

The Center For
Restorative Change

2023 Annual Report



It takes **COMPASSION**



It takes **COMMITMENT**

CHANGEMAKERS NEEDED



It takes **CHANGEMAKERS**

Mission

Advance social justice through **mutually transformative** community-university partnerships.

Vision

All communities will be **equitable** and promote well-being, self-determination, and individual and collective power.

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Letter from our Executive Director

Dear Friends,

After enduring two long years of disruption, students, parents, community members, and educators are relieved to see many aspects of community and classroom normalcy returning. However, they are also grappling with exhaustion as they confront several daunting realities: significant learning loss, growing inequities, and the lingering effects of trauma due to systemic racism.

The nonprofit sector nationally and in Baltimore City now faces enormous challenges that demand adaptability. These challenges range from staffing shortages to effective resource management. Strategies that worked well in the past are proving inadequate for the current context.

This is a critical moment that calls for visionary and inclusive leaders who can approach problems in fresh and innovative ways. As a result, the Center for Restorative Change is experimenting and identifying new solutions and implementing transformative changes that harness the full potential for systemic improvements.

After pivoting in the face of COVID and other headwinds, our team is working relentlessly to position us to thrive in a fundamentally different world. **We are continuing to center our work around antiracism and anti-oppression to develop infrastructure that will let us grow quickly and with quality,** and above all, lay the conditions for long-term sustainability and collective impact.

During the 2022-2023 school year, our team saw and experienced important momentum. For example, significant progress was made with our new Family Support Center. In addition, the Center was **awarded numerous federal grants totaling more than \$7.5M to enhance and sustain our work** in community schools and prepare the next generation of mental health service professionals in our field.

Our mission is to promote social justice by fostering mutually transformative partnerships between our community and the university. As a **backbone organization**, we are dedicated to serving the communities we work with and sharing our unwavering commitment to antiracism and anti-oppression. Through these shared values, we aim to create a lasting, positive impact in the communities we serve.

As we look ahead to the 2023-2024 school year, we are incredibly grateful for the champions who have supported us from the beginning – and the new champions who are helping us define a new era.

In partnership,



Wendy E. Shaia, EdD., MSW
Clinical Associate Professor and Executive Director
Center for Restorative Change

About the Center for Restorative Change

What is The Center for Restorative Change?

The Center brings together the expertise and resources of two of UMBSSW's longest-standing community outreach initiatives, Promise Heights and the Social Work Community Outreach Service (SWCOS) under one unique entity, which will help further the School's mission to advance social justice and promote the well-being of individuals and communities.

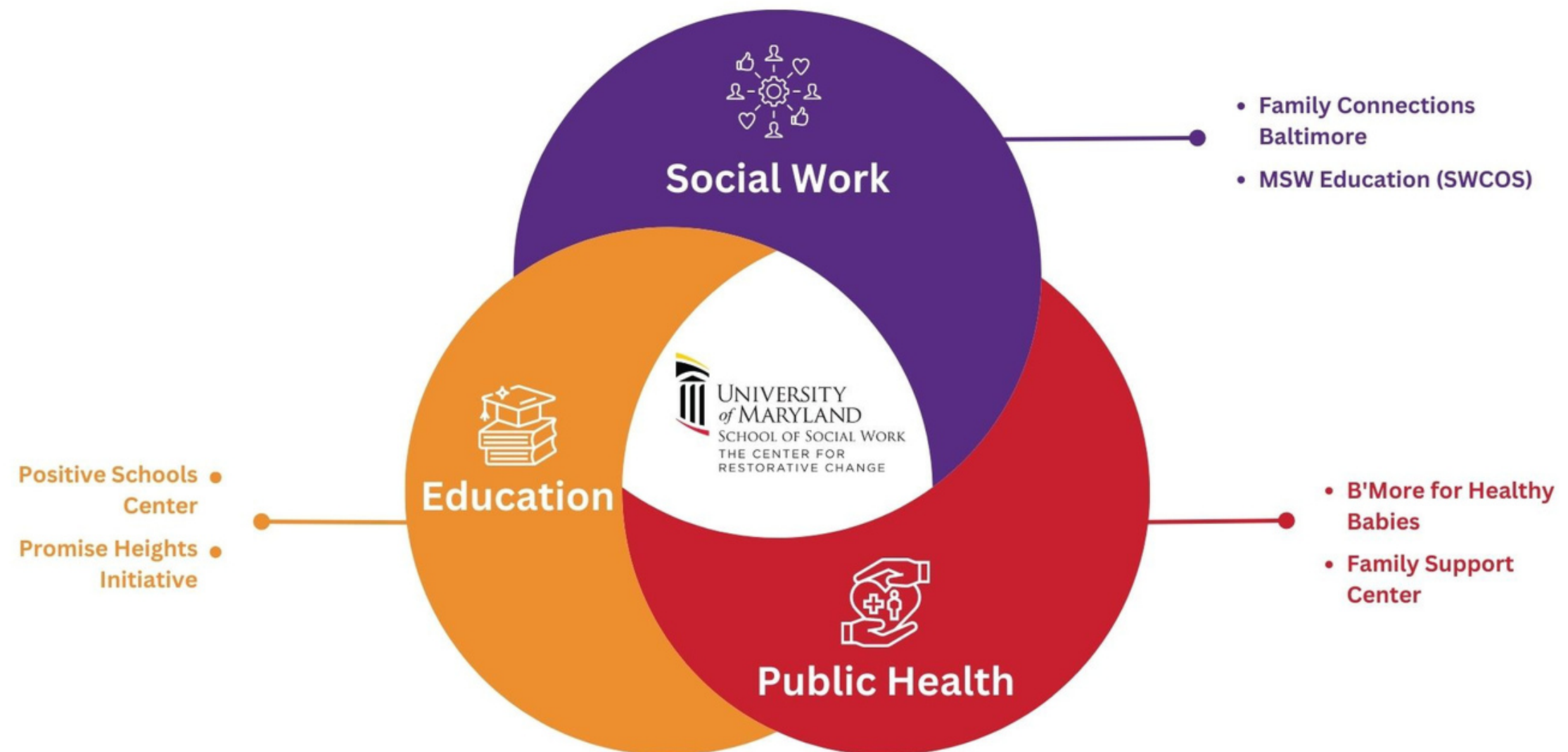
Why did we create The Center?

Following the retirement of Promise Heights Executive Director and Founder, Bronwyn Mayden, in 2021, UMSSW merged Promise Heights into SWCOS' programs and services in order to create a more aligned strategy for community partnership and improve the collaborative relationship with Baltimore City Public Schools. The Center of Restorative Change will now serve as the umbrella organization supporting the following programs and services: Promise Heights, SWCOS, B'more for Healthy Babies Upton/Druid Heights, Positive Schools Center, Family Connections Baltimore, and the new Family Support Center.

What are The Center's focus and purpose?

At the core of The Center is the value of antiracist and anti-oppressive practices, fostered by an interdisciplinary group (social work, education, and public health) of staff and faculty. The Center also values restorative approaches as a 'way of being' where the focus is on building and sustaining meaningful, trusting, and accountable relationships, and repairing relationships when harm arises. Restorative change happens when there is a culture of working alongside people and a mindset for strengthening relationships.

The Center for Restorative Change's Interdisciplinary Approach Model





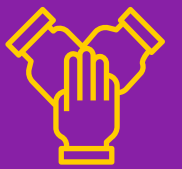
Program Spotlight

B'more for Healthy Babies (BHB)

Looking Ahead (Future Plans)



Seek additional grants to support existing programming across BHB/EC pipeline of services (FY23-24).



Work to integrate existing BHB/EC services into the Family Support Center (FY23-24).

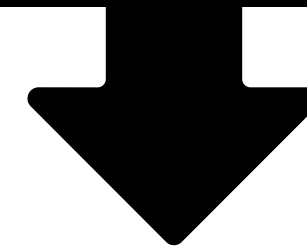


Create client-informed strategies to address safe sleep practices (FY23-24).



Deepen and support father engagement programs and activities (FY23-24)

Impact & Program Highlights



Served **158 new families** with case management services and provided **408 referrals** (e.g., job, support services) to families.



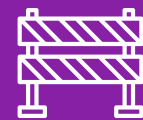
85% of all new moms initiated breastfeeding in the hospital in FY2023.



Improved the % of moms who gave birth full term by **+13%** (67% in Q4 of 2022 vs 80% in Q1 of 2023)



Expanded B'more for Healthy Babies @ Promise Heights programming to include serving families with children ages zero to five years old.



Current Challenge(s)

Navigating the UMB financial systems to support fair compensation of community members' contributions to BHB/EC programming.



Impact & Program Highlights

Program Spotlight

Family Connections Baltimore (FCB)

Looking Ahead (Future Plans)



Expand social work services, collaborating with community schools under Promise Heights.



Continuing to evolve the SHARP Framework and embed it into the programming at FCB.



Continue to support the DEI efforts of UMB SSW, facilitating the Race-Based Affinity Spaces at SSW.



Continuing to examine clinical assessments, utilize clinical assessments that resonate with families receiving services.



Of the 120+ families that received services from Family Connections Baltimore, 100% remained unified, and 0% disruption by the child welfare system.



Continue working towards creating Safety, Stability, Permanency, Healing, Well-Being, and Power for the families that FCB serves.



The FCB team worked and/or interacted with families **3,000+** times with a variety of supports and services.



Over **\$95,000** was provided in financial assistance with **100+** financial requests to address safe sleeping, eviction prevention, food security, stable housing, etc.



Current Challenge(s)

Hiring Staff: vacancies across the human service field is restricting service provision and creating strains at the micro, mezzo, and macro levels.



Program Spotlight

Social Work Education & Field Initiatives

Looking Ahead (Future Plans)



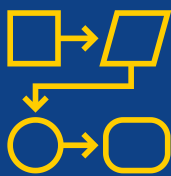
Continue to strategically expand the Field Education unit/team.



Explore community partnerships that seek to support students with social-emotional learning challenges, suspensions, and poor attendance.

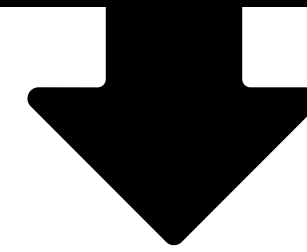


Launched a **The School-Based Mental Health Fellowship** (\$25K per student) aimed to improve the *mental health provider workforce shortage* in high-need school districts in Maryland.



Establish structured protocols and procedures that will improve our effectiveness with existing collaborations and position the unit to develop new relationships.

Impact & Program Highlights



100% of our program partners cited that our SWCOS graduate interns brought value and helped their organization.



Worked with 350+ children, youth, and adults in a range of support services (e.g., case management, coordinating activities, providing social emotional support).



100%

The % of program partners indicated they would be interested in hosting a SWCOS graduate intern next year.



Was **awarded a \$5.5M grant** by the Dept. of Education to address mental health professional shortages in high need local education agencies.



Current Challenge(s)

The decline in student enrollment in addition to requests for placements with non-traditional hours and stipends which are often difficult to secure.



Program Spotlight

Positive Schools Center (PSC)

Looking Ahead (Future Plans)



Incorporate a college and career-based curriculum into the Next Generation Scholars program.



Expanding our Antiracist Anti-oppression (ARAO) work with partner schools in conjunction with Baltimore City Public Schools.

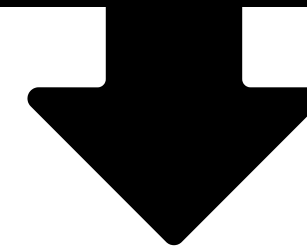


Develop programming across all strategies (e.g., Promise Heights, Community Schools, Next Generation Scholars, Intensive Climate Cohort)



Expand the PSC to serve additional and new schools in 2023-2024 SY.

Impact & Program Highlights



The PSC supports 30 Baltimore City Public Schools and is the lead agency for 12 community schools.



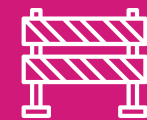
Provided regular training and coaching for 900 teachers and staff, who were responsible for educating more than 8,200 students, or about 10% of all BCPS students.



Over 4,397 people attended PSC Family & Community Engagement Initiatives during the 2022-2023 SY



In the Next Generation Scholars program, 100% of program participants in the class of 2022 graduated from high school.



Current Challenge(s)

Maintaining restorative approaches in schools is challenging because of the frequent turnover of school principals.



The Center For
Restorative Change

Impact Matrix

The results of the requested 11 categories are displayed in the table that reflect the following time period: July 1, 2022 to June 30, 2023

	Yes	No	N/A	Examples & Description
DEI Activities	<input checked="" type="checkbox"/>			<ul style="list-style-type: none"> SHARP training for Anne Arundel and Baltimore DHS Nia Speak co-chair of DEIC, Lane Victorson co-facilitates White Affinity Space
Citations, or awards	<input checked="" type="checkbox"/>			<ul style="list-style-type: none"> Chris Beegle (Exemplary Staff Award), JEDI Award to LaShonda Godwin, Asya Louis, and The Family Connections Team, Stacey Stephens names Top 25 Black Marylanders (Baltimore Sun), B'more for Healthy Babies awarded Respect Award (Family League)
Grant Activity	<input checked="" type="checkbox"/>			<ul style="list-style-type: none"> Promise Neighborhoods (\$7.5M), SAMHSA (\$ 2.2M) , Mental Health Fellowship (\$5.5M), Full Service Community Schools (\$2M), Maryland Family Network implementation
GRA & postdocs funded	<input checked="" type="checkbox"/>			<ul style="list-style-type: none"> The Center for Restorative Change has one GRA
Faculty & students mentored	<input checked="" type="checkbox"/>			<ul style="list-style-type: none"> The SWCOS/PH team mentors 50+ students via our direct service and training programs Served on the dissertation committee
Public policy advisement	<input checked="" type="checkbox"/>			<ul style="list-style-type: none"> Temeka Parker serving on the Social Work licensing policy task force
Positive impact on community	<input checked="" type="checkbox"/>			<ul style="list-style-type: none"> Positive Schools Center Promise Heights Promise Neighborhood (PHPN) initiative Community Events (e.g., back to school, composure centers)
Public outreach and events	<input checked="" type="checkbox"/>			<ul style="list-style-type: none"> Back-to-school events Public outreach and services (e.g., Barber Shop Connections)
Public & private partnerships	<input checked="" type="checkbox"/>			<ul style="list-style-type: none"> Collaborating with Anne Arundel DHS, Baltimore City DHS, and Kennedy Krieger Institute to facilitate SHARP trainings
Peer-reviewed communication	<input checked="" type="checkbox"/>			<ul style="list-style-type: none"> Oprah Keyes, Shantay McKinily, and the PSC team presented at the National Community Schools Conference.
Patents or IP			<input checked="" type="checkbox"/>	

*Note:
The examples and descriptions are not a comprehensive list of outcomes and activities for the Center for Restorative Change. Additional examples and insights are available upon request.*