FIRST 5 CONTRA COSTA
CHILDREN AND FAMILIES COMMISSION

Executive Committee Meeting
AGENDA
Monday December 16, 2024 - 5pm
4005 Port Chicago Hwy, Concord, CA 94520

The Executive Committee meeting will be accessible in-person, and via virtual webinar to all members of the public. Persons who wish to address the Committee members during public comment or with respect to an item on the agenda may call in during the meeting by dialing 669-444-9171 or 669-900-6833 or use the "raise your hand" feature in the Zoom app. The Committee Chair may reduce or eliminate the amount of time allotted to read comments at the beginning of each item or public comment period depending on the number of comments and the business of the day. Your patience is appreciated

Virtual Meeting Information:
Join Zoom Meeting
https://us02web.zoom.us/j/81963365041?pwd=9ICMQqkZnbtu79P2Lw3R5TZC6RYhw1.1
Meeting ID: 819 6336 5041
Passcode: 108866

1.0 Convene and call to order

2.0 Closed Session
Public Employee Performance Evaluation (Gov. Code § 54957.6)
Title: Executive Director

3.0 Public Comment

4.0 Approve the Minutes of the Executive Committee Meetings on: **Action**

4.1 Executive Committee Meeting on September 30, 2024
4.2 Special Executive Committee Meeting on October 28, 2024
4.3 Special Executive Committee Meeting on November 1, 2024

5.0 CONSIDER accepting the report on significant program, financial or contracts matters, and on any personnel matters relating to Commission staff. **Discussion**

5.1 Receive updates from the Deputy Director
- Community Impact Report

5.2 Receive updates from the Finance and Operations Director
- Budget Development Timeline for FY 2025-26
- FY 2024-25 First Quarter Financial Report

5.3 Receive updates from the Executive Director

6.0 DISCUSS matters regarding the operation of the Commission. **Discussion**

6.1 Review and discuss proposed 2025 Commission Meeting Calendar
6.2 Review Officer Slate for 2025 Executive Committee Recommended by Nominating Committee

The public may comment on any agenda item or any item of public interest within the jurisdiction of the First 5 Contra Costa Children and Families Commission. In accordance with the Brown Act, if a member of the public addresses an item not on the posted agenda, no response, discussion, or action on the item may occur.

The First 5 Contra Costa Children and Families Commission will provide reasonable accommodations for persons with disabilities planning to participate in Commission meetings who contact the Commission's offices, at least 48 hours before the meeting, at (925) 771-7300.

Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the First 5 Contra Costa Children and Families Commission to a majority of members of the First 5 Contra Costa Children and Families Commission less than 96 hours prior to that meeting are available for public inspection at 1485 Civic Court, Suite 1200, Concord, CA 94520 during normal business hours.

In consideration of those who may suffer from chemical sensitivities and may have allergic reactions to heavy scents, First 5 Contra Costa requests that staff and visitors refrain from wearing perfume, cologne, or the use of strongly scented products in the work place. We thank you for your consideration of others

7.0 **CONSIDER accepting the report on statewide activities pertaining to children 0-5, including the activities of the First 5 Association of California, First 5 California, and other statewide advocacy groups.** **Discussion**

8.0 **REVIEW agenda items for upcoming Commission Meetings.** **Discussion**

8.1 Review 2025 Administrative Calendar

9.0 **Communications**

- First 5 IMPACT Legacy Funding Letter to F5 CA

10.0 **Adjourn**

The public may comment on any agenda item or any item of public interest within the jurisdiction of the First 5 Contra Costa Children and Families Commission. In accordance with the Brown Act, if a member of the public addresses an item not on the posted agenda, no response, discussion, or action on the item may occur.

The First 5 Contra Costa Children and Families Commission will provide reasonable accommodations for persons with disabilities planning to participate in Commission meetings who contact the Commission's offices, at least 48 hours before the meeting, at (925) 771-7300.

Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the First 5 Contra Costa Children and Families Commission to a majority of members of the First 5 Contra Costa Children and Families Commission less than 96 hours prior to that meeting are available for public inspection at 1485 Civic Court, Suite 1200, Concord, CA 94520 during normal business hours.

In consideration of those who may suffer from chemical sensitivities and may have allergic reactions to heavy scents, First 5 Contra Costa requests that staff and visitors refrain from wearing perfume, cologne, or the use of strongly scented products in the work place. We thank you for your consideration of others

FIRST 5 CONTRA COSTA
CHILDREN AND FAMILIES COMMISSION

Executive Committee Meeting
MINUTES
Monday, September 30, 2024, 5:00-6:00pm
4005 Port Chicago Highway, Suite 120, Concord, CA 94520

1.0 Convene and call to order.
Chair John Jones called the meeting to order at 5:03 p.m.
In attendance: John Jones, Marla Stuart, Vidya Iyengar

Staff present: Executive Director, Dr. Ruth Fernández; Deputy Director, Sandra Naughton; Operations Manager, Tammy Henry; Executive Assistant, Mikele Nelson.

2.0 Request to Amend Agenda to add a request from Community Advisory Board (CAO).
This item was approved to be added at the end of the meeting agenda for discussion and vote.

3.0 Public Comment.
No public comment.

4.0 Approve the Minutes of the Executive Committee Meeting on July 29, 2024.
John Jones motioned to approve the minutes of the July Executive Committee meeting and Marla Stuart seconded the motion. The minutes of the Executive Committee Meeting on July 29, 2024, were approved.

5.0 CONSIDER accepting the report on significant program, financial or contracts matters, and on any personnel matters relating to Commission staff.

5.1 Receive updates from Deputy Director
Sandra Naughton provided several program updates:

Early Childhood Education (ECE) – Children with Disabilities Project - community convenings took place in August, one in person and one virtual. She presented updates of the community planning process and the scope of the project. First 5 staff is working with EHSD on amending contract to extend through June. Marla Stuart suggested amending the contract for a two-year period instead of the short-term extension.

Sandra Naughton also presented a brief update on a workforce development grant that would entail a multi-county collaboration and would be led by the Santa Clara Office of Education (SCCOE). First 5 Contra Costa is invited to participate and would be the lead entity representing Contra Costa County. SCCOE would include First 5 Contra Costa as a project partner in the grant application.

Strengthening Families - A satisfaction and demographic survey was recently disseminated to First 5 Centers families, a report of survey findings will be shared at a later date.

Sandra shared a reminder that we will be hosting a VIP Tour of 3 of 5 of our First 5 Centers on October 9th and will be able to showcase all three of our contractors and their unique styles and offerings.

Ready Kids East County (RKEC) Initiative – a broad overview was presented of the Womb to Classroom conceptual framework prepared by staff to forward the work of the Ready Kids East County Initiative. The RKEC initiative has been a partnership with the Dean and Margaret Lesher Foundation. A new grant proposal was submitted to the Foundation and was awarded ($994,884.80) over a 5-year period. The First 5 staff team is excited about the evolution of this initiative and the strong partnerships developed with philanthropic and community-based partners.

The First 5 Contra Costa Parent Advisory Group will be launching in the coming weeks; staff will make recommendations based on their feedback. Marla Stuart suggested working with Head Start to share resources.

5.2 Receive updates from the Operations Manager
Tammy Henry provided updates on:

Staffing: First 5 Contra Costa's new Finance and Operations Director, Kelly Sessions will start tomorrow October 1st. Data & Policy Manager position has been filled internally by Mackenzie Whipps. The Program Officer role is open for applications now.

Facilities – The Contra Costa Black Infant Health Program is now officially moved into First 5's Pittsburg building space next to the East County First 5 Center.

Timeline and Protocol for ED Performance Review - Changes were proposed to make the Executive Director performance review process to streamline the process. There was discussion regarding the wording of the Chair being appointed negotiator for the Executive Director review process and whether to conduct a 360 review.

Marla Stuart moved to approve the edits to the wording and John Jones seconded. The motion passed. The Executive Committee decided to hold a 15-minute closed session "Special" Executive Committee meeting prior to the next Commission meeting on October 14th.

5.3 Receive updates from the Executive Director
Dr. Ruth Fernández reported:
Staff and Commission Retreat – Received $10K grant from Dean & Margaret Lesher Foundation to support the costs related to the planned All Staff Retreat. The retreat is scheduled for November 14-15 at the Brazilian Room at Tilden Park. We plan to have a Commission Summit in March, more information to come early 2025.

Sustainability – Ruth asked for recommendations about an ad hoc sustainability committee. John Jones noted that sustainability is not the same as fund development and the question should be posed to commissioners around that topic. There was a discussion about conflict of interest around fundraising and grant awarding.

New Bay Point Public Library Project – First 5 has been in conversation with County Librarian Alison McKee about the potential to have include First 5 Contra Costa as a co-located community partner in the new Bay Point Library that is expected to be built by 2028. Ruth joined a meeting with the architects of the project, Supervisor Federal Glover, and Alison McKee to walkthrough the plans and layout. Ruth shared that this is an exciting partnership that would be a benefit for the entire community. First 5 participated in recent community public meetings hosted by the project architects and library staff.

Administrative First 5 Offices – Ruth mentioned her intent to pursue the option to sublease vacant offices in the administrative suite. Staff are discussing a potential timeline and planning conversations with the property management.

Annual Audit - Fiscal team is working with the auditors to close the annual audit cycle and meet the deadline for audit report at the Oct 14th Commission meeting.

5.0 DISCUSS matters regarding the operation of the Commission.

5.1 Discuss the nomination process for the 2025 Officers of the Commission

Dr. Ruth Fernández notified Executive Committee of upcoming nominations for officers of the Commission. She reviewed the process and shared that she will be working with the selected Nominating Committee to request nominations.

5.2 Biennial Review of Conflict of Interest Code (2024)

Dr. Ruth Fernández notified Executive Committee of minor changes made to the Conflict of Interest code required due to changes to our organizational chart made in the last year. The suggested updates will be approved by the Commission and sent to the county clerk once approved.

5.3 Review Executive Director Performance Review Process and Timeline

Review process was discussed by the committee and staff.

6.0 CONSIDER accepting the report on statewide activities pertaining to children 0-5, including the activities of the First 5 Association of California, First 5 California and other statewide advocacy groups.

Dr. Ruth Fernández shared that Commissioners John Jones and Gareth Ashley gave comments at the August 22nd First 5 California Commission meeting in support of the Proposed Stabilization Fund asking for $25M general funds. The state commission has not made decision yet. Their next meeting is to be held October 30th. Dr. Ruth Fernández also shared that the state has been encouraging First 5 to partner with the Dolly Parton Imagination Library campaign and she is still collecting information regarding the efforts.

7.0 Request from the County Administrator Office for Nominations to participate in the Measure X Innovation Fund review committee.

Dr. Ruth Fernández shared the invitation received for nominations from the First 5 Commission for the Measure X Innovation Fund Committee. After discussion, it was decided that due to time constraints, the Commission would be unable to submit recommendations at this time.

8.0 Review agenda items for upcoming Commission Meetings.

Dr. Ruth Fernández shared potential dates for the 2025 meeting calendar and asked for feedback regarding meeting times. It was decided to keep them at the same time and frequency. It was also decided to add an audit review item to the upcoming special Executive Committee meeting.

9.0 Communications

N/A

10.0 Adjourn – Meeting adjourned at 6:44 p.m.

FIRST 5 CONTRA COSTA
CHILDREN AND FAMILIES COMMISSION

Special Executive Committee
Meeting Minutes
Monday, October 28, 2024 ~ 5:00PM
4005 Port Chicago Highway, Suite 120, Concord, CA 94520

1.0 Convene and call to order

Chair John Jones called the meeting to order at 5:30 p.m.

In attendance: John Jones, Marla Stuart, Vidya Iyengar

Staff present: Executive Director, Ruth Fernández; Deputy Director, Sandra Naughton (Zoom); Finance and Operations Director, Kelly Sessions; Operations Manager, Tammy Henry; Executive Assistant, Mikele Nelson.

2.0 Closed Session – Public Employee Performance Evaluation (Gov. Code § 54957.6)
Title: Executive Director

Chair John Jones moved the meeting into a Closed Session at 5:31p.m and resumed the meeting at 5:42p.m. He had nothing to report.

3.0 Public Comment

No public comment.

4.0 Receive the Overview Presentation of Fiscal Year 2023-24 Financial Audit
Presented by James W. Ramsey, Partner from Eide Bailly.

Highlights of the report as follows:

- James W. Ramsey shared that the independent auditors delivered a clean opinion for the current year 2024, after giving an overview of the responsibilities of the auditors letter.
- He noted the Commission has not changed any of its practices since last year.
- Eide Bailly encountered no difficulties and no disagreements with management. Financial statements received the highest opinion you can receive.
- He gave explanations for the three supplementary reports included in the audit report they delivered. Commissioner Marla Stuart found an error in report where auditor referred to Commission as “county” and James agreed this was a typo and would fix and reissue document the following day.

- He noted the audit was clean and there were no findings. Mr. Ramsey described that as required by audit standards the audit was designed to provide reasonable assurance that the financial statements are free of material misstatement whether caused by fraud or error. There were no weaknesses or deficiencies. He again reiterated that the audit was clean and was clear of any findings and expressed appreciation for the collaboration and responsiveness of First 5 management and staff involved in the audit process.

5.0 **Adjourn** – Meeting adjourned at 6:00p.m.

FIRST 5 CONTRA COSTA
CHILDREN AND FAMILIES COMMISSION

Special Executive Committee Meeting
MINUTES
Friday, November 1, 2024, ~ 10:30am
40 Douglas Dr., Martinez, CA 94553

1.0 Convene and call to order.
Chair John Jones called the meeting to order at 10:35 a.m.
In attendance: John Jones, Marla Stuart, Vidya Iyengar

2.0 Public Comment.
No public comment.

3.0 APPOINT members to the Ad Hoc Nominating Committee for selection of the 2025 Slate of Officers of Commission's Executive Committee.
Committee briefly discussed approving the names put forth, Roslyn Gentry, Vidya Iyengar and Dr. Sefanit Mekuria to serve as Nominating Committee members to select the 2025 slate of officers of Commission's Executive Committee. Marla Stuart motioned to appoint the committee members listed and John Jones seconded the motion. The motion passed.

4.0 Adjourn – Meeting adjourned at 10:36 a.m.

Community Impact Report

FY 2023-2024

FIRST 5 CONTRA COSTA

Table of Contents

Letter from the Executive Director 3

Introduction 7

Mission & Vision 7

Results Based Accountability Framework 7

Our Reach 8

Strengthening Families 10

First 5 Centers 11

Policy Advocacy & Systems Change Efforts 16

Early Intervention 18

Help Me Grow System 19

Positive Parenting Program (Triple P) 23

Policy Advocacy & Systems Change Efforts 24

Early Care & Education 26

Professional Training for Early Care & Education Providers 27

Coaching for Early Care & Education Programs in Quality Matters 28

Fostering Children's Literacy 29

Ready Kids East County 30

Policy Advocacy & Systems Change Efforts 31

Conclusion 32

A Call to Action 32

Acknowledgments

Writing by: Sarah Burke and Sandra Naughton, First 5 Contra Costa

Data analysis and support provided by: Sarah Burke and Jamela Tandinco, First 5 Contra Costa

Design by: Brian Kelley, First 5 Contra Costa

Letter from the Executive Director

At First 5 Contra Costa, we are continually evolving to meet the needs of young children and families. We are a public agency focused on maximizing the first five years of children's lives and helping the adults in their lives—their parents, caregivers, educators, and pediatricians—understand the opportunity in these critical early years. Twenty-five years ago, our agency was created by state legislation to establish "an integrated, comprehensive, and collaborative system of information and services to enhance optimal early childhood development and to ensure that children are ready to enter school." Each year since then, we have been working to realize that goal.

This report highlights our efforts in FY 2023-2024. We are proud of our accomplishments, and of the partnerships we have forged that have helped us impact so many families in our county. In FY 2023-2024 our efforts reached 7,372 children prenatal to age 5, and 7,550 parents and caregivers. Beyond meeting the immediate needs of these individuals, we also made progress on several systems change efforts that will help make lasting change for families now and in the future.

We are happy to share that our First 5 Centers continue to serve more families each year and continue to be nurturing places for families to access services and build community together. The five centers across the county also continue to make strides in ensuring their programming is culturally affirming and developing strategies to attract families that have traditionally been underserved. In an effort to engage more parents in the evidence-based Positive Parenting Program (Triple P), First 5 Contra Costa successfully secured state funding through the Children and Youth Behavioral Initiative to expand access to these services to reach Latinx, African American and Black, and unstably housed families. First 5 Contra Costa is also proud of our unwavering commitment to addressing systemic racial inequities by tackling structural system conditions that perpetuate disparities for our communities. Guided by this commitment, we secured ongoing funding partnership with the Dean & Margaret Lesher Foundation to expand the Ready Kids East County Initiative aimed at improving system conditions and services that support the school readiness of African American and Black young children and their families in East Contra Costa.

In FY 2023-2024, we also began our multi-year effort to increase high quality inclusive practices in early care and education programs, with the support of county Measure X funding. Part of this effort included leading a community engagement process to identify the highest priority needs among parents and early educators, while also providing professional development opportunities for child care programs countywide.

We are grateful to our Commission for their leadership and support in this work, to our dedicated staff for their creativity and commitment, and to all our partners who help us work toward ensuring all children prenatal to age five in our county are healthy, ready to learn, and supported in nurturing families and communities. I am incredibly proud of our collective impact, and there is so much more to be done. We hope you will join us on our journey to make our systems responsive to children and their families.

Sincerely,

Ruth Fernández, EdD
Executive Director

Introduction

Mission and Vision

Mission

To foster the development of our community's children, prenatal through 5 years of age.

Vision

Contra Costa's young children are healthy, ready to learn, and supported in safe, nurturing families and communities.

Core Values

Diversity and Inclusion, Equity, Cultural Humility, and Community Partnership

Results Based Accountability Framework

In FY 2023, First 5 Contra Costa adopted a Results Based Accountability (RBA) framework to measure progress towards achieving our vision that Contra Costa's young children will be healthy, ready to learn, and supported in safe, nurturing families and communities. The RBA approach focuses on collecting and using data to understand the impact of investments or efforts. Data can be used to help organizations better understand the collective impact of programs and efforts, and how they are contributing to improvements in community or population-level indicators of well-being. First 5 Contra Costa is in the early phase of adopting an RBA approach. Throughout this report, you will find sections like the one below that help identify some of the RBA-inspired programmatic data we begun collecting to answer RBA's three central questions: How much? How well? Who's better off?

How Much?

Who was impacted? How many participants were served, and how much service was provided?

How Well?

What was the quality of the services delivered? How well were First 5's core values of diversity and inclusion, equity, cultural humility, and community partnership reflected in the services?

Who's better off?

How are participants better off as a result of receiving services? How has participants' quality of life improved?

Our Reach

The First 5 Contra Costa Community Impact Report looks at the multiple ways we are working to fulfill our mission to foster the development of our community's children, prenatal through five years of age. This report highlights our work in partnership with others to both support system changes and deliver needed services to better meet the needs of young children and their families.

First 5 Contra Costa's policy and systems change efforts focus on: strengthening families' well-being and resiliency to support the optimal development of their children; improving systems to promote the healthy development of young children and their families; and expanding access to affordable, quality early childhood education with a stable and prepared workforce. First 5 Contra Costa uses multiple strategies in these efforts: coordinating and delivering trainings and other capacity building efforts; advocating for policy changes; engaging those affected by those policies; and researching what is working, what children and families need, and how to have the most impact.

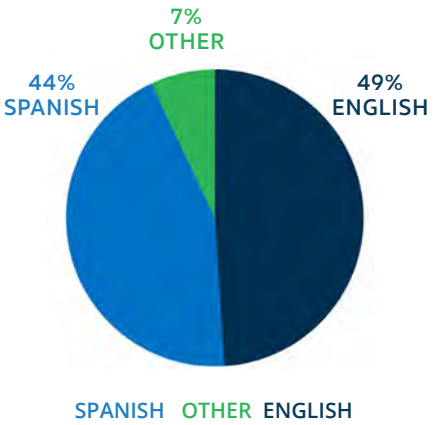
First 5 Contra Costa also funds several organizations to deliver programs that foster families' resilience, enhance parent-child interactions, and promote school readiness. In FY 2024, First 5 Contra Costa funded organizations that provided services to approximately 7,550 parents, 7,372 children under age six, and 1,402 service providers. The 7,372 children who participated in services accounted for about 10% of the estimated 73,113 children under age six in Contra Costa County.[i]

Of parents served where primary language is known, 49% spoke English, 44% spoke Spanish (including bilingual Spanish/English), and 7% spoke another language, including Arabic, Berber, Cantonese, Dari, Farsi, Hindi, Mandarin, Nepali, Pashto, Portuguese, Punjabi, Tagalog, Tamil, Telugu, and Urdu.

Ethnicity & Race of Children

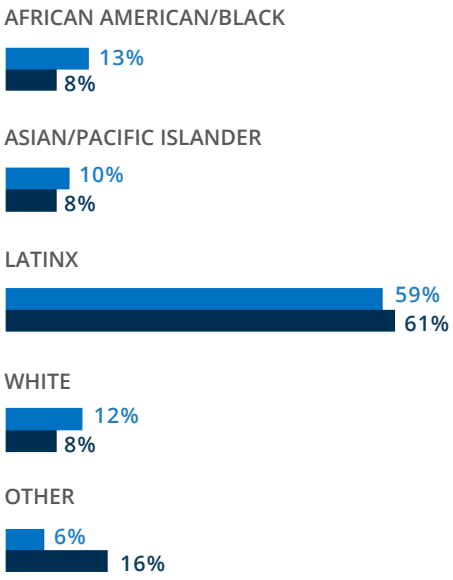
Among families who participated in services and provided information on their ethnicity/race, 59% of adults and 61% of children identified as Latinx. There was an even distribution across other ethnicity/ race categories for adults and children combined—adult and child participants identified as 11% African American/Black, 11% White,

PRIMARY LANGUAGE OF PARENTS



Source: First 5 Contra Costa annual report to First 5 California (AR-1 and AR-2), FY 2023-2024, N = 6,202.

ETHNICITY AND RACE OF PARENT AND CHILD PARTICIPANTS



Source: First 5 Contra Costa annual report to First 5 California (AR-1 and AR-2), FY 2023-2024.

[i] As cites on kidsdata.org, California Dept. of Finance, Population Estimates and Projections; U.S. Census Bureau, Population and Housing Units Estimates (Aug 2021)

10% Other, and 9% Asian and Pacific Islander. The most common "Other" ethnicity was "two or more" followed by Middle Eastern/North African, including Afghan, Egyptian, Eritrean, Moroccan, Pakistani, and Turkish.

Compared to the countywide population of children under age 6, in FY 2024 First 5 Contra Costa reached a much higher proportion of the county's Latinx children ages 0 to 5. While Latinx children under age 6 account for 29% of all children that age in the county, 61% of the children First 5 reached were Latinx. Similarly, 8% of the children First 5 reached were African American/Black, while children who identify as African American/Black account for only 6% of the children that age in the county. White and Asian and Pacific Islander children ages 0 to 5 were underrepresented in First 5 Contra Costa programs. Only 11% of participants ages 0 to 5 identified as White, compared to 25% of the county's population that age, and only 9% of participants ages 0 to 5 identified as Asian or Pacific Islander compared to 13.3% of the county's population that age.[ii]

Our Reach Expanded Over the Past Three Fiscal Years

Overall, First 5 Contra Costa cumulatively served slightly more parents, children, and providers each fiscal year over the last three fiscal years. The numbers increased from 14,152 participants in FY 2022, to 16,163 in participants FY 2023, to 16,324 participants in FY 2024.

Participants	FY 2022	FY 2023	FY 2024
Parents	6,531	7,394	7,550
Children (0-5)	6,195	7,428	7,372
Providers	1,426	1,341	1,402
	14,152	**16,163**	**16,324**

Data Notes and Limitations: The number of unduplicated children, adults and providers who participated in First 5 Contra Costa funded programs is an estimate. Programs such as the distribution of New Parent Kits, general information and referral through 211, and Tandem StoryCycles provide aggregate data. It is unknown how many of these participants also received services from programs where individual data is collected. In this report, First 5 Contra Costa used lower numbers of providers who received coaching in FY 2022 and FY 2023 than originally reported in previous reports due to quality improvements in administrative records.

About 56 fewer children were served in FY 2024 than in FY 2023 due to programmatic changes. For example, FY 2024 was the first year First 5 Contra Costa did not provide funding for the Welcome Home Baby home visiting program, which served 336 children in FY 2023. Despite that decline in number of children served, the First 5 Centers served 217 more children than the previous fiscal year, and 140 more children received developmental screenings countywide. The number of parents increased in FY 2024 primarily because 646 more New Parent kits were provided to families, compared to the previous year, and Tandem StoryCycles, a family literacy program funded by First 5 Contra Costa, reached an additional 194 parents.

[ii] American Community Survey 5-year estimates (2016-2020) Tables 17001B through I; Ethnicity and Poverty County Number of individual children under 6

Strengthening Families

Why is this important?

Research underscores the critical role positive parent-child relationships and healthy family dynamics have on children, particularly in the early years. Increasing parents' understanding of child development and parenting can lead to better child and family outcomes. First 5 Contra Costa's strengthening families' efforts connect families to the resources they need and to programs that focus on strengthening families' abilities to foster children's development, health, and school readiness.

First 5 Centers

First 5 Center staff provided classes, information and referrals, resources, screenings, and other direct services to 5,918 adults and children under age six, which was a 15% increase over the prior fiscal year. Classes, workshops, and drop-in activities were most popular—an unduplicated 2,274 children and 2,632 adults attended these programs. Classes focused on early learning and literacy were the most attended, and included classes such as Art & Storytime, Baby Signs, and Zumbini. First 5 Centers also contracted with other organizations to offer 144 classes/workshops for 754 hours of programming which included a diversity, equity, and inclusion lens.

Additionally, First 5 Center staff organized multiple community celebrations and other events throughout the year attended by an estimated 4,131 adults, children and other family members.

Types of Programming	Classes/ Workshops	Hours	Participants*
Early Learning & Literacy	520	2,438	3,426
School Readiness	153	915	1,230
Parent Education	168	935	593
	841	**4,288**	**5,249**

*Participants are unduplicated within programming types and duplicated across all three programming types. This table doesn't include Help Me Grow developmental playgroups or Triple P classes and workshops but does include drop-in classes and one-time workshops.

How Much?

2,740 families participated at First 5 Centers, including **3,399** parents and **2,519** children:

- **4,906** parents and children attended classes and workshops
- **4,131*** parents, children and other family members attended one-day events
- **790** children were screened for developmental milestones
- **648** parents met one-on-one with staff to connect to community resources
- **197** children received car seats

* This is an estimate as individual attendance isn't taken at one-day events

How Well?

Parents attended **841** classes and workshops and, of those who completed a post-session survey, **90%** responded that First 5 Center staff made an effort to know more about their family's ethnicity/ race, culture, gender identity and/ or family composition, and **96%** responded they felt a sense of belonging to the community at the First 5 Center.

Who's Better Off?

Of the parents who completed surveys, **94%** responded they learned new information that would help with their parenting and ability to support their child's development and **95%** responded that the class helped them understand what to expect from their child at this age and stage of their development.

Connecting Families to Community Resources

First 5 Centers have dedicated bilingual (English/Spanish) Community Resource Specialists who have knowledge and expertise in navigating a wide array of resources within Contra Costa County and make this information available to families through individual consultations. In FY 2024, Community Resource Specialists provided 952 consultations to 648 parents. At half of these consultations, Community Resource Specialists provided support to parents who had questions about their child's development.

Community Resource Specialists are trained to administer the Ages & Stages Questionnaire developmental screenings—they support parents with completing the screenings and provide information and resources, including referrals to community-based supports using the Help Me Grow referral system. In FY 2024, First 5 Center staff administered 1,438 developmental screenings to 790 children. If concerns with a child's development were identified, Community Resource Specialists provided activity handouts for parents, periodically rescreened, and/or provided information and resources. Along with providing referrals to community agencies, Community Resource Specialists helped parents determine if their child was eligible for services at early intervention programs and, when needed, assisted with applications and other paperwork.

"We are so thankful for the Center. My son didn't speak until after I started bringing him to the Center. He was a pandemic baby so he hadn't had any socializing other than me and his dad, so this helped immensely. I'd love to give back in any way I can."

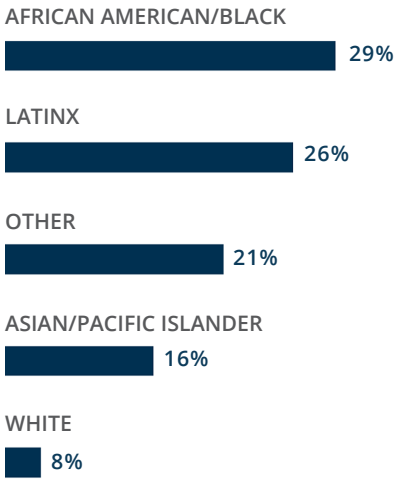
~ Mother of three-year-old boy

Community Voice

Each First 5 Center has an active Community Advisory Council (CAC) made up of local parents, caregivers, community members, and/or agency representatives. Their role is to be the community voice that conducts action research and makes recommendations to the First 5 Centers to enhance their efforts. In FY 2024, there were 38 members across the Community Advisory Councils—76% spoke English, 18% spoke Spanish, and two parents spoke other languages, including Hindi.

CAC members surveyed parents about parental resilience and social connections. They found that, along with multiple strengths, parents didn't always know how to manage their own behavior and reactions when stressed and weren't aware of family events and social groups in their community. As a result of these findings, CAC members recommended the First 5 Centers provide families with opportunities to learn coping skills and how to problem-solve in positive ways.

ETHNICITY AND RACE OF COMMUNITY ADVISORY COUNCIL PARTICIPANTS



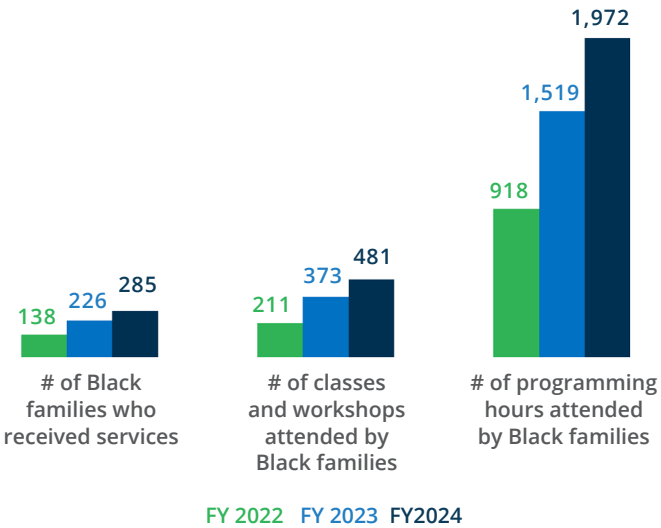
Source: Administrative data, n = 38

Increase in Black Families & Male Caregivers Participating at First 5 Centers

African American & Black Family Participation

The number of African American and Black families participating at First 5 Centers increased over the past three years. In FY 2024, 285 Black unduplicated families received services, including attending 1,972 hours of programming, 300 hours of which were specifically designed for Black adults and children. This was a 26% increase in Black families compared to FY 2023. Another trend was more African American-centered programming being offered in-person than virtually. In FY 2022, only eight hours of classes and workshops were offered in-person; this number increased to 147 hours in FY 2023 and 208 hours in FY 2024.

AFRICAN AMERICAN & BLACK FAMILY PARTICIPATION OVER THE PAST THREE FISCAL YEARS



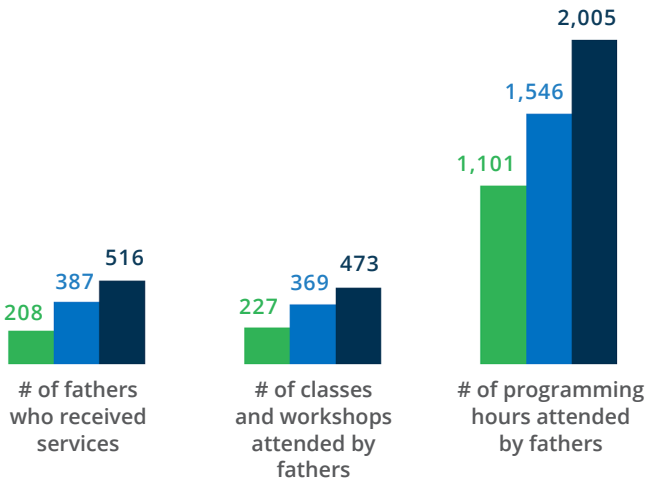
Source: Administrative data from Efforts to Outcomes

An expectant African American mother with two children under five years old met with a Community Resource Specialist at the East County First 5 Center. She was finding it increasingly difficult to afford child care and had been on a waitlist for subsidized care for over a year. In response, the mother had decided to send her one-year-old to live with her mother in the Caribbean but was broken up about the decision. Center staff helped the mom contact resources including the Abundant Birth Project. This project provides cash supplements to Black mothers as a strategy to reduce preterm birth and improve economic outcomes for our communities. A month later the mother returned to the Center and let staff know that because of their assistance she was accepted into the Abundant Birth Project and was receiving $1,000 a month for an entire year. This assistance allowed her to bring her child back home as the family could now afford child care.

Father Engagement

First 5 Centers supported father and male caregiver involvement through community events, drop-in activities, multi-week classes, and support groups. In FY 2024, 516 unduplicated fathers received services, including attending 2,005 hours of programming, 120 hours of which were specifically designed for dads. This was a 34% increase in the number of fathers from FY 2023. Drop-in classes were the most popular including art, soccer in the park, and story time. "Daddy and Me" classes were also popular—these multi-week classes offered male caregivers personalized time to enjoy play with their children.

FATHER PARTICIPATION OVER THE PAST THREE FISCAL YEARS



Source: Administrative data from Efforts to Outcomes

"The Center has helped me so much and I'm really happy about the improvement in the relationship between my husband and our twins. Since he started taking them to the Developmental Playgroup, he has been more understanding when the children have tantrums after class because they don't want to leave. He's more patient with the children and wants to learn more about why they're having this behavior, instead of just correcting them or relying on me to take care of it. Coming to the Center helps keep our family more positive."

~ Mother of twins

Some members of the Family Economic Success Partnership.

Policy Advocacy & Systems Change Efforts

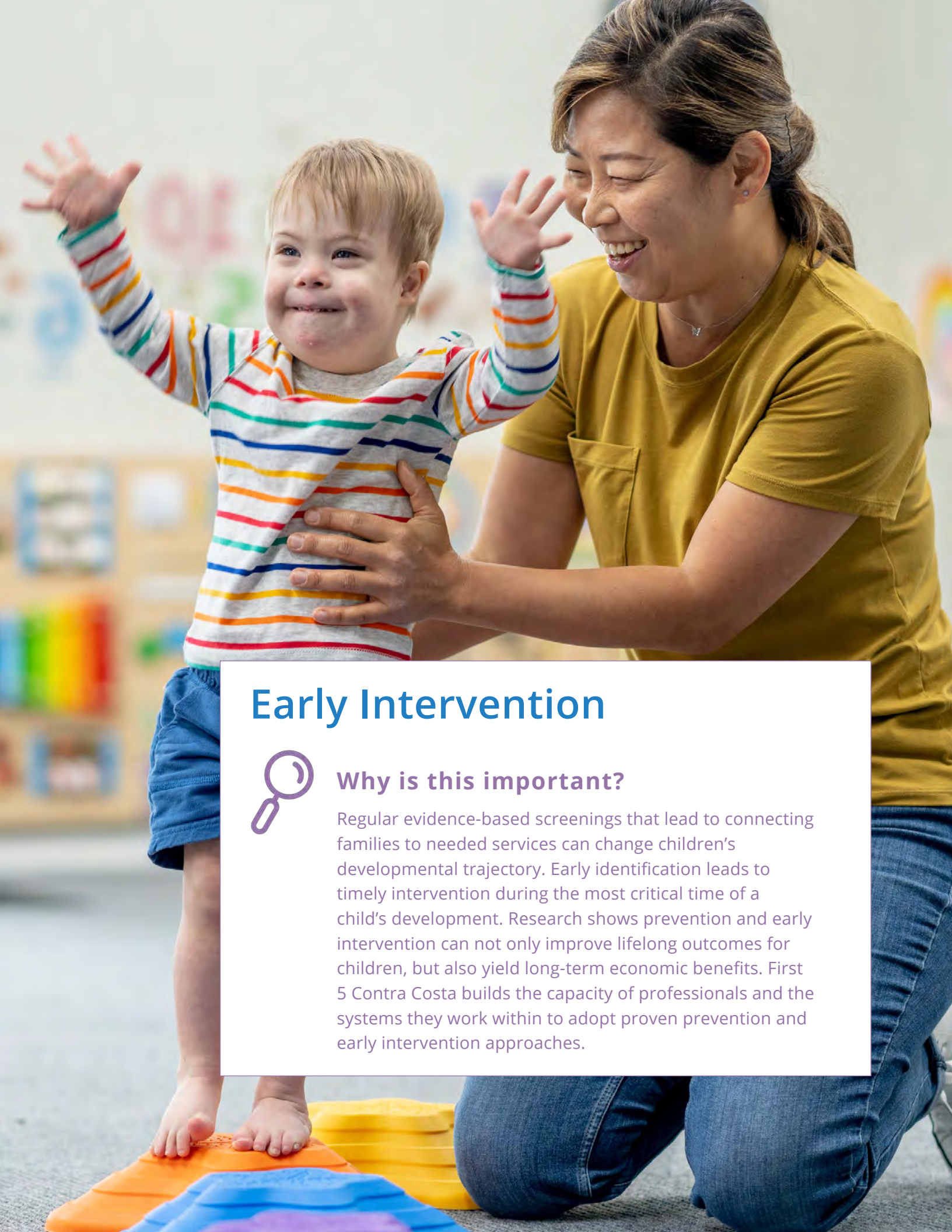
In an effort to promote family resiliency at a systems level, First 5 Contra Costa leads and participates in several efforts focused on policy advocacy or systems change.

In FY 2024, First 5 Contra Costa continued to lead the Family Economic Security Partnership, which is a public, private and nonprofit collaboration dedicated to increasing the income and building the assets of low-income families in Contra Costa County. Through quarterly meetings, the partnership explored topics ranging from guaranteed income approaches, state reforms focused on financial assistance for families to access child care, and how the governor's proposed budget would impact families. The partnership's March meeting was a virtual advocacy training featuring staff and residents from the Food Bank of Contra Costa and Solano Counties, and from the manager of the countywide Budget Justice Coalition. The partnership engaged 126 participants in these events throughout the year and continued to add to its growing mailing list of 168 individuals.

First 5 Contra Costa is also an active participant in the countywide Comprehensive Prevention Plan planning team, led by the Contra Costa County Employment and Human Services Department, which aims to create and oversee a seamless cross-sector network that shares collective responsibility for increasing protective factors and positively impacting the quality of the social determinants of health.

Lastly, in FY 2024 First 5 Contra Costa began a partnership with the Family and Maternal Health Division of Contra Costa Health, the Employment and Human Services Department, and community partners to enhance the capacity building of staff working in publicly funded home visiting programs in our county. Through the partnership, 70 unduplicated participants participated in two trainings on various topics.

To visit hyperlink, go to bit.ly/family-economic-security-partnership



Early Intervention

Why is this important?

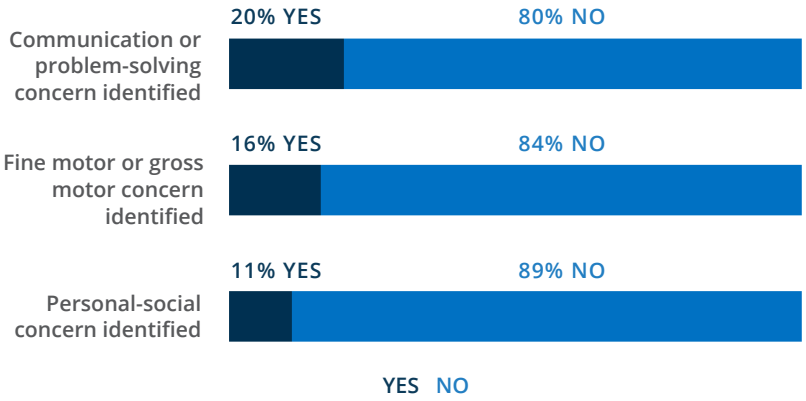
Regular evidence-based screenings that lead to connecting families to needed services can change children's developmental trajectory. Early identification leads to timely intervention during the most critical time of a child's development. Research shows prevention and early intervention can not only improve lifelong outcomes for children, but also yield long-term economic benefits. First 5 Contra Costa builds the capacity of professionals and the systems they work within to adopt proven prevention and early intervention approaches.

Help Me Grow System

The Help Me Grow system is comprised of screening children for developmental progress; providing a dedicated Help Me Grow-211 care coordination phone line for families and professionals working with families; facilitating developmental playgroups where children can catch up on developmental milestones; and training for staff in pediatric offices, preschools, and child care programs about developmental screenings.

As a part of our Help Me Grow system efforts, First 5 Contra Costa promotes routine screening of children ages one month to 5 ½ years to assess developmental progress. The Ages & Stages Questionnaire (ASQ) has two screening tools—the ASQ-3 which focuses on overall developmental progress and the ASQ:SE2 which is used for early detection of social-emotional challenges. In FY 2024, First 5 Contra Costa collected 2,869 developmental screenings from First 5 Centers, pediatricians, school districts, and early care and education providers across the county. Among the screenings for overall developmental progress, communication and problem-solving concerns were identified in 20% of the screenings followed by 16% for fine motor and gross motor skills, and 11% for personal-social concerns.

OVERALL DEVELOPMENTAL SCREENING RESULTS



Source: Developmental screenings collected from ASQ online (El Nuevo Mundo and WCCUSD), First 5 Centers, and pediatric sites, n = 2,189 ASQ-3 screenings.

How Much?

- **1,860** children screened for overall developmental progress and **631** children screened for social-emotional developmental milestones
- **621** parents with **872** children 0-5 received services from Help Me Grow Care Coordinators
- **430** parents and children attended Help Me Grow developmental playgroups
- **131** pediatricians and early care and education providers received training

How Well?

- **99%** of parents responded that their child enjoyed the Help Me Grow developmental playgroup and that services were respectful of their language, ethnicity and culture
- **100%** would recommend a Help Me Grow developmental playgroup to other parents

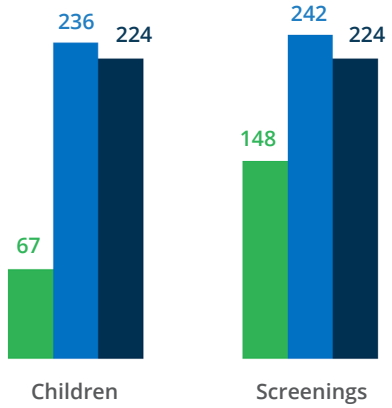
Who's Better Off?

- **45%** of parents reported to Help Me Grow Care Coordinators successful connection to resources
- **91%** of parents responded that they knew more about how to support their child's strengths and abilities and **92%** said their child's developmental skills improved after attending a Help Me Grow developmental playgroup

Early Intervention

In FY 2024, three early care and education sites used ASQ Online—an online version of the Ages & Stages Questionnaire. These sites included El Nuevo Mundo (a bilingual child care center in West Contra Costa), Pittsburg Unified School District (PUSD), and West Contra Costa Unified School District's California State Preschool Program. PUSD piloted integrating the ASQ:SE2 tool into their transitional kindergarten and kindergarten enrollment processes, to help connect children with concerning screening results with community resources. While the pilot impacts all incoming students, it will likely have an outsized benefit for African American and Black children, who historically have had fewer screenings completed and are disproportionately expelled and suspended from early learning settings than other groups of children.

ASQ ONLINE PILOT



El Nuevo Mundo
Pittsburg Unified School District
West Contra Costa Unified School District

Source: ASQ Online data system. El Nuevo Mundo screened 67 children with both the ASQ-3 & ASQ:SE2, PUSD screened 236 children with the ASQ:SE2 only, and WCCUSD screened 224 children with the ASQ-3 only.

"In the past, we only used the paper form… it was much more difficult to get them back from parents and teachers. Now we use ASQ Online during the registration process… as a result, more parents participate."

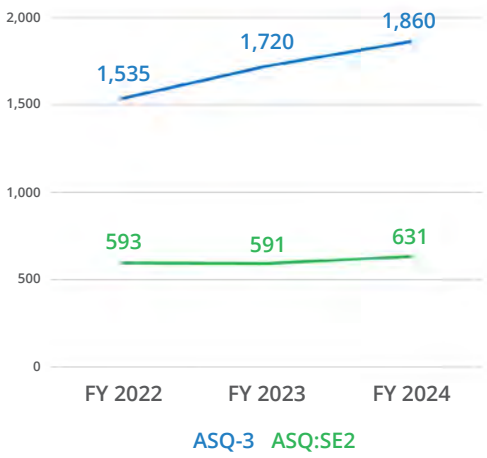
~ Olanrewaju "Lanre" Ajayi
Early Learning Program Coordinator at WCCUSD

Increase in Children Screened

The number of children screened with the Ages & Stages Questionnaire tools increased over the last two years—in FY 2024, 1,860 children were screened with the ASQ-3 compared to 1,720 children in FY 2023. As well, the number of children screened with the ASQ:SE2 increased from 591 children in FY 2023 to 631 children in FY 2024.

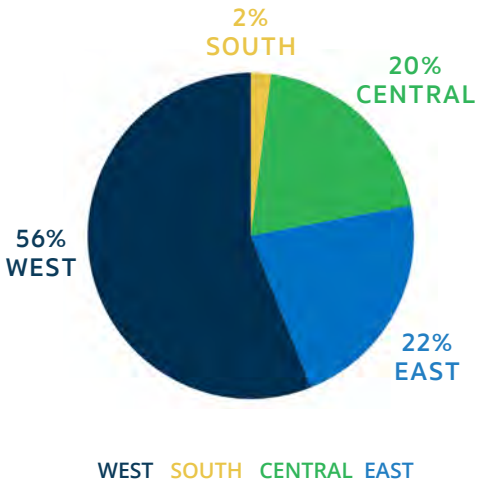
Through the Help Me Grow-211 phone line, families and providers have access to care coordination and navigation support through a centralized access point. In FY 2024, Help Me Grow Care Coordinators at the Contra Costa Crisis Center received 1,204 referrals from community agencies, early care and education providers, and health care providers. Coordinators facilitated connections to services to 621 parents with 872 children ages 0-5—over half (56%) of parents resided within West Contra Costa County, primarily within the cities of Richmond and San Pablo.

CHILDREN SCREENED, FY 2022 - FY2024



Source: Administrative data including from ASQ Online

AREA OF COUNTY WHERE HELP ME GROW 211 PARTICIPANTS RESIDE



Source: Contra Costa Crisis Center, residential information is known for 612 (99%) of 621 total participants

Early Intervention

Coordinators often referred parents to First 5 Centers for developmental screenings and to participate in developmental playgroups. Along with the First 5 Centers, top referrals for parents included Regional Center of the East Bay, the Help Me Grow Developmental Milestones website, and Parenting Counts—an online resource to support parents in raising socially and emotionally healthy children.

Children who are screened at either a First 5 Center or by a pediatrician and need support to catch up on their developmental milestones are eligible to participate in a developmental playgroup. In FY 2024, First 5 Center staff enrolled 219 parents and 211 children into 34 Help Me Grow Developmental Playgroups. These eight week-long classes are facilitated by First 5-funded child development specialists and designed to help parents and children work together on developmental goals. Developmental playgroups provide fun activities to promote children's language, problem-solving, motor skills, and social interactions. The Ages and Stages Questionnaire is completed at the start and end of playgroups in order to assess improvement.

"I have a better understanding of milestones at age two. I learned activities we can do at home to develop my daughter's skills. Suggestions for physical activity included going to the playground, kicking and throwing balls, and going on walks. I also learned about the importance of talking, reading and limited T.V. time."

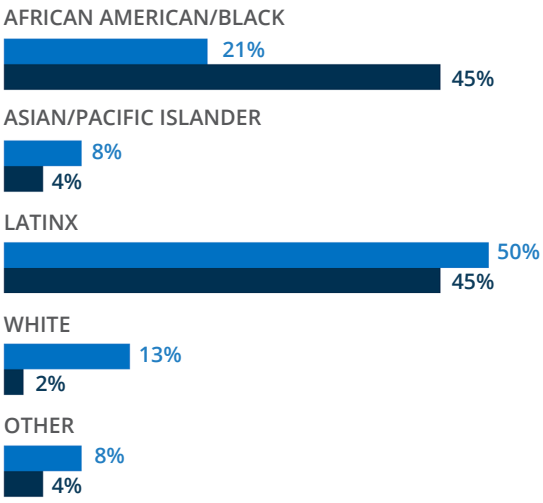
~ Parent who attended a developmental playgroup

Positive Parenting Program (Triple P)

Positive Parenting Program (Triple P) is a family support program that provides evidence-based strategies to help parents raise happy, confident children and includes five key principles of being a positive parent: creating a safe environment, encouraging positive learning, learning to use assertive discipline, being realistic, and taking care of yourself as a parent. In FY 2024, 121 unduplicated parents attended 13 Triple P classes. Out of those parents, 21% identified as African American or Black and 8% as Asian or Pacific Islander. These classes were offered in English and Spanish and 10 of them were online. Parents who needed additional support were also provided with case management. In FY 2024, 45 parents receiving case management were connected to resources, including class readiness support, family counseling, job training, and referrals for anger management services.

In addition to Triple P classes, 85 parents attended 15 brief Triple P seminars. Ten of these seminars had topics specific to African American and Black families with young children. These seminars were on a variety of topics including Building Generational Family Values, Post Traumatic Slave Syndrome—Changing the Narrative, and Racism as an Adverse Childhood Experience.

ETHNICITY AND RACE OF CLASS AND SEMINAR PARTICIPANTS



Source: Administrative data from Efforts to Outcomes, n = 121 class and 85 seminar participants

"This was a wonderful class where I learned to be more self-aware and many parenting techniques to use with myself and my child."

~ Parent who attended a Triple P class

How Much?

- **121** unduplicated parents attended **13** Triple P multi-week classes and, out of those parents, **45** received case management
- **85** parents attended **15** one-time seminars

How Well?

- **97%** of adults increased their parenting confidence and **89%** met some or all their goals after participating in a Triple P class. Additionally, **81%** of parents responded that their child's social and emotional behavior/ functioning improved
- **98%** of parents increased their parenting confidence and met some or all their goals after attending a Triple P seminar

Who's Better Off?

Of the **121** parents attending Triple P classes who completed pre/ post assessments, the intensity of their children's disruptive behavior decreased, and these behaviors were less of a problem for parents. As well, respondents' parenting skills improved, and they reported feeling less anxious and depressed.[1]

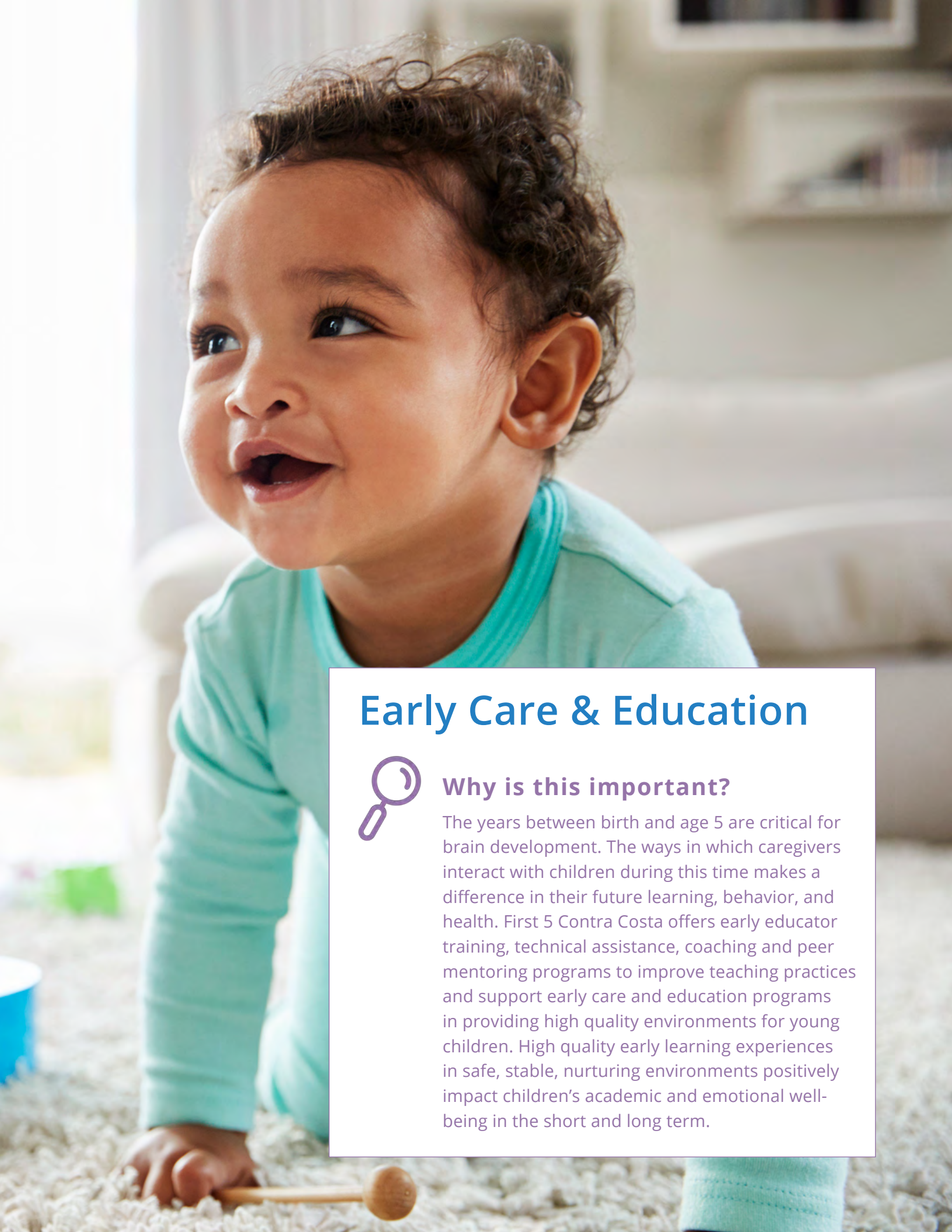
[1] As measured using the Eyberg Child Behaviour Inventory (ECBI), Parenting Scale, and Depression Anxiety Stress Scale-21 (DASS21)

Policy Advocacy & Systems Change Efforts

In FY 2024, First 5 Contra Costa continued to lead and participate in several efforts related to improving public systems that promote the healthy development of children. First 5 Contra Costa led the Early Childhood Prevention & Intervention Coalition (ECPIC), a county-wide and multi-disciplinary collaborative that advocates for the prioritization of the social emotional needs of young children (prenatal to 6 years old) in state and county systems. The coalition shared information about county and state policy developments and funding opportunities, and strategized how to raise awareness and advocate within the county for the mental health needs of young children and their families.

First 5 Contra Costa staff continued to serve on the Executive Committee of Healthy & Active Before 5 (HAB45), a collaborative that advances health equity through local policy and environmental changes to support the health and well-being of children ages 0-5 and their families. Staff also participated in the Contra Costa Interagency Collaborative, led by Care Parent Network and Early Childhood Mental Health, which shares information related to 0-5 care coordination of children with special needs.

To visit hyperlink, go to bit.ly/early-childhood-prevention-intervention-coalition



Early Care & Education

Why is this important?

The years between birth and age 5 are critical for brain development. The ways in which caregivers interact with children during this time makes a difference in their future learning, behavior, and health. First 5 Contra Costa offers early educator training, technical assistance, coaching and peer mentoring programs to improve teaching practices and support early care and education programs in providing high quality environments for young children. High quality early learning experiences in safe, stable, nurturing environments positively impact children's academic and emotional well-being in the short and long term.

Professional Training for Early Care & Education Providers

Professional training is important for early care and education providers because it enables them to be more effective in supporting children's early learning during a critical development period. In FY 2024, 292 unduplicated providers attended 28 professional learning opportunities to improve their capacity to support families with young children. Training content included developmental screenings, inclusive strategies, reframing challenging behavior from a sensory lens, stress management and self-care, and the Teaching Pyramid—a framework for promoting social-emotional development in young children, including infants and toddlers.

In addition to professional training, First 5 Contra Costa and the Contra Costa Office of Education (COE) supported 100 early care and education providers in their continued professional and educational growth through the Professional Development Program (PDP), which offers stipends to complete college coursework or professional development trainings. In FY 2024, 58 providers completed college coursework and 42 attended professional development trainings. Out of these 100 educators, eight earned college degrees, 10 received new teaching permits, and eight upgraded their permits.

How Much?

- **28** professional trainings were held for **292** unduplicated child care providers
- **100** providers were supported in their continued professional and educational growth through the Professional Development Program (PDP)

How Well?

Providers rated trainings highly:

- **99%** of providers responded that the quality of information was either good or excellent
- **89%** reported that the training's learning objectives were met
- **97%** found training information useful to their work

Who's Better Off?

Of those who completed surveys, **73%** indicated they would be changing their practice because of the training

"I found the training very useful and got more information on how I can help children with sensory strategies."

~ Educator who attended an inclusion training

Coaching for Early Care & Education Programs in Quality Matters

Quality Matters is Contra Costa County's quality improvement program for early care and education providers, which First 5 Contra Costa operates in collaboration with the Contra Costa County Office of Education and CocoKids. In FY 2024, overall program quality improved at almost all sites due to participation in the Quality Matters program: two-thirds of providers responded that overall program quality improved a lot and almost one-third responded that overall program quality improved a little.

Quality Matters coaching is an evidence-based and reflective practice that guides educators in setting and implementing goals. First 5 Contra Costa coaches work one-on-one with educators to help them build practical skills and improve their students' readiness for kindergarten. In FY 2024, First 5 Contra Costa coaches provided 540 hours of coaching to 154 sites to help them meet their quality improvement goals: 99% of sites found one-on-one coaching valuable to their early care and education program.

How Much?

- **540** hours of coaching to **154** early care and education programs

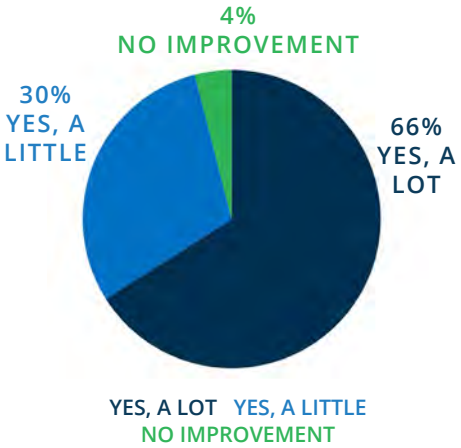
How Well?

- **99%** of sites found one-on-one coaching valuable to their early care and education program

Who's Better Off?

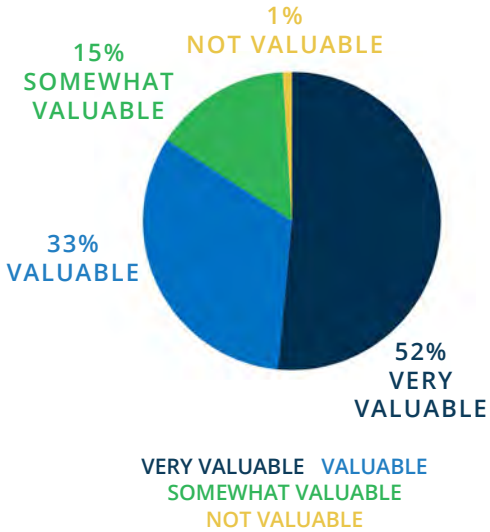
- **79%** of providers reported gaining leadership skills
- **80%** reported receiving support and guidance from others in the field
- **90%** of sites reported improvements to the classroom environment
- **60%** improved their business practices

PERCENTAGE OF SITES WHERE OVERALL PROGRAM QUALITY IMPROVED



Source: Quality Matters End of Year Survey Results, FY 2023-2024. N = 135 sites.

PERCENTAGE OF SITES THAT VALUED ONE-ON-ONE COACHING



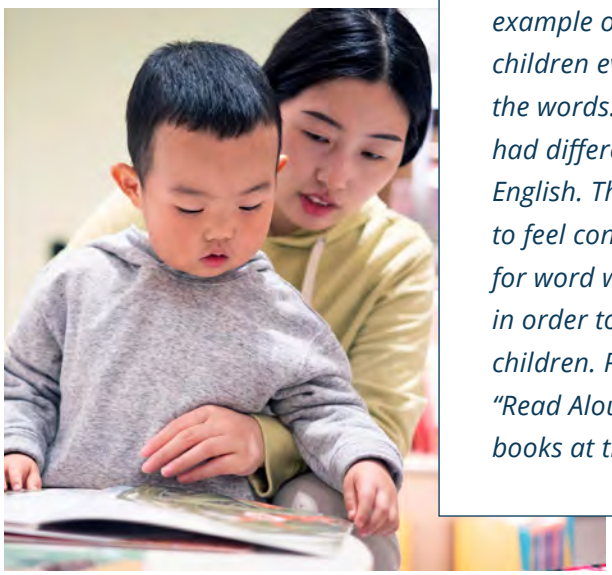
Source: Quality Matters End of Year Survey Results, FY 2023-2024. N = 135 sites.

"The advice our coach gave helped us to make adjustments to our program based on individual needs, and how to still include children with delays in our activities."

~ A child care provider participating in Quality Matters

Fostering Children's Literacy

First 5 Contra Costa partners with Tandem, Partners in Early Learning's StoryCycles program—a book lending program that provides children with diverse books in order to create more opportunities for book-sharing experiences at school and at home. The selected books intentionally reflect the cultural and linguistic diversity of Contra Costa County. In FY 2024, Tandem provided services to 1,143 parents, 2,035 children under age six, and 135 early care and education providers. Fifty-one early care and education sites implemented the StoryCycles program in their classrooms.



As part of this program, Tandem staff provided "Read Alouds" in classrooms. For example, in a classroom where parents were present, a Tandem staff person read the book Alma's Art. The staff person chose not to read the book word for word because she wanted parents to experience an example of how they can read to their children even if they're not able to read the words. A lot of the parents present had different levels of understanding English. The staff person wanted them to feel confident that reading word for word was not absolutely necessary in order to share books with their children. Parents were thankful for the "Read Aloud" and felt ready to share books at their own pace.

How Much?

- **1,143** parents
- **2,035** children
- **135** providers in Tandem classrooms

How Well?

- **89%** of educators reported being 'satisfied' or 'very satisfied' with the StoryCycles program

Who's Better Off?

- **91%** of families reported an increase in engagement in interactive book sharing, story-telling, and other early learning activities at home due to their child's participation in StoryCycles
- **73%** of families reported an increase in their home library size, indicating a lasting impact on home literacy environments
- **87%** of educators reported that StoryCycles helped improve parent-educator communication around literacy and other early learning topics

Ready Kids East County Initiative

In addition to StoryCycles, Tandem implemented two other programs in FY 2024. As part of the Ready Kids East County Initiative, a systems-change effort which aims to improve the school-readiness of African American and Black children living in East Contra Costa, they developed a program called Lil' Libraries around Town which provided 365 African American children with books in barber shops and other small businesses. All of the small business owners reported families were excited to be able to read books from these petite libraries. Tandem also piloted a math-focused playgroup for parents with African American and Black children ages three to five years: 29 parents and 36 children participated in the Give Me 5-Math program. As well, First 5 Contra Costa partnered with the Black Women in Early Childhood Collective to offer a four-part training series on anti-bias, anti-racist strategies for 36 early childhood service providers who work in East Contra Costa.

"I like the interactiveness of the class, how the kids learn from each other and also get out of their comfort zone. At times the class was messy but fun."

~ Parent of a three-year-old who participated in the Give Me 5-Math program

Policy Advocacy & Systems Change Efforts

First 5 Contra Costa continued to lead the Early Learning Leadership Group which is composed of representatives from the local child care landscape, and which collectively advocates for policy changes at the local, state and federal level. In FY 2024, the group shared information about efforts to enhance the way the state funds financial assistance for child care, licensing issues, and other topics. Key members of this group also funded the countywide workforce study released in January 2024.

In FY 2024, First 5 Contra Costa also began a multi-year effort to improve early childhood education programs' ability to effectively include children with disabilities (diagnosed or undiagnosed), developmental concerns, and social-emotional delays. The project was partially funded by local Measure X funding, a county sales tax measure to invest in early childhood services, fund health centers and emergency response, and other essential county services. The project has two simultaneous work streams: a) conducting a stakeholder engagement planning process with early childhood educators, early intervention providers, families/caregivers and advocates to gather their experiences and ideas for improving early learning programs' inclusion efforts; and b) leveraging First 5 Contra Costa's deep experience in working with early educators on quality improvement to offer a variety of capacity building, training and material supports related to inclusion to early childhood education programs. In the first year of the project, 127 early educators participated in 5 trainings focused on inclusion. Also, the stakeholder engagement process began with the completion of 14 key informant interviews with organizations in our county and the region that deliver either intervention services for children with disabilities or other needs, or early childhood education programs that specialize in serving children with disabilities or other needs. Focus groups and other community input sessions were planned for FY 2025.

To visit hyperlink, go to bit.ly/early-learning-leadership-group
To view countywide workforce study, go to bit.ly/ece-workforce-contra-costa

Conclusion

A Call to Action

In FY 2023-24, First 5 Contra Costa built on its 25-year legacy as a leading organization in early childhood systems, making a positive impact on families with young children throughout Contra Costa County. In partnership with government, partner organizations, and community, First 5 Contra Costa provided services to more parents, children, and early care and education providers than ever before.

Looking ahead, there is still important work to be done to eliminate disparities and create equitable opportunities and outcomes for people of color and low-income individuals in our county. To advance this effort, we will continue to strengthen our role as a funder, convener, and advocate, while deepening our partnerships within the community.

We are always open to innovative ideas that help us better integrate and coordinate funding and resources across the county, ultimately improving the lives and well-being of Contra Costa's youngest children. We are dedicated to ensuring Contra Costa's young children are healthy, ready to learn, and supported in safe, nurturing families and communities and we invite you to join us on this important journey.

For more information, visit us at first5coco.org

If you are interested in supporting First 5 Contra Costa by becoming a donor, or would like to partner, please visit bit.ly/first-5-partner-donor

FIRST 5
CONTRA COSTA

first5coco.org

FY 2025/26 Budget Development Timeline – DRAFT
December 16, 2024

Mid-December

- Rollout budget forms to staff and begin preparation process
- Begin revenue projections

Early January

- Begin labor cost estimates
- Begin indirect rate calculations
- Present Budget Kickoff to First 5 Executive Committee

Mid-January

- Finalize labor cost estimates
- Finalize indirect rate calculations
- First 5 staff submit final budget requests to Finance
- Present FY 24/25 2nd Quarter Report to First 5 Executive Committee

Early February

- Present FY 24/25 2nd Quarter Budget Report to First 5 Commission

Mid-February

- Finalize revenue projections
- Balance budget requests with estimated revenues and prepare final proposed budget

Early March

- Present FY 25/26 Proposed Budget to Commission for Adoption

Mid-March to June

- Prepare new contracts based on adopted budget
- Present FY 25/26 Contract Requests for Commission approval

FY 2024-25 FIRST QUARTER FINANCIAL REPORT

	REVENUE [1]	ADOPTED FY 2024-25 BUDGET F5 Contra Costa Funds	Other Funds	Total Revenue	% of Budget	FY 2024-25 1st QTR ACTUALS F5 Contra Costa Funds	Other Funds	Total Revenue	% of Budget	Notes:
2	State Sales Tax	6,609,880		**6,609,880**		1,194,914		**1,194,914**	**18.1%**	
3	Federal Grants		56,600	**56,600**			55,904	**55,904**	**98.8%**	
4	State Grants		1,137,249	**1,137,249**			187,177	**187,177**	**16.5%**	
5	Subrecipient Awards		1,226,031	**1,226,031**			211,545	**211,545**	**17.3%**	
6	Philanthropic Grants		100,000	**100,000**			110,000	**110,000**	**110.0%**	1
7	Other Revenue	200,000	-	**200,000**		500		**500**	**0.3%**	
8	TOTAL REVENUE	**6,809,880**	**2,519,880**	**9,329,760**		**1,195,414**	**564,626**	**1,760,039**	**18.9%**	
9	*Prop 10/56 Fund Balance Drawdown*		-	**3,182,610**			-	**-**	**0.0%**	
10	TOTAL REVENUE	**6,809,880**	**2,519,880**	**12,512,371**		**1,195,414**	**564,626**	**1,760,039**	**14.1%**	
11										
12	PROGRAMMATIC FOCUS AREAS EXPENSES	F5 Contra Costa Funds	Other Funds	Total Expense	% of Budget	F5 Contra Costa Funds	Other Funds	Total Expense	% of Budget	
13	**Early Childhood Education**									
14	Workforce Development		56,600	**56,600**			67,395	**67,395**	**119.1%**	2
15	Quality Early Learning	75,753	497,322	**573,075**		1,166	61,549	**62,715**	**10.9%**	
16	Ready Kids East County School Readiness Initiative	165,565		**165,565**				**-**	**0.0%**	
17	**Total**	**241,318**	**553,922**	**795,240**	**6.4%**	**1,166**	**128,944**	**130,110**	**16.4%**	
18	**Strengthening Families**									
19	First 5 Centers	3,451,710		**3,451,710**		790,049		**790,049**	**22.9%**	
20	Home Visiting System Coordination		64,865	**64,865**			7,239	**7,239**	**11.2%**	
21	**Total**	**3,451,710**	**64,865**	**3,516,575**	**28.1%**	**790,049**	**7,239**	**797,289**	**22.7%**	
22	**Early Intervention**									
23	Mental Health Services & Positive Parenting Support	109,784	286,784	**396,567**		27,202	45,671	**72,873**	**18.4%**	
24	Inclusive Early Care & Education Environments	166,000	604,689	**770,689**			58,931	**58,931**	**7.6%**	
25	**Coordinated Systems of Care**			**-**				**-**		
26	Help Me Grow Services & Developmental Playgroups	437,695		**437,695**		53,626		**53,626**	**12.3%**	
27	Trauma-Informed Systems	11,700		**11,700**				**-**	**0.0%**	
28	**Total**	**725,179**	**891,473**	**1,616,651**	**12.9%**	**80,828**	**104,601**	**185,429**	**11.5%**	
29	**Policy Advocacy & Communications Strategies**									
30	Communications Strategy & Policy Advocacy	290,200	15,332	**305,532**		1,831		**1,831**	**0.6%**	
31	**Total**	**290,200**	**15,332**	**305,532**	**2.4%**	**1,831**	**0**	**1,831**	**0.6%**	
32	**Program Salaries/Benefits and Overhead Expenses**									
33	Program Salaries & Wages	1,476,357	529,998	**2,006,355**		306,539	150,493	**457,032**	**22.8%**	
34	Program Employee Benefits	858,735	337,782	**1,196,517**		161,512	79,105	**240,617**	**20.1%**	
35	Program Expenses and Overhead	410,623		**410,623**		84,350	41,587	**125,937**	**30.7%**	
36	**Total**	**2,745,715**	**867,780**	**3,613,495**		**552,401**	**271,186**	**823,586**	**22.8%**	
37	TOTAL PROGRAM EXPENSES	**7,454,122**	**2,393,372**	**9,847,494**	**78.7%**	**1,426,274**	**511,970**	**1,938,245**	**19.7%**	
38										
39	EVALUATION EXPENSES	F5 Contra Costa Funds	Other Funds	Total Expense		F5 Contra Costa Funds	Other Funds	Total Expense		
40	Evaluation Salaries & Wages	316,535	16,840	**333,375**		35,155	4,147	**39,302**	**11.8%**	3
41	Evaluation Employee Benefits	167,467	8,134	**175,601**		15,716	1,776	**17,492**	**10.0%**	3
42	Professional Services	208,250	2,500	**210,750**		24,622		**24,622**	**11.7%**	
43	Purchased Services and Supplies	20,500	-	**20,500**		1,032		**1,032**	**5.0%**	
44	Evaluation Expenses and Overhead	71,920	-	**71,920**		12,787		**12,787**	**17.8%**	
45	TOTAL EVALUATION EXPENSES	**784,672**	**27,474**	**812,146**	**6.5%**	**89,312**	**5,923**	**95,235**	**11.7%**	
46										
47	ADMINISTRATIVE EXPENSES	F5 Contra Costa Funds	Other Funds	Total Expense		F5 Contra Costa Funds	Other Funds	Total Expense		
48	Administrative Salaries & Wages	749,315		**749,315**		170,345		**170,345**	**22.7%**	
49	Administrative Employee Benefits	413,661		**413,661**		82,416		**82,416**	**19.9%**	
50	Professional Services	267,000		**267,000**		7,063		**7,063**	**2.6%**	
51	Purchased Services and Supplies	175,800	5,000	**180,800**		15,020		**15,020**	**8.3%**	
52	Operating Overhead (Risk Mgmt., DoIT/EHSD, etc.)	241,955		**241,955**		44,542		**44,542**	**18.4%**	
53	TOTAL ADMINISTRATIVE EXPENSES	**1,847,731**	**5,000**	**1,852,731**	**14.8%**	**319,385**	**0**	**319,385**	**17.2%**	
54										
55	GRAND TOTAL	**10,086,525**	**2,425,846**	**12,512,371**		**10,086,525**	**2,425,846**	**2,352,864**	**18.8%**	

Percent of Total Budget Expenses	
FY 2024-25	
Program Initiatives	78.7%
Evaluation	6.5%
Administration	14.8%
Total:	100.0%

Percent of Total Actual Expenses	
FY 2024-25	
Program Initiatives	82.4%
Evaluation	4.0%
Administration	13.6%
Total:	100.0%

NOTES:

1 Sunlight Giving $100,000 & Lesher CARE grant $10,000

2 Workforce Development - this budget item is connected to the ACF Grant which crosses fiscal years. Grant funding is still available, but the FY 24/25 budget reflects projections of spending estimates at time of budget adoption.

3 Vacant position - Data & Policy Manager

EXECUTIVE DIRECTOR'S REPORT

November/December 2024

Internal Updates

First 5 Contra Costa welcomes Dr. Arash Daneshzadesh

First 5 Contra Costa is happy to announce Dr. Arash Daneshzadesh as the new Early Childhood Program Officer overseeing the Early Childhood Education focus area and Strengthening Families projects. Arash brings to our team a diverse set of skills and expertise that include 20+ years of administrative experience and a keen commitment to addressing social inequities and education access. He is a certified organizational coach, a trauma-informed systems specialist, and possesses a strong academic background in education and restorative justice. He has worked with BIPOC and marginalized groups including the refugee community and has been early childhood adjunct faculty at Bay Area Colleges. His first day at First 5 Contra Costa will be December 16th. Join us in welcoming Arash to the First 5 team!

Fall Staff Retreat

The First 5 Contra Costa staff gathered for a two-day staff retreat on November 14th and 15th at the Brazilian Room at Tilden Park in Berkeley. The retreat provided the gift of time and opportunity for reflection, dialogue, greater connection, camaraderie, and to deepen a sense of community. Two expert facilitators were brought in to guide the retreat. Ernesto López Saldaña led the first day which focused on reconnecting with self, and our purpose and connection to the work at First 5 Contra Costa. Day one also provided interactive outdoor exercises that promoted connection among staff including small group conversations, movement, poem writing, and discussions about the importance of trust for teamwork. The second day was facilitated by Nicole Young who led the team through collective discussions and activities focused on workplace culture, self-awareness, embodiment of organizational values, and the team's collective identity as First 5 Contra Costa. The staff retreat was a step forward towards advancing organizational goals to cultivate strong teamwork, belonging, shared accountability for the mission of the organization.

The staff retreat centered on the organizational changes and transitions that came as a result of the pandemic, leadership transitions, retirements, and the evolving nature of First 5's work in the early childhood system. An outcome of the retreat is the formation of an ad hoc work group that was charged with collecting staff input on First 5 Contra Costa's family-friendly employee practices and policies and to develop an organizational definition/statement. In early 2025, First 5 staff will prioritize the update of the Employee Handbook which was last updated in 2011 to integrate a statement of family-friendly practices based on data collected from a staff survey and to update current workplace practices that have evolved post-pandemic.

First 5 Contra Costa's 5-Year Sustainability Plan

First 5 Contra Costa's 2023-2026 Strategic Plan calls for the development of a 5-year Sustainability Plan to provide organizational direction to implement short-term and long-term strategies with the end goal of establishing a path for fiscal sustainability for the organization. First 5 Contra Costa intends to kick-off a six-month planning process to develop this beginning in January 2025 for completion by June 2025.

Professional consulting services will be established to facilitate, develop, and write the Plan. The consultant will provide expertise in strategic planning, policy analysis, and stakeholder engagement, and will work in close collaboration with First 5's executive team. A Sustainability Plan Work Group will be established to provide strategic thinking and direction for the creation of the plan. The work group will be

composed of the First 5's executive team, Commissioners, and external partners and/or field experts, as needed.
The Sustainability Plan will align with the 2023-2026 Strategic Plan and include detailed strategies to secure diversified revenue, optimize expenditures, and ensure continued services to children and families in Contra Costa County. The proposed timeline for this project includes:

- Kick-off and Work Group convening – January 2025
- Data analysis and synthesis – February – March 2025
- Commission summit – March 2025
- Draft Plan presentation – April 2025
- Final Plan presentation for Commission Approval – June 2025

Early Childhood Education

*Our **Early Childhood Education** (ECE) focus area aims to ensure that all children have access to high-quality, affordable child care and early learning.*

Shopping Passes Provided to Early Learning Settings to Support Inclusion

To support the inclusion of children with disabilities, delays, and developmental concerns in many types of ECE sites around our community, First 5 Contra Costa has begun providing $600 shopping pass for educators to purchase necessary supplies for their classrooms. In the last month, over 60 passes have been distributed, which will provide access to supplies like sensory motor tools, audio-visual classroom aids, and books to support behavioral regulation.

Coming Up Next

The ECE compensation enhancement pilot that was developed by First 5 Contra Costa will be launched by CocoKids in January 2025—First 5 Contra Costa will lead the evaluation efforts for this pilot. Two information sessions for ECE providers to learn more about the pilot wage boost program will take place as follows:

- **For family child care homes:** Monday January 13, 2024; 6:30pm; Click here to register
- **For child care centers:** Thursday January 16, 2024; 6:30pm; Click here to register

Early Intervention

*Our **Early Intervention** (EI) focus area aims to ensure that families have access to prevention and early intervention supports and services that foster the optimal development of all children.*

Help Me Grow Café

First 5 hosted it's second in-person Help Me Grow (HMG) Networking Café on the topic of Autism Spectrum Disorder (ASD) Assessment Navigation in Contra Costa County. Over 40 attendees from 27 different community organizations participated this month. The HMG Café provides a unique opportunity for cross-sector information sharing and collaboration amongst service providers working with families and young children.

Coming Up Next

- **Early Childhood Mental Health Consultation and Community Outreach RFPs** were due December 2, and Final Award Notification will be posted on December 20, 2024.

EXECUTIVE DIRECTOR'S REPORT

November/December 2024

- **Positive Parenting Month** is January 2025 and First 5 Contra Costa will participate again in an Advocacy Day at the capital to promote funding for parenting supports and programing. The event is coordinated by the Triple P Ca network.

Strengthening Families

*Our **Strengthening Families** (SF) focus area helps families build healthy relationships, strengthen support systems, and nurture their children's development.*

Holidays at the First 5 Centers

The holidays are in full swing at the First 5 Centers, from seasonal food and toy distributions to cookie decoration and winter-themed crafts. In December, all Center staff will come together internally for a winter gathering as a First 5 Center network, deepening the collaborative connections between Centers to enhance our ability to holistically support families' well-being year-round to build healthy relationships, strengthen their support systems, and nurture their children's development.

Coming Up Next

- **Family Support Gets REDI** - This spring, First 5 Center staff will continue their collective learning journey around racial diversity, equity, inclusion, and bias by engaging in a series of trainings facilitated by the Black Women in Early Childhood Collective. This series will support staff development and ensure consistent service delivery across all five Centers.

Parent Advisory Group

*The **Parent Advisory Group** (PAG) is a new pilot effort to more intentionally center parent voices in First 5 Contra Costa's efforts, and to support parents as early childhood advocates.*

First 5 Contra Costa Parent Advisory Group

After months of planning and preparation, the First 5 Contra Costa Parent Advisory Group (PAG) met for the first time on Saturday, October 26, 2024. Nine parents from various communities located throughout Contra Costa County came to the First 5 offices in Concord to learn more about our agency's history, mission, vision, core values, and focus areas. Parents were able to engage in discussion about these topics with First 5 staff members Sandra Naughton, Deputy Director, Jessica Keener, Program Coordinator, and Carolina Lopez, Program Assistant, as well as Alternate Commissioner, Gareth Ashley. This first meeting served as an orientation for parents to First 5, but the remaining meetings will focus on the trajectory parents take as they prepare their young children for transitional kindergarten and kindergarten.

Coming Up Next

- **Next PAG meeting**: December 14, 2024, First 5 Contra Costa School Readiness Efforts

County Updates

Measure X

In October 21, First 5 Contra Costa submitted a letter to the County Board of Supervisors to urge additional Measure X funds be allocated for services dedicated to children with disabilities. The letter called for an additional $750,000 Measure X funding to be allocated for specific services elevated by the

community-input process led by First 5 Contra Costa. First 5 staff attended the joint meeting with the County Board of Supervisors (BOS) and the Measure X Community Advisory Board (CAB) on November 12, and the scheduled Board meeting following the joint session with the Measure X CAB. Staff delivered public comments at both meetings to elevate the request for additional Measure X funding for children with disabilities and to ask the BOS to preserve their commitment to already approved Measure X funding for early childhood services by maintaining unspent funds to address the needs of the 0-5 population.

First 5 Contra Costa staff will continue to deliver on its core mandate to amplify the demonstrated benefits of investing in the early years to reduce long-term education and health deficits and produce the highest return on investment for the entire community. While we applaud Measure X funds allocated to date as a great start, there remain significant unmet needs, and more funding is necessary to address the needs of families with young children in our county. First 5 staff regularly attend several Board of Supervisors' committees, including the Equity Committee overseeing the feasibility study of the African American Wellness Hub; First 5 staff is also actively collaborating with the Office of Racial Equity and Social Justice staff to engage First 5 Center families in a community input process for the hub.

Contra Costa Accountable Communities for Health (ACH)

Contra Costa Accountable Communities for Health (ACH) is a grant funded, community-driven collaborative dedicated to making lasting and transformational changes in the health of communities and advancing the goal of health equity in our county. First 5 Contra Costa recently joined Contra Costa ACH. The Executive Director attends Stewardship Committee meetings led by Contra Costa Health staff and project consultants. The work of Contra Costa ACH is aimed at creating: a) community space(s) and processes that center on and build upon community voice, a sense of belonging and agency–particularly engaging members who have been historically marginalized; b) governmental and non-governmental systems free of structural racism and centering practices, policies and resources that advance equity, inclusion and belonging; and c) a culture of deep collaboration and connection across sectors and with residents.

Contra Costa ACH's Stewardship Team is working to co-design community dialogues that promote connection and belonging and focus on capacity building. Also, the team is planning a summit in 2025 to engage local networks in inclusive ways and to create a space to experience community, healing, learning, and reimage an equitable future for our communities. The co-designing process for the summit is underway and more information will be available in the coming months.

East Bay Immigrant Rights Coalition Convening

On December 5, First 5 staff attended the 2nd Annual East Bay Immigrant Convening hosted by the Contra Costa Immigrant Rights Alliance and the California Collaborative for Immigrant Justice. The event focused on addressing pressing issues impacting immigrant communities, especially in Contra Costa and the Bay Area Region. Activities and presentations centered on developing community work groups focused on target areas including communications and messaging, rapid response, advocacy and organizing, and legal services. Over 20 organizations from the Bay Area and Imperial Counties attended.

First 5 Contra Costa will continue to be engaged in this work to ensure First 5 Center staff, contractors, and families receiving First 5-funded services are connected to important and timely information about resources, services, and information to clarify any misinformation community residents may have about the impacts of the new federal administration in 2025.

Additionally, the First 5 Centers in East and West County are partnering with United Latino Voices of Contra Costa to host Listening Sessions at the Centers to learn about the growing fears, concerns, and questions from the Latinx community regarding services and areas of greatest need in the county. More information will be forthcoming about the scheduled Listening Sessions planned for January 2025.

State Updates

First 5 IMPACT Legacy Grant Updates

The Bay Area Region First 5 Executive Directors submitted a joint letter to the First 5 California Commission urging them to honor their original intent to renew funding for the First 5 IMPACT Legacy grant ending June 2025 for two additional years (2025-26 & 2026-27). The letter calls for preservation of existing funding levels in support of this critical initiative led by First 5 County Commissions to support continuous quality improvement of early care and education programs. A copy of the letter is included in this packet. Staff from the First 5 California Commission acknowledged receipt of the letter and responded that staff are working diligently to provide a response to grantees in a timely manner so that appropriate budget projections can occur. Local First 5 Commissions await more information from the State First 5 Commission about continuation of this important funding source.

All meetings are held in hybrid modality with Zoom participation capability.
Meetings will be held at the First 5 Contra Costa offices located at 4005 Port Chicago Highway, Suite 120, Concord CA 94520.

Standing Meetings 2025

	Executive Committee 5:00 PM	Full Commission Meeting 6:00 PM
Jan	January 13	January 13
	January 27	
Feb		February 10
Mar	March 10	March 10
April	April 7	April 7
May	May 27	
June		June 9
July	July 28	
August		August 11
September	September 29	
October		October 13
November		
December	December 1	December 15

Slate of Nominees
for First 5 Contra Costa Commission Officers
Calendar Year 2025

Chair:	**John Jones**
Vice Chair:	**Marla Stuart**
Secretary/Treasurer:	**Mary Rocha**
Additional non-voting Member:	**Vidya Iyengar**

Commission Administrative Calendar

Fiscal Year 2024 - 2025

Month/Meeting	Date	Time	Bylaws required	Staff Calendared
July/August 2024				
Executive Committee Meeting	July 29th	5:00 – 6:30 PM	Submit F5CA Certificate of Compliance	Staffing Recruitment Update Consolidated Financial Policies Overview Sustainability Plan Timeline Staff and Commission Retreats
Full Commission Meeting	Aug 12th	6:00 – 8:00 PM	None	Ready Kids East County Presentation Completion of CCC Triennial Report
September/October 2024				
Executive Committee Meeting	Sept 30th	5:00 – 6:30 PM	• Review Process for Nomination of 2025 Commission Officers • Biennial Review – Conflict of Interest Code	Financial Report per End of Fiscal Year
[CANCELED] Full Commission Meeting	Oct 14th	6:00 – 8:00 PM	CANCELED	
Special Executive Committee Meeting	Oct 28th	5:30 – 6:00 PM	• Receiving 2023/24 Annual Audit Report • Closed Session: Executive Director Review Process	
Special Full Commission Meeting	Oct 28th	6:00 – 8:00 PM	• Select Ad Hoc Nominating Committee • Accept 4th Quarter Financials & End of Year Financial Report FY23/24 • Biennial Report Update on Conflict of Interest Policy • Approve 2025 Premium Contribution Rates for Health & Dental Benefits • Public Hearing: 2023/24 Annual Audit Report • Public Hearing: F5CC Annual State Report	ECE Wage Support Pilot Update Program Updates Organizational Updates
December 2024				
Executive Committee Meeting	Dec 16th	5:00 – 6:00 PM	• Closed Session – ED Performance Review • Review Nominating Committee Slate of Officers	2024 Community Impact Report Budget Development Timeline for FY 2025-26

Updated 12.16.2024

Commission Administrative Calendar

Fiscal Year 2024 - 2025

			• Discuss 2025 Meeting Calendar and Upcoming Meeting Agendas • Receive Q1 Financial Report FY 2024/25 • Approve Triennial Review Survey 2024	First 5 Contra Costa Sustainability Plan Timeline First 5 Association Summit 2025
Full Commission Meeting	Dec 16th	6:00 -8:00 PM	ACTION Items: • Approve 2025 Slate of Officers • Approve 2025 Meeting Calendar • Accept Year In Review Presentation • Accept Updated FY 24/25 F5CC Employee Compensation & Benefits Resolution • Accept 1st Quarter Financial Report FY24/25	End of Year Staff Recognition Staff Years of Service Milestone Recognition ED Updates
Jan 2025				
Executive Committee Meeting	Jan 13th	5:00 – 6:00 PM	• Closed Session – ED Performance Review • BOS Chair designates Supervisor for the Commission and appoints new Commissioner/Alternate	General Staff Updates First 5 Parent Advisory Group Update First 5 Regional Groups Report FY 2024/25 Budget Assumptions and Projections
Full Commission Meeting	Jan 13th	6:00 – 8:00 PM	• Closed Session- Appoint negotiator for ED Annual Review	First 5 Center Survey Report ED Updates
Executive Committee Meeting	Jan 27th	5:00 – 6:30 PM	• Discuss Strategic Planning Timeline for Plan revision for FY2026-29 • Discuss Sustainability Plan Summit	Advocacy Day Registration and Activities
Feb 2025				
Full Commission Meeting	Feb 10th	6:00 – 8:00 PM	• County Counsel Presentation of Conflict of Interest Code • Completion of Form 700 Requirement	Sustainability Plan Updates General Staff Updates & ED Report Budget Development Assumptions

Commission Administrative Calendar

Fiscal Year 2024 - 2025

			• Accept 2nd Quarter Financial Report FY24/25	
March 2025				
Executive Committee Meeting	Mar 10th	5:00 – 6:00 PM	Presentation of Proposed Budget for FY25/26 Budget	Overview of FY25/26 Budget Presentation of Long-Term Sustainability Plan
Full Commission Meeting	Mar 10th	6:00 – 8:00 PM	• Public Hearing: F5 CA Annual Report • Budget Hearing: Approve Budget for FY 25/26 • Long-Term Sustainability Plan Updates	ED Updates Other Staff Updates
April 2025				
Executive Committee Meeting	April 7th	5:00 – 6:00 PM	• Receive Sustainability Plan Updates	General Staff Updates & ED Report
Full Commission Meeting	April 7th	6:00 – 8:00 PM	• Long-Term Sustainability Plan Updates	General Staff Updates & ED Report
May 2025				
Executive Committee Meeting	May 27th	5:00 – 6:30 PM	• Audit Engagement Letter sent to Commissioners. • Progress report of Strategic Plan FY 2023-26	Start External Audit Process of Prior Year
June 2025				
Full Commission Meeting	June 9th	6:00 – 8:00 PM	• Approve FY 25/26 contracts • Approve Certificate of Compliance Report to F5 CA • Public Hearing: F5 Contra Costa Strategic Plan and Long-Term Financial Plan for FY 2023-2026 Updates/Progress • Accept 3rd Quarter Financial Report FY 24/25 • Adopt First 5 Contra Costa's Long-Term Sustainability Plan	ED Updates Strategic Plan Updates First 5 Centers' Community Advisory Council Presentations

Commission Administrative Calendar

Fiscal Year 2024 - 2025

Overview of First 5 Contra Costa Key Compliance Activities

- Public Hearing on Annual Audit (typically conducted October of each year)
- Public Hearing on Annual State Report (typically conducted October of each year)
- Review of Progress toward Goals and Objectives – Local Community Dashboard Report (typically conducted December of each year – also known as Year-In Report)
- Approval of Budget (typically conducted April of each year)
- Public Hearing, Update, Review, and/or Adoption of First 5 Contra Costa Strategic Plan (typically done April of each year)
- Public Hearing on First 5 California Annual Report (typically done April of each year)

November 13, 2024

Katie Albright, J.D., Chair
First 5 California
2389 Gateway Oaks Drive
Sacramento, CA 95833

Shana Hazan, Vice Chair
First 5 California
2389 Gateway Oaks Drive
Sacramento, CA 95833

RE: First 5 IMPACT Legacy

To the First 5 California Commission,

We appreciate First 5 California's funding support of the First 5 IMPACT Legacy (Improve and Maximize Programs so All Children Thrive) efforts that aim to support high-quality early learning settings and approaches to ensure more of California's children enter school with the skills, knowledge, and dispositions necessary to be successful.

In the Bay Area counties, this funding has been critical to our work to support the continuous quality improvement efforts of early care and education and other early learning settings. The funding has helped each county offer thousands of hours of professional development and training opportunities, provide coaching to hundreds of early educators, and foster family engagement in young children's literacy and school readiness activities.

With the decline in state tobacco tax revenue impacting each First 5 Commission and the state's shifts in financial support for the statewide quality rating and improvement system, many counties rely more than ever on the First 5 IMPACT Legacy funding to support their quality improvement efforts. As counties have already begun planning for next fiscal year, we urge the First 5 California Commission to maintain its current level of funding support for the First 5 IMPACT Legacy program and honor its original intent to renew for two additional years (FY 2025-26 & 2026-27), and to provide local county-level partners with at least 12 months of notice if in the future the funding for the program will be decreased.

First 5 Commissions at the county level and their county partners have spent years building effective mechanisms to support early educators in delivering quality learning experiences. It will take time and careful planning to sustain these efforts and ensure the workforce and families are not negatively impacted if there is a decrease in First 5 California support.

Sincerely,

Bay Area Region First 5 Executive Directors

Kristin Spanos, Executive Director First 5 Alameda, kristin.spanos@first5alameda.org
Ruth Fernandez, Executive Director First 5 Contra Costa, rfernandez@first5coco.org
Maria Niggle, Executive Director First 5 Marin, Maria@first5marin.org

Francine Rodd, Executive Director First 5 Monterey, francine@first5monterey.org
Ashley Walker, Executive Director First 5 Napa, ashley@first5napa.org
Lisa Faulkner, Executive Director First 5 San Benito, lisa@first5sb.org
Kitty Lopez, Executive Director First 5 San Mateo, klopez@smcgov.org
Theresa Zighera, Executive Director First 5 San Francisco, theresa.zighera@sfgov.org
David Brody, Executive Director First 5 Santa Cruz, dbrody@first5scc.org
Jennifer Cloyd, Executive Director First 5 Santa Clara, Jennifer.cloyd@first5kids.org
Michele Harris, Executive Director First 5 Solano, mdharris@solanocounty.com
Angie Dillon-Shore, Executive Director First 5 Sonoma, adillonshore@first5sonomacounty.org

cc: Jackie Thu-Huong Wong, Executive Director, First 5 California
Avo Makdessian, Executive Director, First 5 Association of California