



London Breed
Mayor

Committee Members

Meredith Dodson
Gina Fromer
Patricia Geisler
Sara Hicks-Kilday
June Lin-Arlow
Mina Kim
Pat Sullivan
Monica Walters
Jerry Yang



Ingrid Mezquita
Executive Director

OECE Citizens Advisory Committee
September 16, 2021
4:00 - 6:00 pm
Virtual Convening
Meeting Minutes

Members Present: Meredith Dodson, Gina Fromer, Pamela Geisler, Sara Hicks-Kilday, June Lin-Arlow, Pat Sullivan, Monica Walters, Jerry Yang

Members Absent: Mina Kim

I. Welcome and Call to Order

- A. Chair Fromer called the meeting to order, welcomed attendees, reviewed the meeting agenda and zoom webinar norms, and opened the floor for initial public comment.
- B. A member of the public representing Tandem, Partners in Early Learning thanked OECE for funding a pilot program to support culturally responsive book lending and donations to Family Child Care programs in San Francisco.

II. Previous Meeting Minutes

- A. Member Walters motioned to approve, seconded by member Yang. All in favor; none opposed. Motion carried. *July 22, 2021 meeting minutes approved.*

III. Land Acknowledgement Adoption (continued from 7/22/21 meeting)

- A. OECE Senior Analyst Maya Castleman reported on work that she and Member Hicks-Kilday had done since the last CAC meeting to seek approval of statement from the Ramaytush Ohlone Association (ROA). ROA did not respond to our specific inquiry but their website encourages public meeting bodies to amend existing statements to fit their context and needs. Member Hicks-Kilday encouraged CAC to vote on the statement with the understanding that if we received critical feedback from ROA at any time we would reopen discussion.
- B. Member Dodson motioned to approve, seconded by member Hicks-Kilday. All in favor; none opposed. Motion carried. *OECE CAC Land Acknowledgement Statement approved. (see attachment 1)*
- C. Public Comment
 - i. Several members of the public commented in support of the adoption of the statement.

IV. Strategic Planning Update

- A. OECE Senior Analyst Maya Castleman presented an update to CAC members on parent engagement in the DEC strategic planning process including plans for upcoming cohorts of parent focus group conversations, parent involvement in the Strategic Planning Advisory Committee (SPAC), and direct engagement with Parent Voices. *(See attachment 2)*
- B. Member Walters inquired about the outreach channels OECE and First 5 were planning to use to connect parents to the focus groups.
 - i. Ms. Castleman explained that we would utilize all of the parent distribution lists and connections at our disposal including Early Learning SF eligibility list, Family Resource Center Parent Action groups, Your Child Your Voice (a list developed earlier in the Strategic Planning process), and more. She also explained that we would rely heavily on our partners' networks and community connections and asked CAC members for their help getting the word out.
- C. CAC members appreciated that the engagement design made a specific space for Black/African-American parents as opposed to previous engagement activities that were only grouped by language.
- D. Public Comment
 - i. A member of the public asked if it would be possible to offer translation and interpretation for Arabic-speaking parents so they have the opportunity to participate in parent focus groups and surveys.
 - 1. OECE response: Yes, we intend to translate the registration form into Spanish and Chinese but also allow parents to request additional languages so that we can get a sense of what the need is and develop our interpretation infrastructure for conversations accordingly.

V. Baby Prop C Budget & Initiative Planning

- A. Director Mezquita presented on the passage of Baby Prop C, community engagement done to develop a Prop C spending plan and the key priorities identified through that process. She then presented key information and data on one of the top priorities for Prop C funding – to clear the early care and education eligibility/waitlist. *(See attachment 3)*
- B. Chair Fromer and Member Walters, representing the City's two ECE Resource and Referral agencies, provided an overview of the process for families to qualify for subsidized care and get matched with a program.
- C. Vice Chair Yang, representing Kai Ming Head Start provided an overview of the eligibility and enrollment process from the Early Head Start / Head Start perspective.
- D. Director Mezquita asked CAC members to respond to the following discussion questions: 1) What are our vision and goals for infant/toddler programming? 2) What is realistic / priority with Prop C Budget

- i. CAC Members were interested in learning more about who is currently on the waitlist and why. Have they matched with programs that do not meet their location/language/cultural needs and that is why they are still waiting? Have they joined the list with infant children because they are expecting long wait-times and planning to get their children into preschool?
 - ii. Members discussed how workforce compensation and infant/toddler capacity are interrelated. Compensation strategies have to address the “wage penalty” for working with the youngest children.
 - iii. Member Sullivan commented that if CA state licensing requirements would change the definition of “infant” from 24 to 18 months it would drastically increase Family Child Care capacity to provide infant care.
 - E. Public Comment
 - i. A member of the public asked if it would be possible to expand income eligibility for head start programming in order to leverage their capacity to serve infants and toddlers.
 - 1. CAC Member Walters responded that the City’s Head Start Agencies are already lobbying for changes to federal policy that would allow for different income thresholds in expensive urban areas.

VI. CPAC Report

- A. Member Hicks-Kilday provided the following updates on CPAC work and collaboration with OECE:
 - i. CAC agenda was shared at last General meeting
 - ii. CPAC Workforce Committee working closely with OECE and First 5 SF staff on Compensation Initiative planning including brainstorming sessions and reporting out to CPAC on findings from ECESF and FCCASF roundtable conversations.
 - iii. FRC staff joined and presented at a recent meeting and CPAC members were appreciative of the opportunity to learn and collaborate across early childhood sectors.
- B. Member Sullivan, who also sits on CPAC, provided an update around work to form the African American Early Educators group which was recently presented at CPAC.

VII. Closing

- A. Chair Fromer thanked members of the CAC, OECE staff, and members of the public for their attendance and participation.
- B. Meeting Adjourned at 5:49pm.

Next scheduled meeting: November 18, 2021.

For questions or assistance, please contact Maya Castleman

Email: maya.castleman@sfgov.org Phone: (415) 355-3669

**Know Your Rights Under the Sunshine Ordinance: Sunshine Ordinance Task Force, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102. (415) 554-7724 / fax (415) 554-5163 sotf@sfgov.org

Attachments:

I. Land Acknowledgement Statement

II. Strategic Planning Update Presentation

III. Prop C Eligibility List Presentation

Attachment 1: Land Acknowledgement Statement

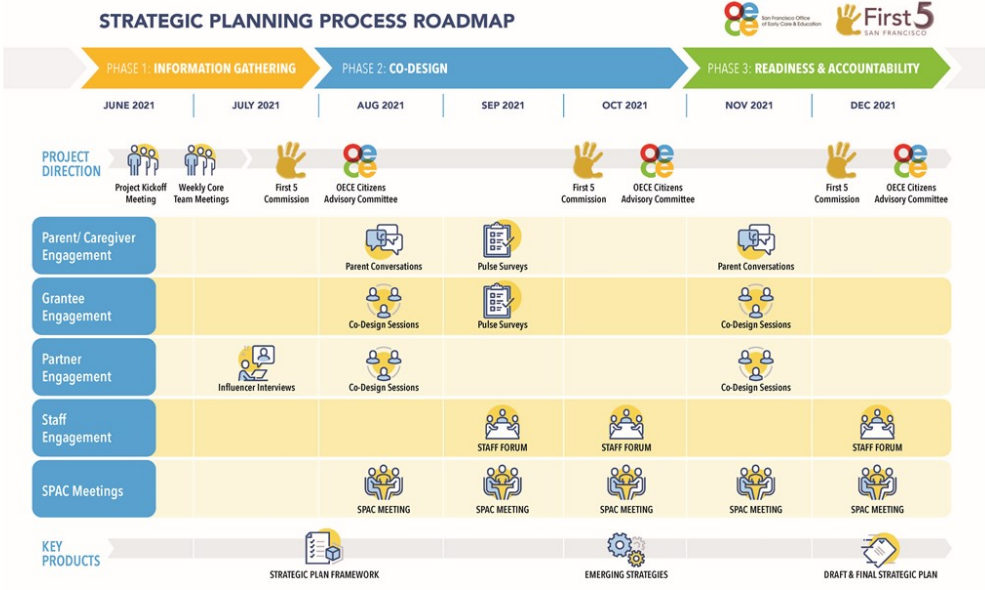
We, the San Francisco Office of Early Care and Education Citizen's Advisory Committee, acknowledge that we are on the unceded ancestral homeland of the Ramaytush Ohlone who are the original inhabitants of the San Francisco Peninsula. As the indigenous stewards of this land and in accordance with their traditions, the Ramaytush Ohlone have never ceded, lost nor forgotten their responsibilities as the caretakers of this place, as well as for all peoples who reside in their traditional territory. As guests, we recognize that we benefit from living and working on their traditional homeland. We wish to pay our respects by acknowledging the Ancestors, Elders and Relatives of the Ramaytush Community and by affirming their sovereign rights as First Peoples. We commit not only to acknowledgement but also to using our roles and privilege to promote equitable access to culturally responsive early learning opportunities and resources.

Attachment 2: Strategic Planning Update Presentation



DEC Strategic Planning Update

A Closer Look At Parent Engagement



Parent Conversations

3 Focus groups will participate in a series of several sessions

- 1 Group of 15-20 African American, Pacific Islander, and Indigenous English-speaking parents
- 1 Group 15-20 Latino and Indigenous Spanish-speaking parents
- 1 Larger group (50-75) parents with no language or demographic restrictions (we will plan to use Zoom simultaneous interpretation to accommodate all language preferences)

Parents will Co-design their participation

- Group format and planned discussion topics/questions open to change

Parents will be compensated for their time and expertise



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Pulse Surveys

Quick online pulse surveys will accompany focus groups in order to determine if emerging ideas and strategies resonate with a larger sample of parents



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Strategic Planning Advisory Committee (SPAC)

The SPAC will analyze and synthesize data and recommendations collected from all other multi-stakeholder groups in order to develop recommendations for cross-cutting strategies. The SPAC is unique in this process in that it will consist of representatives from each of the stakeholder groups as follows:

- 3 Parent Representatives with children age 0-6
- 3 OECE/First5 Grantee Representatives
- 3 Non-grantee Early Childhood Field Experts / Agency Partners
- 2 First 5 SF Commissioners
- 2 OECE CAC members



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Parent Voices SF

On 9/20/21 we are joining PVSF Monthly Meeting to co-design a parallel engagement process that will include:

- Strategic Planning conversations
- More detailed Prop C Budget Planning in tandem with CAC (as per next agenda item)



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Citizens Advisory Committee

Baby Prop C Budget & Initiative Planning

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Background: Baby Prop C

TAX ON COMMERCIAL RENTS TO FUND CHILD CARE AND EDUCATION

- Ballot Measure passed by S.F. voters, June 2018.
- Based on gross receipts tax on SF businesses revenues includes rents from leasing commercial property, office buildings, warehouses, other industrial buildings, and retail spaces.
- Tax on Commercial Rent established the **Babies and Families First Fund** for the Office of Early care and Education to administer.

Baby Prop C – 5 Year Spending Plan

- **Nov 2018:** Board of Supervisor's ordinance established the **Early Care and Education for All Initiative** requiring a spending plan for the **Babies and Families First Fund**.
- **Jan 2019:** OECE initiated a comprehensive community engagement process to develop the spending plan:
 - Town Halls, Community Forums, Surveys, and lots and lots of meetings ensued with **over 3,000 stakeholders engaged**.
- **Jarvis Tax Group lawsuit** caused approval of spending plan to be suspended --- until recently.

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TOP Priorities for Baby Prop C

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Priority One: Clear the Eligibility List



Priority Two: ECE Workforce & Compensation



Board of Supervisors Resolution

Adopted December 1, 2020, [BOS 12-1-20](#)

Resolution approving the Office of Early Care and Education's five-year spending plan for "**Babies and Families First Fund**" underscoring first priority in plan:

- Providing support for quality early care and education to all San Francisco children under the age of six from households whose incomes are at or below 85% of State Median Income and **who are listed as eligible**, on that basis, to receive support for early care and education — but who, because of a lack of available resources, are not receiving the full amount of support to which they are entitled.



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Citizen's Advisory Committee Role

- **High-Level Policy and Planning:** The CAC shares responsibility with the City, and community stakeholders on how this spending plan is implemented.
- Collectively, we will review data to make meaning of the data collection, reports, and evaluation to improve the system design and ultimately educational outcomes for children of color.
- Our **shared responsibility** is to use a **racial equity lens** when reviewing data and bring our various perspectives for engagement, support and **shared accountability to co-design shared measures**.



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Why Shared Measures

Without Data

- Hope it works out
- No accountability

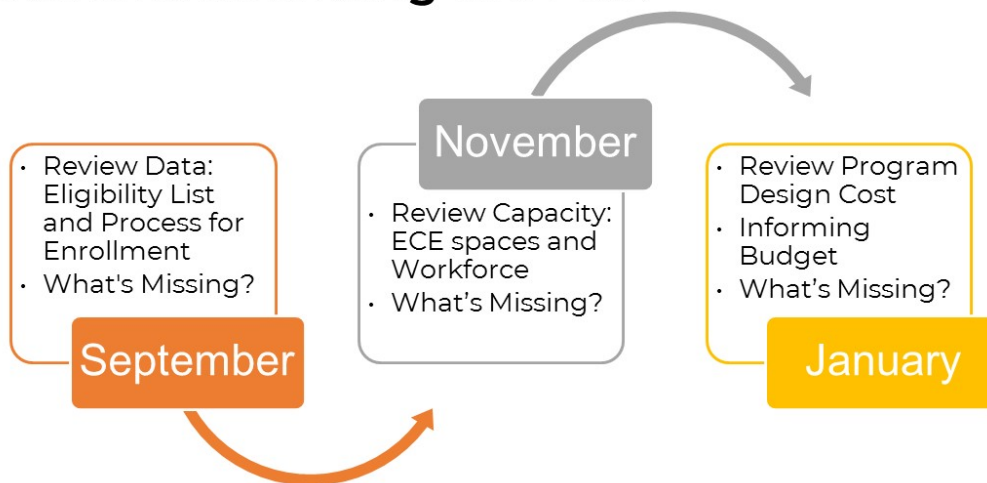


With Data

- Track how things are going
- Learn and get better
- Accountable to ourselves and community



Timeline: Informing the Plan



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Let's start with...

What

Why

Where

Before getting
to how...



What
and
Why
and
Where....

A screenshot of the Early Learning SF website. The header includes the logo, a contrast setting (High Normal), and a language selection dropdown. Below the header is a large image of a woman holding a baby, with the text "Connecting you to Early Care and Education". The main content area has three colored boxes: a green box for "first time visitors" (START YOUR APPLICATION, LEARN ABOUT YOUR OPTIONS, GET CONNECTED TO PROGRAMS), a blue box for "returning families" (CHANGE PROGRAM PREFERENCES, UPDATE YOUR INFORMATION, VIEW MESSAGES & DOCUMENTS), and a red box for "find answers" (FREQUENTLY ASKED QUESTIONS, CALL ETRHEN 844-644-4300, OR 415-343-3300). The footer includes social media icons for Facebook, Twitter, and LinkedIn, and text stating "Early Learning SF is brought to you by the San Francisco Office of Early Care and Education (OCECE). In accessible web." and "If you are a family and want to talk to someone in person, please call: 415-343-3300".



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The Eligibility List: Early Learning SF

- Often referred to as the **City’s “wait list”** for child care with origins back to the state’s centralized eligibility lists for counties to manage scarce supply of child care subsidies.
- No longer state-funded and primarily driven by City-funded ECE subsidies (**Early Learning Scholarship**). OECE replaced the old system in 2017 with an official launch a year later.
- City-funded ECE programs, including family child care report vacancies. San Francisco’s two child care resource and referral agencies assist families and ECE programs to **manage funding priorities**.



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What Data Exists in Early Learning SF?

Number of Children

Demographics: Race and Ethnicity

Income Ranges –

Under 85% State Median Income (SMI)

85% SMI to 110% Area Median Income (AMI)

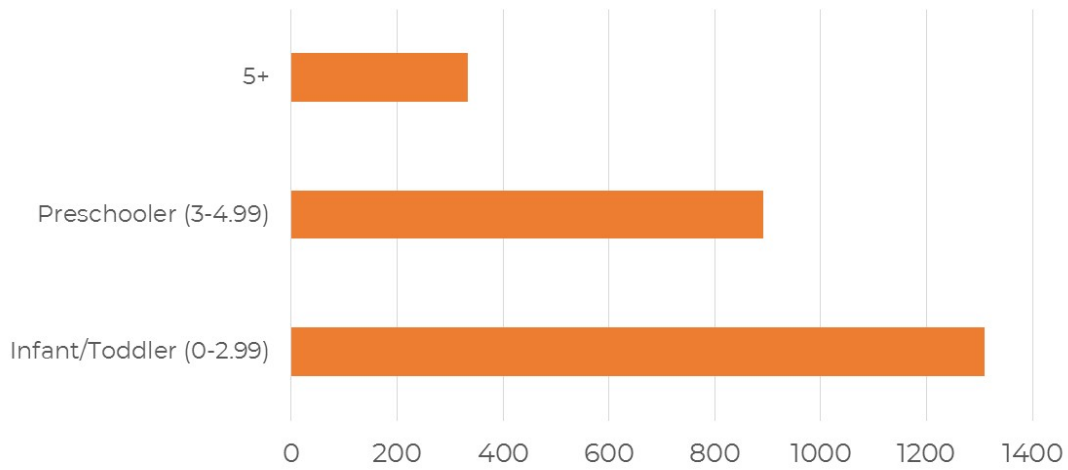
110% AMI to 200% AMI

Top 10 Neighborhoods



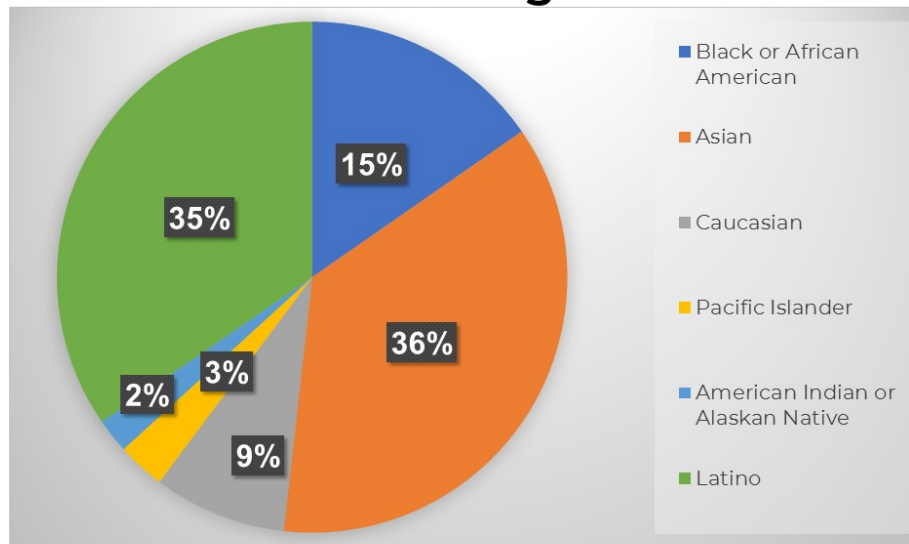
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Ages and Number of Children Eligible



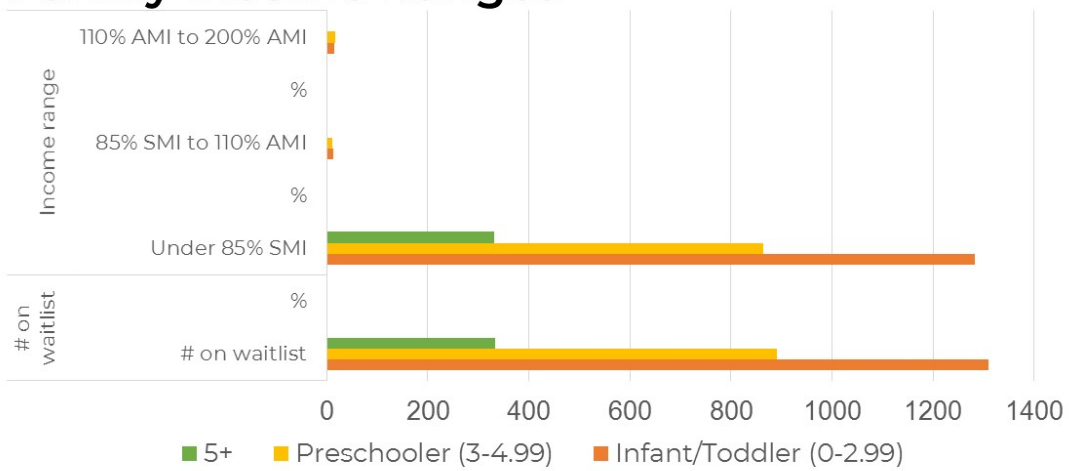
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Racial Breakdown of Eligible Children

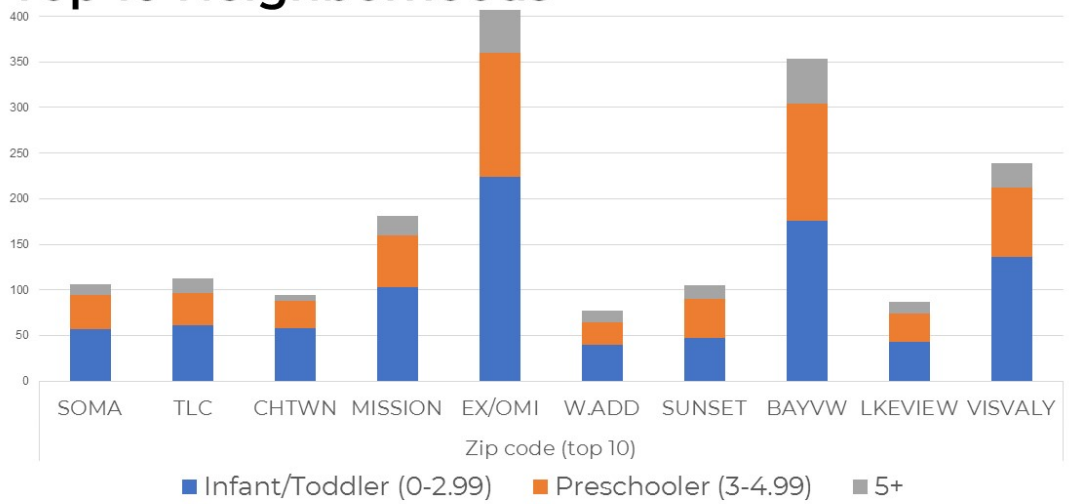


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Family Income Ranges



Top 10 Neighborhoods



UNMET NEED FOR LICENSED CAPACITY

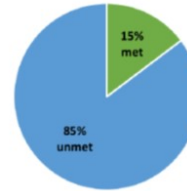
In large part because of San Francisco's commitment to Preschool For All (PFA), 94% of preschool children had licensed slots available to them in 2016, either in centers or at family child care homes. Only 1,270 out of 19,766 children, age 3-5, were without licensed early care and education options. This is a strong improvement from 2012, when only 87% of preschool children had licensed slots available, and almost 2,500 preschoolers were without licensed early care and education.

Unfortunately infant and toddler capacity is still underfunded. Only 15% of children, age 0-2, had licensed slots available to them in 2016, leaving

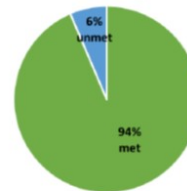
19,827 infants and toddlers without licensed care. While some of these young children are likely being cared for by parents who want to stay home, or by family, friends, and/or neighbors, there remains a considerable gap for those families who may want or need licensed care. Increasing capacity in the high-cost county of San Francisco requires a system of strategies for both capital and operations, including funding for new buildings and renovations, support for new family child care homes, higher pay for teachers to reduce turnover, etc. Family child care homes are especially important for increasing infant and toddler capacity, as more families choose FCC homes for their youngest children (see Parent Choice summary).

Licensed Capacity Need

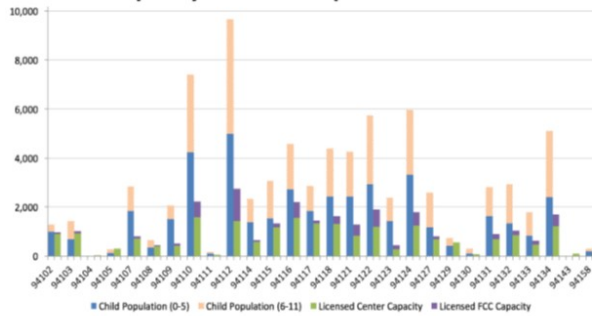
Infant: Age 0-2



Preschool: Age 3-5



Licensed Capacity Vs. Child Population



San Francisco Child Care Planning & Advisory Council 2017 EARLY CARE AND EDUCATION NEEDS ASSESSMENT

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- 1 Over 2,000 children on eligibility list
- 2 52% (1,310) are children below the age of three
- 3 Almost 50% of infants/toddlers on eligibility list live in Bayview, Vis Valley, Excelsior/OMI and Mission.
- 4 52% of families with infants make below SMI
- 5 San Francisco infant/toddler spaces represent 15% of licensed care



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What are we missing?

HOW?

- Does this data resonate with you?
- Would other information/data be helpful in making more meaning of our current state?
- Plan for the future state of infant/toddler programming?

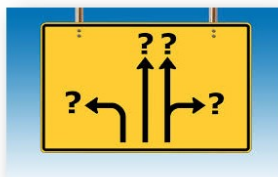


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NEXT STEPS...

October: CPAC Discussion on Eligibility List with LIIF Childcare Facilities Fund.

November: CAC review data for licensed ECE spaces and workforce needs.



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THANK YOU

 San Francisco Office
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