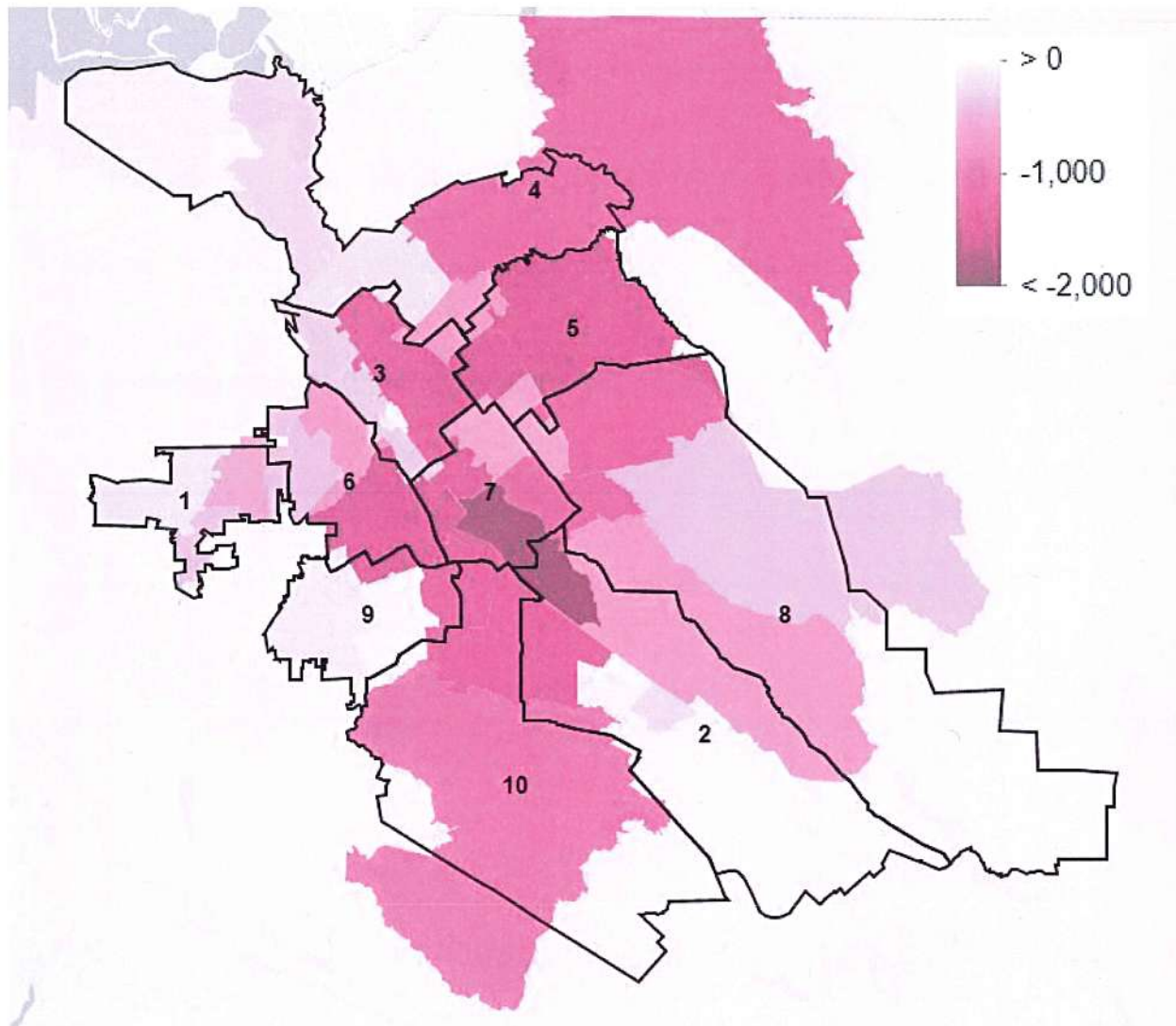# ATTACHMENT A

City Council Actions Related to Childcare and Early Education

DATE	DETAIL/ACTION
March 5, 2019	City Council Policy Priority #14 Childcare and Early Education adopted for Fiscal Year 2019-20.
March 19, 2019	Early Education Quality Standards, developed by an ad-hoc committee of experts in the early education field, led by Library and Early Education Commissioners Mahaney-Gurahoo, Jolly, and Magana and City staff, were approved by City Council.
June 11, 2019	June Budget Message for Fiscal Year 2019-2020 and Family Friendly Initiative: • Directed staff to create a framework for technical assistance and workforce development to increase the number of quality family daycare sites. $250,000 allocated in Library through Mayor's March Budget Message. • Recommended "funding up to $300,000 from the Library C&C Tax Funds ($150,000) and Parks C&C Tax Central Fund ($150,000) to pilot lactation pods at library and community center locations with the greatest need, utilizing an equity screen (BD#94 Arenas)."
February 11, 2020	City Council Policy 0-30 San José Education Initiative approved for adoption.

ATTACHMENT B

San José Supply and Demand for Childcare and Preschool by Zip Code

ATTACHMENT C

Informal Caregiver Assessment

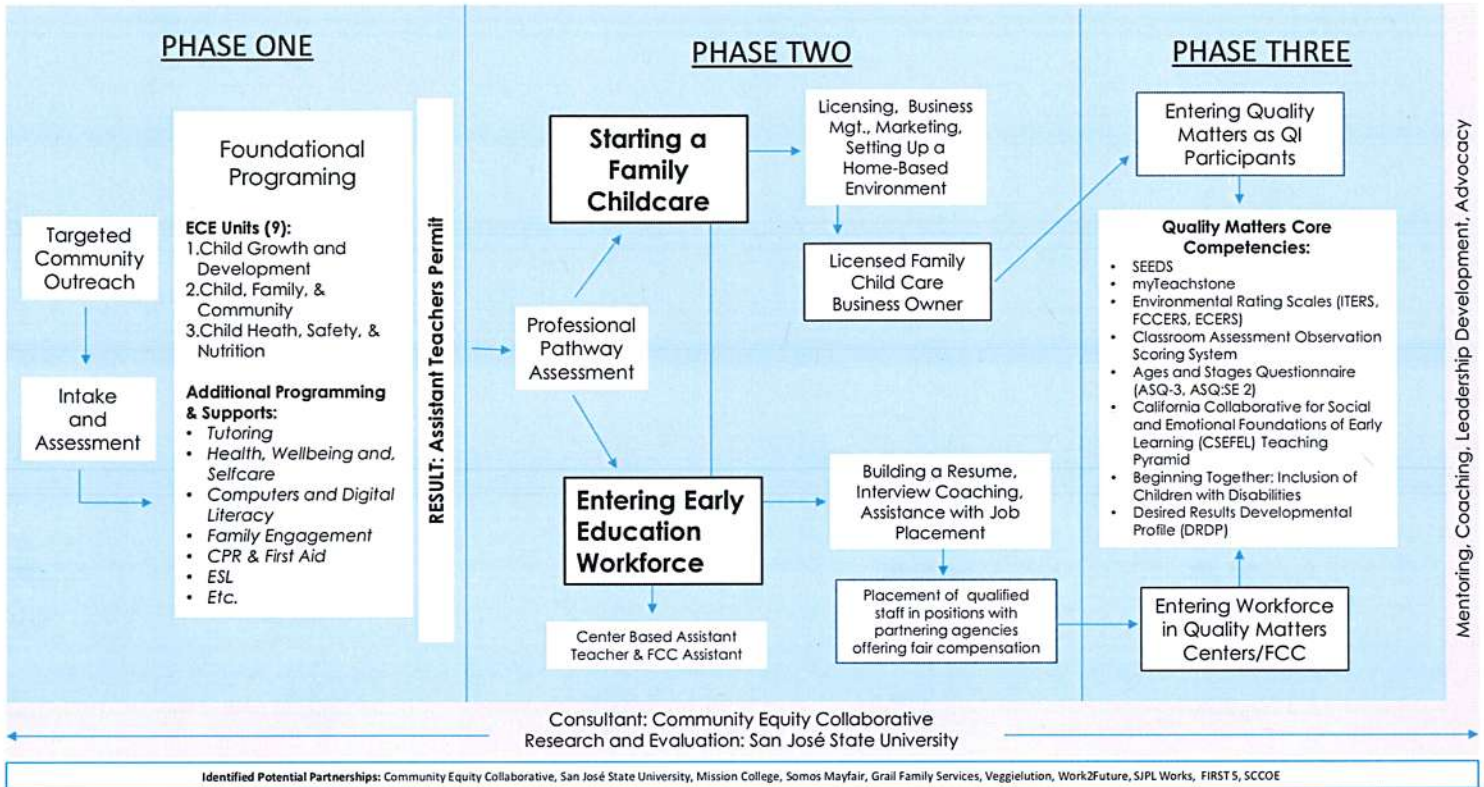| Environmental Scan Learning Questions |
|---|
| Which supports exist for informal caregivers in San José and Santa Clara County?

• Which agencies are key players in providing services/supporting informal caregivers?
• What do the agencies see as the Library's strengths in relation to informal caregivers?
• What do the agencies see as their strengths in relation to informal caregivers? |
| How can SJPL form partnerships with local organizations, recruit caregivers, and promote widespread, sustainable workforce development for caregivers?
• What challenges do these groups currently face?
• Where are gaps in services and where are opportunities to make a difference? |
| What are Informal Caregivers saying they need?

• What are sub-demographics of the group (grandparents, nannies, friends, neighbors)?
• What challenges do they face?
• What kinds of services and opportunities would make a difference for them? |

ATTACHMENT D

Early Education Workforce Development Program Recommendations

Level	Description of Level	Programming Examples
Foundational	Foundational-level programs introduce basic concepts and ideas around healthy development, school readiness, and the role of the caregiver in providing quality care. This programming does not involve a long-term commitment.	Wee Connect, Habla Conmigo, Nana Y Yo, Ready4K, Health and Safety
Intermediate	Intermediate-level programs provide formal education around various topics of child growth and development. Classes may be offered in a series. Certificate of completion is provided for professional development hours completed.	College Courses, Grail Family Services Family Engagement Training, Child Development and Curriculum Development Trainings, First Aid and CPR, Health and Well-Being
Advanced	Advanced-level programs offer educational units, support towards licenses and/or certificates, and businesses. Caregivers will be offered opportunities to develop their skills as leaders, mentors, and coaches. Participants choosing to pursue a career in early education will be provided workshops and technical assistance. Hands-on opportunities to strengthen skills will be provided through practicum experience.	College Courses, Practicum, SOMOS Mayfair Provider Certification, Business Development Courses

ATTACHMENT E

Early Education Workforce Development Program Structure/Timeline

Early Education Workforce Development Pilot Project – Pathway to Quality Matters

PHASE ONE

PHASE TWO

PHASE THREE

Targeted Community Outreach

Intake and Assessment

Foundational Programing

ECE Units (9):
1. Child Growth and Development
2. Child, Family, & Community
3. Child Heath, Safety, & Nutrition

Additional Programming & Supports:
- Tutoring
- Health, Wellbeing and, Selfcare
- Computers and Digital Literacy
- Family Engagement
- CPR & First Aid
- ESL
- Etc.

RESULT: Assistant Teachers Permit

Professional Pathway Assessment

Starting a Family Childcare

Entering Early Education Workforce

Center Based Assistant Teacher & FCC Assistant

Licensing, Business Mgt., Marketing, Setting Up a Home-Based Environment

Licensed Family Child Care Business Owner

Building a Resume, Interview Coaching, Assistance with Job Placement

Placement of qualified staff in positions with partnering agencies offering fair compensation

Entering Quality Matters as QI Participants

Quality Matters Core Competencies:
- SEEDS
- myTeachstone
- Environmental Rating Scales (ITERS, FCCERS, ECERS)
- Classroom Assessment Observation Scoring System
- Ages and Stages Questionnaire (ASQ-3, ASQ:SE 2)
- California Collaborative for Social and Emotional Foundations of Early Learning (CSEFEL) Teaching Pyramid
- Beginning Together: Inclusion of Children with Disabilities
- Desired Results Developmental Profile (DRDP)

Entering Workforce in Quality Matters Centers/FCC

Mentoring, Coaching, Leadership Development, Advocacy

Consultant: Community Equity Collaborative
Research and Evaluation: San José State University

Identified Potential Partnerships: Community Equity Collaborative, San José State University, Mission College, Somos Mayfair, Grail Family Services, Veggielution, Work2Future, SJPL Works, FIRST 5, SCCOE

ATTACHMENT F

Data Rubric for Locating Private Lactation Amenities in City Facilities

	Census Tracts	Census: Population of Census Tracts	Population of Census Tracts Rating	Female Population in Census Tracts	Female Population in Census Tracts Rating	Program Attendance Numbers for Children 0-5	Program Attendance Rating	Est. % Infants / Toddlers in Need of Care	Rating Infants / Toddlers in Need of Care	Median Household Income	Household Income Rating	Income Below Poverty Level	Income Below Poverty Level Rating
Hillview Branch Library	5033.06, 5034.01, 5034.02, 5035.04, 5035.06, 5035.07, 5037.03	33,837.00	6	16,287.00	6	2,338.00	6	-0.88	2	$65,192.00	3	16.40%	2
King Library	5009.01, 5009.02, 5010, 5012, 5013	21,354.00	7	9,701.00	7	9,757.00	1	-0.88	2	$58,839.00	1	19.80%	1
Pearl Avenue Branch Library	5031.08, 5031.15, 5031.16, 5120.05, 5120.19, 5120.24, 5120.25, 5120.26, 5120.27, 5120.52	40,528.00	4	26,064.00	3	1,057.00	7	-0.91	1	$91,415.00	6	7.00%	7
Evergreen Branch Library	5033.04, 5033.05, 5033.12, 5033.13, 5033.15, 5033.21, 5033.22, 5033.23, 5033.24, 5033.25, 5033.26, 5033.27, 5033.29, 5033.33, 5033.36, 5033.37	57,695.00	2	38,358.00	1	8,789.00	2	-0.83	5	$92,564.00	7	8.80%	6
Educational Park Branch Library	5035.08, 5035.09, 5035.10, 5035.11, 5037.12, 5037.13, 5038.02, 5039.02, 5039.03, 5040.01, 5040.02, 5041.01, 5041.02, 5042.01, 5042.02	37,479.00	5	21,289.00	5	7,419.00	3	-0.82	4	$76,175.00	4	13.80%	4

Name	Census Tracts													
Alum Rock Branch Library	5035.08, 5035.09, 5035.10, 5035.11, 5037.12, 5037.13, 5038.02, 5039.02, 5039.03, 5040.01, 5040.02, 5041.01, 5041.02, 5042.01, 5042.02	74,553.00	1	36,729.00	2	2,373.00	5	-0.82	4	$81,613.00	5	10.90%	5
Tully Community Branch Library	5031.05, 5031.10, 5031.11, 5031.17, 5031.18, 5031.21, 5031.22, 5032.11, 5032.12, 5032.13, 5032.14	42,041.00	3	24,333.00	4	4,580.00	4	-0.86	3	$64,187.00	2	15.50%	3
Mayfair Community Center	5037.10, 2037.11, 5037.03	23,249.00	8	11,436.00	9	50	10	-0.94	1	$53,531.00	1	17.80%	1
Roosevelt Community Center	5014.01, 5013, 2012, 5011.02	26,791.00	6	12,658.00	6	56	9	-0.88	3	$53,531.00	1	17.80%	1
Southside Community Center	5120.22, 5120.21, 5120.23	43,650.00	3	22,009.00	3	81	8	-0.78	8	$101,209.00	4	5.80%	6
Berryessa Community Center	5043.07, 5043.08, 5043.14, 5043.15, 5043.16, 5043.20, 5043.21, 5043.23, 5044.10, 5044.11, 5044.17	50,082.00	2	25,036.00	2	86	7	-0.85	5	$103,277.00	5	7.50%	4
Evergreen Community Center	5033.30, 5033.26, 5033.12	37,422.00	5	19,071.00	5	257	6	-0.82	6	$135,313.00	8	4.40%	7
Camden Community Center	5027.01, 5029.01, 5028	16,872.00	10	8,572.00	10	371	5	-0.79	7	$122,507.00	7	4.30%	8
Almaden Community Center	5119.05, 5119.07, 5119.09, 5119.10, 5119.11, 5119.12, 5119.13, 5119.14, 5119.15, 5120.47, 5120.53	52,182.00	1	26,333.00	1	372	4	-0.91	2	$168,530.00	9	2.60%	9

	Census Tracts	Population		Female Population		Attendance		Est. % Need of Care		Median Household Income		Income Below Poverty	
Seven Trees Community Center	5032.04, 5032.07, 5032.10, 5032.17, 5032.18	21,096.00	9	12,630.00	8	513	3	-0.86	4	$64,187.00	2	15.50%	2
Bascom Community Center	5020.01, 5021.01, 5021.02, 5064.01, 5064.02	25,343.00	7	12,642.00	7	824	2	-0.91	2	$80,084.00	3	10.60%	3
Willow Glen Community Center	5019, 5022.01, 5022.02, 5023.01, 5023.02, 5024, 5025, 5026.01, 5031.23	38,663.00	4	19,979.00	4	932	1	-0.91	2	$111,434.00	6	7.20%	5

Rating Key

1. Neighboring Census Tract Population: Highest census tract population (1) to lowest census tract population (10)
2. Neighboring Census Tract Female Population: Highest Census tract female population (1) to lowest census tract female population (10)
3. Program attendance numbers for children 0-5 years of age: Highest attendance (1) to lowest attendance (10)
4. Est. % Infants/Toddlers in Need of Care : Highest % in need of care (1) to lowest % in need of care (10)
5. Median Household Income: Lowest median household income (1) to highest median household income (10)
6. Income Below Poverty Level: Highest % of income below poverty level (1) to lowest % of income below poverty level (10)