equivalent	$30,754	$30,441	$30,327	$29,007	$28,496	$29,297	$35,372	↓
Some College or Associate's Degree	$37,424	$35,229	$34,071	$33,991	$34,139	$35,137	$43,266	↓
Bachelor's Degree	$53,707	$51,427	$51,690	$51,535	$51,508	$53,573	$63,303	↓
Graduate or Professional Degree	$65,408	$64,279	$64,203	$63,805	$64,998	$67,240	$85,248	↑
Gender Differences in Median Earnings by Education Estimates of how much more males 25 years and over earn than females, in 2018 inflation-adjusted dollars	$5,397	$5,068	$5,407	$5,627	$5,391	$5,738	$13,120	↑
Less Than High School Graduate	$7,004	$5,816	$5,827	$4,195	$3,791	$5,795	$10,590	↓
High School Graduate or Equivalent	$4,574	$4,189	$4,126	$4,233	$3,795	$3,154	$11,585	↓
Some College or Associate's Degree	$6,436	$5,740	$6,171	$6,859	$7,206	$8,602	$14,578	↑
Bachelor's Degree	$7,308	$8,909	$8,492	$10,460	$10,118	$11,179	$20,918	↑
Graduate or Professional Degree	$10,222	$11,294	$13,472	$14,475	$15,603	$14,604	$30,959	↑

BALTIMORE'S PROMISE