

# San Francisco Children and Families Commission

Wednesday, November 6, 2024



San Francisco Department of  
**Early Childhood**

# AGENDA

1. Call to order
2. Roll call
3. Discussion and possible action to approve the June 5, 2024 meeting minutes (Action item) [Commissioners provided with the following: draft minutes]
4. Commissioner updates
5. Executive Director updates
6. General public comment
7. Agenda items public comment
8. Public hearing on the First 5 San Francisco 2023-2024 annual audit (Action Item) [Commissioners provided with the following: coversheet]
9. Public hearing on the First 5 San Francisco 2023-2024 annual report (Action Item) [Commissioners provided with the following: coversheet and annual report submission summary]
10. Discussion on the department's strategic direction and budget priorities that guide the implementation of various initiatives, focusing on Child and Family Wellbeing and this division's focus on the integrated access to care and resources for the young children of San Francisco and their families. (Discussion) [Body members provided with the following: slide deck information packet]
11. Adjourn



## 2. Roll Call



**3. Discussion and possible  
action to approve the June  
5, 2023 meeting minutes  
(Action item)**



## 4. COMMISSIONER UPDATES



## 5. EXECUTIVE DIRECTOR UPDATES



# Children and Families First Commission

**Director's Report**

November 6, 2024



San Francisco Department of  
**Early Childhood**



# Director's Report

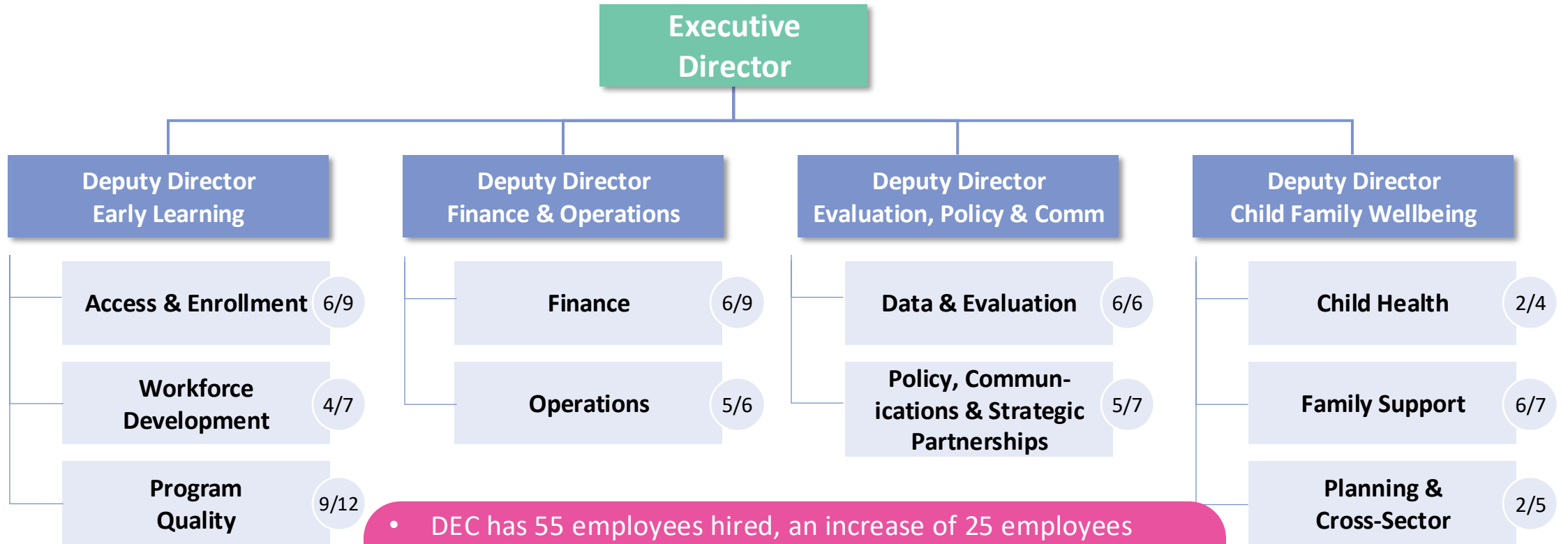


- DEC 2<sup>ND</sup> Birthday!
- Collaboration with the Treasurer's Office to launch Mayor Breed's Childcare Credit for SF families with young children starting FY 25, which may include Downtown Recovery strategies.
- City College of San Francisco and Workforce Development Planning



# Department of Early Childhood - Year 2 Organization Building

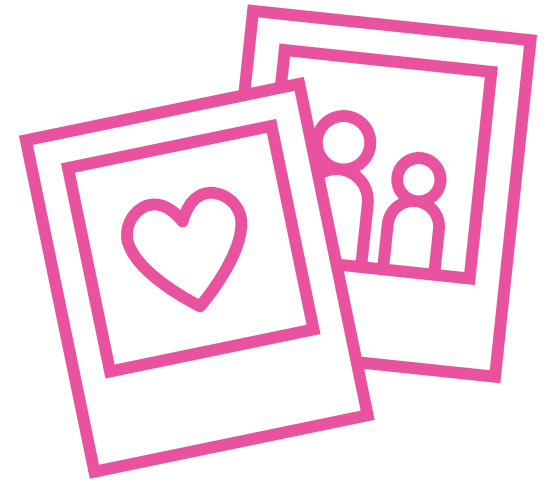
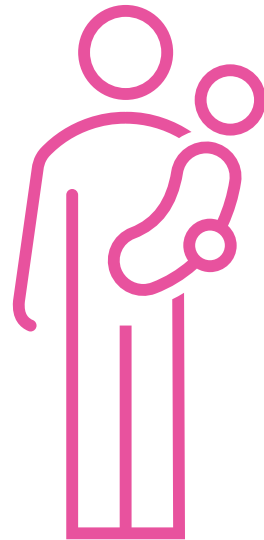
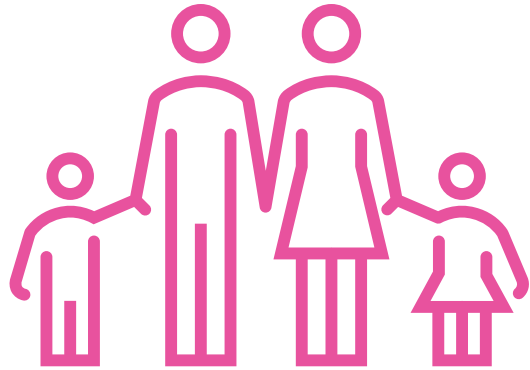
55/65 Filled/Total FTEs



- 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.



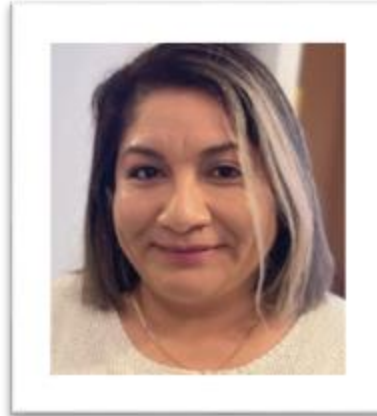
# Introducing Child and Family Well-Being Newest Staff



# New Staff to DEC: Child and Family Well-Being Division



Aaron Li (he, him)  
Family Support Program  
Officer [Yihao.li@sfgov.org](mailto:Yihao.li@sfgov.org)



Brenda Quintero-Martinez  
(she/her) Family Support Program  
Officer [Brenda.Quintero@sfgov.org](mailto:Brenda.Quintero@sfgov.org)



Shelli Rawlings-Fein (she/her)  
Family Support Manager  
[Shelli.rawlings-fein@sfgov.org](mailto:Shelli.rawlings-fein@sfgov.org)

**Additionally:**

- Theresa Zighera (she/her), Deputy Director, CFW Division
- Lupe Cruz-Cardenas (they/he) Community Engagement and Special Programs Assistant
- Grant Associate (TBH)



# Current and Upcoming Grant Application Announcements aka Public Bids



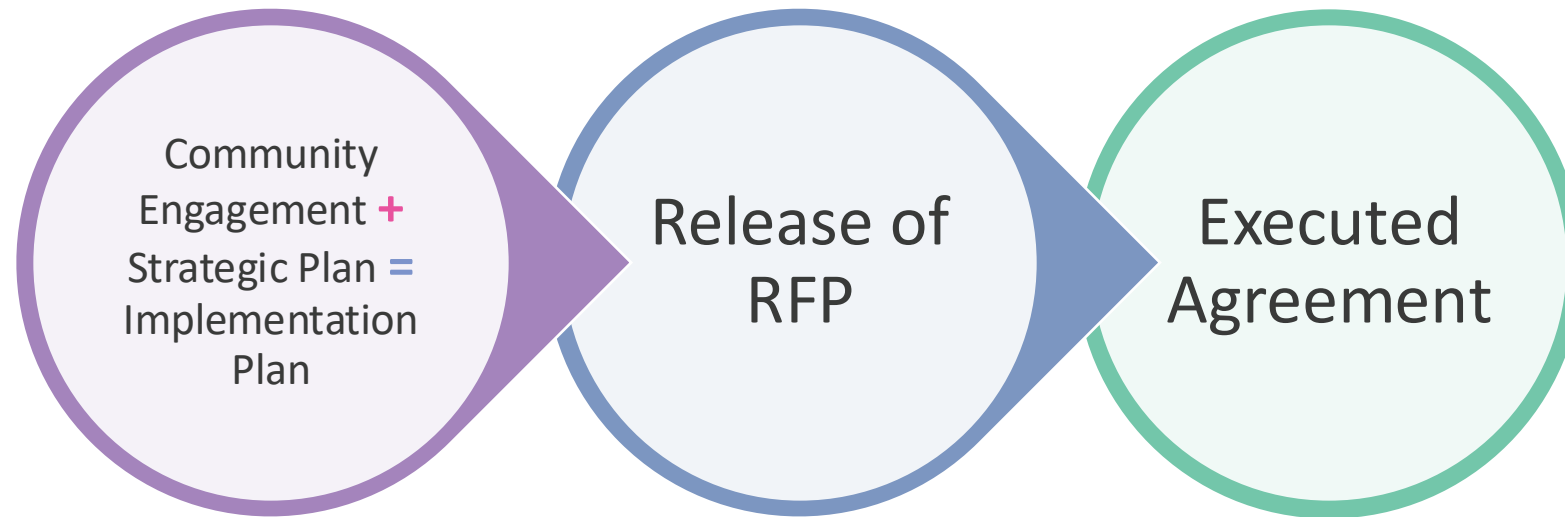
# New Procurements Issued in FY 2024-25

- **Request for Grant Applications:**
  - **Family Resource Centers**— 25 new grants with new funding augmentation for basic needs as a new mini-application.
  - **Inclusion Supports Developmental Play Groups, Care Coordination, and Centralized Access Points** – 10 new grants awarded.
  - **Early Childhood Mental Health Consultation:** 4 grantees transitioned successfully from DPH to DEC, and a new RFGA was issued to continue interrupted services for over 300 classrooms citywide.
  - **Workforce Pathways:** 8 grant awards to increase the recruitment and retention of diverse early childhood educators through BA cohorts, teacher apprenticeships, and other workforce development strategies.

# Grant Agreements FY 2024-25

Strategic Plan Core Strategies	Initiative	# of Grantees
<p><b>Early Learning.</b> We support teacher preparation and compensation, enhance program quality, and improve affordability and access.</p>	ECE Community Building & Peer Support	4
	Supportive Services to Homeless Children & Families	1
	Early Childhood Mental Consultation	4
	Training, Technical Assistance, and Rating Services for Early Childhood Quality Improvement System (T&TA)	12
	Workforce Pathways	8
	Family R&R, Childcare Subsidies & Provider Supports	2
<p><b>Child Health.</b> We ensure universal developmental screening and promote access to health and mental health services for children and their families.</p>	Early Intervention and Specialized Services System of Care (EISS)	7
<p><b>Family Strength</b> We ensure that families have opportunities for social and professional connections, linkage to resources, and information on parenting and child development.</p>	Family Support Training & Field Building	1
	Family Resource Centers	17

# Public Grant Application Timeline



- Staff drafts Request for Proposal and sends to City Attorney before release.
- City Attorney reviews and may require Civil Service Commission approval based on procurement type before release.

2-4 Months

- Applications Received, External Review Scoring
- Review of selected applicants with City Attorney or Office of Contracts Administration.
- Scope/Budget Final Negotiations with Grantee.
- Staff sends Grant Agreement to City Attorney for review/approval.

4-6 Months



# Upcoming Grant Applications



## Access and Enrollment

**Resource and referral services** help families find, pay for and enroll in early care and education programs. Manage federal/state/local childcare subsidies, including all publicly sponsored ECE service payments to providers.

## ECE Professional Development

**Quality Improvement:** Training, Technical Assistance, and rating and assessment services for ECE settings in three core areas: 1) Child Development and School Readiness, 2) Teachers and Teaching, and 3) Program and Environment.

## Early Childhood System Integration

**Cross-sector collaboration** is an additional connection point for parents, expanding family support's reach and encouraging partnerships and service integration between family support, ECE, and pediatrics.



## 6. General public comment



# 7. Agenda items public comment



**8. Public hearing on the  
First 5 San Francisco  
2023-2024 annual audit  
(Action Item)**

**9. Public hearing on the  
First 5 San Francisco  
2023-2024 annual report  
(Action Item)**



**10. Discussion on the department's strategic direction and budget priorities that guide the implementation of various initiatives, focusing on Child and Family Wellbeing and this division's focus on the integrated access to care and resources of the young children of San Francisco and their families.**



# Division of Child and Family Well-being and First 5 Programs



San Francisco Department of  
**Early Childhood**

# Outcomes and Key Strategies

**Parents** have the information, resources and connections to successfully raise their children in San Francisco

Jointly fund and oversee a network of Family Resource Centers that offer free supports and parenting information, and bring families together in safe, fun spaces.

**Children** are in excellent physical and mental health and have reliable access to quality health providers to address concerns

Promote play, developmental screening and streamlined follow-up through digitally enabled screening tools, public awareness campaigns, new partnerships, and a centralized referral access point.

**Families** have nurturing supportive relationships free from bias and racism and access to targeted supports when needed

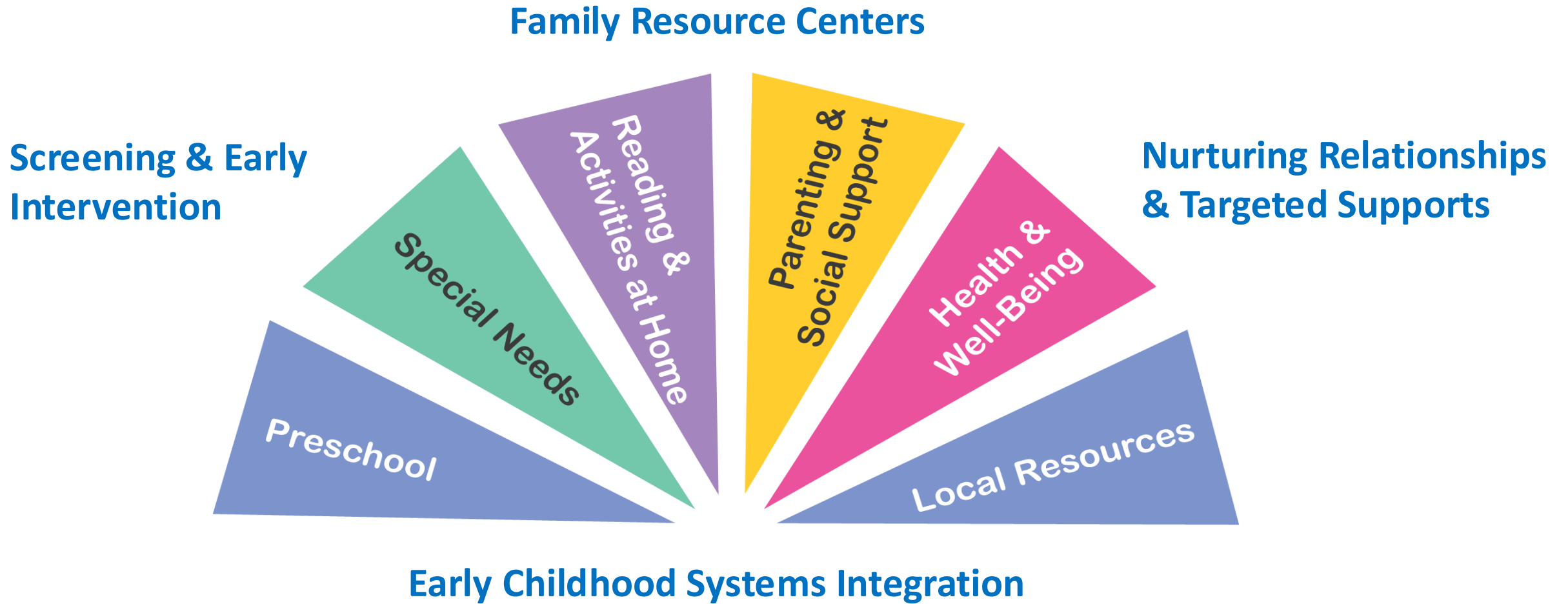
Ensure accessible, culturally concordant resource and referral, family advocacy, and intensive case management within service systems; expand developmental playgroups and care coordination for developmental concerns.

**Early Childhood systems** of care collaborate with one another, and with parents as partners, and are mutually invested in children's healthy development

Build strong collaborations between family support, pediatric and early care and education agencies, expand access to family support activities through multiple connecting points, and pilot new system integration initiatives.

# Predictors of Kindergarten Readiness

(From 2007, 2009, and 2015 Assessments)







## Key Strategy: Family Resource Center Initiative



Free parenting support and resources available through a network of 26 Family Resource Centers (FRCs). FRCs are safe places where families can join other families in fun activities. Programs - including **workshops, playgroups, parent education classes, support groups, family events, and information & referrals** - enhance parents' skills and knowledge of child development, provide valuable connections to peers and resources.

# New This Funding Cycle



## Updated Theory of Change and Logic Model

Stress Mitigation  
Parent Self-Efficacy  
Responsive Relationships  
School Readiness and Success



## Age Focus FRCs

Early Childhood (0-3)  
School Age (4-8)



## New neighborhoods through expanded reach

Mission Bay  
Outer Parkside  
Treasure Island



## New Agencies

Wah Mei new lead agency in Sunset  
Good Samaritan new to Enhanced Visitation  
Excelsior Family Connections new site in Vis Valley



## Enhanced DEC Staffing Support



# FRC Services Overview

## Family Engagement and Cross Sector Partnerships

- Intake and Retention
- Outreach
- Information & Referral

## Parent Leadership and Community Connections

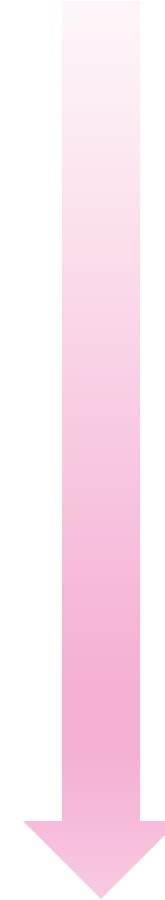
- Parent Advisory Council
- Family Events
- Parent Led and Designed Family Outings

## Parent/Caregiver Capacity Building and School Readiness and Success Activities

- Support Groups
- Parent Education
- Parent/Child Interactive Groups

## Supports for Families At & In-Risk for System Involvement

- Family Advocacy/Case Management
- Basic Needs/Barrier Removal
- Child-welfare Supports

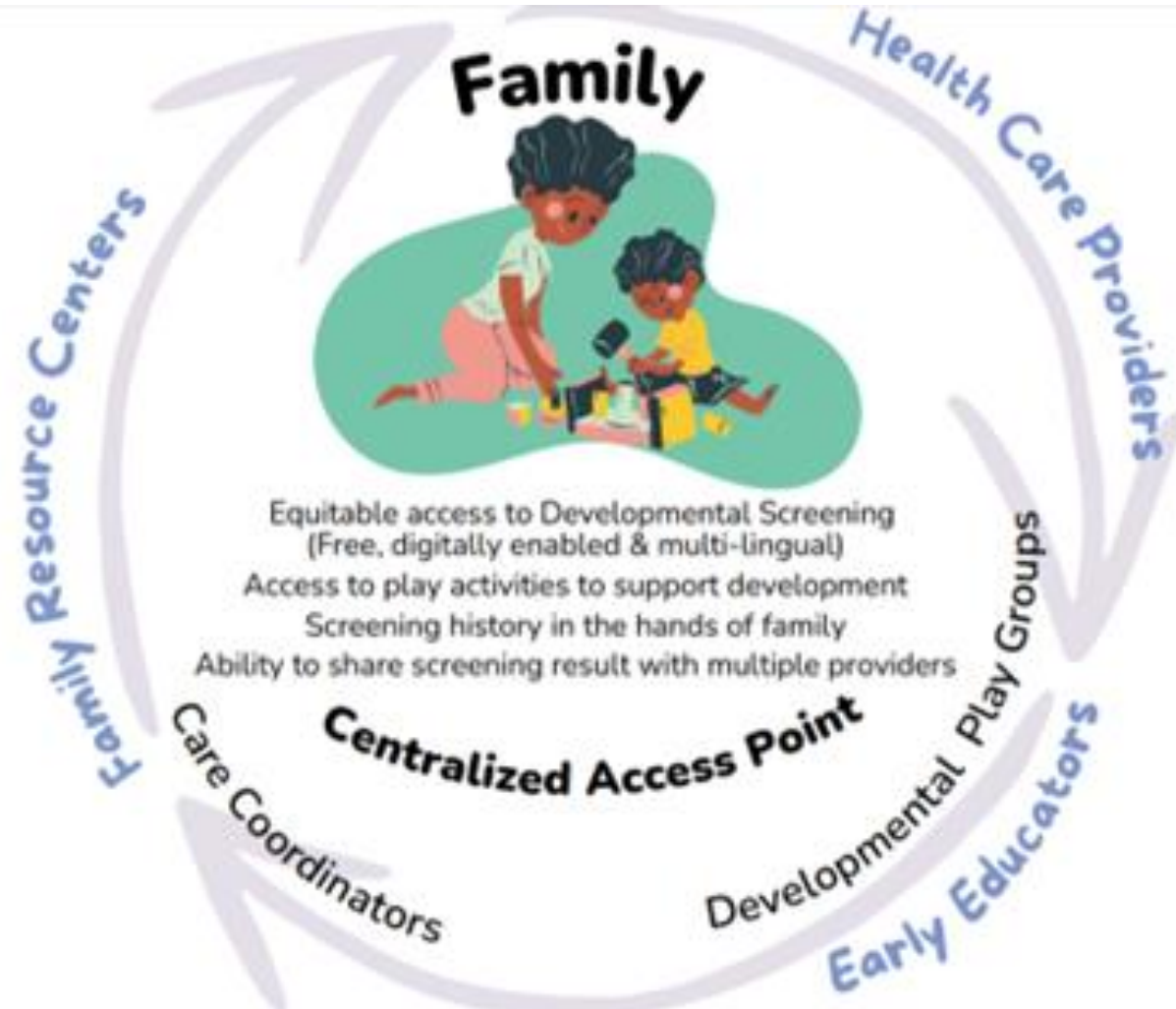


**Deepening Family Engagement, Provider Professional Development, and Systems Collaboration**

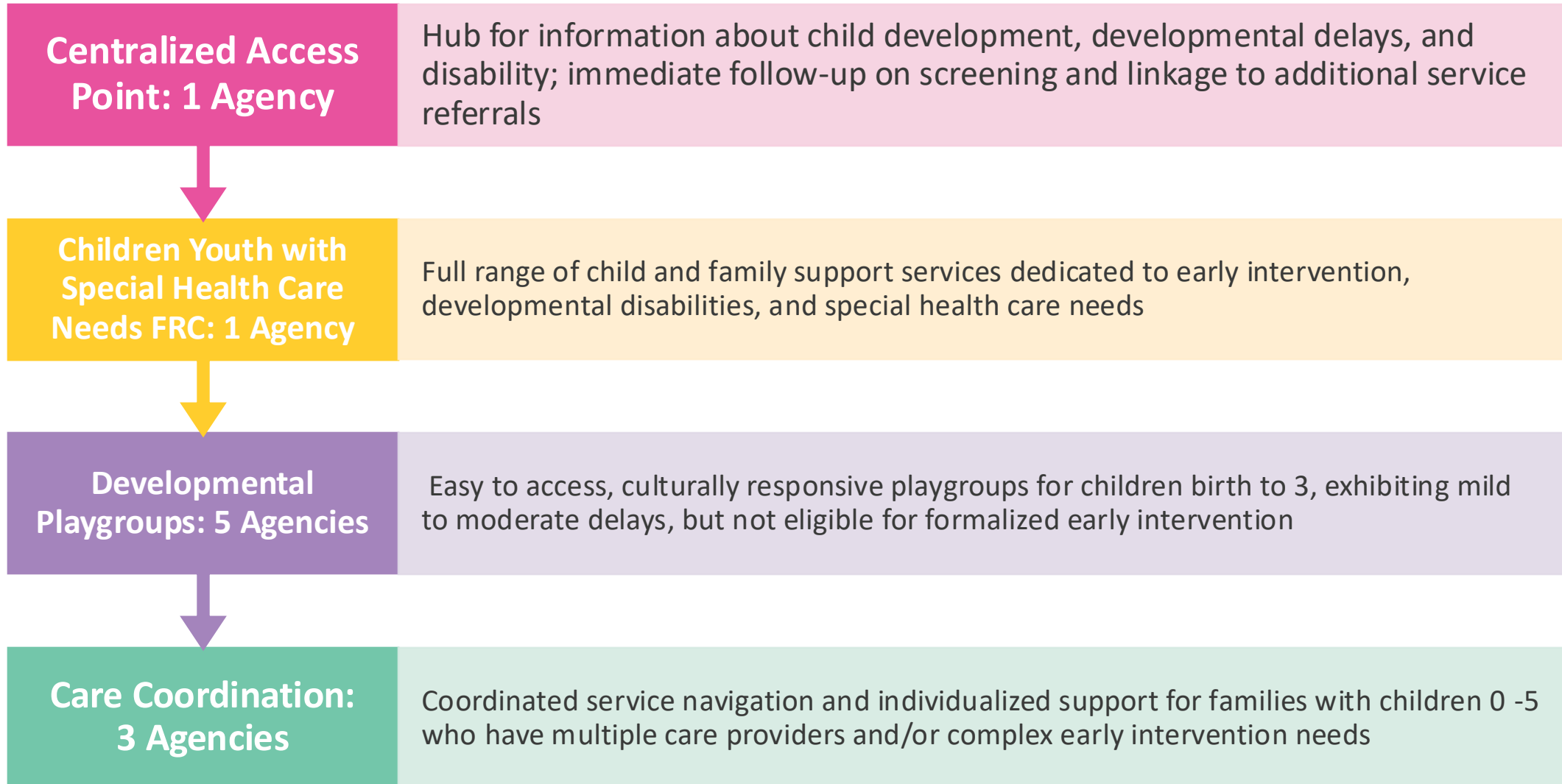


# Key Strategy: Early Intervention System of Care

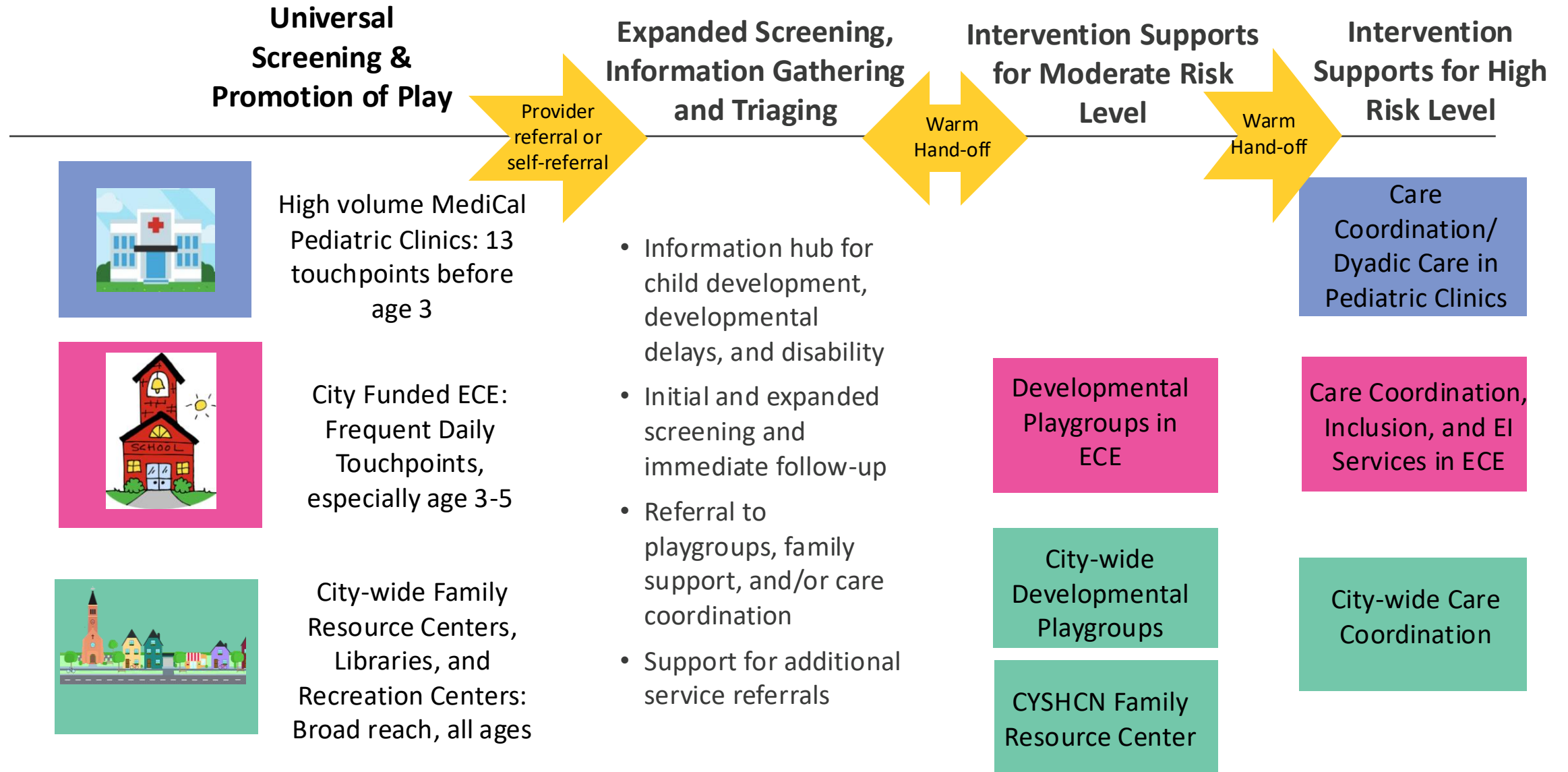
Puts families and children at the center, includes a city-wide **centralized access point**, specialized **family resource center**, **developmental playgroups** in multiple settings, and long-term **care coordination**.



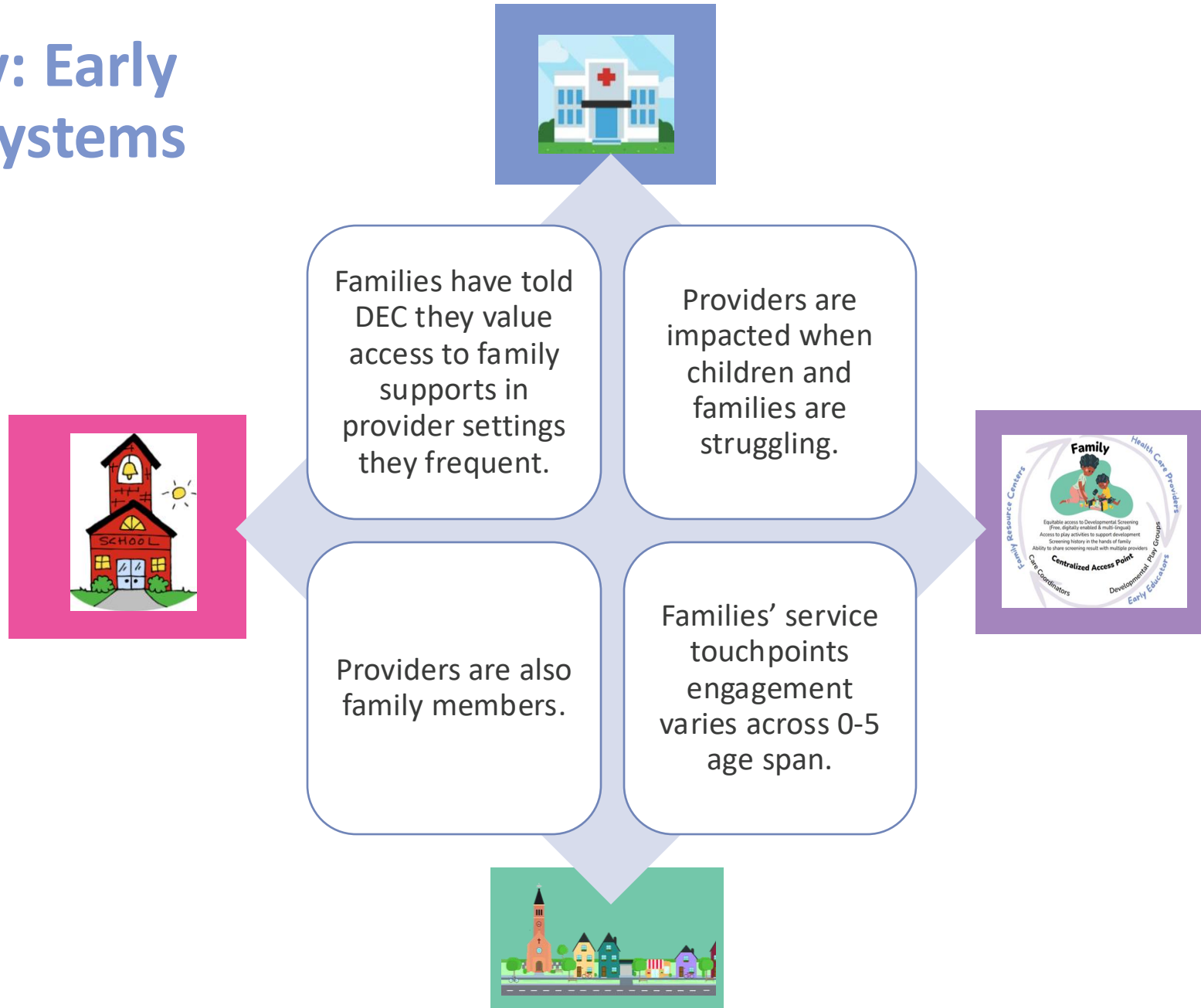
# EI System of Care Overview



# Comprehensive City-wide Early Intervention System Road-Map



# Key Strategy: Early Childhood Systems Integration



# Overview of Early Childhood Systems Integration Approach

Life Course Emphasis at Each Stage of Child and Family Development

## Entities DEC Currently Partners with or Funds

### Early Learning San Francisco

- Family Child Care Centers
- Child Care Centers
- Child Care Resource & Referral

### Community Behavioral Health Services

- Mental Health Consultation

### Family Support

- Family Resource Center Initiative

### Early Intervention Specialized Services System

- Centralized Access Point, Family Resource Center, Developmental Playgroups, Care Coordination

### Pediatric Clinics

- Healthy Steps Pilot
- Welcome Baby Initiative

### San Francisco Unified School District

- School District Pre-K and Transitional Kindergarten sites
- Early Education Department

### Employment Development

- Office of Employment and Workforce Development

### Enrichment

- Department of Parks and Recreation, Libraries, Museums

## New Integration Strategies

- Cross-sector/Collective Impact Grants
- Family Engagement and new Family Connecting Points
- Technology (Unite US, Sparkler, One Degree)
- Boundary Spanners (People/Personnel)
- Community Events (Pregnancy Family Village Events, Meet 'n Greet)
- Learning Communities/Common Professional Development (Family Development Credential)

## Levers to Facilitate Change

- Funding and incentives available through CalAim Healthcare Reform and Managed Care Insurance Plans
- Member Networks and Cross-sector Councils (Family Services Alliance, Child Care Planning Council)
- Existing DEC funding, funded services, and funded personnel
- Social Determinants of Health Framework





# Early Childhood System Integration Grants

Two new efforts will be launched later in the year in order to build a more integrated early childhood system of care and increase access to family support activities.

- **FRC Cross-Sector Grants:** Families find themselves in multiple systems of care. This effort would invest in and encourage intentional and institutionalized inter-agency connections between these providers and DEC funded family resource centers.
- **Family Connecting Points:** This effort will seek to develop additional access points to family support activities outside of the main FRC Initiative. Will prioritize access to families not currently reached and partners who wish to develop and/or expand their expertise serving families with young children.

# Internal DEC Integration

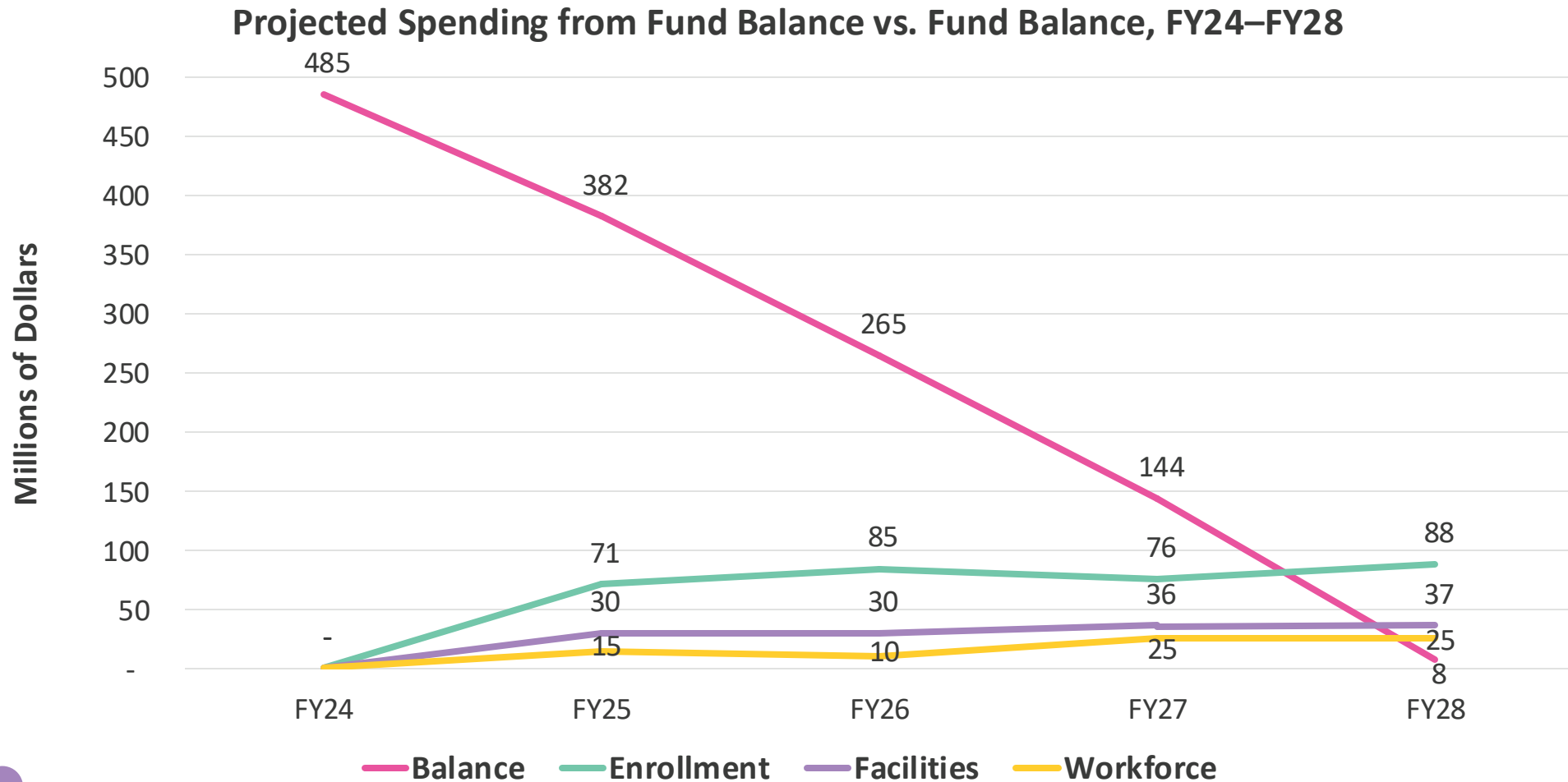
- Co-design and co-planning across teams
- Increasing understanding and alignment of efforts across teams for greater impact
- Establishing common approaches and standards of practice in grant monitoring, family engagement, communications and outreach



# Charting a Course from Access and Opportunity to Experience and Outcomes

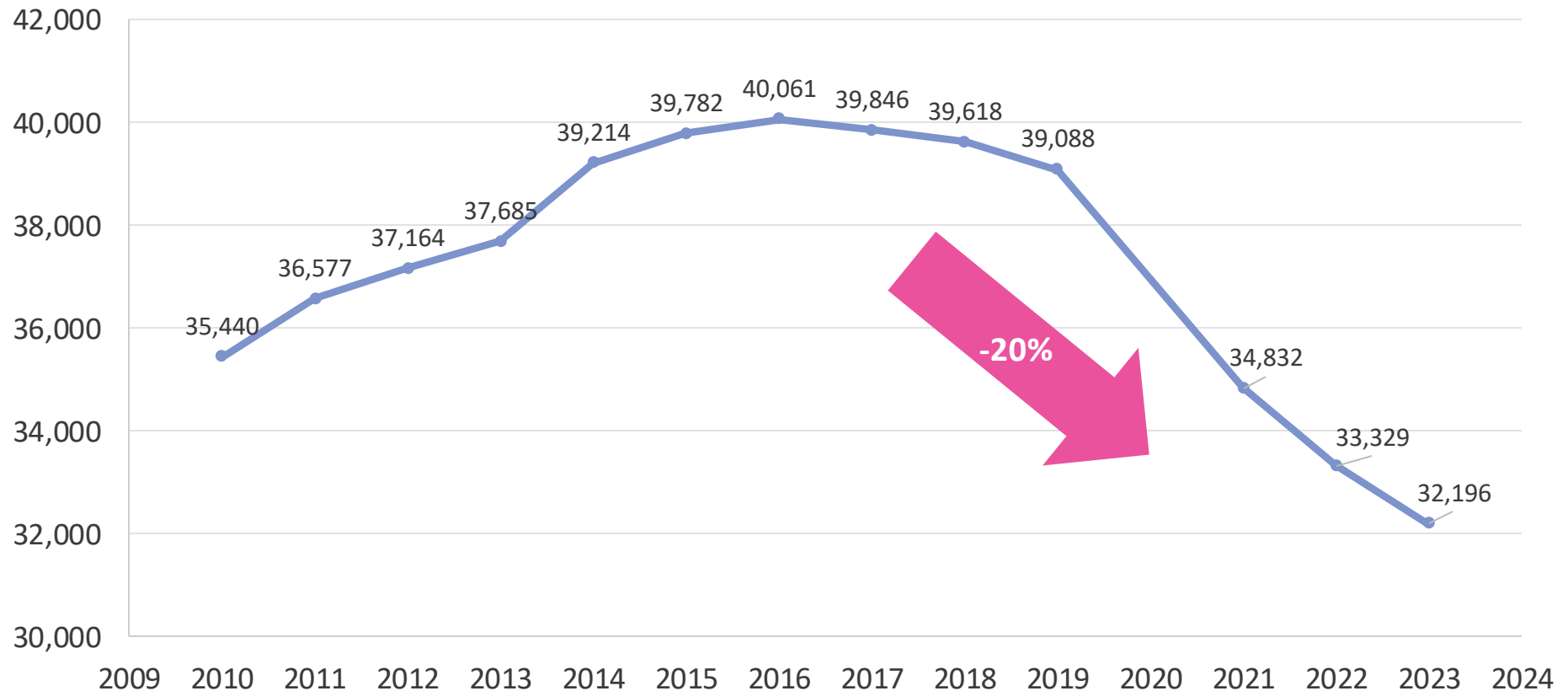


# Current initiatives are projected to spend down the fund balance in the next three years



# The 0-5 population is still decreasing

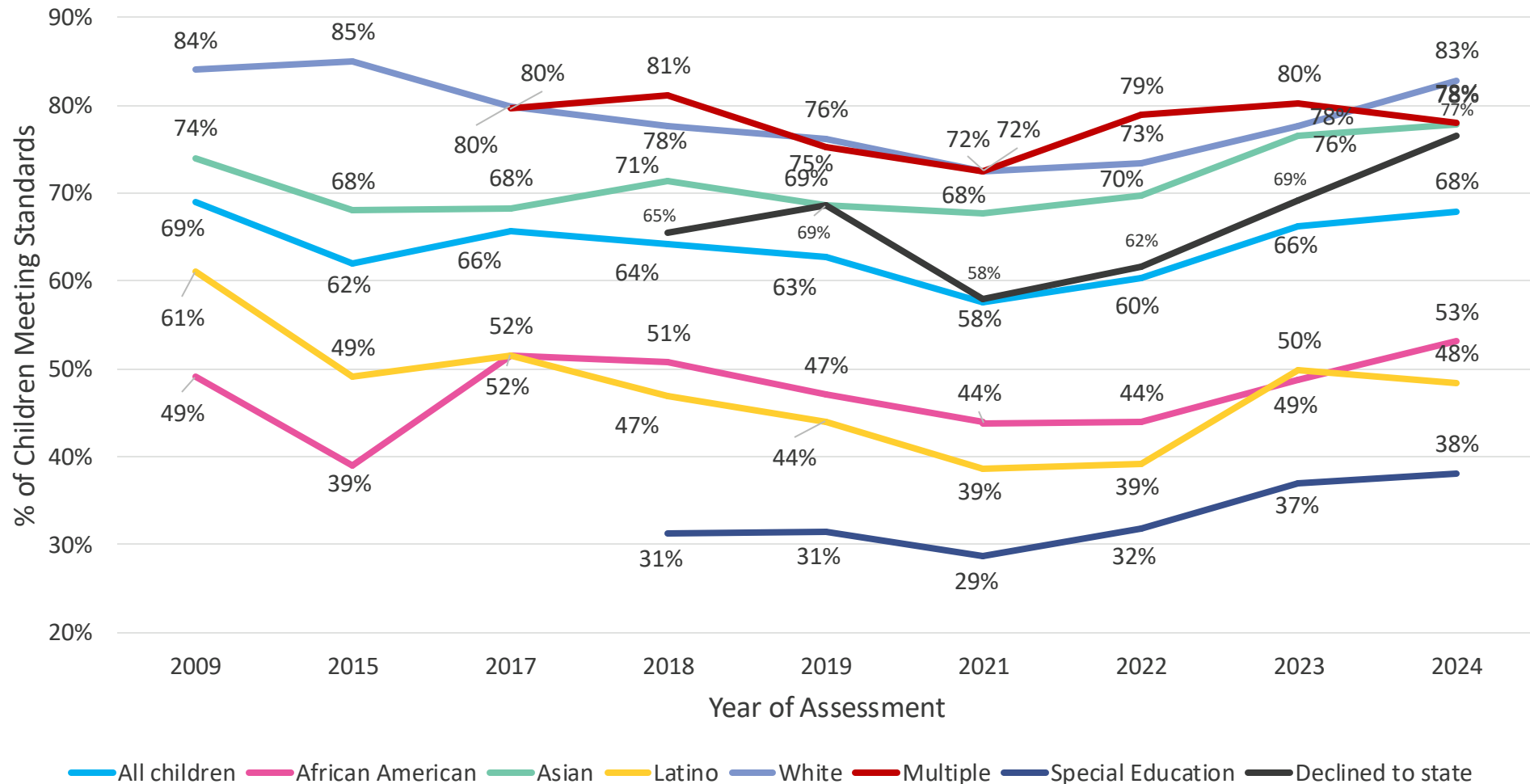
Population Under 5 in San Francisco (2010-2023)  
(American Community Survey 1-Year Estimates)



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

Kindergarten Readiness of Entering SFUSD Students  
by Race/Ethnicity and Special Needs, 2009-2024

(Kindergarten Observation Form for 2009 and 2015, Kindergarten Readiness Inventory for 2017-2024)



# 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 explanations:
  - Smaller ECE group sizes and higher adult-child ratios due to DEC policies/actions since March 2020?
  - More caring, individualized, and intensive interactions across entire early childhood system of care due to lower child/family participation levels?

# 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



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# Adjourn

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