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# SAN DIEGO COUNTY CHILD CARE AND DEVELOPMENT LOCAL PLANNING COUNCIL

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## Child Care Plan



The Child Care Plan was completed April 30, 2021 and was fully approved by the County Superintendent of Schools and County Board of Supervisors on January 25, 2022.

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# SAN DIEGO COUNTY CHILD CARE PLAN

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As specified in Assembly Bill 1542 and Education Code sections 8499.3 and 8499.5, the San Diego Child Care and Development Planning Council (Council) is an established advisory body to the Board of Supervisors and the San Diego County Superintendent of Schools. The purpose of the Council is to assess the child care and child development needs of San Diego County children and develop plans to address those needs.

The Council has developed the **San Diego County Child Care Plan** in furtherance of the County's vision that every family throughout San Diego County has equal access to quality early childhood education and care. The **San Diego County Child Care Plan** is designed to mobilize public and private resources to serve and meet the diverse needs of all San Diego children, families and Early Childhood Education (ECE) professionals, especially Black, Latinx, Indigenous people and others harmed by systemic racism and additional injustices. The **San Diego County Child Care Plan** is rooted in the need for a sustainable, comprehensive child care and early childhood education system that values and justly compensates all who serve children and families.

The COVID-19 pandemic has simultaneously exacerbated the child care crisis, while sharply illuminating what every working family already knows, Child Care is Essential. The specific issues that we are confronting in this pandemic present opportunity to provide immediate relief, however, it is crucial that San Diego County provides more than one-time funding. Targeted, long-term, continued investments are necessary for equity and sustainability throughout the child care and early education system. Accessible, affordable, and reliable child care is essential to the workforce to return to work and rebuild the economy.

The Council welcomes and encourages participation at Council meetings by Supervisors and the San Diego County Superintendent of Schools (and/or their designated representatives). As required by statute, the Council establishes priorities for the distribution of federal, state, and local child care and development funds and seeks and advocates for funding for child care and child development services to promote the improvement of quality in child care and development services for all San Diego County children (Ordinance No. 10494 N.S.). The four goals of the **San Diego County Child Care Plan** are listed in order of priority, beginning with the short-term priority of assisting early learning and care providers negatively impacted by the COVID-19 pandemic. The goals are building blocks to create a more equitable, accountable, accessible,

and affordable child care system that meets San Diego families' needs and pays the early learning and care workforce a fair and professional wage. Recommendations are based on several local and state reports as well as Council expertise and experience in the early learning and child care field. \* The **San Diego County Child Care Plan** will be presented to the Board of Supervisors and the San Diego County Superintendent of Schools for discussion and action to promote the improvement of quality in child care and development of services for all San Diego Children.

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- The comprehensive countywide Child Care Plan is informed by the attached documents:
  - Council's Zip Code Priorities Report and Child Care Needs Assessment available online at: <https://www.sdcoe.net/student-services/early-education/Pages/san-diego-county-child-care-and-development-planning-council.aspx>
  - *The Master Plan for Early Learning and Care: California for All Kids* available online at: [https://chhs-data-prod.s3.us-west-2.amazonaws.com/uploads/2020/12/16155559/MPELC\\_ECPC\\_Dec10-w-notes-FINAL\\_compliant\\_ADA.pdf](https://chhs-data-prod.s3.us-west-2.amazonaws.com/uploads/2020/12/16155559/MPELC_ECPC_Dec10-w-notes-FINAL_compliant_ADA.pdf)
  - *United for our Future: Accomplishments and Recommendations from the San Diego Early Care and Education Advocacy Coalition's COVID-19 Response*
  - Early Care and Education (ECE) Coalition Letter dated February 5, 2021 written to Governor Newsom, Pro Temp Atkins, State Superintendent of Public Instruction Thurmond, and Speaker Rendon
  - Child Care and Working Family Recovery and Resilience: County of San Diego Recommendations from the Early Care and Education Advocacy Coalition
  - State of Child Care During COVID-19: YMCA Childcare Resource Service and San Diego Early Care and Education Advocacy Coalition.
  - <https://www.ymcasd.org/community-support/childcare-resource-service/family-resources/child-care-supply-map>
  - <https://sd-regional-edc.maps.arcgis.com/apps/webappviewer/index.html?id=f3196b40e28a4df6a19b7e162b209f90>

## 1. Child Care Recovery

Invest in direct and immediate resources to augment the recovery of child care programs further exacerbated by the COVID-19 pandemic.

Recommendations		Key Measure
a	<p>The Council recommends that the County of San Diego and the San Diego County Office of Education prioritize support of funding to assist child care providers and programs impacted by the COVID-19 pandemic. Support for investment can include, but is not limited to:</p> <ol style="list-style-type: none"> <li>1. Support relief for costs associated with COVID-19 measures, e.g. staffing required for smaller ratios and enhanced cleaning and safety measures for in-person student instruction as well as development and implementation of comprehensive distance learning programs.</li> <li>2. Provide mortgage/rental assistance to support providers that have lost their facilities/ home and/or to ensure that child care providers do not lose their facilities/home due to pandemic-driven economic issues.</li> </ol>	<ul style="list-style-type: none"> <li>– Progress will be measured by the support of funding and commitment to support annual funding allocation.</li> </ul>

## 2. Workforce and Rate Reform

Invest in an Early Learning and Care (ELC) Workforce that is trained, valued as professionals, and fairly compensated for high-quality child care services.

Recommendations		Key Measure
a	<p>Invest in Child Care as a Career Field and support professional wages and benefits that match the expertise and commitment of child care providers. The Council recommends that county-level leaders advocate for the Standard Reimbursement Rates (SRR) and Regional Market Rate (RMR) ceiling be updated bi-annually by CDE and CDSS, using the most recent RMR survey to reflect the true cost of high-quality services and care. In recognition of state and local increases to minimum wage, this is an urgent priority.</p>	<ul style="list-style-type: none"> <li>– Recommendation conveyed to the County Board of Supervisors and Superintendent of Schools</li> <li>– The County Board of Supervisors and Superintendent of Schools vote to support this recommendation and send a letter of support to the Governor, CDE/CDSS, Legislature.</li> <li>– Bi-annual state increases to the SRR and RMR ceilings using the most recent RMR survey.</li> </ul>
b	<p>Support comprehensive state rate reform, including a shift from the current reimbursement models to a tiered reimbursement and recognition model</p>	<ul style="list-style-type: none"> <li>– Recommendation conveyed to the</li> </ul>

	<p>that unifies the system, as proposed in <a href="#">The Master Plan for Early Learning and Care: California for All Kids</a>. The rate reform approach would include adjustments based on child characteristics and quality standards that could be used to provide incentives for workforce training and programs designed to support inclusive practices.</p>	<p>County Board of Supervisors and Superintendent of Schools</p> <ul style="list-style-type: none"> <li>– The County Board of Supervisors and Superintendent of Schools vote to support this recommendation and send a letter of support to the Governor, CDE/DSS, Legislature.</li> </ul>
c	<p>Provide equitable access to education and training supports for early learning and care workforce members. The Council recommends that the County of San Diego, in coordination with the San Diego County Office of Education, and in partnerships with Institutes of Higher Education, philanthropic funders, and other community stakeholders, create an annual scholarship and stipend program. The funds will provide stipends, scholarships, and other benefits to participants who want additional professional development and/or higher education while working as early learning and care workforce members.</p> <p>The scholarship and stipend fund shall increase access to culturally competent education opportunities, including but not limited to: forming relationships and interacting with children, how to provide instructional support to children, best practices in working with dual language learners, proficiency in recognition and response to children with disabilities and other special needs, health and nutrition best practices, trauma-informed practices, engaging parents and guardians, and expertise on the spectrum of child development from birth through early adolescence. Workforce practice must be based on established early care and education research. This program will serve state-funded and non-state-funded early learning and care programs across San Diego County.</p>	<ul style="list-style-type: none"> <li>– Progress will be measured by the initial funding and commitment to annual funding approved by the County Board of Supervisors.</li> </ul>
d	<p>Support targeted long-term and ongoing investments that prioritize funding to support the sustainability of child care providers and families, including enhancement of child care business resilience. The Council recommends that the County of San Diego and the Superintendent of Schools support flexible funding investments to accommodate the various and diverse needs of child care providers and families, including but not limited to:</p> <ol style="list-style-type: none"> <li>1. Structured child care provider support and education programs to: <ol style="list-style-type: none"> <li>a. Create resource tools and educate subsidized and private sector child care business owners in efficient and effective business practices, such as using local data to manage rates, business planning, expense management, strategies for growth, marketing, and using tax incentives.</li> </ol> </li> </ol>	<ul style="list-style-type: none"> <li>– Progress will be measured by the support of funding and commitment to support annual funding approved by the County Board of Supervisors and Superintendent of Schools.</li> </ul>

	2. Mental and behavioral health services and education for caregivers and providers that supports equity and inclusion and strengthens families in the community.	
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### 3. Facilities

The County and the Cities have an integrated process for the development of new housing/ job centers, transportation, and early learning and care services.

Recommendations		Key Measure
a	<p>Increase the number of high-quality early learning and care facilities and family child care homes. The Council recommends that the County and Cities:</p> <ol style="list-style-type: none"> <li>1. Identify where the County and City-owned facilities may incorporate or be repurposed to include early care and education facilities and charge little or no rent to lower the cost of care for providers.</li> <li>2. Incorporate mixed-delivery early care and education options into housing or multi-use developments and incentivize developers to incorporate early care and education in projects.</li> <li>3. Integrate child care spaces in civic planning for housing and commercial developments, including incentives for creating child care space through permitting allowances and processes.</li> <li>4. Partner with school districts to convert unused classrooms or buildings into licensed child care or license-exempt after-school program space with very low facilities fees for providers.</li> <li>5. Work with Navy Region South West to support the expansion of a military-connected child care network.</li> <li>6. Encourage school districts to include childcare and after-school facilities in bond initiatives.</li> <li>7. Expand rental assistance programs to prevent housing instability and associated stress and adverse effects from lack of housing.</li> </ol>	<ul style="list-style-type: none"> <li>– Progress may be measured by increased capacity for child care facilities and slots as measured by the R&amp;R capacity report.</li> </ul>
b	<p>Encourage investment in unique public-private models. The Council will increase public awareness of and promote new child care financing models with community development financial institutions.</p>	<ul style="list-style-type: none"> <li>– Progress may be measured by public presentations to the Council.</li> <li>– Council hosted presentation of new child care financing model organizations to child care providers, businesses, and local stakeholders.</li> </ul>

## 4. Access

All families have access to high-quality learning and care services based on their level of need.

Recommendations		Key Measure
a	Provide equitable access to high-quality early learning and care services and support investment in long-term support for working families. The Council recommends that the County of San Diego and the San Diego County Office of Education create an annual fund allocation to administer locally funded (full and co-pay) child care scholarships. To include, but not limited to scholarships in rapid rehousing programs and workforce development programs. The purpose is to bridge the gap and meet the unmet need of federal and state programs and address the price barrier to child care.	– Progress will be measured by the initial funding and commitment to annual funding approved by the County Board of Supervisors and Superintendent of Schools.
b	Incentivize family-friendly practices among employers. The Council recommends that Live Well San Diego include an incentive program that positions public jurisdictions as exemplary employers and recognizes the business community and other public employers that provide family leave for parents and adopt family-friendly employer policies. This includes schedules that meet the needs of parents (e.g. predictable or flexible work schedules); generous paid-time-off or sick leave benefits; child care benefits (including on-site or nearby discounted child care); and dependent care assistance plans or flexible spending accounts so parents can use pre-tax dollars to pay for child care.	– Progress will be measured by the creation of a Live Well San Diego family-friendly recognition program.
c	<p>Increase the availability of highest-need slots and facilities in underserved zip codes. The Council recommends that county-level leaders advocate for a streamlined state process for opening and renewing child care licenses. Advocacy efforts to streamline state processes including, but not limited to:</p> <ol style="list-style-type: none"> <li>1. Ensuring that costs of obtaining and renewing the license (or licenses for programs with multiple sites) is reasonable and not an extraordinary burden to the licensee's cost of doing business.</li> <li>2. Support an update to the governing Community Care Licensing Title 22 regulations to facilitate greater efficiencies, eliminate redundancies, and support the California Department of Social Services, Community Care Licensing Division (CCLD), in their accountability to meet the standards, conduct timely reviews of licensing applications and responses to complaints, and provide technical assistance and resources to current and future licensees.</li> </ol>	<p>– Recommendation conveyed to the County Board of Supervisors and Superintendent of Schools.</p> <p>– The County Board of Supervisors and Superintendent of Schools vote to support this recommendation and send a letter of support to the Governor, CDE/DSS, and Legislature.</p>