

ORGANIZATIONAL ASSESSMENT AND REFLECTION RFP FIRST-ROUND QUESTIONS AND ANSWERS

Posted October 30, 2020

Q: Is the First Five of Contra Costa team considering REDI as a lens that you want to apply to each bucket of work, perhaps among other lenses, or as the central issue that you wish to tackle through this project?

A: Our vision for this work is more in line with the former. We want to reflect on and assess our capacity for REDI in each bucket of the work, in addition to reflecting on and assessing our capacity to move our strategic priorities forward, such as the integration of early childhood systems, the sustainability of those systems, and the sustainability of First 5 Contra Costa. In other words, we see REDI as a lens among other lenses that we wish to assess and reflect on.

Q: How many employees does First 5 Contra Costa have?

A: 31 staff

Q: How many job classifications?

A: We have 5 job classifications:

- 1) Executive Director
- 2) Director
- 3) Manager/Program Officer
- 4) Specialist/Coordinator/Analyst/Coach
- 5) Assistant II/Community Liaison

Q: Can you please provide an organizational chart?

A: Download the chart [here](#).

Q: Are you open to include an external market survey to obtain information and industry best practices and standards from other First 5 agencies throughout the state?

A: We know there are other First 5s whose work and structures we can learn from, and who are also going through organizational assessment and reflection processes, particularly around their capacity for REDI. To that end, we are open to learning from these agencies, especially if their goals and approaches align with our strategic plan. Because this is an option beyond the scope of work in the RFP, we encourage candidates to specifically underscore what additional components like this would yield and how it would enrich and inform your recommendations.