



**SPECIAL MEETING  
COMMISSION STRATEGIC PLAN RETREAT  
Minutes**

Wednesday, May 13, 2015  
9:00 am

**Pleasant Hill Community Center, Perera Pavilion**  
320 Civic Drive,  
Pleasant Hill, CA 94523

**1.0 Call to Order and Roll Call**

Meeting was called to order at 9:20 by Vice-Chair Kathy Gallagher, who welcomed everyone and asked all in the room to introduce themselves.

Commissioners in attendance: Kathy Gallagher, William Walker, Gareth Ashley, Barbara Cappa, Supervisor Candace Andersen, John Jones; Mister Philips (for Maria Fort) arrived at approximately 10:00 am.

Alternate Commissioners in attendance: Katherine Mason, Belinda Lucey, Matt Regan, Wanda Session

Absent: Commissioners PJ Shelton, Maria Fort; Alternate Commissioner Toni Robertson

**2.0 Public Comment**

Tim O’Keefe, Executive Director of Shelter Inc., thanked the Commission for its transparency and openness to community participation in its strategic planning. He also thanked the Commission for its ten years of support for Shelter Inc.’s family shelter.

**3.0 2016-2020 Commission Strategic Plan**

Sean Casey opened the discussion by setting the larger context for early childhood. The Commission then viewed and discussed the ten-minute preview of the film “The Raising of America” which argues for a national shift in thinking about how children and families are supported in the United States. Sean outlined the charge for the day: to define how First 5 Contra Costa will build on the science and evidence for supporting early childhood, as well as the Commission’s historical investments, to ensure all children have a strong start in life. The Commission is at a critical point in its development, pivoting from 15 years as mostly a funder to a new period of reduced resources to fund programs, and an opportunity to be a stronger advocate for the practices and policies that support children. The Commission will hear several themes during the retreat, including sharpening our focus; refining our structure; increasing emphasis on systems, advocacy and policy; and building partnerships to increase sustainability.

Nicole Young, the Commission’s strategic planning consultant, walked the Commission through the plan for the day. She then walked through highlights from the Briefing Book and Stakeholder Survey. (Briefing Book: <http://www.firstfivecc.org/uploads/about/commission/F5CCBriefingBookFinal-1.pdf> Summary of Stakeholder Input: [http://www.firstfivecc.org/uploads/about/commission/F5%20CC%20Summary%20of%20Stakeholder%20Input%20\(FINAL\).pdf](http://www.firstfivecc.org/uploads/about/commission/F5%20CC%20Summary%20of%20Stakeholder%20Input%20(FINAL).pdf) )

Sean Casey briefly reviewed the Commission’s fiscal landscape, which they had previously seen at their

October, 2014 meeting. Overall, including projected tax revenue, fund balance and outside funding, the Commission will have approximately \$68 million available over the five years starting in FY 2015-16.

Staff then reviewed the status of each of the four current initiatives as outlined in the Briefing Book prepared for the retreat.

Cally Martin provided the overview of the Early Childhood Education Initiative and provided a chart summarizing the analysis of future context for each initiative as well, summarizing across eight dimensions the impact, opportunities and sustainability of each initiative. Cally Martin similarly provided an overview of the Family Support Initiative.

Sean Casey gave the overview of the Community Information and Education and Early Intervention Initiatives then responded to Commission member questions about the initiatives and their impact.

The Commission recessed for lunch at approximately 12:00 pm and rejoined at approximately 12:40 pm. Commissioner Andersen left the meeting at this time.

Nicole Young asked the Commission, as well as staff and guests, to form small groups and discuss three questions. Each group then reported its responses, summarized below.

1. Where and how can First 5 have the greatest impact in closing the Opportunity Gap?
  - systems change, policy, advocacy and partnerships are interdependent
  - First 5 can use its convening ability to get the right people and sectors to the table
2. What partnership opportunities do you foresee or think First 5 should be considering?
  - First 5 Centers provide an opportunity for partnerships
  - Look for new and non-traditional partnerships including business, community, school districts
3. What are the hard questions we should be asking ourselves?
  - Are we making a difference
  - What is our legacy?
  - What do we stop doing?
  - Will First 5 still have the influence to get people to the table?
  - How do we address territorial and turf issues?
  - How brave does First 5 want to be?

Sean Casey then presented initial staff recommendations for the overall structure of the plan. They included –

1. Recommit to the Commission's existing Vision, Mission and Guiding Principles
2. Focus on three initiatives with a total of 5 goals and a major cross-cutting strategy of education, advocacy and policy
3. Move forward with the staffs' proposed goals and strategies
4. Commit to the updated map of high needs areas in the county as the focus of the Commission's investments
5. Move forward with drafting the complete strategic plan for review by the Commission in September.

Nicole Young then led the Commission's discussion of the recommendations. Staff assured the Commission that their input from the retreat discussions would be incorporated as staff fleshed out the specific strategies in the final plan.

The Commission made a strong statement for improvement of measurement and the inclusion of measurable goals or objectives in the plan. There was a clear desire expressed for stronger outcome data.

Nicole asked the Commission for a general "green light" on each of the recommendations. The Commission gave a green light for recommendations 1 and 2. For recommendation 3, the Commission asked for some modifications and clearer language. Commissioners suggested language about building a broader system of family support services, raising the quality of care provided by individual caregivers, and developing more measurable goals or objectives. Staff will provide an update on the goals and strategies at the July Commission meeting. Staff pulled the map for recommendation 4 for additional revision. The Commission supported moving forward on completing the strategic plan, with a draft for review at the September Commission meeting.

Before adjourning, Commissioners provided feedback on the retreat. Overall they expressed appreciation for the level of discussion and the facilitator's skill in keeping everyone engaged. They also valued the ample time allowed for weighing in on the many questions that were raised. They were also noted that hearing how other First 5s are responding to their declining resources was helpful.

#### **4.0 Adjourn**

The Commission adjourned at 3:15 pm.