

# Joint CFC and EC COAC Meeting

September 11, 2024



San Francisco Department of  
**Early Childhood**

# Agenda

1. Call to order
2. Roll call
3. General public comment
4. Agenda items public comment
5. Joint Body Member updates
6. CPAC updates
7. Executive Director updates
8. Discussion and possible action to approve the February 13, 2024 meeting minutes (Action item) [Body members provided with the following: draft minutes]
9. Public comment procedure (Action Item) [Body members provided with the following: public comment information packet]
10. Discussion on the department's strategic direction and budget priorities that guide the implementation of various initiatives, beginning with Early Learning and this division's focus on increasing access to high-quality, licensed early care and education. (Discussion) [Body members provided with the following: presentation]
11. Adjourn



# 1. CALL TO ORDER



## **2. ROLL CALL**



# **3. GENERAL**

## Public Comment



# **4. AGENDA ITEM**

## Public Comment



# **5. JOINT BODY UPDATES**



# **6. CPAC UPDATES**





# **7. EXECUTIVE DIRECTOR UPDATES**

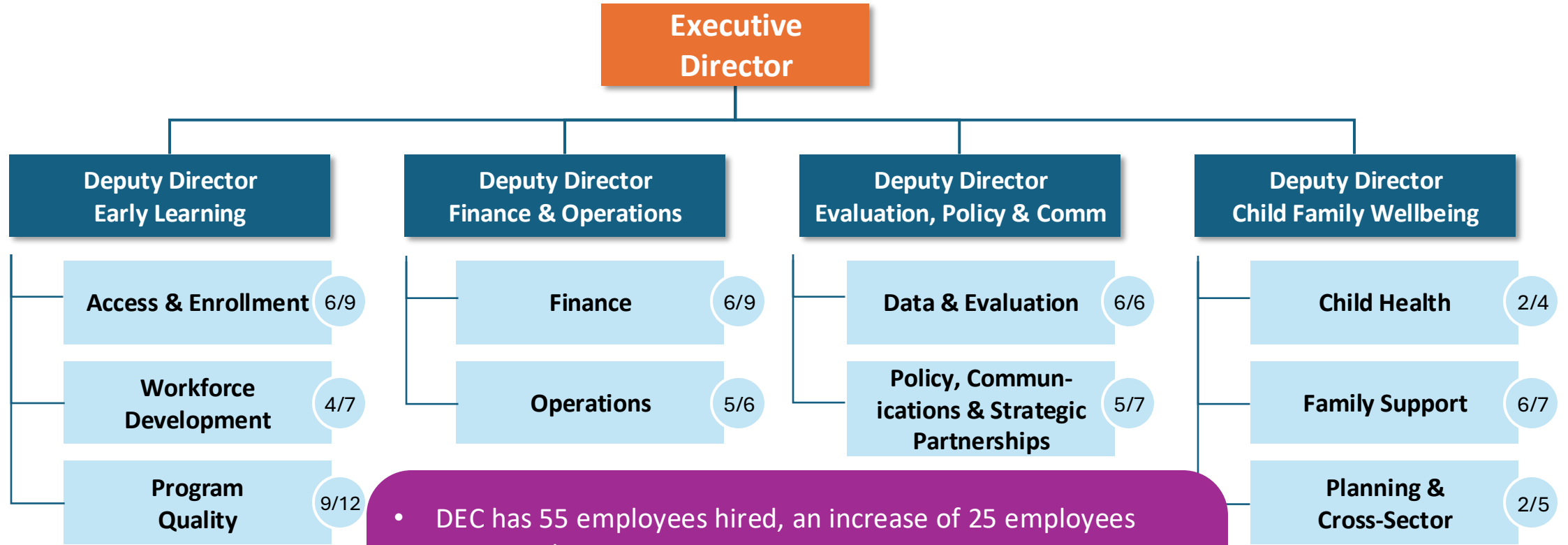


# Director's Report

- Division Implementation of the Budget Priorities FY 24-25
- Expansion of Early Learning for All to provide families with more choices around their ECE selection with financial assistance.
- Family Resource Centers: Funding for basic needs support will increase to \$1.3 million annually for the next three years.
- Organizing planning for cross-sector initiatives and providing coherence between medical, family support, and ECE providers.
- Continue to build the department's staffing and operationalize new city policies and processes.



# Department of Early Childhood - Year 2 Organization Building



- DEC has 55 employees hired, an increase of 25 employees compared to a year ago.
- Recruiting efforts are underway to fill vacancies quickly.
- Finalize essential hiring by the end of 2024 (65 FTEs).
- FY 24/25 Budget requested 5 FTEs for temporary staff for the Early Learning For All expansion.



## **8. Discussion and possible action**

to approve the February 13, 2024 meeting minutes (Action item)  
[Body members provided with the following: draft minutes]



# 9. Public comment procedure

(Action item)

[Body members provided with the following:  
public comment information packet]



# Public Comment Procedure



San Francisco Department of  
**Early Childhood**





***The mission of the Children and Families Commission and the Early Childhood Community Oversight and Advisory Committee when acting as a joint body is***

to unify San Francisco's advancement of equitable outcomes for young children and their families and guide the values of the Department of Early Childhood, enhancing budget transparency.



# Public Comment Purpose and Priorities

Public comment is a *one-way* communication from the public to the policy body meant to:

- Promote transparency
- Reinforce policy body accountability
- Share stakeholder perspectives







## There is no set universal approach for Policy Body Public Comment, but San Francisco requires that:

- There must be opportunity for both General Public Comment and Agenda Items Public Comment
- The public has the right to speak *before* the body takes action
- The public has the right to speak *before* or during discussion item consideration
- Members of the public must be given broad reign for self-expression provided the comments remain related to policy body work and do not become discriminatory or harassing



# Public Comment Approaches in SF Governance:

<b>Children and Youth Fund Oversight and Advisory Committee <i>DCYF</i></b>	<b>Human Services Commission <i>HSA</i></b>	<b>Board of Education <i>SFUSD</i></b>
<ul style="list-style-type: none"><li>• "General/Non-Agenda public comment" immediately after roll call</li><li>• Agenda item public comment is included after each agenda item</li></ul>	<ul style="list-style-type: none"><li>• Agenda item public comment is included after each agenda item</li><li>• "General/Non-Agenda public comment" is last agenda item</li></ul>	<ul style="list-style-type: none"><li>• "Agenda items public comment" at beginning of meeting after Meeting Minutes Approval</li><li>• "General/Non-Agenda Items public comment" immediately after "Agenda items public comment"</li></ul>



# Proposed Public Comment Models:

<b>Public Comment at the beginning</b>	<b>Public Comment as book ends</b>	<b>Public Comment during every action or discussion item, General Public Comment is last item</b>
<ul style="list-style-type: none"><li>• Two public comment sessions at the beginning of the meeting, first General/Non-Agenda and second Agenda items</li><li>• Allows for meeting to keep a consistent pace</li><li>• Provides ample space for policy body discussion</li></ul>	<ul style="list-style-type: none"><li>• Meeting starts with Agenda Items public comment and ends with General Public/Non-Agenda comments</li><li>• Provides two separate opportunities to comment</li><li>• Allows for meeting to keep a consistent pace</li><li>• Provides ample space for policy body discussion</li></ul>	<ul style="list-style-type: none"><li>• Public comment after every action or discussion item, this excludes process items such as updates and Land Acknowledgement.</li><li>• Provides public comment opportunities throughout meeting</li><li>• Inconsistent meeting pacing</li></ul>



# 10. Discussion

on the department's strategic direction and budget priorities that guide the implementation of various initiatives, beginning with Early Learning and this division's focus on increasing access to high-quality, licensed early care and education. (Action item)

[Body members provided with the following: public comment information packet]



# Early Learning Division

September 11, 2024



San Francisco Department of  
**Early Childhood**



# Key Strategies



## Workforce Development & Wages

- Programming that support the fair and increased compensation of early educators
- Support the growth & Development within the Early Education Field.

## Access & Enrollment

- Support Families with Access to In Network Provider Financial Assistance for early care and education
- Plans towards non-traditional care hours

## TBD (Out of Network)

- Extending access and eligibility to wider network of families
- Streamlining tuition credit process
- Building relationships with new providers

## Quality Improvement

- Training and Professional Development.
- Early Childhood Mental Health Consultation
- Quality Improvement Plans
- Monitoring & Quality Assurance
- Coaching and Technical Assistance

# Historical Investment in Early Educator Compensation

## Early Educator Support Grant

- Educators are receiving **30-47% more in pay**.
- Average Salary **\$29.50 to \$37.00 per hour**, based on teacher role/education.
- Approximately **1,200 early educators** receiving grant funding pay augmentation.

## CARES 3.0

- **\$20 million annually** allocated to fund stipends for wage gaps
- Over **1,600 educators** receive increase in compensation, with an average of \$12,336.
- DEC & Office of Economic and Workforce Development Partnership: recruitment of new early educators with a **focus on African American early educators**. Funding efforts total over \$1.6 million annually.





# Strategic Facilities Expansion- High Quality Learning Environments

DEC is investing to build new early education facilities. On average, adding 325 spaces annually, increasing network capacity for 0–3 year-olds

Current pipeline: 26 Capital New Development projects, includes 17 in FY24-26 with increased capacity projections of:

- 397 infant-toddler spaces
- 836 preschool spaces



# Two Years of Steady Growth & Expanded Access

- Expanded eligibility for free, high-quality early care and education (ECE) to families earning up to \$158,000 (110% Area Median Income)
- Reduced the ECE “wait list” of families from 3,061 to 850 (-72%)
- Increased the number of infants served from 2,020 to 3,111 (+54%)
- Added 47 new family child care homes (+19%) and 20 new centers (+13%) to DEC’s network of 469 high-quality ECE programs
- Awarded more than \$13 million in 2022-23 to add over 550 new spaces

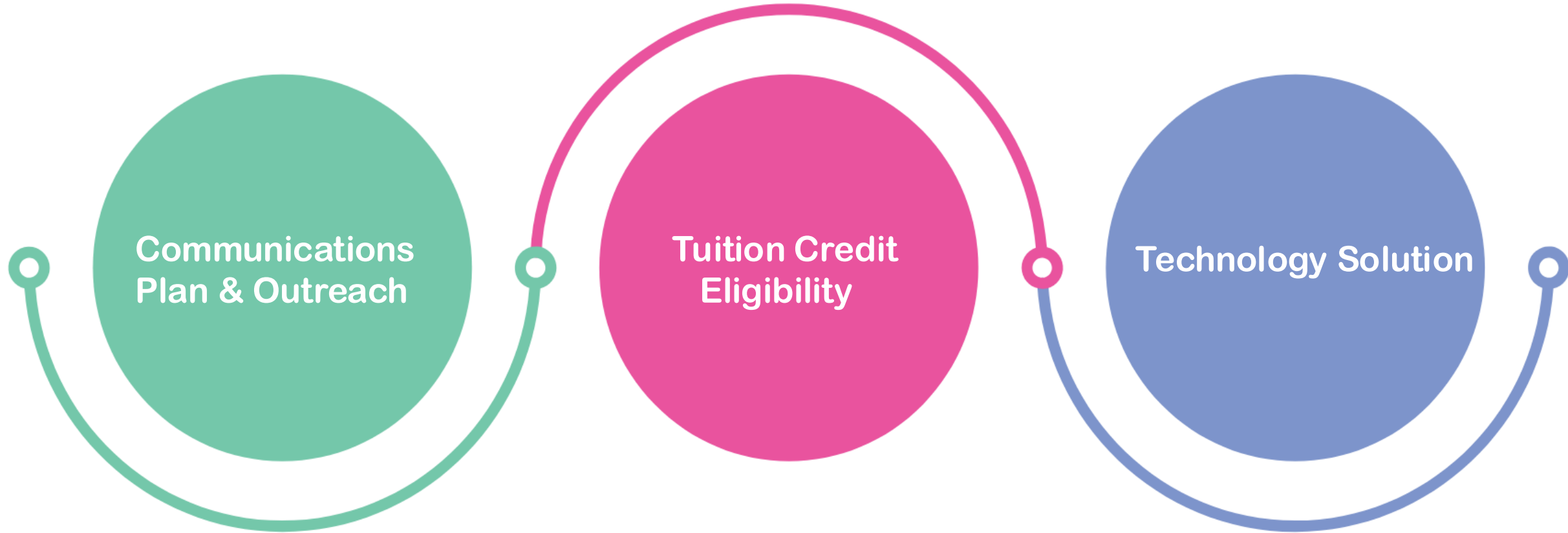


# Early Learning for All

- As of July 1, 2024, Early Learning Scholarship (ELS) *Transitioned to* Early Learning for All (ELFA).
- Early Learning For All weaves together ELS and Preschool for All into one fantastic program under DEC.
- Families earning up to **150%** of the Area Median Income (**\$225K** a year for a family of four) are now eligible for financial support!



# Early Learning For All Out of Network FY 2024/25



# Boosting Retention by Enhancing Working Conditions

Future strategies and investments to improve working conditions of early educators:

- Survey early educators about key opportunities to improving program quality, educator well-being and child outcomes.
- FY 2025-26 DEC's work conditions design informed by the results of the survey data.
- The survey is expected to be available from October to December with community engagement review of the data in late summer.



# Building a Movement: Growing, Recruiting, and Sustaining Diverse Early Educator Workforce

## Stipend for Early Educator Professional Development (SEEPD):

Since May 2024, has awarded \$3.7 million in stipends to over 800 early educators for completing educational units to enhance classroom effectiveness

## Recruiting and Retaining a Diverse Early Childhood Workforce:

- DEC has allocated \$30 million over next four years to recruit new educators and enhance professional growth of early educators.
- Key pathway strategies include:
  - Leverage federal apprenticeships – higher education cohorts
  - Student supports for college courses – tutoring, mentorships, childcare
  - Employment readiness upon graduation
  - Career exploration for high school students



# Embarking on a journey to advance programming to new levels.

## Pre-ELS Pipeline

- **75 Total** (including but not limited to) 57 FCC + 7 Centers+ Center Expansions

## Expansion and Conversion:

- Infant/Toddler conversion and expansion funding with four sites that will provide **62 spaces** in total.
- **Third this year!** SF-Quality Connections Infant/Toddler Conference. Partnership with West Ed. Focus: Attachment Theory. June 7&8. Over 300 responses of interest.
  - Early Childhood Mental Health Consultation Grants from DPH to DEC
  - UPK: Partnerships & System Building

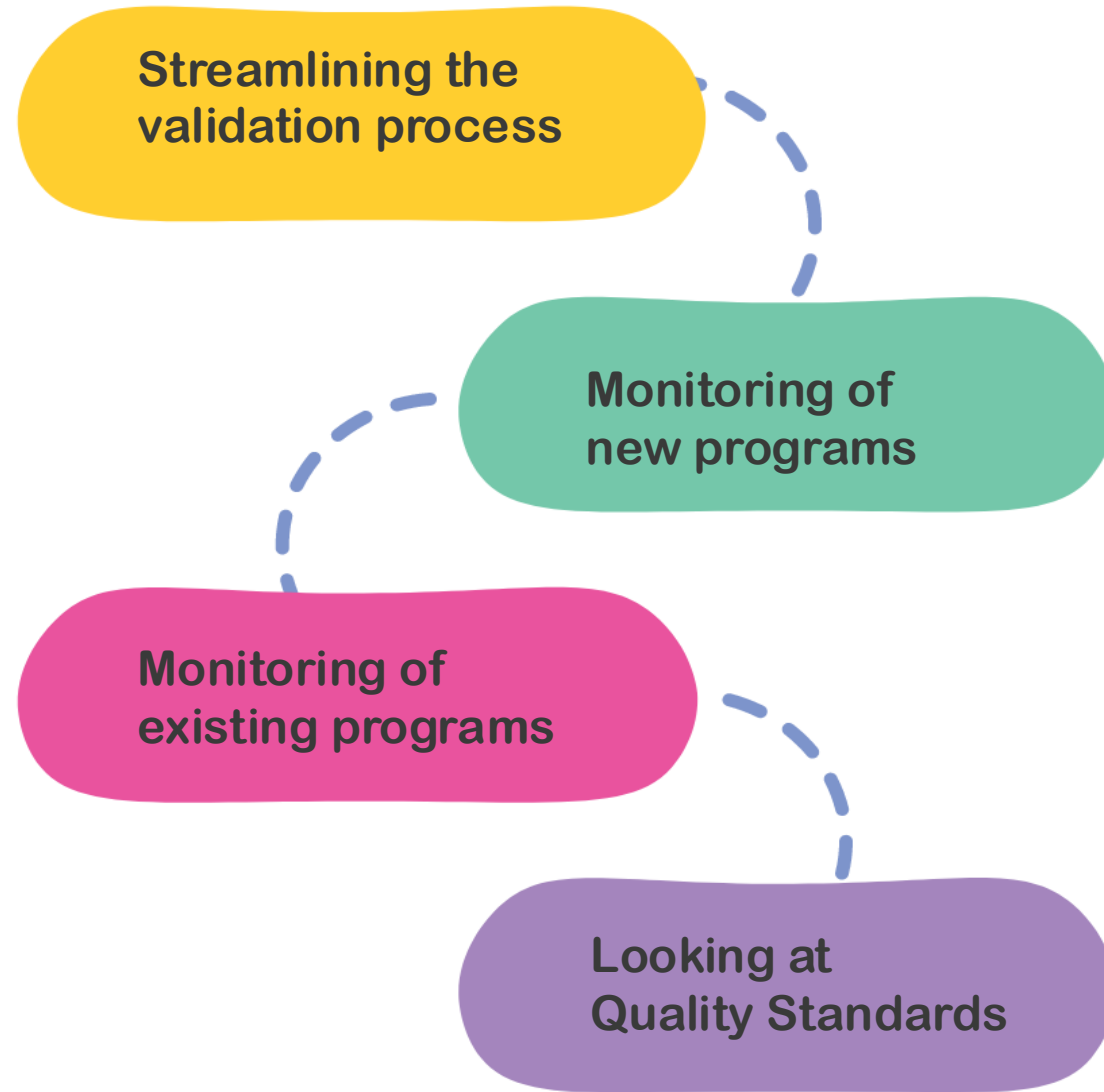


# Reaching for Universal Quality as New Programs Onboard into the Network

- Since we launched the rolling application and validation process, we have onboarded over **150** new programs into the network.
- When we receive an application, the program is assigned to a DEC program officer in the order their application was received (**first come, first served.**)
- We currently have **50** programs with program officers assigned and moving through the validation process, which can take up to 6 months.
- Once a program is validated and accepted into the network, we are working on implementing a quality monitoring process, to ensure it maintains the **high-quality experience** we aim for every child to have.



# Boosting Quality: Streamlining Concurrent Processes





# Program Quality: Focused on Future Directions

- Children
  - Families
  - Providers
  - Community
- *With a focus in the areas of:*
    - A. Vision and Coherence
    - B. Community Engagement and Partnership
    - C. Workforce Recruitment and Professional Learning
    - D. **Curriculum, Instruction, and Assessment**
    - E. Facilities, Services, and Operations
    - F. Child Health, Screening & Inclusion, ECMH, CCHP

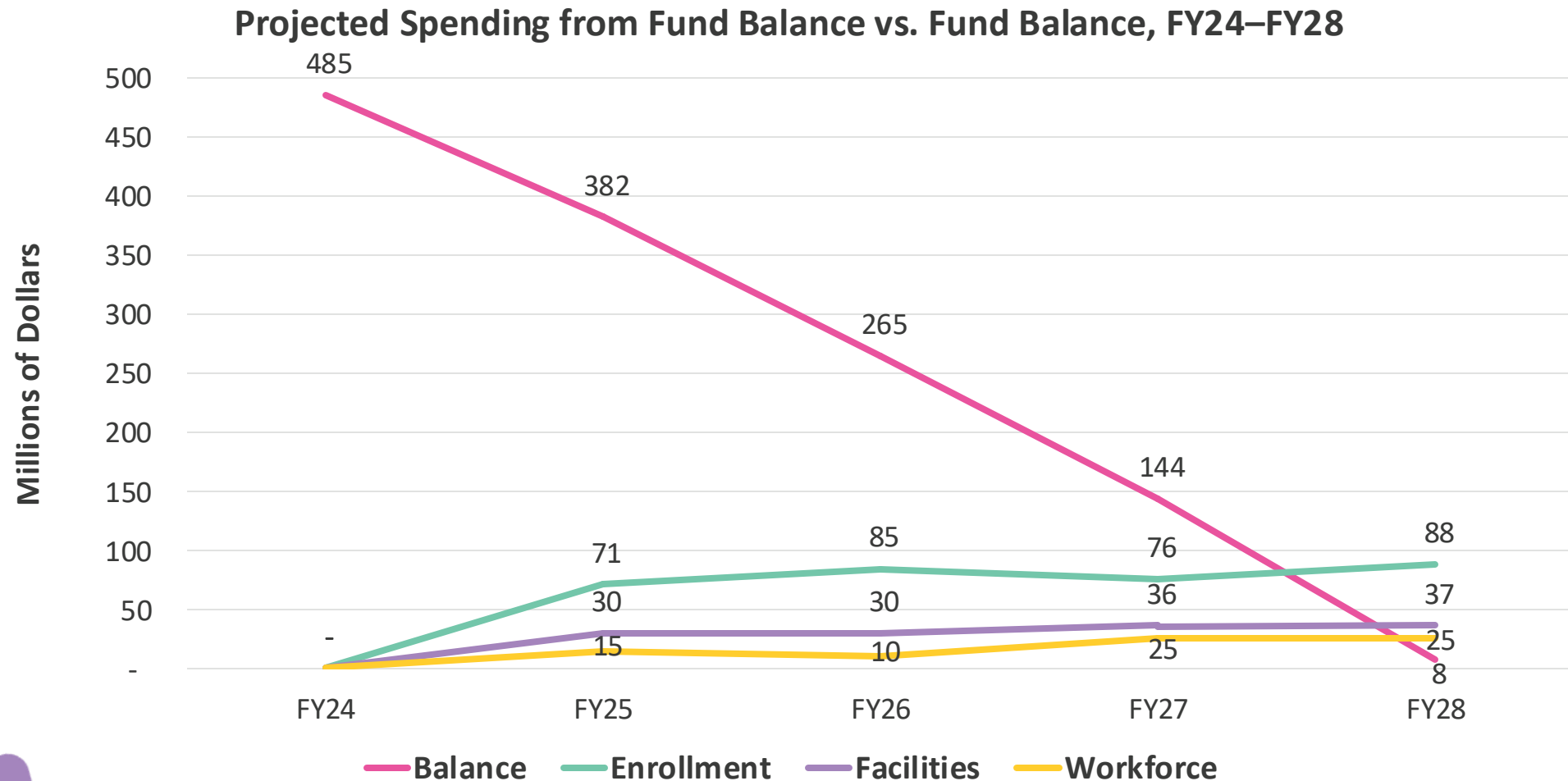
*Integrates our system to support ALL children and families with the care environment best for them*



# Charting a Course from Access to Experience and Outcomes

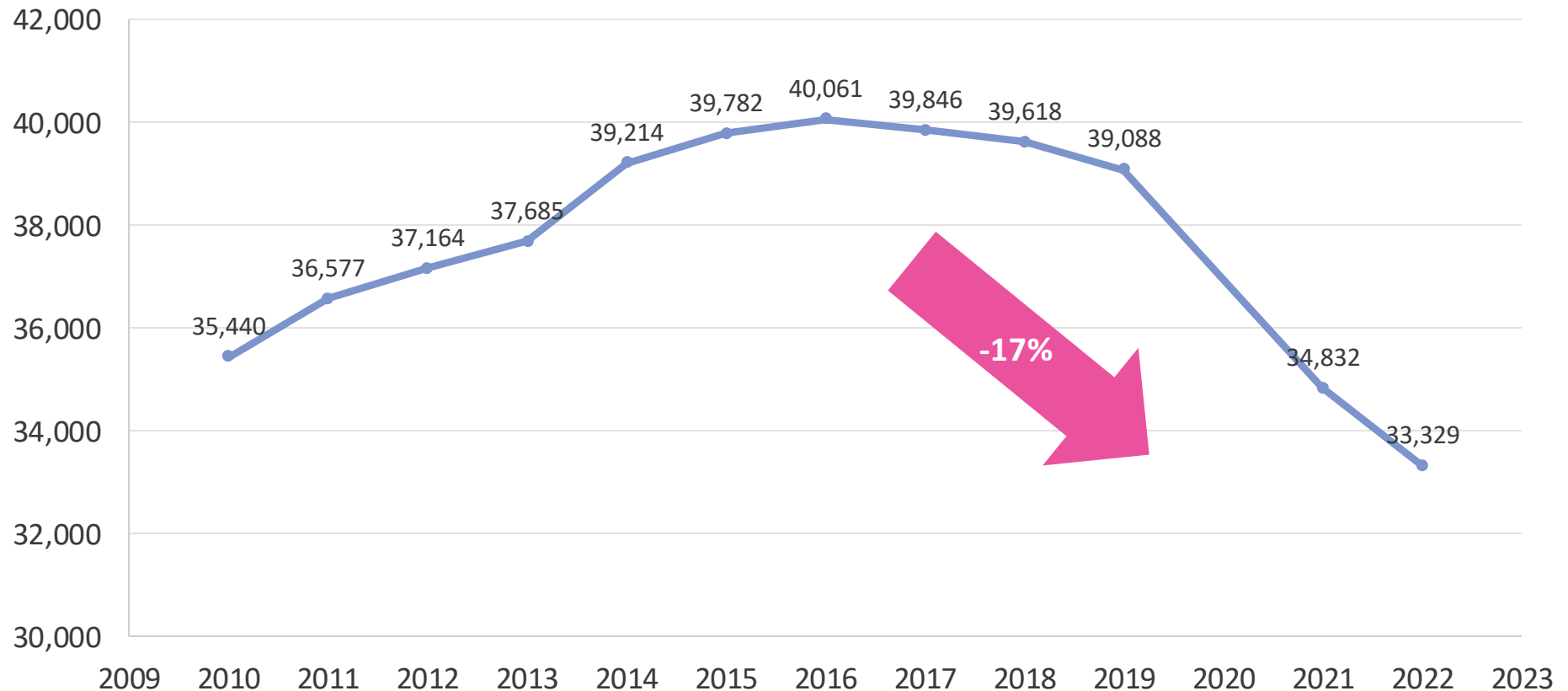


# Current initiatives are projected to spend down the fund balance in the next three years



# The 0-5 population is decreasing

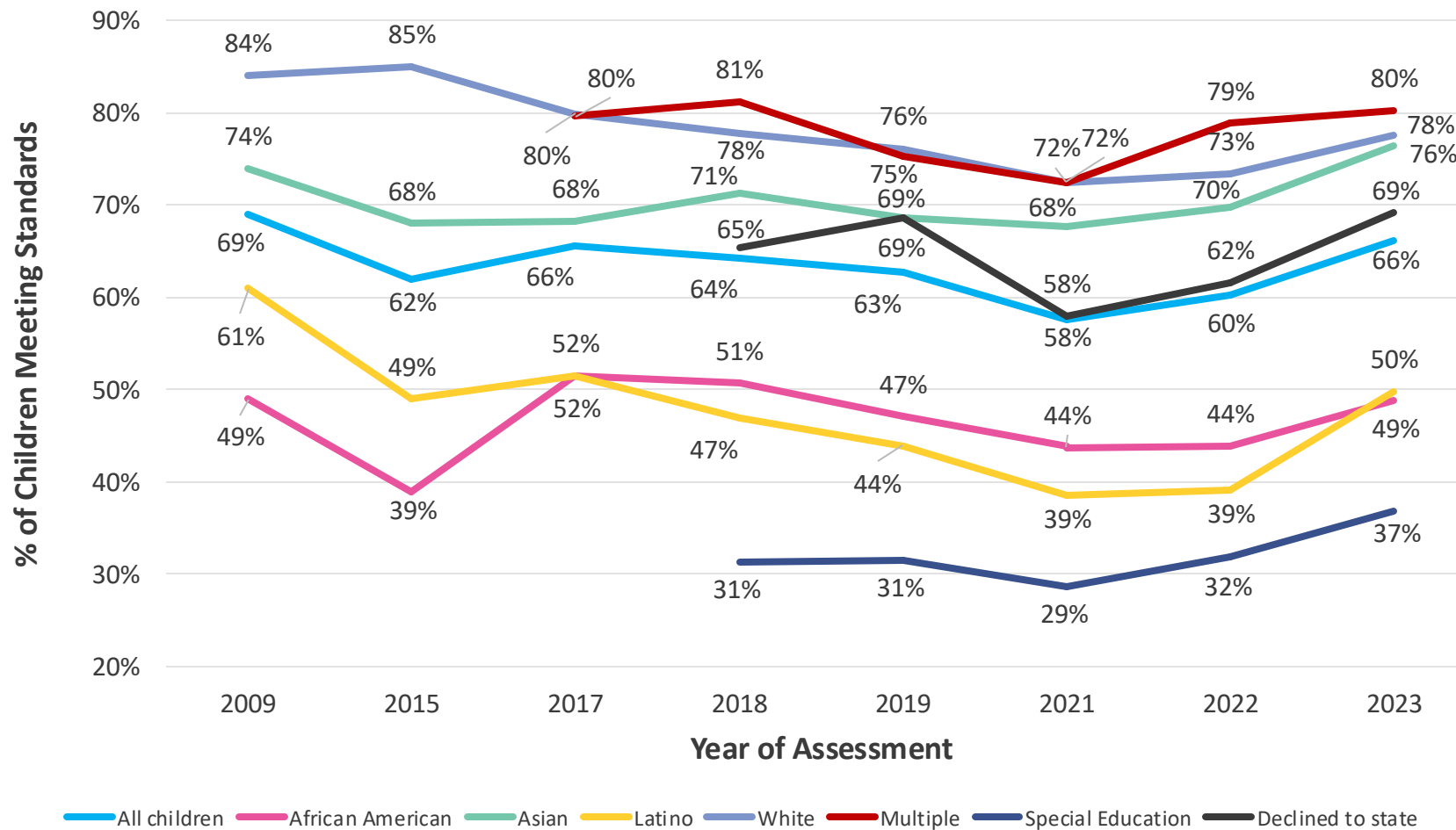
Population Under 5 in San Francisco (2010-2022)  
(American Community Survey 1-Year Estimates)



# Race continues to predict K readiness, but recent progress is encouraging

**Kindergarten Readiness of Entering SFUSD Students  
by Race/Ethnicity and Special Needs, 2009-2023**

(Kindergarten Observation Form for 2009 and 2015, Kindergarten Readiness Inventory for 2017-2023)



# What explains the recent increase in kindergarten readiness?

- Affected overall readiness as well as all subgroups
- No change in KRI assessment tool or methods of training and administration
- Literature review of other counties and states found that San Francisco's improvement was an outlier
- Possible explanation: Smaller ECE group sizes and higher adult-child ratios due to DEC policies/actions since March 2020?



# What other unfinished business remains to close the readiness gaps?

- Universal developmental screening and early intervention
- Supports for dual-language development
- Alignment between early learning and elementary
- Improving cultural responsiveness of programs



San Francisco Department of  
**Early Childhood**

# 11. ADJOURN

