



Memo

To: Commission Members
From: Alexander Khu
Re: Special October 17, 2022 Commission Meeting

VIRTUAL MEETING pursuant to Government Code Section 54953(e) and in accordance with the Contra Costa County Health Officer's recommendation for virtual meetings and social distancing.

Persons who wish to address the Commission during public comment or with respect to an item on the agenda may call in during the meeting by dialing 669-444-9171 or 669-900-6833 or use the "raise your hand" feature in the Zoom app.

Virtual Webinar Information:

When: Oct 17, 2022 06:00 PM Pacific Time (US and Canada)

Topic: October 17, 2022 SPECIAL COMMISSION MEETING

<https://us02web.zoom.us/j/88088341427?pwd=WTlSVUxxMENlQmtlb0t1Zzd3OUhjdz09>

Webinar ID: 880 8834 1427

Passcode: 633229

Or One tap mobile :

US: +16699006833,,88088341427# or +16694449171,,88088341427#

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.

Kind Regards,

Alexander Khu, Executive Assistant, First 5 Contra Costa
First 5 Contra Costa
www.First5coco.org



Special Commission Meeting
A G E N D A
Monday, October 17, 2022, 6:00 pm

VIRTUAL MEETING pursuant to Government Code Section 54953(e) and in accordance with the Contra Costa County Health Officer's recommendation for virtual meetings and social distancing.

Persons who wish to address the Commission during public comment or with respect to an item on the agenda may call in during the meeting by dialing 669-444-9171 or 669-900-6833 or use the **"raise your hand"** feature in the Zoom app.

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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

ACTION

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.

3.1 Approve the minutes from the September 12, 2022 Commission Meeting.

3.2 Accept the minutes from the September 12, 2022 Executive Committee Meeting.

3.3 Approve the Contracts Docket.

3.3.1 APPROVE and AUTHORIZE the Executive Director or her designee to execute a contract with Classic Catering, Inc. to provide catering services for Community Engagement events, meetings and workshops held in East, Central and West Contra Costa County in an amount not to exceed \$54,970 for term October 1, 2022 to June 30, 2023. FY2022-23 budget line: Stakeholder Engagement & Policy Advocacy: Community Engagement (\$238,119). Funded 100% Prop 10 funding.

3.4 Approve the Grants Docket.

3.4.1 RATIFY the execution of an agreement with Children's Council of San Francisco for a \$97,986.05 grant for IMPACT Region 4 Training & Technical Assistance Hub Implementation for term July 1, 2022 to June 30, 2023. FY2022-23 budget line: Early Childhood Education Initiative: Early Learning Quality (\$539,606). Funded 100% Children's Council of San Francisco.

3.4.2 APPROVE and AUTHORIZE the Executive Director, or her designee, to apply for and, if awarded, execute a grant agreement with Practitioner's Voice California Initiative in an amount up to \$250,000 to support the Early Care and Education Workforce for term December 1, 2022 to June 30, 2024. FY2022-23 budget line: Early Childhood Education Initiative: Workforce Development (\$438,929). Funded

Special Commission Meeting **AGENDA**

Monday October 17, 2022

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100% Practitioner's Voice California Initiative.

3.5 **Accept the First 5 Contra Costa September 2022 Program Report.**

3.6 **Accept the Executive Director Report.**

3.7 **CONSIDER adopting a resolution authorizing First 5 Contra Costa to conduct teleconference meetings pursuant to Government Code section 54953 (e) and make related findings.**

4.0 **CONSIDER for discussion any items removed from the Consent Calendar.**

5.0 **CONSIDER accepting the 2023 health and dental employer-paid premium contribution rates for active employees; and accept the 2023 premium contribution rates for intermittent employees, COBRA participants, retirees, and survivors at the same levels as the County.** **ACTION**

6.0 **RECEIVE presentation of State Updates and Highlights from Avo Makedessian, Executive Director, First 5 Association of California.**

7.0 **RECEIVE overview presentation of First 5 Contra Costa Strategic Planning Process for FY 2023-2026. Presented by Nicole Young, Consultant.**

8.0 **Communications:**

- Improving Racial Equity in Kindergarten Readiness Inventory Efforts Report from First 5 Center for Children's Policy.
- First 5 Contra Costa's Community Impact Award Notification by the East Bay Leadership Council.

9.0 **Commissioner F.Y.I. Updates**

10.0 **Adjourn**

The First 5 Contra Costa Children and Families Commission will provide reasonable accommodations for persons with disabilities planning to participate in Commission meetings who contact the Commission's offices, at least 48 hours before the meeting, at (925) 771-7300.

Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the First 5 Contra Costa Children and Families Commission to a majority of members of the First 5 Contra Costa Children and Families Commission less than 96 hours prior to that meeting are available for public inspection at 4005 Port Chicago Highway, Suite 120, Concord, CA 94520 during normal business hours.

In consideration of those who may suffer from chemical sensitivities or who 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.



October 17, 2022

Agenda Item 3.1

Approve the minutes from the September 12, 2022 Commission Meeting



Commission Meeting

MINUTES

Monday, September 12, 2022, 6:00 pm

1.0 Call to Order and Roll Call

Chairwoman Dr. Rocio Hernandez called the meeting to order at 6:05 PM
Due to COVID-19, the meeting was held on a web-based platform.

Commissioners present during roll call were:

District 1: Dr. Rocio Hernandez
District 1 Alternate: Genoveva Garcia Calloway
District 2: Marilyn Cachola Lucey
District 2 Alternate: Srividya Iyengar
District 3: Lee Ross
District 4: Matt Regan
District 4 Alternate: Gareth Ashley
Board of Supervisors: Alternate member Candace Andersen
Health Services: Dr. Ori Tzvieli
EHSD: Marla Stuart
Children & Families Services: Alternate member Roslyn Gentry

Commissioners who were not present during roll call were:

District 3 Alternate: Rhoda Butler
District 5: John Jones
Board of Supervisors: Diane Burgis
Health Services Alternate: Dr. Sefanit F. Mekuria
Children & Families Services: Kathy Marsh

2.0 Public Comment

No comment from the public.

3.0 Approval of Consent Calendar

The chair pulled items #3.4.1 and #3.4.2 from consent calendar for further discussion and consideration under item #4.0.

The chair also pulled item #3.8 from the consent calendar. She informed that this item is currently being reviewed by the Executive Committee.

Marilyn Cachola Lucey made a motion, seconded by Lee Ross to approve the remaining items on the consent calendar.

Roll Call of votes:

District 1: Dr. Rocio Hernandez - yes
District 2: Marilyn Cachola Lucey - yes
District 3: Lee Ross - yes
District 4: Matt Regan - yes
Board of Supervisors: Alternate member Candace Andersen - yes
Health Services: Dr. Ori Tzvieli - yes
EHSD: Marla Stuart - yes

Commission Meeting **MINUTES**

Monday September 12, 2022

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Children & Families Services: Alternate member Roslyn Gentry - yes

Nos: NONE

Abstain: None

Absent: District 3 Alternate: Rhoda Butler, District 5: John Jones, Board of Supervisors: Diane Burgis,
Health Services Alternate: Dr. Sefanit F. Mekuria, Children & Families Services: Kathy Marsh

The remaining consent calendar **APPROVED**.

4.0 CONSIDER for discussion any items removed from the Consent Calendar.

The chair opened the discussion of items #3.4.1 and #3.4.2.

Supervisor Candace Andersen gave this statement:

"I have an interest in Agenda Item 3.4.1 and 3.4.2 because I am a Contra Costa County Supervisor and receive a salary and reimbursement for expenses from the County. However, I am not employed by the County Department that is directly involved in the contract with First 5 Contra Costa Children and Families Commission. I am not legally prohibited from voting on these items. Please record my disclosure in the Commission's minutes.

Supervisor Andersen remained in the room.

Dr. Ori Tzvieli gave this statement:

"I have an interest in Agenda Item 3.4.1 and 3.4.2 because I am employed by the Contra Costa County Health Services Department, and this item directly impacts my department. I am recusing myself from this item and will be leaving the room."

Dr. Tzvieli left meeting at this time.

Ruth Fernandez gave the statement:

"My husband is a psychologist and had a contract with Counseling Options and Parent Education (COPE) to provide clinical consultation to the clinical staff at COPE within the last 12 months. I have an interest in Agenda Item #3.4.1 and #3.4.2 because the money my husband received as a result of the contract was a source of income for my household. I am therefore recusing myself from this item and will be leaving the room. Please record my disclosure in the Commission's minutes."

Ruth Fernandez left meeting at this time.

After the statements, the chair entertained a motion to approve:

Item #3.4.1 "APPROVE and AUTHORIZE the Deputy Director, to execute a contract with the Contra Costa County Health Services Division, in an amount not to exceed \$89,343 to support the work of the Triple P Parenting program for the period July 1, 2022 to June 30, 2023. FY2022-23 budget line: Early Intervention Initiative: Triple P Positive Parenting (\$193,782). Funded 100% Contra Costa County Health Services."

Matt Regan made a motion, seconded by Marilyn Cachola Lucey to approve item #3.4.1.

Roll Call of votes:

District 1: Dr. Rocio Hernandez - yes

District 2: Marilyn Cachola Lucey - yes

District 3: Lee Ross - yes

District 4: Matt Regan - yes

Board of Supervisors: Alternate member Candace Andersen - yes



EHSD: Marla Stuart - yes

Children & Families Services: Alternate member Roslyn Gentry - yes

Nos: NONE

Abstain: None

Absent: District 3 Alternate: Rhoda Butler, District 5: John Jones, Board of Supervisors: Diane Burgis,

Health Services Alternate: Dr. Sefanit F. Mekuria, Children & Families Services: Kathy Marsh

Motion **APPROVED**.

The chair entertained a motion to approve:

Item #3.4.2: "APPROVE and AUTHORIZE the Deputy Director, to execute a contract amendment with Counseling Options & Parent Education Support Center, Inc. to increase the payment limit by \$48,574 (from \$140,412 to \$188,986) to support the work of the Triple P Parenting program. FY2022-23 budget line: Early Intervention Initiative: Triple P Positive Parenting (\$193,782). Funded 100% Contra Costa County Health Services.

Motion made by Marla Stuart, seconded by Matt Regan to approve item #3.4.2.

Roll Call of votes:

District 1: Dr. Rocio Hernandez - yes

District 2: Marilyn Cachola Lucey - yes

District 3: Lee Ross - yes

District 4: Matt Regan - yes

Board of Supervisors: Alternate member Candace Andersen - yes

EHSD: Marla Stuart - yes

Children & Families Services: Alternate member Roslyn Gentry - yes

Nos: NONE

Abstain: None

Absent: District 3 Alternate: Rhoda Butler, District 5: John Jones, Board of Supervisors: Diane Burgis,

Health Services Alternate: Dr. Sefanit F. Mekuria, Children & Families Services: Kathy Marsh

Motion **APPROVED**.

After the vote, Dr. Ori Tzvieli and Ruth Fernandez returned to the meeting.

5.0 CONSIDER appointing the Nominating Committee for 2023 Officers' Election.

The Chair reported that she solicited Commission members to participate in the ad-hoc Nominating committee.

Ruth gave a brief outline of the purpose and duties of this ad-hoc Nominating Committee.

The Commission members went into discussion of nominees.

After discussion, the Chair proposed the following members for consideration:

- Gareth Ashley, member
- Dr. Ori Tzvieli, member
- Lee Ross, Chair

Motion made by Dr. Rocio Hernandez seconded by Marilyn Cachola Lucey to appoint the members and chair to the ad-hoc Nominating Committee for 2023 Officers' Election.



Roll Call of votes:

District 1: Dr. Rocio Hernandez - yes

District 2: Marilyn Cachola Lucey - yes

District 3: Lee Ross - yes

District 4: Matt Regan - yes

Board of Supervisors: Alternate member Candace Andersen – yes

Health Services: Dr. Ori Tzvieli - yes

EHSD: Marla Stuart - yes

Children & Families Services: Alternate member Roslyn Gentry - yes

Nos: NONE

Abstain: None

Absent: District 3 Alternate: Rhoda Butler, District 5: John Jones, Board of Supervisors: Diane Burgis,

Health Services Alternate: Dr. Sefanit F. Mekuria, Children & Families Services: Kathy Marsh

Motion **APPROVED**.

6.0 RECEIVE presentation of Executive Summary of *The Early Identification & Intervention System in Contra Costa County: A Descriptive Report* conducted by VIVA Social Impact Partners.

Presenter: Christina Bath Collosi, Managing Partner.

Deputy Director Camilla Rand gave an introductory report on the presentation:

- June 2021, released an RFP resulting in contract with Viva Social Impact Partners to conduct analysis of Early Intervention System Landscape in Contra Costa County.
- In April 2022, VIVA produced a comprehensive report and introduced presenter, Christina Bath Collosi.

Christina informed the purpose in developing the report was to help First 5 Contra Costa examine and understand the County's current **Early Intervention and Identification** (EII) system, understand community needs and existing gaps related to EII.

This assessment set the foundation for First 5's further work to support families, increase coordination among services, and support more children to access the services they need. First 5 Contra Costa will use learnings to develop an implementation plan for its EII system work.

Highlights of the presentation of the report consists of:

- Definition of the Contra Costa County Demographics broken down into Race/Ethnicity, percentages of number of children (includes the languages spoken at home, the support they require).
- Report attempted to discuss inequities in the system, families, and communities of color – especially those who are Black and Hispanic/Latino who are often disproportionately negatively affected.
- Sustainable approaches & impact
- EII Funding Sources
- Challenges
- Opportunities
- Statewide advocacy efforts / Partnerships

Christina entertained questions from the floor. Discussions evolved around funding streams and bridging the gap opportunities potentially delivered by Regional Centers, coordination of collaborative services (i.e. Early Intervention Program for Infants and Children, etc.), Outcome-Based Partnerships, collaboration with the Mental Health Commission to utilize some MHSA dollars.



The Commissioners asked to see the full report- especially to see the full list of funding sources that other First 5s are blending together.

7.0 RECEIVE Executive Director's Report

Director's report included the following:

- Acknowledge September is Suicide Prevention Awareness Month —a time to raise awareness of this stigmatized topic. First 5 will focus this month to spread hope and share vital information and resources to people affected by suicide via social media channels. The primary goal to ensure that individuals, friends and families have access to the resources they need to discuss suicide prevention and to seek help.
- Acknowledge Latino Heritage Celebration Month and the contributions Latinos make in our communities across the US.
- First 5 Contra Costa Annual Self-Care Week – During the week of September 26th through September 29th. First 5 Contra Costa will inaugurate its first annual Self-Care Week by increasing visibility of the Contra Costa Network of Care (CCNOC) online hub and formally launching the recently produced ACEs Aware video.

Internal Updates:

- Staffing recruitment updates
- Administrative Building Updates and October Open House
- First 5 Contra Costa Strategic Planning Timeline

County Updates:

- Upcoming event -MISSION POSSIBLE: Prevent Violence in our Community Conference on November 9, 2022
- Families First Prevention County Plan
- Measure X – Early Childhood Funding
- Housing Advocacy: Antioch and Concord Wins

State Updates:

- First 5 Association of California, announced new Executive Director, Avo Makdessian.
- Governor Newsom appointed new California Surgeon General, Dr. Diana Ramos.

Ruth also informed that Early Childhood Legislative Highlights will be covered in the October Commission meeting.

8.0 Communications:

The Chair noted these 3 articles were included in the packet:

- ***Child Care & Afterschool: A Continuum of Care Supporting Two Generations in California.***
- ***CARING FOR KIDS THE RIGHT WAY: Key Components of Children's Care Coordination.***
- ***The Role of First 5s in Home Visiting: Innovations, Challenges, and Opportunities in California.***

9.0 Commissioner F.Y.I. Updates

There were no updates.

10.0 Adjourn

The meeting adjourned at 7:43 PM.



October 17, 2022

Agenda Item 3.2

Accept the Minutes from the September 12, 2022 Executive Committee Meeting



Executive Committee MINUTES

Monday September 12, 2022
5:00 pm

1.0 Call to Order

The meeting was called to order at 5:03 pm

In attendance were: Chair Dr. Rocio Hernandez; Vice-Chair Marilyn Cachola Lucey; Secretary/Treasurer Matt Regan; Additional Non-Voting Member Genoveva Garcia Calloway.

Staff present were: Executive Director Ruth Fernandez; Deputy Director Camilla Rand; Temporary Administrative Manager Tammy Henry, and Executive Assistant Alexander Khu

2.0 Public Comment

None

3.0 Approve the minutes of the Special Executive Committee Meeting of Aug. 24, 2022.

Matt Regan made a motion seconded by Marilyn Cachola Lucey to accept the minutes of Special Executive Committee Meeting of August 24, 2022.

Roll call vote:

Dr. Rocio Hernandez – yes

Marilyn Cachola Lucey – yes

Matt Regan – yes

Minutes were **APPROVED**.

4.0 CONSIDER accepting the report on significant program, financial or contracts matters, and on any personnel matters relating to Commission staff.

Ruth gave the updates on recruitment efforts.

- Finance and Operations Director hire was reopened. Search firm reports 14 new applicants that met criteria.
- Policy, Strategy, and Evaluation Director posting yielded 13 applications for that position. The search firm is preparing screening and interviews.
- Human Resources Manager had 29 applicants and we selected those who met criteria. More updates by the October meeting.
- Administrative Assistant II position, support Administrative Team. Application closed. Received 18 direct applications and currently being screened.
- Office and Facilities Coordinator position will soon be posted.

Rocio asked if there were updates on the salary adjustments and COLA for staff.

Ruth informed that as discussed in the August Executive Committee meeting, the agency will embark on a salary survey for all staff classifications. The commission approved 3% COLA back when the budget was approved. We are surveying multiple recommendations at this time.

Ruth continued report.

- Gave updates on the Administrative Building. Agency has full possession of the building after tenant improvements were completed. Staff currently working with Public Works to perform



furniture safety and working on outside and internal signage. Will announce an October Open House at the October meeting.

- Strategic planning process has begun. At the October 17 Commission meeting, the Commission will receive comprehensive overview of the timeline and planning framework.

Camilla gave the following updates:

- Community Engagement and Regional Groups were instrumental in passing two tenant protection ordinances in Antioch and Concord. The rent stabilization policy in Antioch caps rent increases at 3%, or 60% of the consumer price index; and in Concord, the anti-harassment ordinance prohibits landlords to engage in any form of tenant harassments.
- First 5 Contra Costa is inaugurating Annual "Self-Care" week during the last week in September, First 5 staff and partners will be posting daily activities to promote the Hub.
- The Early Childhood Education team is launching Family Child Care Family Partner Program, a peer-to-peer mentoring program that connects Child Care providers with one another.
- Highlighting Commission Meeting agenda items: Executive Summary of Early Intervention and Identification Landscape Analysis; and the release of the Results Based Accountability Evaluation Plan for programming in FY 22/23

5.0 RECEIVE and APPROVE the completed 2022 Local Agency Biennial Notice for First 5 Contra Costa Children & Families Commission.

Ruth stated this is a routine bi-annual opportunity that all public bodies have to make provisions to their conflict of interest. With new positions being hired, the existing Conflict of Interest Policy will need revisions to re-evaluate who is filing the disclosure forms. But in the meantime, there are no changes for this time-period.

6.0 DISCUSS the nomination process for the 2023 Officers of the Commission.

Chair Rocio gave updates on this item. She informed that she approached several Commissioners and Gareth Ashley and Dr. Ori Tzvieli both agreed to participate. John Jones is currently not available.

Ruth quoted the Bylaws, "in terms of composition, nominating sub-committee shall be composed of no more than five or less than three members."

Matt asked if a commissioner and an alternate from same district can sit together and vote together and does the vote belong to the Commissioner or to the district?

Ruth stated that the vote belongs to the seat and that the alternate only votes if the Commissioner is absent.

7.0 CONSIDER reviewing the process for the Executive Director performance review.

Tammy reported that the agency is beginning a search for a firm to perform separate report of the total benefits and compensation study to ensure the Executive Director's salary and benefits are competitive. This firm will also be asked to perform the compensation study for all staff.

Tammy reported that the appointment of the Chair as negotiator is currently on the agenda for the September Commission meeting. She suggested to consider moving this appointment to the February Commission meeting after the new officers are elected.

Marilyn and Genoveva agreed that it makes sense to appoint the Chair after the new officers sits in. Matt asked if the current process caused any problems in the past. Tammy reported that this process was adopted in October of 2021. Unfortunately, through this recent calendar year, there were a series of Commission meeting cancellations that delayed the process. The proposed changes strive to mitigate problems in the future.



8.0 CONSIDER accepting the report on statewide activities pertaining to children 0-5, including the activities of the First 5 Association of California, First 5 California, and other statewide advocacy groups.

Ruth gave the following reports:

- State level report - F5 Association announced new Executive Director Avo Makdessian, started August 29, 2022.
- Governor Newsom announced new Surgeon General, Dr. Diana Ramos.
- Plan to offer more legislative updates at the October Commission meeting and will highlight priority bills connected with the early childhood focus.
- At the federal level, we are following closely reauthorization of the maternal infant and early childhood home visiting funding.
- At the federal Level, there is efforts to create a Children's Interagency Coordinating Council to foster greater coordination and integration of child policy across offices.
- The California Campaign to Counter Childhood Adversity is hosting a back to school policy perspectives webinar addressing trauma prevention and healing in school based setting.

9.0 Adjourn

The meeting adjourned at 5:57 pm.



October 17, 2022

Agenda Item 3.5

Accept the First 5 Contra Costa September 2022 Program Reports

Family Support

*Our **Family Support (FS)** initiative helps families build healthy relationships, strengthen support systems, and nurture their children's development.*

COVID-19 Tests Available to First 5 Center Families

As governmental supplies dwindle and become scarce, Contra Costa families will continue to have access to free COVID-19 test kits through the First 5 Centers operated by Aspiranet through December 2022. Laurie Walsh, Chief Operating Officer said, *"It's wonderful to be able to support our families."*

Delta First 5 Center Community Advisory Council Loses an Advocate and Friend

Jessica Buscho called the Delta First 5 Center "home" for 7 years, the time it took her and her husband Justin to usher their three children off to Kindergarten. Jessica served as the Chair of the Community Advisory Council and then recruited Justin to join her. Together, the couple volunteered their time and advocated for families in their community who did not have a voice.



Jessica had a passion for helping others by speaking out about her own experiences and encouraging action, especially when children were to benefit. When Jessica learned from an Ages and Stages Questionnaire, administered by the First 5 Center, that her son Connor had developmental delays, she became a spokesperson for developmental screening.

The last time we saw an image of Jessica was during the pandemic on the evening news. She answered the reporter's questions about her treatment and ended by encouraging fellow cancer patients to continue with their treatments and never give up hope. Jessica Buscho's legacy lives on through her images and words of encouragement she has left behind for those looking to find the courage to stand up and take action.

West County First 5 Center Welcomes Families Back at Pre-Pandemic Numbers

In September when children return to school, the First 5 Centers become a busy hive of activity with smiling parents and their young children. This year is different, as it has been two years since the Center has seen this many parents returning to in-person activities. Recently, the West County First 5 Center opted for in-person gathering (rather than virtual) for their popular self-care group for Black/African American parents referred to as *The Village*. The members of the group were appreciative to meet new and old friends who had become a support system for each other over the past couple of years. One member said, *"This is like a family reunion!"* Moving forward, The Village will continue to meet weekly, with bi-monthly in-person gatherings.

Dads will continue to meet virtually to reflect on their role as fathers, support and inspire each other—fathers embrace the hybrid model of engagement with virtual and in-person meetings. The Center will host bimonthly in-person luncheons to celebrate Dads alongside their partners and children. Dads also have a new quarterly newsletter to look forward to with their stories and life experiences highlighted through art, photos, family recipes, important information, parenting tips and community events of interest.

PROGRAM UPDATES

September 2022



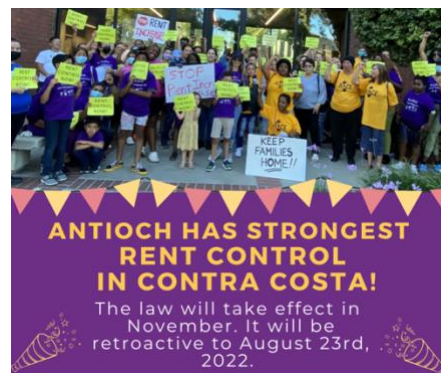
Community Engagement Program

Our **Community Engagement Program (CE)** supports three Regional Groups made up of 200 parents and residents to make Contra Costa County safer, healthier and more equitable for families: West County Regional Group (WCRG), Central County Regional Group (CCRG), and East County Regional Group (ECRG).

Antioch Passes Strongest Rent Stabilization Policy in Contra Costa

While we celebrated Antioch City Council's decision to approve rent stabilization in August, the policy did not include key provisions needed to offer renting families full protection from rising rents. To strengthen the policy, ECRG leaders, the CE Team, tenants, and allies worked together over the past month to advocate for a stronger policy.

On September 27, Antioch City Council accepted our recommendations and passed the strongest rent stabilization policy in the County, and one of the strongest in the Bay Area. The policy will 1) cap rents at 3% or 60% of CPI or, 2) include low-income housing buildings, 3) roll back base rents to August 23, and 4) protect families with essential housing services. This policy is a tremendous victory for renting families across Antioch. As the state grapples with an unrelenting housing affordability crisis, this policy offers thousands of children housing stability and a secure place to call home. Congratulations to all who made this policy possible—ECRG parent leaders, ACCE, Healthy & Active Before 5, Urban Habitat, EBASE, Monument Impact and Antioch councilmembers. The policy will take effect in approximately 40 days.



Regional Groups Reach Thousands of Families to Get Out the Vote

Regional Group in West, Central, and East County have been getting out the vote for over a month, canvassing with families alongside young children, new voters, and voters of color. To date, members have reached 2,000 households with voting information and opportunities to register to vote. Parent leaders will continue voter outreach via canvassing and phone-banking until election day, November 8.

Regional Groups Celebrate Latino Heritage Month

Throughout the month of September, Regional Groups celebrated Latino Heritage month by learning about and discussing the extraordinary contributions of leaders across Latinoamérica in the areas of civil rights, social justice, and family well-being. We proudly honor the sacrifices and leadership of those that came before us along with the thousands of Latino parent leaders working every day to advance racial, economic and gender equity across Contra Costa.

Early Intervention

Our **Early Intervention (EI)** initiative aims to ensure that families have access to prevention and early intervention supports and services that foster the optimal development of all children.

ACEs Aware Network of Care Implementation Grant: Achieving Round 2 Objectives

The Early Intervention team received a congratulatory letter from the ACEs Aware Initiative for successfully and effectively completing our network of care implementation grant activities. Our team was acknowledged for being a champion for individuals and families in our community during these unprecedented times and recognized as a key partner in advancing ACE screening and trauma informed care.

PROGRAM UPDATES

September 2022



Pathways to Resiliency Policy Roundtable: Advancing Strength-based Responsive Policies

Our Early Intervention Program Officer, Wanda Davis, travelled to Denver, CO to participate in a national forum of 35 national leaders, policymakers and state representatives to engage in a robust dialogue. They addressed specific and actionable issues, policies, and programs that states can leverage to prevent and address the causes of adversity and trauma, prevent re-traumatization, and respond with practical strategies through an equity lens. This group will continue to engage in follow-up meetings via zoom.

Fostering Community Connections: Self-care is Not Selfish, it is a Necessity

September was Self-Care Month and in response First 5 Contra Costa launched our inaugural Self-Care Week (September 26-29) via the [Contra Costa Network of Care online hub](#). The hub is geared toward our collective work to prevent and heal childhood adversity in our communities. If you aren't yet a member, [click here](#) and "JOIN THE NETWORK" to access the many resources and posts shared during Self-Care Week.



Self-care promotes positive health outcomes, helps us better manage stress, and allows us to better support the needs of others. During Self-Care Week, "influencers" across many sectors—from school districts to county health and Board of Supervisors' offices—hosted events or shared stories and tips about how they engage with self-care. We welcome EVERYONE to check it out and add your own posts about the importance of self-care for you, your colleagues, and the families you work with. We want to hear your voices because together, we are resilient.

Family Economic Security Partnership

*The **Family Economic Security Partnership (FESP)** is a public, private and nonprofit collaboration dedicated to increasing the income and building the assets of low-income families and individuals living in Contra Costa County.*

Family Economic Security Partnership (FESP) Activities

Ruth Fernández, First 5 Contra Costa Executive Director, in partnership with the FESP Executive Committee, will be sharing information and resources with FESP members and coordinating FESP meetings.



Community Advocacy + Partnership Project (CAPP)

CAPP held its sixth meeting of year two, "Learning in Action." The goal was to center the experience and voice of residents, continue to explore the role that each sector (as well as individual members) can play in the campaigns, to share progress and learnings across the two issue teams (economic and education equity), and to strengthen connections as a learning in action community.

Cohort members report really enjoying getting to know their colleagues and learn more about how they have incorporated advocacy into their work. Residents were asked to share what the CAPP experience has been like for them and what CAPP can do to ensure that residents are at the forefront of the campaigns. Advocacy and direct service agencies were asked to talk about what the CAPP experience

PROGRAM UPDATES

September 2022



has been like for them and to identify a specific step they will take to leverage their expertise to benefit the campaigns.

The two issue teams are meeting several times a month in addition to the cohort monthly meetings. Both teams have residents in leadership roles and all meetings continue to have Spanish language interpretation and all materials are translated into Spanish. Both campaign teams have sub-committees that are working on different aspects of the campaign. For example, the economic campaign team is identifying foster youth and other stakeholders to speak to as part of their policy goal to support transitioning foster youth. The education equity campaign team held a half-day in-person retreat where team members sub-divided into their chosen school district regions (West Contra Costa, Mt. Diablo and East County) and engaged in a power mapping exercise to identify their target for their policy (family/community engagement) as well as to identify potential supporters and opponents. Both issue teams are expected to complete their campaign plan by the end of October.

The core CAPP team meets weekly to discuss the projects and process, plan for each monthly cohort meeting as well as plan for the monthly Steering Committee and issue team meetings. The Steering Committee provides input into the monthly cohort agenda and any other issues as identified by the core team. CAPP has received funding from The San Francisco Foundation and the Leshner Foundation for year two and is waiting for further information from two additional funders.

Early Childhood Education

*Our **Early Childhood Education (ECE)** Initiative aims to ensure that all children have access to high-quality, affordable child care and early learning.*

Quality Matters Open House

On September 7, the Quality Matters (QM) team welcomed ECE Providers to the Contra Costa County Office of Education for an Open House. During the Open House, providers were able to connect with fellow participants, get to know the QM program staff, complete the required paperwork for the first program milestone, and enjoy light refreshments. This was the first in-person QM event in over two years and there was a palpable buzz around being in community with each other. One provider commented, *"it's so nice to have unstructured time to catch up and just chat."* The provider elaborated that having time to build connections was important to feeling part of a community of ECE providers. Additionally, providers were able to ask questions about program requirements and meet with their Quality Improvement Coaches.



Professional Development Program (PDP) Application

The 2022-2023 Professional Development Program (PDP) program guide and application were released on September 1. With the release of the guide and application, the PDP team, comprised of staff from both First 5 Contra Costa as well as Contra Costa County Office of Education, released a welcome video to provide overview of the program and key requirements. This year, the application and program documentation take place in the California Early Care & Education Workforce Registry (Registry). ECE Consultant, Vivian Ratkewicz, will provide technical assistance for the registry, including a series of kick-off events in September to support interested participants in completing the online application.

PROGRAM UPDATES

September 2022



Family Child Care Partner Orientation

The new Quality Matters program, Family Child Care (FCC) Partners, welcomed 17 Partners who will offer ongoing guidance and support to other FCC Providers in Contra Costa County. On September 10, Quality Improvement Navigator for CocoKids, Kimberly Nguyen, hosted a virtual orientation for the FCC Partners. Partners received an overview of the program, built community with one another, were introduced to tools to track and support their guidance of FCC Providers, and were given a welcome bag. The FCC Partners are also using their networks to outreach for the FCC Providers who are not currently part of Quality Matters.

Ready Kids East County (RKEC) Initiative: RKEC Parent Group

The Ready Kids East County Parent Group continues to convene and had another virtual meeting on Tuesday, September 20. First 5 staff members, Lisa Johnson, Grants and Contracts Manager, and Jessica Keener, Ready Kids East County Initiative Coordinator, hosted and helped facilitate the meeting with Laura Rodriguez. Laura is the Contra Costa Program Supervisor for Tandem, Partners in Early Learning and she joined the Ready Kids East County Parent Group meeting as the guest speaker and presenter. She led the children present at the meeting through a read aloud of *Everybody in the Red Brick Building*, written by Anne Wynter and illustrated by Oge Mora. During the read aloud, Laura was able to engage the children through counting exercises, looking for various shapes throughout the book, and sequencing events throughout the story. Then, to conclude the meeting, Laura spoke to the parents about Tandem's new math program and playgroup, Give Me 5 Math. She explained the concept behind the program as well as the logistics (i.e., dates, time, location, etc.). A few parents had already signed up for the fall Give Me 5 Math playgroup and a few more expressed interest in participating in the spring session of the playgroup.



October 17, 2022

Agenda Item 3.6

Accept the Executive Director Report



EXECUTIVE DIRECTOR REPORT

October 17, 2022 ~ Commission Meeting

This report provides an update on non-programmatic work and key activities since the September 2022 Commission Meeting. It includes relevant highlights, that complement the Program Updates included in the Commission packet.

INTERNAL UPDATES

First 5 Contra Costa Open House: A Fall Harvest Celebration: Friday, October 28, 3-5pm

First 5 staff is inviting Commissioners, contractors, elected officials, and community partners to join us as we celebrate our new administrative facility! Inspired by the Fall Harvest theme, we want to take time to pause, share our gratitude and celebrate the critical role of the relationships, partnerships and collaborations that sustain and advance our work at First 5 Contra Costa on behalf of our most precious resource, our children.

Embracing the theme of Fall Harvest, we are also turning our Open House into a 'giving opportunity.' We ask that you bring:

- a food donation for the Contra Costa Food Bank, and/or
- an unwrapped toy for a young child

In anticipation to the upcoming Holidays, we plan to distribute your generous donation of toys and food items to families served through First 5 Contra Costa programming and our First 5 Centers across the County. **To RSVP for the Open House click the following link:** <https://www.eventbrite.com/e/first-5-contra-costa-open-house-a-fall-harvest-celebration-tickets-439297028237>

Personnel Report

This report provides First 5 Contra Costa staffing updates that includes new hires, promotions, resignations/retirements, vacancies, and advertised positions.

New Hires:

- Tammy Henry was hired as the new Human Resources Manager, September 2022.

Advertised Positions:

- Policy, Strategy and Evaluation Director position closed in August 2022, candidate review and assessments in-progress, First 5 staff is waiting from candidate interview recommendations from recruiter.
- Administrative Assistant II – position closed in September 2022, application review and preliminary candidate assessments in progress, interviews to follow in the next couple of weeks.

In progress personnel/vacancies: The Office and Facilities Coordinator is a new position at First 5. Staff is currently developing the job description and will be advertised soon. Also, a Special Projects Coordinator position will be posted in upcoming months. The position will be under the new Policy, Strategy and Evaluation Director and will coordinate special projects and collective impact initiatives such



as FESP and others. As previously announced, Fran Biderman who currently holds this position will be retiring from First 5 Contra Costa in March 2023.

COUNTY UPDATES

Annual East Bay Philanthropy Awards 2022

- First 5 Contra Costa has been selected to receive the **Community Impact Award** at the 12th Annual East Bay Philanthropy Awards on Thursday, November 17, 2022 at 8:00 AM at the Leshner Center for the Arts in Walnut Creek.

We are humbled and honored to receive this award and proudly celebrate our collective work to ensure young children and their families are healthy, ready to learn and supported in safe and nurturing communities. ***This award is for the entire team of First 5 staff who contribute their gifts, love, passion and knowledge to support and improve the lives of young children in Contra Costa County!***

- The East County Regional Group (ECRG) was selected to receive the **Changemaker Award** for the East Bay Philanthropy Awards. A well-deserved recognition of the ECRG members' advocacy and leadership and the power of collective impact.

2023 Newsmakers: Leshner Speaker Series

First 5 Contra Costa has been selected as one of the non-profits recognized and highlighted through the 2023 Leshner Speaker Series! First 5 will be spotlighted in the month of August 2023. This will be a wonderful opportunity to elevate our important prevention work on behalf of young children and their families. For more information about the speaker series, please visit the website linked [here](#).

NEWSMAKERS: Leshner Speaker Series was founded by the Dean & Margaret Leshner Foundation in 2004 and is held at the Leshner Center for the Arts, 1600 Civic Drive in Walnut Creek. Invited speakers represent a diverse array of professions and points of view. We aim to spark lively debate and public discourse on important matters of the day. ***Each program honors a local nonprofit to highlight the contributions of the nonprofit sector in creating a vibrant, thriving Contra Costa County.***

STATE UPDATES

First 5 Network Activities: The 'Network' includes First 5 Association of California, the 58 First 5 Children and Families Commissions, and the First 5 CA Commission.

First 5 Network Committees and Work Groups: First 5 Contra Costa's Executive Director, Ruth Fernandez currently holds several roles and participates in multiple state groups including: First 5 Association Board (Board Member, Region Representative), Systems Change Workgroup, REDI Core Team, and First 5 Sustainability Workgroup.

Highlight - Bay Area Region Executive Director (BARED) Group - Region Lead – the BARED group is currently planning Regional Learning Sessions in January 2023 with support from the REDI (Race, Equity, Diversity and Inclusion) Consultants. The focus theme for the learning sessions will be an



exploration of the Spectrum of Community Engagement as a framework for enacting REDI in our First 5 work (policies, practices, partnerships, etc.).

Save the Date!

- First 5 California 2023 Child Health, Education and Care Summit – March 13-15, 2023 at the Oakland Marriot City Center. – See announcement attached to this report.
- First 5 Association of California 2023 Summit - January 30 – February 1st, 2023 – San Diego, see attached announcement to this report.

Save the Date



2023 Summit

Monday, January 30

to

Wednesday, February 1

at Kona Kai Resort in San Diego

resortkonakai.com

More details to come.



2023 CHILD HEALTH, EDUCATION, AND CARE SUMMIT

Save the Date!
March 13-15, 2023

The iconic Bay Area awaits you as First 5 California's Child Health, Education, and Care Summit returns March 13-15, 2023!

First 5 California will once again bring together the brightest in our field with best practices showcased by diverse professionals through workshops, exhibitors, and top-notch keynote speakers who share your commitment for improving the lives of young children and their families.

Please mark your calendars and join us at the Oakland Marriot City Center to engage and connect with old friends, new friends, and strategic partners to support our youngest Californians.

The Summit is going to Northern California!



[Oakland Marriott City Center](#)

Discover Oakland, California, when you stay at Oakland Marriott City Center. Home to a vibrant arts scene, winning sports teams, and world-class restaurants, Oakland offers an endless array of things to do. [Read more.](#)

What past attendees said . . .

"Relevant. Inspiring. Critical. Enjoyable."

"Great job in selecting keynote speakers. All were relevant to this work, humble, and empowering."

"Thank you, First 5 California, for putting on these amazing insightful events. I am proud to be a part of this work, and I feel very supported by my network across the state. This event was very well organized, and I enjoyed it very much."



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October 17, 2022

Agenda Item 3.7

CONSIDER adopting a resolution authorizing First 5 Contra Costa to conduct teleconference meetings pursuant to Government Code section 54953 (e) and make related findings.

RESOLUTION NO. 2022-07

**A RESOLUTION OF FIRST 5 CONTRA COSTA CHILDREN AND FAMILIES
COMMISSION AUTHORIZING TELECONFERENCE MEETINGS UNDER
GOVERNMENT CODE SECTION 54953(e) (ASSEMBLY BILL 361)**

Recitals

- A. On March 4, 2020, Governor Gavin Newsom proclaimed the existence of a state of emergency in California under the California Emergency Services Act, Government Code (GC) §8550 et seq.
- B. On March 10, 2020, the Contra Costa County Board of Supervisors found that due to the introduction of COVID-19 in the County, conditions of disaster or extreme peril to the safety of persons and property had arisen, commencing on March 3, 2020. Based on these conditions, pursuant to GC §8630, the Board of Supervisors adopted Resolution No. 2020/92, proclaiming the existence of a local emergency throughout Contra Costa County.
- C. On March 17, 2020, Governor Newsom issued Executive Order N-29-20, which suspended the teleconferencing rules set forth in the California Open Meeting law, GC §54950 et seq. (the Brown Act), provided certain requirements were met and followed.
- D. On June 11, 2021, Governor Newsom issued Executive Order N-08-21, which clarified the suspension of the teleconferencing rules set forth in the Brown Act and further provided that those provisions would remain suspended through September 30, 2021.
- E. On September 16, 2021, Governor Newsom signed Assembly Bill (AB) 361, which provides that under GC §54953(e), a legislative body subject to the Brown Act may continue to meet using teleconferencing without complying with the non-emergency teleconferencing rules in GC §54953(b)(3) if a proclaimed state of emergency exists and state or local officials have imposed or recommended measures to promote social distancing.
- F. On September 1, 2022, the Contra Costa County Health Officer issued recommendations for safely holding public meetings that include recommended measures to promote social distancing.
- G. Among the Health Officer's recommendations: (1) on-line meetings (teleconferencing meetings) are strongly recommended as those meetings present the lowest risk of transmission of SARS-CoV-2, the virus that causes COVID-19; (2) if a local agency determines to hold in-person meetings, offering the public the opportunity to attend via a call-in option or an internet-based service option is recommended when possible to give those at higher risk of an/or higher concern about COVID-19 an alternative to participating in person; (3) a written safety protocol should be developed and followed, and it is recommended that the protocol require social distancing – i.e., six feet of separation between attendees – and face masking of all attendees; (4) seating arrangements should allow for staff and members of the public to easily maintain at least six-foot distance from one another at all practicable times.
- H. Because of the prevalence of COVID-19 variants in the Bay Area, case rates and COVID-19 hospitalizations remain high in the County.
- I. In the interest of public health and safety, as affected by the emergency caused by the spread of COVID-19, the First 5 Contra Costa Children and Families Commission (First 5) intends to invoke the provisions of AB 361 related to teleconferencing.

NOW, THEREFORE, the First 5 Contra Costa Children and Families Commission resolves as follows:

1. First 5 finds that: the state of emergency proclaimed by Governor Newsom on March 4, 2020, is currently in effect; and the Contra Costa County Health Officer has strongly recommended that public meetings be held by teleconferencing as those meetings present the lowest risk of transmission of SARS-CoV-2, the virus that causes COVID-19.
2. As authorized by AB 361, First 5 will use teleconferencing for its meetings in accordance with the provisions of GC §54953(e).
3. The First 5 Executive Director is authorized and directed to take all actions necessary to implement the intent and purpose of this resolution, including conducting open and public meetings in accordance with GC §54953(e) and all other applicable provisions of the Brown Act.

PASSED AND ADOPTED on October 17, 2022, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

DR. ROCIO HERNANDEZ, CHAIR

I hereby certify that this is a correct copy of a resolution passed and adopted by _____ on the date stated above.

Dated: October 17, 2022



October 17, 2022

Agenda Item 5.0

CONSIDER accepting the 2023 health and dental employer-paid premium contribution rates for active employees; and accept the 2023 premium contribution rates for intermittent employees, COBRA participants, retirees, and survivors at the same levels as the County.



**Staff Report
October 17, 2022**

ACTION: _____ ✓
DISCUSSION: _____

TITLE: Consider accepting the 2023 health and dental premium contribution rates.

Introduction:

From its inception, the Commission has chosen to participate in the County's health benefit plan for First 5 employees. Each year the County negotiates premiums with the health insurance carriers and provides the rate sheets to First 5 listing the employer and employee contributions based on the negotiated rates with providers. Since 2012, the Commission has adopted an 80% employer and 20% employee contribution split on health premiums for active employees who work 20 hours or more per week. Dental rates for active employees, as well as health and dental rates for retirees are at the same level as the County. The employer portion of retiree health and dental contributions are paid out of the First 5 CERBT trust. First 5 does not contribute to health or dental premiums for permanent-intermittent employees, part-time employees who work less than 20 hours per week, COBRA participants, or survivors of retirees. Rate sheets are attached.

The Commission must set the rates and contribution levels at this meeting, as open enrollment period begins October 18, 2022 to November 4, 2022.

Background:

Eight health plans are available through three different carriers offering, Plan A, and Plan B, and a high deductible health plan in combination with a Health Savings Account (HSA). Two dental plans are offered.

The Board of Supervisors approved the 2023 premiums for health and dental rates on September 13, 2022. Premiums for Contra Costa Health Plans will increase 6.8%, premiums for Kaiser Plans will not increase, Health Net HMO Plans will increase 8.1% and Health Net PPO Plan will increase 7.1%. There are no increases to rates for both dental plans. A voluntary vision plan remains offered and is paid entirely by employees.



	2022	2023
Positions eligible to receive health and/or dental benefits	36	37
Annual employer contributions	\$652,431	\$685,235
Variance from previous year		5%

Projected plan costs for 2022 and 2023 are based on all positions staffed the full calendar year (12 months). Various qualifying events can result in a different mix of employee plan choices and actual costs may be higher than projected. Qualifying events can include marriage, newborn child, new hire, and separation, and will cause the employer contribution costs to fluctuate.

Recommendation:

Staff recommends the Commission approve the 2023 health and dental employer paid premium contribution rates for active employees; accept the 2023 contribution rates for intermittent-employees, COBRA participants, retirees and survivors at the same levels as the County.

PERMANENT FULL TIME EMPLOYEES AND PART TIME EMPLOYEES SCHEDULED TO WORK AT LEAST 20 HOURS PER WEEK

PLAN/COVERAGE DESCRIPTION	2023 TOTAL MONTHLY PREMIUM	2023 FIRST 5 MONTHLY SUBSIDY	2023 EMPLOYEE MONTHLY SHARE
CONTRA COSTA HEALTH PLAN - BASIC PLAN A			
Employee on Basic Plan	\$1,102.58	\$882.07	\$220.51
Employee & 1	\$2,205.11	\$1,764.09	\$441.02
Employee & 2 or more dependents on Basic Plan	\$3,307.71	\$2,646.17	\$661.54
CONTRA COSTA HEALTH PLAN - BASIC PLAN B			
Employee on Basic Plan	\$1,222.22	\$977.78	\$244.44
Employee & 1	\$2,444.43	\$1,955.55	\$488.88
Employee & 2 or more dependents on Basic Plan	\$3,666.66	\$2,933.33	\$733.33
KAISER PERMANENTE - BASIC PLAN A			
Employee on Basic Plan	\$909.04	\$727.24	\$181.80
Employee & 1	\$1,818.08	\$1,454.47	\$363.61
Employee & 2 or more dependents on Basic Plan	\$2,727.12	\$2,181.70	\$545.42
KAISER PERMANENTE - BASIC PLAN B			
Employee on Basic Plan	\$722.50	\$578.00	\$144.50
Employee & 1	\$1,445.00	\$1,156.00	\$289.00
Employee & 2 or more dependents on Basic Plan	\$2,167.50	\$1,734.00	\$433.50
KAISER PERMANENTE - HIGH DEDUCTIBLE PLAN			
Employee on Basic Plan	\$579.96	\$463.97	\$115.99
Employee & 1	\$1,159.92	\$927.94	\$231.98
Employee & 2 or more dependents on Basic Plan	\$1,739.88	\$1,391.91	\$347.97
Health Net SmartCare HMO A			
Employee on Basic Plan	\$1,506.10	\$1,204.88	\$301.22
Employee & 1	\$3,012.20	\$2,409.76	\$602.44
Employee & 2 or more dependents on Basic Plan	\$4,518.31	\$3,614.65	\$903.66
Health Net SmartCare HMO B			
Employee on Basic Plan	\$1,073.91	\$859.13	\$214.78
Employee & 1	\$2,147.82	\$1,718.26	\$429.56
Employee & 2 or more dependents on Basic Plan	\$3,221.73	\$2,577.39	\$644.34
HEALTH NET PPO PLAN - BASIC PLAN A			
Employee on Basic Plan	\$3,466.90	\$2,773.52	\$693.38
Employee & 1	\$6,933.80	\$5,547.04	\$1,386.76
Employee & 2 or more dependents on Basic Plan	\$10,400.70	\$8,320.56	\$2,080.14

PERMANENT FULL TIME EMPLOYEES AND PART TIME EMPLOYEES SCHEDULED TO WORK AT LEAST 20 HOURS PER WEEK

PLAN/COVERAGE DESCRIPTION		2023 TOTAL MONTHLY PREMIUM	2023 FIRST 5 MONTHLY SUBSIDY	2023 EMPLOYEE MONTHLY SHARE
DELTA DENTAL PREMIER PPO - \$1,800 Annual Maximum				
For CCHP Plans	Employee	\$46.52	\$41.17	\$5.35
	Employee + 1	\$105.08	\$93.00	\$12.08
	Employee + 2 or more	\$105.08	\$93.00	\$12.08
For Health Net Plans	Employee	\$46.52	\$34.02	\$12.50
	Employee + 1	\$105.08	\$76.77	\$28.31
	Employee + 2 or more	\$105.08	\$76.77	\$28.31
For Kaiser Permanente Plans	Employee	\$46.52	\$34.02	\$12.50
	Employee + 1	\$105.08	\$76.77	\$28.31
	Employee + 2 or more	\$105.08	\$76.77	\$28.31
Without a Health Plan	Employee	\$46.52	\$43.35	\$3.17
	Employee + 1	\$105.08	\$97.81	\$7.27
	Employee + 2 or more	\$105.08	\$97.81	\$7.27
DELTA CARE (HMO)				
For CCHP Plans	Employee	\$25.35	\$25.35	\$0.00
	Employee + 1	\$54.78	\$54.78	\$0.00
	Employee + 2 or more	\$54.78	\$54.78	\$0.00
For Health Net Plans	Employee	\$25.35	\$21.31	\$4.04
	Employee + 1	\$54.78	\$46.05	\$8.73
	Employee + 2 or more	\$54.78	\$46.05	\$8.73
For Kaiser Permanente Plans	Employee	\$25.35	\$21.31	\$4.04
	Employee + 1	\$54.78	\$46.05	\$8.73
	Employee + 2 or more	\$54.78	\$46.05	\$8.73
Without a Health Plan	Employee	\$25.35	\$25.35	\$0.00
	Employee + 1	\$54.78	\$54.78	\$0.00
	Employee + 2 or more	\$54.78	\$54.78	\$0.00
VSP VOLUNTARY VISION PLAN				
	Employee	\$9.00	\$0.00	\$9.00
	Employee + 1	\$17.99	\$0.00	\$17.99
	Employee + 2 or more	\$28.97	\$0.00	\$28.97



October 17, 2022

Agenda Item 8.0

Communications:

- Improving Racial Equity in Kindergarten Readiness Inventory Efforts Report from First 5 Center for Children's Policy.
- First 5 Contra Costa's Community Impact Award Notification by the East Bay Leadership Council.



Improving Racial Equity in Kindergarten Readiness Inventory Efforts

REPORT
October 2022

FIRST 5 CENTER FOR
CHILDREN'S POLICY

ACKNOWLEDGEMENTS

This brief was developed by the First 5 Center for Children’s Policy. Background research, interviews, analysis, and writing support for this paper were conducted by Nicole Young and Nicole Lezin of Optimal Solutions Consulting. The authors thank the many experts who were interviewed for and provided feedback on this brief, including:

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Lisa Colvig-Niclai, Director of Research and Evaluation, Applied Survey Research
James Crandall, Data Specialist, North State Together
Molly Des Baillets, Executive Director, First 5 Mono County
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Cathy Yun, Senior Researcher, Learning Policy Institute

This research was supported by Tipping Point Community.

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11 Equity consideration 4: Authentically engage parents, family, and caregivers to work toward racial equity.

12 Implications

13 Endnotes



Executive Summary

Children's long-term success in school is heavily dependent on how well they have been set up to succeed in kindergarten. Researchers, educators, and policymakers alike acknowledge the value of assessing children's knowledge and skills in kindergarten.

Kindergarten Readiness Inventory (KRI) tools are often used to help local leaders understand the kindergarten population, as well as to highlight a community's strengths and weaknesses in preparing children to enter school. In addition to identifying children's abilities and needs, KRIs have demonstrated value in guiding educator practice and informing decision-making regarding policies and resource investment.

While KRI tools can offer significant insights to guide practice and inform policies and investments, they can only do so if they are reliable, valid, and appropriate for all children. This includes children with learning differences or disabilities, and diverse cultural, linguistic, racial, ethnic, and socioeconomic backgrounds. Early childhood and education leaders have raised questions about whether kindergarten readiness frameworks, standards, and inventories adequately reflect and cultivate equity, and inclusion.

This brief summarizes a literature review and key informant interviews with 32 KRI developers, early childhood advocates, educators, and researchers, focused on:

1. Strengths and challenges of Kindergarten Readiness Inventory (KRI) tools and measurement practices with an equity lens; and
2. Potential strategies and considerations for embedding principles of racial equity into a statewide approach and tool to measure kindergarten readiness.

Through this research, four key considerations emerged to help local early childhood and education leaders, state policy makers and others create more equity-focused systems for California's families.

EQUITY CONSIDERATION 1: CONSIDER CULTURAL AND LINGUISTIC BIASES IN INSTRUMENT DESIGN.

Although KRI testing generally includes diverse samples of children, and researchers analyze and disaggregate data by race, ethnicity and other demographics, bias may still be present in KRI design. This bias may hinder the ability of a KRI to accurately reflect school readiness levels of children across cultures and languages. Cultural and linguistic biases in KRI design may lead to inaccurate measurements of what diverse learners know and can do.

EQUITY CONSIDERATION 2: ADDRESS IMPLICIT BIAS IN IMPLEMENTATION PRACTICES.

Unlike assessments in third grade and later where students interact directly with tests, KRIs are completed by intermediary assessors (typically teachers) and rely heavily on their observations of children's skills during classroom activities. This opens the door to bias in assessment. In particular, interviewees worried how implicit bias might adversely affect assessments of social-emotional development, if teachers are not equipped with an understanding of cultural variations.

EQUITY CONSIDERATION 3: REFINE THE SCOPE OF KRI ASSESSMENTS.

Some KRIs are used to inform classroom instruction and others yield more population-based data for policy work that is not tied to individual children or classrooms. Others choose KRIs because of their implementation features, such as ease of use, or access to training or data analysis. Given the varied purposes of different tools, there is concern that some communities use tools in unintended ways, impacting their reliability and accuracy.

EQUITY CONSIDERATION 4: AUTHENTICALLY ENGAGE PARENTS, FAMILY, AND CAREGIVERS TO WORK TOWARD RACIAL EQUITY.

Existing KRI tools vary in the degree they intentionally involve parents throughout the process—from instrument design, to data collection, to data analysis and making meaning of the results. Some KRIs are administered only by teachers, with no or minimal parent engagement; some ask parents to complete their own surveys; and some invest in engaging parents and guardians in co-design, data analysis, and sense-making. Parent engagement has drawn attention specifically because of its potential for increasing equity and parent and community capacity to advocate for systems change.

IMPLICATIONS

Without a unified statewide approach that captures information about early learning needs and strengths for all its youngest residents, California may never be able to truly advance equity in supporting children's optimal academic and developmental outcomes.

Should California follow the example set by other states and develop a unified approach to collecting kindergarten readiness data, it must do so with a racial equity lens. The considerations presented in this brief can, and should, apply to any potential statewide approach. At the state level, implementing these considerations could include:

- » Developing consistent guidance and providing resources to accelerate enhancements to the design and implementation of KRIs with an explicit focus on equity and inclusion. Improvements could include more comprehensive training for assessors, more thoughtful and intentional parent engagement, and stronger data analysis.
- » Ensuring those involved in developing or updating KRI tools incorporate validation and pilot testing of measures with racial equity dimensions in place, including more non-white, multilingual parents and teachers in the testing process.
- » Soliciting learning from the K-12 space about their efforts on assessment, especially of DLLs, using a race/equity lens.
- » Exploring and adapting the implicit bias trainings and equity-informed interventions that already exist in early learning settings for KRI purposes.

Collecting kindergarten readiness data across the state is essential to understanding how California's youngest learners are doing. However, the adoption of a statewide strategy requires attention to racial equity and must be paired with investments that address structural forces leading to educational disparities. Such an approach would powerfully show California's commitment to making the systems affecting children's and families' lives more just.



Introduction and Background

Children’s long-term success in school is heavily dependent on how well they have been set up to succeed in kindergarten.¹ Researchers, educators, and policymakers alike acknowledge the value of assessing children’s knowledge and skills in kindergarten.

Kindergarten Readiness Inventory (KRI)² tools are often used to help local leaders understand the kindergarten population, as well as to highlight a community’s strengths and weaknesses in preparing children to enter school. Numerous KRIs have been developed over the years to measure children’s readiness to enter kindergarten and be successful in a range of domains associated with later academic success.³ In addition to identifying children’s abilities and needs, KRIs have demonstrated value in guiding educator practice and informing decision-making regarding policies and resource investment.⁴

Because of this value, many states have adopted statewide KRIs to collect data on kindergarteners’ school readiness. California has yet to do so.⁵ In the absence of a statewide strategy, many First 5s have led local KRI efforts across California, which have helped guide investments at the local level. Counties vary in the KRI tools they use and sometimes collect data for different purposes, making county-to-county comparisons infeasible. These uncoordinated efforts may result in missed opportunities to help children who are at risk of struggling in school and may pose a challenge to statewide advocacy efforts to increase state investments for early childhood, as there are very little data available about how California’s early learners are doing.

While KRI tools can offer significant insights to guide practice and inform policies and investments, they can only do so if they are reliable, valid, and appropriate for all children. This includes children with learning differences or disabilities, and diverse cultural, linguistic, racial, ethnic, and socioeconomic backgrounds. Early childhood and education leaders have raised questions about whether kindergarten readiness frameworks, standards, and inventories adequately reflect and cultivate equity, and inclusion.⁶

In the interest of pursuing policies that improve the outcomes of all children, with race, equity, diversity and inclusion at the center, the First 5 Center commissioned research about the racial equity considerations of KRIs. This brief summarizes a literature review and key informant interviews with thirty-two KRI developers, early childhood advocates, educators, and researchers, focused on:⁷

1. Strengths and challenges of Kindergarten Readiness Inventory (KRI) tools and measurement practices with an equity lens; and
2. Potential strategies and considerations for embedding principles of racial equity into a statewide approach and tool to measure kindergarten readiness.

Efforts by First 5 Alameda and First 5 Monterey to embed racial equity principles into KRI approaches are also included in this analysis.

The literature review, interviews, and local examples in this project identified common KRI equity concerns and ways to address these concerns. Four key considerations emerged to help local early childhood and education leaders, state policy makers and others create more equity-focused systems for California's families.

EQUITY CONSIDERATION 1: CONSIDER CULTURAL AND LINGUISTIC BIASES IN INSTRUMENT DESIGN.

Although KRI testing generally includes diverse samples of children, and researchers analyze and disaggregate data by race, ethnicity and other demographics, bias may still be present in KRI design. This bias may hinder the ability of a KRI to accurately reflect school readiness levels of children across cultures and languages.

KRIs are generally constructed by and for English speakers first, and then translated into other languages. Certain words, objects, or concepts that form the basis of KRIs may be more commonly used and understood in families that are white, speak English as their primary language, and/or have lived in the United States for a long time. These cultural and linguistic biases in KRI design may lead to inaccurate measurements of what diverse learners know and can do.

The most common concern about instrument design bias expressed in interviews was about KRI appropriateness and reliability for Dual Language Learners (DLLs) or multilingual learners. California has the largest English learner (EL) student population in the nation, with DLLs composing 60% of children ages birth to five.⁸ KRI developers and implementers alike described efforts to adapt tools into other languages, particularly Spanish. Some described efforts to conduct assessments in the student's primary language. While these are steps in the right direction, many interviewees believe that translating English KRI tools or instructions into other languages is not enough to mitigate bias, as the structure of certain languages (like Chinese and Arabic) is fundamentally different from English, and even Spanish.⁹

Beyond concerns about tool design language and translations, there are also concerns about the reliability of assessing children's skills in a non-primary language. For example, some KRIs ask teachers to assess a student's ability to follow a two-step instruction—such as, hang up your coat and push in your chair. For such items, language and communication differences between the assessor and the child may be clouding the assessment. If a child speaks Spanish at home, she may be able to follow this instruction in Spanish easily. But, in English, she may struggle to do so and the teacher may see the child as unable to complete a developmentally appropriate task. As one interviewee noted, “Are they unable to follow two-step directions, or are they unable to understand what you’re saying?” Measures that are language-dependent to assess something other than language may not be reliable.

As new tools and versions are developed, more explicit, rigorous attention to racial equity (including validation and pilot testing of measures) would help address the identified gaps and concerns about how KRIs have been developed and implemented. A greater variety of nonwhite, multilingual parents, teachers, administrators, and researchers with various socioeconomic and cultural backgrounds, and rural as well as urban populations, should be included in this process.

EQUITY CONSIDERATION 2: ADDRESS IMPLICIT BIAS IN IMPLEMENTATION PRACTICES.

Unlike assessments in third grade and later where students interact directly with tests, KRIs are completed by intermediary assessors (typically teachers) and rely heavily on their observations of children's skills during classroom activities.¹⁰ Although KRI developers have conducted studies to ensure the reliability and validity of their tools, observation-based KRIs are inherently more subjective than direct assessments of task-based items such as identifying colors or numbers. This opens the door to bias in assessment.

Like all people, teachers are subject to implicit biases associated with race, ethnicity, language, gender, economic status, ability, and religious affiliation, which can affect their perceptions of student behavior, development, and academic performance, as well as their relationships with students and families.^{11, 12, 13} For example, the disproportionately higher rates of suspension and expulsion of preschool children of color—particularly Black children—is a symptom of racial implicit bias in the early education system that extends into the K-12 system.

In particular, interviewees worried how implicit bias might adversely affect assessments of social-emotional development, if teachers are not equipped with an understanding of cultural variations. For example, behaviors accepted in one culture (e.g., dancing and singing whenever people gather) might collide with norms about quiet time in classrooms, leading to criticism, exclusionary discipline, or bias in a teacher's assessment. Similarly, some KRIs include items that prompt teachers to assess whether a child is dressed appropriately for the weather or whether a child appears tired. While KRI items such as these may provide useful insights about non-academic factors influencing children's learning, they also create the possibility for dominant cultural norms to influence teachers' perceptions of what "dressed appropriately" or "appears tired" means. These types of measures could be subject not just to bias in general, but explicitly to racial bias.

School districts are increasingly implementing implicit bias training, in which teachers and administrators explore their own biases. In some cases, implicit bias training is built into the training specific to using a KRI tool. In other cases, implicit bias training is more general. Respondents reported there is not yet a consistent approach, or even a shared commitment across all levels of the educational system, to explore this issue more deeply.

Statewide standards about implicit bias training in the educational system may be a key starting point to address implicit bias in KRI implementation, as well as to support equitable practices more generally in the classroom. Policymakers and researchers may also consider exploring and adapting the implicit bias trainings and equity-informed interventions that already exist in early learning settings for KRI purposes. For example, the Infant and Early Childhood Mental Health Consultation model has been shown to impact early childhood professionals' beliefs, attitudes, and practices to reduce racial and gender disparities in children's preschool experiences.¹⁴



EQUITY CONSIDERATION 3: REFINE THE SCOPE OF KRI ASSESSMENTS.

One of the reasons districts and counties choose different KRI tools is because they have different goals. Some KRIs are used to inform classroom instruction and others yield more population-based data for policy work that is not tied to individual children or classrooms. Others choose KRIs because of their implementation features, such as ease of use, or access to training or data analysis. Given the varied purposes of different tools, there is concern that some communities use tools in unintended ways, impacting their reliability and accuracy. According to respondents, this sometimes happens because of pushback from teachers, parents, or administrators who want the tool to serve a different purpose than that for which it was intended. Using point-in-time KRI data to pinpoint exactly where a child is relative to their peers in a classroom, for example, is inappropriate because children develop so rapidly, especially with effective instruction. Moreover, because children's scores are influenced by a range of factors outside school settings, using KRI data to compare individual children could result in bias, with families or communities feeling the blame for lower scores when, in reality, the lower scores reflect a systemic lack of access to resources.¹⁵

Beyond the different purposes of these tools and whether they are appropriately used, several interviewees observed that the current scope of school readiness is too narrow. "The way we talk about kindergarten readiness is about the child and the family," one noted. "But it should really go in the other direction ... whether schools are ready for the child, not whether the child is ready for school." A few interviewees worried that if structural forces, like structural racism, are not addressed, then outcomes will stay the same regardless of the KRI. Respondents felt that, in addition to assessing children, KRIs should measure the readiness of families, schools, and communities to support early learning, and be paired with investments to dismantle structural racism in communities and educational systems.

Several communities and states have already demonstrated a shift in thinking about readiness beyond just the child assessment. This is reflected in ECDataWorks' Expanded School Readiness Framework (2018) and reporting guide, which poses important questions that school readiness data can answer:¹⁶

1. Ready Students: How prepared are the children to enter and succeed in school? What supports do children need?
2. Ready Schools: What programs and services are in place to help support and provide educational opportunities for students? What resources exist to help support and build teacher capacity? What is being done to engage families and build parental capacity to support children?
3. Ready Communities: What support and programs are in place to provide early learning opportunities for children before they enter school? For which areas of development can the community provide more intentional support to the children served prior to kindergarten entry? What professional development activities and resources are in place to support the workforce? What supports and programs are in place for parents?

“We need to contextualize [children’s readiness] in many different ways. So, we use a suite of tools to help us understand the context and ask whether schools and communities are ready for all children.”

—Jenn Rigney, Director of Evaluation at First 5 Monterey

First 5 Monterey’s KRI, School Systems Readiness, reflects a similar expanded definition of school readiness. Starting with their 2006 kindergarten readiness assessment, First 5 Monterey has redesigned their kindergarten readiness approach, acknowledging that tools measuring children’s readiness will not lead to equitable learning environments and outcomes on their own. Originally building off the strategies from the National Education Goals Panel “Ready Schools” approach, First 5 Monterey assembled a multi-level suite of tools to strengthen schools’ readiness, including surveys for kindergarten parents and teachers, transitional-kindergarten and preschool teachers, and most recently, a school-administrator survey. As they continue to progress on their own REDI journey, First 5 Monterey continually seeks to improve their School Systems Readiness approach. This past year, for example, they are reworking their survey questions by applying a framework that: centers equity, diversity, and belonging; decenters whiteness; and builds off an awareness of the history and harms of racism and structural inequity.¹⁷



EQUITY CONSIDERATION 4: AUTHENTICALLY ENGAGE PARENTS, FAMILY, AND CAREGIVERS TO WORK TOWARD RACIAL EQUITY.

Existing KRI tools vary in the degree they intentionally involve parents throughout the process—from instrument design, to data collection, to data analysis and making meaning of the results. Some KRIs are administered only by teachers, with no or minimal parent engagement; some ask parents to complete their own surveys; and some invest in engaging parents and guardians in co-design, data analysis, and sense-making. Parent engagement has drawn attention specifically because of its potential for increasing equity and parent and community capacity to advocate for systems change.

More conventional evaluation strategies have also been more critically examined through an equity lens in recent years. Policymakers and researchers are increasingly recognizing how data collection and analysis processes were created within systems, institutions, and structures shaped by white supremacy culture and systemic racism, without the voices of those with lived experience who could preempt harmful policies or identify needed supports and services.¹⁸ Collecting more data is not sufficient. Rather, expanded data strategies must:

- » be combined with an equity-centered community engagement framework that integrates data to understand and meet community needs;
- » increase equitable access to resources; and
- » be useful and accessible for not only policymakers and researchers, but also for families and providers.¹⁹

First 5 Alameda has been exploring ways to adopt a more participatory approach to their KRI practices and have convened a thirty-member Research Advisory Group for their 2021 assessment. Half of this group consists of parents or caregivers who are paid for their time; the other half includes systems and community leaders, ECE providers, and teachers. With the help of an external, equity-focused facilitator, the Research Advisory Group advises all aspects of the study design, including the research questions, the survey design and sample, and the analysis and dissemination of findings and recommendations.

“This year we have significantly changed our methodology and process from past years ... The changes are really rooted, in large part, in our desire to have a more equity-informed approach to our kindergarten readiness assessment and is part of a continuing evolution that we’ve made at First 5 Alameda County in our work.”

—Laura Schroeder, Senior Administrator for Data and Evaluation at First 5 Alameda

Implications

The considerations presented above provide food for thought for California counties as they embed equity principles into their existing KRI approaches or consider implementing a KRI tool for the first time. While these county-level assessments provide important – and increasingly more equity-informed – insights into better preparing young children for kindergarten, the insights differ from county-to-county and are inherently limited to the local level. Without a unified statewide approach that captures information about early learning needs and strengths for all its youngest residents, California may never be able to truly advance equity in supporting children’s optimal academic and developmental outcomes.

Should California follow the example set by other states and develop a unified approach to collecting kindergarten readiness data, it must do so with a racial equity lens. The considerations presented in this brief can, and should, apply to any potential statewide approach. At the state level, implementing these considerations could include:

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Meet the Honorees | 12th Annual East Bay Philanthropy Awards



The East Bay Leadership Council is pleased to announce the 2022 East Bay Philanthropy Awards honorees.

This group and their inspiring efforts are at the very center of overcoming some of the East Bay's most profound challenges and helping all of us envision a more vibrant, healthy, and equitable future.

We look forward to telling their stories in the weeks ahead and hope you will join us on Thursday, November 17th as we gather at the beautiful Leshner Center for the Arts to celebrate these honorees together.

The Honorees 🏆

Organizations

East Bay Center for the Performing Arts
East County Regional Group
Family Harvest Farm
First 5 Contra Costa
Love Never Fails
Monument Crisis Center
Rubicon Participant Advisory Board

Individuals

Gigi Crowder, NAMI Contra Costa
Dr. Sara Levin, Contra Costa Health Services
Lillian Roselin, John Muir Community Health Fund

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Thank you to our nominators ♥️

We want to express our thanks to everyone who nominated the people and organizations that inspire you. There is no process more uplifting and more challenging on the EBLC's to-do list than selecting these honorees.

Know that your contributions are valued and we hope to lift up your stories as best we can.

Now Streaming | Growing the East Bay's health care workforce



The East Bay Leadership Council's Opportunity Task Force was excited to bring together partners who share in our vision of increased access to health care careers in the East Bay.

The local shortages of nurses and behavioral health workers was a major topic of conversation while also recognizing the challenge that educational institutions face in recruiting a teaching workforce in these high demand fields.

This was a particularly enlightening conversation for our team as we continue our work to increase economic equity, develop talent, and broaden opportunity.

Featured Speakers

Dr. Corey Cook

Saint Mary's College of California

Provost and Executive Vice President for Academic Affairs

Michelle Lopes

John Muir Health

Chief Nursing Officer

Cindy Hatton

Hospice of the East Bay

President & CEO

WATCH NOW

Must Read | Shining a light on the legacy of U.S. Latinas and Latinos



As Hispanic Heritage month comes to a close next week, we encourage you to take a virtual walk through the [National Museum of the American Latino](#).

As you explore the online exhibit, you will reexamine what you know about U.S. history by learning more about Latino identity, immigration, historical legacies, and how Latinas and Latinos have shaped the nation.

VIEW NOW

What else is #TeamEBLC reading?

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- [Calatters: California offers to reduce imports of Colorado River water](#)
- [LA Times: Voters support Newsom's mental health plan and back mandatory kindergarten, poll shows](#)
- [SF Chronicle: These are the new COVID variants that experts say could fuel a winter surge](#)

Social Media Spotlight



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The [**Metropolitan Transportation Commission**](#) has adopted a new Transit-Oriented Communities Policy.

Policy Goals Include

1. Boosting the overall housing supply and increasing residential densities in transit-rich areas.
2. Spurring more commercial development near transit hubs served by multiple agencies.
3. Promoting bus transit, walking, biking and shared mobility in transit-rich areas.
4. Fostering partnerships to create transit-oriented communities where people of all income levels, racial and ethnic backgrounds, ages and ability levels can live, work and thrive.



MTC adopts landmark policy to promote housing, commercial development near transit stations

blog.bayareametro.gov • 2 min read

 Edward F. Del Beccaro and 4 others

Reactions



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