

San Luis Obispo County

Child Care Planning Council

2008 - 2013
Strategic Plan



"A Collective Voice for Children and Youth"

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Effective strategic planning requires a commitment of individuals over a period of time to thoughtfully consider where the organization has been, where it is now, and where it ought to be headed in the future. The Council Members, Staff and Consultants listed below participated in this revision of our strategic plan while continuing to uphold existing responsibilities and job assignments. We would like to thank each one for their time and expertise.

Consumer Representative	Child Care Provider Representatives
Jami Bastien	Martha Chivens
Shannon Bates	Cincy Cipres
Amy Buchanan	Sonya Lanzen - Castellanos
Melinda Sokolowski	Vicki Taylor
	Paula Tripp
Community Representatives	Public Agency Representative
Sandra Bourbon	Judy Berk
Jan Campbell	Don Norton
Lisa Fraser	Heather Salyer-Frith
Elise Roberts	Brad Schultz
Discretionary Representatives	Council Liaison
Biz Steinberg	John Barnhart
Sheri Wilson	
Facilitator	Council Staff
Wendy Wendt, Consultant	Carol Capito, Council Coordinator
	Cheryl Scollan, Administrative Assistant

San Luis Obispo County Child Care Planning Council
 3350 Education Drive
 San Luis Obispo, CA 93405
 (805) 782-7285
www.sanluischildcare.org

Mission & Vision

The Strategic Plan is rooted in the mission and vision of the Council. The mission articulates the fundamental purpose for the council to exist; while the vision provides a broad description of the kind of future the Council is trying to create. In addition, the SLOCoCCPC developed an image statement and slogan for use in communicating with a wide and diverse audience. Together, these elements provide direction and give meaning to all of the work necessary to make the organization flourish.

MISSION

The San Luis Obispo County Child Care Planning Council, in partnership with families and the community, plans for and promotes the highest quality and accessible services for the care of all children and youth.

VISION

All families have access to quality child care and youth programs.

IMAGE STATEMENT

"A collective voice for children and youth".

LOGO



"A Collective Voice for Children and Youth"

Background

This section is designed to provide a general understanding of the San Luis Obispo County Child Care Planning Council (SLOCoCCPC), how the council was formed, its role and responsibilities and what it seeks to accomplish. Hopefully, it will enhance understanding by providing the framework for readers who were not involved in creating the plan.

Child Care Legislation

The Child Care and Development Block Grant and the Title IV-A At-Risk Child Care Program were enacted in 1990 by Congress under the Omnibus Reconciliation Act of 1990, (Public Law 101-508). The purposes of the new federal child care programs were to increase the availability, affordability and quality of child care throughout the United States. Administration of the Child Care and Development Block Grant within California was awarded to the California Department of Education by Governor Pete Wilson. In July, 1991, the California Department of Education offered funding to each county to establish a local child care planning council (LPC) for the purpose of developing countywide priorities for child care and development services needed by families.

San Luis Obispo County Child Care Planning Council

The San Luis Obispo County Child Care Planning Council (SLOCoCCPC), formerly called the Community Partners in Child Care, was established in 1989 by the San Luis Obispo County Board of Supervisors, the San Luis Obispo County Superintendent of Schools, the Economic Opportunity Commission, and Pacific Gas and Electric-Diablo Canyon. The Council is comprised of between fifteen and thirty members, serving in one of five categories. Each category of membership represents 20% of the Council composition. The five membership categories are:

Early Care and Education Consumers – a parent or person who receives, or who has received early care and education services within the past thirty-six months.

Early Care and Education Providers – a person who provides early care and education or represents persons who provide early care and education services.

Public Agency Representatives – a person who represents a city, county, city and county agency or local education agency.

Community Representatives – a person who represents an agency or business that provides private funding for early care and education services, or who advocates for early care and education services through participating in civic or community-based organizations but is not an early care and education provider and does not represent an agency that contracts with the State Department of Education to provide early care and education and development services;

Discretionary – persons appointed from any of the four categories at the discretion of the appointing agency.

The Council also maintains two non-voting, liaison positions for representatives appointed by the County Board of Supervisors and the County Superintendent of Schools.

Program Requirements

It is the intent of the Legislature that local child care and development planning councils shall provide a forum for the identification of local priorities for child care and the development of policies to meet the needs identified within those priorities (Education Code, Section 8499.3). It is further the intent of the Legislature that communities implementing new programs or initiatives connect with existing program strategies and build upon existing local collaboratives when possible, to provide a unified integrated system of service for children and families (Education Code, Section 54744).

LPC Responsibilities

When legislation does not identify specific target populations or geographic areas to be served in allocating expansion funds, the California Department of Education will use the LPC Priorities for the purpose of allocating new state (general) and federal funds within each county. Priorities shall be submitted in accordance with Education Code, Section 8499.5.

The priorities shall be identified in a manner that ensures that all child care needs in the county are met to the greatest extent possible. To accomplish this, the LPC shall do all of the following:

1. Elect a Chair.
2. Employ, as an LPC Coordinator, staff person(s) equivalent to at least one full-time position. The LPC Coordinator shall assist the LPC in meeting the mandates set forth in Title 1, Division 1, Part Chapter 2.3 of the Education Code. Additionally, the LPC shall employ support staff as deemed necessary to meet LPC roles and responsibilities.
3. Conduct an assessment of child care needs at least once every 5 years. The needs assessment shall meet the requirements as specified in Education Code, Section 8499.5(b).
4. Document information gathered during the needs assessment which shall include, but need not be limited to, data on supply, demand, cost, and market rates for each category of child care in the county.
5. Submit the results of the needs assessment and the local priorities identified by the LPC to the County Board of Supervisors and County Superintendent of Schools for approval before submitting them to the California Department of Education.
6. Prepare a comprehensive countywide child care plan designed to mobilize public and private resources to address identified needs.
7. Encourage public input in the development of the priorities. Opportunities for public input shall include at least one public hearing during which members of the public can comment on the proposed priorities.
8. Conduct a periodic review of child care programs funded by the CDE and CDSS to determine if identified priorities are being met.
9. Collaborate with all interested parties, including, but not limited to, subsidized and non-subsidized child care providers, county welfare departments, human service agencies, regional centers, job training programs, employers, integrated child and family service councils, local and state children and families commissions, parent organizations, early start family resource centers, family empowerment centers on disabilities, and local child care resource and referral programs, to foster partnerships designed to meet local child care needs.
10. Facilitate community-based efforts to coordinate part-day programs, including state preschool and Head Start, with other child care and development services to provide full-

day, full-year child care and development services based on guidelines and funding models approved by state and federal agencies.

11. Develop and implement a training plan to provide increased efficiency, productivity, and facilitation of LPC meetings.

The 2008 Strategic Plan was developed using the Council program requirements and responsibilities as a guide to ensure current Council activities fulfill state mandates. An Ad Hoc Committee then reviewed the 2002 – 2007 Strategic Plan and affirmed that Strategic Result B, The community at large understands the early care and education needs of children and families... remains pertinent to Council activities, it's mission and mandates for 2007 – 2008. The Committee also determined that due to the evolving nature of the Early Care and Education industry at this time, it was important to develop a Strategic Plan that could be reviewed and updated annually. We expect this plan to be a living document and work in progress as the needs and efforts of the community evolve.

Throughout this document we have used the term “child care/learning programs” to be inclusive of the wide variety of programs available to the children and youth in our community. The term is meant to include all licensed and license exempt programs, whether they are full or part time, center or home based programs for infants, toddlers, preschool and school-age children.

The Strategic Results, their indicators, and strategies are presented on the following pages:

Strategic Result A

The San Luis Obispo County Child Care Planning Council is recognized for our expertise by the community, local and state professionals and decision makers.

Goal	Activities	Responsibility	Outcome/Date Completed	Partners	Timeline
<p>A1. Establish the Council as the neutral child care/ learning program advisory group in San Luis Obispo county to ensure plans and efforts meet community identified needs for children, families and providers.</p>	<p>1.1 Recruit key stakeholders and partners for Council membership.</p> <p>1.2 Council members and staff will collaborate in the writing, development and publishing of the ELFA plan.</p> <p>1.3 Coordinate local provider informational forum on the ELFA Plan.</p> <p>1.4 Establish Council as a lead organization in early implementation efforts of the ELFA Plan.</p> <p>1.5 Establish the Planning Council website as an on-line access to ELFA Plan.</p> <p>1.6 After analysis of updated needs assessment and EVC Parent survey, begin development of comprehensive plan that will expand current ELFA plan to include Infant, toddler and school age needs.</p>	<p>Membership, Policy and Partnership Committee Council Staff</p> <p>Advocacy & Education Committee Council Members Council Staff</p> <p>Advocacy & Education Committee Council Staff</p> <p>Advocacy & Education Committee Council Staff</p> <p>Council Staff SLOCOE IT Department</p> <p>Data & Needs Assessment Committee Council Staff</p>	<p>Maintain active Council membership with full representation in the 5 categories as established in Ed Code.</p> <p>San Luis Obispo County will have a comprehensive preschool for all plan that meets the needs of parents and supports the existing child care/learning system.</p> <p>ECE professionals will be aware of and have a better understanding of the various components and their potential opportunities for participation in ELFA plan.</p> <p>The Council will be recognized as a lead organization in advocating for Early Learning opportunities for all children.</p> <p>Increased awareness and use of Council website.</p> <p>The community will be have a better understanding of the Child Care Planning Council.</p> <p>The Council is recognized as a lead organization in advocating for Early Learning opportunities for all children.</p> <p>San Luis Obispo County will have a comprehensive child care/learning program plan for children and youth, ages 0 – 12.</p> <p>Countywide advocacy to support the child care/learning needs of children 0 – 12 will be strengthened.</p>	<p></p> <p>P-16 Task Force ECE Task Force</p> <p>ECE Task Force CCRC</p> <p>P – 16 Council ECE Task Force</p> <p>P – 16 Council ECE Task Force</p> <p>EVC CCRC ECE Professionals</p>	<p>Ongoing</p> <p>Dec 2006 – May 2008</p> <p>Feb 2008 – June 2010</p> <p>Jan 2007 – June 2010</p> <p>Feb. 2008</p> <p>Sept. 2008 – June 2009</p>

Strategic Result A

The San Luis Obispo County Child Care Planning Council is recognized for our expertise by the community, local and state professionals and decision makers.

Goal	Activities	Responsible	Outcome/Date Completed	Partners	Timeline
A2. Establish a system for ongoing collection, updating, maintenance and analysis of Needs Assessment data.	2.1 Complete GIS mapping of child care provider survey information.	Council Staff COE IT Department	Provider survey conducted, data organized and mapped into GIS. COMPLETED DEC 2007	COE IT Dept.	June 2006-Dec 2007
	2.2 Conduct a demonstration of GIS at Council meeting.	Council Coordinator	Council members will understand the capabilities of the GIS system, how it will assist the Council in meeting state mandates and the need for ongoing updates of provider information COMPLETED MAY 2008	COE IT Dept	June 2008
	2.3 Establish a system for updating provider information annually into GIS.	Data & Needs Assessment Committee Council Staff	Council will maintain up to date data on child care/learning needs countywide.	CCRC Cuesta ECE Club	Mar 2008 – June 2009
	2.4 Collaborate with EVC to conduct parent surveys to determine child care/learning program needs.	Data & Needs Assessment Committee Council Coordinator	Child care/learning program needs data will be compiled countywide through employers (key stakeholders). COMPLETED MAR 2008	EVC EOC	Dec - Mar 2008
	2.5 Collaborate with the CCCCA Public Policy Committee to standardize collection of data for needs assessments statewide.	Council Coordinator	CDE will have the ability to compile county data for Statewide Needs Assessment.	CCCCA CDE	Oct 2007-Oct 2008
	2.6 Draft and publish Needs Assessment data and analysis. Conduct public forum.	Data & Needs Assessment Committee Council Staff	Council will meet state mandate to publish a County Needs Assessment every 5 years.	CCRC CCCCA Housing Authority DSS Healthy Kids SELPA	Jun 2007 – Sept 2008

Strategic Result A

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Goal	Activities	Responsibility	Outcome/Date Completed	Partners	Timeline
<p>A3. Identify, publish and distribute annual priorities on the child care/ learning program needs of all families (subsidized and unsubsidized) in San Luis Obispo County.</p>	<p>3.1 Create timeline for developing priorities.</p>	<p>Executive Committee Council Staff</p>	<p>Annual priorities will be completed on time.</p>	<p>CCRC CCCCA</p>	<p>Sept 2008</p>
	<p>3.2 Determine consistent reporting format for priorities.</p>	<p>Executive Committee Council Staff</p>	<p>Annual report will provide CDE with priority areas for subsidized program funds for infant, toddler, preschool and school age needs.</p>	<p>CCRC CCCCA</p>	<p>June 2008</p>
	<p>3.3 Establish design format for priorities.</p>	<p>Executive Committee Council Staff</p>	<p>Annual priorities report format will be consistent year to year.</p>	<p>CCRC CCCCA</p>	<p>Jan 2009</p>
	<p>3.4 Collect data and recommend priorities.</p>	<p>Data & Needs Assessment Committee Council Staff</p>	<p>Priorities will be presented at March Council meeting for public hearing and approval as needed.</p>	<p>CCRC CDE Funded Programs Head Start</p>	<p>Annually in Feb</p>
	<p>3.5 Submit priorities for approval as needed to BOS and SOS.</p>	<p>Advocacy & Education Committee Council Staff</p>	<p>Meet CDE mandate.</p>	<p>Council Liaisons to BOS & SOS</p>	<p>Annually in March</p>
	<p>3.6 Submit priorities to CDE.</p>	<p>Council Staff</p>	<p>Approved Priorities will be submitted on time annually.</p>		<p>May 30</p>
	<p>3.7 Collaborate with CCCC Public Policy Committee to standardize collection of data for priorities statewide.</p>	<p>Council Coordinator</p>	<p>Minimum priority data submitted to CDE will be standardized across all counties.</p>	<p>CCCCA CDE</p>	<p>Oct. 2005 - Oct. 2008</p>

Strategic Result A

The San Luis Obispo County Child Care Planning Council is recognized for our expertise by the community, local and state professionals and decision makers.

Goal	Activities	Responsible	Outcome/DateCompleted	Partners	Timeline
<p>A4. Increase the visibility of the Local Child Care Planning Council.</p>	<p>4.1 Conduct GIS presentation to BOS and SLO County Board of Education.</p>	<p>Advocacy & Education Committee Data & Needs Assessment Committee Council Coordinator</p>	<p>BOS, Board of Education and SOS will have a better understanding of the Planning Council and it's capacity to serve as a child care/learning program advisory body.</p>	<p>Planning Council BOS & SOS Liaisons</p>	<p>Fall 2008</p>
	<p>4.2 Update and maintain Child Care Planning Council website.</p>	<p>Advocacy & Education Committee Council Staff</p>	<p>Increased use of website for local updates, activities and access to countywide child care/learning program needs.</p>	<p>COE IT Dept</p>	<p>Summer 2008</p>
	<p>4.3 Collaborate with other local and statewide agencies and organizations to advocate for accessible and affordable high quality child care/learning program services.</p>	<p>All Council Members Council Coordinator</p>	<p>Council members are active in local and statewide efforts to advocate for accessible and affordable high quality programs for children and youth, 0 – 12.</p>	<p>P – 16 Task Force ECE Task Force CCCCA CDPI First 5 Commission ICCO CCDAA CHSA MWEI</p>	<p>Ongoing</p>
	<p>4.4 Establish key advocacy issues. Council participates countywide in community events to advocate for the identified child care/learning program needs.</p>	<p>Advocacy & Education Committee All Council Members Council Staff</p>	<p>All Council members and staff present a unified Council advocacy message. Council members and staff participate in Children's Day In the Plaza and at least one other county event.</p>		<p>Annually June - Oct</p>

Strategic Result B

The San Luis Obispo County Child Care Planning Council assists the community at large to understand and advocate for the child care/learning needs of children and youth in San Luis Obispo County.

Goal	Activities	Responsibility	Outcome/Date Completed	Partners	Timeline
<p>B1. Improve recognition of the value and need for high quality child care/learning programs.</p>	<p>1.1 Coordinate Children's Day in the Plaza Event.</p>	<p>Advocacy & Education Committee Council Coordinator</p>	<p>Council Coordinator to supervise Cal Poly State University Senior Project Team. Community involvement and sponsorships increases annually. Profit used to begin Community Foundation fund for child care/learning system advocacy and support and child abuse prevention activities. Organize and implement countywide Month of the Child activities.</p>	<p>Cal Poly Seniors SLO-CAP</p>	<p>Annually Dec through April</p>
	<p>1.2 San Luis Obispo county is aware of and celebrates April as Month of the Child.</p>	<p>Advocacy & Education Committee Council Staff</p>		<p>Elected Officials Community Agencies Child Care Providers</p>	<p>Annually Jan - April</p>
	<p>1.3 Established SLO County needs and data are easily available to all.</p>	<p>Data & Needs Assessment Committee Council Staff</p>	<p>Add Needs Assessment Data to Council website.</p>	<p>COE IT Dept</p>	<p>Jan 2009</p>
	<p>1.4 Distribute educational materials on the importance and need for high quality child care/learning program services and family friendly workplace policies.</p>	<p>Advocacy & Education Committee All Council Members Council Staff</p>	<p>Council collects, prepares and distributes pertinent materials at community meetings, events and presentations.</p>	<p>CCRC</p>	<p>Ongoing</p>
	<p>1.5 Officials understand and advocate for SLO County needs.</p>	<p>Advocacy & Education Committee Council Staff</p>	<p>Conduct educational site visits of child care/learning programs for federal, state and local officials.</p>	<p>BOS SOS City Councils Elected Officials</p>	<p>Oct & April</p>
	<p>1.6 Advocate for additional increased resources for CCL to strengthen monitoring of facilities and to expand the Advocate program to ensure that children are being cared for in safe and healthy environment.</p>	<p>Executive Committee Council Staff</p>	<p>Information on CCL needs and issues included in site visits with officials.</p>	<p>CCL CCRC CCCCA</p>	<p>Ongoing</p>
	<p>1.7 Work to develop and use public awareness campaigns and partners.</p>	<p>Advocacy & Education Committee All Council Members Council Staff</p>	<p>Include public awareness campaign in materials distributed at Month of the Child activities, community presentations and site visits.</p>	<p>Cal Poly Design and Marketing Class</p>	<p>Ongoing</p>

Strategic Result B

The San Luis Obispo County Child Care Planning Council assists the community at large to understand and advocate for the child care/learning needs of children and youth in San Luis Obispo County.

Goal	Activities	Responsibility	Outcome/DateCompleted	Partners	Timeline
B2. Improve community advocacy and activism for creating and sustaining quality.	2.1 Identify key stakeholders and partners on the promotion and advocacy of high quality child care/learning program needs in SLO County.	Membership, Policy & Partners Committee Council Staff	At least three key stakeholders and/or partners will be identified and contacted.		Fall 2008
	2.2 Assign Council members to work face to face with identified stakeholders.	Membership, Policy & Partners Committee Council Staff	Ongoing communication will be established with key stakeholders/partners. One meeting will be conducted		Dec 2008
	2.3 Work with community partners to identify, develop and sustain funding to support a strong high quality child care/learning program system.	Executive Committee All Council Members Council Staff	Increased resources will be leveraged to support a high quality child care/learning program system in SLO County.		Ongoing

Strategic Result C

The San Luis Obispo County Child Care Planning Council works to champion and support professionals in our field in San Luis Obispo County.

Goal	Activities	Responsibility	Outcome/Date Completed	Partners	Timeline
<p>C1. Improve child care/ learning program professional development and training.</p>	<p>1.1 Continue to implement the AB212 Stipend program for state funded staff who earn college units toward a degree in ECE/CD.</p>	<p>Professional Development & Training Committee Council Staff</p>	<p>All AB212 funding will be appropriately expended annually.</p>	<p>CDE</p>	<p>Ongoing</p>
	<p>1.2 Publicize countywide training opportunities to all child care/learning program staff.</p>	<p>Professional Development & Training Committee Council Staff</p>	<p>Maintain online training calendar. Link to Planning Council website. Advertise Planning Council trainings through CCRC newsletter and mailings to staff</p>	<p>CCRC</p>	<p>Ongoing</p>
	<p>1.3 Planning Council provides professional development training as funds are available</p>	<p>Professional Development & Training Committee Council Staff</p>	<p>Create Professional Development & Training Committee. Conduct or collaborate in at least one local training opportunity annually</p>	<p>Community Foundation SLO-CAP P – 16 Council ECE Task Force</p>	<p>Ongoing</p>
	<p>1.4 Advocate for updating and expanding courses and trainings at all educational levels and to eliminate barriers for limited English speaking staff.</p>	<p>Professional Development & Training Committee Council Staff</p>	<p>Support CCCECE efforts to develop 24 core unit requirements. Pilot ECE unit based courses for limited english speaking students. 1/22/08</p>	<p>Cuesta College Cal Poly State University LaVerne University</p>	<p>Ongoing</p>
	<p>1.5 Advocate for support and expansion of the stipend program to include staff in working all other licensed (non-state funded) programs</p>	<p>Professional Development & Training Committee Council Staff</p>	<p>ECE professionals working in non-state funded programs will be eligible for stipends for earning units toward a degree in ECE/CD.</p>	<p>ECE TaskForce</p>	<p>Ongoing</p>
	<p>1.6 Establish a Child Care/ Learning fund within the Community Foundation to support the continuation and expansion of the stipend program and child abuse prevention activities</p>	<p>Professional Development & Training Committee Executive Committee Council Staff</p>	<p>Local funding source available to support local child care/learning program systems and child abuse prevention activities.</p>	<p>SLO-CAP Community Foundation</p>	<p>Apr 2008 – Jun 2011</p>
	<p>1.7 Link training calendar to Planning Council website.</p>	<p>Professional Development & Training Committee Council Staff</p>	<p>ECE professionals will have quick and easy access to the professional development and training opportunities available</p>	<p>COE IT Dept</p>	<p>Sept 2008</p>

Glossary of Terms

AB212	Assembly Bill 212
BOS	Board of Supervisors
CCCCA	California Child Care Coordinators Association
CCCECE	California Community College Early Childhood Educators
CCDAA	California Child Development Administrators Association
CCL	Community Care Licensing
CCRC	Child Care Resource Connection
CDE	California Department of Education
CDPI	Child Development Policy Institute
CHSA	California Head Start Association
COE	County Office of Education
DSS	Department of Social Services
ECE	Early Care and Education
ECE/CD	Early Care and Education/Child Development
ELFA	Early Learning For All
EOC	Economic Opportunity Commission
EVC	Economic Vitality Corporation
GIS	Geographic Information System
MWEI	Montessori World Education Institute
P-16	Preschool – College
SELPA	Special Education Local Planning Area
SLO-CAP	San Luis Obispo Child Abuse Prevention Council
SLOCoCCPC	San Luis Obispo County Child Care Planning Council
SOS	Superintendent of Schools