



FIRST 5 ALAMEDA COUNTY COMMISSION MEETING AGENDA

Thursday, December 8, 2016

**First 5 Alameda County
1115 Atlantic Ave.
Alameda, CA 94501
Conference Room A**

9:00 AM – 11:30 AM

Commissioners: Chair: Pamela Simms-Mackey M.D., Vice Chair: Renee Herzfeld, Wilma Chan, Lori Cox, Cecilia Echeverría, Tomás A. Magaña M.D., Scott Coffin, Kimi Watkins-Tartt

Alternates: Michelle Love, Karina Rivera, Dr. Karyn Tribble

1. Public Comment (for items not listed on the agenda) - Limited to 3 minutes per speaker

2. Approval of Minutes from October 20, 2016

3. Staff Announcements

INFRASTRUCTURE

4. Contract Authorizations

PROGRAM

5. FY 2015-16 Annual Report to First 5 California

6. F5AC Annual Report

7. Second Reading of FY 2017-21 Strategic Plan

8. State Commission and Association Updates

9. Legislation and Public Policy Updates

MISCELLANEOUS

10. Communication from Commissioners

11. Adjournment

Information about the First 5 Conference Center

- The First 5 Conference Center is wheelchair accessible. Please notify us 3 business days in advance if you need special assistance so we can make reasonable arrangements to ensure accessibility.
- Please refrain from wearing strongly scented products to the Conference Center in consideration of those who may experience chemical sensitivities.



FIRST 5 ALAMEDA COUNTY COMMISSION MEETING MINUTES

Monday, November 14, 2016

**First 5 Alameda County
1115 Atlantic Ave.
Alameda, CA 94501
Conference Room A**

5:30 PM – 7:00 PM

Commissioners: Chair: Pamela Simms-Mackey M.D., Vice Chair: Renee Herzfeld, Wilma Chan, Cecilia Echeverría, Scott Coffin, Kimi Watkins-Tartt

Absent: Lori Cox, Tomás A. Magaña M.D

Vice Chair Herzfeld called the meeting to order at 5:46 PM.

1. Public Comment (for items not listed on the agenda) - Limited to 3 minutes per speaker

There was no public comment.

2. Approval of Minutes from October 20, 2016

Commission Action: The Commission approved the October 20, 2016 minutes upon motion by Commissioner Chan, seconded by Commissioner Coffin and unanimously carried with no abstentions (4 in favor, 0 opposed, 0 abstentions).

Chair Simms-Mackey and Commissioner Echeverria joined the meeting.

3. Staff Announcements

Janis Burger, CEO announced that Kimi Watkins-Tartt has been appointed to the Commission by the Board of Supervisors (BOS) effective September 13, 2016. Dr. Karyn Tribble, Deputy Director, Alameda County Behavioral Health Care Services has been identified to serve as her Commission Alternate.

Ms. Burger stated the First 5 Alameda County (F5AC) Gala Event save-the-date cards have been printed. The Commissioners each received a set of cards to distribute to their contacts. It was requested that they keep track of who they gave the cards to so invitations could be sent at a later date.

PROGRAM

4. FY 2017-21 Strategic Plan Discussion

Ms. Burger discussed the recommendations on Home Visiting (HV) funding in the FY2017-2021 Strategic Plan detailed in the handout provided to the Commission. F5AC's original proposal recommends reducing funding by \$1.5M in FY 2017-18, for a total funding amount of \$1.5M. The recommendation for FY 2018-19 includes an additional \$1.5M reduction resulting in the elimination of funding for direct home visiting services.

Commissioner Chan stated providers have expressed their concern and would like to see a slower phase out of HV dollars. There will be a meeting with Alameda County Health Care Services held on November 26th to discuss funding and sustainability of county HV programs.

Vice Chair Herzfeld stated there are similar concerns being raised regarding funding in the early childhood field with the gap between community, access to childcare and the decrease in early childhood education funding. She inquired about the threshold in F5AC's reserve spending and if it is comparable to other First 5 agencies. Ms. Burger stated that F5AC maintains a six month reserve as a best practice and is in line with what other First 5 agencies practice.

Chair Simms-Mackey inquired whether HV is the only strategy being phased out. Malia Ramler, Senior Administrator, Community and Provider Capacity Building stated the Community Grants strategy will no longer be supported by F5AC with funding going to \$0 in the new Strategic Plan. The new focus of Community grants will be linked to the Neighborhoods Ready for School which will be a competitive process.

Kristin Spanos, COO, stated F5AC will continue to fund outreach for home visiting and other family supports via the PHOCs, ECChange technology system, data and evaluation support and training. The agency remains committed to the County's early childhood system of care, of which home visiting is a crucial component. Ms. Spanos stated the type of supports F5AC wants to implement both complement the existing home visiting programs, and extends service reach to those families for whom these programs do not meet their needs. Adjustments could be made to any program strategy area(s) to accommodate requested restorations to home visiting. F5AC is using Parent Engagement & Support for illustrative purposes, as that is where HV is currently budgeted.

Ms. Spanos presented the original proposed funding for HV in the FY 2017-21 Strategic Plan. No backfill from Alameda County was specifically requested in the Strategic Plan, though F5AC strongly supports ongoing County financial support of HV and identifies it as a critical component of the system of care of early child development and families. F5AC is actively engaging County leadership and other funders to support existing services and needed expansion.

Ms. Spanos presented funding options that were not included in the previous Strategic Plan draft. Option A proposes F5AC fund HV in the amount of \$1.5M for FY 2017-18, \$750K for FY 2018-19, \$750K for FY 2019-20 and \$0 in FY 2020-2021. This option would request backfill from Alameda County each fiscal year to total \$3M in funding over the 4 year period.

Ms. Spanos presented Option B which proposes F5AC fund HV in the amount of \$2M for FY 2017-18, \$1M for FY 2018-19, \$0 for FY 2019-20 and \$0 in FY 2020-2021. This option would request backfill from Alameda County each fiscal year to total \$3M in funding. Ms. Burger stated a long term HV funding solution with more sustainability will need to be determined by the next Strategic Plan.

Commissioner Coffin stated his support of Option A and noted the importance to reforecast annually based on community contributions.

Commissioner Echeverria stated her support for Option A and commented this would send a signal to the Federal government showing in solidarity with the community.

The Commission unanimously recommended moving forward with Option A in lieu of the original proposal for funding for Home Visiting in the FY 2017-2021 Strategic Plan to be voted on during the final reading at the December Commission meeting.

MISCELLANEOUS

5. Communication from Commissioners

There was no communication from Commissioners to report.

6. Adjournment

Chair Simms-Mackey adjourned the meeting at 6:28 PM



To: First 5 Alameda County Commission

From: Christine Hom, Finance Officer

Date: December 8, 2016

Subject: Contract Authorizations

REQUESTED ACTION

To review the following contract authorizations.

BACKGROUND

Per our Financial Policies, Section VII. Purchasing and Contracting, the Commission must approve contract/award amounts in excess of \$50,000. The following awards require specific authorization from the Commission.

Applied Survey Research (ASR) - \$50,000

First 5 Alameda County is requesting approval of a FY 2016-17 \$50,000 contract with Applied Survey Research to facilitate the development of a common vision and outcomes among the partners of the Castlemont Prenatal to 8 Collective Impact Initiative (FY 2013-17 Strategic Plan, page 11). A Request for Qualifications was released for this work and of the applications received, ASR was selected by an internal review panel. The community partners engaged in this Initiative include F5AC, Youth Uprising, Alameda County Public Health Department, Alameda County Social Services Agency and Lotus Bloom Family Resource Center who have been working together since 2012 in the Castlemont Neighborhood to build a prenatal to 8 pipeline of services for children and families.

Fiscal Impact: Funding is budgeted; \$16,000 will be received from the FY 2016-17 contract with Alameda County Social Services Agency with the remaining \$34,000 paid for by Prop 10.

Applied Survey Research (ASR) - \$30,000

First 5 Alameda County is requesting sole source approval of a FY 2016-17 \$30,000 contract with Applied Survey Research to conduct an evaluation of the Long Foundation funded programs serving developmentally vulnerable children (FY 2013-17 Strategic Plan, page 7). Applied Survey Research will document the types of intervention provided by providers serving developmentally vulnerable children, track children's incoming and outgoing developmental status, collect information on the effect of intervention on parents, support the progress of data collected, and test the power of the evaluation methods. The addition of this \$30,000 contract brings the FY 2016-17 aggregate contract amount to \$80,000 for which Commission approval is needed.

Fiscal Impact: Funding is budgeted and received from the Thomas J. Long Foundation grant.

Action requested: Approve an aggregate FY 2016-17 award amount of \$80,000 for Applied Survey Research

Oakland Education Fund - \$85,000

First 5 Alameda County is requesting approval of a FY 2016-17 \$85,000 contract with the Oakland Education Fund to develop and implement quality improvement plans for Oakland Unified School District (OUSD) sites participating in Quality Counts (FY 2013-17 Strategic Plan, page 9). The Commission approved this work to be made through a contract with OUSD at the June Commission meeting. The school district has subsequently requested that the contract be made directly with the Oakland Education Fund.

Fiscal Impact: Funding is budgeted and received from the FY 2016-18 CSPP Block Grant.

Action requested: Approve a FY 2016-17 \$85,000 contract with Oakland Education Fund.

UCSF Benioff Children’s Hospital Oakland (CHO) - \$30,000

First 5 Alameda County is requesting approval of a FY 2016-17 \$30,000 contract with UCSF Benioff Children’s Hospital Oakland (CHO) to support the supervision by CHO staff of the Project DULCE Family Specialist at Highland Hospital’s Pediatric Department (FY 2013-17 Strategic Plan, page 16). Project DULCE provides support to families of infants during their first six months of life, at well child visits and with home visits. The addition of this \$30,000 contract brings the FY 2015-18 aggregate contract amount to *\$430,901 for which Commission approval is needed.

*F5AC currently has the following contracts and grants with UCSF Benioff Children’s Hospital Oakland:

1. FY15-17 contract for \$30,000 to support planning and implementation of the Project DULCE model. Contract ended October 31, 2016.
2. FY15-17 community grant for \$120,000 to provide intervention through play to young children from Spanish-speaking families who are exhibiting and/or are at high risk for developmental and social-emotional delays.
3. FY15-17 contract for \$16,000 to provide support and consultation to providers who work with Latino families with children 0-5 years old.
4. FY16-17 contract for \$50,000 to support the capacity of Early Childhood Mental Health services delivery system (Harris training program).
5. FY16-18 contract for \$184,901 to provide SEED-CDV providing family support for foster care ages 12-48 months who exhibit mild to moderate development concerns (approved 6/2016).

Fiscal Impact: Funding will be received from a new \$50,000 grant from the Packard Foundation for Project DULCE and will be added to the F5AC agency budget via the mid-year budget modification process in February 2017.

Action requested: Approve an aggregate FY2015-18 award amount of \$430,901 for UCSF Benioff Children’s Hospital Oakland.

Merritt College - \$8,000

First 5 Alameda County is requesting approval of a FY 2016-17 \$8,000 contract with Merritt College to provide an Infant/Toddler class to students pursuing college credits in Early Care and Education (FY 2013-17 Strategic Plan, page 9). Merritt College currently receives a FY 2016-17 \$50,000 contract to support a Professional Development Coordinator in the ECE Department. The addition of this \$8,000 brings the FY 2016-17 aggregate contract amount to \$58,000 for which Commission approval is needed.

Fiscal Impact: Funding has been received from the FY 2015-17 Infant/Toddler Block Grant and will be added to the F5AC agency budget via the mid-year budget modification process in February 2017.

Action requested: Approve an aggregate FY 2016-17 award amount of \$58,000 for Merritt College.

Melia Franklin - \$15,000

First 5 Alameda County is requesting approval of a FY 2016-17 \$15,000 contract with Melia Franklin to provide technical assistance to staff in planning for the framing and implementation of the Parent Engagement and Support and Neighborhoods Ready for School strategies outlined in the new F5AC FY 2017-21 Strategic Plan. This work may include holding focus groups with staff, parents and other community partners to support the development of a theory of change. Melia Franklin currently has a FY 2015-17 \$41,000 contract to support family engagement policy efforts and the addition of this \$15,000 contract brings the FY 2015-17 aggregate contract amount to \$61,000 for which Commission approval is needed.

Fiscal Impact: Funding is budgeted and received from Proposition 10.

Action requested: Approve an aggregate FY2015-17 award amount of \$61,000 for Melia Franklin.

RECOMMENDATION

That the Commission approve the above contract authorizations.

Submitted by:

Reviewed by:

Christine Hom
Finance Officer

Janis Burger
Chief Executive Officer



To: First 5 Alameda County Commission

From: Chris Hwang, Evaluation & Technology Senior Administrator

Date: December 8, 2016

Subject: FY 2015-16 First 5 Annual Report to First 5 California

ACTION REQUESTED:

To approve the F5AC FY 2015-16 Annual Report to First 5 California.

BACKGROUND:

Each year First 5 Alameda County is required to submit an annual report to First 5 California. The report contains client, financial data, and a narrative summary of evaluations completed in FY 2015-16. The report was due and submitted on November 1, 2016.

RECOMMENDATION:

That the Commission approve the FY 2015-16 Annual Report to be submitted to First 5 California.

Submitted by:

Reviewed by:

Chris Hwang,
Evaluation & Technology
Senior Administrator

Janis Burger,
Chief Executive Officer



**Annual Report Form 3 (AR-3)
County Evaluation Summary
For Fiscal Year July 1, 2015 - June 30, 2016**

County: Alameda

Tuesday, November 01, 2016

Provide a description of the evaluation activities completed during the fiscal year



Annual Report Form 3 (AR-3) County Evaluation Summary For Fiscal Year July 1, 2015 - June 30, 2016

1) Improved Systems of Care (School Readiness Assessment)

First 5 Alameda County contracted with Applied Survey Research to conduct a school readiness assessment of 1,530 kindergarten children enrolled in Fall 2015 at 47 public schools in 9 school districts. In addition, parents were surveyed about their child's demographics, family background, and child care experiences.

2) Improved Child Development (ECE Provider Capacity Building)

In 2015-16, First 5 Alameda County fully implemented the regional Quality Rating and Improvement System, funded by First 5 and the California Department of Education Race to the Top – Early Learning Challenge grant. To date, we have completed quality ratings at 129 sites serving over 5,000 mostly low income children. In 2015-16, this included baseline ratings of 21 licensed child care centers and family child care home providers and re-ratings of another 29 centers and family child care providers after they had completed 18- months of quality improvement supports, ranging from higher education at community colleges to trainings on CSEFEL and DRDP, site-based coaching, mental health consultation, business and fiscal consultation, and consultation to implement universal screening.

Using our program management tool, ECC Online, and WELS, our regional web-based rating engine, we have conducted our own data analysis and contracted with Harder & Company Community Research to look closely at our local investments to see how, after 18- months of coaching and support, we have been able to move the needle on quality in terms of the seven QRIS elements: child observation; developmental and health screening; lead teacher and director qualifications; teacher-child interactions; ratio and group size; and the environment.

3) Improved Child Health (WIC Developmental Checklist Project)

For 12 months, starting in November 2014, Help Me Grow Alameda County (HMG) partnered with Alameda County Public Health WIC to introduce the use of developmental checklists at the Eastmont WIC site in Oakland, a site that has approximately 3,700 family visits per month. The WIC Developmental Checklist Project replicates aspects of a model program developed in Saint Louis, MO utilizing developmental checklists from the CDC's "Learn the Signs. Act Early." (LTSAE) campaign, together with wall and floor graphics that support the campaign. In Alameda County, the checklists were available in English and Spanish for 10 age intervals and included HMG program information. WIC staff were engaged throughout project development and design which included training on child development and project implementation.

Other evaluation activities conducted during the year included:

? Analysis of parent focus groups and surveys held in Spring 2015 regarding families' use of community resources and the Alamedakids.org website

? Summary of results from Fathers Corps learning community end-of-year survey conducted in June 2015

? Analysis and summary of the challenges and accomplishments of the CARES Plus program from 2011 to 2015

? Two evaluations of Touchpoints training provided to a community-based organization, A Better Way, and to the Alameda County Public Health Department



Annual Report Form 3 (AR-3) County Evaluation Summary For Fiscal Year July 1, 2015 - June 30, 2016

Describe the evaluation findings reported during the fiscal year

1) Improved Systems of Care (School Readiness Assessment)

? 44% of kindergarteners in the study were fully ready for kindergarten; 36% were partially ready; and 20% were not ready

? The strongest predictors of higher readiness were coming to school healthy, well-rested and well-fed, followed by having attended formal early education (preschool, T-K, or licensed family care). Children who were older, did not have special needs, were not English Learners, were female, and were non-African American, also had higher readiness levels. Higher family socioeconomic status, lower reported screen time, and non-single parent households were also associated, to a lesser degree, with higher readiness levels.

? Factors such as housing instability, living in unsafe neighborhoods and being socioeconomically disadvantaged are associated with lower readiness, and are more prevalent among African American and Hispanic/Latino children

http://www.first5alameda.org/files/reports_docs/Alameda_Co_SRA_2015_Report_August_15.pdf

2) Improved Child Development (ECE Provider Capacity Building)

On a 1-5 point tier rating scale, with 5 being the highest possible rating, the tier ratings for all 129 rated sites (baseline and re-ratings combined) are:

- ? 6 sites received a tier rating of 5
- ? 63 sites received a tier rating of 4
- ? 40 sites received a tier rating of 3
- ? 20 sites received a tier rating of 2

29 sites completed 18- months of coaching, technical assistance and training and were re-rated:

- ? 17 sites stayed at the same tier rating (either a 2, 3 or 4)
- ? 12 sites moved up a tier (2 moved from 4 to 5; 4 from 3 to 4; and 6 moved from 2 to 3)

Of the 29 re-rated sites, overall changes in quality tier levels and element ratings were shown to be greatest for family child care programs compared to child care centers. With their first ratings being relatively low, the five privately- funded child care centers showed significant improvements in all elements of the QRIS system. Across all sites, there was significant movement towards universal developmental screening. Additional analyses are being conducted to understand and explain small but positive trends in teacher-child interactions and teacher qualifications as well as modest improvements in environmental ratings (specifically at publically-funded programs).

Highlights from interviews with center directors and family child care owners included reports of:

- ? Improvements in health and safety in terms of both improved staff implementation of practices and safer physical environments
- ? Improved teacher-child interactions as evidenced by increased verbal communication between teachers and children and improvements in children's behavior
- ? More challenges for family child care and privately-funded centers implementing changes due to limited resources compared to publically-funded centers



**Annual Report Form 3 (AR-3)
County Evaluation Summary
For Fiscal Year July 1, 2015 - June 30, 2016**

QRIS administrators also observed:

- ? Sites with lower initial ratings tended to have fewer resources and required greater coaching investments
- ? Greater alignment of community college coursework with the Child Development Permit Matrix leads to greater readiness for the ECE workforce
- ? Program directors who were more engaged and who took more of a leadership role tended to have programs with greater improvements

Results are currently unpublished; a written evaluation report will be completed soon.

3) Improved Child Health (WIC Developmental Checklist Project)

- ? After implementing the WIC Developmental Checklist Project at the Eastmont WIC site, referrals from WIC staff to HMG increased by 236%
- ? 99% of parents surveyed felt the developmental checklists were helpful. Parents described ways in which they learned something new from the checklist about their particular child's development or about child development in general.
- ? All of the WIC staff surveyed agreed that it is important to identify developmental concerns early

http://www.first5alameda.org/files/HMG_-_WIC_Eastmont_Evaluation_Report.pdf

Describe the policy impact of the evaluation results



**Annual Report Form 3 (AR-3)
County Evaluation Summary
For Fiscal Year July 1, 2015 - June 30, 2016**

1) Improved Systems of Care (School Readiness Assessment)

The results of the 2015 ASR School Readiness Assessment Study have been shared widely with First 5 Alameda County Commissioners, a variety of partners (e.g., the Alameda County Youth Ventures Joint Powers Authority, school district partners, Alameda County Interagency Children's Policy Council, community based parks, recreation and libraries, and municipal leadership in Oakland and Hayward), and the general public and are central to our 2017-21 Strategic Planning effort.

2) Improved Child Development (ECE Provider Capacity Building)

First 5 Alameda County's investment in access to and analysis of both quantitative and qualitative data will enable greater understanding of the content and quantity of quality improvement investments that work best for different settings, with varying challenges, motivations and capacity for participation. This information will be used to tailor and sustain quality improvement efforts in Alameda County for years to come.

3) Improved Child Health (WIC Developmental Checklist Project). Based on the results from the pilot, the Developmental Checklist Screening Project has expanded to 5 additional WIC sites and planning is underway to expand to the remaining 11 offices in the county. In addition, results have been shared with Janet Farmer from the University of Missouri, whose prior evaluation work served as a model for us. She has expressed interest in using some elements of the HMG Alameda County design in her future work as the Missouri project expands to other WIC locations in that state. In addition, our results have been shared through:

? California WIC Association's Newsletter, WIC Watch, Fall 2016

http://calwic.org/storage/documents/newsletter/CWIC_Fall_2016_NL_web.pdf

? A HMG webinar on 3/22/16 for those interested in adopting HMG elsewhere in California, and a presentation at the HMG national forum on 5/18/16



**Annual Report Form 1 (AR-1)
County Revenue and Expenditure Summary
For Fiscal Year July 1, 2015 - June 30, 2016**

County: Alameda

Tuesday, November 01, 2016

Revenue Detail	
Tobacco Tax Funds	\$13,188,941
CARES Plus Program Funds, Round 2	\$301,663
CSP, RFA 1 Extension	\$0
CSP, RFA 3 Extension	\$0
Small County Augmentation Funds	\$0
IMPACT	\$0
Other Funds	\$2,915,118
Other Funds Description	Federal, private foundation and miscellaneous revenue
Grants	\$1,850,689
Grants Description	Revenue received from departments in Alameda County
Donations	\$0
Revenue From Interest Earned	\$697,127
Total Revenue	\$18,953,538

Improved Family Functioning	
Community Resource and Referral	\$0
Distribution of Kit For New Parents	\$0
Adult and Family Literacy Programs	\$0
Targeted Intensive Family Support Services	\$0
General Parenting Education and Family Support Programs	\$1,993,125
Quality Family Functioning Systems Improvement	\$0
Total	\$1,993,125



**Annual Report Form 1 (AR-1)
County Revenue and Expenditure Summary
For Fiscal Year July 1, 2015 - June 30, 2016**

Improved Child Development	
Preschool Programs for 3- and 4- Year Olds	\$0
Infants, Toddlers, and All-Age Early Learning Programs	\$453,566
Early Education Provider Programs	\$3,731,334
Kindergarten Transition Services	\$414,303
Quality ECE Investments	\$1,013,472
Quality ECE Investments Description	Race to the Top federal grant expenses
Total	\$5,612,675

Improved Child Health	
Nutrition and Fitness	\$0
Health Access	\$0
Maternal and Child Health Care	\$3,595,536
Oral Health	\$0
Primary and Specialty Medical Services	\$0
Comprehensive Screening and Assessments	\$2,524,407
Targeted Intensive Intervention for Identified Special Needs	\$0
Safety Education and Injury Prevention	\$0
Tobacco Education and Outreach	\$0
Quality Health Systems Improvement	\$0
Quality Health Systems Improvement Description	
Total	\$6,119,943

Improved Systems of Care	
Policy and Broad Systems-Change Efforts	\$1,419,284
Organizational Support	\$181,254
Public Education and Information	\$622,901
Total	\$2,223,439



**Annual Report Form 1 (AR-1)
County Revenue and Expenditure Summary
For Fiscal Year July 1, 2015 - June 30, 2016**

Expenditure Detail	
Program Expenditures	\$15,949,182
Administrative Expenditures	\$2,301,369
Evaluation Expenditures	\$1,137,126
Total Expenditures	\$19,387,677
Excess (Deficiency) of Revenues Over (Under) Expenses	(\$434,139)

Other Financing Sources	
Sale(s) of Capital Assets	\$0
Other: Specify Source Below	\$0
Other Description	
Total Other Financing Sources	\$0

Net Change in Fund Balance	
Fund Balance - Beginning July 1	\$34,438,935
Fund Balance - Ending June 30	\$34,004,796
Net Change In Fund Balance	(\$434,139)

FY Fund Balance	
Nonspendable	\$57,008
Restricted	\$0
Committed	\$7,515,253
Assigned	\$26,432,535
Unassigned	\$0
Total Fund Balance	\$34,004,796



**Annual Report Form 1 (AR-1)
County Revenue and Expenditure Summary
For Fiscal Year July 1, 2015 - June 30, 2016**

Expenditure Notes

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AR1/AR2 Summary Report
For Fiscal Year July 1, 2015 - June 30, 2016

County: Alameda

Tuesday, November 01, 2016

Result Area	Service	Status	Total Dollars Spent	Total Number of Children Served	Total Number of Parents/Other Family Members/Providers Served
Improved Family Functioning	General Parenting Education and Family Support Programs	Submitted	\$1,993,125	2714	5536
Improved Child Development	Infants, Toddlers, and All-Age Early Learning Programs	Submitted	\$453,566	225	109
Improved Child Development	Early Education Provider Programs	Submitted	\$3,731,334	0	1242
Improved Child Development	Kindergarten Transition Services	Submitted	\$414,303	68	39
Improved Child Development	Quality ECE Investments	Submitted	\$1,013,472	6332	834
Improved Child Health	Maternal and Child Healthcare	Submitted	\$3,595,536	744	794
Improved Child Health	Comprehensive Screening and Assessments	Submitted	\$2,524,407	10441	9871
Improved Systems of Care	Policy and Broad Systems-Change Efforts	Submitted	\$1,419,284	0	0
Improved Systems of Care	Organizational Support	Submitted	\$181,254	0	0
Improved Systems of Care	Public Education and Information	Submitted	\$622,901	0	0



For Fiscal Year July 1, 2015 - June 30, 2016

County: Alameda

Tuesday, November 01, 2016

Service Type: Comprehensive Screening and Assessments



For Fiscal Year July 1, 2015 - June 30, 2016

Result Type: Improved Child Health

Provide the most recent compelling service outcome available for this service.

The expansion of outreach activities at community-based events, early care and education sites, pediatric offices and Women, Infant Children pediatric sites, increased the number of families accessing the Help Me Grow telephone line for general information, consultation and developmental support.

Provide the comparison data used to determine whether the service outcome was an improvement and specify the origin of the data.

Overall, calls to the Help Me Grow telephone line increased by 22.4%. In FY14-15 the program received 1,970 total calls/referrals to the phone line 228 of which initiated by parents. In FY15-16 it received 2,411 total calls/referrals to the phone line, 390 of which were initiated by parents. Parent-initiated calls/referrals increased by 71%.

Describe the measurement tool used in the evaluation to measure the outcome.

Pathway referral tracking system



For Fiscal Year July 1, 2015 - June 30, 2016

Provide a breakdown of the population served by the following demographic categories	
Children Less Than 3 Years Old	9246
Children from 3rd to 6th Birthday	1163
Children - Ages Unknown (birth to 6th Birthday)	32
Parents/Guardians/Primary Caregivers	9840
Other Family Members	0
Providers	31
Total Population Served	20312

Provide breakdown of the population served by ethnic or racial category. Report children separate from Parents, Guardians, and Primary Caregivers.		
Alaska Native/American Indian	0	0
Asian	168	0
Black/African-American	200	0
Hispanic/Latino	777	0
Pacific Islander	28	0
White	45	0
Multiracial	12	0
Other	0	0
Unknown	9211	9840
Sub Totals	10441	9840
Total Population Served	20281	



For Fiscal Year July 1, 2015 - June 30, 2016

Provide a breakdown of the population served by the language that they primarily speak at home. Report children separate from Parents, Guardians, and Primary Caregivers.

English	0	769
Spanish	0	578
Cantonese	0	58
Mandarin	0	18
Vietnamese	0	9
Korean	0	0
Other	0	64
Unknown	10441	8344
Sub Totals	10441	9840
Total Population Served	20281	



For Fiscal Year July 1, 2015 - June 30, 2016

County: Alameda

Tuesday, November 01, 2016

Service Type: Early Education Provider Programs



For Fiscal Year July 1, 2015 - June 30, 2016

Result Type: Improved Child Development

Provide the most recent compelling service outcome available for this service.

Several institutional partners are building in funding to sustain early education provider support. Oakland Unified School District has committed to funding its first ever Director of Quality Improvement, originally seeded with CSPP dollars. Three community colleges now funding coordinators at a 50% match starting in fy16-17 as CARES funding ends. The Alameda County Office of Education now has a full-time ECE position.

For the first time, Early Childhood Mental Health providers and partners in Alameda County have agreed to a common definition and principles for Early Childhood Mental Health Consultation.

Provide the comparison data used to determine whether the service outcome was an improvement and specify the origin of the data.

All positions are new or were formerly funded by or leveraged by Prop 10.

Describe the measurement tool used in the evaluation to measure the outcome.

ECC Online data collection application



For Fiscal Year July 1, 2015 - June 30, 2016

Provide a breakdown of the population served by the following demographic categories	
Children Less Than 3 Years Old	0
Children from 3rd to 6th Birthday	0
Children - Ages Unknown (birth to 6th Birthday)	0
Parents/Guardians/Primary Caregivers	0
Other Family Members	0
Providers	1242
Total Population Served	1242

Provide breakdown of the population served by ethnic or racial category. Report children separate from Parents, Guardians, and Primary Caregivers.		
Alaska Native/American Indian	0	0
Asian	0	0
Black/African-American	0	0
Hispanic/Latino	0	0
Pacific Islander	0	0
White	0	0
Multiracial	0	0
Other	0	0
Unknown	0	0
Sub Totals	0	0
Total Population Served	0	



For Fiscal Year July 1, 2015 - June 30, 2016

Provide a breakdown of the population served by the language that they primarily speak at home. Report children separate from Parents, Guardians, and Primary Caregivers.

English	0	0
Spanish	0	0
Cantonese	0	0
Mandarin	0	0
Vietnamese	0	0
Korean	0	0
Other	0	0
Unknown	0	0
Sub Totals	0	0
Total Population Served	0	



For Fiscal Year July 1, 2015 - June 30, 2016

County: Alameda

Tuesday, November 01, 2016

Service Type: Infants, Toddlers, and All-Age Early Learning Programs



For Fiscal Year July 1, 2015 - June 30, 2016

Result Type: Improved Child Development

Provide the most recent compelling service outcome available for this service.

Provide the comparison data used to determine whether the service outcome was an improvement and specify the origin of the data.

Describe the measurement tool used in the evaluation to measure the outcome.



For Fiscal Year July 1, 2015 - June 30, 2016

Provide a breakdown of the population served by the following demographic categories	
Children Less Than 3 Years Old	53
Children from 3rd to 6th Birthday	26
Children - Ages Unknown (birth to 6th Birthday)	146
Parents/Guardians/Primary Caregivers	105
Other Family Members	0
Providers	4
Total Population Served	334

Provide breakdown of the population served by ethnic or racial category. Report children separate from Parents, Guardians, and Primary Caregivers.		
Alaska Native/American Indian	0	0
Asian	2	1
Black/African-American	63	23
Hispanic/Latino	133	79
Pacific Islander	0	0
White	2	2
Multiracial	0	0
Other	0	0
Unknown	25	0
Sub Totals	225	105
Total Population Served	330	



For Fiscal Year July 1, 2015 - June 30, 2016

Provide a breakdown of the population served by the language that they primarily speak at home. Report children separate from Parents, Guardians, and Primary Caregivers.

English	22	26
Spanish	47	50
Cantonese	0	0
Mandarin	0	0
Vietnamese	0	0
Korean	0	0
Other	10	16
Unknown	146	13
Sub Totals	225	105
Total Population Served	330	



For Fiscal Year July 1, 2015 - June 30, 2016

County: Alameda

Tuesday, November 01, 2016

Service Type: General Parenting Education and Family Support Programs



For Fiscal Year July 1, 2015 - June 30, 2016

Result Type: Improved Family Functioning

Provide the most recent compelling service outcome available for this service.

Provide the comparison data used to determine whether the service outcome was an improvement and specify the origin of the data.

Describe the measurement tool used in the evaluation to measure the outcome.



For Fiscal Year July 1, 2015 - June 30, 2016

Provide a breakdown of the population served by the following demographic categories	
Children Less Than 3 Years Old	1256
Children from 3rd to 6th Birthday	1458
Children - Ages Unknown (birth to 6th Birthday)	0
Parents/Guardians/Primary Caregivers	4976
Other Family Members	0
Providers	560
Total Population Served	8250

Provide breakdown of the population served by ethnic or racial category. Report children separate from Parents, Guardians, and Primary Caregivers.		
Alaska Native/American Indian	6	57
Asian	379	706
Black/African-American	386	321
Hispanic/Latino	1083	1198
Pacific Islander	13	17
White	225	398
Multiracial	173	113
Other	66	53
Unknown	383	2113
Sub Totals	2714	4976
Total Population Served	7690	



For Fiscal Year July 1, 2015 - June 30, 2016

Provide a breakdown of the population served by the language that they primarily speak at home. Report children separate from Parents, Guardians, and Primary Caregivers.

English	1053	1229
Spanish	814	984
Cantonese	145	248
Mandarin	26	63
Vietnamese	29	70
Korean	1	4
Other	105	313
Unknown	541	2065
Sub Totals	2714	4976
Total Population Served	7690	



For Fiscal Year July 1, 2015 - June 30, 2016

County: Alameda

Tuesday, November 01, 2016

Service Type: Kindergarten Transition Services



For Fiscal Year July 1, 2015 - June 30, 2016

Result Type: Improved Child Development

Provide the most recent compelling service outcome available for this service.

Provide the comparison data used to determine whether the service outcome was an improvement and specify the origin of the data.

Describe the measurement tool used in the evaluation to measure the outcome.



For Fiscal Year July 1, 2015 - June 30, 2016

Provide a breakdown of the population served by the following demographic categories	
Children Less Than 3 Years Old	0
Children from 3rd to 6th Birthday	68
Children - Ages Unknown (birth to 6th Birthday)	0
Parents/Guardians/Primary Caregivers	39
Other Family Members	0
Providers	0
Total Population Served	107

Provide breakdown of the population served by ethnic or racial category. Report children separate from Parents, Guardians, and Primary Caregivers.		
Alaska Native/American Indian	0	0
Asian	0	0
Black/African-American	0	0
Hispanic/Latino	0	0
Pacific Islander	0	0
White	0	0
Multiracial	0	0
Other	0	0
Unknown	68	39
Sub Totals	68	39
Total Population Served	107	



For Fiscal Year July 1, 2015 - June 30, 2016

Provide a breakdown of the population served by the language that they primarily speak at home. Report children separate from Parents, Guardians, and Primary Caregivers.

English	0	0
Spanish	0	0
Cantonese	0	0
Mandarin	0	0
Vietnamese	0	0
Korean	0	0
Other	0	0
Unknown	68	39
Sub Totals	68	39
Total Population Served	107	



For Fiscal Year July 1, 2015 - June 30, 2016

County: Alameda

Tuesday, November 01, 2016

Service Type: Maternal and Child Healthcare



For Fiscal Year July 1, 2015 - June 30, 2016

Result Type: Improved Child Health

Provide the most recent compelling service outcome available for this service.

Provide the comparison data used to determine whether the service outcome was an improvement and specify the origin of the data.

Describe the measurement tool used in the evaluation to measure the outcome.



For Fiscal Year July 1, 2015 - June 30, 2016

Provide a breakdown of the population served by the following demographic categories	
Children Less Than 3 Years Old	720
Children from 3rd to 6th Birthday	24
Children - Ages Unknown (birth to 6th Birthday)	0
Parents/Guardians/Primary Caregivers	794
Other Family Members	0
Providers	0
Total Population Served	1538

Provide breakdown of the population served by ethnic or racial category. Report children separate from Parents, Guardians, and Primary Caregivers.		
Alaska Native/American Indian	0	0
Asian	59	59
Black/African-American	125	152
Hispanic/Latino	256	260
Pacific Islander	2	2
White	35	41
Multiracial	0	0
Other	28	17
Unknown	239	263
Sub Totals	744	794
Total Population Served	1538	



For Fiscal Year July 1, 2015 - June 30, 2016

Provide a breakdown of the population served by the language that they primarily speak at home. Report children separate from Parents, Guardians, and Primary Caregivers.

English	0	184
Spanish	0	123
Cantonese	0	11
Mandarin	0	2
Vietnamese	0	4
Korean	0	0
Other	0	37
Unknown	744	433
Sub Totals	744	794
Total Population Served	1538	



For Fiscal Year July 1, 2015 - June 30, 2016

County: Alameda

Tuesday, November 01, 2016

Service Type: Organizational Support



For Fiscal Year July 1, 2015 - June 30, 2016

Result Type: Improved Systems of Care

Who was the primary audience for the service?

Family advocates, mental health providers, health care administration services, partners in Nevada, San Francisco and Fresno counties.

What were the types of services provided?

Connecting with the three counties (Fresno, San Francisco and Nevada) and providing technical assistance and coaching. Data will be gathered regarding:

1. Mental Health Consultation to Home Visitation Programs
2. Parent Engagement (Parent Cafes, working with Be Strong Families, IL)
3. System Integration



For Fiscal Year July 1, 2015 - June 30, 2016

What was the intended result of the service? What was the community impact of the service?

As a partnership between California Department of Public Health, Alameda County Public Health Department and WestEd, First 5 Alameda County received a grant to expand its original Project LAUNCH 2009-2014 pilot to support urban and rural areas serving ethnically diverse families living in poverty and experiencing high rates of child maltreatment and lack of access to adequate mental health supports. This was the first year of the expansion project, which focused primarily on setting up infrastructure for the collaboration.

The project aims to establish

1. A replicable model for MH consultation in HV
2. A replicable model for parent cafes as a parent engagement strategy for HV
3. 1,000 parents and children served will experience improved rates of linkage to needed resources



For Fiscal Year July 1, 2015 - June 30, 2016

County: Alameda

Tuesday, November 01, 2016

Service Type: Policy and Broad Systems-Change Efforts



For Fiscal Year July 1, 2015 - June 30, 2016

Result Type: Improved Systems of Care

Who was the primary audience for the service?

Legislators, policy makers, school districts, early care and education providers, community-based family support organizations and parent leaders.

What were the types of services provided?

Monitored, advocated for and endorsed state legislation and ballot initiatives in the November 2016 election. Communications and outreach to the broad community. Distribution of collateral.



For Fiscal Year July 1, 2015 - June 30, 2016

What was the intended result of the service? What was the community impact of the service?

- Endorsed two ballot initiatives for the November election, Prop 55 and Prop 56.
- Supported legislative proposals that included paid parental leave, allowed purchases of diapers to be tax exempt, improved the levels of early childhood mental health consultation at state funded preschool programs and eliminated the maximum family grant for TANF.
- Joined the First 5 Association and other early childhood partners in opposing Gov. Jerry Brown's proposal to combine early childhood program funding into a block grant and eliminate transitional kindergarten.
- Endorsed Measure HH on the Oakland ballot which would tax sugar-sweetened beverages.
- In partnership with the national Talking is Teaching: Talk Read Sing campaign, distributed 7,000 tote bags to families with children.
- Helped launch the new Quality Counts website and video.
- Helped organize a screening in partnership with Rep. Barbara Lee of the movie, Are We Crazy About Our Kids, on Saturday, June 4th



For Fiscal Year July 1, 2015 - June 30, 2016

County: Alameda

Tuesday, November 01, 2016

Service Type: Public Education and Information



For Fiscal Year July 1, 2015 - June 30, 2016

Result Type: Improved Systems of Care

Who was the primary audience for the service?

Teachers, male service providers, fathers, nurses, case managers, family advocates, parent educators

What were the types of services provided?

Convenings and trainings with a core focus on maternal mental health, child development, Fathers Corps, diversity and culture, trauma-informed care. Learning communities specially focused on utilizing Brazelton's Touchpoints, homeless shelter sector, providers serving Asian families and case management of Hispanic/Latino families. CEUs were offered for free to eligible participants.



For Fiscal Year July 1, 2015 - June 30, 2016

What was the intended result of the service? What was the community impact of the service?

922 attendees out of 964 or 96% rated our training very good or excellent for FY 2015 – 2016 – this is up from 14/15 that was 93%. 89% of attendees felt that learning objectives were met.

1,020 attendees from 157 different agencies and organizations received a total of 9,324 hours of training hours across 52 sessions. 1,429 CEUs were awarded free of charge.



For Fiscal Year July 1, 2015 - June 30, 2016

County: Alameda

Tuesday, November 01, 2016

Service Type: Quality ECE Investments



For Fiscal Year July 1, 2015 - June 30, 2016

Result Type: Improved Child Development

Provide the most recent compelling service outcome available for this service.

This is the first time the Bay Area regional consortium has agreed to pilot a single definition of quality using the quality matrix. Please see evaluation highlight for outcome details.

Provide the comparison data used to determine whether the service outcome was an improvement and specify the origin of the data.

Until now, there were no comparable quality data. As a result of Race To The Top, Alameda County, along with 7 other Bay Area counties have the beginnings of a quality rating benchmark for licensed early care and education sites.

Describe the measurement tool used in the evaluation to measure the outcome.

QRIS Quality Matrix, recorded in WELS database.



For Fiscal Year July 1, 2015 - June 30, 2016

Provide a breakdown of the population served by the following demographic categories	
Children Less Than 3 Years Old	640
Children from 3rd to 6th Birthday	4632
Children - Ages Unknown (birth to 6th Birthday)	1060
Parents/Guardians/Primary Caregivers	0
Other Family Members	0
Providers	834
Total Population Served	7166

Provide breakdown of the population served by ethnic or racial category. Report children separate from Parents, Guardians, and Primary Caregivers.		
Alaska Native/American Indian	0	0
Asian	0	0
Black/African-American	0	0
Hispanic/Latino	0	0
Pacific Islander	0	0
White	0	0
Multiracial	0	0
Other	0	0
Unknown	6332	0
Sub Totals	6332	0
Total Population Served	6332	



For Fiscal Year July 1, 2015 - June 30, 2016

Provide a breakdown of the population served by the language that they primarily speak at home. Report children separate from Parents, Guardians, and Primary Caregivers.

English	0	0
Spanish	0	0
Cantonese	0	0
Mandarin	0	0
Vietnamese	0	0
Korean	0	0
Other	0	0
Unknown	6332	0
Sub Totals	6332	0
Total Population Served	6332	



To: First 5 Alameda County Commission

From: Chris Hwang, Evaluation & Technology Senior Administrator

Date: December 8, 2016

Subject: FY 2015-16 First 5 Alameda County Local Annual Report

ACTION REQUESTED:

To review and approve the FY 2015-16 F5AC Local Annual Report.

BACKGROUND:

On an annual basis First 5 Alameda County produces an annual report reflecting accomplishments, outcomes and a financial summary of activities. The First 5 Local Annual Report for fiscal year 2015-16 (July 1, 2015 through June 30, 2016) is prepared for review and approval by the Commission.

RECOMMENDATION:

That the Commission approve the FY 2015-16 First 5 Alameda County Local Annual Report.

Submitted by:

Reviewed by:

Chris Hwang,
Evaluation & Technology
Senior Administrator

Janis Burger,
Chief Executive Officer

I am pleased to present the FY 2015-16 Annual Report covering the third year of our 2013-17 Strategic Plan. First 5 Alameda County Commissioners, staff, and the Alameda County early childhood community have worked passionately and collaboratively to provide high quality services to young children and their families in our community and to move the policy agenda forward for long term sustainability. This report focuses on highlights in each of our 9 strategy areas, providing a glimpse into the broader work of our organization. For more information, I invite you to explore our website and all of our evaluation reports.



In partnership,
Janis Burger, CEO

FIRST 5 ALAMEDA COUNTY ANNUAL REPORT 2015 - 2016

Supporting Families,
Providers and Communities
So That Children Thrive



FY 2015-16 COMMISSIONERS

Pamela Simms-Mackey, MD, FAAP, Chair

Ricky Choi, MD, MPH, FAAP, Vice Chair

Renee Herzfeld, Vice Chair

Alex Briscoe

Wilma Chan

Lori Cox

Cecilia Echeverria

Tomás A. Magaña, MD, MA, FAAP

Deborah Stark



RESULT 1 STABLE, SUPPORTIVE & NURTURING ENVIRONMENTS FOR CHILDREN

The Strengthening Families Framework identifies 5 protective factors that decrease the likelihood of child abuse and neglect and promote children’s readiness for school.

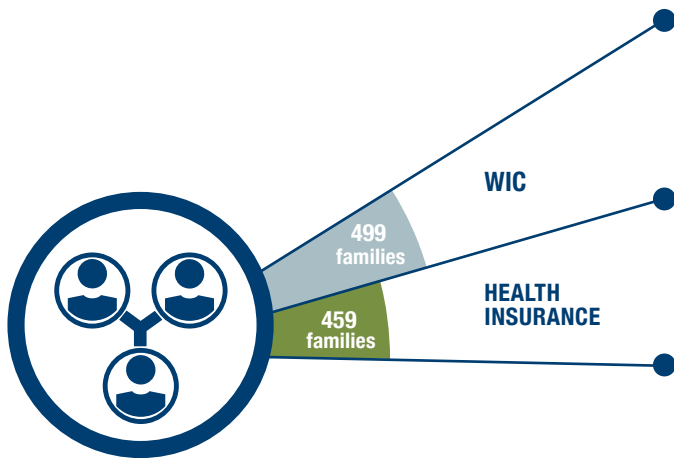
CONCRETE SUPPORT IN TIMES OF NEED

5,500

MEDI-CAL BIRTHS PER YEAR IN THE COUNTY

First 5 Alameda County (F5AC) Perinatal Hospital Outreach Coordinators, stationed at local hospitals & other community locations, referred families to home visiting/family support programs and other supports such as WIC & health insurance.

1,359 REFERRED TO OVER 10 HOME VISITING/FAMILY SUPPORT PROGRAMS (most of whom were Medi-Cal families)



PARENTAL RESILIENCE

Community grantees and home visitors screened parents / caregivers for depression.

630 SCREENED FOR DEPRESSION

156 (25%) SCREENED POSITIVE

164 WERE REFERRED / RECEIVED MENTAL HEALTH SERVICES

KNOWLEDGE OF PARENTING AND CHILD DEVELOPMENT

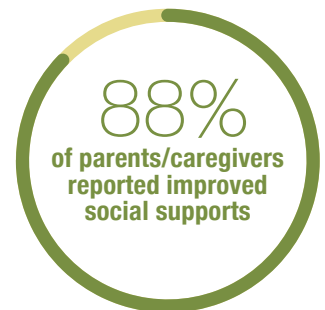
SOCIAL CONNECTIONS

OVER 3,000 PARENTS/CAREGIVERS

AND 1,300 CHILDREN

attended F5AC funded parent-child playgroups, parenting education, and Parent Cafes in 6 languages.

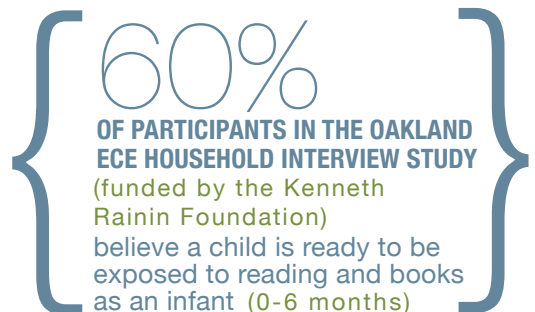
FAMILIES’ PROTECTIVE FACTORS INCREASED



CHILDREN’S SOCIAL AND EMOTIONAL COMPETENCE

7,265 TALK, READ, SING TOTE BAGS

(with book, music cd, baby clothing and other items) were distributed in Oakland through over 40 organizations to support children’s social-emotional development and early literacy.



2015 ALAMEDA COUNTY SCHOOL READINESS STUDY

1,530 kindergarteners at 47 public schools in 9 school districts were assessed for school readiness.

ONLY 44% WERE FULLY READY FOR SCHOOL



34% OF LATINO GIRLS 25% OF AFRICAN-AMERICAN AND LATINO BOYS

The study found that a key predictor of readiness was participation in formal early education.

IMPLEMENTING QUALITY RATING AND IMPROVEMENT SYSTEMS (QRIS) IN ALAMEDA COUNTY

High quality early childhood education is particularly beneficial for low income children, helping to reduce gaps in readiness compared to more affluent peers. Children who attend more responsive, stimulating, and well-structured settings show greater academic achievements and fewer behavioral concerns by 3rd grade as compared to those who do not.

First 5 Alameda County funds an 18-month model of coaching and consultation services for ECE programs interested in quality improvement. After an initial assessment and rating of program quality, services are tailored to meet program needs and may include a focus on improving environments, business practices, developmental screening practices, child observations and/or teacher-child interactions.

6,812 PRIMARILY LOW INCOME CHILDREN

were enrolled in 128 participating QRIS sites; 70% of the county's state-subsidized programs and all but one of the Head Start agencies in Alameda County participate in the quality improvement effort.

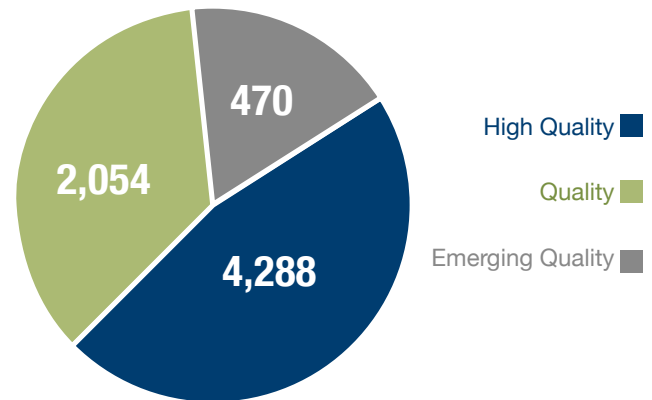
F5AC was able to bring in \$2.7 million dollars in state and federal funding for quality improvement and provider professional development.

After sites received 18 months of quality improvement support from QRIS,

42% OF CHILDREN IN EMERGING QUALITY SITES

at the beginning of the period were in sites that had improved to QUALITY at their next rating.

Number of children enrolled by site quality

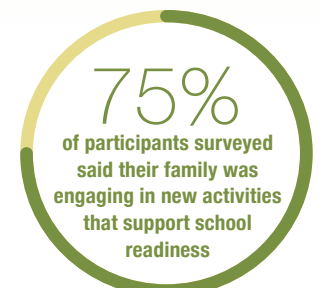


33%

OF CHILDREN AGES 3-5 IN ALAMEDA COUNTY ARE NOT ENROLLED IN PRESCHOOL OR KINDERGARTEN

F5AC funded quality early learning experiences for families whose children are not enrolled in licensed child care through neighborhood-based libraries and recreation centers in Oakland, San Leandro, Hayward, Union City and Livermore. F5AC has also supported the development of an early childhood "hub" at Room to Bloom in East Oakland, where community playdates were held monthly and a developmental playgroup was begun to support children's self-regulation.

OVER 500 CHILDREN AND THEIR FAMILIES SERVED



RESULT 3 CHILDREN REACH THEIR OPTIMAL DEVELOPMENTAL OUTCOMES

45% (LESS THAN HALF) OF CHILDREN IN ALAMEDA COUNTY WITH SPECIAL NEEDS are identified before kindergarten. Readiness assessments reveal that many children arrive at kindergarten with undetected concerns, missing the opportunity for early intervention.

INCREASING NUMBERS OF CHILDREN ARE BEING SCREENED, IDENTIFIED WITH ANY CONCERNS AND LINKED TO SUPPORTS

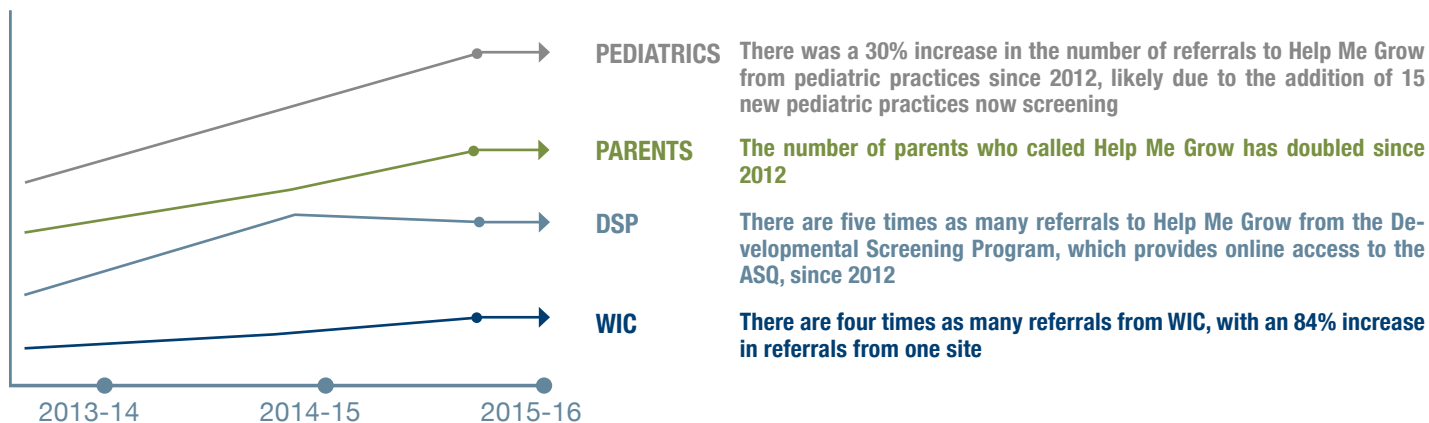
10,334 DEVELOPMENTAL SCREENINGS WERE CONDUCTED

using primarily the Ages and Stages Questionnaires (ASQ) —an increase of 1,400 over last year. 8,303 of the screenings were conducted by pediatric sites, compared to 7,051 last year.

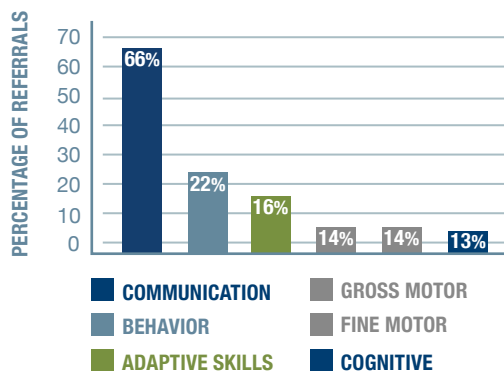
ADVOCACY TO SUPPORT DEVELOPMENTAL SCREENING THROUGH MEDI-CAL MANAGED CARE

Along with the First 5 Association and several other First 5 counties, F5AC funded a study by Health Management Associates to develop policy recommendations and a “roadmap” so that managed care organizations can advocate for increased developmental screening among their members.

REFERRALS TO THE HELP ME GROW PHONE LINE HAVE GROWN OVER TIME, WITH PEDIATRIC PROGRAMS CONTINUING TO CONTRIBUTE THE GREATEST PROPORTION.

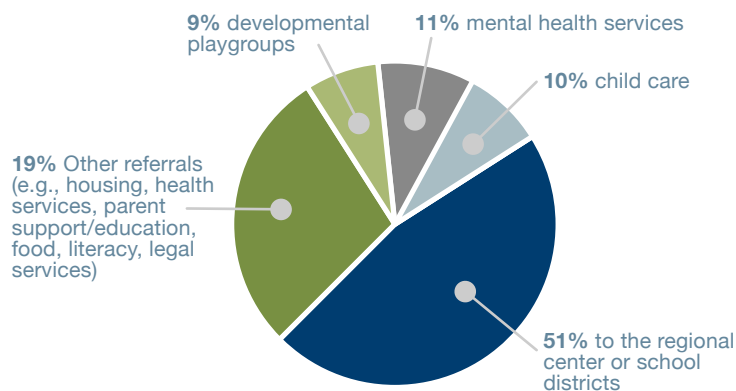


TOP 6 DEVELOPMENTAL CONCERNS OF CHILDREN REFERRED TO THE HELP ME GROW PHONE LINE



2,019 REFERRALS MADE BY HELP ME GROW FOR 1,313 CHILDREN

71% of these children were linked to at least one of the following services





SUPPORTING PARENT INVOLVEMENT AND ADVOCACY

With support from F5AC and the Interagency Children’s Policy Council, the Alameda County Early Childhood Policy Committee and Parent Voices Oakland brought together over 50 parents for the Spring Parent Forum, which led to the launch of a campaign to increase access to child care subsidies for displaced and/or homeless families. The County Board of Supervisors has agreed to work with parents to identify funding for this effort.



SUPPORTING FATHER ENGAGEMENT

The Alameda County Fathers Corps created an agency self-assessment tool that organizations can use to track their use of father-friendly principles. It also provided 8 policy and programmatic recommendations to the Board of Supervisors and public system department heads. Among the recommendations were:

- ▶ Train family service providers on how to engage fathers and father figures in a father-friendly manner that welcomes full participation, and increase the number of male staff within family service organizations at all strategic levels
- ▶ Ensure family service program models funded by and contracted out with County funds include a fatherhood component and are effectively engaging and supporting the needs of fathers/father-figures



TRAINING AND CAPACITY BUILDING FOR PROVIDERS

1,429 CEUS AWARDED THIS YEAR,
a 34% increase since 2012-13, the first year of our strategic plan.

2,217 unduplicated providers received 21,358 hours of training. 89% of attendees felt learning objectives were met. 96% rated trainings as “very good” or “excellent,” up from 93% last year.



INCREASING ACCESS TO PRESCHOOL THROUGH THE AB833 ECE SUBSIDY PLAN

F5AC was one of several funders of research conducted on how to modify the way ECE subsidy dollars are utilized and distributed in the county. This work contributed to the development of the AB833 Early Care and Education Subsidy Implementation Plan, which was recently approved. This means that in Alameda County, starting in October 2016:

- ▶ Families can earn 30% more and still receive financial assistance for early care and education (ECE)
- ▶ Children can participate in state preschool when they are 2 years 9 months instead of three years old
- ▶ Families can remain eligible for ECE services up to 24 months, significantly reducing paperwork for families and programs
- ▶ Programs receive a 6-7% increase in their per-child reimbursement rate



EXPANDING COLLABORATION AND COORDINATION IN EAST OAKLAND

- ▶ The Room to Bloom prenatal to 8 collaborative in Castlemont consists of over 18 organizations and agencies developing a collaborative and coordinated system of services and supports easily accessed by families who need them.
- ▶ A first-ever Kindergarten/TK transition event was held at Oakland Unified’s New Highland and Rise Academy, bringing together 18 prospective families, CDC staff and kindergarten and TK teachers. This is a first step toward creating a stronger Pre-K to K bridge program in the district.



HELPING TO COORDINATE AND IMPLEMENT THE OAKLAND STARTING SMART AND STRONG INITIATIVE

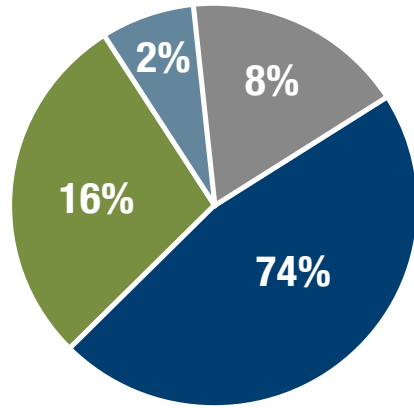
Oakland is one of three communities in California participating in the Lucille Packard Foundation’s 10 –year effort to support kindergarten readiness and 3rd grade success. F5AC serves on the Lead Planning team for the Oakland Starting Smart and Strong Initiative. Some of the efforts that F5AC is contributing to include:

- ▶ Conducting QRIS ratings in OUSD and other Oakland ECE sites to establish baseline quality measures, inform quality improvement, and ensure that these sites can pull down state quality rewards
- ▶ Developing School Readiness Hubs in Oakland
- ▶ Infusing Talk, Read, Sing, and Play strategies into common community gathering places and service access points, so parents and caregivers can access early literacy information and activities
- ▶ Providing consultation on conducting developmental screening at selected OUSD preschool sites and supporting systems development to scale implementation

FINANCIAL REPORT

AVAILABLE FUNDS

July 1, 2015 - June 30, 2016
(in thousands)



- **Prop 10 Tax Revenue \$13,188,941**
- **Grants + Partnership Funding \$4,449,349**
- **Sustainability Fund \$434,139**
- **Other* \$881,109**

* Funding from Investments (\$697,127)
& Miscellaneous Revenue (\$183,982)

EXPENDITURES

Home Visiting + Family Support	\$3,595,536
Healthy Child Development	\$2,524,407
Quality ECE	\$5,112,859
School Readiness	\$414,303
Place-Based Initiatives	\$453,732
Grants for Community Support	\$1,993,125
Training	\$435,934
Eval/Tech	\$1,832,956
Policy, Advocacy & Communication	\$1,419,284
Administration	\$1,605,542
Total Expenditures	\$19,387,677

OUR FUNDERS

Alameda County Behavioral Health Care Services
 Alameda County Board of Supervisors -Supervisor Carson
 Alameda County Board of Supervisors -Supervisor Miley
 Alameda County Board of Supervisors -Supervisor Valle
 Alameda County General Services Agency – Early Care and Education Planning Council
 Alameda County Health Care Services Agency
 Alameda County Interagency Children’s Policy Council
 Alameda County Office of Education
 Alameda County Public Health Department
 Alameda County Social Services Agency
 Bay Area Council Foundation
 California Department of Education
 The California Wellness Foundation
 The Center for the Study of Social Policy
 First 5 California
 First 5 Contra Costa
 The Koshland Foundation
 NORC, University of Chicago (Substance Abuse and Mental Health Services Administration: Project LAUNCH)
 Oakland Education Fund
 The David and Lucile Packard Foundation
 Thomas J. Long Foundation (First 5 Association is fiscal agent)

EVALUATION REPORTS COMPLETED IN 2015-16

Touchpoints Training Evaluation
 Results of the 2015 Fall School Readiness Assessment in Alameda County Comprehensive Report
 Alamedakids.org: Parent Survey and Focus Group Results
 Annual Overview of Alameda County Fathers Corps
 Promoting Early Identification in Alameda County WIC Offices
 First 5 Alameda County QRIS Evaluation

First 5 Alameda County
 1115 Atlantic Ave
 Alameda CA. 94501
 Phone: 510.227.6900
 Fax: 510.227.6901



To: First 5 Alameda County Commission
From: Janis Burger, Chief Executive Officer
Date: December 1, 2016
Subject: FY 2017-2021 Strategic Plan – Second Reading

REQUESTED ACTION

That the Commission conduct a second reading of the FY 2017-2021 Strategic Plan and adopt the plan.

BACKGROUND

Proposition 10 the voter approved initiative that established First 5 Commissions in November of 1999 requires through CA Health and Safety Code Section 130140 that each county Commission develop and conduct at least one public hearing on its proposed Strategic Plan before the plan is adopted.

The FY 2017-2021 Strategic Plan was developed based on the funding levels indicated in the Long Range Financial Plan approved by the Commission in June 2016. The Plan maintains a stable funding plan over the four year period.

Based on the direction of the Commission at the November 14, 2016 meeting, we are proposing to fund the Home Visiting Direct Service Contract for \$1.5 million in FY 2017-18, \$750,000 in FY 2018-19, and \$750,000 in FY 2019-20 with the goal of obtaining matching funding from other partners. This is an adjustment from the prior recommendation which was funding of \$1.5 million in FY 2017-18 and elimination of funding for the subsequent fiscal years. The overall amounts per strategy in the plan are unchanged from the first reading.

FISCAL IMPACT

Program funding levels will be kept relatively consistent for the entire four years of the plan based on the projection and availability of Prop 10 funds in the Commission approved Long Range Financial Plan.

RECOMMENDATION

That the Commission review the second and final draft of the FY 2017-21 Strategic Plan and adopt the plan.

Submitted by:

Reviewed by:

Kristin Spanos
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STRATEGIC PLAN 2017-2021



ACKNOWLEDGMENTS

First 5 Alameda County would like to thank:

Parents and families for sharing their experiences, strengths, and struggles to inform our work.

Partners for providing valuable insight and recommendations.

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Executive Summary



As we look to the future of First 5 Alameda County (F5AC), we are faced with both the challenge of declining tobacco revenue and the opportunity of increasing awareness and support around early childhood. Since 2000, Proposition 10 (Prop 10) allocations for Alameda County have declined by approximately 40 percent. This plan outlines how we will use the limited resources with which we've been entrusted in the most effective and impactful way to contribute to the early childhood movement in Alameda County and beyond. This means a shift away from direct service provision to a stronger embrace of our role as a catalyst, collaborator, capacity builder and policy advocate.

In recent decades there have been significant advances in understanding the critical role of the early childhood system of care as a preventive/early intervention strategy for supporting health outcomes, prevention of child abuse and neglect, and school readiness. As a result, early childhood best practices addressing those issues have been established. However, there is growing acknowledgement that if we are to have lasting impact on children and families, we need to support families around workforce, financial resources, housing stability, and ensure their basic needs are met. Consistent with these findings, we are expanding our work to focus on eliminating the persistent inequities and disparities in our communities, particularly those impacted by poverty, which undeniably keeps children from reaching their optimal health and wellbeing.

Currently, F5AC funds and staffs direct service programming. While we will continue to seek opportunities for external funding to help sustain our direct service efforts, the fiscal realities of Prop 10 necessitate strategic decisions to ensure the optimal impact of our work despite declining resources.

Moving forward we will work hand in hand with F5AC commissioners and partners to assure that the services and supports established over the last 15 years will be sustained. Most importantly, making sure families have what they need to help their children succeed and live in healthy communities. The continued evolution of this work may require new ways of thinking, new resources, and better support for and recognition of the existing strengths and social capital in our neighborhoods.

Limited Prop 10 dollars means that F5AC needs to distinguish our accountability to the children and families we directly touch through our programs (agency level results) from those investments that reach the entire 0-5 population and their families (population level results). F5AC adopted the Results Based Accountability (RBA) framework that provides scaffolding for implementation, monitoring, and continuous improvement. After an extensive ten month planning period that engaged staff, partners, F5AC commissioners and parents, we developed the following population and agency level indicators that will enable us to track our impact.

POPULATION-LEVEL RESULTS & INDICATORS: THE COUNTY-WIDE MEASURES TO WHICH F5AC, AND MANY OTHER PARTNERS, CONTRIBUTE.

- **Children are ready for kindergarten, and can later achieve success in the third grade**
 - + Baseline INDICATOR: In 2015, 44 percent of children at 47 schools across Alameda County were fully ready for kindergarten.
- **Children are free from abuse and neglect**
 - + Baseline INDICATOR: In 2015, the incidence of substantiated allegations of abuse and neglect per 1000 children 0-5 in Alameda County is 3.8; the incidence of allegations is 29.4.

AGENCY-LEVEL RESULTS: THE GOALS THAT GUIDE OUR WORK.

1. F5AC programs and investments support and strengthen parents/primary caregivers, families, and neighborhoods to create environments and relationships where children thrive.
2. F5AC programs and investments increase access and opportunity, particularly for children living in poverty, to quality early experiences that prepare children for school and help them reach their optimal developmental outcomes.
3. F5AC programs, investments, and policy advocacy support a system of care that is coordinated, accessible, and responsive, delivered by knowledgeable and caring providers.

AGENCY-LEVEL HEADLINE MEASURES: THE MEASURES BY WHICH WE WILL HOLD OURSELVES ACCOUNTABLE TO OUR VISION, MISSION, AND RESULTS.

1. % of families touched by F5AC programs and investments who have what they need to support their child's growth and wellbeing
2. % of children touched by F5AC programs and investments ready for kindergarten
3. % of children with concerns touched by F5AC programs and investments who have developmental improvements
4. % of providers touched by F5AC programs and investments that increase capacity to deliver best or promising practices
5. # of local policy and administrative changes made to support early childhood via F5AC programs and investments

We selected the following strategies to act as levers to achieve our agency results.

PROGRAMS AND INVESTMENTS

- Parent Engagement and Support
- Early Identification
- Quality Early Childhood Education
- Fatherhood
- Neighborhoods Ready for School
- Innovation

CAPACITY BUILDING & SUSTAINABILITY

- Policy and Evaluation
- Training
- Communications
- Administration, Information and Technology

This represents an annual Prop 10 investment of approximately \$14.8 million. In order to operationalize the strategic plan, F5AC will develop an implementation plan with timelines, responsibilities and internal deliverables.

The Future of First 5 Alameda County

ELEVATING STRATEGIC PARTNERSHIPS TO SUPPORT FAMILY WELLBEING AND TO ADDRESS POVERTY AND INEQUITIES



First 5 Alameda County (F5AC) is an innovative public entity created by the passage of Proposition 10 (Prop 10) in 1998, which added fifty cents per pack of cigarettes to help fund early childhood education and development related services for children ages birth to five. Over the last 15 years, F5AC has evolved from a start-up to a major early childhood voice in state and local policy, as well as a funder and provider of services. F5AC assets include deeply knowledgeable staff, flexible funding, a broad cross discipline perspective that supports systems integration, and strong relationships with our community partners. As a result, we have developed, administered and evaluated multiple initiatives and programs to enhance the early childhood system of care.

OUR VISION

Every child in Alameda County will have optimal health, development and wellbeing to reach his or her greatest potential.

As we look to the future of F5AC, we are faced with both the challenge of declining tobacco revenue and the opportunity of increasing awareness and support around early childhood. Since 2000, Prop 10 allocations for Alameda County have declined by approximately 40 percent. This plan outlines how we will use the limited resources with which we've

been entrusted in the most effective and impactful way to contribute to the early childhood movement in Alameda County and beyond. This means a shift away from direct service provision to a stronger embrace of our roles as a catalyst, collaborator, capacity builder and policy advocate. We will also broaden our focus to address issues such as poverty and equity that directly impact child and family outcomes.

Currently, F5AC funds and staffs direct service programming. While we will continue to seek opportunities for external funding to help sustain our direct service efforts, the fiscal realities of Prop 10 necessitate strategic decisions to ensure the optimal impact of our work despite declining resources. Our options include:

- **Leveraging our investments with key partners**
- **Working on state and local policy changes to sustain critical services**
- **Transitioning F5AC internal programs to the community and partners**
- **Discontinuing some programs**

OUR MISSION

In partnership with the community, we support a county-wide continuous prevention and early intervention system that promotes optimal health and development, narrows disparities and improves the lives of children 0 to 5 and their families.



In recent decades there have been significant advances in understanding the critical role of the early childhood system of care as a preventive/early intervention strategy for supporting health outcomes, prevention of child abuse and neglect, and school readiness. As a result, early childhood best practices addressing those issues have been established. However, there is growing acknowledgement that if we are to have a lasting impact on children and families, we need to support families around workforce, financial resources, housing stability, and ensure their basic needs are met. Consistent with these findings, we are expanding our work to focus on eliminating the persistent inequities and disparities in our communities, particularly those impacted by poverty, which undeniably keeps children from reaching their optimal health and wellbeing.

EQUITY STATEMENT

Equity is just and fair inclusion into a community and society in which all, including all racial and ethnic groups, can participate, prosper, and reach their full potential. **Equity** means giving everyone what they need to be successful; in contrast, **equality** means treating everyone the same. Equity gives all children 0-5, families and communities the best opportunities in life despite historic patterns of racial and economic exclusion. In public policy, equity is operationalized by focusing programs and investments on the people and places that face the greatest barriers.

First 5 Alameda County is committed to promoting and operationalizing public policy that seeks to achieve equity. Specifically, F5AC intends to take an active role in the movement to eradicate poverty as a means to achieving our mandate that all children in Alameda County are born healthy and reach their full potential. This requires the strategic and creative use of our investments, programs, partnerships, engagement with parents and communities, and advocacy for policy and systems change.



F5AC WILL ADVANCE OUR ROLE AS A CATALYST, COLLABORATOR, CAPACITY BUILDER AND POLICY ADVOCATE BY:

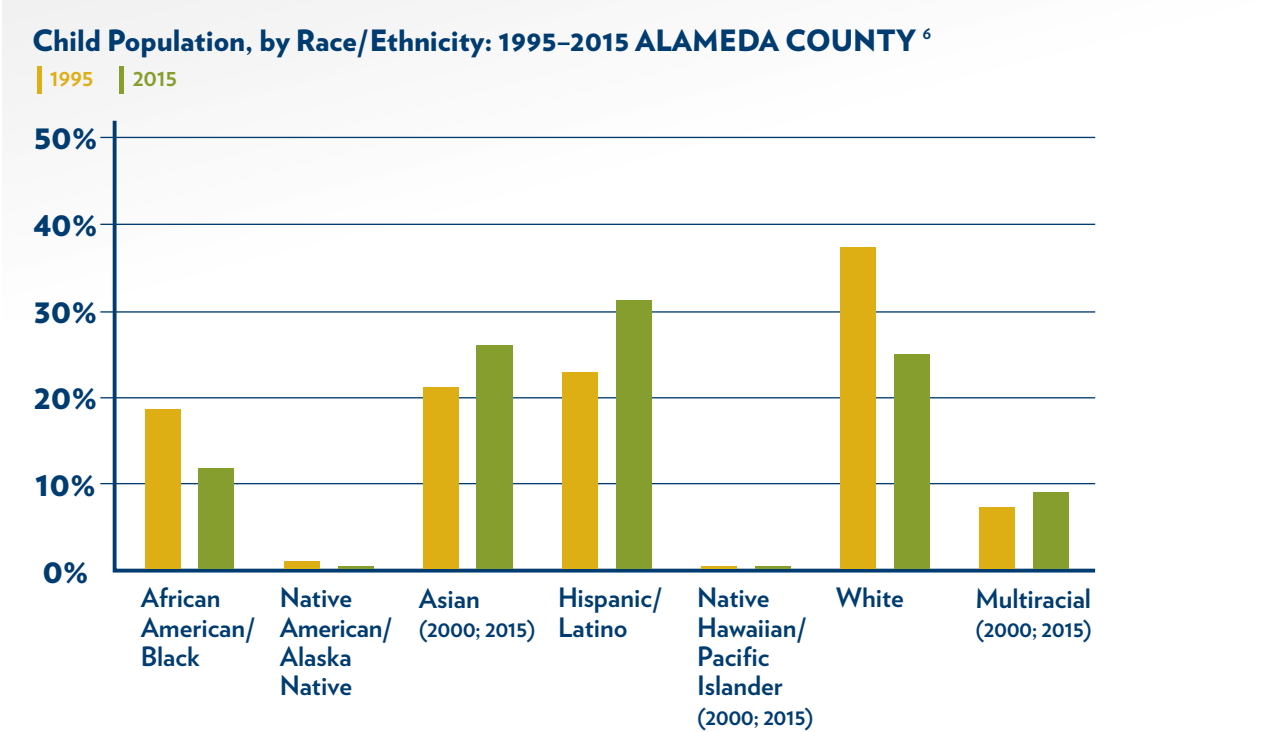
- ① Leading and participating in key initiatives in Alameda County and the state by serving as an intermediary and convener for local funders and stakeholders around early childhood policy, fund development and systems change.
- ② Supporting an integrated early childhood system of care that contributes to school readiness including family support, promotion of child development and early identification, and quality early care and education.
- ③ Supporting the sustainability of programs by seeking “matching funds” from county and community agencies to continue effective services F5AC has supported over the past 15 years. We will work with our partners to seek additional funding and/or realign existing funding to support programming and policy efforts.
- ④ Targeting our work by developing partnerships with neighborhoods and providing a variety of early childhood and two generation family supports. This may include cultivating parent leaders who will explore new ways to make their neighborhoods, both the built environment and services, child friendly.
- ⑤ Advocating for legislation and policy changes at the national, state and local level that lead to additional funding for the early childhood system of care and allows programs to go to scale. This could include advancing efforts for a local tax that supports early childhood efforts, developing a Pay for Success model, or other creative financing approaches that are long term and sustainable.
- ⑥ Infusing early childhood and family practices into those agencies and organizations beyond the early childhood field. This includes: faith based organizations, private business, criminal justice system, housing, city services and planning, school districts, workforce programs, and parks.
- ⑦ Investing in, piloting, and evaluating innovative approaches for supporting families that will advance the field as funding allows.
- ⑧ Working with partners to leverage all of the disparate data collection efforts, to support community wide benchmarks, common data collection, GIS mapping, policy and programmatic analyses, and to engage in collaborative evaluations to monitor short and long-term impact across the county and to identify gaps for future policy work.

Moving forward we will work hand in hand with F5AC commissioners and partners to assure that the services and supports established over the last 15 years will be sustained. Most importantly, making sure families have what they need to help their children succeed and live in healthy communities. The continued evolution of this work may require new ways of thinking, new resources, and better support for and recognition of the existing strengths and social capital in our neighborhoods.

Working Together to Meet the County's Needs

As we present our 2017-2021 strategic plan, we recognize that although First 5 Alameda County's (F5AC) investments and resources are substantial, they are not adequate to meet the needs of our County's families and children. For example, one in seven children in Alameda County lives below the federal poverty line (24,300 for a family of 4), and for children of color that number is even greater¹; it is estimated that less than half of children enter kindergarten ready². To better support children's development, we seek to strengthen existing partnerships in the early childhood field, and forge new ones with public, private and non-profit sector entities, including those who may not see early childhood as a core part of their mission. Working together, we can build and sustain healthy, prosperous families and communities where all children can thrive.

THE COUNTY'S CHILDREN



CHILD OUTCOMES

44% of Alameda County Children are **READY** for **KINDERGARTEN** in 2015 ⁷



25%
of African American
and Latino boys

34%
of Latina
girls

The Opportunity Gap for Children of Color ⁸

Our systems are largely failing children of color, so that by the time they reach kindergarten, only 25% of African American and Latino boys and 34% of Latina girls are assessed ready for school. Countywide, only 44% of all children are ready. F5AC is committed to working with partners to close the opportunity gap by preparing systems to better serve children of color, investing in them, their families, and their neighborhoods.

In 2015 the incidence of abuse and neglect of children 0-5 in Alameda County. ⁹

SUBSTANTIATED ALLEGATIONS:
3.8 PER **1000** CHILDREN

ALLEGATIONS:
29.4 PER **1000** CHILDREN

FINANCIAL REALITIES OF FAMILIES

In 2014 the US Census 5 year estimate finds that

≈18,000 CHILDREN UNDER 6 YEARS OF AGE IN ALAMEDA COUNTY LIVE BELOW THE FEDERAL POVERTY LEVEL. ¹⁰

≈16% (1 in 7) OF ALL CHILDREN UNDER THE AGE OF 6.

The Gaps

2014 CA-ALAMEDA COUNTY SELF-SUFFICIENCY STANDARD:¹¹
The amount of income families need to meet basic needs

\$81,726 2 ADULTS AND 2 PRESCHOOLERS

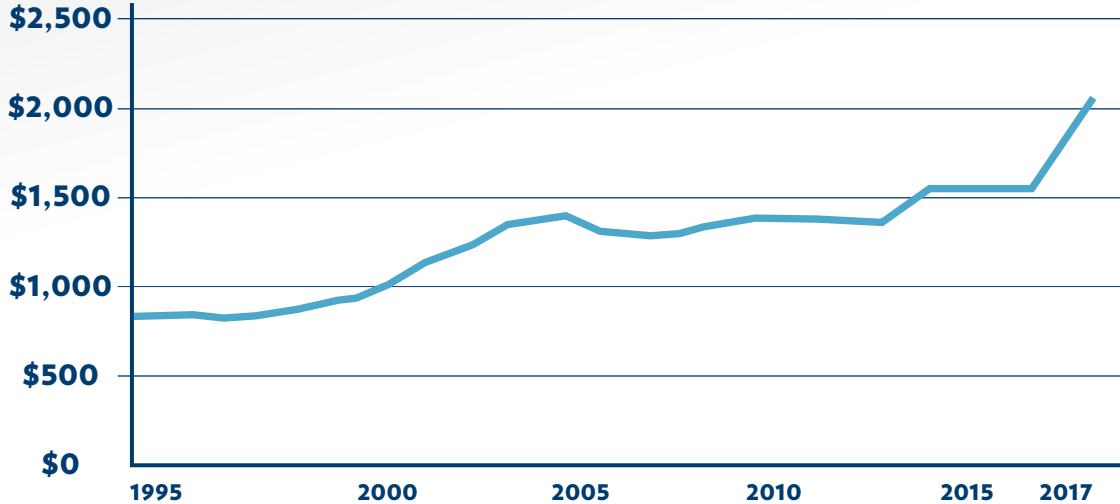


\$24,300¹² 2016 FEDERAL POVERTY LEVEL FOR A FAMILY OF 4

\$41,600¹³ 2 FULL TIME WORKERS AT 2016 CA MINIMUM WAGE

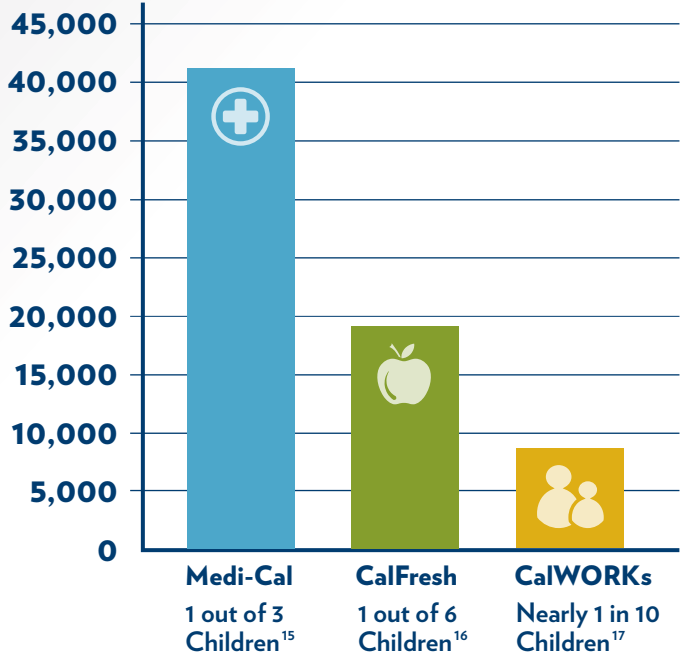
FINANCIAL REALITIES OF FAMILIES CONTINUED

Fair Market Rent for 2-Bedroom in Alameda County¹⁴

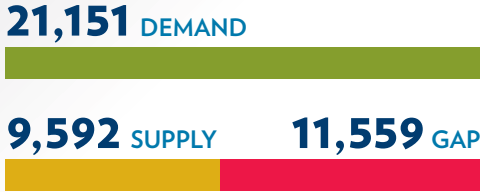


Public Benefits Enrollment

NUMBER OF CHILDREN 0-6 RECEIVING BENEFITS IN ALAMEDA COUNTY JULY 2016
115,012 total

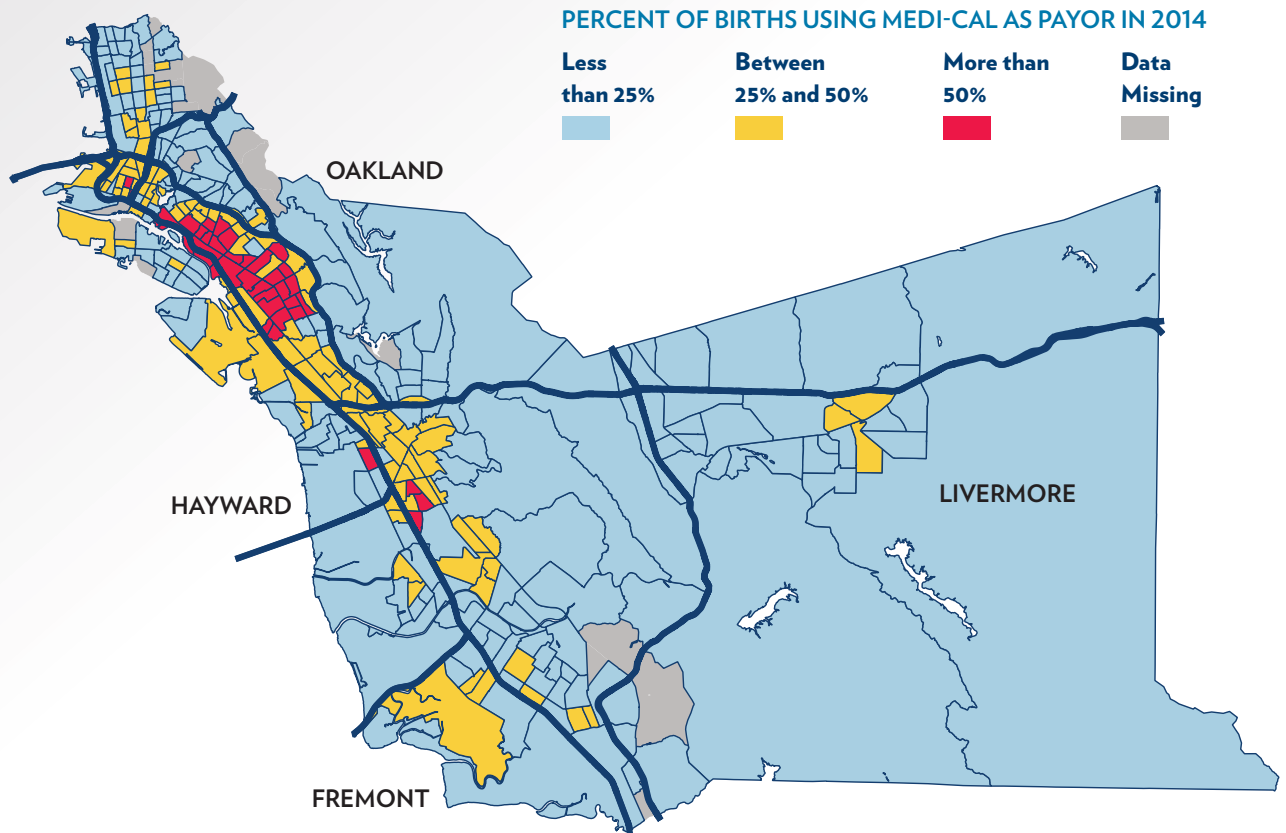


Number of Children 0-4 Eligible for Subsidized Childcare¹⁸



COUNTY BIRTHS¹⁹

Children Born Into Families With Low Incomes
ALAMEDA COUNTY 2014



Total Births in 2014	19,600	
Births that use Medi-Cal as payor	5,070	26%
Babies born with low birth weights	1,668	9%
Babies born to teen-aged mothers	569	3%
Average age of mother	31 years old	

Over the Last Five Years:

- 52% decline in births to teen-aged mothers
- 20% decline in births to mothers younger than 30
- 11% increase in births to mothers older than 30

RACE/ETHNICITY OF MOTHERS WHO GAVE BIRTH IN 2014

ALAMEDA COUNTY 2014

MOTHER'S RACE OR ETHNICITY	PERCENT OF ALL BIRTHS	PERCENT OF MOTHERS BY RACE OR ETHNICITY WHO HAVE LOW BIRTH WEIGHT BABIES
African-American	10%	11%
American Indian and Alaska Native	0%	4%
Asian/Pacific Islander	33%	8%
Hispanic/Latino	33%	7%
White	24%	4%
Withheld	1%	5%

NOTE Race and ethnicity does not identify where mother reports multiple races. Hispanic/Latina ethnicity is considered a race for purpose of this table.

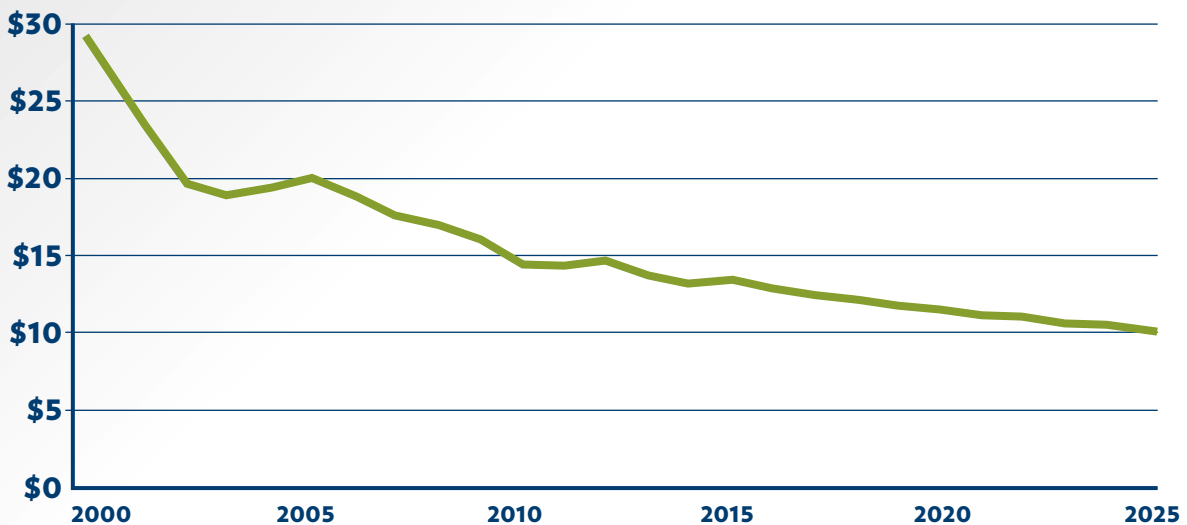
Sustainability Plan

The sustainability of systems and supports provided through First 5 Alameda County (F5AC) investments for the wellbeing of children and families in Alameda County is a priority. Future annual allocations are expected to continue to decline at an annual rate of three percent. To date, the F5AC commission has managed declining fiscal resources through the establishment and use of a sustainability fund, leveraging of federal and state dollars, and foundation funding. A financial chart, included below, illustrates the Prop 10 fiscal landscape since 2000 and projections for the next 10 years. In this strategic plan, F5AC is starting with an annual Prop 10 allocation of \$12.1 million, which is expected to decline to \$10 million by 2025.

Given our fiscal reality, in this strategic plan we reduced funding for some direct services operated and funded by F5AC. The reduced revenue forecast also gave us an opportunity to assess investment approaches and impact given our resource constraints. As a result we are choosing to enhance our policy and system change capacity, while also evolving our approach to family and child programming in an effort to more effectively address the complex needs of children and families living in poverty. Keeping with our vision, the latter will allow us to further invest in a broad range of parent engagement and support strategies led by parents and community members. In that spirit, we are building investments in new areas (e.g. Neighborhoods Ready for School, Policy and Evaluation, Parent Engagement/Parent Support).

F5AC will continue to work with other county leaders and partners to proactively pursue new opportunities to obtain or leverage resources that support the early childhood system in Alameda County. These resources may fund F5AC or other partners, which would help institutionalize early childhood programs among community agencies.

First 5 Alameda County Prop 10 Tobacco Tax Revenue (Millions) – History and Projections



Planning Process

This strategic plan is a blueprint that First 5 Alameda County (F5AC) will use to develop a detailed implementation plan. The planning process was completed using Results Based Accountability (RBA). RBA is a widely accepted and practiced method to plan and measure the effectiveness and impact of programs, service systems, and population-level interventions. RBA is simple, concrete, and creates a common language so that everyone can contribute. RBA is powerful because it starts with the “ends”, the result or goal we wish to achieve, and works backwards towards the “means”.

THE PLAN WAS DEVELOPED THROUGH A COMPREHENSIVE 10 MONTH PARTICIPATORY PROCESS THAT ENGAGED:

- **Community partners and stakeholders**
 - + F5AC sent a survey to over 2,200 community partners, and received over 400 responses.
 - + F5AC conducted over 20 in-depth interviews with policy leaders to identify needs in the community
- **F5AC Commissioners**
- **F5AC staff, supervisors, managers and leadership**
- **Parents**
 - + Three parent focus groups were conducted:
 - Help Me Grow Parent Advisory Committee members
 - Alameda County Early Childhood Policy Committee parent leaders
 - Fathers Corps providers/fathers

TOP THEMES ACROSS STAKEHOLDER INPUT²⁰

- Access to childcare/ cost of quality childcare
- Lack of affordable housing/ high cost of living /financial stress
- Access to more peer support, leadership and engagement opportunities
- Access to resources about early childhood development and school readiness

For a full summary of stakeholder feedback, see www.first5alameda.org

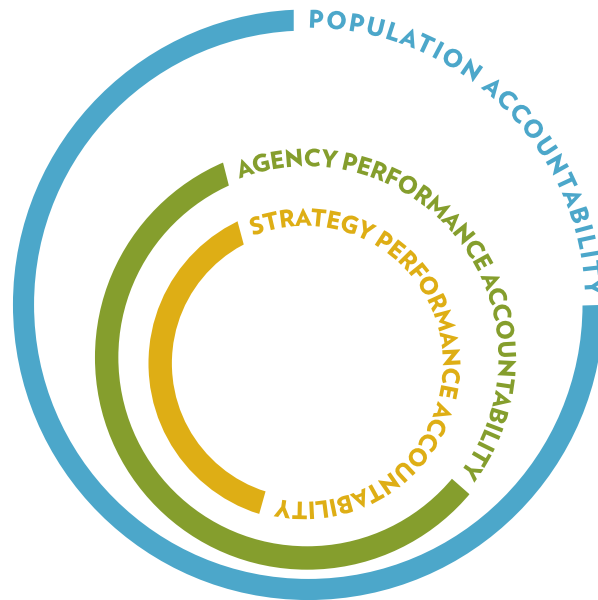
We also leveraged the research and data of public systems partners and elected officials, and incorporated learning from F5AC’s own evaluations and data. A data development and measurement plan will monitor the performance of F5AC investments to ensure accountability and achievement of goals.

Measuring Success

First 5 Alameda County (F5AC) has a responsibility to all children 0-5 and their families in Alameda County. Many of our efforts are universal, such as improving the systems that serve children and families, something done with collaborative partners. With limited Prop 10 dollars, we need to distinguish our accountability to the children and families we directly touch through our programs and investments from that of the entire county's early childhood population. Results Based Accountability helps us to see how F5AC programs and funded partners all contribute to the population-level goals:

RESULTS BASED ACCOUNTABILITY

helps us separate **POPULATION ACCOUNTABILITY**, the wellbeing of whole populations, from Performance Accountability, the wellbeing of client populations for programs, agencies, and service systems. At F5AC, we distinguished **AGENCY** performance accountability and **STRATEGY** performance accountability.



RBA METHOD FOR IDENTIFYING PERFORMANCE MEASURES

All performance measures fall in to three categories:

- How much do we do?
- How well do we do it?
- Is anyone better off?

Performance measures were then refined and prioritized:

Headline Measures are the most important measures for which we currently have good data.

Data Development Agenda are the important measures for which we need to obtain good data.

Population-Level Impact

CHILDREN ARE READY FOR KINDERGARTEN, AND CAN LATER ACHIEVE SUCCESS IN THE THIRD GRADE.

WE MEASURE THE SUCCESS OF THIS COUNTY WIDE EFFORT WITH THE FOLLOWING POPULATION-LEVEL BASELINE INDICATOR:

In 2015, 44% of children at 47 schools across Alameda County were fully ready for kindergarten.²¹

STORY BEHIND THE DATA

Kindergarten readiness is a predictor of long-term health and wellbeing outcomes, as well as higher education attainment and economic stability. Being ready for kindergarten is more than knowing letters and numbers. It is comprised of readiness in all 4 Building Blocks: 1) Kindergarten Academics (letters, numbers, shapes), 2) Self-Regulation (follows directions, plays cooperatively), 3) Social Expression (expresses empathy, needs, curiosity), 4) Motor Skills (coordination and fine motor skills like use of a pencil).²²

The 2015 School Readiness Assessment, funded and supported by F5AC in partnership with the Alameda County Interagency Children’s Policy Council and Applied Survey Research (ASR), revealed that access to preschool or early education experiences, parent engagement, family socioeconomic status, health and adequate nutrition, and stable housing are all factors that contribute to kindergarten readiness. The report also showed that boys, African American and Latino children, children with special needs and English Learner families are less likely than their peers to be ready for kindergarten. F5AC is committed to preparing systems to better serve these children, their families, and their neighborhoods in an effort to “turn the curve” on kindergarten readiness in our County.



PARTNERS WHO HAVE A ROLE TO PLAY IN OUR POPULATION LEVEL EFFORTS:

- Businesses and Financial Institutions
- Community Based Organizations
- Child Care Providers and Settings
- Cultural Institutions
- Faith Based Organizations
- Families/Caregivers
- Family, Friend and Neighbor care
- Foundations/Funders
- Medical Field
- Neighborhood Partners
- Policy Makers
- Public Safety
- Public Systems (City and County)
- School Districts



Population-Level Impact

CHILDREN ARE FREE FROM ABUSE AND NEGLECT.

WE MEASURE THE SUCCESS OF THESE COUNTY-WIDE EFFORTS WITH THE FOLLOWING POPULATION-LEVEL BASELINE INDICATOR

In 2015, the incidence of substantiated allegations of abuse and neglect per 1000 children 0-5 in Alameda County is 3.8; the incidence of allegations is 29.4²⁴

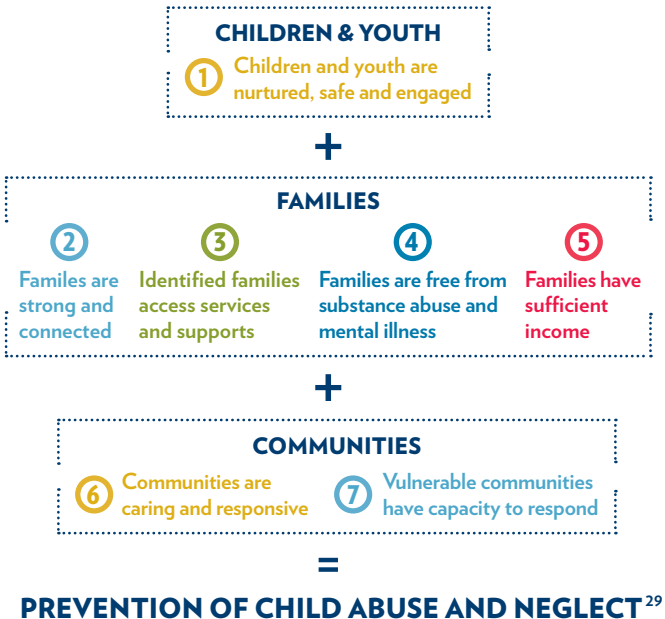
STORY BEHIND THE DATA

Scientific breakthroughs in the past 15 years have deepened our understanding of the negative long-term effects of toxic stress, such as abuse, neglect, exposure to violence, and the accumulated burdens of family economic hardship on a child’s developing brain and body.²⁵ This is supported by data on a national level that shows children with a family income below 75% of the official poverty level are at greater risk of maltreatment than children from families with higher incomes.²⁶ Within Alameda County, children ages 0-5 whose births were covered by public insurance were at a greater risk of substantiations of child abuse and neglect than those whose births were paid for by private insurance.²⁷ This reality is compounded by the fact that abuse and neglect rates for children ages 0-1 are much higher in Alameda County than for older children (8.6 out of 1000 substantiated cases of abuse/neglect, and 36.9 out of 1000 allegations).²⁸ For these reasons, we must continue to evolve the early childhood system of care to support new or expectant parents by assisting them with basic needs, knowledge of child development and social connections.

TO “TURN THE CURVE” ON OUR POPULATION RESULTS, F5AC PARTICIPATES IN THE FOLLOWING EXISTING COLLABORATIVES:

- Alameda County Birth to Eight Initiative
- Alameda County Committee on Children with Special Needs
- Alameda County Early Childhood Policy Committee
- Alameda County Fathers Corp*
- Alameda County Home Visiting Program
- Alameda County Interagency Children’s Policy Council
- Alameda County Public Health Department Building Blocks Collaborative
- Alameda County Touchpoints Collaborative*
- Alameda County Trauma Informed Care Collaborative
- All-In Alameda County
- Bay Area Quality Early Learning Partnership
- Byrne Criminal Justice Innovation Grant
- CA-QRIS State Consortium
- Castlemont Prenatal to 8 Collective Impact Initiative
- Center for the Study of Social Policy’s EC LINC Project
- Deputy Sheriff’s Activities League
- Early Childhood Mental Health Community Meeting
- First 5 State Association
- Havenscourt Healthy Community Collaborative
- Hayward Promise Neighborhood
- Help Me Grow Alameda County*
- Help Me Grow California
- Help Me Grow National Network
- Learning Communities* (Shelter Learning, Strengthening Families, Early Childhood Mental Health Consultation, Neighborhood Partnership)
- My Brother’s Keeper
- Oakland Achieves Partnership
- Oakland Joint Power Authority
- Oakland Promise/Brilliant Baby
- Oakland Reads
- Oakland Starting Smart and Strong
- Oakland Thrives Leadership Council
- Oakland-Alameda County Alliance for Boys and Men of Color
- Quality Counts*
- Talking is Teaching: Talk Read Sing
- Union City Kid’s Zone

*indicates a collaborative that F5AC leads



Agency-Level Results

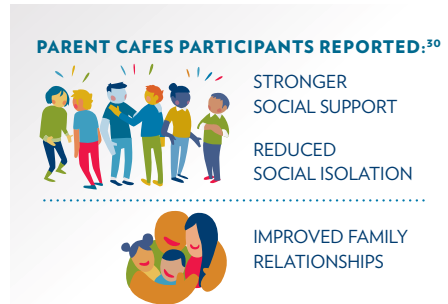
Our Agency-Level Results and Headline Measures articulate First 5 Alameda County’s unique role and responsibility. They serve as our guideposts for what we want to achieve, how we will measure our progress, and continuously improve upon our efforts.

We are using existing data as a proxy for each Headline Measure. We will refine and develop data collection methods that will allow us to gauge our success.

AGENCY RESULT 1: F5AC programs and investments support and strengthen parents/primary caregivers, families, and neighborhoods to create environments and relationships where children thrive.

HEADLINE MEASURE 1: % of Families touched by F5AC programs and investments who have what they need to support their child’s growth and wellbeing

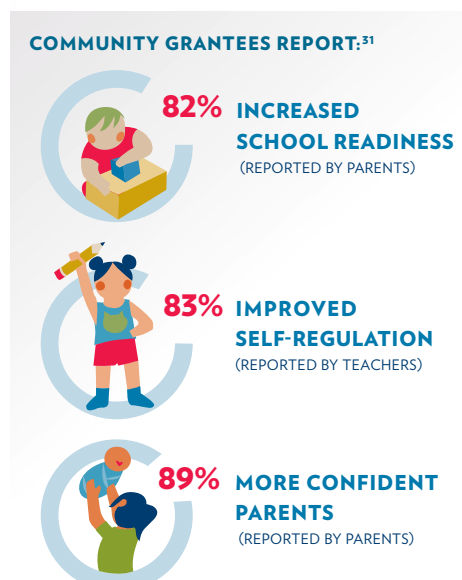
We know that addressing the needs of parents and caretakers improves children’s outcomes; paying particular attention to populations or neighborhoods experiencing long-term disinvestment can have a big impact on the wellbeing of families.



AGENCY RESULT 2: F5AC programs and investments increase access and opportunity, particularly for children living in poverty, to quality early experiences that prepare children for school and help them reach their optimal developmental outcomes.

HEADLINE MEASURE 2: % of children touched by F5AC programs and investments ready for kindergarten

We know that there are deep disparities in readiness stemming from poverty, systemic racism and disinvestment manifesting in unequal opportunities for early learning and development that prepare children for school. Our work is to address those inequities and disparities by giving children, particularly those living in poverty, early life experiences that set them on a trajectory for success, and supporting conditions where they can thrive.



HEADLINE MEASURE 3: % of children with concerns touched by F5AC programs and investments who demonstrate developmental improvements

We know that early intervention can make a world of difference. We also know that a child’s overall wellbeing can impact their development, and thus we are using a broad definition of concern to include hunger, housing insecurity, and exposure to violence, among other risk factors.





AGENCY RESULT 3: F5AC programs, investments, and policy advocacy support a system of care that is coordinated, accessible, and responsive, delivered by knowledgeable and caring providers.

HEADLINE MEASURE 4: % of providers increase capacity to deliver best or promising practices

We know that cultivating an early childhood workforce of providers who represent the communities they serve will strengthen the overall field. F5AC is committed to capacity building and creating space for professional development so that providers have the knowledge, tools, and support to deliver the utmost in quality.

HEADLINE MEASURE 5: # of local policy and administrative changes made to support early childhood via First 5 programs and investments


Prop 10 resources are limited to meet the needs of children and families in our community. Therefore, we are committed to ensuring that existing resources are directed to programs and investments that have the greatest impact, addressing systems barriers for families, and increasing funding for early childhood.

TRAINING ³³



1,300
CONTINUING EDUCATION
UNITS ISSUED

ALAMEDA COUNTY FATHERS CORPS ³⁴



DEVELOPED A SET OF FATHER FRIENDLY PRINCIPLES ADOPTED BY THE ALAMEDA COUNTY BOARD OF SUPERVISORS.

PROGRAMS AND INVESTMENTS

PARENT ENGAGEMENT / PARENT SUPPORT



Provide a continuum of parent engagement and supports in line with Strengthening Families Protective factors, and inclusive of parent leadership. This includes outreach and support of Alameda County Public Health Department’s home visiting programs, and referrals to other programs and services for families.

Prop 10 Investments	2017/18	2018/19	2019/20	2020/21
	\$2,000,000	\$2,000,000	\$2,000,000	\$2,000,000

EARLY IDENTIFICATION



Support parents and caregivers in accessing resources that will improve their child’s development. Increase parent and provider knowledge of child development.

Prop 10 Investments	2017/18	2018/19	2019/20	2020/21
	\$1,300,000	\$1,300,000	\$1,000,000	\$1,000,000

QUALITY EARLY CHILDHOOD EDUCATION



Build the capacity of providers and childcare sites through rating, coaching and professional development to increase the quality of early childhood education programs. Provide information for consumers about childcare quality.

Prop 10 Investments	2017/18	2018/19	2019/20	2020/21
	\$2,000,000	\$2,000,000	\$1,500,000	\$1,500,000

FATHERHOOD



Incorporate Father Friendly Principles into all programs, and F5AC’s policy platform. Collaborate with public systems to improve the experiences and representation of men and fathers. This strategy is a “through line” and will be highlighted in all our strategies.

Prop 10 Investments	2017/18	2018/19	2019/20	2020/21
	\$250,000	\$250,000	\$250,000	\$250,000

NEIGHBORHOODS READY FOR SCHOOL



Investment in neighborhoods with the highest need in service of families and community. The intention is not to “adopt” specific neighborhoods, but rather to support neighborhood-based, resident-led strategies, and link with other neighborhood efforts.

Prop 10 Investments	2017/18	2018/19	2019/20	2020/21
	\$2,500,000	\$2,500,000	\$3,500,000	\$3,500,000

INNOVATION



Broaden the landscape of early childhood support with new partners, and seed program or systems connectivity as proof of concept for policy change and/or sustained funding.

Prop 10 Investments	2017/18	2018/19	2019/20	2020/21
	\$500,000	\$500,000	\$500,000	\$500,000

CAPACITY BUILDING AND SUSTAINABILITY

POLICY & EVALUATION



Focus on local policy and systems change in order to bring proven programs and practices to scale. Support an early childhood system of care that is a network of coordinated and responsive organizations that improve outcomes for children age 0–5.

Prop 10 Investments	2017/18	2018/19	2019/20	2020/21
	\$2,100,000	\$2,100,000	\$2,100,000	\$2,100,000

TRAINING



Continue to serve as a “go to” staff training resource for community partners for topics relevant to supporting families with children ages 0-5. Develop trainings that complement F5AC priorities.

Prop 10 Investments	2017/18	2018/19	2019/20	2020/21
	\$700,000	\$700,000	\$700,000	\$700,000

COMMUNICATIONS



Develop campaign strategies that align with F5AC priorities.

Prop 10 Investments	2017/18	2018/19	2019/20	2020/21
	\$350,000	\$350,000	\$400,000	\$400,000

ADMINISTRATION, INFORMATION & TECHNOLOGY



Upgrade technology to support staff and partner business functions, data tracking and performance management. Efficiently and effectively manage F5AC resources (financial, human and technology to enhance productivity and impact.)

Prop 10 Investments	2017/18	2018/19	2019/20	2020/21
	\$3,000,000	\$3,000,000	\$2,900,000	\$2,900,000

How We Will Achieve Our Agency Results

Our strategies were selected based on what we know about best practices, community, and staff input. They are the levers to achieve our agency level results. We are committed to coordinating and connecting strategies across our agency to increase impact and efficiently use our resources.

PROGRAMS AND INVESTMENTS



PARENT ENGAGEMENT AND SUPPORT

Provide a continuum of parent engagement and supports in line with Strengthening Families Protective Factors, and inclusive of parent leadership. Provide outreach for Alameda County Public Health Department’s home visiting programs, and referrals to other programs and supports for families.

APPROACH

- Continue support of Alameda County Department of Public Health in home visiting outreach efforts.
- Explore options to support linkage and navigation to community supports upon discharge from intensive home visiting programs.
- Engage in a cross agency effort to identify ways to more efficiently and effectively outreach to parents.
- Provide or invest in early childhood education and training programs for parents.
- Invest in parent engagement and leadership opportunities, particularly in disinvested neighborhoods.



Priority Strategy Performance Measure(s)

The following measures will be used to measure the success of Parent Engagement and Support, and aggregate to our broader Agency Headline Measures.

- % of families who have what they need to support their child’s growth and wellbeing
- % of children ready for kindergarten*

Additional measures that Parent Engagement and Support may use to tell the story of performance:

- ▶ # of families enrolled in home visiting through direct outreach
- ▶ % of children reached through new referral partners
- ▶ % of agencies that adopt and implement parent engagement principles
- ▶ % of parents who report being supported and respected
- ▶ % of participants who successfully enrolled in at least one support program (including public benefits)*
- ▶ # of parents with leadership and advocacy skills and the opportunities to use them*

*indicates Data Development Agenda item



EARLY IDENTIFICATION

Support parents and caregivers in accessing resources that will improve their child’s development. Increase parent and provider knowledge of child development.

APPROACH

- Engage in a cross-agency effort to increase outreach to targeted populations.
- Increase early identification of concerns that impact children’s development and school readiness.
- Support parents and caregivers in accessing resources, and increase parent knowledge of child development.
- Broaden the scope of screening and linkage to include factors other than developmental and socioemotional, including basic needs.
- Work with partners and policy makers to improve the effectiveness of referrals and transitions.
- Engage in evaluation efforts to determine whether families are “better off” as a result of F5AC’s investment in this strategy.
- Plan for the sustainability of Early Identification (Early ID) and Help Me Grow.

Priority Strategy Performance Measure(s)

The following measures will be used to measure the success of Early ID, and aggregate to our broader Agency Headline Measures.

- % of families who have what they need to support their child’s growth and wellbeing*
- % of children served by Help Me Grow who have developmental improvements*
- # of partners sustaining Early ID efforts without ongoing F5 financial support

Additional measures that Early ID may use to tell the story of performance:

- ▶ % of providers with increased ability to talk about child development concerns with families*
- ▶ % of children linked to services by Help Me Grow
- ▶ % of families who would recommend Help Me Grow
- ▶ % of providers who know how to identify and refer for concerns that impact development*

*indicates a Data Development Agenda item





QUALITY EARLY CARE AND EDUCATION (ECE)

Build the capacity of providers and childcare sites through rating, coaching and professional development to increase the quality of early childhood education programs. Provide information for consumers about childcare quality.

APPROACH

- Provide core infrastructure support to the Quality Rating and Improvement System (QRIS).
- Ensure that service commitments to IMPACT (First 5 California funding) and the California State Preschool Program (CSPP) Block Grant are fulfilled, and that the county maintains readiness for additional funding opportunities.
- Develop “lighter touch” quality improvement models including focusing efforts on family child care cohorts and using the (Center on the Social Emotional Foundations in Early Learning) CSEFEL.
- Pursue balance between a relationship-based, client-driven best practice coaching model and a service package that is affordable and sustainable.



Priority Strategy Performance Measure(s)

The following measures will be used to measure the success of Quality ECE, and aggregate to our broader Agency Headline Measures.

- % of programs with improved teacher/child interactions and ECE environments
- % of children ready for kindergarten*
- % of early care and education providers who utilize best practices*

Additional measures that Quality ECE may use to tell the story of performance:

- ▶ % of childcare site providers who report they received what they needed to improve their practice*
- ▶ % of sites that remain high quality over time
- ▶ # of children expelled *
- ▶ % of sites that move from low quality to high quality

*indicates Data Development Agenda item



FATHERHOOD

Incorporate fatherhood and Father Friendly Principles into all programs, and F5AC’s policy platform. Collaborate with public systems to improve the experiences and representation of men and fathers. This strategy is a “through line” and will be highlighted in all our strategies.

APPROACH

- Sustain role as a convener and capacity builder for the Alameda County Father’s Corps in partnership with Alameda County Health Care Services Agency and Alameda County Social Services Agency.
- Expand to provide broad capacity building support for public agency partners and community based organizations.
- Develop a coordinated Fatherhood County Plan that aligns with the efforts of Boys and Men of Color (BMOC), My Brother’s Keeper (MBK) and other collaborations.
- Create a Fatherhood Policy Platform that links to the broader F5AC policy platform.



Priority Strategy Performance Measure(s)

The following measures will be used to measure the success of Fatherhood, and aggregate to our broader Agency Headline Measures.

- # of school boards, city councils, or other public entities engaged by F5AC who institute components of the fatherhood policy platform
- % of fathers who have what they need to support their child’s growth and wellbeing*

Additional measures that Fatherhood may use to tell the story of performance:

- ▶ # of new father-specific services or programs
- ▶ % of agencies improving their relationships and engagement with fathers
- ▶ % of fathers reporting increased engagement with their children*
- ▶ % increase in men employed at F5 and by partners in early childhood roles*
- ▶ % of community residents with a changed perception of fathers*

*indicates Data Development Agenda item



NEIGHBORHOODS READY FOR SCHOOL

Investment in neighborhoods with the highest need in service of families and community. The intention is not to “adopt” specific neighborhoods, but rather to support neighborhood-based, resident-led strategies, and link with other neighborhood efforts.

APPROACH

- Promote and strengthen individual, family and neighborhood protective factors through increasing social connections, community capacity building and access to needed services.
- Establish partners for this strategy through a Request for Proposals process with capacity building provided to small organizations.
- Develop funding strategies which may include:
 - + Capital Investment
 - + Outreach and Engagement
 - + Coordination and Service Integration
 - + Family, Friend and Neighbor Supports
- Determine the funding eligibility requirements for organizations and neighborhoods



Priority Strategy Performance Measure(s)

The following measures will be used to measure the success of Neighborhoods Ready for School, and aggregate to our broader Agency Headline Measures.

- % of children who are ready for kindergarten within a neighborhood*
- % of families who report they have what they need to support their child’s growth and wellbeing*

Additional measures that Neighborhoods Ready for School may use to tell the story of performance:

- ▶ # of neighborhood funded partners who met their self-identified goals
- ▶ % of dollars invested in a neighborhood/resident identified goal
- ▶ % increase in neighborhood collaboratives who met their goals

*indicates Data Development Agenda item



INNOVATION

Broaden the landscape of early childhood support with new partners, and seed program or systems connectivity as proof of concept for policy change and/or sustained funding.

APPROACH

- Develop new relationships with organizations, businesses and public agencies not typically considered part of the early childhood community with the intention of developing new and innovative ideas to address the needs of families with young children.
- Encourage and support new and innovative ideas with temporary seed funding.
- Ensure that new ideas and concepts are tracked with appropriate levels of data collection and evaluation to determine their ability to be sustained and replicated.
- Develop sustainability plans for programs showing positive results.



Priority Strategy Performance Measure(s)

The following measures will be used to measure the success of Innovation, and aggregate to our broader Agency Headline Measures.

- % of families who have what they need to support their child’s growth and wellbeing
- % of children participating in innovation programs who are ready for kindergarten*

Additional measures that Innovation may use to tell the story of performance:

- ▶ % of new partners who commit to working on 0-5 issues
- ▶ % of innovations replicated by F5 and providers
- ▶ % of innovation efforts that contribute to/expand our understanding/knowledge of the EC field*

*indicates Data Development Agenda item

CAPACITY BUILDING & SUSTAINABILITY



POLICY AND EVALUATION

Focus on local policy and systems change in order to bring proven programs and practices to scale. Support an early childhood system of care that is a network of coordinated and responsive organizations that improve outcomes for children age 0–5. The policy approach will include an evaluation plan and a clear and consistent communications effort.

APPROACH

- Develop a local policy agenda aligned with F5AC programs and priorities around the following issues:
 - + School Readiness
 - + Child Development
 - + Family Supports
 - + Child Friendly Neighborhoods
- Work with school boards, city councils, public systems, philanthropy, faith based organizations, non-profits, and businesses to further the local policy agenda and leverage additional resources.
- Partner with parents, neighborhood associations, and base building organizations as allies in policy change.
- Partner with the First 5 Association on State and Federal legislative efforts to align with local agenda.
- Develop data sharing partnerships with other agencies.

Priority Strategy Performance Measure(s)

The following measures will be used to measure the success of Policy and Evaluation, and aggregate to our broader Agency Headline Measures.

- # of public agencies increased with investments in school readiness
- # of agencies that make administrative policies and practices changes based on F5AC policy agenda

Additional measures that Policy and Evaluation may use to tell the story of performance:

- ▶ # of agencies that endorse F5AC Policy Agenda
- ▶ % of evaluations and data analysis contributing to policy change and informing practice*
- ▶ # of new external dollars invested in F5AC programs, priorities & strategies across systems*

*indicates Data Development Agenda item





TRAINING

Continue to serve as a “go to” staff training resource for community partners for topics relevant to supporting families with children ages 0-5. Develop trainings that complement F5AC priorities.

APPROACH

- Develop a plan that includes integration with other F5AC programs and strategies that includes:
 - + Learning Communities
 - + Workforce Development
 - + Parenting
 - + Capacity building for the Neighborhoods Ready for School and Parent Engagement/ Support strategies
 - + Core trainings for the early childhood field
- Take Training “on the road” to community based organizations and public agencies.



Priority Strategy Performance Measure(s)

The following measures will be used to measure the success of Training, and aggregate to our broader Agency Headline Measures.

- % of participants that report an increase in skills and knowledge that enable them to deliver best or promising practices
- % of participants who implement best or promising practices as a result of training*

Additional measures that Training may use to tell the story of performance:

- ▶ # of participants by demographic (race, gender, neighborhood, sector, etc.)*
- ▶ % of participants who report their learning goals were met
- ▶ % of participants reporting an increase in knowledge of community resources
- ▶ % of attendees who increase their expertise and career opportunities as a result of training*

*indicates Data Development Agenda item



COMMUNICATIONS

Develop communications campaign strategies that align with F5AC priorities.

APPROACH

- Develop a communications plan that is aligned with F5 programs and strategies, especially highlighting our policy agenda and evaluation results.
- Participate in larger communication campaigns that further our message with collaborative partners, First 5 Alameda County Association and others when appropriate.



Priority Strategy Performance Measure(s)

The following measures will be used to measure the success of Communications, and aggregate to our broader Agency Headline Measures.

- % of target audiences reporting they changed behavior and knowledge as a result of communication efforts*

Additional measures that Communications may use to tell the story of performance:

- ▶ #of evaluation findings and data used to inform program or policy*
- ▶ #/% of website visitors reporting they found the information they needed*

*indicates Data Development Agenda item



ADMINISTRATION, INFORMATION & TECHNOLOGY

Upgrade technology to support staff and partner business functions, data tracking and performance management. Efficiently and effectively manage F5AC resources (financial, human and technology) to enhance productivity and impact.

APPROACH

- Expand and update systems to build capacity for cross data systems exchange of information.
- Expand data system agility and responsiveness.
- Improve staff and partner performance, satisfaction and productivity.
- Update electronic data sharing confidentiality and privacy practices.



Priority Strategy Performance Measure(s) The following measures will be used to measure the success of Administration, Information & Technology, and aggregate to our broader Agency Headline Measures.

- F5AC effectively and responsibly manages finances in order to fulfill the strategic plan goals

Additional measures that Administration, Information & Technology may use to tell the story of performance:

- ▶ % of F5AC staff who attend professional development trainings
- ▶ Staff retention rate*
- ▶ % of F5AC staff and partners who rate data systems as effective
- ▶ % of staff and partners who rate internal service delivery as high*

*indicates Data Development Agenda item

Fitting It all Together

POPULATION LEVEL RESULTS AND INDICATORS

1) CHILDREN ARE READY FOR KINDERGARTEN – 3RD GRADE SUCCESS

Indicator: In 2015, 44 % of children at 47 schools across Alameda County were fully ready for kindergarten

2) CHILDREN ARE FREE FROM ABUSE AND NEGLECT

Indicator: In 2015, the incidence of substantiated allegations of abuse and neglect per 1000 children 0-5 in Alameda County is 3.8; the incidence of allegations is 29.4

AGENCY LEVEL RESULTS AND HEADLINE MEASURES

AGENCY LEVEL RESULT #1:

F5AC programs and investments support and strengthen parents/primary caregivers, families, and neighborhoods to create environments and relationships where children thrive.

HEADLINE MEASURE 1:

% families touched by F5AC programs and investments who have what they need to support their child's growth and wellbeing

AGENCY LEVEL RESULT #2:

F5AC programs and investments increase access and opportunity, particularly for children living in poverty, to quality early experiences that prepare children for school and help them reach their optimal developmental outcomes.

HEADLINE MEASURE #2:

% of children touched by F5AC programs and investments ready for kindergarten

HEADLINE MEASURE #3:

% of children with concerns who have developmental improvements

AGENCY LEVEL RESULT #3:

F5AC programs, investments, and policy advocacy support a system of care that is coordinated, accessible, and responsive, delivered by knowledgeable and caring providers.

HEADLINE MEASURE #4:

% of providers that increase their capacity to deliver best or promising practices

HEADLINE MEASURE #5:

of local policy and administrative changes made to support early childhood

STRATEGIES AND PERFORMANCE MEASURES

PARENT ENGAGEMENT AND SUPPORT

% of children ready for kindergarten
% of families who have what they need to support their child's growth and well being

EARLY IDENTIFICATION

% of families who have what they need to support their child's growth and well being
% of children who have developmental improvements
of partners sustaining Early ID efforts without ongoing F5AC financial support

QUALITY EARLY CARE AND EDUCATION

% of programs with improved teacher/child interactions and ECE environments
% of children ready for kindergarten
% of early care and education providers who utilize best practices

FATHERHOOD

of school boards, city councils, or other public entities engaged by F5AC who institute components of the fatherhood policy platform
% of fathers who have what they need to support their child's growth and wellbeing

NEIGHBORHOODS READY FOR SCHOOL

% of children ready for kindergarten within a neighborhood
% of families who have what they need to support their child's growth and well being

INNOVATION

% of families who have what they need to support their child's growth and wellbeing
% of children participating in innovation programs who are ready for kindergarten

POLICY AND EVALUATION

of public agencies that increased investments in school readiness
of agencies that make administrative and policy/practice changes based on F5AC policy agenda

TRAINING

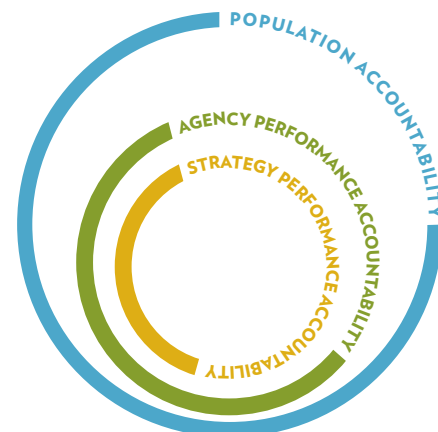
% of participants reporting an increase in skills and knowledge enabling them to deliver best or promising practices
% of participants who implement best or promising practices as a result of training

COMMUNICATIONS

% of target audiences reporting they changed their behavior and knowledge as a result of communications efforts

ADMINISTRATION, INFORMATION AND TECHNOLOGY

Effectively and responsibly manages finances in order to fulfill the strategic plan goals.



Data for Impact and Improvement

F5AC followed a Results Based Accountability process to identify performance measures that will help us gauge the success of our work. We were intentional in our selection of measures, have identified data sources, and are making new investment in technology. We intend to use RBA and technology tools to help us continuously measure and improve our performance. We also plan to use long-term and short-term evaluation to better understand the impacts of F5AC programs and investments, and support a policy agenda that moves towards a collective impact frame county-wide.

USING DATA TO ADVANCE EQUITY

As part of our commitment to equity, we plan to develop a standard practice and accompanying tools to look at all of our performance measures in terms of how they impact populations and places in our county that have seen the most disinvestment. This might include sorting and analyzing our performance data to ensure equitable investment and outcomes, inclusive of but not exhaustive to:

- Boys and men of color
- Racial and ethnic groups that experience disparities (e.g., African American, Latino, Asian and Pacific Islander)
- Residents of low-income neighborhoods throughout the county
- Different family types (e.g., single parents, fathers, grandparents, same-sex parents)

DATA DEVELOPMENT AGENDA

Where we do not currently have good data, we intend to invest in capturing information that is critical to our success. Certain elements will require minor resources and will be measurable in a short time frame; others will require a more intensive long-term investment. As part of our implementation plan, we will develop a detailed data development agenda.

DATA DEVELOPMENT AGENDA:

In Results Based Accountability the Data Development Agenda is a plan for collecting new or better data needed to monitor and communicate performance.

NEXT STEPS FOR IMPLEMENTATION

In order to operationalize the strategic plan, F5AC will develop an implementation plan with timelines, responsibilities and internal deliverables. This will include analysis of, and planning for:

- Organizational structure and staffing changes
- Contracting and procurement changes
- Program design and delivery
- Data and technology systems
- Data development agenda

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