

# Board of Supervisors Budget and Appropriations Hearing

April 24, 2024





# Vision, Mission, and Objective

## **VISION**

Every child in San Francisco has the best start in life and our City is a great place to raise a family.

## **MISSION**

To weave together family, community, and system supports so that all children who grow up in San Francisco have a strong foundation of nurturing, health, and learning.

## **IMPACT**

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



# 2023 & 2024 Department Highlights



## Established the Department of Early Childhood

Merged the Office of Early Care and Education and First 5 San Francisco

- Completed the new Department's first Strategic Plan.
- Conducted Kindergarten readiness survey with SFUSD.



## 6,385 Additional high quality early care and education slots<sup>1</sup>

Increased subsidy eligibility from 100 to 110% AMI (~152k for family of 4); provided 352 grants to expand or renovate ECE facilities citywide, including:

- 1,049 new ECE slots created
- 5,283 ECE slots renovated or enhanced



## ~2,800<sup>2</sup> Teachers with enhanced compensation

Improved retention and recruitment by increasing educator compensation, including a 47% increase in salary for educators at the highest-need centers.

- 1,300 teachers' wages raised to parity with SFUSD and/or living wage<sup>3</sup>.
- 1,500 CARES 3.0 stipends to enhance teacher pay.

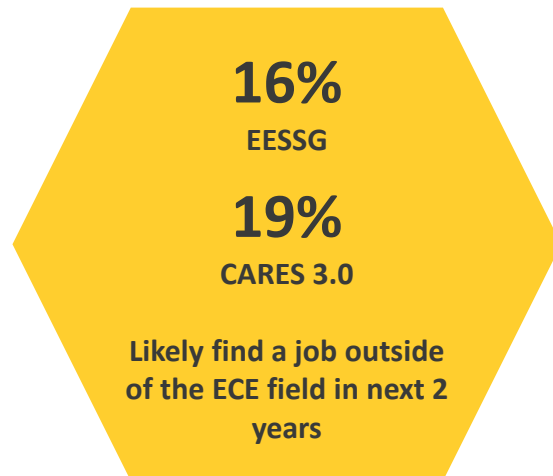
1. Cumulative FY20-FY24

2. Represents teachers participating in EESSG + CARES 3.0 in first half of FY24

3. Available for teachers at green tier sites. Green Tier sites serve our most vulnerable kids – at least 50% enrolled serve vulnerable populations



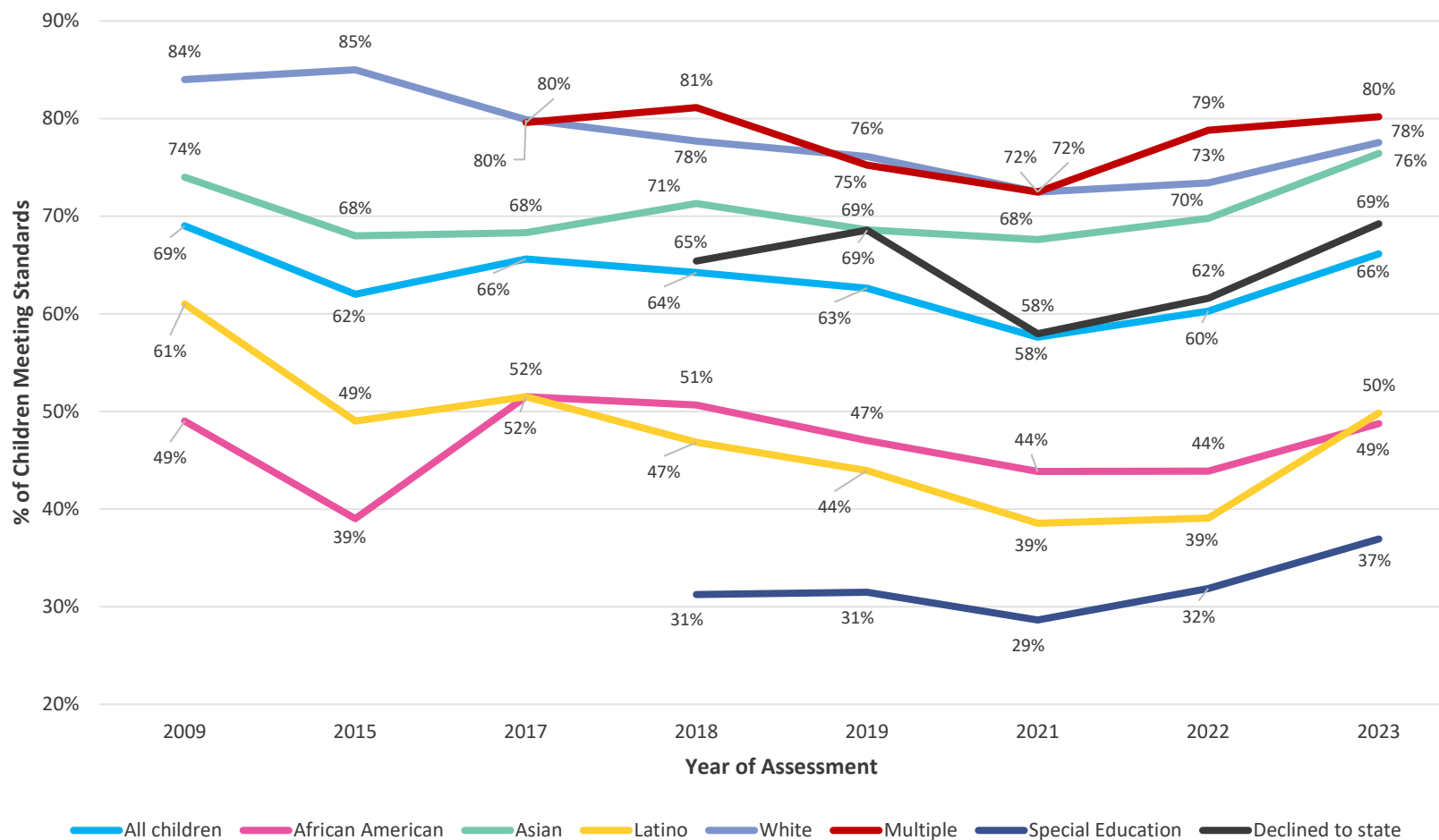
# Compensation initiatives have stabilized the workforce, improved conditions for educators



# K-Readiness Gap Not Closed, yet...

## Kindergarten Readiness of Entering SFUSD Students by Race/Ethnicity and Special Needs, 2009-2023

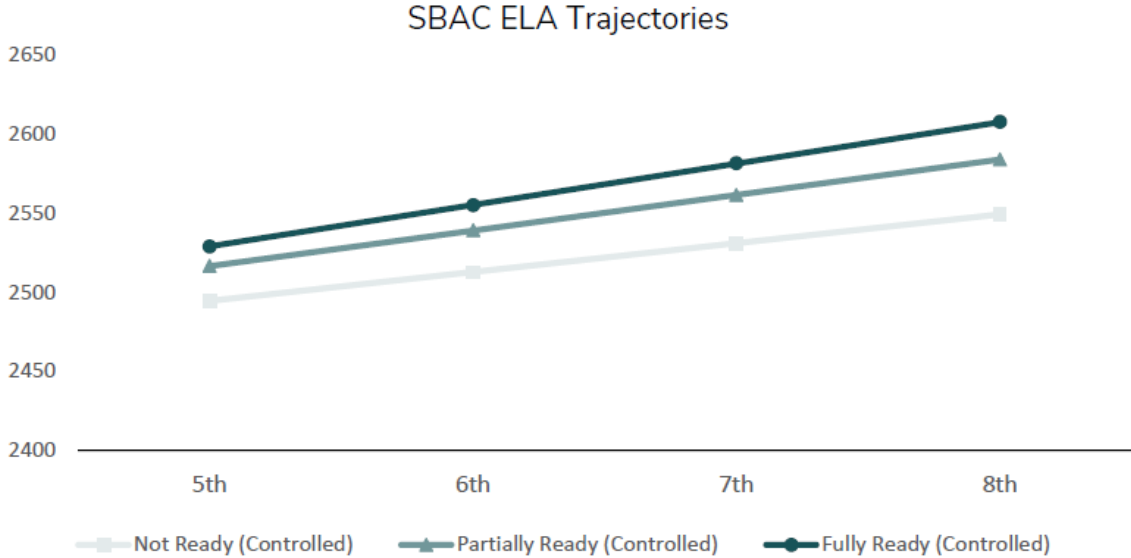
(Kindergarten Observation Form for 2009 and 2015, Kindergarten Readiness Inventory for 2017-2023)



# Longitudinal Test Scores by Readiness

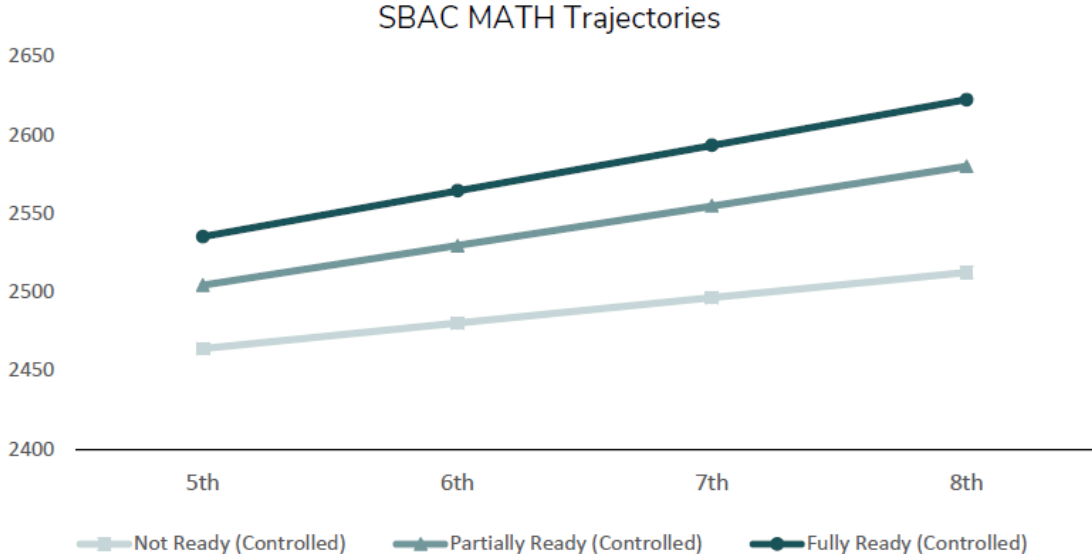
## Start Behind – Stay Behind

Figure 9. SBAC ELA Scores Trajectories by Readiness Group



Note. N=272-289. The following variables were entered as controls: English Learner status and special education status (measured throughout the years from 2015 to 2018), gender, race/ethnicity, family income, single parenting, and ECE experiences (measured in 2009).

Figure 11. SBAC MATH Scores Trajectories by Readiness Group



Note. N=272-289. The following variables were entered as controls: English Learner status and special education status (measured throughout the years from 2015 to 2018), gender, race/ethnicity, family income, single parenting, and ECE experiences (measured in 2009).



# Narrowing the K-Readiness Gap



## Infant & Toddler Wellbeing

High-quality, culturally and linguistically responsive infant & toddler early care and education (“ECE”) is accessible and affordable.



## Workforce Quality & Capacity

San Francisco early educators serving the most vulnerable children are highly educated and fairly paid with a workforce that reflects the community.



## Inclusion

Developmental delays and learning differences are identified early, and families are supported in accessing identified interventions in a timely way.

Connecting resources and systems so that caregivers feel informed, engaged, and empowered to support their young children through the most formative years



# Continuing a strong foundation



Continue DEC's historic and first-of-its-kind investment in ECE Workforce Compensation (CARES 3.0 & EESSG)



Preserve access through local Early Learning Subsidies for low – and moderate-income families.



Fund improvements, maintenance, and new construction of early learning family childcare homes and centers



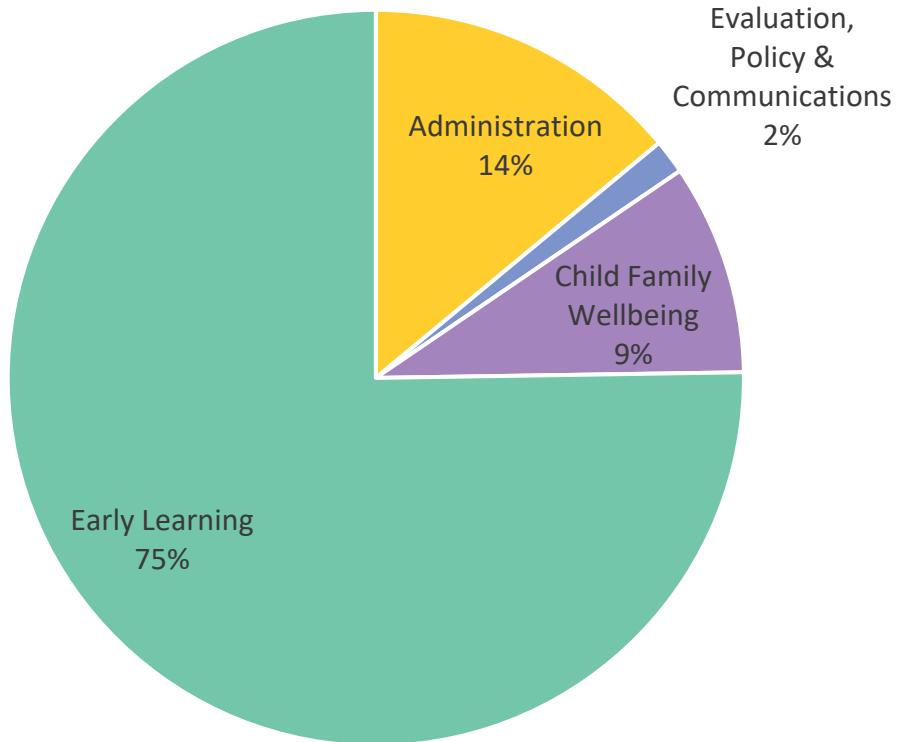
Maintain investment in Family Resource Centers (entering a new funding cycle), supporting parents and their children's milestones.





# Proposed Expenditure Summary

## FY25 Proposed Expenditure Breakdown



## Key Budgeted Programs (by Division)

- Comprehensive evaluation services
- Family Resource Center Initiative
- Early Childhood Mental Health Consultation Initiative
- Early Intervention FRC & Community Services
- Early Learning System/Subsidies
- Workforce Development (Compensation & Pathways)
- ECE Quality & Capacity Building
- Childcare Facilities Development
- Prop C 15% Tax to General Fund
- Other Administration



**THANK YOU**

