

Agenda Report

March 23, 2015

TO: Honorable Mayor and City Council
FROM: Mercy Santoro, Director of Human Services and Recreation
SUBJECT: ADOPTION OF PROPOSED REVISED CHILD CARE POLICY

RECOMMENDATION:

It is recommended that the City Council:

1. Find that the proposed Revised Child Care Policy is exempt from the California Environmental Quality Act ("CEQA") pursuant to State CEQA Guidelines Section 15061(b)(3); and
2. Adopt the Revised Child Care Policy renamed the Early Child Development Policy;
3. Adopt a resolution in support of Developing an Early Learning City by the Year 2025.
4. Direct staff to work with the Human Services Commission, and return within 45 days with a proposed structure for an Early Child Development standing committee of the Human Services Commission as further outlined in the background section of this report; and
5. To the extent the City Council may wish to consider allocating resources such as staffing, to support implementation and monitoring of the Policy, it is recommended that such consideration be deferred at this time and made part of the Fiscal Year 2016 Operating Budget process.

ADVISORY COMMISSION RECOMMENDATION:

On September 10, 2014, the Human Services Commission voted to recommend the City Council adopt a resolution in support of Developing Pasadena as an Early Learning City by the Year 2025. On February 11, 2015, the Human Services Commission voted to recommend that the City Council adopt the Early Child Development Policy and

support the creation of an Early Child Development standing committee of the Human Services Commission.

EXECUTIVE SUMMARY:

At the June 16, 2014 Budget Hearing, the City Council requested an update of the Child Care Policy be brought forward along with funding options to reinstate the Child Care Coordinator position. The Child Care Coordinator position was unfunded in FY 2015 and funds diverted to several program areas including Robinson Park Recreation Center and the Teen Education Center to expand staffing and hours of service.

Municipal Code Section 2.86.110, Purpose and Function, identifies that the Human Services Commission is responsible for monitoring and advising the City Council on progress and making recommendations on the Policy, and therefore, it was appropriate for the revision to be led by the Commission through a team consisting of an Ad Hoc Committee, a consultant and various City staff.

This report provides an overview of the original Policy, efforts made by the Early Child Development Ad Hoc Committee to revise the Policy, as well as work to occur over the course of the next five years to develop a Master Plan for the Young Child. The Plan is designed to bring together a range of services and programs with measurable population level outcomes to be determined at a future date. A Master Plan such as this is consistent with the strategies for action outlined in the 2013-16 School/City/Community Work Plan, now known as Collaborate PASadena.

Staff is recommending that the City Council adopt the Policy as well as a resolution in support of developing an Early Learning City by the Year 2025, but that action to fund a defunded and vacant staff position dedicated specifically to implementation of the Policy, be deferred at this time and considered as part of the Fiscal Year 2016 Operating Budget discussions.

BACKGROUND:

The Child Care Policy was originally adopted by the City Council on January 17, 1989, Resolution Number 6074. The Policy set forth a five year plan to carry out goals intended to support quality, safe, accessible and affordable child care services to all residents. A few of the specific areas of concern in the Policy impacting child development included the creation of a Child Care Coalition with a collective focus on transportation, legislation, funding options and economic benefit. Many accomplishments were achieved within the first five years of implementation including receiving a grant from the National Association for the Education of Young Children to conduct a "Full Cost of Quality" study in Pasadena, and facilitating Head Start Services in the Lincoln Triangle. Other major outcomes involved establishing more exempt child care spaces in after school programs and half-day tiny tots (spaces that are not required to be licensed), tracking and monitoring services available for ages 0-5, and locating

grant funds to aid in the repairs of child care facilities following the Northridge Earthquake.

The original 1989 Policy called for the creation of a Child Care Coalition to set goals, give direction and monitor the implementation of the Policy. The Coalition consisted of a broad representation of members from the public and private sector. In the first five years of implementation, the Coalition was to report to multiple City Commissions and Committees, however, in the 1994 Policy Update, the Coalition was redirected to the Human Services Commission to serve as the advisory body on the Policy. The last update to the Policy was in 1994. The updates largely consisted of clarifying the role of the Coalition, its purpose and reporting body, and recommended further work among City government in cross department collaboration in coordinating school-age after school services. The Coalition as defined later evolved into the Child Care Directors Alliance which continues to meet on a monthly basis.

The proposed revised Child Care Policy has since been updated to be renamed the Early Child Development Policy, “the goal is to chart a new course for the City’s efforts to improve children’s health and development by strengthening the 1994 Child Care Policy - not only to assure quality, safe, accessible, and affordable childcare but also to go even further and improve the full range of early childhood experiences occurring within families and the neighborhood environment in order to improve children’s health and well-being throughout their life course.” Further, the proposed revised Policy directs for cross-sector collaboration to meet the human development needs of person’s ages 0-5 years and their family members. The framework draws from current brain science surrounding the impacts of neighborhood and family conditions with steps to work more strategically across service providers and City departments, to use data to understand root cause problems and track improved outcomes.

At the Commission’s 2014 Annual Retreat, the Chair established an Early Child Development Ad Hoc Committee whose purpose is to serve as a cross-sector stakeholder holder group consisting of subject matter experts with a specific objective of revising the Policy. The work of the Ad Hoc Committee commenced in August 2014 with the support of a lead consultant who educated the Commission on the intended outcomes of such an effort, and advised on how best to align the City’s many assets to support the proposed revised Policy going forward. Through countless volunteer hours, the Ad Hoc Committee, led by the Human Services Commission Chair Vera Vignes, worked to produce a Policy that reflects the needs of Pasadena residents that builds on the many existing community assets. The end product draws upon recent brain science along with State and National conversations surrounding the importance of deeper investments at the community level in supporting early child development to meet the needs of the 21st Century.

The proposed Policy calls for a system-wide focus on data and service alignment. Using data from various sources, including the School District, Police and Public Health Departments, UCLA’s Early Development Instrument conducted in 2013 (a population measure of school readiness), 2014 Search Institute Developmental Asset Survey, and

neighborhood assets. Using data that focuses on issues surrounding poverty, violence, housing, employment, educational resources in an attempt to understand root causes of neighborhood challenges for some families is becoming better understood. The proposed Policy revision provides for strategic directives that have both short and long-term goals intended to improve the human development outcomes of young children. The Policy is organized for action steps to be taken over the next five years by the inclusion of the following elements:

- a. The Preamble including the New Understanding of Child Well Being;
- b. Our Local Context, including the Early Development Instrument Tool Maps;
- c. Other Cities' Approaches;
- d. The Master Plan for the Young Child: The Five Action Steps (which includes the creation of the proposed Standing Committee); and
- e. Core of the Master Plan: The Eight Building Blocks.

To elevate the importance of early child development in the community, the proposed revised Policy calls for the creation of an Early Child Development Standing Committee of the Human Services Commission. The Committee would support the efforts to further this Policy and would serve in an advisory capacity to the Human Services Commission on the implementation of the Master Plan, and will report to the Human Services Commission. The Committee would be broad-based and include cross-sector representatives from the School District, City departments, business, public and private community agencies and organizations concerned with the needs and welfare of children and families. If the proposed revised Policy is approved, the Early Child Development Ad Hoc will reconvene with the goal of working with staff to establish the purpose and function of the committee, membership criteria and the selection process. It is anticipated that a recommendation to amend Title 2 of the Municipal Code to establish an Early Child Development Standing Committee of the Human Services Commission would be brought forward to the City Council within 45-days.

In addition to establishing an Early Child Development Standing Committee, the Human Services Commission felt strongly that in order to effectively implement and monitor the Policy, a staff position should be assigned directly to this effort. Such a position would ensure the Plan's implementation activities are aligned and coordinated with related activities within the City such as Collaborate PASadena. Given the potential budgetary impact associated with staffing the effort, it is recommended that the City Council consider any such action in the full context of the upcoming Recommended Operating Budget deliberations wherein available resources can best be matched to Council priorities.

Further, at the September 10, 2014 meeting, the Commission voted in favor of the recommendation for City Council to adopt a resolution in support of Developing Pasadena as an Early Learning City by the Year 2025. The resolution aligns with the future work plan outlined in the revised Policy. It emphasizes that the City of Pasadena “supports designating the decade of 2015 to 2025 as an era of community focus in building an early learning city, in turn, the children of the Alpha Generation emerge equipped and prepared to resolve issues, assume leadership positions, while generating innovative and long-term solutions for previously intractable and seemingly unsolvable challenges.” On June 23, 2014, mayors from across the country unanimously adopted a resolution in support of a *National Commitment to Building an Early Learning Nation by the Year 2025*.

COUNCIL POLICY CONSIDERATION:

The proposed revised Policy meets the City Council’s strategic goals of ensuring public safety by meeting the early developmental needs of residents. The Policy also promotes greater quality of life and the local economy by aligning with the K-15 academic agenda. A major focus of the Policy is to ensure children are developmentally ready to enter school and remain on track through their educational career to graduate college and career ready.

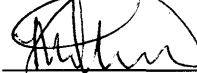
ENVIRONMENTAL ANALYSIS:

The proposed Revised Child Care Policy is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15061(b)(3) (General Rule).”

FISCAL IMPACT:

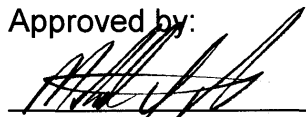
There is no cost associated with adopting the proposed revised Policy; however, the cost of funding the Early Child Development Coordinator position as an ongoing annual expense is \$118,363 for staffing and an additional \$15,000 for services and supplies, totaling \$133,363.

Respectfully submitted,



Mercy Santoro
Director of Human Services and
Recreation

Approved by:



MICHAEL J. BECK
City Manager