



Mark Farrell

**Committee Members**

Sandee Blechman  
Kathie Herrera-Autumn  
Meredith Osborn  
Yohana Quiroz  
Lygia Stebbing  
Pat Sullivan  
Candace Wong  
Jerry Yang  
Meenoo Yashar



September Jarrett

**OECE Citizens Advisory Committee**

Thursday, May 17, 2018

4:00 - 6:00 pm

1650 Mission Street, Suite 312

**Meeting Minutes**

**CAC Members Present:** Sandee Blechman; Meredith Osborn; Yohana Quiroz; Lygia Stebbing; Pat Sullivan; Candace Wong; Jerry Yang;

**CAC Members Absent:** Kathie Herrera-Autumn; Meenoo Yashar

**OECE Staff Members Present:** September Jarrett; Denise Corvino; Tiffany Torrevillas; Anthony Tyson; Graham Dobson; Maya Castleman

**Members of the Public Present:** Sarah Hicks-Kilday, San Francisco Child Care Provider's Association; Fonda Davidson, Cross Cultural Family Center

**I. Call to Order and Agenda Review**

- a. Ms. Quiroz welcomed fellow CAC members, members of the public, OECE staff and reviewed the agenda.

**II. Minutes of March 15, 2018**

- a. Motion to approve. Approved.

**III. Director's Report (see attachment 1)**

- a. Director Jarrett highlighted several key updates from the director's report:
  - Staffing changes at OECE
    - Tony Tyson transitioned from his role as CPAC Coordinator to Fiscal Strategies Manager.
    - Armando Zapote was promoted to a senior Fiscal Strategies analyst role
    - Anne Morrison was promoted to a senior Data and Evaluation Analyst role
  - Director Jarrett congratulated Edvance, FCCASF, and SFCCPA on a highly successful and engaging Learning Stories event
  - OECE held a productive quarterly conversation with FCCASF leadership at Delancey street restaurant

**San Francisco Office of Early Care & Education**

1650 Mission Street, Suite 312, San Francisco, CA 94103

(415) 355-3670

- The Professional Development Systems Advisory Committee (PDSAC) is close to finalizing their recommendations for the professional development system for next fiscal year. Director Jarrett asked CAC members to review the emerging recommendations and follow up with Ashley Williams with any questions or comments.
- Mayor Farrell has made the following appointments for the next term of odd-numbered, mayoral-appointed CAC seats:
  - Seat 1: Must be a parent or guardian of a child who is enrolled in a facility that provides early care and educational services, which includes child care, early care, preschool, infant and toddler care: **Meredith Osborn** to be appointed for a second term.
  - Seat 3: Must be an early care and education provider that serves infants and toddlers ages zero to three: **Fonda Davidson**, to be appointed for a first term.
  - Seat 5: Must be a representative of an institution of higher education that specializes in early care and education: **Dr. Lygia Stebbing** to be appointed for a second term.

**IV. Policy Options and Discussion: Given Increasing State Investment, What Priorities Should OECE Propose for Local Investment** *(see attachment 2)*

- a. Director Jarrett presented on potential options for allocation of local resources given the proposed increase to the state reimbursement rate as outlined in the Governor’s May Budget revise. Director Jarrett asked CAC members to weigh in on the following possible options:
  - Option 1: Use savings to develop a Tier 4+ rate for all programs
  - Option 2: Use savings to expand public-private partnership Early Educator Success Fund which provides fiscal incentives for ECE professionals pursuing their BAs who work full time in Title V programs in SF
  - Option 3: Use savings to refine and improve Tier 3 Preschool Rate (improve competitiveness and adequacy compared to RMR and market rates)
- b. Based on the options presented, Director Jarrett asked the CAC to consider the following questions:
  - Which options do you like and why?
  - Which options do you not like? Why?
  - Are there any other options you would like us to consider?
  - What additional factors or info would you like considered in next steps analysis and development?

Responses:

- A CAC member expressed strong support for option 3. Based on outside analysis of the rates it is clear that the current Tier 3 preschool rate is out of line with RMR also, the rate is based on the comprehensive fiscal analysis which had underlying assumptions of wages that are now out of date. In order to bolster the system design that we all agreed on, we need to have well-supported and accurate underlying rates. Option 3 enables quality by paying programs a fair rate while option 1 rewards those who are making due with less than what they actually need.
- Another CAC member liked option 1 because a tier 4+ rate would take quality programs close to or at the RMR and we want to develop a model that aligns with and reinforces QRIS
- Another CAC member also supported option 3 but suggested that additional money must go to staff
  - Another member agreed. There needs to be minimum wage requirements associated with rate increases and suggested that OECE may need to reexamine infant toddler rates too because of wage assumptions in the CFA.
- A CAC member commented that the number one issue around teacher retention is housing. She wondered if there is an additional option or a way we can incorporate housing options into one of these options.
- Director Jarrett recapped the discussion by commenting that there seemed to be an emerging consensus among CAC members around support for option 3 with a wage component explicitly included. OECE will synthesize input and gather more from additional key stakeholders and will update you on decision and implementation in July.

**V. Presentation and Discussion: Sharing Where We Are and Exploring Where We Want to Go:**

- a. **Birth to Five Approach** (*see attachment 3*). Director Jarrett recapped the Birth to five approach outlined in the SF Citywide plan for ECE and updated CAC members on recent policy changes that help to promote 0-5 continuity of care and associated data. She then shared research questions the City auditor will be conducting on behalf of OECE during FY 18-19. Based on the presented research ideas Director Jarrett asked CAC members to respond the following questions:
  - What resonates with you?
  - What is missing?
  - Any suggestions?

Responses:

- May want to refine language around “episodes” of care
- May be too soon to analyze impact of ELS?
- Recommend focusing on questions that would produce systems improvement info/results

**b. Racial Equity and Diversity** (*see attachment 4*). Tiffany Torrevillas, OECE’s Data and Evaluation Manager presented an update on OECE’s efforts to advance equity and diversity and presented current data on OECE enrollments and K-readiness by target populations. She reviewed several proposals for research questions around equity and diversity that an upcoming summer Goldman Research Intern could tackle and asked for the CAC’s input around these proposed research questions.

- A CAC member proposed an additional research question: Is the fact that ECE is so segregated by income negatively impacting target pops or conversely, would outcomes improve if ECE sites were more integrated/financially diverse?
- Do we have any information on K-readiness by program?
  1. OECE response: We have run into data-sharing/confidentiality issues with SFUSD that have created barriers to answering this question but we are making progress and hope to be better equipped to answer this question next year.
- How can we explore the impact of adverse childhood experiences (ACEs) on K-readiness versus quality and impact of ECE received? When children are experiencing poverty and traumas outside of the classroom they may still have readiness gaps despite top notch ECE and need more wraparound services.
- Can we conduct research that creates an equity-based approach not just to services but to funding programs that also have very diverse needs?

**VI. SF3C Redesign Update and Communications: Input on Initial Designs** (*See attachment 5*)

Director Jarrett provided a brief recap of OECE’s progress on redesigning the centralized eligibility list formerly known as SF3C and our current phase of user testing different modules. At the last CAC meeting members provided input on branding strategy and created a mood board to help MIG create design concepts. Director Jarrett shared MIG’s 3 proposed design options and 2 proposed taglines and asked CAC members to provide feedback:

- Concept 1 Child Hub
- Concept 2 Early Learning SF

- Concept 3 early learning links
  - How do these translate into other languages? Hub might not work well in other languages. A CAC member likes the name early learning sf but the color palate of Child Hub
  - Another CAC member suggested that the letters SF be on the blocks in option 2 instead of EL
  - Several CAC members agreed that SF should be in the name as there are so many early learning websites and it needs to be identifiable as for San Francisco
  - Early Learning SF aligns with Early Learning Scholarship name
  - Suggestion for Early Education SF instead of early learning
  - Another CAC member likes SF in the name but likes the visual of early learning links.
  - The links mirror OECE's logo.
  - The block is too similar to Headstart.
  - Star in the block looks like Vietnam/china/north korea flag
  - Use font and design scheme from early learning links but with Early Learning SF and a different image instead of a block
  - CAC members unanimously disliked Child Hub

**VII. Proposed Calendar of Meetings for 18-19**

Director Jarrett presented OECE's proposed schedule of CAC meetings and focus areas for 18-19 (*see attachment 6*).

- Recommendation to revisit schedule after June election results
- Recommendation for more than 1 meeting that focuses on budget.
- Recommendation to schedule CAC retreat, especially if Prop C passes

**VIII. Public Comment**

None

**IX. Closing**

**Next scheduled meeting: July 19, 2018 from 4:00 – 6:00 pm**

Focus: Annual Report and Action Planning

For questions or assistance, please contact Maya Castleman

Email: [maya.castleman@sfgov.org](mailto: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](mailto:sotf@sfgov.org)

Attachments:

1. Director's Report
2. State Rate Increase Powerpoint Presentation

3. Birth to Five Approach Powerpoint Presentation
4. Racial Equity and Diversity Powerpoint Presentation
5. SF3C Redesign Branding Visuals and Taglines Presentation
6. Proposed Calendar of Meetings

## Attachment 1: Director's Report

To: OECE Citizen's Advisory Committee Members  
From: September Jarrett, Director  
Date: May 17, 2018  
Re: Director's Report

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It's an exciting time for early care and education. I am writing to share a few key updates related to our organizational development; policy environment; and implementation of the citywide plan.

### I. Office of Early Care and Education Updates

- The ***Citizen's Advisory Committee*** (CAC) initial three year term of founding members is coming to an end in April. OECE is incredibly grateful to this founding group for their strong leadership helping establish the CAC and our organization. Following outreach in the early care and education community, as well as through city channels, OECE was fortunate to receive a pool of qualified candidates, the majority of whom are continuing members applying to serve a second term. Mayor Mark Farrell is finalizing appointments for two year terms:
  - Seat 1: Must be a parent or guardian of a child who is enrolled in a facility that provides early care and education services, which includes child care, early care, preschool, infant and toddler care, appointed by the Mayor: Meredith Osborn to be appointed for a second term.
  - Seat 3: Must be an early care and education provider that serves infants and toddlers ages zero to three, appointed by the Mayor: Fonda Davidson, to be appointed for a first term.
  - Seat 5: Must be a representative of an institution of higher education that specializes in early care and education, appointed by the Mayor: Dr. Lygia Stebbing to be appointed for a second term.

The Board of Supervisors has been forwarded applications for consideration at an upcoming Rules Committee meeting (hopefully May 23).

- Seat 7: Must be a provider of early care and education at a community-based child care center in San Francisco, but this member cannot be a San Francisco Unified School District provider, appointed by the Board of Supervisors (applications from Kathie Herrera Autumn and Yohana Quiroz forwarded); and
- Seat 9: Must be a representative of the Childcare Planning and Advisory Council recommended to the Board of Supervisors by the Childcare Planning and Advisory Council (application from Sandee Blechman forwarded).

OECE benefits greatly from the advice, expertise and engagement of our CAC members and we are grateful.

- **Staffing Updates.** We are excited to have filled a number of senior positions to build our team.
  - **Tony Tyson, Fiscal Strategies Manager,** transitioned from his role as CPAC Coordinator to this key leadership role overseeing our funding and grant making programs. Tony's commitment to our mission and ELS, as well as experience as a Title V Director, and with data systems are key assets for OECE.
  - **Armando Zapote, Senior Analyst, Fiscal Strategies.** OECE is pleased to promote Armando to a Senior Analyst role. In this capacity he will be lead staff for the Early Learning Scholarship program for Title V programs, improving systems and funding approaches for this vital element of the ECE system.
  - **Anne Morrison, Senior Analyst, Data and Evaluation.** OECE is pleased to promote Anne to a Senior Analyst role. In this capacity she will continue to serve as project lead for our centralized eligibility list redesign, developing the database and processes to improve the information provided families on programs and financial assistance, as well as real time vacancies.
  
- **Data Governance Stakeholder Meeting June 21.** As discussed at our March meeting, OECE is conducting inquiry on data infrastructure options for better supporting our work. To enhance our learning process, we have engaged experts from the University of Pennsylvania who consult with cities and states on data infrastructure for the ECE sector. As a key next step in our research, we will be hosting a data governance learning session on June 22 with CAC members and other key stakeholders. If you have not already RSVP'd and would like to attend, please email Maya Castleman at [maya.castleman@sfgov.org](mailto:maya.castleman@sfgov.org) by COB 5/18/18. We hope you can join us.
  
- **RFQ #800: Innovations in Early Care and Education.** OECE was thrilled to receive a strong response of 15 proposals from 13 agencies representing \$3.7 million in requests, despite the very short turn-around time allotted for submissions. OECE is facing some tough decisions based on the quality of responses. We are finalizing the selection process and hope to announce awards in the next 10 days.

## II. Policy Updates

- CPAC Needs Assessment Released. The [2017 San Francisco Early Care and Education Needs Assessment](#) provides important updated information for legislators, planners, advocates, budget staff, ECE programs, community



members and organizations, and City residents regarding the availability of licensed early care and education and out of school time services, the availability of ECE subsidies for those who are eligible, and the indications of unmet need for subsidies by age group and neighborhood/zip code.

- **New Leader Coming to City Hall.** The Mayor's race is dynamic and the one certainty is that the City will have a new Mayor soon. In preparation for an administration change, OECE, along with all city departments, is preparing a continuity of work brief. We are taking the opportunity to offer information about community needs, departmental strategy, and 30 day, 60 day and 12 month priorities for OECE.
- **OECE Budget Submission.** Pending release by the Mayor next week, and approval by the Board of Supervisors, we anticipate awarding Cost of Doing Business increases of 2.5% on all direct contracts consistent with city practices of the past, as well as increasing the Tier 3 rate on all ages and settings by 2.5% for July 1. This cost of doing business increase to Tier 3 rates is important, as in the past any subsidy dollars were excluded from cost of doing business increases.
- **State Budget May Revise and Pending Legislation Highlights.** The Governor's budget was released last Friday. The Child Care Law Center provided the field the following summary:
  - Brown met his last year of promised rate increases that were part of the multi-year deal in 2016. He also included the last installment of additional pre-school spaces.
  - CalWORKs child care received a \$105 million increase to cover the increased caseload and reimbursement rates. The increased caseload in Stages 2 and 3 is due to the improvements passed last year through the budget for 12-month eligibility and updating the income eligibility guidelines.
  - Brown includes an increase of \$4 million (\$2.2 million for Prop. 98 and \$1.8 million for General Funds) to reflect an increase in the cost-of-living factor to 2.71%.
  - Brown annualized the Child Care Bridge Program for foster kids.
  - Brown swapped out \$42.2 million in TANF funds and replaced \$42.2 million in Prop. 98 funding for his early education inclusion program. The \$167 million to fund this program remains the same.
  - Brown did not include additional funding for infant and toddler care (0-3) nor any additional funding to help families pay for child care services.

The Senate and Assembly continue to consider child care funding, which will likely occur in trailer language to the budget. Most promising is AB 2292, authored by Assemblywoman Cecilia Aguiar-Curry, D-Winters, which passed out of the Assembly Education Committee on a bipartisan 7-0 vote on April 27, 2018. This bill, which would

increase the reimbursement rates for infant and toddler care is a California Legislative Women's Caucus priority for the year, and the only state budget request the caucus is backing. The legislation also would create a grant program to help pay for new and renovated child-care facilities, and establishing a fund to recruit a new generation of providers.

- **Assembly Blue Ribbon Commission on Early Childhood Education.** On May 3, on behalf of OECE, Graham Dobson presented our citywide plan and Early Learning Scholarship program as promising models to provide an early learning system that works for children, families and providers. The Commission is engaging in a participatory process to make systems change, and we encourage you to follow the effort, as well as respond to their call for recommendations by May 23. Find more information here: <https://speaker.asmdc.org/blue-ribbon-commission-early-childhood-education>


### III. Implementation of San Francisco Citywide Plan for Early Care and Education

- **Early Learning Scholarship and Preschool for All Program Partner Meeting: Children in Nature.** On April 25, 2018, OECE, in collaboration with First 5 SF, hosted our 2<sup>nd</sup> semi-annual ELS/PFA All-Partner meeting focused on the theme of Children in Nature. The evening included brief policy updates from OECE and First 5, a keynote address from Phil Ginsburg, Director of the San Francisco Recreations and Parks Department, a raffle of various nature-related prizes, and a lively and interactive resource fair designed to expose programs to the abundance of nature-related resources available in the Bay Area. Over 300 staff from ELS/PFA programs were in attendance as were representatives from our Integrated Service Agencies and 20 nature-based organizations.
- **Professional Development System Advisory Group.** The Professional Development Systems Advisory Committee (PDSAC), as named in the SF Citywide Plan, has generated initial recommendations. Please see the recommendations *attached at the end of this report*. We encourage you to share any thoughts or feedback on these recommendations with Ashley Williams at [ashley.williams@sfgov.org](mailto:ashley.williams@sfgov.org)
- **Enrollment Dashboard for March 2018.** Please find our latest dashboard here: <http://sfoece.org/policy/>
- **SF3C Redesign Effort.** A key organizational project has been working with our R & R partners and MCT to rebuild the child care matching and waitlist system. We really appreciate the extensive efforts of Children's Council of San Francisco and Wu Yee Children's Services for their active partnership to develop the new

system. We look forward to sharing an update with you on this project, and your feedback on communications for launching the new system.

# *Initial Recommendations for Re-Programming Local Savings from Increased State Rates*

May 17, 2018  
Citizens' Advisory Committee




San Francisco Office  
of Early Care & Education

- 2 Objectives
- 3 Context
- 6 Available Info
- 9 Criteria
- 10 Options
- 13 Discussion
- 14 Next Steps

## Today's Objectives

- Context on rate approach from Comprehensive Fiscal Analysis and Tier 3 Rates
- Overview of available information
- Share options
- Gather input



San Francisco Office  
of Early Care & Education

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## Context

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- **Comprehensive Fiscal Analysis and Citywide Plan for ECE** established an innovative *cost of quality* approach for local dollars
  - **Initial approach:** establish how much Tier 3 quality costs, and then close the gap between that amount and state/federal rates (if any).
  - **Goals over time:** Refine approach including: increase wages in model; exploring rates for Tier 4 and Tier 5; exploring moving from a single rate based on projected expenses to a rate based on actual program expenses to provide quality early learning.
- **Developed following 10+ years of flat rates**

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## Context

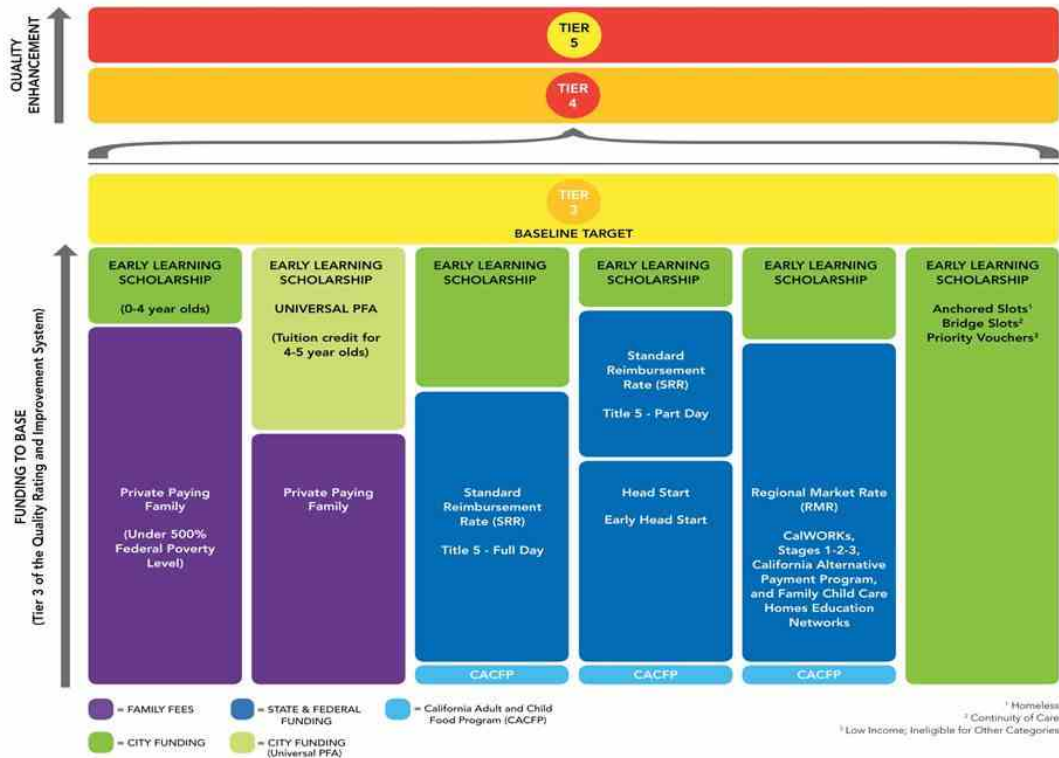
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- California Department of Education-funded programs (Title V) are the single biggest element of SF’s ECE system in terms of dollars and numbers of children served.
  - Focused on priority populations with high quality standards and outcomes
  - Historically, have lowest state reimbursement rates
  - Long-standing under-earning despite Subsidy Pilot, FY 17-18
    - \$2.6M of \$29.6 M or 9% projected CCTR (infant/toddler)
    - \$3.32 M of \$35.66M or 9% projected CSPP (preschool)

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# EARLY LEARNING SCHOLARSHIP



- 2 Objectives
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## Available Information - City

- City plans to increase the Tier 3 rate by 2.5% to align with cost of doing business

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## Available Information - State

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- Governor’s May Revise Budget proposes increased state funding for Title V Programs:
  - 2.795% increase in the Standardized Reimbursement Rate for Title V programs
  - 2.71% cost of living allowance to total contract
- Promising state legislation proposes increasing Title V rate factors:
  - Infants from 1.7 to as much as 2.44
  - Toddlers from 1.4 to as much as 1.83

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## Available Information - State

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- Increase in Title V rates will free up local dollars from “closing the gap” to Tier 3.
- The impact of increased state rates will not be known until the state budget is approved this summer.
- Estimates range from \$1.5 M - \$5.4M
  - \$1.5M of SRR increase of 2.795% in Governor’s Budget
  - \$3.9M possible adjustment factor increases for infants and toddlers

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## Criteria To Consider Options

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- As OECE explores options in anticipation of the state increase, we are using these criteria:
  - Alignment with Early Learning Scholarship Approach
  - Alignment with Citywide Plan Goals
  - Impact on Workforce Goals
  - Ability to administer and communicate clearly

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## Option 1: Tier 4+ Rates

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### SUMMARY:

- Use savings to develop a Tier 4+ Rate for all programs (and eliminate existing small annual Quality Grants which range from \$200-\$330 per child)
- Will significantly positively impact Title V programs since vast majority are rated as Tier 4 or higher

### Pro's and Con's:

- + *Aligns with the Early Learning Scholarship approach*
- + *Accelerates goal to implement Tier 4+ rates*
- + *Incentivizes quality*
- + *Addresses workforce goals*
- + *Relatively easy to administer and communicate*
- *Incremental step, based on available funds*

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- 2 Objectives
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## Option 2: Expand Early Educator Success Fund

### SUMMARY:

- Use savings to expand public-private partnership Early Educator Success Fund which provides fiscal incentives to professionals with BA degrees who work full time in Title V programs in SF

- [insert blurb from Lygia?]

### Pro's and Con's:

+ *Directly impacts workforce recruitment, retention in Title V programs*

+ *Relatively easy to administer and communicate*

- *Does not align with the Early Learning Scholarship approach*

- *Does not increase resources for Title V programs as funding goes directly to their staff*

- *Limited reach – only impacts Title V programs*

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- 2 Objectives
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## Option 3: Improve Tier 3 Rate for Preschool

### SUMMARY:

- Use savings to refine and improve Tier 3 Preschool Rate
  - Improve competitiveness, adequacy of rate compared to RMR and market rates

ELS Tier 3 Full-time Preschool Rate Compared to Sample Tuition Rates

FY 17-18 Tier 3 Rate	SOMACC	Holy Family	Big City Montessori	C 5
17,069	20,844 (3,775)	22,872 (5,803)	30,400 (13,331)	25,152 (8,083)

+ *Aligns with Early Learning Scholarship, Citywide Plan approach*

+ *Increases program funding, most of which is used for staffing*

+ *Improves competitiveness of rates*

- *Limited to programs serving preschool (vast majority of Title Vs)*

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- 2 Objectives
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- 14 Next Steps



- 2 Objectives
- 3 Context
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## Discussion

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- Which option(s) do you like? Why?
- Which option(s) do you not like? Why?
- Are there any other options you would like considered?
- What additional factors or information would you like considered in next steps analysis and development?

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## Next Steps

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- Synthesize input from today
- Conduct further analysis
- Gather additional input
  - Title V stakeholders
  - Integrated Service Agencies (partners for administering funding)
  - Child Care Planning & Advisory Council
  - City Hall
  - Others ?
- Plan to implement quickly after state and city budgets approved this summer


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Thank You



# *Birth to Five Approach Update*

May 17, 2018  
Citizens' Advisory Committee




San Francisco Office  
of Early Care & Education

- 1 Objectives
- 2 Background
- 3 Policy Changes
- 4 Data
- 5 Gather input

## Objectives

- Orientation to history and goals
- Overview of available information
- Gather input



San Francisco Office  
of Early Care & Education

- 1 Objectives
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## Background

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- Citywide Plan for Early Care and Education established a Birth to Five Approach
  - Research demonstrates long term responsive relationships between children and their caregivers, and sustained participation in quality settings over time are the single largest determinants in positive child outcomes
  - Policy and practice was bringing the least continuity to the children with the most to gain from it
  - High human and administrative costs



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- 1 Objectives
- 2 Background
- 3 Policy Changes
- 4 Data
- 5 Gather input

## Recent Policy Changes

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- February 2017 – CDE Pilot with 24-month authorization
- May 2017 – CalWORKs Stage 1 Pilot with 12-month authorization
- October 2017 – State agreement for 0 – 5 continuity for FACES FCC network
- City policy and ISA practices promote continuity of care



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- 2 Background
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## Recent Policy Changes

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- May 2017 – CalWORKs Stage 1 Pilot with 12-month authorization
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## What early data is telling us

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- The duration of authorizations have increased with the CalWORKs Stage 1 Pilot, but fall short of intended 12-month interval

	2016	2017
<b>Observations</b>	1,125	738
<b>Mean</b>	58	159
<b>Standard Deviation</b>	50	140
<b>Min</b>	1	1
<b>Max</b>	365	498



# Research Questions

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San Francisco's City Services Auditor will be conducting research on behalf of OECE in 2018 - 2019.

## **Churn analysis of children enrolled in subsidized early care and education (comparing prior and current periods)**

- o How often do children churn on average?
- o How many episodes of care do children experience in subsidized child care between the ages of 0-5?
- o What has been the impact of the Early Learning Scholarship (ELS) on churn?
- o What circumstances result in higher and lower churn?
- o What system improvements can be made to reduce the likelihood of churn?



- 1 Objectives
- 2 Background
- 3 Policy Changes
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- 5 Gather input

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# Your Input

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- What resonates with you?
- What is missing?
- Any suggestions?



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Thank You





# *Racial Equity and Diversity Update*

May 17, 2018  
Citizens' Advisory Committee




San Francisco Office  
of Early Care & Education

- 1 Objectives
- 2 History
- 3 Background
- 4 Challenges
- 5 Approach/Timeline
- 6 Gather input

## Today's Objectives

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- Orientation to history and goals of equity analysis
- Overview of available information
- Gather input

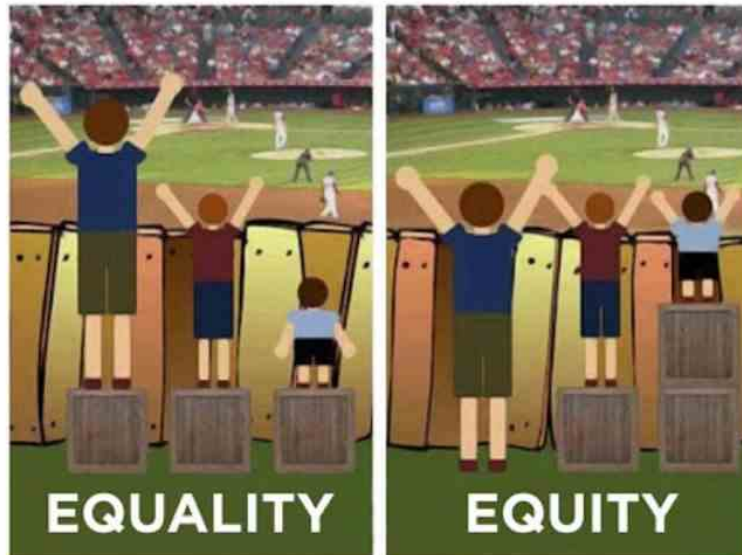


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- 1 Objectives
- 2 History
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# History

- **Prop C 2014** (Children and Families First Initiative) stipulates equity analysis of services and resources
  - **CAC** shall develop a set of equity metrics: Low-income and disadvantaged communities compared to City as a whole.
  - **SF** historically prioritized ECE services for children involved in the child welfare system and those experiencing homelessness
- **Citywide Plan for Early Care and Education** established target populations based on analysis
  - Low-Income African American
  - Low-Income Latino
  - English Language Learner
  - Children with Special Needs
  - Homeless
  - CPS/At-Risk



- 1 Objectives
- 2 History
- 3 Background
- 4 Challenges
- 5 Approach/Timeline
- 6 Gather input

# OECE Efforts to Advance Equity to Date

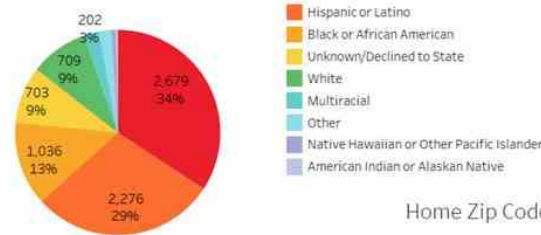
- Prioritizing target populations
- Monitoring enrollment data
- Developing equity-focused performance measures
- Supporting a mixed-delivery system of ECE
  - Centers, FCCs and License Exempt
  - Communications in multiple languages
  - Workforce development
- Collaborating with other agencies: First 5, SFUSD, OCOF
- Active participation in HOPE SF public housing initiative



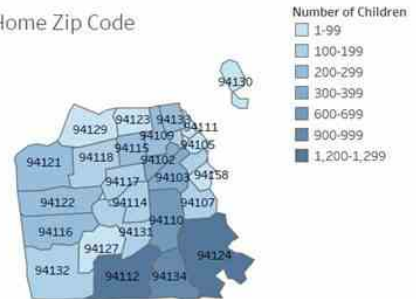
- 1 Objectives
- 2 History
- 3 Background
- 4 Challenges
- 5 Approach/Timeline
- 6 Gather input

# What the data is telling us

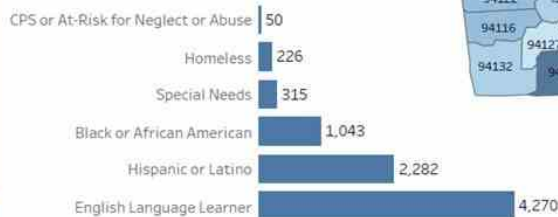
Ethnicity



Home Zip Code



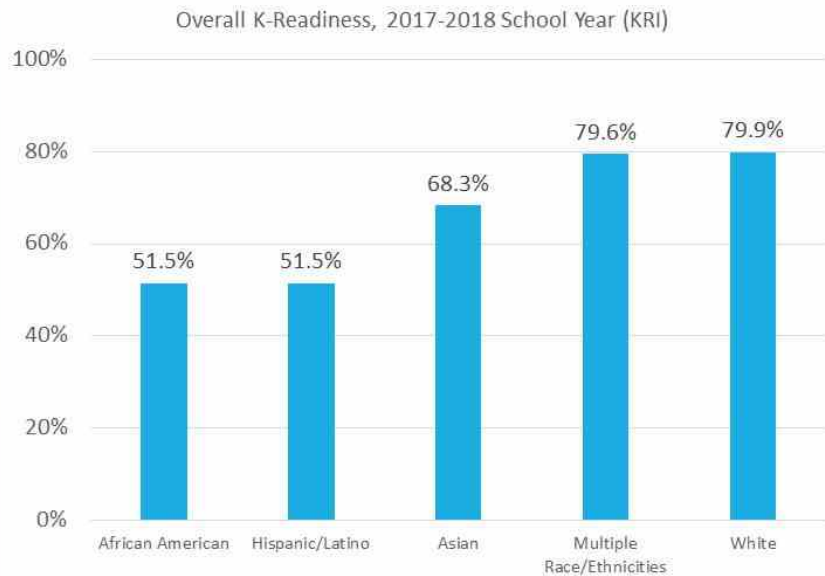
Target Population



- 1 Objectives
- 2 History
- 3 Background
- 4 Challenges
- 5 Approach/Timeline
- 6 Gather input

- 1 Objectives
- 2 History
- 3 Background
- 4 Challenges
- 5 Approach/Timeline
- 6 Gather input

## What the data is telling us



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## Challenges

- Data limitations (e.g. SF3C, Cocoa, and Registry)
- Limited resources
- Prioritizing creates tension with inclusive vision
- Funding model is cost driven, but not yet adjusted to varying needs of children, families enrolled in programs

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- 1 Objectives
- 2 History
- 3 Background
- 4 Challenges
- 5 Approach/Timeline
- 6 Gather input

## Approach and Timeline

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- Summer intern starts June '18
- OECE's Data & Evaluation team supports intern:
  - Literature review
  - Key informant interviews
  - Data analysis – Census and enrollment data
  - Family surveys/interviews
- Policy report and presentation in August '18



- 1 Objectives
- 2 History
- 3 Background
- 4 Challenges
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- 6 Gather input

## Gather Input: Preliminary Research Questions

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How can OECE improve policies and services to promote better outcomes for its target populations?

- Access: Are eligible children served at appropriate rates? Are any populations underserved?
- Treatment: Are certain children being denied subsidies at different rates or receiving lower quality care? Do wait times differ? Do number and duration of ECE arrangements differ? Do programs have a sufficient level of staffing to meet the needs of our eligible children?
- Outcomes: How do we understand discrepancies in child outcomes by population (e.g. K-Readiness)
- Recommendations: What promising or best practice strategies could OECE explore to improve equitable outcomes?



Thank You



**Attachment 5: SF3C Redesign Branding Visuals and Taglines Presentation**

SF3C Rebranding  
Names + Visual Design Concepts

Prepared by MIG | May 16, 2018



Brand Identity Development Process



#### Development Tasks

- *Research similar program names and logo marks*
- *Gather input from stakeholders*
- *Design concepts that are professional, descriptive and aligned with OECE identity*



#### Proposed Names

- *Child Hub*
- *Early Learning Links*
- *Early Learning SF*





Proposed Taglines

- *Connecting You to Early Care and Education*
- *Early Care and Education Connections*



Visual Design Concepts



Concept 1: Child Hub



Concept 2: Early Learning SF



Concept 3: Early Learning Links



Concept 1



Concept 2



Concept 3



**Attachment 6: Proposed Calendar of Meetings**

To: OECE Citizen’s Advisory Committee Members  
 From: September Jarrett, Director  
 Date: May 17, 2018  
 Re: **Proposed Schedule of CAC Meetings and Focus Areas for 18 -19**

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On behalf of the San Francisco Office of Early Care and Education (OECE), we appreciate your time serving as advisors to develop an effective system of early care and education for the children, families, programs and the city of San Francisco. In order to best leverage your expertise, and the constituencies you represent, we would like to propose a schedule of meetings for FY 18-19 aligned with key areas of the [San Francisco Citywide Plan for Early Care and Education](#) (Citywide Plan). For your feedback, we propose the following schedule:

<i>Date</i>	<i>Focus Area(s)</i>
July 19, 2018	Election of Chair and Co-Chair; Annual Report; Reflection and Action Planning
September 20, 2018	Professional Development and Workforce Strategy (Section 5 of Citywide Plan)
November 8, 2018 (note special meeting day)	Financing Models (Section 6 of Citywide Plan) <ul style="list-style-type: none"> <li>- Early Learning Scholarship Implementation</li> <li>- Preschool for All</li> </ul>
January 17, 2019	OECE Budget Proposal Development and Priorities (anticipated draft budget proposal submission February 2019)
March 21, 2019	Quality Improvement and Family Engagement Strategy (Sections 3 and 4 of Citywide Plan)
May 16, 2019	Birth to Five Approach, and Racial Equity and Diversity (Sections 1 and 2 of Citywide Plan)

If we adopt this proposed approach, we imagine beginning to develop and distribute dashboards or updates on each of the identified content areas and feedback questions to consider in advance of the meetings. We would imagine pairing these focal areas of our meetings, with any timely items that may arise in the course of the year. We look forward to discussing this proposal with you in our May meeting, and look forward to your feedback.