

BALTIMORE CITY
**Youth
Data
Hub**

BALTIMORE
**SUMMER
FUNDING
COLLABORATIVE**

FOREVER **15** FUND

**GRADS
2
CAREERS**

**YOUTH
GRANTMAKERS**

**B'MORE
INVESTED**

Baltimore City
Youth
Opportunities
Landscape

A Year of Growth

2023 REPORT TO THE COMMUNITY

BALTIMORE'S
PROMISE

Baltimore's Promise is made possible by the hard work and dedication of its Board of Directors and staff members. Thank you for all you do.

Baltimore's Promise Board of Directors

Matthew Gallagher, President & CEO,
Goldseker Foundation • Board Co-Chair

Lisa Hamilton, President & CEO,
The Annie E. Casey Foundation • Board Co-Chair

Franklyn D. Baker, President & CEO
United Way of Central Maryland • Board Treasurer

Danista E. Hunte, President & CEO
Maryland Philanthropy Network • Board Secretary

John Brothers, President
T. Rowe Price Foundation

Ronald Daniels, President
Johns Hopkins University

Tisha Edwards, Secretary of Appointments
Office of the Governor of Maryland

Robert Embry, President & CEO
Abell Foundation

Mary Beth Haller, Acting Commissioner
Baltimore City Health Department

Bruce E. Jarrell, President
University of Maryland, Baltimore

Carim V. Khouzami, President & CEO
Baltimore Gas and Electric Company

Alysia Lee, President
Baltimore Children & Youth Fund

Mark Lerner, Founding Partner
Chesapeake Partners • Immediate Past Chair

Rachel Garbow Monroe, President & CEO
Harry and Jeanette Weinberg Foundation (ex-officio)

Brian D. Pieninck, President & CEO
CareFirst BlueCross BlueShield

Sonja Santelises, CEO
Baltimore City Public Schools

Shanaysha Sauls, President & CEO
Baltimore Community Foundation

The Honorable Brandon M. Scott, Mayor
City of Baltimore

David Wilson, President
Morgan State University

Julia Baez, Chief Executive Officer
Baltimore's Promise • Ex-Officio

Baltimore's Promise Staff

Executive Leadership Team

Julia Baez, Chief Executive Officer

Bridget Blount, Deputy, Chief Executive Officer

Jasmyne Gilbert, Senior Director, Organizational Culture

Baltimore's Promise Staff

Chanya Anderson, Senior Manager, Youth Grantmaking

Amanda Benjamin, Senior Manager, Coordinated Resources

Melanie DeStefano, Manager, Communications

Janaija Gayden, Administrative Coordinator

Dr. Lindsay Johnson, Director, Learning & Evaluation

Adjoa Oforu-Ameyaw, Senior Manager, Data & Evaluation

Alejandro Perez, Director, Data Infrastructure & Integration

Dr. James Sadler, Director, Research

Nigeria Segure-Watson, Administrative Coordinator,
Funding Innovation

Lizzy Stier, Data Analyst

Billie Sun, Data Analyst

Tiffani Truss, Senior Manager, Youth & Young Adult
Workforce Strategies

Kate Wolfson, Esq., Senior Director, Post-Secondary
Pathways

Initiative Staff

Grads2Careers

Bonita Harrell, Data Technician
(seated at the Mayor's Office of Employment Development)

Doris Jacobs, Program Coordinator
(seated at the Mayor's Office of Employment Development)

Twila Mohammed, Participant Support Coordinator
(seated at Baltimore City Public Schools)

Gerrod Williamson, Recruitment Specialist
(seated at Baltimore City Public Schools)

We are grateful to the Fund for Educational Excellence for serving as the fiscal sponsor of Baltimore's Promise.



TABLE OF CONTENTS

4	Letter from Mark Lerner
5	Letter from Julia Baez
6	2023 Highlights
8	By the Numbers
10	Program Updates
16	Remembering Montaze Cooper
17	Baltimore Youth Data Scorecard





Letter from Mark Lerner, Chair of the Board of Directors

In many ways, Baltimore's Promise emerged from frustration with the status quo. My wife, Traci, and I had been involved with various kinds of philanthropy for decades. It was important work, but when we stepped back, it didn't feel terribly successful. We weren't really moving the needle on providing better opportunities and outcomes for young people.

In 2012, we ended up at dinner with a small group of Baltimore leaders and Tom Tierney, the co-founder of The Bridgespan Group, which advises mission-driven organizations around the world. All of us were committed to supporting Baltimore youth, and the gist of our conversation was: what are we doing wrong?

That dinner launched more and broader conversations. With public- and private-sector leaders, we talked about common goals and how to better align resources, identify overlapping efforts, and share relevant data and assessments. We brought people together who wanted to work collaboratively, and we asked what we could accomplish over a 20-year span.

It's important that, as we began to flesh out what we should do and how we should do it, we focused on Race, Equity, and Inclusion (REI). Even before our formal adoption of an [REI statement](#) in 2017, we understood we could never achieve our cradle-to-career objectives without a "rigorous and sustained focus on eliminating systemic and institutional race-based barriers to opportunity."

From the beginning, we also understood the importance of ensuring community voices steered our work. We have had the brightest, most capable, most passionate people on our Board — and we all have to keep learning. We are so much more effective when we know what the community is saying, and when we develop relationships with community members of all ages. This was true at the beginning, when citywide workgroups helped shape our initial focus. And it is just as true now, as we welcome our first Community Advisory

Board, which includes Board members representing diverse demographics, to broaden connections with Baltimore stakeholders.

Exceptional leaders — first Tomi Hiers and now Julia Baez — have been another not fully appreciated secret to our success. At different stages of the organization's development, they have driven its work and envisioned its potential. They are both extraordinarily talented people who understand our city better than most anyone else. We would not have anywhere near the success or accomplishments that we've seen over the past decade without them.

As Baltimore's Promise looks to the future, we'll always ask the questions: What do our young people need and how can we deliver it? What makes sense? What's scalable? I'm confident we'll see the organization expand. Other groups are now coming to Baltimore to learn about what we're doing, and the resources we've seen coming in recently, from meaningful donors who believe in our work, are staggering. We have the potential and the responsibility to do more to affect the lives of young people across this city.

Stepping down as Chair after more than a decade has prompted some personal reflection. I feel like this has been the defining work of my life. I hope that my children and my grandchildren will see Baltimore's Promise and know that it is the kind of meaningful work that everybody should be doing. I am so proud of this organization, built on data, a collective-impact approach, and a fierce commitment to Baltimore's youth to begin breaking that frustrating status quo. Baltimore's Promise's leaders are visionaries. It has been an honor to have served this organization and I'm optimistic about the foundational strength I see when I look to our new leadership team, confident of their commitment with our future in their extraordinarily capable hands.

A handwritten signature in black ink, consisting of a stylized, cursive name.





Letter from Julia Baez Chief Executive Officer

Baltimore's Promise has long worked toward a goal of equitable outcomes for youth, centering our commitment to racial equity in that work. I'm proud that we have made great progress in our initiatives, data resources, and programming.

But there was more work to be done inside the organization, and in 2023, we took action within Baltimore's Promise's own governance. Shifting the structure of our Board of Directors was an important next piece of the puzzle as we work to ensure our entire organization is living out our fundamental commitments to racial equity and equitable outcomes.

Most importantly, in 2023, we established a Community Advisory Board, or CAB, to both advise and share decision-making with our existing Board.

Selected from dozens of applicants, the CAB's 10 members, half of them 24 or younger, are already busy learning more about Baltimore's Promise and how we work. In June, the CAB will meet with our Board of Directors, voting as equals on our budget and organizational strategy.

This is not performative inclusion. It is a vital step toward shared power and decision-making, bringing Baltimoreans who experience the programs to the table to help decide where and how we invest precious capital. It's time to stop doing things in the same way to get the same outcomes. This shift to proximate decision-making will allow us to achieve better alignment in our collective efforts and higher quality opportunities for Baltimore's young people.

This is not an easy change. It dilutes power traditionally held in smaller circles and requires substantial efforts to bring everyone along. We had to change our by-laws to ensure the CAB was not just a workgroup, but part of our DNA — defining who we are as an organization. But as we take on this innovative approach to widening the governance structure, we have heard from groups around the country interested in learning from our efforts.

// These efforts, and others here in Baltimore and across the country, have generated valuable lessons about how to create true community partnerships — the kind that ultimately lead to better outcomes for young people."

In fact, this shift is based on years of groundwork and programming experience. From its founding a decade ago, the [Summer Funding Collaborative](#) ensured community stakeholders informed the allocation of resources. When we launched [Grads2Careers](#) eight years ago, young people and community leaders helped select our first cohort of grantees. In the [B'more Invested](#) initiative, launched in 2021, community members worked collaboratively with philanthropic leaders to make decisions on grants to community-serving organizations, ensuring our investments met key needs. And our [Youth Grantmakers](#) initiative centers young people in decision-making around \$500,000 in grants to community organizations.

These efforts, and others here in Baltimore and across the country, have generated valuable lessons about how to create true community partnerships — the kind that ultimately lead to better outcomes for young people.

The commitment that drove the creation of the CAB and other changes to our Board is reflected throughout our work and throughout this report. As we move forward in 2024 and beyond, we will use our decade of learnings, an increasingly nuanced trove of data, and a growing focus on shaping policy to create new opportunities for young people to thrive, here in Baltimore and beyond.



2023 HIGHLIGHTS



YOUTH LEADING THE WAY

The second Youth Grantmakers (YGs) cohort launched into its work in 2023, bringing together 10 extraordinary young people ages 16-24, including three from the first cohort.

YG Tony Wilson expressed his hopes for Baltimore in poetry:

*"In a city of youth, vibrant and alive,
Where dreams take flight and hopes survive,
There lie challenges, trials, and strife,
But together we'll weave a tapestry of life."*



[LEARN MORE](#)



NEXT PHASE

This year set the stage for Grads2Careers' next phase, CareerBound. First, a new partnership allows G2C graduates in the healthcare field to earn additional credentials and higher wages.

Plus, a \$1M award from the Maryland State Department of Education will support a new registered youth apprenticeship ecosystem. Across the entire CareerBound initiative, a projected 4,000 students will be served in its first three years.

[READ MORE](#)

EQUITY

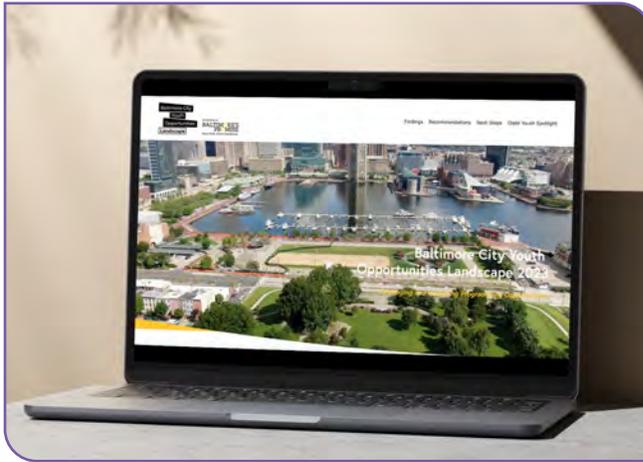
In 2023, the Data Hub made significant strides toward its commitment to equity, including the selection of a data equity consultant to support the work.

MADE for Health Justice awarded the Data Hub a three-year, \$1.2M grant.

[READ OUR REPORT](#)



YOUTH OPPORTUNITIES



[VISIT THE LANDSCAPE](#)

Following up on our inaugural 2021 report, we released our [2023 Opportunities Landscape](#) in November.

At the center of the Landscape is a collaborative data map that highlights where opportunities exist for young people in Baltimore and what opportunity gaps we need to work together to close.

Key findings include a persistent gap in older youth opportunities and an increased post-pandemic focus on health and wellness programs.

BALTIMORE'S PROMISE

Every Child. Infinite Possibilities.

CELEBRATIONS

Bridget Blount was promoted to deputy chief executive officer this summer, after five years at Baltimore's Promise. The newly created position leverages two of her most extraordinary strengths: a passion for harnessing the power of data and an unshakable commitment to empowering Baltimore's young people.



Bridget Blount and Julia Baez



In September, Baltimore's Promise received the Nancy Zimpher Courage in Leadership Award from StriveTogether, a national network of cradle-to-career communities. The award recognizes a network member that *"takes risks, grounds strategies and accountability in data, and lifts up community voice and leadership."*

[READ MORE](#)



BY THE NUMBERS

Our work is to make sure young people in Baltimore have what they need to be successful. We do this by ensuring more funding reaches Black communities and other communities of color — communities that have historically received underinvestment. By building a network that learns from our work and advances it — in Baltimore and beyond. By advocating for policy changes and practices that are human-forward. And by focusing efforts on the greatest gaps in our landscape, including supporting older youth whose needs and potential are often overlooked. That's why we work so closely with the community at the heart of our mission and constantly seek to expand our network of like-minded partners.

Programs Supported by Baltimore's Promise



9,223

youth engaged in programming funded by Baltimore's Promise initiatives



\$5.5 M

in funding invested in those programs, through Baltimore's Promise and partners

Participatory Leadership

455+

community and youth members engaged in decision-making

22

workgroups engaged with by Baltimore's Promise staff

Expanding Our Reach

252

partners connected with in 2023

11

conferences attended by Baltimore's Promise's team





PROGRAM UPDATES

Summer Funding Collaborative



The Summer Funding Collaborative is a partnership of public, private, and nonprofit organizations that share the goal of funding a variety of high-quality programs to engage children and youth, encourage summer learning, and support Baltimore’s next generation as they reach for their full potential.

As Sylvia Witt, a mother of four, reviewed grant applications to the Summer Funding Collaborative (SFC) earlier this year, she mentioned that she didn’t have much background in grantmaking. “But,” she added, “it sure makes a lot of sense to consult your constituents about what they’d like to have happen!”

We agree.

Community reviewers like Sylvia inform funding decisions and help ensure SFC grants reflect the priorities of young people and their families. Over the past five years, more than 500 Baltimore City youth, young adults, parents, and caregivers have helped evaluate applications to the SFC as community reviewers. In 2023, reviewers’ insights directly impacted more than \$2 million in grants to local summer programs.

In response to feedback from programs applying for grants, the application review process for summer 2024 began earlier than in the past, with the community review process starting in December 2023. In 2024, the SFC expects to grant around \$4.2 million to youth-serving summer programs, and reviewers will help steer all funding decisions.



WATCH OUR COMMUNITY REVIEWER VIDEO

Participatory processes are part of the story. We are also working to ensure public and philanthropic grant funding is spent in Black and brown communities to support existing and developing high-quality programs that meet the needs and interests of Baltimore youth.

Visit bmoresfc.org to learn more about the community review process and grant opportunities for your organization.



Grads2Careers



Grads2Careers, a partnership of City Schools, the Mayor's Office of Employment Development, and Baltimore's Promise, creates opportunities for recent Baltimore City Public Schools graduates with no immediate plans for full-time college to prepare for stable, career-track jobs in growing industries.

Since its launch in 2018, Grads2Careers (G2C) has funded more than 900 training slots in high-growth sectors, offering in-depth training and wraparound supports that prepare young people to thrive in stable careers. In 2023, we continued to evolve the model to CareerBound in two ways:

1. A new alumni track for program graduates to earn additional credentials. This work starts with opportunities for CNA/GNA graduates to pursue Patient Care Tech certifications to further their careers and increase their economic mobility;
2. The development of a broad registered youth apprenticeship ecosystem that will provide in-school training and more to Baltimore City high school students.



Other communities are now interested in the model. In June, Baltimore's Promise staff traveled to Norwalk, Conn., to present Grads2Careers to city leaders and regional workforce development stakeholders.

"This is important work, and we're learning from what Baltimore built. Understanding your outcomes and the lessons you've learned along the way helps us launch and scale more quickly and effectively."

— Jennifer D. Barahona, CEO of Norwalk Acts

Interns Drive Workforce Development Change



As of 2023, the Youth Leaders Internship Program has grown into a sustainable initiative funded through the Mayor's Office of Employment Development.

This collaboration marks the next stage of evolution within our initiatives, as we build on past program models — including the Summer Funding Collaborative, B'More Invested, and Youth Grantmakers — to put the power of decision-making into the hands of the youth the office seeks to serve. This program, which

we support along with the Baltimore Workforce Development Board's Youth Committee, started with four young people weighing in on workforce efforts affecting them and their peers during a global pandemic. In July, the program hired nine youth leaders to collaborate with workforce-development practitioners from local youth-serving organizations. Together, they're developing a shared agenda focusing on increasing access to quality, youth-hiring employers and youth-centered wraparound supports, and how to ensure youth voices are included meaningfully in the workforce-development ecosystem.



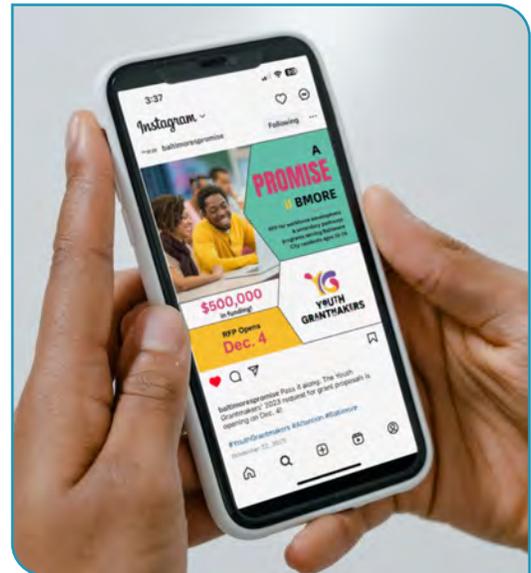
Youth Grantmakers



Youth Grantmakers is a youth co-led grantmaking body that distributes public and private youth-serving resources. The inaugural cohort of YGs — youth from Baltimore City ages 16-24 — developed the grantmaking structure.

This year brought a surge of activity from Youth Grantmakers (YGs). Having awarded \$525,000 to 10 organizations serving older youth in Baltimore City, the first cohort of YGs kept going. They looked for additional ways to support grantees, launched a new fund to meet young people’s needs, and took the stage at a national Cradle-to-Career Network convening to coach others on participatory grantmaking. Their work created more than 400 new opportunities for older youth in Baltimore, helping to close a persistent gap .

The second cohort — 10 brilliant young people ages 17-24, including three returning members of the first cohort — launched into their work in the late summer. Their social media takeover in November drew crowds to our social media platforms. And in December, they released [“A Promise II BMORE,”](#) a chance for organizations focused on workforce and post-secondary employment to apply for funding from a \$500,000 pool.



Cradle-to-Career Network conference attended by Youth Grantmakers and Baltimore’s Promise staff



“This, I believe, is the best way to ensure that we as young people are the writers of our futures.”

– Aissata “Assi” Sy, Youth Grantmaker, Cohort I & II



YGs are hands-on at every step of the grantmaking cycle, working together through the six Youth Grantmaker phases.

In addition to developing the request for proposals, YGs also serve as the program and grant officers, determining the grant criteria and expectations. They work with grantees to identify and provide capacity building efforts that will better serve Baltimore City's 16-24-year-olds as well as address other areas of growth.

In the upcoming second cycle of grantmaking, YGs will allocate \$500,000 to support efforts increasing access to opportunities that put youth and young adults on track to employment through programming such as career exposure, job shadowing, job readiness, credentialing, internships, apprenticeships, and certification programs.

LEARN MORE

FOREVER 15 FUND



LEARN MORE & DONATE

The Forever 15 Fund is dedicated to helping young people in Baltimore achieve their goals — and get to the finish line. In June, the original cohort of 15 YGs lost one of their members, Montaze Cooper, and created this fund to honor him.

The Forever 15 Fund, co-managed by Baltimore's Promise and the YGs, is about more than financial resources. At a time when countless young people are struggling with mental health, especially after the pandemic, the fund will address those issues head-on. The program will:

- Support older youth experiencing crisis;
- Host an annual community resource fair;
- Collaborate with other youth and community leaders; and
- Work to strengthen policies affecting young people.

In short: it will build out the safety net of responsive, supportive people and organizations ready to catch youth before they fall.



Baltimore City Youth Opportunities Landscape



The Baltimore City Youth Opportunities Landscape is a public and collaborative effort facilitated by Baltimore's Promise to compile, map, and analyze the opportunities available to young people ages 0-24.

Within a week of our posting the [Opportunities Landscape](#) in November, the site had received more than 1,800 visits — demonstrating a profound interest in the most comprehensive view ever of the programs and services available to young people across our city.

Released two years after our inaugural report, the 2023 Opportunities Landscape focused not just on numbers, but also on trends within the data. Gaps in opportunities for older youth persisted, for example, and most of the opportunities available to them were concentrated in summer months. Academic enrichment was again the focus area with the greatest number of programs and, interestingly, there were five times the number of programs focused on health and wellness, compared with 2021.

We know how important this kind of data is to Baltimore. Our last Opportunities Landscape, issued in 2021, helped identify significant gaps in opportunities for older youth. Over the past two years, this finding led to meaningful changes, shifting the work of the Summer Funding Collaborative (SFC) and helping to launch the Youth Grantmakers. In addition, our 2021 focus groups with youth and parents/caregivers led to six themes that are now used as a rubric for SFC's programs: accessibility, engaged and professional staff, youth-focused, safe spaces, exposure and diverse experiences, and skill and knowledge building.

We released this year's Opportunities Landscape with the goal of continuing drive positive change for all youth in Baltimore.

**VISIT THE YOUTH
OPPORTUNITIES
LANDSCAPE**

The cover features a blue background with a white circular graphic containing two photos: one of a young person writing and another of a group of youth sitting on a lawn. The text on the cover includes the Baltimore City Youth Opportunities Landscape logo, 'An Initiative of BALTIMORE'S PROMISE Every Child. Infinite Possibilities.', the title 'Baltimore City Youth Opportunities Landscape', the subtitle 'Cataloging and Analyzing Programming Opportunities', and the year '2023'.

Recommendations from our 2023 Opportunities Landscape include:

- Continuing to increase high-quality opportunities for youth.
- Building a more systematic and coordinated approach to data collection.
- Ensuring equitable access to resources and support for youth across the city.
- Empowering youth to effectively advocate for change.



Baltimore City Youth Data Hub



The Data Hub is an integrated system that links data from youth-serving organizations into an anonymous system subject to community oversight and strict guidelines. It will allow for more informed decisions as partners create and implement programs and policies designed to eliminate disparities and achieve equitable outcomes for Baltimore’s youth and families.



LEARN MORE

The Baltimore City Youth Data Hub was formally established through state legislation just a year ago, but it’s already grabbing the attention of national actors. In August, MADE for Health Justice, which supports data-driven initiatives advancing racial justice and health equity, committed \$1.2 million over three years to support the work.

The Data Hub will allow public and youth-serving organizations — including Baltimore City, Baltimore City Public Schools, and Baltimore’s Promise — to share data for the first time through an inclusive process that centers principles of anti-racism, equity and community power.

In 2022, the mayor and the City Schools CEO formally selected Baltimore’s Promise to serve as the Data Hub Manager. The Data Hub’s focus on equity and community engagement deepened in 2023, including through the hiring of a data equity consultant and the publication of its first annual report, [“Unlocking New Opportunities for Baltimore Youth.”](#)

Up next, the Data Hub will recruit a Community Research and Action Committee to help set the initiative’s agenda, increase local awareness of the work, generate community feedback, and advance changes that matter most to Baltimore communities.

“Baltimore is poised to build an innovative, community-centered data ecosystem [that] will benefit young people in Baltimore City and beyond, as cities across the country learn from Baltimore’s journey,”

— Dr. Jamila Porter, principal investigator, MADE for Health Justice and chief of staff, the de Beaumont Foundation





Anyone who knew Montaze Cooper recognizes his regular sign-off. It’s an expression that captures the intention that drove his life and work, including his passion for creating better opportunities for Baltimore youth.

Montaze, who passed away last summer, was an inspiration and beacon of light to countless people he encountered across his 23 years. His relationships were intergenerational, diverse, and deep. As a member of the inaugural group of [Youth Grantmakers](#), as an author, as an entrepreneur, as an advocate for young people in Baltimore, and as a friend and colleague, Montaze made an indelible impression and an enduring impact.

When the second cohort of Youth Grantmakers released their RFP in 2023, they paid tribute to his influence with the tagline, “BMORE on Purpose.” Describing how Montaze inspired them to live more honestly, intentionally, and empathetically, they challenged applicants to describe how their programs also meet that standard.

In coming years, their grants, the [Forever 15 Fund](#), and a community resource fair held annually on Montaze Cooper Day (June 20) will exemplify how we hope to carry and live up to his legacy — **on purpose**.



BALTIMORE YOUTH DATA SCORECARD

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 indicator groups tracks a different community-level outcome along the Cradle-to-Career Continuum. Collectively, the dashboard includes 23 indicators to measure the well-being of youth from 2009 to 2023, 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. The Data Scorecard offers communities and stakeholders the ability to easily access information that can lead to actionable insights as well as shape decision-making and advocacy.

In this report is a downloadable, PDF version of these metrics and trends over time. The online, interactive version of the Data Scorecard can be found on the Baltimore’s Promise website and includes visualizations, additional analysis, and downloading capability. The online version is updated throughout the year as public data becomes available.



Engage with Baltimore’s Promise’s interactive Data Scorecard
at baltimorespromise.org/datascorecardmain.



2023 BALTIMORE YOUTH DATA SCORECARD SNAPSHOTS



BABIES BORN HEALTHY

Overall maternal and infant health outcomes in Baltimore have improved over the past decade. Teen birth rates have declined 51% since 2010. During this same time period, the percentage of mothers who have access to early prenatal care has slightly increased and is now higher than it's been in the past seven years. The rate of infants born with a low birth weight has remained steady in the past decade at around 12%. Statewide, the rate of maternal deaths decreased 25% between the 2009-2013 timespan and the 2014-2018 timespan. However, Maryland's maternal mortality rates remain consistently higher for Black mothers than White mothers, a racial gap that exists in most other maternal and infant health outcomes. For example, in Baltimore City, the infant mortality rate was 3.4 times higher for infants of African American mothers compared to infants of White women in 2020.



KINDERGARTEN READINESS

Research from the Baltimore Education Research Consortium (BERC) has shown that Kindergarten Readiness results are highly correlated with other measures of success, including literacy, attendance, and standardized test results. The rate of children in Baltimore entering kindergarten who demonstrate readiness has continued to decline over the past five years, decreasing from 41% in 2018 to 33% in 2023, as measured by the Kindergarten Readiness Assessment (KRA). Furthermore, Baltimore City's readiness results are lower than the state, where 42% demonstrated readiness on the KRA in 2023.



GRADE LEVEL ACHIEVEMENT

The Partnership for Assessment of Readiness for College and Careers (PARCC) was replaced by the Maryland Comprehensive Assessment Program (MCAP) in the 2019-2020 school year. However, due to the coronavirus pandemic, the state of Maryland did not administer the MCAP in 2019-2020 and returned to regularly scheduled testing in the 2021-2022 school year. Prior to the pandemic, the percent of students in Baltimore scoring Proficient or above on the PARCC reading and math assessments were significantly lower when compared to the state, particularly for BIPOC students. This has remained consistent with the new MCAP scores. Compared to pre-pandemic results, 3rd and 8th grade English Language Arts proficiency has increased while 3rd and 8th grade Math proficiency has decreased in Baltimore City.



HIGH SCHOOL GRADUATION

The four-year rate of students graduating high school in Baltimore has decreased slightly in the past years, moving from 72.2% in 2018 to 68.7% in 2022. Since 2015, the percentage of students statewide graduating high school has been between 15 and 18 percentage points higher than the percentage of students in Baltimore graduating high school. There are significant disparities in high school graduation rates for young men when compared to young women in Baltimore; in 2022, young women were over 20% more likely to graduate high school than young men.



COLLEGE AND CAREER READINESS

Youth unemployment rates and the percentage of Opportunity Youth, youth not working or in school, have declined over the past five years. Despite the effects of the pandemic, the rate of Opportunity Youth in the city in 2022 is equal to the rate in 2019 (13.4%), both tied for the lowest rate of Opportunity Youth seen in the past seven years and much lower than the 21.3% rate seen in 2015. The gap in the Opportunity Youth rate between Black youth and White youth has decreased considerably over the years in large part to both a decrease in Black Opportunity Youth and an increase in White Opportunity Youth, with a 16.3 percentage point difference in 2019 compared to a 4.8 percentage point difference in 2021.

The median earnings for adults 25 years and over in 2021 was \$48,306, an increase of 13% since 2017. Adults without a high school diploma earned the least compared to adults with a high school diploma or higher degree. Adults with some college or associate degree earned almost \$8,000 per year more than adults whose highest level of education is a high school diploma or equivalent. The data demonstrates the high correlation between education and wages. Our work with Grads2Careers has shown that increased job training after high school can improve wage outcomes for young people in the city.



2023 BALTIMORE YOUTH DATA SCORECARD

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



Outcome 1: Babies Are Born Healthy

	2017	2018	2019	2020	2021	Trend**
Infant Mortality Rate - Maryland <i>Infant deaths per 1,000 live births</i>	6.50	6.10	5.90	5.70	6.10	↓
Infant Mortality Rate - Baltimore City	8.70	9.20	8.80	10.30	7.50	↓
Infant Mortality Rate - Black (Non-Hispanic)	12.20	13.40	11.40	14.00	11.40	↓
Infant Mortality Rate - Hispanic	*	*	6.30	7.20	*	↓
Infant Mortality Rate - White (Non-Hispanic)	2.90	3.00	4.40	4.10	*	↓
Low Birthweight - Maryland <i>% of births with infants weighing 5.5 lbs. or less</i>	8.9%	8.9%	8.7%	8.5%	8.9%	▬
Low Birthweight - Baltimore City	12.4%	11.9%	12.2%	11.6%	11.9%	↓
Low Birthweight - Black (Non-Hispanic)	15.6%	14.9%	15.7%	14.8%	15.7%	↑
Low Birthweight - Hispanic	8.5%	9.1%	6.5%	6.9%	7.3%	↓
Low Birthweight - White (Non-Hispanic)	7.2%	7.0%	7.5%	7.6%	7.1%	↓
Early Prenatal Care - Maryland <i>% of Births to Mothers Receiving First Trimester Prenatal Care</i>	69.6%	70.0%	69.9%	70.2%	71.8%	↑
Births to Mothers with Early Prenatal Care - Baltimore City	67.1%	64.4%	64.7%	67.1%	68.1%	↑
Births to Mothers with Early Prenatal Care - Black (Non-Hispanic)	65.2%	61.7%	64.6%	68.2%	66.4%	↑
Births to Mothers with Early Prenatal Care - Hispanic	53.4%	56.0%	44.4%	41.4%	43.2%	↓
Births to Mothers with Early Prenatal Care - White (Non-Hispanic)	75.9%	73.6%	73.8%	76.8%	83.5%	↑
Late or No Prenatal Care - Maryland <i>% of Births to Mothers Receiving Late or No Prenatal Care</i>	7.5%	7.3%	7.5%	6.5%	6.5%	↓
Births to Mothers with Late or No Prenatal Care - Baltimore City	8.0%	8.3%	9.9%	7.0%	7.6%	↓
Births to Mothers with Late or No Prenatal Care - Black (Non-Hispanic)	9.0%	8.8%	10.0%	6.9%	6.7%	↓
Births to Mothers with Late or No Prenatal Care - Hispanic	7.9%	11.0%	15.1%	12.0%	18.0%	↑
Births to Mothers with Late or No Prenatal Care - White (Non-Hispanic)	5.9%	6.3%	7.9%	4.6%	4.1%	↓

* Results not reported due to small sample size.

** Trend is comparing the most recent data and the data closest to 5/6 year trend.



2023 BALTIMORE YOUTH DATA SCORECARD



Outcome 1: Babies Are Born Healthy

	2017	2018	2019	2020	2021	Trend**
Teen Birth Rate - Maryland <i>Live births per 1,000 females aged 15-19</i>	14.20	14.10	13.90	13.00	11.30	↓
Teen Birth Rate - Baltimore City	28.90	29.80	27.80	28.50	26.20	↓
Teen Birth Rate - Black (Non-Hispanic)	32.90	33.70	29.40	30.80	25.40	↓
Teen Birth Rate - Hispanic	64.50	72.10	74.10	76.00	94.10	↑
Teen Birth Rate - White (Non-Hispanic)	9.70	8.40	12.20	10.60	7.80	↓

	2009-2013	2014-2018	Trend
Maternal Mortality (Statewide) - Maryland <i>Maternal deaths per 100,000 live births</i>	24.50	18.40	↓
Maternal Mortality Rate - Black (Non-Hispanic)	39.80	35.10	↓
Maternal Mortality Rate - White (Non-Hispanic)	20.40	8.80	↓



Outcome 2: Children Enter Kindergarten Ready to Succeed in School

	2019	2020	2022	2023	Trend
KRA Results - Maryland <i>% of students with a KRA composite score of Demonstrating Readiness</i>	47.0%	47.0%	40.0%	41.6%	↓
KRA Results - Baltimore City	39.0%	37.0%	25.0%	33.0%	↓
KRA Results - Black/African American	38.0%	37.0%	23.0%	34.0%	↓
KRA Results - Hispanic/Latino	26.0%	20.0%	13.0%	19.0%	↓
KRA Results - White	61.0%	62.0%	51.0%	57.0%	↓



2023 BALTIMORE YOUTH DATA SCORECARD



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

	2017	2019	2022	Trend
NAEP Math - Grade 4 - Maryland <i>% of students who scored Proficient or above</i>	42.3%	39.1%	31.1%	↓
NAEP Math - Grade 4 - Baltimore City	13.9%	15.1%	7.2%	↓
NAEP Reading - Grade 4 - Maryland	40.2%	35.1%	30.6%	↓
NAEP Reading - Grade 4 - Baltimore City	13.3%	12.8%	10.3%	↓
NAEP Math - Grade 8 - Maryland	32.6%	32.6%	24.7%	↓
NAEP Math - Grade 8 - Baltimore City	10.9%	10.1%	8.1%	↓
NAEP Reading - Grade 8 - Maryland	37.6%	36.0%	32.8%	↓
NAEP Reading - Grade 8 - Baltimore City	13.3%	14.8%	14.8%	↑

	2019	2022	2023	Trend
PARCC/MCAP Math - Grade 3 - Maryland <i>% of students who scored Proficient or above</i>	42.5%	36.7%	40.3%	↓
PARCC/MCAP Math - Grade 3 - Baltimore City	19.8%	12.3%	16.7%	↓
PARCC/MCAP Math - Grade 3 - Asian	58.8%	59.5%	45.7%	↓
PARCC/MCAP Math - Grade 3 – Black or African American	15.7%	8.1%	12.7%	↓
PARCC/MCAP Math - Grade 3 - Hispanic/Latino of any race	21.9%	10.0%	12.8%	↓
PARCC/MCAP Math - Grade 3 - White	47.5%	48.7%	56.9%	↑



2023 BALTIMORE YOUTH DATA SCORECARD



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

	2019	2022	2023	Trend
PARCC/MCAP Math - Grade 8 - Maryland <i>% of students who scored Proficient or above</i>	12.5%	6.9%	7.5%	↓
PARCC/MCAP Math - Grade 8 - Baltimore City	5.3%	<5%	<5%	↓
PARCC/MCAP Math - Grade 8 - Asian	34.4%	6.7%	21.4%	↓
PARCC/MCAP Math - Grade 8 - Black or African American	5.0%	<5%	<5%	↓
PARCC/MCAP Math - Grade 8 - Hispanic/Latino of any race	5.9%	<5%	<5%	↓
PARCC/MCAP Math - Grade 8 - White	10.7%	14.1%	8.8%	↓
PARCC/MCAP English Language Arts - Grade 3 - Maryland <i>% of students who scored Proficient or above</i>	41.2%	45.8%	48.0%	↑
PARCC/MCAP ELA - Grade 3 - Baltimore City	16.2%	18.9%	24.1%	↑
PARCC/MCAP ELA - Grade 3 - Asian	55.3%	68.8%	50.0%	↓
PARCC/MCAP ELA - Grade 3 - Black or African American	12.7%	15.3%	21.3%	↑
PARCC/MCAP ELA - Grade 3 - Hispanic/Latino of any race	16.6%	14.0%	17.3%	↑
PARCC/MCAP ELA - Grade 3 - White	41.3%	56.1%	60.8%	↑
	2019	2022	2023	Trend
PARCC/MCAP English Language Arts - Grade 8 <i>% of students who scored Proficient or above</i>	12.5%	42.7%	46.8%	↑
PARCC/MCAP ELA - Grade 8 - Baltimore City	5.3%	22.0%	29.0%	↑
PARCC/MCAP ELA - Grade 8 - Asian	34.4%	72.7%	78.4%	↑
PARCC/MCAP ELA - Grade 8 - Black or African American	5.0%	17.5%	25.1%	↑
PARCC/MCAP ELA - Grade 8 - Hispanic/Latino of any race	5.9%	26.2%	28.5%	↑
PARCC/MCAP ELA - Grade 8 - White	10.7%	57.7%	61.6%	↑



2023 BALTIMORE YOUTH DATA SCORECARD



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

	2019	2022	2023	Trend
PARCC/MCAP English Language Arts - Grade 10 - Maryland <i>% of students who met or exceeded expectations - All</i>	42.6%	53.4%	53.5%	↑
PARCC/MCAP ELA - Grade 10 - Baltimore City	16.0%	34.0%	31.2%	↑
PARCC/MCAP ELA - Grade 10 - Asian	73.1%	73.6%	63.0%	↓
PARCC/MCAP ELA - Grade 10 - Black or African American	13.8%	32.8%	29.1%	↑
PARCC/MCAP ELA - Grade 10 - Hispanic/Latino of any race	13.6%	23.6%	26.9%	↑
PARCC/MCAP ELA - Grade 10 - White	50.9%	64.0%	64.6%	↑
PARCC/MCAP Algebra I - Maryland <i>% of students who met or exceeded expectations - All</i>	27.2%	14.4%	17.2%	↓
PARCC/MCAP Algebra I - Baltimore City	9.1%	<5%	6.4%	↓
PARCC/MCAP Algebra I - Asian	42.7%	43.6%	35.3%	↓
PARCC/MCAP Algebra I - Black or African American	6.8%	<5%	<5%	↓
PARCC/MCAP Algebra I - Hispanic/Latino of any race	9.2%	<5%	6.4%	↓
PARCC Algebra I - White	36.6%	26.0%	33.3%	↓



2023 BALTIMORE YOUTH DATA SCORECARD



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

	2018	2019	2020	2021	2022	Trend
Four-Year High School Graduation - Maryland <i>% of HS students who graduated within four years of enrollment</i>	87.1%	86.9%	86.8%	87.2%	86.3%	↓
Four-Year HS Grad - Baltimore City	72.2%	70.3%	70.0%	69.2%	68.7%	↓
Four-Year HS Grad - Asian	95.0%	93.9%	84.9%	91.4%	89.4%	↓
Four-Year HS Grad - Black or African American	73.5%	71.8%	71.9%	70.0%	71.1%	↓
Four-Year HS Grad - Female	78.6%	75.5%	76.5%	74.8%	75.0%	↓
Four-Year HS Grad - Hispanic/Latino of any race	54.9%	51.5%	53.8%	54.6%	51.3%	↓
Four-Year HS Grad - Male	65.2%	64.9%	63.4%	63.1%	62.4%	↓
Four-Year HS Grad - White	72.9%	72.2%	71.7%	77.9%	72.9%	■

	2017	2018	2019	2020	2021	Trend
Five-Year High School Graduation - Maryland <i>% of HS students who graduated within five years of enrollment</i>	89.2%	88.9%	88.9%	88.3%	89.0%	↓
Four-Year HS Grad - Baltimore City	74.8%	75.0%	73.9%	72.4%	72.6%	↓
Four-Year HS Grad - Asian	87.3%	95.0%	93.9%	84.9%	93.1%	↑
Four-Year HS Grad - Black or African American	76.4%	76.4%	75.6%	74.4%	73.5%	↓
Four-Year HS Grad - Female		80.5%	78.3%	78.5%	77.6%	↓
Four-Year HS Grad - Hispanic/Latino of any race	56.3%	58.4%	55.2%	56.4%	59.4%	↑
Four-Year HS Grad - Male		69.1%	69.2%	66.1%	67.2%	↓
Four-Year HS Grad - White	71.8%	74.0%	74.4%	73.3%	79.2%	↑



2023 BALTIMORE YOUTH DATA SCORECARD



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

	2016	2017	2018	2019	2020	Trend
College Enrollment - Maryland <i>% of HS graduates who enrolled in college within 16 months post HS</i>	69.3%	69.0%	69.0%	68.3%	63.1%	↓
College Enrollment - Baltimore City	50.3%	51.0%	53.1%	54.6%	49.6%	↓
College Enrollment - Asian	75.4%	69.4%	82.2%	84.8%	84.8%	↑
College Enrollment - Black or African American	50.2%	50.6%	52.5%	54.5%	49.5%	↓
College Enrollment - Female	55.9%	56.8%	59.7%	62.5%	57.0%	↑
College Enrollment - Hispanic/Latino of any race	24.9%	32.9%	31.9%	35.1%	34.1%	↑
College Enrollment - Male	43.7%	43.8%	44.9%	45.3%	40.6%	↓
College Enrollment - White	62.7%	66.3%	75.0%	70.0%	64.3%	↑

	2016	2017	2018	2019	2020	Trend
Degree Completion - Maryland <i>% of first-time, full-time undergraduates who enrolled in the fall after graduation and completed four-year degrees within six years</i>	65.5%	67.4%	68.8%	71.1%	70.6%	↑
Degree Completion - Baltimore City	24.1%	24.1%	23.4%	25%	28%	↑

	2018	2019	2021	2022	Trend
Opportunity Youth - Maryland <i>% of youth (16-24) not in school and not working</i>	10.8%	10.4%	11.5%	10.1%	↓
Opportunity Youth - Baltimore City	18.7%	13.4%	15.7%	13.4%	↓
Opportunity Youth - Asian	2.9%	3.3%	0.5%	2.7%	↓
Opportunity Youth - Black or African American	25.0%	18.5%	21.2%	15.6%	↓
Opportunity Youth - Hispanic	3.7%	14.5%	3.5%	7.5%	↑
Opportunity Youth - White	7.2%	2.2%	5.2%	10.8%	↑



2023 BALTIMORE YOUTH DATA SCORECARD



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

	2016	2021	Trend
Unemployment Rate: Ages 16-24 - Maryland <i>% of youth in age ranges not employed</i>	15.4%	12.9%	↓
Unemployment Rate: Ages 16 to 19 - Baltimore City	30.8%	26.1%	↓
Unemployment Rate: Ages 16 to 24 - Baltimore City	22.4%	17.2%	↓
Unemployment Rate: Ages 20 to 24 - Baltimore City	19.9%	14.2%	↓

	2017	2018	2019	2021	Trend
Median Earnings by Education – Baltimore City, All Estimates among population 25 years and over	\$42,667	\$44,706	\$43,374	\$48,306	↑
Less Than High School Graduate	\$25,977	\$28,309	\$24,615	\$24,742	↓
High School Graduate or Equivalent	\$30,954	\$32,904	\$33,243	\$33,252	↑
Some College or Associate's Degree	\$37,017	\$38,640	\$37,375	\$41,008	↑
Bachelor's Degree	\$57,462	\$59,547	\$58,027	\$55,581	↓
Graduate or Professional Degree	\$73,857	\$69,999	\$74,546	\$76,393	↑

Gender Differences in Median Earnings by Education - Baltimore City, All Estimates of how much more males 25 years and over earn than females	\$5,714	\$5,806	\$5,718	\$3,797	↓
Less Than High School Graduate	\$4,478	\$11,230	\$7,483	\$2,225	↓
High School Graduate or Equivalent	\$4,359	\$792	\$8,321	\$4,224	↓
Some College or Associate's Degree	\$4,739	\$9,198	\$6,628	\$11,559	↑
Bachelor's Degree	\$11,383	\$10,823	\$13,323	\$15,069	↑
Graduate or Professional Degree	\$16,588	\$20,079	\$8,796	\$10,759	↓



BALTIMORE'S
PROMISE

Every Child. Infinite Possibilities.