



**POLICY ROUNDTABLE FOR CHILD CARE AND DEVELOPMENT COMMISSION ANNUAL REPORT
FISCAL YEAR 2024-2025**

Submit to: LA County Commissions Services

Instructions: Each LA County Commission is required to provide an update to the Board of Supervisors about its activities through an Annual Report. The Annual Report for Citizen’s Advisory Commissions is to be completed either each Fiscal Year (FY) or each Calendar Year as determined by the Commission. The following template includes suggested sections but is meant to be used as a guide and does not preclude a Commission from including additional information.

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PART I: COVER SHEET

Question: Include the name of the Commission and the timeframe covered by the Annual Report.

1.1) Commission Name

Policy Roundtable for Child Care and Development Commission
Timeframe: FY 2024-2025

Question: Include the Commission's physical and website addresses, telephone, and fax numbers

1.2) Address

600 South Commonwealth Avenue, Suite 800 Los Angeles, California 90005

1.3) Website

<https://childcare.lacounty.gov/prccd/>

1.4) Fax

N/A

1.5) Telephone

(213) 639-6202

1.6) Policy Roundtable Commissioners

Question: Include members’ names and their titles, and the names of the Executive Officer.

**Policy Roundtable for Child Care and Development Commission
Program Year September 2024 – June 2025**

COMMISSIONERS

Alejandra Albarran Moses, Ph.D., Chair

Fourth Supervisorial District

Justin Blakely, Vice-Chair

Second Supervisorial District

LA County Board of Supervisor Appointees

First Supervisorial District	Second Supervisorial District	Third Supervisorial District	Fourth Supervisorial District	Fifth Supervisorial District
Jessica Perea	Justin Blakely	Jennifer Cowan	Alejandra Albarran Moses	Sylvia Jauregui
Vacant	Gloria Davis	Amber Rivas	Ricardo Mota	Dianne Philibosian

LA County Department Appointees

Chief Executive Office

Vacant

Alternate: Vacant

Department of Children and Family Services

Jennifer Hottenroth

Alternate: Steve Sturm

Department of Mental Health

Kanchana Tate

Alternate: Rebeca Hurtado

Department of Probation

Jeannette Aguirre Carrillo

Alternate: Vacant

Department of Parks and Recreation

Mercedes Santoro

Alternate: Vacant

Department of Public Health

Robert Gilchick

Alternate: Debra Colman

Department of Public Social Services

Nurhan Pirim

Alternate: Nora Garcia-Rosales

Child Care Planning Committee

Andrea Fernandez Mendoza

Other Agency Appointees

Child Care Alliance of Los Angeles

Paul Pulver

Alternate: Jackie Majors

Child360

Vacant

Alternate: Vacant

Commission for Children and Families

Jacquelyn McCroskey

Alternate: Dora Jacildo

First 5 LA

Ofelia Medina

Alternate: Jaime Kalenik

Los Angeles County Office of Education

Luis Bautista

Alternate: Debi Anderson

Los Angeles Unified School District

Dean Tagawa

Alternate: Ranae Amezcua

Southern CA Chapter – CA Association for the Education of Young Children

Fran Chasen

Alternate: Liliana Alvarez Hernandez

PART II: MISSION STATEMENT

Question: State the mission of the Commission and any motto or vision/values, if applicable; and how mission, vision and values align with and support the County's Mission and Strategic Priorities.

II.1) Mission

The Los Angeles County Policy Roundtable for Child Care and Development Commission (Policy Roundtable) builds and strengthens early care and education (ECE) by providing recommendations to the Board of Supervisors on policy, systems, and infrastructure improvement.

II.2) Vision

Children are healthy, thriving and have equitable opportunities to achieve optimal development and succeed in life.

II.3) Alignment with and support of the County's Mission and Strategic Priorities

The Policy Roundtable Commission addresses issues that are in alignment with LA County's mission.

- LA County Mission
Establish superior services through inter-Departmental and cross-sector collaboration that measurably improves the quality of life for the people and communities of Los Angeles County.
- The Policy Roundtable Commission includes seven LA County Departments and requires the composition of the Commission to include a cross-section of skills, expertise, and experience that helps facilitate inter-Department and cross-sector collaboration to improve the quality of life for the people and communities of LA County.

The Policy Roundtable Commission addresses issues that are in alignment with the following LA County Strategic Priorities and Strategic Plan 2024-2030:

- Anti-Racism, Diversity, and Inclusion Initiative (ARDI) Strategic Goal No. 3: Increase Stable Full-Time Employment Among Individual Adults with Incomes at or Above 250% Federal Poverty Level (FPL). Child care is identified as a contributing outcome in the ARDI Strategic Plan.
- Poverty Alleviation Initiative (PAI): ECE is elevated as a critical issue in the Board's PAI. This Board priority has a focus on supporting ECE systems and workforce.
- North Star 1: Make Investments that Transform Lives
 - Focus Area Goal 1B: Employment and Sustainable Wages
- North Star 2: Foster Vibrant and Resilient Communities
 - Focus Area Goal 2A: Public Health
 - Focus Area Goal 2B: Care First, Jails Last
 - Focus Area Goal 2E: Economic Health
- North Star 3: Realize Tomorrow's Government Today
 - Focus Area Goal 3A: Communication and Public Access

The Policy Roundtable Commission addresses issues that are in alignment with the following LA County State Legislative Agenda 2024-2025 priority Human Services: Increase access to high-quality early care and education services provided by a qualified and well compensated workforce (see Attachment A: LA County State Legislative Agenda 2024-2025).

II.4) Roles and Responsibilities

Question: List any roles and responsibilities of the Commission. This information can be extracted from the Commission ordinance, bylaws, or fact sheet.

Policy Roundtable Commission Ordinance SECTION 5. Section 3.75.100 Duties and Responsibilities

- Develop policy recommendations related to child care and development that are based on solid research economic forecasts, projected demographic shifts and trends, and federal and state policies, taking into account all forms of child care and development services.
- Advise and assist County Departments in developing and implementing strategies to connect clients and/or employees to high quality child care and development services.
- In conjunction with the Chief Executive Office, develop recommendations for consideration by the Board of Supervisors on County, state and federal legislative and budget issues related to child care and development. The Policy Roundtable shall work with community stakeholders so as to understand the impact of those issues on the supply, quality, and demand for child care and development services.
- Working in collaboration with County Departments and community stakeholders, identify strategies to secure and leverage, coordinate, monitor and maximize funding for and access to high quality child care and development services.
- Develop, distribute in electronic format, and post on a County website, an annual report summarizing key issues, Policy Roundtable recommendations, and Board of Supervisors actions.

Unified Strategic Plan for Early Care and Education 2020-2025

In FY 2019-20, the Policy Roundtable co-created with the Office for the Advancement for Early Care and Education (OAECE) and Child Care Planning Committee (Planning Committee) the Unified Strategic Plan for Early Care and Education 2020-2025 (Unified Strategic Plan) (see Attachment B: Unified Strategic Plan for Early Care and Education 2020-2025). The Policy Roundtable, OAECE, and Planning Committee adopted the Unified Strategic Plan to ensure the three groups focus on the same child care and development priority areas. Each group agreed to work only within the boundaries of the Unified Strategic Plan.

The Unified Strategic Plan highlights priority areas, goals, and strategies for the Policy Roundtable to accomplish. This Unified Strategic Plan indicates important role delineations between the Policy Roundtable, OAECE, and Planning Committee. The following highlights strategies the Policy Roundtable is charged with focusing on:

Priority 1 - Access to Early Care and Education

Goal: Increase access to ECE services for children birth to five years of age and out of school care for children up to age twelve

Strategy: 1.1: Reduce barriers and maximize resources to expand ECE services to centers and family child care homes, prioritizing infants and toddlers, high-need families, and under resourced communities

Strategy 1.2: Advocate for funding to build or upgrade ECE centers and family child care homes

Priority 2 - Early Care and Education Quality

Goal: Strengthen the quality of ECE services, especially for children and families most in need

Strategy 2.2: Advocate for increased quality improvement investments for all providers including centers, family child care homes, and family, friends, and neighbor care

Strategy 2.4: Promote integration across early childhood services and develop strategies that connect early childhood education with other child/family support systems

Priority 3 - Early Care and Education Workforce Supports

Goal: Improve the compensation and qualifications of the ECE workforce

Strategy 3.1: Advocate for increased compensation for the ECE workforce

Priority 4 - Family and Community Engagement in Early Care and Education Issues

Goal: Increase engagement of parents, caregivers, and communities on ECE issues

Strategy 4.2: Empower and mobilize families as advocates for ECE resources

PART III: HISTORICAL BACKGROUND

Question: Provide historical information about the Commission such as when it was formed and the purpose for its formation.

III.1) Historical Information

- Formation of The Policy Roundtable Commission
The Policy Roundtable Commission, established in 2000, is a Board of Supervisors appointed body comprised of 25 community leaders in early childhood, education, business, economics, and research and representatives of County Departments including Chief Executive Office, Child and Family Services, Mental Health, Parks and Recreation, Probation, Public Health, and Public Social Services.
- Purpose of Policy Roundtable Commission
The Policy Roundtable Commission is charged with developing policy recommendations to elevate to the Board of Supervisors, advising County Departments on early care and education programs, and identifying strategies to secure, coordinate, and maximize funding for high quality services.
- Staffing the Policy Roundtable Commission
The Policy Roundtable is staffed by the OAECE, an Office within LA County Department of Public Health (DPH).

III.2 and III.3) Prior Year Accomplishments and Significant Outcomes (2023-2024)

III.2) *Question: Include issues of focus in the past year (FY 2023-2024) (do not include current year FY 2024-2025 which will be discussed in section VI: Current Year’s Accomplishments).*

III.3) *Question: Include significant outcomes of work by the Commission.*

Policy Roundtable Commission Issue Areas, Accomplishments, and Outcomes FY 2023-2024

Issue	Accomplishment	Outcomes
Access to Early Care and Education		
There is an insufficient supply of ECE spaces across Los Angeles County and the high cost of child care has become a crucial workforce issue across all sectors, particularly impacting working women.	Policy Roundtable submitted a Pursuit of Position to LA County’s CEO Legislative Affairs and Intergovernmental Relations Office (LAIRs) to address this issue. The following is the Pursuit of Position the Policy Roundtable recommended the Board of Supervisors (BOS) adopt: The State award and distribute ECE spaces appropriated in the 2023-24 budget by June 30, 2024 and include a sustainable and equitable plan to reach the 200,000 spaces commitment by 2026-27.	The BOS approved the “Supporting Early Care and Education Public Investments and Policies” Motion on May 21, 2024 that supports this Pursuit of Position.
ECE is a complex and fragmented system, and there is no clear, centralized understanding	In March 2024, the Policy Roundtable formed a Service Coordination Strategy Ad Hoc to begin mapping County services that intersect with child care	The Ad Hoc’s work created the foundation for a Countywide Service Coordination Strategy that will promote greater coordination between child care services

<p>of what child care and development services are offered across Los Angeles County departments.</p>	<p>and identify strategies to improve coordination between ECE and these services. The Ad Hoc convened three times during FY 2023–24.</p>	<p>and County departments and inform policy and funding decisions to better serve families.</p>
<p>LA County lacks a unified, systems-level strategy to strengthen and coordinate care for infants and toddlers, making it difficult to address gaps and align investments across programs and agencies.</p>	<p>In September 2023, the BOS approved “Fortifying the Infant and Toddler Care System” Motion that directed OAECE to develop an Infant/Toddler Early Care and Education System Blueprint (Blueprint) for LA County. To support this effort, the Policy Roundtable established an Infant and Toddler Policy Ad Hoc that met four times during FY 2023-24 and provided input and policy recommendations to the Blueprint.</p>	<p>The Blueprint was submitted to the BOS on March 1, 2024, and serves as a guiding tool for County decision-makers, ECE advocates, funders, and legislators. It also provides the foundation for the LA County Unified ECE Strategic Plan FYs 2026–30.</p>
<p>Early Care and Education Workforce Supports</p>		
<p>Current child care subsidy reimbursement rates are based on the 75th percentile of the 2018 regional market rate parents pay for child care. The current reimbursement rates do not cover the full cost of operating ECE programs serving income eligible families.</p>	<p>Policy Roundtable submitted a Pursuit of Position to LAIRs to address this issue. The following is the Pursuit of Position the Policy Roundtable recommended the BOS adopt: Include in the State’s Child Care Development Fund Plan Federal FY 2025-27 an alternative rate methodology based on the true cost of care by the July 1, 2024 submission.</p>	<p>The BOS approved the “Supporting Early Care and Education Public Investments and Policies” Motion on May 21, 2024 that supports this Pursuit of Position.</p>
<p>The current Child Development Associate Teacher Permit can only be renewed once, forcing individuals to either advance to a higher permit or leave their position after 10 years even if they wish to remain in their role. This limitation risks losing experienced early educators who are not seeking advancement but are vital to the workforce.</p>	<p>Policy Roundtable submitted a Pursuit of Position to LAIRs to address this issue. The following is the Pursuit of Position the Policy Roundtable recommended the BOS adopt: Require the Commission on Teacher Credentialing to remove the Child Development Associate Teacher Permit renewal restriction.</p>	<p>LAIRs issued a Pursuit of Advocacy Position Memo for the Commission’s Pursuit of Position. AB-1930 Teacher Credentials: Child Development Associate Teacher Permit: Renewal that would require the Commission on Teacher Credentialing to remove the Child Development Associate Teacher Permit renewal restriction was signed into law in September 2024.</p>

Policy Roundtable Commission Infrastructure		
Outdated Policy Roundtable Ordinance and Bylaws.	The Policy Roundtable created an Ordinance and Bylaws Ad Hoc in October 2023. The Ad Hoc met twice to develop recommendations to the Policy Roundtable regarding possible changes to the Ordinance and Bylaws and review the changes.	Policy Roundtable approved changes to its Ordinance and Bylaws in March 2024.

III.4) Changes to the Commission

Question: Indicate whether the Commission expanded, changed, or remained consistent with their duties/goals/missions during FY 2024-2025.

Changed

In October 2023, the Policy Roundtable established an Ordinance and Bylaws Ad Hoc to propose changes to the Commission's Ordinance and Bylaws. These recommendations were approved by the Policy Roundtable in March 2024 and are currently under review by the BOS.

Expanded

The Policy Roundtable continued to expand its implementation of its Equity Statement. More information about how the Policy Roundtable expanded its promotion of equity is provided in Part IV: Diversity, Equity, and Inclusion.

The Policy Roundtable continued to strengthen its composition by appointing new Commissioners. This expansion aims to enhance the breadth of knowledge and expertise within the Commission, ensuring a more robust and informed decision-making process.

PART IV: DIVERSITY, EQUITY, AND INCLUSION

Question: Indicate how your Commission has included diversity, equity, and inclusion (DEI) in your work, projects, and activities to represent all constituents of the County of Los Angeles.

IV.1) Diversity, Equity, and Inclusion Initiatives

The Policy Roundtable Commission developed and adopted the Equity Statement listed below in June 2021 and began integrating it into its work more intentionally in FY 2021-22. While it was standard practice for the Policy Roundtable to prioritize equity issues, the Equity Statement explicitly and formally recognized that this is a value and commitment for the Commission. In FY 2024-25, the Policy Roundtable continued to apply an equity lens as defined by the Equity Statement when determining policy priorities, promotion of policies, and Commission interactions.

Policy Roundtable Commission Equity Statement

“The Policy Roundtable for Child Care and Development (PRCCD) firmly believes that all young children in LA County have an undeniable right to develop and thrive without explicit and implicit biases. Existing systemic educational and societal barriers have led historically marginalized communities to lack access to education, healthcare, and other services necessary for their growth and development.

Acknowledging and eliminating the various layers of inequities is essential and central to ensuring that children, families, and child care providers will be recognized as valued members of society. PRCCD will also work diligently to make a collective impact in advancing equity for child care providers by influencing and championing training, development opportunities, and a diverse workforce.

To accomplish this, we must normalize a holistic, intentional investment in children, families, and child care providers. As influencers, we strive to create conscious, collaborative communities of leaders, policy makers, educators, and parents. The PRCCD is dedicated to challenging one another to engage in a full spectrum of diverse perspectives amongst subject-matter experts and the community at-large. PRCCD is committed to being the catalyst of advocacy for equitable public policies and supporting and sustaining effective quality early care and education through recommendations to the Los Angeles County Board of Supervisors.”

IV.2) Methods to Express Ideas Openly

Question: Indicate how your Commission provides an environment that allows members, public and stakeholders to share and express openly their ideas, opinions, and beliefs.

The Policy Roundtable continued and sought out additional ways to elevate DEI in its practices and policy recommendations. The practices included:

- All newly appointed Commissioners were provided a *New Commissioner Orientation* and the Equity Statement was included and reviewed in this Orientation
- The approved Pursuit of Positions uplifted structural inequities in ECE and highlighted the need that legislation and policies should be reviewed through an equity lens
- The Policy Roundtable continued practices to broaden inclusivity for Commissioners and presenters which included:
 - Made virtual participation accessible for Commissioners who had extenuating circumstances

- Enabled guest presenters to present virtually which expanded the access to expertise and information provided to Commissioners
- Provided accessible parking options to Commissioners needing this accommodation
- Policy Roundtable agendas included more specific information on how the public can request accommodations and/or translation services
- The Policy Roundtable will continue to look for ways to strengthen its DEI practices and accountability and incorporating a DEI lens in its policy recommendations

IV.3) Bylaws/Mission Updates

Question: Indicate whether your Commission’s bylaws/mission statements include the promotion of zero tolerance in relation to racial and ethnic discrimination and/or gender-based differences.

The Policy Roundtable’s Bylaws and Mission Statement do not explicitly address zero tolerance for racial, ethnic, or gender-based discrimination because Commissioners are required to abide by the parameters and protocols listed in the LA County Commission Manual and LA County’s Policy of Equity (see Attachment C: Policy of Equity 2021).

IV.4) Encouraging Diversity, Equity, and Inclusion

Question: Indicate how your Commission handled diverse matters appropriately and demonstrated a commitment to encourage diversity, equity, and inclusion to its constituents.

The Policy Roundtable continues to emphasize DEI efforts by upholding and advancing its Equity Statement, first established in FY 2021-22. In FY 2024-25, the Policy Roundtable reiterated its commitment by including the following in its policy recommendations to the County: “The Policy Roundtable firmly believes that all young children in LA County have an undeniable right to develop and thrive without explicit and implicit bias. Due to structural inequity, all legislation and policies should be examined through an equity lens to build a system where all children have access to high-quality, affordable early care and education.” By maintaining this language, the Policy Roundtable underscores equity as a core principle in its advocacy and policy work.

The Commission elevates DEI issues in its engagement with LA County Board of Supervisors’ Children’s Deputies and in policy recommendations via Pursuits of Positions. For example, in its FY 2024-25 Pursuit of Position the Policy Roundtable prioritized equity as a central focus by tackling key issues such as the need for increased ECE spaces for children in LA County, the need to develop an alternative methodology addressing the true cost of care to ensure higher pay rates and wages for the ECE workforce, and decrease restrictions for the ECE workforce. More information about the policy recommendations (Pursuit of Position) is in Part VI: Current Year Accomplishments. The Policy Roundtable also expanded its focus on diverse populations by learning more about systems coordination between ECE and the service referral system for families experiencing homelessness. The Policy Roundtable prioritized this population to help improve coordination and alignment between these systems.

PART V: NEXT YEAR'S ANNUAL WORK PLAN

Question: Provide goals or objectives for the upcoming year; and indicate how goals and objectives support the County's mission, vision, and strategic priorities.

V.1) Goals for FY 2025-2026 and County Support

The Policy Roundtable identified the following goals in its June 2025 meeting:

1. Strengthen Commission's collective knowledge about issues such as:
 - Integrated ECE mixed delivery system
 - Be more familiar with other legislative agendas
 - How other states are addressing ECE issues
 - Increasing usage of data in decision-making
2. Collaborate with other efforts such as:
 - Continue to invest in interdepartmental relationships
 - Engage with cross-departmental initiatives
 - Utilize common language and shared goals across LA County departments
3. Support families experiencing trauma by identifying tangible supports for families
4. Follow up on and build on the progress of the Infant and Toddler ECE Blueprint
5. Strengthen ECE Board of Supervisor Delegation engagement

The Policy Roundtable FY 2025-26 goals have been formatted to fall into the following areas and the Commission will integrate the details of the above list into these areas:

1. Promote Public Policy Priority Issues: Develop at least one Pursuit of Position for a policy issue, submit policy recommendation to Legislative Affairs, and engage with Board of Supervisors Offices to elevate priority policy issue areas and recommendations.
2. Advance Unified Strategic Plan Priority Area 2: Promote integration across early childhood services and develop strategies that connect early childhood education with other child/family support systems.
3. Strengthen Policy Roundtable Infrastructure: Continue its subcommittee Joint Committee on Legislation, obtain approval for modifications to Ordinance, and select Commission's leadership for FYs 2025-27.

#1: Promote Public Policy Priority Issues

The Policy Roundtable will:

- Co-Chair and participate on the Joint Committee on Legislation that conducts policy analyses and provides public policy recommendations to the Policy Roundtable to consider for Pursuit of Positions
- Continue its practice to develop policy recommendations and at least one Pursuit of Position
 - Submit Pursuit of Position to LAIRs
 - Share Pursuit of Position with the BOS Offices through structured informational meetings
- Continue to invite and engage the BOS Children's Deputies to the Policy Roundtable Commission meetings and keep Deputies abreast of ECE landscape and policy priority issue areas

#2: Advance Unified Strategic Plan: Early Childhood Services Integration

The Policy Roundtable will stay abreast of policies, research, and status of ECE landscape to inform its approach to implement the Unified Strategic Plan’s Priority Area 2 (Quality) listed below:

- **Strategy 2.4:** Promote integration across early childhood services and develop strategies that connect early childhood education with other child/family support systems
- **Activity 2.4.2:** Convene a community of practice among LA County Departments’ early childhood initiatives and programs to support quality, share tools and resources, and improve coordination

The following approaches will be implemented to promote integration across early childhood services and with other child/family support systems.

- Commission meeting discussions will be facilitated to intentionally identify opportunities for coordination/integration across early childhood services and with other child/family support systems
- Implement the Service Coordination Strategy, monitor progress, and continue to seek out other opportunities that improve collaboration and coordination between LA County Departments, cross-sectors, and other early childhood focused Commissions
- The Commission will inform the development of the LA County Early Care and Education Unified Strategic Plan 2026-2030

#3: Strengthen Policy Roundtable Infrastructure

The Policy Roundtable will:

- Monitor the BOS progress to approve modifications to the Policy Roundtable Ordinance and will implement Ordinance changes once approved by the BOS
- Begin Joint Committee on Legislation meetings in January 2026

V.2 and V.3) Workplan FY 2025-2026 and Goal Timeline

V.2) Question: Include a work plan to accomplish the goals.

V.3) Question: Include a timeline for completion of each goal.

Policy Roundtable Commission Workplan FY 2025-2026			
Month	Goal 1: Promote Public Policy Priority Issues	Goal 2: Advance Unified Strategic Plan (Promote Integration Across Early Childhood Services and develop strategies that connect early childhood education with other child/family support systems)	Goal 3: Strengthen Policy Roundtable Infrastructure
September 2025	<ul style="list-style-type: none"> • Review Policy Roundtable, Planning Committee, and OAECE Roles • Review 2024 LA County State Legislative Agenda 	<ul style="list-style-type: none"> • Review Policy Roundtable Goals for FY 2025-26 • Provide update on Service Coordination Strategy Action #5: Training for County Department Staff 	

October 2025	<ul style="list-style-type: none"> Review status of local, State, and federal public policies BOS Delegations begin meeting with BOS Offices 	<ul style="list-style-type: none"> Review 2025 LA County Health Survey ECE data 	
November 2025	<ul style="list-style-type: none"> Review LA County fiscal pressures and impact on Department of Public Health budget Review status of State and federal public policies Announce Joint Committee on Legislation FY 2025-26 members 	<ul style="list-style-type: none"> Review 2025 State of the ECE Workforce Study data Commission begins to inform the development of the Unified Strategic Plan 2026-30 	
December 2025	<ul style="list-style-type: none"> Review status of local, State, and federal public policies 	<ul style="list-style-type: none"> Provide update on Service Coordination Strategy Action #4: Women and Families Experiencing Homelessness 	
January 2026	<ul style="list-style-type: none"> Review Governor’s proposed Budget for FY 2025-26 Joint Committee on Legislation drafts priority policy issues areas 	<ul style="list-style-type: none"> Provide update on Service Coordination Strategy Action #3: Infant and Toddler Child Care Blueprint 	<ul style="list-style-type: none"> Approve Annual Report FY 2024-25 Monitor progress of BOS approval of changes to Ordinance
February 2026	<ul style="list-style-type: none"> Discuss proposed priority policy issues drafted by Joint Committee on Legislation and informed by Planning Committee to include in Pursuit of Position 	<ul style="list-style-type: none"> Provide landscape of food insecurity and food assistance funding for ECE programs Continue to inform the development of the Unified Strategic Plan 2026-30 	<ul style="list-style-type: none"> Implement Ordinance changes
March 2026	<ul style="list-style-type: none"> Approve Pursuit of Position Delegations begin to share Pursuit of Position with Board of Supervisors’ Deputies 	<ul style="list-style-type: none"> Provide update on Service Coordination Strategy Action #1: Partner with the Prevention and Promotion Systems Governing Committee Continue to inform the development of the Unified Strategic Plan 2026-30 	

<p>April 2026</p>	<ul style="list-style-type: none"> • Delegations continue to share Pursuit of Position with BOS Deputies • Review status of local, State, and federal public policies 	<ul style="list-style-type: none"> • Provide update on Service Coordination Strategy Action #2: Partner with Community Colleges • Continue to inform the development of the Unified Strategic Plan 2026-30 	
<p>May 2026</p>	<ul style="list-style-type: none"> • Review Governor’s May Revise Budget FY 2025-2026 • Identify if another Pursuit of Position is needed or development of new legislation • Follow up with BOS Deputies 	<ul style="list-style-type: none"> • Explore possible areas of service coordination to add to Service Coordination Strategy • Continue to inform the development of the Unified Strategic Plan 2026-30 	
<p>June 2026</p>	<ul style="list-style-type: none"> • Review status of local, State, and federal public policies 	<ul style="list-style-type: none"> • Continue to inform the development of the Unified Strategic Plan 2026-30 • Identify Policy Roundtable FY 2026-27 goals 	<ul style="list-style-type: none"> • Identify Policy Roundtable successes and challenges for FY 2025-26

PART VI: CURRENT YEAR ACCOMPLISHMENTS

Question: For Commissions that are long-standing (2 years or older), include your accomplishments from your reporting year (2024-2025) and a completion date or expected completion date.

VI.1) Accomplishments FY 2024-2025

The Policy Roundtable's significant accomplishments for FY 2024-25 are captured in the following five categories:

1. Developed Policy Positions
2. Informed Board of Supervisors about Proposed Policies and ECE Needs
3. Created a Service Coordination Strategy

1) DEVELOPED POLICY POSITIONS

The Policy Roundtable developed a Pursuit of Position addressing the ECE subsidized alternative rate methodology and a Pursuit of Position addressing protections for immigrant children in ECE. These Pursuit of Positions were informed by the Planning Committee, County Departments, and the public. The Pursuit of Positions were approved on March 12, 2025 and are provided in Attachments D1 and D2: Pursuit of Positions FY 2024-25.

Pursuit of Positions

- Establish by July 1, 2025 an alternative rate methodology that reimburses ECE providers the true cost of providing state-subsidized child care based on Federal requirements; implement the new reimbursement rate structure by summer 2025; and allocate ongoing funding for the new reimbursement rate structure
- Support AB 49 and similar measures that strengthen protections for immigrant children in California by prohibiting immigration enforcement officers from entering schools and child care facilities without proper legal authorization

Background and Status of Each Position

Pursuit of Position regarding CA Budget FY 2025-26: Early Care and Education - Establish by July 1, 2025 an alternative rate methodology that reimburses ECE providers the true cost of providing state-subsidized child care based on Federal requirements; implement the new reimbursement rate structure by summer 2025; and allocate ongoing funding for the new reimbursement rate structure

Background: In June 2024, the California Department of Social Services submitted to the Administration for Children and Families Office of Child Care the state's Child Care and Development Fund (CCDF) Plan Federal Fiscal Years 2025-2027. The CCDF Plan outlined the process and agreements prescribed in state statute (SB 140) to transition from using the market rate survey reimbursement rate structure (how much parents can afford to pay) to a single rate structure that was determined by an alternative methodology. The CCDF Plan specified that by July 1, 2025 "rates informed by the alternative methodology will be set." The alternative reimbursement rate methodology is based on a "cost estimation model"; thus, paving the path for reimbursement rates to move closer toward covering the true cost of care and providing higher wages.

Status: The Pursuit of Position was submitted to LAIRs for review and approval. Aspects of this position was included in SB 151 Trailer Bill – Early Childhood Education and Childcare which was signed into law in September 2025.

Pursuit of Position regarding Legislation Session 2025-26: Early Care and Education - Support AB 49 and similar measures that strengthen protections for immigrant children in California by prohibiting immigration enforcement officers from entering schools and child care facilities without proper legal authorization

Background: Nearly 50% of Los Angeles County child care providers are immigrants and one in two children in the Los Angeles Metro Area has at least one immigrant parent. California students have the right to attend public school in the State free from discrimination, harassment, violence, intimidation, and bullying (CA Education Code [EC] 220, 234, et seq.). The threat of immigration enforcement can impair the ability of students, regardless of their immigration status, to thrive and receive an equitable education. Deportation threats can negatively impact children’s mental and physical health and long-term development as well as the health and well-being of early educators. Assembly Bill (AB) 49, introduced by Assemblymember Muratsuchi, seeks to strengthen protections for immigrant students and their families and ensure federal immigration agents cannot detain undocumented students or their families without proper judicial warrants or legal authority.

Status: The Pursuit of Position was submitted to LAIRs for review and approval; however, the final version of AB 149 did not include ECE.

Process and Stakeholder Engagement in Developing Pursuit of Position

The process to develop and monitor the progress of the Pursuit of Position spanned nine months (September 2024 – June 2025), and included the following stakeholder groups:

Policy Roundtable for Child Care and Development Commission – 9 meetings

- Identified priority policy issues to elevate for Pursuit of Position
 - Informed development of Pursuit of Position
 - Approved Pursuit of Position
 - Monitored progress of Pursuit of Position and related proposed legislation
- ✓ Meeting Dates
1. 9/11/2024
 2. 10/9/2024
 3. 11/13/2024
 4. 12/11/2024
 5. 1/8/2025 – Canceled due to extreme weather
 6. 2/12/2025
 7. 3/12/2025 – Pursuit of Position Approved by Roundtable
 8. 4/9/2025
 9. 5/14/2025
 10. 6/11/2025

Planning Committee – 3 meetings

- Informed development of Pursuit of Position
 - Monitored progress of Pursuit of Position and related proposed legislation
- ✓ Meeting Dates
1. 2/5/2025
 2. 4/2/2025
 3. 6/4/2025

Joint Committee on Legislation – 4 meetings

- Developed recommended policy issues to elevate for Pursuit of Position
- Informed Pursuit of Position

- Monitored progress of Pursuit of Position and related proposed legislation
 - ✓ Meeting Dates
 1. 1/15/2025 – Canceled due to extreme weather
 2. 2/19/2025
 3. 3/19/2025
 4. 4/16/2025
 5. 5/21/2025
 6. 6/18/2025 – Quorum not established, thus, meeting was not held

OAECE, DPH Government Affairs, and Legislative Affairs

OAECE consulted and coordinated with *DPH Government Affairs* and *CEO Legislative Affairs* and Intergovernmental Relations (LAIRs) in the development, submission, and monitoring of the Pursuit of Position. The OAECE met/communicated with:

- DPH Government Affairs on average two times a month from February 2025 – May 2025
- LAIRs on average two times a month from April 2025 – May 2025

2) INFORMED BOS ABOUT POLICY RECOMMENDATIONS AND ECE LANDSCAPE

Commissioners from the Policy Roundtable and Board appointees from the Planning Committee met with four of the Board of Supervisors Offices (Supervisors Mitchell, Horvath, Hahn, and Barger) to provide a status on ECE in LA County and review the Pursuit of Positions.

- ✓ Meeting Dates
 1. 11/21/2024 – Supervisor Horvath’s Office, Deputies Elizabeth Shuster and Aaron Fox
 2. 2/5/2025 – Supervisor Hahn’s Office, Deputies Maral Karaccusian, Nick Holden, and Vianca Campos-Serna
 3. 4/24/2025 – Supervisor Barger’s Office, Deputy Monica Banken
 4. 5/5/2025 – Supervisor Horvath’s Office, Deputy Aaron Fox
 5. 5/19/2025 – Supervisor Mitchell’s Office, Senior Deputy Lajuannah Hills
 6. 6/2/2025 – Supervisor Hahn’s Office, Deputy Maral Karaccusian

3) APPROVED SERVICE COORDINATION STRATEGY

The Policy Roundtable approved the Service Coordination Strategy on May 14, 2025 (see Attachment E: Service Coordination Strategy). The Policy Roundtable developed the Service Coordination Strategy because it recognizes there is an urgent need for better coordination between ECE and other child and family service systems in LA County and the Policy Roundtable. The Policy Roundtable also recognizes that it is well positioned to facilitate cross-sector, multi-agency partnerships designed to build bridges so that child care providers can help parents find the resources and services their families need. The Policy Roundtable approved the following five Service Coordination Strategy actions to implement:

Action #1: Partner with the Prevention and Promotion Systems Governing Committee (PPSGC)

Interested Commissioners will volunteer to serve on standing tables and workgroups, enhancing alignment across sectors, and reporting back to the Roundtable on a quarterly or biannual basis. Select Commissioner(s) would participate on PPSGC’s Policy Advocacy Table in order to inform and develop alignment between child care policy recommendations developed by the Policy Roundtable and Child Care Planning Committee with those considered by the PPSGC. Select Commissioners would also participate on other tables and/or workgroups as appropriate (as suggested during initial discussions with PPSGC and partner agency staff).

Action #2: Partner with Community Colleges

Collect data on the information needs of community colleges through individual interviews or focus groups and develop plans for ongoing information exchange and connect County services.

Action #3: Infant Toddler Blueprint

The Policy Roundtable will receive an annual or biannual update from the OAECE on the progress of the Blueprint's policy recommendations and will provide recommendations to the OAECE, identifying opportunities for support policy action and responses from their respective organizations/departments/networks.

Action #4: Women and Families Experiencing Homelessness

Action #4A: The Policy Roundtable will assist OAECE in developing County-wide strategy to help families access child care and strengthen coordination between systems.

Action #4B: The Policy Roundtable will receive annual or biannual presentations on progress in developing and implementing the Child Care Service Coordination Strategy for families experiencing homelessness. The Policy Roundtable will identify opportunities for Commissioners to support strategy activities within their respective organizations/departments/networks, as well as identifying Commission actions that can further support the strategy.

Action #5: Training for County Department Staff

The Policy Roundtable will receive an annual or biannual presentation by OAECE on the implementation of this training program, including feedback from trainees. The Policy Roundtable will identify opportunities for cross-departmental training partnerships, collaboration with ECE providers and community leaders. Commissioners, particularly those representing departments or county offices will support training activities within their respective organizations and departments. Commissioners would also discuss improvements that would increase support for staff learning how to navigate the ECE system and help County staff develop relationships with local networks as needed.

The Service Coordination Strategy Ad Hoc met nine times during the FY 2024-25 to develop Service Coordination Strategy recommendations for the Policy Roundtable to consider.

✓ Service Coordination Strategy Ad Hoc Meeting Dates

1. 9/3/2024
2. 10/1/2024
3. 10/28/2024
4. 11/19/2024
5. 1/3/2025
6. 2/18/2025
7. 3/20/2025
8. 4/14/2025
9. 5/12/2025

PART VII: ONGOING/LONG-TERM PROJECTS

VII.1) Ongoing/Long-Term Projects

Question: Provide any ongoing or long-term projects that the Commission is continuing to work on.

The Unified Strategic Plan Priority Areas that the Policy Roundtable is currently focusing on are anticipated to need long-term multi-year action to improve policies and systems in these areas.

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Attachment A:
LA County State Legislative Agenda
2024-2025



2025



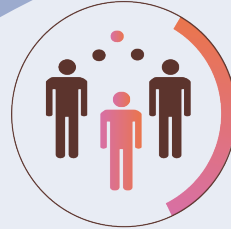
PRIORITIES
IN ACTION



LOS ANGELES COUNTY
**STATE
LEGISLATIVE
PRIORITIES**

ABOUT LOS ANGELES COUNTY

POPULATION



10 MILLION RESIDENTS
Los Angeles County has the largest population of any county in the nation—with nearly 10 million residents, who account for approximately 25 percent of California's population.

UNINCORPORATED AREAS



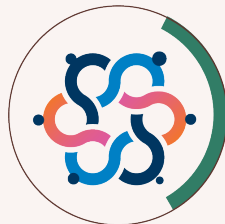
120-125 UNINCORPORATED AREAS
More than one million residents live in approximately 120-125 unincorporated areas, whose municipal services are provided by the County.

CITIES



88 CITIES
The other nearly 9.3 million residents live in 88 cities within the County, located throughout 4,084 square miles (larger than the combined states of Delaware and Rhode Island).

DIVERSITY



140 CULTURES
A diverse county, with more than 140 cultures and as many as 224 languages.

INDUSTRIES



NATIONAL ECONOMIC DRIVER
Home to the largest port complex in the nation, a thriving aerospace research and development sector, the entertainment capital of the U.S., and the nation's largest manufacturing center.



The Los Angeles County Board of Supervisors oversees a comprehensive government structure that provides vital public services, including health and human services, public safety, fire protection, and essential infrastructure services to 88 cities and approximately 120-125 unincorporated communities.

The County is proactively engaged in enhancing the physical, social, and economic well-being of its residents through fundamental safety-net services, as well as proactive local programs, including those geared towards combating homelessness, reforming the adult and youth justice systems, protecting the environment, and addressing equity issues. State investments in the County's critical services and initiatives help to maximize efficiencies and cost savings in programs that aid the most

vulnerable populations. Investing in the County's residents and physical infrastructure will also result in greater social and economic gains throughout the nation. While the County has many priorities, they are part of one main goal, to enrich the lives of our almost 10 million residents through effective and caring service. In order to continue improving the lives of its residents and the economic vitality of the region, Los Angeles County needs on-going policy and funding support from the Legislature and the Administration.

Los Angeles County's State advocacy efforts in 2025 will be primarily concentrated on:





DIGITAL INCLUSION AND EMERGING TECHNOLOGIES



ECONOMIC AND WORKFORCE DEVELOPMENT



In the County, areas where more than 20 percent of households lack broadband service are largely the same areas where the average household income is less than \$50,000 annually, and where people of color are more likely to be the majority of residents. The County will continue to support legislation and regulations that provide funding for the development and expansion of broadband infrastructure and reliable, affordable networks to bridge the digital divide by increasing access to high-speed internet for as many households as possible, particularly in underserved communities.

To gain the public's trust and leverage Artificial Intelligence/Generative Artificial Intelligence (GenAI) technology, it is imperative to ensure GenAI is developed and used ethically and responsibly. The County has established eight guiding principles for the responsible use of GenAI systems within the County:

Human-Centered Design, Security & Safety, Privacy, Transparency, Equity, Accountability, Effectiveness, and Workforce Empowerment.

The County will support proposals that:

- Expand broadband infrastructure in historically underserved and rural communities.
- Use innovative, short-term and long-term strategies to provide free or low-cost high-speed internet, and related devices to disadvantaged communities.
- Expand and modernize Wi-Fi at County facilities and other public facilities to help close the digital divide for residents in disadvantaged and broadband deficient communities.
- Increase digital literacy and consumer education for high-speed internet service options.

The County is strategically investing in support for small businesses, entrepreneurs, and innovative and equitable economic and workforce development programs in high growth and emerging industry sectors that create a pipeline to well-paying jobs. The County remains committed to building an inclusive and sustainable regional economy, stimulating quality job growth, and helping lift economically disadvantaged residents out of poverty and into self-sufficiency.

The County will support proposals that:

- Enhance funding and support workforce development and training programs that prepare workers for jobs in high-growth and emerging industries, and sectors critical to the state and regional economy, including the creative and green economies.
- Reduce barriers to employment, address racial and gender disparities in employment outcomes, encourage diversity and inclusion in the workplace, and increase opportunities for workers and businesses with the highest employment needs.
- Provide economic opportunities, financial assistance, and other supports to small businesses, microbusinesses, entrepreneurs, social enterprises, and nonprofit organizations.
- Support youth employment, entrepreneurship, and career pathways in high-growth industries.
- Increase economic resiliency through outreach and assistance for workers, independent and small businesses, and industries impacted by natural or man-made disasters, and other economic disruptions.
- Stimulate regional investment and business development, and encourage private sector participation and partnership in advancing equitable, resilient, and sustainable growth.

ENVIRONMENT AND SUSTAINABILITY



Environmental hazards compounded by the impacts of climate change continue to affect vital infrastructure and the daily lives of the residents of the County. The County is focused on advancing policies and investments that improve the energy, water, food, transportation, and waste systems; help overcome past inequities that have resulted in disproportionate pollution burdens and health outcomes for communities of color; help local businesses, organizations, and residents in disadvantaged communities adapt to climate change; and advance racial and gender equity. To address environmental issues and make this a sustainable region, the County will advocate for proposals that promote sustainable infrastructure, advance environmental justice, and invest in climate resiliency.

The County will support proposals that:

- Promote climate resiliency, the Green Transition, and sustainability in programs, projects, energy production, policy implementation methods, technologies, waste producer responsibility, and jobs.
- Improve access to clean water, enhancing water quality, local water supply, sustainable water infrastructure, and conservation.
- Remediate, restore, increase, and protect natural resource areas, natural environments, and spaces with cultural or recreational value.
- Fund or promote projects and proposals that mitigate the effects of climate change, reduce environmental pollutants, improve air quality, reduce reliance on source pollutants, strengthen natural spaces within communities, respond to extreme heat-related impacts, and address gateway community needs.
- Incorporate Board-adopted plans (e.g., “Our County” Sustainability Plan, Park Needs Assessment Plus (PNA+) 30x30 Plan, LA County Water Plan) into programs, legislation, policies, and funding opportunities.



EQUITY



The County continues to advocate for policies that promote equitable outcomes for historically marginalized and underserved communities, and further the County's strategies for increasing diversity, equity, and inclusion.

The County will support proposals that:

- Address and combat discrimination based on age, disability, disease status, gender identity, language, immigration status, national origin, race, religion, sex, sexual orientation, or other protected characteristics.
- Address, correct and/or remedy past public policy which produced or sustained racial inequities.
- Address the gap between the legal needs of the most vulnerable populations and the resources available to ensure equitable access to justice.
- Affirmatively advance and/or provide resources to prioritize and effectively support the most disadvantaged geographies and populations.



GENERAL GOVERNMENT



The County will advocate for policies to ensure the effective, transparent, and equitable delivery of various services that affect the lives of the County's diverse population. General government policies include matters related, but not limited to: the fiscal strength of the County; elections and voting; agriculture, weights, and measures; animal care and control; arts, culture, and education; Auditor-Controller's Office of County Investigations; Brown Act; cannabis and other business permitting and regulation; human resources, labor and compensation including employee/labor relations, benefits, retirement plans, safety, and risk management; immigration; libraries and library services; Political Reform Act; property assessment, taxation, and tax relief; public access; Public Records Act; veterans' issues; worker protections; and workers' compensation.

The County will support proposals that:

- Protect consumers against fraud, scams, and unfair or deceptive business practices, and increase collaborative consumer protection and the financial well-being and resiliency of residents through education and counseling programs, financial literacy, wealth-building opportunities, and loss mitigation.
 - Provide essential assistance to those who have served in the armed forces.
 - Promote access to, and retention in, jobs with fair and sustainable wages, predictable hours, paid sick and family leave, health and safety protections, retaliation free workplaces, and career pathways.
 - Promote improved State worker protections and increased collaboration with local agencies on awareness and enforcement efforts that combat wage theft, labor trafficking, and other abuses of labor.
 - Provide funding and statutory relief from State-mandated requirements related to elections, including but not limited to signature verification and petition efforts, special elections, and redistricting activities.
- Protect local control over collective bargaining while also protecting the right of workers to organize and/or strike without hindering the County's ability to continue providing core and vital services.
 - Promote the establishment of an equitable and sustainable cannabis market by enhancing access to banking and financial resources, safer cannabis products, increased resources for local public health, equity and consumer protection programs, and tools to discourage the proliferation of unlicensed cannabis businesses.
 - Provide local governments resources to increase access to information, assistance, and services to immigrants and their families who arrive in the County.
 - Provide funding to support critical County public services.



HEALTH, PUBLIC HEALTH AND BEHAVIORAL HEALTH



The health and well-being of the County's diverse communities, particularly among disproportionately burdened communities and communities of color, are critically important for preventing physical and behavioral health conditions, and for reducing health disparities across the region. Increasing access to care, enhancing delivery systems, providing equitable and critical public health services that protect and promote health among individuals and communities, and addressing the growing need for prevention, diagnostic, and treatment services for individuals with behavioral and other health conditions are all vital elements for achieving improved health outcomes in the County.

The County supports proposals to:

- Enhance Medi-Cal services for the County's most vulnerable residents, especially through California's Medicaid waivers that aim to transform and improve quality, access, and efficiency of healthcare and behavioral health systems and services.
- Provide funding for the education and training of primary care physicians, specialty care physicians, and nursing professionals.
- Address the urgent and long-term needs for the health care safety net and strengthen local public health systems and infrastructure, particularly workforce.
- Effectively plan for and respond to current and future public health emergencies, emerging disease threats, epidemics and other disasters, and gun and domestic violence prevention efforts.
- Prevent or reduce consumers' medical debt and associated negative outcomes.
- Broaden public behavioral health infrastructure, including expanding community-based facilities, supporting increased diversity in the behavioral health workforce by growing the behavioral health workforce pipeline and expanding public-sector workforce incentive programs to recruit qualified workers, building up local crisis response and continuum of care services for individuals with serious mental illness (SMI) and substance use disorders (SUDs).
- Provide individuals with mental illness and SUDs with access to critical services in the most appropriate, least restrictive settings.
- Increase equitable access to SUD services and reduce legislative and regulatory barriers to accessing SUD services.
- Increase and protect flexibilities for public and behavioral health funding to comprehensively address the needs of local communities.
- Provide resources for critical services at all levels of care, including diagnostic, prevention, acute inpatient, outpatient, supportive care, and residential facilities.
- Enhance services and resources to the 988 Suicide and Crisis Lifeline.
- Streamline processes to access veteran suicide data, including statutory authority to review deaths without the need for next of kin consent, to improve support systems and lower veteran suicide rates.

HOUSING AND HOMELESSNESS



The County has one of the least affordable housing markets in the nation. The shortage of affordable housing acutely impacts low-income residents, families, and vulnerable populations, and challenges regional efforts to prevent and reduce homelessness. The County places a high priority on increasing access to affordable housing options by reducing barriers to housing production, supporting unit preservation, and protecting against residential displacement. The County also remains focused on transitioning residents who are experiencing homelessness into safe, stable, and permanent housing, and implementing effective strategies to reduce further inflow into homelessness.

The County will support proposals that:

- Increase affordable housing production and preservation, residential landlord and tenant protections, and homeownership opportunities for low-to-moderate income and first-time homebuyers.
- Support local strategies to reduce homelessness and increase and sustain interim and permanent housing for people experiencing homelessness.
- Provide sustainable and flexible funding for housing and supportive services including, but not limited to, funding for increasing operational costs and deferred maintenance costs for housing units and facilities.
- Support implementation of local land use policies that address the comprehensive housing needs of County residents and facilitate equitable and sustainable development.
- Protect against residential displacement, increase residential tenant protections, and provide financial assistance, legal services and other supports to homeowners, residential tenants and small, independent residential property owners facing financial hardship.



HUMAN SERVICES



The County seeks to preserve and increase funding and resources, administrative and programmatic flexibilities, and accessibility to a wide range of human services programs serving low-income individuals, families, older adults, persons with disabilities, children in foster care and their families, transition-aged youth, pregnant people, childless adults, undocumented immigrants including, unaccompanied children, and victims of crime. The County strives to alleviate financial hardship, address food insecurity, provide affordable health care, promote the safety, well-being and permanency of families and children, prevent child and elderly abuse, exploitation and neglect, provide aging and disability services, connect parents and caregivers to provide child support services, and prevent, mitigate, and disrupt poverty, all while promoting diversity, equity, and inclusion.

The County will support proposals that:

- Increase and expand eligibility, including the elimination of immigration status restrictions, decrease enrollment barriers, simplify eligibility determination and income reporting requirements, and/or increase automation and information sharing with state agencies.
- Provide additional services and resources for customers, vulnerable populations, and asylees/refugees, by increasing access to affordable housing, nutrition assistance, transportation, employment, immigration legal representation, and ancillary services to increase self-sufficiency and ensure the ability of local governments to recover costs.
- Preserve and increase funding and administrative flexibility for the Cash Assistance Program for Immigrants (CAPI) and California Food Assistance Program (CFAP), which provide food assistance to low-income immigrant families.

- Promote child safety, well-being, and permanency by responding to the immediate needs of any child at risk or abuse and neglect, providing the tools and support families need to make their homes a safe place and keep families together, and connecting children with resource families and treatment service providers equipped to meet their individual needs.
- Provide adequate and sufficient funding for local child support agencies to cover increased operational costs and to mitigate the impacts of flat funding to counties and promote flexibility, efficiency, equity, and modernization within the child support program.
- Support proposals that reform mandated reporting by addressing disproportionality and decreasing unnecessary contact and involvement with the child welfare system to improve the quality of reporting decisions by Mandated Reporters and build pathways that will facilitate Mandated Reporters ability to connect families to community-based services while promoting equity and inclusiveness.
- Address the surge in fraudulent skimming and theft of Temporary Assistance for Needy Families (TANF) and Supplemental Nutrition Assistance Program (SNAP) benefits on Electronic Benefits Transfer (EBT) cards.
- Clarify the principals and roles for implementing the Indian Child Welfare Act (ICWA) and enhance relationships with tribes to improve outcomes for ICWA cases.
- Increase access to high-quality early care and education services provided by a qualified and well compensated workforce.



JUSTICE, PUBLIC SAFETY, AND EMERGENCY MANAGEMENT SYSTEMS



PUBLIC SERVICES AND INFRASTRUCTURE



The County will continue to prioritize the Board of Supervisors' vision of "Care First, Jails Last" across the justice and public safety systems, support law enforcement reforms, and emphasize preemptive measures to protect the well-being of residents during emergencies.

The County will support proposals that:

- Strengthen justice and public safety system transparency, reform policing standards, address police misconduct, or protect detainee rights and due process.
- Remove historic disparities and inequities in the juvenile and adult criminal legal systems, including the redirection of youth and adults from mass incarceration towards rehabilitative, health-focused, and care-first systems.
- Enhance or provide funding for expanded youth development services, and pretrial reforms to reduce detention while maintaining public safety.
- Increase funding for or enhance resources for crime-impacted individuals and communities, and youth and adults involved in the justice system, with an emphasis on care, development, alternatives to incarceration, community-based violence prevention, and community reintegration pathways.
- Ensure accurate and fair distribution of benefits for justice-involved veterans.
- Expand resources and services for local emergency/disaster preparation, management, and operations, including disaster and climate hazard preparedness, response, recovery, and mitigation.
- Improve wildfire prevention and fire safety services, including, but not limited to, measures to increase financial assistance, training, and other resources for local response.

The County will advocate to advance infrastructure, environmental and public services, and transportation projects that support the region. The County is committed to making its communities more climate resilient, improving constituent experiences, strengthening local resource sustainability, promoting equitable partnerships and contracts with non-government organizations and small businesses.

The County will support proposals that:

- Strengthen regional water supply and stormwater infrastructure, water cleanliness, meet water conservation and resiliency goals.
- Prioritize disaster risk mitigation, prevention, and response efforts appropriate for urban and rural communities.
- Secure funding, expand resources for, and assist in the development, deployment, improvement, or maintenance of public services and public infrastructure.
- Streamline and clarify processes that empower local agencies with more flexibility or access to funding to implement services.
- Support alternative funding mechanisms, procedural innovations, or alternative methods to support County-led projects, services, construction, risk mitigation, and goals.
- Secure funding and resources to accelerate the deployment and maintenance of legacy public infrastructure that supports major international events (e.g., World Cups, Olympic Games and Paralympic Games), including enhancements to transportation systems, street safety, and mobility services, as well as enhance public transit options.
- Expand the capacity and resources of local economic and workforce development agencies to prepare and meet the needs of upcoming global events in the region.

Los Angeles County Board of Supervisors



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Chief Legislative Representative



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bos.lacounty.gov

lacounty.gov

Attachment B:
Unified Strategic Plan for
Early Care and Education 2020-2025

County of Los Angeles

A Unified Strategic Plan for Early Care and Education

2020
-
2025



CHILD CARE
PLANNING
COMMITTEE



COUNTY OF LOS ANGELES
OFFICE FOR THE ADVANCEMENT OF
EARLY CARE AND EDUCATION



POLICY ROUNDTABLE
FOR CHILD CARE
AND DEVELOPMENT



COUNTY OF LOS ANGELES
Public Health



1ST 5 LA
first 5 la
Giving kids the best start



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Child Care Planning Coordinator, Office for the Advancement of Early Care and Education

Office for the Advancement of Early Care and Education
Department of Public Health - Health Promotion Bureau

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childcare.lacounty.gov

January 2020

Dear Colleagues,

The early care and education system in Los Angeles County supports the optimal development of children aged birth to five years old, as well as children up to age 13 in before and after school programs. These services are critical to our economy, supporting parents and caregivers while they work, and preparing children for kindergarten entry with the skills and confidence they need to succeed in school and life.

Under the leadership of the Los Angeles County Department of Public Health (DPH), the Office for the Advancement of Early Care and Education (OAECE) convened the Policy Roundtable for Child Care and Development (Roundtable) and the Child Care Planning Committee (Planning Committee) to lead a collaborative planning process involving nearly 100 stakeholders. The result of this effort is the County's first unified plan for early care and education, which will guide the work of the OAECE, the Roundtable, and the Planning Committee under one vision, one mission, and with a single unified voice.

We are excited to present the 2020-2025 County of Los Angeles Unified Strategic Plan for Early Care and Education. The plan outlines four strategic priorities:

- **Access** - Increase access to early care and education services for children birth to five years of age and out of school care for children up to age thirteen.
- **Quality** - Strengthen the quality of early care and education services, especially for children and families most in need.
- **Workforce** - Improve the compensation and qualifications of the early care and education workforce.
- **Families and Communities** - Increase engagement of parents, caregivers and communities on early care and education issues.

Making progress on these strategic priorities will require continued collaboration among all aspects of the early care and education system as well as new partnerships with non-traditional partners and allies. By joining forces under this unified plan, we can achieve the vision that children are healthy, thriving and have equitable opportunities to achieve optimal development and succeed in life.



Dr. Barbara Ferrer, Director
Los Angeles County Department
to Public Health



Jackie Majors, Chair
Policy Roundtable for Child Care
and Development



Debra Colman, Director
Office for the Advancement
of Early Care and Education



Julie Taren, Chair
Child Care Planning Committee

ACKNOWLEDGEMENTS

The Office for the Advancement of Early Care and Education is deeply grateful to the partners and community members who contributed their time, energy and expertise to the development of this plan. Key among these were members of the Child Care Planning Committee and the Policy Roundtable for Child Care and Development who came together as the Strategic Planning Workgroup¹ to review and synthesize input from multiple sources as the basis for this plan. This work laid the foundation for unified leadership to improve early care and education for children across Los Angeles County.

Child Care Planning Committee - FY 2018-20

Christina Acosta	Andrea Joseph	Ernesto Saldaña
Norma Amezcua	Aolelani Lutu	Ancelma Sanchez
Ranae Amezcua	Ritu Mahajan, J.D.	Mariana Sanchez
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Mallika Bhandarkar	Cyndi McAuley	JoAnn Shalhoub-Mejia
Tonya Burns	Melissa Noriega	Michael Shannon
Jessica Chang	Kelly O'Connell*	Sarah Soriano
Lindsey Evans	Daniel Orosco	Andrea Sulsona
Teresa Figueras	Laurel Parker	Julie Taren, Vice Chair*
Mona Franco	Dianne Philibosian, Ph.D. *	Veronica Torres
Angela Gray	Daniel Polanco	Jenny Trickey
La Tanga Hardy	Nellie Ríos-Parra, Chair*	Lauren Trosclair Duncan
Tara Henriquez	Ricardo Rivera	Maria Vera
Alexandra Himmel*	Joyce Robinson*	Delia Vicente
Antoinette Isaacs	Reiko Sakuma	

Policy Roundtable for Child Care and Development - FY 2018-19

Jeannette Aguirre	Richard Cohen, Ph.D.*	Dean Tagawa, Ph.D.
Maria Calix	Kalene Gilbert	Boris E. Villacorta
Ellen Cervantes*	Robert Gilchick, M.D., M.P.H.*	Faith Parducho
Karen Chang	Jacquelyn McCroskey, D.S.W.*	Nurhan Pirim
Dawn A. Kurtz, Ph.D.	Ofelia Medina*	Nellie Ríos-Parra*
Sharon Little, Ph.D.	Terry Ogawa, Chair*	Keesha Woods
Jackie Majors, Vice Chair*	Jennifer Hottenroth, Ph.D.	
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Special thanks to the generous support of the First 5 LA and The Ralph M. Parsons Foundation.

¹ Strategic Planning Workgroup members are denoted by *.

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A) Guiding Principles	



EXECUTIVE SUMMARY

Early care and education can be a cornerstone for a child's healthy development and future well-being. So they can thrive, all children deserve access to high-quality early learning environments to support their growth and development. Quality early care and education programs offer nurturing and stimulating environments that contribute to a child's optimal physical, social-emotional, linguistic, and cognitive development. For working families, child care is also an essential resource that enables parents and caregivers to remain in the workforce. To ensure that all children have access to high-quality early care and education, the Los Angeles County Office for the Advancement of Early Care and Education (OAECE), under the leadership of the Department of Public Health (DPH) and in partnership with the Policy Roundtable for Child Care and Development (Roundtable) and the Child Care Planning Committee (Planning Committee), presents the County of Los Angeles Unified Strategic Plan for Early Care and Education – 2020-2025 (the Plan).

A Unified Approach

Serving approximately 650,000 Los Angeles children under age 5, the early care and education system is a complex and disconnected matrix of services. Recently, support for our youngest children has risen as a priority issue with elevated political attention and increased public investment. This critical moment in time provides an opportunity to shift how early care and education is approached in Los Angeles County. The Plan was developed through



an innovative collaborative process involving almost 100 stakeholders including OAECE staff, Roundtable members, and Planning Committee members. The Plan documents shifts in the early care and education landscape, the history of each of three entities that developed the Plan, and the twelve-month process that brought unique perspectives together under a common vision. The Plan also uplifts OAECE as the Los Angeles County early care and education office and the transformative role it can serve as an educator, convener, data manager, strategist and advocate.

Strategic Priorities

As a north star for Los Angeles County early care and education efforts, the Plan offers a guiding framework for the OAECE, Roundtable, Planning Committee, and other stakeholders with four focus strategic areas: 1) access to early care and education, 2) early care and education quality, 3) early care and education workforce supports, and 4) family and community engagement in early care and education issues.

Implementation Planning

The four strategic priorities define a direction for early care and education systems and the Plan provides a starting place for collaborative work. A full implementation framework identifying specific activities in each of the four strategic areas, and the assumptions, tasks, roles, timeline, and resources required to achieve them will be completed by June 2020.

INTRODUCTION AND BACKGROUND

Early care and education programs support the care and development of children birth to five years old, as well as out of school care for children to age 12. Program providers may include school districts, early care and education centers, licensed family child care homes, and family, friends, and neighbors who provide care. Across Los Angeles County, many families struggle to find services for their children that are high-quality and affordable. The average annual cost of child care is \$10,303 per preschooler in center-based care and \$8,579 per preschooler in family child care². During the recession, early care and education programs subsidized by the State of California for low-income families experienced budget reductions totaling \$1.5 billion³ impacting families with the greatest need. Over the past few years, modest increases have restored some funds to the subsidized system, although a substantial gap between funding and need remains.

State and Local Priorities

Most recently, attention at state and local levels to the importance of the early years has generated new public investments. Contributing to this momentum, the California Assembly Blue Ribbon Commission on Early Childhood Education released its final report in April 2019 with a list of recommendations that called for significant funding and systems change. The 2019-2020 California Budget includes \$5 million for a Master Plan for Early Learning and Care, \$245 million for grants to child care and preschool providers for facilities expansions, and \$195 million for early learning and care workforce development grants.

Locally, the Los Angeles County Board of Supervisors (Board) lobbied successfully for State investment in the Emergency Child Care Bridge Program for Children in Foster Care. The Board also instructed the Chief Executive Office – Homeless Initiative to identify strategies to connect families experiencing homelessness with early care and education services and mandated the Chief Executive Office, in consultation with the Roundtable and the OAECE, to identify county-owned properties that could provide space for early care and education programming. Further local support is the identification of access to quality early care and education as a critical strategy for the prevention of child abuse and neglect as highlighted in the LA County’s Office for Child

Protection’s (OCP) *Countywide Child Protection Strategic Plan – 2016-21*⁴.

In Los Angeles County, responsibility for harnessing this new energy to create an early care and education system that meets child and family needs rests with three entities, the Planning Committee, the Roundtable and the OAECE housed within the DPH Health Promotion Bureau.

Office for the Advancement of Early Care and Education

In 2000, the Los Angeles County Office of Child Care (OCC), the predecessor of the OAECE, was established under the Chief Executive Office (CEO) to address the child care needs of Los Angeles County employees and to staff a state-mandated local child care and development planning council (Planning Committee). Soon after the establishment of the Planning Committee, the Board called for the founding of the Policy Roundtable for Child Care and Development to focus on early care and education policy and systems improvement. Management of both the Planning Committee and the Roundtable were assigned to OCC. In 2001, the role of the OCC expanded to workforce professional development with the Investing in the Early Educators Stipend Program, followed by the California Transitional Kindergarten Stipend Program (CTKSP). OCC developed and implemented the Steps to Excellence Program (STEP), a quality rating and improvement system (QRIS) in 2007. Although OCC no longer leads a QRIS program, it continues to influence quality practices as a part of Quality Start Los Angeles. OCC changed its name to OAECE in 2016 and transitioned to DPH in 2018. The move to DPH reflected recognition of the vital role that early care and education plays in child development, family well-being and community health.

² Child Care Planning Committee. *The State of Early Care and Education in Los Angeles County – Los Angeles County: Child Care Planning Committee 2017 Needs Assessment Executive Summary*. March 2017.

³ California Budget Project. (2012). *Falling Behind: The Impact of the Great Recession and the Budget Crisis on California’s Women and Their Families*.

⁴ See ocp.lacounty.gov/Portals/OCP/PDF/OCP%20Strategic%20Plan%20and%20Progress%20Updates/2016-10-20%20OCP%20Strategic%20Plan%202016-2021.pdf?ver=2018-10-23-170532-757.

INTRODUCTION AND BACKGROUND

Child Care Planning Committee

The Child Care Planning Committee is Los Angeles County's state mandated Local Child Care and Development Planning Council (LPC) funded by the California Department of Education (CDE). Established as the County's LPC in 1991, the Child Care Planning Committee is staffed by OAECE and is composed of 50 members including parents/consumers, early educators, board appointees and representatives of public agencies, community-based organizations, higher education, and resource and referral agencies. The State requires the Planning Committee to conduct county-wide planning to address access to quality, affordable early care and education.



Policy Roundtable for Child Care and Development

The Roundtable, established in 2000, is a Board of Supervisors appointed body composed of 25 community leaders in early childhood, education, business, economics, and research and representatives of County Departments including Child and Family Services, Mental Health, Probation, Public Health, Public Social Services, and Parks and Recreation. The Roundtable is staffed by OAECE and charged with developing policy recommendations for elevation to the Board of Supervisors, advising County departments on early care and education programs, and identifying strategies to secure, coordinate, and maximize funding for high quality services.

THE PLANNING PROCESS

Strategic planning was launched in the fall of 2018 by the OAECE in partnership with the Planning Committee and the Roundtable. Funding from First 5 LA supported the Center for Nonprofit Management to facilitate the planning process. The proposal to bring these entities together to develop a unified plan demonstrates a recognition across all participating bodies that working together is a tremendous step toward a more cohesive system in Los Angeles County.

Values and Guidelines

Early in their work together, the three participant entities articulated a set of values to inform the planning process. They agreed that the process would 1) embrace a deliberate focus on equity, 2) inspire collaboration and partnerships with community stakeholders and meaningful engagement of authentic family and parent voices, 3) be trauma-informed, 4) promote policy and systems change, and 5) use data to inform planning and advocacy. These values informed the development of a set of guidelines that were intentionally aligned with the Assembly Blue Ribbon Commission on Early Childhood Education's approved principles. The guidelines served as a framework for the identification of strategic priority

areas and strategies. These guidelines focus on access, equity, quality, workforce, families, financing, targeted investments, data and advocacy. Going forward, the guidelines will be used to evaluate potential tactics and the crafting of implementation activities. To learn more about the guidelines, please see Appendix A.

One Vision, One Mission

The strategic planning process entailed review of the intersecting mission statements of the OAECE, Planning Committee, and Roundtable to arrive at the following united vision and mission statements:

VISION

Children are healthy, thriving and have equitable opportunities to achieve optimal development and succeed in life.

MISSION

Lead, build, and strengthen an affordable and high-quality early care and education system for the children and families in Los Angeles County.

OFFICE FOR THE ADVANCEMENT OF EARLY CARE AND EDUCATION AS A CHANGE AGENT

With the shared vision and mission as the foundation, the OAECE, Roundtable and Planning Committee will implement the 2020-2025 strategic plan through a united effort managed by OAECE. As the Los Angeles County early care and education office, OAECE has a unique mandate to promote systems change through the advancement of new policy and program initiatives, based on the work of its collaborating partners. The strategic plan highlights the mandate of OAECE as an agent of policy and systems change through five primary roles.

Educator: It is the job of OAECE to inform partners, advise key stakeholders and publicly promote the importance of quality early care and education to support the well-being of children, strengthen families and help communities thrive.

Convener: The plan will require OAECE to convene and nurture committees, commissions and task forces to act as agents of change in early care and education policy and systems planning.

Data Manager: Reflecting the shared value noted above, it will be the task of OAECE to gather, organize, manage, and disseminate data related to family needs, system capacity, program quality and child and family outcomes to shape effective strategies and strengthen early childhood systems.

Strategist: Drawing on data, OAECE will be called upon to conceptualize, design, and implement innovative programmatic, policy, and systems change strategies.

Advocate: To assure implementation of system improvements, OAECE will need to mobilize and support advocacy for public policies (legislative and administrative) that build and strengthen the early care and education system in Los Angeles County.



STRATEGIC PRIORITIES

The 2020-2025 strategic priorities will guide collective efforts of the OAECE, Roundtable, and Planning Committee over the next five years. Grounded in the Planning Committee's 2017 needs assessment entitled *The State of Early Care and Education in Los Angeles County*,⁵ the priorities focus on 1) access to early care and education, 2) early care and education quality, 3) early care and education workforce supports, and 4) family and community engagement on early care and education issues. The paragraphs that follow provide a brief preview of each of the priorities and one example of the kinds of activities under each strategy that will be expanded upon in the implementation stage of planning.

Priority 1: Access

The early years are a critical period in human development. The foundation that is built through a child's participation in quality early care and education is associated with positive economic, educational and social impacts lasting well into adulthood⁶, benefitting both the individual child, family and larger community. Unfortunately, many families in Los Angeles County do not have access to affordable, quality early care and education. There are approximately 650,000 children under five in Los Angeles County, but only 206,830 spaces in licensed centers and family child care. The 2017 early care and education needs assessment highlighted challenges like a shortage of infant and toddler care, the decline in family child care homes, increased participation in transitional kindergarten, and the high cost of child care.

Goal 1: Increase access to early care and education services for children birth to five years of age and out of school care for children to age twelve.

Strategies:

1.1: Reduce barriers and maximize resources to expand early care and education services to centers and family child care homes, prioritizing infants and toddlers, high-need families, and under resourced communities.

- **Example Activity** - *Finalize and promote a toolkit that helps early care and education providers navigate the facility development system including licensing, zoning, fire, and public health.*

1.2: Advocate for funding to build or upgrade early care and education centers and family child care homes.

- **Example Activity** - *Develop a cross-sector advocacy strategy for facilities funding and for tackling barriers to facility development.*

1.3: Lead the analysis of data on the needs of Los Angeles County families for early care and education services and share with stakeholders to inform local planning and increased early learning investments.

- **Example Activity** - *Launch an on-line dashboard to inform the public about the supply and demand of Los Angeles County early care and education services.*



⁵ Child Care Planning Committee. *The State of Early Care and Education in Los Angeles County - Los Angeles County: Child Care Planning Committee 2017 Needs Assessment Executive Summary*. March 2017. See childcare.lacounty.gov/wp-content/uploads/2018/06/ECE-Needs-Assessment_Executive-Brief-03-30-2017.pdf.

⁶ Schweinhart, L.J., Montie, J., Zongping, X, Barnett, W.S., Belfield, C.R., & Nores, M. *Lifetime Effects: The High/Scope Perry Preschool Study Through Age 40* (pp. 194-215). Ypsilanti, MI:High/Scope Press. © 2005 by High/Scope® Educational Research Foundation.

STRATEGIC PRIORITIES

Priority 2: Quality

Every parent should have the opportunity to enroll their child in a high-quality early care and education program. Research shows that there is a relationship between early care and education quality and children's academic achievement, as well as language and cognitive development.⁷ To increase the quality of care, initiatives like Quality Rating and Improvement Systems (QRIS) have emerged across the country. Locally, Quality Start Los Angeles (QSLA)⁸ has led the way in strengthening a county-wide quality improvement system. While QRIS is an approach to incentivize and support quality improvement, it is just one strategy on a continuum of quality improvement supports which may include *teacher-focused* efforts like training; *setting-focused* efforts like facilities grants; *family-focused* efforts like educating parents about quality; and *systems level efforts* which focus on setting and meeting standards.⁹

Goal 2: Strengthen the quality of early care and education services, especially for children and families most in need.

Strategies:

2.1: Partner with local quality improvement efforts to provide input, inform and influence quality improvement efforts.

- **Example Activity** – Launch a campaign in partnership with the Quality Start LA to promote what quality looks like in a program.

2.2: Advocate for increased quality improvement investments for all providers including centers, family child care, and family, friends, and neighbor care.

- **Example Activity** – Elevate quality improvement policy recommendations to the Los Angeles County Board of Supervisors through the Roundtable.

2.3: Leverage data from local quality improvement efforts to publicly promote the importance of quality care.

- **Example Activity** – Release a “True Cost of Quality Care” infographic based on the Comprehensive Fiscal Analysis funding model.

2.4: Promote integration across early childhood services and develop strategies that connect early childhood education with other child/family support systems.

- **Example Activity** – Create a handbook that helps parents navigate early childhood services such as early care and education, home visitation, developmental screenings, early childhood mental health consultation, kindergarten transition, library services, and parks and recreation.



⁷ Jeon, L. & Buettner, C.K. (2014). *Quality rating and improvement systems and children's cognitive development*. Child Youth Care Forum, 44, 191-207. Doi: 10.1007/s10566-014-9277-7.

⁸ Quality Start Los Angeles (QSLA) is a voluntary quality rating and improvement system (QRIS) designed to help parents of children birth to five choose the best early childhood education for their family.

⁹ Boller, K., Tarrant, K. & Schaack, D.D. (2014). *Early Care and Education Quality Improvement: A Typology of Intervention Approaches*. OPRE Research Report #2014-36. Washington, DC: Office of Planning, Research and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services.

STRATEGIC PRIORITIES

Priority 3: Workforce

The quality of early learning programs for children is intrinsically connected to the early care and education workforce. Given the importance of a workforce armed with the knowledge, skills and attitudes required to achieve quality care, the Plan elevates workforce as a separate priority, rather than just a component of the quality priority discussed above. Numerous studies indicate that a well-educated workforce provides children with better quality care resulting in increased developmental gains.¹⁰ A key to enhancing the quality of the early care and education system lies in the professionalization of the workforce and a comprehensive professional development pathway comprised of college coursework, training, coaching and mentoring. Unfortunately, the early care and education workforce faces multiple challenges inclusive of low wages, limited education, and barriers to accessing professional development that must be addressed to achieve improved system quality.

Goal 3: Improve the compensation and qualifications of the early care and education workforce.

Strategies:

3.1: Advocate for increased compensation for the early care and education workforce.

- **Example Activity** – Release a policy brief advocating for a single reimbursement rate that incentivizes and compensates for the true cost of quality care.

3.2: Advocate for an efficient, comprehensive statewide data system to track information on the workforce and provide a portal for early educators to access professional development opportunities and build their career profiles.

- **Example Activity** – Integrate the Investing in Early Educators Stipend Program with the Early Care and Education Workforce Registry to reduce duplicated work and increase efficiency in serving the early care and education workforce.

3.3: Reduce barriers to professional development opportunities.

- **Example Activity** – Build a one-stop website that seamlessly connects Los Angeles County early educators to training opportunities of all kinds.



¹⁰ Saracho, O.N. & Spodek, B. (2007). *Early childhood teachers' preparation and the quality of program outcomes*. *Early Child Development and Care*, 177 (1), 71-91. Doi: 10.1080/03004430500317366.

STRATEGIC PRIORITIES

Priority 4: Families and Communities

To build an effective early care and education system in Los Angeles County, it is essential to incorporate the voices of parents, primary caregivers,¹¹ and communities. Children learn and grow in the context of overlapping spheres of influence,¹² so it is critical to build effective and reciprocal partnerships among early care and education programs, families, and communities. A key component for effective systems changes lies in authentically engaging parents, understanding the early care and education issues they face day to day, and inviting them to be partners in developing solutions.

Goal 4: Increase engagement of parents, caregivers and communities on early care and education issues.

Strategies:

4.1: Assure parent and caregiver access to research findings on early care and education issues.

- **Example Activity** – Release family-friendly materials that promote the importance of early care and education by collaborating with allies like Resource and Referral agencies.

4.2: Empower and mobilize families as advocates for early care and education resources.

- **Example Activity** – Launch an early care and education campaign that advances the authentic parent voice through parent testimonials.

4.3: Engage parents, families and community members as thought partners on early care and education issues through events and committees.

- **Example Activity** – Establish a parent/caregiver workgroup as a part of the Planning Committee to inform and influence early care and education planning across Los Angeles County.



¹¹ Primary caregivers include legal guardians, foster parents, and relative caregivers.

¹² Epstein, J. L. (1987). *Toward a theory of family-school connections: Teacher practices and parent involvement*. In K. Hurrelmann, F. Kaufman and F. Loel (Eds.), *Social Intervention: Potential and Constraints* (pp. 121-136). New York: Walter de Gruyter.

IMPLEMENTATION PLANNING

While this initial strategic plan will guide the direction of OAECE, the Planning Committee and the Roundtable over the next five years, the plan is very broad. An implementation plan, to be completed by June 2020, will bring the strategic priorities to life. Throughout the strategic planning process, OAECE has garnered a wealth of information that will inform the development of a comprehensive implementation plan that will identify specific actions needed to accomplish targeted goals. The next phase of the planning process will launch in January 2020 through an all-day input session with parents, early care and education providers, community organizations, public agencies, supervisorial representatives and various Los Angeles County Departments.

The implementation plan will tackle critical issues to guide success including:

- **Assumptions:** Articulate a clear set of assumptions about factors that shape access, quality, the workforce and family engagement.
- **Objectives:** Establish clear, measurable objectives for each strategy area.
- **Implementation Activities:** Develop activities for each of the four priority areas and strategies.
- **Roles and Responsibilities:** Define the distinct roles and responsibilities of OAECE, the Planning Committee, the Roundtable and other stakeholders within each strategy.
- **Timeline:** Create an implementation timeline with annual targets for outcomes and milestones for success.
- **Resources and Budget:** Produce an inventory of fiscal and in-kind resources needed to execute the implementation plan effectively.

If you are interested in participating in implementation planning, please contact the Office for the Advancement of Early Care and Education at (213) 639-6202.



APPENDIX A

Guiding Principles

The guiding principles, intentionally aligned with the Assembly Blue Ribbon Commission on Early Childhood Education's approved principles,¹³ provide direction for the identification of strategic priority areas and preliminary action items. Going forward, the guiding principles will be used to evaluate potential tactics and the crafting of additional action items.

Access: All children and their families should have access to nurturing, educational, culturally, linguistically and developmentally appropriate high-quality early care and education opportunities with a commitment to social, behavioral, cognitive and physical development and continuity of care.

Equity: Equity must inform all decisions and systems and implicit bias must be acknowledged and managed. Policies and systems should affirmatively remove obstacles and barriers for families seeking access to early care and education.

Quality: All families should have access to a variety of high-quality early care and education settings that meet their needs and that are affordable.

Workforce: High quality early care and education requires a competent, effective and well-compensated and professionally supported workforce who reflect the racial, ethnic and linguistic diversity and needs of the children and the families they serve across the various roles and settings.

Families: Early care and education must be integrated with other supports and services that contribute to children's optimal development, engages and strengthens families, and builds upon the capacity of the workforce.

Financing: High quality early care and education requires leveraging financing that is adequate and sustainable with incentives for quality and targeted investments to ensure equity for children and families with the greatest needs.

Targeted Investments: Efforts are required to maintain services, prioritize areas of need by targeting investments, capitalize in what works, and build upon areas of success.

Data and Advocacy: The County of Los Angeles in partnership with its local stakeholders¹⁴ plays a significant role in advocating for legislative and administrative policies and investments informed by robust data and current research to meet the needs of our children and their families. Our work must be transparent, accountable, collaborative, and committed to equity, continuous improvement and responsive to emerging needs.

¹³ Adapted from the Assembly Blue Ribbon Commission on Early Childhood Education Principles approved on October 9, 2018. Their principles are posted at speaker.asmdc.org/sites/speaker.asmdc.org/files/pdf/BRC-Principles-Final-120318.pdf.

¹⁴ Local stakeholders are inclusive of parents and other primary caregivers (e.g. foster parents, legal guardians and relatives), early educators, institutions of higher education, child care resource and referral agencies, public agencies (i.e. County departments), philanthropy, advocacy organizations, businesses, and others concerned with the optimal well-being of children, families and communities.

Attachment C:
LA County's Policy of Equity 2021



Los Angeles County
BOARD OF SUPERVISORS POLICY MANUAL

Policy #:	Title:	Effective Date:
9.015	County Policy of Equity	07/01/11

PURPOSE

This Policy is intended to preserve the dignity, respect, and professionalism of the workplace as well as to protect the right of all employees to be free from discrimination, sexual harassment, harassment (other than sexual), retaliation and inappropriate conduct toward others based on a state or federal protected characteristic.

Further, the County will not tolerate retaliation for filing a complaint under the Policy or similar state or federal law, for participating in an administrative investigation or proceeding under the Policy, for performing duties under the Policy, or for otherwise opposing conduct prohibited by the Policy.

As a preventive measure, the County will not tolerate inappropriate conduct toward others based on a protected characteristic even if the conduct does not meet the Policy definition of discrimination, retaliation, sexual harassment, or harassment.

Inappropriate conduct toward others, discrimination, sexual harassment, harassment (other than sexual), and retaliation are contrary to the values of the County of Los Angeles. As such, all members of the County workforce are responsible for conducting themselves in accordance with this Policy and its associated Procedures.

Violation of the Policy and/or Procedures will lead to appropriate administrative action including, but not limited to, counseling, training, written warning, written reprimand, suspension, demotion, or discharge.

Managers, supervisors, co-workers, and certain third-parties are prohibited from engaging in unlawful behavior under the Fair Employment and Housing Act, and this Policy.

REFERENCE

[May 31, 2011](#), Chief Executive Office and Executive Office, Board of Supervisors:
Approval of County of Los Angeles Policy of Equity

[County of Los Angeles Policy of Equity, July 1, 2011](#)

Department of Human Resources, Policies, [Procedures and Guidelines Number 910](#),
Employees Cooperation in the Administrative Investigations Process

[Los Angeles County Code Chapter 5.09](#), Policy of Equity

June 6, 2017 [Board Order No. 8](#)

Department of Human Resources, [Policies, Procedures and Guidelines Number 812](#),
County Policy of Equity

POLICY

THE POLICY

All members of the Los Angeles County (County) workforce are required to conduct themselves in accordance with the entirety of this County Policy of Equity (Policy), and all applicable local, county, state, and federal laws.

COUNTY POLICY OF EQUITY: PROHIBITED CONDUCT

All members of the County workforce are responsible for understanding and abiding by these definitions of prohibited conduct.

COUNTY POLICY OF EQUITY: PROTECTED CHARACTERISTICS

Age (40 and over)	Ancestry	Color
Ethnicity	Religious Creed (including religious dress and grooming practices)	Denial of family and medical care leave
Disability (including mental and physical disability)	Marital Status	Medical Condition (cancer and genetic characteristics)
Genetic Information	Military and Veteran Status	National Origin (including language use restrictions)

<p>Race (inclusive of traits historically associated with race, including, but not limited to, hair texture and protective hairstyles)</p>	<p>Sex (including pregnancy, childbirth, breastfeeding, and medical conditions related to pregnancy, childbirth, or breastfeeding)</p>	<p>Gender (includes an individual's gender identity and gender expression)</p>
<p>Sexual Orientation</p>	<p>Any Other Characteristic Protected by State or Federal Law</p>	

SCOPE OF COVERAGE

County Workforce: For purposes of this Policy, County workforce includes but is not limited to County employees (including supervisors and managers), Commissioners, contractors, applicants for employment, unpaid volunteers and interns, and persons providing services pursuant to a contract. Complaints raised by members of the public, patrons, or otherwise not members of the County workforce may be investigated under the Policy in appropriate circumstances.

Location: This Policy prohibits discrimination, harassment, sexual harassment, retaliation, and inappropriate conduct toward others based on a protected status, whether in the workplace or in an environment with a nexus to the workplace.¹

Communication System/Equipment: This Policy also applies to the use of any communication system or equipment in the workplace, including but not limited to, electronic mail, internet, intranet, telephone lines, computers, facsimile machines, voicemail, virtual meeting and communication platforms, radio, cell phones, and mobile digital terminals.

SECTION 1. COUNTY POLICY OF EQUITY: DISCRIMINATION

Discrimination is the disparate or adverse treatment of an individual (based on or because of any of the protected characteristics as delineated in this Policy).

SECTION 2. COUNTY POLICY OF EQUITY: SEXUAL HARASSMENT

Sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature which meets any one of the following criteria:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;

¹ This may include, but is not limited to conduct, language, comments, gestures, photos, or social media use whether or not taking place in the county workplace or during working hours, if sufficiently connected to the workplace or otherwise jurisdictional to the Policy.

- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- Such conduct has the purpose or effect of unreasonably interfering with the individual's employment or creating an intimidating, hostile, offensive, or abusive working environment, and a reasonable person subjected to the conduct would find that the harassment so altered working conditions as to make it more difficult to perform the job.

SECTION 3. COUNTY POLICY OF EQUITY: HARASSMENT (OTHER THAN SEXUAL)

Harassment is conduct which has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, offensive, or abusive work environment (based on or because of any of the protected characteristics delineated in this Policy).

SECTION 4. COUNTY POLICY OF EQUITY: THIRD-PERSON HARASSMENT

Third-person harassment is indirect harassment of a bystander, even if the person engaging in the conduct is unaware of the presence of the bystander. When an individual engages in potentially harassing behavior, that person assumes the risk that someone may pass by or otherwise witness the behavior. The County considers this to be the same as directing the harassment toward that individual.

SECTION 5. COUNTY POLICY OF EQUITY: INAPPROPRIATE CONDUCT TOWARD OTHERS

Inappropriate conduct toward others is any conduct (based on or because of any of the protected characteristics delineated in this Policy) when such conduct reasonably would be considered inappropriate for the workplace.

This provision is intended to stop inappropriate conduct based on a protected characteristic or activity before it rises to the level of discrimination, sexual harassment, retaliation, or harassment under the Policy.

As such, the conduct need not meet legally actionable state and/or federal standards to violate this Policy. An isolated derogatory comment, joke, racial slur, sexual innuendo, etc., may constitute conduct that violates this policy. Similarly, the conduct need not be unwelcome to the party against whom it is directed; if the conduct reasonably would be considered inappropriate by the County for the workplace, it may violate this Policy.

SECTION 6. COUNTY POLICY OF EQUITY: RETALIATION

This Policy prohibits retaliation. Retaliation for the purposes of this Policy is an adverse employment action against another for: 1) reporting a protected incident; 2) filing a complaint of conduct or opposing conduct that violates this Policy or related State or Federal law; or 3) participating in an investigation, administrative proceeding or otherwise exercising their rights or performing their duties under this Policy or related State or

Federal law. Retaliatory conduct not rising to a violation of this provision may nonetheless violate the Inappropriate Conduct Toward Others policy provision, as mentioned above.

SECTION 7. COUNTY POLICY OF EQUITY: DUTY TO COOPERATE

All County employees are responsible for cooperating fully in any administrative investigation related to this Policy in accordance with County Policies, Procedures, and Guidelines (PPG) 910. Interview cooperation at the complaint and investigation stages ensures accurate information is obtained.

SECTION 8. NO RETALIATION

This Policy absolutely prohibits retaliation. No County employee will be subjected to an adverse employment action for: making a complaint of conduct, or opposing conduct that potentially violates this Policy, or cooperating in any administrative investigation or otherwise preventing prohibited practices or performing duties under this Policy. The County will take corrective administrative action to prevent retaliation, including the imposition of appropriate discipline to any County employee who engages in retaliation.

SECTION 9. CONFIDENTIALITY

The County shall maintain all complaint-related information in confidence to the extent possible given the obligation to conduct a full and fair investigation and to the extent permitted by law. For more information concerning confidentiality, County workforce members should contact the CISU.

SECTION 10. COUNTY POLICY OF EQUITY: DUTIES OF SUPERVISORS AND MANAGERS

Supervisors and managers have an affirmative duty to report potential violations of this Policy to the County Intake Specialist Unit (CISU). Supervisors and managers also have additional duties and responsibilities as detailed in the procedures associated with this Policy.

Supervisors and managers, for purposes of the Policy include: any member of the County workforce regardless of job description or title, having authority, in the interest of the employer, to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward, or discipline other employees, or responsibility to direct them, or to adjust their grievances, or effectively to recommend such action, if, in connection with the foregoing, the exercise of this authority is not of a merely routine or clerical nature, but requires the exercise of independent judgment.

SECTION 11. DUTY OF ALL SUPERVISORS AND MANAGERS TO REPORT

Supervisors and managers have an affirmative duty to report potential violations of the Policy. Supervisors and managers are required to report potential violations of the Policy to the CISU as provided below even when a complaining or reporting party requests that no action be taken. Supervisors and managers remain responsible under this provision if

the reporting has been delegated and a report is not made as set forth below. The supervisor or manager shall:

- Within a reasonable time under the circumstances, notify the CISU of the incident(s) or complaint and any initial steps taken by the supervisor or manager; and
- Complete a County Policy of Equity Report/Notification form ("CPOE Report Form") with the CISU.
 - The CISU encourages the filing of CPOE Report forms via website at <https://ceop.lacounty.gov>.

SECTION 12. ADDITIONAL DUTIES OF ALL SUPERVISORS AND MANAGERS

Supervisors and managers are also responsible for:

- Being aware of, abiding by and understanding the Policy and Procedures, as well as any modifications that may be made to them;
- Actively monitoring the work environment to ensure that conduct that potentially violates the County Policy of Equity is not occurring;
- Informing County workforce members under their supervision of the types of behavior prohibited, and the County's procedures for reporting and resolving complaints arising under the Policy;
- To the extent reasonable, stopping conduct that potentially violates the Policy and taking appropriate administrative action regardless of whether the involved County employees are within their line of supervision; and
- If a situation requires separation of the involved parties, particular care must be taken to avoid actions that punish the complaining party. (Note: Supervisors and managers are not required to place themselves in physical harm's way to separate the parties.)

Supervisors and managers have the foregoing duties regardless of whether a complaint has been made.

SECTION 13. ADDITIONAL DUTIES OF DEPARTMENT HEADS

In addition to the duties described above, Department Heads have the following duties:

- Ensuring that the Policy is disseminated to all employees within the Department; and
- Ensuring that each County workforce member is provided access to a computer or mobile device capable of utilizing the County's online CPOE reporting portal, and reasonable time to make use of the portal or file a CPOE Report form, and ensuring that blank CPOE Report forms are maintained in a prominent and

accessible place. It is the further duty of the Department Head to ensure that the location, availability, and purpose of the computer portal or mobile device and the CPOE Report forms are made known to all department members.

EXAMPLES OF CONDUCT THAT MAY VIOLATE THIS POLICY

Depending on the facts and circumstances, below are examples of conduct that may violate this Policy. Please be advised that this list is not exhaustive:

- Posting, sending, forwarding, soliciting or displaying in the workplace any materials, documents or images that are, including but not limited to, sexually suggestive, racist;
- Verbal conduct such as whistling and cat calls, using or making lewd or derogatory noises or making graphic comments about another's body, or participating in discussions about sexual experiences and/or desires;
- Verbal conduct such as using sexually, racially or ethnically degrading words or names, using or making racial or ethnic epithets, slurs, or jokes;
- Verbal conduct such as comments or gestures about a person's physical appearance which have a racial, sexual, disability-related, religious, age or ethnic connotation or derogatory comments about religious differences and practices;
- Physical conduct such as touching, pinching, massaging, hugging, kissing, rubbing the body or making sexual gestures;
- Visual conduct such as staring, leering, displaying or circulating sexually suggestive objects, pictures, posters, photographs, cartoons, calendars, drawings, magazines, computer images or graphics;
- Sexual advances or propositions, including repeated requests for a date;
- Adverse employment actions like discharge and/or demotion based on or because of any of the protected characteristics delineated in this Policy.

REPORTING POTENTIAL VIOLATIONS OF THIS POLICY

Any member of the County workforce who believes they have been subjected to conduct that potentially violates this Policy has the right to, without undue obstruction or interference, report the potential violation to:

- A supervisor or manager, regardless of whether the County workforce member is directly supervised by that person. As noted above, supervisors and managers have an affirmative duty to report potential violations of this Policy to the CISU. Supervisors and managers also have additional duties and responsibilities as detailed in the procedures associated with this Policy.

- The County Intake Specialist Unit (CISU). The CISU may be reached as follows:
 - Website: <https://CEOP.lacounty.gov>;
 - By phone: **1-855-999-CEOP (2367)** or
 - Visiting the CISU located at: Kenneth Hahn Hall of Administration, 500 West Temple Street, Room # B-26, Los Angeles, CA 90012, during the hours of 8 am to 5 pm, Monday through Friday.

Any non-supervisory member of the County workforce who believes they have knowledge of conduct that potentially violates this Policy is also strongly encouraged to report the matter.

INVESTIGATIVE PROCESS AND CORRECTIVE ACTION

All complaints filed under the Policy will undergo a fair, complete, and timely investigation, followed by reasonable conclusions drawn from the evidence collected. The scope of each investigation shall be determined by the facts presented. The County will take appropriate corrective action if misconduct is revealed, including, but not limited to, counseling, training, written warning, written reprimand, suspension, demotion, or discharge.

County Intake Specialist Unit

The CISU is an initial point of contact for County employees who wish to report a potential violation of the Policy. County employees are not required to identify themselves when contacting the CISU. The CISU also functions as a specialized resource for all County employees concerning the CPOE and these procedures. The CISU shall respond to inquiries, including anonymous inquiries, about the Policy and procedures and provide information to County employees about, among other things, their rights and responsibilities and complaint and investigation procedures concerning administrative equity matters. If a caller provides enough information to indicate a potential violation of the Policy, the CISU shall complete the CPOE Report Form and inform the caller of this fact.

The CISU shall be responsible for conducting an initial investigation of the CPOE Report Form/complaint to determine the appropriate course of action based on the designations below:

- "A" designation indicates that, based on the initial intake investigation, it is determined that there has been/is a potential violation of the County Policy of Equity, which rises to a level requiring a further investigation by the County Equity Investigations Unit (CEIU);
- "B" designation indicates that, based upon the initial intake investigation, the County Intake Specialist Unit (CISU) has determined that although the situation may involve, or appear to involve, an equity issue, the situation does not rise to the level of a potential violation of the County Policy of Equity and/or require a further investigation by the CEIU;

- "C" designation indicates that, based upon the initial intake investigation, the CISU has determined that there is no equity issue involved;
- "A/E" "B/E" "C/E" designation indicates that the initial intake investigation reveals that a discrimination, harassment, and/or retaliation complaint was received by County from an external agency, such as the California Department of Fair Employment and Housing (DFEH), and/or from the U.S. Equal Employment Opportunity Commission (EEOC); and
- "N" designation indicates a non-jurisdictional incident.

The CISU may contact the complainant during the investigation if there is a reasonable basis to believe retaliation is occurring. The CISU shall make prompt notification to the appropriate parties if an issue of retaliation is revealed.

The County Equity Investigations Unit

The County Equity Investigations Unit (CEIU) is responsible for timely, fully and fairly investigating CPOE Report Forms/complaints of conduct that potentially violate the Policy or procedures. CEIU investigations shall be as confidential as reasonably possible, and consistent with the County's obligation to conduct a full, fair and impartial investigation.

The completed investigation is submitted to the County Equity Oversight Panel (CEOP) for review.

The County Equity Oversight Panel

The CEOP is an independent oversight body which, in accordance with the procedures described in this section, shall have authority and be responsible for reviewing CEIU investigations and making recommendations to County Department Heads concerning the disposition and discipline recommended. The CEOP shall meet as needed to discuss and review each CEIU investigation.

The review process shall consist of the following steps:

The CEOP shall review each CEIU investigation and have the opportunity to question the CEIU investigator(s) who conducted the investigation. The involved Subject's Department Head, designee, or other appropriate representative shall attend the briefing². After the briefing, the CEOP shall recommend appropriate dispositions and discipline, if discipline is warranted.

- The CEOP shall meet to read, review and discuss each CEIU investigation;
- In all cases, the CEOP may direct the CEIU to conduct further investigation. If

² The CEOP briefing is an informal yet structured meeting between members of the CEOP and the appropriate Departmental representatives, during which the facts of the investigation(s) are discussed. At the conclusion of the briefing, the CEOP provides case disposition(s) and disciplinary recommendation(s).

further investigation is directed, another briefing shall be held in accordance with this section after the investigation; and

- The Executive Director of the CEOP shall communicate the Panel's recommendations to the involved Department. When required, the involved Department shall issue all required notifications to the Subject or, where appropriate, inform the parties to the complaint that the complaint was substantiated, unsubstantiated, or inconclusive.

DUE PROCESS, GRIEVANCE AND APPEAL RIGHTS

County Employee Rights

All applicable County employee due process, grievance and appeal rights remain intact under this Policy and Procedures.

Represented County employees may grieve disciplinary actions according to the terms of applicable memoranda of understanding ("MOU") negotiated by the Department and the union representing said members. As such, these MOUs may require separate or additional procedures according to their respective terms.

Appeals to Civil Service Commission

County Employees may also appeal final determinations of discipline to the Civil Service Commission in accordance with the Civil Service Rules. The Department shall notify the Executive Director of the County's Equity Oversight Panel of a settled Civil Service Commission case.

ADDITIONAL DEPARTMENTAL DUTIES

Departments must provide timely status notifications related to all disciplinary County Equity Oversight Panel recommendations, to enhance accountability and oversight of the Panel recommendations process. Specifically, Departments shall provide regular status updates to the Executive Director of the CEOP (EDCEOP) regarding:

- Disciplinary action imposed, as recommended by the Panel (along with date of imposition to monitor timeliness of the disciplinary process);
- Decisions not to take disciplinary action or to take a lesser form of corrective action than that recommended by the Panel;
 - Note: All Department Heads or designees shall promptly communicate, in writing, to the EDCEOP, the factual basis for any decision not to follow the recommendations of the County Equity Oversight Panel.
- Alterations to Panel-recommended disciplinary action taken, as a result of, but not limited to, Skelly proceedings, appeals processes (including Civil Service proceedings), and arbitrations.

Information collected regarding adherence to County Equity Oversight Panel recommendations may be reported to County Counsel, the Board of Supervisors, and/or the Department of Human Resources.

EXTERNAL COMPLAINT MONITORING

All members of the County workforce may also contact the California Department of Fair Employment and Housing (DFEH) by calling (800) 884-1684 or visiting their website at www.dfeh.ca.gov; and/or may contact the U.S. Equal Employment Opportunity Commission (EEOC) by calling (213) 894-1000 or (800) 669-4000 or visiting their website at www.eeoc.gov.

The CEIU shall receive and process all external discrimination, harassment, and/or retaliation complaints. A Department in receipt of an external discrimination, harassment and/or retaliation complaint shall forward the complaint to the CEIU for processing. The CEIU will file the complaint with the CISU for preliminary investigation and designation under the Policy. The CEIU shall make any required contact, communication and/or closure with the involved external entity.

RESPONSIBLE DEPARTMENT

Executive Office of the Board of Supervisors

County Department of Human Resources

DATE ISSUED/SUNSET DATE

Issue Date: July 1, 2011

Review Date: July 16, 2015

Review Date: June 6, 2017

Review Date: June 25, 2019

Review Date: September 14, 2021

Sunset Date: July 1, 2015

Sunset Date: July 1, 2019

Sunset Date: July 1, 2021

Sunset Date: October 1, 2021

Sunset Date: October 1, 2023

Attachment D1:
Pursuit of Position - CA Budget
FY 2025-26: Early Care and Education
(Alternative Rate Methodology)

RECOMMENDED PURSUIT OF POSITION – CALIFORNIA BUDGET FY 2025-26: EARLY CARE AND EDUCATION

Introduction

The Policy Roundtable for Child Care and Development Commission (Policy Roundtable) firmly believes that all young children in Los Angeles County have an undeniable right to develop and thrive without explicit and implicit bias. Due to structural inequity, all legislation and policies should be examined through an equity lens to build a system where all children have access to high quality affordable early care and education (ECE). With this as a core value, the Policy Roundtable recommends that the Board of Supervisors adopt the following proposed pursuit of position to increase access to and strengthen the ECE system:

- **Establish by July 1, 2025 an alternative rate methodology that reimburses ECE providers the true cost of providing state-subsidized child care based on Federal requirements; implement the new reimbursement rate structure by summer 2025; and allocate ongoing funding for the new reimbursement rate structure**

This document provides a brief analysis of the proposed policy position and justification. It concludes with the recommended pursuit of position and demonstrates consistency with existing Los Angeles County legislative policies.

Summary Analysis of Proposed Establishment and Implementation of Alternate Rate Methodology

The current child care subsidy reimbursement rates do not cover the full cost of operating ECE programs serving income eligible families. As a result, early educators earn inadequate wages and have few benefits thereby driving early educators away from the profession, as well as deter new people from entering the ECE workforce. In California, 65 percent of the ECE workforce are women of color.¹ According to the Bureau of Labor Statistics, in 2023 California was home to more than 37,000 child care workers and the average annual salary for this workforce was \$40,060.² By comparison, the living wage in Los Angeles County for a single adult with one child is \$101,200.³ The California ECE Workforce Study also found that in 2023, 50 percent of early educators in family child care homes, 38 percent of Assistants/Aides in early education centers, and 29 percent of teachers in early education centers participated in at least one or more public assistance programs.⁴

Many families struggle to find the child care they need. In 2023, more than 85% (1.8 million) of California's children eligible for subsidized child care were not accessing these services.⁵ Inadequate reimbursement rates suppress wages causing an ECE workforce shortage and limited supply of programs to meet child care needs of working families.

In June 2024, the California Department of Social Services submitted to the Administration for Children and Families Office of Child Care the state's Child Care and Development Fund (CCDF)

¹ Kim, Y., Austin, L.J.E., & Hess, H. (2024). The Multilayered Effects of Racism on Early Educators in California: An Examination of Disparities in Wages, Leadership Roles, and Education. Center for the Study of Child Care Employment, University of California, Berkeley. March 23, 2024 <https://cscce.berkeley.edu/publications/report/effects-of-racism-on-california-early-educators>

² U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics Query System. March 2, 2025 <https://data.bls.gov/oes/#/occGeo/One%20occupation%20for%20multiple%20geographical%20areas>

³ Living Wage Calculation for Los Angeles County, California. (2025). Massachusetts Institute of Technology. March 2, 2025 <https://livingwage.mit.edu/counties/06037>

⁴ Muruvi, W., Powell, A., Kim, Y., Coperman Petig, A., and Austin, L., The Economic Well-Being of Early Educators in California (2024). Center for the Study of Child Care Employment, University of California, Berkeley. March 2, 2025 <https://cscce.berkeley.edu/wp-content/uploads/2024/10/CA-economic-wellbeing-2024-1.pdf>

⁵ Pryor, L. and Schumacher K., The Unmet Need for Child Care Remains Staggeringly High (2025). California Budget & Policy Center. March 2, 2025 <https://calbudgetcenter.org/resources/the-unmet-need-for-child-care-remains-staggeringly-high/>

Plan Federal Fiscal Years 2025-2027. The CCDF Plan outlined the process and agreements prescribed in state statute (SB 140) to transition from using the market rate survey reimbursement rate structure (how much parents can afford to pay) to a single rate structure that was determined by an alternative methodology. The CCDF Plan specified that by July 1, 2025 “rates informed by the alternative methodology will be set.”⁶ The alternative reimbursement rate methodology is based on a “cost estimation model”; thus, paving the path for reimbursement rates to move closer toward covering the true cost of care and providing higher wages.

Justification

The State of California has committed to transition how it calculates its subsidized child care reimbursement rates from a market-based approach to a cost-based model. This is a positive step forward to closing the gap between expenses and revenue, addressing long standing inequities in the system, and stopping the cycle of early educators continually receiving low wages. Implementation of the single rate structure establishes the parameters of the reimbursement rates and does not dictate the amount of funding to appropriate in the budget. The percentage of rates that will be paid to providers is determined through a separate budget process. Organizations requesting implementation of the single rate reimbursement structure using the alternative reimbursement rate methodology by summer 2025 are listed below:

1. California Legislative Women’s Caucus
2. Early Care and Education Coalition
3. SEIU – Child Care Providers United

Recommended Pursuit of Position – Support

The Policy Roundtable, with input from the Joint Committee on Legislation, recommends the following position to support in order to increase access to high-quality ECE services:

- Establish by July 1, 2025 an alternative rate methodology that reimburses ECE providers the true cost of providing state-subsidized child care based on Federal requirements; implement the new reimbursement rate structure by the summer of 2025; and allocate ongoing funding for the new reimbursement rate structure

County Legislative Policy

These positions are consistent with the Los Angeles County 2025 State Legislative Agenda:

Human Services

- Increase access to high-quality early care and education services provided by a qualified and well compensated workforce.

Equity

- Address and combat discrimination based on age, disability, disease status, gender identity, language, immigration status, national origin, race, religion, sex, sexual orientation, or other protected characteristics.

Supporting Materials

The recommended pursuit of position is consistent with positions adopted by the following statewide entities:

1. California Legislative Women’s Caucus: Legislative Women’s Caucus Support for Child Care Rate Reform and Slots in the 2025 Budget Act. February 12, 2025 (attached)
2. Early Care and Education Coalition: Alternative Methodology Advocacy Letter. February 5, 2025 (attached)

⁶ Child Care and Development Fund (CCDF) Plan for California FFY 2025-2027, pg. 55. March 2, 2025
https://www.cdss.ca.gov/Portals/9/CCDD/CCDF_2025-2027_CCDF_Approved.pdf

3. SEIU – Child Care Providers United: CCPU Implementation Report Response. February 27, 2025 (attached)

Acknowledgement of Current LA County Positions

The Policy Roundtable applauds the Board of Supervisors' leadership to approve Supervisor Holly Mitchell's Motion titled "Los Angeles County Early Care and Education Child Care Windstorm and Wildfire Recovery Efforts" (2/18/2025) that recognizes the County "needs to take aggressive steps" to support ECE programs impacted by the January 2025 windstorms and wildfires. More than 330 ECE programs were impacted by these weather events resulting in a loss of 2,802 ECE spaces. The California Legislative Women's Caucus, ECE Coalition, and SEIU Child Care Providers United released positions that request ECE programs receive dedicated funding and supports to recover from the wildfires and that funding and support should be equitably distributed to ensure Los Angeles' most vulnerable communities can rebuild and thrive. Pursuant to Supervisor Mitchell's Motion, the Board of Supervisors directed Los Angeles County's Chief Executive Office, "through the Legislative Affairs and Intergovernmental Relations Division, to support State budget proposals, legislation and other administrative efforts to meet the needs of child care providers affected by the wildfires, including but not limited to health and safety assessments and remediation for child care facilities." Los Angeles County's support for these policies are critical to ensuring these communities rebuild child care capacity to serve families and have the building blocks for economic recovery.

Additional Sources

- Child Care and Development Fund (CCDF) Plan for California FFY 2025-2027, pg. 55. March 2, 2025 https://www.cdss.ca.gov/Portals/9/CCDD/CCDF_2025-2027_CCDF_Approved.pdf
- Child Care Portfolio. (2023). California Child Care Resource and Referral Network. March 2024 https://rrnetwork.org/research/child_care_portfolio
- Kim, Y., Austin, L.J.E., & Hess, H. (2024). The Multilayered Effects of Racism on Early Educators in California: An Examination of Disparities in Wages, Leadership Roles, and Education. Center for the Study of Child Care Employment, University of California, Berkeley. March 23, 2024 <https://cscce.berkeley.edu/publications/report/effects-of-racism-on-california-early-educators>
- Living Wage Calculation for Los Angeles County, California. (2025). Massachusetts Institute of Technology. March 2, 2025 <https://livingwage.mit.edu/counties/06037>
- Millions of Californians Are Struggling to Make Ends Meet. California Budget and Policy Center. March 22, 2024 <https://calbudgetcenter.org/resources/millions-of-californians-are-struggling-to-make-ends-meet/>
- Muruvi, W., Powell, A, Kim, Y., Coperman Petig, A., and Austin, L., The Economic Well-Being of Early Educators in California (2024). Center for the Study of Child Care Employment, University of California, Berkeley. March 2, 2025 <https://cscce.berkeley.edu/wp-content/uploads/2024/10/CA-economic-wellbeing-2024-1.pdf>
- Poverty Rapidly Increased for California's Youngest Children, California Budget and Policy Center. March 20, 2024 <https://calbudgetcenter.org/resources/poverty-rapidly-increased-for-californias-youngest-children/>
- Pryor, L. and Schumacher K., The Unmet Need for Child Care Remains Staggeringly High (2025). California Budget & Policy Center. March 2, 2025 <https://calbudgetcenter.org/resources/the-unmet-need-for-child-care-remains-staggeringly-high/>
- SEIU Child Care Providers United Letter to Candace Hyatt (January 23, 2025)

- U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics Query System. March 2, 2025
<https://data.bls.gov/oes/#/occGeo/One%20occupation%20for%20multiple%20geographical%20areas>



February 12, 2025

The Honorable Gavin Newsom
Governor of the State of California
1021 O Street, Suite 9000, Sacramento, CA 95814

The Honorable Mike McGuire
President Pro Tempore, California State Senate
1021 O Street, Suite 8518, Sacramento, CA 95814

The Honorable Robert Rivas
Speaker, California State Assembly
1021 O Street, Suite 8330, Sacramento, CA 95814

The Honorable Scott D. Wiener
Chair, Senate Budget and Fiscal Review Committee
1020 N Street, Room 502, Sacramento, CA 95814

The Honorable Jesse Gabriel
Chair, Assembly Budget Committee
1021 O Street, Suite 8230, Sacramento, CA 95814

Re: Legislative Women's Caucus Support for Child Care Rate Reform and Slots in the 2025 Budget Act

Dear Budget Leaders:

Over the last several years, we have appreciated the strong partnership between the Legislative Women's Caucus (LWC), Governor Newsom and legislative budget leaders to support workers in their quest to strengthen the child care workforce, which drives California's economy by allowing parents to work and ensuring their children are in a safe, affordable, and quality learning environment. We appreciate the Governor's proposed balanced funding plan that preserves the state's fiscal stability while protecting key investments, including commitments to maintain funding for state-subsidized child care programs and implement 146,000 new child care slots and believe this offers a great start to this year's budget negotiations.

For over a decade, the LWC has been at the forefront of advocating for the State to improve access to affordable child care and ending poverty wages amongst the child care workforce. This is both because of the outsized impact child care has on the lives and economic stability of California working women and because over 95% of the workforce are women. Simply put, California women do better when there is a strong and stable child care system.

The LWC is requesting that the Budget Act include funding to secure California's existing child care service system and stabilize the industry for future growth and expansion to serve children and their families. **To achieve this goal, we request the following actions:**

- Secure a summer implementation of the new reimbursement structure to be based on the true cost of providing child care, with plans for regular updates as required in the federal Child Care and Development Block Grant, including a specific date of enactment of the new reimbursement structure.
- Ensure that the new reimbursement structure, to be achieved through an agreement between California and the Child Care Providers United Union, is applied to all providers.
- Certify the commitment to 200,000 new child care spaces as agreed upon in the 2024-25 Budget Act.

Additionally, in light of the recent fires in Los Angeles, **we request the following action from the Administration to ensure California is prepared to support families and providers in the event of future disasters.** Specifically, the trailer bill would ensure state agencies immediately implement the following provisions:

- Seamless, enrollment-based payments to child care providers in the disaster area.
- Allow families residing in the disaster area who receive subsidized child care flexibility to select alternative care.
- Flexibility for existing licensees to quickly receive an expedited emergency license when they open an alternate site.

California must take the necessary steps to invest in the future of our state's child care system and follow through on commitments made in previous budget years. These simple but impactful priorities will ensure full implementation of the agreements made between the Administration and the LWC over the past five years, stabilize the existing child care workforce and supply, and increase access to child care services for working women. Simply put, by achieving the budget goals we have presented here, this year's budget act will be pivotal in securing the child care system we all believe in and we all have worked so hard to achieve.

We look forward to partnering with you to improve the lives of California's children, families, and essential child care providers.

If you have any questions or concerns, don't hesitate to contact our consultants, Sulema Landa, at Sulema.Landa@asm.ca.gov, or Margaret Hanlon-Gradie, at Margaret.Hanlon-Gradie@sen.ca.gov.

Sincerely,



Cecilia Aguiar-Curry, Chair
Assemblymember, 4th District



Monique Limón, Vice Chair
Senator, 21st District



February 27, 2025

Child Care is Essential

Max Arias

CCPU Chairperson
Executive Director
SEIU Local 99

Johanna Hester

CCPU Vice-Chair
Assistant Executive Director
UDW/AFSCME Local 3930

Riko Mendez

CCPU Secretary Treasurer
CEO, SEIU Local 521

The Honorable Mike McGuire
President Pro Tempore, California
State Senate
1021 O Street, Suite 8518
Sacramento, CA 95814

The Honorable Scott D. Wiener
Chair, Senate Budget and Fiscal
Review Committee
1020 N Street, Room 502
Sacramento, CA 95814

The Honorable Dr. Corey A. Jackson
Chair, Assembly Budget
Subcommittee #2
1021 O Street, Suite 8230
Sacramento, CA 95814

The Honorable Cecilia M. Aguiar-Curry
Chair, Legislative Women's Caucus
1021 O Street, Suite 8210
Sacramento, CA 95814

The Honorable Robert Rivas
Speaker, California State Assembly
1021 O Street, Suite 8330
Sacramento, CA 95814

The Honorable Jesse Gabriel
Chair, Assembly Budget Committee
1021 O Street, Suite 8230
Sacramento, CA 95814

The Honorable David A. Alvarez
Chair, Assembly Budget
Subcommittee #3
1021 O Street, Suite 8230
Sacramento, CA 95814

The Honorable Monique Limón
Vice Chair, Legislative Women's
Caucus
1021 O Street, Suite 8210
Sacramento, CA 95814

RE: CCPU Implementation Report Response

Dear President Pro Tempore McGuire; Speaker Rivas; Chairs Wiener, Gabriel, Jackson, Alvarez, and Aguiar-Curry; and Vice Chair Limón:

Child Care Providers United (CCPU) has reviewed the "Implementation of the Single Rate Structure for Subsidized Child Care and Preschool: Report to the Legislature" (the Report) submitted on January 7, 2025. CCPU responds to the Report as follows:



The Report claims that CDSS and CDE are “fully engaged in planning for implementation” (at page 6), yet fails to describe the nature of such engagement. In fact, to date, CDSS and CDE have not meaningfully engaged with CCPU regarding the implementation of policies and other matters within the scope of representation, despite CCPU's repeated and continuing attempts to do so. Also, the Report does not estimate costs and timelines to implement the Cost of Care rate structure, as mandated by the Legislature.

The July 1, 2025 implementation date for the cost of care alternative methodology is expressly noted at least 12 times (at pages 3, 5, 7, 9, 35, 36, 37 and 38)). However, the Report also states that this deadline will likely not be met, and attempts to shift blame for this to the Legislature and its budget process (at pages 3, 35 and 37). The Report contains a long list of work that needs to be done, including steps that are unnecessary, such as reaching agreement on values/selection points of each cost model variable (at page 18), rather than what must be done to move to the cost of care on a timeline that meets the urgency of families in California.

The Report acknowledges that “if the new reimbursement rates informed by alternative methodology do not take effect on July 1, 2025, CDSS must provide the Legislature with a timeline for transitioning from current rates to the new single rate structure, and further stipulates that ‘rates established as part of the transition timeline . . . shall be, at minimum, equivalent to the reimbursement rates established pursuant to current law, inclusive of the monthly Cost of Care Plus rates.’ ” (at page 37). The Report also accurately states that the rates established as part of such transition timeline “will be ... **through the collective bargaining process for family child care providers**” (at page 38, emphasis added here). To this end, CCPU submitted a written proposal to the State on October 15, 2024. To date, the State has only engaged CCPU superficially on the transition timelines and rates, and has not provided a counterproposal or other substantive reply. The timeline for full implementation of the new rate structure, as summarized in Chart 1 (at page 36) is based on arbitrary criteria and time estimates, and will be determined in fact by the progress made in reaching agreement with CCPU in bargaining.

The Report makes it clear that the State does not have a rational plan for moving from the current, broken RMR payment methodology to the alternative Cost of Care methodology. Following multiple requests from CCPU to initiate negotiations necessary to proceed with the transition to the Cost of Care methodology, the parties met on December 8-9, 2024, and CCPU made proposals in writing to restructure the current subsidy reimbursement rates, and the associated funding, to be applied to family child care providers consistent with the ACF-approved Single Rate Structure, and the implementation thereof. To date, the State has not offered a substantive reply to these initial CCPU proposals. CCPU contends, as a matter of fact, that the determination of an implementation timeline (including available funding for this purpose) can not be accomplished in a meaningful way until the parties have reached an agreement about the substance of the primary components and structure of the Cost of Care alternative methodology.

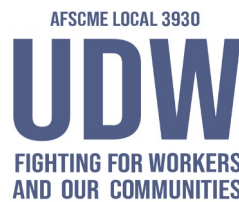
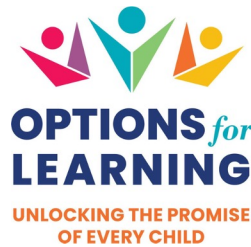
Given the concerns raised above, CCPU requests support from the Legislature for the following:

1. Require the Administration (specifically DSS and CDE) to create with CCPU a specific implementation timeline to transition to the Cost of Care alternative methodology, including the timeline for negotiating temporary rates beginning July 1, 2025;
2. Encourage the Administration to act with urgency to engage in meaningful negotiations with CCPU on all mandatory bargaining subjects regarding the transition to the Cost of Care alternative methodology;
3. Appropriate sufficient funding to initially implement the Cost of Care alternative rates, as well as continuing appropriate, negotiated temporary rates until the new rates are in place.

Sincerely,

A handwritten signature in black ink that reads "Alexa Frankenberg". The signature is written in a cursive, flowing style.

Alexa Frankenberg
Executive Director
Child Care Providers United (CCPU)



February 5, 2025

Governor Newsom
State of California
303 10th St Suite 1173
Sacramento, CA 95814

Tony Thurmond
State Superintendent of Public Instruction
1430 N Street, Suite 5000
Sacramento, CA 95814

Pro Temp McGuire
California State Senate
1021 O St., Suite 8518
Sacramento, CA 95814

Speaker Rivas
California State Assembly
1021 O St., Suite 8330
Sacramento, CA 95814

The Early Care and Education (ECE) Coalition envisions child care and early childhood education systems that serve and meet the diverse needs of all children, families, and ECE professionals, especially Black, Latinx, Indigenous people, and others harmed by systemic racism and additional injustices. These systems will justly compensate all who serve children and families and will integrate culturally, developmentally, and linguistically relevant, responsive, and affirming high-quality care and education for children, inclusive of children with disabilities.

The Coalition advocates for state budget investments and policies that aim to promote equity by serving the highest-need children first. We hold ourselves accountable for ensuring the investments, policies, and research we advance are anti-racist and will liberate all children and families. To do this, the Coalition follows and uplifts the expertise and stories of families and ECE professionals.

The ECE Coalition requests that the budget act include:

- **Implementing a cost-based rate system** that reimburses ECE providers the true cost of care of a **child's authorized enrollment**, based on the Federal requirements, **and** allocating **ongoing funding** for the new rate system.
- Prioritizing the release of **additional ECE spaces**.
- Ensuring ECE programs receive dedicated funding and support to **recover from the devastating LA wildfires**. Funding and support should be equitably distributed to ensure LA's most vulnerable communities can rebuild and thrive.

California pays ECE providers for delivering publicly-funded ECE services to families, but state policies have underpaid these providers for too long. Fortunately, providers, advocates, Governor Newsom, the Legislative Women's Caucus, and the Legislature have worked to address the systemic inequalities built into the ECE rate structure. Under current law, ECE providers set their fees based on **how much families can afford to pay**. The State then sets a percentage of that fee to "reimburse" child care providers who care for children in families with lower incomes. This amount **does not cover the full cost of providing** enriching care to our children.

Significant State dollars have been invested to improve families' access to publicly-funded ECE services. Unfortunately, as the Legislature and Administration have recognized, the cost of living has significantly increased in California and nationwide. Today, 1.8 million California children, the majority of whom are children of color, are eligible for publicly funded ECE services but do not have access.

Since World War II, California has provided children and families with publicly-funded ECE programs. The Legislature, particularly the Legislative Women's Caucus, has championed increasing investments in ECE for decades. Governor Newsom was the first California Governor to champion investing in ECE, developing the state's first **Master Plan for Early Learning and Care that calls for updating how the state pays providers to reflect the actual cost of care.**

California's ECE system has made significant investments over the last six years by: committing to 206,800 additional ECE spaces, two successful collective bargaining contracts between CCPU and the state including Cost of Care Plus monthly payments for subsidy providers, implementing equitable family fees, universal transitional kindergarten, and advancing a multitude of policy reforms to improve children's and families' access to care. Over the same period, other states have implemented universal preschool programs and surpassed California's investments in ECE by adopting dedicated funding streams for ECE, offering universal child care to families under 400% of the poverty level, adopting a reimbursement rate system that covers the full cost of providing care, and establishing [ECE as a constitutional right](#). Moreover, we must prioritize ECE providers as LA recovers and rebuilds from the fires. Before the fires, LA parents were struggling to find ECE programs. Without additional support to reopen or establish a program, we cannot expect ECE providers to have the capacity to reopen.

2025 is the year for California to lead the nation again in ECE by embracing the priorities highlighted above. We look forward to working with you this session to once again make California the national leader in ECE!

Sincerely,

Members of the ECE Coalition

Cc:

Joe Stephenshaw, Director, Department of Finance
Jennifer Troia, Director, Department of Social Services
Senator Scott D. Wiener, Chair, Senate Budget Committee; Chair Legislative Women's Caucus
Senator Akilah Weber-Pierson, M.D, Chair, Senate Budget Sub. 3 Committee on Health and Human Services
Assemblymember Jesse Gabriel, Chair, Assembly Budget Committee
Assemblymember Dr. Corey Jackson, Chair, Assembly Budget Sub. 2 Committee on Human Services
Assemblymember David Alvarez, Chair, Assembly Budget Sub. 3 Committee on Education Finance

Attachment D2:
Pursuit of Position - Legislation Session
2025-26: Early Care and Education
(Immigration Protection for Children in ECE)

RECOMMENDED PURSUIT OF POSITION – LEGISLATION SESSION 2025-26: EARLY CARE AND EDUCATION

Introduction

The Policy Roundtable for Child Care and Development Commission (Policy Roundtable) firmly believes that all young children in Los Angeles County have an undeniable right to develop and thrive without explicit and implicit bias. Due to structural inequity, all legislation and policies should be examined through an equity lens to build a system where all children have access to high quality affordable early care and education (ECE). With this as a core value, the Policy Roundtable recommends that the Board of Supervisors adopt the following proposed pursuit of position to increase access to and strengthen the ECE system:

- **Support AB 49 and similar measures that strengthen protections for immigrant children in California by prohibiting immigration enforcement officers from entering schools and child care facilities without proper legal authorization.**

This document provides a brief analysis of the proposed policy position and justification. It concludes with the recommended pursuit of position and demonstrates consistency with existing Los Angeles County legislative policies.

Summary Analysis of Proposed Legislation

Nearly 50% of Los Angeles County child care providers are immigrants and one in two children in the Los Angeles Metro Area has at least one immigrant parent.^{1,2} California students have the right to attend public school in the State free from discrimination, harassment, violence, intimidation, and bullying (CA Education Code [EC] 220, 234, et seq.). The threat of immigration enforcement can impair the ability of students, regardless of their immigration status, to thrive and receive an equitable education.³ Deportation threats can negatively impact children's mental and physical health and long-term development as well as the health and well-being of early educators. Assembly Bill (AB) 49, introduced by Assemblymember Muratsuchi, seeks to strengthen protections for immigrant students and their families and ensure federal immigration agents cannot detain undocumented students or their families without proper judicial warrants or legal authority. Specifically, the bill will:

- Prohibit school officials and employees of a local education agency (LEA) from allowing an officer or employee of the United States Immigration and Customs Enforcement (ICE) to enter a school site for any purpose without providing valid identification, a written statement of purpose, and a valid judicial warrant, and receiving approval from the superintendent of the school district or county office of education, or the principal of the charter school, or their designee, as applicable.
- Prohibit, except as required by state or federal law or as required to administer a state or federally supported child care program, employees of a day care center from allowing an officer or employee of ICE to enter the site of the day care center for any purpose without providing valid identification, a written statement of purpose, a valid judicial warrant, and receiving approval from the director of the day care center or their designee.

¹ Ali, U., Brown, J., and Herbst, C., Secure Communities as Immigration Enforcement: How Secure is the Child Care Market? (2024). Journal of Public Economics. March 2, 2025 <https://docs.iza.org/dp15821.pdf>

² Profile of the Foreign-born Population in Los Angeles, California (2023), Vera Institute of Justice. March 2, 2025 <https://vera-institute.files.svdcn.com/production/downloads/publications/profile-of-foreign-born-population-los-angeles-long-beach.pdf>

³ Joy Ee, J. and Gandara, P., Under Siege: The Disturbing Impact of Immigration Enforcement on the Nation's Schools (2020). Immigration Initiative at Harvard. March 2, 2025 https://immigrationinitiative.harvard.edu/wp-content/uploads/2020/01/brief_2_english.pdf

- Require LEAs and day care centers, if the officer or employee of ICE meets those requirements, to limit access to facilities where pupils are not present.
- Provide that, if the Commission on State Mandates determines that the bill contains costs mandated by the state, reimbursement for those costs shall be made pursuant to the statutory provisions noted above.

Justification

AB 49, also known as the California Safe Haven Schools and Child Care Act, reasserts that schools and child care centers continue to be safe and accessible to all California residents regardless of immigration status and that federal immigration agents cannot detain undocumented students or their families on or in the vicinity to school property without proper warrants or legal authority. Passage of AB 49 will: 1) prohibit immigration enforcement officers from entering California schools; 2) require immigration enforcement officers to provide staff with valid identification, a judicial warrant, and a clear statement of purpose; and 3) codify state law to restrict school’s involvement in immigration enforcement activities. Organizations supporting AB 49 are listed below:

1. California Association for Bilingual Education
2. California School Employees Association
3. City of Oakland
4. County of Monterey
5. First 5 Alameda County
6. Japanese American Citizens League – San Jose
7. Los Angeles County Democratic Party
8. Multi-Faith ACTION Coalition
9. Pomona Unified School District

Recommended Pursuit of Position – Support

The Policy Roundtable, with input from the Joint Committee on Legislation, recommends the following position to support in order to increase access to high-quality ECE services:

- Support AB 49 and similar measures that strengthen protections for immigrant children in California by prohibiting immigration enforcement officers from entering schools and child care facilities without proper legal authorization.

County Legislative Policy

This position is consistent with the Los Angeles County 2025 State Legislative Agenda:

Human Services

- Increase access to high-quality early care and education services provided by a qualified and well compensated workforce.
- Increase and expand eligibility, including the elimination of immigration status restrictions, and decrease enrollment barriers, simplify eligibility determination and income reporting requirements, and/or increase automation and information sharing with state agencies.

Equity

- Address and combat discrimination based on age, disability, disease status, gender identity, language, immigration status, national origin, race, religion, sex, sexual orientation, or other protected characteristics.

Supporting Materials

The recommended pursuit of position is consistent with positions adopted by the following local and statewide entities:

1. California Association for Bilingual Education Letter of Support for AB 49. February 19, 2025 (attached)
2. California School Employees Association Letter of Support for AB 49. January 10, 2025 (attached)
3. City of Oakland Agenda Report and Oakland City Council Resolution. March 4, 2025 (attached)
4. County of Monterey Letter of Support for AB 49. January 28, 2025 (attached)
5. First 5 Alameda County Letter of Support for AB 49. February 24, 2025 (attached)
6. Japanese American Citizens League – San Jose Letter of Support for AB 49. February 2, 2025 (attached)
7. Los Angeles County Democratic Party Letter of Support for AB 49. February 18, 2025 (attached)
8. Multi-Faith ACTION Coalition Letter of Support for AB 49. March 4, 2025 (attached)
9. Pomona Unified School District Letter of Support for AB 49. February 3, 2025 (attached)

Additional Sources

- Ali, U., Brown, J., and Herbst, C., Secure Communities as Immigration Enforcement: How Secure is the Child Care Market? (2024). Journal of Public Economics. March 2, 2025 <https://docs.iza.org/dp15821.pdf>
- Joy Ee, J. and Gandara, P., Under Siege: The Disturbing Impact of Immigration Enforcement on the Nation's Schools (2020). Immigration Initiative at Harvard. March 2, 2025 https://immigrationinitiative.harvard.edu/wp-content/uploads/2020/01/brief_2_english.pdf
- Profile of the Foreign-born Population in Los Angeles, California (2023), Vera Institute of Justice. March 2, 2025 <https://vera-institute.files.svdcdn.com/production/downloads/publications/profile-of-foreign-born-population-los-angeles-long-beach.pdf>
- SEIU Child Care Providers United Letter to Candace Hyatt (January 23, 2025)



February 19, 2025

The Honorable Assembly Member Al Muratsuchi
Chair, Assembly Education Committee
1020 N Street, Room 159
Sacramento, CA 95814

Re: AB 49 (Muratsuchi)
Position: Support

Dear Chair Muratsuchi:

The California Association for Bilingual Education (CABE) works to promote bilingual education and quality educational experiences for all students in California. CABE's mission is to support the vision of biliteracy, multicultural competency, and educational equity for all students through the shared values of implementing priorities, initiatives, and services designed to increase California's capacity to create caring and highly effective learning environments that promote multiliteracy and support English learners and all diverse populations.

CABE is pleased to support AB 49 (Muratsuchi), as introduced on December 2, 2024, which would prohibit local educational agency (LEA) school officials and employees from allowing federal Immigration and Customs Enforcement officials from entering a school site for any purpose without providing valid identification, a written statement of purpose, a valid judicial warrant, as well as receiving approval from the superintendent of the district, the county, or the principal of the charter school or their designee. The measure further requires the LEA to limit access to school facilities, as prescribed by law.

CABE believes that California must lead the nation in its vigilant protection and support for the safety and well-being of California's immigrant community who are already facing objectification and are beginning to face harassment and intimidation. Many fear separation from their families, despite their status as citizens or documented residents. Approximately 45 percent of children in our state have at least one immigrant parent. Additionally, 60 percent of children under the age of five speak a language other than English at home, meaning California must create policies that are more purposeful in supporting its students.

This important legislation creates an effective state-wide protocol for handling potentially intrusive and traumatizing activities that can negatively impact all students.

CABE urges your "AYE" vote when this important measure is heard by the Assembly Education Committee. Should you have any questions regarding our request, feel free to reach out to CABE's Legislative Advocate Jennifer Baker at jbaker@m-w-h.com.

Sincerely,



Dr. Edgar Lampkin
CABE Chief Executive Officer



Jenifer Baker
CABE Legislative Advocate

cc: Members of the Assembly Education Committee
Debbie Look, Consultant, Assembly Education Committee
Robert Becker, Consultant, Assembly Republican Caucus



AFL-CIO

California School Employees Association

Governmental Relations
1127 11th St., Suite 346
Sacramento, CA 95814

(916) 444-0598
(800) 867-2026

www.csea.com

Adam Weinberger
Association President

Keith Pace
Executive Director

Member of the AFL-CIO

*The nation's largest
independent classified
employee association*



January 10, 2025

The Honorable Al Muratsuchi
California State Assembly
1021 O Street, Suite 5310
Sacramento, California 95814

Re: AB 49 (Muratsuchi) – SUPPORT

Dear Assemblymember Muratsuchi:

The California School Employees Association, AFL-CIO, supports your Assembly Bill 49, which would prevent immigration enforcement from entering a school site without providing a valid judicial warrant and receiving permission from the superintendent.

We look forward to working with you on this measure. If you have any questions regarding our position, please contact me at (916) 909-4909 or cclopez@csea.com. Thank you.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Carlos Lopez
Legislative Advocate

CL:ct

c: Chris Masami Myers, Interim Director, Governmental Relations



CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

INTRODUCED BY COUNCIL PRESIDENT NOEL GALLO

RESOLUTION IN SUPPORT OF: (1) ASSEMBLY BILL 49 (MURATSUCHI) WHICH WOULD PROHIBIT U.S. IMMIGRATION AND CUSTOMS ENFORCEMENT (ICE) FROM ENTERING SCHOOLS WITHOUT A JUDICIAL WARRANT; (2) ASSEMBLY BILL 421 (SOLACHE), WHICH WOULD PROHIBIT CALIFORNIA LAW ENFORCEMENT PERSONNEL FROM COLLABORATING OR PROVIDING INFORMATION TO FEDERAL AUTHORITIES ENGAGING IN IMMIGRATION ENFORCEMENT NEAR DAYCARE CENTERS, HOUSES OF WORSHIP, AND MEDICAL FACILITIES; AND (3) SENATE BILL 48 (GONZALEZ), WHICH WOULD PROHIBIT ICE FROM CONDUCTING ENFORCEMENT ACTIONS ON SCHOOLS AND AFTER-SCHOOL PROGRAMS WITHOUT A JUDICIAL WARRANT

WHEREAS, the federal administration has made threats regarding mass deportation and has signaled intentions to rescind policies that protect sensitive locations such as schools, hospitals, and places of worship from U.S. Immigration and Customs Enforcement (ICE) enforcement actions; and

WHEREAS, President Donald Trump has repeatedly criticized Sanctuary Cities, emphasizing his administration's commitment to enforcing federal immigration laws and penalizing jurisdictions that do not assist in implementing such policies; and

WHEREAS, public institutions such as a city's police and fire department's provision of services, hospitals, clinics, schools, and public transportation are essential to immigrant communities, and are particularly vulnerable to federal immigration enforcement, which threatens to undermine access to vital basic services for these residents; and

WHEREAS, if adopted, Assembly Bill 49, introduced by Assembly Member Al Muratsuchi, would prohibit school officials and employees of a local educational agency from allowing an officer or employee of ICE to enter a school for any purpose without providing valid identification, a written statement of purpose, a valid judicial warrant, and receiving approval from the superintendent of the school district, the superintendent of the county office of education, or the principal of the charter school, or their designee, as applicable. The bill would require the local educational agency, if the officer or employee of ICE meets those requirements, to limit access to facilities where pupils are not present; and

WHEREAS, if adopted, Assembly Bill 421, introduced by Assembly Member Jose Solache, would prohibit California law enforcement agencies from collaborating with, or providing any information in writing, verbally, on in any other manner to, immigration authorities regarding proposed or currently underway immigration enforcement actions when the actions could be or are taking place within a radius of one mile of any childcare or daycare facility, religious institution, place of worship, hospital, or medical office; and

WHEREAS, California State Superintendent of Public Instruction Tony Thurmond has championed SB 48, a bill introduced by Senate Majority Leader Lena Gonzalez, which would prohibit U.S. Immigration and Customs Enforcement (ICE) from conducting enforcement actions on school campuses, after-school programs, and places of worship, and ensure the safety and security of California's immigrant families and their access to education and essential services; and now, therefore, be it

RESOLVED: That the City Council is in support of AB 49 and urges its passage; and be it

FURTHER RESOLVED: That the City Council is in support of AB 421 and urges its passage; and be it

FURTHER RESOLVED: That the City Council is in support of SB 48 and urges its passage; and be it

FURTHER RESOLVED: That the City Council directs the City Administrator to send this Resolution upon its adoption to Governor Gavin Newsom, Assembly Members Al Muratsuchi and Jose Solache, and Senate Majority Leader Lena Gonzalez.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - BROWN, FIFE, HOUSTON, KAPLAN, RAMACHANDRAN, UNGER, AND
PRESIDENT PRO TEMPORE GALLO

NOES –

ABSENT – COUNCIL PRESIDENT JENKINS (serving as Mayor pursuant to Charter Section 303)

ABSTENTION –

ATTEST: _____

ASHA REED
City Clerk and Clerk of the Council of the
City of Oakland, California



County of Monterey

Board of Supervisors

Luis A. Alejo, District 1
Glenn Church, District 2
Chris M. Lopez, Chair, District 3
Wendy Root Askew, Vice Chair, District 4
Kate Daniels, District 5

Clerk of the Board
168 West Alisal St. 1st Floor
Salinas, CA 93901
831 755 5066
cob@co.monterey.ca.us

January 28, 2025

Honorable Al Muratsuchi
California State Assembly
1021 O Street, Room 5310
Sacramento, CA 95816

RE: AB 49 (Muratsuchi): Schoolsites and day care centers: entry requirements: immigration enforcement – SUPPORT

Dear Assemblymember Muratsuchi,

On behalf of the County of Monterey, I write to express our support for your measure, Assembly Bill (AB) 49. This bill would prohibit school officials and employees of a local educational agency from allowing an officer or employee of the United States Immigration and Customs Enforcement (ICE) to enter a school for any purpose without providing valid identification, a written statement of purpose, and a valid judicial warrant, and receiving approval from the superintendent of the school district, the superintendent of the county office of education, or the principal of the charter school.

Additionally, this bill extends protections to day care centers, prohibiting employees of day care centers from allowing ICE to enter for any purpose without providing a valid judicial warrant. We would also suggest that the bill extend to family childcare homes. Family childcare homes make up a majority of childcare not only in our area, but throughout the state. Therefore, including them ensures the intent of this bill is fully executed.

Monterey County recognizes its long and rich history of immigrants who have contributed to our local economy and become leaders in our community. We are a diverse county with foreign-born residents comprising over 28.9% of the County's total population, and significant numbers of undocumented immigrants comprise our county's workforce in the agriculture, hospitality, and construction industries. Building a welcoming environment is fundamental to a vibrant and inclusive community. Therefore, the County of Monterey wants to assure immigrants, refugees, and other newcomers' opportunities for economic security, empowerment, and civic engagement, which are safe and free from discrimination, oppression, and violence, including safety to attend and work at our schools and to send children to daycare.

The bill's prohibition of schools and day care centers from providing education records or any information about a pupil, pupil's family, and household to a U.S. ICE officer will ensure that families will feel safer and more protected.

For these reasons, the County of Monterey supports AB 49 and suggests that family childcare homes be included. Should you have any questions, please feel free to contact Monterey County's Public Policy Advisor, Ashley Walker of Nossaman LLP at 916-442-8888.

Sincerely,

Chris M. Lopez, Chair
Board of Supervisors

cc: The Honorable John Laird, 17th Senate District
The Honorable Robert Rivas, 29th Assembly District
The Honorable Dawn Addis, 30th Assembly District

California State Association of Counties (CSAC)
Rural County Representatives of California (RCRC)



WWW.CO.MONTEREY.CA.US



February 24, 2025

The Honorable Al Muratsuchi
Capitol Swing Space
1021 O Street, Suite 5310
Sacramento, CA 94249-0066

RE: AB 49 (Muratsuchi): Schoolsites and day care centers: entry requirements: immigration enforcement—SUPPORT.

Dear Assemblymember Muratsuchi,

On behalf of First 5 Alameda County (First 5), I am writing to express our strong **support of AB-49 Schoolsites and day care centers: entry requirements: immigration enforcement.** This bill would add protections to school sites and child care facilities from U.S. Immigration and Customs Enforcement (ICE) enforcement actions. Early care and education programs are an important component of child and family well-being and should be treated as safe settings for all children and families. For these reasons, we also encourage you to consider including protections for family child care homes.

First 5 uses a “whole community, whole family, whole child” approach to ensure that every child in Alameda County—regardless of race, family income, or immigration status—gets a strong start in life. We do this by working to ensure that policies, systems, communities, and schools support families and children by creating the conditions that position all for success.

Alameda County is a diverse county.

- We are the seventh most diverse county in the United States.
- We are the seventh most populous county in California.
- It is estimated that over 1 in 2 (53%) children under 6 years of age live in families with at least one foreign-born parent.
- Almost 1 in 2 children live in households where a language other than English is spoken at home.

Children, families, and educators should feel safe in accessing early care and education programs. **For these reasons, we are in strong support of AB-49.** Thank you for your leadership in advancing protection from immigration enforcement in educational settings.

Sincerely,

A handwritten signature in blue ink that reads "Kristin Spanos".

Kristin Spanos
Chief Executive Officer
First 5 Alameda County



1115 Atlantic Ave
Alameda, CA 94501



P: (510) 227-6900
F: (510) 227-6901



www.first5alameda.org
[@First5Alameda](https://twitter.com/First5Alameda)



February 2, 2025

Japanese American Citizens League, San Jose Chapter
565 North Fifth Street
San Jose, CA 95112
(408) 295-1250 | www.sanjosejacl.org

Re: AB 49 (Muratsuchi) – SUPPORT

The Japanese American Citizens League San Jose Chapter strongly supports AB 49, the *California Safe Haven Schools and Child Care Act*, which protects immigrant children from actions by U.S. Immigration and Customs Enforcement (ICE) officers who enter school sites or child care facilities.

Founded in 1929, the JACL is the oldest and largest Asian American civil rights organization in the United States. The JACL monitors and responds to issues that enhance or threaten the civil and human rights of all Americans and implements strategies to effect positive social change, particularly to the Asian Pacific American Community.

AB 49 strengthens these protections for undocumented students and their families by codifying the California Attorney General's model policies, which aim to restrict the involvement of schools in immigration enforcement activities. These policies ensure that federal immigration agents cannot detain undocumented students or their families on or near school property without proper judicial warrants or legal authority.

Schools are one of the last places immigrant families feel safe. The threat of federal immigration officials coming onto school grounds to detain undocumented students or family members casts a shadow of fear over all California students. Students cannot learn if they are under threat of deportation or separation from their family members. Children should not be afraid to come to school, and parents should not be afraid to send their children to school.

We urge your support for AB 49 when it comes before you for a vote.

Sincerely,

Naoko Fujii

Japanese American Citizens League, San Jose Chapter



February 18, 2025

The Honorable Al Muratsuchi
State Capitol
Sacramento, CA 95814

RE: AB 49: Schoolsites and Day Care Centers: Entry Requirements: Immigration Enforcement – SUPPORT

Dear Assemblymember Muratsuchi,

The Los Angeles County Democratic Party (LACDP) considers and debates many bills submitted by legislators and organizations and have voted unanimously in support of AB 49.

California and Los Angeles County and our residents are in the crosshairs of a vengeful and cruel administration which is sowing chaos, fear, and disruptions in our communities with threats of “mass deportations.”

AB 49 will limit officers of the United States Immigration and Customs Enforcement (ICE) even if appropriately credentialed and in possession of a valid judicial warrant, from traumatizing students at school and children at day care by mandating that local educational agencies and employees of state or federally supported Day Care Centers deny ICE access to these sites when children are present.

AB 49 will grant educators and caregivers a legal means to protect the children entrusted to their care from at least one of the Trump administration’s reckless and unnecessary harms. Our members urge its swift passage.

LACDP is the official governing body of the Democratic Party in the County of Los Angeles and works in cooperation with the State and National Democratic Committees. LACDP is the largest local Democratic Party entity in the United States, representing more than 3.1 million registered Democrats.

If the LACDP can be of assistance, please contact Annie Reyland, LACDP Director of Operations, at annie@LACDP.org or (949) 412-4334.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark Ramos', with a long horizontal flourish extending to the right.

Mark Ramos, Chair

March 4, 2025

The Honorable Al Muratsuchi, Chair
Assembly Education Committee
1020 N Street, Room 159
Sacramento, CA 95814



Re: AB 49 (Muratsuchi) Schoolsites and day care centers: entry requirements: immigration enforcement – SUPPORT

Dear Assemblymember Muratsuchi and Committee members,

On behalf of the Multi-faith ACTION Coalition, composed of advocates from some fifty congregations in Contra Costa County, I write to express our support for AB 49. Our shared faith values honoring the human dignity of every individual call for us to speak out for immigrant justice by supporting this bill. Our various faith traditions are consistent in their call to welcome the stranger—but not just welcome them: to respond with compassion, empathy, justice, and support.

This bill would prohibit school officials and employees of a local educational agency from allowing an officer or employee of the federal Immigration and Customs Enforcement (ICE) to enter a schoolsite for any purpose without providing valid identification, a written statement of purpose, and a valid judicial warrant, and receiving approval from the superintendent of the school district, the superintendent of the county office of education, or the principal of the charter school, or their designee. The bill would require the local educational agency, if the officer or employee of ICE meets those requirements, to limit access to facilities where pupils are not present. AB 49 would also place similar requirements for ICE access to day care centers.

The threat of federal immigration officials coming onto school grounds to detain undocumented students or family members casts a shadow of fear over all California students. Students cannot learn if they are living in fear of being deported or separated from their family members. This bill is necessary because children should not be afraid to come to school, and parents should not be afraid to send their children to school. Immigration crackdowns can have a significant impact on student attendance, a Stanford study found, which can lead to less funding for schools, particularly low-income schools that enroll large numbers of immigrant children. Schools are one of the last places immigrant families feel safe. But as soon as federal agents move into schools, they do not feel safe anymore.

For all of these reasons, we strongly support this bill. We urge your committee to vote in favor of AB 49 and pass it forward.

Sincerely,

A handwritten signature in black ink that reads "Douglas A. Leich".

Douglas A. Leich
Racial Justice Task Force Chair
Multi-Faith ACTION Coalition

Multi-Faith ACTION Coalition
c/o Richmond Community Foundation
3260 Blume Drive, Suite 110, Richmond, CA 94806
contactmfac@gmail.com



OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Pomona Unified School District

800 South Garey Avenue, Pomona, California 91766 | Website Address: www.pusd.org

Phone: (909) 397-4800, Ext. 23882 | Fax: (909) 397-4881

February 3, 2025

Honorable Al Muratsuchi, Esq.
Assemblymember, 66th District
1021 "O" Street, Suite 5310
Sacramento, CA 94249-0066

RE: Support for Assembly Bill 49 (AB 49)

Dear Assemblymember Muratsuchi,

On behalf of the Pomona Unified School District (PUSD), I write in full support of your bill, AB 49: Schoolsites and day care centers: entry requirements: immigration enforcement. Our student's safety is our number one priority and ensuring a learning environment where students feel safe is critical for a quality education.

Here at PUSD, we are committed to promoting a safe and secure learning environment for all students regardless of religion, race, ethnicity, sexual orientation, country of origin, and/or a student's immigration status. We appreciate and value the diversity throughout our District, including the unique perspectives and experiences that our students and families bring to our schools. As such, the PUSD Board of Education at their regular board meeting on January 15, 2025 unanimously passed Resolution No. 16: Support of California Assembly Bill 49 and Senate Bill 48 and Its Commitment to Safeguarding the Civil Rights, Safety, and Dignity of All Students and Families. This resolution states our commitment is not just local but that we join with you and advocate for everyone in our community to feel that their school is a safe place for their child to learn free from the anxiety that they may be a target of federal law enforcement.

I know our community is scared. I know our students are scared. I know our staff are scared. That is why it is imperative for our schools to be a safe haven. Because our job as educators is to teach not be a political or law enforcement battle ground.

Thank you for your introduction of AB 49 and we urge all your colleagues in the legislature to join your efforts and pass AB49. If you have any questions or need any more information please do not hesitate to reach out to me on my cell phone at (909) 240-2171 or Darren.Knowles@pusd.org.

Sincerely,

A handwritten signature in black ink that reads "Darren Knowles".

Darren Knowles
Superintendent of Schools

Attachment E:
Policy Roundtable
Service Coordination Strategy

Recommendations from the Service Coordination Strategy Ad Hoc¹ to Policy Roundtable for Child Care and Development Commission

DRAFT – May 2025

Building Bridges for Families with Early Childhood Education and Other Service Needs in Los Angeles County

Understanding that California policy requires Early Childhood Education (ECE) providers in the subsidized sector to help families find health and social services, nutrition and other necessary supports, the Policy Roundtable for Child Care and Development Commission (Policy Roundtable) recognizes the urgent need for better coordination between ECE and other child and family service systems in Los Angeles County.

Necessary groundwork for the Policy Roundtable’s engagement in this work has been laid in the Department of Public Health’s (DPH), Office for the Advancement of Early Care and Education (OAECE) and Policy Roundtable’s Unified Strategic Plan and 2023-24 Annual Report:

“Promote integration across early childhood services and develop strategies that connect early childhood education with other child/family support systems.”²

“The Service Coordination Strategy is designed to promote collaboration and coordination between LA County Departments, across-sectors, and other early childhood focused Commissions. The Policy Roundtable will approve a Strategy and begin implementation of the Strategy.”³

Policy Background and Context

The California Education Code recognizes the importance of social and health services, nutritional supports and parent education as critical elements of high-quality developmentally appropriate ECE programs. Recent legislation also highlights the multiple needs of student parents with minor dependents enrolled in community colleges, state universities and the University of California system.

Education Code, Chapter 2, Early Education Act, Section 8207⁴

The Superintendent shall administer all California state preschool programs. Those programs shall include, but not be limited to, part-day and full-day age and developmentally appropriate programs, offered through child care centers and family child care home education networks, that are designed to facilitate the transition to kindergarten for two-, three-, and four-year-old children and that provide

¹ Service Coordination Strategy Ad Hoc (Ad Hoc) members: Jacquelyn McCroskey, Commission for Children and Families; Jessica Perea, First Supervisorial District & Rio Hondo Community College; Nurhan Pirim, Department of Public Social Services; Paul Pulver, Child Care Alliance of Los Angeles & Options for Learning; and Steve Sturm, Department of Children and Family Services.

² Plan Policy Roundtable, Child Care Planning Committee, and OAECE LA County Unified ECE Strategic.

³ Policy Roundtable Annual Report 23-24, Policy Roundtable goals for 24-25.

⁴ EDUCATION CODE - EDC

TITLE 1 GENERAL EDUCATION CODE PROVISIONS

DIVISION 1 GENERAL EDUCATION CODE PROVISIONS

PART 6. EDUCATION PROGRAMS—STATE MASTER PLANS

CHAPTER 2. Early Education Act

early learning and care, health services, social services, nutritional services, parent education and parent participation, evaluation, and staff development, and that comply with all applicable statutory and regulatory requirements.

Further provisions specify that California state preschool programs shall include all of the following: 1) Age- and developmentally appropriate activities for children; 2) Supervision; 3) Parenting education and parent engagement; 4) Social services that include, but are not limited to, identification of child and family needs and referral to appropriate agencies; 5) Health services; 6) Nutrition; and 7) Training and career ladder opportunities, documentation of which shall be provided to the department.

These provisions apply to all state subsidized child care programs, regardless of the contract type.

Recent Policy Highlighting the Needs of Student Parents

Assembly Bill 2881 (2022) requires California community colleges to provide priority registration to student parents with minor dependents. The definition of student parent has been expanded to cover sibling care, extended family and alternative parenting arrangements. Colleges are required to establish student parent webpages highlighting available resources and supports, including CalFresh, the California Earned Income Tax Credit, the Young Child Tax Credit and the California Special Supplemental Food Program for Women, infants and Children (WIC).

Assembly Bill 2458 (2024) requires Community Colleges and State Universities - and requests University of California campuses - to update websites for student parents to include on- and off-campus resources and services, develop and implement a cost of attendance adjustment policy for student parents. and report data to the Chancellor's or President's Office for inclusion in the California Cradle to Career Data System.

Proposed Legislation for Legislative Session 2025-2026

Senate Bill 271 (2025) would require Community Colleges, Cal State universities and University of California campuses to expand the responsibility of campus-based Basic Needs Centers and Coordinators to provide "basic needs and services" including but not limited to, housing, food, clothing, feminine hygiene, diapers, technology, child care and mental health services and resources. Basic Needs Centers would be required to partner with existing local agencies to support students seeking child care subsidies and finding care for their children. The bill would require campuses to work with the local Child Care Planning Council and Resource and Referral agency to support students applying for subsidized child care and finding care. The bill would also require Basic Needs Centers, financial aid offices and child development centers (if applicable) to inform student parents seeking support about the full scope of services available on campus.

The Policy Roundtable, with its membership of leading ECE providers, advocates, municipalities, school districts, advocates and County departments⁵ is well positioned to facilitate cross-sector, multi-agency

⁵ Membership includes representatives from: Departments of Children and Family Services, Mental Health, Probation, Parks and Recreation, Public Health, Public Social Services; LA County Child Care Planning Committee; Chief Executive Office; LA County Office of Education; LA Unified School District; Southern California Chapter – California Association for the Education of Young Children; Child Care Alliance of Los Angeles; Commission for Children and Families; First 5 LA; and Child 360.

partnerships designed to build bridges so that child care providers can help parents find the resources and services their families need

The Service Coordination Strategy Ad Hoc (Ad Hoc) recommends the following five high-priority action steps:

1. Partner with the Prevention and Promotion Systems Governing Committee (PPSGC)

PPSGC was created by the Board of Supervisors in 2023 to improve cross-departmental and cross-sector collaboration and coordination, and to make strategic investments in infrastructure, resources, supports and opportunities that prevent negative outcomes and promote holistic well-being. The Board's vision is to deliver an equitable, community-driven, and holistic prevention and promotion model to enable safer, stronger, thriving, and more connected communities.

The PPSGC has adopted three focus areas including Child Welfare and Family Well-Being, Behavioral Health and Homelessness. Activities that fall under the Child Welfare and Family Well-Being domain include helping families – particularly those with children ages 0-5 – find the economic supports, services and resources they need, seeding cross-sector collaboration and community partnerships, and advocating for policy changes to support the needs of children and families in Los Angeles County. The three standing tables under development are 1) Policy and Advocacy, 2) Family First Prevention Services Implementation, and 3) Data and Evaluation. Projected workgroups include Systems Alignment, Concrete Supports and Economic Well-Being, and Barriers to Capacity Assessment.

Action: Interested Commissioners would volunteer to serve on standing tables and workgroups, enhancing alignment across sectors, and reporting back to the Roundtable on a quarterly or biannual basis.

Select Commissioner(s) would participate on PPSGC's Policy Advocacy Table in order to inform and develop alignment between child care policy recommendations developed by the Policy Roundtable and Child Care Planning Committee with those considered by the PPSGC. Select Commissioners would also participate on other tables and/or workgroups as appropriate (as suggested during initial discussions with PPSGC and partner agency staff).

2. Partner with Community Colleges

Collaborate with community colleges to assure that Coordinators and Basic Needs Centers have up-to-date information on resources for parenting students provided by County departments and their contractors that may be especially useful for parenting students. Information on additional resources provided by other Roundtable member agencies would also be collected for inclusion in regular information exchanges.

Action: Collect data on the information needs of community colleges through individual interviews or focus groups and develop plans for ongoing information exchange and connect County services.

3. Infant Toddler Blueprint

In 2023, the Board of Supervisors directed the Department of Public Health through the OAECE to develop a blueprint to fortify the infant and toddler child care system. The Policy Roundtable informed the policy recommendations that were included in the final report - *Blueprint Identifying Immediate and Long-Term Efforts to Fortify the Infant and Toddler Care System*.⁶

⁶ Submitted to the Board of Supervisors in March 2024.

Action: The Policy Roundtable will receive an annual or biannual update from the OAECE on the progress of the Blueprint's policy recommendations and will provide recommendations to the OAECE, identifying opportunities for support policy action and responses from their respective organizations/departments/networks.

4. Women and Families Experiencing Homelessness

The Policy Roundtable identified that families experiencing homelessness need improved access to developmentally-appropriate child care programs. In October 2024, the Director of DPH's Women and Families Experiencing Homelessness program presented to the Policy Roundtable, providing an overview of LA County's homelessness services system and steps toward better coordination with the child care system, acknowledging that there has been limited coordination to date between the two systems.

Action #1: The Policy Roundtable will assist OAECE in developing County-wide strategy to help families access child care and strengthen coordination between systems.

Action #2: The Policy Roundtable will receive annual or biannual presentations on progress in developing and implementing the Child Care Service Coordination Strategy for families experiencing homelessness. The Policy Roundtable will identify opportunities for Commissioners to support strategy activities within their respective organizations/departments/networks, as well as identifying Commission actions that can further support the strategy.

5. Training for County Department Staff

The OAECE receives funding from the County's Care First Community Investment Initiative to increase the knowledge base of LA County staff in identifying child care programs that are available, affordable and accessible for families, along with skills in navigating the County's complex and multi-faceted early childhood education system. Specifically, LA County staff will receive training on the types of child care, ways to share child care information with families, and eligibility requirements for subsidized child care. Training is underway to provide training to the following County departments – including the Departments of Public Social Services, Parks and Recreation, Economic Opportunity, Public Health, and Board of Supervisors Offices. As of March 2025, more than 160 County staff across multiple departments participated in the training.

Action: The Policy Roundtable will receive an annual or biannual presentation by OAECE on the implementation of this training program, including feedback from trainees. The Policy Roundtable will identify opportunities for cross-departmental training partnerships, collaboration with ECE providers and community leaders. Commissioners - particularly those representing departments or county offices - will support training activities within their respective organizations and departments. Commissioners would also discuss improvements that would increase support for staff learning how to navigate the ECE system and help County staff develop relationships with local networks as needed.

Background on Commission Mission, Duties, and Responsibilities

Note: The Ad Hoc's recommendations strongly support the Policy Roundtable's Mission and Duties/Responsibilities.

3.75.090: The mission of the Los Angeles County Policy Roundtable for Child Care and Development is to build and strengthen the field of child care and development by providing recommendations to the Board of Supervisors on policy, systems, and infrastructure improvement

3.75.1000: The Roundtable will have the following duties and responsibilities:

- A. Develop policy recommendations related to child care and development that are based on solid research, economic forecasts, projected demographic shifts and trends, and federal and state policies, taking into account all forms of child care and child development services.
- B. Advise and assist County departments in developing and implementing strategies to connect clients and/or employees to high quality child care and development services.
- C. In conjunction with the Chief Executive Office's Legislative Affairs and Intergovernmental Relations, develop recommendations for consideration by the Board on the County, state, and federal legislative budget issues related to child care and development. The Roundtable shall work with community stakeholders so as to understand the impact of the issues on the supply, quality, and demand for child care and development services.
- D. Working in collaboration with County departments and community stakeholders, identify strategies to secure and leverage, coordinate, monitor and maximize funding for and access to high quality child care and development services.

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