

## DOCUMENT RESUME

ED 445 828

PS 028 932

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TITLE California: Report Card, 2000: How Young People Are Faring Today.  
INSTITUTION Children Now, Oakland, CA.  
SPONS AGENCY James G. Irvine Foundation, San Francisco, CA.; David and Lucile Packard Foundation, Los Altos, CA.; Ralph M. Parsons Foundation, Los Angeles, CA.; Annie E. Casey Foundation, Baltimore, MD.  
PUB DATE 2000-10-00  
NOTE 41p.; For California: State of Our Children, 2000, see PS 028 931. Jessica Reich wrote the program highlights. Also funded by the Atlas Family Foundation, the Clorox Company Foundation, and Gap Foundation.  
AVAILABLE FROM Children NOW, 1212 Broadway, 5th Floor, Oakland, CA 94612. Tel: 510-763-2444; Fax: 510-763-1974; e-mail: children@childrennow.org; Web site: http://www.childrennow.org.  
PUB TYPE Numerical/Quantitative Data (110) -- Reports - Descriptive (141)  
EDRS PRICE MF01/PC02 Plus Postage.  
DESCRIPTORS Academic Achievement; \*Adolescents; \*Child Health; Child Safety; Child Welfare; Delinquency; Dropouts; Early Parenthood; Family Income; Foster Care; Health Insurance; Poverty; Racial Differences; \*Social Indicators; \*Trend Analysis; Unemployment; Weapons; \*Well Being  
IDENTIFIERS \*California; Ethnic Differences; \*Indicators; Sexually Transmitted Diseases

## ABSTRACT

Noting that California is in the middle of a decade during which its adolescent population will increase by 36 percent to nearly 5 million by 2005, this report examines the well-being of California's adolescents. The report's introduction notes that although California youth are more likely to complete high school, less likely to be unemployed, and less likely to become parents at an early age than were teens several years ago, they are worse off in comparison to teens in other states. Further, disparities in well-being between African American and Latino youth and others remain. The introduction also notes that although substantial new resources have been dedicated to education, many citizens are endorsing a highly punitive approach with youth, rather than strengthening preventive measures. Following the introduction, the report discusses adolescent well-being in the following areas: (1) family economics (child poverty, youth unemployment, after-school care); (2) health (teen births, chlamydia rates, health insurance); (3) education (preparation for college, high school dropout rates, academic achievement); and (4) safety (incarceration rates, gun violence, foster care). The final section of the report presents recommendations for action by the public sector, by the private sector, by local communities, by parents, and by all Californians to capitalize on the potential of California's youth. (KB)

**CHILDREN  
NOW**

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CALIFORNIA

# Report Card 2000

**How Young People  
Are Faring Today**

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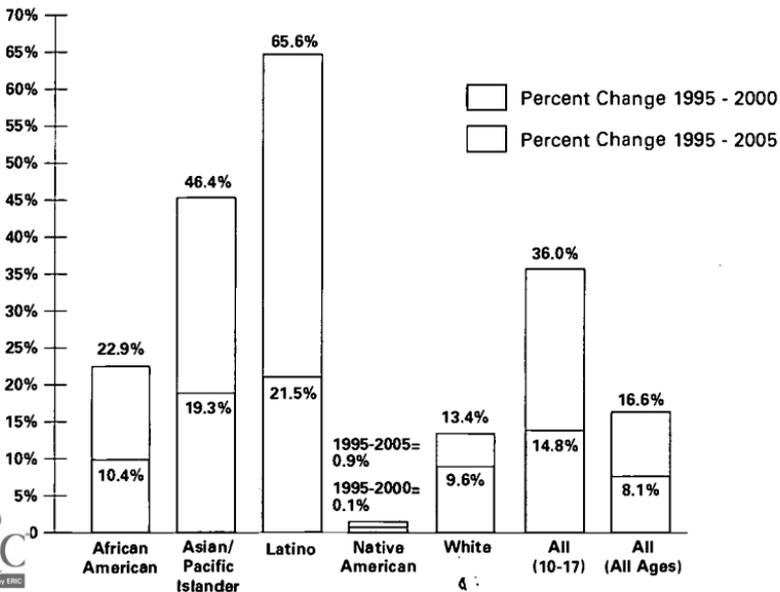
CHILDREN NOW IS A NONPROFIT, INDEPENDENT VOICE for children, working to translate the nation's commitment to children and families into action. Children Now combines policy expertise and up-to-date information on children with communication strategies to reach parents, lawmakers, citizens, business, media and community leaders to generate positive change on behalf of children. With particular concern for those who are poor or at risk, Children Now is committed to improving conditions for all children. Founded in 1988, Children Now is a national organization with special depth in California.



**Historical growth spurt  
for adolescents.**

**CALIFORNIA IS IN THE MIDDLE OF A DECADE OF CHANGE**, during which our adolescent population (youth ages 10 to 17) will increase by 36 percent to nearly five million (4.7) total by 2005. This growth rate is 2.2 times greater than that of California's overall population and three times greater than the nation's overall population. Our adolescent population will be more diverse than ever before, with 7 percent African American, 12 percent Asian/Pacific Islander, 42 percent Latino and 38 percent white.

**California Adolescent Population, Percent Change, 1995 - 2005**





## Will we capitalize on young people's strengths?

What will these changes mean for our state? Will we capitalize on young people's strengths and build upon their resiliency, creativity and energy? Will the years ahead be a productive time in which new public and private sector initiatives give teens more opportunities to develop their skills and enrich their lives? Or will these years be a time of indifference on the part of adults, hoping that teens and communities make it through this period with the least possible difficulties?

While today there are laudable examples of programs around the state making a difference in young people's lives—by helping them stay in school, develop their skills, exert their leadership and contribute to the community—there is no concerted statewide effort to bolster the chances of today's youth.

### **How Young People Are Faring Today**

This *Report Card* and accompanying *California: The State of Our Children* show that in a number of areas, California's young people are doing better today compared to several years ago. Teens are more likely to complete high school, less likely to be unemployed and less likely to become parents at an early age.

But, compared to teens in other states, California teens are more likely to live in families who struggle economically and they are less likely to have health coverage. The state also incarcerates young people at a rate higher than that of nearly every other state.

**There is a troubling disparity...**

Additionally, there is a troubling disparity: African American and Latino youth experience significantly worse outcomes in many economic, health, education and safety measures. For example, Latino children are more than twice as likely to be poor and to lack health coverage compared to white children; African American youth are more than twice as likely to drop out of school and the state is more than six times more likely to incarcerate them compared to white youth. While data on Asian/Pacific Islander youth show outcomes often close to the state average, there are certain sub-groups within this population that are not faring well. Better data for these sub-groups is necessary to gain a clearer understanding of their particular challenges and needs.

Not only is California falling behind many other states in fostering young people's capacity to achieve their potential when considering the population overall, but we have especially far to go with Latino youth, where our population growth will be greatest.

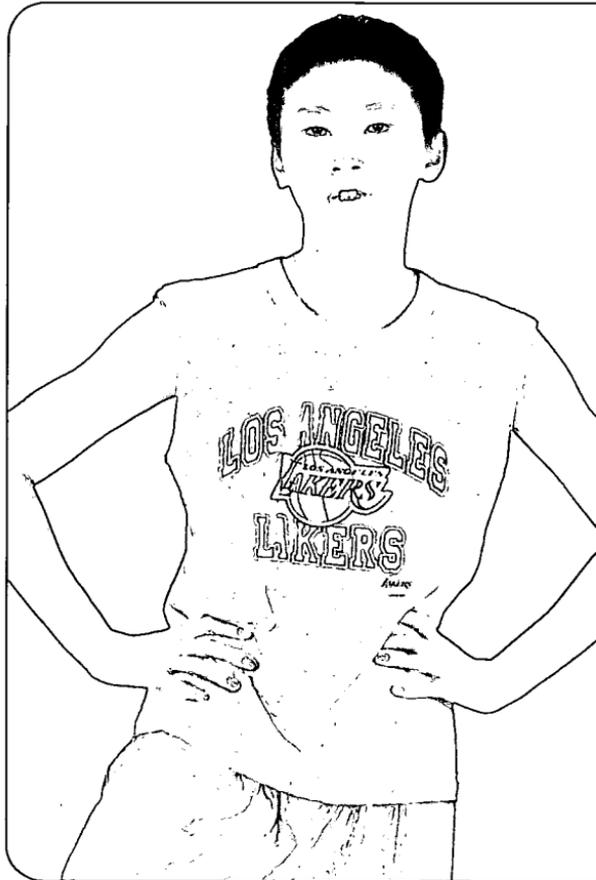
**...African American and Latino youth experience worse outcomes.**

Some new resources...  
...but also punitive measures.

### The Current Political Environment

On the positive side, new state-level attention to funding K-12 education, combined with a strong economy, have resulted in substantial new resources dedicated to young people's education. Also, at the state and federal levels, momentum is gaining around funding more after-school programs for children and youth, as policymakers realize the growing need among today's working families.

However, there is also evidence that fearful impressions of young people have led many Californians to endorse a highly punitive approach to certain youth, rather than strengthening the preventive measures that have been shown to be



## A generation of adolescents, unprecedented in diversity.

effective. In March 2000, voters approved Proposition 21, which stiffened penalties for juvenile offenders and made it possible to imprison more teens in adult facilities. In response, the Legislature proposed allocating \$121 million for prevention services, which was vetoed by Governor Davis.

While California has increased its attention and commitment to promoting the healthy development of very young children, relatively few state and local efforts have been undertaken to promote adolescent well-being. California must not merely sit by as a generation of adolescents—unprecedented in its size and diversity—grows up in our communities. We must listen to them, work together to address their challenges and invest our resources in their future.

### **Where Do We Go From Here?**

Securing more opportunities for adolescents and achieving better outcomes requires multiple efforts from the public and private sectors at the state and local levels, parents and caring members of the community. The recommendations at the end of this report detail next steps for all Californians to consider. First, let's take a closer look at the conditions young people face.





## FAMILY ECONOMICS

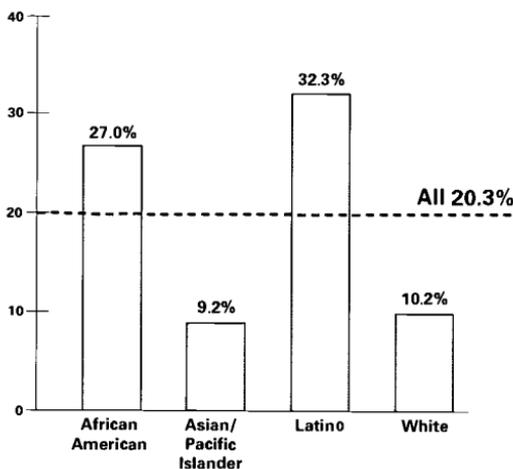
## Most parents work...but California's child poverty rate still exceeds much of the nation.

**SHADOWING MANY TEENS IN THEIR QUEST TO DISCOVER THEMSELVES** and the world are the complex difficulties associated with being poor. These can include living in substandard housing, lacking sufficient nutritious food, having inadequate clothing and receiving little or no health care. These challenges put adolescents' health and safety at risk and diminish their chances of academic success.

Most poor families have at least one parent in the workforce, but his or her earnings are insufficient to raise the family above the poverty level. In spite of low unemployment, California has one of the highest child poverty rates among states, ranking 45th out of 50 states and the District of Columbia. The gap between high and low wage earners in California is fifth largest among states. With much of the job growth in the next five years concentrated in low-paying positions (six of the ten jobs with the largest growth rates pay under \$8 per hour), many working families will continue to have a difficult time making ends meet.

Poverty affects children and youth across all ethnicities. Yet, there are striking differences in the level of poverty among various ethnic populations. An African American or Latino child is at least twice as likely to be poor as an Asian/Pacific Islander or white child.

### California Child Poverty Rates\* by Race/Ethnicity, 1999



\* The rate is the percentage of children in that ethnic group living in families with incomes below the federal poverty level (\$16,700 for a family of four with two children in 1999). Due to small numbers, the poverty rate for Native American children cannot be calculated.

### Youth Unemployment

Job prospects have improved somewhat for California youth over the last several years as the economy has picked up in strength. The youth unemployment rate declined from 23.1 percent of job-seeking youth unable to find a job in 1996 to 16.4 percent in 1999.

**One of six young people seeking work cannot find a job.**

## Youth Employment Program—Orange County

The Orange County Workforce Investment Board's Youth Employment Programs serve nearly 250 youth in a year-round program. The project targets low-income youth, those who are deficient in basic reading and math skills, pregnant and parenting teens, teens with disabilities and teens who have dropped out of school. Participating youth first join in activities that help them develop pre-employment skills, such as making career decisions, filling out applications, maintaining regular attendance, interviewing, dressing appropriately and strengthening interpersonal relationships. Then, youth receive job-specific skills training through work experience and internships. Local businesses—who give the project excellent reviews—show their support not only by

creating job opportunities, but also by encouraging their adult employees to volunteer as mentors and trainers, donating transportation and providing funding. In 1999-2000, 179 youth entered unsubsidized employment and an additional 71 achieved at least one of four outcomes (completed employment-readiness training, returned to or remained in school, completed a grade in school or entered a vocational training program). The Orange County Workforce Investment Board also supports programs for 1200 youth during the summer.



## Affordable, high-quality after-school programs needed.

However, young people in California have a harder time getting a job than youth in other states. In 1999, about one out of six 16- to 19-year-olds who were looking for work could not find a job. California ranked 37th among states in this indicator. Latino youth had a more difficult time getting hired, with one in five seeking work unable to find a position.

### **After-school Care**

There is insufficient data on the supply of high-quality, affordable after-school programs for children and youth. The need is certainly growing as increasing numbers of parents enter the workforce and therefore, are unable to supervise their children during the work day. Nearly three million California children and youth ages 6-17 live with two employed parents or a single employed parent, and approximately 1.4 million of these children live in low-income families (an annual income of no more than \$30,500 for a family of four in 1998). The available information documents just over 300,000 after-school slots subsidized through state and federal funds, indicating that many working families who would like their children to be engaged in an adult-supervised activity after school may simply not be able to afford it.

Indeed, adolescents from low-income families stated during Children Now focus groups that the fees for after-school programs make them inaccessible to many young people. They said they wished for more teen centers—with sports facilities, computers and tutors to help with homework—where they could participate without paying fees.





HEALTH

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## Dramatic decline in teen births.

**ONE OF THE SUCCESS STORIES OF THIS DECADE** is the significant drop in births to teens overall and within each major ethnic group. In 1998, 53 teens ages 15-19 gave birth per 1,000 female teens in that age group, compared to 67 per 1,000 in 1995 and 70 per 1,000 in 1990. The drop among African American teens has been particularly dramatic, declining 38 percent, from 109 births per 1,000 female teens in 1990 to 68 births in 1998.

Teen parenthood can diminish opportunities for both the teen mother and child. A young woman who has a child is less likely to complete high school than one who does not. A child born to teen parents is more likely to be low birthweight, to receive inadequate health care, to grow up poor and to leave high school without graduating.

Researchers cite two main reasons for the drop in birth rates: teens are delaying sex and those who are sexually active are more likely to use contraceptives. Nationally, 48 percent of the nation's high school students reported ever having had sex in 1997, compared with 54 percent in 1990. In 1997, 57 percent of those who reported having had sex in the previous three months said they had used a condom, compared to 45 percent in 1990.<sup>1</sup>

<sup>1</sup> Centers for Disease Control and Prevention, Youth Risk Behavior Surveillance—United States, 1997 (Atlanta, GA: CDC, 1998); Chronic Disease and Health Promotion Reprints from the MMWR, 1990-1991 Youth Risk Behavior Surveillance System.

## More teens are **delaying sex** or **using contraceptives.**

### Teen Birth Rates\* by Race/Ethnicity, 1990-1998

	1990	1995	1998
African American	109	88	68
Asian/Pacific Islander	29	26	20
Latino	111	121	97
Native American	67	77	65
White	43	33	25
<b>All</b>	<b>70</b>	<b>67</b>	<b>53</b>

\* The rate is the number of babies born to teens ages 15-19 per 1,000 female teens in that age group. The 1990 white figure includes "other races," while the 1995 and 1998 figures do not.

### Chlamydia Rates

Chlamydia is the most common communicable disease in California and has the highest prevalence in young adults and adolescents. It can cause a variety of long-term complications, including pelvic inflammatory disease, ectopic pregnancy, infertility and chronic pelvic pain in women and pneumonia in newborn babies.

The number of reported cases for young women ages 15-19 increased from 1996 to 1999, with a total of 23,898 cases in 1999. The increase in reports may be the result of more successful chlamydia education and screening efforts, rather than behavioral changes within the population.

## The Teen Health Center, Family Health Centers of San Diego

From its inception in 1992, the Teen Health Center (a free-standing clinic that is part of the Family Health Centers of San Diego) has included youth in its planning and implementation processes, ensuring that the clinic's policies would enhance adolescents' access to services. The Center is open 20 hours per week at times convenient to young people's schedules. The upbeat posters and popular music make the Teen Center itself a place where adolescents can feel comfortable. Health care services (including physicals, sick care, pregnancy and STD testing and birth control) are provided at either no cost or on a sliding scale to the 75 patients served each week. The Center also employs teens to conduct most of the outreach and community education and, in an extension of the confidential medical visit, to talk with patients about their responses to a health risk assessment.



In 1998, California ranked 43<sup>rd</sup> for children with health insurance.

### Health Coverage

In 1998, one in five children (1.9 million) lacked health insurance coverage, public or private, for the entire year. California ranked 43<sup>rd</sup> among the 50 states and the District of Columbia on this indicator. As of July 2000, the state's Healthy Families program has enrolled more than 303,000 children since its inception in July 1998. However, nearly 1.7 million children remain uninsured.

Children who lack health insurance are less likely to have a usual source of health care, are less likely to be immunized and less likely to receive well-child care.<sup>2</sup> One study found that uninsured children are three and one half times as likely as insured children to go without needed health care, including medical or surgical care, dental care, prescription drugs, eye-glasses and mental health care.<sup>3</sup>

In the most recent state budget, the California legislature and governor approved several important measures that should improve California's record on enrolling eligible children for subsidized health coverage. For one, funding is available to begin implementation of Express Lane Eligibility, which allows children who already participate in public programs with similar income requirements, such as Food Stamps or Women, Infant and Children (WIC) programs, to expedite

<sup>2</sup> The Children's Partnership, *Reaching 100% of California's Children with Affordable Health Insurance: A Strategic Audit of Activities and Opportunities* (Los Angeles, CA: TCP, 1998).

<sup>3</sup> Families USA, *Unmet Needs: The Large Differences in Health Care Between Uninsured and Insured Children*, 1997 (based on the 1994 National Health Interview Survey conducted by the National Center for Health Statistics), cited in TCP, *Ibid.*

enrollment into Medi-Cal or Healthy Families. This process could speed enrollment for up to 700,000 children who are eligible for but not enrolled in the state health plans.

In addition, the new state budget gives the Department of Health Services the option, as of January 1, 2001, of eliminating the burdensome quarterly status reports now required of families to receive Medi-Cal. An estimated 250,000 more children will stay enrolled in Medi-Cal as a result of this change.



While these changes are promising, much work lies ahead for California to assure that all children eligible for subsidized health coverage receive it and that uninsured children ineligible for these programs have access to coverage by other means.

**Promising changes...but  
much work ahead.**

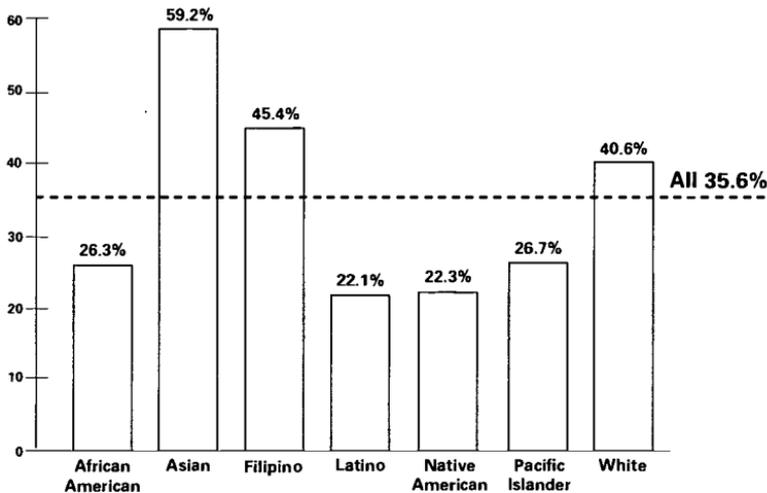
EDUCATION



Just over one third of high school graduates are ready academically to enter a four-year college.

**IN TODAY'S ECONOMY, A COLLEGE EDUCATION IS OFTEN A PREREQUISITE** for a job that pays a decent wage. According to the California Budget Project, of the jobs that pay the basic family wage needed by a family with two working parents (\$10.79/hour per parent), nearly half (47 percent) require a college or graduate degree. Among those jobs open only to those with a college degree, 94 percent pay at least the basic family wage.<sup>4</sup>

#### Percentage of Graduates Prepared for College, 1998-99



<sup>4</sup> California Budget Project, *Will Work Pay?: Job Creation in the New California Economy* (Sacramento, CA: CBP, April 2000).

## African American and Latino dropout rates show greatest improvement.

In the 1998-99 school year, just over one third (35.6 percent) of high school graduates in California public schools completed all the courses required for entrance into the University of California and/or California State University. Among African American, Latino, Native American and Pacific Islander youth, the percentage prepared for college ranged from 22.1 percent to 26.7 percent.

At an even greater disadvantage in terms of future opportunities than those students who do not attend college are those who do not graduate from high school. The California Department of Education (CDE) reports the state's 1999 graduation rate—the number of students receiving a high school degree out of all enrolled students four years earlier—to be just 67.2 percent, equaling a dropout rate of 32.8 percent. However, CDE also calculates, through a different process, an annual dropout rate, which yields a four-year rate only about one third as high. These discrepancies have raised questions about the accuracy of the data and CDE hopes to obtain better estimates in the future through a new tracking system.

Nonetheless, the data indicate that fewer teens are dropping out of high school in recent years. This improvement is evident across all major ethnic groups. In fact, African American and Latino students show the greatest improvement from 1996 to 1999, though they still have the highest dropout rates.

### **Upward Bound Project—CSU, Chico**

For 35 years, the Upward Bound Project at the California State University at Chico has helped high school students from the northern Sacramento Valley develop and achieve their post-high school educational goals. Participants are either low-income or potential first-generation college students; two thirds are both. During the 1998-99 program year, 126 high school students received services such as tutoring, career advising, college visitation field trips, leadership development programs and college preparation. The year-round program has two parts, in the local high schools during the academic year and six weeks on the CSU, Chico campus during the summer. A ten-year evaluation of the program found that 92 percent of the program graduates entered post-secondary education, a rate nearly twice as high as the state average. Nearly 70 percent of participants either completed their educational program or were in the course of doing so. In contrast, nationally, only 28 percent of low-income students and 37 percent of students whose parents did not finish high school receive a bachelor's or an associate's degree. Throughout California, Upward Bound serves 4,743 students.

There is also Upward Bound Math/Science which serves 800 students.





In the spring of 2001, the High School Exit Exam will be administered for the first time, and members of the Class of 2004 must pass all of its sections in order to receive a high school diploma. Concern is growing as to the fate of students who are unable to pass it.

Educators and policymakers should ensure that all students have access to an education that prepares them well for this test and future achievement.

## California is not achieving high test scores.

### **Fourth Grade and Eighth Grade Achievement**

In 1998, California ranked 36th of 39 states and the District of Columbia reporting results in the reading skills of its 4th grade students, as measured by the National Assessment of Educational Progress test. Asian/Pacific Islander and white students scored just about the national average, while African American and Latino students scored considerably lower. (Average scores are not available for Native American students.) California's ranking did not improve from six years earlier when, in 1992, the state ranked 31st of 35 states reporting results.

In 1996 (the most recent year for which data is available), California ranked 28th of 41 states in 8th graders' math skills. The disparity among ethnic groups exists on this test as well, with Asian/Pacific Islander and white students scoring near the national average and African American and Latino students scoring lower.

In both the 4th grade reading and the 8th grade math tests, economically disadvantaged youngsters scored considerably lower than their peers. Only 22 percent of economically disadvantaged 4th graders earned scores at least equal to the national average, whereas among their better-off peers, 56 percent earned scores at least equal to the national average. On the 8th grade math test, just 27 percent of economically disadvantaged youth earned scores at least equal to the national average, compared to 54 percent among their better-off peers.



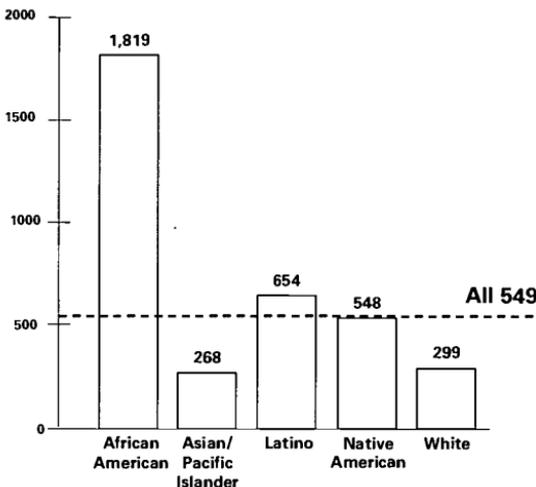
SAFETY

African American youth are incarcerated at a rate more than three times the state average.

**ONE OF THE MOST DISCONCERTING FINDINGS IN THIS REPORT** is the high level of juvenile incarceration in California. Our state ranks 48th among the 50 states and the District of Columbia for the percentage of youth detained in the California Youth Authority (CYA), county camps, juvenile halls and private institutions. Moreover, we rank 36th among the 37 states and the District of Columbia that have an upper age limit of 17 for juvenile court adjudication.

Incarceration rates among young people vary greatly by ethnic group, with African American youth experiencing an incarceration rate about three times that of the next group, Latinos, and six times that of white teens.

#### Youth Incarceration Rates<sup>1</sup> by Ethnicity, 1997



As part of the *Building Blocks for Youth* project, a multi-year juvenile justice initiative involving the American Bar Association, Youth Law Center and others, the Center on Juvenile and Criminal Justice (CJCJ) documents a disturbing pattern of unequal treatment for minority youth as they proceed through California's juvenile justice system. Compared to their respective shares of total felony arrests, Latino and Asian youth offenders are 3.8 times more likely and African American youth offenders are 4.4 times more likely to be sentenced to CYA confinement than are white youth offenders. Among youth sentenced for violent crimes in the adult system, Asian youth offenders are 4.5 times more likely, Latino youth offenders 7.3 times more likely and African American youth offenders 18.4 times more likely than their white counterparts to be sentenced by an adult court to CYA confinement.<sup>5</sup>

CJCJ acknowledges that there is disagreement as to the cause of these discrepancies, noting that some explain them as resulting from differential crime patterns among different racial groups, rather than bias in the justice system. Others argue that these disparities are the direct result of discrimination and that numerous studies do indicate some level of bias against minority defendants. Regardless, the rates as well as the disparities reflect far too great a loss of human potential.

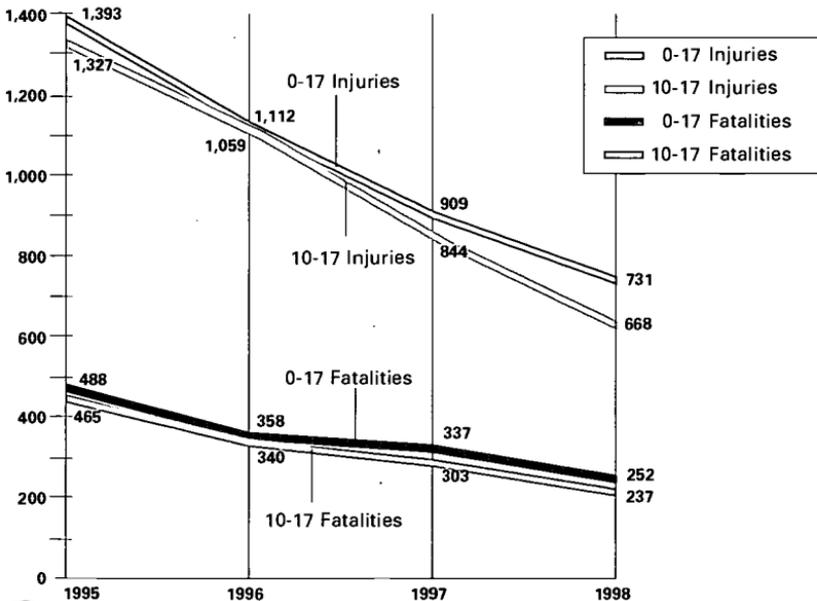
<sup>5</sup> Mike Males and Dan Macallair, *The Color of Justice: An Analysis of Juvenile Adult Court Transfers in California* (San Francisco, CA: Center on Juvenile and Criminal Justice, 1999).

# Gun deaths and injuries reduced by half.

## Gun Violence

One of the positive trends in indicators of child and youth safety is the significant decrease in fatalities and injuries due to guns. The number of annual fatalities to youth ages 10-17 was cut about in half from 1995 (465 gun-related deaths) to 1998 (237 gun-related deaths). The same holds true in the area of gun injuries, falling from 1,327 in 1995 to 668 in 1998. Experts credit this trend to an improved economy, which has provided more employment and other opportunities for young people. In addition, the number of Federal Firearm Licensees (FFLs)

### Gun injuries and fatalities, ages 0-17 and 10-17



## California ranked 38th of 39 states for children in foster care.

who sell guns has been greatly reduced. Lastly, various community-based initiatives, such as mentoring, conflict-resolution and skills building programs, family strengthening activities and public education programs have contributed to a decrease in gun violence.

### **Foster Care**

The rate of California children in foster care has remained nearly constant from 1997 to 1999. California's rate is higher than that of most other states reporting on this indicator, ranking 38th of 39 states in 1998. While rates for California's Latino and white children are slightly below the state average, the rate for African American children is five times the state average (53.7 African American children in foster care per 1,000 African American children compared to a state average of 10.7 children in foster care per 1,000 children). Nationally, African American children are over-represented in the foster care system as well, with a rate of 22.5 African American children in foster care per 1,000 compared to the national average of 7.6 children in foster care per 1,000. The rates for Asian/Pacific Islander and Native American children are not available.

## Students Offering Support—Freshman Transition Program (SOS)—Woodside

The Students Offering Support—Freshman Transition Program (SOS) began at Woodside High School in 1986 and is now in place (along with its sister program, Peaceful Interventions (PI)) throughout the Sequoia Union High School District. The goal of SOS and PI is to help all students build cultural competencies and the sense of community necessary for a safe and productive school environment. The prevention-oriented activities—including freshman transition, conflict resolution, HIV/AIDS and drug/alcohol prevention education—are carried out by older high

school students who have been trained in peer-to-peer support. The 150 peer leaders at Woodside High School, for example, hold small group discussions with 500 freshmen twice a month throughout the fall semester. An evaluation of the SOS program at Woodside found that the program promotes positive social and racial relations, and that the freshmen are significantly less likely to feel that their classmates disrupt class, allowing for a more positive learning experience for both students and teachers.





## RECOMMENDATIONS

**Children Now recommends action that can be taken to capitalize on the exciting potential of California's youth:**

### **In the Public Sector**

- Recognize the disparities among outcomes for teens of different racial, ethnic and socio-economic groups and sub-groups, and set goals for the elimination of these disparities through data development and collection, program planning and service delivery. Allocate the necessary resources to meet these goals.
- Talk to young people as you develop plans and programs; listen to their concerns and seek their input in creating solutions.
- Assure that new high school achievement standards are paired with significant school improvement efforts and remediation programs, such that all students have a good chance of meeting the expectations.
- Expand adolescents' access to high-quality enrichment programs during out-of-school hours.
- Enact measures to increase adolescents' access to health care and improve the quality of the health care that teens receive.
- Support prevention-oriented approaches to juvenile delinquency.
- Improve data collection systems so that more comprehensive information on important issues for children and youth are publicly available.

### **In the Private Sector**

- Explore ways that your dollars, other resources and expertise can improve young people's education and skills development.
- Inform policymakers about how your company benefits from a well-prepared workforce and the need for investments in young people today.
- Create company policies that recognize that parents of adolescents have as much need for support as parents of young children.

### **Local Communities**

- Map your community's assets and gaps in meeting the diverse needs of its youth population.
- Work through a representative and collaborative process to establish priorities for meeting youth's needs. Be certain to include a substantial number of youth in this effort.
- Share your community's commitment and needs with state policymakers.

### **Parents**

- Talk with your teens, listen to their concerns and share your perspectives and values. Helpful materials about talking to pre-adolescents about tough issues are available by calling **1-800-CHILD-44**.
- Get involved in your child's education; talk with their teachers; assist them with homework or help them get assistance from others.
- If you are unavailable to supervise your child's after-school activities, form a partnership with your extended family, other parents or neighbors to share the responsibility.

- Communicate your experiences and concerns with state and local policymakers; talk to them about what is needed for young people in your community.

### All Californians

- Mentor a young person or share your skills with a group of young people.
- Counter stereotypes about adolescents that you hear in conversations or see in the media.
- Communicate to state policymakers your commitment to young people's well-being; sign up for *Children Are Watching Now* monthly alerts and commit to taking action once a month. Visit [www.childrennow.org](http://www.childrennow.org) or call 510-763-2444.



Children Now is deeply grateful to the many individuals and organizations who contributed information and technical expertise to this report. A full list is found in our companion publication, *California: The State of Our Children 2000*, which contains additional data source information.

Amy Dominguez-Arms authored *California Report Card 2000*. Geovanny Fernandez conducted the data research. Jessica Reich wrote the program highlights and provided advice throughout. Danté Allen, Larisa Casillas, Jand Davallou, Kevin Donegan, Sharon Johnson, Mingyew Leung, Jayleen Richards, Lois Salisbury, Shirin Shoai, Sophia Spencer, Kristie Wang, Colette Washington and Phyllis Willett also provided valuable assistance.

Children Now gratefully acknowledges the Annie E. Casey Foundation for generously supporting the production and printing of this report.

We would also like to acknowledge The Atlas Family Foundation, The Clorox Company Foundation, Gap Foundation, The James Irvine Foundation, The David and Lucile Packard Foundation and The Ralph M. Parsons Foundation for their support of our work.

Design: Dennis Johnson Design and Ariel's Web.

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EFF-089 (3/2000)