



Master Plan Committee Notes
Tuesday, January 30, 2018
11am-1pm
Campus Kids Connection, 820 Bay Ave. Capitola

I. Welcome & Agenda Review

Shebreh Kalantari-Johnson provided an agenda review. During the meeting the group will complete goal statements and begin discussing objectives for each goal statement.

II. Introductions & Opening Question

The attendees were asked to participate in an opening exercise: *What is one contribution you want to bring to this work in the next year?*

Contributions shared were:

- Yvette-Real life in time experience
- Jane-Greater public awareness of the need and value of ECE
- Jude-experience in childcare planning
- Elaine-Reinforce emphasis on working parents
- Diane-Broader perspective of early education to the master plan; looking through lens of 0-12
- Martine-Policy advocacy and policy changes
- Shebreh-Alignment with other community efforts to move forward our vision
- Sita-Continue support for different childcare providers in whatever way I can—one on one or with training
- Leticia-bring what I have learned as an outsider of childcare—challenges as an outsider
- Lisa-Bring intention and experience-in the field for over 30 years as both a teacher and administrative; bring voice of children and families we serve as well as the work force.
- Barbara -Accessibility
- Rebecca-Being present at these meetings and broaden my awareness and impact and consciousness of this; be larger in this process
- Vicki-knowledge of quality improvement as defined by the state and how its changing
- Mary Anne -support to child development staff and good resource to this work; support to k-12 programs

III. Goal Statements

The Core Planning group met and reviewed the draft goal statements from the Committee meeting and the Council meeting. The proposed goals statements are a synthesis of the work done so far. Synthesize and be able to create the goal statements based on Committee and Council input and notes. In the interest of moving the process forward would like you to complete the goal statements so that we may move to developing measureable objectives.

The attendees were given time to refine the goal statements. A discussion followed regarding replacing child-care with early care, education and enrichment (before school and after school programs).

Attendees also asked to replace 0-12 to birth-12. The group had a discussion about the why there was a

shift from 0-5 to 0-12. Diane Munoz, staff to the Childhood Advisory Council informed the group that it has always been the charge of our local council to address the needs of all children through the age of 12. Shebreh Kalantari-Johnson (facilitator) suggested that we spend a little time in our March meeting to review the State information about the 6-12 age group and further define enrichment programs. Past Master Plan from 2002-2004 had a great explanation of after care/Enrichment which includes research on the age range (Vicki Boriack).

NOTE: The previous Santa Cruz County Master Plan (2013-2018) states 0-12 as the age group under Principle 1 (Increase Access & Capacity), goal 1 (To engage community partners to advocate for adequate funding and facilities that support early care and education for children 0-12).

The group also discussed developing a glossary of terms both for our own internal purposes and to insert into the Master Plan.

The following are the revised goal statements:

- **Accessibility:** Early care and education in SCC is accessible to all families by engaging community partners.
- **Affordability:** Integrated, equitable early care, education, and enrichment for people (youth?) of all socioeconomic levels (birth - 12 years).
- **Sustainability:** To build community and political commitment for a sustained investment in high quality ECE (that is commensurate with need.)
- **Quality:** Every child thrives socially, emotionally, and academically because they receive quality early care, education and enrichment programs throughout their childhood.

It was agreed upon that in each of these goal statements, the word 'child-care' would be replaced with 'early care, education and enrichment' to encompass the full needs of the age spectrum of birth-12.

IV. Systems Changes

Shebreh Kalantari-Johnson informed the group that we will be developing objectives in small groups. Put prior to that and in order to help generate ideas to shape the objectives, the larger group responded to and discussed the following question: *What systems shifts are needed to make this work (early care, education, enrichment) effective and sustainable?*

A summary of the discussion is provided:

- Simplify and centralize systems - Changes to MediCal/Medicare – simplify application process to save money – simplifying systems! Countywide application system – childcare, funding, application for services. Coordinated entry system – high-tech/low tech systems.
 - Funding systems – eligibility criteria shifting to include more families and reflect current needs – policy level changes for eligibility criteria.
 - Workforce systems shift – living wage, more ECE workers and education opportunities, recruitment and entry into the field, centralized job system for ECE folks – post jobs and look for jobs – potentially integrate into K12 system.
 - Partnerships with private sector – missing component, getting buy in and investment from private partnerships.
 - A shift in societal norms to show interconnectedness and interdependence of systems (constellation of systems).
 - Break down silos so that we can have a uniform approach to our message – universal accessibility – move from fragmented to uniform/unified approach.
 - Broaden what we provide – think larger and responding to the needs of the family, not limit ourselves, and what we currently provide. Equity – responding to needs!
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V. Development of Objectives

The group was reminded of terms and definitions:

- **Principles**-Overarching Focus Area
- **Goals**-End results that you want to achieve
- **Objectives**-Sub goals with measurable results that get you to your end goal
- **Activities**- Actions you take to support goals & Objectives

The group was then asked to split into their smaller work groups that are separated by Focus Areas to develop 1-3 objectives for each area. Each Focus Area has one-two 'leads' to help support the discussion. These include:

- Accessibility—Jane & Yvette
- Sustainability ---Larry, Nicole, Jude
- Affordability— Elaine
- Quality---Diane, Martine

In developing the objectives, groups were asked to keep in mind that what we measure is what we move and to keep in mind the systems shifts that were identified in the previous discussion.

The following question was posed to each small group to help generate objectives statements: *What needle do we need to move to help shape these systemic shifts and meet our broader goals and mission?*

Each group was provided a work plan template that asked to identify the 1-3 objectives, methods of measurement, and if time activities that are connected to those objectives. Draft work plans are provided in attachments 1a-1b.

VI. February Meeting Agenda & Preparation

An outline of the February 8th Childhood Advisory Council meeting agenda was provided. The group provided input on how to present proposed objectives and narrow in on activities. Below is a draft of the agenda. Committee members' input on the Objectives & Actives agenda item is provided below in blue.

Proposed Outline for February 8th CAC Agenda:

- I. Call to Order & Intros
 - II. Agenda Review & Quorum Check
 - III. Approval of Consent Agenda Items
 - IV. Public Comment and Communication (30 mins for items I-IV)
 - V. Opening question --- *Proposed-Think of a time when you were in action around something you care deeply about. How did the results you were seeking differ?* (15 mins)
 - VI. Review of 12/14 CAC meeting & Report out of Committee meeting work (10 mins)
 - VII. Present Objectives and develop an engaging activity for input; Complete remainder of the work plan (60 mins)
- Input from subcommittee – possibility that objectives overlap, core group review all focus areas and identify if there is any overlap within each of them. Fine tune and flesh out activities for meaningful action.
 - Package this work plan as a working tool – what can we accomplish, realistically.
 - Define and remind people about the purpose of creating this plan.
 - Make sure we have common language throughout the plan.
 - Discuss the larger system shifts we identified today.
 - Keep objectives meaningful, concise and connected.
 - Do a roaming discussion about the objectives for each focus area-have people walk to the different parts of the room to review the objectives; identify similarities; define what the objectives mean; identify what's different. Have them move around, provide sticky notes to fine tune the objectives, and have their thinking around activities that meet those goals. Then go into smaller groups to further develop activities.
 - Activities-is what we hope to hear from the larger group – the core planning group will synthesize the work done today.
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- Get the Council’s voice and enroll the entire group to support the goals, objectives, and activities
 - In march we (the subcommittee) will review all input and modify objectives if need be, knowing we’re going to work on activities that the larger group wants to move forward with.
 - In May we will provide a draft plan to the full Council.
 - Discuss plan in May by having various speakers highlight the areas of the plan.
- VIII. Next Steps and Closing (5 mins)

Other items that were discussed by the group (not related to 2/8 agenda) include:

- Add/embed diversity and cultural competency into the plan (use SF plan as an example).
- Identify health issues that we are not currently addressing and early access to holistic supports for healthy children.
- Include Workforce tracker, workforce expansion of services.

VII. Next Steps & Closing

The group was reminded that the next Master Plan Committee meeting will be held on March 6th 11-1. The dates of all of the committee meetings are provided below.

Rebecca volunteered to read the closing quote: **“An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity”.**
- Martin Luther King, Jr.

The meeting was adjourned at 12:55

Master Plan Committee Meetings (Location: Campus Kids Connection 820 Bay Ave. Suite 128 Capitola):

Tuesday January 30 th , 11-1--- Measuring Success; Objectives & Activities, Planning for Advisory Council
Tuesday March 6, 11-1--- Continue with Measuring Success; Objectives & Activities; Begin Drafting Plan
Tuesday April 17 th , 11-1---Continue Drafting Plan; Planning for Advisory Council
Tuesday May 29 th , 11-1----Revision of plan based on Advisory Council input
Tuesday June 5 th , 11-1--- (if needed) Finalize Plan; Submission of revised Master Plan