



MEMORANDUM

February 11, 2019

TO: OECE Prop C Community Engagement and Strategic Planning Team

FR: MIG, Inc.

RE: Summary of January 18, 2019 Family Child Care Association of San Francisco (FCCASF) Strategic Input Session

I. Introduction

On Friday, January 18, 2019, the San Francisco Office of Early Care and Education (OECE) joined the regular meeting of the Family Child Care Association of San Francisco (FCCASF) Board of Directors in order to solicit the group's feedback on priorities for early care and education (ECE) funding. This strategic input session was held as part of the community engagement process for the ECE for All Initiative initial five-year spending plan. Ten people participated in the session.

II. Presentation

The session opened with a presentation by OECE Deputy Director Denise Corvino and Jamilllah Jordan of MIG, Inc., OECE's public engagement contractor. The presentation included a brief review of the history of Proposition C and the San Francisco ECE for All Initiative; provided context for the planning process; and detailed what the five-year spending plan will include; the planning timeline; opportunities for the community to provide their input; and the four key priorities for investment in enhancements to the City's ECE system as identified in the Prop C legislation:

- Clear the waitlist for low-income, subsidy-eligible children ages 0-5.
- Provide financial assistance to middle-income families for infant and toddler (ages 0-3) care and education.
- Increase compensation for ECE educators in San Francisco.

- Invest in quality supports for early care and education including coaching and training for educators and materials and physical and mental health supports for children.

The presentation is included as Appendix A.

III. Discussion

Following the presentation, Jamillah facilitated a discussion on the ECE experience in San Francisco. Participants were shown a display board posing two questions and asked to write their responses on post-it notes. The questions were:

- What are your ECE needs and priorities?
- What would make the ECE experience better for you and your family?

Responses were then read aloud and discussed, and are summarized below. A transcription of the written responses is included as Appendix B.

ECE Needs and Priorities

Participants identified the following ECE needs and priorities.

- Make it easier for families to fully understand their eligibility for programs, and ensure that social workers understand eligibility and are able to explain it clearly and correctly.
- More qualified consultants, case workers and teachers are needed, including:
 - Mental health consultants who speak Chinese and Spanish.
 - More qualified teachers who are trained to work with special needs children in multiple languages.
 - Also need materials in multiple languages.
- Need funding to pay higher wages and provide benefits such as health care, IRA retirement, vacation, etc. in order to hire and retain quality teachers and assistants.
- Family Child Care Homes (FCCs) need more funding for facility improvements and repairs, equipment, etc. so that they can meet requirements and children's needs.
- Need a qualified substitute pool to allow FCC staff to take days off and go on vacation to avoid burnout.
- Provide equity in terms of the services and training provided for FCCs and Centers.
- Make trainings more accessible to FCC teachers:
 - Provide online/recorded training
 - Provide in multiple languages
 - More mental health training
- Create more transparency between case managers, families and providers.
- Provide more site visit programs such as animal/nature presentations, performing arts (puppet shows), etc.

Improving the ECE Experience

Participants made the following suggestions for improving the ECE experience for themselves and their families:

- Need better rates, wages and benefits for quality FCC-based teachers, more equitable with what Child Care Centers receive.
 - Center-based teachers can live outside the city, while FCC teachers have to live in San Francisco and therefore absorb those higher costs.
 - FCCs need to be able to pay staff better and provide better benefits, retirement and health coverage in order to retain quality teachers.
 - Higher rates must be provided per child for higher tiers of quality. \$300 per child is not sufficient to maintain quality at Tiers 4 and 5.
 - High rates (at parity with Child Care Centers) must be provided for infant care in FCCs.
- Offer more curriculum support that is better geared toward the needs of FCCs. Acknowledge that FCCs are capable of and eager to go deeper in curriculum development and implementation.
 - FCCs used to do curriculum planning trainings themselves. Now trainings are provided by others with larger grants who are not necessarily familiar with FCCs, their competence and abilities.
- FCCs need to receive better support for environmental materials, equipment and facility improvements or repairs.
 - Consultants' proposals for providing environmental materials need to be more transparent. FCCs sometimes receive equipment purchased by consultants that is broken/unsafe or not what was needed; they need the ability to return or exchange equipment, be reimbursed and/or make their own choices.
 - More funding is needed to develop outdoor recreation areas for FCCs.
- Need well-trained case workers who are kind and courteous to parents.
- Make it easier for FCC providers to help families understand their eligibility and choose a provider; cut down on the number of trips they must make to consult with multiple agencies and providers.
- Provide better access to education and training, including:
 - Provide online and recorded/archived trainings via webinars, slides and/or audio, etc.
 - Stipends for educators who go to school.
 - Hold small trainings in the providers' neighborhoods.

ECE Bucks Activity

Following the discussion, participants engaged in an interactive activity aimed at clarifying which ECE priorities were most important to them. Participants were provided with \$120 in "ECE Bucks" which they could distribute in any way they liked between five categories: the four key priorities identified and an "Other" category for any additional priorities.

The results of the ECE Bucks activity were as follows:

Priority	ECE Bucks Received
Increase pay for ECE professionals	17 / \$340
Other	14 / \$280
Subsidies for low income families	12 / \$240
Financial assistance to middle-income families	12 / \$240
Increase other services for children birth to age 5	6 / \$120

Participants were encouraged to add comments clarifying their priorities in more detail, particularly for the "Other" category. Their comments on the various priorities are summarized below.

Increase Pay for ECE Professionals

- Quality teachers for our children are necessary to help them become the great citizens of the future.
- Provide better compensation for substitute teachers in FCCs and centers.

Other

- Provide teachers (regular and substitutes), health consultants, and materials in multiple languages
- Provide funding to FCCs to help them hire more assistants, and allow assistants to attend professional ECE training in non-working hours.
- Provide health consultation at early care and education facilities.
- Provide better benefits including health, retirement, mental health and wellness services for teachers.
- Provide funding and rates to FCCs that are equitable to that received by centers for environmental improvement, staff compensation, etc.
- Provide funding for facility improvement, repairs, earthquake retrofitting, etc. for FCCs
- Create reimbursement for substitute teachers and city wide substitute pool.

Subsidies for Low-Income Families

- Clear the waitlist; give vouchers to low-income families and help them create a better world to live in.

Financial Assistance to Middle-Income Families

- Middle income families are challenged by making too much money to receive assistance, yet not enough to survive in San Francisco; we need to retain these families. Many voted to pass Prop C so that middle-income families would receive more child care assistance; they should receive what they voted for.

Other Services for 0-5

- Provide special needs training in different languages for FCC teachers.