



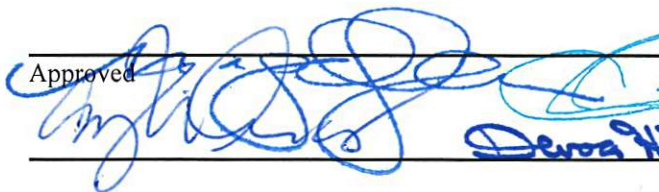

Memorandum

TO: CITY COUNCIL

FROM: Councilmember Sylvia Arenas
Councilmember Magdalena Carrasco
Councilmember Dev Davis
Vice Mayor Chappie Jones

SUBJECT: SEE BELOW

DATE: March 26, 2019

Approved  Date  3-22-19

SUBJECT: REPORT ON QUALITY STANDARDS FOR EARLY EDUCATION PROGRAMMING

RECOMMENDATION

Accept Staff's report and implementation plan and:

1. Recommend that the Human Resources Department explore the reclassification process to create new "Education Series" positions that are needed to support implementation
2. Request the Library and PRNS return to NSE by 2020 with next steps to expand the adoption of quality standards to other license-exempt and non-traditional childcare providers
3. Request a Manager's Budget Addendum on the current cost recovery from existing early childhood programs, and the cost of expanding to additional sites. Recommend staff explore and return to NSE by 2020 with a report on possible sites for license-exempt and licensed child care
4. Recommend that staff return to NSE by 2020 to report on what resources would be needed to create a more robust scholarship program for early childhood programs

BACKGROUND

We'd like to thank all the staff at our Parks, Recreation, and Neighborhood Services Department and our San José Public Library for their incredible work in bringing this report forward—and more importantly putting together this giant leap forward in education standards for our license-exempt child care programs. We also can't thank enough the community leaders at FIRST5 Santa Clara

County and the Library and Early Education Commission who put in endless hours and resources to get us to this point.

License-exempt child care programs, like PRNS's Recreation Preschool, are incredibly cost effective and reliable partial-day solutions for families. The programs are strong because they are so affordable, and I'm thrilled that we're committing our support to increasing our standards in a way that keeps that affordability intact.

This memo brings forward steps that the city can take to support this effort. Additionally, it looks beyond the time period of the proposed implementation plan, to future phases for this project.

One critical step we recommend is to begin the process of exploring an "Education Series" of positions in the city work force. This would help with successfully recruiting and retaining staff at our early education job sites. Titles like "Recreation Leader" don't do enough to support our recruitment of staff, and present challenges for improving the training levels of our city's early education workforce.

We also recommend staff begin working on a second phase to their implementation.

This may include providing Quality Standards for Early Education Program trainings to license-exempt providers beyond our city programs. Let's use our standards to ensure kinder readiness of children through the standardization of early education curriculum. We recommend staff consider using the "Smart Start" delivery model for delivering training to childcare providers.

In addition to traditional license-exempt providers, we recommend staff include non-traditional childcare providers in their expanded trainings. This could include grandparents who act as child care providers, parents who care for the nieces and nephews in addition to their own children, and parent cooperatives.

A future phase may also involve expanding our city programs to new sites. Current early childhood programs have incredibly strong cost recovery, and we request a City Manager's Budget Addendum that would provide Council with information about the financial strength of the programs. This would provide Council with sufficient information to consider an expansion in future years. We also request that staff return to NSE to report on possible new program sites.

Last, we must recognize that for some families facing extreme poverty, even our City programs are out of reach. There is no financial support available that goes beyond the basic scholarship option. Additionally, families that avoid government assistance due to concerns of being caught up in the Public Charge Rule may not qualify.

Each year, a small number of recreation preschool sites have unfilled slots primarily due to the gaps of the current scholarship model. Let's give it a second look to see if there's a path to improve it.

The signers of this memorandum have not had, and will not have, any private conversation with any other member of the City Council, or that member's staff, concerning any action discussed in the memorandum, and that each signer's staff members have not had, and have been instructed not to have, any such conversation with any other member of the City Council or that member's staff.