



FY 2020 – FY 2022

Updated August 2020



Community Plan for Children, Youth & Families



ABOUT THIS PLAN

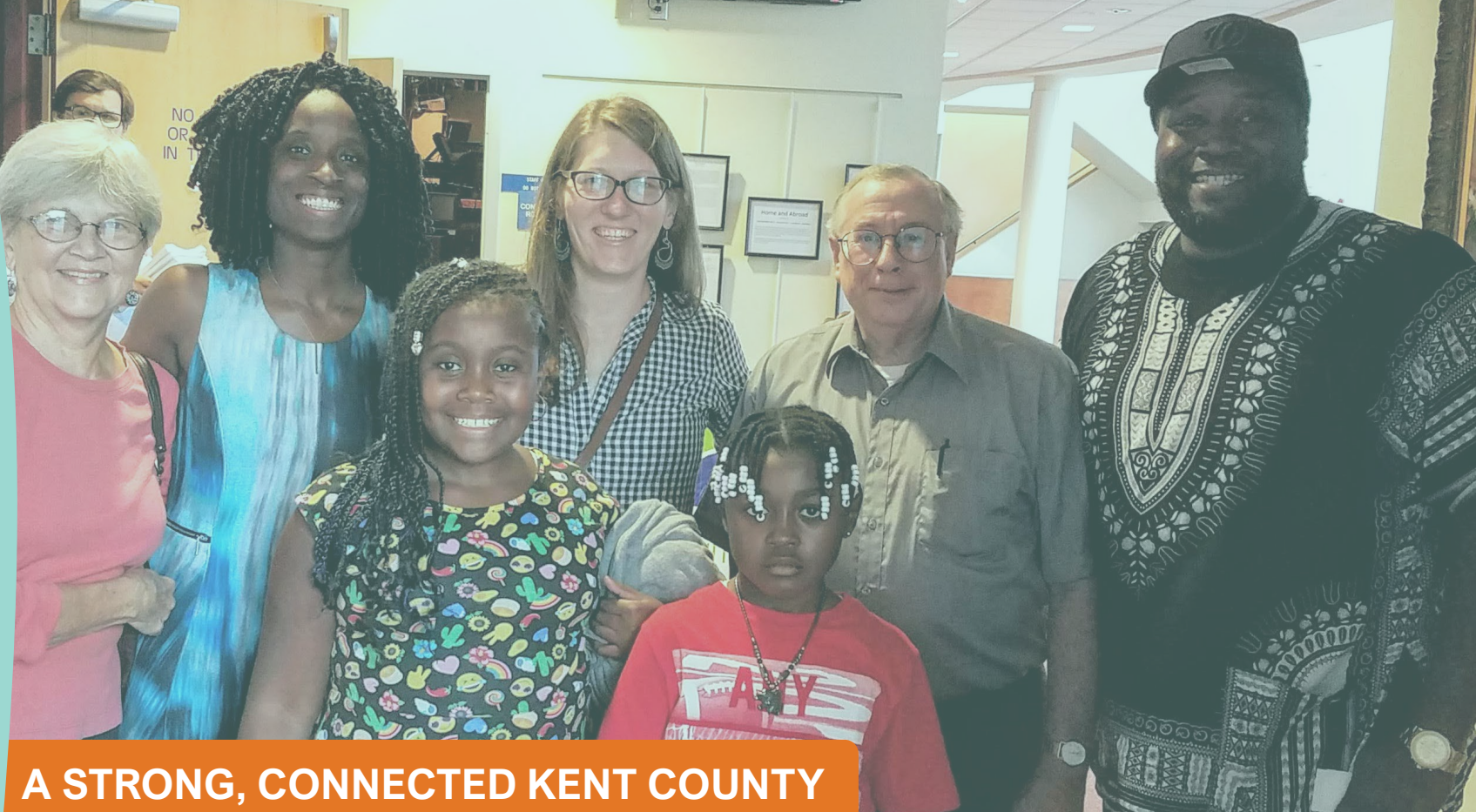
Kent County's FY2020-FY2022 Community Plan is a broadly owned "roadmap" that builds from our community's incredible strengths and assets. Using this Plan as a guide we are able, despite unprecedented challenges due to the COVID-19 health crisis, to collectively move toward a future where everyone in Kent County has equal access to resources and opportunity. The primary focus of this Plan is to increase economic security and mobility for the 600-900 children in Kent County and their families who are impacted by poverty.

Together we are focusing on addressing the basic needs of our youth and their families experiencing poverty, which are both growing and changing as a result of COVID-19. We are also working across all sectors to increase coordination, advocacy and funding to enhance our Systems of Care and support proven and innovative approaches to long-standing community issues – such as affordable housing, transportation, childcare and access to childcare.

This data-driven, equity-centered Plan provides a framework for Kent County Local Management Board and its diverse and countless number of partners to respond to the changing needs of the community. This plan positions the county for a recovery that will benefit all people in Kent County.



KEY ELEMENTS FOR OUR COLLECTIVE SUCCESS



A STRONG, CONNECTED KENT COUNTY

- 1 Collaborative planning and collective action part of the community's "DNA"**
- 2 Small population, 18,671, with close-knit towns and neighborhoods**
- 3 Sense of belonging – shared faith that all residents' needs will be better met through a commitment to work together to improve outcomes for all children, youth and families**





THANK YOU TO
OUR PLANNERS
AND
CHANGEMAKERS



KCLMB BOARD:

Shelly Neal-Edwards, Chair
William J. Clark, Vice Chair

Myra Butler

Annie Woodall

Deeann Jones

Herbert Dennis

Jamie Barrett

Janice Steffy & Vandrick Hamlin

John Schratwieser

Kathryn Dilley & Sherone Lewis

Shelley Heller

William J. Webb & Gail Yerkie

Teverly Swinson

Wanda Boyer



GUIDING COALITION:

Arlene Lee

Lisa Starkey

Latoya Johnson

Liz Gross

Shelia Lomax

Pat Nugent

Mary Walker

COLLABORATIVE PLANNING PROCESS



Community Engagement and Input Gathering:

- 4** Turn the Curve data discussions with the Kent County Local Management Board and Guiding Coalition
- 136** Survey respondents – 50% community residents
- 78** Focus group participants including youth who provided direct input through 4 session into our needs assessment and asset/gap analysis
- 4** Key Informant interviews
- 75+** Community Action Planning participants including youth and their families with lived and living experience
- 850** Online survey participants about transportation needs
- 8** Youth Voice participants including middle to high age youth



Vision and Leadership:

- Local Management Board** – 12 leaders
- Guiding Coalition** – 10 additional leaders



Data and Quantitative Analysis:

- ▶ **United Way of Kent County's** 2017 Comprehensive Needs Assessment
- ▶ **Maryland Rural Development Corporation** Community-Wide Needs Assessment 2016-2019
- ▶ **KCLMB** Data Audit
- ▶ **Maryland Department of Juvenile Services**, Kent County Case Management Program

Total: 1,155+

KENT COUNTY'S BIGGEST CHALLENGES

TRANSPORTATION



AFFORDABLE HOUSING



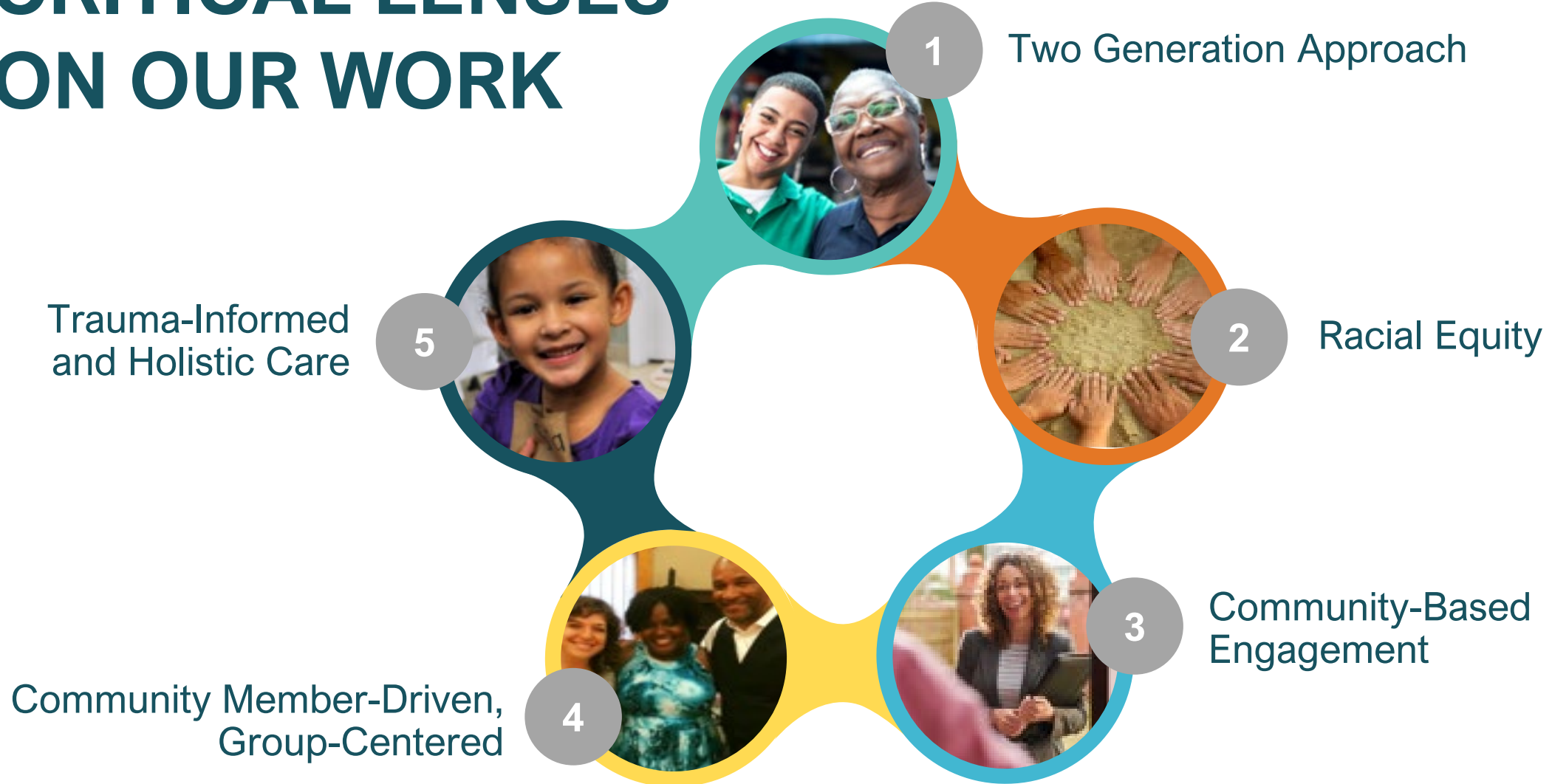
CHILDCARE



ACCESS TO HEALTHCARE



CRITICAL LENSES ON OUR WORK



FY 2020 – FY 2022

COMMUNITY PLAN



VISION:

Equitable access, shared assets, full opportunity.

MISSION:

Harness our collective strengths to enable Kent County youth and families experiencing poverty to build resiliency and thrive.

PRIORITIES

- 1 Focus on economic security and mobility for 600-900 youth and their families impacted by poverty
- 2 Start by addressing the basic needs of youth and their families experiencing poverty
- 3 Strengthen Systems of Care by increasing organizational capacity and collaboration among providers
- 4 Support proven programs and innovative approaches led by individuals and organizations willing to upend the status quo

RESULTS:



Children are successful in school



Youth have opportunities for employment or career readiness

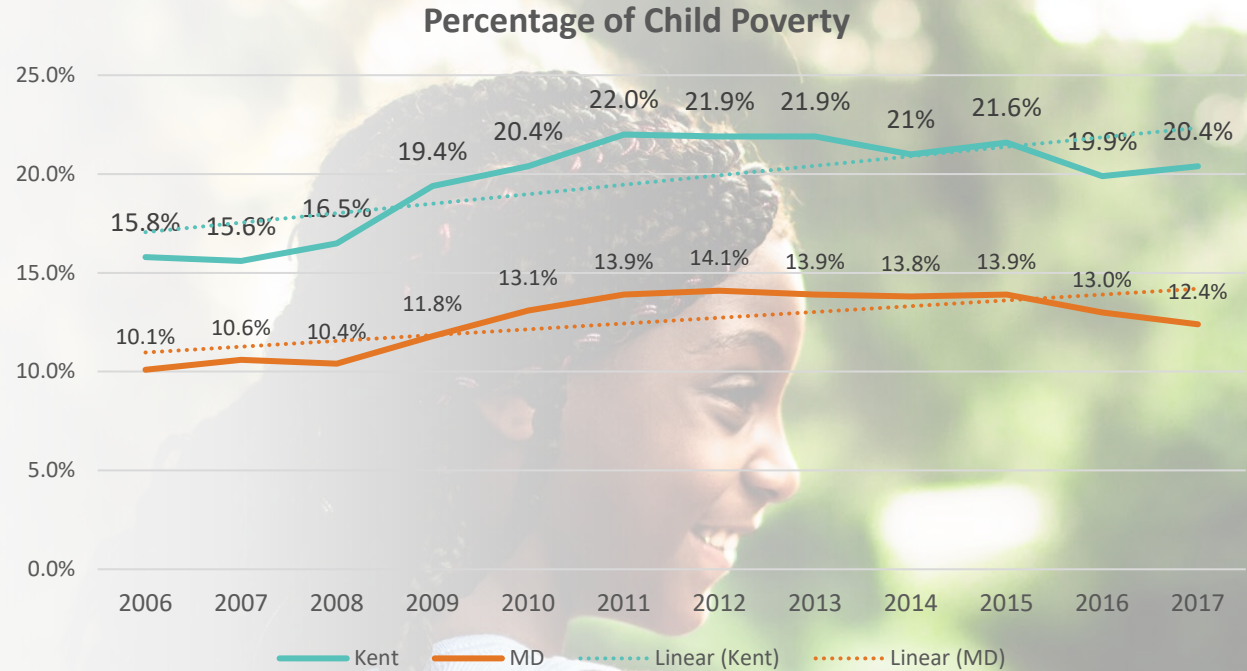


Families are safe and economically stable

“Wrapping our Arms” around our Youth Impacted by Poverty

Based on our community needs assessment and planning sessions over the past two years – which included analysis of input gathered from local data, key informant interviews, youth focus groups, surveys and community forums – **we are laser-focused on leveraging the resources of our multi-sector partners and community members to address child poverty in Kent County.** Increasing child poverty rates coupled with declining child demographics rates has resulted in a concentration of poverty and the associated negative impacts for too many of Kent County’s children.

Given our small population and close-knit neighborhoods and towns, we can “turn the curve” by providing direct outreach and customized support to the 600-900 estimated youth, and their families, experiencing poverty in our community. Together, we can lift each other up and ensure every child, youth and family in Kent County has equal access to achieve their full potential.



U.S. Census Bureau Small Area Income and Poverty Estimates for MD and Kent County

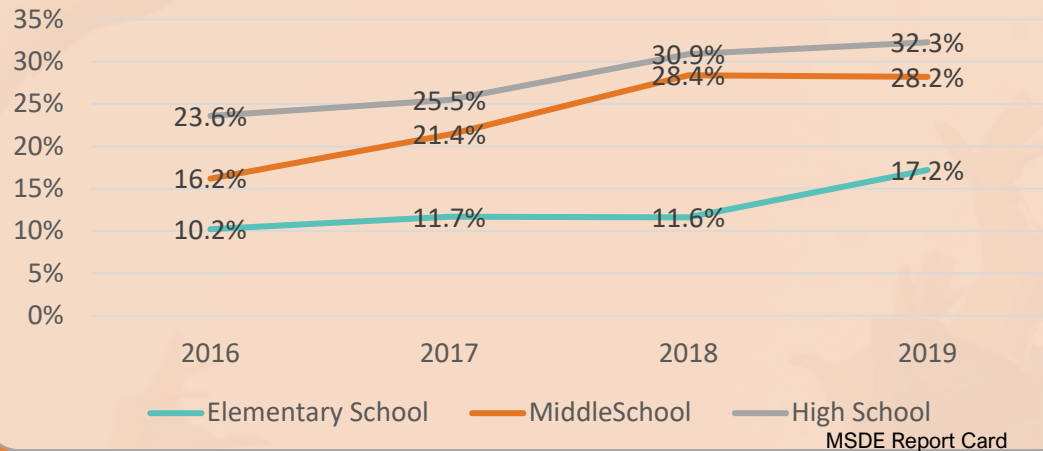
We are proposing that our community band together to slash child poverty in half – that means we move about 300 children above the poverty threshold. This is a feasible number of kids we can wrap our arms around. For this County and this community, it’s not a heavy lift. – Rosemary Ramsey Granillo



CHILDREN ARE SUCCESSFUL IN SCHOOL



CHRONIC ABSENTEEISM RATES BY GRADE



BECAUSE STUDENTS REARED IN POVERTY BENEFIT THE MOST FROM BEING IN SCHOOL, ONE OF THE MOST EFFECTIVE STRATEGIES FOR PROVIDING PATHWAYS OUT OF POVERTY IS TO DO WHAT IT TAKES TO GET THESE STUDENTS IN SCHOOL EVERY DAY.

Robert Balfanz, Vaughan Byrnes, *"The Importance of Being in School"*

RESULT

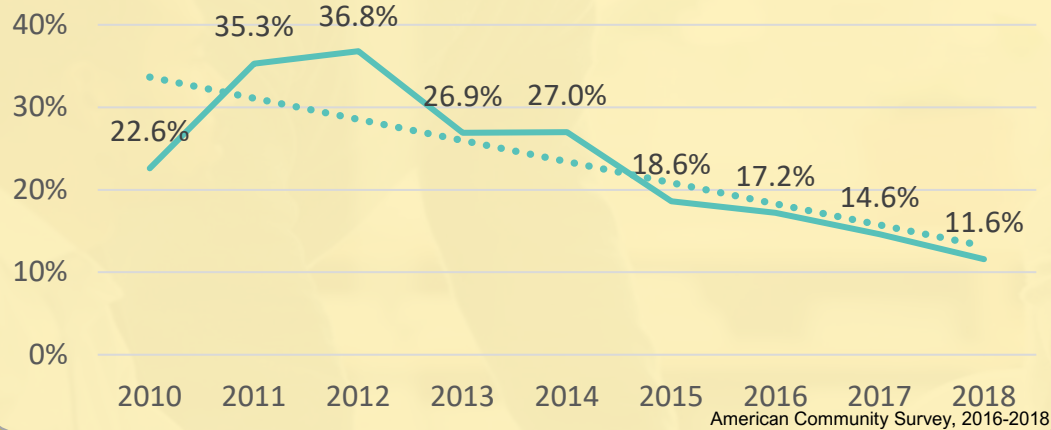
1

To succeed in school and life, children need to attend school daily. Chronic absenteeism is commonly defined as a student having missed at least 10 percent of the school year. Kent County's increasing absenteeism rates* require a community-wide response and commitment to addressing the barriers that keep children from attending school and helping to support improvements in Kent County Public Schools.



YOUTH HAVE OPPORTUNITIES FOR EMPLOYMENT OR CAREER READINESS

KENT COUNTY UNEMPLOYMENT RATE FOR AGES 16-24



YOUNG ADULTS WHO ARE ON CAREER PATHWAYS INCREASE THE ENTIRE COMMUNITY'S ABILITY TO ACHIEVE ECONOMIC MOBILITY AND SECURITY.

Opportunity Nation

RESULT 2

1
Employment opportunities in Kent County have become increasingly available over the past 10 years. However, young people must be prepared to take advantage of those opportunities, especially those requiring specialized skills and pay a living wage. As Kent County looks toward recovery efforts post-COVID-19, the gains in youth employment opportunities will likely be lost. It will be vital to keep youth connected to employment and career development opportunities for Kent County's full recovery and positive, long-term outcomes.



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Youth Voice Sessions February 2020

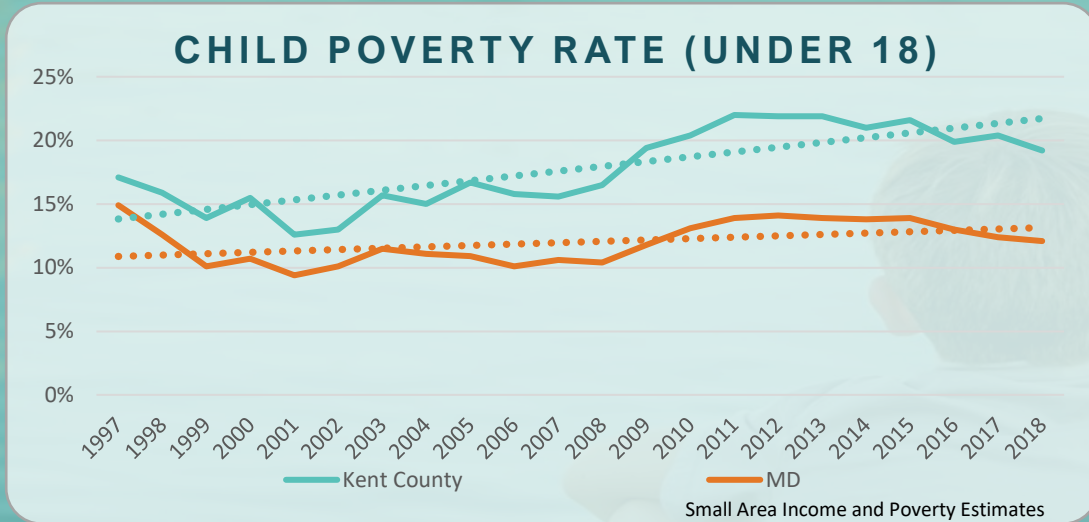
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During two youth-led virtual discussions with their peers, middle and high school aged youth shared views on their future and the kinds of opportunities they want to get the education, skills and resources they need to obtain the jobs and futures they want. Below is a brief **summary of their feedback**:

- Majority have aspirations for post-secondary education with many aiming for college and a few interested in military service
- Youth in grades 6-8 reported that there is not a lot of conversation at school about the future and would like to have the opportunity to talk about it
- Youth in grades 9-12 would like opportunities to speak with professionals and have internships in fields in which they are interested
- The middle school aged youth would like to see more sports teams and clubs at the middle school
- In a perfect world, youth want to live in a community that is more inclusive, free of racism and where community members have access to the resources they need



FAMILIES ARE SAFE AND ECONOMICALLY STABLE



RESULT 3

Feedback from community members urgently voiced a desire for safe and economically stable families as the effects of concentrated child poverty become more pronounced. With new issues and challenges presented by COVID-19, we are prioritizing child poverty as an important indicator of societal and child well-being. KCLMB and its partners are actively coordinating services and sharing resources to address the basic needs of low-income families and provide supports and interventions that are essential to mitigating the negative impacts of poverty and building resiliency.

CHILDREN LIVING IN POVERTY ARE MORE LIKELY TO:

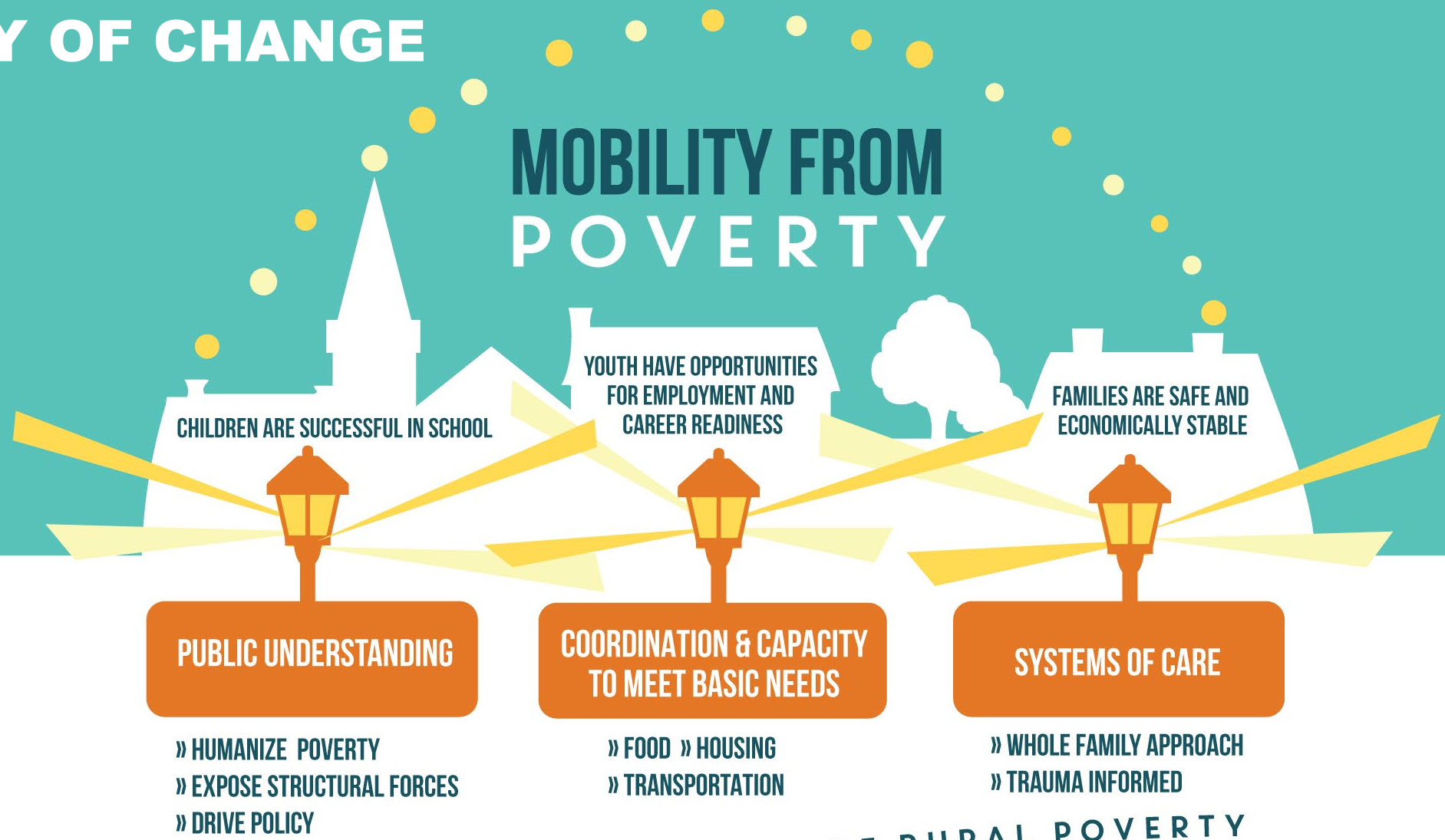
- ▶ HAVE POOR PHYSICAL AND MENTAL HEALTH
- ▶ HAVE A LOW SENSE OF WELL-BEING
- ▶ UNDERACHIEVE AT SCHOOL
- ▶ HAVE EMPLOYMENT DIFFICULTIES IN ADULT LIFE
- ▶ EXPERIENCE SOCIAL DEPRIVATION, STIGMA AND BULLYING AT SCHOOL
- ▶ FEEL UNSAFE

The Children's Society, "What are the effects of child poverty?"

Giedd, J. & (1999). Brain Development during Childhood and Adolescence: A Longitudinal MRI Study. *Nature Neuroscience*, 861-863.
 Wimer, A.C. (2016). Poverty is Not Just an Indicator: The Relationship Between Income, Poverty, and Child Well-Being. *American Pediatrics*, 23-29. 13

THEORY OF CHANGE

MOBILITY FROM POVERTY



CONTEXT: CONCENTRATION OF RURAL POVERTY

EQUAL ACCESS. SHARED ASSETS. FULL OPPORTUNITY.





IMPLEMENTING OUR COMMUNITY PLAN

LOCAL MANAGEMENT BOARD

GUIDING COALITION

COLLECTIVE IMPACT COORDINATOR



SUPPORT AND ALIGN EXISTING COALITIONS

BASIC NEEDS WORK GROUP

RAISE PUBLIC & PRIVATE DOLLARS TO ADDRESS IMMEDIATE AND LONG-TERM NEEDS

EXISTING COALITIONS AND COLLABORATIVES

NAME

AREA(S) OF FOCUS

Eastern Shore School Mental Health Coalition	Children's school-based mental health services
Mid-Shore Behavioral Health/Child & Adolescent Workgroup	Children's mental health services
Chester Valley Ministers Association	Inter faith association to promote charity/services
American Job Center/One Stop	Employment support
MSBH Roundtable on Homelessness	Homeless services
Judy Center	Early childhood development
LDAAC Local Drug and Alcohol Abuse Council	Criminal justice, public health, social services coordination for opioid/other substance use issues
LMB Board	Interagency collaboration
Social Action for Racial Justice	Community equity initiative
KCPS Multi Cultural Committee	School equity initiative
KC Health Coalition	Public health
Mid Shore Pro Bono	Pro bono legal services
Local Care Team	Interagency case planning for children
Multidisciplinary Team	Interagency case planning for adults
Chesapeake Heartland	Public/Community African American history
Chester River Wellness Alliance	KC as wellness destination
Support Our Schools	School reform
Greater Chestertown Initiative	Social and economic development - local policy reform
KC Fiber Project	Providing WiFi hotspots in areas of poverty
Achieving Justice Together	Mediation
Health Initiative	Public health



PARTNERS, PROGRAMS AND ASSETS



- ▶ Youth
- ▶ Community Members
- ▶ Cultural Alliance
- ▶ Behavioral Health Providers
- ▶ Environmental Orgs
- ▶ Chesapeake College
- ▶ Churches
- ▶ Core Service Agency
- ▶ County Administrator and Council
- ▶ Detention Center
- ▶ Faith based organizations
- ▶ Health Department
- ▶ Juvenile Services
- ▶ Local Businesses
- ▶ Racial Justice Activists
- ▶ Parents
- ▶ Parks and Recreation
- ▶ Public Library
- ▶ School System
- ▶ Social Services
- ▶ Washington College
- ▶ Historical Society
- ▶ Law Enforcement
- ▶ League of Women Voters
- ▶ Mentoring Programs
- ▶ Legal Aid Orgs
- ▶ Non-Profits



FY20 – FY23* ACTION PLAN

*With community input, the KCLMB and Guiding Coalition developed core activities focused on effective implementation of the FY20-FY22 Community Plan. It was determined that some of the activities would extend beyond the time horizon of the Community Plan.

- 1 Raise awareness and understanding of poverty in Kent County and the impacts of COVID-19
- 2 Ensure coordination of services to address basic needs
- 3 Expand funding and capacity of the KCLMB to increase navigation services and drive multi-sector collaboration
- 4 Provide youth experiencing poverty opportunities to succeed in school and life by addressing barriers and investing in proven solutions
- 5 Train all service providers in trauma-informed care with a focus on diversity, equity and inclusion



FY 21

ACTION PLAN & ACCOMPLISHMENTS

Goals	Actions and Accomplishments	Lead
1 AWARENESS	National discourse , Chesapeake Heartland discussion on history and policies that drive poverty and/or economic mobility	Washington College, Partner Press Releases
2 BASIC NEEDS	Food Pantry Directory and Supplemental Mobile Pantries, Feeding Initiative, Max SNAP benefits	KCLMB / Saving Hope & KC Community Food Pantry/Minary's Dream Alliance, DHS
3 CAPACITY	Rental Assistance and Homelessness Solutions, 1 st Kent Attainable House completed, 1 st Kent Point in Time Event	Caroline and Kent Housing and Homelessness Solutions, KAH
4 YOUTH OPPORTUNITIES	DCT On Demand rides to vaccine appointments; awareness campaign, going electronic, Shore Regional Health and Choptank Community mobile and Chestertown based services for primary, behavioral, and dental.	KCLMB & DCT, Shore Regional Health
5 TRAUMA & RACE EQUITY	KCLMB's Housing and Transportation Coordinator and the County's Grants Manager and Procurement Manager (seeking candidates)	KCLMB and County Commissioners
	KCLMB partnership with Upper Shore Regional Council to support Housing and Transportation Coordinator's work, including kentcountyrides.com	KCLMB staff, USRC
	Minary's Dream Alliance; Hip Hop Time Capsule Internship, Trojan Influence After School Program – both include transportation	Minary's Dream Alliance, KCMS, KCLMB
	Confess Project, Somatic Abolition 9 month Series, ACES trainings within KCPS & Healthy Families	KCLMB & KCPS

FY 2022

ACTION PLAN



Goal	Action	Lead
Raise awareness and understanding of poverty in Kent County	Share stories and data with town and county elected officials and advocate for policies to support youth and families experiencing poverty, especially those most adversely affected by COVID-19	KCLMB Staff/Board/GC/UW
	Engage youth, individuals and families with lived and living experience in all aspects of our collaborative	KCLMB Staff/Board/GC
	Host accessible and inclusive community conversations and trainings to increase understanding and collectively address the complex challenges faced by local children and families experiencing poverty	KCLMB Staff/Library/Social Action for Racial Justice Committee/ CVMA
	Include media outlets in information, data sharing and community conversations to encourage reporting on issues related to poverty	KCLMB Staff/Board/GC



ACTION PLAN

Goal	Action	Lead
<p>Ensure coordination of services to address basic needs</p>	Food	
	<p>Coordinate collection and delivery of food using traditional and non-traditional channels</p>	<p>KCPS for students; KCLMB, Saving Hope, KC Comm. Food Pantry and Minarys Dream Alliance for adult family members</p>
	<p>Increase access to SNAP</p>	<p>DSS and KCPS</p>
	<p>Identify strategies within housing and transportation plans that improve access to grocery stores and farmers markets</p>	<p>Basic Needs Work Group</p>
	<p>Launch free and nutritious breakfast and lunch at middle and high school</p>	<p>KCPS</p>
	<p>Provide nutritious food during after-school and summer programs for youth of all ages</p>	<p>KCPS; KCPR</p>
	<p>Increase accessibility to food pantries, especially those in remote or isolated communities and adjacent to major employers</p>	<p>Food Pantries/ KCLMB</p>
	<p>Provide evidence-based education on nutrition and financial literacy</p>	<p>KCHD, 4H, Maryland Extension, Family Support Center</p>
	Housing	
	<p>Provide emergency and transitional housing for youth and families impacted by poverty, especially those most adversely affected by COVID-19</p>	<p>KCLMB, MRDC</p>
	<p>Collect and share data demonstrating needs and gaps in affordable housing</p>	<p>Kent Attainable Housing, Rebuilding Together KC</p>
	<p>Support and strengthen the Point in Time Count and the Homeless Resource Day hosted by DSS to better understand homelessness in the county</p>	<p>Caroline and Kent Housing and Homelessness Solutions</p>
	<p>Establish a policy agenda to encourage local actions to improve affordable housing</p>	<p>Basic Needs Work Group</p>

ACTION PLAN



Goal	Action	Lead
<p>Ensure coordination of services to address basic needs</p>	Transportation	
	Increase transportation to existing out-of-school enrichment activities on the weekends, during the summer and from after-school activities	KCPS/Transportation Task Force
	Push models that use delivery, remote options (like telehealth) and mobile services	Basic Needs Work Group
	Advocate for and manage public transportation efforts in collaboration with affordable housing initiative	Basic Needs Work Group
	Health	
	Support rural healthcare initiative	Basic Needs Work Group/Board/GC
	Technology	
Coordinate with KCIT to advocate for fiber expansion and coverage to areas with low-income families	KCPS and KCIT	

FY 2022

ACTION PLAN



Goal	Action	Lead
<p>Expand funding and capacity of the KCLMB to increase navigation services and drive multi-sector collaboration</p>	Build out role as the resource "hub" for food insecure residents	KCLMB staff
	Raise philanthropic dollars to address the immediate and long-term basic needs of Kent County youth and families	KCLMB staff/ GC/ United Way/Kent Attainable Housing
	Guide and support the Basic Needs Work Group (monthly)	KCLMB staff/Board
	Cultivate and deepen relationships with existing and aligned coalitions and initiatives	KCLMB staff
	Build the capacity of the LMB to effectively implement the Action Plan	KCLMB staff
	Refine the LMB's structure and roles to support alignment with the Community Plan Priorities and Action Plan	KCLMB staff
	Meet with local elected officials to encourage relevant policy changes	KCLMB staff/Board/GC
	Identify funding opportunities for the LMB in collaboration with other partners	KCLMB staff

FY 2022

ACTION PLAN



Goal	Action	Lead
<p>Provide youth experiencing poverty opportunities to ‘break the cycle’ through education and career pathways</p>	<p>Collaborate with partners to increase recreational programming and extra-curricular activities in the community to meet the needs of youth and families experiencing poverty, especially those most adversely affected by COVID-19</p>	<p>KCLMB staff</p>
	<p>Create robust after school programming at all schools in Kent County</p>	<p>KCPS, Parks and Rec</p>
	<p>Engage youth in program design</p>	<p>KCLMB staff, KCMS</p>
	<p>Build the capacity of mentoring, career readiness and leadership programs to serve more youth</p>	<p>KCLMB staff, MD Mentors, Next Generation Scholars</p>
	<p>Work with partners to develop meaningful internship programs in fields and industries of interest to youth</p>	<p>KCLMB staff, Apprenticeship MD Program</p>

FY 2022

ACTION PLAN



Goal	Action	Lead
Train all service providers in trauma-informed care with a focus on diversity, equity and inclusion	Broaden the training in schools to include teachers, administrators, therapists and volunteers	For all Seasons, KCPS
	Train all school staff in trauma informed schools using a racial equity lens	For all Seasons/ KCLMB staff
	Train all major youth service providers	KCLMB



GET INVOLVED



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