

# San Francisco Children and Families Commission

Wednesday, May 15, 2024



San Francisco Department of  
**Early Childhood**

# AGENDA

1. Call to order
2. Discussion and possible action to vote for meeting chair
3. Roll call
4. General public comment
5. Agenda Item public comment
6. Discussion and possible action to approve the March 6, 2024 meeting minutes (Action item) [Commissioners provided with the following: draft minutes]
7. Public Hearing on the First 5 California 2022-23 Annual Report (Action Item) [Commissioners provided with the following: coversheet]
8. Discussion and possible action to waive the presentation and 10-day notice rule of order as required by Commission by-laws to be able to approve Policy and Procedure Updates. (Action item)
9. Discussion and possible action to amend San Francisco Children and Families First Commission Funding Policy & Procedure (Action item) [Commissioners provided with the following: proposed Funding Policy & Procedure]
10. Review of the Strategic Plan with possible Updates and Recommendations (Discussion Item)
11. Commissioner updates
12. Executive Director updates
13. Adjourn



## 3. Roll Call



## 4. General public comment



## 5. Agenda item public comment



**6. Discussion and possible  
action to approve the  
March 6, 2024 meeting  
minutes** (Action item)



**7. Public Hearing on the First 5  
California 2021-22 Annual Report**  
(Action Item) [Commissioners provided with the  
following: coversheet]



**8. Discussion and possible action to waive the presentation and 10-day notice rule of order as required by Commission by-laws to be able to approve Policy and Procedure Updates. (Action item)**



## **9. Discussion and possible action to amend San Francisco Children and Families First Commission Funding Policy & Procedure**

**(Action item) [Commissioners provided with the following: proposed Funding Policy & Procedure]**



**10. Review of the Strategic  
Plan with possible Updates and  
Recommendations**  
(Discussion Item)



# Theory of Change

## ISSUE STATEMENT

Research shows that being ready for kindergarten is a key educational benchmark that leads to continued success in future years.

All children need the support of family, community, and systems to be ready for kindergarten.

Unfortunately, structural racism prevents too many San Francisco children from being ready for kindergarten and achieving their full potential. Black, Latino, Pacific Islander, and

Indigenous children, face persistent inequities in health, and social and cognitive skills that support school success.

## CORE STRATEGIES

### Early Learning

We support teacher preparation and compensation, enhance program quality, and improve affordability and access.

### Child Health

We ensure universal developmental screening and promote access to health and mental health services for children and their families.

### Family Strength

We ensure that families have opportunities for social and professional connections, linkage to resources, and information on parenting and child development.

## 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.

## OUTCOMES

Children enter kindergarten with the cognitive, social/emotional, and physical skills that support school success.

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

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

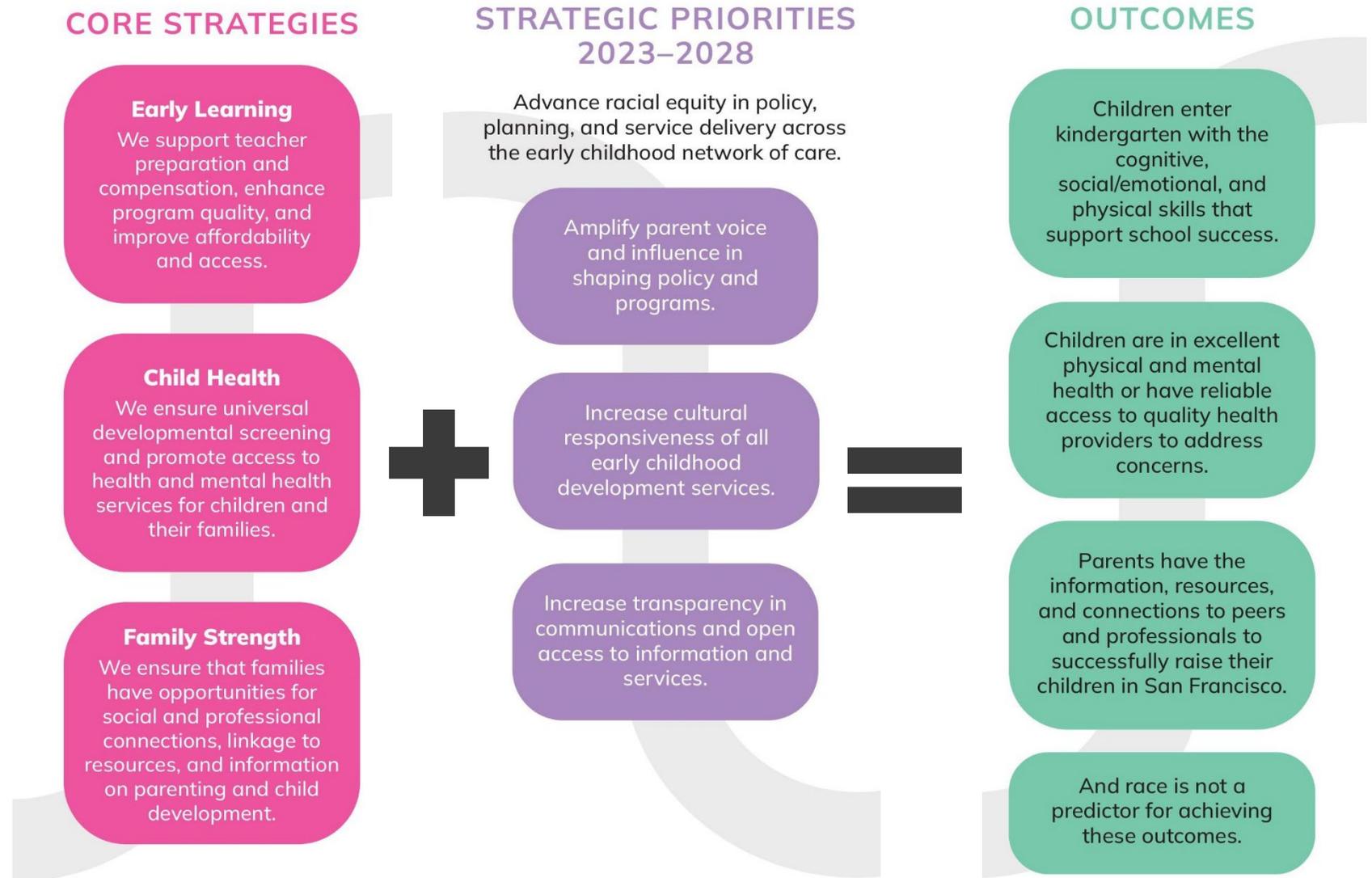
And race is not a predictor for achieving these outcomes.

## IMPACT

All San Francisco children enjoy a solid foundation to support future success.

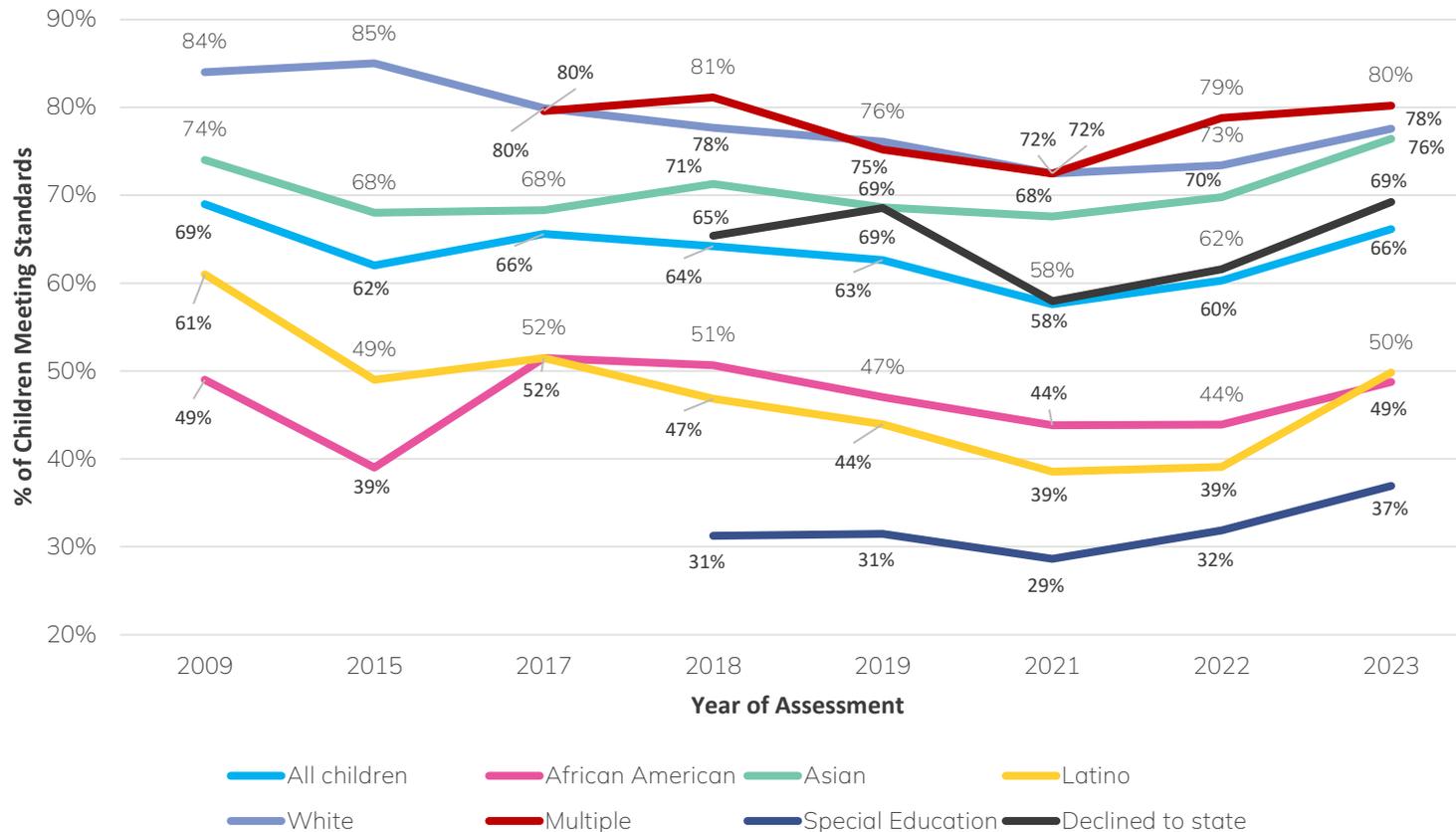
# What We Learned

- Family voices confirmed best practices!
- The key issue is **EQUITY** in access and experience



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

**Kindergarten Readiness of Entering SFUSD Students  
by Race/Ethnicity and Special Needs, 2009-2023**  
(Kindergarten Observation Form for 2009 and 2015, Kindergarten Readiness Inventory for 2017-2023)



# Early Learning Division (ELD) Core Strategy Updates: Access & Enrollment

In the last two years, DEC launched ambitious new early learning initiatives which will continue to grow and develop:

- Expanded eligibility for free, high-quality early care and education (ECE) to families earning up to **110% of AMI**
  - Reduced the ECE “wait list” of families from **3,061** to **850** (-72%)
  - Increased the number of infants served from **2,020** to **3,111** (+54%)
  - Added **47** new family child care homes (+19%) and **20** new centers (+13%) to DEC’s network of **469** high-quality ECE programs
  - Awarded more than \$13 million in 2022-23 to add over 550 new spaces



# Early Learning Division (ELD) Strategic Priorities Updates: Quality Improvement

## Pre-ELS Pipeline

- 75 Total (including but not limited to) 57 FCC + 7 Centers+ Center Expansions

## Expansion and Conversion:

- **Infant/Toddler conversion** and expansion funding with four sites that will provide 62 spaces in total.
- Third this year! SF-Quality Connections **Infant/Toddler Conference**. Partnership with West Ed. Focus: Attachment Theory. June 7&8. Over 300 responses of interest.
  - Early Childhood Mental Health Consultation Grants from DPH to DEC
  - UPK: Partnerships & System Building



# Early Learning Division (ELD) Core Strategy Update: Workforce Development

## Early Educator Support Grant:

- Educators are receiving **30-47% more in pay**.
- Average Salary **\$29.50 to \$37.00 per hour**, based on teacher role/education.
- Approximately **1,200 early educators** receiving grant funding pay augmentation.

## CARES 3.0

- **\$20 million annually** allocated to fund stipends for wage gaps
- Over **1,600 educators** receive increase in compensation, with an average of \$12,336.
- DEC & Office of Economic and Workforce Development Partnership: recruitment of new early educators with a **focus on African American early educators**. Funding efforts total over \$1.6 million annually.



# Child & Family Well-Being (CFW) Core Strategy Updates

- **Family Resource Center Initiative:** \$17.8 million to fund 25 grants
  - **Family Resource Center Initiative Proposals Received:** 35 proposals representing 24 neighborhoods and 11 city-wide populations
- **Early Childhood Mental Health Consultation Initiative:** \$5million to fund 4-6 grants
  - **Early Childhood Mental Health Consultation Proposals Received:** 4 proposals
- **Early Intervention and Specialized Services System of Care:** \$2.7 million to fund 9-11 grants
  - **Early Intervention and Specialized Services System of Care Proposals Received:** 18 proposals



# Child & Family Well-Being (CFW) Strategic Priorities Updates

- Parent engagement and input in initiative planning processes expanded significantly.
- Applicants were required to identify contract practices, policies and actions to ensure equity and address racism at multiple levels including among staff, within their organization, and within communities and systems. This will be used as basis for accountability moving forward.
- Initiatives include specific expectations for meaningful parent input and influence in decision-making structures.
- Currently planning to bring greater integration to the early childhood system of care for families navigating across service sectors.

# Evaluation, Policy, & Communications (EPC) Strategic Priority Updates

- Data and Evaluation
  - Increased staffing to support planning and build-out of new data systems and evaluation infrastructure for accountability
  - Facilitated internal planning with program divisions to develop preliminary logic models, data inventories, and research questions for every major initiative
  - Gearing up to release \$2 million/year RFP for data and evaluation services to support initiative evaluation, landscape analysis, data mapping and governance, and data systems development and management
  - RFP prioritizes implementation of work using racial equity lens, culturally and linguistically responsive methods, familiarity with San Francisco's diversity, and authentic, non-extractive representation in evaluation work.

# Evaluation, Policy, & Communications (EPC) Strategic Priority Updates

- Policy and Communications
  - Launched intensive communications and community engagement planning
  - Implemented workgroup, gathered information and feedback through focus groups, surveys, community events, stakeholder listening sessions, key informant interviews, and staff (ongoing)
  - Increased representation of voices from Black, Latino, indigenous, and Pacific Islander communities, multilingual families, and families with children with special needs
  - Will ultimately inform new web site content, ways for parents to engage with DEC lightly or more deeply, marketing and outreach, and partnerships with grantees and other institutions

# 11. COMMISSIONER UPDATES





## 12. EXECUTIVE DIRECTOR UPDATES



# Adjourn

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