

Marin County Child Care Commission

Quality and Workforce Committee – Meeting Agenda

Monday, May 7th, 2018 - 12 to 2pm. At the Marin County Office of Education
Members: Commissioners Lombardi (Committee Chair), Myers, Johnson, Barton,
Negussie, Trahan, Grewe, Uryu, Tomsky

1. Hot Topic (30)

- Potential Countywide Workforce Study
- SEQUAL Study – Follow-up on presentation made at last Committee meeting
(Document attached - ACTION: Accept request by Marin Quality Counts Committee. Consider recommendation to Executive Committee on allocation of funds.)
(Related documents available at: <https://drive.google.com/drive/folders/1ETj-krKLiRPJFaeCLXhsUem7PyxtW21O?usp=sharing>)

2. Check in / Agenda Review/ Quick Business (10)

- Review and approval of March 2018 Committee meeting minutes
(Document attached - ACTION)
- June 2018 Annual Planning Retreat: Potential Topics for Agenda (brainstorm)

3. Updates (40)

4.1. Marin County Subsidy Pilot Plan

4.2. Legislation and studies related to Quality & Workforce:

- Recommendation to Executive Committee on Support/Opposition to the 2018 State Bills we are tracking **(Document attached - ACTION)**

4.3. Committee's 2017-2018 Strategic Workplan

4.4. ECE Community Workforce Pilot

4.5. Professional Development Grants

- California Transitional Kindergarten Stipend Program (CTKS)
- AB212

4.6. Quality Improvement Programs

- Marin Quality Counts
- Pre K-3 Initiative

4.7. Worthy Wage 2018 Campaign

- Marin Voice Article **(Related document attached)**
- Presentation to the Board of Supervisors
- Invitation to the Board of Supervisors for site visit

5. Other Updates/Current Issues from the Field/Announcements (15)



Marin County Child Care Commission
1111 Las Gallinas Ave. San Rafael, CA 94903
(415) 499-5827 • eerickson@marinschools.org
<http://www.marinschools.org/ECE>

From: [Peggy Dodge](#)
To: [Ericka Erickson](#)
Cc: [Carol Barton](#)
Subject: Request for Commission allocation of funds to support SEQUAL study for Marin County
Date: Thursday, May 3, 2018 10:30:01 PM

Hi Ericka,

I am including Carol in this email since we were initially proposing a meeting of the three of us to share this information. I am glad that I reached you today to try to schedule the Tuesday meeting and you were able to share with me the process and timeline for the Commission to consider and respond to the request from members of the Marin Quality Counts Consortium who were able to attend our meeting today at MCOE. Present for the meeting were Carol Barton, Tanya Myers, Aideen Gaidmore, Jan Yarish , and me.

We reviewed the documents that Carol had sent in regard to proposals for a Workforce Study and a SEQUAL study for Marin County. All present agreed that the top priority is the Workforce Study, slated for implementation in Fall 2019. The information about the proposal that we are recommending is below:

“Regarding the workforce study for the county, we are currently moving forward with a statewide workforce study, which counties will have the option to buy into. This will include a county-level report of family and center based programs. We hope to move forward soon, reaching out to counties in the following months and estimate a study implementation for fall 2019. In the previous workforce study conducted 12 years ago, the cost was between \$7500-\$10,000 *per report* for each county (center-based report and family child care report). For the upcoming study, we need to finalize county-level costs, but expect that a report for both center and family based programs would fall between \$15,000-\$20,000.”

We also discussed the added value that would be gained by also implementing a county-wide SEQUAL study. The dimensions of the SEQUAL study, in addition to what the Workforce Study captures, will give us a multifaceted view of the landscape of center based child care workforce qualifications and perceptions. The SEQUAL proposal we are considering is the following:

“Proposal 2 - Implement SEQUAL with a total of 110 center-based programs in the county with an estimate of 1,100 teaching staff. We could do a census of centers in QC. Estimate A - The overall estimate for this study would be \$44,105. This estimate includes survey administration (\$21,306), analysis and reporting (\$21,750), along with professional development meeting(s) and presentation to community on the report (\$1,050).”

The MQC Consortium group would like to request that the Marin Child Care Commission allocate the \$50,000 currently set aside but not yet disbursed to the Commission from the

Marin County Board of Supervisors to support the SEQUAL and perhaps part of the Workforce Study. We will be approaching First 5 Marin for Workforce Study funding as well. It is the opinion of some on the MQC Consortium that First 5 would look favorably on a request to fund a Workforce Study (they funded the 2006 study), but are not likely to be interested in funding the SEQUAL study.

I understand that the Commission process is for the Quality and Workforce Committee to first review and consider this request and that committee is meeting this coming Monday. I appreciate that you will be putting this on the agenda for that meeting as we discussed today.

I believe the next step, should the Quality and Workforce Committee endorse pursuing this use of the money, would be for that recommendation to be considered by the Commission Executive Committee. I think you said that Committee meets the following week. With a recommendation from the Executive Committee, the full Commission could hold a vote on the expenditure at its early June meeting.

Please let me know if you need more information or would like some assistance. Unfortunately, I am not available for the Monday Quality and Workforce Committee meeting.

Peggy Dodge
Coordinator, Early Childhood Education
College of Marin
835 College Avenue
Kentfield, CA 94904
415-485-9369

From: Ericka Erickson
To: [Raquel Rose](#); [Mary Jane Burke](#)
Cc: [Carol Barton](#)
Subject: FW: Thank you & Follow-up
Date: Tuesday, August 1, 2017 5:23:00 PM

Dear Mary Jane and Raquel,

Today is my first day back from "Summer Break". Following up on the conversations about the Commission's Budget, I am sending you below the email from Heather Ravani to keep you informed.

I will keep you updated on the progress of this process. If you have any related questions, I will be happy to answer it.

Best,

Ericka

Ericka O. Erickson, MPA

Coordinator

Marin County Child Care Commission

Local Child Care and Development Planning Council

Marin County Office of Education

(415) 499-5827 (o) / 246-7363 (c)

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From: Ravani, Heather [mailto:HRavani@marincounty.org]
Sent: Friday, July 28, 2017 2:30 PM
To: Ericka Erickson <eerickson@marinschools.org>; Glodowski, Paula <PGlodowski@marincounty.org>
Cc: Heidi Tomsy <hstomsy@comcast.net>
Subject: RE: Thank you & Follow-up

Thanks Ericka

It was great to see both you and Heidi. Sounds like the Commission is heading in a good direction. It should be exciting to really dig into the new 5 year plan for all of you- and I know Paula and her staff are looking forward to being engaged in the planning process.

I followed up with Supervisor Arnold and Matthew Hymel- County Administrator and let them know that we agreed to 1x funding in the amount of \$53,000 for this planning cycle. I let them know you would be working with MCF for the additional funding. I have asked our Fiscal people to put a placeholder on the funding and Paula can work with you on the contract going forward (its over 50K so will need to go to the Board for approval)-

Best of luck on this new planning schedule

Take care-
heather

From: Ericka Erickson [<mailto:eerickson@marinschools.org>]
Sent: Thursday, July 27, 2017 2:26 PM
To: Ravani, Heather <HRavani@marincounty.org>; Glodowski, Paula <PGlodowski@marincounty.org>
Cc: Heidi Tomsy <hstomsy@comcast.net>
Subject: Thank you & Follow-up

Dear Heather and Paula,

Thanks again for meeting with us on Tuesday. As we discussed, I am sending attached some of the documents related to the 2013 contract to be used as example and inform next steps.

We are looking forward to working with you on this exciting and important project!

Best,

Ericka

Ericka O. Erickson, MPA
Coordinator

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MARIN COUNTY CHILD CARE COMMISSION

Funds Request Information

Program/Project Name:

Capacity Building for Design and Implementation of Countywide Needs Assessment and Master Plans

Amount Requested: \$53,000 / year for two years

Total Project Cost: \$106,000

SCOPE OF WORK

The Marin County Child Care Commission is an advisory committee to the Board of Supervisors and Marin County’s state-mandated Local Child Care and Development Planning Council (LPC). The Commission’s mission is to lead and support countywide plans and advocacy efforts to ensure access to high quality early care and education services. As the Marin LPC, one of the responsibilities of the Commission, required by the California Department of Education, is to update its needs assessment and master plan every 5 years.

The work of the Local Child Care and Development Planning Council is implemented at the macro level of the field, assessing the needs and addressing related systemic issues affecting providers, consumers, public agencies, and other stakeholders such as local businesses. Early care and education is an industry that contributes to economic prosperity and the advancement of equity, especially supporting children to get the quality education and attention they need in the most important phase of their development. It is well-know that the public return of investment in this field yields more than \$8 for every \$1 invested. The work of the Commission informs decision-making processed regarding where to best invest these dollars and where to focus the community’s efforts based on the current economic, social, and political landscape and the unique needs and opportunities of our county and cities.

The goal of this proposed program and related funds request is threefold:

Program Element	Timeline
<ul style="list-style-type: none"> Update and enhance the countywide needs assessment, making it comprehensive of all income levels and including areas such as children with special needs, after school programs, economic impact, and workforce. 	2017-2018
<ul style="list-style-type: none"> Create a comprehensive and inclusive countywide 2020-2025 Master Plan to address the issues identified in the needs assessment 	2018-2019
<ul style="list-style-type: none"> Create the Commission’s 2020-2015 Strategic Plan and build the capacity of the commission to coordinate the creation and implementation of the needs assessment and master plan 	2017-2019

The Marin County Child Care Master Plan provides the Board of Supervisors and other local public decision makers with an updated profile of the child care and early education status in Marin, including the identification of strengths and challenges in the system. The Plan also guides the work of the Commission and the broader community towards the goal of accessible, high quality child care to support families and to sustain community development. Creating the Plan is an important endeavor, but broad community education and engagement in its implementation is equally important.



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Based on current trends identified in the field and in our community, we propose to include the following new elements in our 2017-2018 needs assessment:

- A profile of early care and education as an industry, including the number of businesses, employees, monetary resources involved, and number of children and families served;
- Quality and workforce progress and needs; and
- The status of out-of-school time programs.

As part of this process, the Marin County Child Care Commission will hire an experienced consulting company who will guide us through the planning and execution of the new needs assessment and master plan. The Commission and Advisory Committee members will decide about specific activities related to the planning process. Based on previous experience and the current work implemented by the Commission, the following are some potential strategies:

- Analysis of secondary data (e.g. Census, AIR Database)
- Interviews with key informants
- Community Meetings
- Surveys
- Roundtables
- Focus groups (e.g. with parents)
- Monthly meetings with Advisory Committee members

Translation and interpretation services to Spanish will be included in all these components of the planning and implementation process.

The proposed budget is below and includes the cost to support the Commission with the creation of its strategic plan and program support for community outreach that includes equitable opportunities to all stakeholders, of all income levels, to engage in these important processes.

PROPOSED USE OF FUNDS

Item Description	Funds
Program Coordination & Outreach	\$66,000
<i>Including creation of Strategic Plan, costs associated with materials, travel/mileage, printing, communication</i>	
Contract Services - Consultant	\$40,000
<i>Countywide needs assessment, including communities' profiles, and Master Plan</i>	
Total	\$103,000



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MARIN CHILD CARE COMMISSION – QUALITY & WORKFORCE COMMITTEE MEETING DRAFT MINUTES

A regular meeting of the Marin County Child Care Commission Quality & Workforce Committee was held on **Tuesday, March 5th, 2018 – from 12 to 2 pm** at the Marin County Office of Education

Call to order

Meeting was called to order at 12:12 pm

Members present: *Heidi Tomsy, Kelsey Lombardi, Elaine Negussie, Tanya Myers, Sarah Grewe, Ana Rasquiza. Carol Barton, Ruth Pineda*
Members absent: *Jayne Johnson*

Staff present: *Ericka Omena Erickson, Coordinator*

Number of commissioners needed to reach a quorum: 5 (five Commissioners). Quorum was reached.

1. Hot Topic

SEQUAL - Supportive Environmental Quality Underlying Adult Learning: A Tool for Program Improvement - <http://cscce.berkeley.edu/sequal/> Carol Barton made an informational presentation about SEQUAL, including background, examples of counties where it was implemented, and benefits. Slides used are enclosed and considered part of the meeting minutes.

2. Check In/ Agenda Review/ Last Meeting Notes

M/s/c Grewe/Myers, the matter passed 8-0 to approve the minutes from December 2017 committee meeting.

3. Planning Worthy Wages Campaign Activities for 2018

Committee decided to repeat the activities we implemented last year with the County Board of Supervisors. Modifications suggested: try to move it to April and to involve the Commissioners who live in the District of the respective Supervisor. Include the creation of an OpEd piece about Worthy Wage Day to the IJ. Elaine Negussie will ask interns to compile information about the comparison between early childhood educators' wage and

4. Updates

Legislation and studies related to Quality & Workforce – M/s/c , Myers/Pineda the matter passed 8-0 to recommend tracking the following bills: SB 837, AB 2292, AB 2001, and SB 1004.

4. Other Updates/Current Issues from the Field/Announcements

Annual community meeting will be held at the Novato City Hall. We are partnering with the Novato Multicultural Commission to use the space. Kelsey Lombardi volunteered to make a presentation to the Commission about our work and the meeting. Quorum for this community meeting will be very important as we will be approving our Pilot Plan.

No other updates, issues, or announcements were shared.

M/s/c Myers/Grewe, the matter passed 8-0 to adjourn the meeting at 2:05 P.M.

DRAFT document to be reviewed and approved by the Committee at the Commission's regular meeting on Tuesday, May 7th, 2018, 2018. Meeting was recorded and video/audio is available online at <https://fccdl.in/GF16t8M5I>



MARIN COUNTY CHILD CARE COMMISSION 2018 STATE LEGISLATION HIGHLIGHT

Levels of interest do not indicate a pursuit of position in either direction

Level of Interest	Bill Number (Author)	Brief Description	Sponsors / Supporters	Status (As of 5/1/18)
Watch	AB 1754 (McCarty, Friedman, Eduardo Garcia, and Bonta)	The Pre-K for All Act of 2018 would require the state to provide all 4- year-old children of low-income working families with access to early care and education programs https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201720180AB1754	Early Edge CA	Introduced: 1/3/18 Amended: 4/17/18 Committee on Appropriations
Watch	AB 2292 (Aguiar-Curry)	The Child care: reimbursement rates: startup costs: grants would increase the adjustment factor for infants who are 0 to 18 months of age from 1.7 to 2.44, and toddlers who are 18 to 36 months of age from 1.4 to 1.83, regardless of facility type. In addition, would establish the Early Education Expansion Program, to increase access to inclusive early care and education programs and increase early learning infrastructure capacity in high need communities. Also would establish the Early Education Expansion Program for LEAs, making competitive grants for one-time infrastructure costs to serve young children with exceptional needs. And, would establish the Family Child Care Recruitment and Training Program of 2018 to be operated under the auspices of the Child Care Initiative Project. https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201720180AB2292	CCDAA, CCRC, First 5 CA	Introduced: 2/13/18 Amended: 4/4/18 Committee on Education Hearing: 4/25/18 Passed committee Committee on Appropriations
Watch	AB 2001 (Reyes)	The Family child care home education networks would amend existing law pertaining to Family Child Care Home Education Networks (FCCHENS). Would require assessment tools used to ensure that services are of high quality and are educationally and developmentally appropriate be appropriate to family child care home settings and that developmental profiles include observations by providers. Would also require providers requiring those providers to adopt and use a curriculum and to provide age- and developmentally-appropriate educational activities for children. https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201720180AB2001	CCCRN, CCDAA, CCRC	Introduced: 2/1/18 In Senate Committee on Rules



Watch	SB 837 (Dodd)	<p>Transitional kindergarten: enrollment for 4-year-olds would require progressively younger 4-year-old pupils to be admitted to TK maintained by a school district or charter school, beginning in the 2020–21 school year, until, in the 2022–23 school year and each school year thereafter, all 4-year-old pupils are admitted.</p> <p>https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201720180AB2001</p>	<p>Introduced: 1/8/18 Committee on Education Hearing: 4/11/18 Committee on Appropriations Suspense File</p>
Watch	SB 1004 (Wiener & Moorlach)	<p>The Mental Health Services Act: prevention and early intervention would require the Mental Health Services Oversight and Accountability Commission to establish priorities for the use of prevention and early intervention (PEI) funds and to develop a statewide strategy for monitoring implementation of PEI services, including enhancing public understanding and creating metrics for assessing the effectiveness of how funds are used and the outcomes that are achieved by 1/1/20. Would amend the Mental Health Services Act to focus the PEI portion of its local plan on the priorities established by the commission and authorize a county to include other priorities, as determined through the stakeholder process, either in place of, or in addition to, the established priorities.</p> <p>https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201720180SB1004</p>	<p>Introduced: 2/6/18 Amended: 3/22/18 Committee on Health Hearing: 4/11/18</p> <p>Amended: 4/16/18 Committee on Appropriations</p>

For more information, please contact:

Ericka O. Erickson, MPA

Coordinator

Marin County Child Care Commission

Local Child Care and Development Planning Council

Marin County Office of Education

(415) 499-5827 (o) / 246-7363 (c)

marinchildcare.org

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EQUITY STARTS EARLY – MARIN VOICE

On May 1st, the County of Marin Board of Supervisors hosted a workshop about one of their top ongoing priorities: advancing equity and leveling the playing field. It was a very appropriate date to have such an event as May 1st was also *Worthy Wage Day*, a national day of action held annually to raise public awareness of the low wages earned by early childhood educators, the impact the teacher retention crisis has on young children, and the chronic public underfunding for early education.

Equity starts early. High-quality early education programs can narrow achievement gaps and deliver long-term benefits for children throughout their life. This is especially the case for children from low-income families. According to studies by organizations such as Save the Children, kids at risk who do not participate in high-quality early education programs are 50% more likely to be placed in special education, 25% more likely to drop out of school, 60% likely to never attend college, 70% more likely to be arrested for a violent crime, and 40% more likely to become a teen parent.

Studies have also been proving that investment in early childhood education is one of the most effective strategies to address inequities as its benefits are multigenerational: it keeps parents working and kids learning. This strategy can return to society as much as \$12 for every dollar invested, which makes investments in this field an economic imperative. According to 2016 data from kidsdata.org, there are 14,133 children under 5 years old living in Marin, with over 1,200 of them from families with annual incomes below the federal poverty line (\$25,100 for a family of four). As these children grow and develop in our county, Early Care and Education (ECE) can be the difference a child needs to give them the head start they need.

In order for this to happen, we need good teachers to impact the quality of our ECE programs! In recent years, the income of an ECE teacher has greatly affected the attraction to this field as a professional career, and thus a shortage of teachers for preschool programs. This is creating a silent but dangerous crisis that is a crucial obstacle in the advancement of equity. According to a report recently released by the Center for Child Care Employment Studies, preschool teachers earn about \$20,000 less than an elementary school teacher, even with comparable qualification.

ECE teachers, most of them women of color, are working second jobs or receiving public assistance to make ends meet whether they live in Marin or commute here to work. Despite teachers obtaining the education and investing in their professional development, the compensation of these

educators does not correspond to critical part they play in human development and in shaping the future of our communities.

The Marin County Child Care Commission urges the Board of Supervisors, other public decision-makers, and the broader community to join us in reflecting and acting upon this important equity issue that is affecting our children and families every day. Our county desperately needs good early childhood education teachers to help shape the future of our youngest minds, ensuring their success, and building the foundation for our communities' sustainability. If we are truly committed to advancing equity in Marin, increasing investment in early childhood educators, by offering them a worthy wage, is a crucial step we need to make together.

Authors:

Kelsey Lombardi is the Quality and Workforce Committee Chair at the Marin County Child Care Commission and Staff Support Manager Marin Head Start. Ericka Erickson is the Coordinator for the Marin County Child Care Commission. For more information about the Commission please visit www.marinchildcare.org or call 415- 499-5827.