

Siskiyou County

Child Care Planning Council

Strategic Action Plan



2005 - 2010

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Mission Statement

The mission of the Siskiyou County Child Care Planning Council is to plan for, promote and support quality child care and early education services that meet the needs of all Siskiyou County families.

Introduction

Under the mandates of California's welfare reform legislation, AB 1542, Local Child Care Planning Councils (also known as LPCs) were established to assess the impact of increased numbers of working families on the local supply of child care. The primary tasks of Local Planning Councils are to assess local child care and early education needs; establish and periodically update local priorities for the maintenance, expansion and improvements of early childhood services; review and evaluate legislation affecting child care; maximize local, state, federal and private resources for local child care; and serve as an advisory and planning body to the County Board of Supervisors, County Superintendent of Schools, and others on child care and early education issues.

The Siskiyou County Local Planning Council (LPC) is comprised of 15 members appointed by either the Board of Supervisors or the County Superintendent of Schools. Diversity of representation that reflects the ethnic, racial and geographic composition of the county is both required and desired. The council must also have a 20 percent representation ratio from each of the following sectors:

- consumers of child care services
- providers of child care services
- public agency representatives
- community representatives
- discretionary appointments

In 1999, the California Department of Education (CDE) instructed child care planning councils throughout the state to prepare countywide strategic plans to address local child care issues. Local Planning Councils were encouraged to develop criteria, methodologies and processes to reflect their individual county situation and needs. In 2000, the Siskiyou Local Planning Council, utilizing the 1999 S.E.C.T. (Siskiyou Early Childhood Team) Needs Assessment, LPC's 2000 Center-based Provider Salary Survey, as well as a number of state-required indicators, completed its first five-year Strategic Plan. CDE currently requires that Local Planning Councils conduct a needs assessment, and create a strategic plan, at least once every five years.

Needs Assessment Methodology and Process

In 2004, the Siskiyou County Child Care Planning Council appointed a Needs Assessment/Strategic Planning Advisory Group for the purpose of designing and recommending a strategy for conducting an updated Needs Assessment and Strategic Plan. As a result, an independent contractor was hired to gather county-specific, state required data regarding population, race/ethnicity, family income, number of families receiving public assistance, teen births, child abuse indicators, special needs indicators, the need for subsidized child care, and the availability of child care spaces compared to child population in each geographical area of the county. (See *Siskiyou County Child Care Planning Council Needs Assessment, June 2004.*)

In addition, a countywide Parent Survey was conducted via the 2004 Siskiyou County Fair, elementary schools, child care centers, family child care homes and preschools. Each of Siskiyou's ten Family Resource Centers was enlisted to distribute, collect, and in some cases, assist parents in filling out, the surveys, which were available in both Spanish and English.

Strategic Planning Methodology and Process

Strategic Planning is a process in which the guiding members of an organization collectively form a vision of the future and then develop the necessary procedures and operations to move the organization into that future. Desired results and goals are determined. Then specific activities to assist the group in advancing toward those goals are created.

Following completion of the 2004 Needs Assessment and collection of the 2004 parent surveys, the Needs Assessment/Strategic Planning Advisory Group met to review and analyze current data. The group recommended that the following documents and factors be considered and/or incorporated into the 2005 – 2010 Strategic Plan:

- LPC Mission Statement
- Highlights of the 2004 Needs Assessment, including Independent Consultant Recommendations*
- Parent Survey Highlights**
- Public Input (derived from annual LPC Public Hearings and Public Comment portion of LPC meetings)
- Anecdotal, informal feedback from partner agencies
- 2000 LPC Strategic Plan

* *The consultant recommended that the following key areas be considered in future planning:*

Child Care for Rural Communities

Child Care for Growing Minority Populations

Increased Access to Behavioral and Mental Health Supports and Services

** *Parent surveys were sorted and relevant data extracted. Of 434 respondents, most were employed and already using some form of child care; the majority were using child care centers; 88 were receiving child care or preschool subsidies; and 59 were Spanish speaking. The top two changes most desired were higher quality of care and child care closer to home. The three biggest problems in finding or using child care were no child care in the area, cost of child care, and compatibility/comfort level. Forty nine either had concerns, or indicated that their child's caregiver had concerns, about their child's behavior.*

A consultant was hired to facilitate an all-day Strategic Planning Retreat on February 2, 2005. Nearly all LPC members attended and participated in a day of lively discussion, priority setting, and strategic planning. The council chose three major Strategic Result areas, set goals in each of these areas, listed strategic activities to achieve those goals, and identified community partners. Goals were rated by the following criteria:

- Goal was recommended as a priority in the 2004 Needs Assessment
- Goal involved a current collaborative opportunity
- Goal had access to a supportive funding stream
- Goal had momentum (was currently moving forward)
- Goal reflected current policy trends

At the end of the day, a fairly complete, yet lengthy, strategic plan outline had been created. The Needs Assessment/Strategic Planning Advisory Group was then charged with the tasks of narrowing goals and strategic activities to a manageable number; creating a timeline; editing; and recommending a final version to the full council. The advisory group met two more times to accomplish these tasks; and in April 2005, the Strategic Action Plan herein was adopted.

Action Plan

Strategic Result 1: Increased access to quality child care and early education services

Goal	Strategic Activity	Partners	Responsibility	Timeline
<p>1.1 Improved access to quality child care, school age programs and early education opportunities in remote and high need areas</p>	<p>Identify areas of highest need based on:</p> <ul style="list-style-type: none"> • level of poverty • remoteness of community • numbers of children vs. availability • type of care needed • survey results <p>Collaborate with agencies to develop new opportunities</p> <p>Collaborate with agencies to increase quality childcare slots for infants and toddlers</p>	<p>FRCs Childcare Centers Preschools, Schools Churches Head Start Early Head Start SCCC Human Services Karuk Tribe Public Health SCOE</p>	<p>LPC Priority Task Group</p> <p>LPC</p> <p>LPC</p>	<p>by 5/30 annually</p> <p>ongoing</p> <p>ongoing</p>
<p>1.2 Increased access to behavioral health services for children, their families and/or caregivers</p>	<p>Attend meetings of Mental Health Services (Proposition 63) Executive Committee</p> <p>Work in partnership with First 5 Siskiyou's Early Childhood Mental Health Initiative to assure that needs for provider information and training are met</p> <p>Coordinate with agencies to increase access to, and improve effectiveness of, existing behavioral health services for young children and their families</p> <p>Coordinate with agencies to develop new behavioral health programs, trainings and services</p>	<p>NVCSS Remi Vista FRCs Behavioral Health First 5 Schools Early Head Start Head Start SCCC SCOE Cal-Net Public Health COS School Readiness S.E.C.T.</p>	<p>Coordinator or designee</p> <p>LPC</p> <p>LPC</p> <p>LPC</p>	<p>ongoing</p> <p>ongoing</p> <p>ongoing</p> <p>ongoing</p>

Goal	Strategic Activity	Partners	Responsibility	Timeline
1.3 Increased visibility of early education and child care services for young children and their families	<p>Continue to coordinate, publish and distribute the "Siskiyou Child Care, Early Education and Family Resource Directory"</p> <p>Coordinate with organizations to provide information in publications and at events including:</p> <ul style="list-style-type: none"> • Week of the Young Child activities • Siskiyou County Fair • Public service announcements/Press Releases 	<p>SCCC FRC Network First 5 Local media Local businesses Local agencies Chambers of Commerce</p>	<p>Coordinator</p> <p>LPC</p>	<p>annually in Spring</p> <p>ongoing</p>
1.4 Increased availability of summer child care and enrichment programs	<p>Work collaboratively to support efforts to provide summer programs</p> <p>Include directory of summer programs in "Siskiyou Child Care, Early Education and Family Resource Directory"</p> <p>Work with FRCs to increase availability of summer programs</p>	<p>Faith community FRCs Recreation Districts Arts Council College of the Siskiyou (COS) YMCA</p>	<p>LPC</p> <p>Coordinator</p> <p>LPC</p>	<p>ongoing</p> <p>annually in Spring</p> <p>ongoing</p>
1.5 Increased availability of respite care in areas of high need	<p>Identify need using information gathered by SCCC and other sources</p> <p>Identify potential partners and resources</p>	<p>SCCC FRCs S.E.C.T. Behavioral Health</p>	<p>LPC</p>	<p>6/30/06</p> <p>6/30/07</p>

PARTNER ACRONYMS

Cal-Net – Rural Professional Development Program

COS – College of the Siskiyou

FRCs – Family Resource Centers

LPC – Local Planning Council

NVCSS – Northern Valley Catholic Social Services

SCOE – Siskiyou County Office of Education

SCCC – Siskiyou Child Care Council

S.E.C.T. – Siskiyou Early Childhood Team

Action Plan

Strategic Result 2: Improved quality and scope of both existing and emerging child care and early education programs

Goal	Strategic Activity	Partners	Responsibility	Timeline
<p>2.1 Increased education, training and support that encourage child care and early education providers to enroll children with special needs and provide them with quality care</p>	<p>Continue to update and develop list of “Special Needs and Mental Health Resources” to be included in the “Siskiyou Child Care, Early Education and Family Resource Guide”</p> <p>Create a separate, more detailed Special Needs brochure that would inform both child care/early education providers and families of existing supportive services</p> <p>Publish and distribute this brochure to child care/early education providers, family resource centers and agencies</p> <p>Collaborate with agencies to develop and provide trainings that encourage child care/early education providers to more effectively serve special needs children and their families</p> <p>Through existing newsletters, educate child care/early education providers about current mandates and legislation regarding children with special needs</p>	<p>FRCs SCCC First 5 West Ed. SCOE Public Health Behavioral Health FNRC Rowell Foundation NVCSS Remi Vista First 5 ECMH program Cal-Net S.E.C.T.</p>	<p>Coordinator, SCOE Special Services Dept.</p> <p>SCOE Special Services Dept., Coordinator</p> <p>LPC</p> <p>LPC</p> <p>Coordinator, LPC Newsletter Editor</p>	<p>annually in Spring</p> <p>8/05</p> <p>9/05</p> <p>ongoing</p> <p>ongoing</p>

Goal	Strategic Activity	Partners	Responsibility	Timeline
<p>2.2 Increased linguistically and culturally appropriate training, resources and support opportunities for ethnic minority providers</p>	<p>Identify available resources</p> <p>Promote Spanish language resources in appropriate populations</p> <p>Collaborate with organizations to provide more culturally appropriate training opportunities for ethnic minority providers</p>	<p>First 5 FRCs SCOE First 5 School Readiness Coordinator CARES Advisory Group COS SCCC Cal-Net Head Start Early Head Start Migrant Ed. Even Start</p>	<p>Coordinator</p> <p>CARES Advisory Group LPC</p>	<p>6/30/06</p> <p>ongoing</p> <p>ongoing</p>
<p>2.3 Increased training opportunities that encourage providers to embrace diversity and address culturally sensitive child care and early education</p>	<p>Promote resources and workshops for providers</p> <p>Collaborate with organizations that provide trainings that address culturally sensitive child care and early education.</p>	<p>West Ed. Calif. Dept. of Educ. SCCC SCOE Early Head Start Head Start Karuk Tribe Cal-Net First 5 School Readiness CARES Advisory Group</p>	<p>LPC</p>	<p>ongoing</p>

Goal	Strategic Activity	Partners	Responsibility	Timeline	
2.4 Improved consumer knowledge of indicators of quality care and impact on healthy child development	Adopt a list of indicators that define "quality child care and early education"	First 5 FRCs SCCC	LPC	3/06	
	Publish this list in the "Siskiyou Child Care, Early Education and Family Resource Guide"		Coordinator	annually in Spring ongoing	
	Develop promotional materials on the benefits of quality child care		Coordinator	ongoing	
2.5 Improved quality of care in Family, Friends and Neighbors (FFN) settings	Submit newspaper articles to promote consumer knowledge of quality childcare		Coordinator	ongoing	
	Work collaboratively to increase basic educational opportunities for middle and high school students to learn about caring for young children	SCCC FRCs First 5 JEDI YMCA SCOE ROP COS ECE Advisory Committee Red Cross SCCC First 5 JEDI FRCs County agencies	LPC	ongoing	
	Support efforts to provide education to FFN ("Family, Friends & Neighbors") providers		LPC	ongoing	
	Develop a contact list for questions about childcare		LPC	ongoing	
	Expand CARES incentive program to include FFN		CARES Advisory Group	6/30/05	
	Partner with SCCC/CCIP program/UC Davis training to implement a CARES FFN track		LPC	6/30/06	
	Support First 5/KCET "A Place of Our Own" video trainings		LPC	ongoing	
	Work with JEDI to promote microenterprise opportunities		LPC	ongoing	
	PARTNER AGENCY ACRONYMS				
	Cal-Net – Professional Develop. Program	CARES – "Comprehensive Approaches to Raising Educational Standards" Incentive Program			
COS – College of the Siskiyou	FRCs – Family Resource Centers				
ECE – Early Childhood Education	JEDI – Jefferson Economic Dev. Council				
ECMH – Early Childhood Mental Health	LPC – Local Planning Council				
FNRC – Far Northern Regional Center	NVCSS – Northern Valley Catholic Soc. Services				
	SCCC – Siskiyou Child Care Council				
	SCOE – Siskiyou County Office of Education				
	S.E.C.T. – Siskiyou Early Childhood Team				
	West Ed. – High quality early childhood training				

Action Plan

Strategic Result 3: Improved Professionalism of the Child Care/Early Education Industry in Siskiyou County.

Goal	Strategic Activity	Partners	Responsibility	Timeline
<p>3.1 Improved stability of the child care workforce in Siskiyou County</p>	<p>Continue involvement in the C.A.R.E.S. retention and educational incentive program</p> <p>Provide information regarding grants, supportive and professional opportunities specific to family child care providers</p>	<p>First 5 COS FRCs SCOE SCCC Cal-Net</p>	<p>CARES Advisory Group</p> <p>LPC</p>	<p>ongoing</p> <p>ongoing</p>
<p>3.2 Improved recognition of the value of quality child care and early education to the well-being of Siskiyou County</p>	<p>Organize the Annual Provider Appreciation Dinner. Invite public officials, partners and local businesses/employers that have contributed to quality care</p> <p>Distribute educational materials to employers, community members and policy makers on the benefits of quality child care</p> <p>Publish a monthly “provider or program recognition” article in the LPC newsletter</p>	<p>First 5 SCCC Board of Supervisors County School Board JEDI Head Start Early Head Start</p>	<p>Provider Appreciation Planning Group</p> <p>Coordinator</p> <p>LPC Newsletter Editor</p>	<p>annually in May</p> <p>ongoing</p> <p>monthly</p>
<p>3.3 Improved knowledge, skills and abilities of child care and early education providers in Siskiyou County</p>	<p>Continue collaboration with COS to create a mentor/teacher training program, a model/laboratory school and/or other local early childhood education improvements. Continue ongoing communication regarding needed courses, optimal times to offer courses, child development permit process and articulation with Early Childhood B.A. programs.</p> <p>Continue involvement in the C.A.R.E.S. incentive program</p>	<p>COS First 5 FRCs SCCC Cal-Net School Readiness</p>	<p>LPC</p> <p>CARES Advisory Group</p>	<p>ongoing</p> <p>ongoing</p>

Goal	Strategic Activity	Partners	Responsibility	Timeline
	<p>Continue publication of the "Siskiyou Early Childhood Professional"</p> <p>Collaborate and coordinate with organizations to develop, schedule and promote Early Childhood Education trainings in Siskiyou county</p> <p>Explore ways to support accreditation</p> <p>Continue to publish and distribute training calendar</p>	<p>SCOE West Ed. Head Start Early Head Start</p>	<p>LPC Newsletter Editor</p> <p>LPC</p> <p>CARES Advisory Group</p> <p>Cal-Net Specialist, LPC Newsletter Editor</p>	<p>ongoing</p> <p>ongoing</p> <p>ongoing</p> <p>monthly</p>

PARTNER ACRONYMS

- CARES - "Comprehensive Approaches to Raising Educational Standards" Incentive Program
- Cal-Net – Rural Professional Development Program
- COS – College of the Siskiyou
- FRCs – Family Resource Centers
- JEDI - Jefferson Economic Development Institute
- LPC – Local Planning Council
- NVCSS – Northern Valley Catholic Social Services
- SCOE – Siskiyou County Office of Education
- SCCC – Siskiyou Child Care Council
- S.E.C.T. – Siskiyou Early Childhood Team
- West Ed. – High quality early childhood training organization