

MEETING MINUTES

EARLY CHILDHOOD COMMUNITY OVERSIGHT AND ADVISORY COMMITTEE MEETING

DATE: September 11, 2024

TIME: 4:30 pm-6:30 pm

LOCATION: 1650 MISSION STREET, SUITE 312, SAN FRANCISCO CA 94103

PUBLIC ZOOM LINK: [CFC & EC COAC - VIRTUAL](#)

Zoom Public Access Number: US +1 669 444 9171 or +1 669 900 6833 or +1 346 248 7799 or +1 719 359 4580 or +1 253 205 0468 or +1 253 215 8782 or +1 360 209 5623 or +1 386 347 5053 or +1 507 473 4847 or +1 564 217 2000 or +1 646 931 3860 or +1 689 278 1000 or +1 929 205 6099 or +1 301 715 8592 or +1 305 224 1968 or +1 309 205 3325 or +1 312 626 6799 US

Public Comment Email: sfdec@sfgov.org

1. Call to order at 4:40 PM
2. Roll call

Present: Chair Patricia Sullivan, Committee Member Krystle Danridge-Pierson, Committee Member Monique Guidry, Committee Member Abigail Stewart-Kahn, Committee Member Gina Fromer, Committee Member Monica Walters and, Committee Member Cindy Lopez-Chastain

Absent: Vice Chair Meredith Dodson and Committee Member Pamela Geisler

3. Discussion and possible action to amend agenda to align with EC COAC meeting structure and to reflect EC COAC only agenda items (Action item)

Unanimously approved.

4. Land Acknowledgement

5. General public comment

No Public Comment

6. EC COAC Member updates

7. CPAC updates

8. Executive Director updates

- 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.

9. 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] *See slides*

Public Comment:

Je Ton Carey w/ Children's Council: I just had a question around the data. Could it be a matter of who is actually performing the KRI assessment? There is research connected to the fact that there might be some beneficial benefits from having someone that's reflective of the same language or culture. So, I'd be curious on who is actually implementing those KRI assessments in the classroom. The second thing I wanted to

affirm around our Black ECE pipeline. We're in our 4th year. We've had great success and been extremely intentional around who we actually bring into our pipeline and support. It's crucial that everyone understands that we really have been trying to remove barriers to a community that has had extreme disadvantages and part of the work that we do around our pipeline is really supporting that community around all aspects of their wholeness, whether it be their health and wellbeing, whether it be connecting them to houses and resources. And that's not a small feat that's huge because at the end of all of this the hope is that we are securing each teacher for life, learning or a career. Not just a temporary placement in ECE. Again, I want to thank you all for your work and providing this data. I am extremely, extremely excited to see the work ahead. That's happening with DEC, thank you.

Oscar Tang w/ FCCASF: I'm a father of a 3-and-a-half-year-old and with the family childcare community. I want to make the comment on the kindergarten readiness. Our community wants to be supportive of the KRI. To make everyone success. I think everybody want this, too. That's 1 thing I hope to see from the UPK planning that is not happening is coordination. CPAC with everybody together to really get a chance to talk with the school district and find out their challenge. They send us flyers, and some see us a threat. So, it's not as simple as just passing the flyer, there needs to be a relationship. We need to build a trust.

Virginia Taylor w/ Safe and Sound: I am the new senior policy advocate at safe and sound and I just wanted to thank the De C for the enhancement grant money that we received. and I also wanted to thank the commissioners for calling for calling out today the family support agencies and their help in the community readiness, because, as we all know, these the whole family is very important in conjunction with these.

10. Adjourn at 6:41 PM

Know Your Rights

PUBLIC RECORDS REQUESTS

Every City Department must provide members of the public with timely and transparent access to public records and information under the [San Francisco Sunshine Ordinance](#) and the [California Public Records Act](#).

For questions about DEC's public information request policy or to make a public records request please email dec.publicrecords@sfgov.org.

SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator.

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Office); 415-554-7854 (Fax)

E-mail: SOTF@sfgov.org

Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at www.sfgov.org. Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

LANGUAGE ACCESS

Per the Language Access Ordinance (Chapter 91 of the San Francisco Administrative Code), Chinese, Spanish, and/or Filipino (Tagalog) interpreters will be available upon requests. Meeting Minutes may be translated, if requested, after they have been adopted by the Commission. Assistance in additional languages may be honored whenever possible. To request assistance with these services please contact the Commission Secretary Arianna Cruz-Sellu at arianna.cruz-sellu@sfgov.org or (628) 652-3058. at least 48 hours in advance of the hearing. Late requests will be honored if possible.

DISABILITY ACCESS

Children and Families Commission hearings and Early Childhood Community Oversight and Advisory Committee hearings are held at 1650 Mission Street, 3rd floor, San Francisco. The building and meeting room are wheelchair accessible. Remote public participation is available upon request for individuals who cannot attend in person due to disability. Making a request to participate remotely no later than one (1) hour prior to the start of the meeting helps ensure availability of the meeting link. Sign Language Interpretation is also available upon request. Captions can be enabled if participating remotely.

If requesting remote Sign Language Interpretation, please submit an accommodation request a minimum of four (4) business hours prior to the start of the meeting. Allowing a minimum of 48 business hours for all other accommodation requests (for example, for other auxiliary aids and services) helps ensure availability. To request accommodation, please contact Arianna Cruz-Sellu at arianna.cruz-sellu@sfgov.org or (628) 652-3058.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

認識您的權利

索取公共記錄

根據《三藩市陽光條例》([San Francisco Sunshine Ordinance](#)) 及《加州公共記錄法案》([California Public Records Act](#))，每個市政部門都必須為公眾提供及時和透明的公共記錄和訊息。

如對「早期幼兒教育部」的索取公共記錄政策有任何疑問，或欲索取公共記錄，請發送電子郵件至 dec.publicrecords@sfgov.org。

《陽光條例》

政府的職責是服務大眾，並在大眾的監督下作出決定。設立市縣的委員會、董事會、理事會和其他機構的目的，是為市民處理事務。此條例確保審議工作是在市民的監督下進行，並確保城市的運作能公開給市民審查。欲了解根據《陽光條例》下您所擁有的權利（《三藩市行政法典》第 67 章）或舉報違返條例的行為，請聯絡：「陽光條例專案小組」負責人。

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415-554-7724 (辦公室電話); 415-554-7854 (傳真)

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《陽光條例》的副本可向「陽光條例專案小組」職員或三藩市公共圖書館索取，以及在市政府網站 www.sfgov.org 查閱。大眾可於網上查閱附帶說明的文件副本（網址：<http://www.sfbos.org/sunshine>），或透過上述地址或電話號碼向委員會秘書索取。

語言便利服務

根據《語言便利條例》（《三藩市行政法典》第 91 章），我們可按要求提供中文、西班牙文及/或菲律賓文（他加祿語）的口譯服務。會議記錄在獲得委員會通過後可翻譯成所要求的語言。我們將盡可能提供其他語言的協助。欲要求相關的協助服務，請於聽證會前至少 48 小時，聯絡委員會秘書 Arianna Cruz-Sellu（電郵地址：arianna.cruz-sellu@sfgov.org），或致電 (628) 652-3058。對於遲來的請求，我們將盡可能配合。

便利殘障人士服務

「兒童及家庭委員會」聽證會及「早期幼兒社區監督和諮詢委員會」聽證會於以下地點舉行：1650 Mission Street, 3rd floor, San Francisco. 大樓及會議室均方便輪椅人士出入。對於因殘障而無法親自出席會議的人士，我們可應要求提供遠程公眾參與服務。請最遲在會議開始前一 (1) 小時提出遠程參與要求，有助確保我們能夠提供會議連結。我們也可應要求提供手語翻譯。遠程參與的人士也可以啟動字幕。

如要求遠程手語翻譯，請在會議開始前至少四 (4) 個辦公小時提交有關安排的要求。對於所有其他安排的要求（如其他輔助設備和服務），請至少在 48 個辦公小時前提出，有助確保我們能夠配合。欲要求便利性安排，請聯絡委員會秘書 Arianna Cruz-Sellu（電郵地址：arianna.cruz-sellu@sfgov.org），或致電 (628) 652-3058。

《遊說條例》

《三藩市遊說條例》[三藩市推廣及政府行為準則 2.100] 規定，影響或試圖影響地方立法或行政行動的個人和實體在進行遊說活動前，可能需要作出登記及通知。欲了解《遊說條例》的詳情，請聯絡「三藩市道德委員會」，地址：25 Van Ness Avenue, Suite 220, San Francisco, CA 94102，電話：(415) 252-3100，傳真：(415) 252-3112，網站：sfgov.org/ethics。

Conozca sus derechos

SOLICITUDES DE REGISTROS PÚBLICOS

Todos los departamentos municipales deben proporcionarles a los ciudadanos un acceso oportuno y transparente a los registros públicos y a la información de conformidad con la [Ordenanza Sunshine de San Francisco](#) y la [Ley de Registros Públicos de California](#).

Si tiene preguntas sobre la política de solicitud de información pública de DEC o si desea realizar una solicitud de registros públicos, por favor envíe un email a dec.publicrecords@sfgov.org.

ORDENANZA SUNSHINE

El deber del gobierno es servir al público, tomando sus decisiones a la plena vista del público. Las comisiones, juntas, consejos y otras agencias de la Ciudad y el Condado existen para conducir los asuntos de los ciudadanos. Esta ordenanza garantiza que las deliberaciones se lleven a cabo ante el pueblo y que las operaciones de la Ciudad estén abiertas a la revisión por parte de la población. Para obtener información sobre sus derechos de conformidad con la Ordenanza Sunshine (Capítulo 67 del Código Administrativo de San Francisco) o para denunciar una infracción de la ordenanza, por favor póngase en contacto con: Administrador del Grupo de Trabajo de la Ordenanza Sunshine.

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Se pueden obtener copias de la Ordenanza Sunshine con el secretario del Grupo de Trabajo de Sunshine, en la Biblioteca Pública de San Francisco y en el sitio web de la Ciudad en www.sfgov.org. Las copias de los documentos explicativos están a disposición del público por Internet en <http://www.sfbos.org/sunshine> o, previa solicitud al Secretario de la Comisión, en la dirección o el número de teléfono indicados anteriormente.

ACCESO LINGÜÍSTICO

De acuerdo con la Ordenanza de Acceso Lingüístico (Capítulo 91 del Código Administrativo de San Francisco), se dispondrá de intérpretes de chino, español y/o filipino (tagalo) si así se solicita. Las actas de las reuniones podrán traducirse, si así se solicita, una vez que hayan sido adoptadas por la Comisión. Siempre que sea posible, se podría ofrecer asistencia en otros idiomas. Para solicitar asistencia con estos servicios, por favor póngase en contacto con la Secretaria de la Comisión Arianna Cruz-Sellu escribiendo a arianna.cruz-sellu@sfgov.org o llamando al (628) 652-3058 al menos 48 horas antes de la audiencia. En la medida de lo posible, se atenderán las solicitudes presentadas con retraso.

ACCESO PARA DISCAPACITADOS

Las audiencias de la Comisión de Niños y Familias y las audiencias del Comité Asesor y de Supervisión Comunitaria de la Primera Infancia se celebran en 1650 Mission Street, 3^{er} piso, San Francisco. El edificio y la sala de reuniones son accesibles en silla de ruedas. La participación del público a distancia está disponible previa solicitud para las personas que no pueden asistir en persona debido a una discapacidad. Solicitar la participación a distancia a más tardar una (1) hora antes del inicio de la reunión ayuda a garantizar la disponibilidad del enlace de la reunión. También se ofrece interpretación en lenguaje de señas previa solicitud. Se pueden activar los subtítulos si se participa a distancia.

Si solicita interpretación a distancia en lenguaje de señas, envíe una solicitud de adaptación con un mínimo de cuatro (4) horas laborables de anticipación al inicio de la reunión. Para el resto de las solicitudes de adaptación (por ejemplo, para otras ayudas y servicios auxiliares), se requiere un mínimo de 48 horas laborables de anticipación, lo que contribuye a garantizar su disponibilidad. Para solicitar una adaptación, por favor póngase en contacto con Arianna Cruz-Sellu escribiendo a arianna.cruz-sellu@sfgov.org o llamando al (628) 652-3058.

ORDENANZA DE CABILDEO

Las personas y entidades que influyen o intentan influir en la acción legislativa o administrativa local pueden estar obligadas por la Ordenanza de Cabildeo de San Francisco [Código de Conducta Gubernamental y Campaña de San Francisco 2.100] a registrarse y notificar las actividades de cabildeo. Para obtener más información sobre la Ordenanza de Cabildeo, por favor póngase en contacto con la Comisión de Ética de San Francisco en 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, página web: sfgov.org/ethics.

Alamin ang Inyong mga Karapatan

MGA PAGHILING NG MGA PAMPUBLIKONG RECORD

Kailangang magbigay ang bawat Departmento ng Lungsod ng napapanahon at transparent na access sa mga pampublikong record at impormasyon sa ilalim ng [San Francisco Sunshine Ordinance](#) at ng [California Public Records Act](#).

Para sa mga tanong tungkol sa patakaan ng DEC sa paghiling ng pampublikong impormasyon o para humiling ng pampublikong record, mag-email sa dec.publicrecords@sfgov.org.

SUNSHINE ORDINANCE

Tungkulin ng pamahalaan na paglingkuran ang publiko, na gumagawa ng desisyon nang ganap na nakikita ng publiko. Nariyan ang mga komisyon, lupon, konseho, at iba pang ahensya ng Lungsod at County para pangasiwaan ang negosyo ng mga tao. Tinitiyak ng ordinansang ito na isinasagawa ang mga pagdedesisyon sa harap ng mga tao at bukas para sa pagsusuri ng mga tao ang mga operasyon ng Lungsod. Para sa impormasyon tungkol sa inyong mga karapatan sa ilalim ng Sunshine Ordinance (Kabanata 67 ng San Francisco Administrative Code) o para mag-ulat ng paglabag sa ordinansa, makipag-ugnayan sa: Sunshine Ordinance Task Force Administrator.

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Puwedeng kumuha ng mga kopya ng Sunshine Ordinance mula sa Clerk ng Sunshine Task Force, sa Pampublikong Aklatan ng San Francisco, at sa website ng Lungsod sa www.sfgov.org. Available online sa publiko ang mga kopya ng mga dokumento ng paliwanag sa <http://www.sfbos.org/sunshine> o, kung hiniling sa Kalihim ng Komisyon, sa address o numero ng telepono sa itaas.

ACCESS SA WIKA

Batay sa Language Access Ordinance (Kabanata 91 ng San Francisco Administrative Code), magiging available kung hiniling ang mga tagasalin sa wikang Chinese, Spanish, at/o Filipino (Tagalog). Puwedeng isalin ang Mga Katitikan ng Pagpupulong, kapag hiniling, pagkatapos pagtibayin ng Komisyon ang mga ito. Puwedeng tanggapan ang tulong sa mga karagdagang wika kapag posible. Para humiling ng tulong sa mga serbisyong ito, makipag-ugnayan sa Kalihim ng Komisyon na si Arianna Cruz-Sellu sa arianna.cruz-sellu@sfgov.org o sa (628) 652-3058 kahit 48 oras bago ang pagdinig. Tatanggapin ang mga nahuling paghiling kapag posible.

ACCESS PARA SA MAY KAPANSANAN

Isinasagawa ang mga pagdinig ng Children and Families Commission at mga pagdinig ng Early Childhood Community Oversight and Advisory Committee sa 1650 Mission Street, 3rd floor, San Francisco. May access para sa wheelchair ang gusali at silid para sa pagpupulong. Kapag hiniling, available ang remote na pampublikong pakikilahok para sa mga indibidwal na hindi makakadalo nang personal dahil sa kapansanan. Nakakatulong ang paghiling na lumahok nang remote kahit isang (1) oras bago ang pagsisimula ng pagpupulong para masigurado ang pagiging available ng link ng pagpupulong. Available din ang Sign Language Interpretation kapag hiniling. [Puwedeng i-enable ang mga caption](#) kung remote na lalahok.

Kung hiiling ng remote na Sign Language Interpretation, magsumite ng kahilingan para sa tulong nang hindi bababa sa apat (4) na oras ng negosyo bago ang pagsisimula ng pagpupulong. Nakakatulong ang paglalaan ng minimum na 48 oras ng negosyo para sa lahat ng iba pang kahilingan para sa tulong (halimbawa, para sa iba pang auxiliary aid at serbisyo) para masigurado ang pagiging available nito. Para humiling ng tulong, makipag-ugnayan kay Arianna Cruz-Sellu sa arianna.cruz-sellu@sfgov.org o sa (628) 652-3058.

LOBBYIST ORDINANCE

Ang mga indibidwal at entity na nakakaimpluwensya o sinusubukang makaimpluwensya ng lokal na lehislatibo o administratibong aksyon ay posibleng atasan ng San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] na magparehistro at mag-ulat ng aktibidad sa pag-lobby. Para sa higit pang impormasyon tungkol sa Lobbyist Ordinance, makipag-ugnayan sa San Francisco Ethics Commission sa 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

Early Learning Division

September 11, 2024



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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



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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**.



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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**



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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**



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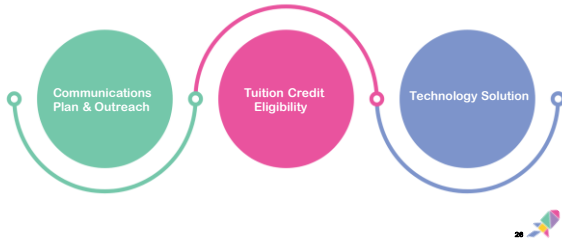
Early Learning for All

- 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!



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Early Learning For All Out of Network FY 2024/25



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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.

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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

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Taking 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

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Building a strong early care and education network.

Since we launched the rolling application and validation process, we have onboarded over **150** new programs into the network.

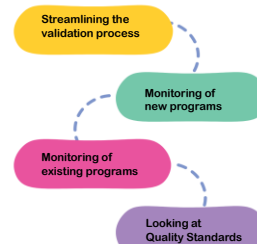
When we receive an application, the program is assigned to a DEC program officer in the order their application was received (**first come, first served.**)

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.

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Boosting Quality: Streamlining Concurrent Processes



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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



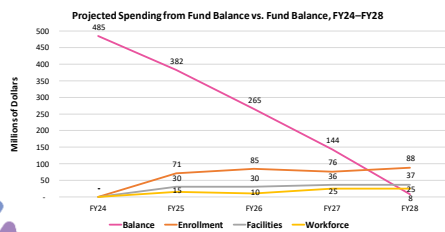
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Charting a Course from Access to Experience and Outcomes



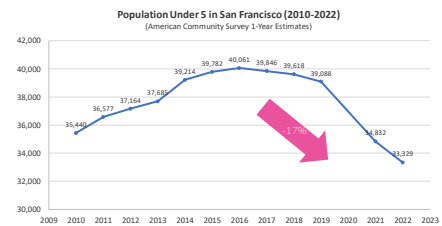
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Current initiatives are projected to spend down the fund balance in the next three years



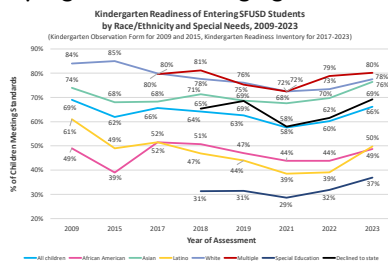
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The 0-5 population is decreasing



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



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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?



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