

MEETING MINUTES
EARLY CHILDHOOD COMMUNITY OVERSIGHT AND ADVISORY COMMITTEE**DATE:** January 12, 2023**TIME:** 4:30pm-6:00pm**PLACE:** <https://us06web.zoom.us/j/85629740814?pwd=RnI1M2FHenk5ZFNNeEJ6YXN2Q2pvZz09>**Zoom Public Access Number:** US: +1 669 444 9171 or +1 669 900 6833 or +1 346 248 7799 or +1 719 359 4580 or +1 253 205 0468 or +1 253 215 8782 or +1 689 278 1000 or +1 929 205 6099 or +1 301 715 8592 or +1 305 224 1968 or +1 309 205 3325 or +1 312 626 6799 or +1 360 209 5623 or +1 386 347 5053 or +1 507 473 4847 or +1 564 217 2000 or +1 646 931 3860**Public Comment Email:** sfdec@sfgov.org**1. Call to order**

In Chair Fromer's absence, and without a current appointed Vice Chair attending, EC COAC members elected Meredith Dodson to chair the meeting. Member Dodson called the meeting to order at 4:38pm.

2. Roll call

Present: Meredith Dodson, Pamela Geisler, Patricia Sullivan, Monica Walters, Cindy Lopez-Chastain, Monique Guidry

Absent: Gina Fromer

3. Approval of Resolution Making Findings to Allow Teleconferenced Meetings for Early Childhood Community Oversight and Advisory Committee under California Government Code Section 54953(e) (Action Item)

Having considered the circumstance of the state emergency and local officials continuing to impose or recommend measures to promote social distancing, the motion to approve Resolution Making Finding to allow teleconference Meeting of Early Childhood Community Oversight and Advisory Committee under California Government Code Section 54953 (3) until following 30-days review was made by Member Walters, seconded by Member Geisler, and carried unanimously. *Motion approved unanimously.*

4. General public comment

None given.

5. Welcome and Introductions

Members introduced themselves, their organization, and the seat number and requirements they represent. Director Mezquita read the land acknowledgement statement.

6. Overview of the Newly Enacted Ordinance for the Department of Early Childhood and the Role of the Early Childhood Community Oversight and Advisory Committee.

Director Mezquita presented an overview of the Department of Early Childhood Enacting ordinance including the roles and responsibilities of its two governing bodies - the Early Childhood Community Oversight and Advisory Committee and the Children and Families Commission. She further explained the requirements within the enacting ordinance for collaboration and joint meetings between the two bodies. *See Appendix A; slides 10-13.*

No public comment given.

7. **Discussion: 2023-2027 Strategic Plan and Initiative Development Process**

Director Mezquita presented a summary of the Vision, Mission, Values, Theory of Change, and Strategic Priorities defined in the Department's recently adopted Strategic Plan. She detailed how current and ongoing initiative and budget planning ties into the Strategic Plan's strategies and goals. *See Appendix A; slides 17-24.*

Member Discussion:

- Implementation approaches should be collective and individual logic models defined for each initiative.

No public comment given.

8. **Discussion: Building the 2023-2024 and 2024-2025 DEC Spending Plan**

Director Mezquita presented on spending highlights over the last year which include establishing the Department of Early Childhood, programming over \$252 million Baby Prop C dollars, raising the eligibility threshold for early care and education financial assistance, eliminating the Preschool waitlist, and supporting a living wage for over 2,500 early educators. She explained that going forward, DEC plans to integrate the building blocks of Baby Prop C legislation - access, capacity, and workforce compensation – with our strategic priorities to move towards the goal of universal early care and education while maintaining targeted, equity-centered implementation approaches. Finally, she described the upcoming public budgeting process and timeline including upcoming joint meeting with the Children and Families Commission. *See Appendix A; slides 25-45.*

Member Discussion:

- Over the next five years, the roll-out of TK at SFUSD will impact capacity needs and market trends.
- As we think about capacity in conjunction with expanded income eligibility, we should account for the fact that many eligible families may choose not to participate in the City-funded system.
- Data show that expanding infant/toddler capacity needs to be the primary focus of budgeting in the coming cycle.
 - Warrants further exploration into home visiting options as DEC ramps up licensed capacity.
 - Family child care sector is highly experienced in infant/toddler care and a great place to think about capacity expansion especially now that teachers are being compensated fairly, making infant/toddler care financially sustainable in FCCs.
 - Capacity expansion should include expansion of dual-language classrooms, especially for Spanish, which is currently underrepresented in the ELS network.
- Projections of additional educators needed to reach our infant/toddler access and capacity goals are huge. This will need to be a top priority for the Department in the coming years.
- Children with special need to be considered in the budget planning. This includes leveraging cross-departmental supports and working with Golden Gate Regional Center to acquire data.

Public Comment

- Appreciate that DEC is finally paying early educators a living wage, especially so they are no longer financially penalized for serving infants and toddlers.
- As DEC builds capacity, there is a need to think about how we can support the learning and development of children right now, we can't leave children behind while we are building facilities.

9. **CPAC Report**

None given.

10. **Director's Report**

Director Mezquita shared two positions that the Department is currently recruiting for: 1) The Workforce Initiatives Manager 2) Quality Early Learning Programs Manager. *See Appendix A; slides 46-48.*

11. **Adjourn**

Meeting adjourned at 5:57pm.

APPENDICES:

Appendix A: 1.12.2023 EC COAC Presentation Slides

Know Your Rights

PUBLIC RECORDS REQUESTS

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

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

SUNSHINE ORDINANCE

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

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Office); 415-554-7854 (Fax)
E-mail: SOTF@sfgov.org

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

LANGUAGE ACCESS

Per the Language Access Ordinance (Chapter 91 of the San Francisco Administrative Code), Chinese, Spanish, and/or Filipino (Tagalog) interpreters will be available upon requests. Meeting Minutes may be translated, if requested, after they have been adopted by the Commission. Assistance in additional languages may be honored whenever possible. To request assistance with these services please contact the Commission Secretary Maya Castleman at maya.castleman@sfgov.org or (628) 652-3040, at least 48 hours in advance of the hearing. Late requests will be honored if possible.

DISABILITY ACCESS

Children and Families Commission hearings and Early Childhood Community Oversight and Advisory Committee hearings are held at 1650 Mission Street, 3rd floor, San Francisco. The building and meeting room are wheelchair accessible. Remote public participation is available upon request for individuals who cannot attend in person due to disability. Making a request to participate remotely no later than one (1) hour prior to the start of the meeting helps ensure availability of the meeting link. Sign Language Interpretation is also available upon request. Captions can be enabled if participating remotely. If requesting remote Sign Language Interpretation, please submit an accommodation request a minimum of four (4) business hours prior to the start of the meeting. Allowing a minimum of 48 business hours for all other accommodation requests (for example, for other auxiliary aids and services) helps ensure availability. To request accommodation, please contact Maya Castleman at maya.castleman@sfgov.org or (628) 652-3040.

LOBBYIST ORDINANCE

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



Department of Early Childhood

Early Childhood Community
Oversight and Advisory
Committee

January 12, 2023

1. CALL TO ORDER

2. ROLL CALL

3. Resolution Making Findings to Allow Teleconferenced Meetings

Approval of Resolution Making Findings to Allow Teleconferenced Meetings for the San Francisco Early Childhood Community Oversight and Advisory Committee under California Government Code Section 54953(e) until the next 30-day review, having considered the circumstances of the state of emergency and that local officials continue to impose or recommend measures to promote social distancing.

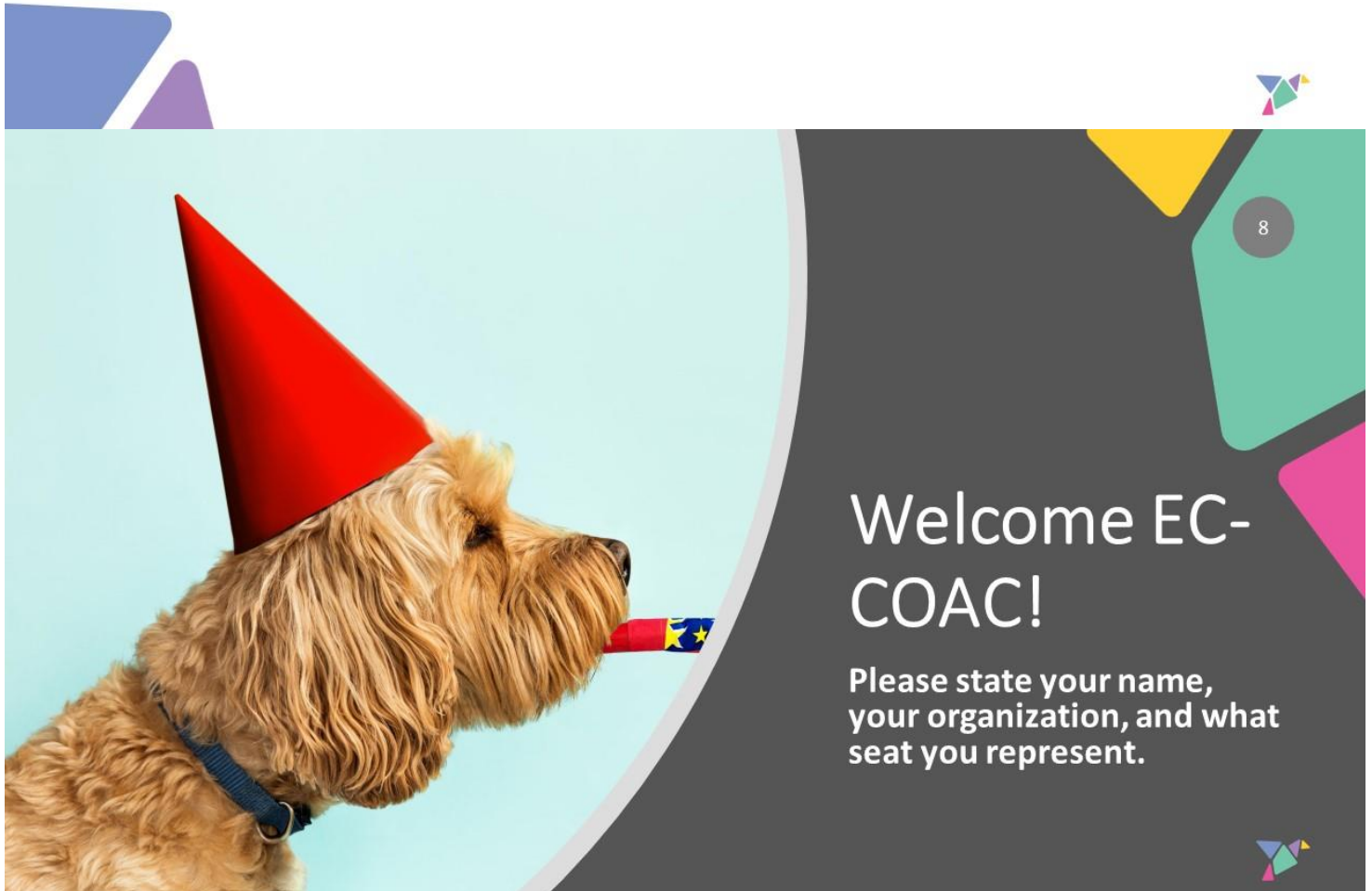


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4. GENERAL PUBLIC COMMENT

AGENDA

- Welcome and Introductions: Land Acknowledgement
- Overview of the newly enacted ordinance for the Department of Early Childhood and the role of the Early Childhood Community Oversight and Advisory Committee.
- Discussion: 2023-2027 Strategic Plan and Initiative Development
- Discussion: Building the 2023-24 and 2024-25 DEC Spending Plan
- CPAC Report
- Director's Report



LAND ACKNOWLEDGEMENT

We, the San Francisco Department of Early Childhood's Early Childhood Community Oversight and Advisory Committee acknowledge that we are on the unceded ancestral homeland of the Ramaytush Ohlone who are the original inhabitants of the San Francisco Peninsula. As the indigenous stewards of this land and in accordance with their traditions, the Ramaytush Ohlone have never ceded, lost nor forgotten their responsibilities as the caretakers of this place, as well as for all peoples who reside in their traditional territory. As guests, we recognize that we benefit from living and working on their traditional homeland. We wish to pay our respects by acknowledging the Ancestors, Elders and Relatives of the Ramaytush Community and by affirming their sovereign rights as First Peoples. We commit not only to acknowledgement but also to using our roles and privilege to promote equitable access to culturally responsive early learning opportunities and resources.

DEC Enacting Ordinance

Changes and Implications for the Early Childhood Community Oversight and Advisory Committee (EC-COAC)



Overview

- The San Francisco Department of Early Childhood's enacting ordinance ([FILE NO. 220808](#)) went into effect on October 8, 2022. It evolves and expands publicly appointed oversight for San Francisco's early childhood system of care.
- The Department must report to and staff two oversight bodies: The First 5 Children and Families First Commission (CFC) and the Early Childhood Community Oversight and Advisory Committee (EC COAC).



EC COAC Charge

- Recommendations on early care and education programming and initiatives
- Recommendations regarding the Early Care and Education for All Initiative and the Babies and Families First Fund (Baby Prop C)
- Recommendations regarding the *Department's Strategic Plan* and other areas of policy, planning, collaboration, and strategic partnerships related to providing early care and education for children ages zero to five in San Francisco.





Legislative Charge for Publicly Appointed Bodies

While the CFC and EC COAC have differing membership, scopes, and authority, the Department's enacting ordinance requires significant collaboration between the two bodies including joint sessions, recommendations, and formal reports. These collaborative requirements fall into three categories:

1. Public Budgeting
2. Strategic Planning
3. Early Care and Education For All Initiative Accountability

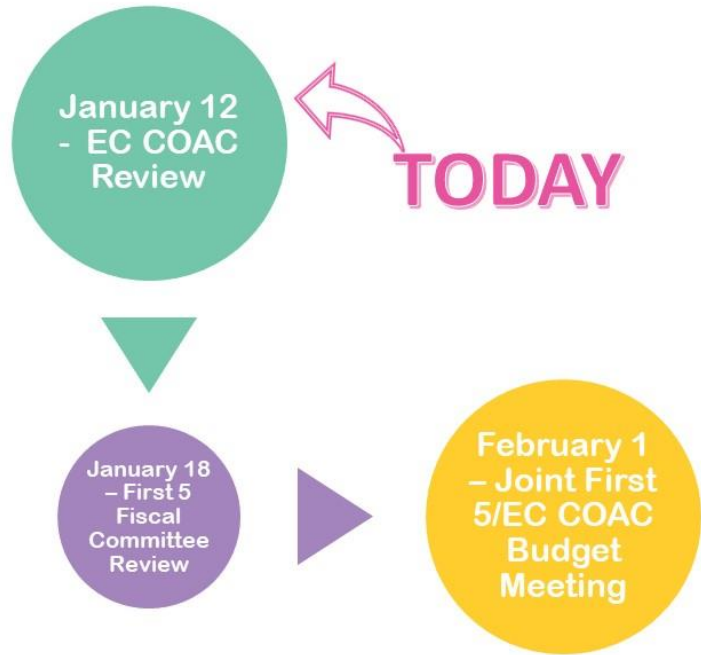


1. PUBLIC BUDGETING PROCESS





Upcoming Budget Review with F5 Commission



City Budget Timeline

January 18	First 5 Commission – Public budget meeting #1
February	Combined Meeting First 5 Commission/DEC COAC – Public budget meeting #2
February	Childcare Planning & Advisory Committee – Public Budget Meeting #3
February 14	Department budget submission due
June 1	Mayor proposes balanced budget to Board of Supervisors
June	Budget and Appropriations Committee hearings
July	Budget considered by Board of Supervisors (to be adopted by July 28, 2023)



2. DEPARTMENT STRATEGIC PLAN



Strategic Plan Adoption

- First 5 Commission and the EC-COAC reviewed and adopted the Early Childhood Strategic Plan, 2023-2027, on December 7, 2022.
- Establishes priorities and places San Francisco at the national forefront of early childhood services with **unprecedented resources to invest in young children and their families**; and allows us to be **bold**.
- **What it DOES:**
 - Defines our vision and values
 - Sets clear goals and strategies
 - Establishes a Theory of Change and shared foundation for action

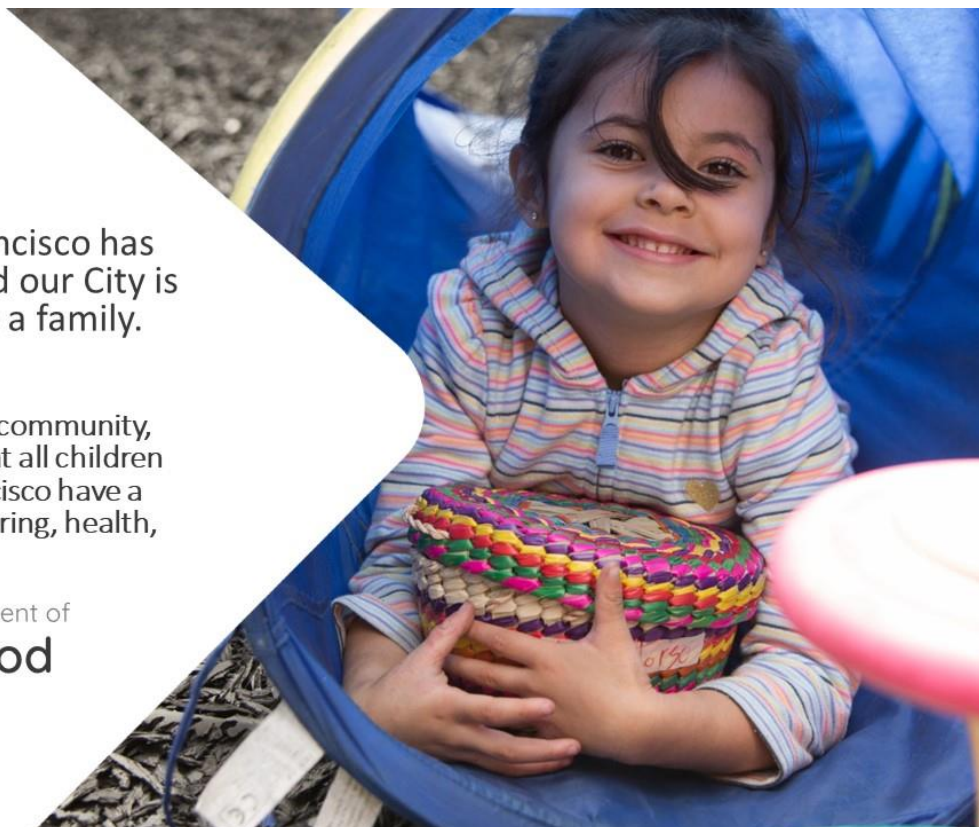


Vision

Every child in San Francisco has the best start in life and our City is a great place to raise a family.

Mission

To weave together family, community, and system supports so that all children who grow up in San Francisco have a strong foundation of nurturing, health, and learning.



Guiding Values

As the Department of Early Childhood, we are committed to:

Racial Equity: We prioritize taking concrete action with Black, Latino, Indigenous, and Pacific Islander communities to address the disparities that persist across early childhood development outcomes for their families. We hold ourselves and one another accountable to measurable change and consider equity impacts in all our shared decision making.

Universal Access: All families should have access to high-quality education and services to support healthy early childhood development.

Collaboration with Community: When we engage parents, providers, and grantees as partners in decision-making, we expand the reach and impact of our work for countless children and families.

Continuous Learning and Improvement: To have our desired impact, we must consistently and frequently engage parents, providers, and grantees in helping us understand what is working well and where improvements are needed—and use what we learn to shift and adapt our work.

Transparency: To build and maintain trusting and productive relationships, we are open, authentic, and clear in our communication with parents, providers, grantees, and staff

Theory of Change



Strategic Plan Priorities

Strategic Priorities	Expected Outcomes
1) Amplify parent voice and influence in shaping policy and programs.	• Children enter kindergarten with the cognitive, social/emotional, and physical skills that support school success.
2) Increase cultural responsiveness of all early childhood development services.	• Parents have the information, resources, and connections to peers and professionals to successfully raise their children in San Francisco.
3) Increase transparency in communications and open access to information and services.	• Children are in excellent physical and mental health or have reliable access to quality health providers to address concerns.
	• <i>And race is not a predictor for achieving these outcomes..</i>

DEC State/Local Legislative Mandates for Funding and Policy

High-Quality Early care and Education

Family
Strength

ECE
Workforce

Child
Health

Funding Priorities/Budget Categories

- **Early Learning/Child Enrollment** – Support for universal free/affordable early care and education in San Francisco
- **Workforce Compensation** – Compensation enhancement, professional development, and improved working conditions for ECE teachers
- **Infrastructure** – Funding new ECE sites and capacity expansion
- **Family Support** – Parent education and support
- **Child Wellbeing** – Universal screening and child health/wellness
- **Data and Evaluation** – Initiative tracking and impact evaluation
- **Administration** – Filling vacancies to administer funding; overseeing city-owned childcare facilities (*new*)

Racial Equity –
Ensuring race is
not a predictor
of outcomes

3. Early Care and Education For All Initiative Accountability



FY22 – A Landmark Year for Kids



- Established the Department of Early Childhood, combining the Office of Early Care and Education and First 5 San Francisco
- Completed the new Department's first Strategic Plan

\$252m Baby C

- Programmed \$252.3 Million in Baby Prop C¹
- Increased Early Learning Scholarships by \$40M and raised eligibility from 85% SMI to 110% AMI²
- Eliminated the preschool subsidy waitlist!

2,545 Educators

- Launched workforce compensation initiative providing salary increases for 1,197 educators and stipends to 1,345 teachers.
- Committed to provide 30% of the wages available to teachers at the 37 sites educating SF's most vulnerable

1 (Committed \$26 Million in reserve funding to expand programming)
2 Increased program enrollment by 31% year over year, as of October 2022



DEC Special Funds – Proposition C



Baby Prop C System Building Blocks

1

ACCESS

Expand access to high-quality, free/affordable ECE, with greater support for low-to moderate-income families



San Francisco Child Population under 6

SOURCE: 2021 AMERICAN COMMUNITY SURVEY (US CENSUS)

RACE	ZERO-2	THREE	FOUR	FIVE	TOTAL <6
Pacific Islander	32	-	14	84	130
Native American	58	-	-	154	212
Other	136	31	9	52	228
African American	1,019	357	434	264	2,074
Multiracial	3,640	1,001	844	769	6,254
Latino	5,449	1,748	1,813	1,729	10,739
Asian	5,424	1,669	1,355	2,309	10,757
White	9,320	2,434	2,863	1,737	16,354
Total	25,078	7,240	7,332	7,098	46,748



DEC: Priority Child Population 0-6

Group	Infants & Toddlers (0-2.99 yrs)	Preschool (3-5.99yrs)	Combined Ages
Under 110% Area* Median (& under 85%)	13,492	11,658	25,150
Under 200% Area Median** (& under 85% and 110%)	22,570	19,503	42,073

* \$152,400 for a family of 4 <110% AMI ANNUAL HOUSEHOLD INCOME

**\$277,100 for a family of 4 <200% AMI ANNUAL HOUSEHOLD INCOME



STRATEGIC PRIORITIES 2023–2028

Advance racial equity in policy, planning, and service delivery across the early childhood network of care.

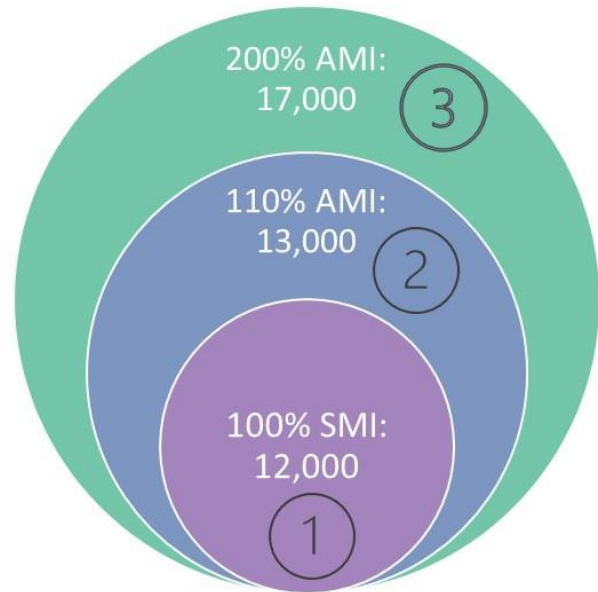
Amplify parent voice and influence in shaping policy and programs.

Increase cultural responsiveness of all early childhood development services.

Increase transparency in communications and open access to information and services.

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Child Enrollment Growth and Roll Out



Total 42k children, average cost \$20k p/child = \$840m



Journey to Universal Childcare

- Ambitious universal goal of reaching 42,000 children.
- Need more funding, licensed ECE spaces, and teachers.
- Use *Targeted Universalism* to increase access: ECE capacity focuses on infants/toddlers and reach as many lower-income-moderate income households first.



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Strategies for Targeted Universal



Child Enrollment Growth

- Current enrollment is 8,000* children, 85% are preschool-aged with families earning below 100% of the State Median Income.
- Next year's budget provides for up to 2,000 more children, or 10,000 total child enrollment, which includes those eligible under 110% of AMI.
- 3% Cost of Doing Business is also included in the annual child-reimbursement rate calculations.

*6,000 enrolled in ELS high-quality early care and education with an additional 2,300 receiving pass-through subsidized enrollment funding through Calworks/AP

Baby Prop C System Building Blocks

2

BUILD CAPACITY

Finance infrastructure to build and sustain the growth needed in access/workforce.



Build Childcare License Capacity

Create Beautiful, Inviting and Inspiring Spaces for Children

- Uses of One-Time Only Funding (Baby Prop C Reserve): funding strategies to increase ECE access for infant/toddler spaces, earmarking \$35m for next fiscal year.
- FY 23-24: 480 projected new spaces, majority infant/toddler
- 30% of childcare facilities funding earmarked for Family Childcare, includes capital development, repair and renovation, and pre-ELS, with a priority to increase African American/Black educator participation in San Francisco's Early Learning network.



Baby Prop C System Building Blocks

3

WORKFORCE

Recruit and retain educators through increased compensation and provide prof/educational pathways.

Committed to Fair Compensation for Early Educators



Early Educators guaranteed living wage or SFUSD parity

Committed \$26M-42M annually for direct salary support to educators, over 5 years (Green Tier Sites¹).



CARES 3.0 Teacher Stipends

Committed \$16M-20M annually. The individual stipend amount is based on the educator's education level and the site's share of vulnerable students served.



Workforce Compensation Initiative

\$59-79M per year (\$71M avg) from Prop C Revenue for direct workforce support (does not include use of reserve funds for professional development)

¹ Green tier sites serve our most vulnerable kids; At the 37 green tier sites, at least 50% enrolled are vulnerable population

High Impact in First Year



I just received my stipend. THANK YOU so much because I was so stressed that I don't get paid for Thanksgivings break and winter break. This fund will help me a lot for my late bills. – *SFUSD Paraprofessional*



We finally have applicants for our openings! – *Title V Program Administrator*



Our Site Supervisors want to get back on the floor and teach – *Title V Program Admin.*

“

Thank you so much for the CARES stipend. It has been a lifesaver for me and my family during these difficult times. The extra funds have allowed us to pay some bills and buy groceries without worrying about our financial situation. We are grateful for your support and for all that you do for the ECE community.”

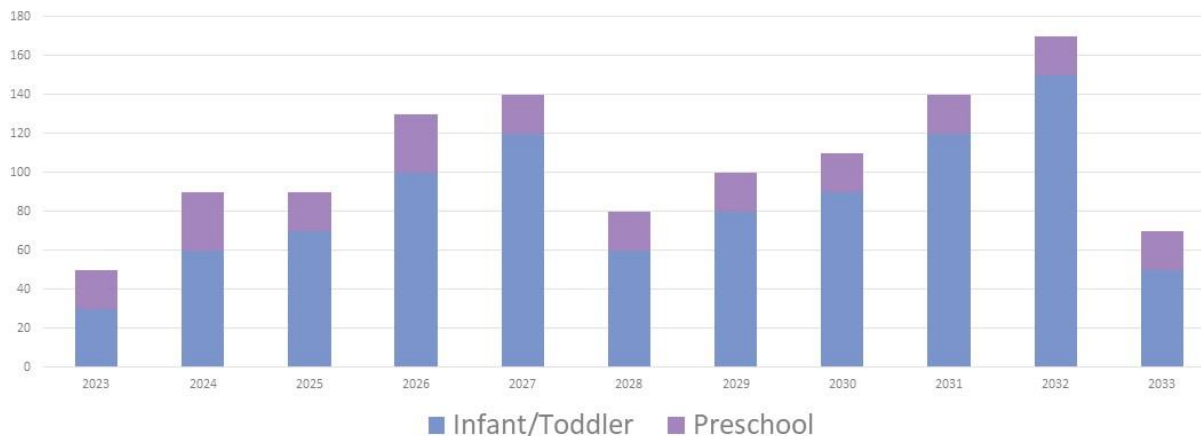
– FCC Educator

“

Our teachers are reporting they can finally consider moving closer to San Francisco and saying they can make teaching a career choice.” – *Title V Administrator*



ECE Workforce Pipeline – 10 Year Outlook



Over 1,200 teachers are needed to meet our targeted universal childcare goals and provide care for approximately 10,000 infants/toddlers in SF – 80% of recruitment is dedicated to new infant/toddler teachers.



Building the 2023-24 and 2024-25 DEC Spending Plan

- **Mayor's Instructions:** General Fund reductions of 5% Y1 and 8% Y2 (5% + 3%). Expected city revenue loss of \$780m due to property/transfer tax decreases; slower growth in tourism and 30% occupancy in downtown commercial space.
- **DEC Budget Considerations:** continuing to grow child enrollment, childcare facilities, and workforce compensation – a commitment to salary parity with SFUSD and COLA increases; and focus on teacher pipeline to increase the accessibility of care.



One Time Funds: Baby Prop C

- Infrastructure – Childcare Facilities
 - \$40 million to increase infant/toddler spaces; and repair and renovation for high-quality indoor/outdoor environments.
 - \$30 million PreK classroom conversion for infants/toddlers, including planning grants, I/T coursework, and incentives for teacher recruitment.
- ECE Workforce Pipeline
 - \$30 million for Workforce
 - Teacher Pipeline
 - Stipends and scholarships
 - AA/BA Cohorts
 - Teacher Residencies and recruitment incentives, priority on increasing African American/Black educators.



EC-COAC Review of Child Enrollment & Workforce Budget Assumptions (ECE for All)



First 5 Commission, Fiscal Committee Review



Joint F5 Commission and EC-COAC Final Review



CPAC Presentation



Budget



Due February 14th to Mayor's Budget Office



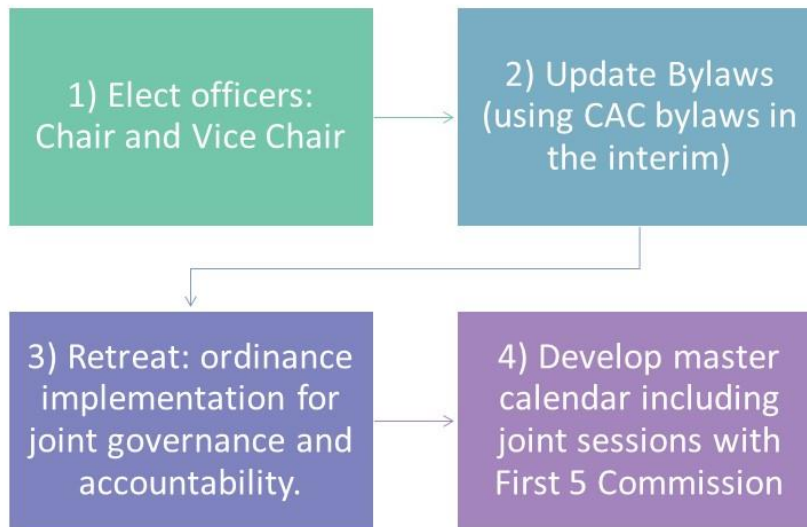
More Planning...



San Francisco Department of
Early Childhood

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EC COAC Activities January-March



DIRECTOR'S REPORT

WE ARE HIRING!

Division – Early Learning
Position – 0923 Workforce Initiatives Manager (Permanent Exempt)
Deadline – Monday, January 30, 2023

Division – Early Learning
Position – 0923 Quality Early Learning Programs Manager (Permanent Exempt)
Deadline – Monday, January 30, 2023

We want you to know what to expect every step of the way when you apply for a job with DEC.

[1. Submit Application](#)

[2. Initial Review of Applications](#)

[3. Examination \(for Permanent Civil Service Positions Only\)](#)

[4. Eligible List \(for Permanent Civil Service Positions Only\)](#)

[5. Interview Process](#)

[6. Selection and Verification](#)

[7. Hired!](#)



Select Language ▾

First 5 Commission MeetingsEC COAC Meetings

San Francisco Department of
Early Childhood

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Career Opportunities

We're seeking candidates who share our commitment to diverse, equitable, and inclusive early childhood experiences.

DEC is committed to weaving together family, community, and systems of care so that all children who grow up in San Francisco have a strong foundation of nurturing, health, and learning.

If you are ready to bring energy, commitment, and passion to the public service of children and families, join us and make a difference. Be a part of a growing movement and build a better future for our children in the City we call home.



<https://sfdec.org/careers/>

