

ENOUGH Grant Program

Identifying & Adapting Evidence-Based Programs

July 30, 2024

Webinar Agenda





1

Identifying & Adapting Evidence-Based Programs



Q&A and Applicant Resources

ENOUGH Grant Program Overview

ENOUGH Initiative



The <u>Engaging N</u>eighborhoods, <u>O</u>rganizations, <u>U</u>nions, <u>G</u>overnments and <u>H</u>ouseholds (ENOUGH) Initiative is a first-of-its-kind state-led, place-based investment strategy designed to create poverty-fighting opportunities driven by communities, data and cross-sector partnerships.

- ENOUGH Act signed into law May 9, 2024
- Administered by the Maryland Governor's Office for Children
- Whole of government approach to ending child poverty

"Communities across Maryland will provide the vision, and the state will provide the support." - Governor Wes Moore

ENOUGH Theory of Action



ENOUGH Result Areas







Healthy Families: Ensuring community member and family access to high quality healthcare with goals of decreasing infant mortality, increasing life expectancy, and improving mental health

Economically Secure Families: Ensuring higher employment and entrepreneurship resulting in livable and family-sustaining wages, and stable, thriving households where families can provide for necessities, weather hard times, and build wealth

Safe and Thriving Communities: Creating communities where residents feel safe and where the built environment supports their ability to thrive, including through high-quality, affordable housing, a thriving commercial core, and access to recreational spaces, nutritious food, and transportation

00

FY25 ENOUGH Grant Program



<u>Purpose</u>: Funding to eligible communities to create community-driven, cross-sector partnerships to plan and advance place-based strategies that reduce child poverty and increase economic mobility.

Basic Eligibility Requirements:

- Lead Applicant
- Core Partners
- Community

Lead Applicant Eligibility Requirements

2

Lead Applicant is called the **Community Quarterback Organization**

Community Quarterback organization may be any of the following:

- community-based organization
- non-profit organization
- local government entity
- Local Management Board
- Community Action Agency

Core Partners Eligibility Requirements

Minimum* <u>required</u> partners include:



- a community-based non-profit organization,
- a local government entity, <u>and</u>
- a public school

*Expectation is that applicants will engage a **broad coalition of partners** across sectors.

ENOUGH Grant Program Pathway – Three Tracks of Entry



Grant Program Track	Award Amount	Project Period
Track 1: Partnership Development	\$65,000	6-12 Months
Track 2: Plan Development	\$300,000	12-24 Months
Track 3: Implementation	Up to \$5M* (FY25)	Up to 4 Fiscal Years

*Track 3: Implementation award is based on the number of children contributing to eligibility criteria in the proposed service geography. Proposed budget for Track 3 should include three additional years of ENOUGH funding. The Governor's Office for Children will help Track 3 applicants identify their multi-year budget limit.

Qualifying Criteria to Apply for Each Grant Program Track

3



MEETS COMMUNITY ELIGIBILITY CRITERIA

Communities that have at least one U.S. Census tract where more than 30% of children are living in poverty AND (2) is served by a community school with a concentration of poverty level of at least 80%



COMMUNITY QUARTERBACK

Community-led organization with resources and capacity to lead ENOUGH activities and manage ENOUGH funds, in coordination with community partners -4.3

PARTNERSHIP COLLABORATIVE

A robust partnership of community-led organizations representing each of the ENOUGH results areas

An established partnership governance structure to ensure alignment, information sharing, and resource deployment



COMMUNITY NEEDS ASSESSMENT

Completed needs assessment identifying assets and gaps, informed by community data and residents' input



NEIGHBORHOOD ACTION PLAN

An action plan that leverages various funding streams to address gaps identified in the needs assessment and provide a continuum of services for the community across ENOUGH results areas

TRACK 1: PARTNERSHIP DEVELOPMENT

TRACK 2: PLAN DEVELOPMENT

TRACK 3: IMPLEMENTATION

Tip: Use the Track Selector Tool to help identify the track to which you should apply: <u>https://bit.ly/ENOUGHTrack</u>.

Identifying & Adapting Evidence-Based Programs

Identifying & Adapting Evidence-Based Programs

Tuesday, July 30th, 2024





Who We Are



Patrick Carter Vice President, State Practice Sarah Needler Associate Director, State Practice



Results for America is a national, nonpartisan, nonprofit with a mission to make investing in what works the "new normal" so that government decision makers use evidence and data to increase the impact of the over \$2 trillion that governments spend each year to open opportunities and advance economic mobility.

Results for America does this work confidentially, objectively, and independently. Results for America has never applied for or received government funding because we don't want to give even the appearance of a possible conflict of interest. Our team is focused only on helping governments across the country and across the political spectrum improve outcomes.



Agenda

- The opportunity and impact of evidence
- Evidence-Based Programs and Grant Requirements
- Identifying and Adapting Evidence-Based
 Programs
- How evidence information is collected through the ENOUGH Act grant application



My great aunt asked me to buy her some new light bulbs!

- She told me what size she needs, how bright they should be, and where they are needed.
- They are in a high ceiling so there is some commitment involved in what we pick.
- We both want something that works.



There are dozens of options that meet her specified criteria.... Which one should I buy?





Where should I go for information on what works....

- Read the back of the package?Get a recommendation from her neighbor?
- Check out a newspaper story on "new light bulb technology"?
- Talk to an electrician?

Yes! Gathering information from people who are in similar situations alongside expert opinions and summary data are all very important.

However none of these are able to independently and comprehensively analyze numerous alternatives compared to each other over a long period of time.





UL Certification establishes minimum electrical safety requirements and independently tests light bulbs to see if they meet them.





Wirecutter and Consumer Reports establish criteria for success and systematically test dozens of light bulbs over a long period of time in varying conditions.



II RESULTS					

II RESULTS					

II RESULTS					



Using information on systematic reviews of data related to light bulbs is similar to using evidence in program development-it gives us the best available information on *impact*.

The ENOUGH Act NOFO defines "evidence" and asks you to report on the proposed evidence (and rewards its) so the State can know upfront which interventions are most likely to have an impact.



Understanding the Opportunity of Evidence



Why Evidence-Based Spending?



Source: Created by Results for America using data from Washington State Institute of Public Policy



Why Evidence-Based Spending?

Benefit-Cost Ratios of 300+ Social Policies and Programs



We hope to empower government leaders to:

- Invest more dollars in these programs;
- Invest in programs that are building towards evidence from these programs; and
- Measure the impact of the programs in their own jurisdictions.



Source: Created by Results for America using data from Washington State Institute of Public Policy

II RESULTS					

II RESULTS					

II RESULTS					

How Tennessee used evidence to improve student learning outcomes

TN General Assembly passed and the TN Governor signed the <u>Learning Loss</u> <u>Remediation and Student Acceleration Act</u> which required local education agencies and public charter schools to implement a program of after-school learning mini-camps, learning loss bridge camps, and summer learning camps to remediate student learning loss

TN used these funds to implement evidence-based summer learning camps

The TN Education Research Alliance evaluated the program

Student learning outcomes improved

(especially for elementary, non-White, and economically disadvantaged students)

How DC OSSE is using evidence to improve student outcomes

In the 2022-2023 school year, OSSE launched the <u>high-impact tutoriting (HIT)</u> <u>initiative</u> to accelerate learning for students and to address long-standing academic disparities

OSSE used \$33 million in ESSER funds to provide grants to local education agencies and tutoring providers to implement the evidence-based HIT initiative

Early findings show HIT has positive attendance benefits for DC students

In March 2024, Mayor Bowser announced an additional \$4.8 million to continue

DC student attendance and learning outcomes improve

Understanding Evidence-Based Programs & Grant Requirements



Poll Question

If you were asked to explain what it means for a program to be "evidence-based", how confident would you be in your response?

Very confident
Somewhat confident
Not confident at all



How Evidence is Defined for ENOUGH Act Grants

The Partnership in each community will be guided by local data, rigorous evidence, and the expertise and insights of community residents to shape a shared vision for action across all ENOUGH Result Areas.

"Evidence-based" means that there is evidence from an **experimental or quasi-experimental study** that a project component has been effective in improving a relevant outcome with similar populations or in similar settings.



Study Design

Experimental

Actively create comparable groups that do and don't have access to the studied program by randomizing participants

Quasi-Experimental

Use statistical analysis to produce comparison groups without influencing program participation



Experimental Study Design

Experimental

Actively create comparable groups that do and don't have access to the studied program by randomizing participants



Example

Third grade students are randomly selected to participate in an after-school tutoring program. Test scores before and after the tutoring program are compared between the students who participated in the tutoring program and those who did not in order to identify the impact (both groups would have similar characteristics).
Quasi-Experimental Study Design

Quasi-Experimental

Use statistical analysis to produce comparison groups without influencing program participation



Example

In 2022 an after-school tutoring program was provided to all second grade students in one district. Third grade reading scores of students from three other districts are compared to the universal tutoring district with some statistical controls. This will isolate the impact that the program had based on student characteristics, previous scores, geography, etc.

I RESULTS

Questions?





Identifying Evidence-Based Programs



Sources of Evidence

Sources of evidence include (among others): programs rated as "evidence-based" in government **clearinghouses**, rigorous evaluation and research findings, academic literature, professional or academic convening reports, government publications, and empirically robust research briefs.



Clearinghouses and Ratings

Resource for Identifying and Evaluating Evidence-Based Programs

Issue Area	Clearinghouse Name	Rating that meets the strongest definition of evidence = similar populations + informed rationale ¹	
	Results for America Economic Mobility Catalog	Proven and Strong meet definition (Promising does not meet definition)	
Clearinghouses Across Issue Areas	The Results First Clearinghouse Database	Green/Highest Rated and Yellow/Second Highest Rated meet definition (Blue, Gray, and Red do not meet definition)	
	Arnold Ventures' Social Programs that Work	Top Tier, Near Top Tier, and Suggestive Tier meet definition	
Early Childhood	U.S. Department of Education What Works Clearinghouse	Strong, Moderate, and Promising meet definition (No Tier Assigned does not meet definition)	
	U.S. Department of Health and Human Services HomVee Clearinghouse	Meets U.S. Department of Health and Human Services (HHS) Criteria meets definition	
	Center for Research and Reform in Education Evidence for ESSA	Strong, Moderate, and Promising meet definition	
K-12 Education	U.S. Department of Education What Works Clearinghouse	Strong, Moderate, and Promising meet definition. (No Tier Assigned does not meet definition)	
	Center for Research and Reform in Education Evidence for ESSA	Strong, Moderate, and Promising meet definition	
Post-Secondary Education and Workforce Development	U.S. Department of Education What Works Clearinghouse	Strong, Moderate, and Promising meet definition. (No Tier Assigned does not meet definition)	

Rating that meets the strongest **Issue Area Clearinghouse Name** definition of evidence = similar populations + informed rationale¹ U.S. Department of Labor High or Moderate meet definition if Clearinghouse for Labor the intervention shows positive Post-Secondary Education and Evaluation and Research impact on important outcomes Workforce (Low does not meet definition: Development (cont.) Interventions that show a negative impact on importation outcomes do not meet definition) Center for Research and Reform Strong, Moderate, and Promising in Education Evidence for ESSA meet definition Institute of Behavioral Science All interventions listed meet Blueprints for healthy youth definition development U.S. Department of Health and Favorable Evidence and Human Services Teen Potentially Favorable Evidence Pregnancy Prevention Evidence meet definition (Indeterminate evidence, Review Conflicting Evidence, Potentially Health and Well-Being unfavorable evidence, and Unfavorable evidence do not meet definition) CA Evidence-Based Well-Supported, Supported, and Clearinghouse for Child Welfare Promising meet definition (Evidence Fails to Demonstrate Effect, Concerning Practice, and Note Rated do not meet definition) Results for America Economic Proven and Strong meet definition Mobility Catalog - Housing and (Promising does not meet Community Development definition) Housing The Results First Clearinghouse Green/Highest Rated and Database - use search option to Yellow/Second Highest Rated search for "Housing" meet definition (Blue, Grav, and Red do not meet definition) Effective and Promising meet US Department of Justice Crime Solutions definition Justice/Public Safety (No Effects does not meet definition)

¹ Informed rationale means the reasoning (such as a theory of change, logic model or narrative description) behind why a program is likely to improve important outcomes in similar contexts and for similar populations, based on research and input from participants and relevant stakeholders.]

\bigcirc

The Economic Mobility Catalog

Helping local leaders identify and implement evidence-based strategies to improve upward economic mobility for their residents



😸 Early childhood	\heartsuit Stable and healthy families		
larly childhood	V Grasie and hearting failines		
K-12 education	ස Supportive neighborhoods		
Post-secondary education and workforce development	斎 Kindergarten readiness		
Health and well-being	Elementary and middle school success	CASE STUDY New teacher induction programming: Cedar Rapids, IA	



"Evidence based" may make it sound like these programs are inaccessible to many providers, but in <u>a recent survey of nonprofits</u>, more than half of respondents said they were implementing one.



 Find evidence for existing programs 2. Modify existing programs to make them evidencebased

3. Find *new* evidence -based programs



 Find evidence for *existing* programs

Example

An organization is implementing a summer learning program. They find that their program has the same core components as the evidence-based summer learning program in the Results First Clearinghouse Database.



2. *Modify existing* programs to make them evidencebased

Example

An organization is implementing an afterschool program, but it's not exactly like the evidence-based programs in the RFA Economic Mobility Catalog. So they adapt the program to have the same core components as an evidence-based afterschool program.



3. Find *new* evidence-based programs

Example

An organization wants to propose a program to improve adolescent literacy as part of their ENOUGH grant application. They find the evidence-based Intelligent Tutoring for Structure Strategy program in the U.S. Department of Education What Works Clearinghouse.





"Informed rationale" means the reasoning (such as a theory of change, logic model or narrative description) behind why a program is likely to improve important outcomes in similar contexts and for similar populations, based on research and input from participants and relevant stakeholders.



Adapting Evidence-Based Programs



Adapting Evidence-Based Programs

Reasons for adaptation:

- Cultural relevance
- Resource availability
- Specific population needs

What are the key design attributes that contribute to a successful evidence-based program?



Example: Evidence-Based Summer Learning

A community identifies improved academic performance as an important goal. Summer learning programs are among the ideas being considered to boost learning.

They know, however, that not all summer learning programs lead to improved outcomes.

Where can they look to learn more about the design principles that make up **evidence-based summer learning programs?**



Example: Evidence-Based Summer Learning

IRESULTS Economic Mobility Catalog About Strategies ~ Case Studies All Resources Implementation Support

Share Share Print page

Summer learning

💆 K-12 education 🕮 Elementary and middle school success 🛛 🏵 High school graduation

Strategy overview

- Structured and purposeful programming during the summer school break. Nost highquality summer leaning programs provide a combination of academics and enrichment activities. Programs can vary significantly based on student age and program capacity. They are frequently administered centrally by municipal governments or other institutions, which rely on partnerships with school districts and community-based organizations who design and deliver programs. In some cases, school districts lead academic instruction and community-based groups provide enrichment activities.
- Opportunities for additional academic support and sustained learning between academic
 years: Some programs may provide tailorid support to students who do not meet school or
 district standards in math or reading, or may provide credit recovery opportunities for high
 school students. Many programs seek to prevent summer learning loss, wherein students
 regress academically if they go without any learning and enrichment activities during the
 summer brease, in the years since the onset of the COVID-19 pandemic, programs also seek to
 address learning loss resulting from schools having transitioned to online environments.
 Programs also may focus on other opaals, like acadie-enmotional learning.
- Aligning with school-year curriculum: Summer learning curricula are generally closely
 aligned with those of the most creently completed academic year, including repurposing
 lesson plans, assignments, and other materials. This reduces the burden on teachers to
 prepare fresh lessons, helps teachers deliver lessons at a higher quality, and ensures
 students receive the most pertinent coursework. Both single- and multi-subject summer
 learning initiatives have demonstrated strong results.
- Coupling academics with enrichment. Most summer learning programs include a significant enrichment component beyond that of the standard school year. The intent is to provide extracurricular activities that are engaging, foster a love of learning, and support socialemotional growth. This may include field trips sport/games, art, and more. In many cases, enrichment programming is delivered by community-based organizations or non-teacher staff members. Many high quality programs seek to blend academic instruction with enrichment activities.
- Lower average daily cost than a typical school day. The <u>Maional Summer Learning Project</u> estimated that a typical program costs about \$1100-2800 (as of 2014) per student to implement a five-week program with sk hour of programming per day with class sizes of 15 students or fewer, including academics, meals, transportation, and enrichment activities. This is lower than the per-student cost of a typical school day.

Offering programs that support the whole family: Summer learning programs also may

Results for America's Economic Mobility Catalog: Summer Learning

Additional Resources

Summer Learning in Tuscaloosa, AL



Example: Evidence-Based Summer Learning



DESIGN PRINCIPLES FOR ACADEMIC SUMMER LEARNING PROGRAMS

Jennifer McCombs | Learning Policy Insitute Catherine Augustine | RAND

for Action

ANNENBERG JIRESULTS

EdResearch for Action's Design Principles for Academic Summer Learning Programs

Additional Resources

K-5 Summer Learning in Woonsocket, RI

Summer Learning Program Profiles

<u>Measuring and Improving Summer Learning</u> <u>Programs</u>



BRIEF #18

Eight Design Principles Make Up Evidence-Based Summer Learning Programs

Program Structure

Duration: Programs last 5+ weeks; 3+ hours of academic instruction per day.

Class Size: Classes capped at 15 students

Attendance: Programs communicate importance of high attendance, establish deadlines, and create create engaging site climates. **Enrichment Activities:** Engaging enrichment activities take place alongside academics.

Academic Curriculum: High-quality curriculum maximize effective instruction.



Eight Design Principles Make Up Evidence-Based Summer Learning Programs Personnel

Academic Teachers: Certified teachers with content knowledge and grade-level experience.

Enrichment Instructors: Enrichment lessons led by instructors with content expertise are more likely to engage students. Administration: In addition to site administrators, large, centralized summer programs require early and comprehensive planning led by a half-time summer program director who can begin working in January, if not earlier.





What happens when you can't design a summer learning program that reflects all eight design principles?



Leaders may need to adapt as they balance local needs against the eight design principles

Potential Reasons for Adaptation

- Staffing capacity and personnel limitations
- Families' demands for summer flexibility
- Resource availability
- Cultural relevance
- Specific population needs

While research should always be used to **guide decision-making**, it needs to be evaluated in **relation to specific values.**

The process of using evidence to make effective decisions **requires value judgments** in evaluating the evidence and **in determining which evidence is most important** (Bright 2018).





K-5 SUMMER LEARNING IN WOONSOCKET, RI

Christina Claiborne | Annenberg Institute at Brown University Sam Stockwell | Annenberg Institute at Brown University

Design Principles in Practice Summer Learning Series March 2023

Woonsocket's Guiding Values

1. Prioritizing program personnel High value placed on teachers' knowledge and skills

2. Designing for student personalization A one-size-fits-all approach will not be highly engaging for students



Woonsocket's Design & Adaptations: Enrichment Activities

Value #1: Prioritizing Program Personnel

Research Design Principle

Engaging enrichment activities that take place alongside academics can help fill the "opportunity gap" and have been shown to reinforce regular attendance. **Design Principle in Practice**

Woonsocket engaged local community based organizations (CBOs) in the planning process early on and leveraged their resources to create a program that offered all students high-quality enrichment opportunities in addition to academics.



Woonsocket's Design & Adaptations: Enrichment Activities

Research Design Principle

Value #2: Designing for Student Personalization

Programs that last at least five weeks and include at least three hours of academic instruction per day have been demonstrated to generate significant and lasting effects on student achievement. Optimally, programs will be offered to students for multiple summers.

Design Principle in Practice

Opting not to require participation in a single five or six week program, Woonsocket's model of three two-week sessions allowed them to engage students who otherwise might not have been able to attend a longer program.

II RESULTS

Woonsocket's Design & Adaptations: Student Recruitment

Value #2: Designing for Student Personalization

Research Design Principle

Attendance is strongest when programs communicate the benefits of high attendance during recruiting, establish an enrollment deadline, and create an engaging site climate with positive adult-student relationships.

Design Principle in Practice

Schools leveraged existing modes of communication to recruit students, provided clear behavior expectations for students, and created engaging site climates that focused on project-based learning and positive relationships.



Looking at Impact to Identify Opportunities to Improve

Regardless of the *degree* to which you adapt your program, it is important to develop a plan to **collect data** and **measure improvement.**

 Doing so will give you insight into opportunities to improve



Summer Learning Series March 2023 Improving Summer Programs

Best Practices for Data Collection

EdResearch

Measuring & Improving Summer Programs: Best Practices for Data Collection

This best practices resource is designed to provide school and district leaders with **guidance on the types of** data that they should collect, as well as **how to collect, analyze, and interpret** the data to gain insights into the effectiveness of their summer programs.

This resource focuses on simple descriptive analyses (e.g., percentages and averages), since they are straightforward to calculate and widely understood by stakeholders. These types of analyses **provide** immense value to leaders and help identify areas where changes can be made to improve the effectiveness of programs and **areas of success** that should be replicated. Findings can also support leaders to make evidence-based designs bab ut program design, curriculum, and instruction.

Ultimately, collecting and examining this data can give school and district leaders a measuring stick with which to assess their progress towards their goals. It can help **ensure that their summer programs are always improving and providing the best possible outcomes for students.**

This resource draws on work with districts in Tennessee and Rhode Island and focuses on quantitative data



Looking at Impact to Identify Opportunities to Improve

Woonsocket's Implementation Learnings Include:

- Partnering with CBOs provided increased opportunities and resources for students and alleviated the burden of enrichment programming from academic teachers, so that they could remain focused on providing excellent instruction.
- Flexible registration structure led to high enrollment and low attrition across the three sessions.



Looking at Impact to Identify Opportunities to Improve

Woonsocket's Impact Learnings Include:

- 95% of students who were expected to attend actually participated
- Summer participation improved math scores for students in grades K and 1
- Multilingual Learner (MLL) students who attended the summer program did better on fall test scores than MLL students who did not attend the program



How Evidence Information is Collected through the ENOUGH Act Grant Application



Track 3: Implementation applicants must submit the Evidence-Based **Programs Table** with their application to receive bonus points.

Evidence Based Programs Table

Example provided in italics below. Please remove this example and add your own responses.

Name of Local Program or Service	Name of Evidence Based Program or Intervention	Research Citation or Clearinghouse Used	Clearinghouse Rating* (if applicable)	Link to Evidence Resource	Program Adaptations or Alterations	Informed Rationale** for Choosing This Intervention
7th Grade Check and Connect Program	Check and Connect	Results for America Economic Mobility Catalog	Strong	https://cata log.results 4america.o rg/	None planned.	The population that served as the evidence basis is very similar to our student profile, and this program is popular with parents in our school district.

* Clearinghouse databases normally rank or evaluate the level of effectiveness or evidence basis for a program and give it a rating or category identifier (e.g, "strong evidence"). If such a categorization or label exists for your program, put the rating here.

**Informed rationale means the reasoning (such as a theory of change, logic model or narrative description) behind why a program is likely to improve important outcomes in similar contexts and for similar populations, based on research and input from participants and relevant stakeholders.

Questions?

Patrick Carter Patrick@results4america.org





Q&A and Applicant Resources

Applicant Support: Training Hub and Resource Library



Prospective applicants have access to a curated training hub and resource library focused on the ENOUGH qualifying criteria and result areas.



ENOUGH Grant Program Competition Timeline

Notice of Intent to Apply Due for All Tracks

Full Application Deadline for Track 2 and Track 3

Full Application Deadline for Track 1

Award Notifications

Estimated Project Start

July 19, 2024

September 20, 2024

November 1, 2024

Winter 2024

January 2025

70

NEXT STEPS: Action Items for Interested Communities



1. Sign up for the <u>ENOUGH Grant Program Listserv</u> to be notified of technical assistance offerings, Grant Program FAQs, and other applicant resources. You can also send an email to <u>ENOUGH@Maryland.gov</u> to receive updates.



2. Visit the ENOUGH Community Eligibility Map at <u>https://bit.ly/ENOUGHMap</u> to identify eligible geographies for ENOUGH Grant Program funds.

Q

3. Use the ENOUGH Track Selector Tool at <u>https://bit.ly/ENOUGHTrack</u> to identify the right ENOUGH Grant Program Track for your partnership based on readiness and capacity criteria.

		3		
	=			
		_	J	

4. Read the **Notice of Funding Opportunity (NOFO)** for detailed grant program requirements, application templates, review criteria, budget limitations, allowable costs, application formatting, and submission process.

71





Contact Us

For additional questions or to request access to the ENOUGH listserv, please email us at ENOUGH@Maryland.gov.

Visit the Governor's Office for Children website for updates on the ENOUGH Grant Program Community Support offerings!

GOC.Maryland.gov

We look forward to hearing from you.



THE OFFICE OF GOVERNOR WES MOORE

GOVERNOR'S OFFICE FOR CHILDREN

