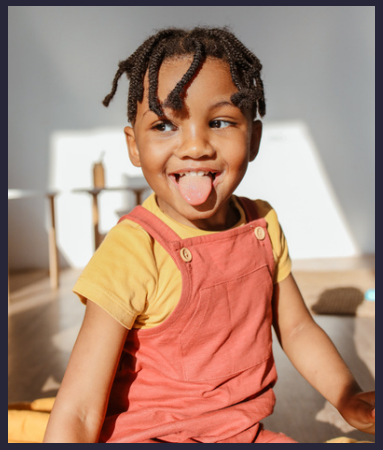
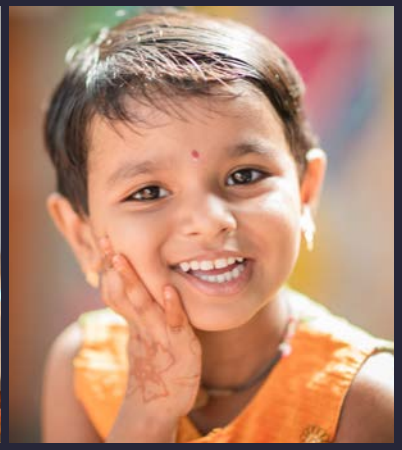
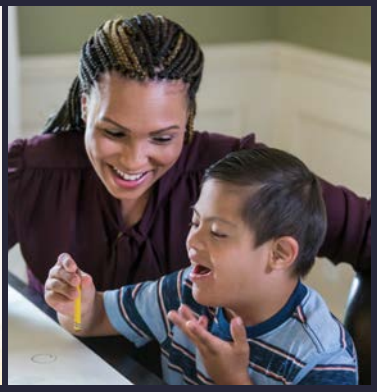









Rebuilding Ever Brighter

A BLUEPRINT FROM THE CHILD CARE PLANNING COUNCIL FOR MEETING THE NEEDS OF THE COMMUNITY FOR HIGH-QUALITY, EQUITABLE, ACCESSIBLE CHILD CARE

2022-2027 COUNTYWIDE PLAN FOR CHILD CARE AND EDUCATION:
BIRTH TO TWELVE YEARS

SONOMA COUNTY

ACKNOWLEDGMENTS, COMMUNITY PARTNERS, AND ACRONYMS

The Child Care Planning Council of Sonoma County (CCPC) acknowledges the work of the CCPC Council members, community members, staff, and consultants who spent a considerable amount of time surveying the community, convening discussions, and developing this countywide plan for child care and education.



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2021-2022 Members of the Child Care Planning Council of Sonoma County

The Child Care Planning Council of Sonoma County has representatives from five categories: Child Care Consumer, Child Care Provider, Community, Discretionary, and Public Agency. The following Council members contributed to the development of this plan.

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REBUILDING EVER BRIGHTER

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Acronyms

4Cs Community Child Care Council of Sonoma County
CCPC Child Care Planning Council of Sonoma County
CBOs Community-Based Organizations
DAP Developmentally-Appropriate Practice
DLL Dual Language Learners
ECE Early Childhood Education
ELO-P Expanded Learning Opportunities Program
FFN Family Friends and Neighbors
IEEEP Inclusive Early Education Expansion Program
P-3 Preschool through 3rd-grade
QCC Quality Counts California
RCCS River to Coast Children's Services
SCOE Sonoma County Office of Education
SEL Social Emotional Learning
SELPA Special Education Local Plan Area
TIC Trauma-Informed Care
TK Transitional Kindergarten
UDL Universal Design for Learning
UPK Universal PreKindergarten

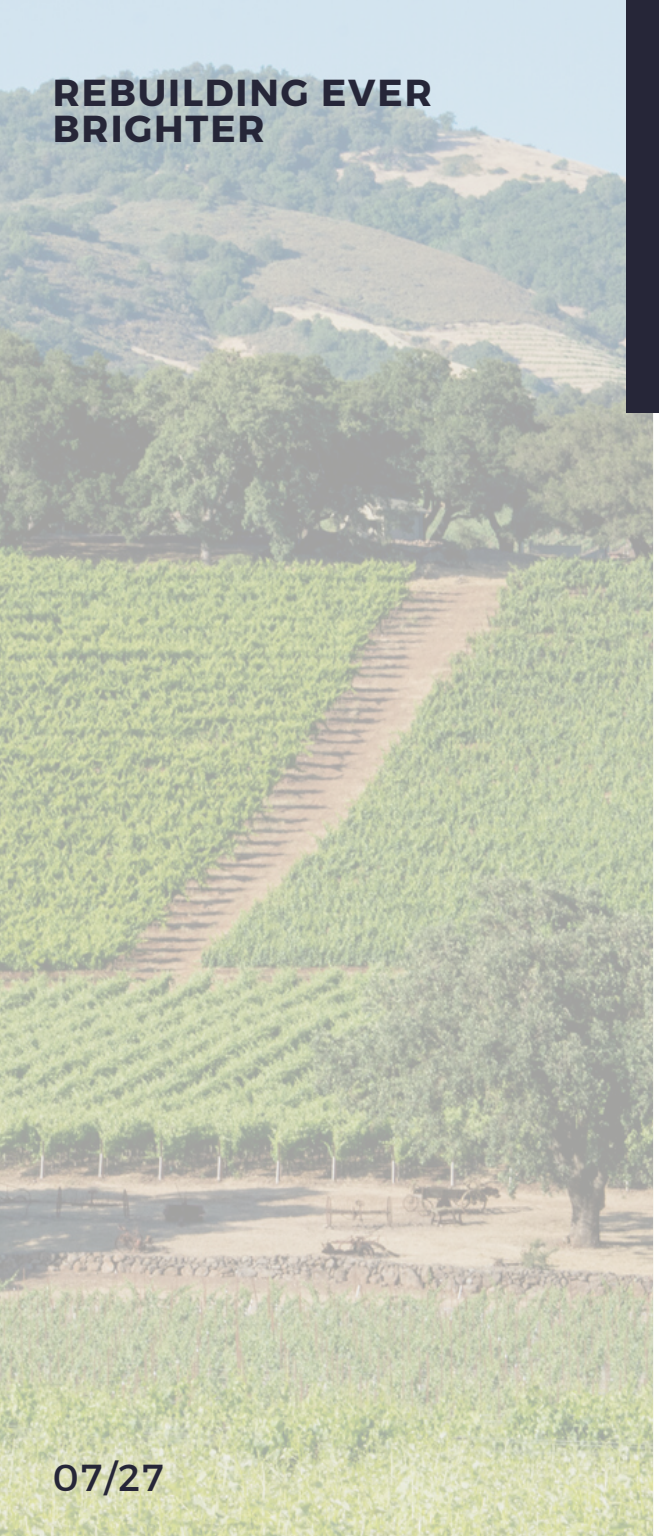


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Child Care Development Process





THE INTENTION:

- To engage in a community process to create a countywide plan for child care and development services that represent the needs and values of families in Sonoma County.
- To unite the community with a shared vision for child care and development services;
- To invite active participation by all constituents;
- To cultivate community ownership of the plan's strategies and goals.









Child Care Development Process

THE TIMELINE:

- January 2021 - the CCPC Executive Committee began planning to develop the 2022-2027 Child Care Plan.
- March 2021 - the CCPC invited community members to join the Child Care Plan Committee.
- April 2021 - the Child Care Plan Committee convened to brainstorm the next steps.
- May 2021 - the CCPC administered a Child Care Plan Priorities Survey to identify top-priority issues and engage more community members.
- June 2021 - the Child Care Plan Priorities Survey responses were reviewed and synthesized by CCPC Staff.
- June 2021 - three Community Surveys were developed and disseminated to parents, child care providers, and stakeholders.
- July 2021 - survey results were reviewed and synthesized by an independent consultant.
- August 2021 - an opportunity to provide feedback on the Community Survey findings was provided to the Child Care Plan Committee. Feedback and recommendations were incorporated into the final Community Surveys report.
- October through December 2021 - feedback from the community, the Child Care Plan Committee, and the CCPC was incorporated into a Google document to draft goals.
- January through March 2022 - the Child Care Plan Committee met to review draft goals and survey findings to establish a consensus on proposed goals.
- June 2022 - the Executive Committee held working sessions to edit and finalize the draft plan.
- June 2022 - the Child Care Plan draft was completed and presented to the Council during a Special Meeting. The Council approved the Executive Committee to finalize the draft.
- December 2022 - The Board of Supervisors approved the Child Care Plan, and dissemination to the community began.



CHILD CARE PLANNING COUNCIL BACKGROUND

CHILD CARE PLANNING COUNCIL OF SONOMA COUNTY

The Mission of the Child Care Planning Council of Sonoma County is to convene and inspire the community through collaboration, leadership, and advocacy to promote and plan for quality child care and development for the benefit of all children (birth to 12), their families, and Sonoma County.

The Child Care Planning Council (CCPC) of Sonoma County was established in 1991 in accordance with state law Assembly Bill (AB) 2141 to provide a forum for the identification of local priorities for child care and to develop policies to meet the needs identified within these priorities. The Council received increased funding and expanded mandates in 1998 during the implementation of CalWORKS and AB 1542. Current mandates include:

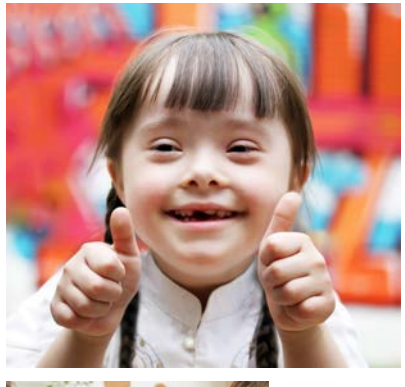
- Conducting a local Child Care Needs Assessment at least once every five years
- Submitting a comprehensive countywide child care plan to the California Department of Education and the County Board of Supervisors
- Establishing and reviewing local priorities for child care funding, according to State policy and guidance
- Collaborating with all interested parties to foster partnerships designed to meet the local child care needs
- Linking part-day programs such as Head Start and State Preschool programs with full-day child care programs
- Coordinating efforts to transfer funds as needed between subsidized programs according to CDE and CDSS guidelines

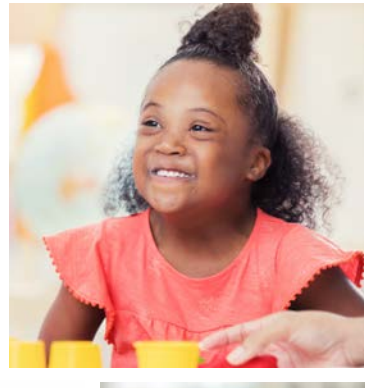


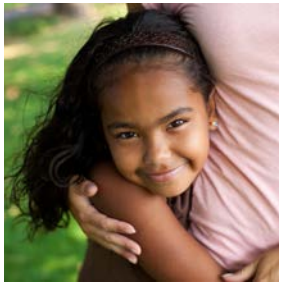
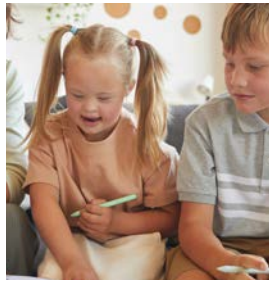
CHILD CARE PLANNING COUNCIL BACKGROUND

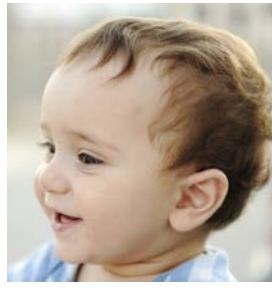
MEMBERSHIP, MEETINGS, COMMITTEES AND WORK GROUPS:

CCPC membership and reports are authorized by the Sonoma County Board of Supervisors and the Sonoma County Superintendent of Schools, and the Council is governed by State mandates, Council bylaws, and the Brown Act. Council members represent a cross-section of the community, including parents, child care providers, agencies serving children and families, public officials, and community members. CCPC meetings are held once per month and are open to the public. Standing committees include an Executive Committee, Membership Committee, and Finance Committee; ad hoc committees and work groups are formed based on the Council's annual goals and objectives. CCPC endeavors to convene all those concerned with child care issues in community forums and meetings to improve and sustain valuable, quality programs and opportunities for families.




Child Care Development Process

VISION, VALUES & PRIORITIES OF THE CHILD CARE PLANNING COUNCIL OF SONOMA COUNTY

The Vision of the Child Care Planning Council of Sonoma County (CCPC) is that all Sonoma County children (birth to 12 years of age) in child care and development programs (including family child care homes, school-based child care, center-based care, and license-exempt care), will be cared for in an environment that is safe and healthy, nurturing, stimulating, interactive, culturally appropriate and sensitive to the needs of all children.

CCPC Values

- CCPC supports nationally and locally defined standards of quality in the care of children, including best practices in child development and education environments. The Council also recognizes the challenges to accessible, affordable care and education and the need for various settings to respond to unique barriers and family demographics.
- The concepts of diversity and cultural responsiveness are essential elements in the composition of CCPC membership, goals, meeting agendas, outreach efforts, community events, and child care and development settings.
- CCPC represents a broad constituency – all those concerned with the care of children and youth, from birth to 12 years of age. We represent many diverse viewpoints in identifying the best interests of children and their families and advocate at the state and local levels for programs, best practices, and funding.



Sonoma County Data

SONOMA COUNTY CHILD CARE NEEDS ASSESSMENT (2019):

The California Department of Education and Child Care and Development Division requires every county to develop a child care needs assessment for their jurisdictions. CCPC has prepared this report to help inform child care policies and priorities based on the county's current status of child care. The data includes the following topics: supply, demand, gaps in services, costs, sources of child care subsidies, special populations, provider availability, and services.

Table A-2
Summary of Supply/Shortage by Age - 2019
Sonoma County Child Care Community Profiles - 2019

SONOMA COUNTY	No. of Providers	Child Care as of 2019			
		Infants	Preschoolers	School-Agers	Total, 0 to 12 Years
City/Town/Area		Total Supply/Shortage			
CLOVERDALE	12	(32)	(41)	7	(65)
HEALDSBURG/GEYSERVILLE	22	(59)	38	(84)	(105)
PETALUMA/PENNGROVE	111	(153)	12	168	27
RIVER AREA/WEST COUNTY	23	(87)	(203)	(331)	(621)
ROHNERT PARK/COTATI	61	(75)	104	(819)	(790)
SANTA ROSA	281	(539)	(140)	(436)	(1,115)
SEBASTOPOL	33	(110)	(253)	(633)	(995)
SONOMA VALLEY	35	(164)	(162)	(551)	(877)
WINDSOR	45	(57)	(141)	(210)	(407)
EAST CLOVERDALE	12	(32)	(41)	7	(65)
FETTERS SPRINGS/AGUA CALIENTE WEST	10	(11)	39	142	170
NORTHWEST SANTA ROSA	57	(54)	348	390	684
SOUTHWEST SANTA ROSA	22	(27)	(149)	162	(14)
SOUTHEAST SANTA ROSA	22	(46)	(74)	(5)	(125)
Total	**746**	**(1,445)**	**(663)**	**(2,191)**	**(4,298)**

According to the 2019 Needs Assessment, the greatest unmet need for child care is found in the sectors of 1) Infant and toddler care and 2) School-age care.







Sonoma County Data

COMMUNITY SURVEYS (2021):

Families, child care providers, and community stakeholders participated in three surveys. The surveys were administered in July 2021. There were 261 respondents (205 families, 48 providers, and 8 stakeholders).

Survey Respondent Demographics

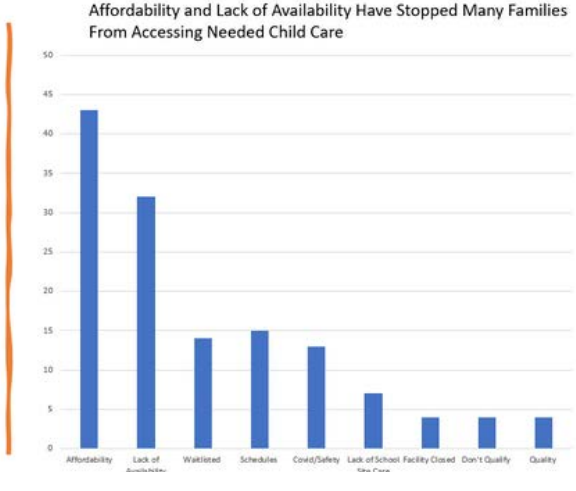
- 66 (25% of total respondents) Identified as Spanish-Speaking Families and Providers
- 195 (75% of total respondents) Identified as English-Speaking Families, Providers and Stakeholders
- Sonoma County Spanish-Speaking Population (from 2015-2019 Census) Identified as 19% of Total.

Current & Future Use of Child Care

- Over 50% survey respondents report current use of child care
- Majority of Spanish-Speaking families use licensed family child care homes and license-exempt individuals (family, friend, neighbor)
- Majority of English-Speaking families use licensed child care centers and summer camps
- Over 82% of all respondents indicate needing care over next 12 months

Provider Type	English	Spanish
Licensed Center	36%	9%
Licensed Home	9%	34%
License-Exempt Individual	11%	27%
License-Exempt Center	16%	12%
Other (E.g. Summer Camps)	28%	18%

Biggest Barriers In Accessing Child Care Over Past 18 Months



"I can't find an open infant care spot for my 6-month-old!!!"

"I could not get a job because I had no care for my 9-year-old."

"My job was terminated, and I was unable to gain employment because I had 3 kids at home, one with special needs, and no child care."

Sonoma County Data

CHILD CARE PLAN PRIORITIES SURVEY (2021):

Families, child care providers, and stakeholders were asked to identify the top three issues children and families face in meeting child care needs in Sonoma County. The survey was administered in June 2021.

There were a total of 138 respondents.

70% (80 out of 138) identified as child care consumers for children 0 to 12 years old.

The following topics ranked the highest priority:

- 50% SELECTED: FAMILIES HAVE ACCESS TO **AFFORDABLE** QUALITY CHILD CARE AND EDUCATION
- 30% SELECTED: FAMILIES HAVE ACCESS TO **HIGH QUALITY** CARE AND EDUCATION
- 27% SELECTED: FAMILIES HAVE ACCESS TO **DIVERSE, EQUITABLE, AND INCLUSIVE** CARE AND EDUCATION
- 27% SELECTED: FAMILIES HAVE ACCESS TO **FULL DAY** CHILD CARE AND EDUCATION PROGRAMS







California Data







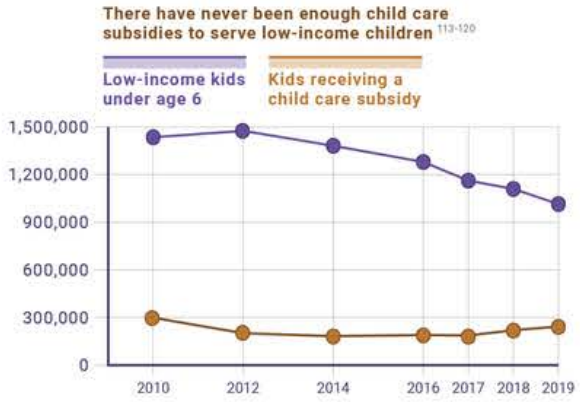
CALIFORNIA DATA: CHILDREN NOW

The 2022 California Children's Report Card grades the state on its ability to support better outcomes for kids, from prenatal to age 26. Each grade is based on the state's progress (or lack thereof) on passing and implementing state-level policies and making investments in the supports and services needed for all kids to reach their full potential. **The report gives Child Care in California (outside the Transitional Kindergarten to grade 12 system) a D+.** The pandemic has worsened California's child care shortage. The greatest gaps named in the report include limited access for infants and toddlers and affordable quality child care for working families.

Child Care | D+

The pandemic worsened California's child care shortage.

Since 2020, over 10,000 California child care programs – roughly a quarter of all programs, serving over 305,000 children – have either temporarily or permanently closed as providers faced fluctuating enrollment, increased costs, staffing shortages, and other challenges.[112]



More than three-quarters of families – especially low-income families – report that quality, affordable child care is not available to everyone, largely due to inadequate supply and high cost.[122]

89% of caregivers said that high-quality child care and preschool should be available for all.[123]

Child Care Plan: Purpose, Use, and Next Steps

PURPOSE OF THE PLAN:

This comprehensive, countywide Child Care Plan 1) explores current trends affecting children, families, and service providers; 2) identifies four goals for child care and education with corresponding strategies to meet these goals; 3) and identifies key measures to determine success.

The purpose for and use of this plan include:

- Increasing awareness of the importance of high-quality child care and learning experiences for all children, families, and communities;
- Providing all stakeholders with a common frame of reference for future action;
- Expanding partnerships to implement the strategies outlined in the plan;
- Providing a platform that will lead to coordinated planning, integrated action, and advocacy for specific policy changes;
- Mobilizing public and private resources to address identified needs; and
- Recommending priority areas for the development of programs and funding.



Child Care Plan: Purpose, Use, and Next Steps

THE ROLE OF THE CHILD CARE PLANNING COUNCIL AND NEXT STEPS FOR THE PLAN:

The community has created this instrument, which places the welfare of Sonoma County's children at the forefront of all planning and development activities. The Child Care Planning Council (CCPC) is committed to helping the community reach its goals by convening groups and forums related to the goal areas, and by continuing to seek active partners for the implementation of specific strategies. This plan is intended to be a "living document" that inspires community engagement and helps to unite various constituent groups toward our common vision. The CCPC hopes to mobilize public and private resources to address identified needs and to enhance and strengthen the collaboration among children's advocacy groups and service agencies. Through a unified implementation of this plan, Sonoma County can ensure that:

- Families and children have access to opportunities for a healthy development
- Early child care and education professionals are valued, and well-compensated
- All children have access to high-quality care that is affordable for families
- Diverse cultures and needs are represented in and respected by the community
- A culturally responsive approach is used to meet the needs of diverse families, and individuals
- A future early child care and education workforce is nurtured and experiences economic stability
- A greater portion of the general community receive education about "children first" politics, policies, and investments

Community partners likely to support the implementation of this plan include:
Businesses, government agencies, non-profit agencies, TK-12 educational partners, community members and volunteers, funders, law enforcement agencies, faith-based organizations, health providers, libraries, the agricultural sector, etc.

Goals of the Child Care Plan

Goal 1: Child Care Pandemic & Disaster Rebuilding

Support the immediate and long-term recovery of child care and development programs impacted by the Covid-19 pandemic as well as the recent disasters that have affected Sonoma County and surrounding areas.

Goal 2: Child Care and Education Workforce

Invest in an early learning and care workforce that is trained, valued as professionals, and fairly compensated.

Goal 3: Facilities

Increase the number of child care facilities and improve and maintain existing facilities to meet the need of our county.

Goal 4: Meeting the Needs of Each Child

Support a robust, well-aligned mixed delivery system (e.g., private and public centers, home-based, license-exempt, transitional kindergarten, expanded learning, etc.) that affords all families access to child care and development programs that meet each child's specific needs.

Goals of the Child Care Plan

GOAL 1: CHILD CARE PANDEMIC & DISASTER REBUILDING

SUPPORT THE IMMEDIATE AND LONG-TERM RECOVERY OF CHILD CARE AND DEVELOPMENT PROGRAMS IMPACTED BY THE COVID-19 PANDEMIC AS WELL AS THE RECENT DISASTERS THAT HAVE AFFECTED SONOMA COUNTY AND SURROUNDING AREAS.

Strategies:
a) Identify what programs need to feel supported in rebuilding and take active steps to meet those needs.
b) Foster the establishment of new programs and the sustainability of existing programs.
c) Increase awareness and access to resources available to families and child care and development providers.
d) Increase professional development opportunities in Social-emotional learning (SEL) and Trauma-informed care (TIC) strategy.
e) Ensure that child care and development programs have access to and are trained in available screening tools.

Key Measures:
a) A robust data set comprised of survey results and semi-structured interview results that will inform the next steps in pandemic & disaster recovery.
b) An Increased number of slots available for child care, particularly but not limited to slots in infant and school-age care, as the two age groups with the highest unmet need.
c) Every child care and development provider has access to an annual resource list to help connect families.
d) Increased the number of training offered and participation of SEL and TIC professional development opportunities throughout the county.
e) Child care and development programs have access to and are trained in available screening tools.

Goals of the Child Care Plan

GOAL 2: CHILD CARE AND EDUCATION WORKFORCE

INVEST IN AN EARLY LEARNING AND CARE WORKFORCE THAT IS TRAINED, VALUED AS PROFESSIONALS, AND FAIRLY COMPENSATED.

Strategies:

a) Reduce staffing shortages by identifying and promoting pathways to career attainment and advancement in early learning and care.

b) Educate the community about how child care supports all industries.

c) Increase wages for the early learning and care workforce.

d) Ensure the workforce is increasingly diverse and reflects the children being served in the community.

e) Grow access to robust, high-quality professional development for new and continuing early learning and care professionals.

f) Increase outreach efforts to engage family child care home (FCCH) and family, friend, and neighbor (FFN) care settings.

g) Increase tuition scholarship programs that pay the current full market rate for child care for all families to support living wages for educators.

h) Prepare the field for the potential impact of a reduced ECE workforce and declining enrollment as the workforce and 4-year-old children transition to school districts.



Goals of the Child Care Plan

GOAL 2: CHILD CARE AND EDUCATION WORKFORCE

INVEST IN AN EARLY LEARNING AND CARE WORKFORCE THAT IS TRAINED, VALUED AS PROFESSIONALS, AND FAIRLY COMPENSATED.

Key Measures:

a) The community has established an apprenticeship program to introduce individuals to the field of Early Learning and Care. Partner with higher education and local educational agencies (LEAs) to increase access to apprenticeship programs.

b) The community is informed on how ECE supports all industries.

c) The community has established a grant program that provides supplemental funds to programs for employee wages so that they can provide a living wage for highly qualified individuals to remain in the field.

d) Pre-and post-survey will show an increase in the diversity of the workforce.

e) Increased number of FCCH and FFNs participating in professional development opportunities throughout the county.

f) Increased number of individuals trained to become family child care providers through the Child Care Initiative Project and related programs.

g) The community has established a robust tuition scholarship program that pays the current full market rate for child care for all families so that programs are fully funded to support living wages for educators.

h) Survey results demonstrate the field is prepared for the impact of a reduced workforce and declining enrollment of 4-year-olds.



Goals of the Child Care Plan

GOAL 3: FACILITIES

INCREASE THE NUMBER OF CHILD CARE FACILITIES AND IMPROVE AND MAINTAIN EXISTING FACILITIES TO MEET THE NEED OF OUR COUNTY.

Strategies:
a) Improve and streamline a countywide process for identifying potential new child care facilities and facilities-related (repair and maintenance) funding opportunities to help lower the cost of operating programs..
b) Work with developers to include child care in new housing projects to reduce costs.
c) Advocate to city and county jurisdictions to reduce permit fees and expedite the permit process.
d) Partner with community-based organizations (CBOs) to advocate for employer-supported child care and barrier reduction in the development of new facilities and the conversion of existing buildings.
e) Promote inclusive building practices and Universal Design for Learning (UDL) principles in new construction and renovation projects.

Key Measures:
a) Local organizations and governments have a grant program in place for identifying facilities and the repair and maintenance of child care facilities.
b) Early learning and care professionals are informed on how to work with housing developers to include child care in their new housing developments.
c) Fees for permit processing are reduced or refunded to applicants, and the time of application to permit facilities is reduced in most jurisdictions to less than 90 days.
d) At least one new employer-supported child care program has opened in Sonoma County.
e) Access to a dedicated funding source that supports inclusive building practices and UDL is available.

Goals of the Child Care Plan

GOAL 4: MEETING THE NEEDS OF EACH CHILD

SUPPORT A ROBUST, WELL-ALIGNED MIXED DELIVERY SYSTEM (E.G., PRIVATE AND PUBLIC CENTERS, HOME-BASED, LICENSE-EXEMPT, TRANSITIONAL KINDERGARTEN, EXPANDED LEARNING, ETC.) THAT AFFORDS ALL FAMILIES ACCESS TO CHILD CARE AND DEVELOPMENT PROGRAMS THAT MEET EACH CHILD'S SPECIFIC NEEDS.

Strategies:

a) Prepare the care and education workforce in existing programs for the impact of universal prekindergarten (UPK) and transitional kindergarten (TK) expansion.

b) Promote the use of California Preschool Learning Foundations to ensure developmentally-appropriate practice (DAP) throughout the implementation of UPK.

c) Advocate for and support the alignment of the preschool through the 3rd-grade continuum (P-3).

d) Strengthen a screening process to help identify children with disabilities and those who have experienced trauma.

e) Ensure that every child experiences care and education free from bias and harm, in which their full identity is valued and supported.

f) Establish a local, dedicated funding stream (e.g. Our Kids Our Future) to increase equitable access to a high-quality mixed-delivery system.



Goals of the Child Care Plan

GOAL 4: MEETING THE NEEDS OF EACH CHILD

SUPPORT A ROBUST, WELL-ALIGNED MIXED DELIVERY SYSTEM (E.G., PRIVATE AND PUBLIC CENTERS, HOME-BASED, LICENSE-EXEMPT, TRANSITIONAL KINDERGARTEN, EXPANDED LEARNING, ETC.) THAT AFFORDS ALL FAMILIES ACCESS TO CHILD CARE AND DEVELOPMENT PROGRAMS THAT MEET EACH CHILD'S SPECIFIC NEEDS.

Key Measures:

a) Increased enrollment in professional development opportunities to prepare the early learning and care workforce to meet the needs of preschool-age and TK-eligible children.

b) When surveyed and/or interviewed, professionals will report that; they are familiar with and are implementing the California Preschool Learning Foundations, and have a plan for maintaining their programing and, meeting the needs of younger children

c) Indicators will show that children entering kindergarten from diverse programs have received comparable instructional strategies to prepare them for success in kindergarten and beyond.

d) When surveyed and/or interviewed, professionals will indicate that they are familiar with and feel confident using available screening tools.

e) When surveyed and/or interviewed, families report feeling seen and represented.

f) A local and dedicated funding stream is in place to increase access to a high-quality mixed delivery system.



References

2019 Sonoma County Child Care Needs Assessment and Supplement
https://www.scoe.org/pub/htdocs/child-care-reports.html

2022 California Children's Report Card by Children Now
https://www.childrennow.org/portfolio-posts/2022-california-childrens-report-card/

A Portrait of Sonoma County
https://upstreaminvestments.org/impact-make-a-change/portrait-of-sonoma-county

National Association for the Education of Young Children
https://www.naeyc.org/

Licensed Child Care Costs: 2019 Report by California Child Care Resource and Referral Network
https://rrnetwork.org/assets/general-files/Child-Care-Costs-2019.pdf

Resources

Alliance for Childhood; https://www.allforchildrenadoption.org/
Bay Area Council; https://www.bayareacouncil.org/
California Association for the Education of Young Children; https://caeyc.org/
California Child Care Coordinators Association: https://cachildcarecoordinators.org/
California Child Care Resource and Referral Network; https://rrnetwork.org/
California Department of Education, Early Education Division; https://www.cde.ca.gov/sp/cd/
Child Care Law Center; https://www.childcarelaw.org/
Child Care Planning Council of Sonoma County; https://www.scoe.org/ccpc
Child Parent Institute; https://calparents.org/
Community Action Partnership Sonoma County; https://www.capsonoma.org/
Community Child Care Council of Sonoma County (4Cs); https://www.sonoma4cs.org/
Community Care Licensing; https://www.cdss.ca.gov/inforesources/community-care-licensing
Early Learning Institute; https://www.earlylearninginstitute.com/
First 5 Sonoma County; https://first5sonomacounty.org/
Insight Center for Community Economic Development; https://insightcced.org/
Mission: Readiness; https://www.strongnation.org/missionreadiness
River to Coast Children's Services; https://rccservices.org/

Rebuilding Ever Brighter

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CHILD CARE PLANNING COUNCIL OF SONOMA COUNTY