

Department of Early Childhood Joint CFC & EC COAC Meeting

October 8, 2025



San Francisco Department of
Early Childhood



Agenda

1. Call to order
2. Roll call
3. General public comment
4. Agenda items public comment
5. Joint Body Member updates
6. CPAC updates
7. Executive Director updates
8. Discussion and possible action to approve the April 9, 2025 meeting minutes (Action item) [Body members provided with the following: draft minutes]
9. Update on the process of the Commission Streamlining Task Force (Discussion Item)
10. Discussion of the Department of Early Childhood's Evaluation framework (Discussion Item)
11. Adjourn



1. CALL TO ORDER



2. ROLL CALL

3. GENERAL

Public Comment



4. AGENDA ITEM Public Comment

5. JOINT BODY UPDATES



6. CPAC UPDATES



7. EXECUTIVE DIRECTOR UPDATES

8. Discussion and possible action

to approve the April 9, 2025 meeting minutes (Action item)

[Body members provided with the following: draft minutes]



9. Proposition E Task Force (Discussion item)





What has been completed by DEC:

- **BLA Prop E Survey** evaluated the cost and impact (including elimination/consolidation) of commissions and policy bodies.
- **Commission Validation** reviewed commission and policy body attendance, cancellations, and completeness.
- **The Commission Questionnaire** inquired about the mandated purpose, engagement, and outcomes of both bodies.

What has been released by the Task Force:



- DEC's categorization for all bodies for analysis purposes is "Public Health and Wellbeing."
- Recommendations were made for housing/economic development, infrastructure/climate/mobility, public safety, federal/state-required, and inactive/borderline inactive bodies.
- Templates for both Governance and Advisory bodies were designed to dictate the expected alignment of existing bodies.

Commission Streamlining Calendar



Jul 16	Inactive bodies; Templates & Criteria for Advisory bodies	Taskforce meeting
Aug 6	Templates & Criteria for Governance, Appeals, and Regulatory bodies	Taskforce meeting
Oct 3	Public Health and Wellbeing	recommendations published
Oct 15	Public Health and Wellbeing	Taskforce meeting
Nov 5	General Administration and Finance	Taskforce meeting
Nov 19	Complex, deferred decisions re: templates or bodies; Operational improvements	Taskforce meeting
Dec 3	Review draft report	Taskforce meeting
Jan 7	Discuss legislation (charter amendment + ordinances)	Taskforce meeting
Jan 21	Approve final report (in advance of Feb 1st deadline)	Taskforce meeting
Feb 4	Present final draft legislation (charter amendment + ordinances)	Taskforce meeting
Feb 18	Approve legislation (charter amendment + ordinances in advance of Mar 1st deadline)	Taskforce meeting
Apr 1	Deadline for BOS to hear drafted legislation	BOS Deadline
Jul 1	Deadline for BOS to place Charter amendment on a future ballot	BOS Deadline



10. DEC's Evaluation Framework (Discussion item)





Overview of Data & Evaluation Activities

- Eight (8) different project areas
 - Six focused on evaluation of key programs and initiatives
 - Landscape Analysis to further understand the experience and needs of SF parents/caregivers/families
 - Data Mapping, Governance, and Systems Development
- DEC data infrastructure improvements
 - New tools
 - New knowledge and skills



Evaluation: Early Learning Access & Enrollment

- Partnering with Social Policy Research Associates (SPR)
- Evaluation Goals: Evaluate implementation of the DEC's Early Learning for All access and enrollment work to improve services and families' experiences, including child care resource and referral, financial support for enrollment, and facilities development and improvement.
- Sample research questions/ priorities for upcoming year
 - What is the process families go through in order to secure child care? How much of identifying and enrolling is parent-driven compared to organization/agency-driven?
 - How does the access and enrollment system support families when their childcare needs change?
 - How do access and enrollment systems operate in other locations in the country? Are there different methods and approaches not employed in SF that are valued in other communities?



Early Learning Access & Enrollment

Current activities - Year 1 (2025) of a total 4.5-year project

- Discovery Phase
 - Document review and web scan
 - Administrative data review
 - Strategic and community partner focus groups
 - *Deliverables:* Evaluation framework; Evaluation tools for annual report; Discovery Phase Presentation Deck
- Formative, Process, and Outcomes Evaluation (Following completion of Discovery Phase)
 - Establish data sharing agreement with SFUSD
 - Document review and web scan
 - Eight family focus groups in up to four languages
 - *Deliverables:* Annual report presentation deck





Evaluation: Early Learning Program Quality

- Partnering with Harder & Company
- Current Activities (2025–2026)
 - Planning year for a 4.5-year evaluation of DEC’s early learning quality improvement work
 - Stakeholder mapping and advisory group formation underway
 - IRB protocols in development; language access planning includes Spanish, Mandarin, Cantonese, and Filipino
- Future focus (2026+)
 - Launch of focus groups (parents, educators) and Early Learning for All (ELFA) administrator interviews
 - Tool development aligned with revised quality standards and family-centered definitions
 - Emphasis on equity and feedback loops with DEC and partners



Evaluation: Early Childhood Mental Health Consultation

- Partnering with Partners in Public Innovation (PPI)
- **Overview:** Evaluation implementation of the Early Childhood Mental Health Consultation initiative (ECMHCI) by identifying and engaging in formative, process, and/or outcome stages of evaluation that employ equitable strategies, are community-centered, and address the initiative's research questions and goals.
- **Current Activities (2025–2026)**
 - Planning year for a 4.5-year evaluation of DEC ECMHCI, including program discovery, stakeholder identification, and instrument formation
 - Survey and advisory group development
- **Future focus (2026+)**
 - Survey and advisory group implementation and iteration
 - Summative report issued



Evaluation: Early Learning Workforce Initiatives

- Pursuing contract with the Center for the Study of Child Care Employment at University of California, Berkeley
 - Currently in negotiations with their team





Evaluation: Family Resource Centers

- Partnering with Urban Institute
- Two main evaluation components and Sample Research Questions:
 - Implementation Evaluation
 1. Are FRC services meeting the needs of the families in their communities? Are there service gaps or populations whose needs are not addressed?
 2. How does family access and engagement in services and programs vary across demographics? What are the barriers to accessing and engaging with FRCs?
 3. Are FRC services and programming being implemented as it was designed/intended?
 - Outcome/Impact Evaluation
 1. What are the short- and long-term impacts of participation in activities at the FRCs?
 2. Are kindergarten readiness outcomes related to FRC participation?



Evaluation: Family Resource Centers

Current Activities (FY 2025-2026)

- Environmental scan/Document Review
- IRB Approval
- Establish Data Sharing Agreements
- Form Guidance Committee of 5-8 parents
- FRC staff surveys

Deliverables:

- Evaluation Plan
- Annual evaluation report

Future Activities/Focus (FY 2026-2029)

- Site visits to all FRCs
- In-depth Interviews
- Focus Groups
- Review and Analysis of Program and Outcome data

Deliverables:

- Annual Evaluation Reports
- Final Report
- Executive Summary
- Final Presentations and slides





Evaluation: Universal Screening and Early Intervention

- Partnering with American Institutes for Research (AIR)
- Overview:
 - Evaluation Plan and Final Report:
 - The Contractor will use a comprehensive approach to evaluate the Universal Screening and Early Intervention system—its implementation activities, outputs, outcomes, and impacts on children and families. The contractor's work will culminate in a final evaluation and communications plan for DEC at the end of the contract.
 - Sample Research Questions
 - To what extent do screening, referral and service provision strategies meet the needs of **all** kinds of families?
 - How can the initiative best identify, engage, support and empower families who may not require formal intervention services but still benefit from developmental support, play-based learning, or family engagement services?
 - How and how well do professionals across Early Connections partners collaborate to support efficient and effective screening, referral, and intervention?



Evaluation: Universal Screening and Early Intervention

Current Activities (FY 2025-2026)

- Analyzing secondary data
- Landscape analysis
- Developing the Evaluation Leadership Team (stakeholder engagement)
- Finalizing the research questions

Deliverables:

- Evaluation Plan

Future Activities/Focus (FY 2026-2029)

- Evaluation Leadership Team convenings
- Focus groups, interviews, surveys
- Family-centered case review data collection

Deliverables:

- Annual report and communication materials Year 2, 3, and 4
- Final Report (Year 5)



Evaluation: Landscape Analysis



- Partnering with Clarity Research Group
- **Overview:** The Contractor will identify predictors of school readiness to help identify why San Francisco has seen an upward trend in kindergarten readiness in recent years, and what factors help children and families meet kindergarten readiness benchmarks.
- Two main components:
 - Landscape Analysis
 - Biennial
 - **Goal:** To gauge the strengths and needs of the city's families with children 0-5, results of which will inform development of the kindergarten readiness parent survey and will also inform DEC investments and program planning.
 - Kindergarten Readiness Parent Survey
 - Distributed in years 2, 3, and 4
 - **Goal:** Examine family predictors of school readiness as well as potential explanations for the upward trend in kindergarten outcomes observed in recent years.

Evaluation: Landscape Analysis

Current Activities (FY 2025-2026)

- Secondary population-level data analysis
- Literature review
- Devise Parent Steering Committee
- Community engagement

Deliverables:

- "What We Know About Kindergarten Readiness in San Francisco" summary report
- Draft updated Kindergarten Family Survey and outreach plan

Future Activities/Focus (FY 2026-2029)

- Parent Steering Committee
- Literature review
- Community engagement
- Kindergarten Readiness Family Surveys

Deliverables:

- Kindergarten Readiness Family Survey distribution and report findings
- Data collection plan
- 0-5 Family Needs Assessment report



Data Governance and Systems Development

- Partnering with Child Trends
- Two main components:
 - 1) Data Mapping and Data Governance
 - First two years of the project
 - **Goal:** Connecting and standardizing data systems into a cohesive framework
 - 2) Data Systems Development and Systems Project Management
 - Contracted for four years
 - **Goal:** Informing the technical development of data system(s) to support the tracking and measurement of population-level indicators

Data Governance/Systems

- Current Activities
 - Survey and interview program users and IT vendors across all DEC systems
 - Identify gaps
 - Create a deck of all data platforms/uses/needs
- Future Activities
 - Implementing common data standards and handling protocols across systems and programs
 - Implementing standardized data use agreements and parent acknowledgement/consent agreements
 - Supporting procurement of early learning enrollment data system
 - Supporting procurement of early learning workforce initiatives data system

Internal Data & Evaluation Infrastructure

- Current Activities
 - Salesforce Early Learning for All database for tracking ELFA and pre-ELFA participation
 - Snowflake data integration project
 - DEC Enrollment Reporting System (DETS) + Children's Council CC4 + Wu Yee CC4 + Salesforce
 - Upcoming: WELS quality and training and technical assistance data and CA ECE Workforce Registry data
 - Upgrading and unifying DEC's two Cityspan-developed contract management systems
 - ArcGIS mapping ECE supply and demand
 - Early Learning San Francisco (ELSF) upgrades
- Future Activities
 - Sharing data through dashboards and datasets to SF.gov and DataSF

11. ADJOURN

