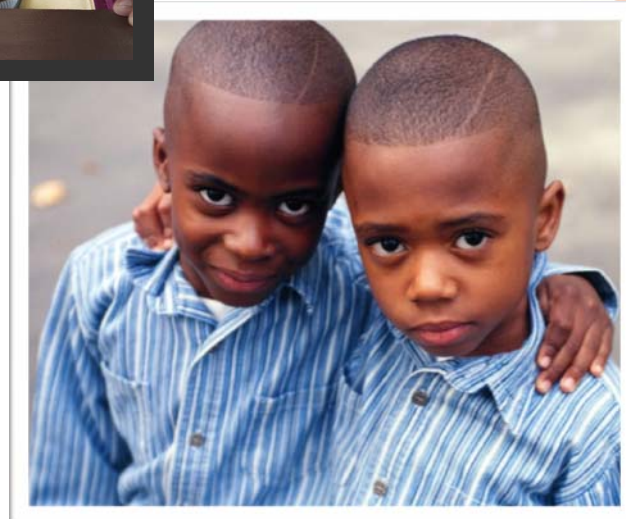
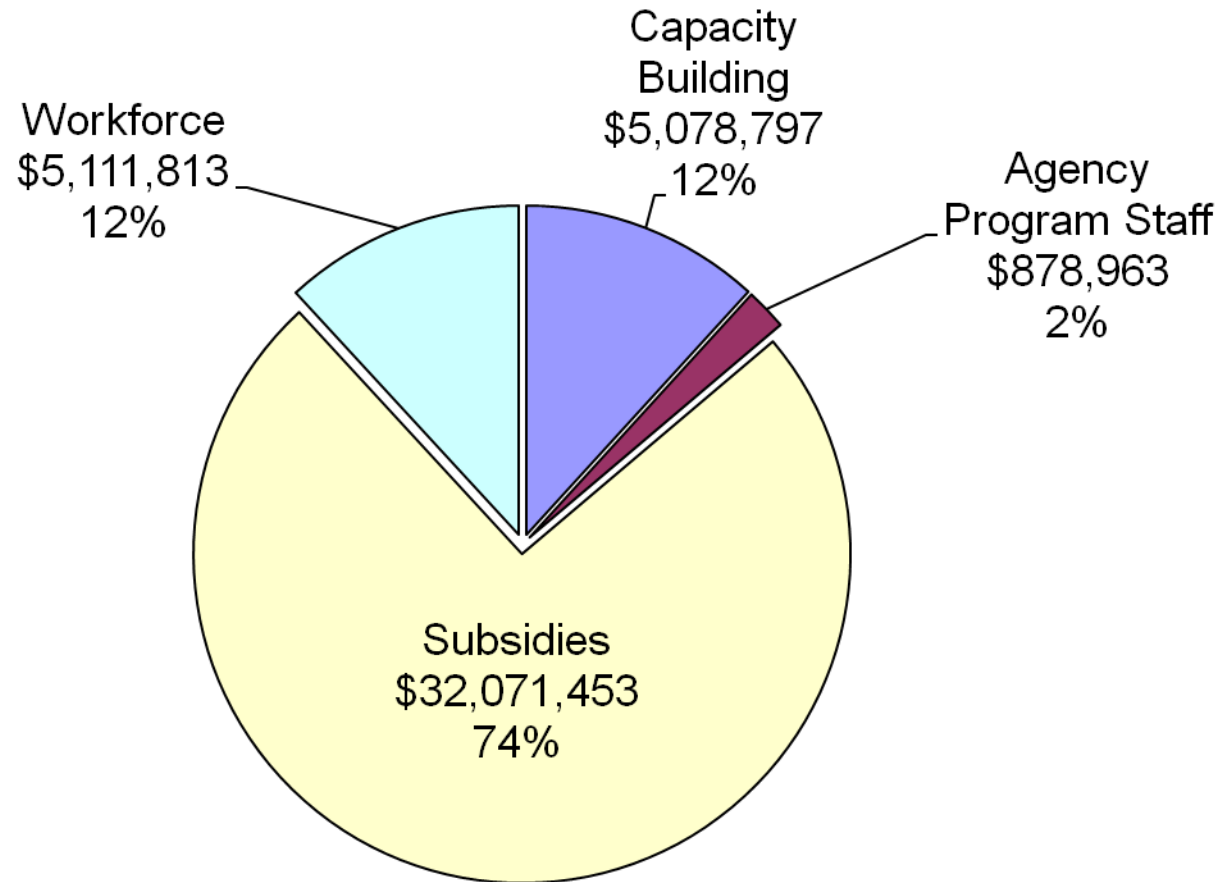


# San Francisco

## Child Care Programs



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



# 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



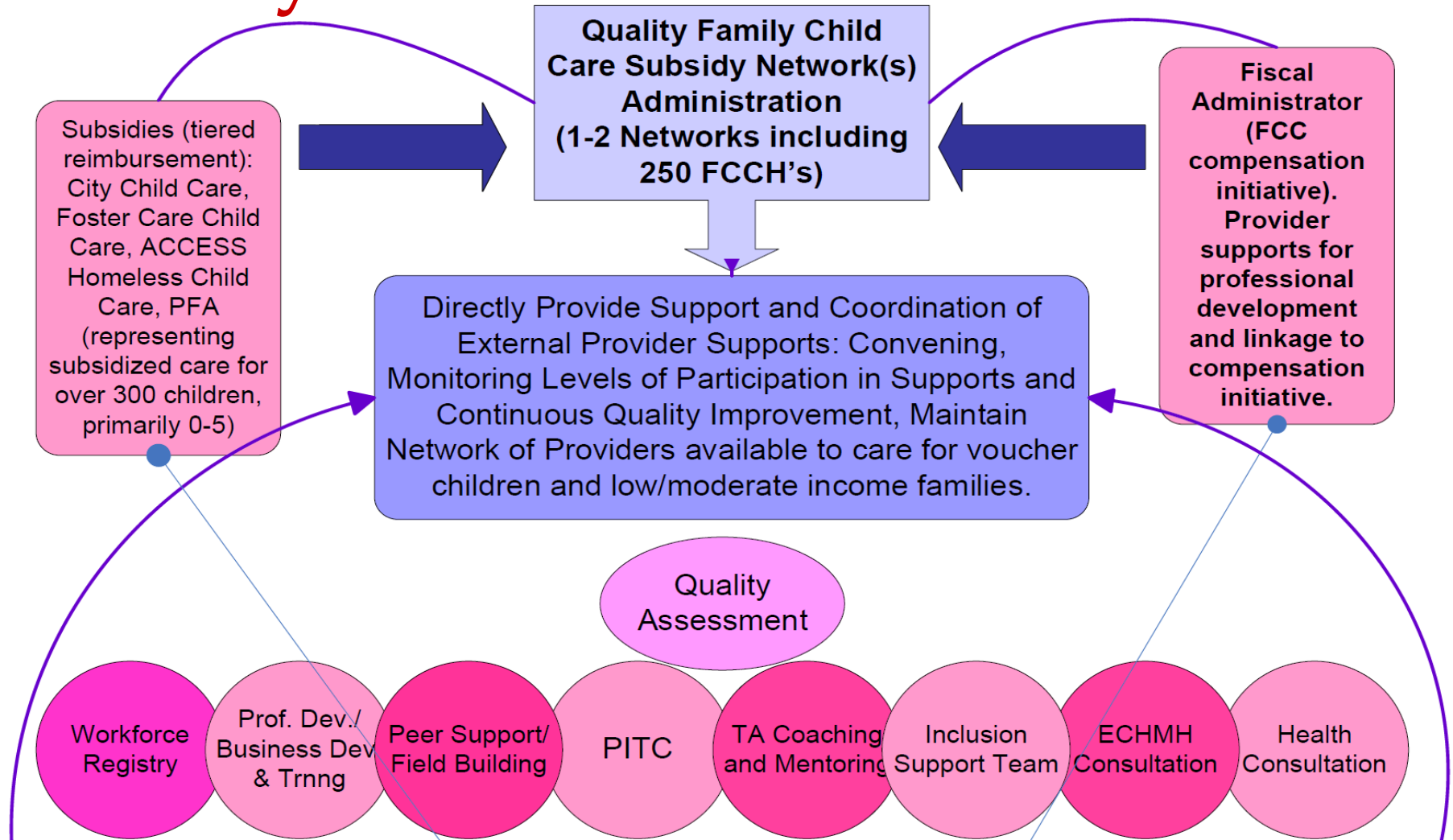
# Continue to Support Infrastructure Threatened by State Cuts

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

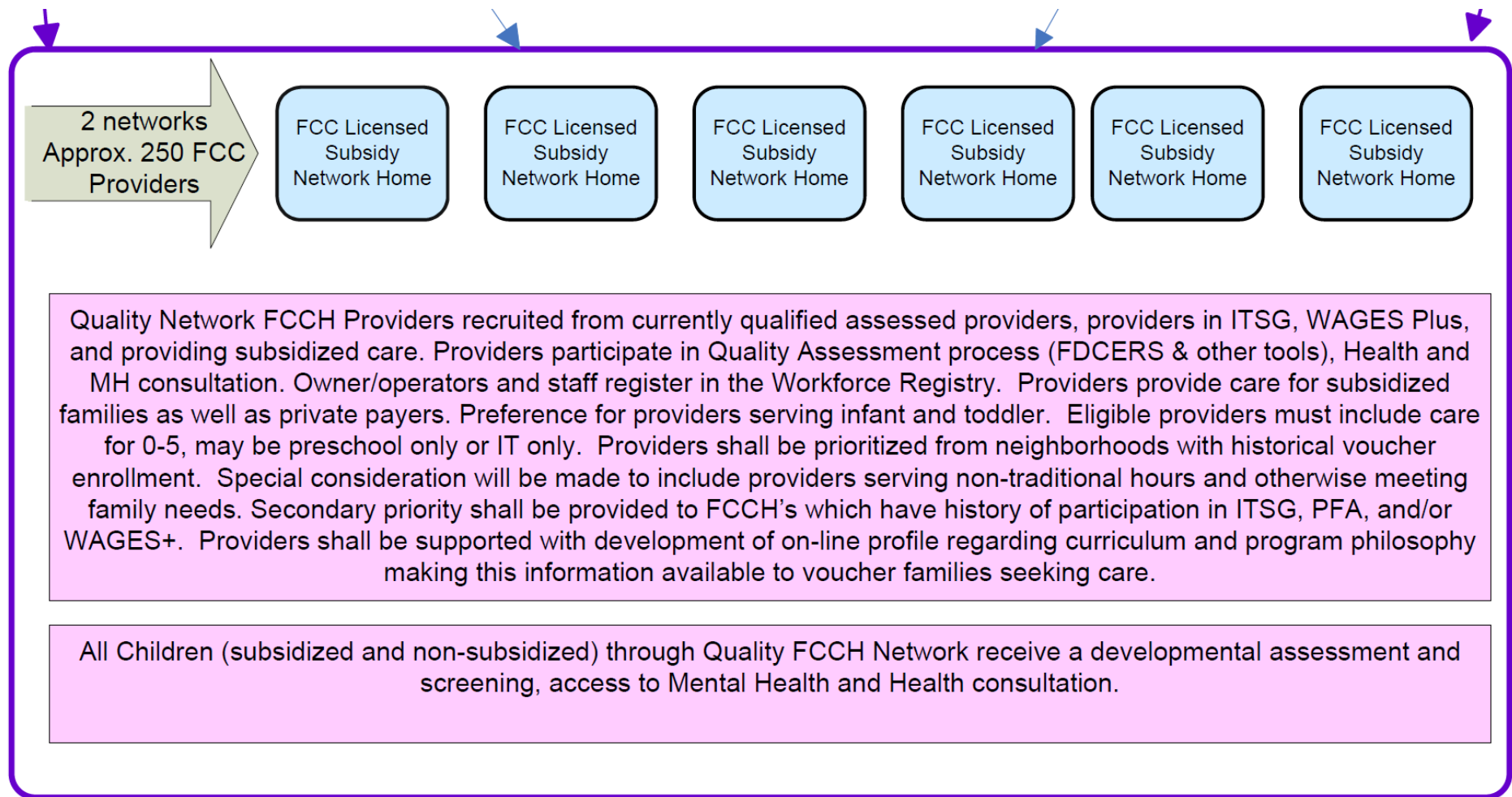
# Key Areas of Redesign

- 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



# A New Approach Family Child Care Networks



# 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 measureable 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.

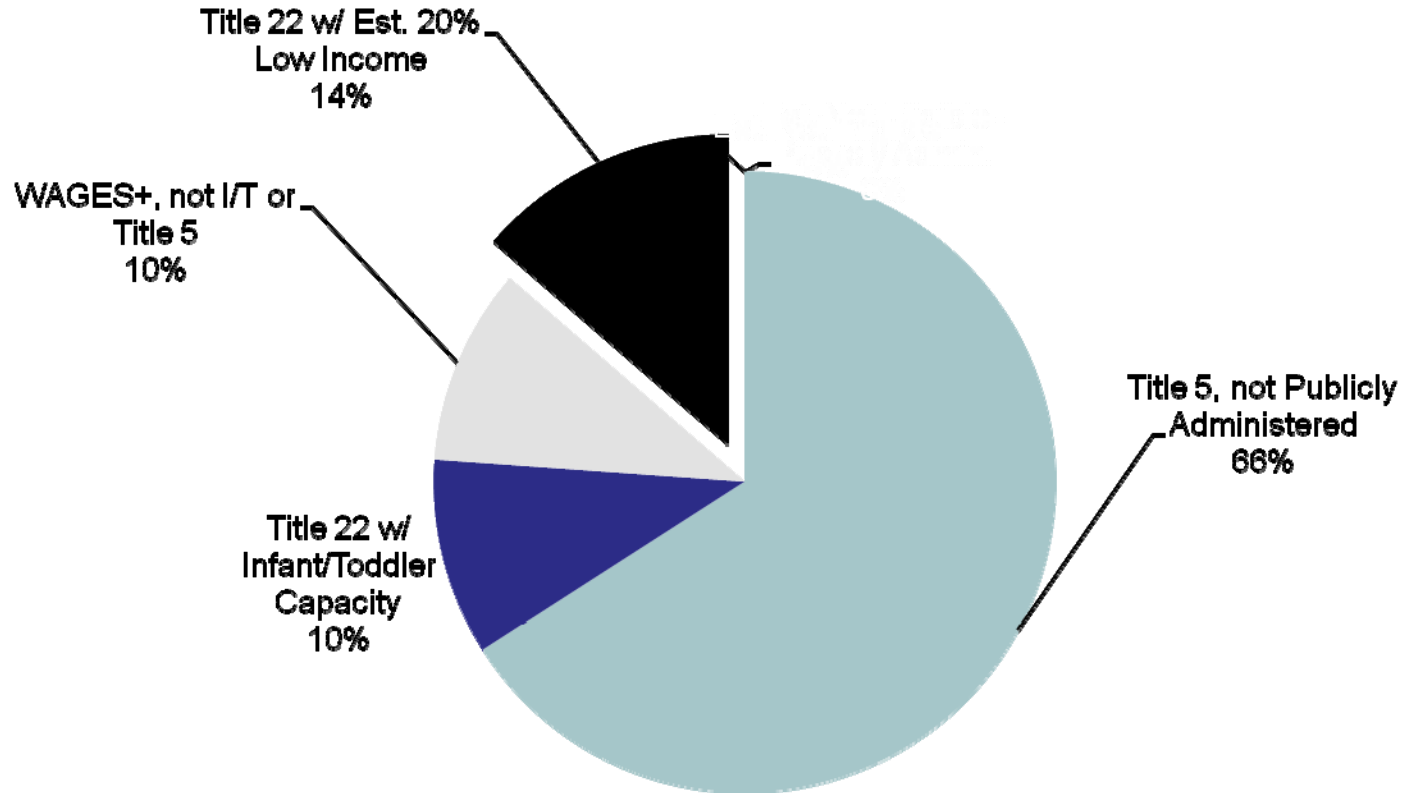
CITY & COUNTY OF SAN FRANCISCO

HUMAN SERVICES AGENCY

# A New Approach

## ECE Workforce Compensation Grants

Est. # Eligible by Priority Criteria





# Family Child Care Quality Network Draft Proposal

## 1/9/12

