

Memo

To: Commission Members
From: Alexander Khu
Date: Monday April 13, 2020
Re: April 13, 2020 Commission Meeting

To slow the spread of COVID-19, the Health Officer's Shelter Order of March 16, 2020, prevents public gatherings ([Health Officer Order](#)). In lieu of a public gathering, the First 5 Contra Costa Children's & Families' Commission meeting will be accessible via Zoom Meeting to all members of the public as permitted by the Governor's Executive Order 29-20.

Members of the public may participate in the meeting online, or by telephone but MUST register first (see below).

When: Apr 13, 2020 06:00 PM Pacific Time (US and Canada)

Topic: April 13, 2020 Commission Meeting

Register in advance for this webinar:

https://zoom.us/webinar/register/WN_AY--R09SQigtQ0MVhmYmQQ

After registering, you will receive a confirmation email containing information about joining the webinar.

In lieu of making public comments at the meeting, members of the public also may submit public comments before or during the meeting by emailing comments to Brian Kelley at bkelley@first5coco.org. If you have difficulty emailing a public comment, please contact Brian Kelley, First 5 Contra Costa Communications Department, at 925-289-9758.

Enclosed are the materials for the April 13, 2020 Commission meeting which will take place as follows:

Time: 6:00 PM

Please let me know if you have any questions.

Kind Regards,

Alexander Khu, Executive Assistant
First 5 Contra Costa



Commission Meeting Agenda

Monday, April 13, 2020, 6:00 pm
Zoom Meeting ID:
Zoom Meeting #

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All comments submitted by email to the above email address before the conclusion of the meeting will be included in the record of the meeting. When feasible, the Commission Chair, or designated staff, also will read the comments into the record at the meeting, subject to a two-minute time limit per comment.

The Commission Chair may reduce or eliminate the amount of time allotted to read comments at the beginning of each item or public comment period depending on the number of comments and the business of the day. Your patience is appreciated.

1.0 Call to Order and Roll Call

2.0 Public Comment

The public may comment on any item of public interest within the jurisdiction of the First 5 Contra Costa Children and Families Commission. In accordance with the Brown Act, if a member of the public addresses an item not on the posted agenda, no response, discussion, or action on the item may occur.

3.0 Approval of Consent Calendar

A Commissioner or member of the public may ask that any of the following consent items be removed from the consent calendar for consideration under Item 4.

ACTION

3.1 Approve the minutes from the February 10, 2020 meeting.

3.2 Accept the Executive Committee Report from the February 10, 2020 meeting.

3.3 Approve the Contracts Docket

- 3.3.1 APPROVE and AUTHORIZE the Executive Director or her designee to execute a contract amendment with Cooperative Personnel Services to increase the payment limit by \$16,500 (from \$47,000 to \$63,500) to provide all phases of hiring process for a Finance and Operations Director. FY2019-20 budget line: Administrative: Professional Services (\$133,000).
- 3.3.2 APPROVE and AUTHORIZE the Executive Director or her designee to execute a contract amendment with Tandem, Partners in Early Learning to increase the payment limit by \$50,973 (from \$205,680 to \$256,653) to provide a book bag delivery system to train parents in read-aloud strategies to ensure healthy brain development, parent-child bonding and the early literacy skills critical for school. FY2019-20 budget line: Early Childhood Education Initiative: Literacy (\$264,942). 100% of funds is from (ELO) Equitable Learning Opportunity.
- 3.3.3 APPROVE and AUTHORIZE the Executive Director, or her designee, to execute a contract to provide Contra Costa Quality Rating and Improvement System (QRIS) rating and management services for the Contra Costa County Office of Education in an amount not to exceed \$109,060, for January 1, 2020 to June 30, 2020. FY2019-20 budget line: Early Childhood Education Initiative: Early Learning Quality (\$806,709). 100% of funds is from Contra Costa County Office of Education.
- 3.3.4 APPROVE and AUTHORIZE the Executive Director, or her designee, to execute a contract to provide Quality Counts California (QCC), Quality Rating and Improvement System (QRIS) Block Grant coaching and assessment services to family childcare homes and private centers for the Contra Costa County Office of Education in an amount not to exceed \$211,377 for July 1, 2019 to September 30, 2020. FY2019-20 budget line: Early Childhood Education Initiative: Early Learning Quality (\$806,709). 100% of funds is from Contra Costa County Office of Education.
- 3.3.5 APPROVE and AUTHORIZE the Executive Director, or her designee, to execute a contract to provide California State Preschool Program (CSPP) Quality Rating and Improvement System (QRIS) Block Grant coaching and assessment services to state funded preschool programs for the Contra Costa County Office of Education in an amount not to exceed \$379,637 for July 1, 2019 to September 30, 2020. FY2019-20 budget line: Early Childhood Education Initiative: Early Learning Quality (\$806,709). 100% of funds is from Contra Costa County Office of Education.

3.4 First 5 Program Report

4.0 Consider for discussion any items removed from the consent calendar.

5.0 Public Hearing on the First 5 California 2018-19 Annual Report

ACTION

The report can be found at:

http://www.cafc.ca.gov/pdf/about/budget_perf/annual_report_pdfs/Annual-Report-18-19.pdf

The Contra Costa County Commission highlights can be found on page 32.

6.0 Consider approving proposed First 5 Contra Costa Budget FY 2020-21

ACTION



7.0	Executive Director's Report	Discussion
8.0	Communications • Master Plan Letter from First 5 Association of California	Discussion
9.0	Commissioner F.Y.I. Updates	Discussion
10.0	Adjourn	

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Monday April 13, 2020

Agenda Item 3.1

Approve the minutes from the February 10, 2020 meeting.



Commission Meeting MINUTES

Monday, February 10, 2020 6:00 pm
1485 Civic Court, Suite 1200
Large Conference Room
Concord, CA

1.0 Call to Order and Roll Call

The meeting was called to order at 6:10 PM

Chair Marilyn Lucey began the meeting with introductions from all attendees.

Commissioners in attendance were: Dr. Rocio Hernandez, Lee Ross for PJ Shelton, Matt Regan for Gareth Ashley, John Jones, Supervisor Diane Burgis, Dr. Chris Farnitano, and Roslyn Gentry for Kathy Marsh.

Also present were Alternate Commissioner Genoveva Calloway, and Deputy County Counsel Keiko Kobayashi.

Absent were Commissioners PJ Shelton, Gareth Ashley, Kathy Gallagher, Kathy Marsh, and Alternates Supervisor Candace Andersen, Dan Peddycord and Katharine Mason.

2.0 Public Comment

There were no comments from the public.

3.0 Approval of Consent Calendar

A motion was made by Diane Burgis seconded by John Jones to approve the consent calendar.

AYES: Dr. Rocio Hernandez, Marilyn Lucey, Lee Ross for PJ Shelton, Matt Regan for Gareth Ashley, John Jones, Supervisor Diane Burgis, Dr. Chris Farnitano, and Roslyn Gentry for Kathy Marsh.

NOES: None

ABSTAIN: None

The consent calendar was **APPROVED**.

Chair moved Item 5.0 to the end of the meeting to await for presenter Mary Ann Mason to arrive.

6.0 Presentation of Census 2020 Count Me In! Highlights and Local Work Presenters Ali Uscilka, Director, HAB45 and Fran Biderman, First 5 Special Projects Coordinator

Fran Biderman gave an update of the Census 2020 activities in the county:

- Focus on the undercounted population in the census, Children 0 – 5
- Commissioner Supervisor Burgis co-chair of the County's Steering Committee
- First 5 produced postcards, flyers and incentive hand-outs to help assure community over unease over the confidentiality of the census.
- Social Media presence available to help spread the word.

Ali Uscilka, Director at Healthy and Active Before 5 (HAB45) continued presentation informing that they are co-chairing the 0-5 Working Group to coordinate across organizations and sectors.

- We know that 1 million kids under 5 were NOT counted in the 2010 census.

- Importance of the Census: Representation as the Census determines how many seats each state gets in Congress. The government also uses census data to make decisions for communities such as infrastructure. Businesses, and non-profits also use census data for planning.
- Contra Costa receives 42% of its revenue from Federal and State resources. Each person NOT counted equates to a loss of between \$1,000 to \$2,000 in Federal & State funding a year.
- 2020 Census is challenging due to the data privacy concerns as well as distrust of government due to current political climate
- Outreach becomes critical in helping address these challenges.
- This is the first time census will be available to fill online. Option of participating by phone or on paper will be available. Questionnaire available in 13 languages for the phone and online.
- Mapping tools used to target census outreach with all use the categorization of “hard to count”.

7.0 Executive Director’s Report

Executive Director Ruth Fernández gave the following report:

First 5 staff begun discussions to operationalize the new Strategic Plan for 2020-23 within organizational protocols and future investment planning. Highlights of this work include:

- New Strategic Plan presents an enhanced “systems lens framework” for our work in the next three years. Plan includes **three essential strategies**: Systems Development + Stakeholder Engagement + Policy Advocacy AND **two priority goals**: Integration of Early Childhood Systems + First 5’s Impact and Sustainability.
- Ongoing Commission reports will align with Strategic Plan priority areas and essential strategies.

Systems Development

- First 5 Contra Costa has been involved in the planning and coordination of the recently formed Children’s Leadership Council - a cross-sector stakeholder group looking to create a healthy ecosystem that recognizes and supports resilience and well-being for children, youth, families. The CLC held three convening last year and developed a framework for collective action with broad overarching goals:
 1. Centering the CLC work around Community Voices and Partnerships,
 2. Ensuring a holistic, thriving ecosystem of prevention and
 3. Continuing to engage policy makers and systems leaders in championing data-driven agenda & outcomes for children, youth and families.
- First 5 has been fully engaged in CLC activities as a Steering Committee member along with Health Services, EHSD and CCCOE. All four agencies will continue to advance CLC goals and support ongoing facilitation of Ad Hoc working groups.
- First 5 staff continue to be fully engaged in meetings for the Potential Sales Tax Measure AdHoc Working group of the BOS looking at the feasibility of half-cent sales tax that would potentially yield \$93 million annually for the county. Currently, the focus of the workgroup is to gather data to identify needs and service gaps within the county. The results of this initial needs assessment will be instrumental in the polling for gaging public interest for a sales tax measure and identifying support for various public/social services in the community.

First 5 will contribute to this initial information gathering effort with \$5K with the end goal of assessing gaps and needs in the community and make the case for the need of additional revenue.



- Governor's budget proposal continues to demonstrate a strong Parent agenda with a big focus on:

1) Expanding early access for children to educational and health care services, including those with ACEs; worthy to highly is the development of the Master Plan for Early Learning and Care to provide a roadmap towards universal preschool and a comprehensive, quality, and affordable child care system. Final recommendations are due October 1, 2020. First 5 Network is gathering input from all state First 5 Commissions to develop a comprehensive letter with recommendations for the Master Plan.

2) Promoting two-generational approaches that invest in parents so they can invest more in their children; and

3) Easing the financial pressures that parents face daily - escaping the cycle of poverty. One item to highlight in this category is the expansion of the California Earned Income Tax Credit for 2019 – expanded to \$640 million and the income ceiling for families raised to \$30k regardless of dependents. A Young Child Tax Credit created – available to families making less than \$30K and at least one child under the age of 6 to qualify for the YCTC (up to \$1,000 per FAMILY) – An estimated 400,000 families may be eligible to claim the YCTC.

Lastly, another bold move in the current budget proposal is the creation of the Department of Early Childhood Development under the CA Health and Human Services Agency (CHHS), effective July 1, 2021.

1. The ACEs Aware campaign lead by the Office of the California's Surgeon General and the CA Department of Health Care Services launched a Request for Proposals to help prepare systems for trauma screening, build capacity across systems and medical and CBO providers to screen, refer, reduce AND prevent the cumulative effects of adversity.
2. Since the release of the RFA -First 5 has been in state, regional and local conversations to gauge the feasibility of drawing ACEs funding to Contra Costa. The ACES Grant as an opportunity to elevate and scale the work we have completed over the past two years on capacity building for cross-sector institutions to increase awareness of trauma-informed practices and toxic stress. First 5 developed the Building Resiliency in Early Childhood Training Modules to complement the Trauma Transformed Overview Module and to specifically relevant to providers working with young children and their families. If awarded the RFA, First 5 would be able to make adaptations to the existing modules to include the Medical elements required by ACEs Aware and to obtain certification as an approved Supplemental Training. This grant would also present an opportunity to deepen our collaboration with County Health Services, Pediatric clinics, and behavioral health, as well as other child-focused coalitions like the CLC. First 5 submitted a proposal as the lead agency in partnership with County Health Services, EHSD, Behavioral Health, and Trauma Transform. Grant award notifications announced in April 2020.
3. Early Care and Education sector - several state grants soon to be released by the CDE and First 5 California. Of highest importance, the QCC RFA that was just released last week – this RFA is aimed at streamlining the multiple funding streams that support quality improvement efforts and systems coordination for early learning. First 5 CA's IMPACT funds will be included as one of the four state and federal funding streams for this work. The application is due April 15.

Staff Transitions



- First 5 Contra Costa welcomed Jamela Tandino to the Communications team, as the new Communications Administrative Assistant II.
- Edirle Menezes, ECE Program Officer is now the new EL Director for the San Mateo COE. In this role, Edirle will be leading the Quality Counts – QRIS initiatives in San Mateo County. Best wishes to her in this new role!
- Soon to be released are the job posting for key roles at First 5 Contra Costa including: Deputy Director, Communications Manager, Evaluations Analyst, and the ECE Program Officer positions. Please help us disseminate job announcement through your networks. CPS Consulting, the firm that conducted the search for the Executive Director will also be conducting the Deputy Director search.

Revenue

- The First 5 Association and First 5 California have been closely monitoring Prop 10 revenue delays through the CDTFA. Prop 10 payment delays experienced due to a transition to a new fiscal accounting system. First 5 Association and F5 CA staff met with CDTFA staff to better understand the methodology used to calculate Prop 10 revenue given continued decline in revenue allocations. First 5 Contra Costa just received apportionment for the last three months - \$1million under the amount received at this time last year which is a significant decline.

LEO

- A team of 10 including our Commission Chair Marilyn Lucey began the Leadership for Equity and Opportunity program last week. We participated in the first three-day session held at the Pittsburg Marina – there are two additional sessions that will meet in March and April to complete the program. The program is based on principles of problem solving and leadership grounded on universal values of equity, dignity and compassion. First 5 LEO team is excited to dive into this process and gain new tools that support First 5's process of operationalizing our "systems change lens framework". At our next session we will begin designing a team project, we are looking forward to that step!

Policy Advocacy

Registration open for the 2020 First 5 Advocacy Day / Día de los Niños event. The First 5 Association staff coordinate and plan both events culminating in state-level First 5 engagement through legislative visits at the Capitol. First 5 Association meeting scheduled for April 20th and Advocacy Day on April 21st in Sacramento.

At this time, Grants & Contracts Manager, Lisa R. Johnson invited Commissioners to sign up for site visits to agencies and organizations as another opportunity to get acquainted with many of our program activities and services.

5.0 Presentation of the Conflict of Interest laws pertinent to the Commissioners and staff

Mary Ann Mason, Chief of Assistant County Counsel

Mary Ann Mason was not present. In the interest of guiding Commissioners and Staff complete their annual Statements of Economic Interests due April 1, 2020, Keiko Kobayashi gave a short summary of the Conflict of Interest laws and regulations and responsibility in disclosure and reasons and processes of recusal. She encouraged Commissioners and Staff who may have questions in filling out their forms to contact their office.

8.0 Communications

"None received."

9.0 Commissioner F.Y.I. Updates

Lee Ross gave a report on their his participation at the First 5 CA Summit in Irvine CA:

- Our team Kim Stadlander and Francisca Hernandez did a marvelous job about coaching 101 QRIS. The room was filled to capacity. They gave great practical information. The handouts provided gave informational next steps.
- He attended a meeting on a data dashboard that they are using in San Mateo and 5 other counties where data is collected from early childhood programs on health issues and DRDP child level data that can be shared with K12 and kindergarten teachers; a wonderful tool to streamline transition to kindergarten. There is great potential for the future in terms of helping kindergarten teachers be ready to receive these students.
- So many of the First 5 organizations collaborating with bigger coalitions - to see ourselves as one entity with other health groups, educational groups.

Genoveva Calloway, who also attended the First 5 CA Summit, and shared that she wanted to attend the Summit in order to get acquainted with her role in the Commission. She attended workshops that involved works with the Cities related to Child Development and workforce development. She learned about the work other cities are doing with funding from their local First 5. She also mentioned learning more about ACEs (Adverse Childhood Experiences).

Chris Farnitano announced that he and Dan Peddycord are going to Senate Health Committee in Sacramento on February 12, 2020 at 1:30 pm, to testify on the health impacts of vaping use, in support on SB-793 ban on flavored tobacco.

http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201920200SB793

Matt Regan who is currently on the Governor's Paid Family Task Force gave a report on their recommendations. Ensure that all who take PFL have their jobs protected while supporting small businesses to facilitate workers to take leave. One of the leading causes of workers forgoing PFL is because the current benefit levels replace too little of a worker's wages. The task force have also identified several other areas where current policy has left gaps in the ability to access PFL program.

Marilyn Lucey reported on a new assembly bill, AB-1914 Special Education: inclusive education. This bill would establish the Supporting Inclusive Practices project, to be administered by the State Department of Education through the provision of grant funds, upon appropriation, to department-designated lead local educational agencies, as defined. The bill would require the project to have certain goals, including increasing opportunities for pupils with disabilities to meaningfully participate in general education.

http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201920200AB1914

Marilyn Lucey asked Supervisor Burgis and Deputy County Counsel Keiko Kobayashi if First 5 Contra Costa Commission has protocol in place regarding Commission conduct when speaking out in public. What is the expectation from Commissioners if we attend functions as a Commissioner but also speak on our own behalf and identify as a Commissioner of First 5 Contra Costa?

10.0 Adjourn

The meeting adjourned at 7:40 pm.



Monday April 13, 2020

Agenda Item 3.2

Accept the Executive Committee Report from the February 10, 2020 meeting.



Executive Committee MINUTES

February 10, 2020
5:00 p.m.
Small Conference Room,
1485 Civic Court, Suite 1200, Concord, CA

1.0 Call to Order

In attendance: Marilyn Lucey, John Jones, Cio Hernandez, Lee Ross, Marnie Huddleston, and Ruth Fernandez.

2.0 Public Comment

There was none.

3.0 Staff Updates

Staff reported that First 5 Contra Costa submitted an application for the ACEs Aware RFA in partnership with Contra Costa County Health Services, Employment and Human Services Department, Contra Costa County Behavioral Health, and Trauma Transform. The ACEs grant would provide an opportunity to advance current county efforts to increase the awareness of trauma-informed practices and conduct a county assessment of the systemic gaps across sectors. Grant award notifications will be released in April.

General highlights of the Program Updates Report (included in the Commission packet) briefly discussed.

4.0 Commission Updates

Lee Ross shared his experience attending the First 5 California Summit.

5.0 Statewide Updates

Executive Director shared information about upcoming First 5 Advocacy Day and First 5 Association Meeting in April 20-21.

6.0 Items for Consideration

6.1 Overview of FY 2020-2021 budget development process

Marnie Huddleston provided a high-level walkthrough of the 20-21 budget. General discussion held by committee about alignment with new Strategic Plan and foreseen changes with outside grants and funding streams.

6.2 Discussion of process for developing the 2020-23 Strategic Plan Operational Work Plan

Executive Director shared highlights from the staff retreat held on January 24, 2020 to begin planning for the next three years. Retreat facilitated by Nicole Young. The staff team reflected on previous investments from the last Strategic Plan and discussed current landscape in the community. The Program Team will move forward with contracts negotiation for the new year based on collective discussion and assessment of needs based on new funding opportunities from state and local funding sources.

7.0 Review agenda items for upcoming Commission meetings

Executive Committee

AGENDA

February 10, 2020

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8.0 Adjourn

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In consideration of those who may suffer from chemical sensitivities and may have allergic reactions to heavy scents, First 5 Contra Costa requests that staff and visitors refrain from wearing perfume, cologne, or the use of strongly scented products in the work place. We thank you for your consideration of others.

Executive Committee

AGENDA

February 10, 2020

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Monday April 13, 2020

Agenda Item 3.4

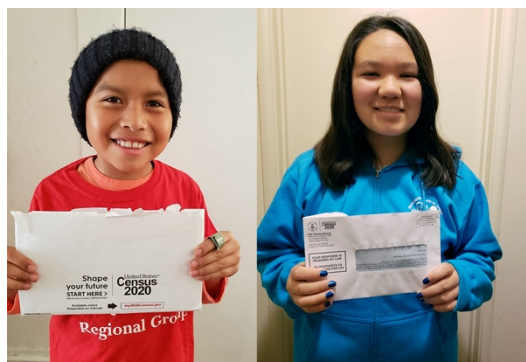
First 5 Program Report

1. Community Engagement

Census 2020 (ALL)

As a result of the public health shelter-in-place order, the CE and Regional Groups' spring census events have been postponed. The CCRG event is tentatively scheduled for May 2 while the ECRG event would be May 16. The Regional Groups will await any future direction from the public health department before finalizing the dates.

To continue promotion of the 2020 Census among underrepresented families, the Regional Groups did a Census 2020 Countdown on Facebook, posting selfies of themselves and the census form leading up to April 1.



Pittsburg Park Project (ECRG)

We are making great progress with the Pittsburg Parks Project at DeAnza Park. We have been in discussions with the City of Pittsburg since last fall to apply Kaiser Permanente's \$50,000 park grant at DeAnza Park—which was selected as a priority park in the ECRG's Pittsburg Parks Assessment. The plan is to build a walking path and 4 fitness zones around the park. The City of Pittsburg has agreed to match the funds to complete the project.

Prop 68 grants / Richmond & Antioch Parks project (WCRG & ECRG)

We are thrilled that the West and East County Regional Groups helped the cities of Richmond and Antioch win over \$7M in Prop 68 awards, placing them among the 13% of applicants awarded park bond funds. In Richmond, the WCRG and CE Team will organize community meetings to solicit further community input on pending design details. The timing of such events is pending the City's plan for construction and the current shut down. We hope to plan these events for late spring/early summer.

Similarly, various partners have approached us to collaborate on a Prop 68 grant for Richmond's Nicholl Park. We are in the process of assessing our capacity and the viability of leading another Prop 68 park improvement effort. As we gather more information, we will keep the Commission updated.

COVID-19 Response—ALL

The CE Team has been very busy since the shelter-in-place order to ensure families have access to needed resources and to advocate for policy interventions that would support the residents most impacted during this time.

Concord Eviction and Rent Increase Moratorium (CCRG)

To this end, the CCRG and the Raise the Roof Coalition have advocated for the first citywide Eviction and Rent Increase Moratorium with the City of Concord. The Council voted unanimously to direct staff to draft an ordinance which will be brought back for approval Wednesday, March 25.

2. Early Intervention

Supporting Childcare Providers

The EI Program Officer is co-facilitating a subgroup on support to childcare providers caring for children of essential workers. Meetings are occurring with contractors in preparation for next year's budget and to discuss service adaptations feasibly during the sheltering-in-place order. Playgroups and parenting classes have gone virtual and continue to occur.

PROGRAM UPDATES

MARCH 2020



COVID-19: Streamlining Information & Coordinated Efforts

During this month the early intervention team has been focusing on working with other community partners on streamlining information, coordinating activities, and identifying resources to address the impact of COVID-19 on our community by participating in the WCC COVID-19 Community Care Group which represents over 80 organizations.



3. Early Childhood Education

Quality Matters

The Contra Costa Quality Matters (QM) Coaching team shifted all coaching and technical assistance activities/meetings to virtual and phone modalities during the COVID-19 crisis. After the Shelter-in-Place Order was announced, our coaching team received overwhelming input and inquiries from the child care provider community expressing frustration and confusion about multiple messages released by local and state agencies regarding closures and/or ongoing services needed for children of essential workers. QM Coaches continued supporting and fielding questions from child care providers and helped clarify guidance provided through the Governor's Executive Order. The ECE team adjusted quickly to online, phone and virtual support of our provider population.

Some of the ways the First 5 QM team is supporting the ECE workforce include:

- Linking ECE workforce to technical assistance calls/online meetings with Community Care Licensing (CCL), Public Health, Quality Counts CA, California Dept. of Education, Child Care Aware, Resource and Referral Network, and CocoKids.
- Connecting providers to opportunities for distance engagement with children and families through platforms like Zoom and YouTube.
- Providing TA and tutorials on how to set up accounts for Zoom, YouTube and other platforms for family engagement.
- Sharing essential links and information on financial assistance for child care providers during this pandemic.
- Surveying sites on supply needs and working in collaboration with community partners to make drop-off deliveries as needed
- Creating quick access to relevant and CDE approved online professional development opportunities, given that planned training activities have been cancelled for the remainder of the program year.

Lastly, the QM coaches remain an important source of emotional support and human connection for the workforce during uncharted, stressful times. We continue to reinforce that we are in this crisis together and work in partnership with Cocokids, the County Office of Education, and Community Services Bureau/Head Start to support our provider community!



PROVIDERS

Novel Coronavirus (COVID19) Updates

Important Message from Quality Matters:
All Quality Matters activities postponed until April 7, 2020 (PDF)

News and Updates

- First 5 Contra Costa
 - First 5 Contra Costa Novel Coronavirus Updates
- Cocokids
 - Cocokids Useful Resources in Response to COVID19
- Contra Costa Health Services
 - Contra Costa Health Services: Novel Coronavirus
- Child Care Aware of America
 - Resource site for Child Care Professionals, Families and Policymakers

Resources for Online Learning, Support, and Self Care:

- Early Childhood Education from continued:
 - [CLICK HERE TO VIEW COURSES](#). Please select "take course for free" under the JOIN button. Each course offer CEUs with a certificate
- California Early Childhood Online (Click here to visit the CDEO website)
- [Click here to view modules for an Online Learning Portal from the California Department of Education \(PDF\)](#)
- The Trauma Therapist Project:
 - [Staying Emotionally Close in the Time of COVID19](#), Bruce Perry, MD, PhD.

4. Family Support

California Family Resource Association

On March 12, Lisa Korb participated in a daylong meeting of the California Family Resource Association, which included a meeting of the Policy Committee; Leadership Committee; and Networks Committee. The ongoing priorities for this collaborative is advocacy for California's most vulnerable families who are served through Family Resource Centers and other family-strengthening organizations. In light of COVID-19, CFRA is looking to advocate for FRC's children and families impacted by the pandemic, which include the following areas: financial stability, trauma, homelessness, housing, and mental health. CFRA is working in alignment with the First 5 Association lobbyist and staff.

First 5 Centers Go Virtual

Prior to the shelter-in-place order on March 17, the First 5 Centers were planning and beginning to implement policies and procedures to take preventative measures to keep children, families and staff safe while keeping the Centers open. The Centers responded quickly by increasing cleaning and sanitizing; reducing class sizes; keeping families informed of precautions to take and at-risk populations; and cancelling all scheduled events. Once the Centers closed, Directors met daily to plan and implement a coordinated social media plan organized by CORE PROGRAM areas, Census 2020, and CAC recommendation areas which was immediately implemented through Facebook pages for each Center.



Community Resource Specialists across the County met and discussed how they could respond to family needs. Two ALL CENTER STAFF meetings were facilitated by the Center Directors to coordinate work and provide staff the opportunity to connect with other staff. Staff began reaching out to families by phone and text immediately following the Center closures and maintain daily contact—offering families a lifeline for resources and emotional support. The Centers are also continuing to meet with their Community Advisory Councils via web conferencing and participating in advocacy efforts throughout the County. All Center staff were trained on how to facilitate Facebook Groups, which allow group members to post and engage with one another, and two FB groups (in English and Spanish) were launched on March 27.

Welcome Home Baby

Welcome Home Baby has shifted to tele-visits and continues to provide essential services to families. The program is prepared to distribute much needed supplies to families in need—specifically diapers, child items and other supplies the program typically distributes to families. Home Visitors report that families are either more engaged, keeping them on the phone and calling in-between visits or unresponsive.

5. Family Economic Security Partnership (FESP)

Upcoming Meetings

The FESP Executive Committee had a call to discuss plans for the next FESP meeting likely in May 2020. Given the current situation with COVID-19 and the likely long-term impact of the virus, the committee recommended that the focus of the meeting be *"Who Pays the Price: How do we Recover the Economy for our Constituents?"* We would invite staff from the CA Budget and Policy Center and/or the Western

PROGRAM UPDATES

MARCH 2020



Center on Law and Poverty to provide us with information on the state budget, virus response, and long-term economic strategies. The meeting will be held after the state budget revise comes out and once we know more about the course of the virus.

COVID-19

Virtually all activity in the last few weeks has rightly focused on COVID-19. FESP has sent numerous emails to members with updates, links to the First 5 website, and advocacy related activities. The Food Bank is working on strategies to get food out to people in their homes including a possible partnership with the National Guard. First 5 and many other organizations are working on Resource Lists to get people quick, reliable information. FESP and First 5 will be sending a letter to the county Board of Supervisors encouraging them to support the many nonprofit organizations that are at risk of closure during this critical time. FESP also encouraged members to contact the Governor to encourage him to ban all tenant evictions statewide. Fran has been working with other staff to help provide information on resources, connect agencies with various needs (how to get diapers from one to the other), how to get cash assistance to those more in need immediately, and more.

Tax Preparation

Given that all tax sites are closed, FESP has informed members of how and where they can still get their taxes done for free to get the EITC and Young Child Tax Credit. FESP has also contacted the Governor encouraging him to include all tax filers, including those with ITINs to get the EITC and YCTC. SparkPoint Contra Costa is still doing tax preparation at the one-stop in Concord: filers drop their material off, staff picks it up, prepares the tax return, and then the filer comes back to pick it up. The deadline for both filing and paying taxes has been extended to July 15, 2020.



OUR SERVICES ARE AVAILABLE REMOTELY!

Schedule appointments:

East: Kisty Jimenez at KJimenez@richmondccf.org or 925-517-3559
West: Gerardo Mendoza at GMendoza@richmondccf.org or 510-478-7929 (Preferred text)

- ▶ Credit Coaching (Pull credit report/Build credit score)
- ▶ Financial Coaching (Adjust your budget/Enroll in healthcare)
- ▶ Career Coaching (Update your resume/Find a job)
- ▶ 2016-2019 Taxes (Schedule drop off at 925-671-4597)
- ▶ Consumer Law (Schedule appointments at 800-551-5554)

Complete the 2020 CENSUS online!
my2020census.gov

Census 2020

Census efforts ramped up in mid-March just as COVID-19 hit. Social media is encouraging people to do the census, but all census-related outreach events are cancelled. Fran has participated in the Steering and Outreach Committees virtual meetings. It is still uncertain whether the census deadline will be extended, but for now people have until August 14 to complete the census. Grants made to CBOs from the county are being revised to reflect the current reality. More swag will be available to assist with outreach events when they are able to resume.

Tax-revenue measure

Polling is currently underway to determine if

- a) Contra Costa voters would support a sales tax increase and
- b) if so, what issues are of most concern to them.

Virtually all of the “next-step” meetings have been cancelled (Working Group meetings, Board of Supervisors Ad Hoc Committee 3/30) and activity on the measure is currently on a hiatus while everyone responds to the immediacy of addressing COVID-19. The consultancy group working with the Working Group is completing a report that describes the various needs countywide and the report will eventually be presented to the Ad Hoc committee. Results from a poll that was just completed will be shared with committee members in the near future.



Monday April 13, 2020

Agenda Item 5.0

Public hearing on the First 5 California 2018-19 Annual Report.



**Staff Report
April 13, 2019**

ACTION: X
DISCUSSION:

TITLE: Public Hearing on the First 5 California 2018-19 Annual Report

Introduction:

First 5 California prepares an annual report each year, based in part on fiscal, program and participant information provided by each of the 58 county commissions. County Commissions are required by statute to hold an annual public hearing on First 5 California's annual report.

The report may be found online at:

http://www.ccfc.ca.gov/pdf/about/budget_perf/annual_report_pdfs/Annual-Report-18-19.pdf

A short summary of Contra Costa program highlights appears on page 32.

Recommendation: Accept the First 5 California Annual Report 2018-19



Libraries, early learning sites, and community events.

- A mini grant supplied two health clinics with books to kick off their Reach Out and Read Program.
- Little Leapers Early Literacy Program engages libraries in providing science, technology, engineering, arts, and math (STEAM) themed activity kits for check out.
- Weekend interactive workshops for parents and children were provided.

Colusa

In FY 2018–2019, First 5 Colusa Children & Families Commission co-facilitated a series of prevention forums with the Colusa County CAPC program. More than fifty participants, representing county agencies, civic leaders, law enforcement, school district leaders and parents, converged together to address the issues facing children and families in Colusa County. Together, they developed a sustainable and viable action plan to address the issues identified. As part of the action plan, First 5 Colusa was identified as a viable source for implementation of the Strengthening Families Framework. First 5 Colusa provided county-wide training on the framework, as well as provided support to twenty-six individuals that

became certified as Parent Café Leaders. Parent Cafés will be launched county-wide in FY 2019–2020.

Contra Costa

Following on the previous year's development of a trauma curriculum for providers serving young children, First 5 Contra Costa continued to support a "community of practice" for the cohort of 14 Trauma Fellows representing 12 agencies who completed the training module in the previous year. The Trauma Fellows now practice their new skills through staff development in their agencies, and through local and regional presentations.

- First 5 Contra Costa's Community Engagement program continues to advocate for healthy, safe and equitable communities, particularly in the City of Richmond, where West County Regional Group (WCRG) members in one day assessed 25 Richmond parks on safety, play equipment, maintenance, innovation, and accessibility. The City used the WCRG's assessment results to solicit Prop 68 funds, and to guide the city council and staff in ongoing park improvement priorities. In the City of Concord, the Central County Regional Group joined a broad coalition of community advocates to promote housing security for families with young children.
- The Quality Matters program continues to elevate the quality of early learning programs in the county and welcomed 48 additional sites during this program year.
- First 5 Contra Costa held its second annual Coffee and Kids Policy Breakfast in May with special guest Kris Perry, California Health and Human Services Agency Deputy Secretary and special advisor to the Governor. Over 100 agency and business leaders convened to hear about the new Governor's priorities for early childhood and families in his first proposed budget. Congressman Mark DeSaulnier also updated the gathering on advancements at the federal level.

- First 5 Contra Costa completed extensive renovations on the site of the new East County First 5 Center in Pittsburg. The new Center, one of six locations across the county, will provide developmental playgroups, parent education, literacy promotion, and other activities for over 500 families each year.

Del Norte

First 5 Del Norte had an exciting year across multiple program areas in our efforts to promote and enhance the health, development, and wellness of children and families.

- We were able to bring Teaching Pyramid training to Del Norte early childhood care and education providers. Multiple sites, representing over 150 students, participated in this social and emotional learning training. The training-coaching cycle was appreciated by providers and we are continuing to increase capacity for this program.
- First 5 Del Norte transferred ownership of the Wonder Bus, a long-term mobile early learning program, to a community partner last year. The Wonder Bus is much-loved, but not evidence-based. First 5 Del Norte remains a minor funding partner for the program. To replace this valuable early literacy programming, First 5 Del Norte became an affiliate of Dolly Parton's Imagination Library in late May. In just the last two months of the fiscal year, we enrolled 183 children (over 10% of our 0 to 5 population) in the evidence-based program. Enrollment continues to increase and early feedback from families has been positive.
- In 2019-20, First 5 Del Norte received our first of three years of funding from Mental Health Services Act Innovation fund to develop a parent-support texting program. Working with ParentPowered, we are adapting their existing texting program, Ready4K, to provide connections to local programs and resources; encourage community connections; and boost mental



Monday April 13, 2020

Agenda Item 6.0

Consider approving proposed First 5 Contra Costa Budget FY 2020-21



ACTION: X
DISCUSSION:

TITLE: Proposed First 5 Contra Costa Budget, FY 2020-21

Recommendation:

That the Commission approve the proposed First 5 Contra Costa Budget FY 2020-21.

Background

The FY2021 budget presented today represents “year one” of the Commission's 2021-23 Strategic Plan and is similar to our current year budget. First 5's initiatives will continue to blend both Proposition 10 tobacco tax revenues and outside funding. Prop 10 income continues to decline, but at a slower pace than other California counties, due to the County's small birth rate increase. Outside funding is projected to decrease (34%) in the next year, Next year's budget is \$863,694 lower than the current year budget, and draws down \$2.99 million of unrestricted fund balance.

Fiscal Impact:

Major Revenue:

- Projected Prop.10 tax revenues is 1% less than the previous year's budget, based on projections from the department of Finance continuing to decrease due to declining cigarette sales, though the Contra Costa birth rate continues to increase, which mitigates the decline.
- The projection does not include the backfill provided by Proposition 56, the 2016 ballot initiative that raised the state tobacco tax by \$2.00 per pack. Initial state projections for the backfill have been found to be significantly over-estimated and we chose to exclude the backfill from the budget but will include it in financial reports for the year, and it will reduce the drawdown of reserve funds.

This budget's revenue also includes the First 5 California's IMPACT (Improve and Maximize Programs so All Children Thrive) initiative (\$728,357), as well as the continued funding from the State Preschool Quality Block Grant (\$320,637), the Quality Counts



Block Grant (\$211,377). This year, Quality Counts California released a three-year funding RFA (2021-2023) that for the first time will braid all three previously mentioned funding streams and the federal Preschool Development Grant Birth through Five into one application. First 5 Contra Costa and County Office of Education will be submitting an application for Contra Costa County to continue to sustain quality improvement systems through the Quality Matters Initiative. All funding streams included in the QCC grant application are all intended to sustain and deepen early learning quality systems throughout the state. These are cost reimbursement grants, and the income shown equals the anticipated ECE program expenses in the next fiscal year.

We will receive a payment of \$235,000 from the multi-year Leshner Foundation grant for East County Ready Kids Initiative. This grant supports working with East County school district leadership, elected officials, community leaders, parents and First 5 staff to increase kindergarten readiness and school success for young children. The grant also expands family strengthening services (developmental playgroups, parent cafes), Triple P classes, and literacy development through Tandem's Story Cycles project offered at school districts and other alternative family settings within the community.

- On line 11, grant funded programs will draw down and use \$1,451,025 of restricted funds received in prior years, including Leshner and other grant funds.
- Also on line 11, the budget calls for using \$2.99 million of the Commission's unrestricted fund balance to make up the difference between revenue and expenditures; this use of the unrestricted fund balance continues the drawdown as anticipated in the Commission's strategic plan.

Overall, program expenses are similar to the current year's budget:

- In the Early Childhood Education Initiative, the local community colleges will continue their academic advising as the core focus of their work. First 5 funding to support community college services will be reduced by 50% over the next two years and will



sunset thereafter. The Quality Matters program continues childcare provider coaching and childcare site rating funded by state CSPP, QCC and IMPACT grants.

- The Family Support Initiative includes continued multi-year funding for the First 5 Centers in Brentwood, Pittsburg, Concord and San Pablo, with a satellite site in downtown Antioch and Richmond. The new Pittsburg First 5 Center is the centralized hub for the Welcome Home Baby Home Visiting program. First 5 staff are collaborating with Aspiranet (program operator) and Community Services Bureau – EHS (funding partner) staff to incorporate changes in the Home Visiting program at that site. The facilities budget also includes continuing the development of the nature play yard the First 5 Center in San Pablo.
- The Early Intervention Initiative includes mental health consultation and inclusion support for childcare providers, continuing development of the Help Me Grow system, and continued support for Triple P and trauma training through December 2020. First 5 staff will work with community partners, contractors and third-party consulting entity to assess early intervention needs and identify models to optimize long-term systems development and integration of services and resources in the County. This effort aligns with First 5's two core priorities under the new strategic plan to increase early childhood systems integration and increase First 5's impact and sustainability.
- Community Engagement includes the ongoing Regional Groups' leadership training and promotion of improved parks in low-income areas of the county.

Wages and Benefits

- Over \$1 million of program staffing salaries and benefits (39%) are supported by external funding, including a QRIS coach coordinator, the QRIS coaches, and the Help Me Grow and Community Engagement coordinators.
- A 3% cost of living increase for staff is recommended by the Executive Committee, based on the Bay Area consumer price index increase of 3% for the last 12 months. The



increase would go into effect July 1, 2020. The cost is \$82,398; \$22,198 supported by grant funding.

- The Commission's budgeted retirement contribution remained consistent with the prior year, decreasing by 1% from the prior FY. Due to the prepayment made to CCCERA in 2013, First 5 saves \$94,000 retirement costs in FY 2019-20. The prepayment began in 2011 and is amortized over eleven years; we are currently completing year ten.

Strategic Information and Planning (SIP)

Strategic Information and Planning expenses decreased from the prior year (\$56,645) due to reduced need for contract data analysis and a reconfiguration of staffing. Overall costs are 6% of total budget.

Administrative Costs

Overall administration costs are 11% of the total budget; these have remained consistent over the past three years.

Consequence of Negative Action:

Should the First 5 Contra Costa Commission elect not to accept the budget report, it would result in an audit finding of non-compliance with the established Commission Bylaws – *Article II, section (g)*.

Attachments:

Budget spreadsheet



		FY19/20 Budget			Proposed FY20/21 Budget		
		F5 Contra Costa Funds	Other Funds	Total Budget	F5 Contra Costa Funds	Other Funds	Total Budget
Line #	REVENUE						
1	Prop 10 - Tax Apportionment	7,566,443		7,566,443	7,505,758		7,505,758
2	First 5 California IMPACT		1,183,179	1,183,179		728,357	728,357
3	Ca State Preschool Quality Block Grant		380,764	380,764		320,637	320,637
4	Quality Counts California		225,106	225,106		211,377	211,377
5	Leshner Ready Kids		235,000	235,000		235,000	235,000
6	Thomas J Long Foundation HMG		300,000	300,000.00		-	-
7	Sunlight Giving	100,000		100,000.00	100,000	-	100,000
8	MHSA Grant/Triple P		82,000	82,000		86,740	86,740
9	Interest Income	200,000		200,000	50,000		50,000
10	Grants/Other Income	-	50,000	50,000	-	50,000	50,000
11	Fund Balance Drawdown	3,781,936	487,462	4,269,398	2,989,302	1,451,025	4,440,327
12	TOTAL REVENUE	11,648,379	2,943,511	14,591,890	10,645,060	3,083,136	13,728,196
PROGRAM EXPENSES							
13	Initiatives	6,724,452	1,862,261	8,586,713	5,709,145	1,794,982	7,504,127
14	Early Childhood Education Initiative						
15	Professional Development	911,556	75,000	986,556	475,000	80,000	555,000
16	Early Learning Quality	64,000	742,709	806,709	141,869	1,105,774	1,247,643
17	Literacy	-	264,942	264,942		129,262	129,262
18	Total	975,556	1,082,651	2,058,207	616,869	1,315,036	1,931,905
19	Family Support						
20	First 5 Centers	2,655,126		2,655,126	2,840,871		2,840,871
21	Home Visiting	1,200,000		1,200,000	628,000		628,000
22	Training and Consultation	40,200		40,200	20,000		20,000
23	Total	3,895,326		3,895,326	3,488,871		3,488,871
24	Early Intervention						
25	Therapeutic Services	243,500	82,000	325,500	138,240	86,741	224,981
26	ECE Consultation	1,043,620		1,043,620	518,452		518,452
27	Help Me Grow Services	79,350	397,610	476,960	464,713		464,713
28	Children at Risk of Stress or Trauma	28,200		28,200	28,200		28,200
29	Training and Consultation	22,400		22,400	17,300		17,300
30	Total	1,417,070	479,610	1,896,680	1,166,905	86,741	1,253,646
31	Systems Change						
32	Public Information	261,500		261,500	261,500		261,500
33	Community Engagement	160,000	65,000	225,000	160,000	158,205	318,205
34	Leshner Ready Kids	-	235,000	235,000	-	235,000	235,000
35	Family Economic Security	15,000		15,000	15,000		15,000
36	Total	436,500	300,000	736,500	436,500	393,205	829,705
37	Program Expenses						
38	Program Salaries & Wages	1,286,426	692,381	1,978,807	1,477,320	730,434	2,207,754
39	Program Employee Benefits	651,925	388,869	1,040,794	539,218	542,720	1,081,938
40	Program Expenses and Overhead	635,658		635,658	645,658		645,658
41	Total	2,574,009	1,081,250	3,655,259	2,662,196	1,273,154	3,935,350
42	TOTAL PROGRAM EXPENSES	9,298,461	2,943,511	12,241,972	8,371,341	3,068,136	11,439,477
STRATEGIC INFORMATION & PLANNING							
43	SIP Salaries & Wages	319,260		319,260	306,941		306,941
44	SIP Employee Benefits	156,108		156,108	205,762		205,762
45	Professional Services	347,080		347,080	237,080	15,000	252,080
46	Purchased Services and Supplies	27,515		27,515	28,535		28,535
47	SIP Expenses and Overhead	44,308		44,308	44,308		44,308
48	TOTAL STRATEGIC INFORMATION & PLANNING	894,271		894,271	822,626	15,000	837,626
ADMINISTRATIVE EXPENSES							
49	Administrative Salaries & Wages	668,078		668,078	672,631		672,631
50	Administrative Employee Benefits	377,471		377,471	368,304		368,304
51	Professional Services	133,000		133,000	133,000		133,000
52	Purchased Services, Supplies	193,904		193,904	116,755		116,755
53	Overhead Expenses	83,194		83,194	160,403		160,403
54	TOTAL ADMINISTRATIVE EXPENSES	1,455,647		1,455,647	1,451,093		1,451,093
55	GRAND TOTAL	11,648,379	2,943,511	14,591,890	10,645,060	3,083,136	13,728,196

Program	84%
SIP	6%
Administration	10%
Total	100%

Program	83%
SIP	6%
Administration	11%
Total	100%



Monday April 13, 2020

Agenda Item 7.0

Executive Director's Report

EXECUTIVE DIRECTOR UPDATES

MARCH 2020



Dear First 5 Commissioners:

The following highlights cover important local organizational and state-level First 5 Network updates. Amidst the COVID-19 crisis, First 5 Contra Costa continues to relentlessly move forward with our important work on behalf of young children and their families. Now more than ever, we are called upon to elevate above the current challenges and limitations to identify opportunities, to focus on what works, and to make swift adjustments without letting go of our vision for the future.

STATE-LEVEL AND REGIONAL HIGHLIGHTS

Prop 10 Revenue Delays

Proposition 10 experienced up to 5 months of revenue delays in monthly check disbursements between July to December 2019. The California Department of Tax & Fee Administration (CDTFA) explained that the delays were caused by two new computer systems, the internal accounting system that also manages the tobacco revenue and the statewide fiscal. The latter requires CDTFA to reconcile and close out a month before moving onto the next. In response, the CDTFA is working to catch up on delayed revenues and plans to be fully caught up by May. First 5 Contra Costa County has received Prop 10 apportionments from July 2019 through February 2020.

Early Childhood Master Plan

As you are aware, the state has committed to develop California's long-awaited Master Plan for Early Learning and Care. This plan aims to address how California can expand comprehensive, affordable, and quality child care and universal preschool for young children across the state.

I would be happy to schedule a time to discuss the recommendations should you have any questions or want more information. I am looking forward to working with all Commissioners and other county leaders to ensure these recommendations are reflected in the final Master Plan to benefit young children across the state.

Based on 20 years of experience in early childhood systems building, I wanted to share the attached letter containing First 5's recommendation for the Master Plan, which center around:

1. Expanding & supporting quality ECE opportunities for children most in need;
2. Integrating systems of care to address family needs; and
3. Using data to address disparities in child and community outcomes.

Central to our recommendations is the acknowledgement that California can only achieve our collective goals around quality early learning when it is integrated with children's health, parent engagement, and supports for the whole family. Second, is the need to identify new funding sources to promote system coordination and integration to bolster child development services and work in tandem with ECE programs.

First Meeting of the Early Childhood Policy Council (ECPC)

First ECPC meeting held on April 2, via Zoom. The meeting provided an opportunity for the ECPC to hear about the direction taken by the research team working on the Master Plan—[meeting agenda and materials can be found here](#). The Master Plan research team is seeking input from stakeholders through a survey. Many First 5s made public comments during the meeting, which underscored various points

EXECUTIVE DIRECTOR UPDATES

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from the Association's letter to the Master Plan research team. The next meeting of the ECPC is scheduled for June 8. Below is the public comment I submitted on behalf of First 5 Contra Costa through the Zoom chat:

Thank you members of the ECPC for your service and your commitment to elevate and optimize our systems work for young children in California. I appreciate the focus on “whole child” and “equity” as core values in this work. To add to all the great comments made so far, it is extremely important that we also make “services and systems integration” a core end goal for our work. Leveraging current investments and infrastructures to build upon is part of our efficiency work. The First 5 Statewide network is an example of a strong and stable infrastructure built to optimize systems connection and integration. We do not have to reinvent structures but rather expand and enhance existing entities to leverage on two decades of investments and relationships to ensure the plan is implemented, functional and responsive to local needs. Thank you - we hold great appreciation for the passion and commitment of the ECPC. We're in this together, I stand beside you to ensure all children are given the opportunity to thrive and succeed.

Ruth Fernandez, Executive Director, First 5 Contra Costa

Virtual Advocacy Day

The First 5 Association is planning a virtual Advocacy Day for April 21, 2020. Seventeen counties have thus far responded to a participation survey (including Contra Costa) and the results indicate about half of those respondents are planning to participate. While Advocacy Day participation is optional, I think it is a great opportunity to continue important discussions with our legislative representatives. The Association will schedule all legislative visits, provide talking points, and train commissions to ensure successful virtual contact with lawmakers. **This year, I am inviting the Program Team to join me in the visits. Given that remote participation has some limitations, the association is asking us to keep our core group for legislative visits small. I planned to include Marilyn Lucey in the group, and if any other Commissioner is very interested in joining us, please email me and let me know ASAP!**

LOCAL UPDATES

2020-2023 First 5 Strategic Plan Planning and Implementation

Following approval of the 20-23 Strategic Plan, the First 5 Management Team and Program Team held a half-day retreat facilitated by Nicole Young to engage in retrospective analysis of previous investments and continuous improvement and impact of First 5's work under the new plan. The team discussed each program area, current landscape, and funding opportunities within each strand of work.

Subsequently, staff continued discussions about current and future work using the “new Systems Change Lens Framework” to guide conversations. Specifically, the **essential strategies** [Systems Development, Stakeholder Engagement, and Policy Advocacy] and **two priority goals**:

- 1) Integration of Early Childhood Systems,
- 2) First 5's Impact and Sustainability] called-out in the 20/21-23 plan serve as the operational parameters for assessing, planning, coordinating, and decision-making into the future.

In late February 2020, the program team also conducted an internal coalition/community partnership survey among staff to identify and assess First 5's community representation, participation and impact based on role, scale of engagement, breath of scope, and system sector types. The end goal is to use the

EXECUTIVE DIRECTOR UPDATES

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data from the Coalitions Survey to gauge ways to optimize First 5's staff time and resources to amplify reach and impact.

Starting in late February through present, the Contracts Department Team and Program Officers begun contract renewal discussion based on the new Strategic Plan and the fiscal projections for the next three years. Scheduled contractor site visits completed by the second week of March. First 5 staff are developing contract recommendations for the 20-21 fiscal year that will be presented at the June 8, 2020

Lastly, due to the COVID-19 crisis, First 5's Contracts Department issued a short survey to help evaluate unanticipated needs and organizational shifts/changes that have an impact on delivery, modality and continuity of services and resources given the current Shelter-in-Place Order during this pandemic. First 5 Contra Costa is committed to working collaboratively and creatively with our community partners to keep services and supports to families and child care providers as stable as possible given the limitations of remote delivery models.

STAFFING UPDATES

One of my priorities as the new ED is to make the agency whole. As you know, we have several key staff positions currently vacant. Shawn Garcia, Administrative Manager, and I have been working to move forward with recruitment and hiring of these positions. The following are general updates of where we are in the process:

- **Evaluation Analyst:** Currently conducting interviews and plan to schedule second interviews in the next week or two.
- **Communications Manager:** The position currently posted; staff are reviewing resumes and identifying candidates to begin the interviewing phase.
- **Deputy Director:** CPS Human Resources Consulting received 31 resumes for the Deputy Director position of which a select group of candidates were interviewed via phone. CSP HR Consulting met with First 5's HR team to provide an update on initial candidate pool. Coordination and planning of first round of interviews is now in progress.

Two additional full-time positions will post late in April 2020: the Early Childhood Education Program Officer, and the Finance and Operations Director (FOD)—CPS HR Consulting will conduct recruitment for the later. In the interim, we are working on identifying a contractor or temporary consultant to provide support until the FOD position is filled.

Lastly, on March 24, 2020, First 5 welcomed our new Quality Improvement Coach, Deanna Carmona. Deanna is not a newcomer to our Contra Costa Quality Matters Initiative as she already part of the inter-agency coaching team through her work at Cocokids.

Please join me in welcoming Deanna to the First 5 family.





Monday April 13, 2020

Agenda Item 8.0

Communications:
Master Plan Letter from First 5 Association of California



MEMORANDUM

TO: Early Childhood Action Research Team and the Early Childhood Policy Council

FROM: First 5 Association of California, representing 58 First 5 county commissions, and First 5 California

DATE: March 11, 2020

RE: First 5's Recommendations for the State Master Plan on Early Learning and Care

I. Introduction

Science has long proven the importance of the first five years of life, when 90% of brain development occurs. Research shows that supportive, warm relationships with caregivers spur early cognitive, social, and behavioral development for young children and set them up to succeed as adults. Conversely, studies show that prolonged exposure to toxic stress and Adverse Childhood Experiences (ACEs) has a damaging effect on early childhood brain architecture, which has lasting results into adulthood.¹

Grounded in the research of early brain development, First 5 has built innovative systems of care to promote optimal development among children and strengthen families. Informed by our two decades of work in early childhood, the network of 58 First 5 county commissions and First 5 California developed this letter to deliver key recommendations for the Master Plan on Early Learning and Care (Master Plan), designed around the core principles of:

Whole Child/Whole Family: Quality early learning—regardless of setting and age—is only achievable when integrated with children’s health, parental engagement, and supports for the whole family. Further, multi-generational strategies are critical to family stabilization and promoting optimal child development. Put simply, helping families will help children.

Integrated Services: Young children and families can fall through the cracks when programs and services aren’t coordinated. Families need systems that integrate all efforts to promote family stability and optimal child development. This requires coordinating an array of partners and systems to work in continual collaboration, with the end goal of making services more accessible and responsive to families.

Equity: Every child has a right to reach their full potential. However, far too many children are not afforded this opportunity as a result of persistent racial and socio-economic inequities. For First 5, equity means focusing on the families and neighborhoods that have historically experienced disinvestment due to racial and socio-economic marginalization, and removing

¹ Center on the Developing Child. (2007). *The Science of Early Childhood Development* (InBrief). Retrieved from: <https://developingchild.harvard.edu/resources/inbrief-science-of-ecd/>

barriers that have structurally excluded communities from opportunity. To address inequity, policymakers must use disaggregated data to identify needs and better address disparities, and intentionally partner with families and communities.

Prevention: Far too often, public systems wait for families to experience poor outcomes before offering support, a more expensive and less effective approach than promoting positive outcomes early. First 5 knows that supporting children and families from the earliest moments possible leads to improved child health and developmental outcomes, increased school success, and reduced costs to our public systems over time.

Governor Newsom put an unprecedented spotlight on the importance of early childhood development in our state. Through his inaugural budget, California saw expansions of early childhood services across health, education, and family wellbeing, all under the frame of the Governor's "Parents Agenda." The Master Plan will further provide the needed and long-awaited roadmap for achieving comprehensive, quality, and affordable early care and education (ECE) expansions across California.

The success of the Master Plan is contingent on a robust state-local partnership that both elevates the ECE field while promoting local flexibility for communities across California to be responsive to their pressing early childhood needs. As a network of state and local agencies working in every community in California, First 5 is poised and ready to help the Governor implement his early childhood agenda to ensure that it is woven into our state and local fabric and serves the families and communities most in need of support.

For 20 years, First 5 has played a critical role in early childhood systems building. We serve as the backbone among agencies and delivery systems; we ensure leaders prioritize children's wellbeing and focus on prevention; we work with public and private partners to connect siloed systems of care; and we respond quickly to system and policy changes at the local, state, and federal levels to address immediate implementation needs and barriers. These functions are critical in a state as large and complex as California, which has a wide range of funding streams and competing priorities at the state and local levels that often overlook the impact and importance of prevention services. Overall, the work of First 5, as mandated through the voter-approved Proposition 10 of 1998, indicates that each county needs and benefits from having a strong entity dedicated to supporting whole child issues across health, human services, and early learning domains.

This letter details key recommendations for how the state can expand and improve ECE and other integral early childhood systems of care, and explains how First 5s are critical partners to the successful implementation of the Master Plan. Our recommendations for the Master Plan focus on: (1) expanding and supporting quality ECE opportunities for children most in need; (2) integrating systems of care to address family needs; and (3) using data to address disparities in child and community outcomes. As referenced throughout, *Appendix A* highlights selected First 5 approaches to systems integration that promote family strengthening and early childhood development, and *Appendix B* provides additional First 5 policy papers and program evaluations to help further inform the Master Plan process.

II. Expanding & Supporting Quality Early Care & Education

First 5 applauds Governor Newsom's lifelong Cradle-to-Career approach to closing the opportunity gaps that persist across every community in the state and are measurable well before kindergarten. One recent study found that California's students in low-income school districts lag behind their national peers when first entering kindergarten, resulting in lower 3rd and 8th grade test scores.²

To address disparities in outcomes, the Governor has rightfully identified the expansion of affordable, quality child care and universal preschool as core components to realize his vision. As the state looks to expand ECE systems, First 5 commends the "Targeted Universalism" approach endorsed by the Assembly Blue Ribbon Commission (BRC), which explicitly focuses attention on historically marginalized groups while working towards universal goals.³

First 5 recommends that this concept of targeted universalism be applied to all critical components of ECE, including access, quality workforce development, and improved wages and reimbursement rates. Below are specific recommendations based on First 5's work in building quality ECE systems.

Increasing Access to Affordable ECE Opportunities: Two million children in California qualify for subsidized ECE programs, yet nearly 1.8 million children—primarily children of color—lack access to full-day, full-year programs because state policymakers have not prioritized funding for ECE spaces.⁴ The lack of access is particularly acute for infants and toddlers, whose families experience the most difficulty in finding affordable, responsive care.

Last year, Governor Newsom took immediate and bold steps to address the lack of ECE opportunities by dedicating 75 percent of Proposition 64 cannabis prevention funds towards child care access. Despite the importance of this new funding stream, far too many low-income young children still do not have access to ECE opportunities, especially in quality settings, and funding for ECE systems is overwhelmingly reliant on the state's general fund. Identifying new and additional sources of dedicated revenue, like Proposition 64, must be a critical component of the Master Plan to ensure all children who are eligible for subsidized ECE can in fact access affordable, quality programs.

Providing care for three- and four-year olds is also imperative, especially as California is critically close to achieving long-awaited plans for universal preschool. As the leaders of the Master Plan process consider how to provide universal access to affordable preschool programs, the state must also ensure that these programs are developmentally appropriate, use optimal adult-to-child ratios, and reflect family need. For example, one immediate step the Master Plan can take is to address the reimbursement rate for State Preschool, which as currently structured, financially incentivizes contractors to offer part-day care, which is not reflective of the vast majority of parents' needs and work schedules.

² Reardon, S.F., Doss, Gagné, J., Gleit, R., Johnson, A., & Sosina, V. (2018). *A Portrait of Educational Outcomes in California*. Getting Down to Facts II. Retrieved from: https://gettingdowntofacts.com/sites/default/files/2018-09/GDTFII_Report_Reardon-Doss.pdf

³ Assembly Blue Ribbon Commission on Early Learning and Education. (2019). *Final Report: April 2019*. (p.11). Retrieved from: <https://speaker.asmdc.org/sites/speaker.asmdc.org/files/pdf/BRC-Final-Report.pdf>

⁴ Schumacher, K. (2019). *Subsidized Child Care Can Help Reduce Barriers for Children of Color, but Few Receive It in California* [Fact sheet]. The California Budget and Policy Center. Retrieved from: <https://calbudgetcenter.org/resources/subsidized-child-care-can-help-reduce-barriers-to-success-for-children-of-color-but-few-receive-it-in-california/>

In 2017, the First 5 Association of California commissioned a report and worked alongside our ECE partners to strategically sequence how best to build out high-quality licensed care for children ages 0-5. This report, available in *Appendix B*, provides a multi-year roadmap that builds upon the strengths of our mixed delivery system, and can help inform the Master Plan process in achieving the goals around expanding early learning and care and providing universal preschool for three- and four-year olds. While many of the policies identified in this report have since been actualized (like providing 12-month eligibility and updating family eligibility), much of this work still remains, especially around access.

Supporting Quality Workforce Development: Access to ECE programs is necessary, but not sufficient, to close the state's opportunity gaps. Building an ECE system also requires a focus on program quality. A well-trained and supported ECE workforce is critical to improving the quality of services across all settings—family child care homes, centers, schools, and family friend and neighbor (FFN) care. First 5 has led the development, implementation, and evaluation of quality improvement programs for the past two decades in California. Core components of successful quality improvement models include: low adult-to-child ratios; staff training, education, and coaching; safe, healthy, and engaging environments; and the integration of supports that promote the social and emotional development of children.⁵

While quality is applicable to all ECE programs and settings, quality improvement investments need to focus on professionals who serve the lowest-income families and are least likely to receive professional supports. In many communities, this emphasis and attention is on FFN and family child care.

One barrier to reaching ECE professionals across the state's mixed delivery system is that workforce supports are funded and managed through an array of local, state, and federal funding streams, including First 5. California currently has multiple sets of standards across subsidized ECE programs, and in many cases, these standards are redundant or contradictory. As a result, systems are inefficient and confusing. This places a considerable burden on professionals to meet the multiple sets of standards and makes it difficult for them to communicate with parents about quality.

Program standards and quality funding streams should be coordinated and aligned. Doing so would maximize limited resources, create consistency across programs, and remove a significant burden on professionals. Further, it would build capacity to support more ECE professionals who are serving California's richly diverse population of young children. Examples of trainings and workforce supports that would benefit under such coordinated systems include but are not limited to:

- Basics of child development beyond health and safety, including best practices for promoting optimal development;
- Implicit bias and cultural competency trainings to address unconscious patterns of behavior that often lead to discrimination;
- Trainings that support dual language learners (DLLs) and reflect the assets that this growing, and now majority, population of young children bring to our ECE settings; and
- Early childhood mental health consultation to promote better understanding of children's social-emotional development and more effectively address challenging behaviors.

⁵ Wechsler, M., Melnick, H., Maler, A., & Bishop, J. (2019). *The Building Blocks of High-Quality Early Childhood Education Programs*. Learning Policy Institute. Retrieved from: <https://learningpolicyinstitute.org/product/building-blocks-high-quality-early-childhood-education-programs>

Appendix B includes additional reports detailing how the state can streamline quality improvement dollars and restructure reimbursement rates. Also, First 5 California, the California Department of Education, and the California Department of Social Services are convening a tri-agency working group to review and advise on quality standards alignment, and will be developing a white paper with recommendations to help inform this part of the Master Plan.

In addition to promoting coordination and consistency statewide, funding requirements for quality improvement should promote flexibility for local agencies to work together to address local needs. Communities with high ACEs scores, for example, may emphasize the need for robust integrated trauma trainings, while communities with high percentages of DLLs may emphasize capacity building to help ECE providers recognize the unique linguistic and developmental needs of their students. While the state can and should set standards for quality improvement and professional development opportunities, the Master Plan should also recognize the complementary nature of local decision making that is best made in the context of community need and in consultation with communities.

Increasing Wages & Reimbursement Rates: Quality improvement efforts will only be as successful as the wages we pay ECE professionals. With a statewide median income of \$12.29 per hour,⁶ child care workers have been asked to do too much for too little, for far too long. ECE professionals should earn professional wages that adequately reflect the importance of their work for our society as a whole. The BRC said it best:

High-quality early care and education requires a competent, effective, well-compensated, and professionally supported workforce. It must be one that reflects the racial, ethnic, and linguistic diversity and needs of the children and families they serve, across the various roles and settings where children are cared for.⁷

Additionally, the state’s current bifurcated reimbursement rate structure complicates efforts to deliver high-quality ECE programs. The statewide Standard Reimbursement Rate (SRR) does not adequately cover the cost of care in many communities, and neither the SRR nor the Regional Reimbursement Rate (RMR) compensates for quality standards. California needs a single, regionalized reimbursement rate system for ECE programs that reflects the economic diversity of the state, recognizes the cost to meet quality standards, and strengthens the mixed delivery system. A report detailing how California can achieve reimbursement rate reform is available in *Appendix B*.

Recommendations: Building from the BRC’s report, the Master Plan should apply the “targeted universalism” approach to all critical components of ECE. This approach should explicitly focus attention on historically marginalized groups while working towards universal goals.

Increasing Access to Affordable ECE Opportunities:

- The Master Plan should identify new, dedicated funding sources to support access to high-quality early learning programs for all children, especially infants and toddlers where the access crisis is most acute.

⁶ Whitebook, M., McLean, C., Austin, L.J.E., & Edwards, B. (2018). *Early Childhood Workforce Index – 2018*. Center for the Study of Child Care Employment, University of California, Berkeley. Retrieved from: <https://cscce.berkeley.edu/files/2018/06/Early-Childhood-Workforce-Index-2018.pdf>

⁷ Assembly Blue Ribbon Commission on Early Learning and Education. (2019). (p.49)

- Access should be expanded across the ECE mixed delivery system, while ensuring that the programs are developmentally appropriate, use optimal adult-to-child ratios, and reflect family need.

Supporting Quality Workforce Development:

- The Master Plan should prioritize simplifying the multiple ways quality improvement is currently funded to promote greater coordination and stability, and establish a single set of minimum quality improvement guidelines for all subsidized ECE professionals by setting. First 5 recommends using the following principles to help guide this process:
 - (1) Establish and adhere to consistent measures of quality;
 - (2) Create clearly articulated standards;
 - (3) Ensure quality is incentivized and compensated;
 - (4) Ensure a sustainable, scalable, and efficient statewide system of monitoring;
 - (5) Ensure all professionals and ECE programs have access to quality improvement and quality assessment opportunities and infrastructure; and
 - (6) Promote local flexibility to address local needs and implement quality improvement efforts.
- While applicable to all settings, the Master Plan should explicitly ensure quality improvement efforts reach ECE professionals in settings least likely to receive workforce supports—primarily FFN and family child care programs.

Increasing Wages & Reimbursement Rates:

- First 5 recommends a focus on increasing wages for ECE professionals and restructuring the current bifurcated reimbursement systems. For FY 2020-21, these plans should immediately update the RMR to the 2018 survey and provide an equivalent rate increase for the SRR. First 5 also supports the multi-year rate reform efforts proposed in AB 125 (McCarty) and SB 174 (Leyva) to develop a single, regionalized reimbursement rate system. A report, included in *Appendix B*, provides further detail and recommendations around rate reform.
- Efforts to restructure reimbursement rates should be implemented simultaneously with plans to reimburse quality at a higher rate, in conjunction with a robust capacity-building and workforce supports system. Promising practices and funding models from systems that both build and incentivize quality can be found at First 5 Riverside, First 5 San Francisco, and the Placer County Office of Education (in partnership with First 5 Placer). *Appendix B* also provides additional resources on these county models.
- Informed by a whole child/whole family approach, First 5 recommends that the Master Plan increase the State Preschool reimbursement rate to incentivize communities to offer full-day, full-year care. Doing so will help increase access to care that is more reflective of family need and work schedules.

III. Integrating Systems of Care to Address Family Needs

To achieve the Governor’s goals related to early learning and school readiness, the Master Plan must look at the needs of the whole child and whole family. Physical health and comprehensive development, exposure to ACEs and trauma, and family support systems all impact children’s success in school and

life. All these issues are inherently connected, and these connections need to be reflected in our systems of care. Put simply, the Master Plan cannot focus only on California's ECE system and expect to prepare children for school and life.

Governor Newsom's Parents Agenda takes a holistic approach to supporting children beyond early learning, and the Master Plan should acknowledge all components of the Governor's agenda. The programs and initiatives the Governor has supported—including identifying potential developmental delays as early as possible through the timely use of validated developmental screens, increasing awareness of the impact of ACEs among providers who serve young children and their families, increasing investments in evidence-based programs that improve child and family outcomes like home visiting, and protecting a family's right to support their child's development through Paid Family Leave—demonstrate the Administration's understanding of policies that support the whole child/whole family. First 5 shares these same priorities, applauds the expansions across early childhood support systems to date, and strongly recommends the Master Plan address the connections across early childhood health, family supports, and education holistically. California cannot afford to reinforce silos that do not reflect the needs of the state's youngest residents and their families.

Integrating and Linking Systems between State Agencies: In 2016, over 1.4 million children under the age of five received health coverage through Medi-Cal.⁸ A recent report from the state auditor found, however, that children are not receiving the prevention and early intervention services to which they are entitled, and California ranks 40th among all states in providing preventative health services through Medicaid.⁹ The report also revealed low Medi-Cal utilization rates among children: Rates remained below 50 percent from 2013-2018, and were far lower in many rural counties throughout the state.¹⁰

Ensuring that young children enrolled in Medi-Cal are connected to the services they are entitled to through the Medicaid Early Periodic Screening Diagnostic and Treatment (EPSDT) benefit is a critical step to ensure that children are born healthy, receive the appropriate early interventions like home visiting and services to address developmental delays, and develop optimally. The Master Plan must address the critical role the Medi-Cal system plays in promoting child development including behavioral and physical health. Ensuring that the California Advancing and Innovating Medi-Cal (CalAIM) process incorporates early childhood priorities, and ensuring that the Master Plan incorporates Medi-Cal as a critical system to promote child development, will help reinforce the important role of multiple public systems in advancing the Governor's vision for early childhood. A joint letter containing key recommendations around how to support young children through the CalAIM initiative can be found in *Appendix B*.

In addition to Medi-Cal, CalWORKs—the state's Temporary Assistance for Needy Families program—is another publicly funded system that can better connect families to multiple services like child care and home visiting, and coordinate with other systems of care. The Master Plan should highlight how

⁸ Kidsdata.org. (2017). *Medicaid (Medi-Cal) or CHIP Coverage, by Age Group (California & U.S. Only)*. Retrieved from: <https://www.kidsdata.org/topic/2000/means-tested-insurance-age/table#fmt=2507&loc=1,2&tf=88&ch=928,1301,1303,1300,1302&sortColumnId=0&sortType=asc>

⁹ California State Auditor Report 2018-111, *Department of Health Care Services -- Millions of Children in Medi-Cal are not Receiving Preventative Health Care Services*. (April 2019). Retrieved from: <https://www.auditor.ca.gov/pdfs/reports/2018-111.pdf>

¹⁰ *Ibid*

CalWORKs can better promote seamless access to services to families, rather than just focusing on eligibility for a discrete set of benefits.

Demonstrating System Integration at the Local Level Highlights Opportunity for State Coordination: One part of promoting comprehensive development is ensuring children are eligible for services through publicly funded systems like subsidized ECE programs, Medi-Cal, and CalWORKs; another part is ensuring children and families are able to access appropriate and timely support. With many agencies supporting child development, funding streams are complex. The state needs to incentivize coordination among agencies, so families can navigate services more easily.

First 5 has demonstrated an array of innovative approaches that bridge systems of care, promote multi-generational family strengthening programming, and ultimately connect families to appropriate services. Selected examples of such systems that span across multiple counties are available in *Appendix A*. Such examples can inform state agency coordination and integration, and should be built upon and leveraged to actualize the Master Plan on the ground level.

For years, First 5 funding for local systems integration and coordination has been critical to supporting families navigating the multiple public systems that offer early prevention, identification, and intervention services. For example, First 5 commissions have funded and implemented approaches like Help Me Grow, which help children receive timely development screens, refer families to intervention services when needed, and help families navigate California's complex, multi-agency system of early intervention. First 5 has also historically been the largest funder of home visiting services and systems, an evidence-driven way to promote positive child and family outcomes. Just as the Master Plan should address funding gaps for critical ECE programs, a component of the funding should promote system coordination and integration to bolster child development services.

The need for this funding is critical as First 5 resources decline over time. First 5's primary source of revenue is a tax on tobacco products approved by California's voters as part of the Proposition 10 initiative, which created California's network of First 5 agencies. First 5 is pleased that fewer Californians use tobacco products, a critical public health goal. This means, however, that First 5 agencies have significantly fewer resources to invest locally in direct services for children and early childhood systems.

In order to address the comprehensive needs of California's children and their families, the Master Plan must identify funding for services and systems coordination that builds upon the historic investments made by First 5 agencies. *Appendix A* not only highlights system integration efforts, but also showcases the funding and partnerships that are at stake as First 5 funding declines.

Recommendations:

- Include a roadmap in the Master Plan that outlines a coordinated system of care to link the multi-faceted needs of children and families, across health, behavioral health, mental health, housing, child care and education, food access, financial and employment assistance, and child welfare. This is especially critical to the Medi-Cal and CalWORKs systems that frequently serve young children and families and are essential to the promotion of healthy child development.
- This roadmap should also describe the role of local systems, building upon local assets and integrated systems supported by First 5 to help actualize the goals of the Governor's Parents

Agenda and the Master Plan itself. Innovative practices, as described in *Appendix A*, should be leveraged and built upon, especially in light of First 5's declining revenues.

- As the Master Plan identifies funding to expand ECE programs, a component of this funding should promote system coordination and integration to bolster child development services.

IV. Using Data to Address Disparities in Child & Community Outcomes

Historically, child data collection, particularly for children under age five, has not been undertaken in a systematic manner in California. First 5 has long invested in local strategies that aim to collect better data and paint a holistic picture of child outcomes in the context of their community assets and resilience. From First 5's perspective, data are critical tools for identifying disparities that exist within all communities, building cross-sector partnerships to address system deficits, and allocating resources to address the greatest needs. To ensure the equitable expansion of programs across early childhood development services, the Master Plan should incorporate two data approaches supported by First 5: The California Strong Start Index and Kindergarten Readiness Inventories (KRIs).

Using Birth Record Data to Build Assets for Infants and Families: The Strong Start Index is a unique tool that uses information collected at birth from every child in California to assess the assets and resources they have to help promote their resilience. Strong Start Index scores are calculated by adding the number of assets available to each baby—across family background, health, services available, and socioeconomic status—and averaging them at the census tract level. Detailed maps reveal neighborhoods where newborns have more or fewer supportive resources, ensuring that decision makers can guide investments to the communities with greatest need.¹¹

For instance, the California Budget and Policy Center recently used the index to estimate that 151,500 children under age two in California would benefit from home visitation services, compared to the 31,800 children who received federally- or locally-funded home visiting services in 2017-18.¹² *Appendix A* provides additional examples of First 5-funded approaches where the Strong Start Index could be used to direct resources, in order to connect families to care and build assets. We recommend that the Master Plan use the Strong Start Index to help address inequities present at birth, and direct family strengthening and child development services to communities in need.

Measuring Community Readiness for Kindergartners: KRIs have long been an important part of First 5's work to strengthen community resources for children, improve child outcomes, and eliminate the opportunity gap. KRIs provide necessary data to identify measurable disparities within communities to help direct investment and understand the impacts of new programs.

In addition to identifying need, KRI data can serve as effective community-level catalysts to engage cross-sector partners—the business community, city/county leadership, and all agencies that intersect with children—to discuss system alignment and identify gaps in services. In this sense, the data drive conversations around how multiple investments can and should reflect the needs of the whole child/whole family approach at the community level, including but not limited to housing, open space,

¹¹ "California Strong Start Index", Children's Data Network, University of Southern California Suzanne Dwork-Peck School of Social Work.(2019). Retrieved from: <https://strongstartindex.org/>

¹² Hutchful, Esi, "Home Visiting Can Improve Outcomes for Children, But Few Receive Services", California Budget & Policy Center (July 2019). Retrieved from: https://calbudgetcenter.org/wp-content/uploads/2019/07/Fact-Sheet_Home-Visiting-Can-Improve-Outcomes-for-Children-But-Few-Receive-Services_7-25-2019.pdf

transportation, health access, and more. Further, the data serve as critical equity and inclusion tools to ensure that communities focus investments on the areas most in need, and that community voices are involved in the investment decisions.

However, KRI data are not collected across all of California's counties, and the state has no statewide picture of kindergarten readiness. The state and all California counties would benefit from better information about the assets and challenges of new students so that resources at all levels of governance could be better directed to support children and families most in need and furthest from opportunity in communities. A paper detailing the approaches and merits of the First 5-invested KRIs will be released this spring.

Recommendation:

- The Master Plan should use the California Strong Start Index to identify birth inequities across communities, in order to inform programmatic expansions across family strengthening and early childhood development services. *Appendix A* provides additional examples where the Strong Start Index could be used to direct resources to family strengthening approaches that help build family and community assets to strengthen resilience.
- First 5 recommends that the Master Plan include implementing a statewide approach to collecting county-level kindergarten readiness data, based on county experiences. The state's planning and policymaking processes would be improved by the creation of a statewide approach that collects comparable data, and it would help state and local governments address the greatest inequities that exist within communities.

V. Conclusion: Actualizing a California Master Plan Throughout the State

As California embarks on a new early childhood Master Plan, First 5 will leverage our two decades of investments and relationships to ensure the plan is implemented, functional, and responsive to local needs. No single agency or organization can improve child outcomes alone. It requires state, local, and cross-sector partners to focus and integrate systems around early childhood; it requires local flexibility to address local needs and address deficient systems; and it requires communities to respond quickly to federal and state policy changes, in order to tackle implementation challenges and seize opportunities.

As stated in Proposition 10 (1998), the goal of First 5 is to see "implementation of an integrated, comprehensive, and collaborative system of information and services to enhance optimal early childhood development and to ensure that children are ready to enter school."¹³ No other entity is structured or primed to play these critical roles better than First 5.

¹³ California Legislative Information. Health and Safety Code HSC, Section 130100. (1998). Retrieved from: http://leginfo.ca.gov/faces/codes_displayText.xhtml?lawCode=HSC&division=108.&title=&part=&chapter=&article=

Appendix A: Examples of First 5's Systems Integration Investments for Fiscal Year 2017-18*

Approach	Description	First 5 Involvement & Key Partnerships
Home Visiting	Home visiting is a voluntary, evidence-based intervention that strengthens families and leads to long-term positive health and other outcomes. Certified professionals visit parents regularly during pregnancy and infancy. Home visitors also connect families to a broad range of available supportive resources in the community. Through these visits and referrals, home visiting programs reduce parental stress, improve child health and development, and help parents bond with their child.	# of First 5s Funding: 39 counties First 5 Investments (Prop 10): \$69.1 million Additional Funding: \$10 million (including MIECHV, MAA/TCM, EPSDT/Medi-Cal, CalWORKs Family Stabilization, grants, and foundation grants) Common Models: Parents as Teachers, Healthy Families America, Nurse Family Partnership, Nurturing Parenting Program, SafeCare, HIPPY, Early Head Start, Welcome Baby
Help Me Grow (HMG) and Other Evidence-Driven Early Identification and Intervention Systems	A well-organized early identification and intervention (EI) system ensures that children receive periodically-based developmental and behavioral screens and that families, in turn, receive appropriate referrals that result in timely access to services. First 5 investments in Help Me Grow and other evidence-driven EI systems to improve screening and referral rates, system navigation, care coordination, and service delivery. First 5 investments in this area also connect families to a wide range of family- and community-strengthening services such as referrals to home visiting programs, housing assistance, mental health services, health insurance, food assistance, general childhood development information, provider training, and family education.	# of First 5s Implementing: 24 counties (has grown to 31 counties in 2020) First 5 Investment (Prop 10): \$23 million Additional Funding: \$17.6 million (including EPSDT/Medi-Cal, MHSA – Prop 63, County General Funds and foundation grants) Common Implementation Partners: American Academy of Pediatrics, Mental Health Services Act/Behavioral Health, Federally Qualified Health Clinics, County Offices of Education, Family Resource Networks/Community-Based Organizations, United Way: 211, Department of Public Health, Libraries
Enhanced Pediatric Supports	Enhanced pediatric support models help ensure infants and toddlers receive enhanced services during their regular pediatric visits, including care coordination and other supports that may be offered on site. Children and families are referred to supports that address social determinants of health and promote the healthy development of children.	# of First 5s Funding: 16 counties First 5 Investments (Prop 10): \$10.3 million Common Models/Approaches: Dulce, Healthy Steps, Parent Child Interaction Therapy, Perinatal Wellness Systems, Baby Friendly Hospital and Clinics, Medically Vulnerable Care Coordination, Baby Gateway, Families First Care Coordination, Lactation Promotion

Approach	Description	First 5 Involvement & Key Partnerships
Family Resource Centers (FRCs)	FRCs are located in many of the highest-need communities across the state, and provide a one-stop hub for family support. These integrated FRC models connect families to government assistance programs, encourage positive child development practices, and promote healthy parent/child interaction. As recently defined in state statute, FRCs are entities that provide evidence-based family strengthening programs that can be located in various places within a community. ¹⁴	# of First 5s Funding: 26 counties First 5 Investments (Prop 10): \$35 million Additional funding: \$11 million (MAA, foundation grants, school districts, Prop 63, County General Fund) Common Approaches: First 5 Centers, neighborhood centers, CBOs co-located at schools, libraries, clinics, community centers Common Supports: Triple P, Five Protective Factors, Help Me Grow services, parent education, parent empowerment, playgroups, benefits enrollment (CalFresh), emergency and long-term case management
Early Literacy & Family Engagement Programs	A wide body of research has demonstrated that exposure to books and positive parenting practices such as being read to in the first three years of life are critical to robust brain development. There are many programs and organizations hard at work in California to provide books and offer instructional coaching and supports for parent and caregivers to enable early literacy development.	# of First 5s Funding: 29 counties First 5 Investments (Prop 10): \$22 million Common Models: Imagination Library, Talk.Read.Sing, Raising a Reader, Reach Out And Read, SEEDS, Abriendo Puertas, New Parent Kit distribution, Book Mobile

**An important note on this appendix: With the goal of service integration, many of these programs are integrated or linked, making it difficult to capture them as discrete investments. For instance, an FRC may help families navigate the early intervention field, which is part of their HMG system. This is a limitation to the chart. However, First 5 would like to stress that these linkages and partnerships make for better systems for families and emphasize a no-wrong-door approach.*

¹⁴ “Family Resource Centers” are codified in the state Welfare and Institute Code through Chapter 476, Statutes of 2019 (Senate Bill 436). Available: http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201920200SB436

Appendix B: Select First 5 Policy Papers & Program Evaluations

There is a plethora of research papers, studies, and evaluations around early childhood development. First 5 would like to highlight a few resources that provide additional insights into early childhood system building to help inform the Master Plan process.

1. Viva Strategy + Communications. (2017). *High Quality Early Learning Systems Building; State Approaches and Examples*. Available: <https://app.box.com/file/606258338719>
2. Viva Strategy + Communications. (2017). *Early Care & Education Priorities: High Quality Licensed Care for Children 0-5, Legislative Priorities*. Available: <https://app.box.com/file/606277639368>
3. California Department of Education & First 5 California. (2016). *Transforming the Workforce for Children Birth through Age 8: Implementation Plan for the State of California*. Available: http://twb8-ca.net/files/CA_TW88_Implementation_Plan.pdf
4. First 5 California. (2019). *Principles and Recommendations: AB 212 and California's ECE Workforce System of Support*. Available: http://www.cafc.ca.gov/pdf/about/organization/policy/2019_AB%20212_Worgroup_Summ ary_Principles_and_Reccomendations.pdf
5. First 5 California. (2018). *Developing a Single-Rate System Reimbursement Structure for California*. Available: http://www.cafc.ca.gov/pdf/about/organization/policy/Developing_Single-Rate_Structure.pdf
6. First 5 San Francisco. (2014). *Preschool for All: A Look Back at the First 10 Years of Universal Preschool in San Francisco*. Available: https://www.first5sf.org/wp-content/uploads/2018/09/pfa_look_back.pdf
7. Social Finance. (2019, October 15). *First Five Riverside Final Read Out Discussion*. [PowerPoint Slides]. Box. Available: <https://app.box.com/file/616831202084>
8. American Academy of Pediatricians – California, Breaking Barriers, California Children's Hospital Association, California Children's Trust, Center for the Study of Social Policy, Center for Youth Wellness, Children's Defense Fund—California, Children Now, Children's Specialty Care Coalition, First 5 Association, First 5 Center for Children's Policy, First 5 LA, San Diego State University Social Policy Institute, The Children's Partnership, & United Ways of California. (2019, September 16). *Children's Health Proposals for inclusion in DHCS's CalAIM Proposal* [Advocacy Letter] Available: <https://app.box.com/file/623288779320>
9. Altmayer, C., & DuBransky, B. A. (2019). Strengthening Home Visiting: Partnership and Innovation in Los Angeles County. *The Future of Children*, 29 (1), 61-79. Available: <https://files.eric.ed.gov/fulltext/EJ1220079.pdf>

10. Mission Analytics Group, Inc. (2011). *San Francisco Family Resource Center Initiative, Year 2 Evaluation: FY 10-11 Executive Summary*. Available: <https://app.box.com/file/606268115824>
11. Harder+ Co Community Research. (2018). *Early Identification and Intervention Systems in California, Bright Spots and Lessons Learned*. Available: <https://app.box.com/file/606287251569>
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