

File # 160235
Received in Committee
4/13/11
Jui



Overview:

OECE Citywide Plan For Early Care & Education

Executive Summary



Proposition C and the City Administrative Code Chapter 5, Article XIII, created the Office of Early Care and Education (OECE) Citizens Advisory Committee (CAC) to make recommendations regarding the OECE's mission of providing early education for children of all ages zero to five in San Francisco.

The OECE CAC is charged with providing advice on a strategic plan to be completed in early 2016, and offering expertise in the areas of policy, planning, collaboration, and strategic partnerships. Once the plan is adopted, the OECE CAC shall also advise the OECE on the development of funding guidelines.

Citywide Plan for Early Childhood Process Map



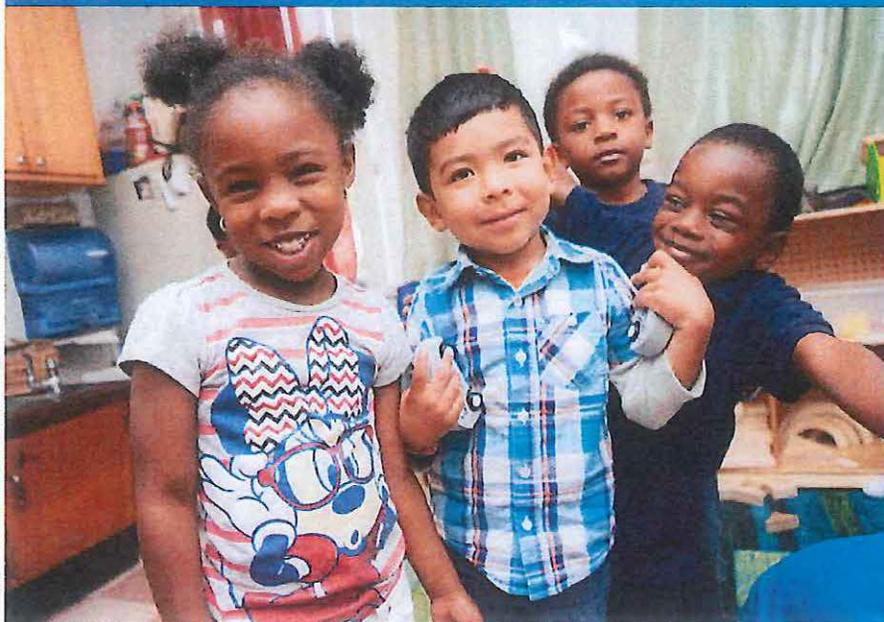
Birth-to-Five Endorsed Recommendations

- Build a citywide ECE system which enables all families with children 0-5 years old to access high quality early education and care.
- Develop mechanisms to achieve continuous eligibility and continuity of care for 0-5 year olds.
- Ensure SF's ECE system is data driven and linked to quality standards and improved outcomes for all children.



Racial Equity and Diversity Endorsed Recommendations

- Increase the percentage of children who are school-ready as indicated by the Kindergarten Observation Form ("KOF") on measures of physical well-being and motor development; social and emotional development; approaches towards learning; communication and language usage; and cognition and general knowledge.



- Target Populations should include: African American Children, Latino Children, Dual Language Learners, Low-Income Children, and Children with Disabilities.

Quality Improvement Endorsed Recommendations

- San Francisco will modify/streamline the state's existing QRIS to meet local needs; seeking to increase the flexibility and efficiency of the assessment process based on individual program needs and conditions, in particular for family child care.
- San Francisco will require that providers meet a minimum agreed upon quality standard in order to qualify for city subsidies. The City will offer resources and support to providers not meeting the minimum standard in order to help them improve their quality.



Family Engagement Endorsed Recommendations

- Include parents as equal partners in their child's development.
- Value the culture, language and unique assets of families and reflect that value at the ECE program and ECE system levels.
- Ensure access to family support programs which provide information about child development, early care and education and parenting practices; that provide resources and referrals; and that offer peer support.
- Incorporate family engagement as an essential component of San Francisco's ECE standards and local QRIS.
- Involve families in ECE decision-making at the program and at the citywide levels.



Average Annual Wages of Teachers in San Francisco

Early Care & Education Teachers VS . SFUSD TK-12 Teachers

Job Title ¹	Average Wage ²	SFUSD - TK - 12 ³		
		BA	BA +30 units	BA + 60 units
Teacher/Co-Teacher	\$35,048	\$54,646	\$58,771	\$64,646

¹ Job Title selected in the CA ECE Workforce Registry

² Average annual wages based on full time full year (2080 hours) based on 400 Teachers

³ SFUSD salaries based on FY 15-16 averaged to mid-range on 13 year salary scale at 1380 hours per year, and does not include incentive pay which could yield an additional \$10k per year. SFUSD salaries are lower for Teachers working with infants, toddlers, and preschoolers than TK - 12.

Professional Development/Workforce Endorsed Recommendations (1)

- Strategies to support compensation parity with K-3 are developed and financed
 - ❖ Evaluate and improve SF's teacher recruitment, retention, and promotion strategies.

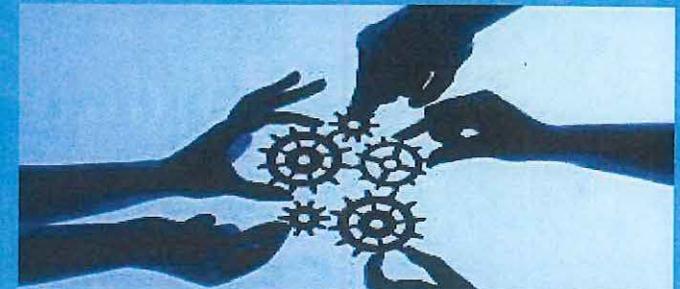


Professional Development/Workforce Endorsed Recommendations (2)

- Develop an early childhood professional development system that addresses the professional development needs of all workforce professionals in all ECE settings: schools, child care centers, family child care, and license exempt care.
 - ❖ Encourage effective pathways and incentives for new and existing workforce members to advance educationally in the field of early childhood in San Francisco (educational attainment).
 - ❖ Align local ECE professional development funding and policies to address race, ethnicity and language with the goal of supporting SF's diverse ECE workforce.
 - ❖ Establish a SF Professional Development System Advisory Committee with cross-sector stakeholders with authority to make policy recommendations for the SF Professional Development System.
 - ❖ Data systems (CA ECE Workforce Registry, WELS) have aligned workforce data fields, standardized document collection and inform professional development and compensation policy decisions.

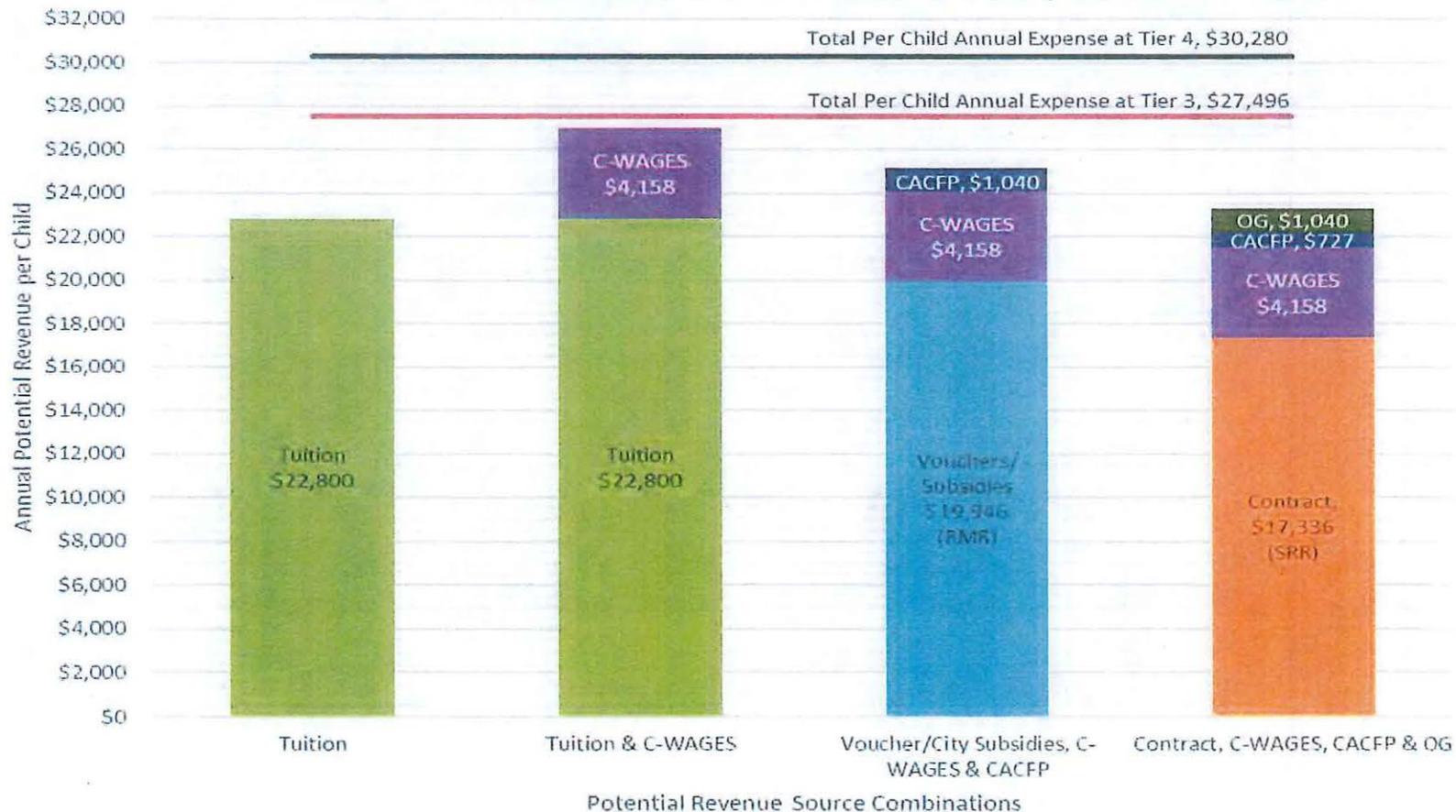
Financing Endorsed Recommendations

- Restructure city funding to ensure a simple and seamless system for children, families, and providers to maximize utilization of federal and state resources. Determine funding based on the cost of providing quality ECE as defined by the local QRIS.
- **Organize local funding into two categories: direct service supports and system supports.**
- Streamline system-wide reporting requirements. Utilize one report that combines fiscal accountability and quality assurance (continuous quality improvement) which is aligned to the local QRIS.
- **Align and integrate the city's system supports and link these supports to the local QRIS in order to ensure supports are fully utilized and achieve expected outcomes.**
- Increase resources to provide access to high quality ECE to all children 0-5 in San Francisco.



Fiscal Analysis Example

Stacked Per Child Revenue Charts with Per Child Expense Rates - Infant



Capito, J., Mitchell A. and Workman, S.: San Francisco Office of Early Care and Education Comprehensive Fiscal Analysis and Recommendations (February 2016)



Thank You