San Francisco

Child Care Programs
HSA Child Care FY 11-12 Budget
$43.1 Million*

- Subsidies: $32,071,453 (74%)
- Capacity Building: $5,078,797 (12%)
- Agency Program Staff: $878,963 (2%)
- Workforce: $5,111,813 (12%)

*Preliminary numbers.
General discussion questions

• Do you prefer across-the-board cuts where every contract or most contracts' budgets are reduced by the same percentage? Or, are targeted cuts preferable?

• What are your thoughts on the idea of cost savings achieved by merging CBO administrative functions such as human resources or accounting?

• What revenue sources, if any, do you know of that could be tapped to cover existing services?
Possible reduction strategies

• Reduce the budgets for contracts that have patterns of under-spending by no more than the amount of the under-spending.
• Institute an across-the-board 3% “contract attrition savings” from county general funds line in all contracts.
• Ask CBOs to generate their own revenue (through fundraising) to cover a small percent of contract costs.
Possible reduction strategies (continued)

- Institute an across-the-board reduction strategy, but exempt CBOs that are merging together, assuming that the merger reduces overall costs between the agencies.

- Reduce or eliminate contracts that are not meeting performance objectives.
Child Care and 2012-13 Budget considerations

In response to Citywide plan and other community input and feedback:

• Prioritize subsidies

• Redirect and redesign programs to prioritize subsidies and to ensure quality investments are connected to the children who need it most – those children and families who are low income and at risk.

• Redirect and redesign programs and investments to increase efficiencies for providers and city administration and monitoring.
Child Care and 2012-13 Budget considerations (continued)

- Improve data system solutions to improve automated reporting and to streamline contractors administrative burden and monitoring.

- Improve the distribution of investment strategies to a comprehensive approach of support. Achieve a balance of **breadth** and **depth** of support to providers.

- Invest in compensation support as the largest portion of providers operating costs.

- Align local quality investments with state direction on QRIS
Maintain investments in ECE

- Subsidies
- Facilities Support
- Mental Health and Health Consultation
- Quality Assessment
- Field Building
Continue to Support Infrastructure Threatened by State Cuts

- SF3C (in process)
- R&R and Provider Supports
- Voucher Administration
- CPAC staffing
- Mildly ill and Emergency Back-Up
Key Areas of Redesign

• Quality Family Child Care Subsidy Network
• Workforce and Compensation Investments and Operating (WAGES Plus, Infant Toddler Sustaining Grants, CARES-local, BA Bonus)
• Inclusion Supports and Services in ECE
• Data Reporting (CMS, Workforce Registry, Cocoa)
A New Approach
Family Child Care Networks

Quality Family Child Care Subsidy Network(s) Administration
(1-2 Networks including 250 FCCH’s)

Directly Provide Support and Coordination of External Provider Supports: Convening, Monitoring Levels of Participation in Supports and Continuous Quality Improvement, Maintain Network of Providers available to care for voucher children and low/moderate income families.

Fiscal Administrator (FCC compensation initiative). Provider supports for professional development and linkage to compensation initiative.

Subsidies (tiered reimbursement): City Child Care, Foster Care Child Care, ACCESS Homeless Child Care, PFA (representing subsidized care for over 300 children, primarily 0-5)

Workforce Registry
Prof. Dev./Business Dev & Trnng
Peer Support/Field Building
PITC
TA Coaching and Mentoring
Inclusion Support Team
ECHMH Consultation
Health Consultation

Quality Assessment
A New Approach
Family Child Care Networks

2 networks
Approx. 250 FCC Providers

FCC Licensed Subsidy Network Home
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Quality Network FCCH Providers recruited from currently qualified assessed providers, providers in ITSG, WAGES Plus, and providing subsidized care. Providers participate in Quality Assessment process (FDCERS & other tools), Health and MH consultation. Owner/operators and staff register in the Workforce Registry. Providers provide care for subsidized families as well as private payers. Preference for providers serving infant and toddler. Eligible providers must include care for 0-5, may be preschool only or IT only. Providers shall be prioritized from neighborhoods with historical voucher enrollment. Special consideration will be made to include providers serving non-traditional hours and otherwise meeting family needs. Secondary priority shall be provided to FCCH’s which have history of participation in ITSG, PFA, and/or WAGES+. Providers shall be supported with development of on-line profile regarding curriculum and program philosophy making this information available to voucher families seeking care.

All Children (subsidized and non-subsidized) through Quality FCCH Network receive a developmental assessment and screening, access to Mental Health and Health consultation.
A New Approach
ECE Workforce Compensation Grants

Proposal for New ECE Compensation Grants Program
Jointly Funded by HSA, DCYF, and First 5

Purposes

• Help maintain child care capacity by providing funding to support core operations (i.e., teaching personnel costs) of child care centers and family child care homes at a time of great financial stress in the ECE system;

• Streamline city funding for ECE programs by combining several similar programs into a single program, thereby reducing administrative burden and duplicative data collection and simplifying monitoring and accountability; and

• Incentivize improvements in ECE program quality by requiring minimum quality standards to participate and measurable progress toward high quality among lower-quality programs.
A New Approach
ECE Workforce Compensation Grants

Minimum Requirements for Participation:
1. Participation in the county Quality Rating and Improvement System (QRIS), including a min. overall score of 3.0 among all classrooms on the ECERS or FCCERS, except that legacy grantees and Title 5 contractors may participate regardless of their initial ERS score.

2. Implementation of a rational compensation policy for teaching positions (from assistants to site supervisors) that progressively rewards permit attainment and degree attainment.

3. Online reporting in Cocoa, ECE Workforce Registry, and other data systems as they are developed.

4. Participation in SFC3, the new Centralized Eligibility List for the county.

5. Commitment to accept children receiving CalWORKs and City vouchers and subsidies.
A New Approach
ECE Workforce Compensation Grants

Eligible Uses of Funds:
Funding must be used exclusively to support personnel costs for teaching staff (assistants to site supervisors), such wages, health insurance, paid time off, retirement plans, and other fringe benefits.

Funding Formula:
• Funding will be determined by formula, in proportion to a program’s documented peak full-time equivalent enrollment of children ages 0-5 from the previous year OR in proportion to a program’s staffing. (Still to be determined)

• Programs serving infants and/or toddlers will receive a higher amount in proportion to their infant/toddler enrollment.

• Legacy grantees who would otherwise be ineligible for participation based on the requirements above would receive 75% of their enrollment-based allocation in the first year, 50% in the second year, and 25% in the third year, toward phasing out funding completely at the end of three years. Legacy grantees, however, may become fully eligible at any time by fully complying with program requirements.
A New Approach
ECE Workforce Compensation Grants

Est. # Eligible by Priority Criteria

- Title 22 w/ Est. 20%
- Low Income 14%
- WAGES+, not I/T or Title 5 10%
- Title 22 w/ Infant/Toddler Capacity 10%
- Title 5, not Publicly Administered 66%
Family Child Care Quality Network Draft Proposal
1/9/12

Quality Family Child Care Subsidy Network(s)
Administration
(1-2 Networks including 250 FCCH’s)

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