Edwin M .Lee
Mayor

September Jarrett
Director

Office of Early Care and Education (OECE)
Citizen's Advisory Committee
Minutes of the Meeting of September 15, 2016

Date: September 15, 2016
Time: 4:00 pm – 6:00 pm
Location: 1650 Mission Street, Suite 312, OECE Conference Room
Members Present: Sandee Blechman; Kathie Herrera-Autumn; Kim Garcia-Meza; Yohana Quiroz; Lygia Stebbing; Candace Wong; Meenoo Yashar
Members Absent: Meredith Osborn
OECE Staff Members Present: September Jarrett; Graham Dobson; Susan Lu; Sandra Naughton; Vanessa Price-Cooper

I. **Call to order/Welcome/Agenda Review**
   Yohana and Candace welcomed Committee Members, OECE staff, partners and members of the public. In addition to Committee Members the following were in attendance:
   - Sara Hicks-Kilday, San Francisco Child Care Providers Association
   - Anthony (Tony)Tyson, CPAC
   - Jerry Yang, Kai Ming Head Start
   - Patrick Romero, Mission Neighborhood Centers
   - Molly Wertz, Tandem, Partners in Early Learning
   - Deb Rollf, San Francisco Inclusion Networks
   - Sonia Valensnela, San Francisco Inclusion Networks
   - Leslie Rolf Consultant
   - Shannon Messerly, Mills College

II. **Approval of 7/21/16 Minutes**
   The minutes were approved by the seven Committee Members present with some minor corrections.

III. **Director's Report**
   Ms. Jarrett reported on OECE staffing expansion, and other updates.
   - OECE personnel updates:
     - Sandra Naughton joined in in late August as our Data & Evaluation Manager.

- Elisa Baeza was hired in early September as a Financing Analyst. She will be the point of contact for providers and families regarding the Preschool for All program effective October 1, 2016
  - The Financing Manager position is in the process of being hired. OECE's goal is to hire someone in October.
  - The office is in the process of hiring three new analyst positions (Budget and Contracts Liaison, Data and Evaluation Analyst, and Financing Analyst). All applications were closed on September 14 with a strong response, and the HR department is working on prescreening all applications.
  - The office will have another new leadership position focusing on system level Quality and Workforce issues. CAC members will receive the recruitment posting as soon as it is available.
  - Michele Rutherford has been on family leave this month.
- OECE updates:
  - OECE has applied to a National League of Cities Technical Assistance Project focused on improvement workforce compensation.
  - Regarding the CAC appointment vacancies, Ms. Jarrett will review applications on file from the first pool, and find the best candidate to fill the vacancy. OECE will partner with the Mayor's Office to work on building a larger pool of candidates for the coming appointments in May 2017.
  - OECE has a plan to test a new financing model with centers that are currently reopening and enrolling. The purpose of the plan is to find out what we can learn before implementing a new financing strategy system –wide.
  - With HSA's help, OECE developed a feedback survey to find out how OECE is doing working with our contractors and partners. Ms. Jarrett thanked everyone who responded to the survey. The data will be analyzed internally to see what we can learn to help us move forward. The findings will be shared with the CAC members in November.
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  - Mayor Lee was able to secure City funding for Mission Childcare Consortium to purchase their building at the end of this year.
  - Candace Wong reported on a new project to connect children with nature in San Francisco. There is a great need for hands on gardening and connection to nature in in ECE settings.

IV. **Presentation & Discussion of 0-5 System Improvements for Financing & Reporting**
- Ms. Jarrett presented 0-5 system improvement for financing & reporting (Please see attachment one)

- Ms. Jarrett, Ms. Naughton, and Mr. Dobson presented the early-stage thinking regarding Early Learning Scholarship, Provider and Family Experience. (Please see Attachment Two)
- Ms. Jarrett, Ms. Naughton, and Mr. Dobson shared the highlights from Provider Feedback Section of Early Learning Scholarship/Provider Experience/Family Experience. (Please see Attachment Three)
- Clarifying questions about Early Learning Scholarships
  - Is the cost model based on Full Day/Full Year program?
    Yes. And we would also like to include Part Day program in the cost model.
  - What are the actual rates for Tier 3, 4, and 5?
    OECE has the rates for center based programs according to the Comprehensive Fiscal Analysis Report. Currently, OECE is working on the rate for FCCs based on the same methodology.
  - Will providers move away from CDE or Title 5 funding to City funding because CDE and Title 5 have more mandated requirements than City?
    The idea of providing City funding is to ensure that the children receive continuity of care. The endorsed financing model in the Citywide Plan includes maximizing Federal and State funding first.
- Clarifying questions about provider experience
  - Does this concept apply to SFUSD?
    The concept is for all providers, including private and subsidy programs, as well as SFUSD, to participate.
  - Is the idea to build up the current COCOA system or build a new system from scratch?
    The short term solution is to build on COCOA and see what we can do for the expanding needs. In the long term, OECE may consider building another system for data tracking and reporting.
- Clarifying questions about family experience
  - Is the model for the target population or for all children?
    Based on the current system, it depends on the family eligibility and program funding and the populations not yet demonstrating kindergarten readiness. Ultimately, OECE's goal is to have universal access for all families and children.
- Other questions and statements that relate to financing, family experience, and provider reporting.
  - Do all rates reflect current teacher wages, and where do we set the Tier 3 rates?
  - How do we deal with family fees, and are we going to have sliding scale fees citywide?
  - Regarding the mechanism for targeting children, what is family eligibility? And how does family income fit into it?
  - What will the voucher system look like? Will the system be more restricted or have more flexibility?

- o Can we guarantee voucher children are enrolled in the high quality ECE providers who offer voucher slots?
- o More than one CAC members commented on ECE staff retention due to the low salary. One CAC member shared that her program has to pay $28 to $35 an hour to hire a sub teacher when the program is in staffing crisis. However, a permanent teacher's hourly rate is much less than $28. How can we increase the teachers' salary and keep them in the ECE field?
- o Can the office invite more ECE representatives to the table such as Directors?
- o Families who have the least resources have to jump through the most hoops (e.g. need/eligibility verification) to find preschool service.
- o What's OECE's priority, increasing Tier 3 baseline as high as possible to address the wage issue, or providing additional enhancement funding for Tier 4 and 5 for quality care?
- o Can the office plan the ECE enrollment fair next year?
- o Regarding data systems integration, one CAC member asked if it was necessary to keep all the data in one system or whether to allow the date systems to "talk to each other"?

V.   Public Comment
- Building a citywide data tracking and reporting system is expensive.
- There was an appreciation in ECE field that OECE reached out for community feedback in the early stage of ECE system developments.
- Why does the provider have extra funding to pay $30 per hour hiring a sub teacher, but not to a permanent teacher? How can we solve this workforce issue?
- Is it possible to create a "shared services system" for better work environments to retain teachers?

OECE CITIZENS ADVISORY COMMITTEE MEETING

THURSDAY, SEPTEMBER 15, 2016
4:00PM – 6:00PM
1650 MISSION STREET, SUITE 312,
OECE CONFERENCE ROOM

Road Map for Today

Goal: Share and solicit feedback on early-stage thinking regarding financing, family experience and provider reporting

Objectives:

- Review overall approach & timeline
- Present early-stage thinking and provider feedback to date
- Solicit feedback on preliminary approaches
- Share next steps

We are seeking system-wide improvement

- Preserves what is working
- Simplifies the system so families can understand, navigate it
- Reduces paperwork/administrative burden for providers (and the system)
- Finances the cost of quality for providers
- Promotes continuity of care through kindergarten (eliminates cliffs)
- Provides families choices
- Focuses support on target populations not yet achieving K-readiness

Financing Recommendations

- Restructure city funding to ensure a *simple and seamless* system for children, families, and providers.
- *Maximize* the use of Federal/State resources.
- Promote the *flexibility* of city funding.
- Determine funding based on the *cost of providing quality* in alignment with the local Quality Rating Improvement System (QRIS).
- Organize local funding into: *direct services* and *system supports*.
- *Streamline reporting* one report that combines fiscal/quality assurance/impact
- Grow resources to *increase access* to high quality ECE to all SF children

High Level Timeline and Process

- Internal, team-based work and feedback from First 5 SF – July to August
- Feedback sessions with providers, stakeholders - 8/25 and 9/1
- *Feedback session with Citizen's Advisory Committee – 9/15*
- Revise strategy based on feedback – September
- On-line questionnaire - October
- **Community partner feedback sessions – October to December**
- **Citizen's Advisory Committee Meeting – 11/17**
- Revised financing and reporting strategies – January
- Funding application process – Spring 2017
- Funding Awards for 2017-2018 – Late Spring 2017

Community Partner Sessions - *Pending*

- *Citizen's Advisory Committee – September, October?, November*
- Child Care Planning & Advisory Council - September, October?, December?
- Family Child Care Quality Network Advisory Committee – October (TBD)
- Quality Partners SF QRIS – October 3 (3:00 – 5:30 pm)
- San Francisco Child Care Providers Association – October 17 (6:30-8:30 pm)
- PFA Roundtables – October 19; October 20, October 21
- Parent Voices – October 21 (6 pm – 8 pm)
- Family Child Care Association Conference – October 22 (8 am – 3 pm)
- Family Child Care Association Board Meeting – TBD
- CDE Contractors Meeting – November 10 (3 – 5 pm)

Early Stage Thinking & Provider Input

For each approach:

•Overview of Early Stage Thinking

•Provider Input from Feedback Sessions on Aug 25 & Sept 1

  • What they liked

  • What they had questions about

Soliciting Your Input

For each approach:

•What is missing?

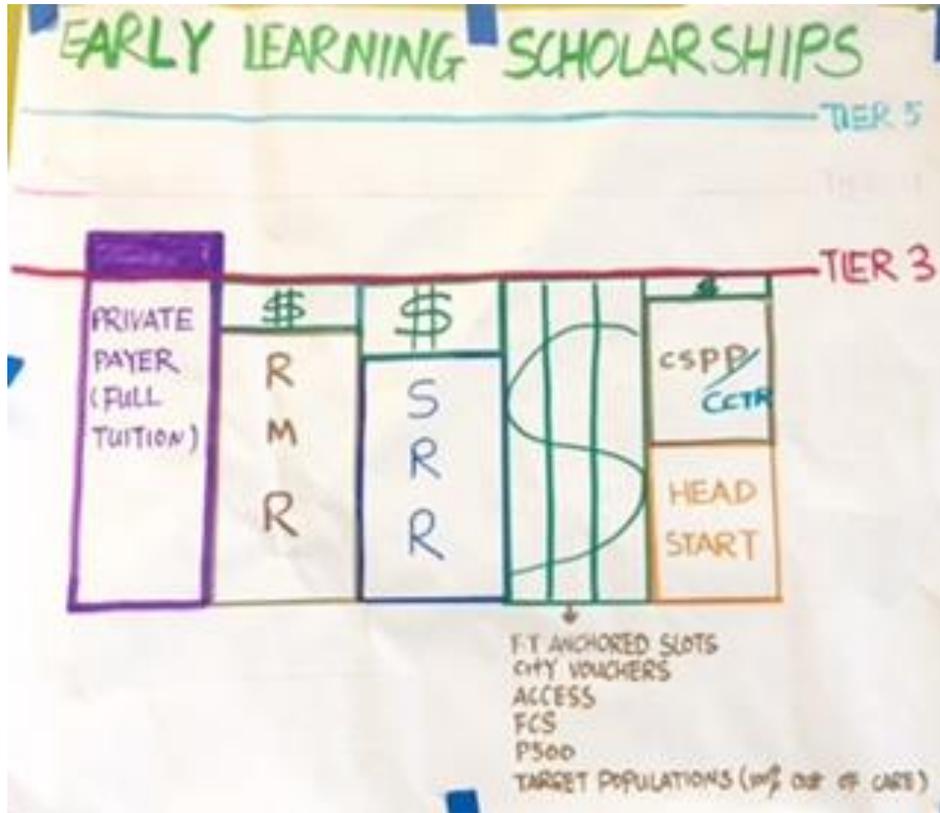•Are there any solutions/ideas we should consider in our next steps?
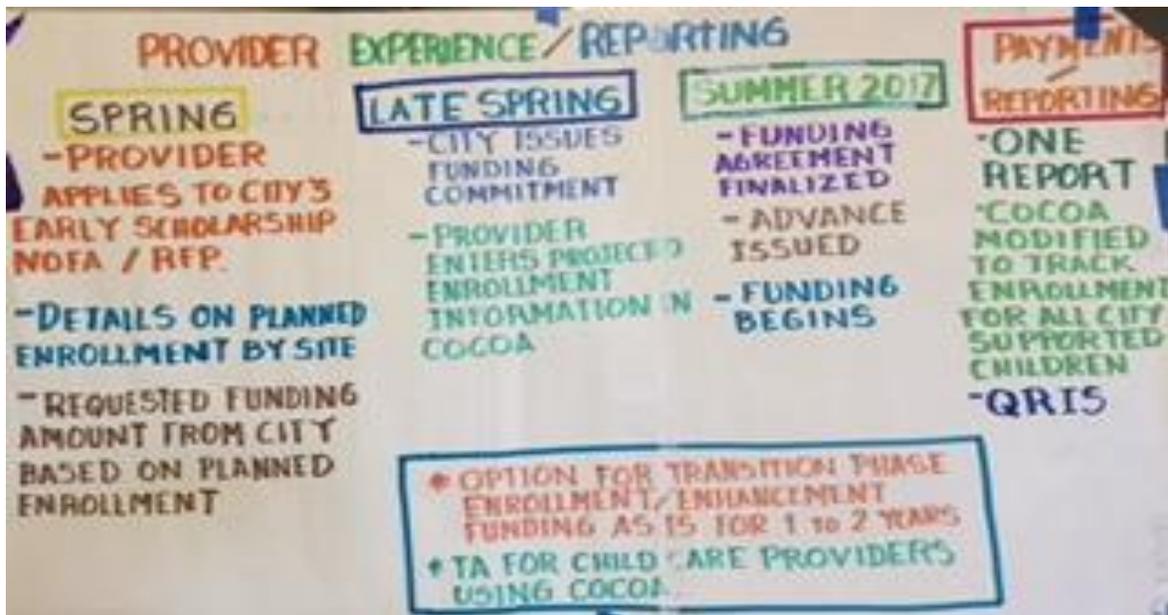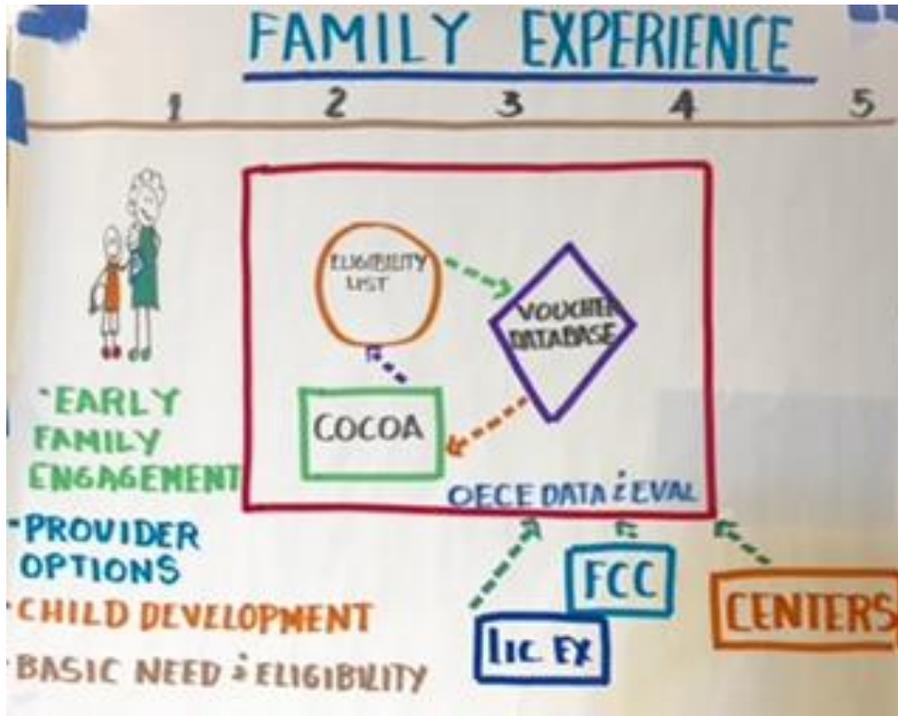
Soliciting Your Input

For each approach:

•What is missing?

•Are there any solutions/ideas we should consider in our next steps?

Early Learning Scholarship Concept

Provider Experience/Reporting Concept

Family Experience Concept

Provider Feedback Highlights on Early Learning Scholarship

• Streamlines	• Specific rates & rationales for rates
• Factors in cost of qualify	• How account for changes for planned enrollment
• Incentives to serve low-income children	• How to Leverage /blend/maximize state, federal funding
• Expand provider options for families	• What will impact be on moderate income families?
	• How account for nontraditional hours of care?
	• Accountability
	• Quality requirements

Provider Feedback Highlights on Provider Experience

• Streamlined reporting	• How funding timeline meets program enrollment timing?
• Integrating data systems	• Support for providers to understand application process and data systems
• Optional transitional phase-in approach	• Impacts on different types of providers
	• How to align with other State/Federal reporting?

Provider Feedback Highlights on Family Experience

• Aligning data = one system	• Funding for computers
• Simplifying system	• Resources for data entry
• Complete data	• Where do private fee-paying programs fit into model?
• Easier process	• Where are the R&Rs?
• Early engagement	• Language capacity and culture competency
• Family peace of mind	• Income eligibility RQD?
• Connecting families to funding/resources	• What about programs own individual wait lists?
	• What does early engagement look like?
	• What about families without internet access?
	• Will providers put information on list?
	• Will parents have access to data system?
	• What about SF3C? Can FCCs access to the list?