



# 3 YEAR STRATEGIC PLAN 2017-2020

## **FIRST 5 Mendocino**

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## Background

In November 1998, the voters of California passed Proposition 10 establishing The California Children and Families Act. The statewide ballot initiative added a 50-cents- per-pack tax on cigarettes and tobacco products. The revenue must be used to fund education, health and child care programs that promote early childhood development from the prenatal period to age five. Proposition 10 created independent commissions in each California county to distribute funding to local community programs.

## State Commission

First 5 California is responsible for state-level administration including developing program guidelines, reviewing county plans, and conducting annual program review and evaluation. The seven-member commission also spends twenty percent of the available revenues annually on mass media communications, parent and provider education, child care, research and administration.

## County Commission

Eighty percent of the available revenues are allocated annually to county commissions, based on the number of live births. Mendocino County has a slightly decreasing population over time. Each commission is responsible for developing a strategic plan to guide the expenditure of local Proposition 10 funds. Local planning efforts must be consistent with state guidelines and programs must be reviewed and evaluated annually

## Vision

Mendocino County's children will be happy and healthy which will be reflected in its future thriving adults.

## Mission

FIRST 5 Mendocino strengthens early childhood systems and supports needed to ensure that Mendocino County's young children are safe, healthy and ready to thrive in school and in life.

# Strategic Plan

It is the charge of the FIRST 5 Mendocino Commissioners to develop a Strategic Plan for disseminating the Proposition 10 funds in a manner that will benefit Mendocino County children, prenatal to five years old, and their families.

The Strategic Plan for 2017-20 is the result of a six-month process that included a review of the Long-Term Financial Plan, extensive research of community indicators and deliberations of causes, outcomes and challenges and inclusion of the First 5 Network priorities as established in November 2017. Through this process, the Commission decided to continue its focus on improving parenting and reducing substance abuse among parents of young children. The Commission refined the priority areas to increase family resilience by improving parenting and reducing substance abuse while leading policy change and advocacy at the local, state and federal levels to support this work.

## Underlying Guiding Principles

- Attachment
- Prevention
- Best Practice
- Equity in distribution of resources across the county



# FOCUS AREA 1: Increase Family Resilience

## GOAL

FIRST 5 Mendocino will increase family resilience by improving parenting and decreasing substance abuse. Investments will support countywide collaboration with partner agencies to decrease incidents of Adverse Childhood Experiences (ACEs) rates in the county, promotion of professional development trainings that ensure resilient families, trainings will target professionals who work with children in the foster care system or are at risk of being in the foster care system. Investments to promote thriving children in resilient families. Ensure families have access to information and referrals to services and ensure partner agencies distribute FIRST 5 Mendocino outreach materials.

## OBJECTIVES

1. Be an active member of the Mendocino County Policy Council on Children and Youth and its subcommittees (Children's Action Committee and Children's Health Committee)
2. Host and/or sponsor trainings on ACEs and resilience
3. Parents/guardians have access to Family Resource Center (FRC) for services and information and referral to other supportive services
4. Families have access to information and referrals to services (through a countywide system such as 211 Mendocino)
5. Staff provide updated materials and outreach training to agencies on FIRST 5 investments and programs

## DESIRED RESULTS

Parents and primary caregivers will have access to the resources and services through FRCs. FIRST 5 Mendocino will advocate locally, and at the state and federal levels to ensure young children are safe, healthy and ready to succeed in school and in life.

## FOCUS AREA 2: Improve Parenting

### GOAL

FIRST 5 Mendocino's second goal is to improve parenting so that all children thrive in nurturing homes and that early childhood educators will participate in professional development and engage the parent in their child's learning. Investments will support parent education and support services for families to decrease child abuse, neglect and removals. The Commission will fund evidence-based programs that are located within communities in which the families live; link families with providers; and coordinate resources to improve physical, social and emotional health of children ages 0-5.

### OBJECTIVES

1. Decrease child abuse, neglect and removals
2. Support efforts to increase the availability of qualified foster/adopt homes to ensure quicker permanency placement at an early age
3. Provide parents/guardians with Triple P, evidence-based parenting education, which is culturally relevant and fosters nurturing, healthy, safe and loving environments for children
4. Promote the use of the Family Strengthening Framework and Five Protective Factors across the programs that touch young children and their families, i.e Family Resource centers, Early Start, Head Start, State Preschool, Raise & Shine, Imagination Library
5. Parents/guardians create a routine to read at least 15 minutes a day to their child
6. Support early childhood educators in the Improve & Maximize Programs so All Children Thrive (IMPACT) professional development program

### DESIRED RESULTS

Community-based parent education and support systems will assist parents and primary caregivers to foster, nurture, educate and provide safe and loving environments for children. All children will have quality home, childcare and early learning environments that promote their learning and readiness for school.



## **FOCUS AREA 3: Decreased Substance Abuse**

### GOAL

FIRST 5 Mendocino's third goal is thriving children in substance-free homes. Investments will support decreasing substance abuse among parents of young children through prevention, intervention, treatment and ongoing sobriety support. The Commission will fund culturally-competent programs located within communities in which the families live; focus on prevention and early intervention strategies; combine outreach with on-going care; link families with providers; and coordinate resources to improve physical, social and emotional health of children prenatal to five years old.

### OBJECTIVES

1. Decrease substance abuse among pregnant women and parents of young children in Mendocino County.
2. Reduce the number of instances of child abuse and/or neglect related to substance abuse among parents and caregivers of young children.
3. Parents receive public education on the impacts of cannabis, alcohol, tobacco and other drugs on their developing child during pregnancy and the first five years of life.

### DESIRED RESULTS

Parents and primary caregivers will have access to the resources and services needed to bring healthy babies into the world and provide them with safe and healthy environments.



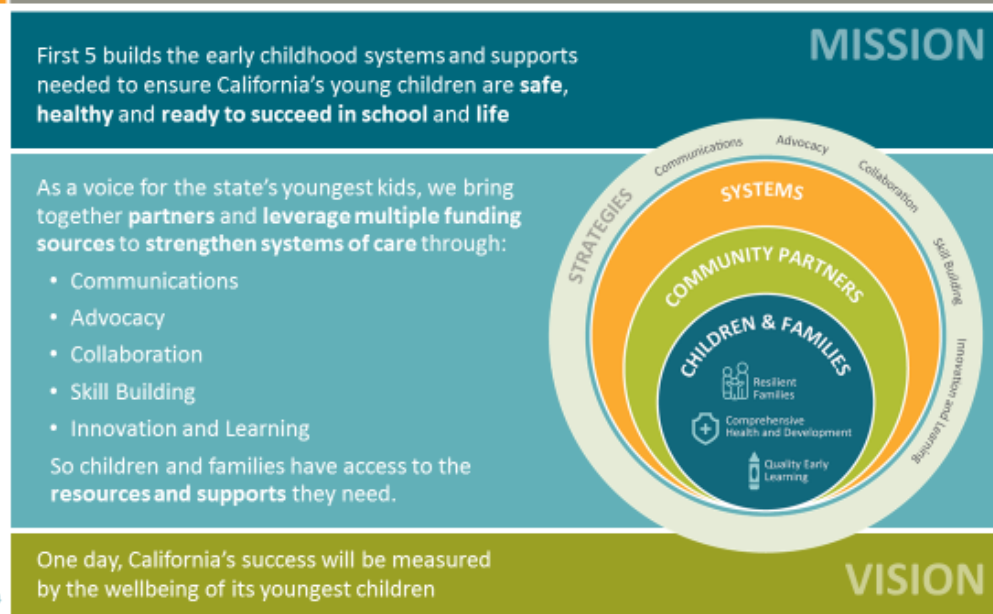
# First 5 Network

In November 2017, First 5 Association introduced the First 5 Network Strategy for greater unity, influence and impact across all 58 counties. The purpose is to increase funding and outcomes for children ages 0-5. A shared mission, vision and strategy was adopted. This enables the network to have alignment of goals and activities, to clarify roles and responsibilities, for coordination, for effective advocacy and communication to policy makers and the public.

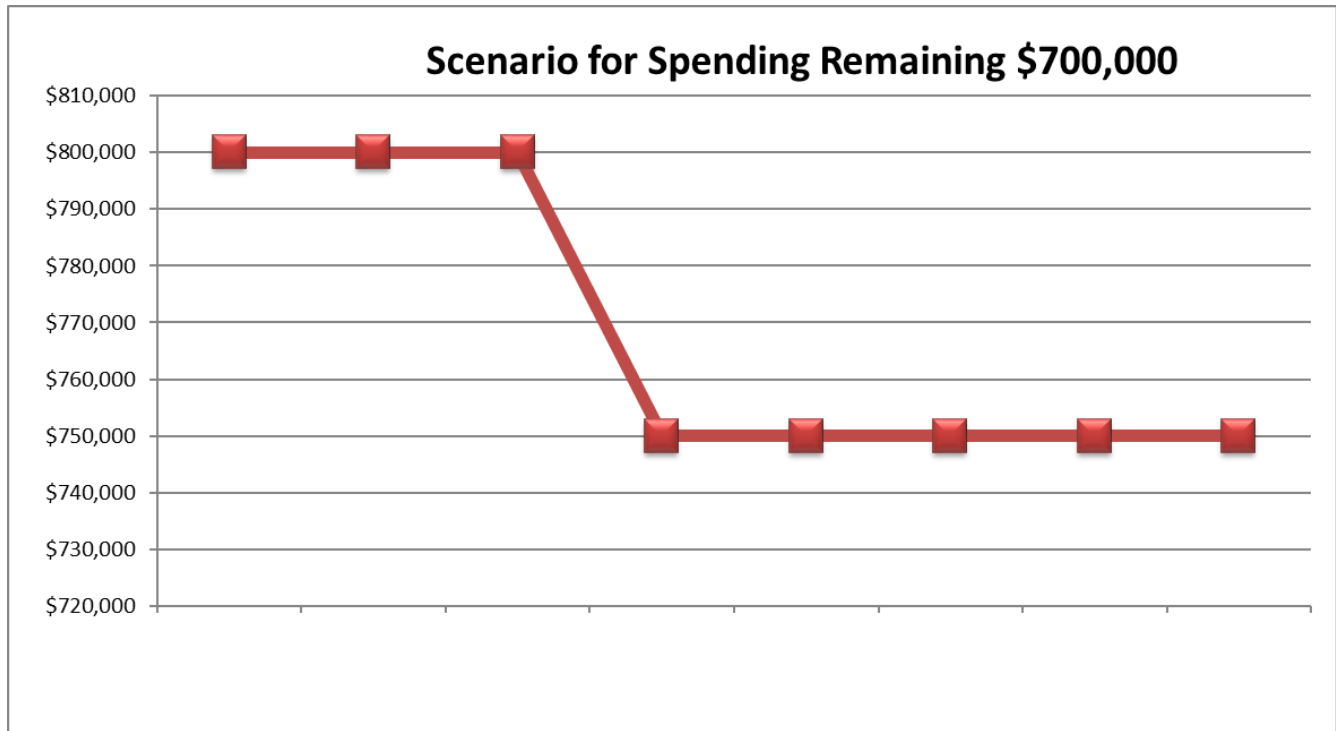
FIRST 5 Mendocino is part of the state-wide network and will participate in the following work:

1. **Communications** – Communications that educate, promote and shift attitudes and behaviors regarding early childhood development
2. **Advocacy** – Strengthen policies, increase funding, and elevate early childhood priorities in state and local decision making
3. **Collaboration** – Bridge sectors, agencies and providers to create an integrated system of care for children and families
4. **Skill Building** – Support capacity of partners and families, increase skills, and help local providers improve quality standards
5. **Innovation & Learning** – Use a data-driven approach to support continuous improvement and development of best practices across the network

## The Work of First 5 is Holistic and Aspirational



# Long Term Financial Plan



<b><i>Approved Scenario 2 -- spending down in 5 years</i></b>					
<b><i>Do not spend \$700,000 reserve during years 2012-17</i></b>					
<b><i>Ave</i></b>	<b><i>700,000</i></b>	<b><i>Actual/Projected Prop 10</i></b>	<b><i>Amount in Trust Fund</i></b>	<b><i>Actual Prop 10 Received</i></b>	<b><i>Total Budget (Prop 10)</i></b>
<b><i>2012-13</i></b>	<b><i>71,969</i></b>	<b><i>728,031</i></b>	<b><i>628,031</i></b>		<b><i>800,000</i></b>
<b><i>2013-14</i></b>	<b><i>64,938</i></b>	<b><i>735,062</i></b>	<b><i>563,093</i></b>		<b><i>800,000</i></b>
<b><i>2014-15</i></b>	<b><i>16,650</i></b>	<b><i>783,350</i></b>	<b><i>546,443</i></b>		<b><i>800,000</i></b>
<b><i>2015-16</i></b>	<b><i>5,438</i></b>	<b><i>744,562</i></b>	<b><i>541,005</i></b>		<b><i>750,000</i></b>
<b><i>2016-17</i></b>	<b><i>87,048</i></b>	<b><i>662,952</i></b>	<b><i>453,957</i></b>		<b><i>750,000</i></b>
<b><i>2017-18</i></b>	<b><i>108,300</i></b>	<b><i>641,700</i></b>	<b><i>345,657</i></b>		<b><i>750,000</i></b>
<b><i>2018-19</i></b>	<b><i>128,971</i></b>	<b><i>621,029</i></b>	<b><i>216,686</i></b>		<b><i>750,000</i></b>
<b><i>2019-20</i></b>	<b><i>67,181</i></b>	<b><i>682,819</i></b>	<b><i>149,505</i></b>		<b><i>750,000</i></b>

# Outcome Indicators

## Focus Area 1: Increase Family Resilience

**Goal 1: Collaborate with partner agencies to decrease incidents of Adverse Childhood Experiences (ACEs) rates in the county**

*Objective 3.1: Be an active member of the Policy Council on Children and Youth and its subcommittees (Children’s Action Committee, Children’s Health Committee) – Mendocino County’s Child Abuse Prevention Council*

Indicator	Data Source	Type of Indicator	Issues	Focus on 0-5
3.2.2 Number of children with an ACEs score of two or more	<a href="http://www.kidsdata.org">www.kidsdata.org</a> , Population Reference Bureau, National Survey of Children’s Health and the American Community Survey	Parent’s self-reported, national survey		Yes, data includes children ages 0-17
3.2.3 Number of adults with an ACEs score of two or more	<a href="http://www.kidsdata.org">www.kidsdata.org</a> Population Reference Bureau, National Survey of Children’s Health and the American Community Survey	Self-reported, national survey		Yes, data includes children ages 0-17

**Goal 2: Promote professional development trainings that ensure resilient families for professionals who work with children in the foster care system, or are at risk of being in the foster care system**

*Objective 3.2: Host, or sponsor, trainings on ACEs and resilience*

Indicator	Data Source	Type of Indicator	Issues	Focus on 0-5
3.2.1 Number of trainings held	FIRST 5 Mendocino Community Education Manager	Program		Yes, we target agencies and professionals that serve 0-5

**Goal 3: Thriving children in resilient families**

*Objective 3.3: Parents/guardians have access to Family Resource Centers (FRC) for services and information and referral to other supportive services*

Indicator	Data Source	Type of Indicator	Issues	Focus on 0-5
3.3.1 Number of parents/guardians who	Family Resource Center Database	Community	Consistency of data entry	Yes

access FRCs				
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**Goal 4: Families have access to information and referrals to services (through a countywide system such as 211 Mendocino)**

**Objective 3.4: Parents access information and receive referrals**

Indicator	Data Source	Type of Indicator	Issues	Focus on 0-5
3.4.1 Number of call-ins received	211 data	Community	211 Mendocino has been challenging and is not used heavily by the community, partners also have concerns about the system	Data is not broken out by age
3.4.2 Number of referrals made	211 data	Community	211 Mendocino has been challenging and is not used heavily by the community, partners also have concerns about the system	Data is not broken out by age

**Goal 5: Agencies distribute FIRST 5 Mendocino outreach materials**

**Objective 3.5: Staff provide updated materials and outreach training to agencies on FIRST 5 investments and programs**

Indicator	Data Source	Type of Indicator	Issues	Focus on 0-5
3.2.1 Number of hours of outreach trainings held	FIRST 5 Mendocino Public Relations Coordinator	Program		Yes
3.2.2 Names of agencies trained	FIRST 5 Mendocino Public Relations Coordinator	Program		Yes
3.2.3 Number of outreach materials distributed (i.e. Kits for New Parents, rack cards, smoke alarm post cards etc.)	FIRST 5 Mendocino Public Relations Coordinator	Program		Yes

## **Focus Area 2: Improve Parenting**

**Goal 1: All children thrive in nurturing homes**

**Objective 1.1: Decrease child abuse, neglect and removals**

Indicator	Data Source	Type of Indicator	Issues	Focus on 0-5
1.1.1 Changes in	Annually from	Community	Economic and social	Yes

Substantiated Abuse and Neglect rates per 1,000 children 0-5	CWS/CMS data system		factors influence rates as well as staffing level in county CWS	
1.1.2 Changes in rate of children 0-5 in foster care per 1,000 children 0-5	Annually from CWS/CMS data system	Community	Economic and social factors influence rates as well as county and state level policies	Yes

***Objective 1.2: Support efforts to increase the availability of qualified foster/adopt homes to ensure quicker permanency placement at an early age***

Indicator	Data Source	Type of Indicator	Issues	Focus on 0-5
1.2.1 Adoption: children 0-5 in CWS system adopted in less than 24 months	Annually from CWS/CMS data system	Community	Strong policy push towards permanency placement including adoption	Yes
1.2.2 Median time to adoption children 0-5	Annually from CWS/CMS data system	Community	Strong policy push towards permanency placement including adoption	Yes

***Objective 1.3: Provide parents/guardians with Triple P, evidence-based parenting education, which is culturally relevant and fosters nurturing, healthy, safe and loving environments for children***

Indicator	Data Source	Type of Indicator	Issues	Focus on 0-5
1.3.1 Number of parents/guardians who receive Triple P group parenting education	FIRST 5 Mendocino Triple P Program	Program		Yes
1.3.2 Number of parents/guardians who participated in Triple P education workshops	FIRST 5 Mendocino Triple P Program	Program		Yes
1.3.3 Number of parents/guardians who received court-mandated Triple P Transitions	Mendocino County Superior Court	Program		Yes
1.3.4 Parent self-report of learning from Triple P classes	FIRST 5 Mendocino Triple P Program	Program		Yes

***Objective 1.4: Promote the use of the Family Strengthening Framework and Five Protective Factors across the programs that touch young children and their families, i.e Family Resource centers, Early Start, Head Start, State Preschool, Raise & Shine, Imagination Library***

Indicator	Data Source	Type of Indicator	Issues	Focus on 0-5
1.4.1 All FIRST 5 Mendocino programs incorporate Family Strengthening	FIRST 5 Mendocino	Program		Yes

<p>Framework and Five Protective Factors:</p> <p>(1) Parent resilience</p> <p>(2) Knowledge of parenting and child development</p> <p>(3) Social and emotional competence of children</p> <p>(4) Social connections</p> <p>(5) Concrete supports in time of need</p>				
1.4.2 All FIRST 5 Mendocino grantees incorporate Family Strengthening Framework and Five Protective Factors into their programs	FIRST 5 Mendocino's required Mid-year and annual reports from grantees	Program		

**Objective 1.5: Parents/guardians create a routine to read at least 15 minutes a day to their child**

Indicator	Data Source	Type of Indicator	Issues	Focus on 0-5
1.5.1 Amount of time parents spend reading to their children in a usual week (lap time)	FIRST 5 Mendocino Imagination Library Program and CHIS that is conducted every two years	Program and national survey		Yes
1.5.2 Number of days parents/guardians read to their child	FIRST 5 Mendocino Imagination Library Program	Program		Yes
1.5.3 Percent of children 0 to 5 participating in Imagination Library	FIRST 5 Mendocino Imagination Library Program	Program		Yes
1.5.4 Third grade reading levels	Annually from California Department of Education	State	Assessment tool changed	No

**Goal 2: Parents benefit from early childhood educators who participate in professional development and who engage the parent in their child's learning**

<b>Objective 2.1: Support early childhood educators in the Improve &amp; Maximize Programs so All Children Thrive (IMPACT) professional development program</b>				
Indicator	Data Source	Type of Indicator	Issues	Focus on 0-5
2.1.1 Number of classrooms participating in IMPACT	FIRST 5 Mendocino IMPACT Program	Program		Yes
2.1.2 Number of IMPACT coaching hours classrooms receive	FIRST 5 Mendocino IMPACT Program	Program		Yes

## Focus Area 3: Decrease Substance Abuse

### Goal 1: Thriving children in substance-free homes

**Objective 2.1: Decrease substance abuse among pregnant women and parents of young children in Mendocino County.**

Indicator	Data Source	Type of Indicator	Issues	Focus on 0-5
2.1.1 Substance Use Before and After Knowledge of Pregnancy; Partnership for Healthy Babies 4 P's Plus Screening Tool	Community Health Status Report	Community	Updating may not occur regularly, not all providers use 4 P's Plus Screening Tool	Yes
2.1.3 Residential and detox intake and completion rates for parents of children ages 0-5	Annually from Ford Street and Hilltop Recovery Services for Men records	Community	FIRST 5 Mendocino funds Ford Street but not Hilltop Recovery Services which is in Lake County but does serve Mendocino County	Yes – Ford Street
2.1.4 Number of babies born drug addicted	Annually from Adventist Health Ukiah Valley and Mendocino Coast District Hospital	Community		Yes
2.1.5 Self-reported substance abuse	Annually from WIC staff intakes; MCHC screenings; Partnership Health Plan screenings	Community		Yes

**Objective 2.2: Reduce the number of instances of child abuse and/or neglect related to substance abuse among parents and caregivers of young children**

Indicator	Data Source	Type of Indicator	Issues	Focus on 0-5
2.2.1 Causes of death to children 0 to 5 years of age from Child Death Review Team	Community Health Status Report	Community	Very low numbers; this is an indicator of where our system has failed	Yes
2.2.2 Number of cases involving child abuse and neglect related to substance abuse	Mendocino County Superior Court	Community		Yes
2.2.3 Number of Family & Children's Services cases that involve parental substance abuse	Annually from HHSA	Community		Yes

**Objective: 2.3: Parents receive public education on the impacts of cannabis, alcohol, tobacco and other drugs on their developing child during pregnancy and the first five years of life.**



Indicator	Data Source	Type of Indicator	Issues	Focus on 0-5
2.3.1 Number of materials distributed	FIRST 5 Mendocino Public Relations Coordinator	Program		Yes

## Results Accountability and Evaluation

Each proposed action identified in the Strategic Plan has a corresponding result, or positive outcome, expected from implementing the action. Achieving these results will take time, but it is critical to set-up a comprehensive process by which the capacity to provide effective services and long-term child and family results will be measured.

Indicators are measures by which the Commission may assess changes in the community. They are used to evaluate progress toward the Commission's overall long-term goal of improving the well-being of the County's young children and their families. Many of the programs funded by the Commission will provide services that have immediate or short-term impact on improving the lives of children and their families. The overall impact of the Commission's work with the community will take a number of years to measure and evaluate. The Commission expects its partners, grantees and contractors to seek to achieve the results detailed in this Strategic Plan.

The Commission has developed protocols for collecting, reporting, and disseminating data that correspond with the results accountability framework. All programs and providers receiving funds from the Commission will be required to participate in a results accountability plan. In this way, the Commission will be able to determine the effectiveness of programs, services and systems supported by Proposition 10 funds, and increase the capability of providers to evaluate their services.

The Commission will conduct an annual review of the efficacy of its processes and programs and make adjustments to the Strategic Plan based on emergent information from the community.

## Resource Allocation

Due to decline in revenue from cigarette sales taxes, Mendocino County's anticipated annual revenue from Proposition 10 funds will be approximately \$641,700 for the fiscal year 2017-2018. Further declines are projected as more people quit smoking and using tobacco products. At the May 19, 2017 planning meeting, the Commission approved a long-term spending scenario where reserve funds will be used to fund FIRST 5 Mendocino at \$750,000 per year until fiscal year 2019-2020.

This budget reflects the Commission's intent to maximize those resources and to allocate the greatest amount possible to directly support early childhood development programs and services in Mendocino County.

### APPROVED ANNUAL BUDGET

Improved Parenting	\$225,675	30.09%
Reduce Substance Abuse	\$93,750	12.5%

Increase Family Resilience	\$352,500	47%
Maximum Effectiveness & Evaluation	\$61,575	8.21%
Support Programs	\$16,500	2.2%
Total Anticipated Annual Budget	\$750,000	100%

## INCREASE FAMILY RESILIENCE

These resources will provide support for advocacy strategies, and information and referral and programs through countywide Family Resource Centers.

Program	Total Allocation
Children's Action Committee	\$ 7,500
Family Resource Centers	\$ 208,125
2-1-1 & Healthy Mendocino	\$ 26,250
FRC Network	\$ 7,500
ARC Family Info Ctr.	\$ 15,000
General Outreach Education	\$ 56,250
Home Visiting	\$7,500
Coastal Coordinator	\$24,375
Total Allocation	\$ 352,500

## IMPROVED PARENTING

In 2017, the Commission decided to distribute funds across several programs that focus on the many factors that improve parenting and offer support to parents and caregivers of small children aged 0-5.

Program	Total Allocation
Raise & Shine	\$ 48,750
IMPACT	\$10,050
Early Start	\$ 5,625
Triple P Parenting Groups	\$ 37,500
Literacy	\$ 105,000

Breastfeeding	\$ 11,250
Kit for New Parents	\$ 5,625
Oral Health	\$ 1,875
Total Allocation	\$225,675

## REDUCE SUBSTANCE ABUSE

These resources will provide policy and education implementation to better serve parents of young children who are struggling with substance abuse and going through the drug court processes.

Program	Total Allocation
Policy & Education/MCAH	\$ 15,500
FDDC	\$ 78,750
Total Allocation	\$ 93,750

## MAXIMUM EFFECTIVENESS & EVALUATION

These funds are two-fold and will be used for Program effectiveness and evaluation that develop a timely and coordinated system for data collection, review and dissemination of data that will assist the Commission to evaluate the rate of progress toward the strategic results outlined in the plan. Measurement will include the effectiveness of individual programs and services and the processes within which the Commission and its grantees meet identified community needs. Evaluation expenditures will include purchase of software and other tools for data collection and the costs associated with assisting grantees to comply with evaluation standards set by the Commission. They will also be used to properly administer the Commission with professional, competent staff and other operational costs of the Commission.

Program	Total Allocation
Max Effectiveness & Evaluation	\$ 19,500
Administration	\$ 42,075
Admin Allocation	-
Total Allocation	\$ 61,575

## SUPPORT PROGRAMS

The Commission recognizes the need to fill gaps in the community that other resources are not available to meet, such as supporting Winter Workshop and Provider Appreciation for Early Care Providers and emergency community requests, so a portion of funds will be allocated annually to serve the on-going needs of Mendocino County's youngest children.

Program	Total Allocation
Child Care	\$ 1,875
Development & Sustainability	\$ 1,875
Emergency Funding Requests	\$ 12,750
Total Allocation	\$ 16,500

# Appendix 1 Principles of Equity

Excerpted from the ADVISORY COMMITTEE ON DIVERSITY CALIFORNIA CHILDREN & FAMILIES COMMISSION

(Approved by the State Commission on October 18, 2001)

Recognizing significant gaps and disparities in the provision of services for children and their families and as observed in educational, health and other outcomes, the State Commissioners adopted a resolution in November, 1999, demonstrating its commitment and leadership towards taking proactive steps to ensure that California children and their families from diverse populations, including children with disabilities and other special needs, are an integral part of the planning and implementation of Proposition 10. By the following summer (July 2000), the State Commissioners had established the Advisory Committee on Diversity to serve as their policy advisors on issues related to diversity and equity. For Prop 10, diversity has been defined to be inclusive of children prenatal to five years of age, regardless of immigration status, who:

1. Are from different ethnic, linguistic, cultural, socio-economic, religious, geographical and/or other historically or currently under-served communities; or
2. Have disabilities and other special needs.

The Advisory Committee on Diversity is responsible for advising the State Commission in fulfilling its mission to adopt policies and practices that equitably provide California's children (prenatal to 5) from diverse backgrounds and abilities with accessible, family-friendly, culturally competent, quality early childhood services and programs designed to help them reach their full potential and prepare them for positive educational and life experiences. To achieve this vision, it is critical that parents and other caregivers of children from diverse backgrounds and with diverse abilities have meaningful roles in the planning, delivery and evaluation of Prop 10 initiatives. When historically marginalized groups have a voice in shaping the systems that affect the lives of their children, we can expect cutting-edge and powerful changes. The Advisory Committee on Diversity is confident that only through this increased level of involvement and system improvements will equity be achieved.

The Advisory Committee on Diversity determined at its second meeting (November 2000) that its work must begin with the development of Equity Principles, which were originally referred to as Diversity Principles.

The State Commission is the primary audience for these Equity Principles; the principles will be used to guide their policy work and funding decisions. Additionally, the Equity Principles are intended for use by the CCFC staff and contractors. Although the Principles are not mandates, they can serve as guidelines to ensure that the programs and services established and supported by Prop 10 funds are both culturally and linguistically competent and inclusive in serving children with disabilities and other special needs.

The Committee also developed these Equity Principles with the local audience in mind and in response to the County Commissions' requests for support in this area. The Advisory Committee on Diversity feels strongly that the Equity Principles will be beneficial to the children and families served through local programs funded by the County Commissioners.

The Advisory Committee on Diversity firmly believes that through assuring improved programs and access for children and their families from diverse backgrounds and with diverse abilities, the services for all children in California will be better served. We offer these Principles to assist the State Commission in fulfilling its commitment to all children and hope that others throughout California will also adopt them.

There are four major components to the Diversity Principles:

1. Inclusive Governance and Participation
2. Access to Services
3. Legislative and Regulatory Mandates
4. Results-based Accountability

The Advisory Committee approved the Equity Principles on June 29, 2001. It is anticipated that the Committee will periodically review and update the Principles.

## INCLUSIVE GOVERNANCE AND PARTICIPATION

Prop 10 recognizes that children develop within the context of their families and communities, and as such, it is essential that Prop 10 programs secure and obtain meaningful participation and input of the families and other caregivers of children from diverse backgrounds and with diverse abilities throughout all program development and implementation phases. Prop 10 programs should:

- Use culturally- and linguistically-appropriate outreach strategies, as well as approaches effective in reaching parents of children with disabilities and other special needs and parents who themselves may have disabilities;
- Assure that all diverse groups, particularly those who have been traditionally underrepresented and underserved, are actively engaged and involved so that they can have an equal voice in defining their needs and finding solutions;
- Use community organizations, both formal and informal networks, and other communication vehicles that have been effective in reaching out to and serving diverse groups;
- Promote and support the development of emerging parent and community leaders; and
- Assure that families representing diverse groups participate equitably in the planning, delivery and evaluation of initiatives, which includes the grant criteria process, advisory groups and other committees.



## ACCESS TO SERVICE

To assure that children from diverse backgrounds and with diverse abilities have access to high quality and culturally competent early care and education/development opportunities as a critical means of achieving equity, Prop 10 funded programs should:

- Set measurable goals and objectives for increasing and achieving equity;
- Use culturally and linguistically relevant methods of communication and community outreach, which include engaging respected community persons to promote messages;
- Assure that programs provided access to information, resources and support regarding their child's development, including strengths and needs for all families;
- Conduct assessments that include assets, challenges, and gaps in communities and systems, as well as analyze disaggregated community demographic data (ethnicity, disabilities, language, age, socio-economic status, literacy levels, underinsured/uninsured rates, etc.) Use these assessments and data to establish priority desired results and to design programs that will remove disparities and attain desired results;
- Provide information and support through culturally and linguistically responsive service providers and services providers who are knowledgeable about children with disabilities and other special needs and their families;
- Promote collaboration across disciplines, service delivery systems and communities. This includes implementation of a coordinated service delivery approach to young children, especially children with disabilities and other special needs and their families who are often served by a variety of agencies, programs, and services providers;
- Develop print, audio-visual, and electronic materials that are culturally and linguistically relevant for all communities served, are written at appropriate literacy levels, and are available for specialized populations (e.g. Braille, close captioning);
- Schedule services in accordance with family needs and situations (work schedules, time of the year, language, transportation, etc.);
- Support programs that are individualized to address the cultural and linguistic diversity, as well as the range of ability levels and behavioral and learning styles that are representative of California's children and families.