



2014 Steering Committee:

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Mirella Almaraz
Margaret Bartelt
Amapola Beenn
Tracey Black
Alexandra Caraballo
Jenna Churchman
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Mary Anne Doan
Clarissa Doutherd
Relena D. Ellis
Diana Engel
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Carmen Gonzalez
Leah Goldsmith
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Margaret Jerene
Judy Kriege
Marva Lyons
Laura McNair
Jean Monroe
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Sarah Pollock
Ramil Rivera
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**Alameda County Early Care & Education Planning Council
Annual Planning Retreat**
Mills College- Education Building, Room 101
Friday, September 19, 2014 @ 8:30AM – 4:00PM

Annual Planning Retreat Purpose & Outcomes

- ✓ Inform Council members of GSA Office of Early Care & Education programs and interrelationships and set context for Alameda County ECEPC’s annual planning
- ✓ Create a 3-5 year Practical Vision GSA Office of Early Care & Education programs that includes Early Care & Education Planning Council
- ✓ Establish Alameda County ECEPC’s 18-month planning framework that complements and leverages GSA Office of Early Care & Education’s ongoing and overarching program commitments
- ✓ Gain excitement, enthusiasm and commitment from the Council members and staff about the insights, significance and decisions resulting from the retreat

Participants

Rosemary Almand
Alexandra Caraballo
Mary Anne Doan
Leah Goldsmith
Judy Kriege
Melanie Mueller
Sandra Taylor
Ellen Dektar
Rory Darrah

Mirella Almaraz
Franca Cioria
Carlota Escarez
Rene Herzfeld
Jean Monroe
Ramil Rivera
Veronica Ufoegbune
Neva Bandelow
Kim Hazard

Amapola Beenn
Kim Di Giacomo
Diana Engel
Margaret Jerene
Susan Morris
Zina Rosen-Simon
Angie Garling
Sara Bonetti
Michael Panori

Retreat Next Steps

- ✓ Distribute 9/19/14 retreat notes to Planning Council; refine naming of long term Vision elements/pillars
- ✓ Articulate 18-month (1/1/15 – 6/30/16) subcommittees work plans with specific tasks, when, how and who by staff and interested Planning Council members. Work plans due by November 17.
- ✓ 11/21/14 Planning Council meeting – crosswalk of subcommittee 18-month work plans for coordination, sign-up and sign-off by Planning Council members
- ✓ January 1, 2015 – kick off!

Clarify the Situation: GSA Office of Early Care & Education's program updates

Background materials

- Getting to Know You
- Side-by-side
- Powerpoint: State of the Council
- Action Item: Support Adoption of 2015 ECEPC Public Policy Platform, Recommended by the Public Policy Committee
- Public Policy Platform 2015
- Alameda County Office of Early Care & Education
- ECEPC Planning Logic
- ECEPC Org Chart

Group Discussion

Given this information, what is significant about this presentation that impacts or relates to the work of the Planning Council?

- Our work is changing, cross-disciplinary
- Teachers/impact on quality, eg. Transitional Kindergarten (TK)
- Need to build bridges internally to fuel external advocacy; eg. Title 5/Title 22 resources and capacity
- Quality dimensions, eg. Pre-K → TK
- All settings (license-exempt)

What new insights do you have about the Planning Council?

- ECEPC goes beyond Legislation → implementation
- Access for working poor needed
- Cross systems/program coordination and communication about same child, pre-school system involvement
- Local government voice needed beyond funding stream driven (Head Start, etc.) for kids outside programs

What do we want to keep in mind as we go into our annual planning?

- Use staff perspective on organizing work
- Focus to produce results, prioritize
- Birth to 3rd grade frame
- Build one quality system, not 2-3 tracks

Focus Intention: Create 3-5 year practical **Vision** for GSA Office of Early Care & Education

What do we want to see in place for in 3-5 years as result of our actions?

<ul style="list-style-type: none"> Increased resources & funding for all types of care Well-funded high quality care for infants/toddlers Increase Title 5 budget to serve more families Reimbursement rates to cover full cost at Title 5 & vary by co. Better funding & compensation for educators Better/increased resources to support early learning & care Resources for working poor to cover child care Higher rates for providers 	Actual cost of providing quality care	<i>Reimbursement Rates that Reflect and Support Actual Cost of Providing Quality Care</i>
<ul style="list-style-type: none"> Inc. family involvement & access Expand (all children) QRIS awareness ECE filed is excited about continuous quality improvement Greater investment in quality systems for 0→8 English language learners have more specific support Quality standards defined that work across all programs Support same level of quality at all ctrs regardless of family income 	Quality systems & standards across all ECE programs	<i>Creation and Implementation of Quality Systems & Standards Across All ECE Programs</i>
<ul style="list-style-type: none"> Streamlining seamlessly all programs 0→24 years old Address both family/child care & education (school readiness) Create framework/visual aid, org chart 0→3 Child-centered collective impact Engage business/tech community to crowd fund/sponsor child care Organize & coordinate local stakeholders Coordinated funding streams—state/federal; user friendly 	Coordinated, articulated, connected/built pipeline of services	<i>Coordinated, Articulated and Connected Pipeline of Early Care and Education Services for Children 0-8 years of age</i>
<ul style="list-style-type: none"> Agency is visible resource; knowledge/data center for ECE Research shows how county children are served, or not School readiness outcomes/data tracked county-wide, regularly Share data across agencies 	Informed decision-making by data; share externally; supports sustainability	<i>Readily Available Data that Informs Decision-Making & Substantiates the Case for Sustainable, Children Services</i>
<ul style="list-style-type: none"> Compensation for all ECE professionals (\$\$) Teacher compensation & increased education Better supports, compensation for ECE staff We have good data on ECE workforce so we can advocate to improve conditions 	Workforce compensation and conditions	<i>Child Care and Education Workforce that is Well Supported and Appropriately Compensated</i>
<ul style="list-style-type: none"> Increased activity & commitment from Council members Our Council is knowledgeable, engaged & advocates for Council priorities Council clarifies joint understanding re: private & public funding Increased measurable cross-discipline work & participation 	Care and feeding of the Planning Council	<i>Knowledgeable, Engaged and Effective Planning Council</i>
<ul style="list-style-type: none"> Local revenue for ECE access and quality Engage business/tech community to crowd fund/sponsor Create a dedicated local fund 	More local funding for programs	<i>Sufficient Local Funding that Supports 0-8 Children Services for Alameda County's Working Poor</i>
<ul style="list-style-type: none"> Improve TK quality educators; insure practices are in place (ie ECERS) TK teachers coursework includes ECE field recommendations 	Quality standards for TK & ECE	<i>Child-Centered Quality Standards that Bridge the Continuum from ECE to Transitional Kindergarten</i>
<ul style="list-style-type: none"> Council has an expanded high quality coaching & TA program (green, CLASS, quality statement) Coaching/training for teachers, administrators 	Supports for professional development	<i>Broad Range of Accessible Professional Development Opportunities for ECE, TK and Administrators</i>

Victory Circle: Over the next 18 months, what is different and happening in Alameda County as result of the Planning Council's influence and impact on the GSA Office of Early Care & Education's long term Vision?

Build Awareness: Alameda County ECEPC's current reality
Red = Key/most important to Victory Circle

Victory Circle & * Themes

- ❖ **Higher quality teachers—ECE, TK**
- ❖ **Bridging—ECE & TK; Care & Education; Framework across disciplines; 0-8 children**
- ❖ **More funding—increase slots; supports for quality; better reimbursement rates**
- ❖ **Raised visibility of ECE in greater community, legislators, and families**

Shared framework for pipeline; Increased compensation for professionals; Legislators listen and act on our advice; Infants & toddlers are a priority; Businesses are engaged; Defined quality & standards are further along; Bridge between TK & ECE; Know what this "body" is; Cross discipline work; Funding increased & diversified funding; More slots; Increases reimbursement rates for children's programs; Shared resources between Head Start, Title 22, etc. Good data re: State ECE; Strong, intentional involvement with families; Teachers, etc. care about increased quality; 0-8 year olds are a priority; 0-24 year olds continuum; Healthier, greener childcare environments

INTERNAL STRENGTHS

- **Great staff**
- 2FTE in greening initiative
- Strong commitment from county
- **Knowledgeable Steering Cmte**
- **0-8 partnerships**
- Good reputation among Funders
- QRIS in place

EXTERNAL OPPORTUNITIES

- **Increased federal & state funding for expansion**
- **Transitional Kindergarten**
- Wages focus
- General interest in ECE
- New county Sup of Schools likes ECE
- Other national regions success models in ECE
- Tech industry interest in STEM
- Multiple counties together for system

BENEFITS OF SUCCESS

- Angie for President!
- Well qualified *young* teachers
- **Children succeed, have options**
- Children program systems for healthy environments
- Inc. access to high quality programs
- **Parents can work; have access to programs**

INTERNAL WEAKNESSES

- No central library of resources/data
- **No map of landscape**
- Need info re: workforce
- Time is our enemy
- **Limited funding**

EXTERNAL THREATS

- Funding for aging population, potential competition for public \$
- Wave of ECE retirements
- **Transitional Kindergarten**
- COE not strong; holds \$ funds
- Kids seen trauma, violence
- General community doesn't know ECE
- No CEL anymore

DANGERS OF SUCCESS

- **Inc. funds – can't use well, will go away**
- Not being able to plan well
- 1 funding source impacts another, eg. TK only 3 years
- Staff over worked
- Build up services → can it be sustained?
- Create more silos w/different funding streams

Create Choice: What key actions/benchmark activities do we need to do to accomplish our Victory?

Determination of Alameda County ECEPC's larger work "buckets", map to ongoing Planning County and/ GSA Office of Early Care & Education program commitments and match with Council members' individual interests and expertise.

Committee	Council Members	Possible tasks
Early Childcare Education (ECE)	Jean Monroe Margaret Jerene Mirella Almaraz Zina Rosen-Simon Franca Cioria Ramil Ramirez Melanie Mueller Amapola Beenn Diana Engel Carlota Escarez Susan Morris Staff: Neva Bandelow	<ul style="list-style-type: none"> • Market importance of ECE (Carlota Escarez, Diana Engel, Amapola Beenn) • Screening tool for selection of quality tool (Susan Morris) • Develop model of relationship building between ECE & TK • Key K-12 staff have greater knowledge of early childhood development • Boot camp ECE administrators initiate/sustain change • Add to ECE Committee goals: ECE/TK/0-8 collaborations • Economic development & family finance included in ECE programs • Identify community resources, trainings, workshops shared for: TK; programs (Head Start); providers • ECE staff complete workforce (SEQUAL) survey & results are analyzed • Data/profile TK teachers gaps/resources • Forums regarding TK & ECE throughout county • Map current & ideal landscape for ECE/0-8/EC • Research ELL landscape & best practice • Database for professional development resources & access • Review & revise the Quality Statement • Teacher exposure/review quality statement • Map Common Core to Early Learning Foundations; then educate both elementary & ECE • TK staff have completed one or more ECE courses
State Contractors	Veronica Ufoegbune Diana Engel Renee Herzfeld Judy Kriege Rosemary Almand Margaret Jerene Kim Di Giacomo Staff: Angie Garling	<ul style="list-style-type: none"> • Create a framework of ECE & Partner pipeline 0-8 • Calculate true cost of care for: Infants & toddlers; Preschool • Document actual cost of quality vs current reimbursement • Handbook for blended/braided funding • Map highest standards—Head Start, Title 5, new Federal funding, TK—figure costs associated; then educate field, legislative offices
Public Policy	Franca Cioria Diana Engel Mary Anne Doan Judy Kriege Leah Goldsmith Staff: Ellen Dektar	<ul style="list-style-type: none"> • Advocate for AB212 expansion • System organized to track & advocate for legislation • Funding for slots increased to at least 15% • Coordinate regular legislative visits to advocate funding • Legislative support • The FY15/16 state budget includes significant resources for rates, slots & quality, especially for 0-3 • Schools/LCFF understand ECE importance
Executive Committee	Rosemary Almand Veronica Ufoegbune Melanie Mueller Renee Herzfeld Staff: Angie, Neva, Mike	<ul style="list-style-type: none"> • Add 2 representatives from K-12 leadership to Steering Committee • 2-3 reps from business community on Council (Alex Caraballo) • Aggressively follow every funding lead • List key contacts for each school district & service agencies
Early Learning Challenge (ELC)	Veronica Ufoegbune Rosemary Almand Melanie Mueller Mary Anne Doan Jean Monroe Staff: Neva Bandelow	<ul style="list-style-type: none"> • Continue quality statement work education; then get those in QRIS to do road show • Market QRIS with flyers, magnets to: Libraries, pediatricians, social service offices, private preschools, hospitals • Formulate ways to disseminate QRIS opportunities & inform public • ECE staff have more positive & frequent interactions with their students • Town Hall meetings on defining & promoting quality • QRIS matrix is more reflective of quality, i.e. family involvement (Alex Caraballo) • Present green program to QRIS program

		<ul style="list-style-type: none"> Increase training/recruitment QRIS coaches
Committee	Council Members	Possible tasks
Local Investment In Child Care (LINCC) Outreach & Resources to businesses, etc	Kim Di Giacomo Kim Hazard Veronica Ufoegbune Renee Herzfeld Staff: Ellen Dektar	<ul style="list-style-type: none"> Give at least 10 pitches to business community → pro bono tech Advertisement publication awareness EC year; tweet, media impact Recruit local businesses to support ECE Public awareness & links to resources/inform Cities like Berkeley & Oakland have strong ECE coalitions with \$\$ from business & philanthropy Annual LPC report to wider community Appoint Council member to do outreach awareness Map landscape of “feeder” ECE programs to elementary; then educate both principals and ECE ECE investment is an articulated priority in our Chamber of Commerce
Data	Sara Bonetti Staff: Mike	<ul style="list-style-type: none"> Next level (really good) infographics for data (and use in outreach & advocacy) Develop annual data snapshot Document need for diverse delivery system

Commit to Action: Alameda County Early Care & Education Planning Council Work Plan (January 1, 2015 to June 30, 2016)

Committee	Initiatives	Jan. – March 2015 Key, central dates; eg. PC mtgs, ECE confs, grants due, leg events	April – June 2015	July – Sept. 2015	Oct. – Dec. 2015	Jan. – March 2016	April – June 2016
ECE Jean Monroe Margaret Jerene Mirella Almaraz Zina Rosen-Simon Franca Cioria Ramil Ramirez Melanie Mueller Amapola Beenn Diana Engel Carlota Escarez Susan Morris Staff: Neva	Initiative 1	Date & task (name(s))					
	Initiative 2	Date & task (name(s))					
	Initiative 3	Date & task (name(s))					
State Contractors Veronica Ufoegbune Diana Engel Renee Herzfeld Judy Kriege Rosemary Almand Margaret Jerene Kim Di Giacomo Staff: Angie	Initiative 1						
	Initiative 2						
	Initiative 3						
Public Policy Franca Cioria Diana Engel Mary Anne Doan Judy Kriege Leah Goldsmith Staff: Ellen Dektar	Initiative 1						
	Initiative 2						
	Initiative 3						
Executive Rosemary Almand Veronica Ufoegbune Melanie Mueller Renee Herzfeld Staff: Angie, Neva, Mike	Initiative 1						
	Initiative 2						
	Initiative 3						
ELC Veronica Ufoegbune	Initiative 1						
	Initiative 2						

Rosemary Almand Melanie Mueller Mary Anne Doan Jean Monroe Staff: Neva							
	Initiative 3						
LINCC Kim Di Giacomo Kim Hazard Veronica Ufoegbune Renee Herzfeld Staff: Ellen	Initiative 1						
	Initiative 2						
	Initiative 3						
Data Sara Bonetti Staff: Mike	Initiative 1						
	Initiative 2						
	Initiative 3						