



MY
BROTHER'S
KEEPER

*Carlisle, Pennsylvania
Action Plan, May 2015*



A message from Mayor Tim Scott

Carlisle has the unique ability to impose a real-life experience on the community as a whole through the My Brother's Keeper Challenge.

I am the product of the Carlisle community ***and had many advantages thanks to family, neighbors and dedicated teachers who helped me get where I am today.***

However, not all young people have those advantages. MBK, at its core, reminds us that success in life should not depend on the circumstances in which you were born.

Everyone deserves the same opportunities to succeed. It is my privilege to undertake the White House My Brother's Keeper Challenge to bring a cradle-to-college framework to enhance collaboration among various community agencies and improve the lives of all youth in our community with special emphasis on low-income minority youths.

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About Carlisle



The Borough of Carlisle (population 18,682) is located in Cumberland County in central Pennsylvania at the intersection of the Pennsylvania Turnpike (I-76) and Interstate 81, about a half hour's drive west from the state capital of Harrisburg. Founded in 1751, notable Carlisle heritage includes the first and only time a sitting American president led troops in the field when George Washington assembled troops in Carlisle during the Whiskey Rebellion, the founding of Dickinson College by Benjamin Rush (signer of the Declaration of Independence), a major Civil War encounter, the establishment of the Army War College, and the operation of the nation's first "Indian School", from which sport legend and gold-medal decathlon and pentathlon winner Jim Thorpe hailed.

Strolling through historic downtown, one is greeted by unique architecture, quaint shops, and overall serenity. Within easy walking distance of downtown Carlisle, a nurturing town/gown relationship has formed with Dickinson College, Penn State's Dickinson School of Law and the U.S. Army War College known throughout the United States and abroad. Carlisle is a borough brimming with beauty and opportunity. However the northwest quadrant of the Borough has historically struggled.

Our community is now undertaking significant revitalization in the northwest quadrant and the My Brother's Keeper Community Challenge is lighting our way. The northwest quadrant is the most economically distressed area of the community, the location of most of Carlisle's public housing, an area marked with the majority of people meeting HUD low-/moderate-income levels, and a neighborhood with the highest racially and ethnically concentrated poverty in the region. According to the 2013 American Community Survey unemployment in this area is between 15% and 18.

Carlisle intends to use this opportunity to spur not only discussion of how to provide opportunity to our youths, but actions to concretely make a difference. Though Carlisle is a small community, we are committed to using our existing resources and programs to make significant and lasting change for our youths.

As President Barack Obama said "That's what 'My Brother's Keeper' is all about. Helping more of our young people stay on track. Providing the support they need to think more broadly about their future. Building on what works – when it works, in those critical life-changing moments."



Carlisle's MBK Action Plan finds those critical life-changing moments and provides a plan for action.

My Brother's Keeper Community Challenge

In September 2014, President Obama issued a challenge to cities, towns, counties and tribes across the country to become “MBK Communities.” Mayor Tim Scott rose to that challenge for the Carlisle community. That challenge created a path for Carlisle to follow to improve the lives of all youths in our community, in particular boys and young men of color.

The six goals of the Challenge are:



Photo provided by the YWCA

- 1 Ensuring all children enter school cognitively, physically, socially and emotionally ready
- 2 Ensuring all children read at grade level by 3rd grade
- 3 Ensuring all youth graduate from high school
- 4 Ensuring all youth complete post-secondary education or training
- 5 Ensuring all youth out of school are employed
- 6 Ensuring all youth remain safe from violent crime

Carlisle was asked to move this initiative forward through four steps:

1. Accept the President's Challenge;
2. Convene a “Local Action Summit” to build an MBK Community;
3. Conduct a policy review and form recommendations for action; and
4. Launch a plan of action, next steps and a timetable for review.

MBK Carlisle

The Mayor held his first Local Action Summit on November 7, 2014. Community members came together to draw up a vision for improving the lives of our youth and entire community. Mayor Tim Scott reconvened his community partners to further define Carlisle's vision on April 10, 2015.



Carlisle Borough's My Brother's Keeper Community Challenge Action Plan is the culmination of the local action summits and many hours of work by dedicated community members. While all milestones are important and will be pursued by community partners, Mayor Tim Scott has decided to focus the limited resources of the Borough of Carlisle on implementing the following three areas of the MBK Challenge:

Coordinating existing social services for school aged youth;

A workforce initiative focused on training and employment opportunities; and

Expanding an existing second chance program for non-violent youth offenders.



The philanthropic, educational, business, municipal government and faith community are coming together to make these programs a reality. With their help, Carlisle will have the resources to ensure that real jobs and opportunities are created and accessible for all young people, especially young people of color. MBK and the energy it has created is providing the opportunity to help our youth achieve their full potential and strengthen the Carlisle community.



Milestones
1 and 2

Ensuring all children enter school cognitively, physically, socially and emotionally ready; Ensuring all children read at grade level by 3rd grade

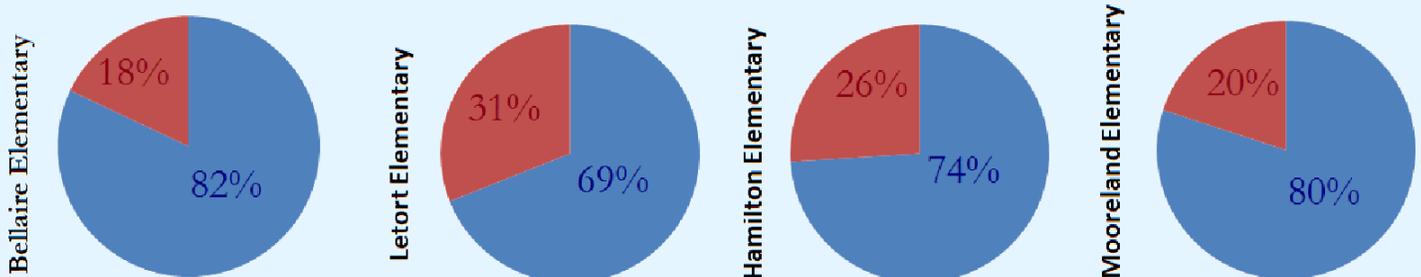
According to the Carlisle Area School District (CASD) in the current school year 30% of all kindergarten students are receiving reading intervention services. Of those students, half require individualized education plans and/or receive English as a second language service in addition to reading intervention services. Overall, there were 100 students in the Carlisle community that did not enter school ready for kindergarten.

100 Students in the Carlisle community did not enter school ready for kindergarten



Picture provided by YWCA

CASD does not have data on 3rd grade literacy rates, but uses the percentage of students in grade 3 who scored proficient or advanced on the Pennsylvania System of School State Assessment (PSSA) as a strong indicator. The data listed below points to the fact that there is a gap of literacy for 3rd graders that ranges from 31% to 18%.



To tackle these problems, the community has decided to create an Early Education Commission that will bring all players and resources together. Since one of the driving tenants behind MBK is to strengthen existing programs that already work in our community, it was determined that the best organization to take the lead in Carlisle is the United Way of Carlisle & Cumberland County.

United Way of Carlisle and Cumberland County
Carlisle Area School District
Bosler Memorial Library
Dr. Jill Bartoli Sunday
Borough of Carlisle

MBK TIMELINE



Reach out to interested parties to create of an Early Education Commission. [June 2015 to Dec 2015](#)

Determine Structure of Commission
[Jan 2016 to June 2016](#)

Undertake an educational campaign to provide families with the tools to increase childhood education [Aug 2016—ongoing](#)

Research ways to improve Early Education
[Jan 2016 to June 2016](#)



Spotlight on Current Success:

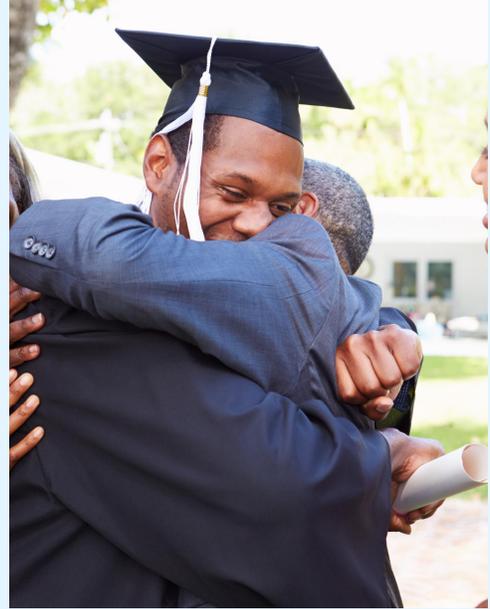
The United Way has already implemented the Success By 6 program. This program is dedicated to making sure children ages birth to six years have access to the highest quality early childhood education and child care regardless of family income. It offers kindergarten readiness materials, calendars, education and community outreach. The United Way has committed to working together with other social service providers and the Carlisle Area School District to ensure that children enter school cognitively, physically, socially and emotionally ready.

There are multiple organizations in Carlisle also dedicated to literacy for young children and they will work together to undertake an education campaign for parents, pediatricians, and childcare facilities to expand youth literacy in our community. Mayor Tim Scott and the Borough of Carlisle will convene these meetings and continue to encourage coordination of pre-kindergarten education and literacy programs to make sure all children in Carlisle start kindergarten ready to succeed and continue this success throughout elementary school.

Ensuring all youth graduate from high school

For the school year 2012-2013, there were 2,295 youths enrolled in grades 7-12 at the Carlisle School District according to the Pennsylvania Department of Education. Overall, the school district had a dropout rate of 1.09% with **16 males** and **9 females** leaving school.

These numbers are low enough that it will enable Carlisle to drill down into the reasons why youth drop out of school in our community. The Carlisle School District, working with community partners, is committed to quantifying why youth drop out of school, and finding programs with proven track records to reduce youth drop out in our community.



CARLISLE'S MBK GOAL:

Finding out reasons youth are not graduating from High School and pinpointing the best programs to address common reasons is not sufficient. Carlisle must coordinate and strengthen the existing social services available to youth and families. The United Way of Carlisle and Cumberland County has volunteered to lead the effort to increase coordination among existing social service agencies with the support of Mayor Tim Scott.



25 Carlisle youth left school before finishing in 2012 –2013.



Determine why youth are not graduating by identifying actual dropout rates, quantifying reasons provided by students, researching national trends and focusing on two specific reasons to address.

Carlisle Area School District
Borough of Carlisle
Hope Station

Determine programs based upon data to reduce youth dropout rate by researching national trends on programs that are effective and determine which aspects of these programs would fit the Carlisle community.

Carlisle Area School District
Borough of Carlisle
Big Brothers, Big Sisters

Increase social programs to support families in need of assistance by providing case management through the co-ordination of existing programs.

United Way
Redevelopment Authority of
Cumberland County
Hope Station
Partnership for a Better Health
Carlisle Elm Street Program

MBK TIMELINE



Determine actual dropout rates and research national trends *June 2015 to Dec 2015*

Quantify reasons for leaving school provided by students *August 2015 to March 2016*

Select two reasons for drop outs to address *March 2016 to April 2016*

Coordinate existing social programs *Jan 2016 to Jan 2018*

Research national trends on programs that are effective at reducing dropout rates and determine which aspects of those programs can be used in Carlisle *March 2016 to Jan 2017*

Ensuring all youth complete post-secondary education or training

The Carlisle Area School District had 299 graduates in the 2012-2013 School Year. Of those graduates, **198 or 66.2% were college bound**. An additional 3 students were enrolled in a non-degree post secondary school, leaving **98 students without immediate plans to attend a post secondary institution**.

66.2%

32.7%

CARLISLE'S MBK GOAL:

In order to increase the number of students attending post secondary facilities, a two-prong approach will be created: expanding programs that provide opportunities for student exposure to post secondary schools and working with Harrisburg Area Community College (HACC) to increase its presence in Carlisle. Mayor Tim Scott will lead the effort to expand educational opportunity in the Carlisle community working closely with community partners.

Carlisle does have an array of educational opportunities including Dickinson College, Penn State's Dickinson School of Law and the U.S. Army War College known throughout the United States and abroad. While these institutions are wonderful assets for our community, we lack the physical presence of an affordable two or four year public educational facility.

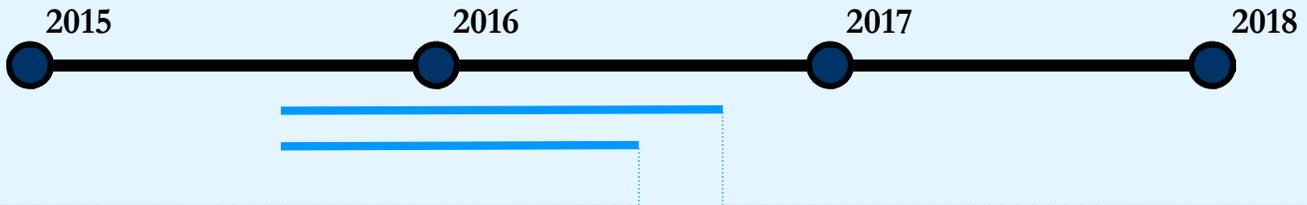




Increase exposure and opportunity of Carlisle High School students to attend secondary education facilities.

HACC
Harvest House Restoration Center
Carlisle Area School District
Cumberland Area Economic
Development Corporation
Twanda Hunter, MBK
Greater Carlisle Area Chamber of
Commerce
Hope Station

MBK TIMELINE



Expand existing programs that offer high school students the opportunity to tour post secondary facilities. *Aug 2015 to June 2016*

Work with educational providers to bring post secondary options to Carlisle. *Aug 2015 to Aug 2016*



Picture provided by Drew Halton, Key Legal Video

Milestone
5

Ensuring all youth out of school are employed

Youth employment is a critical piece of future employment and opportunity. According to the 2013 American Community Survey, for youth aged 16 to 19, there is a 15.9% unemployment rate and 20 to 24 year olds there is a 14.3% unemployment rate. Carlisle itself had a fairly low unemployment rate at 5.3% in 2014**, in stark contrast to the northwest quadrant of the Borough. This area of our community is the most economically distressed, the location of most of Carlisle's public housing, an area marked with more than 51% of people meeting HUD low-/moderate-income levels, and a neighborhood with the highest racially and ethnically concentrated poverty in the region. According to the 2013 ACS survey data, unemployment in this neighborhood ranged from 15-18%.

18.6%

Unemployment rate for Black or African American residents

52.2%

***Black residents with income in the past 12 months below POVERTY level.**

7.8%

*Unemployment rate for white

\$14,226

*Per capita income for black residents

\$27,049

*Per capita income for white residents

***White residents with income in the past 12 months**

11.8%

below POVERTY level.

*All data from American Community Survey (ACS) for 2013.

Milestone
5

Ensuring all youth out of school are employed

continued

Mayor Tim Scott is leading a vibrant and growing partnership with the Redevelopment Authority of Cumberland County (RACC), the Employment Skills Center, Harrisburg Area Community College (HACC), the Tuckey Companies, the Carlisle Regional Hospital, and Prudential among many others to create a mentoring/apprenticeship and employment program for youth and families in our community. The initial phase of the workforce program intends to focus on medical training/employment, construction training/employment and warehouse equipment operator skills.



In addition to an ongoing program, the Borough intends to include this initiative in all federally and state funded infrastructure improvements in the northwest quadrant. The program would set aside a required percentage of low income hires from the northwest quadrant of the Borough. This would ensure that federal and state funding to revitalize Carlisle's lowest income neighborhood will provide ladders of opportunity to youth and families during project construction, rather than just at the culmination of the redevelopment.

Carlisle has decided to focus on the future of the northwest quadrant and will use the MBK lens of providing opportunities for youths in the Carlisle Urban Redevelopment Project.



“MBK, at its core, reminds us that success in life should not depend on the circumstances in which you were born. Everyone deserves the same opportunities to succeed.”

-Mayor Tim Scott

Carlisle intends to implement three distinct strategies to reduce youth and minority unemployment in the coming years to radically change the opportunities for youth in the northwest quadrant of the Borough.

The first goal is to expand existing successful life skills

programs starting in Middle School focused on providing a solid foundation for future employment. Carlisle is already fortunate enough to have many successful programs and organizations such as Carlisle Victory Circle, the Big Brothers, Big Sisters of the Capital Region, the YMCA and the YWCA. Under MBK, these organizations are committed to working together to reach even more youth in our community.

Big Brothers, Big Sisters
Carlisle Victory Circle
Elm Street
Carlisle Parks and Recreation
The Salvation Army
Harvest House Restoration Center
Dawn Flower, Borough Council



MBK TIMELINE



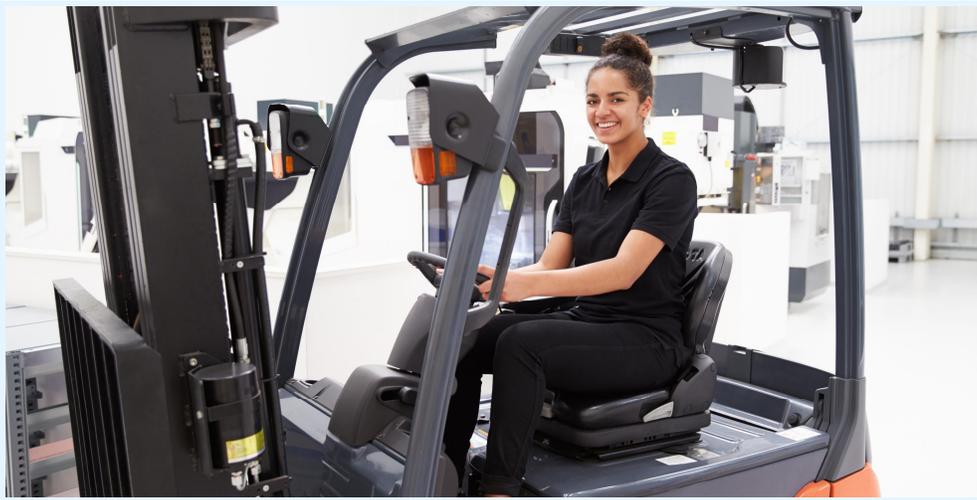
Increase opportunities for school wide volunteerism through outreach to local non-profits and organizations to determine additional opportunities.
Aug 2015 to June 2017

Create a program that focuses on building strong work habits April 2016 to December 2017

Research best practices in Life Skills Programs
Aug 2015 to June 2016

The second goal is to **create educational and work opportunities for youth that will provide meaningful work experience.** Carlisle has a committed for-profit sector that wants to partner with local government and the non-profit organizations to bring additional apprenticeships, summer youth employment, and training opportunities to provide our youth with a head start on employment after completing their education.

- Prudential**
- Carlisle Parks and Recreation
- The Tuckey Companies**
- Greater Carlisle Area Chamber of Commerce
- Harvest House Restoration Center**
- The Elm Street Program
- Cumberland Area Economic Development Corporation**
- Employment Skill Center



MBK TIMELINE



Work with local business to create career specific classes with companies such as Prudential and Highmark.

April 2016 to December 2017

Outreach to Local Businesses to create apprenticeships and job opportunities including summer employment for local youths. As part of outreach, determine the employment skills needed by local employees.

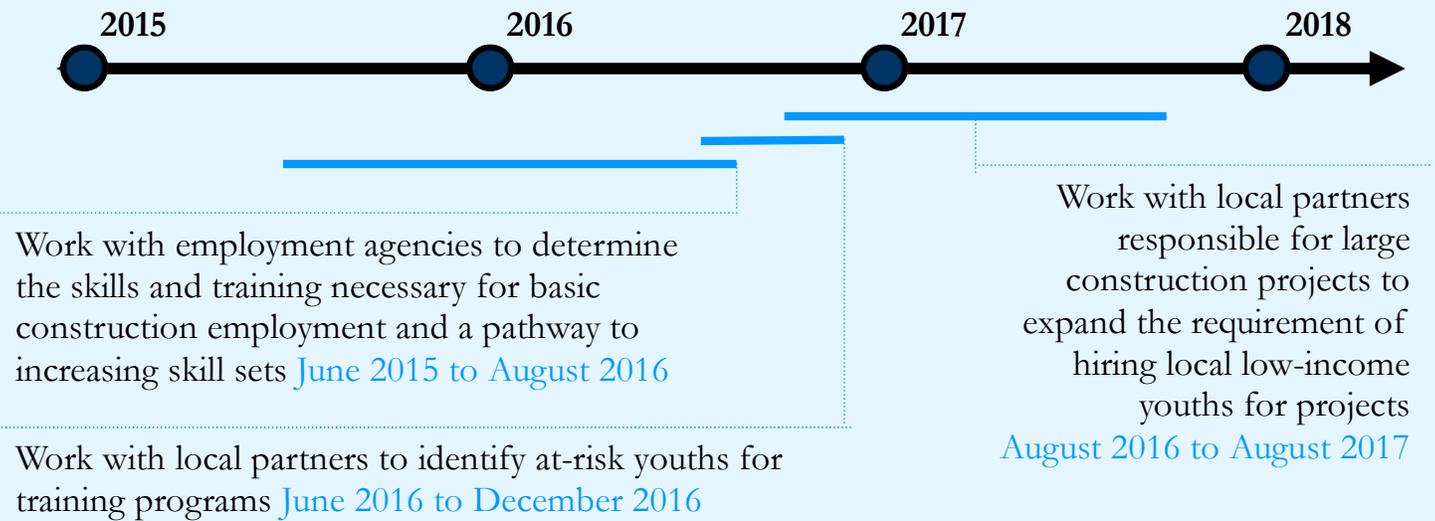
Aug 2015 to June 2017

The third goal is to **create a strong workforce initiative program over the next few years as Carlisle moves forward with revitalizing the northwest quadrant of the Borough.** Carlisle lost up to 4,000 manufacturing jobs as three major factories left the outer core of downtown Carlisle. The northwest quadrant of the Borough was left with 63 acres of abandoned factories and since 2012 has been undertaking a community wide visioning process to revitalize our community. Since the inception of the My Brother's Keeper Program, Carlisle has decided to seize upon this redevelopment not only in terms of the final product but also to take advantage of the rebuilding process to offer opportunity to residents of the northwest quadrant.

Tim Scott, Mayor
Cumberland County Housing and
Redevelopment Authorities
**Cumberland Area Economic
Development Corporation**
Employment Skills Center
**Greater Carlisle Area Chamber of
Commerce**
Carlisle Victory Circle
Perry Heath, Borough Council



MBK TIMELINE



Ensuring all youth remain safe from violent crime

Carlisle has a higher crime rate than both the county and state, including over three times the rate of reported robberies compared to Cumberland County and nearly double the rate of simple assault compared to the Commonwealth of Pennsylvania in 2013. While youth in Carlisle may not be directly exposed to violence, many of their neighborhoods experience crime on regular basis.

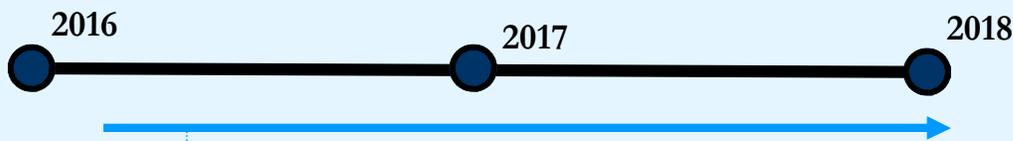
According to the Pennsylvania State Police uniform crime reporting system, Carlisle Borough had 1,671 reported offenses in 2013. However, there were also only 124 juvenile arrests throughout the whole of 2014 according to Carlisle Police. Many of these were of first time offenders arrested for non-violent crime and provide an opportunity to divert youth to the better, more prosperous life they deserve.



Create a youth program that focuses on giving at-risk kids a second chance, especially young men of color who have committed an offence.

Carlisle Police
Cumberland County Juvenile
Probation
Tawanda Hunter, MBK
Robin Guido, Borough Council
Carlisle Victory Circle
The Elm Street Program
Student Assistance Program

MBK TIMELINE



Expand existing Youth Panel to a program that expunges records from youth offenders to provide a second chance to offenders. Include Juvenile Probation, School District, Dickinson College, YMCA, and similar Case Management Programs in Program Setup to provide opportunities to at risk youth in program.
January 2015 to January 2018

Spotlight on Current Success

Cumberland County currently provides a diversion program for first time juvenile offenders who admit guilt through Youth Aid Panels. The Youth Aid Panel, along with the parents and the youth, work together to find a resolution to the offence. In order to give youth a second chance, this program will be expanded through collaborative work with new partners. New opportunities to coordinate support through probation, the school district, and local non-profits will be sought to increase the support youth have within the Youth Aid Panels.

My Brother's Keeper Community Partners

Dr. Jill Sunday Bartoli	Elizabethtown College, Emerita
Joanna Birchett	Harvest House Restoration Center
Larry Birchett	Harvest House Restoration Center
Jonathan Bowser	Cumberland Area Economic Development Corporation, CEO
Sonya Browne	YWCA, Hallmark Program Director
Matthew Candland	Carlisle Borough Manager
Andrea Crouse	Carlisle Parks and Recreation Director
Michelle Crowley	Greater Carlisle Area Chamber of Commerce, President and CEO
Gail M. D'Angelo	Council Member of Hope Station Opportunity Area
Marcia Drozdowski	YMCA, Executive Director
Debra Figueroa	Carlisle Assistant Borough Manager
Dawn Flower	Carlisle Borough Council
Barrie Ann George	Big Brothers and Big Sisters of the Capital Region, Outreach & Engagement Director
Robin Guido	Carlisle Borough Council
Reverend Donna Hale	United Church of Christ
Lisa Harrison	Cumberland County Juvenile Probation
Callie Hazen	Employment Skills Center, Training & Employment Advisor
Perry Heath	Borough Council President
Mary Ann E. Herrmann	Prudential, Manager Financial Services
Donna Hughes	Dickinson College, Director of the Office of Community Service
Dwayne A Hunt	Harrisburg Area Community College, Associate Dean of Academics
Wanda K. Hunter	Employment Skills Center
Twanda Hunter	MBK Volunteer Coordinator
Kristina Kennedy	The Salvation Army, Case Manager
Ben Laudermilch	Cumberland County Housing and Redevelopment Authorities, Executive Director
Amy Louther	YWCA, Youth Director
Iris Martinez	New Life Community Church
Brigid McDougall	United Way of Carlisle & Cumberland County, Community Impact Director
Michael Mogill	PennState the Dickinson Schools of Law, Professor of Law
Kate Molinaro	Cumberland County Housing and Redevelopment Authorities, Community Development Director
Safrona Perry	Hope Station Opportunity Area
Laura Potthoff	Cumberland Area Economic Development Corporation, Relationship Manager
Karen M. Quinn	Carlisle Area School District, Director of Curriculum
Becca Raley	Partnership for Better Health, Executive Director
Trinette Ream	The Salvation Army, Social Services Director
Justin Rose	YMCA, Senior Program Director
Jon L. Ross	Carlisle Victory Circle, Program Coordinator
Robin Scaer	YWCA, Executive Director
Jeffrey Swope	Bosler Memorial Library, Executive Director
Kenn Tuckey	The Tuckey Companies, President
Chris Varner	Elm Street Manager
Lucy Zander	United Way of Carlisle and Cumberland County, Executive Director
Kristin Zeigler	Carlisle Parks and Recreation, Recreation and Pool Manager

I would like to thank all of our partners and look forward to the work ahead.

-Tim Scott, Mayor

Borough Officials

Mayor:

Tim Scott

Borough Council:

Perry Heath, President

Donald Grell, Vice President

Linda Ceconello

Dawn Flower

Robin Guido

Matthew Madden

Sean Shultz

Acknowledgements



A special thank you to Chris Varner, Elm Street Manager, for making this report possible through his hard work and dedication.



A special thank you to Tawanda Hunter who volunteered her time to make MBK in Carlisle a reality.

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