

# Summary of Alameda County Child Care Planning Council

Mills College  
Oakland, CA

May 17, 2013  
Designed and Facilitated by Renato P. Almanzor, PhD

## INTRODUCTION

The Alameda County Child Care Planning Council convened on May 17, 2013 to identify the key priorities and create action plans for 2013 - 2014. The goals included:

1. Foster a sense of community that supports aligning personal, interpersonal and collective forward movement.
2. Review the accomplishments of 2012 - 2013 within the current context.
3. Create action plans for 2013 - 2014 that support the achievement of the three-year goals.
4. Create council recruitment plans for specific constituencies.



The agenda, co-created with the facilitator, staff, and members of the executive committee, included:

- Creating Community
- Who are you?
- Team Development: Committee Journeys
- Current Reality
- Reviewing 2012 – 2013
- Planning for 2013 – 2014
- Constituent Recruitment
- Zip Code Priority
- Next Steps
- Closure

## RETREAT SUMMARY

### *Creating Community and Team Development*

Significant time was allotted for the Council to develop relationships, as well as explore the diversity that exists within the group. Activities began with diversity rounds that grouped council members according to different categories to understand similarities and differences. This continued with a

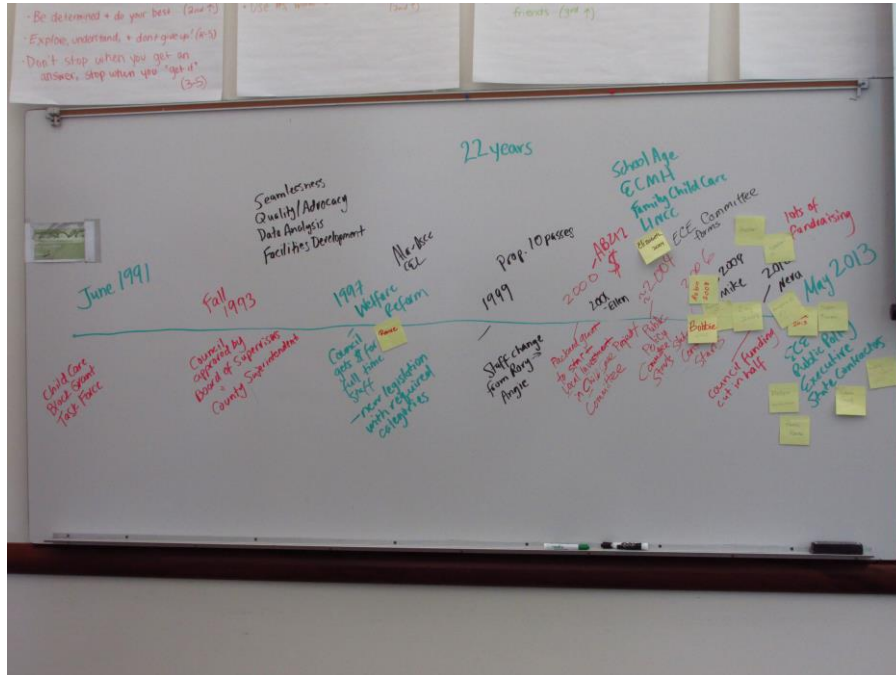
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conversation on community. As a result, it seemed that individuals gained a greater appreciation of each other and their resonance to the purpose of the Planning Council. The activities allowed for small group interactions as well as an in-depth one-on-one opportunity.

To incorporate new members into the council, committees created journey maps to tell the story of their work. This activity introduced by staff sharing the historical timeline of the planning council.



To set the journeys within current context, staff shared some “current realities” with the council. In particular, the following bullet-points were shared:

- 0 – 8
  - Outcomes
  - Results-based accountability
  - Evidenced based practice
- School Readiness
- Funding cuts
  - Pursue fee for service
  - Agencies more vulnerable
- Working conditions
- Licensing standards/visits low
- Realignment
- President Obama “gets it”!
- QRIS
  - On-going emphasis – degrees
  - On-site coaching

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- Imperfect tools
- Weak enforcement of quality/lack of incentive
- Supportive elected officials
- Better communication with city staff

Twenty-one of the participants wrote reflections at the end of the day. In terms of the first goal of fostering community, comments included:

*I believe we were pretty successful in forging a community of people invested in a common goal: making sure our kids all get quality care.*

*I think we accomplished a sense of community in an excellent way. I had the time to talk with people I never really talked to during the initial activities and during the committee activities.*

*I think the day was a nice blending of new comers and old timers. I was able to speak and learn about other council members who I may not perhaps have opportunities with.*

*The council and committee journeys provided insight. I can tell from comments throughout the day that the community building activities were greatly appreciated.*

*Providing the history of the CCPC and committees helped to ground the conversation and give a platform to use as we move forward. I think it focused the group work in a way that would be helpful to do in the larger CCPC meetings.*

## Reviewing Accomplishments and Action Planning



In support of the second and third goal of the convening, the council members (in mixed small groups) began the afternoon capturing achievements and raising questions regarding the five greater goals of the council. Many participants commented that the time for this activity was too short to really understand the deeper implications of the accomplishments. However, this data provided some guidance for the committees to begin action planning for 2013. In addition to identifying a 2014 goal and listing the activities and resources needed, the committees also indicated benchmarks to help monitor their progress at three months, six months and nine months.

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The three committees' action plans were summarized for the entire group.

## Early Childhood Committee

- Offer a platform for QRIS participants to process and provide feedback of their experience.
- Reach out to 22 sites
- Develop communication strategies to increase participation and maximize input
- Develop benchmarks.

## State contractors

- Design two events for all publicly funded programs and consumers to foster shared knowledge and build community.
- Collect/ analyze data by city, district, need for care.
- All 7 Headstart grantees meet, build community and appeal.

## Public Policy

- Deal with realign, gather parent feedback
- By Nov, draft advisory
- Link with Parents
- Healthcare: health exchange impact on CC providers

Some of the reflections from these activities included:

*Recording accomplishment reflected overlap and also provided detail on major accomplishments that could be forgotten (i.e., remembering defeat, forgetting to celebrate success – this gave us a chance to celebrate success).*

*I learned that I really want to start going to the public policy committee meetings.*

*We were able to review what the ECE committee has achieved and the group was able to create a good action plan.*

*Creating the action plan was very hard, but I felt we had a very productive conversation and we had enough time.*

*I appreciated braking up into groups of interested areas. I t allowed me to ask questions to gather information in the near future so I am better prepared to address public policy issues at hand.*

## Recruitment and Zip Codes Action

The council met into constituent groups to develop recruitment plans – parent, providers, public agency and community. Reflections from the participants indicated that this allowed members to have “illuminating” conversations. In particular participants discussed “where to look and what to look for” while considering who could benefit from and contribute to the council.

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Finally, the council took action on zip code priorities. This was a formal council matter that included a motion and vote.

## Conclusion

In the closing the council acknowledged that the day was a good start, but many of the plans do need some refinement. There was much appreciation for the opportunity to get to know others “on a deeper level” and set the knowledge of each other within the context of the council’s work. A number of participants reflected that they “got a better sense of what the planning council does!”



### Creating Community: The Structure of Belonging

*Community isn't always synonymous with warmth and harmony. Politeness is often a veneer for understanding, when in reality it masks uncovered territory, the unspeakable pit that we turn from because we know the pain and anger that can dwell there. It is important to remind ourselves that real community is forged out of struggle. This is the crucible from which a real community*

--Linda Christensen



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## Appendix

This is the transcription from the activity to capture the accomplishments of 2012 - 2013 and highlight areas of attention for 2013 – 2014.

### 1. MONITOR, SUPPORT AND CONTRIBUTE TO QUALITY IMPROVEMENT INITIATIVES

- Partnering with F5 QRIS
- Quality statement - disseminating series/QRIS
- AB212 PD training
- CARES PLUS MTP
- Policy monitor political
- Creating collaboratives
- Environmental health: website info

Q's:

- Need more awareness about (environmental health)" What is it?
  - Create environmental health statement/action plan?
  - What's in environment that is healthy?
  - Interconnecting with County/other
  - CCPC's on quality supports
- 
- Identify within communities where high quality is and learn from that.
  - Keep relevant AES + ROFS
  - How to involve inactive (not high quality program) Leadership in QRIS
  - Continue watchdog role for First5five
  - Increase advocacy at State level/CDE
  - Look at quality across systems and via efficiencies

### 2. INCREASE THE KNOWLEDGE, ENGAGEMENT AND EXPERTISE OF COUNCIL MEMBERS

- recruited great new members thoughtfully
- increased community building at orientation
- continue extended intros and mystery guest
- great facilitation and engagement of retreat
- Keep working to engage members - parents, etc.
- have one mtg/year where we invite guests
- Licensing- are they missing?
- Who is missing?
- How do we become visible at city level?
- updating websites
- send CCPC updates/news to broader CC community
- City needs to know re: informal CC and need for state license (Fremont) before bus. license
- City staff at CCPC meeting?
- Define committee work earlier in tenure
- missing 0-3 early/family child care
- Consistently promote AEF + ROFS!

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## 3. INCREASE AND RETAIN FUNDING

- CCPC
- F5
- Banks to investment
- Private enterprise investments
- Private foundations
- Matching funds
- Altamont grant for Climatecorps
- San Francisco Foundation: Rory + Melinda: State Contractors
- HCSA: B to 8 Success Work
- RTT/F5: QRIS /CCPC?
- Advocacy to protect subsidized child care/state
- Advocacy to protect: Obama proposal
- Needs attention: > \$ subsidies
- fight lower income eligibility requirements
- keep on keepin' on
- Public Education re: importance of ECE in "gap area"
- Hold a funding forum for AES + ROFs!
- increase communication b/w appointees of legislators
- successful fundraising - full-time positions
- kept several look in county through transfer process
- How can we better fund our field?
  - lab schools open
  - better pay for ECE teachers
- free center based public child care (free: feasible regs that work to operate)

## 4. STRENGTHEN AND INCREASE RELATIONSHIPS AND COLLABORATION

- Inclusion of new people/resources to council (diversity)
- deepen work by interfacing on council
- time to interact/share "once arounds" and learn different perspectives
- bring up tops and address varied populations (i.e. include middle income families)
- Promote AES!!! Advocacy - Education - Support (AES)
- increase + not deplete funds
- Restoration of Funds (ROFS!!!)
- AES and ROFS with lawmakers!
- Ellen 20% ICPC - inter-agency
- Increase B-8 work council + staff doing
  - more community-based integrating
  - increase center of environmental health
  - increase relationship
- multi-faceted -share message
- recycling and composting work
- personal education attainable
- accomplishment
- CCPC lead in children/disaster work created new relationships

### TO DO:

Increase public/private cc collaboration

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5. **PROMOTE THE IMPORTANCE OF ALL DOMAINS OF DEVELOPMENT OF CHILDREN**
- education, advocacy, support/ increase AES on web
  - through diversity of members/awareness of diversity statement
  - need attention: infant/toddler (plus 4 checkmarks)
  - restoration of funds
  - inclusion work
  - quality statement promotion - connected to QRIS
  - class promotion helps emphasize social-emotional development
  - looking forward - working more with strengthening families (plus 1 checkmark)
  - develop key messages
  - 0-8 realistic to open to all
  - by addressing barrier
  - providing free parenting ed classes throughout county
  - inclusion
  - funding
  - DRDP training- curriculum
  - community college
  - CSEFEL
  - social emotional



