



CRBC

Citizens Review
Board for Children

FOURTH QUARTER
(APRIL 1ST - JUNE 30TH)
FISCAL 2015 REPORT

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Our Mission Statement

To conduct case reviews of children in out-of-home care case reviews, make timely individual case and systemic child welfare recommendations; and advocate for legislative and systematic child welfare improvements to promote safety and permanency.

Our Vision Statement

We envision the protection of all children from abuse and neglect, only placing children in out-of-home care when necessary; and providing families with the help they need to stay intact; children will be safe in a permanent living arrangement.

Discrimination Statement

The Citizens Review Board for Children (CRBC) renounces any policy or practice of discrimination on the basis of race, gender, national origin, ethnicity, religion, disability, or sexual orientation that is or would be applicable to its citizen reviewers or staff or to the children, families, and employees involved in the child welfare system (CRBC, 2013).

Confidentiality

CRBC local board members are bound by strict confidentiality requirements. Under Article 88A, § 6, all records concerning out-of-home care are confidential and unauthorized disclosure is a criminal offense subject to a fine not exceeding \$500 or imprisonment not exceeding 90 days, or both. Each local board member shall be presented with the statutory language on confidentiality, including the penalty for breach thereof, and sign a confidentiality statement prior to having access to any confidential information.



CRBC Acknowledgements

The Citizens Review Board for Children (CRBC) as always would like to take the time to acknowledge those who make its mission work! The CRBC program is extremely grateful to all of the people who remain committed to making an effort to keep Maryland's children safe and protected against abuse and neglect.

- ★ CRBC Governor Appointed Volunteers
- ★ The Maryland Department of Human Resources (DHR) and the Social Services Administration (SSA).
- ★ All 24 Local Departments of Social Services
- ★ The Circuit Courts of Maryland
- ★ The Coalition to Protect Maryland's Children

*Thank
You*

CRBC Legislative Advocacy Efforts

During the 2015 Legislative Session CRBC continued its legislative child welfare advocacy efforts by being an active organizational member of the Coalition to Protect Maryland's Children (CPMC). The State Board's Children's Legislative Advocacy Committee voted for CPMC to take a position on the following 2015 proposed legislation.

- SB150/HB171 Courts–Child Abuse and Neglect–Waiver of Reunification Efforts.
(SB150 Passed in both Chambers, but HB171 was vetoed by the Governor)

Altering the circumstances under which a local department of social services may ask the court in a child in need of assistance proceeding to find that reasonable efforts to reunify the child with the child's parent or guardian are not required.

- SB157/HB662 Consultation, Diagnosis, & Treatment of Mental and Emotional Disorders–Consent by Minors *(CPMC did not have enough votes to take a position)*

Altering the health care providers who provide consultation, diagnosis, and treatment of a mental or emotional disorder to which minors who are 16 years old and older have the same capacity as an adult to consent; providing that the capacity to consent does not include the capacity to refuse consultation, diagnosis, or treatment for a mental or emotional disorder by health care providers for which a specified individual has given consent .

- SB225/HB029 Higher Education–Unaccompanied Homeless Youth Tuition Exemption–Modification *(Passed in both Chambers)*

Altering the definition of unaccompanied homeless youth by requiring specified documentation that establishes that the child or youth has had a consistent presence in the State for at least 1 year before enrollment in a public institution of higher education that is documented by school, employment, or other records; requiring a determination of homelessness by a specified individual; and requiring a financial aid administrator to annually make a specified verification.

- SB525/HB1146 Child Abuse and Neglect–Failure to Report
(NO VOTE in the House Judiciary Committee, passed the Senate)

Requiring an agency that is participating in a child abuse or neglect investigation and that has reasonable grounds to believe that a person has failed to report child abuse as required under a specified provision of law to file a specified complaint with a specified board, agency, institution, or facility.

- SB567/HB643 Department of Human Resources–State Child Welfare System–Report

(Passed in both Chambers)

Requiring the Department of Human Resources, on or before December 1 of each year, to report to the General Assembly specified information regarding children and foster youth in the State child welfare system; requiring the Department to maintain the confidentiality of specified information and disaggregate the information by county, age, gender, race, and ethnicity; requiring the Department to publish specified reports on the Department's Web site within 30 days of submission of the report to the General Assembly .

- SB609/HB1022 State Government–Office of the Child Welfare Ombudsman–Pilot Program

Establishing the Office of the Child Welfare Ombudsman Pilot Program in the Office of the Attorney General; providing that the purpose of the Pilot Program is to investigate in specified counties whether the needs of children and families are being met by local departments, the rights of children and families are being upheld, and children under the jurisdiction of local departments are being protected from abuse and neglect; requiring the Governor to provide funds in the State budget for the Office to employ specified staff .

- SB668/HB725 Civil Actions–Child Sexual Abuse–Statute of Limitations

Extending from 7 to 20 years the statute of limitations in specified civil actions relating to child sexual abuse.

- SB669/HB788 Maryland Loan Assistance Repayment Program for Orphans and Foster Care Recipients

Establishing the Maryland Loan Assistance Repayment Program for Orphans and Foster Care Recipients; requiring that to be eligible for participation in the Program an applicant must be employed full-time by the State, have received a graduate, professional, or undergraduate degree from an institution of higher education in the State and meet other requirements as specified; providing for the amount, duration, renewal, and uses of specified awards; providing for the retroactive application of the Act.

- SB685/HB439 Family Law Information and Services for Foster Children and Former Foster Children *(Approved by Governor)*

Requiring the juvenile court to determine whether a local department made a reasonable effort, for a child at least 18 years of age, to enroll the child in health insurance that will continue after the child is emancipated, screen and assist the child with eligibility for public assistance, and establish a plan for stable housing for at least 12 months and sufficient income after emancipation; requiring a local

department to advise a child before emancipation of the right to reenter care and procedures for reentering care; etc. (Effective OCTOBER 1, 2015)

- HB347 Courts–Child Abuse and Neglect–Waiver of Reunification Efforts (*Withdrawn due to an unfavorable report*)

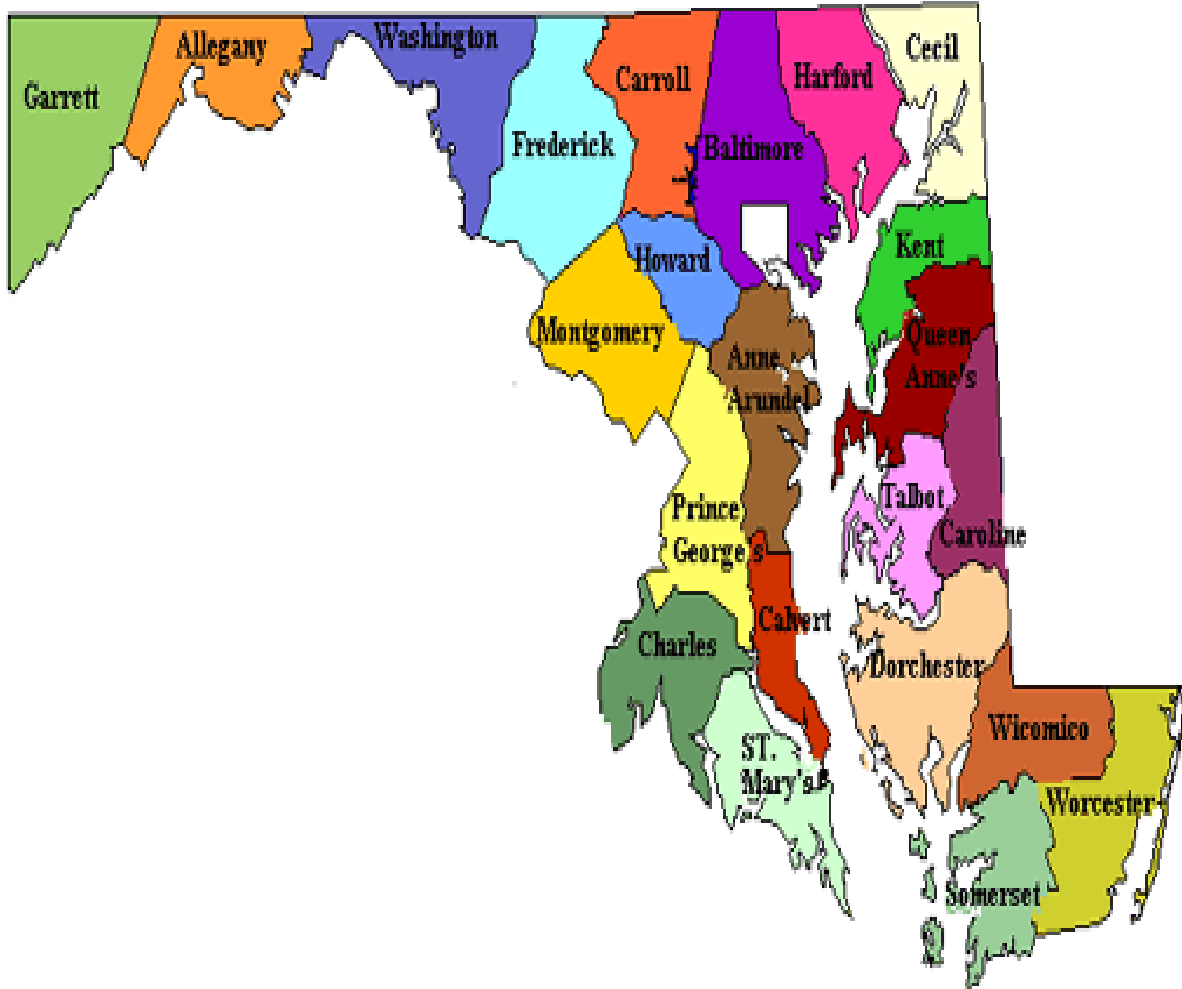
Altering the circumstances under which a local department of social services may ask the court in a child in need of assistance proceeding to find that reasonable efforts to reunify the child with the child's parent or guardian are not required.

- HB955 Child Protection–Reporting Requirements–Threat of Harm

Requiring a specified individual acting in a professional capacity to notify the local department of social services or the appropriate law enforcement agency if the individual has reason to believe that a verbal threat of a substantial risk of imminent harm to a child has been made; prohibiting a person from preventing or interfering with the making of a report under the Act; providing specified immunity to a person who participates in specified activities relating to a report made under the Act .

Introduction

The Citizens Review Board for Children (CRBC) is proud to release its 4th Quarter 2015 Report. The following pages contain data from CRBC's out-of-home-placement case review findings, and recommendations.



CRBC conducts regular out-of-home placement case reviews in all 23 Maryland counties and Baltimore City throughout the year. In this quarterly report, the following counties did not have regularly scheduled case reviews: Caroline, Dorchester, Kent, Queen Anne's, Talbot, and Worcester counties. Therefore, this report only contains review findings and recommendations for the other 17 counties and Baltimore City that had regularly scheduled reviews.

Targeted Review Criterion

The Social Services Administration (SSA) and the Citizens Review Board for Children (CRBC) together have created a review work plan for targeted reviews of children in out-of-home-placement. This work plan contains targeted review criteria based on out-of-home-placement permanency plans.

Reunification:

- ★ Already established plans of Reunification for youth 10 years of age and older. CRBC will conduct a review for a child 10 years of age and older who has an established primary permanency plan of Reunification, and has been in care 12 months or longer.

Adoption:

- ★ *Existing plans of Adoption.* CRBC will conduct a review of a child that has had a plan of Adoption for over 12 months. The purpose of the review is to assess the appropriateness of the plan and identify barriers to achieve the plan.
- ★ *Newly changed plans of Adoption.* CRBC will conduct a review of a child within 5 months after the establishment of Adoption as a primary permanency plan. The purpose is to ensure that there is adequate and appropriate movement by the local departments to promote and achieve the Adoption.

Another Planned Permanent Living Arrangement (APPLA):

- ★ *Already established plans of APPLA for youth 16 years of age and younger.* CRBC will conduct a full review of a child 16 years of age and younger who has an established primary permanency plan of APPLA. The primary purpose of the review is to assess appropriateness of the plan and review documentation of the Federal APPLA requirements.
- ★ *Newly established plans of APPLA.* CRBC will conduct a review of a child within 5 months after the establishment of APPLA as the primary permanency plan. Local Boards will review cases to ensure that local departments have made adequate and appropriate efforts to assess if a plan of APPLA was the most appropriate recourse for the child.

Older Youth Aging Out

- ★ *Older youth aging-out or remaining in out-of-home care at age 17 and 20 years old.* CRBC will conduct reviews of youth that are 17 and 20 years of age. The primary purpose of the review is to assess if services were provided to prepare the youth to transition to adulthood.

Re-Review Cases:

- ★ *Assessment of progress made by LDSS.* CRBC will conduct follow-up reviews during the fourth quarter of the current fiscal year of any cases wherein the Local Board identified barriers that may impede adequate progress. The purpose of the review is to assess the status of the child and any progress made by LDSS to determine if identified barriers have been removed.

Permanency Plan Hierarchy

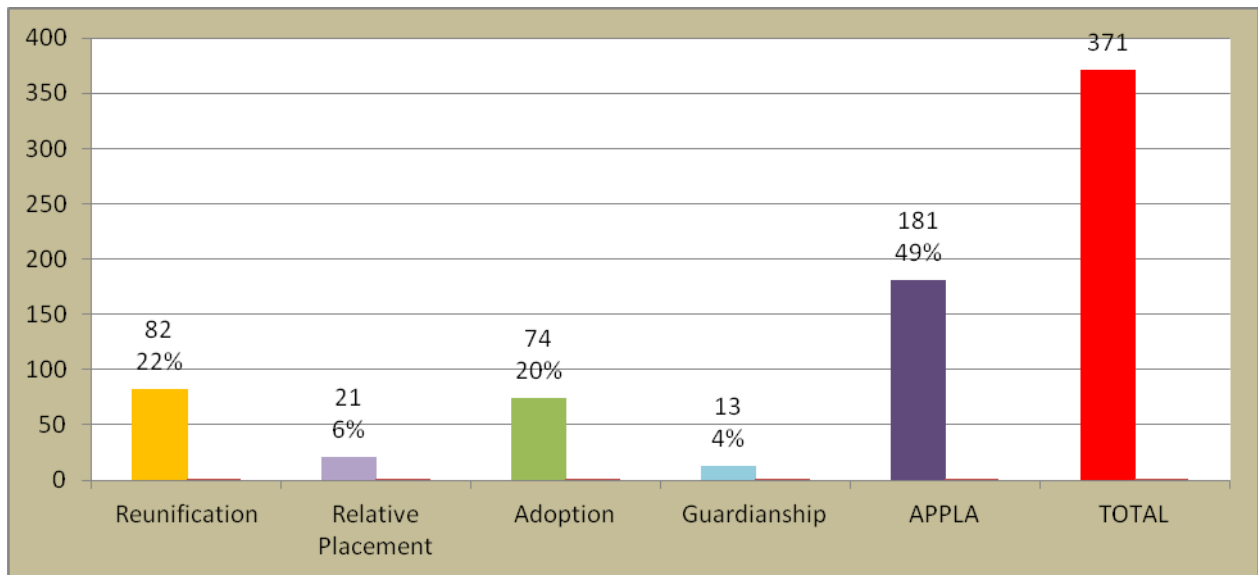
In 2005, Maryland House Bill 771 adjusted the state permanency goals to align with the federal standards. The permanency plan hierarchy in Maryland is as follows: (Social Services Administration, 2012):

- Reunification with parent(s) or guardian
- Placement with a relative for adoption or guardianship
- Adoption by a non-relative
- Another Planned Permanent Living Arrangement (APPLA)

Family Centered Practice Model

According to the Social Services Administration, Family Centered Practice assures that the entire system of care engages the family in helping them to improve their ability to adequately plan for the care and safety of their children. The safety, well-being and permanence of children are paramount. The strengths of the entire family are the focus of the engagement (2010).

4th Quarter Case Review Statistics



CRBC conducted a total of 371 individual out-of-home case reviews including 14 re-reviews during the 4th quarter.

Total Reviewed (371)

Gender Totals

Male	Female
185 (49.9%)	186 (50.1%)

Gender By Plan

Male(185):

Reunification	Relative Placement	Adoption	Guardianship	APPLA
44 (23.8%)	9 (4.9%)	43 (23.2%)	5 (2.7%)	84 (45.4%)

Female(186):

Reunification	Relative Placement	Adoption	Guardianship	APPLA
38 (20.4%)	12 (6.5%)	31 (16.7%)	8 (4.3%)	97 (52.1%)

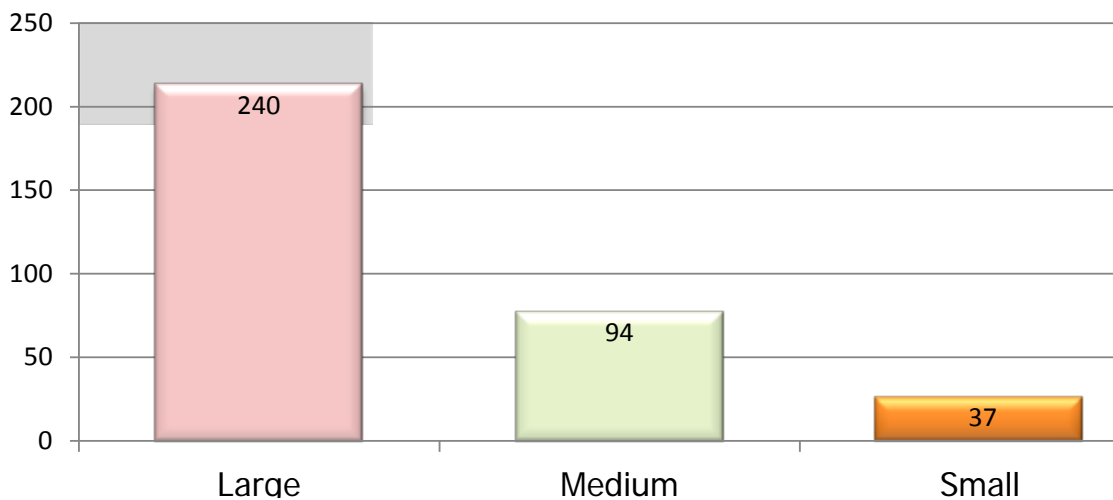
Ethnicity Overall

African American	Caucasian	Asian	Other
233 (62.8%)	118 (31.8%)	1 (0.3%)	19 (5.1%)

JURISDICTIONAL CASE REVIEW STATISTICS

Jurn #	County	Reunification	Relative Placement	Adoption	Guardianship	APPLA	TOTAL
01	Allegany	3	1	1	0	2	7
02	Anne Arundel	0	1	2	0	4	7
03	Baltimore County	7	0	9	0	10	26
04	Calvert	4	0	0	0	4	8
06	Carroll	1	1	1	0	4	7
07	Cecil	0	3	2	1	2	8
08	Charles	2	0	4	2	0	8
10	Frederick	4	0	2	0	11	17
11	Garrett	1	0	1	1	3	6
12	Harford	8	4	3	0	8	23
13	Howard	2	0	3	0	1	6
15	Montgomery	9	4	7	0	20	40
16	Prince Georges	10	0	3	2	15	30
18	Saint Mary's	3	0	0	0	2	5
19	Somerset	0	0	8	0	2	10
21	Washington	0	0	2	0	6	8
22	Wicomico	0	0	5	0	6	11
49	Baltimore City	28	7	21	7	81	144
Statewide Totals		82	21	74	13	181	371
Percentages		22%	6%	20%	4%	49%	100%

Case Review Totals by Jurisdictional size



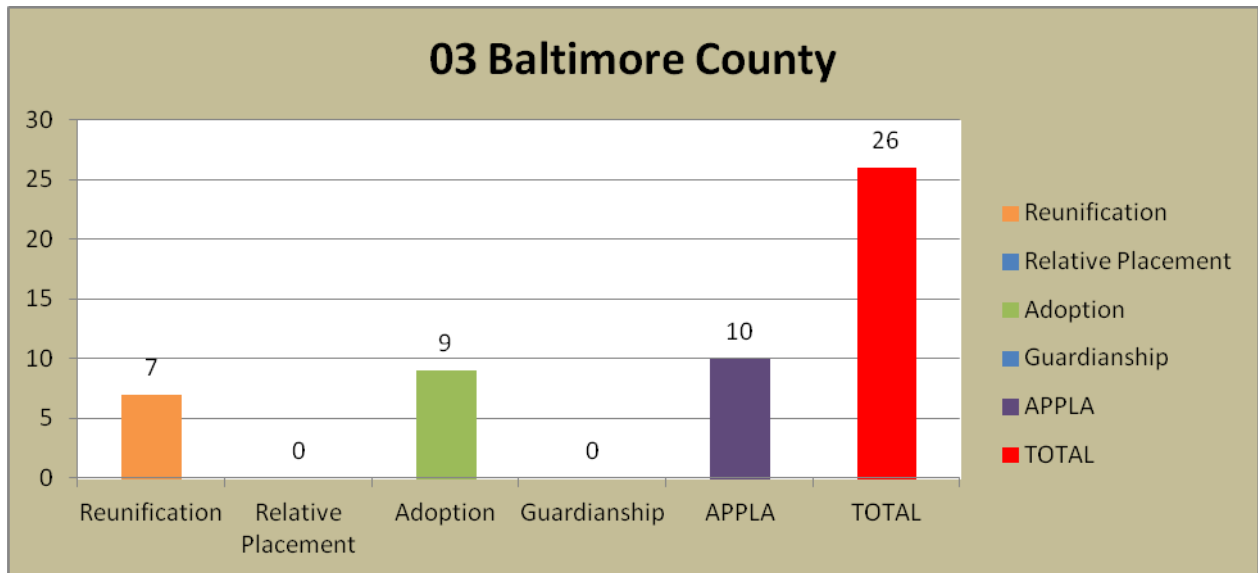
There were a total of 240 (64.7%) cases reviewed in the large jurisdictions, 94 (25.3%)

cases reviewed in the medium jurisdictions, and 37 (10%) cases reviewed in the small jurisdictions.

LARGE JURISDICTIONS							
Jurn #	County	Reunification	Relative Placement	Adoption	Guardianship	APPLA	TOTAL
03	Baltimore County	7	0	9	0	10	26
15	Montgomery	9	4	7	0	20	40
16	Prince Georges	10	0	3	2	15	30
49	Baltimore City	28	7	21	7	81	144
Totals		54	11	40	9	126	240
Percentages		23%	5%	17%	4%	53%	100%

****Large: 500 cases or more per jurisdiction**

Baltimore County



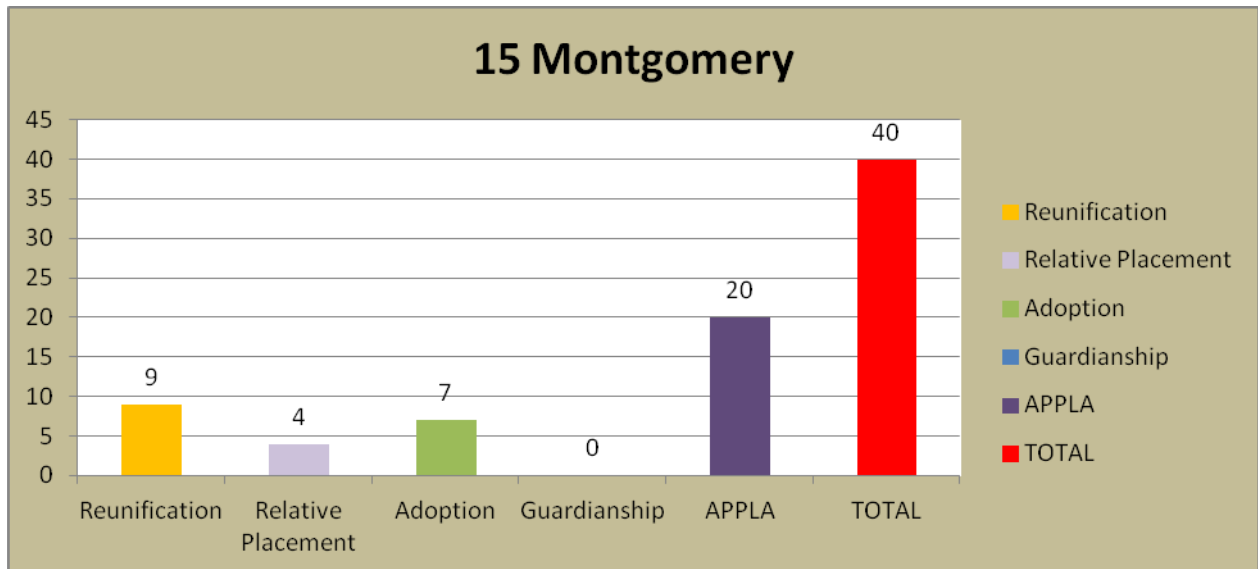
There were a total of 26 out-of-home-placement case reviews conducted in Baltimore County.

Baltimore County Reunification case reviews made up (27%) of the 26 cases reviewed within the jurisdiction.

Baltimore County Adoption case reviews made up (35%) of the 26 cases reviewed within the jurisdiction.

Baltimore County APPLA case reviews made up (38%) of the 26 cases reviewed within the jurisdiction.

Montgomery County



There were a total of 40 out-of-home-placement case reviews conducted in Montgomery County.

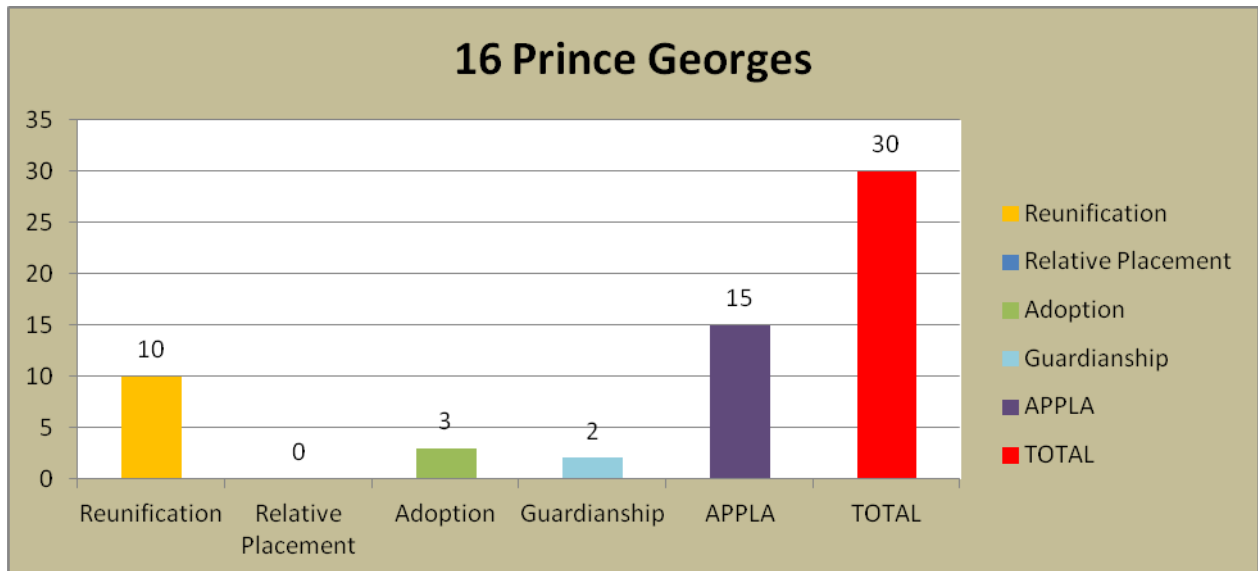
Montgomery County Reunification case reviews made up (22.5%) of the 40 cases reviewed within the jurisdiction.

Montgomery County Relative Placement case reviews made up (10%) of the 40 cases reviewed within the jurisdiction.

Montgomery County Adoption case reviews made up (17.5%) of the 40 cases reviewed within the jurisdiction.

Montgomery County APPLA case reviews made up (50%) of the 40 cases reviewed within the jurisdiction.

Prince George's County



There were a total of 30 out-of-home-placement case reviews conducted in Prince Georges County.

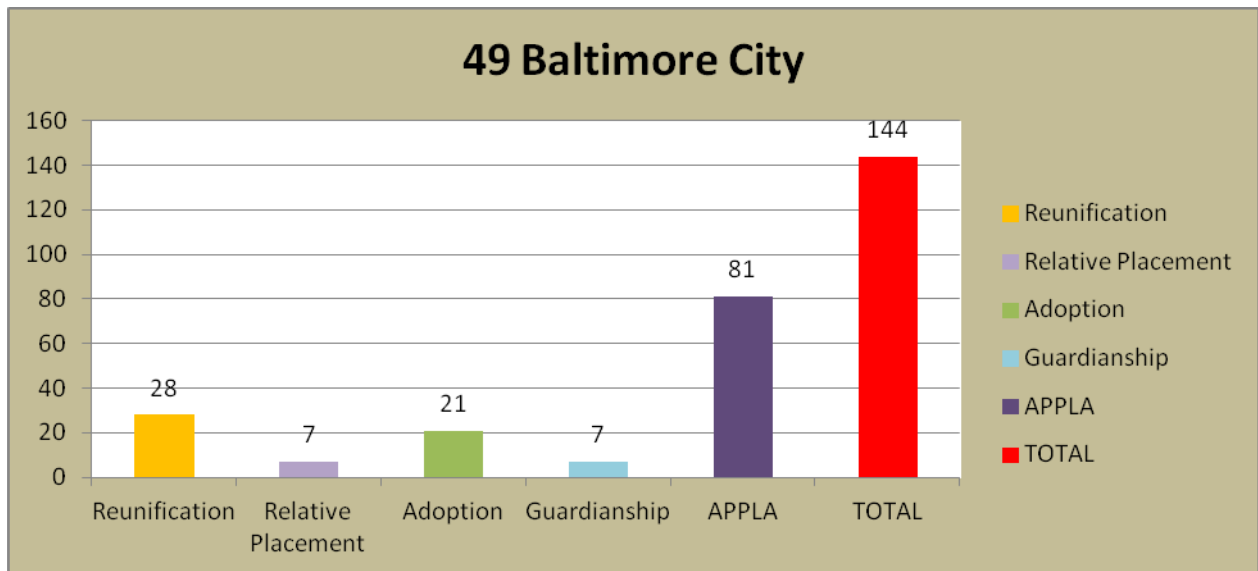
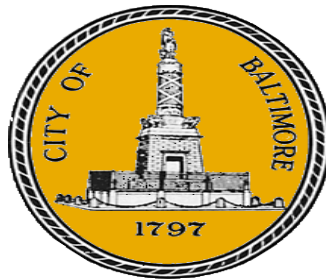
Prince Georges County Reunification case reviews made up (33.3%) of the 30 cases reviewed within the jurisdiction.

Prince Georges County Adoption case reviews made up (10%) of the 30 cases reviewed within the jurisdiction.

Prince Georges County Guardianship case reviews made up (6.7%) of the 30 cases reviewed within the jurisdiction.

Prince Georges County APPLA case reviews made up (50%) of the 30 cases reviewed within the jurisdiction.

Baltimore City



There were a total of 144 out-of-home-placement case reviews conducted in Baltimore City.

Baltimore City Reunification case reviews made up (19.4%) of the 144 cases reviewed within the jurisdiction.

Baltimore City Relative Placement case reviews made up (4.9%) of the 144 cases reviewed within the jurisdiction.

Baltimore City Adoption case reviews made up (14.6%) of the 144 cases reviewed within the jurisdiction.

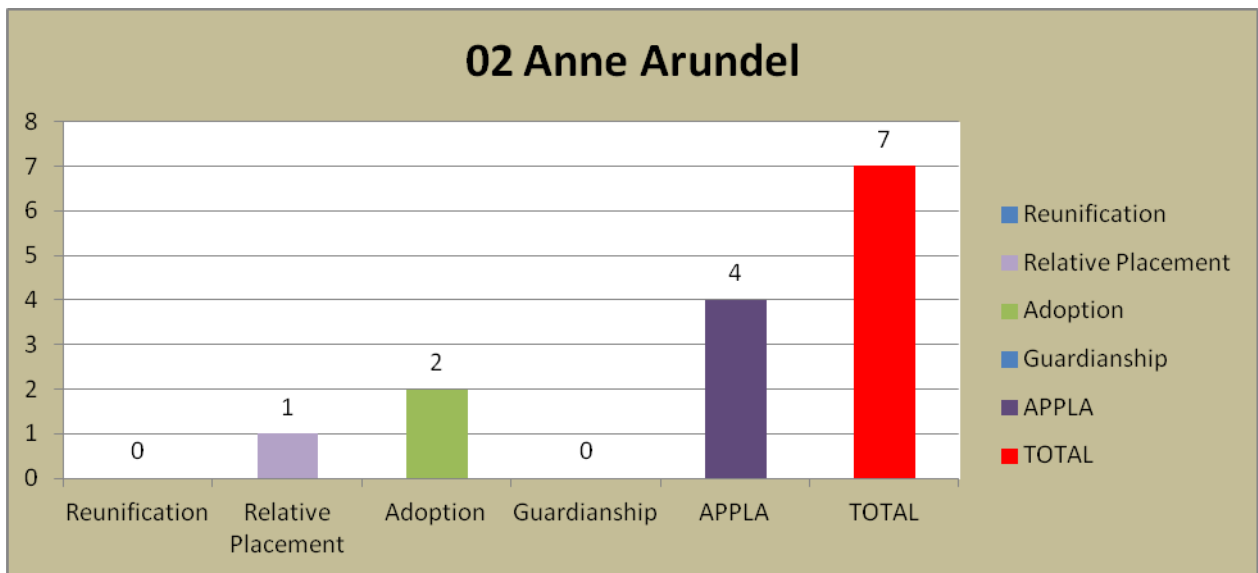
Baltimore City Guardianship case reviews made up (4.9%) of the 144 cases reviewed within the jurisdiction.

Baltimore City APPLA case reviews made up (56.2%) of the 144 cases reviewed within the jurisdiction.

MEDIUM JURISDICTIONS							
Jurn #	County	Reunification	Relative Placement	Adoption	Guardianship	APPLA	TOTAL
01	Allegany	3	1	1	0	2	7
02	Anne Arundel	0	1	2	0	4	7
07	Cecil	0	3	2	1	2	8
08	Charles	2	0	4	2	0	8
10	Frederick	4	0	2	0	11	17
12	Harford	8	4	3	0	8	23
18	Saint Mary's	3	0	0	0	2	5
21	Washington	0	0	2	0	6	8
22	Wicomico	0	0	5	0	6	11
Totals		20	9	21	3	41	94
Percentages		21%	10%	22%	3%	44%	100%

****Medium: 300 to 500 cases per jurisdiction**

Anne Arundel County



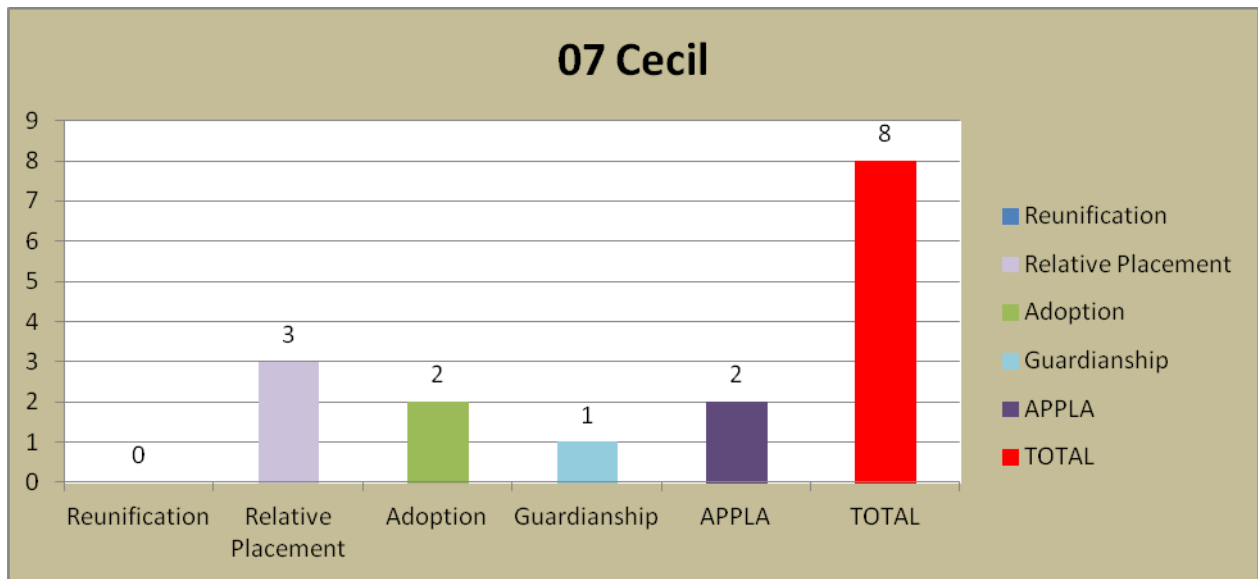
There were a total of 7 out-of-home-placement case reviews conducted in Anne Arundel County.

Anne Arundel County Relative Placement case reviews made up (14%) of the 7 cases reviewed within the jurisdiction.

Anne Arundel County Adoption case reviews made up (29%) of the 7 cases reviewed within the jurisdiction.

Anne Arundel County APPLA case reviews made up (57%) of the 7 cases reviewed within the jurisdiction.

Cecil County



There were a total of 8 out-of-home-placement cases reviews conducted in Cecil County.

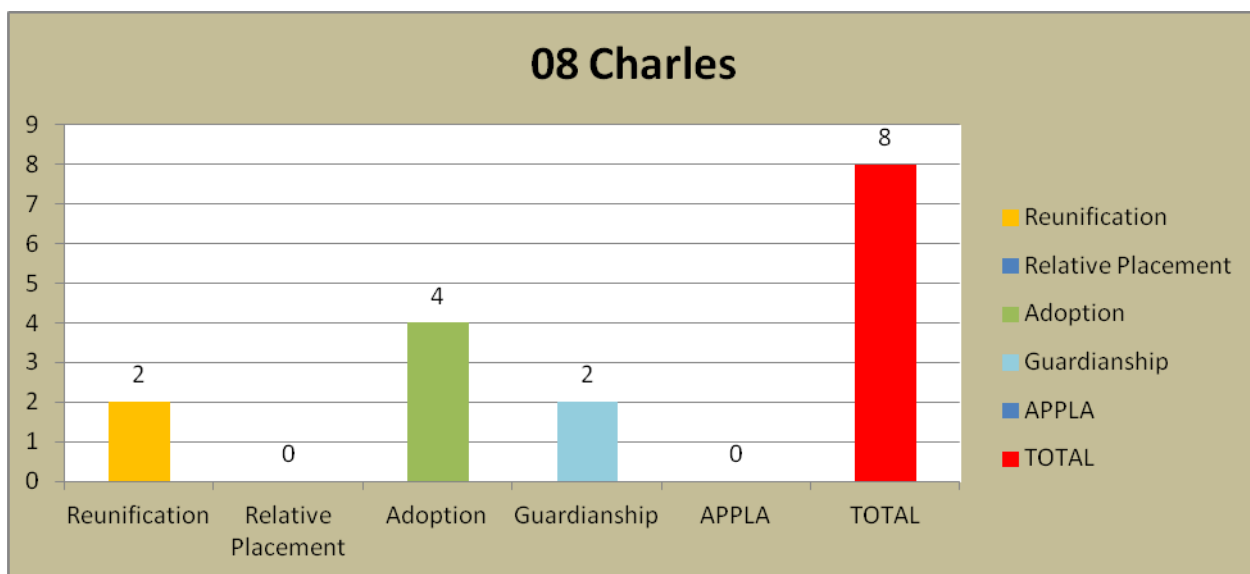
Cecil County Relative Placement case reviews made up (37.5%) of the 8 cases reviewed within the jurisdiction.

Cecil County Adoption case reviews made up (25%) of the 8 cases reviewed within the jurisdiction.

Cecil County Guardianship case reviews made up (12.5%) of the 8 cases reviewed within the jurisdiction.

Cecil County APPLA case reviews made up (25%) of the 8 cases reviewed within the jurisdiction.

Charles County



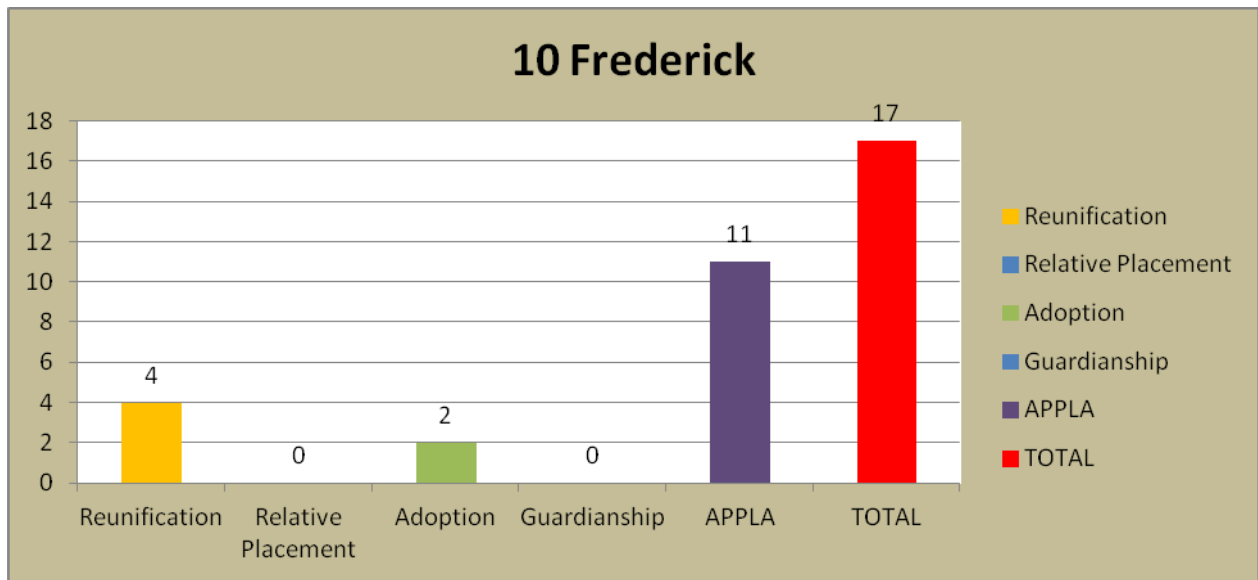
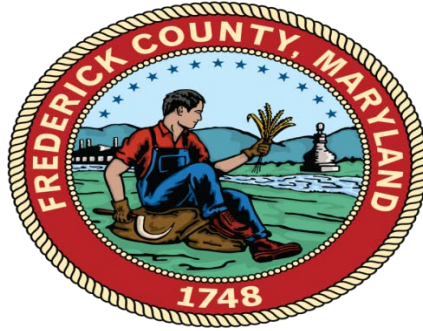
There were a total of 8 out-of-home-placement case reviews conducted in Charles County.

Charles County Reunification case reviews made up (25%) of the 8 cases reviewed within the jurisdiction.

Charles County Adoption case reviews made up (50%) of the 8 cases reviewed within the jurisdiction.

Charles County Guardianship case reviews made up (25%) of the 8 cases reviewed within the jurisdiction.

FREDERICK COUNTY



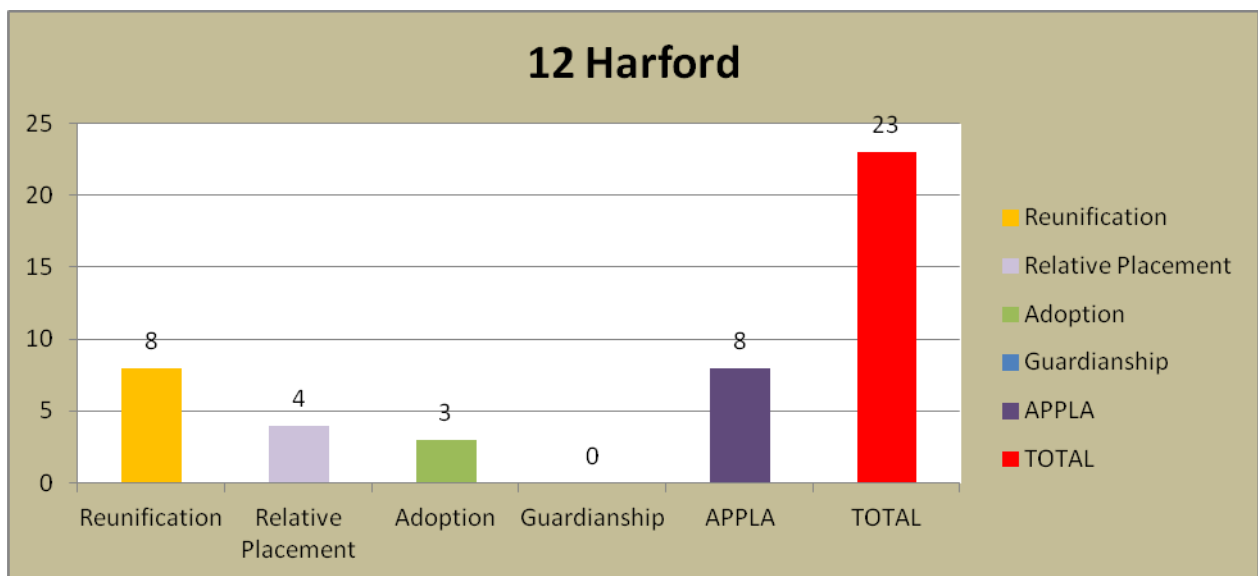
There were a total of 17 out-of-home-placement case reviews conducted in Frederick County.

Frederick County Reunification case reviews made up (23.5%) of the 17 cases reviewed within the jurisdiction.

Frederick County Adoption case reviews made up (11.8%) of the 17 cases reviewed within the jurisdiction.

Frederick County APPLA case reviews made up (64.7%) of the 17 cases reviewed within the jurisdiction.

Harford County



There were a total of 23 out-of-home-placement case reviews conducted in Harford County.

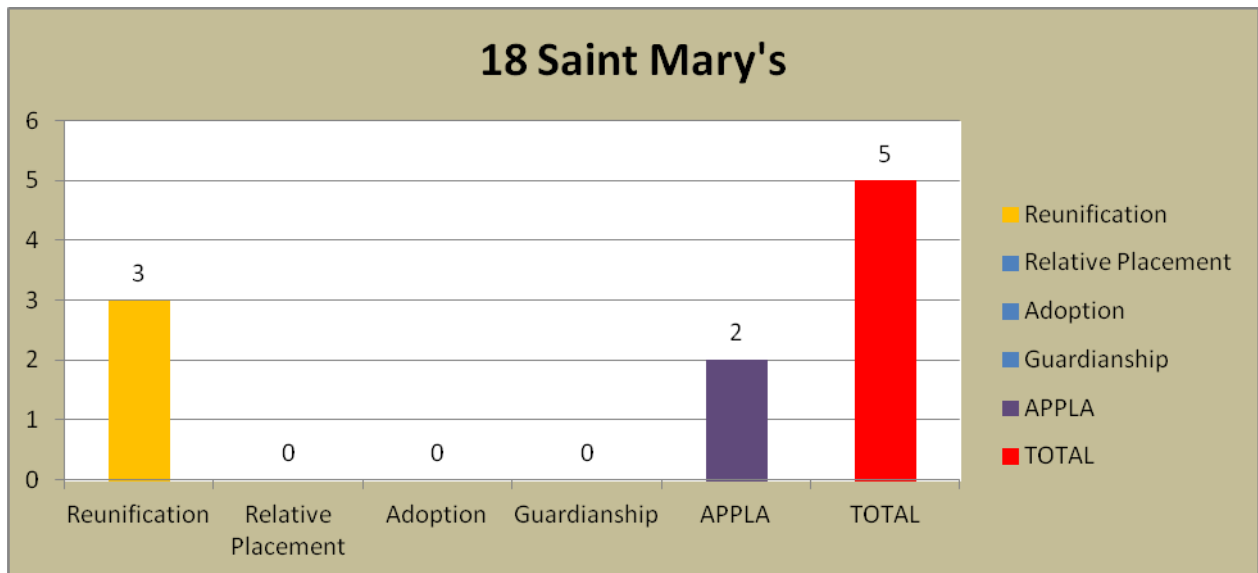
Harford County Reunification case reviews made up (34.8%) of the 23 cases reviewed within the jurisdiction.

Harford County Relative Placement case reviews made up (17.4%) of the 23 cases reviewed within the jurisdiction.

Harford County Adoption case reviews made up (13%) of the 23 cases reviewed within the jurisdiction.

Harford County APPLA case reviews made up (34.8%) of the 23 cases reviewed within the jurisdiction.

Saint Mary's County

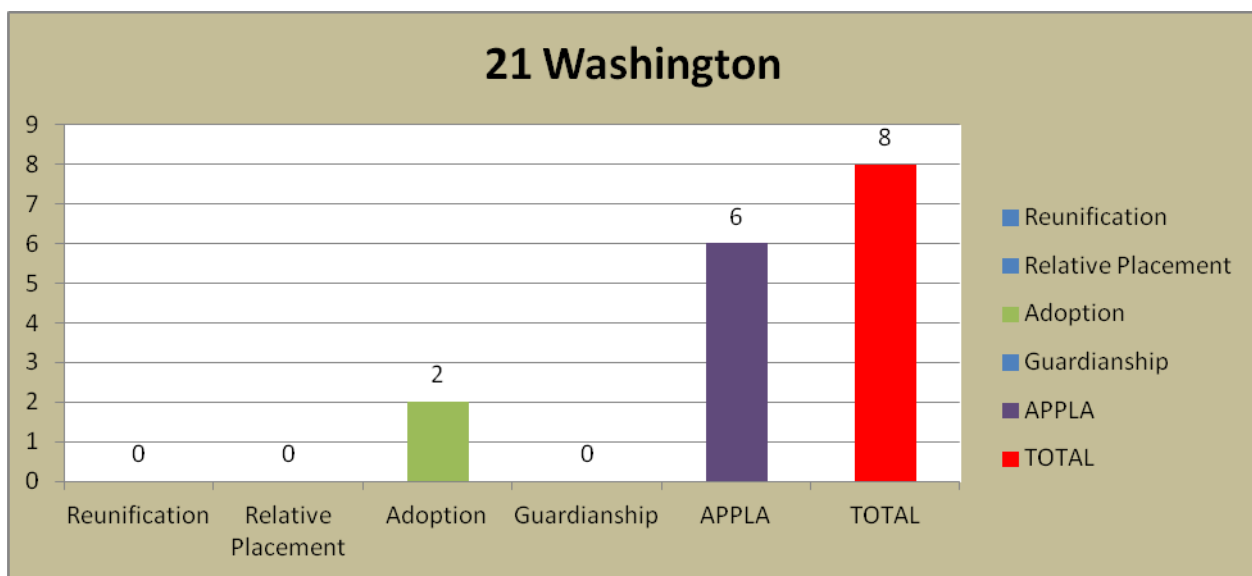


There were a total of 5 out-of-home-placement case reviews conducted in Saint Mary's County.

Saint Mary's County Reunification case reviews made up (60%) of the 5 cases reviewed within the jurisdiction.

Saint Mary's County APPLA case reviews made up (40%) of the 5 cases reviewed within the jurisdiction.

Washington County



There were a total of 8 out-of-home-placement case reviews conducted in Washington County.

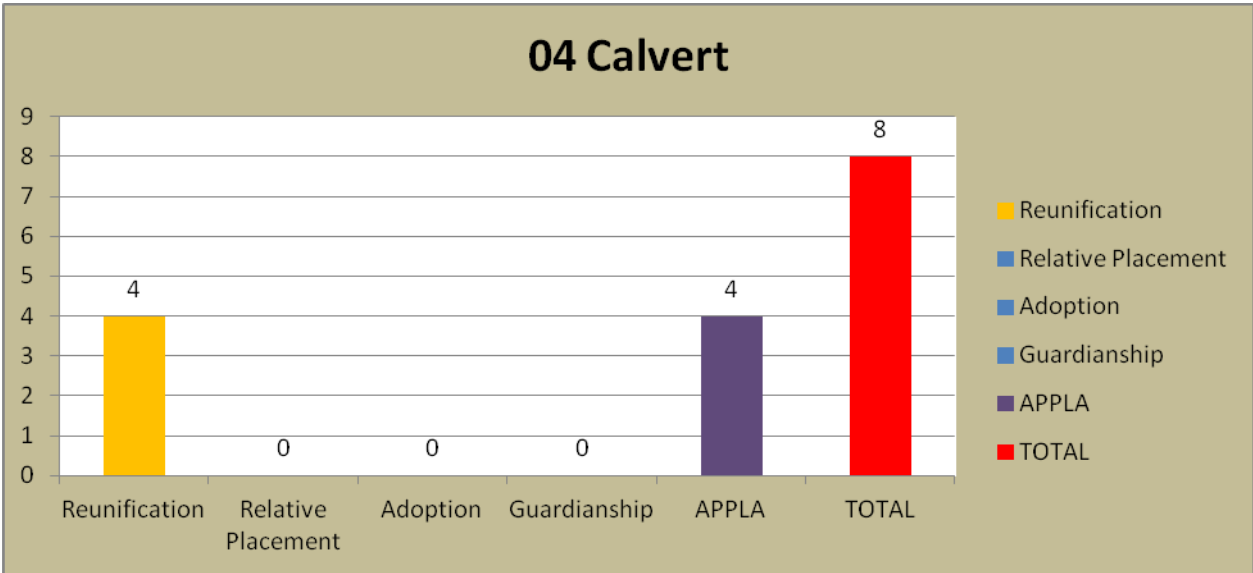
Washington County Adoption case reviews made up (25%) of the 8 cases reviewed within the jurisdiction.

Washington County APPLA case reviews made up (75%) of the 8 cases reviewed within the jurisdiction.

SMALL JURISDICTIONS							
Jurn #	County	Reunification	Relative Placement	Adoption	Guardianship	APPLA	TOTAL
04	Calvert	4	0	0	0	4	8
06	Carroll	1	1	1	0	4	7
11	Garrett	1	0	1	1	3	6
13	Howard	2	0	3	0	1	6
19	Somerset	0	0	8	0	2	10
Totals		8	1	13	1	14	37
Percentages		22%	3%	35%	3%	38%	100%

****Small: less than 100 cases per jurisdiction**

Calvert County

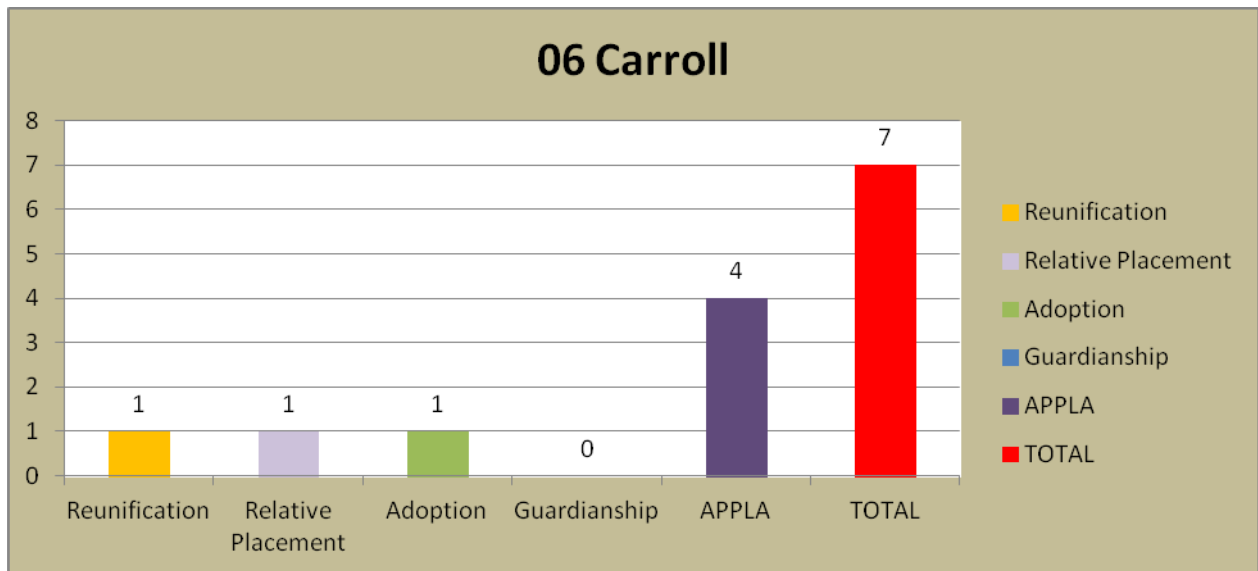


There were a total of 8 out-of-home-placement case reviews conducted in Calvert County.

Calvert County Reunification case reviews made up (50%) of the 8 cases reviewed within the jurisdiction.

Calvert County APPLA case reviews made up (50%) of the 8 cases reviewed within the jurisdiction.

Carroll County



There were a total of 7 out-of-home-placement case reviews conducted in Carroll County.



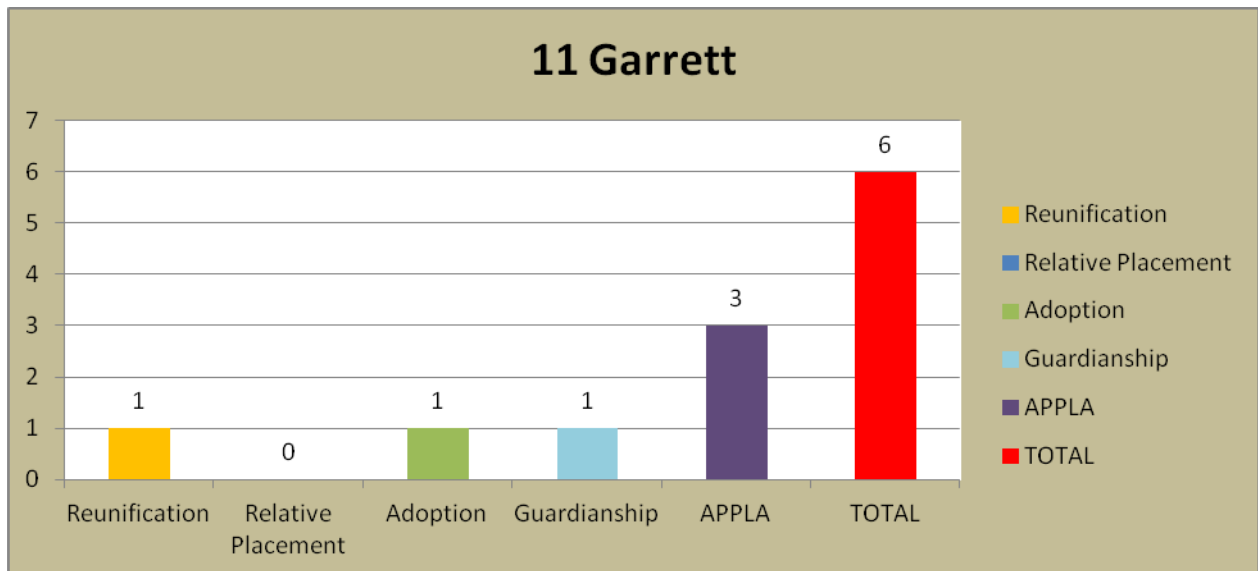
Carroll County Reunification case reviews made up (14.3%) of the 7 cases reviewed within the jurisdiction.

Carroll County Relative Placement case reviews made up (14.3%) of the 7 cases reviewed within the jurisdiction.

Carroll County Adoption case reviews made up (14.3%) of the 7 cases reviewed within the jurisdiction.

Carroll County APPLA case reviews made up (57.1%) of the 7 cases reviewed within the jurisdiction.

Garrett County



There were a total of 6 out-of-home-placement case reviews conducted in Garrett County.

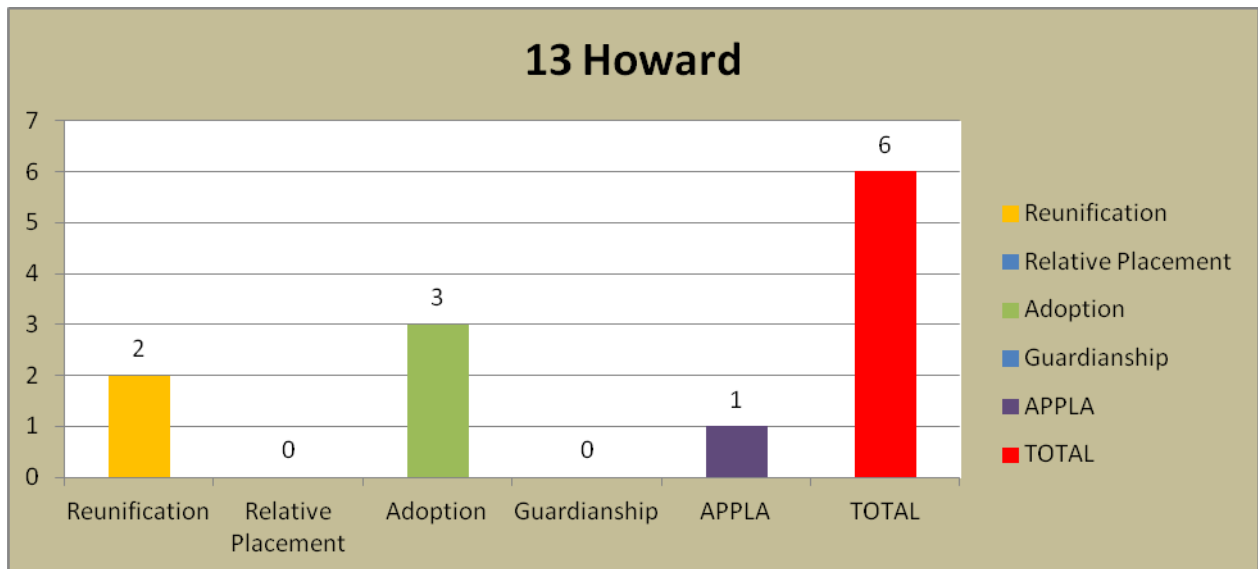
Garrett County Reunification case reviews made up (16.7%) of the 6 cases reviewed within the jurisdiction.

Garrett County Relative Placement case reviews made up (16.7%) of the 6 cases reviewed within the jurisdiction.

Garrett County Adoption case reviews made up (16.7%) of the 6 cases reviewed within the jurisdiction.

Garrett County APPLA case reviews made up (50%) of the 6 cases reviewed within the jurisdiction.

Howard County



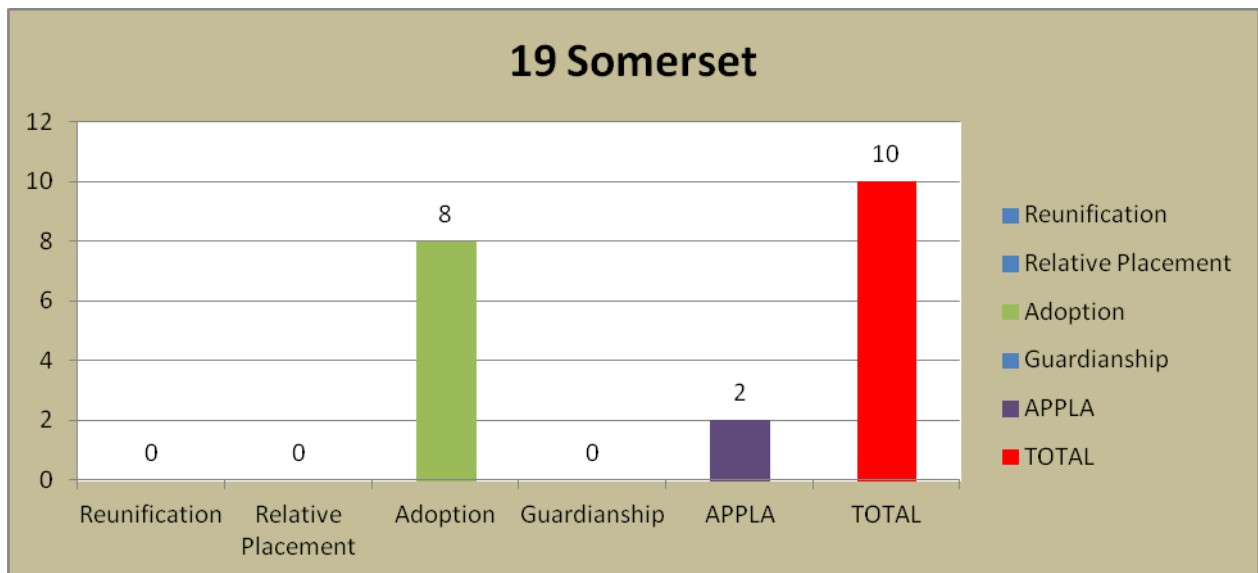
There were a total of 6 out-of-home-placement case reviews conducted in Howard County.

Howard County Reunification case reviews made up (33.3%) of the 6 cases reviewed within the jurisdiction.

Howard County Adoption case reviews made up (50%) of the 6 cases reviewed within the jurisdiction.

Howard County APPLA case reviews made up (16.7%) of the 6 cases reviewed within the jurisdiction.

Somerset County



There were a total of 10 out-of-home-placement case reviews conducted in Somerset County.

Somerset County Adoption case reviews made up (80%) of the 10 cases reviewed within the jurisdiction.

Somerset County APPLA case reviews made up (20%) of the 10 cases reviewed within the jurisdiction.

Re-Review Cases

Summary Findings

There were a total of 14 cases re-reviewed during the 4th quarter. Of those cases reviewed, 2 were from Harford County, 4 from Montgomery County, and 8 were from Baltimore City. The plans for the cases were as follows: 1 Reunification, 1 Adoption, 3 Guardianship, and 9 APPLA. The following are the findings from the re-review.

# of Cases	CONCERNS	RESOLUTION		
		YES	NO	PART
9 of the 14	Permanency	6	2	1
2 of the 14	Placement	2		
3 of the 14	Safety	2	1	
5 of the 14	Education	3	2	
4 of the 14	Mental Health	4		
8 of the 14	Physical Health	1	3	4
7 of the 14	Independent Living	1	4	2
2 of the 14	Youth	2		
1 of the 14	Youth's Family	1		
1 of the 14	LDSS	1		
7 of the 14	Other	5		2

Adequate Progress: The Local Boards found that in 9 out of the 14 cases reviewed, adequate progress had been made.

The Local Boards found that in Harford County that their recommendations were being partially followed in the 2 cases reviewed, in Montgomery County the Board's recommendations were also being partially followed in the 4 cases reviewed, and in

Baltimore City they were being followed in 3 cases, not followed in 2 and partially only in 3 cases.

The Local Boards identified 5 cases that had inadequate progress. They were from the following parts of the State: 3 were from Baltimore City and a sibling group of 2 from Harford County.

In 4 out of the 5 inadequate progress cases there was no signed service agreement included in the record for the child. According to SSA Policy published in 2012, all (LDSS) are required to have a signed service agreement with all youth who are 14 years of age or older.

The other area identified in the cases with inadequate progress was that there was a lack of documentation of updated physical, dental and vision exams for all 5 children. According to COMAR 07.02.11.08, all (LDSS) are required to have complete medical records for all children in out-of-home-placement. The child's case record should contain the child's medical history and the most recent copies of the child's health care documents.

In all of the 5 cases identified as having inadequate progress recommendations that were made during the previous reviews regarding documentation of medical exams still had not been followed and there was no documentation provided at the time of the 4th quarter review. .

Required Supporting Documentation for CRBC Reviews

The following are reminders of the materials required in accordance with the work plan agreement created between the Department of Human Resources (DHR), Social Services Administration and the Citizens Review Board for Children.

- Each (LDSS) is required to continue to bring the child's complete case records and/or records containing requested supportive documentation to all CRBC case reviews.
- Each (LDSS) is required to include the paternal family members as possible resources for all youth who are in out-of-home-placement care.

Independent Living:

- Each (LDSS) is required to improve their efforts with preparing youth that have a plan of APPLA to meet their employment goals.

Permanent Connections:

- Each (LDSS) is encouraged to improve their efforts with identifying permanent connections for those youth with a plan of APPLA.

Adoption:

- Each (LDSS) should ensure that age appropriate youth with a permanency plan of Adoption are linked with adoption counseling services.

Recommendations to All Local Departments of Social Services (LDSS)

- Each (LDSS) should encourage the attendance of children and youth who are 10 years of age and older to attend his/her scheduled CRBC case review.
- Each (LDSS) should encourage foster parent attendance at scheduled CRBC case reviews.
- Each (LDSS) should continue supplying CRBC with the most recent and current contact information for all interested parties, including professionals and family members
- Each (LDSS) should improve their efforts with documenting concurrent permanency plans.
- Each (LDSS) should improve their efforts with getting parents to sign service agreements for those youth with a permanency plan of reunification.

The State Board

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Representing Allegany, Garrett, and Washington Counties

James Trent (Vice Chairperson)
Representing Calvert, Charles, Prince George's, and St. Mary's Counties

Delores Alexander
Representing Baltimore and Harford Counties

Heidi Busch
Representing Anne Arundel, Carroll, and Howard Counties

Doretha Henry
Representing Dorchester, Somerset, Wicomico, and Worcester Counties

Sheila Jessup, PhD
Representing Baltimore City

Helen Diane Johnson, MSW
Representing Frederick and Montgomery Counties

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