



Regular Commission Meeting & Public Hearing

AGENDA

As authorized by Governor Newsom's Executive Order, N-29-20, dated March 17, 2020, the meeting will be held via teleconferencing with members of the Board attending from separate remote locations. The meeting can be accessed through <https://zoom.us/j/96391290815>, or by phone at: 669-900-9128, Meeting ID: 826 165 093 where members of the public shall have the right to observe/listen. If you are interested in submitting public comment on any item on the agenda, or not on the agenda over which the board has jurisdiction, please send the written comment to the following email address in advance of the meeting mdesbaillets@monocoe.org. Email sent and received in real time during the meeting will be read and addressed during the meeting, but it is highly encouraged that comments be sent in advance of the meeting to ensure they are received and read. This altered format is in observance of recent recommendations by state and local officials that certain precautions be taken, including social distancing, to address the threat of COVID-19.

In compliance with the Americans with Disabilities Act if you need special assistance to participate in this meeting, please contact mdesbaillets@monocoe.org. Notification 48 hours prior to the meeting will enable the Board to make reasonable arrangements to ensure accessibility to this meeting (See 42 USCS 12132, 28CFR 35.130)

June 18, 2020, 2:00-4:30 p.m.

The meeting can be accessed through

<https://zoom.us/j/96391290815> or by phone at: 669-900-9128, Meeting ID: 963 9129 0815

1. **Public Comment** Members of the public are given the opportunity to address the Commission on items of interest and within the jurisdiction of the Commission as such items are discussed. This time is allowed for public input on any item not on the agenda. Time may be limited, depending on the number of speakers and items of business.
2. **Minutes** Consideration of minutes for the April 2, 2020 Commission meeting. **(ACTION)**
3. **Commissioner Reports** Commissioners may report about various matters; however, there will be no discussion except to ask questions. No action will be taken unless listed on a subsequent agenda. **(INFORMATION)**
4. **Director Report** This information may be reported elsewhere on agenda. **(INFORMATION)**
5. **Contractual Agreements** Discussion and consideration of the following agreements. *The Commission shall first determine whether the subject matter of the proposed agreements are consistent with the Commission's strategic plan and fiscal plan. The Commission may then authorize the Director to sign and administer the agreements.*

Revenue

Home Visiting

- a. **Mono County Department of Social Services, CAPIT FY 2020-21 to 2022-23:** up to **\$180,450**, \$60,150 a year for 3 years for home visiting services for families with high needs, including any County Counsel approved changes. **(ACTION)**

Expenses

Regional Hub

- b. **Katharine Allen FY 2019-20:** up to **\$5,000** for conducting an Early

Mono County Children and Families Commission Meeting Agenda, Continued

Childhood interpretation class, including any County Counsel approved changes. **(ACTION)**

- c. **Becky Keigan & Associates FY 2020-21:** up to **\$1,089** for the provision of professional development services, including any County Counsel approved changes. **(ACTION)**
- d. **Viva Social Impact Partners FY 2020-21:** up to **\$65,280** for Hub coordination, including any County Counsel approved changes. **(ACTION)**
- e. **Early Childhood Assessment Professionals FY 2020-21:** up to **\$9,850** for the provision of assessment services, including any County Counsel approved changes. **(ACTION)**

Small Population County Funding Augmentations

- f. **Mono County Office of Education, Safe Kids FY 2020-21 to 2022-23:** up to **\$21,000**, \$7000 a year for 3 years for coordination of the Safe Kids California, Mono Partners group including any County Counsel approved changes. **(ACTION)**

- 6. **First 5 California Annual Evaluation Report 2018-19** Opportunity for the public to comment on the Fiscal Year 2017-18 First 5 California Annual Report. Commission staff will provide an overview of the Annual Report. Reports are available for review at the Commission Office in Mammoth Lakes, 365 Sierra Park Road, Bldg. M, or by calling 760-924-7626. **(PUBLIC HEARING)**
- 7. **2020-21 Proposed Budget** The Commission will consider adopting the proposed 2020-21 budget. **(ACTION)**
- 8. **2020-21 Meeting Schedule** The Commission will consider adopting the proposed 2020-21 meeting schedule. **(ACTION)**
- 9. **2020-21 Officer Election** The Commission will elect officers to the following positions: Chair, Vice-Chair and Secretary. **(ACTION)**
- 10. **Program Updates** Staff will report on the following Commission programs. **(INFORMATION)**
 - a. Childcare Quality System
 - b. Home Visiting
 - c. Family Behavioral Health
 - d. School Readiness Activities
 - e. Community Development Block Grant
- 11. **Closed Session: Public Employment** Public Employee Performance Evaluation. Government Code section 54957. Title: Executive Director. **(INFORMATION)**

Next Commission Meeting: September 17, 2020, 2:30 p.m. – 4:30 p.m., Mono County Office of Education Conference Room or via Zoom, 451 Sierra Park Road, Mammoth Lakes, CA

Note: If you need disability modification or accommodation in order to participate in this meeting, please contact the Commission office at (760) 924-7626 at least 48 hours prior to the start of the meeting. Government Code Section 54954.2(a).

Minutes
Regular Commission Meeting
Thursday, April 2, 2020, 2:30-4:30 pm
Virtual by Zoom Conference

Commissioners Present: Bob Gardner, Chair
 Stacey Adler, Vice Chair
 Patricia Robertson
 Michelle Raust

Staff Present: Molly DesBaillets, Executive Director
 Lara Walker

Commission Chair Gardner calls the meeting to order at 3:02 pm.

1. Public Comment

No public comment

2. Commissioner Reports (INFORMATION)

None

3. Director Report (INFORMATION)

Ms. DesBaillets reports that the fiscal specialist position is currently on EDJoin. It's been up for at least 3 weeks, probably a month. She has received 2 applications, neither of which have any depth of fiscal background. Would like to discuss the matter later in the agenda. Commissioner Robertson asks how long she expects to keep the position posted. Ms. DesBaillets reports that MCOE has considered going into a

hiring freeze because of COVID, so that would impact that answer to that question.

4. Annual Review of the County Ordinance (PUBLIC HEARING)

We have held a formal review in a public hearing without comment or discussion. The County Ordinance has not been updated. Ms. DesBaillets has gone over it with County Counsel to assure that we are meeting all of the requirements and has advised commissioner Gardner of such.

5. 2019-2024 Strategic Plan (PUBLIC HEARING)

Commissioner Gardner reports that the plan was revised last year during their retreat.

Commissioner Robertson thinks the plan is great and thanks Ms. DesBaillets for incorporating the comments brought about by the process they went through.

Commissioner Raust looked over the plan and felt it looked good and has nothing to contribute at this time.

Commissioner Adler thinks it looks great and appreciated the opportunity to review it again.

Commissioner Gardner agrees and believes there is a lot of “good meat” in there that answers the question “what are you doing”. Tracks to what is going on.

6. Executive Director Evaluation (ACTION)

Commissioner Gardner reports that what is in the packet is based on Ventura County First 5’s commission. The first item is due May 1st and then moves through the schedule as outlined in the packet.

Commissioner Adler believes it looks good and for this year it is fine. In the future, we may want to space out the timeline.

Commissioner Gardner agrees. The timeline was jammed in this year but will be spaced out in subsequent years.

ACTION: Commissioners to approve this approach for the Executive Directors' evaluation.

MOTION: Commissioner Adler

SECOND: Commissioner Raust

VOTE: Unanimous

ABSTENTIONS: None

7. Emergency Fund Policy and Budget Revision (ACTION)

Ms. DesBaillets has been on lots of calls with colleagues across the state. Many counties have been affected by fires this past year. A lot of counties have included in their policies and procedures and their budgets some mechanism to support children and their families through an emergency fund. This proposed inclusion to our policy and procedure manual is based on Marin County's. She took everything except the piece that Marin was looking to amend which was the amount. Marin's was at \$10,000, her colleagues' in Butte was \$10,000. Butte is closest to us in population in the state so that's what she has included here, except that the amount in the emergency fund is not to exceed the budget limit. This would allow for First 5 to respond to COVID related needs in Mono County. She has heard from other counties of needing formula, diapers and wipes. Our Home Visiting staff as well as our group leaders reached out and we have some needs here as well. Diapers and cleaning supplies are off the shelf. The other piece of this is that all but 3 of our childcare providers have closed. There have been many national articles on this as well as a very well crafted letter from a local provider that talks about the loss of jobs this has caused and the disastrous effects this could have on our local childcare longterm. There may not be an opportunity to reopen those centers is the concern. The letter we received is from Katlin Lout in Crowley and asked for the local planning council, the resource and referral agency and First 5 to come together to try to support our childcare providers. This would be a mechanism to do that.

Commissioner Gardner notes that there are two action items for this on the agenda. One to adopt the emergency fund and a second to fund it.

Ms. DesBaillets gave the commission 2 options of funding, one is \$10,000 which is the minimum that most counties are able to fund. When looking at the budget and noticing the renewals for the summer bridge program in Eastern Sierra and Mammoth Unified, those programs were already slated to end in 2021 so the sites have been preparing to not hold them. Both of the school districts are overwhelmed right now and possibly not very invested in even holding them this summer. An option would be using that money that we had planned over the next couple of years for bridge programs to be used for COVID response. A lot of First 5's are struggling with this as we are not designed as an emergency response organization. However we are meant to support families and First 5 LA is taking the lead in trying to support families the best way we can and in this day it is in a COVID response.

Commissioner Garder reports that it had been discussed in the retreat that the Summer Bridge program has not been having the results they had thought and that the schools were going to be fading down.

Commissioner Robertson asks about clarification on the approval mechanism. Is it under \$10,000, the executive director may approve the requests up to the budget limit and over \$10,000 would be approved by the full commission? Wonders about the \$10,000 cut off limit.

Commissioner Adler reports that is a typical threshold in other agencies when dealing with contracts. \$10,000 is thought to be a very reasonable limit.

Commissioner Gardner agrees.

Commissioner Adler thinks it is a good plan. Sad to see Summer Bridge going away but it is true that we weren't seeing the benefits of it and it wasn't being operated the way it was originally intended. Thinks this is a good way to allocate those funds and agrees that this year especially the districts won't be operating Summer Bridge anyway.

Commissioner Raust wonders about another agency supporting the home visitors requests.

Ms. DesBaillets has requested from the state for childcare providers supplies as well as community needs.

ACTION: Commissioners to approve both action items a and b ii

MOTION: Commissioner Adler

SECOND: Commissioner Robertson

VOTE: Unanimous

ABSTENTIONS: None

8. Contractual Agreements (ACTION)

The Commission shall first determine whether the subject matter of the proposed agreements are consistent with the Commission's strategic plan and fiscal plan. The Commission may then authorize the Director to sign and administer the agreements.

a. Childcare Quality System: 2019-2020 Equitable Learning Opportunities Grant from the California Department of Education: not to exceed \$23, 217 for the provision of literacy activities for children in FY 2019-2020. **(ACTION)**

Ms. DesBaillets reports this is to buy books for families in Mono and Alpine Counties.

ACTION: Commissioners to approve this use of the revenue stream from the CDE.

MOTION: Commissioner Robertson

SECOND: Commissioner Raust

VOTE: Unanimous

ABSTENTIONS: None

b. Operations: Accounting Services Agreement with Jitasa: Staff will discuss the rational for seeking an agreement with Jitasa, a Certified Public Accountant firm, for accounting services. The Commission will consider approval for the Executive Director to sign the engagement letter authorizing the 24 month agreement from April 2020-March 2022 which will automatically renew after each 12 month period unless both parties

agree in writing to terminate, including a deposit of \$757.50 then monthly fees of \$877.50 thereafter for a 24 month total not to exceed **\$21,817.50** including any County Counsel approved changes.(ACTION)

Ms. DesBaillets reports that it is her attempt to cover the fiscal duties performed by Jackie and her predecessors as well. Knowing that the applicants this time as well as previously have not had strong financial backgrounds and having recently gone through training someone she has realized how complex First 5 and government accounting is and that it is something that she does not have the capacity to teach. Without the opportunity for cross training, we need to have someone very knowledgeable to cover the fiscal duties. Previously Ms. DesBaillets had a quote from a firm recommended by Sonoma First 5 but they were more than twice the cost of Jitasa who came recommended by Commissioner Gardner.

Commissioner Raust notes that she initially believed this was to train a new hire but that this looks like it would replace that position.

Ms. DesBaillets notes that Jitasa has the capacity for training however the current agreement in the packet is for 24 months, so she would foresee working with Jitasa for a couple of years and then reevaluate. This would change the current position that we have flown. If this is agreed upon she will close that position and restructure it.

Commissioner Robertson asks if there will be a cost savings going this route.

Ms. DesBaillets confirms there is. Currently the position costs about \$50,000/year. Assuming we would hire someone half-time at an easier job, we would save about \$10,000.

Commissioner Gardner reports that Jitasa is very reasonably priced because they support numerous non-profits so we get the advantage of economies of scale.

Commissioner Raust thinks it is a great idea and great teamwork to find this. It also looks like in the event that this doesn't seem to be a good fit, it looks like there is an out.

Ms. DesBaillets confirms this.

Commissioner Roberts hates to see the outsourcing of local jobs but if we can't find someone with the capacity to fulfill the job we need to get done then it is good to have this option.

Commissioner Raust hopes over time this can build internal capacity in the long run.

ACTION: Commissioners to approve the agreement with Jitasa as stated in the agenda.

MOTION: Commissioner Adler

SECOND: Commissioner Robertson

VOTE: Unanimous

ABSTENTIONS: None

Expenses

School Readiness

c. Raising A Reader Renewal Letter with the Mono County Library Authority (MCLA): not to exceed \$38,000 to MCLA for the provision of Raising A Reader Services in FY 2020-21. (ACTION)

d. Summer Bridge Renewal Letter with Eastern Sierra Unified School District (ESUSD): not to exceed \$8,675 to ESUSD for the provision of Summer Bridge programs at each of their elementary schools in FY 2020-21 to be conducted in the summer of 2020. (ACTION)

e. Summer Bridge Renewal Letter with Mammoth Unified School District (MUSD): not to exceed \$10,000 to MUSD for the provision of Summer Bridge program at the elementary school in FY 2019-20 to be conducted in the summer of 2020. (ACTION)

ACTION: Commissioners to approve just item c, not d and e.

MOTION: Commissioner Adler

SECOND: Commissioner Robertson

VOTE: Unanimous

ABSTENTIONS: None

9. Formation of an Ad-Hoc Operations Committee (ACTION): Staff will seek Commissioners to form an ad-hoc committee to support decisions around First 5 Operations. **(ACTION)**

Commissioner Gardner reports that himself, Ms. DesBaillets and Commissioner Adler have met and discussed. Currently MCOE handles operations.

Considerations of continuing that and at what costs and other alternatives.

Commissioner Robertson offers to help.

ACTION: Commissions to approve establishing an Ad-Hoc committee

MOTION: Commissioner Adler

SECOND: Commissioner Robertson

VOTE: Unanimous

ABSTENTIONS: None

10. CDBG Request for Applications: Staff will present considerations and seek Commissioner input on potential CDBG applications for child care construction and operation. **(INFORMATION)**

Ms. DesBaillets has been working with the county to continue funding for Bridgeport as well as trying to identify a mechanism to add more childcare in the county. She went to a public hearing awhile ago, shared some ideas and continues to work with Meghan Mahaffey in trying to nail down a plan to add additional spots. With Board of Supervisors input and looking at the strategic plan the highest need is for infant toddler care in Walker. Planning to request funds not only for the Bridgeport school but construction funds and considerations of operating childcare in Walker. Those requests would be to the County. Also, the town qualifies for CDBG and I would like to ask them to consider contributing as well as using CDBG funds for childcare within the town of Mammoth.

Commissioner Robertson thanks Ms. DesBaillets for all of her work on this and is happy to hear that the county is working on the application.

Commissioner Gardner sees this as a two pronged approach with the county and the town. Commissioner Adler has been very active in this in the past and we need to keep the pressure on.

Commissioner Adler mentions that can work with the local Childcare Planning Council as well to help with that pressure.

Commissioner Robertson believes the new deadlines for this are June 15th. We should reach out to the town staff to see if they are planning a public hearing.

11. Program Updates: Staff will report on the following Commission programs. (INFORMATION)

a. Childcare Quality System

Working on getting end of the year stipends out within the month. Trying to restructure stipend system to get them more now for cleaning supplies. Everyone is done with their training requirements. Trying to figure out how to celebrate end of the year in lieu of the traditional end of the year provider appreciation dinner.

b. Home Visiting

Everybody has gone virtual! There have been successes, families are participating. Proud of staff, including myself everyone has been able to go online and offer visits.

c. Family Behavioral Health

Peapod is also all on-line. Lara held the first one on Monday, she had 19 participants at our Peapod Playgroup. The Spanish ones aren't as well attended as the English one on Monday. We'll see how Friday with Tajia goes.

d. School Readiness Activities

Mammoth Elementary School just scheduled three Round-Up events, a drive up to the curb to get your packet. ESUSD wants to hold something in May. Lara brought the backpacks to MES today that we are hoping can be distributed, pending health officer approval. Without Summer Bridge, need to work with county counsel on how to administer Kindergarten readiness assessments next year.

e. Community Development Block Grant

County seeking to understand if ESUSD plans on using those funds despite the closures of both of those schools. Ms. DesBaillets has not yet heard back from the school. Assumption is they will continue to pay teachers.

12.Strategic Plan Adoption: The Commission will consider adopting the 2019-2024 Strategic Plan. (**ACTION**)

ACTION: Commissioners move to adopt the 2019-2024 Strategic Plan

MOTION: Commissioner Robertson

SECOND: Commissioner Adler

VOTE: Unanimous

ABSTENTIONS: None

13. 2018-19 Audit Adoption: The Commission will consider adopting the 2019-20204 Audit discussed at the previous Commission Meeting. (**ACTION**)

Commissioner Gardner reports that it was a good audit with no findings. He commends Molly with that result through all of the transitions.

ACTION: Commissioners move to approve the 2018-2019 audit

MOTION: Commissioner Robertson

SECOND: Commissioner Adler

VOTE: Unanimous

ABSTENTIONS: None

14. Budget Revision: The Commission will consider adopting one of the following budget revisions.

a. Revisions and addition of \$10,000 emergency fund

b. Revisions and addition of \$38,675 emergency fund

c. Revisions without addition of an emergency fund

ACTION: Commissioners to approve the revision of the addition of \$38,675 to the emergency fund

MOTION: Commissioner Adler

SECOND: Commissioner Raust

VOTE: Unanimous

ABSTENTIONS: None

Meeting adjourned at 3:50 pm

**MEMORANDUM OF UNDERSTANDING BETWEEN THE
MONO COUNTY CHILDREN AND FAMILIES COMMISSION
AND MONO COUNTY DEPARTMENT OF SOCIAL SERVICES
FOR THE PROVISION OF CAPIT SERVICES - DRAFT**

This Memorandum of Understanding (MOU) is between the Mono County Children and Families Commission (First 5) and Mono County Department of Social Services (the County).

It is expressly understood and agreed by both parties to this agreement that the purpose of this MOU is to set the terms for a cooperative project wherein First 5 will provide Child Abuse Prevention, Intervention, and Treatment (CAPIT) services to the County for reimbursement in an amount not to exceed \$60,150 per fiscal year.

NOW, THEREFORE, FIRST 5 AND THE COUNTY AGREE AS FOLLOWS:

1. The term of this Agreement shall be from July 1, 2020 to June 30, 2023, unless sooner terminated by written agreement by either party.
2. First 5 agrees to provide those services to the County as described in Attachment A, Scope of Work.
3. The County agrees to pay First 5 in accordance with the terms set forth in Attachment B. The total sum of all payments made by the County to First 5 for services and work performed under this Agreement shall not exceed sixty thousand, one hundred and fifty dollars (\$60,150.00) per fiscal year, nor one hundred and eighty thousand, four hundred and fifty dollars (\$180,450.00) during the entire term of this Agreement (“contract limit”). The County expressly reserves the right to deny any payment or reimbursement requested by First 5 for services or work performed that is in excess of the contract limit.
4. Both parties agree that the purpose of these funds is to reimburse First 5 for the provision of CAPIT services and these funds will be exclusively used to pay for such services as are listed in Attachment A.
5. The method by which the parties will invoice and provide payment is as follows:
 - a. First 5 shall submit an invoice and financial report along with a Bi-Annual Monitoring Report (example included at Attachment A) to the County on a quarterly basis. Bi-Annual invoices and all required reporting shall be due from First 5 on January 15, 2020, 2021 and 2023; and July 10, 2020, 2021 and 2023. *Please note the earlier-than-usual due date for the month of July.* An Annual Report shall be due from First 5 no later than July 31 of each year. The obligation to provide invoices and receipts shall survive the contract expiration date.
 - b. The County will pay the invoices to First 5 directly within 30 calendar days of the date the invoice was issued.

6. This MOU may be amended by a writing signed by authorized representatives of the organizations mentioned herein.
7. This MOU shall be administered on behalf of the two organizations by the following persons, to whom any notices or correspondence concerning the MOU shall be directed:

First 5 Mono County:

Molly DesBaillets, Executive Director
365 Sierra Park Road, Bldg. M
P.O. Box 130
Mammoth Lakes, CA 93546
760-924-7626

Mono County Social Services:

Kathryn Peterson, Director
P.O. Box 2969
Mammoth Lakes, CA 93546
760-924-1770

By the signatures of their authorized representatives appearing below, First 5 and the County agree to perform and abide by the terms of this MOU.

First 5 Mono County:

By: _____

Dated: _____

Mono County Social Services:

By: _____

Dated: _____

APPROVED AS TO FORM:
County Counsel

By: _____

Dated: _____

APPROVED FOR RISK MANAGEMENT:

By: _____

Dated: _____

ATTACHMENT A

MEMORANDUM OF UNDERSTANDING BETWEEN THE MONO COUNTY CHILDREN AND FAMILIES COMMISSION AND MONO COUNTY DEPARTMENT OF SOCIAL SERVICES FOR THE PROVISION OF CAPIT SERVICES

TERM:

FROM: July 1, 2020 TO: June 30, 2023

SCOPE OF WORK:

First 5 shall perform and/or provide the following services and programs:

Home Visiting Program to be provided to families with children ages prenatal through six and/or kindergarten entry identified as high-risk using research and evidenced based programs. This program shall provide services in English or Spanish, as is appropriate, to address and foster positive parent child interaction, development centered parenting, and family well being. The target population for these services shall be isolated families within Mono County, which includes children at greatest risk for child abuse and neglect including, but not limited to, those currently being served by the Mono County Child Welfare.

The Home Visiting Program will use a strengths-based model, will focus on implementing positive parenting practices, work with families to address family specific issues, provide information on child safety and identify crisis issues. The Home Visiting Program shall provide information, support and community referral in collaboration with the family working to reduce family stressors, at risk behavior, and family crisis. First 5 shall conduct community outreach to educate the community on the program and services.

BI-ANNUAL AND ANNUAL REPORTS

- 1. Bi-Annual Monitoring Reports:** Will cover six (6) month periods and shall be provided to Department of Social Services by First 5 using the report template shown below. First 5 shall submit a Bi-Annual Monitoring Report along with an invoice for expenses and accompanying financial report to the County on a bi-annual basis. Bi-Annual reporting and invoicing shall be due from First 5 on January 15 and July 10 of each year this Agreement is in effect. Please note July's early due date.

Bi-Annual Monitoring Report Template shall include the following items:

- a. Name of Service Provider and Program.

- b. Please provide a brief description of your activities for the reporting period, including any program improvements or challenges. Please include copies of any surveys or other tools used to measure client satisfaction and outcomes. First 5 will use the Parents as Teachers “Parent Satisfaction Survey” for tracking outcomes; this tool was approved by the Office of Child Abuse Prevention (OCAP) for Mono County’s 2018-2023 System Improvement Plan period.
 - c. Please share any unexpected outcomes (positive or negative), and any unmet community needs, discovered through providing these services.
- 2. **Annual Reports:** A comprehensive Annual Report will be provided to DSS by First 5 no later than **July 30** of each year using an Annual Report template as designated by OCAP for reporting on the use of OCAP funds.
 - The annual report template will be provided to First 5 at the start of the fiscal year under separate cover.

ATTACHMENT B

**MEMORANDUM OF UNDERSTANDING BETWEEN THE
MONO COUNTY CHILDREN AND FAMILIES COMMISSION
AND MONO COUNTY DEPARTMENT OF SOCIAL SERVICES
FOR THE PROVISION OF CAPIT SERVICES**

TERM:

FROM: July 1, 2020

TO: June 30, 2023

First 5 shall submit bi-annual financial reports including funding, costs, expenditures and allocation of expenditures for this program, using an Excel spreadsheet template provided by DSS to First 5 for reporting purposes. **The CAPIT Grant requires a 10% match, cash or in-kind.**

Line Item changes: First 5 may change budgeted amounts between line items as warranted to accommodate needed program adjustments without first receiving DSS approval. Please notify DSS of any line item changes and provide written justification for any line item change exceeding 30%.

CAPIT Annual Budget - FY 2020-21, FY 2021-22, and FY 2022-2023

PERSONNEL EXPENSES				
POSITIONS	FTE	Funds	In-Kind	TOTAL
F5M Home Visiting Staff Salary	1.8 FTE (divided by 5 home visitors, 1/2 of their time)	\$ 38,000	\$ 38,500	\$ 76,500
F5M Home Visiting Staff Benefits	1.8 FTE (divided by 5 home visitors, 1/2 of their time)	\$ 10,000	\$ 10,000	\$ 20,000
F5M Director Salary & Benefits	.09 FTE (1/2 of time allocated to Home Visiting)	\$ 7,250	\$ 7,250	\$ 14,500
TOTAL PERSONNEL	1.29% FTE	\$ 55,250	\$ 55,750	\$ 111,047
OPERATING EXPENSES				
		Funds	In-Kind	TOTAL
Office Supplies		\$	\$1,500	\$ 1,500
Family Counseling, 2 families (max \$500 each)		\$	\$1,000	\$ 1,000
Educational Materials & Basic Needs Support		\$	\$20,000	\$ 20,000
Training & Travel		\$	\$14,500	\$ 14,500
In-Direct, 10% of salaries & benefits		\$ 4,900	\$6, 200	\$ 11,100
Total Operating Expenses		\$ 4,900	\$ 43,200	\$ 48,100
Requested Annual Budget Amount	In-Kind Budget Amount	TOTAL Budget Amount		
\$60,150	\$98,950	\$159,100		

///////////////// NOTHING FOLLOWS ///////////////////

**AGREEMENT BETWEEN MONO COUNTY CHILDREN AND FAMILIES COMMISSION
AND CHATTERBOX
FOR THE PROVISION OF INTERPRETATION TRAINING SERVICES**

INTRODUCTION

WHEREAS, the Mono County and Families Commission (hereinafter referred to as “First 5”) may have the need for the interpretation training services of Katharine Allen, of Bishop, CA (hereinafter referred to as “Contractor”), and in consideration of the mutual promises, covenants, terms and conditions hereinafter contained, the parties hereby agree as follows:

TERMS AND CONDITIONS

1. SCOPE OF WORK

Contractor shall furnish to First 5, upon its request, those services and work set forth in Attachment A, attached hereto and by reference incorporated herein. Requests by First 5 to Contractor to perform under this Agreement will be made by the Director of First 5 Mono, or an authorized representative thereof. Requests to Contractor for work or services to be performed under this Agreement will be based upon First 5’s need for such services. First 5 makes no guarantee or warranty, of any nature, that any minimum level or amount of services or work will be requested of Contractor by First 5 under this Agreement. By this Agreement, First 5 incurs no obligation or requirement to request from Contractor the performance of any services or work at all, even if First 5 should have some need for such services or work during the term of this Agreement.

Services and work provided by Contractor at First 5's request under this Agreement will be performed in a manner consistent with the requirements and standards established by applicable federal, state, and First 5 laws, ordinances, and resolutions. Such laws, ordinances, regulations, and resolutions include, but are not limited to, those that are referred to in this Agreement.

This Agreement is subject to the following Exhibits (as noted) which are attached hereto, following all referenced Attachments, and incorporated by this reference. In the event of a conflict between the terms of an attached Exhibit and this Agreement, the terms of the Exhibit shall govern:

- ☐ **Exhibit 1:** General Conditions (Construction)
- ☐ **Exhibit 2:** Prevailing Wages
- ☐ **Exhibit 3:** Bond Requirements
- ☐ **Exhibit 4:** Invoicing, Payment, and Retention
- ☐ **Exhibit 5:** Trenching Requirements
- ☐ **Exhibit 6:** FHWA Requirements
- ☐ **Exhibit 7:** CDBG Requirements
- ☐ **Exhibit 8:** HIPAA Business Associate Agreement
- ☐ **Exhibit 9:** Other _____

2. TERM

The term of this Agreement shall be from June 18, 2020, to September 30, 2020, unless sooner terminated as provided below.

3. CONSIDERATION

A. Compensation. First 5 shall pay Contractor in accordance with the Schedule of Fees (set forth as Attachment B) for the services and work described in Attachment A that are performed by Contractor at First 5's request.

B. Travel and Per Diem. Contractor will not be paid or reimbursed for travel expenses or per diem that Contractor incurs in providing services and work requested by First 5 under this Agreement, unless otherwise provided for in Attachment B.

C. No Additional Consideration. Except as expressly provided in this Agreement, Contractor shall not be entitled to, nor receive, from First 5, any additional consideration, compensation, salary, wages, or other type of remuneration for services rendered under this Agreement. Specifically, Contractor shall not be entitled, by virtue of this Agreement, to consideration in the form of overtime, health insurance benefits, retirement benefits, disability retirement benefits, sick leave, vacation time, paid holidays, or other paid leaves of absence of any type or kind whatsoever.

D. Limit upon amount payable under Agreement. The total sum of all payments made by First 5 to Contractor for services and work performed under this Agreement shall not exceed \$five thousand dollars, not to exceed \$5,000 in any twelve-month period, plus (for public works) the amount of any change order(s) approved in accordance with authority delegated by the Board of Supervisors (hereinafter referred to as "Contract Limit"). First 5 expressly reserves the right to deny any payment or reimbursement requested by Contractor for services or work performed that is in excess of the Contract Limit.

E. Billing and Payment. Contractor shall submit to First 5, on a monthly basis, an itemized statement of all services and work described in Attachment A, which were done at First 5's request. The statement to be submitted will cover the period from the first (1st) day of the preceding month through and including the last day of the preceding month. Alternatively, Contractor may submit a single request for payment corresponding to a single incident of service or work performed at First 5's request. All statements submitted in request for payment shall identify the date on which the services and work were performed and describe the nature of the services and work which were performed on each day. Invoicing shall be informative but concise regarding services and work performed during that billing period. Upon finding that Contractor has satisfactorily completed the work and performed the services as requested, First 5 shall make payment to Contractor within 30 days of its receipt of the itemized statement. Should First 5 determine the services or work have not been completed or performed as requested and/or should Contractor produce an incorrect statement, First 5 shall withhold payment until the services and work are satisfactorily completed or performed and/or the statement is corrected and resubmitted.

If Exhibit 4 ("Invoicing, Payment, and Retention") is attached to this Agreement, then the language contained in 4 shall supersede and replace this Paragraph 3.E. in its entirety.

F. Federal and State Taxes.

(1) Except as provided in subparagraph (2) below, First 5 will not withhold any federal or state income taxes or social security from any payments made by First 5 to Contractor under the terms and conditions of this Agreement.

(2) First 5 shall withhold California state income taxes from payments made under this Agreement to non-California resident independent contractors when it is anticipated that total annual payments to Contractor under this Agreement will exceed One Thousand Four Hundred Ninety-Nine dollars (\$1,499.00).

(3) Except as set forth above, First 5 has no obligation to withhold any taxes or payments from sums paid by First 5 to Contractor under this Agreement. Payment of all taxes and other assessments on such sums is the sole responsibility of Contractor. First 5 has no responsibility or liability for payment of Contractor's taxes or assessments.

(4) The total amounts paid by First 5 to Contractor, and taxes withheld from payments to non-California residents, if any, will be reported annually to the Internal Revenue Service and the California State Franchise Tax Board.

4. WORK SCHEDULE

Contractor's obligation is to perform, in a timely manner, those services and work identified in Attachment A that are requested by First 5. It is understood by Contractor that the performance of these services and work will require a varied schedule. Contractor, in arranging his/her schedule, will coordinate with First 5 to ensure that all services and work requested by First 5 under this Agreement will be performed within the time frame set forth by First 5.

5. REQUIRED LICENSES, CERTIFICATES, AND PERMITS

Any licenses, certificates, or permits required by the federal, state, First 5, or municipal governments, for Contractor to provide the services and work described in Attachment A must be procured by Contractor and be valid at the time Contractor enters into this Agreement. Further, during the term of this Agreement, Contractor must maintain such licenses, certificates, and permits in full force and effect. Licenses, certificates, and permits may include, but are not limited to, driver's licenses, professional licenses or certificates, and business licenses. Such licenses, certificates, and permits will be procured and maintained in force by Contractor at no expense to First 5. Contractor will provide First 5, upon execution of this Agreement, with evidence of current and valid licenses, certificates and permits that are required to perform the services identified in Attachment A. Where there is a dispute between Contractor and First 5 as to what licenses, certificates, and permits are required to perform the services identified in Attachment A, First 5 reserves the right to make such determinations for purposes of this Agreement.

6. OFFICE SPACE, SUPPLIES, EQUIPMENT, ETC

Contractor shall provide such office space, supplies, equipment, vehicles, reference materials, support services and telephone service as is necessary for Contractor to provide the services identified in Attachment A to this Agreement. First 5 is not obligated to reimburse or pay Contractor for any expense or cost incurred by Contractor in procuring or maintaining such items. Responsibility for the costs and expenses incurred by Contractor in providing and maintaining such items is the sole responsibility and obligation of Contractor.

7. FIRST 5 PROPERTY

A. Personal Property of First 5. Any personal property such as, but not limited to, protective or safety devices, badges, identification cards, keys, uniforms, vehicles, reference materials, furniture, appliances, etc. provided to Contractor by First 5 pursuant to this Agreement is, and at the termination of this Agreement remains, the sole and exclusive property of First 5. Contractor will use reasonable care to protect, safeguard and maintain such items while they are in Contractor's possession. Contractor will be financially responsible for any loss or damage to such items, partial or total, that is the result of Contractor's negligence.

B. Products of Contractor's Work and Services. Any and all compositions, publications, plans, designs, specifications, blueprints, maps, formulas, processes, photographs, slides, videotapes, computer programs, computer disks, computer tapes, memory chips, soundtracks, audio recordings, films, audio-visual

presentations, exhibits, reports, studies, works of art, inventions, patents, trademarks, copyrights, or intellectual properties of any kind that are created, produced, assembled, compiled by, or are the result, product, or manifestation of, Contractor's services or work under this Agreement are, and at the termination of this Agreement shall remain, the sole and exclusive property of First 5. At the termination of the Agreement, Contractor will convey possession and title to all such properties to First 5.

8. WORKERS' COMPENSATION

Contractor shall provide Statutory Workers' Compensation insurance coverage and Employer's Liability coverage for not less than One Million dollars (\$1,000,000.00) per occurrence for all employees engaged in services or operations under this Agreement. Any insurance policy limits in excess of the specified minimum limits and coverage shall be made available to First 5 as an additional insured. The Workers' Compensation policy shall be endorsed with a waiver of subrogation in favor of First 5 for all work performed by Contractor, its employees, agents, and subcontractors.

9. INSURANCE

A. Contractor shall procure and maintain, during the entire term of this Agreement or, if work or services do not begin as of the effective date of this Agreement, commencing at such other time as may be authorized in writing by First 5's Risk Manager, the following insurance (as noted) against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work and/or services hereunder and the results of that work and/or services by Contractor, its agents, representatives, employees, or subcontractors:

- ☐ General Liability. A policy of Comprehensive General Liability Insurance which covers all the work and services to be performed by Contractor under this Agreement, including operations, products and completed operations, property damage, bodily injury (including death) and personal and advertising injury. Such policy shall provide limits of not less than One Million dollars (\$1,000,000.00) per claim or occurrence. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project or the general aggregate limit shall be twice the required occurrence limit.
- ☐ Automobile/Aircraft/Watercraft Liability Insurance. A policy of Comprehensive Automobile/Aircraft/Watercraft Liability Insurance for bodily injury (including death) and property damage which provides total limits of not less than One Million dollars (\$1,000,000.00) per claim or occurrence applicable to all owned, non-owned and hired vehicles/aircraft/watercraft. If the services provided under this Agreement include the transportation of hazardous materials/wastes, then the Automobile Liability policy shall be endorsed to include Transportation Pollution Liability insurance covering materials/wastes to be transported by Contractor pursuant to this Agreement. Alternatively, such coverage may be provided in Contractor's Pollution Liability policy.
- ☐ Professional Errors and Omissions Liability Insurance. A policy of Professional Errors and Omissions Liability Insurance appropriate to Contractor's profession in an amount of not less than One Million dollars (\$1,000,000.00) per claim or occurrence or Two Million dollars (\$2,000,000.00) general aggregate. If coverage is written on a claims-made form then: (1) the "retro date" must be shown, and must be before the beginning of contract work; (2) insurance must be maintained and evidence of insurance must be provided for at least five years after completion of the contract work; and (3) if coverage is cancelled or non-renewed, and not replaced with another claims-made policy form with a "retro date" prior to the contract effective date, then Contractor must purchase "extended reporting" coverage for a minimum of five years after completion of contract work.

- ☐ Pollution Liability Insurance. A policy of Comprehensive Contractors Pollution Liability coverage applicable to the work being performed and covering Contractor's liability for bodily injury (including death), property damage, and environmental damage resulting from "sudden accidental" or "gradual" pollution and related cleanup costs arising out of the work or services to be performed under this Agreement. Coverage shall provide a limit no less than One Million dollars (\$1,000,000.00) per claim or occurrence or Two Million dollars (\$2,000,000.00) general aggregate. If the services provided involve lead-based paint or asbestos identification/remediation, the Pollution Liability policy shall not contain lead-based paint or asbestos exclusions.

B. Coverage and Provider Requirements. Insurance policies shall not exclude or except from coverage any of the services and work required to be performed by Contractor under this Agreement. The required polic(ies) of insurance shall be issued by an insurer authorized to sell such insurance by the State of California, and have at least a "Best's" policyholder's rating of "A" or "A+". Prior to commencing any work under this agreement, Contractor shall provide First 5: (1) a certificate of insurance evidencing the coverage required; (2) an additional insured endorsement for general liability applying to First 5, its agents, officers and employees made on ISO form CG 20 10 11 85, or providing equivalent coverage; and (3) a notice of cancellation or change of coverage endorsement indicating that the policy will not be modified, terminated, or canceled without thirty (30) days written notice to First 5.

C. Primary Coverage. For any claim made related to this Agreement or work and/or services performed or provided pursuant to this Agreement, Contractor's insurance coverage shall be primary insurance coverage at least as broad as ISO CG 20 01 04 13 as with respect to First 5, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by First 5, its officers, officials, employees, or volunteers shall be excess of Contractor's insurance and shall not contribute with it.

D. Deductible, Self-Insured Retentions, and Excess Coverage. Any deductibles or self-insured retentions must be declared and approved by First 5. If possible, Contractor's insurer shall reduce or eliminate such deductibles or self-insured retentions with respect to First 5, its officials, officers, employees, and volunteers; or Contractor shall provide evidence satisfactory to First 5 guaranteeing payment of losses and related investigations, claim administration, and defense expenses. Any insurance policy limits in excess of the specified minimum limits and coverage shall be made available to First 5 as an additional insured.

E. Subcontractors. Contractor shall require and verify that all subcontractors maintain insurance (including Workers' Compensation) meeting all the requirements stated herein and that First 5 is an additional insured on insurance required of subcontractors.

10. STATUS OF CONTRACTOR

All acts of Contractor, its agents, officers, and employees, relating to the performance of this Agreement, shall be performed as an independent contractor, and not as an agent, officer, or employee of First 5. Contractor, by virtue of this Agreement, has no authority to bind or incur any obligation on behalf of, or exercise any right or power vested in, First 5, except as expressly provided by law or set forth in Attachment A. No agent, officer, or employee of First 5 is to be considered an employee of Contractor. It is understood by both Contractor and First 5 that this Agreement shall not, under any circumstances, be construed to create an employer-employee relationship or a joint venture. As an independent contractor:

A. Contractor shall determine the method, details, and means of performing the work and services to be provided by Contractor under this Agreement.

B. Contractor shall be responsible to First 5 only for the requirements and results specified in this Agreement, and except as expressly provided in this Agreement, shall not be subjected to First 5's control with respect to the physical action or activities of Contractor in fulfillment of this Agreement.

C. Contractor, its agents, officers and employees are, and at all times during the term of this Agreement shall represent and conduct themselves as, independent contractors, and not employees of First 5.

11. DEFENSE AND INDEMNIFICATION

Contractor shall defend with counsel acceptable to First 5, indemnify, and hold harmless First 5, its agents, officers, and employees from and against all claims, damages, losses, judgments, liabilities, expenses, and other costs, including litigation costs and attorney's fees, arising out of, resulting from or in connection with, the performance of this Agreement by Contractor, or Contractor's agents, officers, or employees. Contractor's obligation to defend, indemnify, and hold First 5, its agents, officers, and employees harmless applies to any actual or alleged personal injury, death, damage or destruction to tangible or intangible property, including the loss of use. Contractor's obligation under this Paragraph 11 extends to any claim, damage, loss, liability, expense, or other costs that are caused in whole or in part by any act or omission of Contractor, its agents, employees, supplier, or anyone directly or indirectly employed by any of them, or anyone for whose acts or omissions any of them may be liable.

Contractor's obligation to defend, indemnify, and hold First 5, its agents, officers, and employees harmless under the provisions of this Paragraph 11 is not limited to, or restricted by, any requirement in this Agreement for Contractor to procure and maintain a policy of insurance and shall survive any termination or expiration of this Agreement.

12. RECORDS AND AUDIT

A. Records. Contractor shall prepare and maintain all records required by the various provisions of this Agreement, federal, state, First 5, municipal, ordinances, regulations, and directions. Contractor shall maintain these records for a minimum of four (4) years from the termination or completion of this Agreement. Contractor may fulfill its obligation to maintain records as required by this Paragraph 12 by substitute photographs, micrographs, or other authentic reproduction of such records.

B. Inspections and Audits. Any authorized representative of First 5 shall have access to any books, documents, papers, records, including, but not limited to, financial records of Contractor, that First 5 determines to be pertinent to this Agreement, for the purposes of making audit, evaluation, examination, excerpts, and transcripts during the period such records are to be maintained by Contractor. Further, First 5 has the right, at all reasonable times, to audit, inspect, or otherwise evaluate the work performed or being performed under this Agreement.

13. NONDISCRIMINATION

During the performance of this Agreement, Contractor, its agents, officers, and employees shall not unlawfully discriminate in violation of any federal, state, or local law, against any employee, or applicant for employment, or person receiving services under this Agreement, because of race, religious creed, color, ancestry, national origin, physical disability, mental disability, medical condition, marital status, sex, age, or sexual orientation. Contractor and its agents, officers, and employees shall comply with the provisions of the Fair Employment and Housing Act (Government Code section 12900, et seq.), and the applicable regulations promulgated thereunder in the California Code of Regulations. Contractor shall also abide by the Federal Civil Rights Act of 1964 (P.L. 88-352) and all amendments thereto, and all administrative rules and regulations issued pursuant to said Act.

14. TERMINATION

This Agreement may be terminated by First 5 without cause, and at will, for any reason by giving to Contractor thirty (30) calendar days written notice of such intent to terminate. Contractor may terminate this Agreement without cause, and at will, for any reason whatsoever by giving to First 5 thirty (30) calendar days written notice of such intent to terminate.

Notwithstanding the foregoing, if this Agreement is subject to General Conditions (set forth as an Exhibit hereto), then termination shall be in accordance with the General Conditions and this Paragraph 14 shall not apply.

15. ASSIGNMENT

This is an agreement for the personal services of Contractor. First 5 has relied upon the skills, knowledge, experience, and training of Contractor as an inducement to enter into this Agreement. Contractor shall not assign or subcontract this Agreement, or any part of it, without the express written consent of First 5. Further, Contractor shall not assign any moneys due or to become due under this Agreement without the prior written consent of First 5.

16. DEFAULT

If Contractor abandons the work, fails to proceed with the work or services requested by First 5 in a timely manner, or fails in any way as required to conduct the work and services as required by First 5, then First 5 may declare Contractor in default and terminate this Agreement upon five (5) days written notice to Contractor. Upon such termination by default, First 5 will pay to Contractor all amounts owing to Contractor for services and work satisfactorily performed to the date of termination.

17. WAIVER OF DEFAULT

Waiver of any default by either party to this Agreement shall not be deemed to be a waiver of any subsequent default. Waiver or breach of any provision of this Agreement shall not be deemed to be a waiver of any other or subsequent breach, and shall not be construed to be a modification of the terms of this Agreement unless this Agreement is modified as provided in Paragraph 23.

18. CONFIDENTIALITY

Contractor agrees to comply with various provisions of the federal, state, and First 5 laws, regulations, and ordinances providing that information and records kept, maintained, or accessible by Contractor in the course of providing services and work under this Agreement, shall be privileged, restricted, or confidential. Contractor agrees to keep confidential, all such privileged, restricted or confidential information and records obtained in the course of providing the work and services under this Agreement. Disclosure of such information or records shall be made by Contractor only with the express written consent of First 5.

19. CONFLICTS

Contractor agrees that he/she has no interest, and shall not acquire any interest, direct or indirect, that would conflict in any manner or degree with the performance of the work and services under this Agreement. Contractor agrees to complete and file a conflict-of-interest statement.

20. POST-AGREEMENT COVENANT

Contractor agrees not to use any confidential, protected, or privileged information that is gained from First 5 in the course of providing services and work under this Agreement, for any personal benefit, gain, or enhancement. Further, Contractor agrees for a period of two (2) years after the termination of this Agreement, not to seek or accept any employment with any entity, association, corporation, or person who, during the term of this Agreement, has had an adverse or conflicting interest with First 5, or who has been an adverse party in litigation with First 5, and concerning such, Contractor by virtue of this Agreement has gained access to First 5's confidential, privileged, protected, or proprietary information.

21. SEVERABILITY

If any portion of this Agreement or application thereof to any person or circumstance shall be declared invalid by a court of competent jurisdiction, or if it is found in contravention of any federal, state, or First 5 statute, ordinance, or regulation, then the remaining provisions of this Agreement, or the application thereof, shall not be invalidated thereby, and shall remain in full force and effect to the extent that the provisions of this Agreement are severable.

22. FUNDING LIMITATION

The ability of First 5 to enter into this Agreement is based upon available funding from various sources. In the event that such funding fails, is reduced, or is modified, from one or more sources, First 5 has the option to terminate, reduce, or modify this Agreement, or any of its terms within ten (10) days of notifying Contractor of the termination, reduction, or modification of available funding. Any reduction or modification of this Agreement effective pursuant to this provision must comply with the requirements of Paragraph 23.

23. AMENDMENT

This Agreement may be modified, amended, changed, added to, or subtracted from, by the mutual consent of the parties hereto, if such amendment or change order is in written form, and executed with the same formalities as this Agreement or in accordance with delegated authority therefor, and attached to the original Agreement to maintain continuity.

24. NOTICE

Any notice, communication, amendments, additions or deletions to this Agreement, including change of address of any party during the term of this Agreement, which Contractor or First 5 shall be required, or may desire to make, shall be in writing and may be personally served, or sent by prepaid first-class mail or email (if included below) to the respective parties as follows:

First 5 of Mono:
Molly DeBaillets
First 5 Mono
PO Box 130
Mammoth Lakes, CA
93546

Contractor:
Katharine Allen
Chatterbox
1335 Rocking W. Drive

Bishop, CA
93514

25. COUNTERPARTS

This Agreement may be executed in two (2) or more counterparts (including by electronic transmission), each of which shall constitute an original, and all of which taken together shall constitute one and the same instrument.

26. ENTIRE AGREEMENT

This Agreement contains the entire agreement of the parties, and no representations, inducements, promises, or agreements otherwise between the parties not embodied herein or incorporated herein by reference, shall be of any force or effect. Further, no term or provision hereof may be changed, waived, discharged, or terminated, unless executed in writing by the parties hereto.

IN WITNESS THEREOF, THE PARTIES HERETO HAVE SET THEIR HANDS AND SEALS THIS ____ DAY OF _____, _____.

FIRST 5 OF MONO

CONTRACTOR

By: _____

By: _____

Title: _____

Title: _____

Dated: _____

Dated: _____

APPROVED AS TO FORM:

First 5 Counsel

APPROVED BY RISK MANAGEMENT:

Risk Manager

ATTACHMENT A
AGREEMENT BETWEEN FIRST 5 OF MONO
AND CHATTERBOX
FOR THE PROVISION OF INTERPRETATION TRAINING SERVICES

TERM:

FROM: June 18, 2020 TO: September 30, 2020

SCOPE OF WORK:

16-hour training (live) plus additional at-home work on interpreting skills for bilingual staff with the goal of improving interpreting skills and performance in consecutive and simultaneous interpreting.

The consultant will develop a course curriculum that includes up to 8 “live” sessions to take place between June and August, 2020, either in-person or via a remote platform with accompanying at-home practice assignments to be completed in between the live (synchronous) meetings.

Recipients will be tested for their level of language proficiency in their nonnative (or weakest) language. Results of the test will be used to tailor the course content and exercise levels to fit language levels. Recommended testing company: Language Testing International

The materials and exercises used in the course will include terminology relevant to the programs the participants work in. The consultant will develop terminology with guidance from First 5 and the participants.

The exercises used in-class and at-home will be designed to provide participants with the tools needed to continue practicing on their own once the class is complete.

The instructor will provide feedback and guidance during live sessions and for at-home assignments.

Recipients will receive a certificate of completion if they attend 7 of the 8 sessions and complete the at-home assignments.

The instructor suggests using Zoom for live classes and Canvas for at-home assignments and class materials.

Please consider the following course content proposal, with the understanding that content may change depending on the needs of the participants. But the end goal of improving interpreting performance will remain the same:

TRAINING CONTENT

SESSION 1:

In-Class: Introduction to interpreting component skills and reflective practice techniques.

At-home: Self-recording exercises for memory and active listening.

SESSION 2:

In-Class: Component skills -Memory, active listening and analysis exercises

At-home: Active listening and meaning analysis exercises

SESSION 3

In-Class: Consecutive interpreting 1 – Practice short consecutive and self observation.

Set a practice goal.

At-home: Consecutive exercises at home using self-recording and self-observation

feedback sheet. Focus on

individual practice goal.

SESSION 4:

In-Class: Practice short consecutive and self observation. Set a practice goal.

At-home: Consecutive exercises at home using self-recording and self-observation

feedback sheet. Focus on

individual practice goal.

SESSION 5

In-Class: Consecutive interpreting Note-taking – Integrating basic note-taking techniques into consecutive

practice.

At-home: Symbols development and consecutive with note-taking practice exercises.

SESSION 6:

In-Class: Simultaneous 1 – Practice simultaneous interpreting and self-observation. Set a practice goal.

At-home: Practice simultaneous to simple recordings with a focus on developing their decalage and smooth delivery.

SESSION 7:

In-Class: Simultaneous 2 – Prepare for a simultaneous assignment and practice. Set a practice goal.

At-home: Continue the assignment preparation and practice to specific content recordings related to that assignment. Observe practice goal progress.

SESSION 8:

In-Class: Continued Practice – Review and practice the course skills. Set a roadmap for future practice

ATTACHMENT B
AGREEMENT BETWEEN FIRST 5 OF MONO
AND CHATTERBOX
FOR THE PROVISION OF INTERPRETATION TRAINING SERVICES

TERM:

FROM: June 18, 2020 TO: September 30, 2020

SCHEDULE OF FEES:

TRAINING COSTS

Item	Hours (Hourly rate: \$100/hour)	Cost
Language proficiency testing		\$600
Development of curriculum	15 hours	\$1500
Live class delivery (8 X 2 hours/class)	16 hours	\$1600
Review and provided for at-home assignments	10 hours	\$1000
Administrative time (email and other communication with First 5 and class participants)	3 hours	\$300
TOTAL:		\$5000

****NOTE:** Should classes be conducted on-site, there would be an additional 1 hours of travel time at \$75/hour or by mileage cost per on-site meeting.

**AGREEMENT BETWEEN MONO FIRST 5 CHILDREN AND FAMILIES COMMISSION
AND Becky Keigan & Associates
FOR THE PROVISION OF Professional Development SERVICES**

INTRODUCTION

WHEREAS, the Mono First 5 Children and Families Commission (hereinafter referred to as “First 5”) may have the need for the professional development services of Becky Keigan & Associates, of Fort Collins, CO (hereinafter referred to as “Contractor”), and in consideration of the mutual promises, covenants, terms and conditions hereinafter contained, the parties hereby agree as follows:

TERMS AND CONDITIONS

1. SCOPE OF WORK

Contractor shall furnish to First 5, upon its request, those services and work set forth in Attachment A, attached hereto and by reference incorporated herein. Requests by First 5 to Contractor to perform under this Agreement will be made by the Director of First 5 Mono, or an authorized representative thereof. Requests to Contractor for work or services to be performed under this Agreement will be based upon First 5's need for such services. First 5 makes no guarantee or warranty, of any nature, that any minimum level or amount of services or work will be requested of Contractor by First 5 under this Agreement. By this Agreement, First 5 incurs no obligation or requirement to request from Contractor the performance of any services or work at all, even if First 5 should have some need for such services or work during the term of this Agreement.

Services and work provided by Contractor at First 5's request under this Agreement will be performed in a manner consistent with the requirements and standards established by applicable federal, state, and First 5 laws, ordinances, and resolutions. Such laws, ordinances, regulations, and resolutions include, but are not limited to, those that are referred to in this Agreement.

This Agreement is subject to the following Exhibits (as noted) which are attached hereto, following all referenced Attachments, and incorporated by this reference. In the event of a conflict between the terms of an attached Exhibit and this Agreement, the terms of the Exhibit shall govern:

- ☐ **Exhibit 1:** General Conditions (Construction)
- ☐ **Exhibit 2:** Prevailing Wages
- ☐ **Exhibit 3:** Bond Requirements
- ☐ **Exhibit 4:** Invoicing, Payment, and Retention
- ☐ **Exhibit 5:** Trenching Requirements
- ☐ **Exhibit 6:** FHWA Requirements
- ☐ **Exhibit 7:** CDBG Requirements
- ☐ **Exhibit 8:** HIPAA Business Associate Agreement
- ☐ **Exhibit 9:** Other _____

2. TERM

The term of this Agreement shall be from July 1, 2020, to June 30, 2021, unless sooner terminated as provided below.

3. CONSIDERATION

A. Compensation. First 5 shall pay Contractor in accordance with the Schedule of Fees (set forth as Attachment B) for the services and work described in Attachment A that are performed by Contractor at First 5's request.

B. Travel and Per Diem. Contractor will not be paid or reimbursed for travel expenses or per diem that Contractor incurs in providing services and work requested by First 5 under this Agreement, unless otherwise provided for in Attachment B.

C. No Additional Consideration. Except as expressly provided in this Agreement, Contractor shall not be entitled to, nor receive, from First 5, any additional consideration, compensation, salary, wages, or other type of remuneration for services rendered under this Agreement. Specifically, Contractor shall not be entitled, by virtue of this Agreement, to consideration in the form of overtime, health insurance benefits, retirement benefits, disability retirement benefits, sick leave, vacation time, paid holidays, or other paid leaves of absence of any type or kind whatsoever.

D. Limit upon amount payable under Agreement. The total sum of all payments made by First 5 to Contractor for services and work performed under this Agreement shall not exceed \$one thousand and eight nine, not to exceed \$1,089 in any twelve-month period, plus (for public works) the amount of any change order(s) approved in accordance with authority delegated by the Board of Supervisors (hereinafter referred to as "Contract Limit"). First 5 expressly reserves the right to deny any payment or reimbursement requested by Contractor for services or work performed that is in excess of the Contract Limit.

E. Billing and Payment. Contractor shall submit to First 5, on a monthly basis, an itemized statement of all services and work described in Attachment A, which were done at First 5's request. The statement to be submitted will cover the period from the first (1st) day of the preceding month through and including the last day of the preceding month. Alternatively, Contractor may submit a single request for payment corresponding to a single incident of service or work performed at First 5's request. All statements submitted in request for payment shall identify the date on which the services and work were performed and describe the nature of the services and work which were performed on each day. Invoicing shall be informative but concise regarding services and work performed during that billing period. Upon finding that Contractor has satisfactorily completed the work and performed the services as requested, First 5 shall make payment to Contractor within 30 days of its receipt of the itemized statement. Should First 5 determine the services or work have not been completed or performed as requested and/or should Contractor produce an incorrect statement, First 5 shall withhold payment until the services and work are satisfactorily completed or performed and/or the statement is corrected and resubmitted.

If Exhibit 4 ("Invoicing, Payment, and Retention") is attached to this Agreement, then the language contained in 4 shall supersede and replace this Paragraph 3.E. in its entirety.

F. Federal and State Taxes.

(1) Except as provided in subparagraph (2) below, First 5 will not withhold any federal or state income taxes or social security from any payments made by First 5 to Contractor under the terms and conditions of this Agreement.

(2) First 5 shall withhold California state income taxes from payments made under this Agreement to non-California resident independent contractors when it is anticipated that total annual payments to Contractor under this Agreement will exceed One Thousand Four Hundred Ninety-Nine dollars (\$1,499.00).

(3) Except as set forth above, First 5 has no obligation to withhold any taxes or payments from sums paid by First 5 to Contractor under this Agreement. Payment of all taxes and other assessments on such sums is the sole responsibility of Contractor. First 5 has no responsibility or liability for payment of Contractor's taxes or assessments.

(4) The total amounts paid by First 5 to Contractor, and taxes withheld from payments to non-California residents, if any, will be reported annually to the Internal Revenue Service and the California State Franchise Tax Board.

4. WORK SCHEDULE

Contractor's obligation is to perform, in a timely manner, those services and work identified in Attachment A that are requested by First 5. It is understood by Contractor that the performance of these services and work will require a varied schedule. Contractor, in arranging his/her schedule, will coordinate with First 5 to ensure that all services and work requested by First 5 under this Agreement will be performed within the time frame set forth by First 5.

5. REQUIRED LICENSES, CERTIFICATES, AND PERMITS

Any licenses, certificates, or permits required by the federal, state, First 5, or municipal governments, for Contractor to provide the services and work described in Attachment A must be procured by Contractor and be valid at the time Contractor enters into this Agreement. Further, during the term of this Agreement, Contractor must maintain such licenses, certificates, and permits in full force and effect. Licenses, certificates, and permits may include, but are not limited to, driver's licenses, professional licenses or certificates, and business licenses. Such licenses, certificates, and permits will be procured and maintained in force by Contractor at no expense to First 5. Contractor will provide First 5, upon execution of this Agreement, with evidence of current and valid licenses, certificates and permits that are required to perform the services identified in Attachment A. Where there is a dispute between Contractor and First 5 as to what licenses, certificates, and permits are required to perform the services identified in Attachment A, First 5 reserves the right to make such determinations for purposes of this Agreement.

6. OFFICE SPACE, SUPPLIES, EQUIPMENT, ETC

Contractor shall provide such office space, supplies, equipment, vehicles, reference materials, support services and telephone service as is necessary for Contractor to provide the services identified in Attachment A to this Agreement. First 5 is not obligated to reimburse or pay Contractor for any expense or cost incurred by Contractor in procuring or maintaining such items. Responsibility for the costs and expenses incurred by Contractor in providing and maintaining such items is the sole responsibility and obligation of Contractor.

7. FIRST 5 PROPERTY

A. Personal Property of First 5. Any personal property such as, but not limited to, protective or safety devices, badges, identification cards, keys, uniforms, vehicles, reference materials, furniture, appliances, etc. provided to Contractor by First 5 pursuant to this Agreement is, and at the termination of this Agreement remains, the sole and exclusive property of First 5. Contractor will use reasonable care to protect, safeguard and maintain such items while they are in Contractor's possession. Contractor will be financially responsible for any loss or damage to such items, partial or total, that is the result of Contractor's negligence.

B. Products of Contractor's Work and Services. Any and all compositions, publications, plans, designs, specifications, blueprints, maps, formulas, processes, photographs, slides, videotapes, computer programs, computer disks, computer tapes, memory chips, soundtracks, audio recordings, films, audio-visual

presentations, exhibits, reports, studies, works of art, inventions, patents, trademarks, copyrights, or intellectual properties of any kind that are created, produced, assembled, compiled by, or are the result, product, or manifestation of, Contractor's services or work under this Agreement are, and at the termination of this Agreement shall remain, the sole and exclusive property of First 5. At the termination of the Agreement, Contractor will convey possession and title to all such properties to First 5.

8. WORKERS' COMPENSATION

Contractor shall provide Statutory Workers' Compensation insurance coverage and Employer's Liability coverage for not less than One Million dollars (\$1,000,000.00) per occurrence for all employees engaged in services or operations under this Agreement. Any insurance policy limits in excess of the specified minimum limits and coverage shall be made available to First 5 as an additional insured. The Workers' Compensation policy shall be endorsed with a waiver of subrogation in favor of First 5 for all work performed by Contractor, its employees, agents, and subcontractors.

9. INSURANCE

A. Contractor shall procure and maintain, during the entire term of this Agreement or, if work or services do not begin as of the effective date of this Agreement, commencing at such other time as may be authorized in writing by First 5's Risk Manager, the following insurance (as noted) against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work and/or services hereunder and the results of that work and/or services by Contractor, its agents, representatives, employees, or subcontractors:

- ☐ General Liability. A policy of Comprehensive General Liability Insurance which covers all the work and services to be performed by Contractor under this Agreement, including operations, products and completed operations, property damage, bodily injury (including death) and personal and advertising injury. Such policy shall provide limits of not less than One Million dollars (\$1,000,000.00) per claim or occurrence. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project or the general aggregate limit shall be twice the required occurrence limit.
- ☐ Automobile/Aircraft/Watercraft Liability Insurance. A policy of Comprehensive Automobile/Aircraft/Watercraft Liability Insurance for bodily injury (including death) and property damage which provides total limits of not less than One Million dollars (\$1,000,000.00) per claim or occurrence applicable to all owned, non-owned and hired vehicles/aircraft/watercraft. If the services provided under this Agreement include the transportation of hazardous materials/wastes, then the Automobile Liability policy shall be endorsed to include Transportation Pollution Liability insurance covering materials/wastes to be transported by Contractor pursuant to this Agreement. Alternatively, such coverage may be provided in Contractor's Pollution Liability policy.
- ☐ Professional Errors and Omissions Liability Insurance. A policy of Professional Errors and Omissions Liability Insurance appropriate to Contractor's profession in an amount of not less than One Million dollars (\$1,000,000.00) per claim or occurrence or Two Million dollars (\$2,000,000.00) general aggregate. If coverage is written on a claims-made form then: (1) the "retro date" must be shown, and must be before the beginning of contract work; (2) insurance must be maintained and evidence of insurance must be provided for at least five years after completion of the contract work; and (3) if coverage is cancelled or non-renewed, and not replaced with another claims-made policy form with a "retro date" prior to the contract effective date, then Contractor must purchase "extended reporting" coverage for a minimum of five years after completion of contract work.

- ☐ Pollution Liability Insurance. A policy of Comprehensive Contractors Pollution Liability coverage applicable to the work being performed and covering Contractor's liability for bodily injury (including death), property damage, and environmental damage resulting from "sudden accidental" or "gradual" pollution and related cleanup costs arising out of the work or services to be performed under this Agreement. Coverage shall provide a limit no less than One Million dollars (\$1,000,000.00) per claim or occurrence or Two Million dollars (\$2,000,000.00) general aggregate. If the services provided involve lead-based paint or asbestos identification/remediation, the Pollution Liability policy shall not contain lead-based paint or asbestos exclusions.

B. Coverage and Provider Requirements. Insurance policies shall not exclude or except from coverage any of the services and work required to be performed by Contractor under this Agreement. The required polic(ies) of insurance shall be issued by an insurer authorized to sell such insurance by the State of California, and have at least a "Best's" policyholder's rating of "A" or "A+". Prior to commencing any work under this agreement, Contractor shall provide First 5: (1) a certificate of insurance evidencing the coverage required; (2) an additional insured endorsement for general liability applying to First 5, its agents, officers and employees made on ISO form CG 20 10 11 85, or providing equivalent coverage; and (3) a notice of cancellation or change of coverage endorsement indicating that the policy will not be modified, terminated, or canceled without thirty (30) days written notice to First 5.

C. Primary Coverage. For any claim made related to this Agreement or work and/or services performed or provided pursuant to this Agreement, Contractor's insurance coverage shall be primary insurance coverage at least as broad as ISO CG 20 01 04 13 as with respect to First 5, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by First 5, its officers, officials, employees, or volunteers shall be excess of Contractor's insurance and shall not contribute with it.

D. Deductible, Self-Insured Retentions, and Excess Coverage. Any deductibles or self-insured retentions must be declared and approved by First 5. If possible, Contractor's insurer shall reduce or eliminate such deductibles or self-insured retentions with respect to First 5, its officials, officers, employees, and volunteers; or Contractor shall provide evidence satisfactory to First 5 guaranteeing payment of losses and related investigations, claim administration, and defense expenses. Any insurance policy limits in excess of the specified minimum limits and coverage shall be made available to First 5 as an additional insured.

E. Subcontractors. Contractor shall require and verify that all subcontractors maintain insurance (including Workers' Compensation) meeting all the requirements stated herein and that First 5 is an additional insured on insurance required of subcontractors.

10. STATUS OF CONTRACTOR

All acts of Contractor, its agents, officers, and employees, relating to the performance of this Agreement, shall be performed as an independent contractor, and not as an agent, officer, or employee of First 5. Contractor, by virtue of this Agreement, has no authority to bind or incur any obligation on behalf of, or exercise any right or power vested in, First 5, except as expressly provided by law or set forth in Attachment A. No agent, officer, or employee of First 5 is to be considered an employee of Contractor. It is understood by both Contractor and First 5 that this Agreement shall not, under any circumstances, be construed to create an employer-employee relationship or a joint venture. As an independent contractor:

A. Contractor shall determine the method, details, and means of performing the work and services to be provided by Contractor under this Agreement.

B. Contractor shall be responsible to First 5 only for the requirements and results specified in this Agreement, and except as expressly provided in this Agreement, shall not be subjected to First 5's control with respect to the physical action or activities of Contractor in fulfillment of this Agreement.

C. Contractor, its agents, officers and employees are, and at all times during the term of this Agreement shall represent and conduct themselves as, independent contractors, and not employees of First 5.

11. DEFENSE AND INDEMNIFICATION

Contractor shall defend with counsel acceptable to First 5, indemnify, and hold harmless First 5, its agents, officers, and employees from and against all claims, damages, losses, judgments, liabilities, expenses, and other costs, including litigation costs and attorney's fees, arising out of, resulting from or in connection with, the performance of this Agreement by Contractor, or Contractor's agents, officers, or employees. Contractor's obligation to defend, indemnify, and hold First 5, its agents, officers, and employees harmless applies to any actual or alleged personal injury, death, damage or destruction to tangible or intangible property, including the loss of use. Contractor's obligation under this Paragraph 11 extends to any claim, damage, loss, liability, expense, or other costs that are caused in whole or in part by any act or omission of Contractor, its agents, employees, supplier, or anyone directly or indirectly employed by any of them, or anyone for whose acts or omissions any of them may be liable.

Contractor's obligation to defend, indemnify, and hold First 5, its agents, officers, and employees harmless under the provisions of this Paragraph 11 is not limited to, or restricted by, any requirement in this Agreement for Contractor to procure and maintain a policy of insurance and shall survive any termination or expiration of this Agreement.

12. RECORDS AND AUDIT

A. Records. Contractor shall prepare and maintain all records required by the various provisions of this Agreement, federal, state, First 5, municipal, ordinances, regulations, and directions. Contractor shall maintain these records for a minimum of four (4) years from the termination or completion of this Agreement. Contractor may fulfill its obligation to maintain records as required by this Paragraph 12 by substitute photographs, micrographs, or other authentic reproduction of such records.

B. Inspections and Audits. Any authorized representative of First 5 shall have access to any books, documents, papers, records, including, but not limited to, financial records of Contractor, that First 5 determines to be pertinent to this Agreement, for the purposes of making audit, evaluation, examination, excerpts, and transcripts during the period such records are to be maintained by Contractor. Further, First 5 has the right, at all reasonable times, to audit, inspect, or otherwise evaluate the work performed or being performed under this Agreement.

13. NONDISCRIMINATION

During the performance of this Agreement, Contractor, its agents, officers, and employees shall not unlawfully discriminate in violation of any federal, state, or local law, against any employee, or applicant for employment, or person receiving services under this Agreement, because of race, religious creed, color, ancestry, national origin, physical disability, mental disability, medical condition, marital status, sex, age, or sexual orientation. Contractor and its agents, officers, and employees shall comply with the provisions of the Fair Employment and Housing Act (Government Code section 12900, et seq.), and the applicable regulations promulgated thereunder in the California Code of Regulations. Contractor shall also abide by the Federal Civil Rights Act of 1964 (P.L. 88-352) and all amendments thereto, and all administrative rules and regulations issued pursuant to said Act.

14. TERMINATION

This Agreement may be terminated by First 5 without cause, and at will, for any reason by giving to Contractor thirty (30) calendar days written notice of such intent to terminate. Contractor may terminate this Agreement without cause, and at will, for any reason whatsoever by giving to First 5 thirty (30) calendar days written notice of such intent to terminate.

Notwithstanding the foregoing, if this Agreement is subject to General Conditions (set forth as an Exhibit hereto), then termination shall be in accordance with the General Conditions and this Paragraph 14 shall not apply.

15. ASSIGNMENT

This is an agreement for the personal services of Contractor. First 5 has relied upon the skills, knowledge, experience, and training of Contractor as an inducement to enter into this Agreement. Contractor shall not assign or subcontract this Agreement, or any part of it, without the express written consent of First 5. Further, Contractor shall not assign any moneys due or to become due under this Agreement without the prior written consent of First 5.

16. DEFAULT

If Contractor abandons the work, fails to proceed with the work or services requested by First 5 in a timely manner, or fails in any way as required to conduct the work and services as required by First 5, then First 5 may declare Contractor in default and terminate this Agreement upon five (5) days written notice to Contractor. Upon such termination by default, First 5 will pay to Contractor all amounts owing to Contractor for services and work satisfactorily performed to the date of termination.

17. WAIVER OF DEFAULT

Waiver of any default by either party to this Agreement shall not be deemed to be a waiver of any subsequent default. Waiver or breach of any provision of this Agreement shall not be deemed to be a waiver of any other or subsequent breach, and shall not be construed to be a modification of the terms of this Agreement unless this Agreement is modified as provided in Paragraph 23.

18. CONFIDENTIALITY

Contractor agrees to comply with various provisions of the federal, state, and First 5 laws, regulations, and ordinances providing that information and records kept, maintained, or accessible by Contractor in the course of providing services and work under this Agreement, shall be privileged, restricted, or confidential. Contractor agrees to keep confidential, all such privileged, restricted or confidential information and records obtained in the course of providing the work and services under this Agreement. Disclosure of such information or records shall be made by Contractor only with the express written consent of First 5.

19. CONFLICTS

Contractor agrees that he/she has no interest, and shall not acquire any interest, direct or indirect, that would conflict in any manner or degree with the performance of the work and services under this Agreement. Contractor agrees to complete and file a conflict-of-interest statement.

20. POST-AGREEMENT COVENANT

Contractor agrees not to use any confidential, protected, or privileged information that is gained from First 5 in the course of providing services and work under this Agreement, for any personal benefit, gain, or enhancement. Further, Contractor agrees for a period of two (2) years after the termination of this Agreement, not to seek or accept any employment with any entity, association, corporation, or person who, during the term of this Agreement, has had an adverse or conflicting interest with First 5, or who has been an adverse party in litigation with First 5, and concerning such, Contractor by virtue of this Agreement has gained access to First 5's confidential, privileged, protected, or proprietary information.

21. SEVERABILITY

If any portion of this Agreement or application thereof to any person or circumstance shall be declared invalid by a court of competent jurisdiction, or if it is found in contravention of any federal, state, or First 5 statute, ordinance, or regulation, then the remaining provisions of this Agreement, or the application thereof, shall not be invalidated thereby, and shall remain in full force and effect to the extent that the provisions of this Agreement are severable.

22. FUNDING LIMITATION

The ability of First 5 to enter into this Agreement is based upon available funding from various sources. In the event that such funding fails, is reduced, or is modified, from one or more sources, First 5 has the option to terminate, reduce, or modify this Agreement, or any of its terms within ten (10) days of notifying Contractor of the termination, reduction, or modification of available funding. Any reduction or modification of this Agreement effective pursuant to this provision must comply with the requirements of Paragraph 23.

23. AMENDMENT

This Agreement may be modified, amended, changed, added to, or subtracted from, by the mutual consent of the parties hereto, if such amendment or change order is in written form, and executed with the same formalities as this Agreement or in accordance with delegated authority therefor, and attached to the original Agreement to maintain continuity.

24. NOTICE

Any notice, communication, amendments, additions or deletions to this Agreement, including change of address of any party during the term of this Agreement, which Contractor or First 5 shall be required, or may desire to make, shall be in writing and may be personally served, or sent by prepaid first-class mail or email (if included below) to the respective parties as follows:

First 5 of Mono:

Molly DesBaillets
PO Box 130
Mammoth Lakes, CA, 93546
mdesbaillets@monocoe.org

Contractor:

Becky Keigan & Associates
4037 Moss Creek Drive
Fort Collins, CO, 80526
bkeigan@gmail.com

25. COUNTERPARTS

This Agreement may be executed in two (2) or more counterparts (including by electronic transmission), each of which shall constitute an original, and all of which taken together shall constitute one and the same instrument.

26. ENTIRE AGREEMENT

This Agreement contains the entire agreement of the parties, and no representations, inducements, promises, or agreements otherwise between the parties not embodied herein or incorporated herein by reference, shall be of any force or effect. Further, no term or provision hereof may be changed, waived, discharged, or terminated, unless executed in writing by the parties hereto.

IN WITNESS THEREOF, THE PARTIES HERETO HAVE SET THEIR HANDS AND SEALS THIS ____ DAY OF _____, _____.

FIRST 5 OF MONO

CONTRACTOR

By: _____

By: _____

Title: _____

Title: _____

Dated: _____

Dated: _____

APPROVED AS TO FORM:

First 5 Counsel

APPROVED BY RISK MANAGEMENT:

Risk Manager

ATTACHMENT A

AGREEMENT BETWEEN FIRST 5 OF MONO AND Becky Keigan & Associates FOR THE PROVISION OF Professional Development SERVICES

TERM:

FROM: July 1, 2020 TO: June 30,2021

SCOPE OF WORK:

Pursuant to individual Scope of Work Letters, as described below, Contractor shall provide all labor, equipment, materials, supplies, research, transportation, taxes, and cover all other costs required to perform Professional Development services for the County. In general, project work shall consist of the following:

Becky Keigan + Associates shall be referred to as Contractor and First Five Mono shall be referred to as Commission throughout this proposal.

Compensation & Services

Client agrees to provide compensation to Becky Keigan + Associates in an amount of \$2500.00 for each training (plus expenses,) not to exceed \$12,547 who in return shall perform the following duties:

What: Design and facilitate a 6 hour Passion, Learning and Joy (PLaY) PLaY professional development training in Alpine county.

- Alpine Early Learning Center, 100 Foothill Rd., Markleeville CA 96120

Duties & Responsibilities

1. Becky Keigan Responsibilities hereby agrees to provide the following to the Commission:

- Becky Keigan + Associates is an independent company and performs the services described above without the rights and obligations of an employee.
- Becky Keigan will deliver the training.
- Becky Keigan will provide her bio and description of the training, which can be used by the Client in marketing materials.
- Becky Keigan will conduct a pre-training phone or Zoom call with a Annaliesa Calhoun and a representative from each county.
- Becky Keigan will conduct a follow up phone or Zoom call to review the final PLaY training framework.
- Becky Keigan will provide handout originals for photocopying per agreement with the Client.
- Becky Keigan will bring her own laptop computer and/or a thumb drive.

Commission Responsibilities

- The Commission will be responsible for training fee, photocopying and all relevant

expenses including: airfare, car rental, hotel, meals, transportation, etc.

- The Commission will be responsible for marketing, administration, registration and associated costs for this event.
- The Commission will be responsible for all facility arrangements including any food or meals provided and associated costs.
- The Commission will be responsible for providing an LCD projector, screen, sound equipment and supporting materials as agreed upon by Becky Keigan and Client.
- The Commission will provide interpretation services if needed for each training.

ATTACHMENT B
AGREEMENT BETWEEN FIRST 5 OF MONO
AND B Associates
FOR THE PROVISION OF Professional Development SERVICES

TERM:

FROM: July 1,2020 TO: June 30, 2021

SCHEDULE OF FEES:

Estimate of Travel Expenses

Expense Item	Estimated Cost	Details
Airfare	\$380.00	

SWA In and Out Reno, Nevada

Mileage	\$36.00
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Airport Parking (3 days)	\$81.00
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140 miles at \$.58/mile per IRS reimbursement rate

Car Rental in & out of Reno/Fuel	\$140.00
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Hotel (2 nights)	\$400.00
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Per Diem (govt. rate of \$76/day)	\$152.002
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Total	\$1,089.00
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**AGREEMENT BETWEEN MONO FIRST 5 CHILDREN AND FAMILIES COMMISSION
AND VIVA SOCIAL IMPACT PARTNERS
FOR THE PROVISION OF COORDINATION SERVICES**

INTRODUCTION

WHEREAS, the Mono First 5 Children and Families Commission (hereinafter referred to as “First 5”) may have the need for the coordination services of Viva Social Impact Partners, of San Mateo (hereinafter referred to as “Contractor”), and in consideration of the mutual promises, covenants, terms and conditions hereinafter contained, the parties hereby agree as follows:

TERMS AND CONDITIONS

1. SCOPE OF WORK

Contractor shall furnish to First 5, upon its request, those services and work set forth in Attachment A, attached hereto and by reference incorporated herein. Requests by First 5 to Contractor to perform under this Agreement will be made by the Director of First 5 Mono County, or an authorized representative thereof. Requests to Contractor for work or services to be performed under this Agreement will be based upon First 5's need for such services. First 5 makes no guarantee or warranty, of any nature, that any minimum level or amount of services or work will be requested of Contractor by First 5 under this Agreement. By this Agreement, First 5 incurs no obligation or requirement to request from Contractor the performance of any services or work at all, even if First 5 should have some need for such services or work during the term of this Agreement.

Services and work provided by Contractor at First 5's request under this Agreement will be performed in a manner consistent with the requirements and standards established by applicable federal, state, and First 5 laws, ordinances, and resolutions. Such laws, ordinances, regulations, and resolutions include, but are not limited to, those that are referred to in this Agreement.

This Agreement is subject to the following Exhibits (as noted) which are attached hereto, following all referenced Attachments, and incorporated by this reference. In the event of a conflict between the terms of an attached Exhibit and this Agreement, the terms of the Exhibit shall govern:

- ☐ **Exhibit 1:** General Conditions (Construction)
- ☐ **Exhibit 2:** Prevailing Wages
- ☐ **Exhibit 3:** Bond Requirements
- ☐ **Exhibit 4:** Invoicing, Payment, and Retention
- ☐ **Exhibit 5:** Trenching Requirements
- ☐ **Exhibit 6:** FHWA Requirements
- ☐ **Exhibit 7:** CDBG Requirements
- ☐ **Exhibit 8:** HIPAA Business Associate Agreement
- ☐ **Exhibit 9:** Other _____

2. TERM

The term of this Agreement shall be from July 1, 2020, to June 30, 2021, unless sooner terminated as provided below.

3. CONSIDERATION

A. Compensation. First 5 shall pay Contractor in accordance with the Schedule of Fees (set forth as Attachment B) for the services and work described in Attachment A that are performed by Contractor at First 5's request.

B. Travel and Per Diem. Contractor will not be paid or reimbursed for travel expenses or per diem that Contractor incurs in providing services and work requested by First 5 under this Agreement, unless otherwise provided for in Attachment B.

C. No Additional Consideration. Except as expressly provided in this Agreement, Contractor shall not be entitled to, nor receive, from First 5, any additional consideration, compensation, salary, wages, or other type of remuneration for services rendered under this Agreement. Specifically, Contractor shall not be entitled, by virtue of this Agreement, to consideration in the form of overtime, health insurance benefits, retirement benefits, disability retirement benefits, sick leave, vacation time, paid holidays, or other paid leaves of absence of any type or kind whatsoever.

D. Limit upon amount payable under Agreement. The total sum of all payments made by First 5 to Contractor for services and work performed under this Agreement shall not exceed \$sixty five thousand two hundred and eighty, not to exceed \$65,280 in any twelve-month period, plus (for public works) the amount of any change order(s) approved in accordance with authority delegated by the Board of Supervisors (hereinafter referred to as "Contract Limit"). First 5 expressly reserves the right to deny any payment or reimbursement requested by Contractor for services or work performed that is in excess of the Contract Limit.

E. Billing and Payment. Contractor shall submit to First 5, on a monthly basis, an itemized statement of all services and work described in Attachment A, which were done at First 5's request. The statement to be submitted will cover the period from the first (1st) day of the preceding month through and including the last day of the preceding month. Alternatively, Contractor may submit a single request for payment corresponding to a single incident of service or work performed at First 5's request. All statements submitted in request for payment shall identify the date on which the services and work were performed and describe the nature of the services and work which were performed on each day. Invoicing shall be informative but concise regarding services and work performed during that billing period. Upon finding that Contractor has satisfactorily completed the work and performed the services as requested, First 5 shall make payment to Contractor within 30 days of its receipt of the itemized statement. Should First 5 determine the services or work have not been completed or performed as requested and/or should Contractor produce an incorrect statement, First 5 shall withhold payment until the services and work are satisfactorily completed or performed and/or the statement is corrected and resubmitted.

If Exhibit 4 ("Invoicing, Payment, and Retention") is attached to this Agreement, then the language contained in 4 shall supersede and replace this Paragraph 3.E. in its entirety.

F. Federal and State Taxes.

(1) Except as provided in subparagraph (2) below, First 5 will not withhold any federal or state income taxes or social security from any payments made by First 5 to Contractor under the terms and conditions of this Agreement.

(2) First 5 shall withhold California state income taxes from payments made under this Agreement to non-California resident independent contractors when it is anticipated that total annual payments to Contractor under this Agreement will exceed One Thousand Four Hundred Ninety-Nine dollars (\$1,499.00).

(3) Except as set forth above, First 5 has no obligation to withhold any taxes or payments from sums paid by First 5 to Contractor under this Agreement. Payment of all taxes and other assessments on such sums is the sole responsibility of Contractor. First 5 has no responsibility or liability for payment of Contractor's taxes or assessments.

(4) The total amounts paid by First 5 to Contractor, and taxes withheld from payments to non-California residents, if any, will be reported annually to the Internal Revenue Service and the California State Franchise Tax Board.

4. WORK SCHEDULE

Contractor's obligation is to perform, in a timely manner, those services and work identified in Attachment A that are requested by First 5. It is understood by Contractor that the performance of these services and work will require a varied schedule. Contractor, in arranging his/her schedule, will coordinate with First 5 to ensure that all services and work requested by First 5 under this Agreement will be performed within the time frame set forth by First 5.

5. REQUIRED LICENSES, CERTIFICATES, AND PERMITS

Any licenses, certificates, or permits required by the federal, state, First 5, or municipal governments, for Contractor to provide the services and work described in Attachment A must be procured by Contractor and be valid at the time Contractor enters into this Agreement. Further, during the term of this Agreement, Contractor must maintain such licenses, certificates, and permits in full force and effect. Licenses, certificates, and permits may include, but are not limited to, driver's licenses, professional licenses or certificates, and business licenses. Such licenses, certificates, and permits will be procured and maintained in force by Contractor at no expense to First 5. Contractor will provide First 5, upon execution of this Agreement, with evidence of current and valid licenses, certificates and permits that are required to perform the services identified in Attachment A. Where there is a dispute between Contractor and First 5 as to what licenses, certificates, and permits are required to perform the services identified in Attachment A, First 5 reserves the right to make such determinations for purposes of this Agreement.

6. OFFICE SPACE, SUPPLIES, EQUIPMENT, ETC

Contractor shall provide such office space, supplies, equipment, vehicles, reference materials, support services and telephone service as is necessary for Contractor to provide the services identified in Attachment A to this Agreement. First 5 is not obligated to reimburse or pay Contractor for any expense or cost incurred by Contractor in procuring or maintaining such items. Responsibility for the costs and expenses incurred by Contractor in providing and maintaining such items is the sole responsibility and obligation of Contractor.

7. FIRST 5 PROPERTY

A. Personal Property of First 5. Any personal property such as, but not limited to, protective or safety devices, badges, identification cards, keys, uniforms, vehicles, reference materials, furniture, appliances, etc. provided to Contractor by First 5 pursuant to this Agreement is, and at the termination of this Agreement remains, the sole and exclusive property of First 5. Contractor will use reasonable care to protect, safeguard and maintain such items while they are in Contractor's possession. Contractor will be financially responsible for any loss or damage to such items, partial or total, that is the result of Contractor's negligence.

B. Products of Contractor's Work and Services. Any and all compositions, publications, plans, designs, specifications, blueprints, maps, formulas, processes, photographs, slides, videotapes, computer programs, computer disks, computer tapes, memory chips, soundtracks, audio recordings, films, audio-visual

presentations, exhibits, reports, studies, works of art, inventions, patents, trademarks, copyrights, or intellectual properties of any kind that are created, produced, assembled, compiled by, or are the result, product, or manifestation of, Contractor's services or work under this Agreement are, and at the termination of this Agreement shall remain, the sole and exclusive property of First 5. At the termination of the Agreement, Contractor will convey possession and title to all such properties to First 5.

8. WORKERS' COMPENSATION

Contractor shall provide Statutory Workers' Compensation insurance coverage and Employer's Liability coverage for not less than One Million dollars (\$1,000,000.00) per occurrence for all employees engaged in services or operations under this Agreement. Any insurance policy limits in excess of the specified minimum limits and coverage shall be made available to First 5 as an additional insured. The Workers' Compensation policy shall be endorsed with a waiver of subrogation in favor of First 5 for all work performed by Contractor, its employees, agents, and subcontractors.

9. INSURANCE

A. Contractor shall procure and maintain, during the entire term of this Agreement or, if work or services do not begin as of the effective date of this Agreement, commencing at such other time as may be authorized in writing by First 5's Risk Manager, the following insurance (as noted) against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work and/or services hereunder and the results of that work and/or services by Contractor, its agents, representatives, employees, or subcontractors:

- ☒ General Liability. A policy of Comprehensive General Liability Insurance which covers all the work and services to be performed by Contractor under this Agreement, including operations, products and completed operations, property damage, bodily injury (including death) and personal and advertising injury. Such policy shall provide limits of not less than One Million dollars (\$1,000,000.00) per claim or occurrence. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project or the general aggregate limit shall be twice the required occurrence limit.
- ☒ Automobile/Aircraft/Watercraft Liability Insurance. A policy of Comprehensive Automobile/Aircraft/Watercraft Liability Insurance for bodily injury (including death) and property damage which provides total limits of not less than One Million dollars (\$1,000,000.00) per claim or occurrence applicable to all owned, non-owned and hired vehicles/aircraft/watercraft. If the services provided under this Agreement include the transportation of hazardous materials/wastes, then the Automobile Liability policy shall be endorsed to include Transportation Pollution Liability insurance covering materials/wastes to be transported by Contractor pursuant to this Agreement. Alternatively, such coverage may be provided in Contractor's Pollution Liability policy.
- ☒ Professional Errors and Omissions Liability Insurance. A policy of Professional Errors and Omissions Liability Insurance appropriate to Contractor's profession in an amount of not less than One Million dollars (\$1,000,000.00) per claim or occurrence or Two Million dollars (\$2,000,000.00) general aggregate. If coverage is written on a claims-made form then: (1) the "retro date" must be shown, and must be before the beginning of contract work; (2) insurance must be maintained and evidence of insurance must be provided for at least five years after completion of the contract work; and (3) if coverage is cancelled or non-renewed, and not replaced with another claims-made policy form with a "retro date" prior to the contract effective date, then Contractor must purchase "extended reporting" coverage for a minimum of five years after completion of contract work.

- ☐ Pollution Liability Insurance. A policy of Comprehensive Contractors Pollution Liability coverage applicable to the work being performed and covering Contractor's liability for bodily injury (including death), property damage, and environmental damage resulting from "sudden accidental" or "gradual" pollution and related cleanup costs arising out of the work or services to be performed under this Agreement. Coverage shall provide a limit no less than One Million dollars (\$1,000,000.00) per claim or occurrence or Two Million dollars (\$2,000,000.00) general aggregate. If the services provided involve lead-based paint or asbestos identification/remediation, the Pollution Liability policy shall not contain lead-based paint or asbestos exclusions.

B. Coverage and Provider Requirements. Insurance policies shall not exclude or except from coverage any of the services and work required to be performed by Contractor under this Agreement. The required polic(ies) of insurance shall be issued by an insurer authorized to sell such insurance by the State of California, and have at least a "Best's" policyholder's rating of "A" or "A+". Prior to commencing any work under this agreement, Contractor shall provide First 5: (1) a certificate of insurance evidencing the coverage required; (2) an additional insured endorsement for general liability applying to First 5, its agents, officers and employees made on ISO form CG 20 10 11 85, or providing equivalent coverage; and (3) a notice of cancellation or change of coverage endorsement indicating that the policy will not be modified, terminated, or canceled without thirty (30) days written notice to First 5.

C. Primary Coverage. For any claim made related to this Agreement or work and/or services performed or provided pursuant to this Agreement, Contractor's insurance coverage shall be primary insurance coverage at least as broad as ISO CG 20 01 04 13 as with respect to First 5, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by First 5, its officers, officials, employees, or volunteers shall be excess of Contractor's insurance and shall not contribute with it.

D. Deductible, Self-Insured Retentions, and Excess Coverage. Any deductibles or self-insured retentions must be declared and approved by First 5. If possible, Contractor's insurer shall reduce or eliminate such deductibles or self-insured retentions with respect to First 5, its officials, officers, employees, and volunteers; or Contractor shall provide evidence satisfactory to First 5 guaranteeing payment of losses and related investigations, claim administration, and defense expenses. Any insurance policy limits in excess of the specified minimum limits and coverage shall be made available to First 5 as an additional insured.

E. Subcontractors. Contractor shall require and verify that all subcontractors maintain insurance (including Workers' Compensation) meeting all the requirements stated herein and that First 5 is an additional insured on insurance required of subcontractors.

10. STATUS OF CONTRACTOR

All acts of Contractor, its agents, officers, and employees, relating to the performance of this Agreement, shall be performed as an independent contractor, and not as an agent, officer, or employee of First 5. Contractor, by virtue of this Agreement, has no authority to bind or incur any obligation on behalf of, or exercise any right or power vested in, First 5, except as expressly provided by law or set forth in Attachment A. No agent, officer, or employee of First 5 is to be considered an employee of Contractor. It is understood by both Contractor and First 5 that this Agreement shall not, under any circumstances, be construed to create an employer-employee relationship or a joint venture. As an independent contractor:

A. Contractor shall determine the method, details, and means of performing the work and services to be provided by Contractor under this Agreement.

B. Contractor shall be responsible to First 5 only for the requirements and results specified in this Agreement, and except as expressly provided in this Agreement, shall not be subjected to First 5's control with respect to the physical action or activities of Contractor in fulfillment of this Agreement.

C. Contractor, its agents, officers and employees are, and at all times during the term of this Agreement shall represent and conduct themselves as, independent contractors, and not employees of First 5.

11. DEFENSE AND INDEMNIFICATION

Contractor shall defend with counsel acceptable to First 5, indemnify, and hold harmless First 5, its agents, officers, and employees from and against all claims, damages, losses, judgments, liabilities, expenses, and other costs, including litigation costs and attorney's fees, arising out of, resulting from or in connection with, the performance of this Agreement by Contractor, or Contractor's agents, officers, or employees. Contractor's obligation to defend, indemnify, and hold First 5, its agents, officers, and employees harmless applies to any actual or alleged personal injury, death, damage or destruction to tangible or intangible property, including the loss of use. Contractor's obligation under this Paragraph 11 extends to any claim, damage, loss, liability, expense, or other costs that are caused in whole or in part by any act or omission of Contractor, its agents, employees, supplier, or anyone directly or indirectly employed by any of them, or anyone for whose acts or omissions any of them may be liable.

Contractor's obligation to defend, indemnify, and hold First 5, its agents, officers, and employees harmless under the provisions of this Paragraph 11 is not limited to, or restricted by, any requirement in this Agreement for Contractor to procure and maintain a policy of insurance and shall survive any termination or expiration of this Agreement.

12. RECORDS AND AUDIT

A. Records. Contractor shall prepare and maintain all records required by the various provisions of this Agreement, federal, state, First 5, municipal, ordinances, regulations, and directions. Contractor shall maintain these records for a minimum of four (4) years from the termination or completion of this Agreement. Contractor may fulfill its obligation to maintain records as required by this Paragraph 12 by substitute photographs, micrographs, or other authentic reproduction of such records.

B. Inspections and Audits. Any authorized representative of First 5 shall have access to any books, documents, papers, records, including, but not limited to, financial records of Contractor, that First 5 determines to be pertinent to this Agreement, for the purposes of making audit, evaluation, examination, excerpts, and transcripts during the period such records are to be maintained by Contractor. Further, First 5 has the right, at all reasonable times, to audit, inspect, or otherwise evaluate the work performed or being performed under this Agreement.

13. NONDISCRIMINATION

During the performance of this Agreement, Contractor, its agents, officers, and employees shall not unlawfully discriminate in violation of any federal, state, or local law, against any employee, or applicant for employment, or person receiving services under this Agreement, because of race, religious creed, color, ancestry, national origin, physical disability, mental disability, medical condition, marital status, sex, age, or sexual orientation. Contractor and its agents, officers, and employees shall comply with the provisions of the Fair Employment and Housing Act (Government Code section 12900, et seq.), and the applicable regulations promulgated thereunder in the California Code of Regulations. Contractor shall also abide by the Federal Civil Rights Act of 1964 (P.L. 88-352) and all amendments thereto, and all administrative rules and regulations issued pursuant to said Act.

14. TERMINATION

This Agreement may be terminated by First 5 without cause, and at will, for any reason by giving to Contractor thirty (30) calendar days written notice of such intent to terminate. Contractor may terminate this Agreement without cause, and at will, for any reason whatsoever by giving to First 5 thirty (30) calendar days written notice of such intent to terminate.

Notwithstanding the foregoing, if this Agreement is subject to General Conditions (set forth as an Exhibit hereto), then termination shall be in accordance with the General Conditions and this Paragraph 14 shall not apply.

15. ASSIGNMENT

This is an agreement for the personal services of Contractor. First 5 has relied upon the skills, knowledge, experience, and training of Contractor as an inducement to enter into this Agreement. Contractor shall not assign or subcontract this Agreement, or any part of it, without the express written consent of First 5. Further, Contractor shall not assign any moneys due or to become due under this Agreement without the prior written consent of First 5.

16. DEFAULT

If Contractor abandons the work, fails to proceed with the work or services requested by First 5 in a timely manner, or fails in any way as required to conduct the work and services as required by First 5, then First 5 may declare Contractor in default and terminate this Agreement upon five (5) days written notice to Contractor. Upon such termination by default, First 5 will pay to Contractor all amounts owing to Contractor for services and work satisfactorily performed to the date of termination.

17. WAIVER OF DEFAULT

Waiver of any default by either party to this Agreement shall not be deemed to be a waiver of any subsequent default. Waiver or breach of any provision of this Agreement shall not be deemed to be a waiver of any other or subsequent breach, and shall not be construed to be a modification of the terms of this Agreement unless this Agreement is modified as provided in Paragraph 23.

18. CONFIDENTIALITY

Contractor agrees to comply with various provisions of the federal, state, and First 5 laws, regulations, and ordinances providing that information and records kept, maintained, or accessible by Contractor in the course of providing services and work under this Agreement, shall be privileged, restricted, or confidential. Contractor agrees to keep confidential, all such privileged, restricted or confidential information and records obtained in the course of providing the work and services under this Agreement. Disclosure of such information or records shall be made by Contractor only with the express written consent of First 5.

19. CONFLICTS

Contractor agrees that he/she has no interest, and shall not acquire any interest, direct or indirect, that would conflict in any manner or degree with the performance of the work and services under this Agreement. Contractor agrees to complete and file a conflict-of-interest statement.

20. POST-AGREEMENT COVENANT

Contractor agrees not to use any confidential, protected, or privileged information that is gained from First 5 in the course of providing services and work under this Agreement, for any personal benefit, gain, or enhancement. Further, Contractor agrees for a period of two (2) years after the termination of this Agreement, not to seek or accept any employment with any entity, association, corporation, or person who, during the term of this Agreement, has had an adverse or conflicting interest with First 5, or who has been an adverse party in litigation with First 5, and concerning such, Contractor by virtue of this Agreement has gained access to First 5's confidential, privileged, protected, or proprietary information.

21. SEVERABILITY

If any portion of this Agreement or application thereof to any person or circumstance shall be declared invalid by a court of competent jurisdiction, or if it is found in contravention of any federal, state, or First 5 statute, ordinance, or regulation, then the remaining provisions of this Agreement, or the application thereof, shall not be invalidated thereby, and shall remain in full force and effect to the extent that the provisions of this Agreement are severable.

22. FUNDING LIMITATION

The ability of First 5 to enter into this Agreement is based upon available funding from various sources. In the event that such funding fails, is reduced, or is modified, from one or more sources, First 5 has the option to terminate, reduce, or modify this Agreement, or any of its terms within ten (10) days of notifying Contractor of the termination, reduction, or modification of available funding. Any reduction or modification of this Agreement effective pursuant to this provision must comply with the requirements of Paragraph 23.

23. AMENDMENT

This Agreement may be modified, amended, changed, added to, or subtracted from, by the mutual consent of the parties hereto, if such amendment or change order is in written form, and executed with the same formalities as this Agreement or in accordance with delegated authority therefor, and attached to the original Agreement to maintain continuity.

24. NOTICE

Any notice, communication, amendments, additions or deletions to this Agreement, including change of address of any party during the term of this Agreement, which Contractor or First 5 shall be required, or may desire to make, shall be in writing and may be personally served, or sent by prepaid first-class mail or email (if included below) to the respective parties as follows:

First 5 of Mono:
Molly DesBaillets
Executive Director

PO Box 130

365 Sierra Park Rd., Bldg. M

Mammoth Lakes, CA 93546

Contractor:

Christina Bath Collosi

Managing Partner

1580 Laurel St. Suite A San Carlos, CA 94070

25. COUNTERPARTS

This Agreement may be executed in two (2) or more counterparts (including by electronic transmission), each of which shall constitute an original, and all of which taken together shall constitute one and the same instrument.

26. ENTIRE AGREEMENT

This Agreement contains the entire agreement of the parties, and no representations, inducements, promises, or agreements otherwise between the parties not embodied herein or incorporated herein by reference, shall be of any force or effect. Further, no term or provision hereof may be changed, waived, discharged, or terminated, unless executed in writing by the parties hereto.

IN WITNESS THEREOF, THE PARTIES HERETO HAVE SET THEIR HANDS AND SEALS THIS ____ DAY OF _____, _____.

FIRST 5 OF MONO

CONTRACTOR

By: _____

By: _____

Title: _____

Title: _____

Dated: _____

Dated: _____

APPROVED AS TO FORM:

First 5 Counsel

APPROVED BY RISK MANAGEMENT:

Risk Manager

ATTACHMENT A

AGREEMENT BETWEEN FIRST 5 OF MONO AND VIVA SOCIAL IMPLACT PARTNERS FOR THE PROVISION OF COORDINATION SERVICES

TERM:

FROM: July 1, 2020 TO: June 30, 2021

SCOPE OF WORK:

By entering this Agreement Contractor agrees to deliver those services contemplated by the IMPACT Hub in order to provide coordination of regional support for quality child care and early education and in accordance with all restrictions and regulations in Attachment C, which is included herein and incorporated by reference.

Over the course of the project, VIVA Strategy and Communications, LLC will provide strategic consultation, facilitation, and best practices information to support the coordination and implementation of regional training and technical assistance for IMPACT Region 6. Iris Elent, MSW, Consultant, will serve as project leader and client contact, and will provide all in-person consultation and facilitation. Managing Partner, Christina Bath Collosi, M.A., will provide, in-office consultation and strategic guidance on the project on an in-kind basis.

There will be a strong emphasis on leveraging work and lessons learned from other counties and regions in the state in order to maximize efficiencies. VIVA will work with the region to identify the priority Hub functions of the region and the priorities for VIVA support in alignment with the region's capacity. VIVA will complete the following activities:

Timeline: July 2020 – June 2021

I. Monthly Planning Calls with First 5 Commission Region 6 Executive Committee
Iris will facilitate 90-minute monthly planning calls with the Executive Committee to share information and discuss emerging priorities. These calls will have a standing agenda that will be determined in coordination with partners.

II. In-Person Region 6 Planning Retreats (6)
Katie will facilitate in-person retreats that will be scaffolded to have time with the Executive Committee and the broader Region 6 Consortia, number to be setermined by the Hub members within the budgetary limitations. During this time, the groups will set priorities across each of the IMPACT systems functions and develop a budget and workplan that corresponds with these priorities. For more mature areas, in-person facilitation will aim to advance detailed planning and coordination needs. VIVA's typical approach is to facilitate the capacity building of groups working on discrete items as constellations. For example, although VIVA will facilitate the retreats, embedded within that will be tools and templates designed by VIVA for use by Consortia members providing day-today leadership within the region. In this way, the work is advanced in a "constellation model." In a constellation model, work in each area, such as assessment

protocols can advance at its own pace linked with but not overly reliant upon other areas of work. This will result in maximizing assets and existing regional leadership and minimize over-reliance on consulting support where it is not needed.

Additionally, Iris will facilitate the creation of Region 6's governance and decision-make structure, county roles and responsibilities, and other matters related to the CA-QRIS. This will culminate in an MOU that will be signed by strategic partners critical to the success of the regions QIS/QRIS.

III. Hub Coordination

Iris will serve as a liaison between Consortia and other identified strategic partners. As hours and budget allow, Iris will also coordinate the implementation of the work plan developed by the Executive Committee. Iris will also represent/attend with the region at CA-QRIS Meetings in Sacramento, as determined in coordination with the region (up to 3).

Result: Region 6 Consortia members understand and participate in well-coordinated Hub activities; Region 6 maximizes all support from IMPACT as it meets Consortia priorities

Project Timeline

Month	Engagement Activity
July 2020	Planning Call
August 2020	Planning Call
	4 hour Region 6 Planning Retreat
October 2020	Planning Call
November 2020	Planning Call
December 2020	Planning Call
	4 hour Region 6 Planning Retreat
February 2021	Planning Call
March 2021	Planning Call
April 2021	Planning Call
	4 hour Region 6 Planning Retreat
June 2021	Planning Call

ATTACHMENT B

AGREEMENT BETWEEN FIRST 5 OF MONO AND VIVA SOCIAL IMPACT PARTNERS FOR THE PROVISION OF COORDINATION SERVICES

TERM:

FROM: July 1, 2020 TO: June 30, 2021

SCHEDULE OF FEES:

Scope of Work Item

Estimated Hours (at \$170/hr)/ Cost

Monthly Planning & Feedback Calls (10) Agenda and material preparation, facilitation, follow-up
90/\$1,530

Regional In-Person Retreats (2) Agenda and material preparation, facilitation, follow-up, travel
60/\$10,200

Hub & QCC Coordination: Hub coordination support tasks in addition to above tasks
150/\$25,500

Project Management: Managing across tasks
340/\$6,800

Total Consultation
\$57,800

Indirect 10% of Consultation Hours
\$5,780

Meeting Supplies or Reimbursements
\$300

Travel Flight, hotel, rental car, parking, taxi, per diem (\$15/breakfast, \$16/lunch, \$23/dinner)
\$1,400

TOTAL Proposed Budget (July 2020 - June 2021)
\$ 65,280

**AGREEMENT BETWEEN FIRST 5 OF MONO, ON BEHALF OF THE MONO FIRST 5
CHILDREN & FAMILIES COMMISSION
AND EARLY CHILDHOOD ASSESSMENT PROFESSIONALS
FOR THE PROVISION OF ASSESSMENT SERVICES**

INTRODUCTION

WHEREAS, the Mono First 5 Children and Families Commission (hereinafter referred to as “First 5”) may have the need for assessment services of Early Childhood Assessment Professionals, of San Diego (hereinafter referred to as “Contractor”), and in consideration of the mutual promises, covenants, terms and conditions hereinafter contained, the parties hereby agree as follows:

TERMS AND CONDITIONS

1. SCOPE OF WORK

Contractor shall furnish to First 5, upon its request, those services and work set forth in Attachment A, attached hereto and by reference incorporated herein. Requests by First 5 to Contractor to perform under this Agreement will be made by the Director of First 5 Mono County, or an authorized representative thereof. Requests to Contractor for work or services to be performed under this Agreement will be based upon First 5 's need for such services. First 5 makes no guarantee or warranty, of any nature, that any minimum level or amount of services or work will be requested of Contractor by First 5 under this Agreement. By this Agreement, First 5 incurs no obligation or requirement to request from Contractor the performance of any services or work at all, even if First 5 should have some need for such services or work during the term of this Agreement.

Services and work provided by Contractor at First 5's request under this Agreement will be performed in a manner consistent with the requirements and standards established by applicable federal, state, and First 5 laws, ordinances, and resolutions. Such laws, ordinances, regulations, and resolutions include, but are not limited to, those that are referred to in this Agreement.

This Agreement is subject to the following Exhibits (as noted) which are attached hereto, following all referenced Attachments, and incorporated by this reference. In the event of a conflict between the terms of an attached Exhibit and this Agreement, the terms of the Exhibit shall govern:

- ☐ **Exhibit 1:** General Conditions (Construction)
- ☐ **Exhibit 2:** Prevailing Wages
- ☐ **Exhibit 3:** Bond Requirements
- ☐ **Exhibit 4:** Invoicing, Payment, and Retention
- ☐ **Exhibit 5:** Trenching Requirements
- ☐ **Exhibit 6:** FHWA Requirements
- ☐ **Exhibit 7:** CDBG Requirements
- ☐ **Exhibit 8:** HIPAA Business Associate Agreement
- ☐ **Exhibit 9:** Other _____

2. TERM

The term of this Agreement shall be from July 1, 2020, to June 30, 2021, unless sooner terminated as provided below.

3. CONSIDERATION

A. Compensation. First 5 shall pay Contractor in accordance with the Schedule of Fees (set forth as Attachment B) for the services and work described in Attachment A that are performed by Contractor at First 5's request.

B. Travel and Per Diem. Contractor will not be paid or reimbursed for travel expenses or per diem that Contractor incurs in providing services and work requested by First 5 under this Agreement, unless otherwise provided for in Attachment B.

C. No Additional Consideration. Except as expressly provided in this Agreement, Contractor shall not be entitled to, nor receive, from First 5, any additional consideration, compensation, salary, wages, or other type of remuneration for services rendered under this Agreement. Specifically, Contractor shall not be entitled, by virtue of this Agreement, to consideration in the form of overtime, health insurance benefits, retirement benefits, disability retirement benefits, sick leave, vacation time, paid holidays, or other paid leaves of absence of any type or kind whatsoever.

D. Limit upon amount payable under Agreement. The total sum of all payments made by First 5 to Contractor for services and work performed under this Agreement shall not exceed \$nine thousand eight hundred and fifty, not to exceed \$9,850 in any twelve-month period, plus (for public works) the amount of any change order(s) approved in accordance with authority delegated by the Board of Supervisors (hereinafter referred to as "Contract Limit"). First 5 expressly reserves the right to deny any payment or reimbursement requested by Contractor for services or work performed that is in excess of the Contract Limit.

E. Billing and Payment. Contractor shall submit to First 5, on a monthly basis, an itemized statement of all services and work described in Attachment A, which were done at First 5's request. The statement to be submitted will cover the period from the first (1st) day of the preceding month through and including the last day of the preceding month. Alternatively, Contractor may submit a single request for payment corresponding to a single incident of service or work performed at First 5's request. All statements submitted in request for payment shall identify the date on which the services and work were performed and describe the nature of the services and work which were performed on each day. Invoicing shall be informative but concise regarding services and work performed during that billing period. Upon finding that Contractor has satisfactorily completed the work and performed the services as requested, First 5 shall make payment to Contractor within 30 days of its receipt of the itemized statement. Should First 5 determine the services or work have not been completed or performed as requested and/or should Contractor produce an incorrect statement, First 5 shall withhold payment until the services and work are satisfactorily completed or performed and/or the statement is corrected and resubmitted.

If Exhibit 4 ("Invoicing, Payment, and Retention") is attached to this Agreement, then the language contained in 4 shall supersede and replace this Paragraph 3.E. in its entirety.

F. Federal and State Taxes.

(1) Except as provided in subparagraph (2) below, First 5 will not withhold any federal or state income taxes or social security from any payments made by First 5 to Contractor under the terms and conditions of this Agreement.

(2) First 5 shall withhold California state income taxes from payments made under this Agreement to non-California resident independent contractors when it is anticipated that total annual payments to Contractor under this Agreement will exceed One Thousand Four Hundred Ninety-Nine dollars (\$1,499.00).

(3) Except as set forth above, First 5 has no obligation to withhold any taxes or payments from sums paid by First 5 to Contractor under this Agreement. Payment of all taxes and other assessments on such sums is the sole responsibility of Contractor. First 5 has no responsibility or liability for payment of Contractor's taxes or assessments.

(4) The total amounts paid by First 5 to Contractor, and taxes withheld from payments to non-California residents, if any, will be reported annually to the Internal Revenue Service and the California State Franchise Tax Board.

4. WORK SCHEDULE

Contractor's obligation is to perform, in a timely manner, those services and work identified in Attachment A that are requested by First 5. It is understood by Contractor that the performance of these services and work will require a varied schedule. Contractor, in arranging his/her schedule, will coordinate with First 5 to ensure that all services and work requested by First 5 under this Agreement will be performed within the time frame set forth by First 5.

5. REQUIRED LICENSES, CERTIFICATES, AND PERMITS

Any licenses, certificates, or permits required by the federal, state, First 5, or municipal governments, for Contractor to provide the services and work described in Attachment A must be procured by Contractor and be valid at the time Contractor enters into this Agreement. Further, during the term of this Agreement, Contractor must maintain such licenses, certificates, and permits in full force and effect. Licenses, certificates, and permits may include, but are not limited to, driver's licenses, professional licenses or certificates, and business licenses. Such licenses, certificates, and permits will be procured and maintained in force by Contractor at no expense to First 5. Contractor will provide First 5, upon execution of this Agreement, with evidence of current and valid licenses, certificates and permits that are required to perform the services identified in Attachment A. Where there is a dispute between Contractor and First 5 as to what licenses, certificates, and permits are required to perform the services identified in Attachment A, First 5 reserves the right to make such determinations for purposes of this Agreement.

6. OFFICE SPACE, SUPPLIES, EQUIPMENT, ETC

Contractor shall provide such office space, supplies, equipment, vehicles, reference materials, support services and telephone service as is necessary for Contractor to provide the services identified in Attachment A to this Agreement. First 5 is not obligated to reimburse or pay Contractor for any expense or cost incurred by Contractor in procuring or maintaining such items. Responsibility for the costs and expenses incurred by Contractor in providing and maintaining such items is the sole responsibility and obligation of Contractor.

7. FIRST 5 PROPERTY

A. Personal Property of First 5. Any personal property such as, but not limited to, protective or safety devices, badges, identification cards, keys, uniforms, vehicles, reference materials, furniture, appliances, etc. provided to Contractor by First 5 pursuant to this Agreement is, and at the termination of this Agreement remains, the sole and exclusive property of First 5. Contractor will use reasonable care to protect, safeguard and maintain such items while they are in Contractor's possession. Contractor will be financially responsible for any loss or damage to such items, partial or total, that is the result of Contractor's negligence.

B. Products of Contractor's Work and Services. Any and all compositions, publications, plans, designs, specifications, blueprints, maps, formulas, processes, photographs, slides, videotapes, computer programs, computer disks, computer tapes, memory chips, soundtracks, audio recordings, films, audio-visual

presentations, exhibits, reports, studies, works of art, inventions, patents, trademarks, copyrights, or intellectual properties of any kind that are created, produced, assembled, compiled by, or are the result, product, or manifestation of, Contractor's services or work under this Agreement are, and at the termination of this Agreement shall remain, the sole and exclusive property of First 5. At the termination of the Agreement, Contractor will convey possession and title to all such properties to First 5.

8. WORKERS' COMPENSATION

Contractor shall provide Statutory Workers' Compensation insurance coverage and Employer's Liability coverage for not less than One Million dollars (\$1,000,000.00) per occurrence for all employees engaged in services or operations under this Agreement. Any insurance policy limits in excess of the specified minimum limits and coverage shall be made available to First 5 as an additional insured. The Workers' Compensation policy shall be endorsed with a waiver of subrogation in favor of First 5 for all work performed by Contractor, its employees, agents, and subcontractors.

9. INSURANCE

A. Contractor shall procure and maintain, during the entire term of this Agreement or, if work or services do not begin as of the effective date of this Agreement, commencing at such other time as may be authorized in writing by First 5's Risk Manager, the following insurance (as noted) against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work and/or services hereunder and the results of that work and/or services by Contractor, its agents, representatives, employees, or subcontractors:

- ☐ General Liability. A policy of Comprehensive General Liability Insurance which covers all the work and services to be performed by Contractor under this Agreement, including operations, products and completed operations, property damage, bodily injury (including death) and personal and advertising injury. Such policy shall provide limits of not less than One Million dollars (\$1,000,000.00) per claim or occurrence. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project or the general aggregate limit shall be twice the required occurrence limit.
- ☐ Automobile/Aircraft/Watercraft Liability Insurance. A policy of Comprehensive Automobile/Aircraft/Watercraft Liability Insurance for bodily injury (including death) and property damage which provides total limits of not less than One Million dollars (\$1,000,000.00) per claim or occurrence applicable to all owned, non-owned and hired vehicles/aircraft/watercraft. If the services provided under this Agreement include the transportation of hazardous materials/wastes, then the Automobile Liability policy shall be endorsed to include Transportation Pollution Liability insurance covering materials/wastes to be transported by Contractor pursuant to this Agreement. Alternatively, such coverage may be provided in Contractor's Pollution Liability policy.
- ☐ Professional Errors and Omissions Liability Insurance. A policy of Professional Errors and Omissions Liability Insurance appropriate to Contractor's profession in an amount of not less than One Million dollars (\$1,000,000.00) per claim or occurrence or Two Million dollars (\$2,000,000.00) general aggregate. If coverage is written on a claims-made form then: (1) the "retro date" must be shown, and must be before the beginning of contract work; (2) insurance must be maintained and evidence of insurance must be provided for at least five years after completion of the contract work; and (3) if coverage is cancelled or non-renewed, and not replaced with another claims-made policy form with a "retro date" prior to the contract effective date, then Contractor must purchase "extended reporting" coverage for a minimum of five years after completion of contract work.

- ☐ Pollution Liability Insurance. A policy of Comprehensive Contractors Pollution Liability coverage applicable to the work being performed and covering Contractor's liability for bodily injury (including death), property damage, and environmental damage resulting from "sudden accidental" or "gradual" pollution and related cleanup costs arising out of the work or services to be performed under this Agreement. Coverage shall provide a limit no less than One Million dollars (\$1,000,000.00) per claim or occurrence or Two Million dollars (\$2,000,000.00) general aggregate. If the services provided involve lead-based paint or asbestos identification/remediation, the Pollution Liability policy shall not contain lead-based paint or asbestos exclusions.

B. Coverage and Provider Requirements. Insurance policies shall not exclude or except from coverage any of the services and work required to be performed by Contractor under this Agreement. The required polic(ies) of insurance shall be issued by an insurer authorized to sell such insurance by the State of California, and have at least a "Best's" policyholder's rating of "A" or "A+". Prior to commencing any work under this agreement, Contractor shall provide First 5: (1) a certificate of insurance evidencing the coverage required; (2) an additional insured endorsement for general liability applying to First 5, its agents, officers and employees made on ISO form CG 20 10 11 85, or providing equivalent coverage; and (3) a notice of cancellation or change of coverage endorsement indicating that the policy will not be modified, terminated, or canceled without thirty (30) days written notice to First 5.

C. Primary Coverage. For any claim made related to this Agreement or work and/or services performed or provided pursuant to this Agreement, Contractor's insurance coverage shall be primary insurance coverage at least as broad as ISO CG 20 01 04 13 as with respect to First 5, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by First 5, its officers, officials, employees, or volunteers shall be excess of Contractor's insurance and shall not contribute with it.

D. Deductible, Self-Insured Retentions, and Excess Coverage. Any deductibles or self-insured retentions must be declared and approved by First 5. If possible, Contractor's insurer shall reduce or eliminate such deductibles or self-insured retentions with respect to First 5, its officials, officers, employees, and volunteers; or Contractor shall provide evidence satisfactory to First 5 guaranteeing payment of losses and related investigations, claim administration, and defense expenses. Any insurance policy limits in excess of the specified minimum limits and coverage shall be made available to First 5 as an additional insured.

E. Subcontractors. Contractor shall require and verify that all subcontractors maintain insurance (including Workers' Compensation) meeting all the requirements stated herein and that First 5 is an additional insured on insurance required of subcontractors.

10. STATUS OF CONTRACTOR

All acts of Contractor, its agents, officers, and employees, relating to the performance of this Agreement, shall be performed as an independent contractor, and not as an agent, officer, or employee of First 5. Contractor, by virtue of this Agreement, has no authority to bind or incur any obligation on behalf of, or exercise any right or power vested in, First 5, except as expressly provided by law or set forth in Attachment A. No agent, officer, or employee of First 5 is to be considered an employee of Contractor. It is understood by both Contractor and First 5 that this Agreement shall not, under any circumstances, be construed to create an employer-employee relationship or a joint venture. As an independent contractor:

A. Contractor shall determine the method, details, and means of performing the work and services to be provided by Contractor under this Agreement.

B. Contractor shall be responsible to First 5 only for the requirements and results specified in this Agreement, and except as expressly provided in this Agreement, shall not be subjected to First 5's control with respect to the physical action or activities of Contractor in fulfillment of this Agreement.

C. Contractor, its agents, officers and employees are, and at all times during the term of this Agreement shall represent and conduct themselves as, independent contractors, and not employees of First 5.

11. DEFENSE AND INDEMNIFICATION

Contractor shall defend with counsel acceptable to First 5, indemnify, and hold harmless First 5, its agents, officers, and employees from and against all claims, damages, losses, judgments, liabilities, expenses, and other costs, including litigation costs and attorney's fees, arising out of, resulting from or in connection with, the performance of this Agreement by Contractor, or Contractor's agents, officers, or employees. Contractor's obligation to defend, indemnify, and hold First 5, its agents, officers, and employees harmless applies to any actual or alleged personal injury, death, damage or destruction to tangible or intangible property, including the loss of use. Contractor's obligation under this Paragraph 11 extends to any claim, damage, loss, liability, expense, or other costs that are caused in whole or in part by any act or omission of Contractor, its agents, employees, supplier, or anyone directly or indirectly employed by any of them, or anyone for whose acts or omissions any of them may be liable.

Contractor's obligation to defend, indemnify, and hold First 5, its agents, officers, and employees harmless under the provisions of this Paragraph 11 is not limited to, or restricted by, any requirement in this Agreement for Contractor to procure and maintain a policy of insurance and shall survive any termination or expiration of this Agreement.

12. RECORDS AND AUDIT

A. Records. Contractor shall prepare and maintain all records required by the various provisions of this Agreement, federal, state, First 5, municipal, ordinances, regulations, and directions. Contractor shall maintain these records for a minimum of four (4) years from the termination or completion of this Agreement. Contractor may fulfill its obligation to maintain records as required by this Paragraph 12 by substitute photographs, micrographs, or other authentic reproduction of such records.

B. Inspections and Audits. Any authorized representative of First 5 shall have access to any books, documents, papers, records, including, but not limited to, financial records of Contractor, that First 5 determines to be pertinent to this Agreement, for the purposes of making audit, evaluation, examination, excerpts, and transcripts during the period such records are to be maintained by Contractor. Further, First 5 has the right, at all reasonable times, to audit, inspect, or otherwise evaluate the work performed or being performed under this Agreement.

13. NONDISCRIMINATION

During the performance of this Agreement, Contractor, its agents, officers, and employees shall not unlawfully discriminate in violation of any federal, state, or local law, against any employee, or applicant for employment, or person receiving services under this Agreement, because of race, religious creed, color, ancestry, national origin, physical disability, mental disability, medical condition, marital status, sex, age, or sexual orientation. Contractor and its agents, officers, and employees shall comply with the provisions of the Fair Employment and Housing Act (Government Code section 12900, et seq.), and the applicable regulations promulgated thereunder in the California Code of Regulations. Contractor shall also abide by the Federal Civil Rights Act of 1964 (P.L. 88-352) and all amendments thereto, and all administrative rules and regulations issued pursuant to said Act.

14. TERMINATION

This Agreement may be terminated by First 5 without cause, and at will, for any reason by giving to Contractor thirty (30) calendar days written notice of such intent to terminate. Contractor may terminate this Agreement without cause, and at will, for any reason whatsoever by giving to First 5 thirty (30) calendar days written notice of such intent to terminate.

Notwithstanding the foregoing, if this Agreement is subject to General Conditions (set forth as an Exhibit hereto), then termination shall be in accordance with the General Conditions and this Paragraph 14 shall not apply.

15. ASSIGNMENT

This is an agreement for the personal services of Contractor. First 5 has relied upon the skills, knowledge, experience, and training of Contractor as an inducement to enter into this Agreement. Contractor shall not assign or subcontract this Agreement, or any part of it, without the express written consent of First 5. Further, Contractor shall not assign any moneys due or to become due under this Agreement without the prior written consent of First 5.

16. DEFAULT

If Contractor abandons the work, fails to proceed with the work or services requested by First 5 in a timely manner, or fails in any way as required to conduct the work and services as required by First 5, then First 5 may declare Contractor in default and terminate this Agreement upon five (5) days written notice to Contractor. Upon such termination by default, First 5 will pay to Contractor all amounts owing to Contractor for services and work satisfactorily performed to the date of termination.

17. WAIVER OF DEFAULT

Waiver of any default by either party to this Agreement shall not be deemed to be a waiver of any subsequent default. Waiver or breach of any provision of this Agreement shall not be deemed to be a waiver of any other or subsequent breach, and shall not be construed to be a modification of the terms of this Agreement unless this Agreement is modified as provided in Paragraph 23.

18. CONFIDENTIALITY

Contractor agrees to comply with various provisions of the federal, state, and First 5 laws, regulations, and ordinances providing that information and records kept, maintained, or accessible by Contractor in the course of providing services and work under this Agreement, shall be privileged, restricted, or confidential. Contractor agrees to keep confidential, all such privileged, restricted or confidential information and records obtained in the course of providing the work and services under this Agreement. Disclosure of such information or records shall be made by Contractor only with the express written consent of First 5.

19. CONFLICTS

Contractor agrees that he/she has no interest, and shall not acquire any interest, direct or indirect, that would conflict in any manner or degree with the performance of the work and services under this Agreement. Contractor agrees to complete and file a conflict-of-interest statement.

20. POST-AGREEMENT COVENANT

Contractor agrees not to use any confidential, protected, or privileged information that is gained from First 5 in the course of providing services and work under this Agreement, for any personal benefit, gain, or enhancement. Further, Contractor agrees for a period of two (2) years after the termination of this Agreement, not to seek or accept any employment with any entity, association, corporation, or person who, during the term of this Agreement, has had an adverse or conflicting interest with First 5, or who has been an adverse party in litigation with First 5, and concerning such, Contractor by virtue of this Agreement has gained access to First 5's confidential, privileged, protected, or proprietary information.

21. SEVERABILITY

If any portion of this Agreement or application thereof to any person or circumstance shall be declared invalid by a court of competent jurisdiction, or if it is found in contravention of any federal, state, or First 5 statute, ordinance, or regulation, then the remaining provisions of this Agreement, or the application thereof, shall not be invalidated thereby, and shall remain in full force and effect to the extent that the provisions of this Agreement are severable.

22. FUNDING LIMITATION

The ability of First 5 to enter into this Agreement is based upon available funding from various sources. In the event that such funding fails, is reduced, or is modified, from one or more sources, First 5 has the option to terminate, reduce, or modify this Agreement, or any of its terms within ten (10) days of notifying Contractor of the termination, reduction, or modification of available funding. Any reduction or modification of this Agreement effective pursuant to this provision must comply with the requirements of Paragraph 23.

23. AMENDMENT

This Agreement may be modified, amended, changed, added to, or subtracted from, by the mutual consent of the parties hereto, if such amendment or change order is in written form, and executed with the same formalities as this Agreement or in accordance with delegated authority therefor, and attached to the original Agreement to maintain continuity.

24. NOTICE

Any notice, communication, amendments, additions or deletions to this Agreement, including change of address of any party during the term of this Agreement, which Contractor or First 5 shall be required, or may desire to make, shall be in writing and may be personally served, or sent by prepaid first-class mail or email (if included below) to the respective parties as follows:

First 5 Mono County:
Molly DesBaillets
PO Box 130
Mammoth Lakes, CA 93546

Contractor:
Susan McGraw
3443 Camino Del Rio South, Suite #112
San Diego, California, 92108

25. COUNTERPARTS

This Agreement may be executed in two (2) or more counterparts (including by electronic transmission), each of which shall constitute an original, and all of which taken together shall constitute one and the same instrument.

26. ENTIRE AGREEMENT

This Agreement contains the entire agreement of the parties, and no representations, inducements, promises, or agreements otherwise between the parties not embodied herein or incorporated herein by reference, shall be of any force or effect. Further, no term or provision hereof may be changed, waived, discharged, or terminated, unless executed in writing by the parties hereto.

IN WITNESS THEREOF, THE PARTIES HERETO HAVE SET THEIR HANDS AND SEALS THIS ____ DAY OF _____, _____.

FIRST 5 MONO FIRST 5

CONTRACTOR

By: _____

By: _____

Title: _____

Title: _____

Dated: _____

Dated: _____

APPROVED AS TO FORM:

First 5 Counsel

APPROVED BY RISK MANAGEMENT:

Risk Manager

ATTACHMENT A

AGREEMENT BETWEEN FIRST 5 OF MONO AND EARLY CHILDHOOD ASSESSMENT PROFESSIONALS FOR THE PROVISION OF ASSESSMENT SERVICES

TERM:

FROM: July 1, 2020 TO: June 30, 2021

SCOPE OF WORK:

Under the terms of this Agreement, Contractor shall provide consultation services as well as an independent, reliable CLASS and/or ERS observation team (External Review Team) and Lead ERS Anchor that will provide CLASS and/or ERS observational services in order to meet the independent assessment observation requirements set forth in the Commission's Local Area Agreement with First 5 California (included as Attachment C and incorporated herein by this reference).

Contractor agrees to perform services as required by the Commission, including but not limited to those listed below, and shall provide the necessary qualified personnel to perform said services. External observations services shall be conducted by highly trained, calibrated and experienced individuals who have no conflict of interest with a site as determined by a lack of a financial agreement between the assessor or the assessor's employer and the child care site.

Contractor shall conduct the following anchor/observation services:

- Pre-K CLASS observation for approximately 1 site to be completed and entered in the data system by May 1, 2020.
- Family Child Care Environment Rating Scale in Spanish (FCCERS), the Early Childhood Environmental Rating Scale, (ECERS), and the Infant Toddler Environmental Rating Scale (ITERS) assessments for approximately 6 sites and 8 classrooms, one in Spanish, to be completed and entered in the data system by May 1, 2020.
- Quality control procedures shall include proof reading reports and performing quality assurance checks on each report to ensure that all external scores are highly calibrated and reliable based on the intent of the authors of the CLASS and ERS tools.

In addition to the above, Contractor shall:

- Contact the site the day before to ensure that the Lead Teacher, as specified, on the Classroom Information form is scheduled to work.
- Complete the entire CLASS observation sheet including the scoring summary sheet.
- Complete the entire ERS score sheet including the profile page.
- Complete the ERS debriefing consultation form; all indicators scored "no" are required to have comments explaining rationale.
- Complete a CLASS debriefing report.
- Submit to the Commission, the observation/scoring summary sheets and the score sheets and profile page, within one week of the observation.

- Submit to the Commission, the CLASS and/or ERS debriefing consultation form within one week of the observation.
- Submit to the Commission, all interview notes, if applicable, within one week of the interview.

Commission Shall:

- Notify the Contractor as soon as practicable of the dates of the dates preferred, the observation and assessments needed, and contact information for the site.

ATTACHMENT B

**AGREEMENT BETWEEN FIRST 5 OF MONO
AND EARLY CHILDHOOD ASSESSMENT PROFESSIONALS
FOR THE PROVISION OF ASSESSMENT SERVICES**

TERM:

FROM: July 1, 2020 TO: June 30, 20221

SCHEDULE OF FEES:

ITEM 2 PAYMENT

ESTIMATED COST

	Service Cost	Classroom Total	Total Cost
CLASS Assessments per assessment	\$700	1	\$700
ERS Assessments per assessment	\$800	8	\$6,400
Travel cost from San Diego to Mono, Inyo & Alpine Not to exceed \$275 per day for 10 days	\$3,575		\$2,750
Total			\$9,850

**MEMORANDUM OF UNDERSTANDING BETWEEN THE
MONO COUNTY CHILDREN AND FAMILIES COMMISSION AND THE MONO
COUNTY OFFICE OF EDUCATION**

This Memorandum of Understanding (MOU) is between The Mono County Children and Families Commission (First 5) and the Mono County Office of Education (MCOE), the latter of which, is the lead agency of Safe Kids California Mono Partners (SKC Mono Partners).

SKC Mono Partners is operating as a partner of Safe Kids California (SKC), a member of Safe Kids Worldwide (SKW), in conducting child injury prevention activities and education consistent with the principles of SKW. The mutual goal of these organizations is the prevention of unintentional injuries to children aged 1-19 years.

It is expressly understood and agreed by both parties to this agreement that the purpose of this MOU is to set the terms for the one-time transfer of funding in the total amount of seven thousand dollars (\$7,000) from First 5 to MCOE to both supplement the salary paid to the Safe Kids Coordinator (Coordinator) of SKC Mono Partners as well as to provide for the purchase of car seats and bike helmets as outlined below.

NOW, THEREFORE, FIRST 5 AND MCOE AGREE AS FOLLOWS:

1. In consideration of the promises made by MCOE, and subject to the terms of this MOU, First 5 agrees to pay up to a total of \$5,000 to MCOE based on semi-annual invoices with the understanding that this portion of funding will be exclusively used to supplement up to 12 hours of the Coordinator's monthly salary at a rate not to exceed \$35.00 per hour for salary and benefits combined.
2. MCOE agrees to use the \$5,000 provided by First 5 to supplement the necessary portion of the Coordinator's monthly salary and, accordingly, that the Coordinator will adhere to all the duties and responsibilities outlined in Attachment A.
3. Additionally, \$2,000 will be given to the Coordinator to be used to buy car seats and bike helmets for children birth to five years old to be dispersed at Safe Kids events, and, if there are extra, through Safe Kids California Mono Partners member sites. This money may also be used to cover the costs associated with training specified individuals, who may subsequently train other specified individuals, on the proper methods of installing said car seats.
4. The Coordinator shall be an employee of MCOE, as the lead agency of SKC Mono Partners, and not an employee or contractor of First 5. As such, MCOE shall be responsible for all employment and personnel related matters and, in accordance with Attachment A, ensure that the Coordinator dedicates at least 15 business hours per month to child injury prevention activities.

5. MCOE shall defend, indemnify, and hold harmless the County, its agents, officers, and employees from and against all claims, damages, losses, judgments, liabilities, expenses, and other costs, including litigation costs and attorney's fees, arising out of, resulting from or in connection with, the performance of this Agreement by MCOE, or its agents, officers, or employees. MCOE's obligation to defend, indemnify, and hold the County, its agents, officers, and employees harmless applies to any actual or alleged personal injury, death, damage or destruction to tangible or intangible property, including the loss of use. MCOE's obligation under this paragraph extends to any claim, damage, loss, liability, expense, or other costs that are caused in whole or in part by any act or omission of MCOE, its agents, employees, supplier, or anyone directly or indirectly employed by any of them, or anyone for whose acts or omissions any of them may be liable.

MCOE's obligation under this paragraph shall survive any termination or expiration of this Agreement.

6. Contractor shall procure and maintain, during the entire term of this Agreement, a policy of Comprehensive General Liability Insurance which covers all the work and services to be performed by Contractor under this Agreement, including operations, products and completed operations, as applicable. Such policy shall provide limits of not less than \$1,000,000.00 combined single limit (CSL) per occurrence. Such policy will not exclude or except from coverage any of the services and work required to be performed by Contractor under this Agreement. The required policy of insurance shall be issued by an insurer authorized to sell such insurance by the State of California, and have at least a "Best's" policyholder's rating of "A" or "A+". Prior to commencing any work under this agreement, Contractor shall provide County: 1) a certificate of insurance evidencing the coverage required; (2) an additional insured endorsement applying to the County of Mono, its agents, officers and employees; and 3) a notice of cancellation or change of coverage endorsement indicating that the policy will not be modified, terminated, or canceled without thirty (30) days written notice to the County.
7. Any deductibles or self-insured retentions must be declared and approved by Mono County. If possible, the Insurer shall reduce or eliminate such deductibles or self-insured retentions with respect to Mono County, its officials, officers, employees, and volunteers; or the Contractor shall provide evidence satisfactory to Mono County guaranteeing payment of losses and related investigations, claim administration, and defense expenses. Any insurance policy limits in excess of the specified minimum limits and coverage shall be made available to County as an additional insured.
8. This MOU may be amended only by a writing signed by authorized representatives of the organizations mentioned herein.
9. This MOU shall be effective from July 1, 2020 until June 30, 2023.
10. This MOU shall be administered on behalf of the two organizations by the following persons, their designees or successors in same positions should incumbents change, to whom any notices or correspondence concerning the MOU shall be directed:

First 5 Mono County:

Molly DesBaillets, Executive Director
365 Sierra Park Road, Bldg. M
P.O. Box 130
Mammoth Lakes, CA 93546
760.924.7626

Mono County Office of Education:

Stacey Adler, Superintendent of Schools
451 Sierra Park Road
P.O. Box 130
Mammoth Lakes, CA 93546
760.934.0031

By the signatures of their authorized representatives appearing below, First 5 Mono County and the Mono County Office of Education agree to perform and abide by the terms of this MOU.

First 5 Mono County:

By: _____

Dated: _____

Mono County Office of Education:

By: _____

Dated: _____

APPROVED AS TO FORM:

County Counsel

By: _____

Dated: _____

APPROVED FOR RISK MANAGEMENT:

By: _____

Dated: _____



FIRST 5 CALIFORNIA 2018-19 Annual Report



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Our Mission

Convene, partner in, support, and help lead the movement to create and implement a comprehensive, integrated, and coordinated system for California's children prenatal through 5 and their families. Promote, support, and optimize early childhood development.



Our Kids Our Future: Investing for 20 Years in California's Children

2018–19 | First 5 California Annual Report

FIRST 5 CALIFORNIA COMMISSION MEMBERS

George Halvorson, Chair

Appointed by the Governor

Lupe Jaime-Mileham, Vice Chair (Member until September 2019)

Appointed by the Governor

Molly Munger, Vice Chair

Appointed by the Speaker of the Assembly

Alejandra Campoverdi (Member until December 2018)

Appointed by the Senate Rules Committee

Jackie Majors

Appointed by the Speaker of the Assembly

Mayra Alvarez

Appointed by the Governor

Muntu Davis

Appointed by the Governor

Monica Fitzgerald

Appointed by the Senate Rules Committee

Shana Hazan

Appointed by the Senate Rules Committee

Ex-Officio Member:

Mark Ghaly

Secretary of the California Health and Human Services Agency

Kris Perry, Designee

Secretary of the California Health and Human Services Agency

Michael Wilkening (Member until March 2019)

Secretary of the California Health and Human Services Agency

Jim Suennen, Designee (Member until January 2019)

Secretary of the California Health and Human Services Agency



Message from the Executive Director

The 2018–19 Annual Report highlights the breadth of First 5 California’s mission, our shared work with First 5 counties, and our laser focus on children. The report demonstrates First 5 California’s commitment to improving outcomes for children through investments in the following key areas: 1) informing and supporting families on the early brain science demonstrating the power of talking, reading, and singing to their children; 2) advocating at the local, state, and federal levels for policies and funding to support the state’s youngest children and their families; and 3) developing a system of quality early childhood education and care. The report also outlines our county partner investments in the key areas of First 5’s mission: improving child development, child health, and family functioning.

As we enter a new decade, First 5 California is excited to move forward with implementing its new strategic plan, which was adopted by the Commission in 2019. The 2019–24 Strategic Plan provides a road map for investments, partnership strategies, and advocacy to achieve First 5 California’s vision, mission, and goals. First 5 California’s mission is to “convene, partner in, support, and help lead the movement to create and implement a comprehensive, integrated, and coordinated system for California’s children prenatal through 5 and their families.” Each child deserves a strong start in life, and accomplishing this mission is only possible through the hard work of our dedicated staff, partners, and First 5 county commissions operating to bring valuable services and effective systems to children and their families.

Highlighted throughout this report are the accomplishments and collaborative efforts at both the state and local levels. They include:

- The continued success of the *Talk. Read. Sing.*® (TRS) public education campaign to inform parents and the public about the importance of early brain development through positive verbal engagement with young children. The most recent California Health Interview Survey indicates nearly 90 percent of California parents recognize the campaign and its message. Parents who have seen the TRS campaign messages are 2.9 times as likely to read to their children at least three times per week.
- First 5 IMPACT funding has increased quality improvement support to approximately 7,558 early learning and care programs serving 426,635 children statewide and represents a 96 percent increase over the last three years for sites participating in Quality Counts California, the state’s quality rating and improvement system.
- Last year, First 5’s stepped up to support communities devastated by wild fires, supporting families as they got back on their feet. Below are two examples of this good work:
 - » First 5 Butte County was heavily involved in relief efforts both during and after the Camp Fire disaster. Within months of the fire, they convened a childcare taskforce to restore child care services and ensure a focus on trauma responsiveness.
 - » First 5 Shasta County provided tens of thousands of dollars in Wildfire Recovery Grants to help child care providers rebuild, and help children and families recover from the trauma of the fires in their community.
- Together, First 5 California and our advocacy partners continue to work toward enhancing paid family leave both to provide new parents the opportunity to bond with their children, and for all Californians to care for family members in times of crisis. Guaranteed job protections, adequate wage replacement, and increased leave availability are all necessary enhancements to make Paid Family Leave accessible to all of California’s working families.

With 2019 as a key transition year across California leadership, we have renewed our commitment to the principles that have guided our service to the youngest Californians over the last 20 years. Our partnerships with the Governor, Legislature, First 5 county commissions, and all those who passionately advocate for kids and families provide a constant source of renewed optimism that California will lead the way to ensuring all children have the opportunity to thrive. I am grateful to be part of the early learning and care community who are dedicated to improving the lives of young children.



CAMILLE MABEN
EXECUTIVE DIRECTOR, FIRST 5 CALIFORNIA
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Ensuring California's Children Receive the Best Start in Life and Thrive

PROPOSITION 10 AND THE LEGACY OF FIRST 5 CALIFORNIA

In 1998, California voters passed Proposition 10—the California Children and Families Act (the Act)—and declared the importance of investing in a better future for California's youngest children. For two decades, the California Children and Families Commission (First 5 California) has promoted standards of quality child care and invested in the development of programs and services emphasizing improvement in early education, child care, child health and development, research, and community awareness.

STRATEGIC PLAN

In April 2019, First 5 California adopted its new Strategic Plan 2019–2024, providing a blueprint for the State Commission's investments and the agency's primary programs, partnerships, services, outreach efforts, and advocacy. The Plan builds on the strengths of First 5 California's 2014 Strategic Plan, while reflecting current direction from the Commission. It also incorporates in-depth input and feedback from First 5 county commissions, numerous stakeholder groups in early childhood education and health, partner state agencies, and California families.

First 5 California's administrative resources and declining revenues are key challenges for the Commission's future work. Despite these challenges, however, its efforts and investments strive to be the most impactful and achievable. The Commission continues to support and advocate for the strong start young children deserve to optimize early childhood health and education.

A fundamental objective of First 5 California remains to ensure all parents of newborns in this state, and particularly those living in poverty, receive critical information about early brain development in their babies' first months and years of life, along with comprehensive information about what they can do to shape and enhance their children's physical, emotional, and educational well-being and future.

The vision of First 5 California is for all of the state's children to receive the best possible start in life and thrive. The agency seeks to realize this vision by working on behalf of California's children, prenatal through age 5, and their families to create a comprehensive, integrated, culturally competent, and equitable system that optimizes early childhood development. First 5 California's mission is to serve as a convener and partner that both supports and leads the movement to create and implement this system.

The agency's work is driven by its values, including a commitment to equity, collaboration, civic engagement, accountability, and sustainability. The agency's efforts are focused within the Plan on three strategic priority areas derived from the Act: Child Health, Child Development, and Family Functioning. The Plan also outlines three supportive strategies that represent the primary work and key activities that will be developed and implemented by First 5 California: Children and Families, Community Partners, and Policy and Systems.

For more information about the Strategic Plan, please go to First 5 California's website at http://www.ccfc.ca.gov/pdf/about/budget_perf/F5CA_StrategicPlan_2019-24.pdf.





BUILDING PUBLIC WILL AND INVESTMENT

First 5 California's Children's State Policy Agenda guides the agency's efforts to advocate for the strong start all children deserve, with an emphasis on optimizing early childhood development and reducing childhood poverty for children prenatal through age 5 and their families. The Commission's 2019–20 Policy Agenda reflects First 5 California's commitment in its Strategic Plan to participate and lead in the area of civic engagement, and the recognition of the Commission's responsibility to the people of California to ensure the wise and effective use of public funds.

In its 2019–2024 Strategic Plan, First 5 California continues its commitment to engage and lead in building public will and investment to support the optimal wellbeing and development of children prenatal through age 5, their families, and communities. The Strategic Plan also recognizes First 5 California must engage in partnerships with First 5 county commissions, stakeholders, and other allies from local to federal levels in order to be successful in institutionalizing efforts to advance child-centered policies and increase these crucial investments.

First 5 California serves as a convener and partner in state policy conversations, collaborating with First 5 county commissions, state agencies, stakeholders, and other advocates to convene, align, support, and strengthen statewide advocacy efforts to realize

shared goals. First 5 California continued to expand its policy and advocacy engagement in 2019, guided by its Policy Agenda. The Policy Agenda is focused on the following four areas the Commission identified as its top state policy priorities, including targeted goals within each priority area to achieve a seamless statewide system of integrated and comprehensive programs for children and families:

Resilient Families and Communities

- Support effective parent education and engagement, including parent engagement on child brain development and *Talk. Read. Sing.*®
- Support sustainability of Family Resource Centers and other comprehensive community hubs for integrated services for children and families
- Increase supports for breastfeeding, paid family leave, and baby-friendly policies for all families in all settings
- Expand voluntary home visiting programs

Child Health

- Protect children and families' access to health care, and support coordination across the health care system to ensure affordable and comprehensive health insurance coverage and services for every child and mother, prenatal through age 5

- Support and promote universal developmental screenings, assessment, referral, and treatment

Early Learning

- Expand access to quality early care and education programs for children ages 0 to 3
- Support implementation of high-quality universal preschool access for all low-income four-year-old children, and high-quality transitional kindergarten and kindergarten statewide
- Define, measure, and achieve learning readiness for all California children prior to kindergarten
- Support a high-quality early learning workforce through strengthened qualifications, compensation, stability, diversity, and robust professional development systems
- Promote statewide access to and participation in successful quality improvement systems

First 5 Revenue

- Promote inclusion of funding for children ages 0 to 5 and their families in existing and new revenue policy discussions
- Promote regulation of tobacco-related products, including electronic cigarettes, and sustainability of licensing and enforcement programs
- Promote inclusion of funding for prenatal and 0 to 3 two-generation prevention strategies in Proposition 64 Memorandum of Understanding for prevention dollars

ACCOUNTABILITY: FUNDING AND AUDIT RESULTS

Under the Act, the California Department of Tax and Fee Administration collects an excise tax levied on all tobacco products and deposits the revenue into the California Children and Families Trust Fund, allocating 20 percent to First 5 California and 80 percent to county commissions. In FY 2018–19, First 5 California received \$68.1 million and county commissions received \$272.5 million.

The amount of funding allocated annually to each county commission is based on the annual number

of births in the county relative to the total number in the state. Each county must prepare an annual independent audit subject to guidelines prepared by the State Controller's Office. The counties invest their dollars in locally designed programs, as well as in First 5 California's statewide programs as match funding. First 5 county commissions use their funds to support local programs in four result areas:

- Improved Family Functioning
- Improved Child Development
- Improved Child Health
- Improved Systems of Care

First 5 California's Program Management Division and Administrative Services, Evaluation, Executive, Communications, External and Governmental Affairs, Fiscal Services, Contracts and Procurement, and Information Technology Offices provide staff support for the following functions, operations, and systems:

- Fiscal management of the California Children and Families Trust Fund
- Tax revenue disbursements to county commissions
- Audits and annual fiscal reports
- Local agreement and program disbursement management
- Public education and outreach
- Evaluation of First 5 California programs
- Procurement and contract management
- Workforce recruitment and development
- Information technology
- Business services
- Legislative advocacy efforts

The administration of these and other programs is consistent with all applicable State and Federal laws, rules, and regulations. The State Controller's Office conducts an annual review of the 58 county commissions' independent audits. In October 2018, the Controller published its review of the counties' audits for FY 2016–17, summarizing several findings contained in the local audits, but did not deem any of them significant enough to withhold funding. Audits can be viewed on First 5 California's website

at http://www.cafc.ca.gov/pdf/about/budget_perf/annual_report_pdfs/etc/AR_SCO_Audit_Report_2016-2017.pdf.

LEGISLATIVE AND BUDGET ENGAGEMENT

First 5 California continued to garner awareness of the importance of First 5-funded programs and significant state-level support for its Children's Policy Agenda goals from policymakers, advocacy partners, and other stakeholders during the 2019 state legislative and budget session. By expanding the reach of First 5 California's policy education efforts, deepening its advocacy partnerships, and continuing its commitment to shared priorities with its partners and leaders in the Legislature and the Administration,

significant gains were made in each priority area.

The year 2019 marked the first year of Governor Gavin Newsom's Administration, and with the new Administration came significant budget wins for the state's youngest children and their families. Through shared advocacy efforts between First 5 California and its early childhood education and care partners and leaders in the Legislature, over \$2 billion in early childhood investments were included in Governor Newsom's inaugural Budget Act for the 2019–20 year. First 5 California and the Early Care and Education (ECE) Coalition were successful in advocating for an expansion in child care access, crucial facilities and workforce development infrastructure, and a new early childhood funding stream derived from Proposition 64 marijuana revenues.

In addition to putting forth a robust Parents Agenda that prioritizes strategic investments in California's child care and early learning system, paid family leave, home visiting, developmental and trauma screenings, cash assistance to families with children, and child savings accounts, Governor Newsom reaffirmed in his first Budget his long-term commitment to children's issues by establishing key infrastructures to ensure a comprehensive, sequenced, and thoughtful policy approach. This infrastructure includes the call for a Master Plan for Early Learning and Care to guide the state's investments in early childhood education and family strengthening supports; the establishment of an Early Childhood Policy Council to advise the Governor, Legislature, and Superintendent of Public Instruction on statewide early learning and care policy; and the formation of a Paid Family Leave Task Force to develop recommendations for how to expand Paid Family Leave to allow all California babies to be cared for by a parent or close relative for up to six months by 2021–22.

The year 2019 was an active year for policies supporting young children and families, and First 5 California once again sponsored legislation. After facilitating an 18-month stakeholder workgroup process to develop policy recommendations, First 5 California co-sponsored AB 125 (McCarty) and SB 174 (Leyva) with the Child Care Resource Center (CCRC) and EveryChild California to establish a single regionalized state reimbursement rate system—called the Child Care Stabilization Formula—for child care, preschool, and early learning services. Together, the



bills would adopt a policy for a sequenced approach that takes steps toward ensuring all child care providers and teachers are fairly and competitively compensated. AB 125 and SB 174 remain alive as two-year bills to allow time for the Administration to review the policy recommendations proposed by the legislation and determine how they fit into the Master Plan for Early Learning and Care.

First 5 California also co-sponsored AB 324 (Aguilar-Curry), the Dion Aroner Child Care Workforce Act of 2019, with CCRC and the Service Employees International Union (SEIU), to create streamlined standards for professional support stipends provided under the AB 212 program, based on the early care and education field's best practices to support teacher professional development and higher education attainment, and expand these stipends to more providers. First 5 California staff were pleased to see the 2019–20 Budget Act adopt part of the policies of AB 324, designating \$195 million for the Early Learning and Care Workforce Development Grants Program and developing guidelines for the use of funds. Unfortunately, the remaining goal of requiring the California Department of Education to create guidelines for the use of AB 212 funds that align to the standards governing the new Workforce Development Grants was not included as part of the Budget Act, and AB 324 was held in the Senate. First 5 California and the California Department of Education have committed to work together in the coming year to achieve this goal administratively.

In follow-up to First 5 California's 2017 sponsor bill, SB 63 (Jackson), which expanded paid family leave job protections, this year First 5 California co-sponsored SB 135 (Jackson) with Legal Aid at Work and the California Employment Lawyers Association which would further expand state family leave job protections and create parity between bonding and sick leave eligibility in California. SB 135 also would expand the definition of family members for the purpose of caregiving to include a grandparent, grandchild, sibling, parent-in-law, child-in-law, or "designated person," to allow for diverse caregiving needs and multigenerational families. This legislation would ensure more California workers who have been paying into the Paid Family Leave insurance program are able to take leave without risk of losing their jobs or



their health insurance. SB 135 remains alive as a two-year bill to allow time for the Governor's Paid Family Leave Task Force to develop their recommendations on the future and sequencing of California's family leave policies. The Task Force is slated to release their recommendations in January 2020 which will cover a variety of issues, including job protections.

First 5 California is committed to building on its 2019 advocacy achievements by continuing to strengthen its partnerships with stakeholders, and its efforts to build policymakers' knowledge base and investment in shared priorities. Capitalizing on the momentum and commitment to early childhood education and care from the Administration and the Legislature, First 5 California staff and partners pledge to work with the Administration, State Superintendent of Public Instruction, Master Plan for Early Learning and Care and Early Childhood Policy Council teams, and the Legislative Women's Caucus as these entities work together to develop a road map for building a stronger, more comprehensive, high-quality early learning system for all California's children, and determine how best to invest scarce resources in this crucial foundation for lifelong success. In doing so, the agency will continue to build on this year's successes and continue working toward the underlying Strategic Plan goal to ensure all children prenatal through age 5 have the resources, foundation, and systems of support they need to thrive.



Serving California's Young Children, Parents, and Teachers

FOUR RESULT AREAS

First 5 California tracks progress in four result areas to inform evidence-based funding decisions, program planning, and policies:

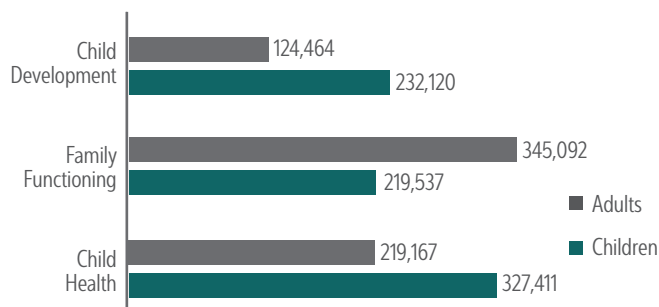
- Improved Family Functioning
- Improved Child Development
- Improved Child Health
- Improved Systems of Care

These result areas comprise a framework for reporting early childhood investments. This reporting framework provides a statewide overview of the number, type, and costs of services provided to children and adults for a particular fiscal year. Stakeholders can use this information as one source to determine impact and resource allocation from First 5 county commissions statewide.

Exhibit 1 contains the total numbers of services provided to children ages birth to 5 and adults (including primary caregivers and providers) in FY 2018–19 for Improved Family Functioning, Improved Child Development, and Improved Child Health. First 5 county commissions provided a total of 779,068 child services and 688,723 adult services. The distribution of expenditures in these three result areas totals \$322 million (Exhibit 2).

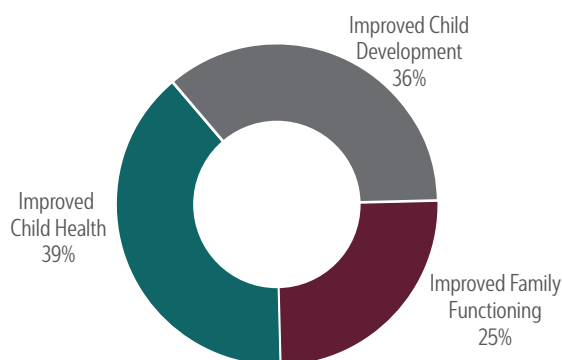
The result area, Improved Systems of Care, with expenditures of \$83 million, differs from the others. It consists of programs and initiatives that support program providers in the other three result areas. The four result areas combined have total expenditures of \$405 million.

Exhibit 1: Total Number of Services Provided to Children Ages 0 to 5 and Adults in FY 2018–19 Across Result Areas



*Totals for Adults include both Primary Caregiver and Provider counts

Exhibit 2: Total Expenditures for Children Ages 0 to 5 and Adults in FY 2018–19 by Result Area



*Adults include both Primary Caregivers and Providers

Source: County Revenue and Expenditure Summary, November 2019



First 5 County Commission Program Result Areas

First 5 county commissions are required to report to First 5 California their annual expenditure and service data on their programs. In collaboration with the First 5 Association, First 5 California developed and adopted guidelines to standardize data collection. Counties report program service data under the four result areas. These data have been aggregated to the State level. Data reported are from programs funded by both county and state First 5 commission dollars (Appendix A) using specific definitions for each result area (Appendix B).

IMPROVED FAMILY FUNCTIONING

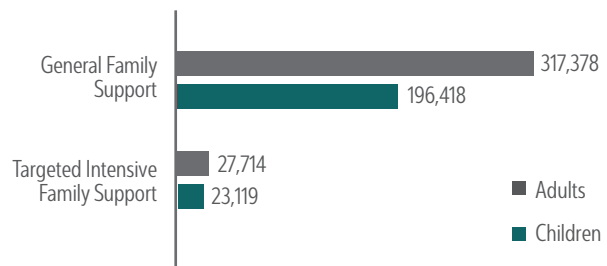
Family Functioning includes the categories General Family Support and Targeted Intensive Family Support. Services include instruction on general parenting topics, support for basic family needs and case management, parent education and literacy, referrals to community resources, and assistance for parents and families; and support to schools and educational institutions, nonprofit community-based agencies, government agencies, and private institutions.

In FY 2018–19, First 5 county commissions provided a total of 219,537 services to improve family functioning for children ages 0 to 5, with 196,418 child services in General Family Support and 23,119 child services in Targeted Intensive Family Support.

First 5 county commissions provided a total of 345,092 services to adults (parents, guardians, primary caregivers, relatives, and providers), with 317,378 adult services in General Family Support and 27,714 adult services in Targeted Intensive Family Support. Exhibit 3 displays the numbers of services provided.

First 5 county commissions expended \$80 million to improve Family Functioning, with 53 percent of expenditures in General Family Support and 47 percent of expenditures in Targeted Intensive Family Support. Exhibit 4 shows the distribution of expenditures by service category.

Exhibit 3: Family Functioning—Total Number of Services Provided to Children Ages 0 to 5 and Adults in FY 2018–19 By Service



*Totals for Adults include both Primary Caregiver and Provider counts

Exhibit 4: Family Functioning—Distribution of Expenditures for Children Ages 0 to 5 and Adults in FY 2018–19 By Service



*Adults include both Primary Caregivers and Providers
Source: County Revenue and Expenditure Summary, November 2019

IMPROVED CHILD DEVELOPMENT

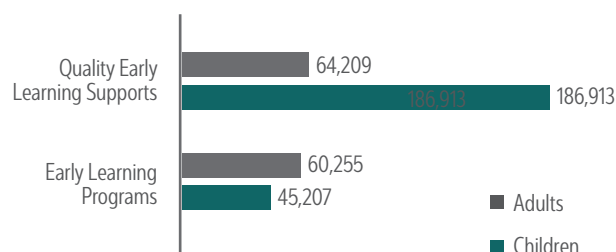
Child Development includes the categories Quality Early Learning Supports and Early Learning Programs. Programs include professional development for educators, high-quality preschool, services for diverse populations, and school readiness.

In FY 2018–19, First 5 county commissions delivered 232,120 child development services to children ages 0 to 5, with 186,913 child services in Quality Early

Learning Supports and 45,207 child services in Early Learning Programs.

First 5 county commissions provided 124,464 services to adults (parents, guardians, primary caregivers, relatives, and providers), with 64,209 adult services in Quality Early Learning Supports and 60,255 adult services in Early Learning Programs. Exhibit 5 displays the numbers of services provided.

Exhibit 5: Child Development—Total Number of Services Provided to Children Ages 0 to 5 and Adults in FY 2018–19 By Service



*Totals for Adults include both Primary Caregiver and Provider counts

In FY 2018–19, county commissions expended \$117 million to improve Child Development, with 66 percent of expenditures in Quality Early Learning Supports and 34 percent of expenditures in Early Learning Programs. Exhibit 6 shows the distribution of expenditures by service category.

Exhibit 6: Child Development—Distribution of Expenditures for Children Ages 0 to 5 and Adults in FY 2018–19 By Service



*Adults include both Primary Caregivers and Providers

Source: County Revenue and Expenditure Summary, November 2019

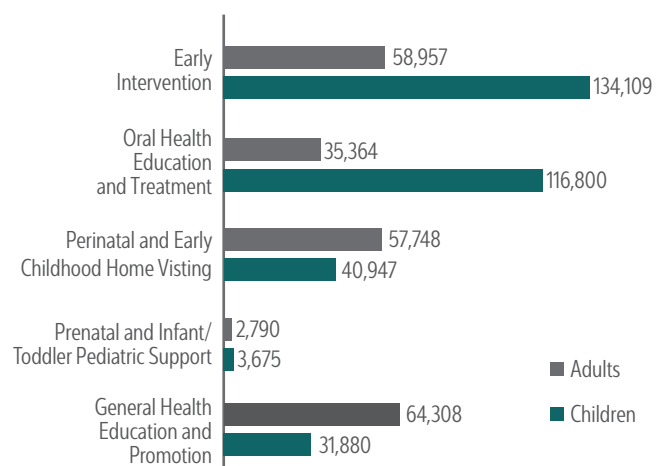
IMPROVED CHILD HEALTH

First 5 county commissions fund a variety of Child Health services that promote identification, treatment, and elimination of risks that threaten health and cause developmental delays and disabilities. First 5 Child Health services are far-ranging and include the categories General Health Education and Promotion, Perinatal and Early Childhood Home Visiting, Prenatal and Infant/Toddler Pediatric Support, Oral Health Education and Treatment, and Early Intervention.

In FY 2018–19, First 5 county commissions provided a total of 327,411 child services designed to improve Child Health to children ages 0 to 5, with 31,880 child services in General Health Education and Promotion, 40,947 in Perinatal and Early Childhood Home Visiting, 3,675 in Prenatal and Infant/Toddler Pediatric Support, 116,800 in Oral Health Education and Treatment, and 134,109 in Early Intervention.

First 5 county commissions provided 219,167 services to adults (parents, guardians, primary caregivers, relatives, and providers), with 64,308 adult services in General Health Education and Promotion, 57,748 in Perinatal and Early Childhood Home Visiting, 2,790 in Prenatal and Infant/Toddler Pediatric Support, 35,364 in Oral Health Education and Treatment, and 58,957 in Early Intervention. Exhibit 7 displays the numbers of services provided.

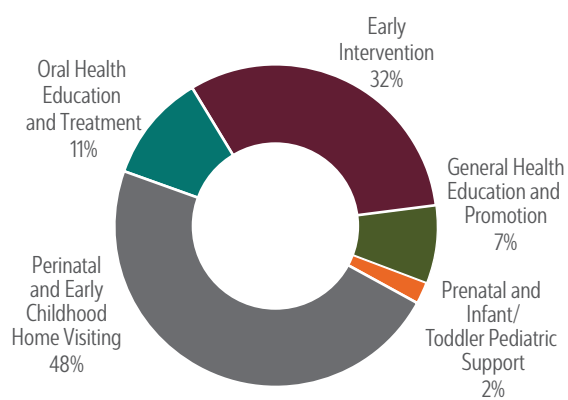
Exhibit 7: Child Health—Total Number of Services Provided to Children Ages 0 to 5 and Adults in FY 2018–19 By Service



*Totals for Adults include both Primary Caregiver and Provider counts

In FY 2018–19, county commissions expended \$126 million to improve Child Health, with 7 percent of adult services in General Health Education and Promotion, 48 percent in Perinatal and Early Childhood Home Visiting, 2 percent in Prenatal and Infant/Toddler Pediatric Support, 11 percent in Oral Health Education and Treatment, and 32 percent in Early Intervention. Exhibit 8 shows the distribution of expenditures by service category.

Exhibit 8: Child Health—Distribution of Expenditures for Children Ages 0 to 5 and Adults in FY 2018–19 By Service



*Adults include both Primary Caregivers and Providers

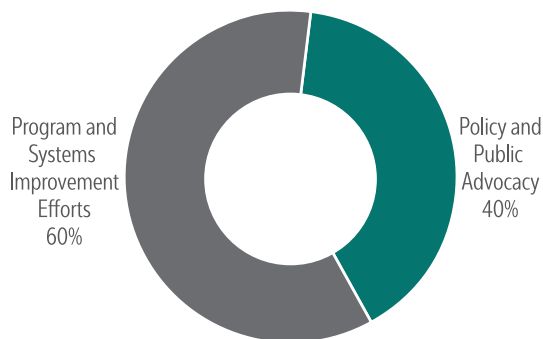
Source: County Revenue and Expenditure Summary, November 2019

IMPROVED SYSTEMS OF CARE

Systems of Care addresses system-wide structural supports as county commissions effectively work toward achievement in the result areas of Family Functioning, Child Health, and Child Development. For example, interagency collaboration allows coordinated wrap-around efforts from multiple organizations providing targeted services. Since this result area is at a systems level, counties do not report numbers of children and adults served. Expenditure data indicate that for FY 2018–19, county commissions expended

\$83 million to improve Systems of Care (Exhibit 9), with 40 percent toward Policy and Public Advocacy, and 60 percent of expenditures toward Program and Systems Improvement Efforts.

Exhibit 9: Systems of Care—Distribution of Expenditures in FY 2018–19 by Service



Source: County Revenue and Expenditure Summary, November 2019

POPULATIONS SERVED

Statewide, 30 percent of children served were under 3 years old, 45 percent were ages 3 to 5 years old, and 25 percent were ages unknown. Adults included Primary Caregivers such as parents and other family members (93 percent), and Providers (7 percent). With respect to primary language of children served, services were provided to English speakers 62 percent of the time and to Spanish speakers 32 percent of the time. While children and adults from all race/ethnic groups received services, for those with a reported race/ethnicity, Latinos were the largest recipient group (55 percent), followed by Whites (18 percent).



Child Development Focus

FIRST 5 IMPACT

First 5 California completed the fourth year of First 5 IMPACT (Improve and Maximize Programs so All Children Thrive), a five-year, \$190 million investment that provides funding for the implementation of local quality rating and improvement systems (QRIS). Specifically, First 5 IMPACT supports the improvement of quality early learning and care settings across the entire continuum—from alternative settings and family, friend, and neighbor care, to family child care homes, centers, and preschools. Building on the previous success of California’s Race to the Top-Early Learning Challenge grant, First 5 IMPACT supports a network of local quality improvement efforts, forges partnerships with all 58 counties via 48 consortia, builds on past First 5 California programs, and aligns with and leverages federal, state, and local investments.

For FY 2018–19, local consortia participating in First 5 IMPACT reported over 6,000 sites, or approximately 79 percent of all sites participating in QRIS, were supported in full or in part with First 5 IMPACT funding.

Regional Coordination and Training and Technical Assistance Hubs (Hubs) continue to be a central source of support for consortia. Funded through First 5 IMPACT, Hubs support efficiencies in data collection and data systems, assessor management for rating and assessment tools, and provide assistance with local and regional training needs.

In addition to regional Hubs and First 5 California staff, ongoing support for the implementation of First 5 IMPACT is provided through a contract with the WestEd Center for Child and Family Studies. In FY 2018–19, contract work continued to focus on systems building and alignment, support for the work of the Hubs, developing a QRIS website and communications plan, and supporting the Quality Counts California system in informing the Governor’s direction and prioritization of early learning and care.

In July 2019, the First 5 California Commission approved \$103 million over three fiscal years (2020–21 through 2022–23) to continue First 5 California’s efforts to expand statewide participation in Quality Counts California through IMPACT 2020. IMPACT 2020

will focus on underserved and high need populations by prioritizing settings that do not receive other state or federal funding such as family child care provider; family, friend, and neighbor care; and other private market settings serving vulnerable populations such as infants and toddlers, and families who receive vouchers.

QUALITY COUNTS CALIFORNIA

Quality Counts California (QCC) is a statewide system of locally-implemented Quality Rating and Improvement Systems (QRISs) that provide resources and support to early learning and care providers so they can create engaging and effective experiences that help children grow and thrive. California’s statewide QRIS, QCC, is funded in large part by First 5 IMPACT, in addition to state and federal funding administered by the California Department of Education (CDE). QCC has created partnerships between state and local entities through the QCC Consortium. The QCC Consortium includes local lead agencies, representatives of First 5 California and the CDE. Through this partnership, state and local leaders are able to come together to discuss topics and issues related to local and state level QRIS implementation.

All early learning sites participating in QCC, report using the statewide common data file, which is inclusive of all of the state’s QRIS funding streams. This data provides First 5 California and the CDE an efficient and collaborative method for receiving information about each county participating in QRIS. As of June 30, 2018, there were over 7,500 participating QRIS sites across the state, an 11 percent increase from the previous fiscal year. Of the total, 54 percent were centers, 36 percent were family child care homes, and 10 percent were alternative sites such as libraries, home visiting programs, family resource centers, and family, friend, and neighbor providers.

Local consortia reported QCC has provided a statewide common effort and unified vision for improving the quality of early learning sites in the state, and most identified great success in the areas of provider participation in training and professional development, maintaining strong collaborative

partnerships, and programs and providers valuing participation in quality improvement efforts. Local consortia also identified the regional Training and Technical Assistance Hubs as very effective in facilitating communication across consortia, offering high-quality trainings that meet the needs of local consortia, and supporting the use of data to guide continuous quality improvement decisions.

In addition to First 5 IMPACT and CDE Block Grant funding, consortia continue to report new or leveraged funding sources identified to support QCC. Those include county sales tax ballot measures, city/county

funds, higher education partners, private foundations/philanthropy organizations, and other federal funding sources (Head Start, Early Head Start-Child Care Partnership Grant, and more).

Throughout FY 2018–19, the QCC website has continued to expand, adding audience specific webpages, a calendar of events, county specific profile pages, and an expanded format for formal messaging around the importance of quality early learning. The QCC website continues to add information regarding local QRIS efforts to support early learning providers, and connections to local resource and referral agencies for parents and families looking for quality child care. In addition to website expansion, the QCC Digital Development and Communication Team convened a group of stakeholders to develop a statewide definition of quality, “Quality early learning and care means learning environments, relationships, interactions, and activities that support all children’s growth and development to prepare them for success in school and life.”

In the upcoming fiscal year, the QCC Consortium will continue to increase their implementation capacity to include additional local providers in QRIS, increase efforts to message locally and statewide about the importance of high-quality early learning and care programs, and refine other aspects of the system to maximize available funding and create efficiencies statewide.

For more information on QCC, visit the website at <https://qualitycountscalifornia.net/>.

SMALL COUNTY AUGMENTATION

In the Small Population County Funding Augmentation (SPCFA) program, First 5 California provides supplemental funding above the legislated allocation of annual tax revenues to First 5 commissions in 20 counties with the smallest proportion of statewide births.

Initiated in FY 1999–2000, the First 5 California Commission provided funding of up to \$200,000 to small population counties to help ensure the implementation of the California Children and Families Act (Proposition 10) as a statewide effort. On January 26, 2017, the State Commission approved an annual investment of up to \$8.625 million in additional funding over four years (July 1, 2017–June 30, 2021) for 20 small population county commissions to ensure



core operations and services for children and families in these communities. For FY 2018–19, small counties expended approximately \$4.5 million.

In order to participate in SPCFA, counties agree to terms outlined in a Local Assistance Agreement framework to implement successful local systems, measure outcomes, monitor progress, and demonstrate quality improvement in at least one of three focused investment areas of Child Health, Family Support and Strengthening, and Early Learning and Development.

During FY 2018–19, approximately 15,235 children and 10,943 adults received services from SPCFA-funded programs across the 20 SPCFA counties. From most to least common, the percent of counties with programs in each focused investment area was Family Support and Strengthening (44 percent), Early Learning and Development (33 percent), and Child Health (23 percent).

Of the 80 programs implemented with SPCFA funds, 33 percent were evidence-based, 45 percent were evidence-informed, 6 percent were health-focused, and 16 percent were described as “other.” All SPCFA counties funded at least one evidence-based or evidence-informed program.

Key evidence-based programs continued to include the Nurturing Parents Home Visiting Program, Parents as Teachers Home Visiting Program, Raising a Reader, and Positive Parenting Program (Triple P).

EDUCARE

The Educare Quality Early Learning Model¹ provides comprehensive early learning services beginning at birth through preschool. Early brain science demonstrates how early learning services are necessary to narrow the achievement gap for at-risk children so they have the foundation they need to thrive in school and beyond. Research on early brain development demonstrates poverty and toxic stress can negatively impact a child’s cognitive development and ability to learn.²

California children from low-income families typically enter kindergarten 12 to 14 months behind the national average in pre-reading and language skills.³ A study conducted by the Frank Porter Graham Child Development Institute at the University of North Carolina at Chapel Hill found that low-income children (including children who are dual language learners)



who enroll in Educare as infants or toddlers enter kindergarten with the same skills as their middle-income peers.⁴ The Educare model also supports intensive family engagement to foster strong parent-child relationships, family well-being, and ongoing learning and development for both parents and children.

In 2010, the First 5 California Commission voted to become an inaugural funder in bringing the public-private Educare Quality Early Learning Model to California. The Commission dedicated \$6 million to support the launch, operation, and evaluation of the first California Educare centers in Santa Clara and Los Angeles counties. First 5 California’s investment in California’s two Educare sites funds high-quality classroom elements, which have proven to increase the quality of early learning programs through improved teacher-child interactions.

Through funding from First 5 California and other national, state, and local public and private partners, Educare California at Silicon Valley opened its doors in the 2015–16 school year and serves 168 Santa Clara County-area children and families. The center is co-located with Santee Elementary School, and operates in partnership with First 5 Santa Clara, the Santa Clara County Office of Education Early/Head Start and State Preschool programs, and the East Side Union High School Child Development Program.⁵

Educare of Los Angeles at Long Beach, a public-private partnership lead by Long Beach Unified School District and the Los Angeles Chamber of Commerce, opened its stand-alone facility located on the Barton

Elementary School campus in the Long Beach Unified School District in 2018, after a soft-launch during the 2017–18 school year in its temporary facility. With the opening of Educare of Los Angeles at Long Beach’s permanent campus in July 2018, ⁶ the school now serves 182 students and parents.

FUNDED RESEARCH

California Health Interview Survey

The First 5 California Commission approved \$1.7 million to continue funding the California Health Interview Survey (CHIS), conducted by the UCLA Center for Health Policy Research for Fiscal Years 2019–20 and 2020–21. First 5 California is the primary funder of the CHIS Child Questionnaire that collects information from parents on topics, including childcare and preschool participation and perception, positive parenting activities (parents or caregivers reading, singing, going out to play with their children, knowledge of the *Talk. Read. Sing.*[®] campaign), breastfeeding practices, health status

and conditions, child oral health, developmental screening and referrals, languages spoken at home and English proficiency of parent, and receipt and use of First 5 California’s *Kit for New Parents*. This funding also supports online public access to CHIS via the AskCHIS data query tool (ask.chis.ucla.edu), AskCHIS Neighborhood Edition mapping (askchisne.ucla.edu), and published research reports (healthpolicy.ucla.edu/chis).

In June 2019, UCLA published the policy brief, *Parental Reading and Singing to California’s Young Children—Trends, Predictors, and Association with the Talk. Read. Sing.[®] Campaign*. Researchers employed multiple statistical methods to analyze CHIS data, 2005 through 2016. Key findings of the study included:

- Nearly 90 percent of parents read and sing to their children three times or more per week.
- A high proportion (87 percent) of parents with children birth through 5 years of age recognize *Talk. Read. Sing.*[®] campaign messages.
- Parents who had seen *Talk. Read. Sing.*[®]



campaign messages were 2.9 times more likely to read to their child three days a week or more and 2.3 times more likely to sing to their child three days a week or more, compared to parents who had not seen the messages.

- Parents who are foreign-born or who speak Spanish at home are less likely to read or sing to their young children than both their U.S.-born counterparts and those who do not speak Spanish at home. The *Talk. Read. Sing.*® message remains especially important for these groups.

DUAL LANGUAGE LEARNER PILOT

First 5 California's Dual Language Learner (DLL) Pilot Study is examining culturally and linguistically responsive and effective intentional teaching, family engagement, and professional development strategies for DLLs. First 5 California's investment in the study is approximately \$20 million—\$7.5 million for the evaluation and \$12.5 million to support counties and regions to participate in the evaluation and expand effective practices. The Pilot study is led by a research team at the American Institutes for Research (AIR) and will continue through June 2021.

AIR identified 16 counties in which to conduct the Pilot study, including Butte, Calaveras, Contra Costa, Fresno, Los Angeles, Monterey, Orange, Riverside, Sacramento, San Diego, San Francisco, Santa Barbara, Santa Clara, Sonoma, Stanislaus, and Yolo. The counties were chosen scientifically to ensure diversity of language and age groups across different early learning and care setting type. In 2018–19, AIR interviewed leaders in the 16 study counties and created a brief describing the landscape of policies, practices, and experiences related to serving DLLs in ECE settings through the county-level perspectives. AIR also surveyed site directors from early learning settings, some of which were recommended by the county agencies and others that were randomly



selected, to explore policies and practices at the site level and identify study settings. First 5 California initiated contracts with lead agencies in the 16 counties to support engagement of early learning settings and disseminate incentives to educators and parents participating in the second phase of the study.

The second phase of the study (began summer 2019) looks at how specific instructional and family engagement strategies support child outcomes, with attention to differences in age (infants and toddlers, preschoolers), setting type (family child care, center-based programs, and unlicensed community settings), and language groups (home languages beyond Spanish).

The study will provide information, fill gaps in research, and inform policy about effective and scalable strategies, and the conditions under which they are effective. The findings also inform outreach and education strategies to increase early educators', families', and the public's awareness about the benefits of bilingualism and home language.



Parent Support Focus

PARENT WEBSITE

While first5california.com has historically served as First 5 California's main portal for parent engagement on child health, education, literacy, child development, and smoking cessation, in recent years, it has expanded to incorporate more information about early brain development, including activities, downloadable resources, and links to organizations that support families. In early 2017, new content was integrated into the site to support the launch of the "Smarter Birds" campaign, including tips, information, *Talk. Read. Sing.*® and an array of new brain building activities for babies, toddlers, and preschoolers. In FY 2018–19, the parent site had 216,317 unique visits and 536,230 page views. Building upon the momentum of this campaign, the parent website will be transforming its look and usability in early 2020. It will contain even more information for parents and caregivers.

SOCIAL MEDIA

The parent website also links to multiple social media channels, including Facebook, Instagram, Pinterest, and YouTube. Across most platforms, followers receive regular posts that highlight simple, actionable tips and ideas surrounding early brain development and beyond—everything from activities to words of encouragement. As of June 30, 2019, First 5 California's Facebook audience was at 214,507 followers. Instagram was at 6,433 followers, and Pinterest was at 1,404 followers.

KIT FOR NEW PARENTS

The award-winning *Kit for New Parents* targets hard-to-reach and low-income families, providing key information and resources for first-time parents, grandparents, and caregivers. Handed out at birth, the *Kit* is one foundational resource to support parents with the most important job anyone can succeed at—parenting. The *Kit* is intended to put crucial materials at a parent or caregiver's fingertips on day one.

Since 2001, First 5 California has distributed the *Kit* free-of-charge to local hospitals, physicians, and



community groups to reach new parents. The *Kits* are available in English, Spanish, Chinese, Korean, and Vietnamese.

The *Kit* is a colorful, reusable bag containing a health handbook, a baby board book, a WIC mobile website flyer, a poison control brochure and magnet, and other important information on paid family leave, and literacy and learning. It also features the *Parent Guide*, a resource written in collaboration with UC Berkeley's Health Research for Action. The *Guide* includes tips for parents on keeping their children healthy and safe, developmental milestones, handling emotional and behavioral challenges, finding quality childcare, and much more.

First 5 county commissions are encouraged to add local references and resources to the *Kit* to help inform parents about services in their own communities.

To date, over 5 million *Kits* have been distributed throughout California since 2001, with 177,000 distributed this fiscal year alone.

FIRST 5 EXPRESS

Since 2006, First 5 California's mobile outreach tour, First 5 Express, has traveled to every corner of the state, reaching out to families and caregivers of children ages 0 to 5 in all 58 counties. This interactive exhibit features "Edutainers" who educate parents and caregivers, and entertain children. The Express teaches families about a wide variety of topics, including nutrition, physical activity, oral health, literacy, and most recently, early brain development. In FY 2018–19, the exhibit traveled to 188 schools, libraries, resource centers, community festivals, county fairs, and other family-oriented events. The Edutainers directly engaged with more than 45,518 people who walked away with helpful First 5 resources, including a

branded hand puppet to give parents and caregivers a tool to spark conversation with their young children, bilingual storybooks to help make reading a regular routine, a healthy portions plate to encourage a balanced diet, and age-appropriate musical instruments to bring out the joy of song. Together with the already established *Kit for New Parents*; “Fast, Fresh, and Fun Food from First 5” cookbooks; brain development information; and the First 5 California branded bilingual book, *Three Brainy Birds*, families were provided resources to reinforce the healthy behaviors they experienced.

TALK. READ. SING.® SUCCESS

First 5 California’s *Talk. Read. Sing.®* campaign, prompting parents statewide to take active roles in increasing their children’s early brain development, is one of the most successful public health awareness efforts in the nation. A 2019 study and health policy brief from the UCLA Center for Health Policy Research shows 87% of parents of children aged 0 to 5 recognize the messages of this campaign, understanding that engaging with their children in these simple, cost-efficient ways will increase their brain capacity and better prepare them for school and life. Parents who have seen the *Talk. Read. Sing.®* messages are nearly three times more likely to read to their children three or more times per week, and twice as likely to sing to their children three or more times per week. Per this survey, nearly 90 percent of parents read and sing to their children 3 times or more per week.

TOBACCO CESSATION

First 5 California strives to promote the health of children 0 to 5 by targeting practices that pose serious risks to children. A major health risk to young children is exposure to nicotine, tobacco smoke, and e-cigarette liquid and vapor. The California Smokers’ Helpline (Helpline) has been funded by First 5 California since the enactment of Proposition 10 to help parents and caregivers of young children quit smoking, educate the public about the harms of tobacco use, and reduce the likelihood babies and

young children will develop tobacco related health problems. With the advent of e-cigarettes, First 5 California has expanded the scope of services provided by the Helpline to include cessation and education on e-cigarette dangers to young children.

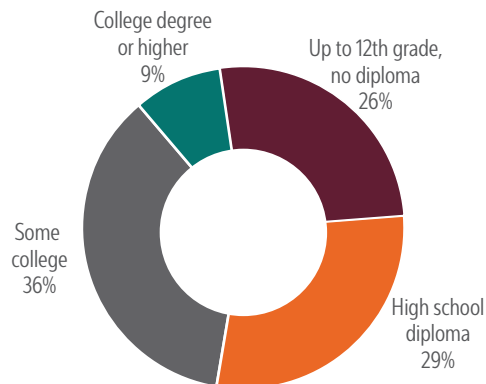
Parental smoking and exposure to secondhand smoke can cause a multitude of health problems in babies and young children. Smoking and/or vaping during pregnancy exposes the developing baby to nicotine which increases the risk of health problems that can include preterm birth, low birth weight, and birth defects, and can damage a developing baby’s brain and lungs. Similarly, exposure to secondhand smoke is particularly dangerous for babies and young children whose lungs are still developing. Health problems that can result in children exposed to secondhand smoke include weakening of their lungs, making them more likely to have ear infections, and breathing problems. Additionally, newborns exposed to secondhand smoke are at an elevated risk for Sudden Infant Death Syndrome (SIDS).

The Helpline provides one-on-one telephone counseling through their toll-free Helpline (1-800-NO-BUTTS for smokers and at 1-844-8-NO-VAPE for vape users). Helpline counselors utilize scientifically validated protocols that have been shown to double the odds of callers quitting smoking successfully. Chat counseling support is available through www.nobutts.org. Participants also are provided self-help materials, referrals to local resources, and free nicotine patches, sent directly to their homes. Nicotine patches were sent to 2,549 participants in Fiscal Year (FY) 2018–19. Services through the Helpline are available in English, Spanish, Mandarin, Cantonese, Korean, and Vietnamese.

In FY 2018–19, the Helpline provided services to a total of 3,050 participants. With the completion of the Helpline’s development and piloting of the counseling protocol for callers who want to quit vaping, 91 callers enrolled and received counseling to quit vaping. Fact sheets that explain the health consequences of exposing young children to e-liquid and e-cigarette vapor were disseminated and are available as a resource on the Helpline website. The charts below provide a breakdown by education and race/ethnicity of participants.

Exhibit 10 represents the educational levels of participants. The total number of participants was 3,050, of whom 52 did not report their educational level. Of the total, 26 percent had not received a high school diploma, 29 percent had received a high school diploma, 36 percent had some college, and 9 percent had completed a college degree or higher.

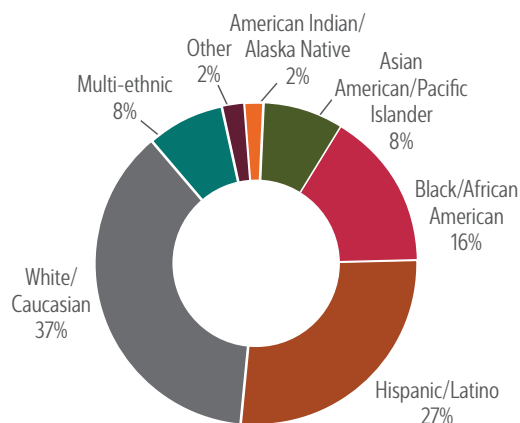
**Exhibit 10: California's Smokers' Helpline—
Education Level of Participants in FY 2018–19**



Source: California Smoker's Helpline, October 2019

Exhibit 11 represents the race/ethnicity of participants. The total number of participants was 3,050, of whom 31 did not report their race/ethnicity. Of the total, 2% were American Indian/Alaska Native, 8% were Asian American/Pacific Islanders, 16% were Black/African American, 27% were Hispanic/Latino, 37% were White/Caucasian, 8% were Multi-Ethnic, and 2% were other race/ethnicities.

**Exhibit 11: California's Smokers' Helpline—
Race/Ethnicity of Participants in FY 2018–19**



Source: California Smoker's Helpline, October 2019

Nationally, there has been a steady decrease in the number of smokers calling state quitlines, a trend that has been true for the Helpline as well. Expanding the range of services to include vaping and new modalities, such as text and chat, allows tobacco users to access services using the modality that suits them best.

First 5 California funding also supports training of child care providers, preschool teachers, and other classroom staff about the importance of quitting smoking and protecting children from exposure to secondhand smoke. The online tobacco training module, *Kids and Smoke Don't Mix*, is available on the Helpline website and continues to be used by clients and providers. For the year, a total of 178 individuals completed the online training.

In FY 2018–19, First 5 California continued to support the Clinical Effort Against Secondhand Smoke Exposure (CEASE). CEASE trains pediatric practices to screen patients for secondhand smoke exposure and to help smoking parents quit. CEASE has champions at each of four University of California Medical Centers (UC San Diego, UC Davis, UC Los Angeles, and UC San Francisco's Benioff Children's Hospital). These champions oversee ongoing training for pediatric residents to identify and intervene with parents and caregivers who smoke, prescribing quitting aids, and making referrals to the Helpline. During FY 2018–19, the CEASE project generated 337 proactive referrals to the Helpline. During the year, CEASE champions also recruited nine additional outpatient clinics, conducted four webinars or lectures, presented two research abstracts to the American Academy of Pediatrics, and published one article based on this work.



Teacher Effectiveness Focus

TRAINING AND TECHNICAL ASSISTANCE INFRASTRUCTURE DEVELOPMENT

High-quality early childhood education depends on the effectiveness of its workforce. To ensure every educator has access to well-qualified coaches and trainers, First 5 California awarded a \$12 million contract (March 2017 through June 2020) to WestEd to partner with state and national experts to promote evidence-based training and continuous quality improvement practices and ensure sustainability within the long-term vision of California's early learning system. In 2018–19, this funding enabled:

- Zero to Three, i3 Institute, and University of Florida to train and provide ongoing support to 69 local, regional, and state leaders on how to facilitate Communities of Practice (CoP) protocols and processes. CoPs are designed to strengthen integrated systems of communication, promote collaborative partnerships, and advance the implementation of innovative practices to support and sustain equitable child and family outcomes.
- University of Florida, University of Washington, and WestEd to draft a rubric for coaching competencies based on the Early Childhood Educator Competencies for coaching, as well as input from 78 coaches statewide. The rubric and certification process will be piloted in 2020 along with training to support coaches' capacity to meet the standards and improve educators' practice.
- WestEd and First 5 California Environment Rating Scales (ERS) Master Anchors to certify 57 regional Anchors on the ERS family of tools, and facilitated an ongoing virtual peer-to-peer learning community.
- Brazelton Touchpoints Center to develop the first of several storyboards, simulations, and modules for a family engagement toolkit. By early 2020, F5CA expects to launch all five modules of this multi-media, online, research-based professional

development toolkit designed to promote caregiver-parent relationships that improve child and family outcomes, and help educators build support for families' protective factors into their everyday practice.

SUPPORT FOR EFFECTIVE INTERACTIONS

Research consistently shows children have positive social-emotional and academic outcomes when they are cared for by educators with specialized training to provide higher quality interactions. First 5 California continued its partnership with Teachstone to help regions build local capacity to offer training on the Classroom Assessment Scoring System® (CLASS®) tool. In 2018–19, 77 trainers became CLASS-certified to support stronger interactions in infant, toddler, and/or PreK early childhood classrooms and nearly 290 observers were certified or recertified to observe interactions using the CLASS tool. In addition, the CLASS-Based Coaching (CBC) program entered its final year and engaged 17 new coaches from across the state to focus on effective adult-child interactions, using CLASS as their coaching lens and language. As a result of this three-year investment, a total of 69 coaches increased their competency to support center-based teachers and administrators, family child care providers, and other coaches. The CBC uses a cohort model where coaches can learn from the wisdom of their peers and Teachstone Specialists provide specific, actionable, and practice-embedded feedback and support using research-based competencies that parallel the CLASS Secondary tool. The program continued to receive accolades from coaches: more than 90 percent reported the CBC program helped increase their confidence and competency as a coach.

First 5 County Commission Highlights

Alameda

First 5 Alameda County uses Results-Based Accountability to measure our contribution to two population-level results, namely, children enter kindergarten ready to learn, and children are free from abuse and neglect. To achieve these results, we focus on creating a more user-friendly early childhood system that addresses structural inequality and socio-economic challenges for families, leverages parent leadership, and supports capacity building for family service providers. Likewise, our strategies recognize the interplay between equity, place, adult health, and child well-being, and our investments represent a whole-family approach to improving outcomes for children, families, and neighborhoods.

- Neighborhoods Ready for School served more than 2,610 children and caregivers, added or improved more than 9,880 square feet in family-friendly spaces, and added or enhanced nearly 40 early childhood programs or services.
- Help Me Grow helped facilitate nearly 34,000 developmental screenings in pediatric practices, early childhood education (ECE) settings, and community-based organizations, nearly a 60% increase from 2017 to 2018.
- 230 Quality Counts ECE sites served over 10,500 children. 100% of the nearly 140 State Preschool Program sites participated in Quality Counts.



- The Developmental Understanding and Legal Collaboration for Everyone (DULCE) project, a collaboration with the Center for the Study of Social Policy, served nearly 610 children, parents, and other family members.
- To help address families' basic needs, a diaper pilot at two sites distributed 1,350 diaper kits to the families of 230 children. Of children who experienced at least one diaper rash before enrolling in the pilot, nearly 70% had no or less frequent diaper rashes after enrollment.
- More than 600 people attended the Fatherhood Summit at Merritt College.
- Nearly 70 trainings were attended by 1,040 unique providers from the early childhood workforce. Nearly 80% of respondents reported implementing best or promising practices.
- A longitudinal study found that Kindergarten Readiness scores are important predictors of 3rd grade achievement.

Alpine

The First 5 Alpine County Children and Families Commission invests in a variety of services aimed at supporting children prenatal through age five and their families. Primary investments include: Alpine Early Learning Center: The Alpine Early Learning Center (AELC) is the only licensed childcare center serving Alpine families. It provides early care and education to children as young as 8 weeks old, and continues to serve them until they enter transitional or traditional kindergarten.

- In FY 18-19, the program served 28 children ages 0 through 5, and 22 primary caregivers. Busy Bears Playschool: The Busy Bears Playschool is a non-licensed early care and education program serving children as young as 3 months old, all the way through kindergarten. The program offers

childcare to working families as well as preschool education to young children to prepare them for successful kindergarten entry. The program operates year-round, and partners with other community service providers to support parent/child craft activity nights, and field trips for the families it serves.

- In FY 18-19, the program served 13 children ages 0 through 5. Choices for Children Parent Education Project: The Choices for Children Parent Education Project provides learner-centered education to parents and caregivers. Workshops center on increasing the knowledge amongst parents and caregivers about research-based children rearing and child development practices, establishing a connection between parents and caregivers within the community, and increased understanding of available community resources.
- In FY 18-19, the program served 28 children ages 0 through 5, and 18 primary caregivers, 5 other family members, and 2 early care and education providers.

Amador

First 5 Amador supports parents as their child's first teacher, investing in early literacy, developmental screening, and overall well-being (dental, physical and mental health). As a result of First 5 Amador's investments in 2018-19, many families of newborns received effective support through a home visit, perinatal mood and anxiety disorder screening and services, and a home literacy program that served more than 60% of age-eligible children in the county. In order to sustain lasting improvements in the lives of the county's youngest, First 5 Amador partners with community organizations, private and public agencies, and caregivers to promote the importance of the first five years,

expand services, and mobilize support for children and their families.

- Bringing back a local collaborative (Kids in Common) to align goals and share lessons learned has re-energized and engaged educators from the pre-K and K-12 systems.
- Amador's family resource centers, located in the unincorporated areas of the county, provide opportunities such as home visiting / case management, food security programs, early learning programs including playgroups and support groups such as the Hispanic Women's Group.
- First 5 Amador continues to spearhead the Amador / Calaveras Perinatal Wellness Coalition, Dental Transformation Grant, and is an active member of the Mental Health Services Act (MHSA) teams, Family Violence Reduction - Child Abuse Prevention and Domestic Violence.
- First 5 Amador's Dad and Me program continues to be a favorite of the community engaging dads, grandfathers, etc. in early learning activities and experiences.
- First 5 Amador manages MHSA funding that supports services for children, ECE providers and families; perinatal wellness screening and clinical services; and community education to address stigma.

As First 5 Amador looks to the future, work will continue to be done in partnership with local organizations and community leaders as we all work to improve the health and development of Amador's young children.

Butte

On November 8, 2018 the deadly and catastrophic Camp Fire began raging through Butte County, consuming the communities of Paradise, Magalia, Concow and Butte Creek Canyon. The fire burned more than 153,000 acres, destroyed nearly 19,000 buildings, and stole 85 lives. The devastation of this tragedy, and the fortitude of the people who survived, will be passed down in storytelling for generations to come. First 5 Butte County is proud of the role it played in

helping to support and begin to heal the communities it serves.

While the fire was still raging, First 5 staff brought all available grantees together around a kitchen table at a home in Chico to mobilize efforts to reach out to families with young children. Grantees were provided with a standardized assessment tool to track and record the location and needs of all families on any program roster. First 5 Butte staff quickly revised all grantee scopes of work temporarily, so that program staff would be reassured of continuity of funding, and encouraged partners to work off-scope in the interest of reaching out, and providing crisis support services, to any affected family with young children, regardless of program model or enrollment. First 5 Butte County staff then fanned out across the community to provide support wherever possible. Staff assisted partners and community by:

- Updating the 211 database
- Working at the Local Assistance Center
- Providing logistics support for Public Health in emergency shelters
- Partnering with American Red Cross to fund and coordinate 10 Community Resilience Model workshops
- Attending the Long-Term Recovery Group to coordinate disaster case management
- Convening a child care task force

In the first few months following the disaster, First 5 Butte contributed over \$150,000 in program and staff time. The impact of this event has and will alter the funding and programmatic priorities of First 5 Butte, solidifying the focus on trauma responsive and healing centered systems integration.

Calaveras

First 5 Calaveras continues to partner with local and state agencies to strengthen the systems that serve young children. Local Strengthening Families efforts based on the Five Protective Factors continued through partnerships with Prevent Child Abuse Calaveras and Behavioral Health Services (MHSA- Prop 63 funding). Ages & Stages Questionnaire (ASQ)



developmental screenings were provided for children in the child welfare system and staff participated in Child Family Team Meetings. First 5 Calaveras stood strong as the voice for young children in the initial conversations/ meetings that were held focused on prevention services collaboration with Child Welfare Services and other key community partners.

- First 5 joined the newly formed Calaveras Care Team and the Prevention Steering Committee.
- 70 no-cost training sessions for 378 adults were provided for parents, educators, and service professionals on topics centered on resilient and healthy families and trauma-informed practices.
- 164 hours of no-cost counseling was provided to 23 at-risk parents with insurance barriers to assist with their child's emotional/ behavioral development.
- First 5 led the efforts to secure the Cal Works Home Visiting Initiative which awarded funds for a Home Visitor to join the home visiting network of Early Head Start and the First 5 funded Raising A Reader Home Visiting Program (which expands access to quality early education and provides developmental assessments for 30 children that had preschool enrollment barriers).
- Talk Read Sing Calaveras shares messaging through home visitors, library leaders, and early learning providers.
- 1,840 quality books were distributed through Little Free



Libraries, early learning sites, and community events.

- A mini grant supplied two health clinics with books to kick off their Reach Out and Read Program.
- Little Leapers Early Literacy Program engages libraries in providing science, technology, engineering, arts, and math (STEAM) themed activity kits for check out.
- Weekend interactive workshops for parents and children were provided.

Colusa

In FY 2018–2019, First 5 Colusa Children & Families Commission co-facilitated a series of prevention forums with the Colusa County CAPC program. More than fifty participants, representing county agencies, civic leaders, law enforcement, school district leaders and parents, converged together to address the issues facing children and families in Colusa County. Together, they developed a sustainable and viable action plan to address the issues identified. As part of the action plan, First 5 Colusa was identified as a viable source for implementation of the Strengthening Families Framework. First 5 Colusa provided county-wide training on the framework, as well as provided support to twenty-six individuals that

became certified as Parent Café Leaders. Parent Cafés will be launched county-wide in FY 2019–2020.

Contra Costa

Following on the previous year's development of a trauma curriculum for providers serving young children, First 5 Contra Costa continued to support a "community of practice" for the cohort of 14 Trauma Fellows representing 12 agencies who completed the training module in the previous year. The Trauma Fellows now practice their new skills through staff development in their agencies, and through local and regional presentations.

- First 5 Contra Costa's Community Engagement program continues to advocate for healthy, safe and equitable communities, particularly in the City of Richmond, where West County Regional Group (WCRG) members in one day assessed 25 Richmond parks on safety, play equipment, maintenance, innovation, and accessibility. The City used the WCRG's assessment results to solicit Prop 68 funds, and to guide the city council and staff in ongoing park improvement priorities. In the City of Concord, the Central County Regional Group joined a broad coalition of community advocates to promote housing security for families with young children.
- The Quality Matters program continues to elevate the quality of early learning programs in the county and welcomed 48 additional sites during this program year.
- First 5 Contra Costa held its second annual Coffee and Kids Policy Breakfast in May with special guest Kris Perry, California Health and Human Services Agency Deputy Secretary and special advisor to the Governor. Over 100 agency and business leaders convened to hear about the new Governor's priorities for early childhood and families in his first proposed budget. Congressman Mark DeSaulnier also updated the gathering on advancements at the federal level.

- First 5 Contra Costa completed extensive renovations on the site of the new East County First 5 Center in Pittsburg. The new Center, one of six locations across the county, will provide developmental playgroups, parent education, literacy promotion, and other activities for over 500 families each year.

Del Norte

First 5 Del Norte had an exciting year across multiple program areas in our efforts to promote and enhance the health, development, and wellness of children and families.

- We were able to bring Teaching Pyramid training to Del Norte early childhood care and education providers. Multiple sites, representing over 150 students, participated in this social and emotional learning training. The training-coaching cycle was appreciated by providers and we are continuing to increase capacity for this program.
- First 5 Del Norte transferred ownership of the Wonder Bus, a long-term mobile early learning program, to a community partner last year. The Wonder Bus is much-loved, but not evidence-based. First 5 Del Norte remains a minor funding partner for the program. To replace this valuable early literacy programming, First 5 Del Norte became an affiliate of Dolly Parton's Imagination Library in late May. In just the last two months of the fiscal year, we enrolled 183 children (over 10% of our 0 to 5 population) in the evidence-based program. Enrollment continues to increase and early feedback from families has been positive.
- In 2019-20, First 5 Del Norte received our first of three years of funding from Mental Health Services Act Innovation fund to develop a parent-support texting program. Working with ParentPowered, we are adapting their existing texting program, Ready4K, to provide connections to local programs and resources; encourage community connections; and boost mental

health and protective factors messaging. The new content for parents of children aged 0 to 12 months launched in December, 2018, with the remaining four years to launch in fall, 2019. The goals of the project are to increase parent capacity to support their child's social-emotional development and school readiness; increase parental resilience, self-care, and access to mental health services; and connect parents to their community and community resources. This project was developed in partnership with parents and service providers as a solution to indirect barriers to early literacy identified in community-based research that began in 2016.

El Dorado

The First 5 El Dorado Children and Families Commission has invested in areas of practice that support parents as their children's first teacher. These investments include:

- Ready to Read at Your Library, an early literacy program operated by local libraries,
- Together We Grow, a program directed at providing families with structured activities to support their child's optimal development,
- High 5 for Quality, a program focused on ensuring early care and education providers have the support needed to increase their quality of care, and
- Children's Health, a program that utilizes health advocates to support access to health and dental care for children and families.

Each of these programs are required to operate within the structure of Community Hubs and to provide services which are aligned with the Strengthening Families Protective Factors framework.

During 2018-2019, a total of 6,445 (duplicated across programs) individuals were provided with First 5 funded services, resulting in the following accomplishments:

- Children from birth through age 5 are read to on a daily basis. Seventy-four percent (74%) of parents served who completed a

family survey reported that they or another family member reads with their child each day.

- Children are receiving preventive health care. Ninety-five percent (95%) of parents served who completed a family survey reported that their children ages 0 through 5 had received timely well child visits.
- Children are being screened for developmental delays. A total of 654 children received either an ASQ or ASQ:SE developmental screening.
- Providers are focused on quality early care and education service provision. The High 5 for Quality program supported more early care and education providers this year than last, and of those that participated, 16 sites realized an improvement in their Quality Rating and Improvement System rankings.

Fresno

At First 5 Fresno County we believe that children thrive when their families thrive. This past fiscal year we invested in a number of crucial efforts to support young children and their families including:

Blue Ribbon Equity Panel: In response to the long-standing inequities facing Fresno County African American families, we partnered with the community to create a cross-system, multi-sector Blue Ribbon Equity Panel (BREP) to address larger societal issues that historically have led to African American infant mortality.

- The BREP convened to formulate a plan of action to influence policy and practice changes at multiple layers within families, neighborhoods, larger institutions and social structures which impact the wellbeing of African American families.
- The work and commitments of the BREP shape our underlying approach to community investments, as we seek to lift up and address the challenges unique to African American families, while applying what we learn toward the way we serve all families.

Unified Framework for Success (UFS): In an effort to enhance the broader Fresno County early childhood system of care, we partnered with three key agencies serving young children and families to increase the effectiveness of their internal service systems.

- Through these partnerships, Fresno Unified School District and Fresno County Superintendent of Schools developed action plans to align multiple departments to improve service delivery to families.
- This included piloting a Mid-Level Developmental Assessment model to facilitate early identification of children's needs as well as appropriate linkages to services.
- In addition, our partnership with Fresno County's Department of Social Services expanded the number of Neighborhood Resource Centers (NRCs), with a focus on communities with disproportionately higher rates of child maltreatment. NRCs serve as a hub of prevention and early intervention activities, increasing the access families have to community support.

Glenn

The First 5 Glenn County Children and Families Commission invests in a variety of services under the umbrella of its Little Learners Program. These services support children prenatal through age five and their families. Little Learners: The Little Learners Program provides universal access to





preventative and supportive services designed to increase the skills of parents, and increase healthy social interaction of families. The program has multiple service components, including parenting instruction, supervised visitation, playgroups, oral health services and education, case management for families with complex needs, developmental assessments using the Deveraux Early Childhood Assessment (DECA), referrals to community resources, and trainings for county teachers and professional caregivers.

First 5 Glenn County joined heroic measures in rescuing families from Butte County during the CAMP fire of 2018. Materials and services for displaced families consisted of: vehicles and help in evacuating, housing, tents and setup, phones, gas and transport, meals, formula, bottles, toiletries, clothes, diapers, shoes, blankets, beds, and child activities. Support measures consisted of parent support group; grief, trauma, and loss counseling; child playgroups; grandparents/parenting coffee meetings, increased Adult Education/Parenting During Crisis groups, dental screenings/referrals, medical referrals for injuries suffered in fire and in effort to keep children current on vaccinations and medication replacements. First 5 Glenn also assisted in assessing/recommending schools

for children in need of new schools and education. Partnering with other local agencies created a nurturing and supportive environment of which families were able to find comfort and healing. A year later, many have stayed and continue services with First 5 or other Glenn County agencies and some have moved on.

Glenn established the Pilot Diaper Program=Success!

Humboldt

First 5 Humboldt continued to focus on Adverse Childhood Experiences (ACEs) and resilience promotion work. In 2018, the Humboldt County Board of Supervisors agreed to fund the First 5 Humboldt and Humboldt County Department of Health and Human Services (DHHS) ACEs Collaborative Partnership through the County General Fund on an ongoing basis. The Partnership consists of:

- First 5 Humboldt projects focused on strengthening the county's ability to address and prevent ACEs and promote resilience among children ages 0-5 and their families including the co-coordination of the Humboldt County Counting on Community Symposium.
- DHHS grantee projects focused on serving pregnant women and youth ages 0-8 and their families to help prevent, increase the

awareness of and mitigate the impacts of ACEs in the county.

Project evaluations showed that local young children, families, and service providers did benefit from the efforts funded by the Partnership. First 5 Humboldt Early Childhood Mental Health Specialists provide direct support to families at First 5 Humboldt Playgroups in part as a way to help prevent ACEs and promote resilience. At Playgroup, Specialists answer questions caregivers have about their child's development and behavior, conduct informal screenings of children's behavior, provide resources and referrals, and conduct assessments at the request of parents or caregivers. More intensive family support is provided on an as-needed basis via office and/or home visits. The support can include providing assessments, infant massage, addressing sleep issues, and more individualized support. 2018 Playgroup Survey data show that parents who talked with a Specialist at Playgroup had, among other things: learned more about behaviors typical for their child's age, dealt better with parenting issues, felt more supported as a parent, and felt less stress than parents who hadn't talked with a Specialist. Results were statistically significant—results range from $p=3.59 \times 10^{-11}$ to $p=1.69 \times 10^{-34}$.

Imperial

First 5 Imperial funded programs to support the well-being and development of children. Programs ranged from lactation education to advocacy support for children under the custody of the juvenile court.

One investment related to strengthening families was the Early Asthma Education Project. A trained nurse provided case management for 86 families that have a child with asthma/asthma-like symptoms.

- Of families participating in asthma case management, 87% of parents expressed feeling confident about their ability to manage their child's symptoms.
- Services included environmental assessments for all enrolled families, of which 78% were able to implement strategies that could

help reduce, avoid or eliminate at least two triggers identified in the assessment.

- Staff reported that success was primarily due to the individualized asthma plan and one-on-one education provided to the child and their family.

Another accomplishment was the extensive child literacy activities achieved by the Literacy and Mobile Book Services Project; a mobile library that completed 728 storytime events with 3,337 children through multiple visits in over 50 preschool centers.

- During storytime events library staff used a talk, read and sing model to support child literacy, in addition to engaging in arts and crafts, assigning a take-home activity, and realizing a book give away estimated to have provided over 12,000 books to contribute to each child's home library.

One program addressed the issue of overweight/obesity by targeting children from 10 early care and education sites with cooking classes, gardening, training for providers and parents.

- Taste-testing activities on 11 vegetables and herbs before and after implementing activities showed meaningful gains. For example, there was an overall increase of 35% in the proportion of children stating that they "liked" the taste of all items at the post-intervention, and the proportion that were not willing to try vegetables decreased by 67%.

Inyo

Fiscal Year 2018-19 was a year of building the early childhood systems and supports needed to ensure Inyo County's young children are healthy, safe and ready to succeed.

- The First 5 Inyo Commission adopted a new Strategic Plan in June 2019, guiding investments for the next five years. The plan identified access to maternal mental health and substance use services as one of the challenges facing new parents. In response, First 5 Inyo convened the Inyo County Perinatal Taskforce, to strengthen the perinatal

infrastructure through systems-level impacts leading to better collaboration among agencies and services to families. The Taskforce has seen initial success with 19 staff from 10 agencies participating.

- First 5 Inyo supports the NEST (Newborn Evaluation Support and Teaching) program at Northern Inyo Hospital (NIH) to provide breastfeeding support, childbirth classes, and a weekly moms group. As part of these activities, NIH was designated a Baby Friendly Hospital in September 2018. Seen as the golden standard for maternity practices worldwide, Baby Friendly designation signifies that NIH has joined a network of healthcare facilities striving to promote, protect, and support breastfeeding.
- Lastly, First 5 Inyo strengthened families through the Inyo County Triple P Network. The Triple P Positive Parenting Program is a multi-tiered system of evidence-based supports for parents and caregivers of children. In Level 1, Positive Parenting Awareness Month was celebrated in January 2019. Media strategies included a proclamation from the Board of Supervisors, workshops and classes, and a Summit to re-engage local leadership and practitioners. In Level 2, staff trained in Seminars, offering workshops reaching an additional 64 parents. In Level 3, First 5 Inyo hosted a Primary Care training for 20 staff in June 2019.

These collective efforts resulted in a stronger, engaged network, improving parenting practices and children's well-being.

Kern

Through its funding strategies and collaborative efforts, First 5 Kern strives to promote and accomplish its vision that "all Kern County children will be born into and thrive in a supportive, safe, loving homes and neighborhoods and will enter school healthy and ready to learn". In the Fiscal Year 2018-19, the fourth year of a five year funding cycle, First 5 Kern:

- Funded 43 programs across three focus areas, Health and Wellness, Parent Education and Support Services, and Early Childcare and Education. The funded programs provided valuable services to 19,328 children and 10,271 primary caregivers.
- With continued commitment of systems change efforts, First 5 Kern continued to support Trauma-Informed Care trainings through a second cohort, which included 17 agencies and 94 providers from across the county. The trainings included the support of previous participants returning as coaches to share successes and lessons learned of adopting a Trauma-Informed lens within their programs and agencies.
- Began a new partnership with Kern Behavioral Health and Recovery Services to expand the Help Me Grow program. With the help of community partners, Ages and Stages Questionnaire screenings will be made available to more Kern County children through a coordinated county effort allowing families to request screenings through a centralized system. Families will be supported by a telephone access point, text messaging platform and an online database system. The goal of the



countywide partnership is to give more children the opportunity to be screened, identify developmental delays and link families to community resources.

Kings

During this past fiscal year, one of the most significant accomplishments of First 5 Kings County was the First 5 Kings County Family Resource Centers. The Kings County Family Resource Centers provided Early Childhood Education, Home Visitation, Developmental Screening, Parent Education and Referral services to 1,641 children 0-5 and 1,532 parents, with a total number of 27,306 services delivered. First 5 Kings County also supported a variety of quality childcare and early childhood education programs, as well as a Spanish-translation of the 211 database, to further inform the community of the services available in their native language. Below are some examples of First 5 Kings County- supported success areas:

- Parent and me programs serving children at risk for developmental delays filled a critical gap, providing developmental screenings to 233 unduplicated children and serving an increasing proportion of children 0-3 years of age.
- School readiness programs implemented at 16 public elementary schools provided kindergarten transition services across 60 classrooms reaching a potential pool of 1,320 enrolled kindergarten children. All schools reached were Title 1 schools serving a high proportion of



socio-economically disadvantaged children and families.

- Family resource centers reached 2,040 children and their parents or caregivers offering an array of health, education, childcare, and family support services in community-based settings. Participants served by FRCs were diverse and representative of the communities and programs targeted for services.
- Kings County CARES About Quality (KCCAQ) enrolled 54 active agencies, including 80 center-based or Family Child Care Home (FCCH) sites, and 162 classrooms or ECE sessions. Children served through participating programs represent approximately one-third of the county population, or 4,465 children 0 to 5 years of age.

Lake

In 2018-19, First 5 Lake completed a new strategic plan with input from the community. The plan, which can be found at www.firstfivelake.org, highlights some of Lake County's many unique assets (e.g., an involved tribal community, collaborative spirit, close knit community of families, etc.) as well as its challenges (e.g., natural disasters, social isolation, child abuse and neglect, etc.). The Commission drew on past evaluation findings as well as external data, such as the California County Health Rankings the plan. First 5 Lake will focus on equity to ensure that parents and children, particularly those in crisis or in isolating circumstances, have what they need to be successful.

- In addition to developing the strategic plan and selecting new grantees based on the plan, First 5 Lake was very active in envisioning and facilitating the development of two collaborative projects. Together with the "Smart Start Collective," a group of early childhood advocates and service providers, the First 5 Lake executive director worked with a volunteer to create a birth-to-five resource website (www.smartstartlakecounty.org) to help families with young children learn about and access needed services in the community.

- The second collaborative project facilitated by First 5 Lake and Building Resilient Lake County is the development of a report and public awareness materials describing the "State of our Children" in Lake County. These materials will be released in 2019-20 and used to educate the public and decision-makers on primary, secondary and tertiary prevention measures and the cost-savings and public benefit involved in focusing more attention on primary prevention. Building Resilient Lake County will make recommendations to the community about prioritizing prevention and the needs of the next generation. These efforts position the county to begin using common definitions and frameworks when addressing family resilience and equity and meeting the outcomes defined in the strategic plan.

Lassen

The First 5 Lassen County Children and Families Commission's primary strategy in realizing its vision and fulfilling its mission is through the Pathways Home Visiting Program. During Fiscal Year 2018-2019, First 5 Lassen County investments in home visiting resulted in the following accomplishments:

- Families are receiving the services and support they need through home visiting services.
- A total of 92 families, many of which are high-risk, were provided with intensive home visiting services.
- A total of 1,595 home visits were conducted by home visitors in which the bulk of the services they provided were centered on supporting a families basic needs.
- Additionally, 64 referrals were made to community resources and 48 children were screened for developmental delays using the Ages and Stages Questionnaire (ASQ).
- Families are stronger as a result of home visiting services.
- Families participating in the

program experienced gains (as measured by the Life Skills Progression tool) related to their relationships, their education and employment, their access to health and medical care, as well as the ability to meet their family's basic needs.

- Additionally, children experienced growth in the areas of communication, gross motor and fine motor skills, problem solving, social-emotional development, self-regulation, and breastfeeding.

Families are satisfied with the content and quality of home visiting services. The overwhelming majority of parents who completed the participant satisfaction surveys were very satisfied with the content and quality of the services they received. 100% of program participants either agreed or strongly agreed that their home visitor explains things to them about the program, arrives on time to visits, and responds professionally to questions and concerns. 100% of program participants either agreed or strongly agreed that they feel more confident in their role as a parent as a result of what they learned from their home visitor.

Los Angeles

First 5 Los Angeles had more than 100 success stories from investments during the 2018-19 Fiscal Year!

First 5's funding of 211 at Children's Court helped ensure that a family was able to connect to resources that allowed them to secure a safe and stable living environment. A mother and her 4-month-old son came into the Children's Court 211 office after just filing a restraining order against her husband due to domestic violence. She needed to get into a shelter as soon as possible to prevent her 4-month-old from being detained and removed from her custody. The Community Resource Advisor (CRA) obtained permission to contact domestic violence shelters on her behalf. They were able to locate placement for the mother and her 4-month-old. Navigating the court process can be overwhelming for families especially when they are at risk of having their children detained. Being able to act quickly to meet the court's requirements

is of the essence so that families can remain together or ultimately reunite.

Another success story comes from the Kindergarten Readiness Assessment Initiative Grant. There was a 99% Early Development Instrument (EDI) completion rate for teachers who opted-in to participate in the grant. This represents 81% of kindergarten teachers at EDI schools. The EDI helped teachers to recognize the need for the shift to provide instruction that addresses the needs of the whole child. School's teams expressed eagerness to be part of a system that supports prevention at multiple levels (within the community, at the early centers, and in elementary). EDI completion was significant due to the climate within LA Unified in the spring semester of 2019. Teachers had just returned from a strike in LA Unified, and among concerns expressed by the union was the amount of time spent on assessments. Schools opted-in to participate in the kindergarten readiness data collection because they wanted to better support the needs of their youngest students and their families.

Madera

During the 2018-2019 fiscal year, prompted by the changing landscape of First 5 Madera County and related funding, the Commission published its 2020-2024 Strategic Plan. The Strategic Plan reflects First 5 Madera County's commitment to investing into mission-driven direct services through innovative pilot projects, employing strategic partnerships, and sustainability. The Strategic Plan was developed over several months and reflects feedback from Commissioners, Commission staff, local agencies, and a variety of stakeholders and parent groups. A two-pronged approach to assessing local needs was implemented: 1) data-set reviews, and 2) community focus groups.

- Data sets were used from local strategic partners. First 5 Madera County also facilitated focus groups throughout Madera County to collect parental voices from major geographic areas and subcultures of the county. The parental perspective was used to develop Focus Group Findings. The



result is the 2020 Strategic Plan that captures a refreshed vision and direction for First 5 Madera County.

- During the fiscal year, First 5 Madera County also dedicated efforts towards refining the data evaluation processes for the First 5 Family Resource Centers (FRC) towards capturing its impact in the areas of family strengthening opportunities, improving and monitoring parental knowledge growth, and enhancing quality of early education. For example, 72% of parents surveyed suggested that attending FRC activities and/or accessing the services available resulted in learning experiences for both parent and child. Parents also indicated increased feelings of comfort and acceptance in the community.
- Finally, during the 2018-2019 fiscal year, in partnership with Fresno and Merced First 5s and Valley Children's Hospital, First 5 Madera County initiated the Tri-County Cannabis Convening. Moving forward, First 5 Madera County intends on raising awareness around the harmful effects of cannabis use on pregnant and nursing mothers.



Marin

First 5 Marin convenes community partners each month with public policy discussions in a series we call the “Marin Communications Forum.”

- Hunger Action Month—this forum brought together all the public and private agencies who work to feed families in need, improve childhood nutrition, and better coordinate the food systems throughout our county. Often named as the “wealthiest county in California,” there is a misperception that there is no one in need. In reality, about 35% of families in Marin can’t afford to make ends meet without public or private assistance.
- Children’s Health and Well-Being —this event was a “live-action dashboard” of data and statistics about young children and their families throughout Marin County. Children Now presented their “Scorecard of Children’s Health and Well-Being” and Kidsdata.org featured some of the more detailed data and local statistics that can be found on their website. The forum not only presented a snapshot about children and

families in our county, it also taught our community partners how to capture and utilize the data for public information and outreach, governmental relations and community advocacy.

- All About Autism—this forum brought a new set of parents, educators, non-profits and government agency together. The presentations were extremely informative and captivating. This event had a particularly robust question and answer session, and the guests were particularly thankful for the wealth of information, ideas and resources shared.
- Education Equity—this event was the most well-attended to date, with over 450 guests. We had excellent presentations about real-life experiences from local students, and we were also pleased to welcome Tony Thurmond, the California State Superintendent of Public Instruction, as our keynote speaker. Our guests appreciated a place to openly discuss issues related to race and ethnicity and inequities in Marin. The Forum continues monthly; free to attend.

Mariposa

During this past year, one of the most significant accomplishments of First 5 was the School Readiness Program, funded for \$190,471. The School Readiness Program serves two preschools (Catheys Valley and Lake Don Pedro) located in Mariposa County. The two preschools provide an outstanding play based program that prepares the children for kindergarten. The facilities, curriculum and activities are creative, educational and focus on developmentally appropriate activities using Science, Engineering, Technology and Math (STEM curriculum).

Another funded program that was highly successful was the Children’s Dental Health Program. The program was funded for \$25,000 for 2018-2019. This program provided dental education by the Dental Hygienist, dental services for children with severe dental problems, and dental screenings. Two local dentists provided reduced cost dental services.

Another funded program that was highly successful was the instructional aide hired to work in the Mariposa Elementary School Transitional Kindergarten classroom. The program was funded for \$18,481 for 2018-2019. The instructional aide worked with the reading program/assessments, and she provided extra assistance to children who were having difficulty. Having the aide in the classroom also provided time for the teacher to work with the children individually. The class had 22 TK students who ranged in age from 4 through 6 years and having an aide made it possible for the students to work on enrichment projects and technology.

Mendocino

During the past fiscal year, First 5 Mendocino continued to support 8 geographically dispersed Family Resource Centers (FRCs) to promote 0-5 resources and services, including providing Triple P groups, bilingual playgroups, and First 5 Mendocino resources.

- First 5 Mendocino offered nearly double the amount of Triple P groups throughout the county, including Transitions a parenting group most utilized by the courts.

Additionally, the County of Mendocino recognized January as Positive Parenting Awareness Month for the second consecutive year.

- In November, First 5 Mendocino held its first annual State of the Child, utilizing First 5's 20th Anniversary as a kicking off point. This event brought together local businesses, policy makers, and community-based organizations to talk about the effects that family friendly business policies on the community. Guest speaker, Kelly Hardy, from Children Now presented on the 2018 County Score Card data. Two community members were presented with the Child Champion Award: Anne Molgaard the founding Executive Director; and Dr. Jeremy Mann a founding commissioner. Ukiah City Councilwoman Maureen Mulheren closed the event by issuing a call to action, asking her fellow business owners to join in supporting families with family-friendly workplace policies.
- First 5 Mendocino geared up to celebrate Imagination Library's 10 year anniversary in Mendocino County. This program provides high quality, age-appropriate books to children under the age of 5, free to the family. First 5 Mendocino is grateful to First 5 California for support of this program through a special one-time funding, as the local commission was forced to make funding cuts to this program due to declining revenue. Currently, Imagination Library has saturated the community with books in roughly 73% of the homes with young children. The program continues to grow and flourish with the positive word-of-mouth from parents throughout the county, and the participation and support of local organizations such as the Special Supplemental Nutrition Program for Women, Infants, and Children, local hospitals, libraries and family resource centers.

Merced

First 5 Merced County spent approximately \$1.4 million to support services for more than 7,000 children, caregivers, and providers to build and enhance the 5 protective factors that promote optimal development, and enhance the system of effective family support/strengthening programs.

- The funded family-strengthening direct services include parent classes and support (Adverse Childhood Experiences Overcomers, Parents Helping Parents, and Be Strong Families), intensive family screening, home visiting, and mental health services (Sierra Vista Child and Family Services), cultural connection for families (Hmong Culture Camp), and in-school services (Deaf and Hard of Hearing Services Center).
- First 5 Merced County supported innovative, quality systems-level interventions for family support that result in long-term change to an organization's culture, professional norms, policies, or procedures, or increase systems efficiencies that impact young children and their families. These funded initiatives include Afya Maternal/Child Church-based Health Network, Nurturing Hmong Families, and Caring for Our Black Children. First 5 Merced County coordinated convenings focused on Help Me Grow (early screening and intervention) and cannabis, as part of its policy and advocacy work.
- Efforts to improve the quality of early care environments include funds for First 5 IMPACT, Early Educator's Institute, and stipends for a Child Development and Care Certificate program at UC Merced. Broader activities, including the Children's Summit, the Week of the Young Child event, local program/event sponsorships, and Hands on Heroes, aim to increase awareness and advocacy for early childhood, while also increasing access to high-quality environments for families.

Modoc

First 5 Modoc continues to support a comprehensive system of early intervention services to ensure the optimal health, development, and well-being of children age 0 through 5 and their families. It is important to First 5 Modoc to closely collaborate with local agencies to provide our rural population with sustainable, systemic investments. During Fiscal Year 2018-19, a total of 564 individuals were provided services through grant-funded programs. Fiscal Year 2018-19 highlights included:

- Modoc County Office of Education Special Education Local Plan Area (SELPA) "Early Mental Health Services" provided 12 families access to home-based psychotherapy using a modified Cognitive Behavioral Therapy evidence-informed model. Families successfully completed a total of 86 family-focused therapy sessions, meeting individual treatment goals and objectives. 4 Families were connected and referred to additional mental health resources through local agencies (e.g. Early Head Start, Public Health, Behavioral Health, school districts). Families concluded therapy sessions with an overall average of 77% positive self, close relationships/family, work/social/friendships, and overall well-being. This program increased





collaborative systems change efforts by increasing mental health access to families prior to school-age entry, the program benefited 21 children and 28 adults.

- Two programs, TEACH, Inc. “Budding Tree—School Readiness Preschool Program” and Surprise Valley Joint Unified School District “SVCDC—Strong Start for Children and Families” offered high-quality early education and care environments to families not eligible for State subsidized programs; 20 children were served. The program facilitated parent meetings stressed family engagement, school readiness, health/hygiene, reading at home (Talk. Read. Sing.), and tobacco-use prevention. Both programs assessed students using the Desired Results Developmental Profile (DRDP) tool; 100% of students showed increased aptitude. Results were shared with parents and transitioning teachers to facilitate school readiness.

Mono

First 5 Mono programs served the following number and percent of the 0-5 population (numbers for each program are unduplicated, but across programs numbers include duplicates):

- Improved Family Functioning
 - Home Visiting: 148, 21%
- Improved Child Development
 - CDBG Preschools: 12, 2%
 - Childcare Quality System: 465, 65%

- Footsteps2brilliance 505, 70%
 - Peapod Playgroups: 192, 27%
 - Raising A Reader: 237, 33%
 - Summer Bridge 73, 10%
- Improved Child Health
- Oral Health: 119, 17%
 - Safe Kids: 229, 30%
- Family Area of Residence:
- Benton, Chalfant, Paradise: 4
 - Mammoth Lakes, Crowley Lake, Sunny Slopes: 102
 - June Lake, Lee Vining, Mono City: 10
 - Bridgeport, Walker, Coleville, Walker, Topaz: 9

Key Findings:

- Home Visiting: Participating families have improved parental knowledge, understanding, and engagement in promoting their children’s development and physical and mental health; most enrolled children received developmental screenings; 54% mothers participating in First 5 Mono Home Visiting have increased breastfeeding rates compared to California mothers.
- Oral Health: Children at kindergarten entry have a high percentage of untreated carries, 30%.
- Peapod Playgroups: Participating families are receiving child-development and parenting education.

Due to the data, findings, and conclusions herein, First 5 Mono County will continue to fund its currently funded programs while implementing measures to improve quality. First 5 Mono will also continue to work with community partners to leverage supports around investment areas and the well-being of children birth to five and their families. The Commission will consider implementing changes to funding allocations with this data during the 2018-19 Strategic Planning process.

Monterey

First 5 Monterey County invested \$6.14 million in Fiscal Year 2018-19, providing services to more than 36,000 young children, parents, and providers.

- First 5 Monterey County deepened work in mental health, by adding an Infant Family and

Early Childhood Mental Health training solely in Spanish to the existing English cohorts. The Spanish-language cohort supports providers whose first language is Spanish and who are providing services in Spanish. Approximately, 170 providers participated in the trainings. Evaluations show participants connect to valuable information about early relationships, social emotional development and early mental health.

- First 5 Monterey County partnered with the Monterey County Department of Social Services to expand home visiting services to CalWORKs families. First 5 Monterey County was seen as a natural partner for the project. Over 100 CalWORKs families will be receiving visits each year.
- In Fiscal Year 2017-18, surveys and in-person meetings identified early childhood development and mental health as priorities for the use of cannabis revenue. During the Fiscal Year 2018-19 county budget process, First 5 Monterey County worked with stakeholders to support funding. One of those partners was Bright Beginnings, an early childhood development collective impact initiative of the Monterey County Children’s Council. First 5 Monterey County serves as the fiscal agent and one of the lead partners. As a result of the collaborative advocacy efforts, The Monterey County Board of Supervisors unanimously approved the use of \$340,000 from cannabis funds to support the work of Bright Beginnings, including the local maternal mental health task force.
- First 5 Monterey County celebrated 20 years of championing childhood by partnering with organizations to create MY Town, a free, hands-on children’s museum for the whole county hosted at the National Steinbeck Center. Close to 6,000 children and adults visited the exhibit which emphasized the importance of playing with children. It was designed to be a traveling exhibit and several

communities are interested in continuing the learning through play.

Napa

In Fiscal Year 2018-19, First 5 Napa invested in systems-level change by forming the First 5 Napa Network, a network of leaders committed to moving the needle on the most intractable problems facing Napa County's children 0-5 and families.

- The inaugural First 5 Napa Network cohort—comprised of 17 cross-sector leaders—was convened over a 6 month period to build leadership skills, increase collaboration and connectivity, and utilize human-centered design and systems thinking strategies to identify the challenges that face Napa County children 0-5 and families and create experiments to address them.
- First 5 Napa Network members were given design challenges with an overall lens of “moving towards an equitable, socially just and inclusive community for children and families.” The design challenge highlighted here was “creating ways for parents and caregivers of young children to better access, engage in and benefit from services available to them.” Through empathic interviews, First 5 Napa Network members found that many parents feel alone in their experiences and do not receive respectful or appropriate care when accessing services in Napa County. The design team then hosted a session with 6 LGBT family members that revealed the following themes about what Napa County LGBT families need: to feel visible and supported by the community; safety; and connection with other LGBT families and allies.
- Within two months, these LGBT parents led civic action that resulted in the Rainbow Flag flying for the first time at 4 city halls and 2 Napa County offices. 5 flag policies were adopted. To build connections, LGBT parents hosted a Rainbow Play Date for Pride Month. 120 people (including

41 children 0-5 and 61 parents) attended. Rainbow Play Dates now continue monthly. Parents felt more connected to LGBT families and more supported by their community after attending the Play Dates. The momentum of these efforts led to the creation of the Rainbow Action Network to continue system level efforts to support the LGBTQ community.

Nevada

Evaluation findings reported in Fiscal Year 2018-19 pertained to Fiscal Year 2017-18. Highlights from that year include: Four Family Resource Centers (FRCs) served 926 parents and 1,013 children 0–5 years. The FRCs delivered many services that helped families increase their Five Protective Factors including: 441 in structured play groups for parents and children, 1,044 referral contacts were made to community resources, and parent information was shared with 106 parents. Foothill Truckee Healthy Babies Home Visiting Program provided intensive support as an accredited, evidence-based Healthy Families America program to 273 parents of 139 children, delivering a total of 2,151 home visits in Fiscal Year 2017-18. Home visitors:

- Provided 767 referrals for additional local resources
- Screened all eligible mothers with the Edinburgh Postnatal Depression Scale, identified 28% of these mothers who screened

positive for depression and successfully connected 100% of these mothers to services for their depression

- Screened 97% of target children with the Ages & Stages Questionnaire (ASQ) and ASQ - Social-Emotional health (ASQ-SE) developmental screenings, identified 11% of children who had suspected developmental delays and connected 100% of these children to further assessment and services for their delays. Moving Beyond Depression Program provided evidenced-based delivery of in-home therapy to mothers in home visiting programs who were diagnosed with depression. Therapists delivered 200 therapy sessions to 21 clients.
- 86% of clients showed a reduction in their Edinburgh Postpartum Depression Scores over the course of the program
- 100% of clients had coordinated care provided by their therapist and home visitor. The Step Up to Kindergarten Summer Program served 96 5-year-olds with the enrolled children showing growth in an average of 2.3 out of 10 measured school readiness skills over the course of the 3-week program. The number of children showing mastery of more than half of the items (6 or more) increased by 26% from entry to end of program.



Orange

Strategic Plan—First 5 Orange County updated its strategic plan, holding meetings with Commission members and stakeholders and conducting targeted community outreach and public study sessions to develop measurable objectives in three areas that align with statewide early childhood goals: Resilient Families, Quality Early Learning, and Comprehensive Health and Development. Adopted in April 2019, the 2019-2024 Strategic Plan acknowledges a shift of priorities from the creation of new services to better integration and coordination of services and agencies that support young children and families. It also includes the new branding of First 5 Orange County which now aligns with the network of First 5 Commissions throughout the state.

- Prenatal to Three—First 5 Orange County received Pritzker Children's Initiative funding to work on shaping early childhood systems that will lead to increased investments in core services for infants and toddlers. A Pritzker fellow began work in August 2018, convening partners to strategize how to increase access to high quality services for children from birth to age 3 and their families, with the ultimate goal of improving kindergarten readiness. As a participating county in the National Collaborative of Infants and Toddlers, First 5 Orange County is

contributing to the national effort to strengthen early childhood systems and drive policies toward investment in core services for infants and toddlers.

- Home Visiting – The newly created California Work Opportunity & Responsibility for Kids (CalWORKs) Home Visiting Initiative set aside funding to expand access to home visitation services throughout the state. First 5 Orange County's Bridges Maternal Child Health Network provided the platform for implementation of CalWORKs-funded expansion of home visiting services, leveraging several Bridges program assets including comprehensive screenings for women and babies, the established and evaluated local home visitation programs, and subject-matter expertise for the targeted local families in need.

Placer

First 5 Placer is committed to investing in the county's youngest children. In Fiscal Year 2018-19, over \$2.9 million were spent focused on child abuse and neglect; oral health; maternal and child health; and early literacy reaching nearly 8,000 children, parents, family members, and providers through its funded programs. Nearly 40% of children and parents were Latino; 36% spoke a primary language other than English; and 58% of children were enrolled in Medi-Cal.

Two key accomplishments in 2018-2019 by First 5 Placer include efforts to 1) increase children's access to oral health and 2) increase maternal and child health.

Oral Health: More First 5 Placer children had been to the dentist or dental hygienist in the past year, compared to previous years. (68% in 2018-2019 compared to 48% in 2016/17 and 59% in 2017/18). The Placer County Oral Health program provided the following services to children and families receiving WIC:

- 474 children received an oral health assessment and tooth brushing demonstration
- 342 children received a fluoride varnish to prevent cavities
- 77 children who were identified as not having a dental home or needing further dental services received follow-up information and support
- The Placer County Oral Health Alliance convened 11 times and continues to expand its partner network.

Maternal and Child Health: More women engaged in services through First 5 Placer received prenatal care in the first trimester in 2018-2019, compared to previous years (79% in 2018-2019 compared to 66% in 2016/17 and 63% in 2017/18). With support of First 5 Placer:

- 52 women received support from promotores to access prenatal and postnatal care (Latino Leadership Council)
- 61 mothers received counseling for perinatal or postpartum depression (Insights Counseling)
- 163 children and caregivers received weekly home visits using Parents as Teachers (KidsFirst)
- 97 mothers received substance abuse treatment and child development support (Granite Wellness)

Plumas

The First 5 Plumas County Children and Families Commission's primary strategy in realizing its vision and fulfilling its mission is through the support of home visiting services. Currently, the Commission funds



four direct service grants that provide home visiting services to families (including foster parents) who have children ages 0–5. All programs utilize the Strengthening Families™ Protective Factors framework to support and measure success. During Fiscal Year 2018-19, First 5 Plumas County investments in home visiting resulted in the following accomplishments:

- Families are engaged in home visiting services.
- A total of 98 families were provided with home visiting services.
- A total of 717 service contacts were made by home visitors in which 4,391 services were provided.
- 64 children were screened using the Ages and Stages Questionnaire (ASQ), while 5 were screened using the Social-Emotional (ASQ:SE) version of this tool.

Families are stronger as a result of home visiting services. All of the home visiting programs identify outcomes achievement related to each of the five Strengthening Families™ Protective Factors. In each of the protective factors, there was an increase in parental perception of skills, supports, and knowledge after having received home visiting services.

- 93% of parents agreed that the program has helped them improve their parenting skills.
- 92% of parents agreed that the program has helped them reduce the stress in their life. Families accessing services report a high level of satisfaction. The overwhelming majority of parents who completed the questions related to client satisfaction at the end of the Protective Factors survey were very satisfied with the home visiting program.
- 96% of parents agreed that their overall satisfaction with services was very good, while 100% indicated that their ideas and opinions are welcomed and included in the program.

Riverside

First 5 Riverside continued to focus on strategies and planning framework to align with the First 5 California system. Much of the work

supported systems and capacity building through the development of strategic partnerships with local and state organizations and private/public agencies. A focus on sustainability of First 5 has led to increased leveraging of outside grant opportunities including CalWORKs Home Visiting Program, Dental Transformation Initiative (DTI) and match funding with Nurse Family Partnership and LENA Start. Additionally, First 5 Riverside has endeavored to sustain strategic and regional partnerships such as Help Me Grow—Inland Empire and DTI to build strong and aligned systems to support children and families. Much work has been dedicated through QSRC to increase access to quality early learning settings and foster professional development for ECE providers.

HealthySteps, an evidence-based pediatric primary care model, was implemented at 5 Federally Qualified Health Centers and 3 pediatric clinic sites changing the structure of pediatric care through an integrated seamless system of care comprised of universal services, short-term supports, and comprehensive services. HealthySteps Specialists ensure families have access to expertise and personalized support to better navigate the health care system.

First 5 Riverside increased its focus on building resilient communities to strengthen protective factors with an expansion of home visitation using a variety of models. Increasing families' access to services and resources to support family resilience, build provider capacity to support families in caring for their children, and educate parents to have the skills and tools to help their children achieve their fullest potential, are the main tenants of this initiative. First 5 Riverside consistently explores mechanisms for further expansion through strategic partnerships and funding opportunities.

Sacramento

First 5 Sacramento funded an evaluation of developmental playgroups to gather formative data about the programmatic elements in use across First 5 Sacramento's nine partner school districts.



- Nearly half of 9 sites received scores that indicated their practices were exemplary.
- Curriculum: Playgroup sites that scored highest on curriculum offered playgroup curricula that were engaging, thematic, culturally responsive through language, and provided take-home supplemental activities for families.
- Classroom Environment: The most effective classroom environments utilized shared resources to benefit both classroom environment and coordination/accessibility of resources and referrals to participating families. The location of playgroups on preschool or elementary school sites provided a pipeline toward school readiness. Next-best classroom environments created safe, warm spaces with curriculum-driven stations, regardless of whether the location was mobile or in a shared space setting.
- Schedule: Overall, schedule satisfaction correlated with classroom location. Sites that were less satisfied with their schedule desired to expand sites with an ideal location that offered a successful classroom environment while reducing sites with less ideal locations that offered more challenging classroom environments. While playgroup communities face multiple barriers, the two most common barriers were: 1) lack of awareness of program offering/program value, and 2) transportation.
- Staffing/Infrastructure: Staffing provides the frontline assurance of playgroup quality and connection,

while infrastructure provides the baseline strategy for overall family support. District sites with enthusiastic, intentional staff that practice engaged parent support, employ Multi-Disciplinary Teams, and administer the Ages and Stages Questionnaire tool to all registered families, reflect preventive, as opposed to reactive, approaches to participation and engagement, and overall family support.

San Benito

First 5 San Benito provided services, supports, and resources to children, families, and providers that addressed the First 5 California four result areas. Outcome highlights related to these results are summarized below.

- According to pre-post survey results, parents participating in Family Wellness Court parenting classes demonstrated significant improvement in family functioning, particularly in family members' ability to express their needs and feelings to one another listen and communicate clearly and positively, make decisions together, and handle changes well as a family.
- Parents as Teachers home visiting participants said that the program greatly improved their knowledge



of child development and how to meet children's social and emotional needs.

- Participants in Raising a Reader reported a significant increase over time in their child's reading engagement, and 99% of participants in Story Time said this program gave them ideas about how to make reading fun at home.
- To address Improved Child Development, First 5 San Benito enrolled 33 Early Childhood Education (ECE) providers in the Quality Counts program and provided professional development and coaching, and 12 ECE providers attended California Preschool Instruction Network classes in the county. Additionally, the Pre-Kindergarten Observation Form (P-KOF) was administered to children in Quality Counts programs help ECE providers better understand and support their students' readiness for kindergarten.
- Child health was addressed through the inspection of 30 car seats for safe and appropriate installation and the distribution of 25 new car seats.
- Finally, to contribute to Improved Systems of Care, First 5 San Benito organized and facilitated a multisector collaborative of local leaders to guide the development of a Family Impact Center to integrate service systems in the county and it helped form the Tri-County Central Coast Early Childhood Advocacy Network to advocate for policies and systems that benefit young children and their families.

San Bernardino

One of the most significant investments by First 5 San Bernardino was the continued building and implementation of a Quality Rating Improvement System (QRIS).

- For Fiscal Year 2018-2019 reporting, there were 234 early care and education sites participating which resulted in 10,087 children served. Since launching Quality Start San Bernardino (QSSB) in

Fiscal Year 2015-2016, QSSB participants have made progress in increasing the quality of their programs.

- Fiscal Year 2018-2019 was the program's first year with sites receiving a re-rating. Out of the 60 sites that were re-rated, 42 had an increase in their total rating points and 24 had an increase in their overall tier rating.

A QSSB participant success story worth noting is that of a Family Child Care (FCC) provider. This provider signed up to participate in 2017. Upon enrollment, the provider had recently obtained a valid Family Child Care license and attended Early Childhood Education classes through Child Care Resource Center (CCRC). The assigned QSSB Coach explained the rating process and by June 2017, the provider received a tier rating of 2-Rising Quality. The provider was determined to work with her coach to increase the quality of her center for the benefit of the children in her care. During the first two years of participation in QSSB the provider completed her Bachelor's Degree in Child Development, completed 21+ annual hours of Professional development, and set up requirements for physician's reports and/or doctor's exams for children ages 5 and under. The provider became a certified Early Head Start Provider and set up the center environment in compliance with Family Child Care Environment Rating Scale (FCCRS). She also attended ASQ and DRDP training and began to implement the use of these tools successfully. In 2019, the site was rated for a second time and increased from a tier rating of 2-Rising Quality to a tier rating of 4-Emerging Quality.

San Diego

This year, a total of 49,359 San Diegans received supportive services via First 5 San Diego initiatives. These include health and dental services, quality preschool, targeted home visiting, parent education workshops and much more. Thousands of additional young children and their parents benefited from communitywide services such as the Kit for New Parents, the NEW First 5 San Diego mobile app,

the First 5 Warmline, community health screenings and ongoing community outreach and parent education campaigns.

- This year, Oral Health providers screened 22,818 children and pregnant women and treated 16,481 for oral health needs. Several First 5 San Diego initiatives offer developmental screenings, assessments and treatment services to address the needs of young children. It is First 5 San Diego's goal to expand screenings across multiple settings, such as pediatrician offices and preschools, to ensure that all children in San Diego County have regular developmental checkups before entering Kindergarten.
- First 5 San Diego providers screened 12,731 children, identified 1,497 children with behavioral concerns and provided treatment for 3,191 children, which includes those who were referred from outside of our network. Drawing on recommendations from early education research and emerging best practices, First 5 San Diego funds two early learning initiatives: Quality Preschool Initiative and Mi Escuelita Therapeutic Preschool.

In total, 12,138 children in San Diego County received high-quality early education and targeted services through these initiatives. We are excited to announce that we adopted a 5-year Strategic Plan for Fiscal Years 2020-25! As we look to our emerging future, our declining revenue calls for us to consider a greater focus on our investments. This provides us with a unique opportunity to function as a convener, as an expert leader and thought partner to continue improving the overall system of care for children from birth to 5 years old throughout San Diego.

San Francisco

First 5 San Francisco advances systems of support for early childhood education, family well-being, and early intervention to ensure that all young children thrive in supportive, nurturing, and loving families and communities.

Investments in the Quality Connections Quality Rating and

Improvement System now reach a total of 8,452 children in 429 participating early education programs and family support centers. More than 2,600 providers received Quality Connections professional development, including more than 14,000 hours of in-depth coaching instruction. As a result, percentages of programs meeting quality benchmarks continue to rise in the areas of instructional support (63% meeting quality cut-off scores) and environments (94% meeting quality cut-off scores).

San Francisco's network of 26 Family Resource Centers (FRCs) are in their 10th year of implementation. In Fiscal Year 2018-19 they supported just under 14,000 parents and children through an array of services intended not only to prevent child abuse and neglect, but to also provide parents with the tools and resources they need to give their children the best start toward school and life success. Across services, pre- and post-surveys indicate that after three to four months of participation, FRC parents are:

- More knowledgeable in child development
- More confident in parenting
- Increasing use of positive parenting practices
- Perceiving child's behavior as more manageable
- More frequently interacting with their children
- More frequently interacting with others in their communities.

San Francisco's Help Me Grow (HMG) Initiative continued to expand early identification and intervention efforts in Fiscal Year 2018-19 with approximately 6,000 children receiving a developmental screen. The HMG team also provided intensive supports within the classroom setting to over 300 parents and preschool children with low to moderate developmental risk, to ensure a more positive early learning experience in preparation for kindergarten.

San Joaquin

First 5 San Joaquin continues to focus on leveraging additional resources and partnerships in order to bring services to the community. Two

programs are highlighted here:

- IMPACT served 51 Family Child Care Homes and 62 Centers in 2018-19. The most successful strategies included a marketing campaign to raise awareness about Raising Quality! (RQ!) and encourage enrollment in preschool, and printed guides to help parents find quality care and parent-friendly toolkits about Infant/Toddler/Preschooler development and resources.
- The newest component of IMPACT is the Peer Mentor Program that equips mentor providers to assist their peers in creating developmental screening systems within childcare settings. Other successes included the Provider Appreciation event held in March 2019 to honor over 100 early care and education providers, with Camille Maben as motivational keynote speaker. And in July 2019 family child care provider José Chavez gave compelling testimony at the First 5 California meeting at which IMPACT funding was subsequently approved for the next three years.
- First 5 San Joaquin also implemented the CalWORKs (CW) Home Visitation Program locally known as FamilyWORKs. By June 2019, 118 families were served in FamilyWORKs. The acceptance of state funding tripled the local home visitation budget and supported training to over 700 CW employees on local resources for children under the age of five. FamilyWORKs includes an early childhood consultant service through the San Joaquin County Child Abuse Prevention Council for behavioral health case consultation. Partnerships with the Family Resource & Referral Center Help Me Grow Call Center and SJ TEETH oral health care coordination services leverage community-based services designed for very young children to strengthen systems for families participating in the CW programs.



San Luis Obispo

Our early-literacy arm extended its reach even further, with more than 30 Raising A Reader sites serving upwards of 500 children across the county.

- Community collaboration brought the family-engagement program to vulnerable populations at ECHO (El Camino Homeless Organization) and 40 Prado, two local centers that provide shelter and support services for individuals in crisis, many of whom are young parents and children.
- Raising A Reader is also brightening days and boosting minds at the Sierra Vista Hospital Pediatric Unit, where young patients and their parents receive book bags for precious story and bonding time together!
- As San Luis Obispo County prepared for the launch of the Help Me Grow system, we engaged local pediatricians in conversations on Developmental Screenings. First 5 San Luis Obispo hosted the “Pediatric Town Hall: Strengthening Our Developmental Screening & Referral Practices” in November 2018. It offered Continuing Medical Education (CMEs), which contributed to the amazing turnout of 23 local physicians from across the county. The event featured a number of speakers, including Dr. Edward Curry, AAP-Chapter 2

Immediate Past President, as well as a provider panel and resource fair.

- In early 2019, a group of local stakeholders began laying the groundwork for a town hall focused on addressing childcare challenges in San Luis Obispo County.
- May 2019’s “Where’s the Care?” convening received tremendous community support, with over 140 attendees. The event hosted speakers from all over the state, including Camille Maben (First 5 California Executive Director), Rene Mendez (City of Gonzales City Manager), and Sheryl Shushman (Patagonia Director of Global Family Services), representing the private sector and government side of addressing childcare needs. There was equal time to explore the challenges and begin problem solving through breakout sessions and brain storming. The event created public awareness, government attention and business engagement that still continues.

San Mateo

During Fiscal Year 2018-19, First 5 San Mateo County maintained its multi-faceted investments in programs supporting all aspects of a child’s early years, including Early Learning; Child Health & Development; Family

Engagement; and Policy, Advocacy, and Communications. Supported by \$6.1 million in community investments, our funded partners served over 10,000 children, parents, and providers, and distributed 2,802 Kits for New Parents. First 5 San Mateo County has also engaged diverse stakeholders in many areas critical to the health and well-being of young children. Examples include:

- Build Up for San Mateo County’s Children: First 5 San Mateo County is leading a cross-sector, public-private partnership to expand awareness of the child care gap, mobilize advocates, increase the number of child care spaces, and generate funding. Build Up has secured three years of operational funding, hired full-time staff, and received donations of over \$300,000 to seed the Build Up Capital Fund. Thus far the partnership has saved 610 spaces from closure, supported the creation of 550 new spaces through repurposing existing structures, and ensured that more than 1,000 new spaces are included in upcoming development projects.
- Help Me Grow: In bringing Help Me Grow to San Mateo County, F5SMC has committed to enhance sustainability through expanded funding partnerships.

In addition to our own contributions, this year Help Me Grow was supported by nearly \$500,000 from other funders, including private foundations and public agencies. These resources went towards the full continuum of services for children with or at risk for special needs and their families and communities, such as outreach, the HMG call center and website, screening and assessments, referrals and service linkage, care coordination, and health provider engagement.

Santa Barbara

In Fiscal Year 2018-2019 First 5 Santa Barbara County invested \$2,864,685 in programs and services for 2,446 children and 2,604 families. Investment strategies included Family Resource Centers, Quality Counts, Early Care

and Education spaces and Systems Improvement. First 5 Santa Barbara County achieved several noteworthy results that improved the quality of child care setting for children which include the development of twilight preschool classrooms across six school district campuses. This First 5 Santa Barbara County funding partnership with school district funding increased access to quality preschool for 96 children and is an exemplary model of innovation and the power of leveraged funding. A total of 139 sites participating in Quality Counts and of those sites 64 centers and 24 Family Child Homes also maintaining nationally accredited. The development of a strong cadre of Quality Counts center based and family child care coaches that are certified or highly trained in Classroom Assessment Scoring System (CLASS), Center on the Social and Emotional Foundations for Early Learning (CSEFEL), Trauma Informed Care, Dual Language Learners, Family Child Care Environment Rating Scale (FCCERS), Ages & Stages Questionnaire (ASQ) and National Association for the Education of Young Children (NAEYC) and National Association for Family Child Care (NAFCC) accreditation. First 5 Santa Barbara County provided first time funding to St. Vincent's Family Strengthening Program (FSP), a drug and alcohol-free, transitional housing program (up to 27 months), designed to assist homeless single mothers with one or two children birth to 5 years old. FSP offered a supportive, communal environment where young women and their children were able to access the life-tools and services they need to become self-sufficient and thrive. FSP is funded in part by First 5 Santa Barbara County, which provided the following services to 28 mothers and 29 children, with 24,455 transitional housing days:

- Ongoing case management using the Family Development Matrix tool
- Weekly evidence-based parenting classes
- Early childhood education and assessments
- Weekly counseling with Marriage and Family Therapists (MFT) and behavioral health support

- 92% of mothers in stable housing post FSP
- 58% of mothers obtain higher paying jobs
- 57% of mothers received free legal assistance.

Santa Clara

As part of our commitment to sustainable systems of quality early education, First 5 Santa Clara County finds creative pathways to increase teachers' professional development, educational goal attainment, retention and leadership development in the field. In working towards assisting educators with achieving their educational goals First 5 offered 15 full scholarships to earn a master's degree from Pacific Oaks College in Human Development with a concentration in Leadership in Education & Human Services. Participants focused their thesis on improvements to the ECE field, such as the benefit of intergenerational programs for children and elders, impacts of quality teamwork on educators, barriers and facilitating factors to Latino parent engagement, and the impact of inclusive childcare sites. The participants also shared what they learned with the Quality Matters communities of practice. In focus groups throughout the program, participants reported that the master's program was a major life undertaking as they balanced the programs' demands with those of their full-time jobs and families, but it was a transformative experience for them. They learned more about the early learning field, as well as a deeper understanding of social inequities, privilege and oppression, and inclusion practices. They also gained the building blocks of leadership, including presentation skills, listening skills, ability to voice their opinions, and to make decisions. Indeed, the master's cohort participants said they felt a sense of responsibility to improve the quality of early childhood education in their communities, and some had already begun this by hosting Family Childcare Network meetings, discussing QRIS ratings with other teachers, mentoring co-teachers, and advocating for funding for a pilot co-op program. Ultimately, all 15 educators supported by FIRST 5 were awarded their master's degree.

Santa Cruz

First 5 Santa Cruz County is helping preschool children get critical early vision screenings through its VisionFirst Program. Following the completion of First 5's successful pilot program in 2015, VisionFirst has now been integrated into First 5's Santa Cruz Reading Corps program, which has increased the program's reach into a total of 69 classrooms. VisionFirst provides children as young as 6 months old with a simple and efficient vision screening using the Spot Vision Camera that quickly detects common vision problems. Parents of children found to have possible vision issues are assisted in getting a full vision exam for their child with a local optometrist. Of the 1,115 children screened in 2018-19, 171 (15%) had possible vision problems identified, and to date 127 of those children have received a full vision exam. Of these children, 114 (90%) have been prescribed eye glasses or are being monitored. Due to this success, some local partners purchased their own Spot Vision cameras to provide on-going screenings.

First 5 Santa Cruz County is connecting newborns to medical care through the Baby Gateway Newborn Enrollment Program. The goals of First 5's Baby Gateway Program are to visit mothers who have given birth in local hospitals and provide: health insurance enrollment assistance, First 5's Kit for New Parents, and information on using primary care appropriately. In 2018-19, this program reached 90% of all mothers while in the hospital. Baby Gateway also assisted 98% of all mothers who had Medi-Cal births to complete a Medi-Cal application for their newborns, and 99% of these mothers identified a preferred primary care provider or clinic for their child before discharge from the hospital. This program may also be having an effect on the use of the Emergency Department (ED) for very young infants, and particularly those who are covered by Medi-Cal. Since the launch of this program, the number of infants (under age 1) on Medi-Cal who visited the ED at one hospital has dropped 49%.

Shasta

First 5 Shasta's 2018-19 highlights include:

- Established a new 5-year strategic plan with the following goals: Adverse Childhood Experiences (ACEs) are reduced and prevented in the Shasta County 0-5 population; All children 0-3 in Shasta County have healthy beginnings and optimal development; All children in Shasta County will be prepared for and enter school ready to learn.
- Launched Help Me Grow Shasta (HMG) with community event, in collaboration with the Shasta County Office of Education and the United Way. HMG leverages local resources to increase public awareness of the need for developmental screening, offers screenings, and provides referrals and care-coordination for early intervention services.
- Provided \$21,000 for Wildfire Recovery Grants to help childcare providers rebuild and children/families recover from trauma after the devastating wildfires of 2018.
- Continued work with community partners around ACEs education, prevention and intervention.
- Provided NICU and families of newborns with books to read to their infants, which provides exposure to language and opportunities for attachment in a stressful environment.
- The Bridges to School Success program provided evidence-based mental health services and behavior supports to 137 children at risk of preschool/childcare expulsion and 261 parents/caregivers.
- Supported the Healthy Babies Program, which provides mental health services for 87 pregnant women and mothers of children age 0-2 experiencing depression or anxiety brought on or exacerbated by pregnancy or during the postpartum period.
- First 5 Institute delivered training and educational activities for 624 children, 425 parents/caregivers via activities including professional

development, library story times, and professional training.

- Summer Safety projects focused on outdoor safety and drowning prevention served 1,492 children and more than 2,000 family members.
- Coordinated 22 Week of the Young Child Events.
- Distributed more than 18,000 children's books.

Sierra

The vision of First 5 Sierra is to ensure a continuum of appropriate and integrated health, education and recreational support services from prenatal to old age for a balanced and sustainable Sierra County community. First 5 Sierra's strongest and most successful achievement continues to be its preschool tuition subsidy program. This program supports working families, most of whom would not be able to send their children to preschool without tuition assistance. In 2018-19 First 5 Sierra continued to achieve an amazing 90% rate of children attending preschool prior to entering kindergarten. Investing in a program where all local children can attend preschool ensures that all Sierra County children will start kindergarten with the most optimal preparation and with the least disparity in readiness possible.

First 5 Sierra continues to seek innovative ways to support the resilience of our families. First 5 piloted a Back to Preschool Night which introduced parents to service providers from the schools, Community-Based Organizations and county Health and Human Services, and included a fascinating presentation on positive parenting from an expert behavior specialist. The event was well attended and received overwhelmingly positive feedback from parents, with high interest in future events. In our remote, rural community there are few to no opportunities or spaces for parents of babies and very young children to connect, socialize and support each other—there are no community centers, no recreation programs and only two very small coffee shops in the entire county. First 5 Sierra sponsored a family-friendly summer Music in the Park

series to provide parents with a venue for social connections and program outreach. The events were well received in the community, resulting in parents meeting other parents, distribution of our favorite Potter the Otter materials, as well as increased program registration and visibility for the needs of young children and their families.

Siskiyou

In Fiscal Year 2018-19, First 5 Siskiyou provided unique breadth, scale, and quality of programs that enabled successful reach to community members, including the following:

- Seventeen communities served 8 Family Resource Centers (FRCs) throughout Siskiyou County.
- Over 10,000 hours of drop-in help are available at FRCs.
- Playgroups are conducted once per week for 48 weeks, across 288 sessions, reaching over 700 children.
- First 5 family literacy efforts included book distributions from C/FRCs, Dolly Parton's Imagination Library, Red Scarf Society, Reach Out and Read, Fairchild Medical Center, and Read Across Siskiyou Starts at Pregnancy. Over 22,000 books were distributed to children ages birth to 5.
- Evidence based parenting education classes and workshops reached caregivers across the 5000 square miles, and out of 128 caregivers surveyed, 43% reported experiencing abuse by a person inside their family, while 34% reported experiencing abuse by a person outside of their family.
- First 5 launched its 2018-19 kindergarten readiness assessment in 25 classrooms across the county. Teachers used the Kindergarten Observation Form to assess the readiness skills of 420 children, and 227 of their parents completed a Parent Information Form, providing rich detail about family demographics, access to early education, basic health, and social services, as well as family protective factors.
- First 5 ensured quality of services by training all grantees on the

Strengthening Families framework, and completing the Strengthening Families provider self-assessments. Rich menu of high quality PD Trainings were provided. Agency-wide, First 5 created a strategic evaluation framework which identified priority indicators for each goal area and related programs, as well as evaluation tools and reporting procedures. An Annual Strategic Plan was also created in Spring 2019 which summarized strategies through which First 5 seeks to impact and measure the indicators outlined in its strategic framework.

Solano

First 5 Solano continued to implement its high-quality programs in the Priority Areas of Health & Well-Being, Early Childhood Learning & Development, Family Support & Parent Education, and Systems Change. Accomplishments of Fiscal Year 2018-19 included:

- The launch of an Annual Grants program to provide a regular opportunity for the Commission to fill community gaps, pilot new or innovative ideas, and address time sensitive community needs. Through the first year of funding, seven grantees provided services to close to 700 children and families. Several agencies were able to sustain their project beyond the initial funding, seeding important work in our community.
- With blended funding from the First 5 Solano and Mental Health Services Act, the evidence-based Triple P Positive Parenting Program was implemented as a parenting education strategy. A total of 38 practitioners, representing eight local agency providers participated in extensive Triple P training across four levels of intervention and received accreditation. Providers began offering parenting education services to parents in Fall 2018 with over 1,000 parents receiving services in the first year.
- In early 2018, the Commission made a decision to establish a First 5 Center in the City of Vallejo

due to the high-risk factors in that city. During Fiscal Year 2018-19, First 5 Solano identified a location within a census tract with 58% child poverty, and close to neighborhoods with even higher rates of poverty. Construction began with an estimated timeline for opening the Center in December 2019.

- The First 5 Center will be a one-stop location to provide a full range of dual-generation services to support healthy behavior, social and emotional development, and school readiness of children, as well as provide parents the tools they need to develop positive parent child relationships and connect to other families. All services will be family-centered and trauma-informed to build resilience and strengthen families.

Sonoma

In Fiscal Year 2018-19, the First 5 Sonoma County Commission's top priorities included increasing equitable access to quality early care and evolving the Commission's organizational structure to promote the sustainability of its mission and stewardship of public funds.

It is no longer the case that one parent works and one stays home. Childcare is essential to support parents' ability to work and further their skills through education. Affording childcare is difficult in Sonoma County and is a barrier for employers to attract and retain workers. Locally, a family earning the median household income spends 20% on childcare, and the cost is over 60% for a parent earning minimum wage.

In the 2017 wildfires 15 licensed childcare programs were lost, displacing 444 children and leaving many parents unable to work. First 5 Sonoma County launched the Employer-Supported Child Care initiative, partnering with the Santa Rosa Metro Chamber, Sonoma County Office of Education, employers, childcare operators, the Child Care Planning Council, and the Community Child Care Council to leverage private sector resources to make child care more affordable.

The Commission partnered with elected officials and County of Sonoma and City of Santa Rosa planning and economic development departments to set up a soft pipeline of housing development projects over the next five years to co-locate childcare facilities within affordable housing.

Stanislaus

2018 was a pivotal year for First 5 Stanislaus. The organization completed a name change from the Stanislaus County Children & Families Commission to First 5 Stanislaus. We adopted a new logo and new website to reflect our energy and progressive nature. We also created a new digital report to the community to replace its previous print newspaper version. This report featured video testimonials that highlighted the impact of First 5 work in the lives of community members. Probably the most significant accomplishment in 2018-2019 was the completion of a major community-based, strategic direction and planning process involving multiple stakeholders. The result of the work included a new mission statement, values, priorities and strategies to move forward.

Improved Family Functioning:

- The parents of 9,328 children received family support services through countywide Family Resource Centers or other programs.
- 1,660 received more intensive services focused on improving child abuse risk factors.
- The parents of 1,469 children attended parenting classes to increase parenting skills and knowledge.
- Of the 1,427 children 0-5 whose caregivers were screened for depression, 353 children 0-5 had a caregiver referred for mental health services as a result.

Improved Child Development:

- The families of 782 children 0-5 increased the time spent reading with their children at home after receiving literacy services.
- 1,048 children 0-5 were screened for educational developmental issues and 73 were reported as being referred for further assessments or services.

- 119 children participated in the Kindergarten Readiness Program at school sites across the county that helped prepare them for Kindergarten.

Improved Health:

- 130 infants were born term after their mothers participated in a healthy birth program.
- 92% of the mothers initiated breastfeeding.

Improved Systems of Care:

- Families of 5,839 children have increased knowledge and use of community resources.

Sutter

In partnership with the Sutter County Maternal, Child and Adolescent Health (MCAH) program and with the assistance from the Yolo County Perinatal Mental Health Collaborative, Sutter County Children & Families Commission implemented the universal symbol for Maternal Mental Health into a live Traveling Blue Dot in celebration of Maternal Mental Health Month (May 2019). The live Blue Dot travelled to multiple agencies throughout Sutter County during the month of May to actively engage both traditional and nontraditional colleagues in a social media campaign. Photos of agencies were taken with the Blue Dot and were featured on the Commission's Facebook page. The purpose of the photos taken was to promote awareness about maternal mental health and the need for developing a system of care. The Blue Dot Campaign successfully engaged agencies to initiate conversations about their critical role in addressing maternal mental health. The social media photos made a statement in the community that they care about mothers and baby's health. The campaign started necessary conversations, established relationships and begun to decrease stigmas around perinatal mood and anxiety disorders.

Some of the stakeholders included urgent care, family resource centers, the Sutter County Sheriff and Yuba City Police Department, Sutter County Public Health, Adventist Health, Children's Museum, Yuba-Sutter-Colusa United Way, Sutter County Library and the Yuba-Sutter Chamber of Commerce. The project also received proclamations

from both the Yuba City Council and the Sutter County Board of Supervisors, along with the policymakers taking a photo with the Blue Dot.

Sutter County Children & Families Commission continues to work with partners to strengthen resources to link mothers to the care required when experiencing mental health disorders and develop a comprehensive resource guide that will support healthcare providers, Help Me Grow staff, WIC and the community-at-large.

Tehama

First 5 Tehama continued to be a visionary leader in the county for building sustainable systems to support families with young children. At the countywide level, First 5 Tehama supported the Pregnancy to Preschool Partnership (P2P), a collaboration of publicly-funded agencies to streamline referral and data sharing processes, and ensure that every child that comes to the attention of partner agencies has access to a high quality early learning opportunity. In Fiscal Year 2018-19, 216 families were given referrals from 21 agencies through the P2P network. First 5 Tehama also funded the School Readiness Initiative, a program that serves families from pregnancy to age 5, without income eligibility or medical necessity. Upon referral, resource visits were conducted with 304 families to understand needs, conduct developmental screenings, and refer to home visitation, playgroups, parent cafés and any other early learning and parent supports needed. Evidence-based home visitation (Parents as Teachers) was provided to 358 families to help them learn more about child development, positive parent-child interactions and to help children meet health and developmental milestones. Parents praised the home visiting program, with 88% of parents reporting an increase in knowledge of their child(ren)'s development. At the end of program, 99% of children had medical and dental health coverage, and 86% of children were up-to-date on medical visits, 63% on dental visits, and 88% on immunizations. Parents felt that parent cafés were extremely valuable for social networking and building

protective factors; 98% were satisfied or very satisfied with their experience. In Fiscal Year 2018-19, one hundred playgroups provided developmentally appropriate activities for 915 children without prior early learning experience. In post surveys, nearly all parents reported increases in knowledge of child development (96%), social-emotional competence of children (93%), and access to community resources (96%).

Trinity

The First 5 Trinity County Children and Families Commission invests in a variety of services aimed at supporting children prenatal through age five and their families. Primary investments include:

- **School Readiness Playgroups:** First 5 Trinity partners with the Trinity County Office of Education (TCOE) to provide pre-K programs at various locations throughout the county. The pre-K school readiness program offers structured playgroups aimed at preparing kids for kindergarten. In Fiscal Year 2018-19, the program served 62 children ages 0 through 5, and 41 primary caregivers.
- **Parent Nursery School Program:** The Parent Nursery School program partners with parents to provide engaging enrichment activities. In Fiscal Year 2018-19, the program served 17 children ages 3 through 5, and 30 primary caregivers.
- **Welcome Baby Program:** The Welcome Baby Program offers new parents a lifeline to support, information and community resources. New parents are visited in their home by a family advocate that provides information about what to expect as a new parent, coaching about creating a safe home environment, and information about resources. In Fiscal Year 2018-19, the program served 12 infants, and 26 primary caregivers.
- **Children's Garden:** The Children's Garden Project aims to teach young children the fundamentals of gardening as well as to provide basic guidance on healthy

nutrition. In Fiscal Year 2018-19, the program served 93 children ages 0 through 5, and 94 primary caregivers.

- **Trinity Smiles:** Trinity Smiles is a program that provides mobile and dental services at various school sites, with a focus on providing care to underserved children in the county. Services include oral evaluations, extractions, cleanings, oral hygiene instruction, x-rays and fillings. In Fiscal Year 2018-19, the program served 58 children ages 0 through 5, and 79 other family members.

In addition to the primary investments described above, First 5 Trinity supports smaller community projects.

Tulare

First 5 Tulare County's vision is that all Tulare County children will thrive in supportive, safe, loving homes and neighborhoods and will enter school healthy and ready to learn. This was the first year of implementing the new Strategic Plan.

In 2018-2019, funded programs served 30,345 parents and children. Each of First 5 Tulare County programs are unique. This year First 5 Tulare would like to highlight two programs: Save the Children Early Steps to School Success and Altura Centers for Health Breastfeeding Friendly Clinics.

First 5 Tulare County's partnership with Save the Children Federation Inc. Early Steps to School Success has been crucial to reaching hard-to-reach populations. The program partners with six of the counties rural school districts to ensure children and their parents have access to high quality literacy education via home visitation to expectant families, families with infants and toddlers, and families with 3 to 5 year olds. The families of expectant mothers focuses on prenatal health care and baby's developmental progress. Families with infants and toddlers are provided with services to build strong, loving relationships with their children and create supportive environments. Parent education is offered to cover topics such as communication, child safety, and children's health and

development. Books are brought to each visit to help families build their home libraries. Growing up in a house full of books has been strongly linked to academic achievement. Families that participated in the program demonstrated an increase in books in their home and on average read together 10 times per month. 100% of the children 0-3 that were identified as having a concerns via the Ages and Stages Questionnaire received referrals for treatment.

First 5 Tulare County has expanded their partnership with Altura Center for Health Breastfeeding Friendly clinics. Through this first year of implementation they served 236 women that were seen by the International Board of Lactation Consultant Examiners.

Tuolumne

First 5 Tuolumne provides leadership and support for programs to achieve the vision that all children are healthy and ready to learn. First 5 Tuolumne County invested \$726,982 in Fiscal Year 2018-19, providing services to over 2,622 young children, parents, and providers. Of those receiving services, most were served by Health programs (80 percent) such as the Smile Keepers dental program, Public Health Outreach, and developmental screenings. Our main focus areas are:

- **Improved Family Functioning:** Primary Caregivers obtained the supports and resources they need to be their child's first and best teacher. 254 parents, caregivers, and providers participated in programs for improving family functioning such as in-home support, group parenting classes, as well as training to improve their ability to provide for their families such as GED and ELL classes.
- **Improved Child Health:** Our Smile Keepers Oral Health program provided oral health screening, fluoride varnish, and education to 1,028 children and 569 parents. This was the first year First 5 Tuolumne offered the Ages and Stages Questionnaire for Social-Emotional Development (ASQ-SE) at all our county kindergarten registrations.

- **Improved Child Development:** Tuolumne County invested \$259,259 to improve the quality of our early care and education sites. This was done by investing in professional development stipends for providers who participate in continuing education and/or coaching as well as investing in training to provide the ASQ-SE to parents. This was the first year First 5 Tuolumne has invested in the Imagination Library. Since 90% of a child's brain develops before the age of 5, we know it is vital to invest in families and encourage them to talk, read, and sing to their children every day. We are confident the Imagination Library will help.

Ventura

In Fiscal Year 2018-19, First 5 Ventura County implemented the third funding year of its five-year strategic plan that was adopted in June 2015. For funding years one through three, investments largely remained the same as the Commission utilized its Sustainability Fund to maintain funding levels. With the depletion of the Sustainability Fund in June 2019, First 5 Ventura County prepared to shift its strategic investments for years four and five towards advocacy, capacity building and system change efforts, that promote parent engagement, build best practices and quality standards, engage partners in cross system governance and increase the alignment of resources for improved outcomes for young children. Significant modifications to implementation models for First 5 Ventura County's investments in quality preschool, Help Me Grow, and Neighborhoods for Learning (NFL) initiative, a nationally recognized, community-based service delivery model were finalized and contractor selections occurred so that services were ready to begin on July 1, 2019.

During Fiscal Year 2018-19. The NFLs brought together early learning, health and family support resources for families in their neighborhoods and piloted a standardized approach for delivering Parent and Child Together (PACT) classes. Programs funded under Countywide Specialized Strategies delivered regional-based family

strengthening, early intervention, and health-focused programming, such as oral health services and Triple P. Help Me Grow streamlined the process of accessing support for families of young children with developmental and behavioral concerns. Quality early learning opportunities continued through the funding of preschool spaces and quality improvement activities. First 5 Ventura County championed the Take 5 and Read To Kids campaign to raise awareness about the importance of early childhood literacy and launched a new parent engagement strategy built upon a national model, in collaboration with the Center for the Study of Social Policy's Early Childhood Learning and Innovation Network for Communities (EC-LINC).

Yolo

As the first year of a new Strategic Plan, Fiscal Year 2018-19 was a year of significant movement in First 5 Yolo's direction to focus on prevention and deeper investments in systems transformation efforts. Funded program highlights include:

- Helping families avoid the need for entry into CWS and supporting positive parenting
- Increasing access to early mental health screens and supports
- Engaging families in early learning
- Piloting a systems transformation effort, The CHILDS Project.

Starting in Fiscal Year 2018-19, First 5 Yolo acted as co-founder and lead agency for city cannabis-related revenue

invested in a pilot project for higher-risk families, prenatal-3 yrs. This pilot set the foundation for an innovative and expansive project in support of pregnant women and mothers of infants.

All programs are increasingly coordinated and targeted to systems transformation. The Commission anticipates substantial strides in this regard in Fiscal Year 2019-20 with the launch of a large initiative, The CHILDS Project: Road to Resilience (R2R), co-funded with California Department of Social Services Office of Child Abuse Prevention and built on the foundation of the earlier pilot project. R2R is a systems improvement designed to prevent conditions that contribute to child maltreatment, prevent or mitigate adverse childhood experiences, and provide a system for improved health, safety, and early experiences. The Project identifies high-risk mothers and infants and provides intensive, evidence-based home visiting to substantially mitigate the risk for child maltreatment and future trauma.

In the support of these efforts, First 5 Yolo invested time and attention in its local "Thrive by Five" strategy, advocating for the dedication of new revenues to early childhood prevention and intervention efforts. This has catalyzed leading edge policies in cities and at the County, resulting in the inclusion of early childhood in a County cannabis tax expected to help fund First 5 activities in Fiscal Year 2019-20, and dedicated funding from cities.

Yuba

In Fiscal Year 2018-19, First 5 Yuba awarded nearly \$60,000 in mini-grant funds to fourteen different community based organizations, public entities, and private agencies that addressed all First 5 California result areas. Mini-grants supporting Improved Child Health, included continuing education for medical professionals related to breastfeeding. A gas card program supported families traveling out of the area for pediatric specialty care, and local kids' yoga classes totaling over 103 children 0-5 and their families.

In relation to Improved Child Development; both center and home based day cares received support in curriculum development and sustainable facility improvements. Notable was the establishment of a school readiness preschool program at a remote charter school in the rural areas of Yuba County. Modeling a nearby existing First 5 funded school readiness program, the charter school currently serves 12 children 0-5 and their families. Overall, seven agencies were funded, reaching 114 children.

Mini-grants linked to Improved Family Functioning included an emergency homeless shelter supporting 11 children 0-5 and their families during the winter months. A child's bereavement program engaged 37 children through therapeutic art expression on local school campuses. Lastly, an Air Force Base managed family resource center provided opportunities for military families to participate in a variety of social groups and activities to connect families on base and to their community. In less than a year attendance at play groups, field trips, and engagement in social programs tripled. While mini-grants are respectively smaller awards in relationship to our major funded partners, the impact and reach of these programs and services is monumental. By investing in small agencies, providers, and community based organizations, mini-grants help to build local capacity by providing a variety of services to a large geographical area in non-traditional settings.



Appendix A: Number of Services and Expenditures by Result Area and Service Type, FY 2018-19¹

IMPROVED FAMILY FUNCTIONING										
Result Area and Service Type	Children	Primary Caregivers	Providers	Total Primary Caregivers and Providers	Total Number of Services	Percent of Services in Result Area	Percent of Total Number of Services	Total Expenditures for Services	Percent of Service Expenditures in Result Area	Percent of Total Expenditures ²
General Family Support	196,418	313,282	4,096	317,378	513,796	91%		\$42,544,136	53%	-
Targeted Intensive Family Support	23,119	26,472	1,242	27,714	50,833	9%		\$37,023,994	47%	-
Total Improved Family Functioning	219,537	339,754	5,338	345,092	564,629	100%	7%	\$79,568,130	100%	25%
IMPROVED CHILD DEVELOPMENT										
Result Area and Service Type	Children	Primary Caregivers	Providers	Total Primary Caregivers and Providers	Total Number of Services	Percent of Services in Result Area	Percent of Total Number of Services	Total Expenditures for Services	Percent of Service Expenditures in Result Area	Percent of Total Expenditures ²
Quality Early Learning Supports	186,913	34,748	29,461	64,209	251,122	70%		\$77,032,351	66%	
Early Learning Programs	45,207	57,925	2,330	60,255	105,462	30%		\$39,658,966	34%	
Total Improved Child Development	232,120	92,673	31,791	124,464	356,584	100%	32%	\$116,691,317	100%	36%
IMPROVED CHILD HEALTH										
Result Area and Service Type	Children	Primary Caregivers	Providers	Total Primary Caregivers and Providers	Total Number of Services	Percent of Services in Result Area	Percent of Total Number of Services	Total Expenditures for Services	Percent of Service Expenditures in Result Area	Percent of Total Expenditures ²
General Health Education and Promotion	31,880	59,793	4,515	64,308	96,188	18%		\$8,354,458	7%	
Prenatal and Infant/Toddler Pediatric Support	3,675	2,674	116	2,790	6,465	1%		\$2,297,787	2%	
Perinatal and Early Childhood Home Visiting	40,947	57,515	233	57,748	98,695	18%		\$60,775,533	48%	
Oral Health Education and Treatment	116,800	34,747	617	35,364	152,164	28%		\$13,759,888	11%	
Early Intervention	134,109	45,932	13,025	58,957	193,066	35%		\$40,922,043	32%	
Total Improved Child Health	327,411	200,661	18,506	219,167	546,578	100%	61%	\$126,109,709	100%	39%
Total	779,068	633,088	55,635	688,723	1,467,791		100%	\$322,369,156		100%
IMPROVED SYSTEMS OF CARE										
Result Area and Service Type	Children	Primary Caregivers	Providers	Total Primary Caregivers and Providers	Total Number of Services	Percent of Services in Result Area	Percent of Total Number of Services	Total Expenditures for Services	Percent of Service Expenditures in Result Area	Percent of Total Expenditures ²
Policy and Public Advocacy								\$32,767,831	40%	
Program and Systems Improvement Efforts								\$50,077,096	60%	
Total Improved Systems of Care								\$82,844,927	100%	
GRAND TOTAL	779,068	633,088	55,635	688,723	1,467,791			\$405,214,083		

¹Colusa and Kings counties are not included.

²Totals may not equal 100 percent due to rounding.

Appendix B: First 5 California Result Areas and Services

Result Area: Improved Family Functioning

Providing parents, families, and communities with relevant, timely, and culturally appropriate information, education, services, and support.

General Family Support

Programs providing shorter-term, non-intensive instruction on general parenting topics, and/or support for basic family needs and related case management (e.g., meals, groceries, clothing, emergency funding or household goods acquisition assistance, and temporary or permanent housing acquisition assistance). Supports may include referrals to family services such as Family Resource Centers (FRCs) and other community resources, adult and family literacy, and fatherhood programs. In general, these programs are designed to provide less intense and shorter term support services and classes for families by paraprofessional staff. Program models or initiatives may include Abriendo Puertas, Avance, family resource core support, and the Positive Parenting Program (Triple P).

Targeted Intensive Family Support Services

Programs providing intensive and/or clinical services by a paraprofessional and/or professional, as well as one-to-one services in family support settings. Programs are generally evidence-based and designed to support at-risk parents and families prenatally or with young children to increase knowledge and skills related to parenting and improved family functioning (e.g., counseling, family

therapy, parent-child interaction approaches, and long-term classes or groups). This also is the category for reporting comprehensive and/or intensive services to special populations (i.e., homeless, teen parents, foster children, special needs). Program models or initiatives may include Incredible Years, Nurturing Parenting Program, and Triple P.

Result Area: Improved Child Development

Increasing the quality of and access to early learning and education for young children.

Quality Early Learning Supports

Programs designed to enhance early learning programs such as professional development for early educators, or implementation and integration of services. This service category may include quality rating and improvement system investments as part of First 5 Improve and Maximize Programs so All Children Thrive and Quality Counts California. This service category covers Early Childhood Education (ECE) settings efforts, most commonly by licensed care providers, and may include interagency collaboration, facility grants and supply grants to providers, support services to diverse populations, and database management and development. Non-ECE settings work is included under General Family Support. Program models or initiatives include Quality Counts California.

Early Learning Programs

Early learning programs for children 0 to 5 years old may include

preschool programs, kindergarten transition services, and early learning programs for all ages. Early learning programs for primary caregivers and their children together may include playgroups primarily focusing on 0 to 3 year-olds. Programs may include child-related early literacy and Science, Technology, Engineering, and Math programs. Programs may include extra supports in early learning settings for homeless children, Federal Migrant or Tribal Child Care programs, and children receiving Alternative Payment vouchers for childcare. Program models or initiatives include facility grants, playgroups, preschool/childcare reimbursement, and summer programs.

Result Area: Improved Child Health

Promoting optimal health through identification, treatment, and elimination of the risks that threaten children's health and lead to developmental delays and disabilities in young children.

General Health Education and Promotion

Programs promoting children's healthy development, including nutrition, fitness, and access to health/dental/vision insurance and health services. Programs also may focus on increased awareness of information about child safety seats, fire, safe sleep, and drug/alcohol/tobacco education. Program models or initiatives include nutrition/breastfeeding, safe sleep, safety education, smoking or tobacco cessation.

Perinatal and Early Childhood Home Visiting

Home visiting is a primary service delivery strategy for inter-generational family-centered supports. Home visiting services are provided by qualified professionals with parents, prenatally and/or with children birth to age three. These voluntary programs are tailored to meet the needs of individual families and offer information, guidance, and support directly in the home environment. While home visiting programs vary in goals and content of services, in general, they combine parenting and health care education, early intervention, and early learning supports for young children and their families. Home visits focus on linking pregnant women with prenatal care, promoting strong parent-child attachment, coaching parents on learning activities that foster their child's development, and supporting families during the pivotal window of pregnancy through early childhood.

Program models or initiatives include Early Head Start, Healthy Families America, Nurse Family Partnership, Parents as Teachers, Home Instruction Program for Preschool Youngsters, Maternal, Infant and Early Childhood Home Visiting, and local models.

Prenatal and Infant/Toddler Pediatric Support

Out-of-home programs that may include prenatal care and follow-up for healthy development-related services during the first three years of a child's life. These programs are designed to improve the health and well-being of women during and after pregnancy, and the infant or young child by a paraprofessional and/or professional outside of

the family home, including, but not limited, to pediatric or clinical environments. Programs may provide comprehensive support, including parenting education, health information, developmental assessments, providing referrals, and promoting early learning.

Program Models or initiatives include Developmental Understanding and Legal Collaboration for Everyone, Healthy Steps, and local models.

Oral Health Education and Treatment

Programs providing an array of services that can include dental screening, assessment, cleaning and preventive care, treatment, fluoride varnish, and parent education on the importance of oral health care. This may include provider training and care coordination of services.

Early Intervention

Programs providing screening, assessment, and diagnostic services, including referrals or follow-up to needed services. Programs including early intervention or intensive services to children with disabilities and other special needs, or at-risk for special needs. May include strategies targeting language and communication skills, social and emotional development, developmental delays, related parent education, and Mental Health Consultations in ECE settings. Program models or initiatives include care coordination and mild-to-moderate supports.

Result Area: Improved Systems of Care

Implementing integrated, comprehensive, inclusive, and culturally and linguistically appropriate services to achieve

improvements in one or more of the other Result Areas.

Policy and Public Advocacy

Policy and Public Advocacy includes community awareness, public outreach and education on issues related to children 0 to 5 and their families. This also may include work focused on policy change, work with local and statewide stakeholders, policy development, related efforts, and Town Halls.

Initiatives include resilient families and communities, child health, early learning, and revenue.

Program and Systems Improvement Efforts

Efforts to improve service quality, connections between programs, infrastructure support, and professional development. This also may include activities such as strategic planning, business planning, grant writing workshops, sustainability workshops, and assistance in planning and promoting large community conferences or forums. These improvement efforts should result in improved outcomes for children ages 0 to 5 years of age. Improvements could be geared toward creating a well-trained workforce with shared professional standards and competencies, creating strong and effective linkages across particular system components, or leveraging funding to sustain the system of care. This also may include database management and other cross-agency systems evaluation support. Initiatives include early identification and intervention, health systems, family strengthening, *Talk. Read. Sing.*®, and Trauma Informed Care/Adverse Childhood Experiences.

References

¹ Educare <https://www.educareschools.org/>

² Center on the Developing Child at Harvard University. (2007). A Science-Based Framework for Early Childhood Policy: Using Evidence to Improve Outcomes in Learning, Behavior, and Health for Vulnerable Children.

³ Shonkoff, J. and Phillips, D. (2000). Neurons to Neighborhoods: The Science of Early Childhood Development. Washington, D.C.: National Academy Press.

⁴ Yazejian, N., Bryant, D., Freel, K., Burchinal, M., and the Educare Learning Network (ELN) Investigative Team. (2015). High-quality early education: Age of entry and time in care differences in student outcomes for English-only and dual language learners. Early Childhood Research Quarterly, 32, 23-39.

⁵ Educare California at Silicon Valley. <http://educaresv.org/>

⁶ Educare Los Angeles at Long Beach. <https://www.educareschools.org/schools/los-angeles-long-beach/>



Our Vision

California's children receive the best possible start in life and thrive.



First 5 California


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First 5 Mono

County

				CSPP BG	IMPACT	PDG-R	Region 6 T&TA Hub	F5 Ops	Home Visiting	Misc	Oral Health	Peapod	Safe Kids	School Readiness	Systems Building	Total Annual Budget	
4	Contributions, Support																
4300	Government Revenue																
		4310	Prop 10 & SPCFA revenue					\$53,494.00	\$169,149.00	\$29,989.00	\$9,811.00		\$7,000.00	\$48,557.00	\$32,000.00	\$350,000.00	
	Total for Non-Government Grants			\$0.00	\$0.00	\$0.00	\$0.00	\$53,494.00	\$169,149.00	\$29,989.00	\$9,811.00	\$0.00	\$7,000.00	\$48,557.00	\$32,000.00	\$350,000.00	
4500	Government Grants																
		4510	Federal Grants													\$0.00	
		4520	State Grants	\$23,215.00	\$87,582.00	\$26,739.00	\$112,065.00									\$249,601.00	
		4530	Local Government Grants						\$60,148.00			\$40,000.00				\$100,148.00	
	Total for Government Grants			\$23,215.00	\$87,582.00	\$26,739.00	\$112,065.00	\$0.00	\$60,148.00	\$0.00	\$0.00	\$40,000.00	\$0.00	\$0.00	\$0.00	\$349,749.00	
	TOTAL FOR CONTRIBUTION REVENUE			\$23,215.00	\$87,582.00	\$26,739.00	\$112,065.00	\$53,494.00	\$229,297.00	\$29,989.00	\$9,811.00	\$40,000.00	\$7,000.00	\$48,557.00	\$32,000.00	\$700,749.00	
5	Earned revenues																
5300	Investments																
		5310	Interest						\$12,000.00							\$12,000.00	
	Total for Investments			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,000.00	
5999	Misc. Revenue									\$1,000.00						\$1,000.00	
	TOTAL EARNED INCOME			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,000.00	
	TOTAL INCOME			\$23,215.00	\$87,582.00	\$26,739.00	\$112,065.00	\$53,494.00	\$241,297.00	\$30,989.00	\$9,811.00	\$40,000.00	\$7,000.00	\$48,557.00	\$32,000.00	\$712,749.00	
7	Expenses - grants, salaries and contract expenses																
7000	Grants & Direct Assistance																
		7020	Emergency Funds							\$20,000.00						\$20,000.00	
20000		7030	Block Grants, Stipends, Counselling, an	\$11,000.00	\$18,995.00	\$3,156.00	\$11,000.00		\$1,000.00							\$45,151.00	
	Total for Grants & Direct Expenses			\$11,000.00	\$18,995.00	\$3,156.00	\$11,000.00	\$0.00	\$1,000.00	\$20,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$65,151.00	
7200	Salaries & Related Expenses																
		7210	Salaries & Wages	\$5,460.00	\$39,223.00	\$16,329.00	\$12,127.00	\$16,668.00	\$168,510.00		\$6,635.00	\$23,500.00			\$16,510.00	\$304,962.00	
		7230	Employee Benefits	\$1,400.00	\$22,310.00	\$4,490.00	\$7,146.00	\$7,671.00	\$53,117.00		\$2,239.00	\$7,011.00			\$12,584.00	\$117,968.00	
	Total for Salaries & Related Expenses			\$6,860.00	\$61,533.00	\$20,819.00	\$19,273.00	\$24,339.00	\$221,627.00	\$0.00	\$8,874.00	\$30,511.00	\$0.00	\$0.00	\$29,094.00	\$422,930.00	
7500	Contract Service Expenses																
		7510	Contractors - General	\$3,650.00			\$65,280.00						\$7,000.00	\$38,000.00		\$113,930.00	
		7520	Accounting					\$10,530.00								\$10,530.00	
		7530	Attorney & Legal							\$1,500.00						\$1,500.00	
	Total for Contract Service Expenses			\$3,650.00	\$0.00	\$0.00	\$65,280.00	\$10,530.00	\$0.00	\$1,500.00	\$0.00	\$0.00	\$7,000.00	\$38,000.00	\$0.00	\$125,960.00	
	TOTAL FOR GRANTS, SALARIES AND CONTRACT EXPENSES			\$21,510.00	\$80,528.00	\$23,975.00	\$95,553.00	\$34,869.00	\$222,627.00	\$21,500.00	\$8,874.00	\$30,511.00	\$7,000.00	\$38,000.00	\$29,094.00	\$614,041.00	
8	Nonpersonnel expenses:																
8100	Nonpersonnel Expenses																
		8110	Supplies, Basic Needs, Educational Sup	\$700.00	\$500.00	\$700.00	\$1,500.00		\$21,000.00		\$50.00	\$4,000.00		\$9,457.00		\$37,907.00	
		8120	Evaluation							\$1,000.00						\$1,000.00	
		8130	Telephone & Internet					\$200.00								\$200.00	
		8140	Postage & office supplies					\$1,500.00	\$3,000.00			\$500.00		\$600.00		\$5,600.00	
		8150	Data Systems				\$10,900.00									\$10,900.00	
	Total for Nonpersonnel Expenses			\$700.00	\$500.00	\$700.00	\$12,400.00	\$1,700.00	\$24,000.00	\$1,000.00	\$50.00	\$4,500.00	\$0.00	\$10,057.00	\$0.00	\$55,607.00	
8200	Facility Expenses																
		8210	Office Rent					\$10,392.00								\$10,392.00	
	Total for Facility Expenses			\$0.00	\$0.00	\$0.00	\$0.00	\$10,392.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10,392.00	
8300	Travel & Conference Expenses																
		8310	Travel & training	\$400.00	\$400.00		\$3,444.00	\$3,100.00	\$27,000.00			\$2,000.00		\$100.00		\$36,444.00	
	Total for Travel & Conference Expenses			\$400.00	\$400.00	\$0.00	\$3,444.00	\$3,100.00	\$27,000.00	\$0.00	\$0.00	\$2,000.00	\$0.00	\$100.00	\$0.00	\$36,444.00	
8500	Other Expenses																
		8520	Audit							\$4,326.00						\$4,326.00	
		8530	Membership Dues - Organization							\$3,163.00						\$3,163.00	
		8570	Advertising Expenses					\$1,000.00					\$400.00			\$1,400.00	
		8580	MCOE Indirect	\$605.00	\$6,154.00	\$2,064.00	\$668.00	\$2,433.00	\$22,162.00		\$887.00	\$2,989.00			\$2,906.00	\$40,868.00	
		8590	Other Expenses							\$1,000.00						\$1,000.00	
	Total for Other Expenses			\$605.00	\$6,154.00	\$2,064.00	\$668.00	\$3,433.00	\$22,162.00	\$8,489.00	\$887.00	\$2,989.00	\$0.00	\$400.00	\$2,906.00	\$50,757.00	
	TOTAL NONPERSONNEL EXPENSES			\$1,705.00	\$7,054.00	\$2,764.00	\$16,512.00	\$18,625.00	\$73,162.00	\$9,489.00	\$937.00	\$9,489.00	\$0.00	\$10,557.00	\$2,906.00	\$153,200.00	
	TOTAL EXPENSES			\$23,215.00	\$87,582.00	\$26,739.00	\$112,065.00	\$53,494.00	\$295,789.00	\$30,989.00	\$9,811.00	\$40,000.00	\$7,000.00	\$48,557.00	\$32,000.00	\$767,241.00	
TOTAL NET INCOME				\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$54,492.00)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$54,492.00)

First 5 Mono Commission Meeting Schedule FY 2020-21

Meetings will be held in the MCOE Conference Room in Mammoth Lakes from 2:30 pm - 4:30 pm on the Third Thursday of the month unless otherwise indicated.

- September 17th, 2020
- January 21th, 2021
- March 18th, 2021
- June 17th, 2021 (second Tuesday)