



MEMORANDUM

Kathy Gallagher, Director

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To: – Family and Human Services Committee
– Contra Costa County Board of Supervisors Date: October 22, 2018

From: • Kathy Gallagher, Department Director
• Camilla Rand, Community Services Bureau Director

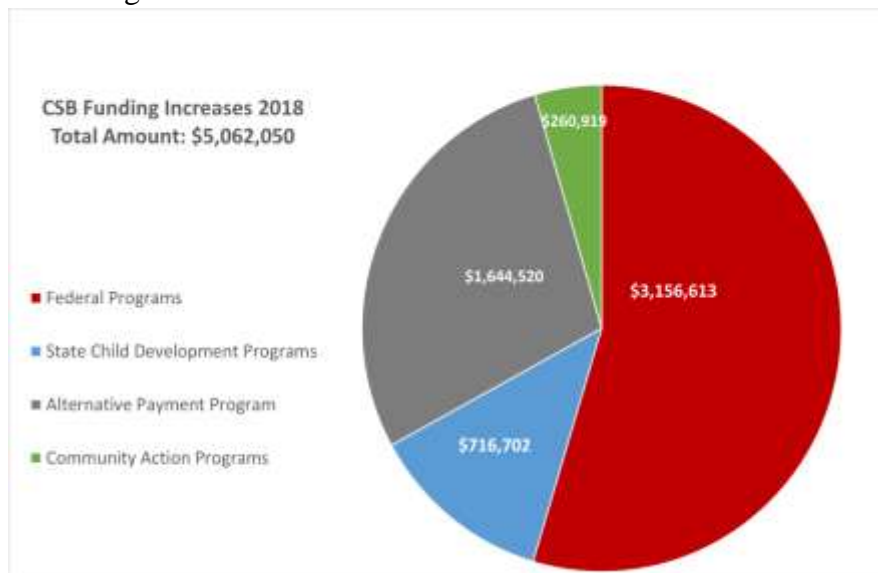
Subject: **FHS Referral #78 Community Services Bureau/Head Start Oversight (Consent Item)**

I. Overview:

Please accept this annual update for the Employment and Human Services Department, Community Services Bureau (CSB). Each member of the Board of Supervisors received CSB’s 2017-18 annual report highlighting the years’ successes. This memo will highlight key 2018 topics and challenges that continue as areas of focus in the year to come.

II. 2018 Key Highlights:

- Implementation of 2017 Early Head Start grant in the amount of \$3.6 million to serve 190 new infants and toddlers county-wide. This grant allowed for new partnerships and the opening of new CSB classrooms.
- Successful cost of living negotiations with PEU, Local One.
- The closure of the Brookside Center in Richmond.
- New funding to the Bureau:

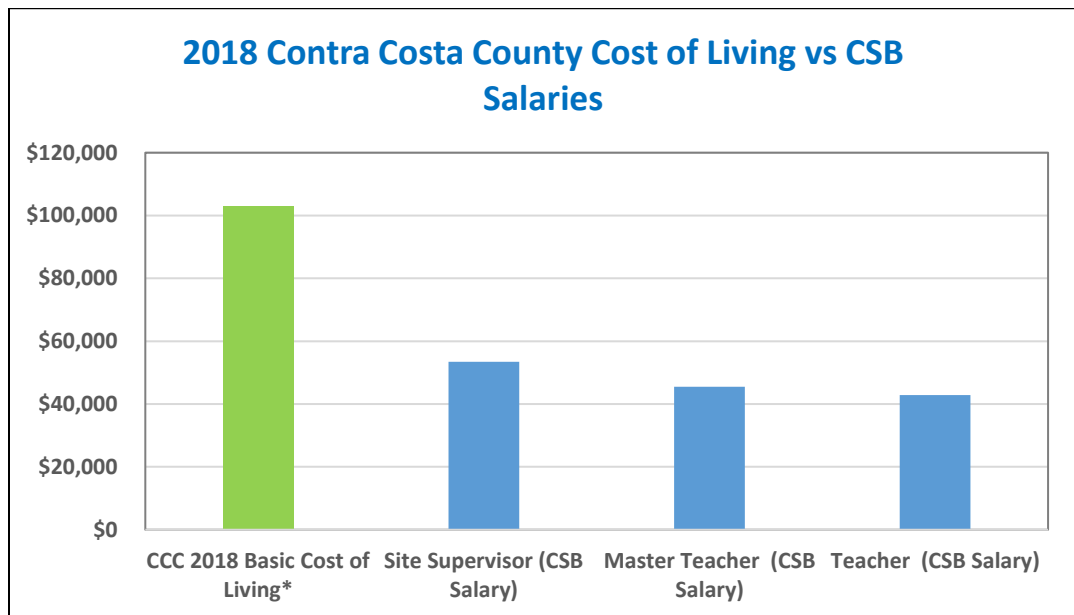


III. Key 2018 Legislation Impacting the Bureau:

- **AB 605** – Signed by the Governor. Allows for one childcare license for center-based programs rather than multiple licenses by age of children served.
- **AB 2370** – Signed by Governor. Expands mandatory lead testing of water to childcare centers.
- **AB 2626** – Signed by the Governor. Increases eligibility, streamlines processes and allows for 2 staff development days per year.
- **Budget trailer language** – Signed by the Governor. Allows LEAs serving preschool children to be exempt from licensing standards
- **Proposed Changes to Public Charge** – early to determine, but our families are recipients of programs being included in the proposal

IV. Ongoing Challenges:

- **Replacing CSB’s central kitchen:** We have identified a space on 23rd Street in Richmond which is the current Veteran’s Building. CSB is working with Public Works to negotiate space needed for the kitchen and possibly Las Deltas replacement.
- **Teaching staffing shortage:** CSB continues to hover at a 10% shortage in our Associate Teacher and Teacher positions, primarily in positions working with infants and toddlers. There are three key reasons for the shortage:
 - High cost of living in the Bay Area. Many of our staff struggle to make ends meet.



* Source: Family of four includes two parents and a preschooler and school-aged child. Based on Self Sufficiency Standard, Center for Women’s Welfare

- Staff migration: Our greatest staffing shortage is in West County. Staff are moving out of the county or farther east.

SB Staff Residence	Percentage
WEST COUNTY	31%
EAST/ CENTRAL	58%
OTHER COUNTY	11%

- Transitional Kindergarten and other subsidized programs in the area.
 - Nation-wide shortage: programs throughout the state/ nation are experiencing staffing shortages.
- **Changing demographics of families:** Just as our staff are moving east, our families are also moving and with the high cost of living in the Bay Area, many families who stay do not qualify for our program.

- **Enrolled Families:**

Location	Total	Percentage
WEST COUNTY	851	44%
EAST/ CENTRAL COUNTY	1110	56%

- **Waitlisted Families:**

Location	Total	Percentage
WEST COUNTY	2292	32%
EAST/CENTRAL COUNTY	4924	68%

**2018 POVERTY GUIDELINES FOR
THE 48 CONTIGUOUS STATES
AND THE DISTRICT OF
COLUMBIA**

Persons in family/household	Poverty guideline
3	\$20,780
4	\$25,100
5	\$29,420

- **Funding to support facility needs:** we have been fortunate to receive Program Improvement grants this year to address health and safety needs which are approximately \$600,000-\$800,000 per year. The Las Deltas Center in North Richmond will most likely be closing over the coming year as the Housing Authority is selling the property and an alternate location will need to be

determined. Several of our buildings and modulars are aging, and needing multiple repairs such as roofing, painting and playground replacements.

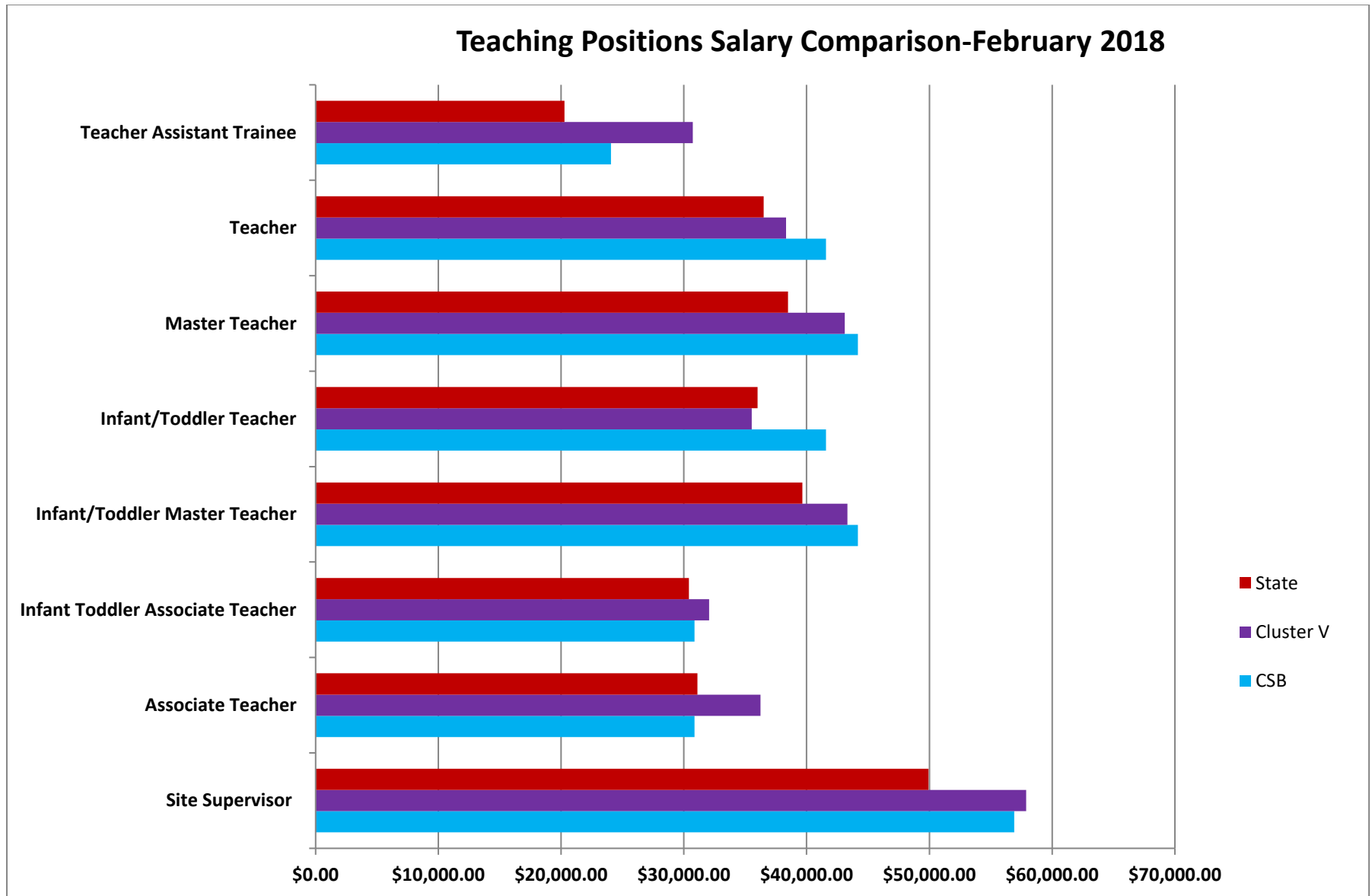
V. Moving Forward:

- **Overall Funding:**
 - \$200 million increase for federal Head Start and Early Head Start – COLA and Early Head Start expansion in 2019.
 - Securing funding to support the central kitchen.
 - Advocating for more State funding to surpass the 2006-07 level (still \$250 million lower in California) to include quality funds.

- **Investing in our staff:**
 - Growing our own through Teacher Apprentice and LINKED programs in partnership with Contra Costa and Diablo Valley Colleges.
 - Wage surveys
 - Advocating for national, state and local investment in the workforce.
 - Marketing and advertising in new and innovative ways
 - Retention strategies that focus on staff competencies, trauma informed practice, staff wellness, reflective supervision and practice and recognition programs.

- Revisiting program delivery of services county-wide.
- Review year: We expect a Federal Focus Area One review and a State triennial review before June 2019.
- We continue to be the largest and high quality childcare provider in the county.

Teaching Positions Salary Comparison – February 2018



February 2018
Prepared using California Head Start Association 2017 Salary Survey Data

QUALITY CHILD CARE MATTERS



IMPROVING EARLY LEARNING IN CONTRA COSTA



Kids who attend quality programs do better in life.



Community Services Centers Are High Quality

Fourteen Contra Costa County Community Services Bureau child care centers participate in Contra Costa's Quality Matters Program (QM), which helps child care programs offer the best care possible. Centers are rated on their level of quality and receive training, incentives, coaching and support to raise their ratings.

HIGHLIGHTS:

- ◆ Every center received the highest ratings possible.
- ◆ CSB Centers received over \$250,000 in grants in the 2017–2018 school year for the enhancement of classrooms to maintain quality.
- ◆ This year, over 800 preschoolers will leave CSB, ready for kindergarten, with the benefits of high-quality preschool.
- ◆ Ratings are based on elements such as child observation, developmental and health screenings, lead teachers' qualifications, effective teacher-child interactions (CLASS assessments), and program environment rating scale (ERS) assessment.

RATINGS:

3 = Implementing Quality Standards | 4 = Mastering High-Quality Standards | 5 = Exceeding High-Quality Standards

CENTERS	RATING
Ambrose, Bay Point	4
Balboa, Richmond	5
Bayo Vista, Rodeo	4
Contra Costa College, San Pablo	4
Crescent Park, Richmond	4
George Miller Center, Concord	4
George Miller III, Richmond	5

CENTERS	RATING
Las Deltas, Richmond	4
Lavonia Allen, Bay Point	4
Los Arboles, Oakley	5
Los Nogales, Brentwood	4
Marsh Creek, Brentwood	5
Riverview, Bay Point	4
Verde, Richmond	4



THE HEAD START

Teacher Apprenticeship Program

In Partnership with: Contra Costa County Community Services Bureau, YMCA of the East Bay and Contra Costa College



SESSION 1:

August — December 2018

ECHD 220: Child, Family, and
Community

&

ECHD 150: Infant Toddler Development

SESSION 2:

January—May 2019

ECHD 121: Child Growth, and
Development

&

ECHD 123: Creative Activities

*Sessions will be held at Balboa
Children's Center **Tuesdays &
Thursdays from 4:30 –7:40 PM***

PROGRAM PARTICIPANTS WILL RECEIVE:

- 12 TRANSFERRABLE UNITS IN EARLY CHILDHOOD EDUCATION
- A CHILD DEVELOPMENT ASSOCIATE TEACHER PERMIT UPON COMPLETION
- EDUCATIONAL SUPPORT AND TUTORING TO MEET INDIVIDUAL NEEDS
- FREE TUITION WITH LAPTOPS AND TEXTBOOKS AVAILABLE

Contact us to learn more:

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