



FIRST 5 ALAMEDA COUNTY COMMISSION MEETING AGENDA

Thursday, June 24, 2021
9:00 AM – 11:30 AM

Members of the public may access this meeting via:
Zoom Meeting: <https://zoom.us/j/92111158517>
Meeting ID: 921 1115 8517

Commissioners: Chair: Renee Herzfeld, Vice Chair: Cecilia Oregón, Wilma Chan, Scott Coffin, Lori Cox, Tomás A. Magaña M.D., Karina Moreno, Kimi Watkins-Tartt

Alternates: Vanessa Cedeño, Aneeka Chaudhry, Anissa Basoco-Villarreal

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

2. **Staff Announcements**

a. **General Staff Announcements**

b. **COVID-19 Response Update and CEO Contract Authorizations**

3. **Communication from Commissioners**

CONSENT CALENDAR

4. **Approval of Minutes from April 22, 2021**

5. **Administrative Recommendations in Response to COVID-19**

6. **GASB 54 Fund Balance Commitment**

7. **FY 2021-22 ACERA 401(h) Account Authorization**

INFRASTRUCTURE

8. **FY 2021-22 Proposed Budget and FY 2021-30 Proposed Long Range Financial Plan – Final Readings**

a. **FY 2021-22 Contract Authorizations**

PROGRAM

9. **FY 2017-22 Strategic Plan: Annual Update FY 2021-22 – Second Reading**

10. **First 5 California and First 5 Association Updates**

11. **Legislation and Public Policy Updates**

12. **Speaker Series: Dr. Raj Chetty, Harvard University**

Improving Equality of Opportunity in America: New Insights from Big Data

13. **Adjournment**

Commission Meeting Agenda

June 24, 2021

Information about access:

Please contact Julia Otani at julia.otani@first5alameda.org or (510) 227- 6987 three business days in advance if you need special assistance or translation/interpretation support so we can make reasonable arrangements to ensure accessibility. We will swiftly resolve any requests for accommodation to resolve any doubt whatsoever in favor of accessibility.

Staff Updates

June 24, 2021

01 FOUNDATIONAL PRIORITY

Manage **Transformational Agency Change, with Equity at the Center**, in Service to Continued Results and a Sustainable Future

- **Conducted second round of CEO + small team meetings** re: organizational changes and planning processes
- **Commenced engagement with All In Strategies** for leadership and executive coaching
- **Internal Equity Initiative:** Executive Leadership Team working with Equity Committee to inform "Blueprint" of Strategic Plan
- **Submitted a funding inquiry to the John Templeton Foundation** for ~\$235K over two years to support the Fatherhood strategy
- **Some recent Training @ First 5 events** have included *Guardianship Basics with Housing and Economic Rights Advocates, Immigration Overview and Updates, Seen and Heard: Supporting Asian American Children and Families*

02 FOUNDATIONAL PRIORITY

Manage internal/external **COVID-19 Response**

- **\$70K from Sunlight Giving funds** awarded to groups in unincorporated Alameda County: **Eden United Church of Christ (\$38,000)** and **Cherryland Elementary School food program (\$32,000)** via the Alameda County Community Food Bank.
- **\$100K to Lotus Bloom (\$50K from Sunlight Giving and \$50K from Prop 10)** in support of an Oakland Family Resource Center Network-advised and -operated Community Needs Fund.
- **Concluded series of meetings with county Board of Supervisors (BOS)** regarding \$5 million investment to support families with American Rescue Plan funds.

01 STRATEGIC PRIORITY

Monitor & Plan for Implementation of the **Children's Health and Child Care Initiative (Measure C)**

- Workgroups are meeting as part of internal readying for implementation

02 STRATEGIC PRIORITY

Advocate, Plan & Implement for Scaling of **Care Coordination** Function, Leveraging Help Me Grow

- Proposal accepted by the Alliance to expand partnership with Help Me Grow program for outreach to Medi-Cal-eligible families
- Anthem identified a team, and we have calendared workgroup meetings over the summer
- Continued work on proposal to Stupski Foundation in support of expanding care coordination in the county through pediatrics, in partnership with Dr. Dayna Long, UCSF Benioff Children's Hospital

03 STRATEGIC PRIORITY

Leverage **Policy, Data, Evaluation, and Communication** for Program Investment and Partnership Opportunities

- Surveys of school districts re: kindergarten readiness research and letter to Karen Monroe
- State budget letter sent to Governor and county delegation
- Developed Data for Action Guide and District Data Profiles for all Board of Supervisor Districts
- Funded Interim Eval Brief of Help A Mother Out diaper programs
- Neighborhoods Ready for School Interim Evaluation Brief completed



Dear Board of Supervisors,

Families are in crisis. The COVID-19 pandemic has put a huge strain on our communities with many families experiencing poverty in the last year, exacerbating existing inequities and racial disparities. The American Rescue Plan is our chance to mitigate the needs of young children and their families. It is estimated that Alameda County will receive \$324 million in Local Fiscal Recovery from the American Rescue Plan (ARP). **First 5 Alameda County is requesting that you dedicate \$5 million (just over 1.5%) of these funds to family basic needs, health, parent leadership, and technology and workforce investments in early care and education (ECE). Consistent with your pass through of CARES Act funding to First 5, we are poised to leverage our infrastructure, expertise, and early childhood network to maximize the use and impact of the requested funding. Please consider the data that informed and supports our request:**

- There are about 113,700 children under age 6 in Alameda County and approximately 1 in 10 children under age 5 lives below the Federal Poverty Level.
- Families are in economic distress and struggling to meet basic needs, particularly families of color. In Alameda County:
 - Since the start of the pandemic, the Alameda County Community Food Bank has seen a doubling of residents experiencing food insecurity, with a reported 1.2 million pounds of food distributed monthly.¹ National surveys, have estimated 1 in 4 children are experiencing hunger.
 - Black households take home roughly 1/3 the income of white households after rent.²
- The Alameda County child care field has lost an estimated \$18 million per month due to closures and under enrollment, and it is operating at 60% capacity.^{3 4}

Given these realities and many others, our modest request for funding from the ARP will be targeted at the following:

- A. **Measure C: Children's Health and Child Care Initiative for Alameda County** (*Recommend ~\$500,000*). First 5 is the named administrator and we are actively preparing our agency, in partnership with the community, to administer early care and education (ECE) funds once released. We are requesting funds to support the following:
 1. **Data & Technology.** There is not an existing centralized eligibility and enrollment system, and there has been limited investment in technology to the ECE field. Planning and identifying technology solutions is key to successful administration of Measure C.
 2. **ECE Workforce Development.** Recruitment and retention into the field is essential to have sufficient providers to meet the needs of families. We have invested in a proven, successful CalWORKs Apprenticeship program, co-funded by Tipping Point Foundation and Alameda County Social Services Agency.

¹ The Mercury News, *Opinion: Bay Area food bank numbers tell a sobering story* <https://www.mercurynews.com/2020/12/23/opinion-hunger-in-a-tale-of-two-cities/>

² Advancement Project Race Counts data. <https://www.racecounts.org/county/alameda/>

³ Department of Social Services, *Facility Closures and New Licenses Between March 2020 and January 2021, and Net Loss or Gain of Facilities by County as of January 31, 2021*: <https://app.box.com/s/hsgbvgqptmier2u0cdp5nrc5ic4tqat4>

⁴ First 5 Alameda County, *Alameda County Child Care Data*: <http://www.first5alameda.org/files/AC%20Child%20Care%20Data%20Feb%202021.pdf>

- B. **Family Basic Needs** (*Recommend ~\$2.5 Million*). Our [Kindergarten Readiness Study](#) confirms that family socio-economics are tied to kindergarten success, which in turn is correlated with later academic and career outcomes. Families in Alameda County need support meeting basic needs.
1. **Child Hunger.** Provide grants to child care providers to supplement food provided for the children in their care.
 2. **Economic Support to Reduce Household Debt or Expenses, including:**
 - a. **Diapers.** Fund diaper distribution programs. Diapers are an essential need for families with young children, yet [1 in 3 struggled to afford](#) them prior to the pandemic. Diapers cost \$80-\$100 dollars per month for one child. Families cannot leave their children with child care providers and cannot go to work without clean diapers. First 5 has partnered locally with Help A Mother Out and SupplyBank.org to distribute diapers.
 - b. **Utilities.** Supplement the Low-Income Home Energy Assistance Program (LIHEAP) and partner with East Bay Municipal Utility District (EBMUD) to forgive water debt. Advance policies that protect families from negative changes to their credit score due to inability to pay for utilities during the pandemic.
 - c. **Guaranteed Income for Families.** Partner with First 5 to launch a guaranteed income program for low-income families of color modeled after cities such as Stockton and Oakland, trusting families know how to best support their needs.
 - d. **Backpack Giveaway.** Match First 5's investment so that all children are supported with basic needs and school supplies as school starts in-person.
- C. **Family & Community Leadership** (*Recommend ~\$1.5 Million*)
1. **Base Building & Parent Leadership.** Allocate funding toward supporting parent- and caregiver-led organizations that proactively center and prioritize families and caregivers with an equity lens to build solutions our community needs to recover from the COVID-19 pandemic.
 2. **Neighborhood Approach.** Fund a place-based approach to family navigation, addressing basic needs, evolving the early childhood service delivery structure, and fostering neighborhood conditions that will help all families thrive. This is consistent with Alameda County's selection of five priority neighborhoods, which we applaud, and overlaps with First 5's [Neighborhoods Ready for School](#) strategy.
- D. **Family Health & Wellbeing.** (*Recommend ~\$500,000*)
1. **Healthy co-parenting relationships.** Invest in support for healthy co-parenting relationships, through the Alameda County Fathers Corps, during a time when mental health is a top concern for our community.
 2. **Prenatal and 0-3 programming.** Fund services such as doulas, peer-to-peer parent groups, navigation support to resources focused on African American and Asian Pacific Islander communities given maternal and child health disparities.

These recommendations represent a realistic approach in how First 5 may support the county in helping to address the vital needs of families. We also recognize that needs are great, and the additional investments made by your Board will make these requested investments even more impactful.

First 5 Alameda County has been a committed partner during the COVID-19 crisis response, and we



remain committed to the county's ongoing recovery efforts. Healthy thriving communities are crucial for developing young minds and family well-being. Additional local and flexible funds are necessary to ensure young children's needs are met today, as well as to set up equitable systems of care for future crises and ongoing support. The Coronavirus Local Fiscal Recovery Fund included in the ARP provides Alameda County the opportunity to bolster the social safety net for young children and families, build infrastructure, and support parental leadership across our communities.

Sincerely,

Kristin Spanos
CEO

First 5 Alameda Integrated Pediatric Care Management Proposal
Submitted April 15, 2021
Revised Submission May 14, 2021

Background

While Alameda County has been a state leader in enrolling income eligible children in public health coverage, there are thousands of low-income children enrolled in Medi-Cal managed care who are not engaging in or receiving regular pediatric preventive care under EPSDT at periodicity, including but not limited to well-child care and early childhood screenings. Local estimates suggest that as many as one-third of families are not engaged in preventative care. An additional cohort may not receive screenings at periodicity, or the appropriate care coordination to assist in their access to services and supports for an identified developmental, physical, behavioral, or social need.

These local findings are also reflected statewide – a 2018 Audit by the California Department of Health Care Services (DHCS) found that 2.4 million children enrolled in Medi-Cal do not receive all required preventive services and screening. Medi-Cal plans are required by the State to ensure pediatric members receive timely EPSDT preventive screenings and ensure appropriate diagnostic and treatment services are initiated within 60 calendar days following preventive screening that identifies a need for follow-up. Fulfilling these turnaround times and integrating newly required social need and social determinant screenings into workflows calls for enhanced support for plans, providers, and families.

Since 2012, First 5 Alameda County (F5AC) has served as a pediatric quality improvement funder and a care coordination provider through its Help Me Grow (HMG) program. Approximately 85% of children receiving support are insured through Medi-Cal. HMG provides:

- Training and technical assistance to providers serving the Medi-Cal pediatric population (0-5) in Alameda County.
- Assistance to providers with implementing Bright Futures screenings, incorporating screenings into workflows, documenting findings, and helping to ensure providers refer children with an identified need to HMG's Central Access Point
 - Including care coordination and health education.
- Navigation support to ~20% of families for basic needs, such as food, housing, health care, and childcare

There is significant overlap between the populations served by F5AC, with a 2017 data match showing that 78% of children served are Alliance members. In 2020, First 5 Alameda County and the Alameda Alliance launched an outreach partnership to proactively engage families with children with low or no utilization of pediatric services. At HMG's first attempt at this type of outreach a 55% family engagement rate has been achieved, with intentionality to further address family hesitation, coordination and workflow with the provider network.

The early successes and lessons learned from the pilot demonstrate a potential for improved integration between plans, pediatric providers, F5AC, and community-based organizations to better identify and serve Alameda's youngest children with current or risking risk. With HMG, First 5 Alameda County has built a robust, trusted and successful infrastructure to provide early intervention and prevention support to young children. F5AC is committed to maintaining its significant investment in the program and expanding its efforts to support the Alliance's pediatric members by connecting them to well-child care and needed resources and services, as well as continuing to expand and deepen its training to healthcare providers.

Initiative Summary

This proposal is the culmination of visioning and planning discussions between F5AC and the Alameda Alliance for Health (Alliance) with the goal of achieving a common vision that *all children in Alameda County grow up healthy, thriving, and strong*. The proposed initiative seeks to engage, assess, and connect Medi-Cal enrolled children, ages 0 to 5, and their families to appropriate clinical and community-based services and supports to improve their health and well-being through an integrated community-based care management program. First 5 Alameda will serve as a key care management entity for Alliance pediatric members, ages 0 to 5 and will work in partnership with the Alliance to:

- Conduct outreach and engagement to increase child access to well-child preventative care for select Alliance members, ages 0-5
- Provide pediatric health education to families in a culturally appropriate and accessible manner
- Bolster pediatric health provider capacity to deliver DHCS/Bright Futures mandated pediatric screenings, with an emphasis developmental screening, ACES, and social determinants of health; and
- Coordinate family-centered access to well-child care, as well as needed developmental/behavioral services, mental health services, community-based services and supports, and social support needs, to enhance and supplement practice-based care coordination services and comply with EPSDT requirements.

Impact: What Will Change as A Result

- Additional children ages 0-5 will be connected to well-child care in a timely fashion, resulting in improved health outcomes and HEDIS scores by *ensuring receipt of needed preventative care*
- Pediatric providers will gain capacity/expertise to complete existing and newly required screenings, and will be able to receive provider incentives by *ensuring improved quality and capacity for compliance*
- Additional children ages 0-5 will be identified with a developmental or behavioral issue, trauma, social need in a timely fashion, and will be routed to needed care coordination support so they are connected to the appropriate service provider/health plan support within 60 days of a screening result
- Health Plan will be able to demonstrate and document successful capacity to meet EPSDT screening and referral requirements, and with appropriate data submissions/reporting, can eventually *incorporate true cost of pediatric care management into future pediatric rates*

Program Services, Activities and Objectives

First 5 Alameda County will conduct comprehensive pediatric care management services to engage families in pediatric well-child care, support pediatric health care providers in completion of key screenings/assessments, and coordinate member coordination to needed services or supports, including health plan member services and nurse advice line/Teladoc support, where appropriate. All engagement and services will be provided to a parent/ caregiver through phone, text, e-mails, mailings, and/or community outreach. Communication will meet health literacy standards and be trauma-informed. First 5 Alameda County will ensure that any technical assistance provided to contracted providers will reinforce AAP/DHCS/Alliance requirements and best practices. First 5 Alameda County, through its enhanced Help Me Grow program, will perform the following services and activities:

1. Member Outreach, Engagement, and Linkage to Primary Care and Other Supports

Conduct member outreach to promote member access to primary care providers (PCP) for wellness visits and early childhood screenings, serving 2,500 families (unique pediatric members, 0 to 5) identified by the plan:

- Conduct an average of 25 calls per day/per FTE to Alliance members included in monthly outreach files
- Provide health education and telephonic or text navigation support to families in members' preferred language/leveraging health plan's interpretation services, where needed
- Incorporate key health education/health promotion messaging (including well child visits, Bright Futures screenings, basic needs), provide member linkages to basic needs, and transfer to HMG central access point for support with child development/behavioral concerns
- Support families with PCP appointment scheduling, prioritizing sites with whom First 5 Alameda County has established an email-based scheduling relationship, or sites for which that type of relationship can be established quickly.

2. Provider Training and Quality Improvement

Deliver customized training and pediatric preventative quality improvement (QI) supports to 25 contracted primary care provider sites, to promote compliance with screening requirements, support workflow implementation, and ensure effective encounter documentation and reporting for Bright Futures screenings and PEARLS (ACES and social need/determinants) screenings. (See Attachment A for Proposed Sites)

- Trainings will be offered to the full care team, including physicians, nurses, medical assistants, and care coordinators, in light of variations in each site's systems and staffing
- **ACEs Training** (for up to 15 sites)
 - Develop, with consultation from a physician subject matter expert, training and supplemental materials for pediatric providers on implementing ACEs screening using the PEARLS, fulfilling the state training and attestation requirements, basic billing info, follow-up and referrals
 - Identify, conduct outreach and recruit sites for training
 - Review training evaluation results and use findings to refine training content
- **Pediatric Preventative QI Projects** (for up to 10 sites)
 - Outreach and recruit up to 10 PCP sites to participate in a QI project focused on pediatric screening
 - Develop and implement a Continuous Quality Improvement (CQI) project framework with participating sites that aims to increase screening and/or referring and follow-up rates, including but not limited to training, chart audits and PDSA cycles
 - Develop a data collection framework for each participating site
 - Research and identify relevant AAP Professional Practice and Quality Improvement (Part 4) of Maintenance of Certification (MOC) training projects to align with QI projects to assist providers with fulfilling ongoing licensure requirements

3. Care Coordination Services to Manage Risk and Ensure Linkage to Needed Services/Supports Coordinate provider-referred/self-referred members' access to appropriate services, community supports, or health plan member or nurse advice line services, to address an identified pediatric concern, via HMG's central access point

- Provide care coordination, health education, and health promotion services for an estimated 10% of pediatric members with risking risk referred from Member Outreach
- Provide care coordination for an estimated 10% of pediatric members with an identified issue requiring referral to services and supports, based on pediatric provider screening
- Provide care coordination and linkage to services and supports related to child development, mental health, ACEs, and basic family needs

- Document successful linkage to services and notify referring pediatric provider, to close the loop

Performance Outcomes

Performance Outcomes and Metrics

First 5 Alameda County will submit quarterly reports to the Alliance to demonstrate that via pediatric care management, screening rates can improve, and linkage to needed services, in accordance with EPDST standards, is successful. The partnership will aim to improve:

- **Operational Metrics** to ensure First 5 is performing services as contracted
- **Member Engagement Metrics** to ensure members are routed to timely preventive pediatric care by a trusted source
- **Utilization Metrics** to ensure members seek services and can receive appropriate and timely pediatric care
- **Provider Engagement Metrics** to ensure providers have the needed skills/training to perform required screenings
- **Quality Metrics** to ensure provider practices perform and document required pediatric screenings and make referrals, in accordance with requirements

Area	Metric(s)	Source	Baseline	Target
1. Member Outreach, Engagement, and Linkage to Primary Care and Other Supports	Operational metrics <ul style="list-style-type: none"> • Number of outreach/engagement contacts made with or on behalf of families <i>(Note: Part of 4/15 proposal with a broadened definition)</i> 	First 5	N/A – Revision to Model	3,500 – 6,000 depending on the demographic breakout of outreach list
	Engagement metrics <ul style="list-style-type: none"> • % of members successfully contacted via phone/text and/or via contact with the PCP 	First 5	62%	65%
	<ul style="list-style-type: none"> • Number of clients connected to their pediatrician 	AAH & First 5	N/A	900
	Utilization metrics <ul style="list-style-type: none"> • % of members successfully reached with a primary care visit scheduled 	AAH & First 5	51%	55%

Area	Metric(s)	Source	Baseline	Target
	<p><i>(Note: this is based on members in the AAH member outreach file provided to F5)</i></p> <ul style="list-style-type: none"> • % of members with attempted contact and with a primary care visit scheduled 	AAH & First 5	36%	38%
2. Provider Training and Quality Improvement	<p><i>Provider engagement metrics</i></p> <ul style="list-style-type: none"> • % increase in targeted providers who complete the DHCS attestation process for incentive payments • Number of PCP sites that received at least one outreach contact • Number of ACEs provider trainings completed • Number of PCP sites participating in QI projects launched/completed • Number of PCP site attendees at trainings and QI sessions 	AAH First 5 First 5 First 5	25% (30 of 119) for pediatric providers N/A N/A N/A	100% increase (30 additional pediatrics providers) 35 PCP sites 15 10 140
3. Care Coordination Services to Manage Risk and Ensure Linkage to Needed Services/Supports	<ul style="list-style-type: none"> • Number of calls/referrals received from Alliance members for care coordination <p><i>(Note: This metric will include a breakout for those who</i></p>	First 5	N/A	500

Area	Metric(s)	Source	Baseline	Target
	<p><i>received an outreach call and those who did not)</i></p> <p>Quality metrics</p> <ul style="list-style-type: none"> • Number of members referred by F5 to community services or supports <i>(Note: inclusive of members served via outreach and care coordination services n = 3,000)</i> • Number/Percent of members with an identified need who connected to at least one health plan or early intervention services by F5 <i>(Note: (200 out of 500 members served through care coordination are estimated to have an identified need that would result in referrals to early intervention or a health plan service)</i> 	<p>First 5</p> <p>First 5</p>	<p>N/A</p> <p>N/A</p>	<p>750</p> <p>108/54%</p>

To support shared program evaluation and overall pediatric quality evaluation, the Alliance will provide current pediatric baseline metrics and developmental and ACEs screening volumes, based on provider’s encounter data submission for relevant CPT codes, as well as information regarding changes in utilization and HEDIS scores.

Specific quality metrics include:

- % of members ages 0-3 with a completed developmental screening, as measured by CPT 96110, by PCP site
- % of members ages 0-5 with a completed PEARLS screening, as measured by HCPCS G9920, G9919, by PCP site
- % of providers with a completed DHCS ACEs Aware training attestation form for ACES incentive payments
- % compliance in HEDIS metrics (W30, WCV)

First 5 Alameda County will submit a narrative report outlining costs, successes and challenges of the program and highlighting any lessons learned about barriers to care for clients. Member specific measures will include member-level data.

Eligibility

For Outreach and Care Coordination:

Members from the health plan's monthly outreach file, as well as Alliance members who newly self-refer or who are provider-referred to the First 5 Alameda County Help Me Grow Central Access Point. All Alliance members ages 0-5 will benefit if they are seen by a pediatric provider who receives technical assistance/training support from First 5 Alameda.

For Provider Training and Quality Improvement:

Primary care providers contracted with Alameda Alliance and serving a significant number of Medi-Cal pediatric members ages 0-5 in Alameda County. Selection of providers will be informed by AAH data on volume of assigned members under the age of 6.

Roles and Responsibilities

First 5 Alameda

- Ensure adequate staffing is in place to provide services and activities outlined above.
- Provide required reports and data as requested by the Alliance in a format mutually agreed upon
- First 5 Alameda will assign an individual to be the primary point of contact for Alliance communications relative to this Project. The Contractor Contact will engage Alliance parties with the authority to act for Contractor. Contractor responsibilities include the following:
 - Manage project obligations and personnel for this Project
 - Serve as the interface with Alliance departments participating in this Project
 - Communicate amendment requests in collaboration with the Alliance project manager and internal Alliance departments for any Scope of Services modification requests
 - Participate in Project status meetings
 - Provide timely information and data, as well as resolve action items and answer questions
 - Help resolve Project issues and escalate issues within the Alliance, as necessary

Alameda Alliance

- Transmit all Provider Bulletins to First 5 Alameda on pediatric requirements
- Develop and implement strategies to encourage contracted provider IPAs/practices to participate in the pediatric care management program , including but not limited to the following requests:
 - Support First 5 Alameda's staff/subcontractor's access for technical assistance
 - Establish an email-based scheduling relationship to share pediatric appointment availability and confirmations with First 5 staff
- Inform First 5 Alameda County on relevant provider QI initiatives and support integration of those initiatives with this effort, as appropriate
- Prioritize members for this program who are served by contracted providers that have established an email-based scheduling relationship with First 5 Alameda County
- Provide initial member file prior to program launch for planning purposes, that includes a profile of member demographics, utilization needs, and assigned PCP sites, and send monthly files thereafter;
- Capture First 5 Alameda County member outreach/care coordination activities/encounters, for future reporting
- Provide First 5 Alameda County regular data on claims for developmental and ACEs screenings by PCP site at mutually agreed upon intervals

The Alliance will assign an individual to be the primary point of contact for Contractor communications relative to this Project.

Budget

Proposed Budget FY 21-22			
	Actual	# Served	
Member Outreach, Engagement & Linkage	290,924	2,500	Members
Provider Training & Quality Improvement	181,150	25	Sites
Care Coordination	96,399	500	Members
GRAND TOTAL	\$ 572,473		

Member Outreach, Engagement & Linkage (\$290,924)

Includes funding for staffing, 2.0 FTE Member Outreach Care Coordinators to conduct member outreach, engagement/referrals, and appointment scheduling, supervisory support and supplies.

Provider Training & Quality Improvement (\$181,150)

Includes funding for ~ 1.FTE Provider Quality Improvement Specialist to lead ACES and developmental screening trainings and QI projects, curriculum development and technical/subject matter expertise provided by physician SME, and Pediatric QI Improvement Incentive payments for participating provider sites.

Care Coordination (\$96,399)

Includes funding for .6 FTE Child Development Coordinator, supervisory support and supplies to provide care coordination support to Alliance members.

Compensation and Reimbursement Model

Payment will be provided on a prospective payment basis, based on estimated costs for outreach, provider technical assistance, and care coordination, to serve 2,500 members per year and 25 provider sites. The contract will include a pay for performance incentive if at least 25% of children receive all scheduled visits.

Reporting and Evaluation Requirements

- The Alliance will submit a monthly member file to First 5 Alameda County (F5A) to support telephone and text outreach and engagement activities.
- First 5 Alameda will submit quarterly encounter data reports to the Alliance for members engaged for the prior quarter. This report will include data for Alliance members from the outreach cohort, as well as any self-disclosed Alliance members referred to First 5 Alameda’s HMG by contracted providers for care coordination support. Templates for the data submissions will be provided to First 5 and will include key variables needed to support the plan’s ability to capture these activities in future encounter data reporting to DHCS.
- Parties will document evaluation outcomes, in service of sustaining the initiative through a future contract to serve additional subpopulations. In service of this goal, First 5 Alameda will obtain a NPI number from CMS as a care management provider.



May 21, 2021

Dear Dr. Monroe,

First 5 Alameda County has invested in a bi-annual countywide kindergarten readiness study since 2008. In the study, conducted in partnership with Applied Survey Research (ASR), teacher's complete readiness assessments of kindergarteners using the Kindergarten Observation Form (KOF) in the first month of school in Alameda County, and we survey both teachers and parents. In our most [recent 2019 study](#), *we examined the readiness of schools and communities to support children and families*. What has been particularly impactful is identifying the malleable factors that impact kindergarten readiness, and the strategies that have been shown to support children, families, schools, and communities. We use the study to inform policy advocacy, programs, and investments such as school district grants to support kindergarten transitions. We have also conducted a [longitudinal study](#) with accompanying policy recommendations. [Please see our Kindergarten Readiness page for prior studies, data, and policy recommendations.](#)

In recognition that schools and families are facing extraordinary challenges this year, we surveyed districts to inform our approach to the 2021 study. Thank you to the district representatives across the county for taking time to complete the survey expressing your preferences for First 5 Alameda County's approach to the 2021 Kindergarten Readiness Assessment (KRA). We sent it out to on May 4th and received responses up until May 14th, below are the informal results, with identifying details removed.

Districts who responded to the survey:

- Alameda Office of Education (staff, not on behalf of ACOE)
- Alameda
- Berkeley
- Hayward (partner response)
- New Haven
- San Lorenzo
- San Leandro
- Berkeley
- Emery
- Fremont
- Livermore Valley
- Pleasanton
- Dublin

Survey Option	Responses	Comments
Keep the study as-is, including child assessments, teacher and parent surveys	4	<p><i>Data is even more important in this context. We need to understand where students are post-pandemic so we can accurately and strategically address needs</i></p> <p><i>We are concerned about agreeing to have less information regarding the readiness of our youngest learners</i></p> <p><i>The child assessment portion should be kept in order to measure the amount of learning loss that likely occurred during the Covid 19 shutdown.</i></p>
Eliminate the child assessment portion; survey teachers and parents	6	<p><i>Student assessments can take significant time to administer. Teachers are reluctant to give up instructional time.</i></p> <p><i>student assessment have been challenged and skewed as we remain in distance learning</i></p>

		<p><i>There is limited time this year for in-person instruction due to COVID. I would suggest suspending student assessment so that teachers can use the time they have with students to educate them and not assess them more than they already will do naturally as part of the report card process.</i></p> <p><i>Possibly use data, teachers are already collecting.</i></p>
Do not conduct a study this year	1	<p><i>With students returning to the classroom after one year away for many- I do not feel we would receive an accurate assessment based on the instrument used.</i></p>
Other	2	<p><i>... exploring other ways of assessing kindergarten readiness thru an equity lens.</i></p> <p><i>I think a pause this year, with a restart next year after schools fully re open... Schools need to re open fully to be able to complete and conduct assessments accurately.</i></p>

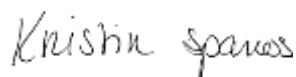
Based on this feedback, and our conversations with additional districts and community partners, **we will not sponsor student assessments this year. We plan to move forward with a countywide parent and teacher surveys only** to help inform policies and practices to best support children, families, and schools. *We will be partnering with Alameda County families, teachers, and community-based organizations to design the tools, conduct the surveys, interpret the findings, and form our recommendations.* Applied Survey Research (ASR) will be reaching out to districts later this year to recruit teachers for the teacher survey.

For those districts that would like to conduct child-level assessment this fall using the KOF, please reach out to Dr. Christina Branom at ASR branom@appliedsurveyresearch.org as soon as possible; Dr. Branom can discuss options for the child assessment. First 5 is exploring the option of supplementing the cost of ASR’s analysis for those districts who choose to move forward in this manner.

In April, we met with your team, Ingrid Roberson, Navdeep Purewal, and Dr. Jaguanana Lathan. We are looking forward to partnering with you on the Planning Council and hope to work closely together around kindergarten readiness research and policy moving forward.

We look forward to this new approach in 2021, and to future conversations with school districts, community partners and families about kindergarten readiness research in subsequent years. We appreciate your continued partnership in service to young children.

Best,



Kristin Spanos
CEO
First 5 Alameda County


Cc:
Neva Bandelow, Program Director
Dr. Jaguanana Lathan, Chief of Learning & Accountability
Navdeep Purewal, Director IV, Core Learning
Ingrid Roberson, Associate Superintendent
Dr. Christina Branom




Child and Family Data for Action

First 5 Alameda County is committed to advocating for and achieving equity, with a focus on racial and economic justice, to ensure that all children in Alameda County are born healthy and can achieve their full potential. Given the triple pandemics of COVID-19, racism, and poverty, we have a unique opportunity to remedy historic, structural racism, with investments that recognize and correct injustice and exploitation of low-income people and Black, Indigenous, and People of Color.

Alameda County Family Demographics




BABIES BORN (2017)²:
18,896



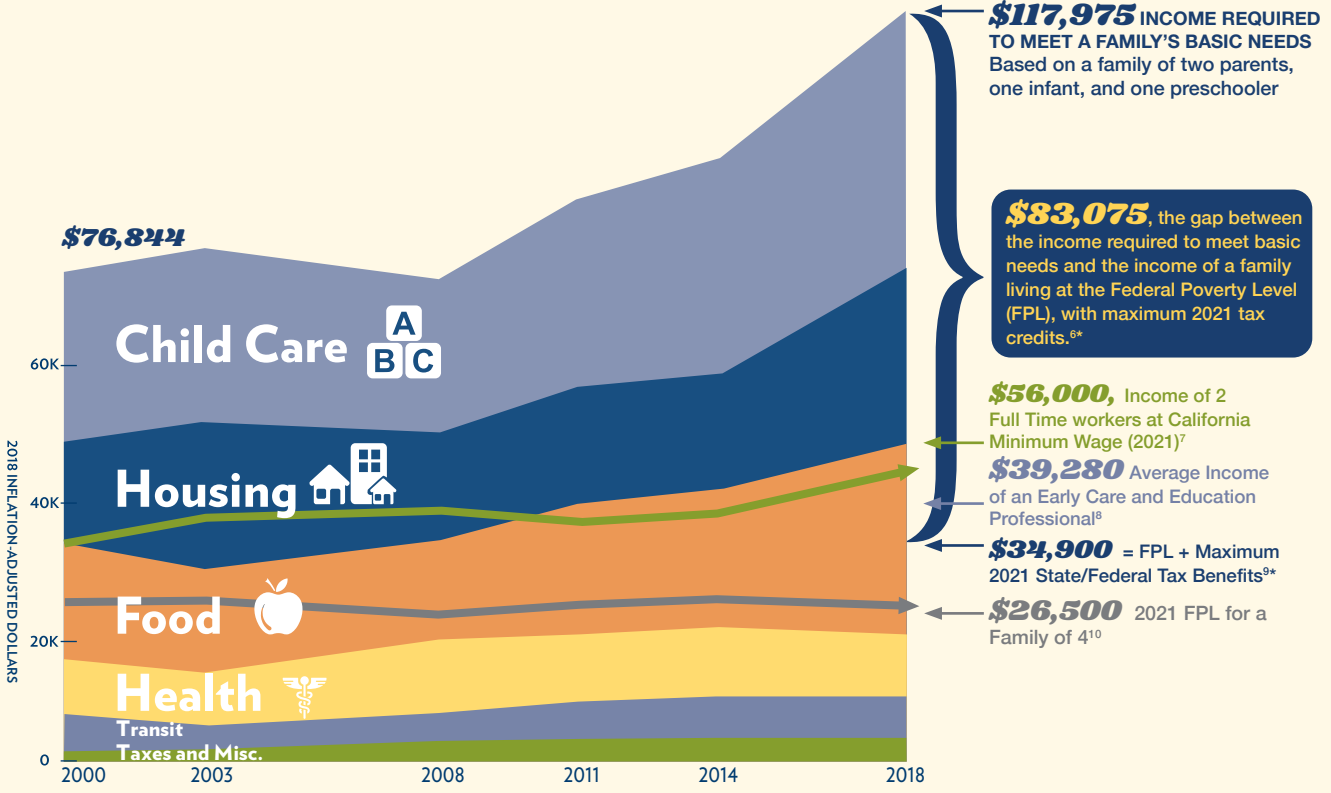
CHILDREN UNDER AGE 6 (2021)³:
113,701
6.8% of the total population

{ TOTAL POPULATION (2019)¹: }
1,671,329

HOUSEHOLDS WITH CHILDREN UNDER AGE 6 (2019)⁴:
~71,000



Financial Realities for Families in Alameda County⁵



***\$8,400**, maximum refundable 2021 tax credits for a family of 4 living at FPL = \$7,200 from the expanded Child Tax Credit + \$1,200 from the CA Golden State Stimulus. Significantly, these credits create a **government-backed, guaranteed income for families.**

In Alameda County...

Approximately **1 in 10** children under age 5 lives below the Federal Poverty Level. (2019)¹¹

59% of family child care providers reported earning less than \$15 per hour^{13, 14}



+107% increase in child care cost 2000-2020^{5, 12}

+23% increase in median family income 2000-2019⁸



50% of renters pay more than 1/3 of their income for rent.¹⁵



Addressing Racial Disparities and Family Economic Security



We center equity in our research, advocacy, and policy to create conditions and systems where children can reach their full potential. Alameda is a wealthy county, but high in racial disparity.

Alameda ranks as the 4th most racially disparate county in California.¹⁶

1st most racially disparate county for food security.



2nd most racially disparate county for access to early childhood education.



4th most racially disparate county for preventable hospitalizations.



4th most racially disparate county for utilization of subprime mortgage loans by homeowners.



Black households take home roughly 1/3 the income of White households after rent. \$\$\$

Child Poverty 0-5 & COVID-19 Rates^{11,17}

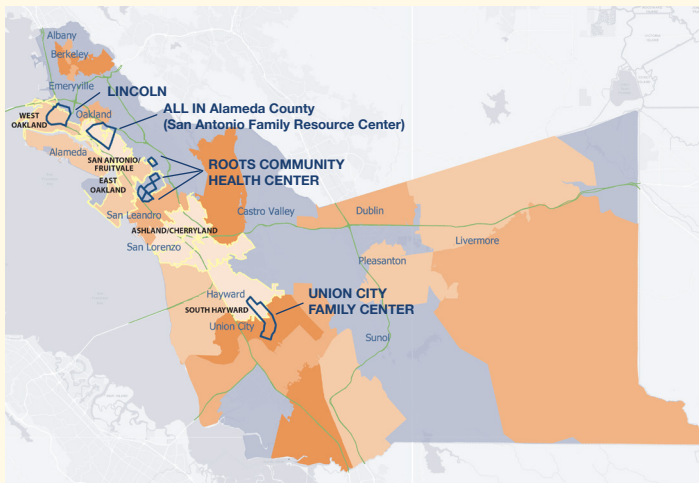


Legend

- Areas of High Child Poverty (0-5) & High COVID-19
- Neighborhoods Ready for School Service Areas
- Alameda County COVID-19 Priority Neighborhoods
- Alameda County
- Freeways

We find differences in kindergarten readiness are largely attributable to inequities in access to resources. The greatest moveable factor continues to be child health and well-being, which is tied to socioeconomics, housing stability, and stress among parents/caregivers.¹⁸

Kindergarten Readiness¹⁸



To learn more about how kindergarten readiness is assessed, view the [2019 Kindergarten Readiness Study](#).

Legend

Kindergarten Readiness Zip Codes

- Lowest 25%
- 25% to 50%
- 50% to 75%
- 75% to 100%

- Neighborhoods Ready for School Service Areas
- Alameda County COVID-19 Priority Neighborhoods
- Alameda County
- Freeways

*Zip codes with fewer than 5 participants are not shown.

**Readiness scores represent individuals living in the zip code and do not represent the overall readiness of children in that zip code.

The Social Safety Net for Families in Alameda County

First 5 advocates for programs and policies that acknowledge the strain low-income and working people are under and guarantee that families and caregivers have access to basic needs (e.g., food, housing, health care) regardless of their ability to pay.

Families with Children Accessing Health and Economic Supports

Children 0-6 (number and percent of total) Enrolled in Public Benefits in Alameda County 2021¹⁹

 **Medi-Cal 32,008 (28%)**

 **CalFresh 12,182 (11%)**

- **Nationally, only 2%–3% of all children receive public early intervention services by age 3 years**, compared with approximately 15% who are estimated to have a developmental disability during childhood.²⁰
- Among currently eligible kids in the 1 to 4 age range nationally, **WIC enrollments are just 42%**.²¹



- In Alameda County, an estimated **11.1% of children live in a household that has experienced food insecurity** in the past year.²²
- Amid the COVID-19 pandemic, **the Alameda County Community Food Bank expects to provide 53 million pounds of food—a 64% increase**.²³
- Children eligible for CalFresh are also eligible for Pandemic-EBT. The **Pandemic-EBT (P-EBT) benefit is \$5.86 per school day for each eligible child**.²⁴

Helping Families Navigate the Challenges of the COVID-19 Pandemic

With families facing historic levels of job loss, child care and school closures, health care challenges, and food and housing insecurity, the COVID-19 pandemic has only exacerbated persistent health and economic inequities. These challenges pose a particular threat with long-term implications for the health and well-being of children under age five, especially children of color.

Diaper Need

Without a supply of clean diapers, families cannot leave their children with child care providers and cannot go to work.

Diaper need is a predictor of postpartum depression in mothers and can make it difficult for mothers and babies to form an attachment.²⁵



1 in 3 families struggled to afford diapers prior to the pandemic.²⁶

Diapers on average cost \$80-\$100 dollars per month for one child and support is not included in federal safety net programs like SNAP and WIC.



First 5 is funding an evaluation of Help a Mother Out's diaper distribution in Alameda County.

Families who received diapers, a form of income support, reported being healthier and happier.²⁷

97%

say their child is healthier



98%

say their family feels less stressed



95%

have more money in the budget for food



99%

say they are a happier caregiver



Support for Access to Essential Supplies

Through our newly established [Community Resilience Fund](#), First 5 launched a massive relief effort, based on an equity framework, that prioritizes investment in people and places disproportionately impacted by the COVID-19 pandemic due to structural race and class bigotries.

Essential Supplies Distributed by First 5 and Partners



The COVID-19 Pandemic's Effects on Early Care and Education

For Children and Families

Our flagship research on kindergarten readiness in Alameda County consistently shows the importance of early care and education (ECE) participation for children's kindergarten readiness.¹² **High quality, affordable child care is critical for healthy child development, families' ability to thrive, and the county's successful economic recovery from COVID-19.**¹⁸

Between March 2020 and January 2021 an estimated, **153 (7%) of licensed child care facilities have permanently closed.**²⁸



For Child Care Providers

In Alameda County, child care small businesses, the majority of which are operated by women of color, are losing **an estimated \$18 million per month** due to closures and under enrollment.²⁹ The cost of providing care during the pandemic has dramatically increased.

The true cost of family child care is **70% higher** and center-based child care is **47% higher** on average due to additional COVID-19 health and safety requirements.²⁹



Inadequate Reimbursement Rates for Providers

State-contracted programs are **reimbursed by the state at only a little over half of the true cost of care** in Alameda County.¹²



96% of Alameda County ECE educators identify as women⁸



79% of Alameda County ECE educators identify as women of color⁸



87% of ECE educators are considered very low income for Alameda County⁸



20% of providers at **child care centers** reported earning less than \$15 per hour⁸

Citations

1. US Census Bureau. (2019). 2019: PEP Population Estimates, Annual Estimates of the Resident Population: April 1, 2010 to July 1, 2019. Table: PEPANNRES. Retrieved from https://data.census.gov/cedsci/table?q=Alameda%20County&tid=PEPPPOP2019_PEPANNRES&hidePreview=false
2. California Department of Public Health, Birth Statistical Master Files. (2017).
3. California Department of Finance. Demographic Research Unit. (March 2021). Report P-1B: Population Projections by Individual Year of Age, California, 2010-2060 (Baseline 2019 Population Projections; Vintage 2020 Release). Retrieved from <https://www.dof.ca.gov/Forecasting/Demographics/>
4. US Census Bureau. (2019). 2019: ACS 1-Year Estimates Subject Tables, Households and Families. TableID: S1101. Retrieved from <https://data.census.gov/cedsci/table?q=S1101&g=0500000US06001&tid=ACSST1Y2019.S1101&hidePreview=true>
5. California Family Needs Calculator (formerly the California Family Economic Self-Sufficiency Standard or Self-Sufficiency Standard), Alameda County. (2018). Note: Percent increase in child care cost adjusted for 2020 inflation. Retrieved from <https://insightcced.org/2018-family-needs-calculator/>
6. Analysis by First 5 Alameda County calculating the difference between Income Required to Meet Basic Needs (\$117,975) [see citation 5] – (FPL + 2021 Max Tax Credits) [see citation 9] = \$83,075. Based on a family of two adults and two children under age 6 filing with an Individual Tax Identification Number.
7. California Department of Developmental Services. (2021). Minimum Wage – 2021. Based on two workers working 40 hours per week, 50 weeks per year. Retrieved from <https://www.dds.ca.gov/rc/vendor-provider/minimum-wage/>
8. California Early Care and Education (ECE) Workforce Registry. (October 2020). Note: Self-reported data for 2,348 people registered in the Alameda County Workforce Registry as of October 2020. The Workforce Registry only represents a subset of the ECE workforce as it is a voluntary database. The registry includes an overrepresentation of those working at child care centers and Title 5 programs compared to other child care program types. Registry participants report wages as an hourly gross rate or annual, monthly, or weekly gross salary. Annual wage was calculated by multiplying their self-reported wage and their self-reported number of hours worked by 50 weeks.
9. Analysis by First 5 Alameda County calculating the sum of the income of a family of four living at the 2021 Federal Poverty Level (\$26,500) plus the maximum tax credits available from the expanded federal 2021 Child Tax Credit (\$7,200) and the 2021 California Golden State Stimulus (\$1,200) = \$34,900. Based on a family of two adults and two children under age 6 filing with an Individual Tax Identification Number.
10. US Department of Health & Human Services (HHS). (2021). HHS Poverty Guidelines for 2021. Based on a household of four. Retrieved from <https://aspe.hhs.gov/poverty-guidelines>
11. US Census Bureau. (2019). 2019: ACS 1-Year Estimates Subject Tables, Poverty Status in the Past 12 Months. TableID: S1701. Retrieved from <https://data.census.gov/cedsci/table?q=S1701&g=0500000US06001&tid=ACSST1Y2019.S1701&hidePreview=false>
12. Alameda County Early Care and Education Program, Local Planning Council, and First 5 Alameda County. (October 2020). Alameda County Child Care Provider Survey. Based on the 2020 True Cost Center Rate Analysis for full-time annual infant/toddler care. Some providers may charge separate rates for infant and toddlers.
13. Metropolitan Transportation Commission and the Association of Bay Area Governments. (2010). Decennial Census Data. Retrieved from <http://www.bayareacensus.ca.gov/counties/AlamedaCounty.htm>
14. US Census Bureau. (2019). 2019: ACS 1-Year Estimates Subject Tables, Income in the Past 12 Months (In 2019-Inflation Adjusted Dollars). TableID: S1901. Retrieved from <https://data.census.gov/cedsci/table?q=s1901&tid=ACSST1Y2019.S1901&hidePreview=false>
15. US Census Bureau. (2019). 2019: ACS 1-Year Estimates Data Profiles, Selected Housing Characteristics. TableID: DP04. Retrieved from <https://data.census.gov/cedsci/table?q=dp04&g=0500000US06001&tid=ACSDP1Y2019.DP04&hidePreview=false>
16. Advancement Project California. (2021). RACE COUNTS project. Retrieved from <https://www.racecounts.org/>
17. Alameda County Public Health Department (ACPHD). (2021). COVID-19 Data by Zip Code as of March 31, 2021. Retrieved from <https://covid-19.acgov.org/data>
18. Applied Survey Research. (2019). 2019 Alameda County Kindergarten Readiness. Retrieved from <http://www.first5alameda.org/2019-alameda-county-kindergarten-readiness-assessment>
19. Alameda County Social Services Agency. (2021). Enrollment numbers represent a one-month snapshot for January 2021.
20. US Centers for Disease Control and Prevention. (2014). Morbidity and Mortality Weekly Report. Screening for Developmental Delays Among Young Children—National Survey of Children’s Health, United States, 2007. Retrieved from <https://www.cdc.gov/mmwr/preview/mmwrhtml/su6302a5.htm>
21. US Department of Agriculture. (2017). National- and State-Level Estimates of WIC Eligibility and WIC Program Reach in 2017, Final Report: Volume 1. Retrieved from <https://fns-prod.azureedge.net/sites/default/files/resource-files/WICEligibles2017-Volume1.pdf>
22. ACPHD. Healthy Alameda County website. Child Food Insecurity Rate. (2018). Retrieved from <http://www.healthyalamedacounty.org/indicators/index/view?indicatorId=2108&localeId=238>
23. Alameda County Community Food Bank. COVID-19 Response Update. (2020). Retrieved from <https://www.accfb.org/health-and-safety/>
24. California Department of Social Services. (October 2020). P-EBT Extension Frequently Asked Questions. Retrieved from <https://www.cdss.ca.gov/Portals/9/EBT/Pandemic/P-EBT%20Extension%20FAQ.pdf>
25. Smith, M., Kruse, A., Weir, A., Goldblum, J. (2013). Pediatrics. Vol. 132, Issue 2. Retrieved from <https://pediatrics.aappublications.org/content/132/2/253>
26. National Diaper Bank Network. (2021) Diaper Need and Its Impact On U.S. Families. Retrieved from <https://nationaldiaperbanknetwork.org/wp-content/uploads/2019/02/Diaper-Need-and-Its-Impact-on-US-Families.pdf>
27. Public Profit prepared for Help A Mother Out (HAMO). (2021). HAMO Bay Area Diaper Bank in Alameda County Client Survey Preliminary Findings (February to March 2021).
28. California Department of Social Services, Community Care Licensing Division, Child Care Licensing Program. (2021). Facility Closures and New Licenses Between March 2020 and January 2021, and Net Loss or Gain of Facilities by County as of January 31, 2021.
29. Workman, S. Center for American Progress. (2020). The True Cost of Providing Safe Child Care During the Coronavirus Pandemic.

Child and Family Data for Action — Alameda County District 1, Supervisor David Haubert



District 1 Family Demographics

{ TOTAL POPULATION (2019): **339,515** }

BABIES BORN (2017):
3,602

CHILDREN UNDER AGE 6 (2021):
26,310
7.7% of D1's total population

HOUSEHOLDS WITH CHILDREN UNDER AGE 6 (2019):
18,670



Families with Children Accessing Public Benefits in District 1

Children 0-6 (number and percent of total) Enrolled 2021¹

+ **Medi-Cal**
6,311 (~24%)

🍏 CalFresh
1,924 (~7%)

Kindergarten Readiness in District 1

Of the nearly **304 students** that were assessed for kindergarten readiness in the schools in District 1 as part of the [2019 Alameda County Kindergarten Readiness Assessment](#), **46%** were “fully ready.” The county average was **44%** of children ready for kindergarten. See more about kindergarten readiness in District 1 on page 4.



Child Care Providers in District 1

412 total providers, including **37 Quality Counts** (QC) sites

9,109 total children served, including **1,395 children** birth to age five served in QC sites



139 centers, including **26 centers** in QC



273 family child care (FCC) providers, including **11 FCCs** in QC



About First 5's Work in Alameda County District 1

First 5 takes an equity-driven approach to improve the lives of children and their families through place-based efforts, partnerships, and community-driven programming. Our work includes:

People Served FY 2019-2020

In District 1	Countywide Total
2,162 children and caregivers served	39,850
237 providers served	7,752

Community Resilience Fund, Board of Supervisor Grantees

Grantees chosen by the Alameda County Board of Supervisors provided concrete supports to families with children from birth to age five who are from historically underserved communities and disproportionately affected by the COVID-19 pandemic due to structural racism and classism.

District 1 Grantees:

- Community Association for Preschool Education (CAPE) [\$50,000]
- Kidango (\$50,000)

Essential Supplies Distributed by First 5 and Partners in District 1

372,320 diapers

833,200 baby wipes

10,000 gloves

859 liters of hand sanitizer

56,300 masks

1,121 feminine hygiene products

1,035 books

1,848 coloring books and crayons

140 air purifiers for 70 child care providers

Responding to Community Need During the COVID-19 Pandemic

Through the [First 5 Community Resilience Fund](#), established in April 2020, we administered more than \$10 million throughout Alameda County to help children, families, and caregivers cope with the heightened challenges of the COVID-19 pandemic. Through Community Resilience Fund investments in school districts, grants to community-based organizations, family child care providers, and countywide supplies and concrete supports, **First 5 has invested \$753,446 in District 1.**



● Board of Supervisor Grantees

- **CAPE (\$50,000)**
Supplies for basic needs such as diapers, gasoline cards, gift cards for groceries, utility and rental assistance. Supplies for educational materials for home use for children receiving distance learning, gross motor activities for Early Head Start classrooms, kindergarten readiness writing curriculum for Head Start classrooms, distribution of children’s toothbrushes and toothpaste and health-themed books in English and Spanish. Technology supplies for Head Start children for in-center and at-home check-out use.
- **Kidango (\$50,000)**
Staffing to provide nutrition services at three sites. Direct food costs to serve meals at three sites and for take home of families served at sites.

● Family Serving Shelter Stipends (\$27,000)

- Support for families in accessing concrete needs (e.g., food, diapers/wipes, rental assistance) and essential supports, such as family navigation and linkage to services. Additionally, direct stipends to families with young children to access essential supplies.
- **Abode Services (\$9,000)**
 - **Safe Alternatives to Violent Environments (SAVE) (\$9,000)**
 - **Tri-Valley Haven for Women (\$9,000)**

● Family Child Care Grantees (\$330,500)

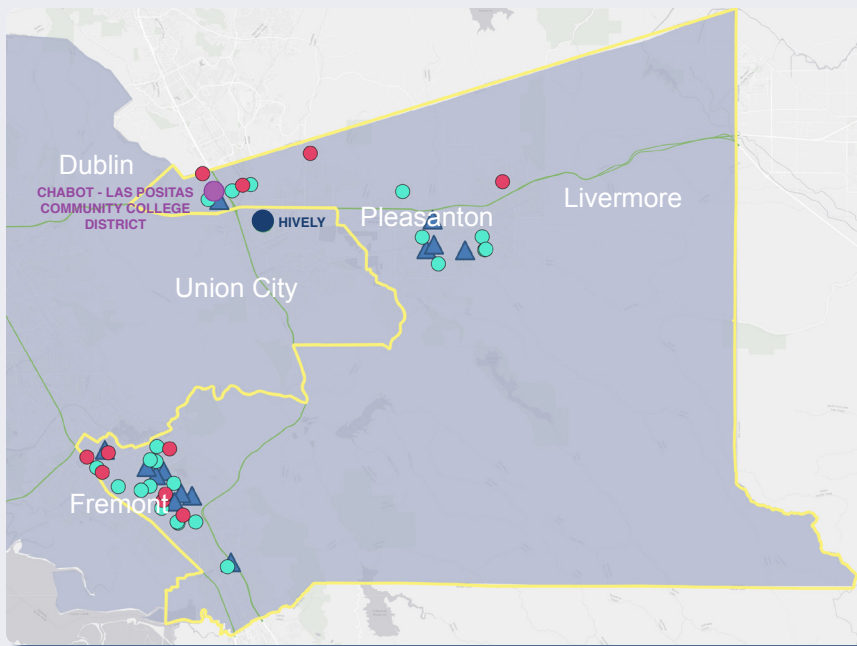
Through funding provided by Alameda County Social Services Agency from the CARES Act, First 5 administered \$4,000,000 to support essential supplies for child care professionals (\$3,000,000) and grants to family child care (FCC) providers (\$1,000,000). **In District 1, 92 FCC providers received stipends averaging \$3,592 per site.**

● Child Care Resource & Referral (R&R) Agencies (\$711,782)*

- **Community Child Care Council of Alameda County (4Cs) [\$395,557].**
Located outside of District 1.
- **Hively (\$316,225)**
As part of Alameda County’s COVID-19 relief efforts, provide training, technical assistance, and coaching opportunities to the Early Childhood Education (ECE) workforce (\$280,000) and provide resources, coaching, referrals, incentives, materials, and other forms of remote assistance, **including essential supplies, such as diapers/wipes, face mask, and cleaning products**, to child care providers, family, friend, and neighbor caregivers, and families with children from birth to age 5 (\$431,782).

*Total First 5 investment = \$1,306,782. Additional work by R&Rs serving District 1 shown on page 3.

First 5 Programs in District 1



Legend

- District 1 Boundaries
- ▲ Help Me Grow Referring Providers
- Chabot – Las Positas Community College District
- Quality Counts Sites
 - Center-Based Care
 - Family Child Care
- Hively
- Freeways

▲ **Help Me Grow Referring Providers**

Our HMG program helps families and providers detect early signs of developmental, social-emotional, and learning concerns before a child enters school. HMG helps families navigate complex systems to receive the necessary supports they need. **Between 2016 and March 2021 in District 1, more than 1,067 child-specific referrals were made to the HMG phone line.**

● **Chabot – Las Positas Community College District (\$25,596)**

Provide coordination and staffing for two (2) Saturday lab classrooms for Fall and Spring semesters in the form of a 3-unit Early Childhood Development Course.

● **Quality Counts Sites**

The Quality Counts program helps to **build capacity and improve the quality of early childhood education programs through rating, coaching, and professional development.** Sites receive ratings that are accessible by families.

● **Child Care Resource & Referral Agencies (\$595,000)***

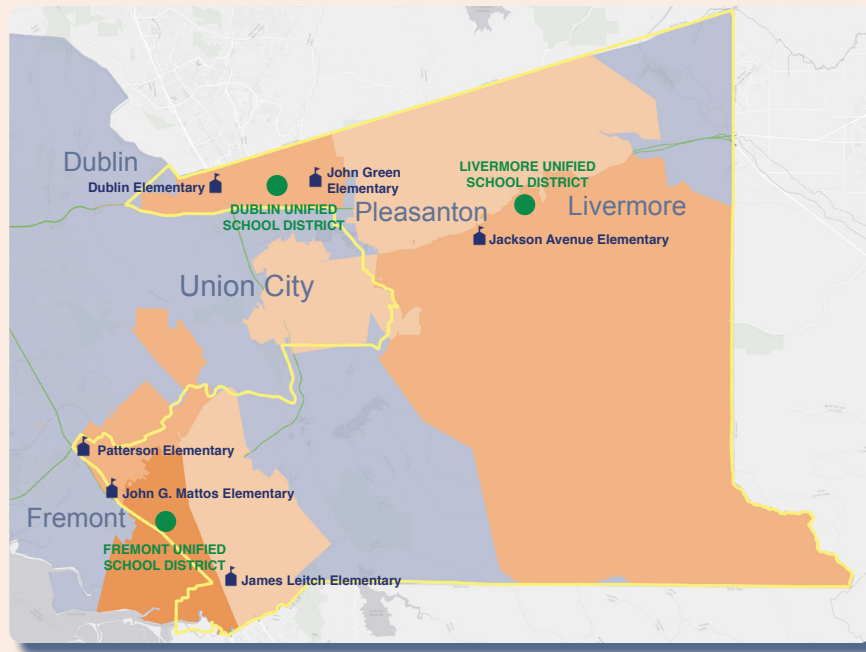
- **4Cs of Alameda County (\$395,000)**
Located outside of District 1.
- **Hively (\$200,000)**

Provide professional development opportunities for the Early Childhood Education (ECE) workforce in Alameda County and on-site technical assistance and coaching to Quality Rating and Improvement System (QRIS) sites (\$500,000). Provide training and playgroups for family, friend, and neighbor (FFN) caregivers and Family Child Care (FCC) providers (\$95,000).

*Total First 5 investment = \$1,306,782. Additional work by R&Rs serving District 1 shown on page 2.

Kindergarten Readiness in District 1

The Kindergarten Readiness Assessment provides a detailed portrait of the social, emotional, and academic skills possessed by incoming kindergarten students across Alameda County. We have funded Applied Survey Research to administer the assessments since 2008, as well as produce a longitudinal study of kindergarten readiness correlated to third grade achievement. **We find differences in kindergarten readiness are largely attributable to inequities in access to resources.** The greatest moveable factor continues to be child health and well-being, which is tied to socioeconomics, housing stability, and stress among parents/caregivers. These factors, due to structural racism, disproportionately impact families of color.



Legend

Kindergarten Readiness Zip Codes

- Lowest 25%
- 25% to 50%
- 50% to 75%
- 75% to 100%

District 1 Boundaries

Participating Schools in 2019 Kindergarten Readiness Assessment

Community Resilience Fund Kindergarten Transition Grants/Stipend

Freeways

Participating Schools in 2019 Kindergarten Readiness Assessment

SCHOOL	CLASSROOMS	CHILDREN ASSESSED	PARENT SURVEYS RETURNED
Dublin	1	21	15
Jackson Avenue	4	88	73
Green	1	9	9
Leitch	4	81	68
Mattos	5	84	80
Patterson	1	21	21
TOTAL	16	304	266

Kindergarten Transition Grants/Stipends

***\$199,193 COMMUNITY RESILIENCE FUND INVESTMENT**

Based on findings from the 2019 KRA that highlighted the **importance of transition activities at schools for improving children’s kindergarten readiness**, First 5 funded school districts to provide services and supplies in support of kindergarten transition programming. Funding amounts were determined using an **equity index** to target resources in historically underserved communities that have been disproportionately impacted by the COVID-19 pandemic due to structural racism and classism.

1. **Dublin Unified School District (\$53,153)**
2. **Fremont Unified School District (\$73,151)**
3. **Livermore Unified School District (\$72,889)**

Child and Family Data for Action — Alameda County District 2, Supervisor Richard Valle



District 2 Family Demographics

{ TOTAL POPULATION (2019): **335,929** }

BABIES BORN (2017):
4,212

CHILDREN UNDER AGE 6 (2021):
24,121
7.2% of D2's total population

HOUSEHOLDS WITH CHILDREN UNDER AGE 6 (2019):
15,139



Families with Children Accessing Public Benefits in District 2¹

Children 0-6 (number and percent of total) Enrolled 2021

+ **Medi-Cal**
12,088 (~50%)

🍎 CalFresh
3,341 (~27%)

Kindergarten Readiness in District 4

Of the nearly **346 students** that were assessed for kindergarten readiness in the schools in District 2 in 2019, **40%** were “fully ready.” The county average was **44%** of children ready for kindergarten. See more about kindergarten readiness in District 2 on page 4.



Community Resilience Fund, Board of Supervisor Grantees

Grantees chosen by the Alameda County Board of Supervisors provided concrete supports to families with children from birth to age five who are from historically underserved communities and disproportionately affected by the COVID-19 pandemic due to structural racism and classism.

District 2 Grantees:

- Union City Family Center (\$50,000)
- South Hayward Parish (\$50,000)

Child Care Providers in District 2

341 total providers, including **60 Quality Counts** (QC) sites

9,113 total children served, including **1,650 children** birth to age five served in QC sites



71 centers, including **27 centers** in QC



288 family child care (FCC) providers, including **25 FCCs** in QC

6 friend and family caregivers in QC



About First 5's Work in Alameda County District 2

First 5 takes an equity-driven approach to improve the lives of children and their families through place-based efforts, partnerships, and community-driven programming. Our work includes:

People Served FY 2019–2020

In District 2	Countywide Total
3,926 children and caregivers served	39,850
516 providers served	7,752

Essential Supplies Distributed by First 5 and Partners in District 2

758,400 diapers

1,752,200 baby wipes

35,800 gloves

2,097 liters of hand sanitizer

77,650 masks

1,540 feminine hygiene products

3,088 books

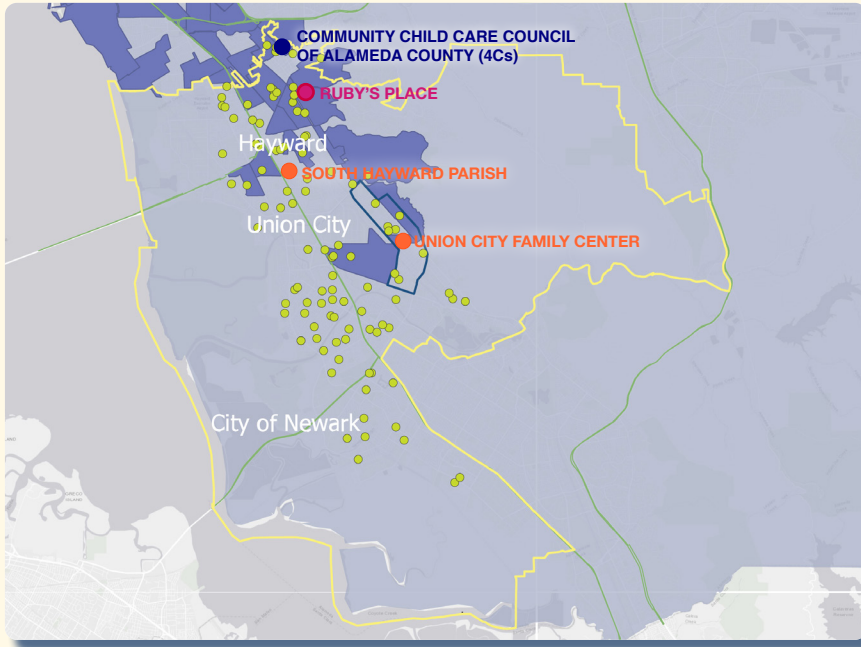
2,304 coloring books and crayons

108 air purifiers for **216** child care providers

¹Estimates of children enrolled in SSA programs derived from approximating the overlap of zip codes into supervisor districts and dividing counts by proportion of zip code within district.

Responding to Community Need During the COVID-19 Pandemic

Through the [First 5 Community Resilience Fund](#), established in April 2020, we administered more than \$10 million throughout Alameda County to help children, families, and caregivers cope with the heightened challenges of the COVID-19 pandemic. Through Community Resilience Fund investments in school districts, grants to community-based organizations, family child care providers, and countywide supplies and concrete supports, **First 5 has invested \$1,748,5799 in District 2.**



□ Neighborhoods Ready for School

In addition to the pre-COVID activities below, Neighborhoods Ready for School sites pivoted during the COVID-19 pandemic to become **distribution hubs for essential supplies, such as diapers/wipes, baby formula, face masks, hand soap, dental health items, and more.**

- **Union City Family Center (\$940,776 in FY 2019–21 and \$100,000 from the Community Resilience Fund):** Build neighborhood infrastructure to provide places for families to learn, play, and achieve their goals; increase neighborhood-level coordination to provide a comprehensive menu of resources to support family protective factors, build community, and increase children's school readiness; and increase family leadership and civic engagement opportunities.

● Community Child Care Council (4Cs) of Alameda County (\$395,557)*

As part of Alameda County's COVID-19 relief efforts, provide training, technical assistance, and coaching opportunities to the Early Childhood Education (ECE) workforce (\$140,000) and provide resources, coaching, referrals, incentives, materials, and other forms of remote assistance, **including essential supplies, such as diapers/wipes, face mask, and cleaning products**, to child care providers, family, friend, and neighbor caregivers, and families with children from birth to age 5 (\$255,557).

*Total First 5 investment = \$915,557. Additional work by 4Cs serving District 2 shown on page 3.

● Board of Supervisor Grantees

- **South Hayward Parish (\$50,000):** Essential supplies, such as hand sanitizer, diapers/wipes, formula, face masks. Technology and educational materials, such as laptops, to families with children 0-5 who use the food pantry and attend local schools. Technical infrastructure to support project operations.
- **Union City Family Center (\$50,000):** Augmented First 5's existing Neighborhoods Ready for School grant (additional to funds shown at left) in support of essential supplies and concrete supports for families.

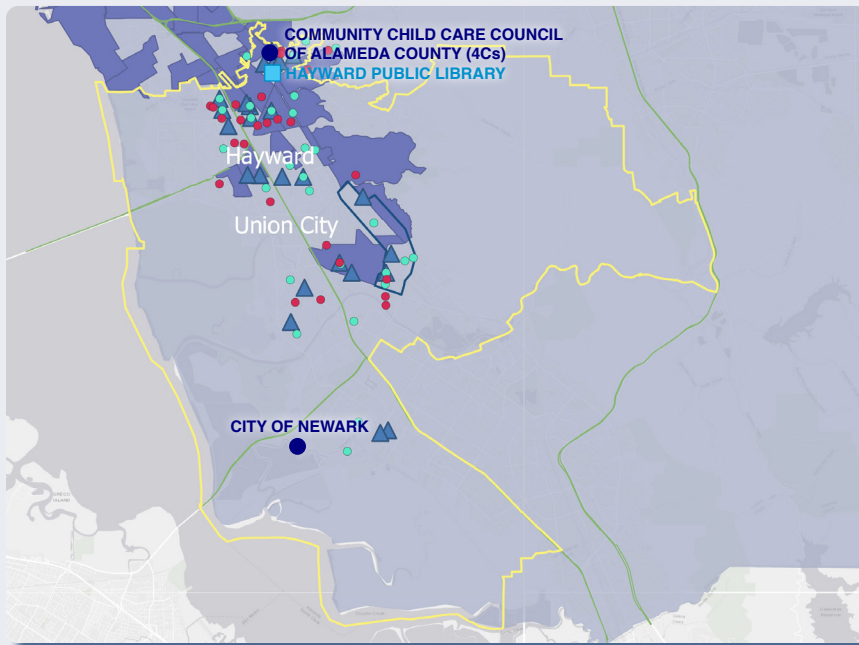
● Ruby's Place (\$9,000)

Support for families in accessing concrete needs (e.g., food, diapers/wipes, rental assistance) and essential supports, such as family navigation and linkage to services. Additionally, direct stipends to families with young children to access essential supplies.

● Family Child Care Grantees (\$506,400)

Through funding provided by Alameda County Social Services Agency from the CARES Act, First 5 administered \$4,000,000 to support essential supplies for child care professionals (\$3,000,000) and grants to family child care (FCC) providers (\$1,000,000). **In District 2, 108 FCC providers received stipends averaging \$4,688 per site.**

First 5 Programs in District 2



Legend

- Areas of High Child Poverty (0-5) & High COVID-19
- District 2 Boundaries
- Help Me Grow Referring Providers
- Early Learning Communities Network Grantee
- Hayward Public Library
- Quality Counts Sites
- Center-Based Care
- Family Child Care
- Freeways

▲ **Help Me Grow Referring Providers**

Help Me Grow (HMG) assists families and providers with detecting early signs of developmental, social-emotional, and learning concerns before a child enters school. HMG also helps families navigate complex systems to access necessary supports. **Between 2016 and March 2021 in District 2, more than 2,334 child-specific referrals were made to the HMG phone line.**

● **4Cs of Alameda County (\$520,000)***

- **\$340,000 for early care and education (ECE).** Provide professional development opportunities for the early care and education workforce, including on-site technical assistance and coaching to Quality Rating and Improvement System (QRIS) sites (\$260,000). Provide trainings and playgroups for family child care providers and family, friend, and neighbor caregivers (\$80,000).
- **\$180,000 for Early Learning Communities Network Grant.** Funding to implement a comprehensive Early Learning Action Plan (ELAP) for the City of Hayward and purchase a vehicle in support of the Early Learning Mobile Unit, part of ELAP implementation.

*Total First 5 investment = \$915,557. Additional work by 4Cs serving District 2 shown on page 2.

● **City of Newark (\$135,000)**

Funding to implement a comprehensive Early Learning Action Plan, including support with implementation of a promotora program for Latina mothers and implementing the Abriendo Puertas parent engagement and leadership program.

■ **Hayward Public Library**

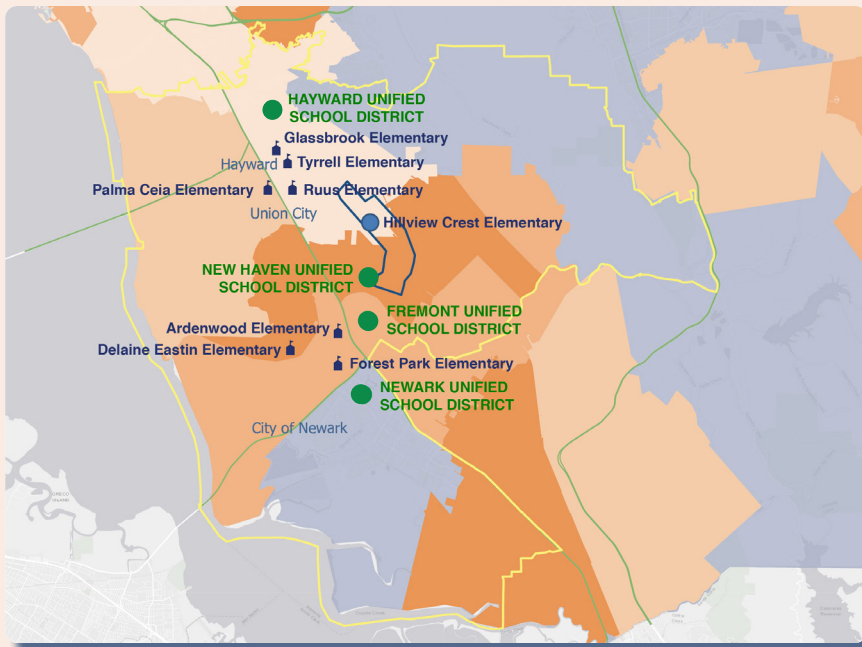
Funding to provide Quality Counts resources for family, friend, and neighbor caregivers by leveraging storytimes (\$12,900). Additional funds to support purchase of bi- and multilingual children's books (\$4,900).

● **Quality Counts Sites**

Build capacity and improve the quality of early childhood education programs through rating, coaching, and professional development. Sites receive ratings that are accessible by families.

Kindergarten Readiness in District 2

The Kindergarten Readiness Assessment provides a detailed portrait of the social, emotional, and academic skills possessed by incoming kindergarten students across Alameda County. We have funded Applied Survey Research to administer the assessments since 2008, as well as produce a longitudinal study of kindergarten readiness correlated to third grade achievement. **We find differences in kindergarten readiness are largely attributable to inequities in access to resources.** The greatest moveable factor continues to be child health and well-being, which is tied to socioeconomics, housing stability, and stress among parents/caregivers. These factors, due to structural racism, disproportionately impact families of color.



Legend

Kindergarten Readiness Zip Codes

- Lowest 25%
- 25% to 50%
- 50% to 75%
- 75% to 100%

District 2 Boundaries

🏠 Participating Schools in 2019 Kindergarten Readiness Assessment

● Community Resilience Fund Kindergarten Transition Grants/Stipend

— Freeways

🏠 Participating Schools in 2019 Kindergarten Readiness Assessment

SCHOOL	CLASSROOMS	CHILDREN ASSESSED	PARENT SURVEYS RETURNED
Ardenwood	1	17	13
Delaine Eastin	3	57	49
Forest Park	2	44	38
Glassbrook	2	42	19
Hillview Crest	1	46	12
Palma Ceia	2	51	31
Ruus	1	21	21
Tyrrell	3	68	54
TOTAL	15	346	237

● Kindergarten Transition Grants/Stipends

Based on findings from the 2019 KRA that highlighted the **importance of transition activities at schools for improving children's kindergarten readiness**, First 5 funded school districts to provide services and supplies in support of kindergarten transition programming. Funding amounts were determined using an **equity index** to target resources in historically underserved communities that have been disproportionately impacted by the COVID-19 pandemic due to structural racism and classism.

1. **Fremont Unified School District (\$73,151)**
2. **Hayward Unified School District (\$357,330)**
3. **New Haven Unified School District (\$150,596)**
4. **Newark Unified School District (\$132,912)**

Child and Family Data for Action — Alameda County District 3, Supervisor Wilma Chan



District 3 Family Demographics

{ TOTAL POPULATION (2019): **325,126** }

BABIES BORN (2017):
3,793

CHILDREN UNDER AGE 6 (2021):
23,265
7.2% of D3's total population

HOUSEHOLDS WITH CHILDREN UNDER AGE 6 (2019):
13,705

Families with Children Accessing Public Benefits in District 3

Children 0-6 (number and percent of total) Enrolled 2021¹

+ **Medi-Cal**
20,124 (~86%)

🍎 **CalFresh**
8,297 (~36%)

Kindergarten Readiness in District 3

Of the nearly **370 students** that were assessed for kindergarten readiness in the schools in District 3 as part of the [2019 Alameda County Kindergarten Readiness Assessment](#), **36%** were “fully ready.” The county average was **44%** of children ready for kindergarten. See more about kindergarten readiness in District 3 on page 4.



Child Care Providers in District 3

308 total providers, including **100 Quality Counts (QC)** sites

112 centers, including **45 centers** in QC

196 family child care (FCC) providers, including **17 FCCs** in QC

6,268 total children served, including **2,399 children** birth to age five served in QC sites

38 friend and family caregivers in QC

About First 5's Work in Alameda County District 3

First 5 takes an equity-driven approach to improve the lives of children and their families through place-based efforts, partnerships, and community-driven programming. Our work includes:

People Served FY 2019-2020

In District 3	Countywide Total
10,798 children and caregivers served	39,850
691 providers served	7,752

Community Resilience Fund, Board of Supervisor Grantees

Grantees chosen by the Alameda County Board of Supervisors provided concrete supports to families with children from birth to age five who are from historically underserved communities and disproportionately affected by the COVID-19 pandemic due to structural racism and classism.

District 3 Grantees:

- Alameda Family Services (\$50,000)
- Silicon Valley Community Foundation/Low Income Investment Fund (LIIF), COVID-19 Child Care Relief Effort (\$50,000)

Essential Supplies Distributed by First 5 and Partners in District 3

538,000 diapers

13,302 baby wipes

11,500 gloves

1,580 liters of hand sanitizer

30,086 masks

849 feminine hygiene products

2,031 books

2,480 coloring books and crayons

188 air purifiers for 94 child care providers

¹Estimates of children enrolled in SSA programs derived from approximating the overlap of zip codes into supervisor districts and dividing counts by proportion of zip code within district.

Responding to Community Need During the COVID-19 Pandemic

Through the First 5 [Community Resilience Fund](#), established in April 2020, we administered more than \$10 million throughout Alameda County to help children, families, and caregivers to cope with the heightened challenges of the COVID-19 pandemic. The Community Resilience Fund invests in school districts, community-based organizations, family child care providers, and countywide supplies and concrete supports. **First 5 has invested \$2,221,657 in District 3.**



Legend

- Areas of High Child Poverty (0-5) & High COVID-19
- District 3 Boundaries
- Neighborhoods Ready for School Service Area
- Grantees Providing Programs and Services to Families
- Family Serving Shelter Stipends
- Family Child Care Grantees
- Board of Supervisor Grantees
- Child Care Resource and Referral Agencies
- Freeways

Neighborhoods Ready for School

In addition to the pre-COVID activities below, Neighborhoods Ready for School sites pivoted during the COVID-19 pandemic to become **distribution hubs for essential supplies, such as diapers/wipes, baby formula, face masks, hand soap, dental health items, and more.**

- **San Antonio Family Resource Center (\$225,900)**
Build neighborhood infrastructure to provide places for families to learn, play, and achieve their goals; increase neighborhood-level coordination to provide a comprehensive menu of resources to support family protective factors, build community, and increase children's school readiness; and increase family leadership and civic engagement opportunities.

● Grantees Providing Programs and Services to Families (\$40,000)

- **Lao Family Community Development (\$20,000)**
Purchase and distribute essential supplies, such as diapers/wipes, baby formula, face masks, and more. Support parent leadership, community organizing, and policy advocacy.
- **The Unity Council (\$20,000)**
Purchase and distribution of essential supplies, such as diapers/wipes, baby formula, face masks, and more.

● Family Serving Shelter Stipends (\$18,000)

Support for families in accessing concrete needs (e.g., food, diapers/wipes, rental assistance) and essential supports, such as family navigation and linkage to services. Additionally, direct stipends to families with young children to access essential supplies.

- **Alameda Point Collaborative (\$9,000)**
- **Building Futures with Women and Children (\$9,000)**

● Family Child Care Grantees (\$527,100)

Through funding provided by Alameda County Social Services Agency from the CARES Act, First 5 administered \$4,000,000 to support essential supplies for child care professionals (\$3,000,000) and grants to family child care (FCC) providers (\$1,000,000). **In District 3, 101 FCC providers received stipends averaging \$5,218 per site.**

● Board of Supervisor Grantees (\$100,000)

- **Alameda Family Services (\$50,000)**
Supplies for educational materials such as books and activities to support at home learning, essential supplies supporting pandemic response (e.g., masks, gloves, hand sanitizer, staffing to provide 12 drive-by distribution days, staffing to provide a six-week training internship for high school students and/or parents interested in exploring leadership opportunities in community organizing, public health, family support and/or child development.
- **Silicon Valley Community Foundation/Low Income Investment Fund (LIIF), COVID-19 Child Care Relief Effort (\$50,000)**
The COVID-19 Child Care Project was an emergency grant program created by LIIF to offset Bay Area family child care providers' losses in the wake of the pandemic. Through the District 3 contribution, eligible providers in San Leandro received emergency funding to cover staff salaries, rent, and other operating expenses usually covered by tuition.

● Child Care Resource & Referral Agencies (R&R) (\$1,123,670)*

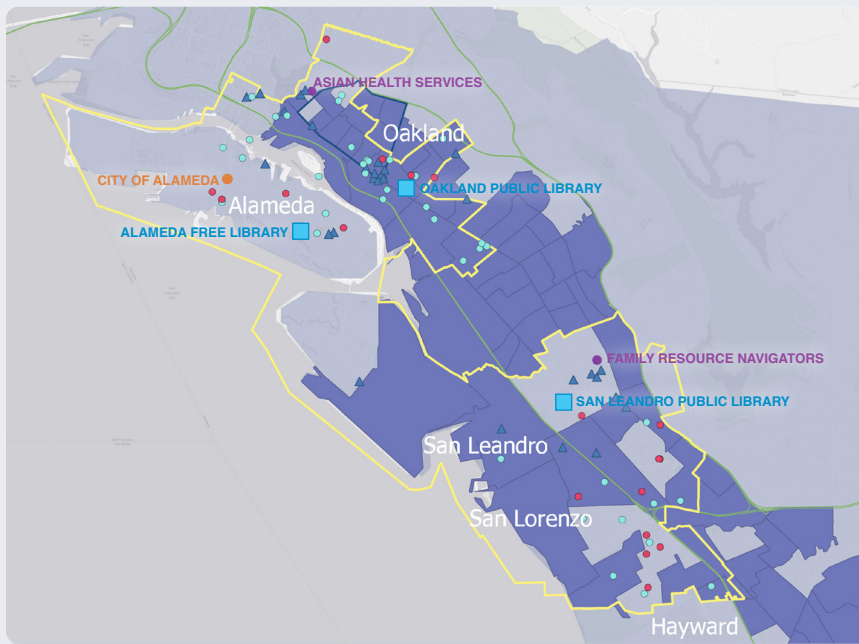
Not located in District, but serving D3 constituents.

- **4Cs of Alameda County (\$395,557)**
- **BANANAS (\$411,888)**
- **Hively (\$316,225)**

As part of Alameda County's COVID-19 relief efforts, provide training, technical assistance, and coaching opportunities to the Early Childhood Education (ECE) workforce (\$420,000) and provide resources, coaching, referrals, incentives, materials, and other forms of remote assistance, **including essential supplies, such as diapers/wipes, face mask, and cleaning products**, to child care providers, family, friend, and neighbor caregivers, and families with children from birth to age 5 (\$703,670).

*Total First 5 investment = \$2,0483,670. Additional work by R&Rs serving District 3 shown on page 3.

First 5 Programs in District 3



Legend

- Areas of High Child Poverty (0-5) & High COVID-19
- District 3 Boundaries
- Help Me Grow Referring Providers
- Grantees Providing Programs and Services to Families
- Early Learning Communities Network Grantee
- Library Partnership Branch
- Quality Counts Sites
- Center-Based Care
- Family Child Care
- Freeways

▲ **Help Me Grow Referring Providers**

Our HMG program helps families and providers detect early signs of developmental, social-emotional, and learning concerns before a child enters school. HMG helps families navigate complex systems to receive the necessary supports they need. **Between 2016 and March 2021 in District 3, more than 4,852 child-specific referrals were made to the HMG phone line.**

● **Grantees Providing Programs and Services to Families (\$1,149,000)**

- Asian Health Services (\$50,000)

Funding to develop the requirements and workflow protocols for automating development screening within the Community Health Clinic Network (CHCH) Electronic Health Record (HER) system

- Family Resource Navigators (\$964,000)

Funding to provide Help Me Grow Family Navigators; support coordination and administration of Help Me Grow family leadership activities; and provide support services to families with children with special needs.

● **Early Learning Communities Network (\$135,000)**

- City of Alameda

Support to implement a comprehensive Early Learning Action Plan for the City of Alameda, which supports the planning and development of several parent support programs, including a mobile Family Resource Center.

● **Quality Counts Sites**

- The Quality Counts program helps to **build capacity and improve the quality of early childhood education programs through rating, coaching, and professional development.** Sites receive ratings that are accessible by families.

● **Child Care Resource & Referral Agencies (R&R) (\$1,123,670)***

Not located in District, but serving D3 constituents.

- 4Cs of Alameda County (\$395,557)
- BANANAS (\$411,888)
- Hively (\$316,225)

As part of Alameda County's COVID-19 relief efforts, provide training, technical assistance, and coaching opportunities to the Early Childhood Education (ECE) workforce (\$420,000) and provide resources, coaching, referrals, incentives, materials, and other forms of remote assistance, **including essential supplies, such as diapers/wipes, face mask, and cleaning products,** to child care providers, family, friend, and neighbor caregivers, and families with children from birth to age 5 (\$703,670).

*Total First 5 investment = \$2,038,670. Additional work by R&Rs serving District 3 shown on page 2.

■ **Library Partnership Branch**

Due to the COVID-19 pandemic, story times moved to a virtual format, however family, friend, and neighbor caregivers received story time literacy kits (including instruments, storyboards, and movement play materials) to complement the virtual library programming. Funding was also provided to support purchase of bi- and multilingual children's books.

- Alameda Free Library (\$11,900)
- San Leandro Public Library (\$9,700)
- Oakland Public Library (\$18,300)

Kindergarten Readiness in District 3

The Kindergarten Readiness Assessment provides a detailed portrait of the social, emotional, and academic skills possessed by incoming kindergarten students across Alameda County. We have funded Applied Survey Research to administer the assessments since 2008, as well as produce a longitudinal study of kindergarten readiness correlated to third grade achievement. **We find differences in kindergarten readiness are largely attributable to inequities in access to resources.** The greatest moveable factor continues to be child health and well-being, which is tied to socioeconomics, housing stability, and stress among parents/caregivers. These factors, due to structural racism, disproportionately impact families of color.



Legend

Kindergarten Readiness Zip Codes

- Lowest 25%
- 25% to 50%
- 50% to 75%
- 75% to 100%

District 3 Boundaries

Participating Schools in 2019 Kindergarten Readiness Assessment

Community Resilience Fund Kindergarten Transition Grants/Stipend

Freeways

Participating Schools in 2019 Kindergarten Readiness Assessment

SCHOOL	CLASSROOMS	CHILDREN ASSESSED	PARENT SURVEYS RETURNED
Bay	2	40	38
Community School for Creative Education	1	23	7
Corvallis	2	32	32
Crocker Highlands	2	49	39
Garfield	3	60	30
Hesperian	1	17	11
Love	2	40	32
Monroe	1	23	18
William G. Paden	2	41	29
Roosevelt	2	45	30
TOTAL	18	370	266

Kindergarten Transition Grants/Stipends

Based on findings from the 2019 KRA that highlighted the **importance of transition activities at schools for improving children's kindergarten readiness**, First 5 funded school districts to provide services and supplies in support of kindergarten transition programming. Funding amounts were determined using an **equity index** to target resources in historically underserved communities that have been disproportionately impacted by the COVID-19 pandemic due to structural racism and classism.

1. **Alameda Unified School District (\$63,344)**
2. **Oakland Unified School District (\$442,670)**
3. **San Leandro Unified School District (\$176,377)**
4. **Community School for Creative Education (\$8,500)**
5. **San Lorenzo Unified School District (\$182,513)**
5. **Lazear Charter Academy (\$10,000)**

Child and Family Data for Action — Alameda County District 4, Supervisor Nate Miley



District 4 Family Demographics

{ TOTAL POPULATION (2019): **331,737** }

BABIES BORN (2017):
3,812

CHILDREN UNDER AGE 6 (2021):
25,942
7.8% of D4's total population

HOUSEHOLDS WITH CHILDREN UNDER AGE 6 (2019):
15,497



Families with Children Accessing Public Benefits in District 4

Children 0-6 (number and percent of total) Enrolled 2021

+ **Medi-Cal**
9,800 (~38%)

🍏 **CalFresh**
4,000 (~15%)

Kindergarten Readiness in District 4

Of the nearly **242 students** that were assessed for kindergarten readiness in the schools in District 4 as part of the [2019 Alameda County Kindergarten Readiness Assessment](#), **41%** were “fully ready.” The county average was **44%** of children ready for kindergarten. See more about kindergarten readiness in District 4 on page 4.



Child Care Providers in District 4

413 total providers, including **91 Quality Counts** (QC) sites

7,526 total children served, including **1,477 children** birth to age five served in QC sites



98 centers, including **31 centers** in QC



315 family child care (FCC) providers, including **37 FCCs** in QC

22 friend and family caregivers in QC



About First 5's Work in Alameda County District 4

First 5 takes an equity-driven approach to improve the lives of children and their families through place-based efforts, partnerships, and community-driven programming. Our work includes:

People Served FY 2019-2020

In District 4	Countywide Total
8,710 children and caregivers served	39,850
937 providers served	7,752

Community Resilience Fund, Board of Supervisor Grantees

Grantees chosen by the Alameda County Board of Supervisors provided concrete supports to families with children from birth to age five who are from historically underserved communities and disproportionately affected by the COVID-19 pandemic due to structural racism and classism.

District 4 Grantees:

- Eden United Church of Christ (\$50,000)
- Resources for Community Development (\$50,000)

Essential Supplies Distributed by First 5 and Partners in District 4

👶 926,800 diapers

🧴 1,595 liters of hand sanitizer+

📖 3,183 books

🧻 2,084,900 baby wipes

🧤 87,301 masks

🎨 2,756 coloring books and crayons

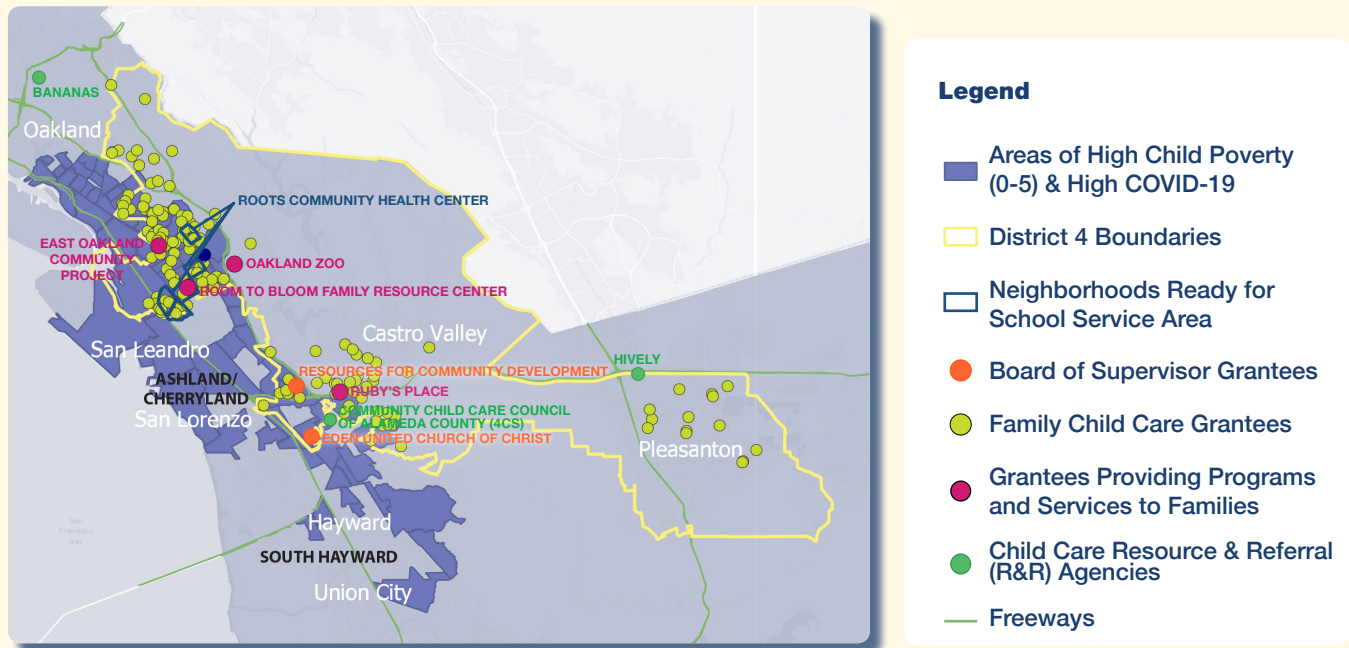
🧤 50,600 gloves

🧴 1,292 feminine hygiene products

🌬️ 266 air purifiers for 133 child care providers

Responding to Community Need During the COVID-19 Pandemic

Through the [First 5 Community Resilience Fund](#), established in April 2020, we administered more than \$10 million throughout Alameda County to help children, families, and caregivers cope with the heightened challenges of the COVID-19 pandemic. Through Community Resilience Fund investments in school districts, grants to community-based organizations, family child care providers, and countywide supplies and concrete supports, **First 5 has invested \$2,962,589 in District 4.**



Neighborhoods Ready for School

In addition to the pre-COVID activities below, Neighborhoods Ready for School sites pivoted during the COVID-19 pandemic to become **distribution hubs for essential supplies, such as diapers/wipes, baby formula, face masks, hand soap, dental health items, and more.**

- **Roots Community Health Center (\$968,000):** Build neighborhood infrastructure to provide places for families to learn, play, and achieve their goals; increase neighborhood-level coordination to provide a comprehensive menu of resources to support family protective factors, build community, and increase children's school readiness; and increase family leadership and civic engagement opportunities.

Board of Supervisor Grantees

- **Eden United Church of Christ (\$50,000):** Rental relief for families residing in Cherryland or Ashland and basic needs, such as cleaning supplies and groceries.
- **Resources for Community Development (\$50,000):** Serving Ashland and Cherryland. Supplies for basic needs such as food, cleaning supplies, and rental assistance; staffing for distribution of supplies and bilingual parent workshops/trainings; staffing for outreach and community-building activities to advance local leadership and advocacy.

Family Child Care Grantees (\$900,223)

Through funding provided by Alameda County Social Services Agency from the CARES Act, First 5 administered \$4,000,000 to support essential supplies for child care professionals (\$3,000,000) and grants to family child care (FCC) providers (\$1,000,000). **In District 4, 146 FCC providers received stipends averaging \$6,165 per site.**

Grantees Providing Programs and Services to Families

- **Room to Bloom Family Resource Center (\$900,000):** Coordinate and implement neighborhood outreach and family engagement activities at Castlemont Community Room to Bloom Family Resource Center.
- **Oakland Zoo (\$25,000):** Sustaining funding for family-friendly programming.
- **Family-Serving Shelters:** Support for concrete needs (food, diapers/wipes, rental assistance) and essential supports (family navigation, linkage to services)
 - East Oakland Community Project (\$9,000)
 - Ruby's Place (\$9,000)

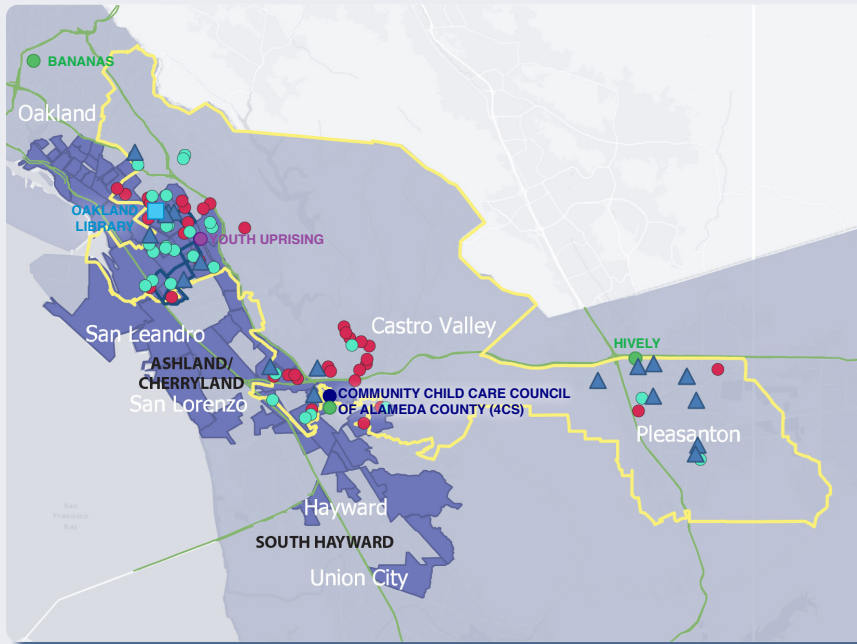
Child Care Resource & Referral Agencies (R&R) (\$1,123,670)*

- **4Cs of Alameda County (\$395,557)**
- **BANANAS (\$411,888)**
- **Hively (\$316,225)**

As part of Alameda County's COVID-19 relief efforts, provide training, technical assistance, and coaching opportunities to the Early Childhood Education (ECE) workforce (\$420,000) and provide resources, coaching, referrals, incentives, materials, and other forms of remote assistance, **including essential supplies, such as diapers/wipes, face mask, and cleaning products**, to child care providers, family, friend, and neighbor caregivers, and families with children from birth to age 5 (\$703,670).

*Total First 5 investment = \$2,038,670. Additional work by R&Rs serving District 4 shown on page 3.

First 5 Programs in District 4



Legend

- Areas of High Child Poverty (0-5) & High COVID-19
- District 4 Boundaries
- Help Me Grow Referring Providers
- Youth UpRising
- Oakland Public Library
- Quality Counts Sites
- Center-Based Care
- Family Child Care
- Community Child Care Council of Alameda County (4Cs)
- Child Care Resource & Referral Agencies
- Freeways

▲ **Help Me Grow Referring Providers**

Our HMG program helps families and providers detect early signs of developmental, social-emotional, and learning concerns before a child enters school. HMG helps families navigate complex systems to receive the necessary supports they need. **Between 2016 and March 2021 in District 4, more than 4,992 child-specific referrals were made to the HMG phone line.**

● **Youth UpRising (\$173,600).**

Support for infrastructure (\$88,600), including culture keeping (e.g. security), janitorial services, and facilities management for the Room to Bloom Family Resource Center on the Youth UpRising Campus and daily early childhood programming at their facility. A second grant for family navigation (\$85,000) supports case management for Castlemont Community families (East Oakland), focused specifically on assisting families with applying and/or accessing Alameda County Social Services Administration via Entitlement Services, and assistance for other programs and services.

■ **Oakland Public Library (\$13,400)**

Due to the COVID-19 pandemic, story times moved to a virtual format, however family, friend, and neighbor (FFN) caregivers received 400 story time literacy kits (including instruments, storyboards, and movement play materials) to complement the virtual library programming.

● **Quality Counts Sites**

The Quality Counts program helps to **build capacity and improve the quality of early childhood education programs through rating, coaching, and professional development.** Sites receive ratings that are accessible by families.

● **Community Child Care Council of Alameda County (4Cs) (\$180,000)***

- **Early Learning Communities Network Grant.** Funding to implement a comprehensive Early Learning Action Plan (ELAP) for the City of Hayward and purchase a vehicle in support of the Early Learning Mobile Unit, part of ELAP implementation.

*Total First 5 investment in 4Cs' District 4 work=\$575,000. Additional funding shown below under Child Care Resource and Referral Agencies.

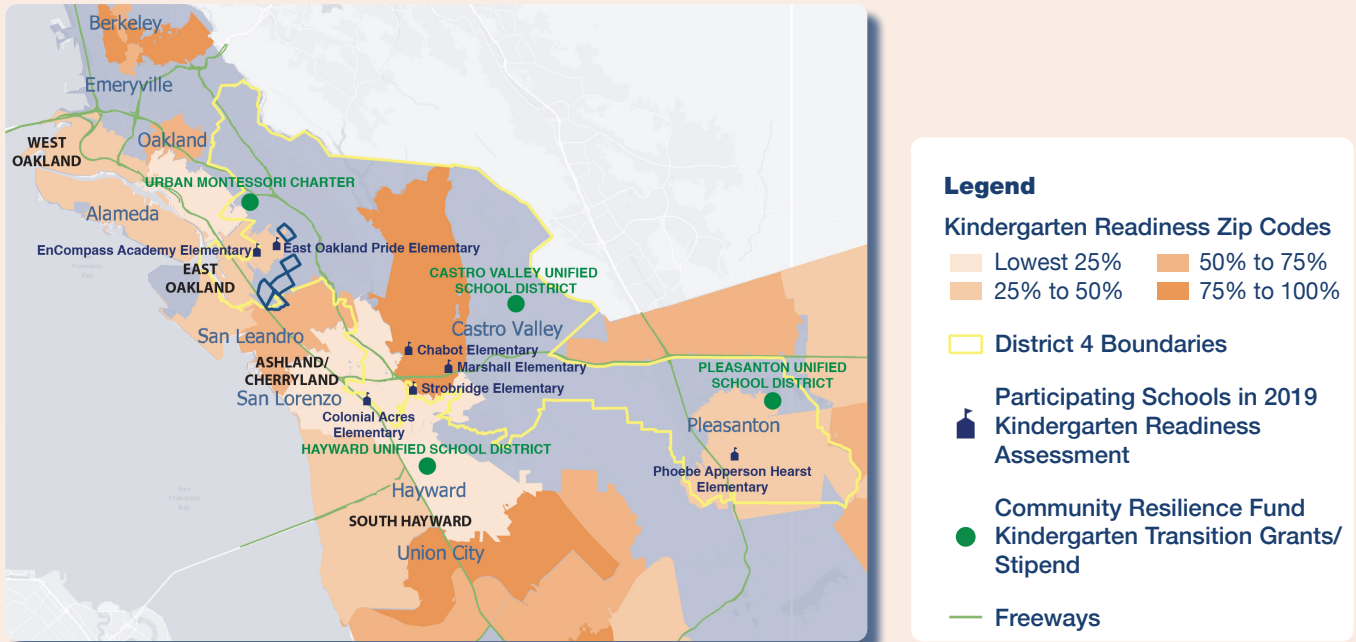
● **Child Care Resource & Referral Agencies (\$915,000)**

- **4Cs of Alameda County (\$395,000)**
 - **Early Learning Communities Network Grant (additional \$180,000 shown above)**
- **BANANAS (\$320,000)**
- **Hively (\$200,000)**

Provide professional development opportunities for the Early Childhood Education (ECE) workforce in Alameda County and on-site technical assistance and coaching to Quality Rating and Improvement System (QRIS) sites (\$760,000) and provide training and playgroups for family, friend, and neighbor (FFN) caregivers and Family Child Care (FCC) providers (\$155,000).

Kindergarten Readiness in District 4

The Kindergarten Readiness Assessment provides a detailed portrait of the social, emotional, and academic skills possessed by incoming kindergarten students across Alameda County. We have funded Applied Survey Research to administer the assessments since 2008, as well as produce a longitudinal study of kindergarten readiness correlated to third grade achievement. **We find differences in kindergarten readiness are largely attributable to inequities in access to resources.** The greatest moveable factor continues to be child health and well-being, which is tied to socioeconomic, housing stability, and stress among parents/caregivers. These factors, due to structural racism, disproportionately impact families of color.



Legend

- Kindergarten Readiness Zip Codes**
- Lowest 25%
 - 25% to 50%
 - 50% to 75%
 - 75% to 100%
- District 4 Boundaries
- 🏠 Participating Schools in 2019 Kindergarten Readiness Assessment
- Community Resilience Fund Kindergarten Transition Grants/Stipend
- Freeways

Participating Schools in 2019 Kindergarten Readiness Assessment

SCHOOL	CLASSROOMS	CHILDREN ASSESSED	PARENT SURVEYS RETURNED	SCHOOL DISTRICT	CITY
Chabot	2	49	39	Castro Valley Unified	Castro Valley
Colonial Acres	2	30	30	San Lorenzo Unified	Hayward
E. Oakland Pride	1	20	12	Oakland Unified	Oakland
EnCompass	1	23	20	Oakland Unified	Oakland
Hearst	2	41	34	Pleasanton Unified	Pleasanton
Marshall	3	62	44	Castro Valley Unified	Castro Valley
Strobridge	1	17	9	Hayward Unified	Hayward
TOTAL	12	242	188		

Kindergarten Transition Grants/Stipends

Based on findings from the 2019 KRA that highlighted the **importance of transition activities at schools for improving children’s kindergarten readiness**, First 5 funded school districts to provide services and supplies in support of kindergarten transition programming. Funding amounts were determined using an **equity index** to target resources in historically underserved communities that have been disproportionately impacted by the COVID-19 pandemic due to structural racism and classism.

1. Oakland Unified School District (\$896K*)
2. Hayward Unified School District (\$357,330)
3. San Lorenzo Unified School District (\$182,513)
4. Castro Valley Unified School District (\$60,066)
5. Pleasanton Unified School District (\$53,314)
6. Urban Montessori (\$4,995)

*Amount includes summer pre-k funding.

Child and Family Data for Action — Alameda County District 5, Supervisor Keith Carson




District 5 Family Demographics

{ TOTAL POPULATION (2019): **324,447** }


BABIES BORN (2017):
2,927



CHILDREN UNDER AGE 6 (2021):
17,165
5.3% of D5's total population



HOUSEHOLDS WITH CHILDREN UNDER AGE 6 (2019):
11,227



Families with Children Accessing Public Benefits in District 5

Children 0-6 (number and percent of total) Enrolled 2021¹

+ **Medi-Cal**
8,216 (~48%)

🍏 **CalFresh**
3,583 (~21%)

Kindergarten Readiness in District 5

Of the nearly **298 students** that were assessed for kindergarten readiness in the schools in District 5 as part of the [2019 Alameda County Kindergarten Readiness Assessment](#), **58%** were “fully ready.” The county average was **44%** of children ready for kindergarten. See more about kindergarten readiness in District 5 on page 4.



Community Resilience Fund, Board of Supervisor Grantees

Grantees chosen by the Alameda County Board of Supervisors provided concrete supports to families with children from birth to age five who are from historically underserved communities and disproportionately affected by the COVID-19 pandemic due to structural racism and classism.

District 5 Grantees:

- Healthy Black Families (\$100,000)
- Lincoln (\$50,000)

Child Care Providers in District 5

303 total providers, including **53 Quality Counts** (QC) sites

136 centers, including **39 centers** in QC



167 family child care (FCC) providers, including **7 FCCs** in QC

8,017 total children served, including **2,192 children** birth to age five served in QC sites



7 friend and family caregivers in QC



About First 5's Work in Alameda County District 5

First 5 takes an equity-driven approach to improve the lives of children and their families through place-based efforts, partnerships, and community-driven programming. Our work includes:

People Served FY 2019-2020

In District 5	Countywide Total
11,356 children and caregivers served	39,850
590 providers served	7,752

Essential Supplies Distributed by First 5 and Partners in District 5

705,560 diapers



1,165 liters of hand sanitizer



4,341 books



1,634,600 baby wipes



55,770 masks



1,656 coloring books and crayons



180,820 gloves



1,420 feminine hygiene products



126 air purifiers for 63 child care providers



Responding to Community Need During the COVID-19 Pandemic

Through the First 5 [Community Resilience Fund](#), established in April 2020, we administered more than \$10 million throughout Alameda County to help children, families, and caregivers to cope with the heightened challenges of the COVID-19 pandemic. The Community Resilience Fund invests in school districts, community-based organizations, family child care providers, and countywide supplies and concrete supports. **First 5 has invested \$2,220,799 of Community Resilience Fund dollars in District 5.**



Legend

- Areas of High Child Poverty (0-5) & High COVID-19
- District 5 Boundaries
- Neighborhoods Ready for School Service Area
- Board of Supervisor Grantees
- Family Child Care Grantees
- Child Care Resources & Referral (R&Rs)
- Grantees Providing Programs and Services to Families
- Family Serving Shelter Stipends
- Freeways

□ Neighborhoods Ready for School

In addition to the pre-COVID activities below, Neighborhoods Ready for School sites pivoted during the COVID-19 pandemic to become **distribution hubs for essential supplies, such as diapers/wipes, baby formula, face masks, hand soap, dental health items, and more.**

- **Lincoln (\$150,000)**

Build neighborhood infrastructure to provide places for families to learn, play, and achieve their goals; increase neighborhood-level coordination to provide a comprehensive menu of resources to support family protective factors, build community, and increase children's school readiness; and increase family leadership and civic engagement opportunities.

- **Board of Supervisor Grantees**

Grantees chosen by the Alameda County Board of Supervisors provided concrete supports to families with children from birth to age five who are from historically underserved communities and disproportionately affected by the COVID-19 pandemic due to structural racism and classism.

- **Healthy Black Families (\$100,000)**
- **Lincoln (\$50,000)** *Indicated in Neighborhoods Ready for School

- **Family Child Care Grantees (\$456,200)**

Through funding provided by Alameda County Social Services Agency from the CARES Act, First 5 administered \$4,000,000 to support essential supplies for child care professionals (\$3,000,000) and grants to family child care (FCC) providers (\$1,000,000). **In District 5, 89 FCC providers received stipends averaging \$5,125 per site.**

- **Child Care Resource & Referral Agencies (R&R) (\$1,123,670)***

- **4Cs of Alameda County (\$395,557)** Located outside of District 5.
- **BANANAS (\$411,888)**
- **Hively (\$316,225)** Located outside of District 5.

As part of Alameda County's COVID-19 relief efforts, provide training, technical assistance, and coaching opportunities to the Early Childhood Education (ECE) workforce (\$420,000) and provide resources, coaching, referrals, incentives, materials, and other forms of remote assistance, **including essential supplies, such as diapers/wipes, face mask, and cleaning products**, to child care providers, family, friend, and neighbor caregivers, and families with children from birth to age 5 (\$703,670).

*Total First 5 investment = \$2,0483,670. Additional work by R&Rs serving District 5 shown on page 3.

- **Grantees Providing Programs and Services to Families (\$95,000)**

- **Parent Voices Oakland (\$70,000)**
Purchase and distribute essential supplies as part of First 5 Alameda County's COVID-19 relief efforts. Funding also supports parent leadership, community organizing, and policy advocacy related to COVID-19 recovery for families.
- **Children's Fairyland (\$25,000)**
Sustain programming for families with children birth to age 5.

- **Family Serving Shelter Stipends (\$18,000)**

Investment in family-serving shelters to improve access to essential supplies for unhoused families with young children, with support from Sunlight Giving.

- **A Safe Place (\$9,000)**
- **Building Opportunities for Self-Sufficiency (BOSS) [\$9,000]**

First 5 Programs in District 5



Legend

- Areas of High Child Poverty (0-5) & High COVID-19
- District 5 Boundaries
- Help Me Grow Referring Providers
- First 5 Grantees
- Bananas
- Library Partnership Branch
- Quality Counts Sites**
- Center-Based Care
- Family Child Care
- Freeways

▲ **Help Me Grow Referring Providers**

Our HMG program helps families and providers detect early signs of developmental, social-emotional, and learning concerns before a child enters school. HMG helps families navigate complex systems to receive the necessary supports they need. **Between 2016 and March 2021 in District 5, more than 1,831 child-specific referrals were made to the HMG phone line.**

● **Grantees Providing Programs and Services to Families (\$1,078,796)**

Jewish Family and Community Services (\$165,000)

- Provide monthly 2-hour Family Child Care Support group focused on improving social emotional skill development.
- Provide CSEFEL training and coaching to identified QRIS Early Childhood Education (ECE) sites in Alameda County, mentoring to Alameda County CSEFEL authorized trainers and coaches, and provide overall administrative oversight for CSEFEL implementation.

YMCA of the East Bay (\$628,000)

- Support to implement a comprehensive Early Learning Action Plan for the City of Emeryville and COVID-19 response efforts.
- Funding to train CalWORKs participants to become certified and employed as early childhood professionals.

Alameda Health System – Highland Hospital (\$110,194)

- Funding to continue implementation of the Project DULCE model at Highland Hospital Pediatric Department.

East Bay Community Law Center (\$30,000)

- Funding to provide legal consultation and support to Highland Hospital Pediatric Department's DULCE Program Family Specialist and selected families.

UCSF Benioff Children's Hospital Oakland (\$145,602)

- Funding to implement ACEs Aware grant activities with a focus on providing training and support to pediatric providers to implement screening for ACEs/SDOH using the PEARLS tool.

● **Child Care Resource & Referral Agencies (R&R) (920,000)***

- **4Cs of Alameda County (\$480,000)** Located outside of District 5.
- **BANANAS (\$440,000)**

Provide professional development opportunities for the Early Childhood Education (ECE) workforce in Alameda County and on-site technical assistance and coaching to Quality Rating and Improvement System (QRIS) sites (\$260,000) Provide training and playgroups for Family, Friend, and Neighbor (FFN) caregivers and Family Child Care (FCC) providers (\$80,000). Funding to implement the CARE Homeless Navigation pilot. (\$100,000)

*Total First 5 investment = \$2,0483,670. Additional work by R&Rs serving District 5 shown on page 2.

■ **Library Partnership Branch**

Oakland Public Library (\$18,300)

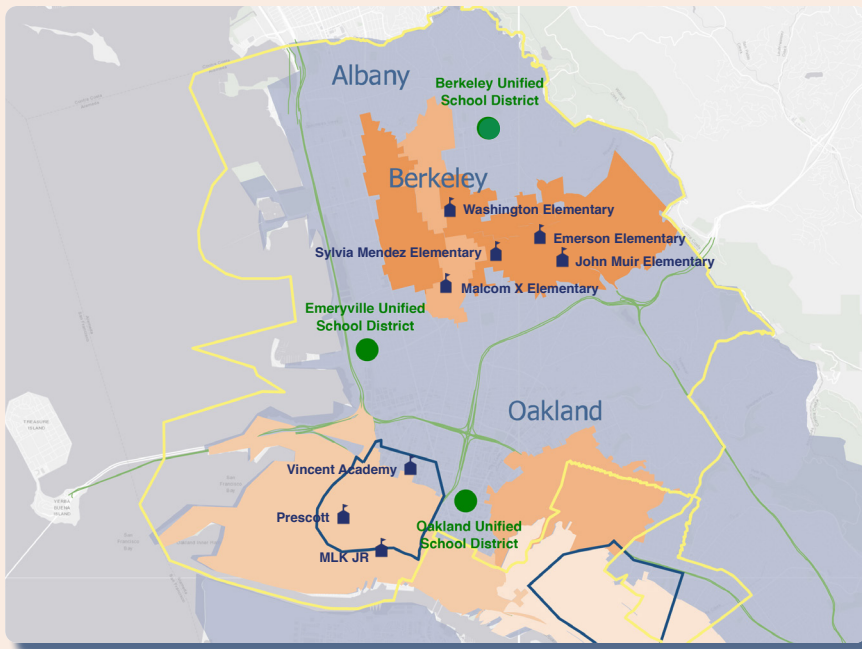
Due to the COVID-19 pandemic, story times moved to a virtual format, however family, friend, and neighbor (FFN) caregivers received 400 story time literacy kits (including instruments, storyboards, and movement play materials) to complement the virtual library programming (\$13,400). Additional funds to support purchase of bi- and multilingual children's books (\$4,900).

● **Quality Counts Sites**

The Quality Counts program helps to **build capacity and improve the quality of early childhood education programs through rating, coaching, and professional development.** Sites receive ratings that are accessible by families.

Kindergarten Readiness in District 5

The Kindergarten Readiness Assessment provides a detailed portrait of the social, emotional, and academic skills possessed by incoming kindergarten students across Alameda County. We have funded Applied Survey Research to administer the assessments since 2008, as well as produce a longitudinal study of kindergarten readiness correlated to third grade achievement. **We find differences in kindergarten readiness are largely attributable to inequities in access to resources.** The greatest moveable factor continues to be child health and well-being, which is tied to socioeconomics, housing stability, and stress among parents/caregivers. These factors, due to structural racism, disproportionately impact families of color.



Legend

Kindergarten Readiness Zip Codes

- Lowest 25%
- 25% to 50%
- 50% to 75%
- 75% to 100%

District 5 Boundaries

🏠 Participating Schools in 2019 Kindergarten Readiness Assessment

● Community Resilience Fund Kindergarten Transition Grants/Stipend

— Freeways

🏠 Participating Schools in 2019 Kindergarten Readiness Assessment

SCHOOL	CLASSROOMS	CHILDREN ASSESSED	PARENT SURVEYS RETURNED
Emerson	2	42	25
Malcom X	1	22	18
MLK, Jr.	1	19	7
Muir	2	42	25
Prescott	1	28	8
Sylvia Mendez	3	64	51
Vincent	1	16	8
Washington	3	65	51
TOTAL	14	298	193

● Kindergarten Transition Grants/Stipends

Based on findings from the 2019 KRA that highlighted the **importance of transition activities at schools for improving children's kindergarten readiness**, First 5 funded school districts to provide services and supplies in support of kindergarten transition programming. Funding amounts were determined using an **equity index** to target resources in historically underserved communities that have been disproportionately impacted by the COVID-19 pandemic due to structural racism and classism.

1. **Berkeley Unified School District (\$62,185)**
2. **Emeryville Unified School District (\$107,603)**
3. **Oakland Unified School District (\$442,670)**
4. **Yu Ming Charter School (\$2,500)**



April 26, 2021

Senator Steve Glazer
 Senator Nancy Skinner
 Senator Bob Wieckowski
 Assemblymember Buffy Wicks
 Assemblymember Rebecca Bauer-Kahan
 Assemblymember Rob Bonta
 Assemblymember Bill Quirk
 Assemblymember Alex Lee

Re: Early childhood priorities and additional investments in FY 2021-2022 state budget

Dear Governor Newsom and Members of the Alameda County Delegation to the State of California Legislature:

First 5 Alameda is committed to advocating for and achieving equity, with a focus on racial and economic justice, to ensure that all children in Alameda County are born healthy and can achieve their full potential. In partnership with the community, we support a countywide continuous prevention and early intervention system that promotes optimal health and development, narrows disparities, and improves the lives of children birth to age 5 and their families. **This letter outlines proposed FY 2021-22 budget priorities and additional needs that support the well-being of children and families in Alameda County.** Please consider the following data that informs the priorities outlined in this letter:

- There are about 113,700 children under age 6 in Alameda County and approximately 1 in 10 children under age 5 lives below the Federal Poverty Level.
- Families are in economic distress and struggling to meet basic needs, particularly families of color. In Alameda County:
 - Since the start of the pandemic, the **Alameda County Community Food Bank has seen a doubling of residents experiencing food insecurity**, with a reported 1.2 million pounds of food distributed monthly.¹ National surveys, estimate that **1 in 4 children are experiencing hunger**.
 - **Black households take home roughly 1/3 the income of white households** after rent.²
- The small businesses that makes up **Alameda County's child care system have lost an estimated \$18 million per month** due to closures and under enrollment.^{3 4}

¹ The Mercury News, *Opinion: Bay Area food bank numbers tell a sobering story* <https://www.mercurynews.com/2020/12/23/opinion-hunger-in-a-tale-of-two-cities/>

² Advancement Project Race Counts data. <https://www.racecounts.org/county/alameda/>

³ Department of Social Services, *Facility Closures and New Licenses Between March 2020 and January 2021, and Net Loss or Gain of Facilities by County as of January 31, 2021*: <https://app.box.com/s/hsgbvgqptmjer2u0cdp5nrc5ic4tqat4>

⁴ First 5 Alameda County, *Alameda County Child Care*

Data: <http://www.first5alameda.org/files/AC%20Child%20Care%20Data%20Feb%202021.pdf>



The Governor’s proposed 2021-2022 budget allocates \$55 million one-time, new general fund dollars to child care. However, the current ongoing crisis highlights the need for additional investments to support the recovery of our communities. **First 5 Alameda County requests that the Administration and Legislature take action in the budget to prioritize investments that strengthen and expand a comprehensive child care system and support public systems that proactively center the needs of families with young children.**

The following recommendations for the 2021-22 budget are grounded on our [policy agenda](#) and our shared success in 2020, please [click here](#) to read our annual report.

Invest in Family Basic Needs: We advocate for programs and policies that acknowledge the strain low-income/working people are under and guarantee families and caregivers have a right to basic needs regardless of their ability to pay (e.g., health and safety supplies, food, diapers, housing). The COVID-19 pandemic has put unprecedented stress on our communities with families experiencing job loss, health challenges, housing and food insecurity, and uncertainty about reopening of schools and businesses—particularly low-income and communities of color. We are thankful to have the partnership of agencies like Help a Mother Out and SupplyBank.Org to begin to meet some of this need, but more must be done, for example:

- **Economic support:** We encourage you to support additional measures that expands direct funding beyond the \$2.4 billion included for the Golden Stimulus and increase the number of those eligible—including undocumented workers. Direct financial assistance can be used to pay for food, diapers, and other essential needs.
- **Debt forgiveness for utilities:** To mitigate the economic shock that the pandemic has had on working families.
- **Health:** Permanently extend Medi-Cal coverage for children up to age 5 and for women 12-months postpartum.
- **Mental health services:** Support children and families with culturally appropriate services that are accessible in their community.
- **Prenatal and 0-3 programming:** Fund services such as doulas, peer-to-peer parent groups, navigation support to resources focused on African American and Asian Pacific Islander communities given maternal and child health disparities.
- **Parent navigators and promotores:** Invest in trusted community leaders to help families connect with an array of social services.

Increase Reimbursement Rates: Child care reimbursement rates need to be increased to support child care providers who want to re-open and sustain those that remained open during the pandemic. Given that the majority of child care providers are women of color, the reimbursement rates are critical to



closing the racial and gender wage gap in our region. The current state Regional Market Rate (RMR) is based on 2015 numbers rather than current day cost of care. We recommend additional ongoing funding to bring the RMR and Standard Reimbursement Rate up to a level that allows for businesses to pay their workers a living wage.

Pause Expansion of Transitional Kindergarten: The budget proposes a one-time \$250 million incentive for school districts to expand TK for all four-year olds. There are serious concerns that this could further destabilize an already fragile child care sector that provides care for families of infants and toddlers. TK expansion will create logistical and financial hurdles for working families that need full-day care. The entire early care and education system needs to be funded appropriately to support this precedent-setting investment in TK expansion. A better understanding of the implications of this change is needed to ensure that it does not exacerbate inequity.

Maintain or Increase Child Care Voucher Slots: According to the California Association of Alternative Payment Programs, the current budget proposal has a reduction of child care slots of between 8,682 to 15,563 for the entire state. We support a maintenance of vouchers from last year at the very minimum.

Expand Facilities: The current proposal includes \$200 million for Local Education Agencies (LEAs) to expand kindergarten and TK facilities. We propose expanding this funding to non-LEA providers, to improve the full range of early childhood facilities in our mixed-delivery system including those for children ages 0-3. Opening this investment to non-LEA providers would provide more equitable support for the full range of early childhood facilities that children and families depend on.

Invest in ECE Professionals: We support efforts to restore professional development funding that was left out of the 2020-21 budget. This is a critical time to support educator well-being and capacity with culturally responsive, trauma informed, anti-racist professional development opportunities.

Support the Child Care Field in COVID-19 Response: We appreciate the urgent response from the Governor to support the child care field by releasing \$400 million federal funds to meet the immediate needs of providers. In April 2020, First 5 Alameda County launched a [Community Resilience Fund](#) and to date has administered more than \$10 million to help children, families, and child care providers cope with the heightened challenges of the pandemic. We urge that the state distribute funds immediately to the child care field to support families with young children so that our families and economy can begin to recover. We also recommend that the state:

- Continue to waive family fees through the pandemic;
- Continue the hold harmless reimbursement based on enrollment, not attendance;
- Waive all licensing fees for providers during the pandemic; and
- Provide direct aid to all child care providers.



Support Alameda County’s Priority Local Measures

AB 1294 (Quirk): Alameda County Child Care Subsidy Plan. Thank you for supporting permanence of the current child care reimbursement rate pilot. The pilot has proven successful in expanding access to child care for an estimated 2,000 additional children-- serving children from diverse backgrounds, including low-income children and children of color. **Permanence of the pilot would allow funds from the Children’s Health and Child Care Initiative of 2020 (Measure C) funds to have greater impact in Alameda County—where the child care field is losing more than an estimated \$18 million per month due to COVID-19 closures and under enrollment.**

AB 368 (Gomez Reyes): Food prescriptions. This bill would establish a two-year, food prescription pilot program in partnership with the Medi-Cal managed care plans in three counties including Alameda. This pilot **would directly address racial and ethnic health disparities, combat chronic disease, and reduce health care costs as well as nutrition and food insecurity among Medi-Cal beneficiaries that impacts our hardest hit communities.**

SB 65 (Skinner): Maternal care and services “Momnibus” We are pleased to see the introduction of this bill to improve perinatal outcomes and address racial pregnancy and birthing mortality disparities for parents and infants. Research points to structural racism, as well as socioeconomic factors contributing to the racial and geographic disparities seen in birthing outcomes of people of color. **This bill would re-imagine maternal health in order to improve perinatal outcomes, close racial disparities in maternal and infant mortality and morbidity** and improve data collection and research on socioeconomic factors that contribute to negative birth outcomes. In particular, we are excited that this legislation proposes to require Medi-Cal to provide full-spectrum doula care to all pregnant and postpartum people on Medi-Cal who would like one, to provide a monthly stipend to low-income pregnant and postpartum people starting at 6 months of pregnancy and continuing through the postpartum period, lasting until the child is two years old, and to expand Medi-Cal postpartum coverage from 60 days to one year.

Thank you for your leadership and allyship in supporting Alameda County’s young children and families. These expanded investments are vital to the well-being of our families and the future of our California economy. We are available to provide additional information to support your decision-making process.

Sincerely,

A handwritten signature in black ink that reads "Kristin Spanos".

Kristin Spanos
CEO
First 5 Alameda

A handwritten signature in black ink that reads "Wilma Chan".

Supervisor Wilma Chan
Alameda County Board of Supervisors
First 5 Alameda County Commissioner



cc:

Keith Carson, President, Alameda County Board of Supervisors
Susan S. Muranishi, Alameda County Administrator
Kris Perry, Deputy Secretary, California Health and Human Services Agency and Senior Advisor to the Governor on Implementation of Early Childhood Development Initiatives
Giannina Pérez, Senior Policy Advisor for Early Childhood, Office of the Governor
Margot Gould, Policy Director, First 5 Association
Melissa Stafford Jones, Executive Director, First 5 Association
Vanessa Cedeño, Deputy Chief of Staff & Policy Director at Office of Supervisor Chan

Help a Mother Out's Bay Area Diaper Bank: Alameda County Interim Evaluation Brief

Prepared by Public Profit for Help a Mother Out | May 2021



Acknowledgements

The evaluation team at Public Profit would like to acknowledge the staff at:

Help a Mother Out (HAMO)

Lisa Truong, Founder and Executive Director

Kai Forsley, Senior Program Manager

Kristen Easton, Program Operations Analyst

First Five Alameda County

Jane Wellenkamp, Evaluation Specialist

Lanikue Howard, Early Childhood Special Projects Coordinator

Liz Gregor, Community Grants Program Officer

Neighborhoods Ready for School Grantees

Lincoln Mandela Family Resource Center

Lotus Bloom - Room to Bloom to at Castlemont

Lotus Bloom - San Antonio Family Resource Center

Union City Family Center

Alameda County Public Health

Maternal, Paternal, Child and Adolescent Health (MPCAH)

California Food Banks

Central California Food Bank

Los Angeles Regional Food Bank

Orange County Food Bank

San Diego Food Bank

We also would like to acknowledge Bay Area Diaper Bank program clients for their contributions to this interim evaluation brief.

Public Profit Evaluation Team

Justine Wolitzer, Senior Research Associate

Hannah Pickar, Research Associate

Cheralynn Corsack, Research Assistant

Da'Shon Carr, Research Assistant

Corey Newhouse, Founder and Principal

About this Brief

Help a Mother Out (HAMO) works to improve baby and family well-being by increasing access to diapers for families in need. This brief describes the importance of diapers to families' wellbeing and success, HAMO's role in reducing diaper need in Alameda County, and how HAMO's diaper programs strengthen partner organizations' abilities to serve families. The brief contains data from a literature review, interviews with HAMO's staff members and partner organizations, administrative data, and a survey of Alameda families receiving diapers. HAMO's Bay Area Diaper Bank serves families throughout the greater Bay Area region; this brief focuses on HAMO's Bay Area Diaper Bank in Alameda County.

Diapers are critical to families' health and economic security.



All infants and toddlers need diapers – and lots of them.

Infants need up to twelve diapers a day and toddlers about eight a day.¹ It costs approximately \$18 a week to diaper one child, and \$1,872 per year to diaper two children.² For a parent earning the federal minimum wage, diapering two children accounts for about 12% of their annual gross income.³ This cost places a huge burden on many families living in the United States.



The high cost of diapers creates “diaper need.”

The National Diaper Bank Network (NDBN) defines diaper need as “the lack of a sufficient supply of diapers to keep an infant or child clean, dry, and healthy.”¹ More than a third of families in the United States experience diaper need.^{1,2,4} The majority of families experiencing diaper need are employed and almost half have a member who holds a bachelor's degree or higher.² When families do not have enough diapers, they are forced to make difficult decisions, choosing between diapers and other necessities.⁵ Families may also find ways to reduce costs, such as keeping their child diaper-less, borrowing diapers from friends or family, stretching diapers by not changing their child as often as they would like, and getting diapers from a diaper bank or charity.² These decisions are challenging and will become increasingly difficult as the price of diapers rises due to pandemic-related inflation.⁶



Having enough diapers is important to maintaining a family's physical and mental health.

Families who experience diaper need may face social and emotional consequences, including parental guilt, frustration, embarrassment, and poor parent-child interactions.⁵ When parents cannot change their child's diaper as much as the child needs, children are at greater risk of diaper rash and infections, and may experience pain.⁵ In a 2017 nationwide study, more than half of families experiencing diaper need brought their child to the doctor for diaper rash at least once, and about a quarter of those took their child three or more times in one year.²



Diaper need can limit a family's economic opportunities.

Nearly all childcare centers require families to bring a day's worth of diapers in order to drop their child off.^{1,5} This requirement can prevent caregivers from going to work or attending school or job training. A 2017 nationwide study found that the majority of parents experiencing diaper need reported missing work or school during the past month because they did not have enough diapers to leave their child at a childcare center.²

Public benefits, such as Supplemental Nutrition Assistance Program (SNAP), Women, Infants, and Children (WIC), and The Temporary Assistance for Needy Families (TANF) do not cover or provide diapers, and no federal child safety-net programs allocate benefits specifically for buying diapers.¹ Only one state, California, provides \$30 a month for families receiving CalWORKs to purchase diapers.⁷ Of the 46 states who have a sales tax, only 10 have exempted diapers, lowering the cost somewhat for families.¹ Thirty-six states continue to charge sales tax on a product that families need.¹

The Bay Area Diaper Bank is a unique addition to existing family supports in Alameda County.

Established in 2009, Help a Mother Out's Bay Area Diaper Bank provides community organizations with an innovative way to meet the concrete needs of children, build trust with families, and offer additional support and services. HAMO's Bay Area Diaper Bank serves families throughout the greater Bay Area region; this brief focuses on the **Alameda County** component of the Bay Area Diaper Bank.

Diapers are distributed to families in need through a network of partner organizations, including family resource centers, voluntary home visiting, facilitated parent support groups, homeless and foster children services, and public health departments. Partner organizations integrate and layer diaper distribution within their current programming for families.

"The core of our business is really to support families and to keep them coming back to the resources. They have this connection with a family resource center and that's where they're getting their diapers. That's the distribution model." – Kai Forsley, Senior Program Manager at HAMO

In 2019, HAMO received additional funding from the California Department of Social Services to expand their diaper distribution in the San Francisco Bay Area. This flexible funding allowed for HAMO to formalize a deeper commitment to their partners and clients. Families now receive a full supply of diapers each month for children up to age 3.

"Since we were leveling up in our distributions, we thought that it would be really useful to be able to go deep in the communities that we're serving. And when I say go deep, it really also means we go deep with the families that we're serving. Our goal is to remove the cost of diapers from the monthly

household budget. In most cases, program clients are eligible to receive up to two cases of diapers per child per month.” – Lisa Truong, Founder and Executive Director of HAMO

HAMO sees clients as customers. HAMO provides high quality private label diapers and forecasts client needs to ensure families can reliably pick-up diapers in their needed sizes.

“I feel like that is in the organization's DNA that we're always trying to see our clients as our customers..... Also, it's so the experience is more like, here's a gift to you. This is not a handout. This is a gift for you and your child.” – Lisa Truong, Founder and Executive Director of HAMO

“I think that is a key thing about what makes HAMO different is the commitment to families in terms of getting them exactly what they need and in a reliable manner, rather than just whatever's available and not knowing if it's going to be available next month and not knowing if it's exactly what your child needs.” – Lisa Truong, Founder and Executive Director of HAMO

HAMO’s Alameda County Programs serve the clients most in need.

In 2020, HAMO provided over 3.7 million diapers to community partners who serve children in need in Alameda County. These diapers reached an estimated number of 1,700 children each month.⁸ Families who accessed the diapers lived in high-need neighborhoods. Nearly all of these families identified as people of color. More than three quarters of families identified as African American/Black or Hispanic/Latinx.

Figure 1. Alameda County Diaper Program clients most commonly live in...



Sources: HAMO Diaper Bank Enrollment Data at Neighborhood Ready for Schools sites compiled by First 5 Alameda (Jan-Dec 2020), MPCAH program enrollment data compiled by MPCAH (Jan-Dec 2020), and HAMO Bay Area Diaper Bank in Alameda County Client Survey (Feb-March 2021).

Alameda County families greatly benefit from free diapers.

Families benefit from HAMO's diaper programs in many ways. Low-income families already struggle to stay afloat with paying rent, utilities, and other necessities to live and thrive in the Bay Area. For some families, access to free diapers alleviates economic pressure and provides them with extra money in their budget for rent, bills, and other necessities.

“Definitely gives us one less thing to be worried about each month and allows us to use the money that we would be spending on diapers toward other bills.” – Alameda County Diaper Program Client

When caregivers have access to free diapers, they feel more confident in their ability to care for their children.

“The diaper program has helped me feel less stressed about changing diapers. I don't have to wait until the diaper no longer holds more pee to change it. My baby is more comfortable.” – Alameda County Diaper Program Client

Families are also less stressed when they have access to free diapers. It can be worrying for families to spend a significant amount of money on diapers. The HAMO diaper programs help eliminate the stress and worry for many families having to figure out how to purchase diapers.

“The program really helps me take off some of the stress in budgeting or going to the store and not finding her size and having to buy multiple small packs, which is more expensive purchasing that way.” – Alameda County Diaper Program Client

From first-hand experience, staff distributing diapers witnessed the impact of the access to free diapers on their clients, such as relieving stress and easing financial burdens for families. Staff members from HAMO's partner organizations noted that families were very appreciative of free diapers and were happy that they could go somewhere in their community to access and pick-up diapers for their children.

“[I love seeing] the specific relief when they pick up their diapers. They're there on time. They can't wait. And the thanks that we get! It's my favorite day, because we get to see people, and we get to see the enormity of the relief that this is for families. ” – Union City Family Resource Center staff member

In early spring 2021, diaper program clients in Alameda County were surveyed about their diaper need before and since their participation in HAMO's diaper programs. Before being in the diaper program, only 8% of clients reported that they always had enough diapers. But since being in the diaper program, 54% reported that they always have enough diapers.

Figure 3. Alameda County families are healthier and happier after receiving diapers from the HAMO Bay Area Diaper Bank



Source: HAMO Bay Area Diaper Bank in Alameda County Client Survey n=292, (Feb-March 2021).

Partner organizations also benefit from HAMO’s diaper programs.

Many of HAMO’s partner organizations offer a wide range of services that support families and children to live in a safe, healthy, and secured environment. HAMO’s diaper programs serve as an “entry point” for clients to gain access to other services and programs that are provided by partner organizations. In some cases, clients would come to pick up diapers, and stay to take advantage of other services and resources, such as parenting and child development, mental health services, and housing support.

“It has been an anchor for us to start thinking about how we can provide financial assistance, food, and resources, not just post-COVID, but thinking back to pre-COVID. [Our] families were facing many things before COVID. This is a jumping point for us on how we can continue to provide and support families. We are giving out a financial scholarship and referring families to food delivery and that has grown our capacity. – Lotus Bloom, Room to Bloom at Castlemont staff member

The diaper programs offer partner organizations additional ways to connect and build relationships with their clients. Partner staff acknowledge that providing free diapers may not solve all of their clients’ problems; however, it does open doors for clients to trust them for support.

“I think when you’re able to support families’ basic needs such as with diaper delivery, you’re able to focus on the other parts of parenting. You’re able to address child development, depression, and trauma because it’s one less thing for them to worry about... I think that it helps us to focus on those bigger, broader needs as parents... and really what we’re trying to do to

support parenting and to strengthen families.” – Alameda County Public Health staff member

Providing free diapers allows partner organizations to do more outreach in the communities they serve. Some partner staff see the free diapers as an opportunity to have more contact with their neighboring community.

“I’m so grateful to [staff member]. She has been so helpful and resourceful. She keeps my family well-informed about so many resources, especially the diaper program. We appreciate her and the organization overall as a presence in our community.” – Alameda County Diaper Program Client

Diaper need increased drastically during the COVID-19 pandemic.

The COVID-19 pandemic has caused many families and caregivers to experience financial and economic hardships. While the economic recession has nearly ended for high-wage workers, job losses and economic hardship persists for low-wage workers, who are the beneficiaries of the diaper programs.⁹

“A lot of families are struggling right now on paying bills and keeping a roof over their head.” – Lotus Bloom, Room to Bloom at Castlemont staff member

Nearly 92% of HAMO’s diaper program clients said their need for free diapers increased due to COVID-19. Families shared that diapers became even more difficult to afford during the pandemic because of the lack of available jobs. The economic pressures families face, plus the lack of diapers in stores due to the pandemic, meant that some families and caregivers resorted to unhygienic or unsafe means to diaper their babies and young children.

“A dad was cutting up shirts and figuring out how to make cloth diapers. He was really trying to figure out how to best support his family because he had lost his job.” - Lotus Bloom, San Antonio Family Resource Center staff member

Partner organizations also shared how the COVID-19 pandemic led to increased diaper need, largely due to more families and caregivers not having the financial means to purchase diapers. Partner staff also saw an increase in families needing support with other essentials.

“[The diaper program] helps me to save money to have for food since in this time of COVID the work has slowed down too much.” - Alameda County Diaper Program Client

HAMO’s Bay Area Diaper Bank program model is built to support clients in unforeseen events, like the COVID-19 pandemic.

Because of the existing infrastructure of the Bay Area Diaper Bank, partner organizations were able to meet their clients’ diaper need during the COVID-19 pandemic emergency. HAMO

allowed for partner organizations in Alameda County to be creative and adaptable with their distribution efforts.

“During the COVID pandemic, families were able to receive diapers (and wipes) when it was difficult to go shopping due to lines and fear of exposure. Home visitors did safe drop-off diaper visits that provided a needed resource and touchstone for contact with our programs. This helped families to know that they were thought about even in the crisis and isolation of the pandemic.” – Alameda County Public Health staff member

Partner organizations collaborated with other local community organizations to get diapers distributed and delivered to clients, especially those that were COVID-19 positive. Partner organizations also worked with food pantries, delivered to clients’ doorsteps, hosted drive-through pick-ups and even met clients at a half-way point to get diapers into clients’ hands.

“From May to July (2020) we were delivering diapers to family’s homes. We focused on families that were COVID positive, for families experiencing symptoms.” – Lotus Bloom, San Antonio Family Resource Center staff member

“Some programs would ask their Community Health Outreach Worker (CHOW) to do the diaper deliveries. The CHOW would spend significant chunks of their time just delivering diapers.” – Alameda County Public Health staff member

Although HAMO’s commitment is to first respond to their current Bay Area partners’ diaper needs, they were prepared and equipped to expand diaper distribution and serve additional local community organizations that saw an increase in diaper need due to the pandemic.

“Our first priority is always going to be our partners, the organizations that we sign an annual agreement with, but we’re trying to do more outreach with COVID rapid response folks. For example, in Oakland, a lot of our regular partners have seen a decrease in their operational hours, but we’ve also added more rapid response partners like Oakland Unified School District. There’s an organization called Homie’s Empowerment that does a weekly free grocery store for the community. This was just to get the diapers out into the community.” – Kai Forsley, Senior Program Manager at HAMO

HAMO is part of a statewide diaper bank initiative thanks to state funding that expires in June 2021.

In 2018, Governor Newsom approved a \$10 million dollar budget supporting HAMO and three food banks across California in providing diapers to low-income families.¹⁰ The food banks that received this funding were San Diego County Food Bank, Los Angeles Regional Food Bank, and

Central California Food Bank. The Orange County Food Bank also received state funding for diapers a year later.

Prior to receiving state funding, these food banks distributed diapers only when they were donated. The state funding allowed these food banks to become a reliable source of diapers for families who needed them. While each food bank obtains and distributes diapers a bit differently, they all partner with community organizations to get diapers into the hands of families. The food banks distribute varying amounts of diapers per child, ranging from 25 diapers to as many as a family asks for per month. In total, these food banks distributed approximately 35 million diapers as of March 2021. Combined with the nearly 13 million diapers HAMO distributed, these food banks and HAMO have collectively distributed approximately 48 million diapers to California families.

If the state funding for diapers is not renewed, these food banks would return to donation-based diaper distribution or would need to find other funding sources for diapers. This could greatly limit the number of diapers available to families in these counties and could have negative implications for families who depend on this basic need support to care for themselves and their children.

"There's no item for which I received more calls or requests for that we've not been able to satisfy, than the request for diapers. For years, I would get calls from women who were frantic young mothers who had made, you know, six, eight, 10, 12 calls. Nobody had diapers. And, and I would usually counsel them to stop calling, asking for diapers, because you're just going to continue to get frustrated by the answer that you're going to get, but let us give you food and the money that you would otherwise spend on food, then redirect that to diapers, let us pay your utility bill and the money you would otherwise spend on your gas or electric bill utility bill, redirect that to diapers." – Director of the Orange County Food Bank Community Action Partnership of Orange County, Orange County Food Bank

Conclusion

HAMO's Bay Area Diaper Bank provides a vital service for Alameda County families experiencing diaper need. The clients and the distribution partners alike greatly benefit from receiving free diapers from HAMO – children are healthier, families are less stressed, caregivers are more able to provide their families with the basic needs. In particular, the COVID-19 pandemic has created tremendous diaper need in Alameda County, and HAMO's Bay Area Diaper Bank is well-positioned to support families and communities during this time of added stress and challenge.

¹ The National Diaper Bank Network (NDBN). (n.d.). The Need. <https://nationaldiaperbanknetwork.org/diaper-need/>

² The National Diaper Bank Network and Huggies ®. (2017). Diaper Need and Its Impact on U.S. Families. <https://nationaldiaperbanknetwork.org/wp-content/uploads/2019/02/Diaper-Need-and-Its-Impact-on-US-Families.pdf>

³ Calculated by Public Profit. \$7.25/hour (federal minimum wage as of 07/2020) * 40 hours/week (parent working full time) * 52 weeks (1 year of work) = \$15,080. \$1,872 (estimated cost to diaper 2 children for 1 year) / \$15,080 (annual earnings for full-time work at federal minimum wage) * 100 = 12.4% of annual gross income.

⁴ Smith, M. V., Kruse, A., Weir, A., & Goldblum, J. (2013). Diaper need and its impact on child health. *Pediatrics*, *132*(2), 253–259.

⁵ Sadler, L. S., Condon, E. M., Deng, S. Z., Ordway, M. R., Marchesseault, C., Miller, A., Alfano, J. S., & Weir, A. M. (2018). A diaper bank and home visiting partnership: Initial exploration of research and policy questions. *Public Health Nursing*, *35*(2), 135-143.

⁶ Friedman, G (2021, April 29). Diapers, Cereal and, Yes, Toilet Paper Are Going to Get More Expensive. *The New York Times*. Retrieved from <https://www.nytimes.com/2021/04/29/business/consumer-goods-prices.html>

⁷ CalWORKS: Welfare-to-Work: Necessary Supportive Services, AB-480. (2017). https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201720180AB480

⁸ Number of children served per month is estimated based on the number of diapers distributed each month and the number of diapers allotted per child. For example, each family typically picks up 180 diapers per month so if a site distributes 18,000 diapers, we estimate that 100 children were served. (18,000/180=100)

⁹ The Economic Tracker. Retrieved March 1, 2021 from <https://tracktherecovery.org/>

¹⁰ Budget Act of 2018, SB-862. (2018). https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201720180SB862



FY 2020-21 Contracts List

CEO Contract Authorizations and Amendments (Less than or equal to \$250,000 per contract/action - see light blue columns)

Original Award, approved by Commission (June 18, 2020)							New Contracts or Augmentations, approved by CEO (4/16/2021-6/17/2021)			
Strategy	Award Number	Contractor	Contract Start Date	Contract End Date	Original Description of Scope of Work	Amount	New, Amendment or Ancillary Amount	New Total Contract Amount	Funding to support COVID-19 activities	Description of New Contract or Added Scope of Work
COVID-19 Community Resilience Fund	CS-CRF-2021-505	Raising A Reader	5/1/2021	6/30/2021	N/A	N/A	\$101,717.36	\$101,717.36	Yes	Funding to purchase and distribute Earliest Learner Backpacks to a variety of supply distribution sites and school districts in Alameda County identified by First 5.
COVID-19 Community Resilience Fund	CS-CRF-2022-506	SupplyBank.org	5/1/2021	9/30/2021	N/A	N/A	\$234,000.00	\$234,000.00	Yes	Funding to purchase and distribute Kindergarten Readiness Backpacks to a variety of supply distribution sites and school districts in Alameda County identified by First 5.
Quality Early Childhood Education	PI-ECE-2021-403	California School-Age Consortium	7/1/2020	6/30/2021	Funding to manage the Quality Counts process for distributing Quality Improvement grants. Funds will be used to make facility and environment improvements, enhance training and staff release time, support technology needs, and support professional development activities	\$699,729.00	\$130,650.00	\$830,379.00	No	Funding to manage the Quality Counts process for distributing Quality Improvement grants including Professional Development (PD) stipends for ECE teachers and Family Child Care staff.
Neighborhoods Ready for School	PI-NRS-2022-508	Lotus Bloom Resource Center	6/1/2021	6/30/2022	N/A	N/A	\$100,000.00	\$100,000.00	No	Funding to distribute basic needs supports to families with children 0-5 in Alameda County through the Oakland Family Resource Center Network.
						\$ 699,729.00	\$ 566,367.36	\$ 1,266,096.36		CEO Authorizations 4/16/2021 - 6/17/2021



First 5 Alameda County Commission Meeting
April 22, 2021, 9:00 AM – 11:30 AM
Zoom Webinar Meeting ID: 938 7870 3018

Commissioners Present: Chair: Renee Herzfeld, Scott Coffin, Tomás A. Magaña M.D., Karina Moreno, Kimi Watkins-Tartt

Commissioner Alternate: Anissa Basoco-Villarreal, Vanessa Cedeño

Excused: Wilma Chan, Lori Cox, Cecilia Oregón

First 5 Staff Present: Kristin Spanos, Charla Black-Edwards, Lisa Forti, Christine Hom, Carla Keener, Erika Kuempel, Ana Rasquiza, Michele Rutherford, Mojgan Vijeh

Guest Presenters: James Harrison, Philip A. Fisher

AGENDA ITEM SPEAKER	DISCUSSION HIGHLIGHTS	ACTION	FOLLOW UP
CALL TO ORDER			
R. Herzfeld	The Commission meeting was called to order by Chair Herzfeld who gavelled in at 9:00 AM. Chair Herzfeld shared that the meeting was being recorded.	None	None
1. PUBLIC COMMENT			
R. Herzfeld	There was no Public Comment.	None	None
2. APPROVAL OF MINUTES FROM FEBRUARY, 25 2021			
R. Herzfeld	[Attachment] Chair Herzfeld asked if there was any public comment before taking a vote. Chair Herzfeld facilitated the vote to approve the February 25, 2021 Commission Meeting Minutes.	Motion: S. Coffin Second: V. Cedeño No abstentions. Motion passed.	None
3. STAFF ANNOUNCEMENTS			
K. Spanos J. Harrison	[Attachment] General Staff Announcements A. Children's Health and Child Care Initiative for Alameda County Update <ul style="list-style-type: none"> Agency legal counsel, James Harrison of Olson Remcho provided an update on the Children's Health and Child Care Initiative. Ms. Spanos stated that a written update is included in the meeting packet. B. General Staff Announcements <ul style="list-style-type: none"> F5AC entered into contract with Colibri Collective for internal equity work. The scope of work includes a Needs Assessment and Colibri was invited to two All Staff meetings for introductions and to provide a more detailed overview of the work to come. An internal equity committee was formed with input from Executive, Senior leadership and staff. As the named administrator for measure C, F5AC has begun to internally prepare for this role with the community and the County. An Early Care and Education (ECE) division was created within the agency led by Interim Director Michele Rutherford and F5AC has contracted with VIVA for Social Impact Partners for project management and staff support. 	None	None

AGENDA ITEM SPEAKER	DISCUSSION HIGHLIGHTS	ACTION	FOLLOW UP
3. STAFF ANNOUNCEMENTS (Continued)			
K. Spanos	<ul style="list-style-type: none"> • Ms. Spanos participated as a panelist on an Early Care and Education Pathway Summit to highlight the apprenticeship program that is funded by F5AC. • Conversations have continued with the managed care plans around the expansion of care coordination. A proposal to the Alameda Alliance for Health was submitted on April 15, 2021. F5AC is also engaging with Anthem, who is identifying an internal team to entertain concepts on how they might support coordinating managed care out of pediatrics. F5AC will be submitting a proposal to the Stupski Foundation to request financial support of the care coordination efforts. • F5AC submitted a letter to the Board of Supervisors and to the County Administrator's Office requesting \$5 million of support from the American Rescue Plan funds. • F5AC shared a Data and Action Guide and an Advocacy Tool with the Early Learning City Community partners to provide ideas on how they might advocate for American Rescue Plan funding. • In readying for Measure C implementation, F5AC has begun preparing for changes to the current operations structure and is moving forward with a class and compensation assessment. The strategic planning process was delayed due to the potential impacts of Measure C and there will be F5AC investments that will continue and an opportunity to streamline. The goal is to weave all funding and programs together to develop a "blueprint" for the transformation of F5AC over the coming years within the context of equity and the pending organizational assessment. • F5AC is developing a RFQ for a consultant to develop an organizational structure and conduct a class and compensation survey to help F5AC organize internally to support the planning for Measure C. There will be huge implications for the organization, with over \$150 million per year to administer to support the local child care community and families. Ms. Spanos will meet with Chair Herzfeld, Vice Chair Oregon and VIVA Social Impact Partners to review the agency bylaws and the role of the Commission. <p>C. COVID-19 Response Update and CEO Contract Authorizations</p> <ul style="list-style-type: none"> • F5AC partnered with SupplyBank.org to distribute over 1,000 air purifiers to more than 500 family child care providers at the Oakland Coliseum. This was made possible by the CARES Act funding provided by Alameda County Social Services Agency. • The list of CEO contract authorizations since the last Commission meeting is in the meeting packet for review. 		
4. COMMUNICATION FROM COMMISSIONERS			
	<ul style="list-style-type: none"> • Alternate Cedeño shared appreciation for Ms. Spanos and Commissioner Cox's participation in a meeting Supervisor Chan held to discuss a long-term equitable recovery strategy with the Fruitvale Coalition. 	None	None

AGENDA ITEM SPEAKER	DISCUSSION HIGHLIGHTS	ACTION	FOLLOW UP
4. COMMUNICATION FROM COMMISSIONERS (Continued)			
	<ul style="list-style-type: none"> • Alternate Basoco-Villarreal provided an update on AB 1294. Alameda County Social Services Agency is the lead department working with the Board of Supervisors and state lobbyists on the child care pilot legislation. • Alternate Basoco-Villarreal shared that the Board of Supervisors approved an extension of the vendor pool for emergency food to June 2021. Social Services Agency opened this service in August 2020 and they have issued more than \$60 million of emergency food countywide. 		
5. FY 2021-22 PROPOSED BUDGET - FIRST READING			
C. Hom	<p>[Attachment]</p> <p>Ms. Hom presented on the FY 2021-22 Proposed Budget – First Reading</p> <p>Combined Revenue and Sustainability Funds for FY 2021-22 are projected to be \$23 million. \$3.9 million of Sustainability Funds is budgeted to close the gap between revenue and projected expenses. \$550,000 is proposed to be carried over from the current year to FY 2022 for the extension of several Community Resilience Fund (CRF) school district awards.</p> <ul style="list-style-type: none"> • Sources of revenue include Prop 10 tobacco tax, Prop 56 backfill, Other First 5 Income, Interagency • Total proposed expenses for FY 2021-22 are projected to be \$23 million in the following categories: Personnel Costs, Program Contracts/Grants, Program Operating Costs and Infrastructure Costs. 	None	None
6. FY 2021-30 PROPOSED LONG RANGE FINANCIAL PLAN - FIRST READING			
C. Hom	<p>[Attachment]</p> <p>Ms. Hom presented the FY 2021-30 Proposed Long Range Financial Plan – First Reading</p> <ul style="list-style-type: none"> • The Long Range Financial Plan assumes a 1.6% decrease in tax revenue from the prior year. Moving • Assumptions around Interagency income, grants and private foundation funding are based on anticipated award termination dates. • MAA federal fiscal leveraging is proposed at \$1.8M for the next year. The plan includes a gradual decrease of revenue in later years. • The Sustainability Fund cannot be spent down to zero, as some funds need to be maintained as an operating reserve. This is to cover ongoing cash flow requirements and to act as a buffer if there are delays in receiving state tobacco tax or other revenues. The recommendation is to maintain an amount in the Fund Balance at a minimum equal to 6 months of operating expenses, plus an amount to cover fiscal obligations during the term of the plan. 	None	None
7. FY 2021-22 STRATEGIC PLAN - FIRST READING			
L. Forti	<p>[Attachment]</p> <p>Ms. Forti presented the FY-2020-21 Strategic Plan - First Reading</p> <ul style="list-style-type: none"> • F5AC will be engaging in a more thorough strategic planning process to create a blueprint that weaves together the Measure C operations and strategic planning for non-Measure C. 	None	None

AGENDA ITEM SPEAKER	DISCUSSION HIGHLIGHTS	ACTION	FOLLOW UP
7. FY 2021-22 STRATEGIC PLAN - FIRST READING (Continued)			
	<ul style="list-style-type: none"> The proposal this year is to hold the current strategic plan constant until F5AC engages in a deeper planning conversation. There will be no edits in the plan or in the memo this year. 		
8. FIRST 5 CALIFORNIA FY 2019-20 ANNUAL REPORT			
L. Forti	<p>[Attachment]</p> <p>Ms. Forti presented the First 5 California FY 2019-20 Annual Report Approval.</p> <ul style="list-style-type: none"> Prop 10 requires the Commission to review and approve the State Annual Report each year. Alameda County's highlights are on page 33 of the report. <p>Chair Herzfeld asked if there was any public comment before taking a vote.</p> <p>Chair Herzfeld facilitated the vote to approve First 5 California's FY 2019-20 Annual Report</p>	<p>Motion: K. Moreno Second: T. Magaña No abstentions. Motion passed.</p>	None
9. STATE COMMISSION AND ASSOCIATION UPDATES			
K. Spanos	<p>[Attachment]</p> <p>Ms. Spanos presented the State Commission and Association Updates.</p> <ul style="list-style-type: none"> The Statewide Association Quarterly Meeting was held on April 21, 2021. F5 Advocacy Day with Alameda County delegation will be held on April 27, 2021. The F5 Association has been tracking the funding from the federal and state and have been advocating for family fees, rate adjustments for providers, the new vape tax and continued Medi-Cal enrollment for children age 0-5 years. The F5 Association has engaged in a strategic planning process with Pacific Health Consulting Group. Ms. Spanos participated in the first meeting with other Executive Directors and there will be five upcoming sessions. F5AC is being highlighted for investment infrastructure in data systems. G5AC will showcase HIGH5, the Salesforce database system that was implemented several years ago to interested First 5 Commissions. 	None	None
10. LEGISLATION AND PUBLIC POLICY UPDATE			
A. Rasquiza	<p>[Attachment]</p> <p>A. Rasquiza presented the Legislation and Public Policy Update.</p> <ul style="list-style-type: none"> F5AC prepared a draft resolution in support of AB1294 for the Commission's review and approval. The bill would make permanent Alameda County's individualized subsidy plan which expires on June 30, 2021. <p>Chair Herzfeld facilitated the vote to approve the AB1294 Child Care Subsidy Pilot Resolution.</p>	<p>Motion: V. Cedeño Second: T. Magaña Chair Herzfeld recused. Motion passed.</p>	None
11. SPEAKER SERIES: Dr. Philip Fisher, University of Oregon Rapid Assessment of Pandemic Impact on Development - Early Childhood (RAPID-EC)			
K. Spanos	<p>Ms. Spanos provided background information and an introduction of Dr. Fisher.</p> <ul style="list-style-type: none"> In Alameda County, 1 in 10 children under age 5 lives below the Federal Poverty Level. Since the pandemic, the local food bank has seen the doubling of residents experiencing food insecurity and 1 in 4 children experience hunger nationwide. 	None	None

AGENDA ITEM SPEAKER	DISCUSSION HIGHLIGHTS	ACTION	FOLLOW UP
11. SPEAKER SERIES: Dr. Philip Fisher, University of Oregon Rapid Assessment of Pandemic Impact on Development - Early Childhood (RAPID-EC) (Continued)			
P. Fisher	<ul style="list-style-type: none"> • In Alameda County, black households take home roughly 1/3 the income of white households after rent. • There is an estimated \$18 million loss per month to child care businesses. <p><i>Key highlights of the Presentation</i></p> <ul style="list-style-type: none"> • The survey was launched a year ago at the onset of the pandemic in 2020; there wasn't a lot of good data to inform policy decisions at that time. • Since early life experiences shape the developing brain, health and well-being across a person's life span, the center focused on early childhood living during such a vulnerable time. • The RAPID-EC Survey focused on 5 key topics: <ol style="list-style-type: none"> 1. Four areas of parent emotional well-being (stress, depression, anxiety, loneliness) 2. Two areas of child emotional well-being (fussy/upset; fearful/anxious) 3. Economic situation/ability to pay for basic needs 4. Issues related to childcare 5. Issues related to pediatric healthcare • One of the key findings was difficulty paying for basic needs during the pandemic. • Chronic stress and lack of parental buffering results in toxic stress and long-term health risks across a lifespan. • Local policy efforts should focus on 4 cornerstones of what all families and providers need: <ol style="list-style-type: none"> 1. Financial stability and relief from material hardship 2. Access to integrated child and family services 3. Adequate emotional support from both formal and informal sources 4. Time to focus on health and well-being, including paid sick and personal leave 		
12. ADJOURNMENT			
R. Herzfeld	Chair Herzfeld adjourned the meeting and gavelled out at 11:28 AM.	None	None

Respectfully Submitted By: Julia Otani, Executive Assistant



To: First 5 Alameda County Commission

From: Mojgan Vijeh, Director of Operations & Technology

Date: June 24, 2021

Subject: Administrative Recommendations in Response to COVID-19

REQUESTED ACTION

To review the following administrative recommendations.

BACKGROUND

Since the beginning of March 2020 First 5 Alameda County has implemented a series of work accommodations in response to the COVID-19 pandemic. In addition to restricting work travel, onsite trainings, outside use of our facility, and providing guidance to our contractors, we also adopted a mandatory remote work arrangement in accordance with school closures and the County's Public Health Shelter in Place order. First 5 adopted these measures out of necessity and given the "all in" nature of the moment we felt it was important to support social distancing efforts. It was a way to do our small part to mitigate the spread of the virus and lessen the impact on our health care system.

We have identified critical functions and developed policies and protocols to ensure ongoing business operations during these extraordinary times. We prioritized supporting staff who are balancing personal demands, along with work, during the pandemic. To this end, aligned with the Department of Labor recommendations, we have created flexible schedules and temporary part-time schedules, are working with employees on intermittent FMLA arrangements and planning for employees' eventual return to the office in 2022.

In April 2020, the Commission approved the following recommendations from staff to grant the agency the administrative flexibility to allow F5AC to release resources and partner most efficiently with public and community leadership and families in support of our County response to COVID-19:

1. Allow staff to sell up to their accrued vacation balance and Paid Time Off (PTO) balances through 6/30/2020
2. Allow staff to request an advance of no more than one bi-weekly gross pay
3. Increase appropriation of \$1,000,000 to the budget thereby increasing the modified approved FY 2019-20 budget from \$23,785,904 to \$24,785,904
4. Increase FY 2020-21 budget proposal to include \$2,000,000 for COVID-19 Community Resilience Fund activities

5. Extend administrative flexibility for CEO to authorize contracts adopting the proposed temporary policies through June 30, 2021
6. Delegate authority to the Executive Committee to approve awards greater than \$250,000 as needed

In light of the uncertainty associated with the ongoing pandemic and our preparations for returning to the office in 2022, F5AC is requesting that the Commission consider continuing the following administrative recommendation to allow the agency flexibility through June 30, 2022:

1. In addition to the CEO's current discretion to approve modifications to contractors' scope of work/timeline as needed, extend administrative flexibility for the CEO to authorize contracts adopting the following temporary policies through June 30, 2022:
 - Increase CEO annual contract authorization authority up to \$250,000 (not subject to limits of aggregate approval); reporting of funds distributed will be provided at Commission meetings post origination
 - Awards greater than \$250,000 will be brought to the Executive Committee for approval; Commission is requested to delegate approval authority to the Executive Committee

F5AC also requests the administrative flexibility for the following items to allow for business efficiencies, continued leadership responsiveness to support staff morale and the anticipated agency expansion:

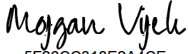
2. Expand the charge of the Executive Committee to include review, discussion and decision making on governance related matters. Historically, the Executive Committee has acted in the capacity of reviewing agency operational issues including finance, human resources and administrative items and policies to support business processes. The additional function of reviewing governance related policies and procedures including but not limited to the governing ordinance and Commission bylaws will allow the Executive Committee to efficiently support necessary updates to agency practices. Any formal action taken by the Executive Committee in this area will be reported back to the Commission. In addition, the Executive Committee may make final recommendations to the Commission to consider.
3. Extend temporary delegation of authority to CEO through June 30, 2022 to adjust F5AC's Employee Handbook and implementation of these policies, including paid time off as deemed necessary, in response to the COVID-19 pandemic.

RECOMMENDATION


That the Commission approve the following administrative recommendations:

1. Extend administrative flexibility for CEO to authorize contracts up to \$250,000 adopting the proposed temporary policies through June 30, 2022; Delegate authority to Executive Committee to approve contracts that exceed \$250,000 as necessary
2. Expand the charge of the Executive Committee to include review, discussion and decision making on governance related matters
3. Extend temporary delegation of authority to CEO to adjust F5AC's Employee Handbook and implementation of these policies, including paid time off as deemed necessary, in response to the COVID-19 pandemic.

Submitted by:

DocuSigned by:

5F26CC318E2A4CE...
Mojgan Vije
Director of Operations & Technology

Reviewed by:

DocuSigned by:

ED639B4561544E4...
Kristin Spanos
Chief Executive Officer



To: First 5 Alameda County Commission

From: Christine Hom, Finance Officer

Date: June 24, 2021

Subject: GASB 54 Fund Balance Commitment

REQUESTED ACTION

To review the commitment of sustainability funds.

BACKGROUND

There is no single number in governmental accounting and financial reporting that attracts more interest and discussion than *fund balance*. Fund balance, also referred to as net assets, is the difference between asset and liabilities in the governmental funds balance sheet.

The Governmental Accounting Standards Board (GASB) adopted Statement No. 54, Fund Balance Reporting and Governmental Fund Type Definitions. This statement requires governments to revise how fund balance is reported in its financial statements. The planned use of net assets is required to be reported in various categories depending on the constraints imposed on the use of resources. The categories in which governments are required to categorize fund balance are (in order of most to least constrained): Nonspendable, Restricted, Committed, Assigned and Unassigned. The more constrained the resources, the less likely they can be redeployed to other uses.

GASB 54

A hierarchy of fund balance classifications has been created by the Governmental Accounting Standards Board (GASB), based primarily on the extent to which governments are bound by constraints on resources reported in the funds. This approach which is referred to as GASB 54 is intended to provide users more consistent and understandable information about a fund's net resources. GASB 54 went into effect in FY 2010-2011, and for the first time F5AC's fund balance was presented accordingly in the financial statements for the fiscal year which ended on June 30, 2011. In summary, the hierarchy of five possible classifications of fund balance is:

Nonspendable Fund Balance

- Amounts that cannot be spent due to form; for example, inventories and prepaid amounts. Also, long-term loan and notes receivables, and property held for resale would be reported here.
- Amounts that must be maintained intact legally or contractually.

Restricted Fund Balance

- Amounts constrained for a specific purpose by external parties, constitutional provision or enabling legislation.

Committed Fund Balance

- Amounts constrained for a specific purpose by a government using its highest level of decision-making authority. It would require action by the same group to remove or change the constraints placed on the resources.
- Action to constrain resources must occur prior to year-end; however, the amount can be determined in the subsequent period.

Assigned Fund Balance

- For amounts constrained for the intent to be used for a specific purpose by a governing board or a body or official that has been delegated authority to assign amounts.

Unassigned Fund Balance

- For any remaining amounts not classified as any of the above.

F5AC's Sustainability Fund or stabilization fund currently meets the definition of "Assigned" as defined in GASB 54. These stabilization funds can be categorized as "Committed" by having formal board action. Therefore, we are asking the Commission to formally "commit" stabilization funds. This can be done with a Commission action stating what the stabilization funds must be used for. At the end of the current fiscal year, it is estimated that F5AC will have approximately \$29 million in fund balance and will be reported in the audited financial statements as previously approved by the Commission in June 2020 to be in compliance the requirements of GASB 54.

PROPOSED ACTION TO DESIGNATE FUND BALANCE

1. To accept Staff's recommendation to designate a portion of fund balance not exceeding \$11 million of net assets as of June 30, 2021, as "non-spendable" to maintain intact funds for Contracts, Grants and Pre-paid Expenses, in accordance with the FY 2021-22 budget that is up for adoption by the Commission on June 24, 2021.
2. To accept Staff's recommendation to "Assign" a portion of ending fund balance not exceeding \$18 million of net assets as of June 30, 2021, for budget stabilization (balancing the budget), in accordance with the Long Range Financial Plan to be adopted by the Commission on June 24, 2021. Funds committed to budget stabilization shall only be used to maintain F5AC services as long as possible during anticipated funding declines in accordance with the Long Range Financial Plan. They can only be committed to other uses by a majority vote of the Commission. These funds are not anticipated to be replenished after they are used for budget stabilization.

FISCAL IMPACT

This action is for classification purposes only. There is no fiscal impact.

Use of Fund Balance	Maximum Amount	GASB 54 Classification
FY 2021-22 budgeted Contracts, Grants and prepaid expenses	\$11 million	Nonspendable Fund Balance
Budget stabilization - Long Range Financial Plan	\$18 million	Assigned Fund Balance

RECOMMENDATION:

That the Commission approve the transfer and commitment of sustainability funds as outlined.

Submitted by:

DocuSigned by:
Christine Hom
5659DF0B756A46A

Christine Hom
Finance Officer

Reviewed by:

DocuSigned by:
Kristin Spanos
ED639B4561544E4

Kristin Spanos
Chief Executive Officer



To: First 5 Alameda County Commission

From: Mojgan Vijeh, Director of Operations & Technology

Date: June 24, 2021

Subject: FY 2021-2022 ACERA 401(h) Account Authorization

ACTION REQUESTED

That the Commission review the resolution to fund the FY 2021-2022 ACERA 401(h) account with the purpose of providing tax free health benefits to retirees.

BACKGROUND

In order for the Alameda County Employees Retirement Association (ACERA) to provide tax-free health benefits to its retirees, it is required that participating agencies such as First 5 Alameda County establish and pay post-retirement benefits through a 401(h) account. In 2007-08, the Commission authorized the establishment of such an account.

The 401(h) account, also called the Advance Reserve Account, is funded by a portion of regular First 5 retirement contributions. First 5 contributions are then supplemented by the Supplemental Retiree Benefits Reserve (SRBR) in the amount of the 401(h) contribution. The effect is a no-cost transaction.

For FY 2021-2022 (and every year), it is required that the participating member agencies of ACERA authorize the required contributions to the account. The required contribution is determined by ACERA's actuary, Segal Consulting. Based on the actuarial analysis, First 5's contribution for FY 2021-2022 is \$61,606.39. The contribution per pay period is \$2,369.48 beginning with pay period 21-14.

FISCAL IMPACT

There is no fiscal impact.

RECOMMENDATION

That the Commission approve the FY 2021-2022 ACERA 401(h) account authorization.

Submitted by:

DocuSigned by:

5F28CC318E2A4CE

Mojgan Vijeh
Director of Operations & Technology

Reviewed by:

DocuSigned by:

ED639B4561544E4

Kristin Spanos
Chief Executive Officer

RESOLUTION

FIRST 5 ALAMEDA COUNTY RESOLUTION APPROVING 401(h) ACCOUNT PURSUANT TO SECTION 31592

WHEREAS, in 1996, the Alameda County Employee's Retirement Association ("ACERA") Board of Retirement informed the Board of Supervisors that by adoption of Resolution No. 96-111, the Board of Retirement had established a health benefits account intended to satisfy the requirements of Internal Revenue Code ("IRC") Section 401(h) and the regulations thereunder (the "401(h) Account") in order to provide non-vested, tax-free health benefits to eligible County and Participating Employer retirees (collectively, the "Retirees"); and

WHEREAS, in 1996, this Board of Supervisors adopted Resolution No. R-96-634, which provided that ACERA could offer such non-taxable benefits if the County designated a portion of its contribution to ACERA for a fiscal year as a contribution to the 401(h) Account, and

WHEREAS, under Section 31592.4 and Article 5.5 of the County Employees Retirement Law of 1937 ("CERL"), assets in the Supplemental Retiree Benefit Reserves (the "SRBR") at the end of a fiscal year of ACERA may, in the immediately succeeding fiscal year, be transferred to the Advance Reserves of the Participating Employers, and treated as a contribution to ACERA by the County and as applicable by other Participating Employers to the extent that in the immediately succeeding fiscal year the County and other Participating Employers make contributions to ACERA's 401(h) Account in order to pay for retiree health benefits; and

WHEREAS, Section 31592.4 and Article 5.5 of the CERL thus permit the Participating Employers to contribute to a 401(h) Account and pay for retiree health benefits for a fiscal year without increasing First 5 Alameda County's total contributions to ACERA for that fiscal year; and

WHEREAS, commencing with the 1996-1997 fiscal year, and for each fiscal year thereafter, the County has directed that a specified portion of its fiscal year contribution to ACERA for that year be contributed to the 401(h) Account; and

WHEREAS, in 2007 First 5 Alameda County authorized ACERA to establish and manage a 401(h) sub-account on its behalf to provide tax free health care for its retirees.

NOW THEREFORE, IT IS RESOLVED AS FOLLOWS:

1. In fiscal year July 1, 2021 – June 30, 2022, First 5 Alameda County shall contribute to ACERA \$61,606.39 to be used only for the paying of retiree medical health benefits. This contribution shall be made on the terms and conditions set forth in the Agreement between First 5 Alameda County and ACERA concerning such contributions, executed on June 28, 2007.
2. This contribution shall be designated, in writing, as being only for First 5 Alameda County's IRC § 401(h) Account, and such designation shall be made at the time of contribution.
3. Such contribution is contingent on the Board of Retirement immediately transferring, in accordance with Government Code §31592.4, an amount equal to such contribution from ACERA's SRBR account to First 5 Alameda County's advance reserve account. Such amount shall be treated as a contribution for pension and therefore shall be applied to reduce the pension contribution otherwise required by First 5 Alameda County for the fiscal year beginning July 1, 2021.
4. No party, including any existing or future First 5 Alameda County employee, retiree, spouse or dependent, shall have any vested rights, contractual rights or other rights in or to any retiree medical benefits or payment or subsidy for any such benefits nor shall any such person or ACERA have any such rights to have First 5 Alameda County contribute towards paying or subsidizing the cost of any retiree medical benefits provided by ACERA under the 401(h) Account or otherwise. First 5 Alameda County may modify or terminate, at any time and without any limitation, its decision to contribute to First 5's 401(h) Account. This modification or termination may occur even if it may affect any employee first hired prior to the date of such modification, any person who retired prior to such date, and/or any person who became a spouse or dependent of an employee or retiree prior to such date.
5. All contributions by First 5 Alameda County to its 401(h) sub-account shall be governed by requirements of the Internal Revenue Code and all administrative and other applicable rules established by ACERA governing such sub-account and ACERA's 401(h) Account.



To: First 5 Alameda County Commission

From: Kristin Spanos, Chief Executive Officer
Mojgan Vijeh, Director of Operations & Technology
Christine Hom, Finance Officer
Maria Canteros, Finance Administrator

Date: June 24, 2021

Subject: FY 2021-22 Budget Proposal – Final Reading

ACTION REQUESTED

To review the following FY 2021-22 Budget Proposal.

BACKGROUND

Each First 5 Commission is required by statute to adopt a Strategic Plan that outlines the use of tobacco tax funds to serve children age 0-5 and their families. The First 5 Alameda County Commission originally approved a four-year Strategic Plan for FY 2017-21 and approved the extension of the Plan for one additional year through FY 2021-22 during the February 2020 meeting. The Commission also approved in principle the second year of a two-year budget (FY 2021-22) at the identical revenue and expense amounts as FY 2020-21 to enable the agency to engage in two-year awards that span FY 2020-22. This budget proposal covers the last year of that period, FY 2021-22.

This presentation is the final reading of the FY 2021-22 budget proposal and incorporates new information related to revenue streams as well as minor changes to expenditures since the first reading. In addition, the list of proposed FY 2021-22 contracts and those that exceed \$250,000 which require Executive Committee authorization will be presented in conjunction with the proposed budget.

As is the practice of First 5 Alameda County, changes that occur during the course of the fiscal year will be formally incorporated into the budget during the Mid-Year Budget Modification in February 2022.

CURRENT BUDGET PROPOSAL

This document provides a fiscal summary of revenue projections and budgeted expenditures as follows:

- First 5 staff salaries and benefits
- Contracts
- Grants & Stipends
- Professional Service Contracts
- Program Operating Costs
- Infrastructure costs

The following Revenue and Expense projections reflect the priorities of the 2017-2022 Strategic Plan that was originally approved by the Commission in December 2016 and extended for an additional year in February 2020.

REVENUE AND AVAILABLE FUNDS FOR FY 2021-22

Combined Revenues and Sustainability Funds for FY 2021-22 are projected to be approximately \$24 million. This figure is consistent with the proposed FY 2021-30 Long Range Financial Plan. \$4.5 million of Sustainability Funds are budgeted to close the gap between revenue and projected expenses (\$2.2 million less than the current year's planned use of Sustainability Funds). Since the beginning of the FY 2017-22 Strategic Plan, the estimated aggregate usage of the Sustainability Fund was \$22 million, however due to increased revenues from tobacco taxes, MAA federal fiscal leveraging reimbursements, investment income and receipt of philanthropic monies, the estimated aggregate usage through FY 2021-22 will be \$9 million.

REVENUE TYPE	2021-22 PROPOSED	RATIONALE/DETAILS
Prop 10 Tobacco Tax		
	\$11,765,441	The tobacco tax revenue projection (Prop 10 and 56) is based on California Department of Finance and First 5 California projections for county commissions. Prop 10 Tobacco taxes are expected to decrease as per First 5 California's projections released in May 2020.
Other First 5 Income		
	\$1,267,218	Funding includes the First 5 California IMPACT 2 grant and IMPACT Incentive Layer to support local QRIS work, and Children's Council of San Francisco (First 5 San Francisco) funding for the IMPACT Local Regional Training and Technical Assistance Hub.
Interagency Income		
	\$2,606,066	Funding includes contract with Alameda County Health Care Services Agency and Social Services Agency (via ACHCSA) to support Fathers Corp work, funding from the Alameda County Office of Education/CA State Block Grant for projected monies for QRIS 8 grant and Inclusive Learning Grant, funding from Alameda County Public Health Department for shared ECChange maintenance and hosting costs, funding from Alameda County Social Services Agency for workforce development activities and Early ID support, funding from the California Department of Education for Quality County California projected monies for QRIS Block Grant 4 grant and new funding from the California Department of Social Services for the Preschool Development Grant.

REVENUE TYPE	2021-22 PROPOSED	RATIONALE/DETAILS
Grants		
	\$1,143,842	Funding from Sunlight Giving for general operating support (including unspent carry over from prior years), additional monies from the Alameda Alliance for Health for the HMG Pediatric Care Pilot, Aurrera Health Group for the ACEs AWARE program and California Wellness Foundation for Fatherhood activities.
Fiscal Leveraging		
Fiscal Leveraging	\$1,850,000	Projected funding for Medi-Cal Administrative Activities (MAA); estimates are based on MAA invoices submitted in FY 2020-21.
Other Income		
	\$668,749	Projected other income includes revenue from investments, Fatherhood Summit donations and sponsorships for the event in 2022 and rental income from the First 5 Association.
Total Revenue (1)	\$19,301,256	Prop 10 Tobacco Tax, Other First 5 Income, Interagency Income, Grants, Fiscal Leveraging and Other Income
Reserves:		
Prop 10 Sustainability Funds (2)	\$3,857,433	Draw down from Proposition 10 Sustainability Fund to balance the budget.
Prop 10 Prior Year Budget Savings (3)	\$678,391	FY2020-21 budget savings to be used for extension of CRF contracts with school districts.
Grand Total	\$23,837,080	Total Revenues and Available Funds = (1) + (2) + (3)

EXPENDITURES FOR FY 2021-22

In the 2017-2022 Strategic Plan planned activities were categorized under eleven major strategies:

PROGRAMS AND INVESTMENTS:

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

CAPACITY BUILDING & SUSTAINABILITY

- Policy, Planning and Evaluation
- Training and Capacity Building
- Communications

- Administration, Information and Technology
- *COVID-19 Community Resilience Fund

The Commission approved the addition of an eleventh strategy “COVID-19 Community Resilience Fund” for FY 2020-21 to enable the agency to respond to community need due to the pandemic.

The following Expense proposal provides the cost for each of the eleven strategies detailed in the Strategic Plan. The program strategy expenditures presented below consist of Salaries and Benefits, Program related Contracts, Grants, Stipends, Professional Services costs and Program Operating costs. Strategies are supported by facilities, infrastructure and data systems. Indirect agency Infrastructure costs are reflected in the Administration, Information and Technology budget. The budget narrative provides detail on each Strategy and is to be read in conjunction with the Strategic Plan.

Consistent with legislative requirements brought about by AB 109, expense costs continue to be separated into three categories: Program, Evaluation and Administration. The expenses in each category are consistent with First 5 California guidelines, and those set forth in the Government Finance Officers Association’s First 5 Financial Management Guide.

Salaries and Benefits

For FY 2021-22, total salaries and benefits are projected to be \$12,010,614. Salaries are budgeted based on actual amounts. Benefits are budgeted at 51% of salaries. Consistent with direction from the Commission, the approved benefit package has remained mostly consistent with Alameda County, including membership in the Alameda County Employee’s Retirement Association (ACERA). The 51% allocation is based on actual cost estimates that are revised periodically as needed.

The **Parent Engagement and Support** strategy budget proposal for 2021-22 is **\$3,048,000** and consists of:

FY 2021-22 PROPOSED AMOUNT	FUNDING SOURCES	PROPOSED ACTIVITIES
\$3,048,000	<ul style="list-style-type: none"> ▪ Tobacco Tax ▪ Medi-Cal ▪ Administrative Activities (MAA) ▪ Alameda County Social Services Agency 	<ul style="list-style-type: none"> ▪ Continue support of ECE workforce pilot program ▪ Continue support of Family Navigation services ▪ Continue support and expansion of Project DULCE activities ▪ Continue support of parent focused services with community partners and evaluation of program services

The **Early Identification** strategy budget proposal for 2021-22 is **\$2,957,057** and consists of:

FY 2021-22 PROPOSED AMOUNT	FUNDING SOURCES	PROPOSED ACTIVITIES
\$2,957,057	<ul style="list-style-type: none"> ▪ Tobacco Tax ▪ Medi-Cal Administrative Activities (MAA) ▪ Alameda County Public Health Department ▪ Alameda County Social Services Agency ▪ Alameda Alliance for Health ▪ Aurrera Health Group 	<ul style="list-style-type: none"> ▪ Continue support to parents and caregivers in accessing resources, and increase parent knowledge of child development through family navigation ▪ Broaden screening efforts in alignment with Help Me Grow Strategic Plan including enhancing screening technology and purchase of ASQ kits ▪ Continue support for HMG Pediatric Care Pilot ▪ Continue programming for ACES Aware grant ▪ Continue to explore local system integration and sustainability with managed care, health care and social services agencies

The **Quality Early Childhood Education (QECE)** strategy budget proposal for 2021-22 is **\$4,169,878** and consists of:

FY 2021-22 PROPOSED AMOUNT	FUNDING SOURCES	PROPOSED ACTIVITIES
\$4,169,878	<ul style="list-style-type: none"> ▪ Tobacco Tax ▪ First 5 California ▪ Children’s Council of San Francisco (Regional IMPACT T/TA Hub) ▪ Alameda County Office of Education ▪ CA Department of Education ▪ CA Department of Social Services ▪ Sunlight Giving 	<ul style="list-style-type: none"> ▪ Continue to provide core infrastructure, coordinator and convener role for the Quality Rating and Improvement System (QRIS) system ▪ Continue the recruitment, training and engagement of ECE providers in to the QRIS ▪ Continue to conduct and communicate assessment and rating with providers ▪ Continue to support trainings, playgroups and provide stipends for Family, Friend and Neighbor providers and Family Child Care sites ▪ Provide coaching, consultation, quality improvement services and training on social emotional development (CSEFEL) ▪ Continue support for sustainable advising and professional development in institutions of higher education

The **Fatherhood** strategy budget proposal for 2021-22 is **\$602,999** and consists of:

FY 2021-22 PROPOSED AMOUNT	FUNDING SOURCES	PROPOSED ACTIVITIES
\$602,999	<ul style="list-style-type: none"> ▪ Tobacco Tax ▪ Alameda County Health Care Services Agency ▪ California Wellness Foundation ▪ Fatherhood Summit Sponsors 	<ul style="list-style-type: none"> ▪ Continue incorporating Father Friendly Principles into additional programs and community initiatives ▪ Continue Fatherhood Partnership Program, host Summit in 2022 and convene learning communities ▪ Continue Father Friendly Principles awareness, adoption, implementation, and capacity building campaign to public systems and CBOs ▪ Continue Fatherhood Media Campaign ▪ Implement Fatherhood Interagency Workgroup

The **Neighborhoods Ready for School** strategy budget proposal for 2021-22 is **\$3,550,000** and consists of:

FY 2021-22 PROPOSED AMOUNT	FUNDING SOURCES	PROPOSED ACTIVITIES
\$3,550,000	<ul style="list-style-type: none"> ▪ Tobacco Tax ▪ Sunlight Giving 	<ul style="list-style-type: none"> ▪ Continued support of school readiness and place-based work with Oakland Unified School District in the Castlemont Corridor ▪ Continue support of Parent Café programming ▪ Continue implementation of “Neighborhood Frameworks” strategy for services and funding investments in areas with the highest need including family navigation and family café consultation and support ▪ Support Oakland Family Resource Center (FRC) Network partners providing basic needs funds to families

The **Innovation** strategy budget proposal for 2021-22 is **\$200,000** and consists of:

FY 2021-22 PROPOSED AMOUNT	FUNDING SOURCES	PROPOSED ACTIVITIES
\$200,000	<ul style="list-style-type: none"> ▪ Tobacco Tax 	<ul style="list-style-type: none"> ▪ Continue to support equity and strategic planning activities including readiness for Measure C implementation

The **Policy, Planning and Evaluation** strategy budget proposal for 2021-22 is **\$2,186,737** and consists of:

FY 2021-22 PROPOSED AMOUNT	FUNDING SOURCES	PROPOSED ACTIVITIES
\$2,186,737	<ul style="list-style-type: none"> ▪ Tobacco Tax 	<ul style="list-style-type: none"> ▪ Continue focus on local policy and systems changes to result in the institutionalization of the work that began at First 5 ▪ Contribute to First 5 Association policy work

		<ul style="list-style-type: none"> ▪ Develop an annual policy platform for local efforts aligned with F5AC programs and priorities around school readiness, child development, family supports, child friendly neighborhoods ▪ Continue development of data dashboard, performance monitoring and analysis for each F5AC program strategy in alignment with results-based accountability ▪ Continue support of Alameda County Early Childhood Policy Committee activities ▪ Continue performing evaluations of identified initiatives (i.e., school readiness, place-based work)
--	--	--

The **Training and Capacity Building** strategy budget proposal for 2021-22 is **\$700,000** and consists of:

FY 2021-22 PROPOSED AMOUNT	FUNDING SOURCES	PROPOSED ACTIVITIES
\$700,000	<ul style="list-style-type: none"> ▪ Tobacco Tax 	<ul style="list-style-type: none"> ▪ Continue to provide training on best, promising practices and peer learning communities for the multi-disciplinary workforce serving families with young children ▪ Develop curriculum and capacity building tools connecting trainings to workforce development, parent engagement and place-based strategies ▪ Support training for staff development program

The **Communications** strategy budget proposal for 2021-22 is **\$604,096** and consists of:

FY 2021-22 PROPOSED AMOUNT	FUNDING SOURCES	PROPOSED ACTIVITIES
\$604,096	<ul style="list-style-type: none"> ▪ Tobacco Tax 	<ul style="list-style-type: none"> ▪ Continue development of dissemination strategy for F5AC reports and information ▪ Continue development of social media strategy ▪ Continue enhancements to agency website ▪ Develop multi-year campaign that connects with policy platform, parent engagement and education on child development ▪ Develop collateral materials regarding impacts of F5 investments to promote sustainability

The **Administration, Information and Technology** strategy budget proposal for 2021-22 is **\$5,139,922** and consists of:

ADMINISTRATION, INFORMATION AND TECHNOLOGY STRATEGY		
FY 2021-22 PROPOSED AMOUNT	FUNDING SOURCES	PROPOSED ACTIVITIES
\$5,139,922	<ul style="list-style-type: none"> ▪ Tobacco Tax ▪ Medi-Cal ▪ Administrative Activities (MAA) ▪ Alameda County Public Health Department ▪ Alameda County Social Services Agency ▪ Investment Revenue ▪ First 5 Association (rent) ▪ Grant Indirect Revenue 	<ul style="list-style-type: none"> ▪ Includes Administration, Technology, Finance, Human Resources, Commission, facilities management and consolidated operating costs to support agency operations ▪ Expand and update data systems to build capacity for cross data systems exchange of information including the enhancement of internal databases, expansion of data system agility and responsiveness, improved performance and productivity, update of electronic data sharing confidentiality and privacy practices ▪ Includes agency wide infrastructure costs of insurance, memberships/dues, professional services, utilities, janitorial and maintenance

The **COVID-19 Community Resilience Fund** strategy budget proposal for 2021-22 is **\$678,391** and consists of:

COVID-19 COMMUNITY RESILIENCE FUND STRATEGY		
FY 2021-22 PROPOSED AMOUNT	FUNDING SOURCES	PROPOSED ACTIVITIES
\$678,391	<ul style="list-style-type: none"> ▪ Tobacco Tax ▪ Sunlight Giving 	<ul style="list-style-type: none"> ▪ Includes second year of funding for several school district awards that were approved to span FY 2021-22 ▪ Continue activities with community partners providing basic needs support to families

Administrative Cap

As part of the agency Financial Policies and consistent with AB 109 and SB 35, First 5 Alameda County has set an administrative cost cap of 15%. Costs are segregated through the year into the Program, Evaluation and Administrative areas according to guidelines and definitions set forth by First 5 California and in the Government Finance Officers Association (GFOA) First 5 Financial Management Guide.

The proposed budgets' costs are:

2021-22 COSTS	
Program	78.8%
Evaluation	7.4%
Administration	13.8%
TOTAL	100.0%

Fiscal Impact

The fiscal impact is \$23,837,080 in budgeted expenses, a major portion of which will be funded by a combination of Prop 10 and other revenue sources amounting to \$19,301,256. The balance is expected to be funded by Proposition 10 Sustainability Funds totaling \$4,535,824 in FY 2021-22.

RECOMMENDATION

That the Commission approve the FY 2021-22 Budget Proposal.

Submitted by:

DocuSigned by:
Christine Hom
5659DF0B756A46A...
Christine Hom
Finance Officer

Reviewed by:

DocuSigned by:
Kristin Spanos
ED639B4561544E4...
Kristin Spanos
Chief Executive Officer

DocuSigned by:
Mojgan Vjeh
5F26CC318E2A4CE...
Mojgan Vjeh
Director of Operations & Technology

DocuSigned by:
Maria Canteros
8493762444274F9...
Maria Canteros
Finance Administrator

**First 5 Alameda County
Proposed Budget - Revenue
July 1, 2021 - June 30, 2022**

Revenues	Adopted Modified Budget FY2020-21	Final Reading Proposed Budget FY2021-22	Change Increase/ (Decrease)	Notes
Proposition 10 Tobacco Tax Revenue	11,266,978	11,765,441	498,463	1
Other First 5 Income			-	
First 5 California (IMPACT 2)	972,567	1,049,218	76,651	2
First 5 California (IMPACT Incentive Layer)	659,000	108,000	(551,000)	3
Children's Council of San Francisco (First 5 San Francisco/Hub)	110,000	110,000	-	4
Total Other First 5 Income	1,741,567	1,267,218	(474,349)	
Interagency Income			-	
Alameda County Health Care Services Agency (Fathers Corp)	128,000	128,000	-	5
Alameda County Office of Education (QRIS 6)	178,283	-	(178,283)	6
Alameda County Office of Education (QRIS 7, QRIS 8 <i>projected</i>)	444,217	444,204	(13)	7
Alameda County Office of Education (IEEEP Inclusive Learning Grant)	96,428	134,626	38,198	8
Alameda County Behavioral Health Care Services Agency (ACECPC)	9,800	-	(9,800)	9
Alameda County Public Health Dept. (shared Technology costs)	108,000	114,000	6,000	10
Federal Pass-through Grants:			-	
Alameda County Public Health Dept. (Healthy Teeth, Healthy Communities)	396,170	-	(396,170)	11
Alameda County Public Health Dept. (Home Visiting/PHOC)	103,772	-	(103,772)	12
Alameda County Public Health Dept. (Linkage Line)	472,038	449,344	(22,694)	13
Alameda County Social Services Agency (Workforce Pilot and HMG support)	717,507	717,507	-	14
Alameda County Social Services Agency (Child Care Grants & Community Supplies)	4,000,000	-	(4,000,000)	15
California Dept. of Education (QCC QRIS Block Grant #2)	566,371	-	(566,371)	16
California Dept. of Education (QCC QRIS Block Grant #3, #4 <i>projected</i>)	570,584	539,625	(30,959)	17
California Dept. of Social Services (Preschool Development Grant)	-	78,700	78,700	18
Total Interagency Income	7,791,170	2,606,006	(5,185,164)	
Grants			-	
Sunlight Giving	355,000	475,852	120,852	19
Center for the Study of Social Policy (Project DULCE)	30,300	-	(30,300)	20
Connecticut Children's Medical Center (HMG COP Advisor)	9,500	-	(9,500)	21
Alameda Alliance for Health	165,000	572,473	407,473	22
Aurrera Health Group	325,470	50,517	(274,953)	23
Packard Foundation	25,000	-	(25,000)	24
Cal Wellness Foundation	-	45,000	45,000	25
Total Grants	910,270	1,143,842	233,572	
			-	
Fiscal Leveraging - MediCal Administrative Activities	1,500,000	1,850,000	350,000	26
Other Income				
Investment Revenue	375,000	450,000	75,000	27
Miscellaneous Revenue - Fatherhood Summit	194,999	179,999	(15,000)	28
Miscellaneous Revenue - Other	112,932	38,750	(74,182)	29
TOTAL REVENUE	23,892,916	19,301,256	(4,591,660)	
RESERVES			-	
Proposition 10 - Sustainability Funds	6,127,009	3,857,433	(2,269,576)	30
Proposition 10 - Prior year budget savings for CRF	618,000	678,391	60,391	31
TOTAL REVENUES & AVAILABLE FUNDS	30,637,925	23,837,080	(6,800,845)	
		-		

**First 5 Alameda County
Proposed Budget - Revenue
July 1, 2021 - June 30, 2022**

	NOTES													
1	Prop 10 and Prop 56 tobacco tax revenue projections per First 5 California's revenue projections released May 2020													
2	First 5 California IMPACT 2020 grant has a 3 year term (July 2020 to June 2023), currently in year 2 of 3													
3	The balance of IMPACT Incentive Layer award received in FY2020-21 will be used for planned activities in FY2021-22													
4	First 5 IMPACT Regional Training and Technical Assistance Hub for Region 4													
5	ACHCSA Fathers Corp award has a 5 year term (July 2017 to June 2022)													
6	ACOE QRIS 6 grant term ends September 30, 2020													
7	ACOE QRIS 7 grant term is July 2020-June 2021; QRIS 8 grant term is July 2021-June 2022													
8	ACOE (IEEEP) Inclusive Learning grant term is July 2020 to Dec 2023													
9	ACBHCS funding for ACECPC-Parent Voices ended Sept 2020													
10	ACPHD projected annual shared technology costs to support ECChange maintenance and hosting													
11	ACPHD Dental Program (Healthy Teeth Healthy Communities) ended Dec 2020													
12	ACPHD Home Visiting/PHOC award to support one FT PHOC position ends June 2021													
13	ACPHD HMG Linkage Line grant award, year 2 of 3 (term is July 2020 to June 2023)													
14	ACSSA grant renewal for Workforce Pilot, Family Navigation & Early ID support (projected award July 2021 to July 2022)													
15	One time funding ended December 2020													
16	CDE QCC Block Grant #2 ended September 2020													
17	CDE QCC Block Grant #3 grant period July 2020 to June 2021; QCC Block Grant #4 grant period is July 2021 to June 2022													
18	New award from CDSS to increase support and capacity for family, friend and neighbor (FFN) care providers, in collaboration with QCC funds. Award period is July 2021-December 2022													
19	Sunlight Giving general support grant (June 2019 - July 2022), currently in year 3 of 3; additional award for COVID relief plus rollover of prior year savings													
20	CSSP funding to support Project DULCE activities ended October 2020													
21	Award to support the HMG National Community of Practice Innovation Advisor(March 2020-May 2021)													
22	Alameda Alliance for Health revised award to increase support of HMG's Pediatric Care Pilot (conduct member engagement activities related to care coordination)													
23	Aurrera Health Group's revised no-cost extension amount of the ACEs Aware grant, through September 2021													
24	One time award to support HMG Pediatric Parent Support (July 2020-June 2021)													
25	One time awards to support Fatherhood activities													
26	FY2021-22 revenue is projected receipt for FY2020-21 invoices													
27	Projected investment income for FY2021-22													
28	Awards to support the 2022 Fatherhood Summit (PG&E, Kaiser, Cal Endowment, CA Wellness, F5CA, ACHCSA, ACSSA, AC Probation, AC Child Support Services)													
29	Rental income from First 5 Association													
30														
31	FY2020-21 budget savings to be used for FY 2020-22 CRF contracts with school districts													

**First 5 Alameda County
Proposed Operating Expenditure Budget By Strategy
July 1, 2021 - June 30, 2022**

	Parent Engagement & Support	Early ID	Quality Early Childhood Education	Fatherhood	Neighborhoods Ready for School	Innovation	Policy, Planning & Evaluation	Training & Capacity Building	Communications	Administration, Information and Technology	COVID-19 Community Resilience Fund	TOTAL PROPOSED BUDGET
PROPOSED FY2021-22 BUDGET - FIRST READING												
	FY 2021-22	FY 2021-22	FY 2021-22	FY 2021-22	FY 2021-22	FY 2021-22	FY 2021-22	FY 2021-22	FY 2021-22	FY 2021-22	FY 2021-22	FY 2021-22
Personnel Costs												
Salaries & Benefits	1,060,004	2,253,687	2,024,036	227,394	528,070	0	1,918,937	379,153	499,096	3,120,237	0	12,010,614
Program Contracts/Grants												
Contracts	1,926,496	578,696	1,497,365	234,000	2,991,930	200,000	247,800	256,847	95,000	760,731	678,391	9,467,256
Grants & Stipends	0	0	544,545	60,000	0	0	0	0	0	0	0	604,545
Professional Services*	0	60,000	15,000	26,605	10,000	0	0	45,000	0	75,000	0	231,605
Total Contracts/Grants	1,926,496	638,696	2,056,910	320,605	3,001,930	200,000	247,800	301,847	95,000	835,731	678,391	10,303,406
Program Operating Costs**	61,500	64,674	88,932	55,000	20,000	0	20,000	19,000	10,000	128,757	0	467,863
Infrastructure Costs	0	0	0	0	0	0	0	0	0	1,055,197	0	1,055,197
Total Direct Program Costs	3,048,000	2,957,057	4,169,878	602,999	3,550,000	200,000	2,186,737	700,000	604,096	5,139,922	678,391	23,837,080

First 5 Alameda County
Proposed Expenditure Budget by Expenditure Category
July 1, 2021 - June 30, 2022

Expenditures	Modified Budget FY 2021-22	1st Reading Proposed Budget FY 2021-22	Final Proposed Budget FY 2021-22	Variance between Budget Readings	Variance from Prior Year	Notes
Personnel Costs	\$10,822,478	\$11,641,866	\$12,010,614	\$368,748	11%	1
Program Contracts/Grants	\$10,890,757	\$9,238,938	\$9,625,015	\$386,077	-12%	2
Program Contracts/Grants - CRF	\$6,348,423	\$549,624	\$678,391	\$128,767	-89%	3
Program Operating Costs	\$1,135,156	\$467,239	\$467,863	\$624	-59%	4
Program Operating Costs - CRF	\$387,809	\$0	\$0	\$0	-100%	5
Infrastructure Costs	\$1,053,302	\$1,105,197	\$1,055,197	(\$50,000)	0%	6
TOTAL EXPENDITURES	\$30,637,925	\$23,002,864	\$23,837,080	\$834,216	-22%	

Notes:

Variance reflect changes in Expenditure Category costs, between the FY 2020-21 Modified Budget and the Proposed FY 2021-22 budget.

1. Personnel Costs

FY2021-22 proposed personnel costs include potential merit increases, COLA for 6 months, increased benefits costs and reflects staffing for organizational growth in key operations within Programs, Communications, Policy Planning & Evaluation and Administration Information & Technology strategies. Includes shifts between personnel, contracts and infrastructure due to new external funding in Early ID and QECE.

2. Program Contracts/Grants

FY2021-22 proposed contracts costs reflect reductions in external funding in QECE (IMPACT Incentive Layer one-time reward, ACOE QRIS 6 and CA Dept of Education QCC Block Grant) and Early ID (Aurrera Health Group). Includes new funding in QECE from CA Dept. of Social Services for Preschool Development, in Early ID from Alameda Alliance for Health for Help Me Grow, the temporary supplement of Prop 10 funds to support QECE through FY2021-22 and shifts between personnel, contracts and infrastructure to align programming activities.

3. Program Contracts/Grants - CRF

The reduction in the Community Resilience Fund (CRF) contract budget reflects prior year's one-time funding to support COVID-19 relief awards supported by Sunlight Giving, ACSSA, and Prop 10 sustainability to support COVID-19 activities. FY2021-22 contracts/grants budget includes extension of 6 school district contracts supported by Prop 10 sustainability funds, and two new awards supported by Sunlight Giving.

4. Program Operating Costs

FY2021-22 program operating costs reflect a reduction of one-time COVID-19 essential supplies budgeted in the Parent Engagement strategy.

5. Program Operating Costs - CRF

FY2021-22 program operating costs reduction reflect the prior year's one-time funding to support COVID-19 activities supported by ACSSA and Prop 10 sustainability funds for essential supplies purchases.

6. Infrastructure Costs

FY2021-22 infrastructure costs reflect minimal increase in cost of service vendors.



To: First 5 Alameda County Commission

From: Kristin Spanos, Chief Executive Officer
Christine Hom, Finance Officer

Date: June 24, 2021

Subject: FY 2021-30 Long Range Financial Plan – Final Reading

ACTION REQUESTED

To review the following FY 2021-30 Long Range Financial Plan.

BACKGROUND

First 5 Alameda County has adopted a Long Range Financial Plan annually since March 2004. Adoption of a Long Range Financial Plan has been a statutory requirement of all First 5 Commissions since 2006-07.

The current LRFP was formally approved by the Commission in June 2020. An update to the LRFP is included with underlying assumptions as well as historical background information. The update reflects the Proposed Budget for FY 2021-2030 and the most recent Prop 10 Tobacco Tax revenue forecast from the California Department of Finance that was received in May 2020. The first public reading of the revised Plan was held on April 22, 2021 with the second and final reading on June 24, 2021.

MINIMUM FUND BALANCE REQUIREMENTS

From time to time, First 5 Alameda County has used Sustainability Funds to augment operating budget needs and to meet revenue shortfalls, to the extent authorized by the Commission. The Sustainability Fund balance as of June 30, 2020 was \$35.6 million. However, this Fund may not be spent down to zero; some funds must be maintained as an operating reserve to cover ongoing cash flow requirements to act as a buffer since there are delays in receiving state tobacco tax revenues or other revenues. The policy is to maintain an amount in the Fund Balance, at a minimum, equal to six months of operating expenses plus an amount to cover fiscal obligations under the Reduction in Workforce Policy.

FISCAL IMPACT

There is no fiscal impact.

RECOMMENDATION

To approve the following FY 2021-30 Long Range Financial Plan.

Submitted by:

DocuSigned by:
Christine Hom
5659DF0B756A46A...
Christine Hom
Finance Officer

Reviewed by:

DocuSigned by:
Kristin Spanos
ED639B4561544E4...
Kristin Spanos
Chief Executive Officer



ASSUMPTIONS FOR THE REVISED LONG RANGE FINANCIAL PLAN

Presented below are the assumptions used to develop the Long Range Financial Plan.

REVENUES

FY 2020-21 figures are from the original and revised budget approved in February 2021. For 2021-22 and subsequent years, the following revenue assumptions were used:

- Tobacco Tax** – The California Department of Finance (DoF) prepared revised projections of First 5 tobacco tax revenues in May 2020 for the period ending 2023-2024. These take into account the effects of the federal tobacco tax, other declines in state tobacco tax revenues due to newer legislation (SBx2-7 Smoking Age Increase to 21 effective June 2016, Proposition 56 \$2 dollar tobacco tax increase effective April 2017) Prop 99 and backfill amounts and other factors. The projections listed below cover the period 2021-2030.

Historically, the DoF projections have been on the conservative side; actual revenues received being equal to or higher than projections with the exception of FY 2018-19. We anticipate receiving updated revenue projections from the DoF and First 5 CA this year and we will continue to forecast revenue conservatively.

<u>Fiscal Year</u>	<u>DoF Projection</u>	<u>Actual Revenue</u>
2010-2011	\$14.0m	\$14.3m
2011-2012	\$13.8m	\$14.5m
2012-2013	\$13.3m	\$13.6m
2013-2014	\$13.2m	\$13.2m
2014-2015	\$13.0m	\$13.3m
2015-2016	\$12.1m	\$13.2m
2016-2017	\$11.6m	\$12.6m
2017-2018	\$10.6m	\$11.3m
2018-2019	\$12.8m	\$12.1m
2019-2020	\$11.5m	\$12.6m
2020-2021	\$11.9m	
2021-2022	\$11.7m	
2022-2023	\$11.1m	
2023-2024	\$10.7m	
2024-2025	\$10.4m	
2025-2026	\$9.8m	
2026-2027	\$9.4m	
2027-2028	\$9.1m	
2028-2029	\$8.8m	
2029-2030	\$8.5m	

Based on the above DoF projection for 2021-2022, the Long Range Financial Plan assumes a 1.6% decrease in tax revenue from the prior year. Moving forward beyond 2021-22, revenues are expected to continue decreasing at rates between approximately 5% and 3% per year through 2030. If actual revenues show a significant change during the year, the projection for the current year will be brought to the Commission at mid-year, along with other budget modification proposals.

▪ **Interagency Income -**

- Funding from First 5 California (IMPACT 2) – to support local QRIS work including rating and quality improvement in child care settings (\$1,049,000)
- Funding from First 5 California (IMPACT Incentive Layer) – to support local QRIS work (\$108,000)
- Funding from AC Health Care Services Agency and AC Social Services Agency to support Fathers Corps work (\$128,000)
- AC Public Health Department funding for ECChange database hosting and maintenance (\$114,000)
- Funding from the projected AC Office of Education Block Grant 8 (\$444,000) to support Quality Rating Improvement Systems work
- Funding from the AC Office of Education to support the inclusive Early Learning Grant (\$135,000)
- AC Public Health Department funding for Help Me Grow (HMG) Linkage Line services (\$449,000)
- Pass through funding from AC Social Services Agency to support early child development activities in the Castlemont neighborhood, workforce development pilot and family navigation services (\$718,000)
- Funding from the projected California Department of Education ECC QRIS Block Grant 4 (\$540,000)
- Funding from CA Department of Social Services to support a new Preschool Development Grant (\$78,700)

- **Fiscal Leveraging** – Since FY 2009-10, fiscal leveraging revenues consist entirely of federal reimbursements under the Medi-Cal Administrative Activities (MAA) program. Gross MAA revenues for the prior fiscal year are usually received 8-12 months in arrears. As a result of the perpetual time study methodology introduced by the granting agency in FY 2013-14 and the inclusion of actual client count for invoicing, revenues are expected to average approximately \$1.8 million. For the purposes of this LRFP, it is assumed that programs eligible for MAA claiming will be reimbursed at this level through the 2021-22 budget year and may thereafter receive a lower reimbursement of \$1.5 million - \$1 million for FY 2022-30 based on the reduction of any MAA generating staff.

▪ **Grants –**

- Funding from the Children’s Council of San Francisco for the IMPACT Local Regional T/TA Hub (\$110,000)
- Funding from the Alameda Alliance for Health for continued support of HMG's Pediatric Care Pilot to conduct member engagement activities related to care coordination (\$572,473)
- Funding from the Aurrera Health Group’s ACEs Aware grant through September 2021 (\$50,517)

- Funding from Sunlight Giving for general operating support (including carryover from prior years) and a new grant for COVID-19 activities (\$475,852)
- Funding from CA Wellness Foundation to support Fatherhood activities (\$45,000)

As and when new grants are awarded, the Long Range Financial Plan will be revised accordingly.

- **Investment Revenue** – The FY 2021-22 proposed budget assume \$450,000 of investment revenue due based on current year projections.
- **Miscellaneous Income** – Consists primarily of rental income from the First 5 Association.

EXPENSES

FY 2021-22 expenditure figures are from the current proposed budget process. For fiscal years 2021-30, total expenses have been reduced to leave a minimum fund balance as recommended below. The plan does not provide for any cost of living allowances or inflationary increases. In prior years these increases have been covered within the range of annual budgetary savings, and this is expected to continue in future years as well.

Use of Sustainability Funds

The budgeted use of Prop 10 Sustainability Funds for FY 2021-22 is comprised of \$4.5 million to close the gap between revenue and projected expenses.

MINIMUM FUND BALANCE REQUIREMENTS

The Sustainability Fund cannot be spent down to zero; some funds must be maintained as an operating reserve to cover ongoing cash flow requirements to act as a buffer if there are delays in receiving state tobacco tax revenues or other revenues. The recommendation is to maintain an amount in the Fund Balance, at a minimum, equal to six months of operating expenses plus an amount to cover fiscal obligations.

HISTORICAL BACKGROUND

The Long Range Financial Plan tool was designed to strategically guide the use of First 5 Alameda County's Sustainability Fund. The Sustainability Fund was established by the First 5 Alameda County Commission as a strategy to ensure a long term commitment to funding services for children age 0-5, even as the tobacco tax revenue declined.

The Sustainability Fund is projected to be approximately \$29 million at the end of the current 2020-21 fiscal year and was accumulated in a number of ways over the past years. First, the Fund developed through the initial reserve that occurred when tax dollars were accumulated but could not be spent until a Strategic Plan was passed (Jan. 1999-Jan. 2000). Thereafter, contributions to the Sustainability Fund were intentionally budgeted over several years (2001-2004). Finally, budgeted funds that remained unspent were directed by the Commission to be added to the Sustainability Fund, rather than be rolled-over to the subsequent year's budget (2001-present). It is important to note however that, Sustainability Funds have been budgeted for program use since 2005-06, which means that expenses have been projected higher than revenues in each of those years, but budget savings in those years made it unnecessary to draw from the Fund. These changes have resulted in draws periodically from the Sustainability Fund only since FY 2009-10.

The following is a summary of the use of sustainability funds as indicated in the Long Range Financial Plan. The plan assumes that Sustainability Funds will continue to be used to maintain a balanced budget, throughout the plan time frame.

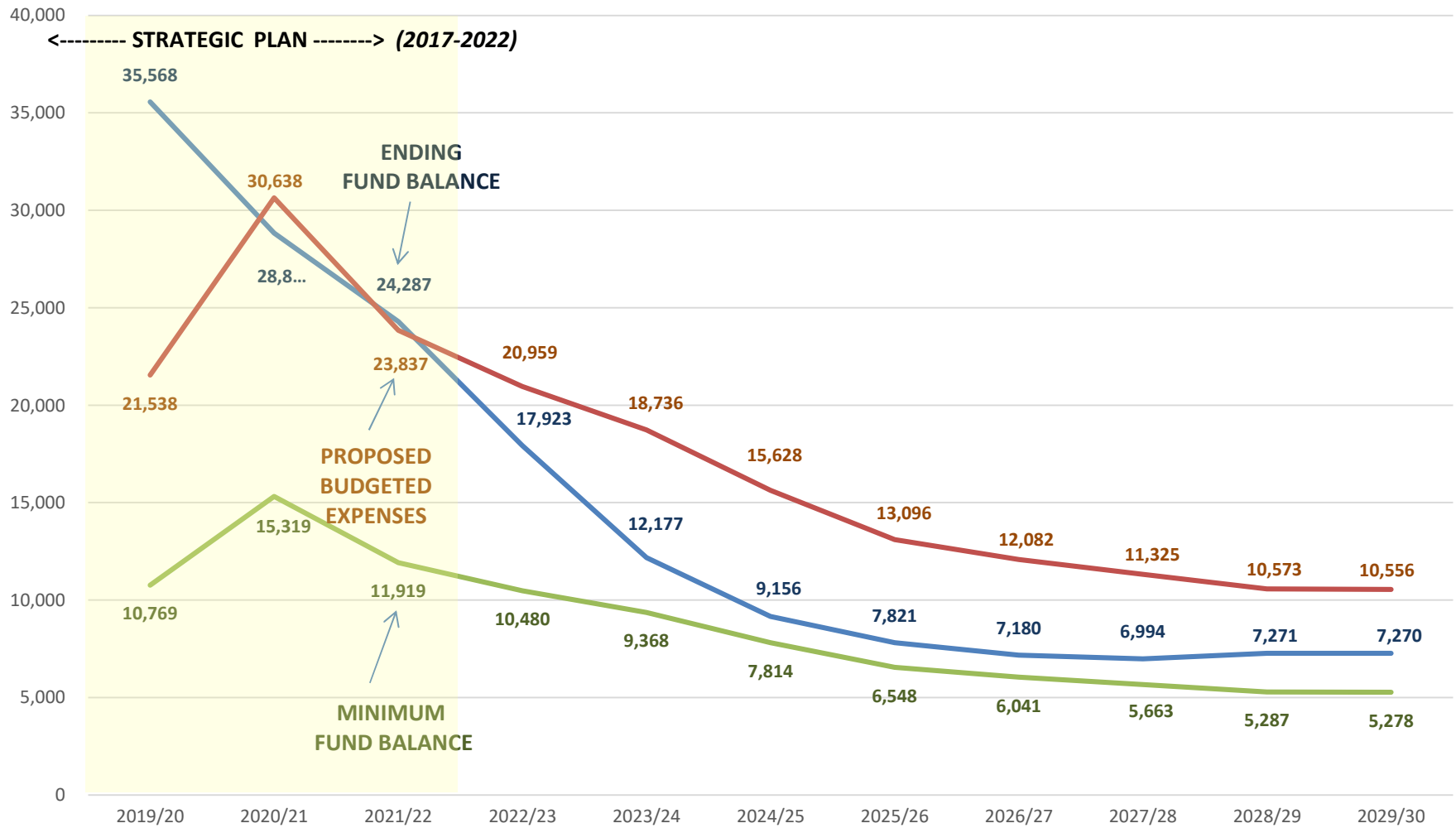
<u>Draw down from Sustainability for Operations (\$millions)</u>		
<u>Fiscal Year</u>	<u>Planned draw down</u>	<u>Actual amount drawn</u>
<u>FY 2009-2013 Strategic Plan</u>		
2009-10	\$6.9m	\$3.3m
2010-11	\$9.3m	\$6.7m ¹
2011-12	\$4.1m	\$0.8m
2012-13	\$9.0m	\$5.3m ²
<u>FY 2013-17 Strategic Plan</u>		
2013-14	\$1.7m	\$0.0
2014-15	\$2.3m	\$1.5m
2015-16	\$2.3m	\$1.2m
2016-17	\$4.9m	\$0.0
<u>FY 2017-22 Strategic Plan</u>		
2017-18	\$3.5m	\$0.0
2018-19	\$2.0m	\$0.0
2019-20	\$3.7m	\$0.0
2020-21	\$6.1m	-
2021-22	\$4.1m	-

¹ Increased outlay on Contracts in order to reduce fund balance in anticipation of AB 99 – which required all First 5s to transfer half their fund balance to the State of CA by the end of 2012. AB 99 was subsequently repealed and the threat passed.

² Purchase of office building at 1115 Atlantic Ave., Alameda in April 2013.

	2017 - 2022 Strategic Plan			2022 - 2027 Strategic Plan TBD					2027-2030 Strategic Plan TBD		
	Actual 2019/20	Modified Budget 2020/21	Proposed Budget 2021/22	2022/23	2023/24	Projections 2024/25	2025/26	2026/27	2027/28	Projections 2028/29	2029/30
<i>Dollars in Thousands</i>											
Beginning Fund Balance	35,727	35,568	28,823	24,287	17,923	12,177	9,156	7,821	7,180	6,994	7,271
REVENUES											
Prop 10 Tobacco Tax	12,672	11,267	11,765	11,161	10,754	10,479	10,165	9,860	9,564	9,277	8,999
Interagency Income - State											
- First 5 California (IMPACT & IMPACT 2)	1,970	973	1,049	975							
- First 5 California (IMPACT Incentive Layer)		659	108								
Interagency Income - County											
- ACBHCS (Parent Voices/ACEPC)	44	10									
- ACHCSA (Fathers Corps)	153	128	128								
- ACHCSA (Fatherhood Summit)	100										
- ACPHD/CA Wellness (Fatherhood Summit)	40										
- ACPHD (Data Systems Hosting and Maintenance)	20	108	114	108							
- ACPHD Home Visiting/PHOC	22	104									
- AC Office of Educ. (QRIS Block Grant 5)	51										
- AC Office of Educ. (QRIS Block Grant 6)	278	178									
- AC Office of Educ. (QRIS Block Grant 7)		444									
- AC Office of Educ. (QRIS Block Grant 8) projected			444								
- AC Office of Educ. (Inclusive Early Learning)	89	96	135	96	48						
Interagency Income - Federal Pass-through											
- ACPHD HMG Linkage Line	429	472	449	480	480	480	480	480	480	480	480
- ACPHD Dental Transformation (HTHC)	507	396									
- ACSSA (Navigation, Workforce Pilot, Comprehensive Child Dev)	700	718	718								
- ACSSA FCC Grants & Supplies		4,000									
- CA Dept. of Education (QCC QRIS Block Grant)	504										
- CA Dept. of Education (QCC QRIS Block Grant #2)	66	566									
- CA Dept. of Education (QCC QRIS Block Grant #3)		571									
- CA Dept. of Education (QCC QRIS Block Grant #4) projected			540								
- CA Dept. of Social Services (Preschool Development Grant)			79								
Other Grants											
- First 5 San Francisco/Children's' Council of SF (T/TA Hub)	109	110	110								
- First 5 Association (Census 2020)	6										
- Alameda Alliance for Health		165	572								
- Aurrera Health Group		325	50								
- Sunlight Giving	200	355	475								
- CA Wellness Foundation (Fatherhood activities)	30		45								
- Packard Foundation	25	25									
- Connecticut Children's Medical Center	6	10									
- University of Chicago/Chapin Hall	3										
- Center for the Study of Social Policy	70	30									
Fiscal Leveraging											
- MediCal Administrative Activities (MAA)	1,570	1,500	1,850	1,500	1,500	1,500	1,000	1,000	1,000	1,000	1,000
Investment Income	1,598	375	450	255	188	128	96	82	75	73	76
Miscellaneous Income	116	308	220	20	20	20	20	20	20	20	0
TOTAL REVENUES	21,378	23,893	19,301	14,595	12,990	12,607	11,761	11,442	11,139	10,850	10,555
TOTAL EXPENSES	21,538	30,638	23,837	20,959	18,736	15,628	13,096	12,082	11,325	10,573	10,556
CASHFLOW											
Total Disbursements	21,538	30,638	23,837	20,959	18,736	15,628	13,096	12,082	11,325	10,573	10,556
(Shortfall)/Surplus Revenue over Expenses (Use of Sustainability Fund)	(159)	(6,745)	(4,536)	(6,364)	(5,746)	(3,021)	(1,335)	(640)	(186)	277	(1)
Prior Revenue Received											
Ending Fund Balance	35,568	28,823	24,287	17,923	12,177	9,156	7,821	7,180	6,994	7,271	7,270
MINIMUM FUND BALANCE REQUIRED (50% OR 6 Months of annual disbursement)	10,769	15,319	11,919	10,480	9,368	7,814	6,548	6,041	5,663	5,287	5,278

LONG RANGE FINANCIAL PLAN FY 2021-2030 BUDGET & FUND BALANCE (\$000s)



**FIRST 5 ALAMEDA COUNTY
Proposed Contracts for FY 2021-22**

Strategy	Contractor Name	Beginning Contract Term	Ending Contract Term	FY 2021-22 Amount	Description
Administration, Information & Technology	EightCloud	7/1/2021	6/30/2022	\$86,000	Funding to provide managed services support for HIGH5.
Administration, Information & Technology	Gallagher Benefit Service, Inc.	5/13/2021	12/31/2021	\$12,250	Funding to provide executive recruitment services.
Administration, Information & Technology	Hatchuel Tabernik & Associates	3/22/2021	6/30/2022	\$30,000	Funding to provide grant writing and fund development assistance to help ensure the sustainability of F5AC programs.
Administration, Information & Technology	Hickman Strategies, LLC	3/1/2021	12/31/2021	\$87,375	Funding to support First 5 Alameda County's strategic plan development.
Administration, Information & Technology	Jayne Williams	7/1/2021	6/30/2022	\$35,000	Funding to provide grant writing and fund development assistance to help ensure the sustainability of F5AC programs.
Administration, Information & Technology	Nleader	7/1/2020	6/30/2022	\$15,000	Funding to provide fiscal leveraging consultation on an as-needed basis.
Administration, Information & Technology	NP Solutions, Inc.	11/1/2021	6/30/2022	\$6,000	Funding to provide Abila MIP Fund Accounting software consulting services on an as-needed basis.
Administration, Information & Technology	Olson Remcho, LLC	7/1/2020	6/30/2022	\$30,000	Funding to provide legal services and consultation on an as-needed basis.
Administration, Information & Technology	RedCar IT Solutions, LLC	7/1/2021	6/30/2022	\$168,000	Funding to provide maintenance and operations support activities for the F5AC Application Suite (ECChange, ECC Online and Pathways).
Administration, Information & Technology	RS Associates	7/1/2021	6/30/2022	\$30,000	Funding to conduct an annual audit of the financial statement and single audit of applicable Federal expenditures of F5AC.
Administration, Information & Technology	TECHsperience	7/1/2021	6/30/2022	\$80,000	Funding to provide technology infrastructure support, server maintenance and back up.
Administration, Information & Technology	Wiley Price Radulovich	7/1/2021	6/30/2022	\$25,000	Funding to provide human resource legal services and consultation on an as-needed basis.
Communications	Andi Botto Graphic Design	7/1/2021	6/30/2022	\$10,000	Funding to design print and digital materials that support communications activities.
Communications	Crux Design	7/1/2021	6/30/2022	\$30,000	Funding to assist in the development, design, and maintenance of the AlamedaKids.org website and the maintenance of the First5Alameda.org website.
Communications	Full Court Press	7/1/2021	6/30/2022	\$65,000	Funding to develop communications strategies and materials to amplify the work of F5AC.
Community Resilience Fund	Alameda County Community Food Bank	7/1/2021	6/30/2022	\$32,000	Funding to support the Cherryland Elementary School Food Program via the Alameda County Food Bank as part of F5AC's COVID-19 relief efforts.
Community Resilience Fund	Eden United Church of Christ	8/1/2020	6/30/2022	\$38,000	Funding to purchase and distribute essential supplies as part of F5AC's COVID-19 relief efforts.
Early Identification	County of Alameda, Public Health Department	7/1/2021	6/30/2022	\$95,000	Funding to provide training, technical assistance and consultation support to Child Health and Disability Prevention (CHDP) and other pediatric practices serving families with the most need in Alameda County on early identification through standardized screening and referral pathways for children birth-5 years of age with health and developmental needs.
Early Identification	Family Resource Navigators	7/1/2021	6/30/2022	\$482,000	Funding to provide Help Me Grow Family Navigation services and support coordination and administration of Help Me Grow family leadership activities.
Early Identification	Renee Wachtel	7/1/2021	6/30/2022	\$1,500	Funding to deliver ACEs Aware training and consultation. The program will give Medi-Cal providers training, clinical protocols, and payment for screening children and adults for adverse childhood experiences ("ACEs").
Fatherhood	Arnold Chandler	7/1/2021	6/30/2022	\$35,000	Funding to plan and initiate the Fathers Corps 10-Year evaluation and report.
Fatherhood	LaNiece Jones	7/1/2021	6/30/2022	\$35,000	Funding to plan, coordinate, and execute activities related to hosting, promoting, and securing sponsorship for Dad-scussion sessions and the 2022 Fatherhood Summit for Alameda County fathers.

**FIRST 5 ALAMEDA COUNTY
Proposed Contracts for FY 2021-22**

Strategy	Contractor Name	Beginning Contract Term	Ending Contract Term	FY 2021-22 Amount	Description
Fatherhood	Malcolm Wallace	7/1/2021	6/30/2022	\$12,000	Funding to maintain and administer the Fathers Corps' Diversity of Fatherhood Photo Bank, and to photograph fathers and their families at Fathers Corps photoshoots and events.
Fatherhood	Oakland Marriott	7/1/2021	6/30/2022	\$130,000	Funding to provide conference space, catering, and audio visual support to the 2022 Fatherhood Summit.
Fatherhood	The Olive Street Agency	7/1/2021	6/30/2022	\$25,000	Funding to produce high definition videos highlighting the Fathers Corps' programs and the 2022 Fatherhood Summit.
Innovation	All-In Strategies	7/1/2021	12/31/2021	\$30,000	Funding to provide change management, structure support and training to F5AC leadership.
Innovation	Focali Consulting, LLC	7/1/2021	6/30/2022	\$80,000	Funding to provide support to F5AC in its efforts to develop and launch a partnership with the Medi-Cal managed care plans in Alameda County to expand pediatric care coordination by leveraging Help Me Grow program infrastructure and FINDconnect.
Innovation	VIVA Social Impact Partners	4/1/2021	12/31/2021	\$60,000	Funding to provide support to prepare for the implementation planning of Measure C funding.
Neighborhoods Ready for School	DDG Training & Consultant	7/1/2021	6/30/2022	\$45,000	Funding to provide training, facilitation, coaching, workshop development, evaluation, and consultation for the Fatherhood Partnership, Alameda County Fathers Corps, and Training @ First 5.
Neighborhoods Ready for School	Help A Mother Out	7/1/2021	6/30/2022	\$50,000	Funding to support the evaluation of Help A Mother Out's Diaper Bank program.
Neighborhoods Ready for School	International Contact	7/1/2020	6/30/2022	\$50,000	Funding to provide language assistance services to F5AC programs and selected providers.
Neighborhoods Ready for School	Interpreters Unlimited	7/1/2020	6/30/2022	\$55,000	Funding to provide language assistance services to F5AC programs and selected providers.
Neighborhoods Ready for School	Lincoln	7/1/2021	6/30/2022	\$423,000	Funding to build infrastructure in neighborhoods in order to provide places for families to learn, plan, and achieve their goals; increase neighborhood-level coordination to provide a comprehensive menu of resources to support family protective factors, build community, and increase children's school readiness; and increase family leadership and civic engagement opportunities.
Neighborhoods Ready for School	Lotus Bloom Resource Center	6/1/2021	6/30/2022	\$50,000	Funding to distribute basic needs funds to families with children 0-5 in Alameda County through the Oakland Family Resource Center Network.
Neighborhoods Ready for School	Lotus Bloom Resource Center	7/1/2021	6/30/2022	\$474,016	Funding to coordinate and implement programs and services at the Castlemont Community Room to Bloom Family Resource Center, facilitate the Oakland Family Resource Center Network, and conduct neighborhood outreach and family engagement activities.
Neighborhoods Ready for School	Lotus Bloom Resource Center	7/1/2021	6/30/2022	\$293,000	Funding to build infrastructure in the San Antonio neighborhood in order to provide places for families to learn, plan, and achieve their goals; increase neighborhood-level coordination to provide a comprehensive menu of resources to support family protective factors, build community, and increase children's school readiness; and increase family leadership and civic engagement opportunities.

**FIRST 5 ALAMEDA COUNTY
Proposed Contracts for FY 2021-22**

Strategy	Contractor Name	Beginning Contract Term	Ending Contract Term	FY 2021-22 Amount	Description
Neighborhoods Ready for School	New Haven Unified School District	7/1/2021	6/30/2022	\$423,000	Funding to build infrastructure in neighborhoods in order to provide places for families to learn, plan, and achieve their goals; increase neighborhood-level coordination to provide a comprehensive menu of resources to support family protective factors, build community, and increase children’s school readiness; and increase family leadership and civic engagement opportunities.
Neighborhoods Ready for School	Oakland Unified School District	7/1/2021	6/30/2022	\$227,000	Funding to support year round school readiness and transition programming, Summer Pre-K (SPK) programs and provide Early Childhood Education and K-12 teachers with professional development and orientation to the SPK model.
Neighborhoods Ready for School	Roots Community Health Center	7/1/2021	6/30/2022	\$423,000	Funding to build infrastructure in neighborhoods to provide places for families to learn, plan, and achieve their goals; increase neighborhood-level coordination to provide a comprehensive menu of resources to support family protective factors, build community, and increase children’s school readiness; and increase family leadership and civic engagement opportunities.
Neighborhoods Ready for School	Trybe, Inc.	7/1/2021	6/30/2022	\$130,000	Funding to build infrastructure in the San Antonio neighborhood in order to provide places for families to learn, plan, and achieve their goals; increase neighborhood-level coordination to provide a comprehensive menu of resources to support family protective factors, build community, and increase children’s school readiness; and increase family leadership and civic engagement opportunities.
Neighborhoods Ready for School	Youth Uprising	7/1/2021	6/30/2022	\$88,000	Funding to provide culture keeping (e.g. security), janitorial services, and facilities management to support the Room to Bloom Family Resource Center on the Youth Uprising Campus and daily early childhood programming taking place in their facility.
Parent Engagement & Parent Support	Alameda Health System (Highland Hospital)	7/1/2021	6/30/2022	\$150,000	Funding to continue implementation of the Project DULCE model at Highland Hospital Pediatric Department including the support and guidance of an assigned pediatric physician who will serve as the program’s Clinic Champion.
Parent Engagement & Parent Support	Alba Hernandez	7/1/2021	6/30/2022	\$10,000	Funding to provide Spanish language assistance services including interpretation and translation support to F5AC programs/strategies and selected providers.
Parent Engagement & Parent Support	BANANAS, Inc	7/1/2021	6/30/2022	\$100,000	Funding to implement the CARE Homeless Navigation pilot program.
Parent Engagement & Parent Support	East Bay Community Law Center	7/1/2021	6/30/2022	\$150,000	Funding to provide legal consultation and support to Highland Hospital Pediatric Department’s DULCE Program Family Specialist and selected families.
Parent Engagement & Parent Support	Sol Barreto	7/1/2021	6/30/2022	\$10,000	Funding to provide language assistance services to F5AC programs and selected providers.
Parent Engagement & Parent Support	Teresa Matias	7/1/2021	6/30/2022	\$11,000	Funding to provide Mam language assistance services to F5AC programs and selected providers.
Parent Engagement & Parent Support	YMCA of the East Bay	7/1/2021	6/30/2022	\$538,000	Funding to train CalWORKS participants to become qualified and employed as early childhood professionals.
Parent Engagement & Parent Support	Youth Uprising	7/1/2021	6/30/2022	\$85,000	Funding to provide case management for Castlemont Community families (East Oakland), focused specifically on assisting families with applying and/or accessing Alameda County Social Services Administration via Entitlement Services, and assistance for other programs and services.
Policy, Planning & Evaluation	Applied Survey Research	7/1/2021	6/30/2022	\$85,000	Funding to conduct kindergarten readiness research tying family and teacher experience in COVID to prior studies.

**FIRST 5 ALAMEDA COUNTY
Proposed Contracts for FY 2021-22**

Strategy	Contractor Name	Beginning Contract Term	Ending Contract Term	FY 2021-22 Amount	Description
Policy, Planning & Evaluation	Community Centered Evaluation and Research	11/1/2019	6/30/2022	\$80,000	Funding to conduct a cross-site evaluation of the NRFS strategy that will evaluate F5AC's investment, both financial and capacity building, in terms of neighborhood and family impact, sustainability, and policy and system changes.
Policy, Planning & Evaluation	Community Centered Evaluation and Research	7/1/2021	6/30/2022	\$91,750	Funding to support a research advisory group including parents and teachers to inform kindergarten readiness research.
Policy, Planning & Evaluation	Lucile Packard Children's Hospital Stanford	7/1/2021	6/30/2022	\$6,700	Funding to coordinate and facilitate the Special Needs Committee of Alameda County and provide policy consultation as requested.
Policy, Planning & Evaluation	Parent Voices Oakland	7/1/2021	6/30/2022	\$65,000	Funding to plan, coordinate and implement the Alameda County Early Childhood Policy Committee (ACEPC) including the Alameda County Spring Parent Forum, policy subcommittees, parent recruitment, leadership training and engagement activities.
Policy, Planning & Evaluation	University of Oregon	7/1/2021	6/30/2022	\$95,000	Funding to support surveying of parents tied to national research on the impact of COVID and F5AC's kindergarten readiness studies.
Quality Early Care & Education	Alameda Professional Child Care Association	7/1/2021	6/30/2022	\$10,000	Funding to provide opportunities and platforms for connecting with family child care providers and leadership to share critical communication, information and discuss how to meet arising needs in the field.
Quality Early Care & Education	BANANAS, Inc.	7/1/2021	6/30/2022	\$80,000	Funding to provide Quality Counts (QC) Pathways resources and Gee Whiz Curriculum through coordinated remote or in-person training and playgroups to Family, Friend and Neighbor and family child care providers in north Alameda County.
Quality Early Care & Education	BANANAS, Inc.	7/1/2021	6/30/2022	\$260,000	Funding to provide professional development opportunities for the Early Childhood Education workforce in Alameda County and on-site technical assistance and coaching to Quality Rating and Improvement System (QRIS) sites.
Quality Early Care & Education	California School-Age Consortium (CalSAC)	7/1/2021	6/30/2022	\$402,000	Funding to provide non-CSPP Quality Counts grantees with funds for Quality Improvement grants. Funds will be used to make environment improvements, enhance training and staff release time, support technology needs, and support professional development activities.
Quality Early Care & Education	City of Alameda, Alameda Free Library	7/1/2021	6/30/2022	\$7,000	Funding to provide opportunities to support Family, Friend and Neighbor caregivers by leveraging existing programming such as story times, and the circulation/distribution of learning materials.
Quality Early Care & Education	City of Hayward, Hayward Public Library	7/1/2021	6/30/2022	\$4,800	Funding to provide opportunities to support Family, Friend and Neighbor caregivers by leveraging existing programming such as story times, and the circulation/distribution of learning materials.
Quality Early Care & Education	City of San Leandro, San Leandro Public Library	7/1/2021	6/30/2022	\$4,800	Funding to provide opportunities to support Family, Friend and Neighbor caregivers by leveraging existing programming such as story times, and the circulation/distribution of learning materials.
Quality Early Care & Education	Community Child Care Council (4Cs) of Alameda County	7/1/2021	6/30/2022	\$80,000	Funding to provide Quality Counts (QC) Pathways resources and Gee Whiz Curriculum through coordinated remote or in-person training and playgroups to Family, Friend and Neighbor and family child care providers in South Alameda County.
Quality Early Care & Education	Community Child Care Council (4Cs) of Alameda County	7/1/2021	6/30/2022	\$260,000	Funding to provide professional development opportunities for the Early Childhood Education workforce in Alameda County and on-site technical assistance and coaching to Quality Rating and Improvement System (QRIS) sites.

**FIRST 5 ALAMEDA COUNTY
Proposed Contracts for FY 2021-22**

Strategy	Contractor Name	Beginning Contract Term	Ending Contract Term	FY 2021-22 Amount	Description
Quality Early Care & Education	Early Quality Systems, LLC	7/1/2021	6/30/2022	\$121,500	Funding to support the hosting of a secure and fully managed (formerly iPinwheel) database system for Alameda County Quality Counts to manage the local QRIS.
Quality Early Care & Education	Friends of the Oakland Public Library	7/1/2021	6/30/2022	\$13,400	Funding to provide opportunities to support Family, Friend and Neighbor caregivers by leveraging existing programming such as story times, and the circulation/distribution of learning materials.
Quality Early Care & Education	Hively	7/1/2021	6/30/2022	\$80,000	Funding to provide Quality Counts (QC) Pathways resources and Gee Whiz Curriculum through coordinated remote or in-person training and playgroups to Family Friend and Neighbor and family child care providers in Alameda County.
Quality Early Care & Education	Hively	7/1/2021	6/30/2022	\$110,000	Funding to provide professional development opportunities for the Early Childhood Education (ECE) workforce in Alameda County and on-site technical assistance and coaching to Quality Rating and Improvement System (QRIS) sites.
Quality Early Care & Education	Jewish Family & Community Services East Bay	7/1/2021	6/30/2022	\$25,000	Funding to provide Quality Counts (QC) Pathways resources for family child care providers through in-person or remote monthly Social Emotional Foundations in Early Learning support group and individual consultation.
Quality Early Care & Education	Jewish Family & Community Services East Bay	7/1/2021	6/30/2022	\$140,000	Funding to provide CSEFEL training and coaching to identified Quality Counts ECE sites in Alameda County, mentoring to Alameda County CSEFEL authorized trainers and coaches, and overall administration of CSEFEL activities.
Quality Early Care & Education	Lakeshore Learning	7/1/2021	6/30/2022	\$65,000	Funding to provide literacy kits and backpacks for giveaway or rotation to partners serving Family, Friend and Neighbor providers.
Quality Early Care & Education	WestEd	7/1/2021	6/30/2022	\$165,100	Funding to provide valid and reliable CLASS and ERS assessments for CSPP early care and education programs participating in Quality Counts.
Training and Capacity Building	Arnold Chandler	7/1/2021	6/30/2022	\$10,000	Funding to provide training on topics related to the "Life Course Perspective", fatherhood, systemic racism and equity.
Training and Capacity Building	Ayana Labossiere Burks	7/1/2021	6/30/2022	\$11,000	Funding to provide coaching, facilitation and training on topics related to nutrition, self-care, and mental wellness for Parents and Caregivers at Roots Family Resource Center.
Training and Capacity Building	Briana Moore	7/1/2021	6/30/2022	\$10,000	Funding to provide training and consultation on topics related to trauma, secondary trauma, self-care, and building resilience for Early Childhood Providers, Parents, and Caregivers.
Training and Capacity Building	Chantal Dubuisson Mylmaki	7/1/2021	6/30/2022	\$10,000	Funding to provide training and consultation on topics related to parenting/caregiving of young children including but not limited to Positive Discipline, Social Emotional Development, and Cultural Considerations in Parenting Practices.
Training and Capacity Building	Community Financial Resources	7/1/2021	6/30/2022	\$8,000	Funding to provide financial wellness trainings to staff at Roots Community Health Clinic, as well as participants involved in the Roots Resiliency Cohort, consisting of East Oakland families with children ages 0-5.
Training and Capacity Building	DDG Training and Consulting	7/1/2021	6/30/2022	\$30,000	Funding to provide training and consultation on topics related to attachment, relationships, building resilience, social emotional development, race and equity for Early Childhood Providers, Parents, and Caregivers and facilitate Emotional Emancipation Circles.
Training and Capacity Building	Debora Roca	7/1/2021	6/30/2022	\$10,000	Funding to provide training in Spanish and consultation on topics related to parenting/caregiving of young children including but not limited to Positive Discipline, Social Emotional Development, and Cultural Considerations in Parenting Practices.

**FIRST 5 ALAMEDA COUNTY
Proposed Contracts for FY 2021-22**

Strategy	Contractor Name	Beginning Contract Term	Ending Contract Term	FY 2021-22 Amount	Description
Training and Capacity Building	Deidre Goree	7/1/2021	6/30/2022	\$11,000	Funding to provide coaching, facilitation and training on topics related to coaching, trauma, secondary trauma, self-care, and building resilience for Parents and Caregivers.
Training and Capacity Building	Dr. Anita Smith	7/1/2021	6/30/2022	\$15,000	Funding to provide a Holy Names University continuing education course to the parents/caregivers participating in the West Oakland Zone of Excellence's Legacy and Learning Academy on topics including healthy development, intergenerational trauma, career readiness and career pathways.
Training and Capacity Building	Dr. Barbara Stroud	7/1/2021	6/30/2022	\$15,000	Funding to provide training, consultation and materials on topics related to attachment, relationships, building resilience, and social emotional development for Early Childhood Providers, Parents and Caregivers.
Training and Capacity Building	Global Learning Partners	7/1/2021	6/30/2022	\$8,000	Funding to develop a mobile micro-learning system for First 5 trainer Shawn Bryant's "Mind in the Making" Training and Train the Trainer series.
Training and Capacity Building	Housing and Economic Rights Advocates (HERA)	7/1/2021	6/30/2022	\$18,000	Funding to provide trainings for Early Childhood Providers, Parents, and Caregivers on topics related to basic financial wellness, housing discrimination, barriers to credit, estate planning, and debt collection.
Training and Capacity Building	Shawn Bryant	7/1/2021	6/30/2022	\$40,000	Funding to provide training and consultation for Early Childhood providers, parents, and caregivers on topics relating to child development, fatherhood, parenting, culture, trauma, race, equity, racism, gender, and service provisions to families of Alameda County.
Training and Capacity Building	Tandem	7/1/2021	6/30/2022	\$20,000	Funding to provide training to Early Childhood Providers, Parents, Resource Parents, and Caregivers working with young children birth to 5 years of age on topics related to child development, literacy, math, and kindergarten readiness skills.
Training and Capacity Building	Tanya Burrell	7/1/2021	6/30/2022	\$15,000	Funding to provide training for parents/caregivers with young children birth to 5 years old who are in the Roots Community Health Center's service area.

\$8,033,191 Total Proposed Contracts for FY 2021-2022



To: First 5 Alameda County Commission
From: Kristin Spanos, Chief Executive Officer
Date: June 24, 2021
Subject: FY 2017-22 Strategic Plan: Annual Update FY 2021-22 – Second Reading

ACTION REQUESTED

To review the final reading of the FY 2017-22 Strategic Plan: Annual Update FY 2021-22.

BACKGROUND

The FY 2017-22 First 5 Alameda County Strategic Plan must have an annual review by the Commission prior to the release of state funds for FY 2021-22. The Strategic Plan was reviewed and there are no recommended changes. First 5 will be undertaking a new strategic planning process this summer, and we intend to build on the successes and lessons learned from the current plan.

FISCAL IMPACT: The goal, as per the long-range financial plan, is to keep the program funding level relatively constant for the entire five years of the plan.

RECOMMENDATION: That the Commission approve the FY 2017-22 Strategic Plan.

Submitted by:

DocuSigned by:
Lisa Forti
B1E930C40F9E407

Lisa Forti
Director of Policy, Planning and Evaluation

Reviewed by:

DocuSigned by:
Kristin Spanos
ED639B4561544E4

Kristin Spanos
Chief Executive Officer



STRATEGIC PLAN 2017-2022



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.

Staff for contributing countless hours and energy to thoughtful dialogue and decision-making.

F5AC Commissioners for their guidance and support.

Table of Contents

EXECUTIVE SUMMARY	4
THE FUTURE OF FIRST 5 ALAMEDA COUNTY	6
KEY COUNTY DATA	9
SUSTAINABILITY PLAN	13
PLANNING PROCESS	14
RESULTS BASED ACCOUNTABILITY	15
POPULATION ACCOUNTABILITY	16
Children are ready for kindergarten, and can later achieve success in the third grade.	16
Children are free from abuse and neglect.	17
AGENCY ACCOUNTABILITY	18
AGENCY RESULT 1: First 5 programs and investments support and strengthen parents/primary caregivers, families, and neighborhoods to create environments and relationships where children thrive.	18
AGENCY RESULT 2: First 5 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.	18
AGENCY RESULT 3: First 5 programs, investments, and policy advocacy support a system of care that is coordinated, accessible, and responsive, delivered by knowledgeable and caring providers.	19
SUMMARY OF STRATEGIES & RECOMMENDED INVESTMENTS	20
STRATEGY ACCOUNTABILITY: HOW WE WILL ACHIEVE OUR AGENCY RESULTS	22
Programs and Investments	22
Capacity Building & Sustainability	28
FITTING IT ALL TOGETHER	32
NEXT STEPS	33
Using Data to Advance Equity	33
Data Development Agenda	33
ADDENDUM	34
References	34

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 demonstrate better health and development outcomes
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, Planning, and Evaluation
- Training and Capacity Building
- 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:

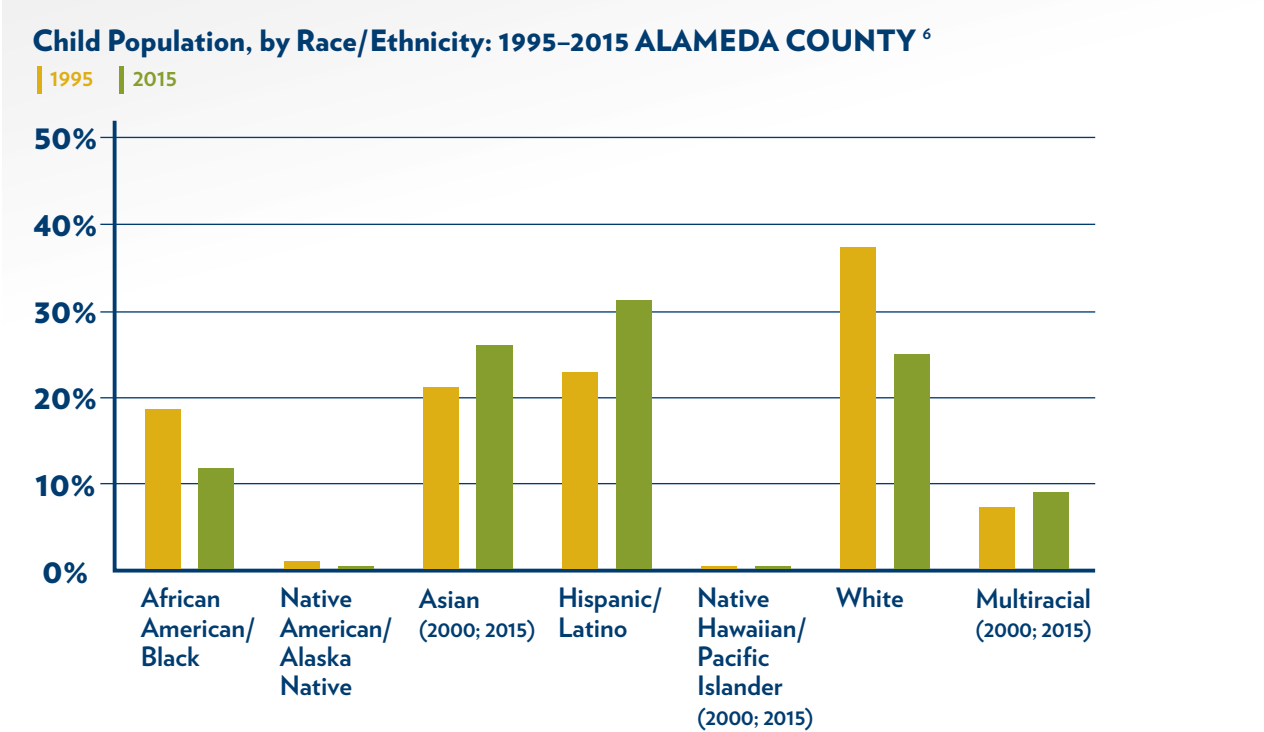
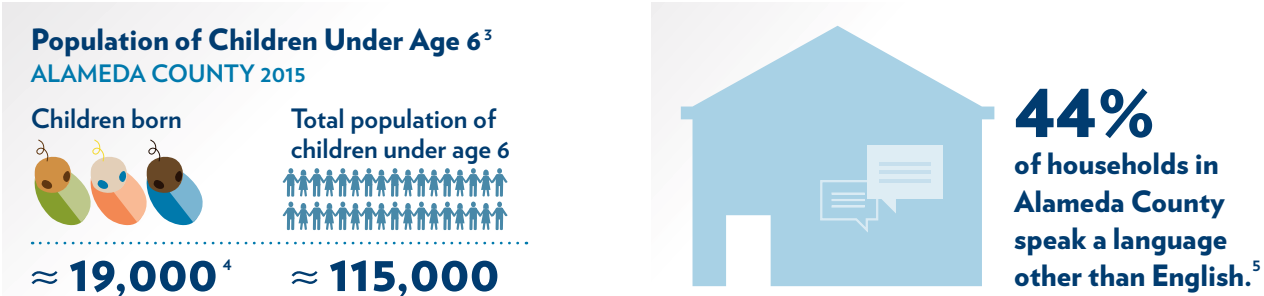
- ① Leading and participating in key initiatives in Alameda County and the state by serving as an intermediary and convener for local funders and stakeholders around early childhood policy, fund development and systems change.
- ② Supporting an integrated early childhood system of care that contributes 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 2017-2022 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



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.

25%
of African American and Latino boys

34%
of Latina girls

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

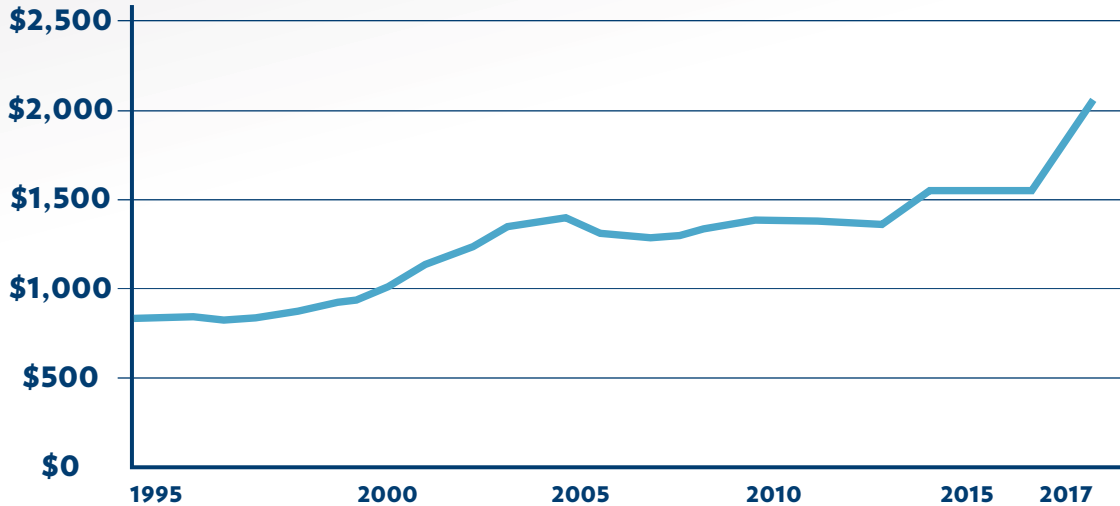


\$24,300¹² 2016 FEDERAL POVERTY LEVEL FOR A FAMILY OF 4

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

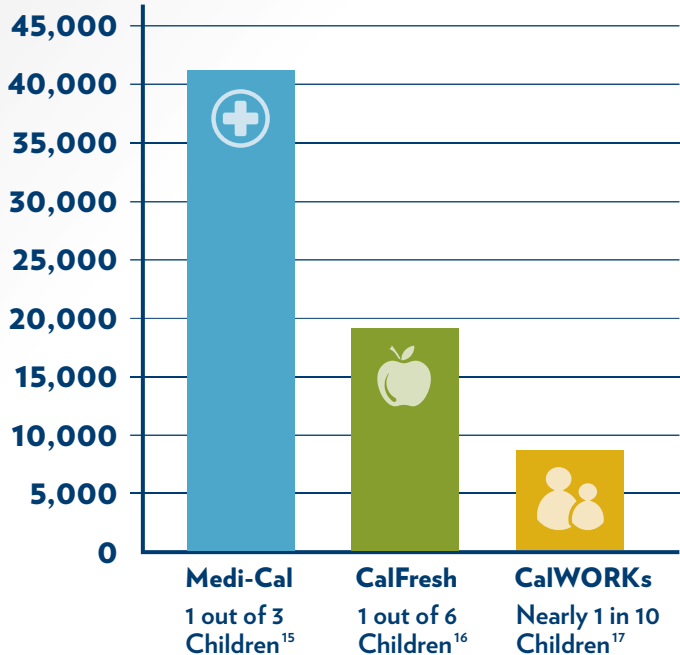
FINANCIAL REALITIES OF FAMILIES CONTINUED

Fair Market Rent for 2-Bedroom in Alameda County¹⁴

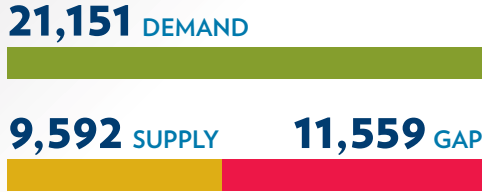


Public Benefits Enrollment

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



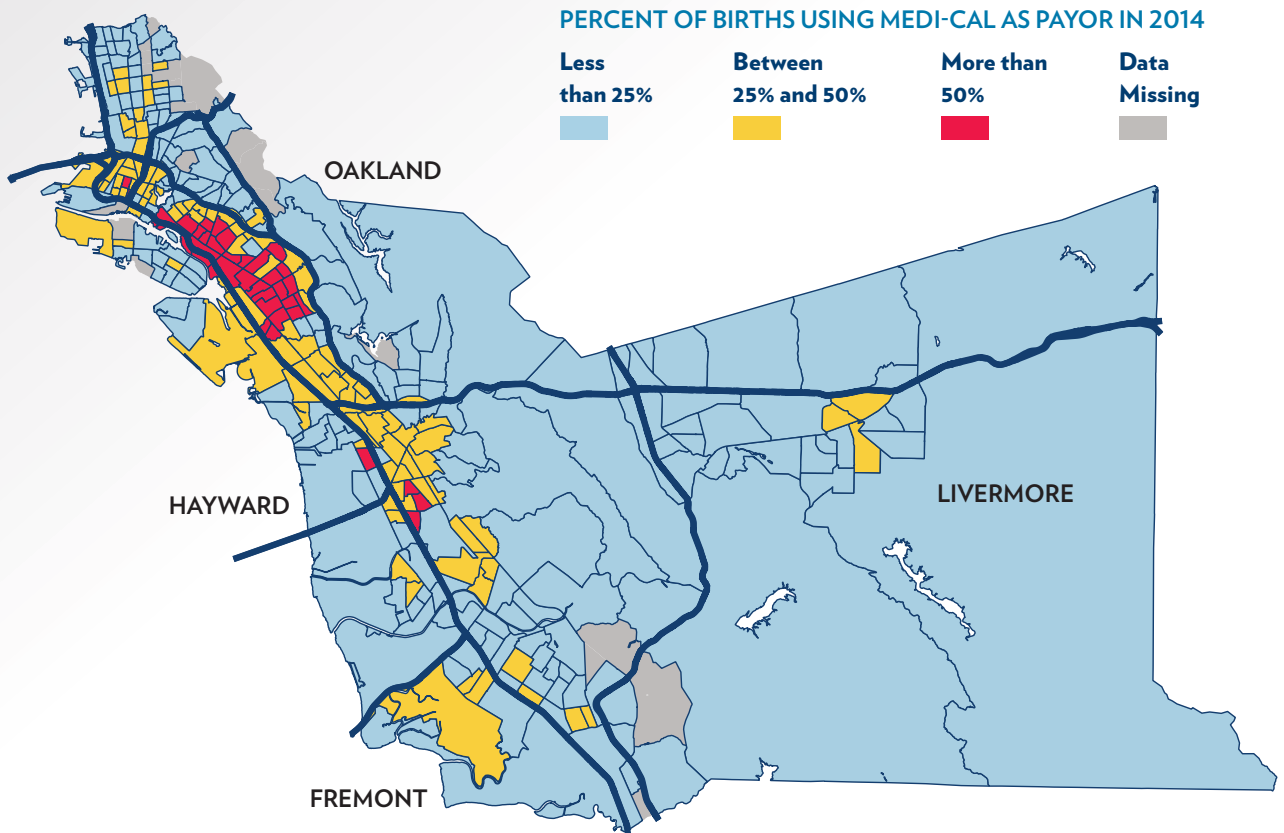
Number of Children 0-4 Eligible for Subsidized Childcare¹⁸



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.

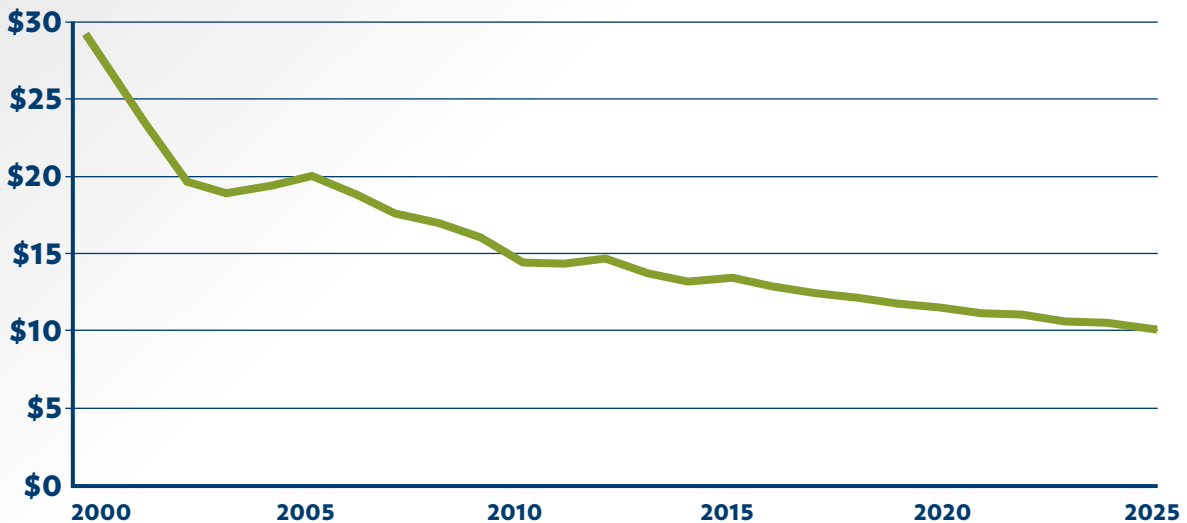
Sustainability Plan

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

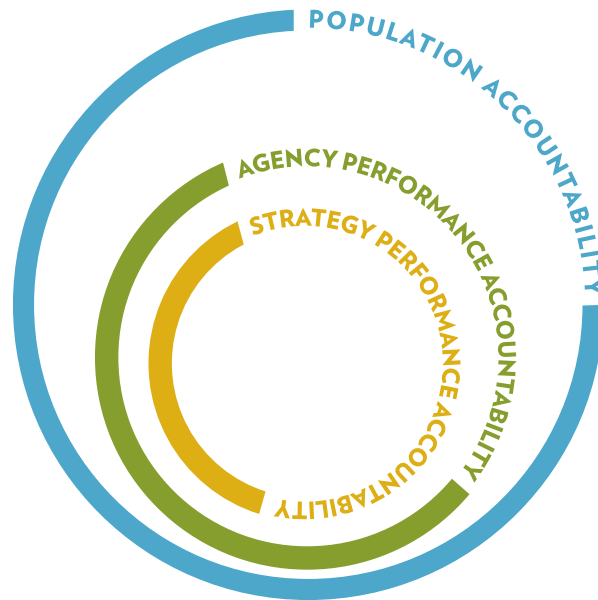
We also leveraged the research and data of public systems partners and elected officials, and incorporated learning from F5AC’s own evaluations and data. A data development and measurement plan will monitor the performance of F5AC investments to ensure accountability and achievement of goals.

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

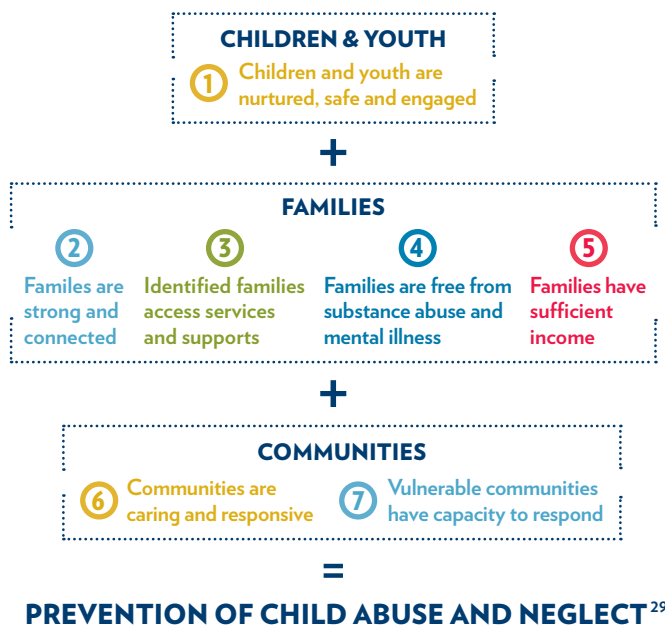
CHILDREN ARE FREE FROM ABUSE AND NEGLECT.

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

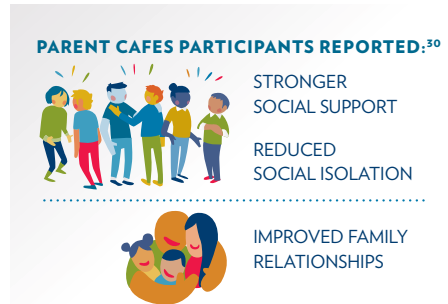
Our Agency-Level Results and Headline Measures articulate First 5 Alameda County’s unique role and responsibility. They serve as our guideposts for what we want to achieve, how we will measure our progress, and continuously improve upon our efforts.

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

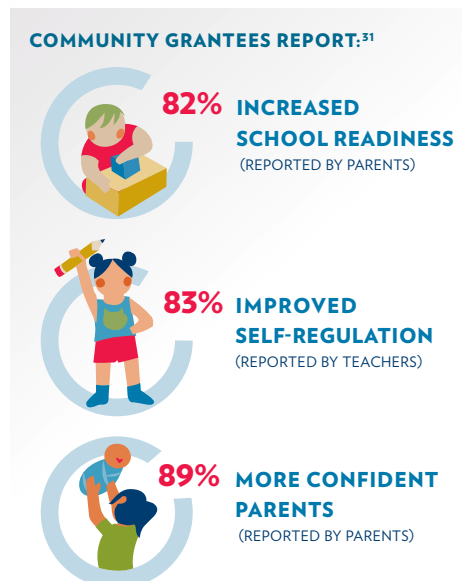
We know that addressing the needs of parents and caretakers improves children’s outcomes; paying particular attention to populations or neighborhoods experiencing long-term disinvestment can have a big impact on the wellbeing of families.



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.

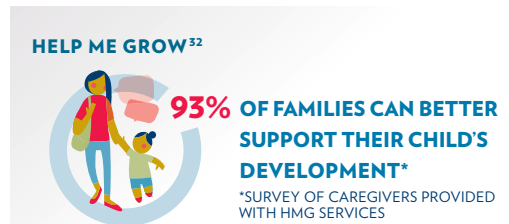
HEADLINE MEASURE 2: % of children touched by F5AC programs and investments ready for kindergarten

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 better health and development outcomes

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 that increase their 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.

TRAINING³³



1,300
CONTINUING EDUCATION
UNITS ISSUED

ALAMEDA COUNTY FATHERS CORPS³⁴



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	2021/22
	\$2,000,000	\$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	2021/22
	\$1,300,000	\$1,300,000	\$1,300,000	\$1,300,000	\$1,300,000

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	2021/22
	\$2,000,000	\$2,000,000	\$1,500,000	\$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	2021/22
	\$250,000	\$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	2021/22
	\$2,500,000	\$2,500,000	\$3,500,000	\$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	2021/22
	\$500,000	\$500,000	\$200,000	\$200,000	\$200,000

CAPACITY BUILDING AND SUSTAINABILITY

POLICY, PLANNING, 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.

Prop 10 Investments	2017/18	2018/19	2019/20	2020/21	2021/22
	\$2,100,000	\$2,100,000	\$2,100,000	\$2,100,000	\$2,100,000

TRAINING AND CAPACITY BUILDING



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	2021/22
	\$700,000	\$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	2021/22
	\$350,000	\$350,000	\$400,000	\$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	2021/22
	\$3,000,000	\$3,000,000	\$3,200,000	\$3,200,000	\$3,200,000

COVID-19 COMMUNITY RESILIENCE FUND



Provide resources in partnership with public agencies, philanthropy, community leaders, and families, in support of a countywide response to COVID-19.

Prop 10 Investments	2019/20	2020/21	2021/22
	\$1,000,000	\$2,000,000*	*Some contracts extended into 2021/22.

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*
- ▶ % of children with concerns touched by F5AC programs and investments who demonstrate better health and development outcomes*

*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 providers sustaining Early ID efforts without funded Technical Assistance

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

- ▶ % of providers with increased ability to support families with their child development concerns*
- ▶ % of families linked to services by Help Me Grow
- ▶ % of families who would recommend Help Me Grow
- ▶ % of providers with increased ability to connect or refer children and families to HMG services
- ▶ % of children with concerns touched by F5AC programs and investments who demonstrate better health and development outcomes*

*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 or ECE environments
- % of children ready for kindergarten*

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

- ▶ % of 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 and community based entities engaged by F5AC who have implemented 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*

*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 or on track 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 providers who report being better able to serve families with children 0-5
- ▶ # of parents/caregivers with leadership and advocacy skills and the opportunities to use them
- ▶ % of parents/caregivers enrolled in at least one support program or service
- ▶ % of parents/caregivers who improve their financial wellbeing
- ▶ % of children with concerns touched by F5AC programs and investments who demonstrate better health and development outcomes*

*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 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, PLANNING, 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 with increased investments in school readiness
- # of agencies that make administrative, policy, and practice changes consistent with First 5’s policy priorities

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

- ▶ # of partners working with F5AC on policy and systems change
- ▶ # of evaluations and data analysis contributing to policy change and informing practice*
- ▶ # of new external dollars invested in F5AC programs, priorities & strategies across systems*
- ▶ % of internal First 5 staff using tools from Results Based Accountability

*indicates Data Development Agenda item





TRAINING & CAPACITY BUILDING

Continue to serve as a “go to” training resource for community partners for topics relevant to supporting families with children ages 0-5. Develop trainings, offer technical assistance, and build capacity around content and process that complements 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*
- ▶ % of staff and partners who rate internal service delivery as high*

*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 audience that took action as a result of communication efforts*

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

- ▶ # of evaluations and data analysis contributing to policy change and informing practice*
- ▶ #/% of website visitors reporting they found the information they needed*
- ▶ % of staff and partners who rate internal service delivery as high*
- ▶ % of target audience that increased knowledge as a result of communication efforts*

*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 touched by F5AC programs and investments who demonstrate better health and development outcomes*

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 providers sustaining Early ID efforts without funded Technical Assistance

QUALITY EARLY CARE AND EDUCATION

% of programs with improved teacher/child interactions or ECE environments
% of children ready for kindergarten

FATHERHOOD

of school boards, city councils, or other public and community based entities engaged by F5AC who have implemented 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 who are ready or on track for kindergarten within a neighborhood*
% of families who have what they need to support their child's growth and well being

INNOVATION

% 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*

POLICY, PLANNING, AND EVALUATION

of public agencies that increased investments in school readiness
of agencies that make administrative, policy, and practice changes consistent with First 5's policy priorities

TRAINING AND CAPACITY BUILDING

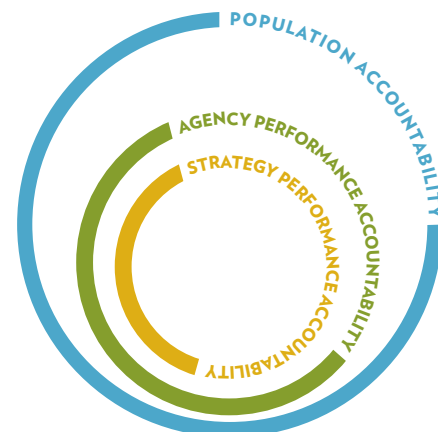
% of participants reporting an increase in skills and knowledge enabling them to deliver best or promising practices
% of participants who implement best or promising practices as a result of training

COMMUNICATIONS

% of target audience that took action as a result of communication 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

References

1. U.S. Census Bureau. (2014). State & County QuickFacts: Alameda County, California. Retrieved from <http://www.census.gov/quickfacts/table/PST045215/06001,4803000,00>
2. ASR. *School Readiness in Alameda County Comprehensive Report: Results of the 2015 Fall Assessment*. 2015.
3. California Department of Finance, Race/Ethnic Population with Age and Sex Detail, 1990-1999, 2000-2010, 2010-2016. Retrieved from <http://www.kidsdata.org/region/127/alamedacounty/summary#6/demographics>
4. Data requested from Alameda County Public Health Department. September 2016.
5. U.S. Census Bureau, 2010-2014 American Community Survey 5-Year Estimates.
6. California Department of Finance, Race/Ethnic Population with Age and Sex Detail, 1990-1999, 2000-2010, 2010-2016. Retrieved from <http://www.kidsdata.org/region/127/alameda-county/summary#6/demographics>
7. ASR. *School Readiness in Alameda County Comprehensive Report: Results of the 2015 Fall Assessment*. 2015.
8. *Ibid.*
9. Webster, D., (2016). CCWIP Reports. Retrieved from University of California at Berkeley California Child Welfare Indicators Project Website: http://cssr.berkeley.edu/ucb_childwelfare
10. U.S. Census Bureau, 2010-2014 American Community Survey 5-Year Estimates.
11. Self-Sufficiency Standard for Alameda County. (2014). Self Sufficiency Standard Tool, Insight Center for Community Economic Development. Retrieved from <http://www.insightccd.org/tools-metrics/self-sufficiency-standard-tool-for-california/>
12. Burwell, S. M. (January 22, 2015). *Annual Update of the HHS Poverty Guidelines*. United States, Department of Health and Human Services, Office of Planning and Evaluation. Retrieved from Federal Registrar Website: <https://www.federalregister.gov/documents/2015/01/22/2015-01120/annual-update-of-the-hhs-poverty-guidelines>
13. California Department of Industrial Relations. (2016). *History of California Minimum Wage*. Retrieved from <http://www.dir.ca.gov/iwc/minimumwagehistory.htm>
14. U.S. Department of Housing and Urban Development. (2016). *Fair Market Rent*. Retrieved from http://www.huduser.gov/portal/datasets/fmr/fmrs/fy2016_code/2016summary.odn
15. Data Requested from Alameda County Social Services Agency: Policy Office. Retrieved August 26, 2016.
16. *Ibid.*
17. *Ibid.*
18. Data requested from Early Care and Education Planning Council, Alameda County General Services Agency. Retrieved on August 23, 2016.

19. California Department of Public Health: Center for Health Statistics. (2014). Birth Statistical Master Files.
20. F5AC strategic plan stakeholder feedback summary. Available at first5alameda.org
21. ASR. *School Readiness in Alameda County Comprehensive Report: Results of the 2015 Fall Assessment*. 2015.
22. *Ibid.*
23. *Ibid.*
24. Webster, D., (2016). *CCWIP Reports*. Retrieved from University of California at Berkeley California Child Welfare Indicators Project Website: http://cssr.berkeley.edu/ucb_childwelfare
25. Center for Youth Wellness. *Adverse Childhood Experiences (ACES)*. Retrieved from <http://www.centerforyouthwellness.org/adverse-childhood-experiences-aces/>
26. Francis, D. *Poverty and Mistreatment of Children go Hand in Hand*. National Bureau of Economic Resources. Retrieved from <http://www.nber.org/digest/jan00/w7343.html>
27. Children's Data Network. (2013). *A Birth Cohort Study of Involvement with Child Protective Services before Age 5*. Retrieved from https://s3.amazonaws.com/dvis-data/cdn/CumulativeRiskReports/CDN_1_AlamedaCounty.pdf
28. Webster, D., (2016). *CCWIP Reports*. Retrieved from University of California at Berkeley California Child Welfare Indicators Project Website: http://cssr.berkeley.edu/ucb_childwelfare
29. Inspired by the Center for the Study of Social Policy. (2007). *The Pathway to the Prevention of Child Abuse and Neglect*. Retrieved from Center for the Study of Social Policy Website: <http://www.cssp.org/publications/pathways-to-outcomes/Prevention-of-Child-Abuse.pdf>
30. Project LAUNCH and First 5 Alameda County. (2013). *Evaluation Results for the Parent Café, 2012-2013 School Year*. Retrieved from http://www.first5alameda.org/files/reports_docs/eval/Parent.Cafe.Year4.Report.final.pdf
31. First 5 Alameda County. (2016). *Annual Report 2014-2015*. Retrieved from http://www.first5alameda.org/files/reports_docs/eval/F5AC_AnnualReport.pdf
32. First 5 Alameda County & ASR. (2015). *Client Perspectives on Help Me Grow Alameda County Support Services*. Retrieved from http://www.first5alameda.org/files/reports_docs/eval/HMG_Family_Survey_Report_2015_v6.pdf
33. Data retrieved internally via ECC online database.
34. Bremond, K. Thompson, G. (2015). *Alameda County Fathers Corps Two Year Overview*. Retrieved from http://www.first5alameda.org/files/Fathers_Corps/Fathers_Corps_2_Year_Overview_Final.pdf



FIRST 5



www.first5alameda.org

 [First5AlamedaCounty](https://www.facebook.com/First5AlamedaCounty)

 [@First5Alameda](https://twitter.com/First5Alameda)



Policy Updates

June 2021

FEDERAL UPDATES

American Rescue Plan

President Biden signed the \$1.9 trillion [American Rescue Plan \(ARP\)](#) into law on March 11th. Provisions include support for the child care field, enhanced unemployment assistance and direct payments, housing and food assistance, and an expanded child tax credit—which is estimated to reduce child poverty by 45%.

On April 2nd, First 5 Alameda sent the County Administrator and County Board of Supervisors [a letter](#) regarding American Rescue Plan funds. First 5 Alameda County is recommending an allocation of \$5 million (or just over 1.5%) of the \$324 million that Alameda County is estimated to receive to ensure that children, families, and caregivers have what they need. As we begin to emerge out of the COVID-19 pandemic and better understand the full scope of impacts on young children and families, funds will be needed to support mental and physical health, developmental supports, child care, basic survival (food, diapers, shelter, utilities), and more.

The American Jobs Plan

On March 31, the Biden administration announced the [American Jobs Plan](#) proposal, which centers on built and human infrastructure. The Biden administration continues to engage Congress and the public in moving this proposal forward. Among other things, the proposal would provide \$25 billion to upgrade child care facilities and increase the supply of child care in areas that need it most. Based on local population, Alameda County might expect to receive over \$100 million in this funding for facilities.

The American Jobs Plan would also provide funding through a Child Care Growth and Innovation Fund for states to build a supply of infant and toddler care in high-need areas, and would call for an expanded tax credit to encourage businesses to build child care facilities at places of work, where employers would receive 50 percent of the first \$1 million of construction costs per facility.

American Families Plan

On Wednesday, April 28, First 5 Alameda released a [statement](#) in response to President Biden's announcement of the [American Families Plan \(AFP\)](#). The Biden administration continues to engage Congress and the public in moving this proposal forward. The plan contains significant investments in economic supports for families and increased funding for early care and education (ECE). See a [detailed summary of the AFP with local impact estimates here](#) to share with the County Administrator and Board of Supervisors for alignment and potential partnership opportunities.



STATE UPDATES

State Budget

On Monday, June 14th, the State Senate and Assembly passed identical budget legislation, AB/SB 128, in advance of the state constitutional deadline to pass a balanced budget by June 15th each year. **A breakdown of that legislation is outlined below.**

Negotiations between legislative leadership and the Governor continue, and this budget is largely seen as a placeholder until final agreements are met. First 5 Alameda anticipates that many details of state funding will be decided through budget trailer bills, and/or junior budget bills. This means that the full budget process will likely take several more weeks and could continue through the summer.

(Items in BLUE directly connected to engagement from First 5 Alameda)

Early Care and Education

- Increases child care access by 200,000 slots in the Alternative Payment, General Child Care, and CBO-based California State Preschool programs, and makes essential worker short-term child care vouchers ongoing. \$801 million in 2021-22, and \$1.284 billion ongoing General Funds, \$403,000,000 federal ARPA funds, \$84.3 million ongoing Proposition 64 funds.
- Funds all child care programs at the 85th percentile of their county 2018 RMR, as the interim Rate Reform single rate.
- Allocates \$3.75 Billion federal American Rescue Plan Act funds to the Department of Social Services for child care expenditures.
- Provides an additional \$300 million in ongoing Proposition 98 General Fund for the State Preschool Program to provide additional full day, full year slots, funded at the 85th percentile of the 2018 RMR.
- Adopts Rate Reform policy for all child care programs, beginning in the 2021-22 Budget Year.
- Provides \$525 million in 2021-22, and \$1.061 billion ongoing General Fund to fund all child care programs at the 85th percentile of the 2018 RMR beginning in January 2022, as the interim Rate Reform target.
- Provides an additional \$234 million in ongoing Proposition 98 General Fund for the State Preschool Program in 2021-22 and \$468 million ongoing. Provides an additional \$145.2 million in non-Proposition 98 General Fund for the non-LEA State Preschool Program in 2021-22 and \$290.5 million ongoing. Funds all CSPP contracts at the 85th percentile of the 2018 RMR, beginning January 2022.
- Funds \$250 million in one-time General Fund to the Early Learning and Care Infrastructure Block Grant, and amends statute to include re-opening costs.
- Provides \$250 million one-time federal ARPA funding to the Early Learning and Care Workforce Development Block grant, and amends statute to expand apprenticeship options.
- Provides \$205 million in one-time ARPA funds for a state-wide intermediary initiative to expand licensed child care capacity in high-need communities, BUILD back child care initiative.
- Ratifies the Child Care Providers United contract, which includes provider stipends, paid non-operative days, pandemic flexibilities, a hold-harmless for child attendance in all early care and learning programs, mental health supports, and provider recruitment.



- Restores \$15.03 million on-going General Fund for the child nutrition program state match and provides a COLA for the program.
- Caps family fees for all child care programs at 7% of income, and increases family eligibility (to the extent allowable under any federal funding) to the State Median Income.
- Eliminates the Alameda County Child Care Pilot sunset date.
- Adopts placeholder trailer bill for amending the Education Code, and Welfare and Institutions Code, to reflect the transfer of all child care programs to DSS authority.

Universal Transitional Kindergarten

- Creates Universal Transitional Kindergarten (UTK) by 2026, with UTK ADA authorized in 2022-23, and required age cohorts increased in increments of two months of age per year from 2022-23 through 2025-26, when all four-year-olds would be eligible. Requires quality standards for TK including full school-day instructional minutes, 1:10 staff to student ratio. Allows California State Preschool Program wrap for after and summer school care for TK/K, and allows for parent choice for entering or retaining children in state preschool programs, child care, or Head Start programs that are age-eligible for TK.
- Provides \$300 million in one-time Proposition 98 for a California Pre-Kindergarten Program Planning and Implementation Grant to support the preparation of preschool, transitional kindergarten, kindergarten teachers, and support professional development in providing instruction in inclusive classrooms, support for English language learners, social-emotional learning, trauma-informed practices, restorative practices, and mitigating implicit biases. Up to \$200 million supports planning grants for the expansion of Pre-Kindergarten and Kindergarten programs, including transition kindergarten, kindergarten, Head Start, and preschool programs.

K-12

- Provides \$500 million one-time General Fund for school districts to construct new facilities or retrofit existing facilities to support CSPP, TK, or full-day kindergarten program expansion.
- Launches the Universal School Meals Program, with an increase in state meal reimbursements by \$54 million in the 2021-22 fiscal year and \$650 million ongoing Proposition 98 funding beginning in 2022-23, to cover the costs of offering a free breakfast and lunch for all students.
- Appropriates \$10,008,000 one-time Proposition 98 General Fund for Oakland Unified School District's operating budget deficit.
- Amends independent study program and school closure statutes to provide schools and families with high-quality alternative options to in-person learning when necessary.

Health

- Approves the Children and Youth Behavioral Health Initiative, including:
 - \$400 million to support the Medi-Cal managed care plan incentive program but adopt placeholder trailer bill language requiring plans to enter into a three-party partnership between the plan, the county mental health plan, and local school districts or county offices of education as a condition of receiving incentive funding.
 - \$300 million to support county behavioral health departments in partnership with local schools to provide behavioral health services for students.



- \$200 million would support a competitive grant program for various local entities and community-based organizations to address mental health disparities and provide linguistically and culturally competent services for populations that lack access or are difficult to reach.
- \$800 million to support addition of dyadic services as a Medi-Cal benefit.
- \$245 million for children and youth focused behavioral health infrastructure
- \$250 million for grants for school mental health partnerships, and \$5 million for administration of the program.
- Approves \$1.8 million General Fund annually, and adopt placeholder trailer bill, to provide continuous coverage of children up to age 5.
- Adopts placeholder trailer bill to allow Vision to Learn to enroll as a Medi-Cal fee-for-service provider to provide vision services to low-income children in schools.
- Approves funding for CalAIM including:
 - Establish an incentive payment program for Medi-Cal managed care (MCMC) plans that meet certain milestones and metrics, including In Lieu of Services (ILOS) and Enhances Care Management (ECM)
 - Authorize funding for the medically tailored meals pilot project and Adopt Modified Placeholder Trailer Bill Language to clarify details of the program expansion.
 - Approves of CalAIM state operations resources of 69.0 permanent positions, limited term resources equivalent to 46.0 positions
- Makes permanent various flexibilities for Medi-Cal providers to utilize telehealth, as provided during the Public Health Emergency, consistent with AB 32 (Aguiar-Curry)
- Funding to cover doula services in the Medi-Cal program, effective January 1, 2022.
- Funding to cover services provided by Community Health Workers in the Medi-Cal program, effective January 1, 2022.
- Funding to extend Medi-Cal eligibility from 60 days to 12 months for most postpartum individuals.
- \$25 million General Fund one-time, to support All Children Thrive, a statewide initiative that supports efforts to mitigate the disparate effects of adverse childhood experiences on children.

Human Services

- Investments in CalWORKs including:
 - Funding for CalWORKs intensive case management services, doubling the state budgeted hours per case per month from five to ten hours. The cost for this is \$75 million in 2021-22, \$150 million in 2022-23, and \$257 million in 2023-24, and on-going.
 - Raise the applicant earned income disregard from \$90 to \$600. The cost for this is \$1 million in 2021-22 for a start date of June 1, 2022, increasing to \$94.8 million in 2022-23, and \$179.2 million in 2023-24 and on-going.
 - Funding of \$30 million General Fund/TANF in 2022-23, and on-going to restore a reduction made in the 2020 Budget for the CalWORKs Home Visiting Program.
 - Approves no-cost placeholder trailer bill language to remove the county penalty associated with a possible federal Work Participation Rate (WPR) penalty.



- Approves the Governor’s May Revision proposal regarding changes to CalWORKs overpayment collections. First, beginning April 2020 through the end of the pandemic or June 30, 2022, whichever is sooner, authorizes a county to reduce the collection of all non-fraudulent related CalWORKs overpayments that are considered administrative errors from 10 percent to 5 percent of a family’s aid payments. Second, reduces the CalWORKs overpayment collection timeframe from five to two years.
- Investments in housing and homelessness Programs including:
 - Approves funding to the CalWORKs Housing Support Program (HSP) with \$95 million General Fund in 2021-22 and \$285 million General Fund in 2022-23, allowing for use of both appropriations until June 30, 2025.
 - Funding to the Housing and Disability Advocacy Program (HDAP) with \$75 million General Fund in 2021-22 and \$225 million General Fund in 2022-23.

Food and Other Basic Needs Assistance including:

- \$110 million General Fund in 2021-22 one-time for food banks.
- \$150 million General Fund in 2021-22 one-time to support capacity and infrastructure needs for food banks statewide.
- [\\$30 million General Fund in 2021-22 one-time for diaper assistance through eight food and diaper banks statewide.](#)
- \$105.2 million one-time General Fund for the Rapid Response Fund to provide support for migrant family arrivals at the Southern California border and additional funding for other emergency responses, including wildfires and drought. Approves placeholder budget bill language requiring a reporting on the use of the funds by March 1, 2022.
- \$25 million one-time General Fund in 2021-22 to fund filing fees for Deferred Action for Childhood Arrivals (DACA) and naturalization.
- [\\$1 billion in one-time assistance provided by the federal government under the American Rescue Plan Act of 2021 to cover low-income utility payment arrearages.](#)