



## **CITY OF OAKLAND**

HUMAN SERVICES DEPARTMENT

### **HEAD START PROGRAM**

## ***ADVISORY BOARD MEETING***

### **MEETING AGENDA – FINAL**

**Thursday, 06-12-25**

**3:30-5:00pm**

**In person Meeting Location:**

*Oakland City Hall*

*1 Frank H. Ogawa Plaza, **City Council Chambers***

**Virtual Zoom Meeting Location for Public Participation Only**

<https://us02web.zoom.us/j/87487107470>

**Please See the Agenda to Participate in The Meeting**

*Thank you!!*

## HEAD START/EARLY HEAD START PROGRAM

### ADVISORY BOARD MEETING

**Day & Time:** Thursday, 06-12-2025; 3:30-5:00pm

**In Person Location:** Oakland City Hall; 1 Frank H. Ogawa Plaza;

**City Council Chambers**

### AGENDA

#### **I. CALL TO ORDER / ROLL CALL:** *Host/Program Staff*

Molly Tafoya, *Chair*

Christina Michaud, *Vice Chair*

Dr. Javay Ross

Kevin Bremond

Dr. Mariamawit (Mari) Tamerat

*(Excused)*

Dr. Jei Watkins

Julia Forte Frudden

*(2 Vacant Seats)*

##### **1. Call for Public Comment**

#### **II. APPROVAL OF AGENDA ITEMS:** *Molly Tafoya, Chair*

1. Review and Approval of **Advisory Board Meeting Agenda, June 12, 2025**

2. Review and Approval of **Advisory Board Meeting Minutes, May 13, 2025**

3. Review and Approval of **Special Joint Parent Policy Council & Advisory Board Meeting Minutes, April 30, 2025**

#### **III. ACTION ITEMS:**

##### **1. Monthly Progress Report Update:** *Program Staff*

a. Monthly Enrollment and Content Area Monitoring Report – *May 2025*

##### **2. Monthly Financial Report:** *Annie Friberg, Acting HSD Budget & Fiscal Manager*

a. Monthly Financial Report (Budget Expenditure Report; CACFP Reports)  
*(March/April 2025)*

b. Purchase Card Report – *April 2025 (Pending signature of Human Services Dept. Head)*

##### **3. Grant Actions/Requests/Discussions:** *Program Staff*

a. FY 25-26 Early Childhood Educator Apprenticeship Program

#### **IV. PARENT POLICY COUNCIL UPDATES:** *Parent Policy Council Chair & Program Staff*

##### **a. Parent Policy Council Feedback**

#### **V. INFORMATION ITEMS:** *Program Staff*

##### **1. Current Program Updates:**

- Risk Assessment Notification (RAN) Follow-up Review, June 5, 2025
- Updates on the ECE Apprenticeship Program and ECEPTS Conference; *Ajene Waters, ECE Apprenticeship Program Student Success Coordinator, City of Oakland Head Start*
- Staff Wellness Day – June 27, 2025; Time: 9am-4pm; Location: Lake Merritt Boathouse
- Summer Site Openings
- **123 Read!** – Offering free reading programs to all HSP/EHS families
- Upcoming City Council and Committee Meetings in month of June:
  - June 10, 2025 (Life Enrichment Committee)
  - June 17, 2025 (City Council)
  - June 24, 2025 (Life Enrichment Committee)
- Agenda Reports/Resolutions – *in progress*
  - FY 25-26 Head Start Continuation Funding Application
  - FY 25-26 Oakland Children's Initiative Contract
  - FY 25-26 Early Childhood Educator Apprenticeship Program
- Information Update – Alameda County's Measure C  
New Funding for Early Childhood (see handout in agenda packet)
- Potential Joint Session of PPC/AB Meeting (Next possible date: July 17, 2025)

- *Annual FY 24-25 Program Self-Evaluations* for California State Preschool Program (CSPP) and General Child Care (CCTR) Contracts. *Submitted 06/02/25.* (Will be presented in July 2025)
- *Annual FY 24-25 Desired Results Developmental Profile (DRDP) Parent Survey* Summary of Key Findings (Will be presented in July 2025)

**2. Communication from Office of Head Start:**

- Request for additional information on FY 25-26 Continuation Funding Application and proposed Change in Scope. *Submitted, 06/06/25.*
- Revised Focus Area 2 Monitoring Review Report (see handout in agenda packet)

**VI. OPEN FORUM**

**VII. ADJOURNMENT**

**Human Services Department  
HEAD START/EARLY HEAD START PROGRAM  
ADVISORY BOARD MEETING**

**Day & Time: Thursday, 5-15-2025; 3:30-5:00pm**

**In Person Location: Oakland City Hall.**

**1 Frank H. Ogawa Plaza; Council Chambers**

**Zoom Meeting**

**\* MEETING MINUTES**

**\*(PENDING APPROVAL FROM THE ADVISORY BOARD)**

**Advisory Board Members Present:**

Molly Tafoya, *Chair*  
Kevin Bremond  
Dr. Javay Ross  
Julia Forte Frudden  
Dr. Jei Watkins

**Advisory Board Members Excused:**

Dr. Mariamawit (Mari) Tamerat  
Christina Michaud, *Vice Chair*

**Public Participants:**

To Niya Scott-Smith, *Parent*  
*Policy Council Chair*  
Ana Apodaca, *First 5 Alameda*  
Dr. Ida Oberman  
Ashley McBride  
Leah Getile  
Angela Hayes  
Diana Garcia, *First 5 Alameda*  
Birdie Winrow  
Adriana De Franco, *Bright Life Kids*

**Staff Present:**

Tracey Black, *Governance & Contracts Manager*  
Sarah Trist, *Programs Operations Manager*  
Shelley Taylor, *Supervisor- HR & Business Services*  
Scott Kim, *Programs Operations Manager*  
Wenonah Elms, *Mental Health & Disabilities Coordinator*  
Michael Fries, *Fiscal Analyst*  
Thao Ly, *Education Coordinator*  
Brittany Pierce, *Administrative Assistant II*  
Everardo Mendoza, *ERSEA and Data Program Coordinator*  
Monique Young, *Head Start Supervisor*  
Valeria Vallejo, *Office Assistant*  
Gloria Martinez, *Center Director*  
Krischa Esquivel, *Education Manager*  
Teresa Sal, *Program Analyst*  
Jenny Hoang, *Family Services Specialist*  
Trisha Barua, *Health & Human Services Program Planner*  
Betty Ly, *Program Analyst*  
Sharia Lewis, *Administrative Assistant I*  
Norma Nino, *Health Analyst*  
Cindy King, *Health & Human Services Program Planner*  
Lisa Taylor, *Family & Community Engagement Coordinator*  
Equal Access - *International Contact Interpretation Team*  
(4 members present)

**I. ROLL CALL:**

The Head Start Advisory Board Meeting was called to order by Tracey Black at 3:30 PM.

1. **Public Comments:** No public comments offered and/or recorded.



## II. APPROVAL OF AGENDA ITEMS:

1. Review and Approval of May 15, 2025, Meeting Agenda
  - *Chair Molly Tafoya*, called for a motion to approve the May 15, 2025, AB Meeting Agenda with adjustments.
  - ✓ *Member Dr. Jei Watkins* seconded the motion.; Motion carried. Vote: (5)-ayes, (0)-nays, (0)-abstentions, (0) no response
2. Review and Approval of April 15, 2025, Advisory Board Meeting Minutes
  - *Chair Molly Tafoya*, motioned to approve the April 15, 2025, Meeting Minutes.
  - ✓ *Member Forte Frudden* seconded the motion. Motion carried. Vote: (5)-ayes, (0)-nays, (0)-abstentions, (0) no response

## III. ACTION ITEMS:

1. **Monthly Progress Report: *Trisha Barua presented.*** Please refer to packet.
  - a. Monthly Enrollment and Content Area Monitoring Report – April 2025
    - *Chair, Molly Tafoya* motioned to approve the Monthly Progress Report
    - ✓ *Member, Bremond* seconded the motion. Motion carried. Vote: (5)-ayes, (0)-nays, (0)-abstentions, (0) no response

A discussion was held regarding the reasons why families are opting to keep Transitional Kindergarten (TK)-eligible students enrolled in the Head Start program. This has been observed as a recurring trend, and data is currently being processed to better understand the factors involved. Preliminary insights suggest that location and program hours play a significant role, as TK typically offers only half-day sessions, while Head Start provides full-day care. Comprehensive data and trend analysis will be available next month and in the following months.

2. **Monthly Financial Report- *Michael Fries presented.*** Please refer to packet.
  - a. Monthly Financial Report (Expenditures, Purchase Card Report) March/April 2025
    - *Chair, Tafoya* motioned to approve the Monthly Financial Report: Expenditures, CACFP Report.
    - ✓ *Member Forte Frudden* seconded the motion. Motion carried. Vote: (5)-ayes, (0)-nays, (0)-abstentions, (0) no response
3. **Grant Actions/Requests:**
  - a. Head Start Program Leadership Staffing Update – Chair Molly Tafoya
  - b. Head Start Program Budget Update – Chair Molly Tafoya

Chair Tafoya reported that Director Diveena Cooppan was terminated by the City Administrator's Office on April 25, 2025, with no appointment of an interim director or transition plan. Since the termination, the Head Start Program has been without leadership, and the City Administrator's Office has not responded to multiple inquiries—including a formal letter from the Advisory Board—requesting clarification and guidance.

This situation raises several urgent concerns:

- **Leadership Gap:** The department is currently operating without a Head Start Director or acting leadership.
- **Federal Compliance Risks:** Head Start federal regulations mandate that the termination of a program director must be approved by the Parent Policy Council, the Advisory Board, and the City Council. This process was not followed, placing the program out of compliance with federal grant requirements and at risk of a formal deficiency finding.
- **External Pressure:** The program is facing scrutiny and challenges from:
  - The Federal Government
  - Region 9, the federal oversight body for Head Start programs in the western U.S.
  - The City Council, especially related to budget impacts and oversight
- **Support from Elected Officials:** Councilmember Carroll Fife has offered her office's assistance in obtaining information and support from the City Administrator's Office.
- **Parent Policy Council Action:** The PPC formally voted (7 in favor, 1 abstention) to demand that the City Administrator's Office appoint an interim director within 72 hours. This resolution may be brought to the Advisory Board for a parallel vote.
- **Budget Concerns and Misinformation:** The City's newly released budget included a letter from Acting Mayor Kevin Jenkins that made incorrect claims about the future of the Head Start grant. The letter suggested that:
  - The Head Start grant will need to be competitively renewed in two years
  - Other providers—such as the state's Universal TK program or County agencies—could take over the services

These claims were refuted. Long-time program consultant for the City of Oakland Head Start Program, Lucia Palacios, confirmed that the program is in good standing, having passed its FA2 Review, and is therefore eligible to submit a non-competitive renewal application. Additionally, Ms. Scott-Smith clarified that Head Start is not a transferable program – meaning that grants cannot simply be reassigned to another entity. [The agency would have to relinquish the grant to the Office of Head Start and the Office of Head Start would then implement the proper procedures to officially close out the grant with the relinquishing grantee.]

**Conclusion:** The Head Start Program urgently needs leadership clarity, federal compliance adherence, accurate public communication, and support from the City Administrator's Office. The Advisory Board may need to take immediate action to help stabilize the program and protect its federal funding.

**Action Item:** Contacting City Council to request that our agenda items be added to the earliest possible City Council meeting agenda.

▪ *Chair Tafoya* motioned to demand that the City of Oakland's City Administrator's Office notify the Advisory Board of an appointment of an immediate Interim Director for the Head Start Program within 72 hours.

✓ *Member Dr. Javay Ross* seconded the motion. Motion carried. Vote: (5)-ayes, (0)-nays, (0)-abstentions, (0) no response

- *Chair Tafoya* motioned to contact the City Council to demand the request that our agenda items be added to the earliest possible City Council Meeting agenda, May 20, 2025
- ✓ *Member Forte Frudden* seconded the motion. Motion carried. Vote: (5)-ayes, (0)-nays, (0)-abstentions, (0) no response

**IV. PARENT POLICY COUNCIL UPDATES:** *Program Staff; Parent Policy Council Chair, To Niya Scott Smith*

- Parent Policy Council Chair To Niya Scott-Smith recapped Tuesday's meeting and the Parent Policy Council's actions. The Council voted to ask the City to reinstate staff members Director Diveena Cooppan and Martina Bouey. They also voted to require the City Administrator to respond within 72 hours with an Interim Head Start Director and a transition plan to address the current issues.

So far, no response has been received. The Council stated that they were not informed ahead of time about the terminations, which is required by law and should have involved a vote. This is why a Special Call Meeting was requested three weeks ago, but no one from the City Administrator's Office attended. It was later said they were too busy.

Chair Scott-Smith made it clear that the Council did not make or approve the decision to terminate staff, despite public confusion. She also addressed misinformation about the Head Start program, including claims that Alameda County would take it over. She confirmed directly with a county representative while at the ECEPTS Conference that they have no plans to operate or apply for a Head Start grant, and programs cannot simply be transferred to another grantee.

Lastly, she clarified that the City will not save \$14 million by cutting the program, as that money is allocated through the General-Purpose Fund and cannot be kept or redirected.

**V. INFORMATION ITEMS:** *Program Staff*

**1. Guest Speakers:** Bright Life Kids

**2. Current Program Updates:**

- Budget & Fiscal Division – Acting Program Staffing – Annie Friberg, *Acting HSD Budget & Fiscal Manager* – Shelley Taylor gave the announcement that Annie Friberg is the *Acting HSD Budget & Fiscal Manager*.
- RAN-CAP Extension Request (May 25, 2025) - Approved
- RAN Follow-up Review – To be confirmed (June 4; June 5; June 6, 2025)
- Focus Area 2 Monitoring Review Report – Corrective Action Plan for Area of Non-Compliance (Inventory) – 130-day deadline (4 months and 10 days). Status: ***In progress***
- Staff Wellness Event, June 27, 2025
- AB Question: Joint AB/PPC Breakfast or Luncheon Meeting in June 2025?

**3. Communication from Office of Head Start:**

- Request for additional information on FY 25-26 Continuation Funding Application and the proposed Change in Scope (*in progress*).

## **VI. OPEN FORUM**

## **VII. ADJOURNMENT**

- Chair Tafoya called for a motion to **Adjourn the Advisory Board Meeting**
- ✓ Motion carried. Vote: (5)-ayes, (0)-nays, (0)-abstentions, (0) no response

Meeting adjourned at 5:00 pm

Submitted by  
**Brittany Pierce**  
Administrative Assistant II

**Human Services Department  
HEAD START/EARLY HEAD START PROGRAM  
PARENT POLICY COUNCIL & ADVISORY BOARD SPECIAL MEETING**

**Day & Time: Wednesday, 4-30-2025; 3:30-5:00pm**

**In Person Location: Oakland City Hall.**

**1 Frank H. Ogawa Plaza; Hearing Room 3  
Zoom Meeting**

**\* MEETING MINUTES**

\* THIS IS AN INFORMATION ONLY MEETING; NO ACTIONS WILL BE TAKEN AND NO  
VOTES WILL BE MADE\*

**Parent Policy Council Members Present:**

To Niya Scott-Smith, *Chair*  
Cherryl Hidalgo, *Vice Chair*  
Marcus Sharp, *Treasurer*  
Araceli Garcia, *Member*  
Ameena Norrise, *Member*  
Adel Nour, *Member*  
Shadeema McDonald, *Member*

**Advisory Board Members Present:**

Molly Tafoya, *Chair*  
Julia Forte Frudden, *Member*  
Christina Michaud, *Member*  
Dr. Javay Ross, *Member*

**I. ROLL CALL:**

The Head Start Advisory Board Meeting was called to order by Tracey Black at 3:30 PM.

**II. CALL FOR PUBLIC COMMENT:**

Speaker Dr. Ida Oberman

- Reaffirmed that Oakland Head Start is a city commitment and must be protected.
- Called for the restoration of the leadership that was removed [referring to Diveena Cooppan, Manager of Early Childhood & Family Services Division/Head Start Program Director/Human Services Department].
- Emphasized the need for stability—no more cuts to leadership or staff.
- Urged the City to preserve guidance during difficult times, especially for children and families.
- The matter is urgent, and the community needs to understand the timetable for moving forward.
- The community and those impacted need clarity on the speed and process.
- A call was made for those familiar with the procedure to advise on next steps and realistic timing.
- Specific questions were raised:
  - How quickly can the item go before the committee?
  - How fast can it proceed to the full City Council?
  - How soon can a resolution be achieved?

Speaker - Clarissa Douthard

- Reiterated her organization's long-standing commitment to equity in access to Head Start—especially for Black families.
- Highlighted efforts, in partnership with SEIU and Local 21, to prevent closures of Head Start sites in childcare deserts and ensure access to nutrition, healthcare, disability services, and employment.
- Stated that Parent Voices is currently a plaintiff in an ACLU lawsuit to restore federal dollars, reopen Region 9, and maintain federal oversight.
- Emphasized this is a moment to hold failed leadership accountable, not divide the community.
- Urged the City to serve more children with existing state and local dollars and take action to improve services for Black families, English language learners, and children with disabilities.
- Framed the moment as one requiring a renewed commitment to effective, equity-driven leadership.

Speaker - Justin Bench

- Spoke as a parent and community member.
- Described Head Start as a lifeline, not just a program—it ensures safety, early education, and nurturing development for children.
- Warned that removing administrators and closing classrooms cuts off opportunity for struggling families.
- Urged City leaders to retain the administrative team critical to keeping the program running.

Speaker - Clara Sanchez

- Expressed fury and concern over the abrupt firing of Director Cooppan.
- Stated Cooppan was let go with no prior warning, explanation, or due process—just told of a “change in direction.”
- Emphasized Cooppan's seven years of leadership, her personal sacrifices (e.g., continuing to work while her mother was terminally ill), and her unquestionable commitment to families and staff.
- Criticized the City for providing only seven days' notice, contrasting it with even corporate standards.
- Warned that this treatment undermines not only the individual, but the Head Start program's trust, morale, and future.
- Called attention to widespread fear, grief, and silence following the decision.

Speaker - Ms. Assata Olugbala

- Voiced support for Head Start as a critical piece of early education and social-emotional development.
- Strongly reacted to multiple testimonies alleging that Oakland Head Start is not equitable to African American children and employees.
- Drew parallels to broader equity failures in Oakland, particularly within OUSD, where the newcomer community receives extensive support—but not Black children.
- Warned that if these patterns exist in Head Start, the community must act to change them.
- Stated she will continue to observe but is prepared to take independent action if inequities are confirmed.

Speaker - Ms. Marilyn Williams Reynolds

- Shared her personal Head Start story: started as a parent volunteer, became an educator, and now returned as staff due to her deep commitment to the program.
- Highlighted the success of her two daughters—one now runs her own daycare; the other is a journalist at The Atlantic.
- Credited Head Start and Diveena Cooppan's leadership for her children's success and her own career growth.
- Warned against dismissing Cooppan after years of service, especially following a successful federal review.
- Urged the City to keep the program and its leadership intact, rather than disrupt a structure that is proven to serve families well.

### **III. OPEN DISCUSSION:**

Speaker - Parent Policy Council Chair, To Niya Scott-Smith

- The meeting was called to address urgent, specific issues—not to revisit over-discussed topics like the national teacher shortage.
- On the national teacher shortage: “We cannot put children in a classroom without a teacher. That is illegal.” Qualified applicants are processed quickly, but it is ultimately their choice to accept positions, which many decline due to low pay. The public is urged to contact legislators to advocate for increased teacher compensation.
- Educators' value is emphasized with a quote from Dr. John W. Waters of Morehouse: “Teachers undergird every profession that exists—and early education teachers undergird that.”
- Addressed concerns about racial equity: program staff reflects the student body, with the majority of sites in East Oakland. The community is not underserved.  
“I live in East Oakland. I take care of home first.”
- Warned against division within the community, referencing the harmful legacy of the “Willie Lynch philosophy,” and encouraged focusing on shared goals and impactful action.  
“Horse, beat, dead, cremated, buried.”
- Highlighted the importance of preserving the federal grant: without it, there would be no teachers, no students, and devastating consequences for Oakland's economy.
- Most staff are women, holding 82% of the community's buying power.
- Without jobs, families will struggle to afford basics and housing.
- Some families depend on the program for essentials like diapers and wipes.
- Expressed strong support for Ms. Cooppan (Program Director) and serious concern over her abrupt and possibly illegal termination. This is a symptom of deeper systemic problems and disrespect for Head Start leadership.
- Cited Section 642, USC §9837(c)(1)(E)—Head Start leadership cannot be removed without governing body approval. No process was followed in Ms. Cooppan's termination, putting the grant at risk.
- City Administrator and Assistant City Administrator were invited to answer questions but did not attend. Meeting notes and comments will be forwarded to city officials. The lack of city presence signals disregard for the community's time and concerns.
- Opposed the notion of transferring the program to Alameda County, explaining this would require dissolving the current program and bidding for a new grant, which is unlikely under the current federal administration. This would leave hundreds of families and staff without services.

- Praised Ms. Cooppan for successfully leading the program through federal reviews, handling challenges with professionalism.
- Expressed frustration over wasted time, lack of answers, and absence of city leadership, while thanking the board members for their commitment.
- Expressed a strong desire to build a better program in collaboration with the city, parents, teachers, administrators, and the community.
- Concluded with frustration and resolve: “We need to protect this program. We are angry but committed. We are not giving up.”

\* It was noted by Tracey Black that Assistant City Administrator LaTonda Simmons did respond to the request that she and City Administrator Jestin Johnson were unable to attend due to prior meeting engagements.

Speaker - Advisory Board Chair, Molly Tafoya

- Deep concern about lack of process and protocol affecting the Head Start program.
- Advisory board has worked for 10 years to keep the program compliant and stable.
- Program jeopardized by a single Friday afternoon letter without notification to advisory board, parent council, or staff.
- Recklessness of this action is deeply troubling.
- No leadership transition plan or engagement strategy during a difficult leadership change.
- Lack of transition plan adds strain to already overburdened, burnt-out staff facing existential threats.
- Administrative staff struggling with basic Head Start functions.
- Need to discuss ways to support staff to do their jobs effectively.
- Frustration over no clear direction or support from the City of Oakland.
- City benefits significantly from the program but has recently treated it like a burden or problem.
- Program brings millions in direct funding plus indirect returns (7x ROI) supporting early childhood education and parents.
- Program should not be disrespected or undermined; lack of respect and process is shocking.
- Uncertainty about the advisory board’s role and next steps amid federal threats: possible Region 9 shutdown, frozen funding, and hostile administration.
- Lack of strong leadership at a critical moment worsens problems.
- Key questions: What is the plan? What direction and proposals exist? How should the program move forward? No answers provided.
- Commitment remains to build a better program through collaboration with city, parents, community, teachers, administrators, and children.
- Current situation causes frustration, uncertainty, and concern about the program’s future without answers or support.
- The community is seeking clarity on:
  - The nature of the noncompliance.
  - The potential risks to the Head Start federal grant.
  - The timeline and next steps for resolution.
  - A formal request was already made to the City Administrator for:
  - An explanation of the decision-making process.
  - Clarification on how federal Head Start regulations were considered.
  - A response to the assessment that the action may violate federal requirements.
- The immediate next steps are:



- Engage the Life Enrichment Committee.
- Bring the issue forward to the City Council for review and potential action.
- Leadership stabilization is the top priority:
- Without a Head Start director in place, no strategic planning or program recovery can proceed.
- This is being treated as a triage-level urgency.
- Other pressing operational issues include:
- Closing out the fiscal year.
- Grant approvals and renewals.
- Compliance-related deadlines.
- Ongoing concerns around program quality, teacher support, and parent engagement.
- The advisory board and Policy Council will:
- Continue to pursue transparency and process accountability.
- Balance immediate leadership needs with long-term improvements to the program.

Speaker - Advisory Board Member, Julia Forte Frudden

- The Child Care Law Center is closely monitoring national advocacy efforts related to the protection of Head Start programs, including an active lawsuit involving the ACLU and Parent Voices Oakland.
- There was an expectation that the meeting would focus on strategic planning to resist the national dismantling of Head Start, as other programs across the country are doing through media engagement and legislative outreach.
- The recent and abrupt loss of program leadership, without a transition plan or forward direction, has created a leadership vacuum.
- This disruption is hindering the program's ability to participate in the broader fight to protect early childhood education, staff employment, and community resources.
- The lack of stable leadership and strategic focus is causing setbacks at a time when unified, proactive action is most critical.

Speaker – Rafael, SEIU1021 Representative

- The meeting was expected to provide direction but instead lacked focus and left staff feeling disappointed.
- There is widespread uncertainty and frustration among staff and parents due to poor communication from leadership.
- Many staff feel they have been disregarded or mistreated by management over a long period of time.
- Concerns were raised about the lack of inclusion of staff voices in decision-making, particularly from those who directly run the program.
- In addition to low pay, staff are also concerned about how they are treated on a daily basis by leadership.
- Leadership has been unresponsive to staff concerns, which has negatively affected morale.
- There is a strong call for clear guidance, transparency, and meaningful engagement moving forward.

Speaker - Kim Johnson Bananas CEO

- There appears to have been no due process in recent administrative actions concerning Head Start leadership.

- Accountability from the City Administrator to the City Council is unclear and was questioned.
- Concerns were expressed about whether the incoming mayor is aware of the situation and its potential fallout.
- There is worry that the new administration might inherit a crisis in Head Start without being properly informed.
- A request was made for clarity on what mechanisms exist to hold city leadership accountable, especially when established procedures are not followed.
- Emphasis was placed on the need for transparent oversight and enforcement of Head Start governance protocols.

Speaker - Lucia Palacios, Head Start Program Consultant, Breakwater Associates

- The City Council is the official governing body for the Head Start program in Oakland, as it is the entity that receives the federal Head Start funding.
- Accountability and oversight of the program rest with the City Council, not the mayor or city administrator, due to the structure outlined in the City Charter.
- For key leadership positions (such as Head Start Director), the Policy Council must review and vote, followed by input from the Head Start Advisory Committee, and then the matter proceeds through the Life Enrichment Committee (chaired by Councilmember Fife), before reaching the full City Council for a final decision.
- According to current federal Head Start regulations, the City Administrator's Office does not have the authority to act independently on such matters without Council and Policy Council approval.
- The process is structured to ensure shared governance and community voice through the roles of both the Policy Council and Advisory Committee.
- The issue should next be brought before the Life Enrichment Committee for review.
- Following that, it should be escalated to the full City Council for further discussion and action.
- These steps are necessary for ensuring appropriate oversight, accountability, and governance in accordance with the city's process. The situation is complex because the action to remove leadership did not come from the City Council, which normally shares authority with the Policy Council. If it had, and the two bodies had disagreed, it would have triggered a formal impasse or dispute resolution procedure.
- However, since the decision came from within city administration, not City Council, the path forward involves:
  - Reviewing the City's personnel procedures to understand the administrative authority.
  - Engaging the Head Start Advisory Board, Policy Council, and the Life Enrichment Committee to collaboratively address the issue.
  - Requesting that the City Administrator provide the necessary information to both the Policy Council and City Council so that informed action can be taken.
- Violation Identified:
- The City Council (governing body) and Policy Council were not allowed to exercise their legally mandated roles in accordance with the Head Start Act.
- This failure to follow federally required shared governance procedures could be reported to the Office of Head Start (OHS).
- Risk of Deficiency:
- OHS could assess this situation as a deficiency, a serious finding of noncompliance.
- Two deficiencies can trigger Designation Renewal System (DRS), requiring the program to recompute for its funding.

- Precedent in Oakland:
  - The City of Oakland has already gone through this twice before.
- Each time, it resulted in loss of funding and a reduction in services.
- What Could Happen Next:
- If the Head Start program enters recompet:
  - Other agencies in the Bay Area could apply for and take over some or all of the program.
  - Children and families currently served by the city's Head Start program may be displaced or disrupted.
- Bottom Line:
  - This is the primary and urgent risk: the potential loss of Oakland's federal Head Start grant and the services it supports.
- Region 9 Office Update:
  - Region 9 has been dismantled.
  - Oversight responsibilities for Region 9 programs (like Oakland) are being shifted to Region 7.
- Federal Staffing Limitations:
  - The Office of Head Start (OHS) is currently operating with reduced staff.
  - This creates delays in processing violations and responding to reports.
- Investigation Timeline (If triggered):
  - If OHS receives formal notification of a serious violation:
  - They could launch an unannounced review of the city's Head Start program.
  - That review would assess whether parents' and councils' governance rights were violated.
  - The review could take place anywhere from 30 days to 6 months, depending on federal capacity.
- Upcoming Federal Update:
  - A webinar is scheduled for tomorrow from the Office of Head Start.
  - It will cover how OHS is currently structured and potentially offer more insight into timelines and enforcement capacity.

Speaker - Priya Jagannathan

- Once involved with Head Start, there is a lasting connection to the program and its mission.
- The speaker emphasized a long-standing appreciation for Head Start's historical and community role in Oakland.
- At a recent meeting with over seventy community members, there was significant concern and confusion regarding the program's future.
- Due to a lack of clear communication from the City, rumors are circulating about the possible loss of the Head Start grant.
- The broader Oakland community—even those not present at this meeting—are watching closely and are highly concerned.
- The speaker and others plan to reach out to City Council and the City Administrator to voice their concerns and seek transparency.

Speaker - Council Member Carol Fife

- The City holds weekly scheduling meetings, which require staff input to move forward with scheduling any item, such as an informational report.
- To schedule a report for the Life Enrichment Committee, the official needs buy-in from relevant

- staff, including those currently involved in the challenges being discussed.
- Due to the timing (Wednesday), it is too late to place the item on the agenda for Thursday, but the official will attempt to schedule it for the following Thursday.
  - There has been no recent communication with Human Services staff, so the availability of the necessary information is uncertain.
  - Official emphasized the urgency and importance of transparency and committed to pushing for more clarity on behalf of the community.
  - Expressed personal investment in the issue as a former early childhood care provider and current chair of the Life Enrichment Committee.
  - Asked for guidance on who to communicate with from the Head Start side and was directed to Ms. Palacios, Ms. Black, and the chairs of the relevant Boards and Councils.
  - Requested the federal statutes cited earlier to conduct further research and affirmed intent to follow up with key individuals mentioned.
  - Individuals should email [district3@oaklandca.gov](mailto:district3@oaklandca.gov) to receive updates.
  - The office will provide:
    - Contact information for relevant city personnel.
    - Dates for upcoming Life Enrichment Committee, Rules Committee, and City Council meetings.
    - Recipients are encouraged to share the information widely with the community.

#### **IV. ADJOURNMENT:**

- Parent Policy Council Chair To Niya Scott-Smith called to Adjourn the Special Joint Parent Policy Council and Advisory Board Meeting.

Meeting adjourned at 5:00 pm

Submitted by  
**Brittany Pierce**  
Administrative Assistant II



*Children at Sungate “Rethink their Drink” with Fruit-Infused Water*

**CITY OF OAKLAND HEAD START  
PARENT POLICY COUNCIL AND ADVISORY BOARD  
MAY 2025  
MONTHLY REPORT**

## AT-A-GLANCE

	Preschool	Infant/Toddler	Current Total
HS Enrolled/Funded	187/292	271/330	458/622
HS Enrolled/Funded (%)	64%	82%	74%
OCI Enrolled/Funded	27/40	8/12	35/52
OCI Enrolled/Funded (%)	68%	67%	67%
Program-wide Enrolled/Funded	214/332 (64%)	279/342 (72%)	493/674 (73%)
Daily-attendance*	-	-	-
Medical Home	98.9%	99.2%	98.6%
Health Insurance	96.9%	98.4%	97.7%
Physical exam/Well-baby Check	96.6%	77.9%	86.2%
Updated Immunizations	98.5%	92.9%	95.4%
Hearing Screening	99.5%	95.4%	97.2%
Vision Screening	99.5%	95.0%	97.0%
Growth Screening	97.9%	97.5%	97.7%
Dental Screening	95.6%	92.8%	94.1%
Nutrition Screening	97.4%	99.6%	98.6%
Health & Developmental History	97.4%	99.6%	98.6%
% 1st Family Outcomes Assessment (FOA) (Grantee and Partner)	100%	100%	100%
% 2nd Family Outcomes Assessment (FOA) (Grantee and Partner)	100%	100%	100%
% Children Signed Up for Kindergarten	99%	-	99%
DRDP - 1 <sup>st</sup> Assessment Completed	87%	91%	89%
1 <sup>st</sup> Parent Teacher Conference Completed	83%	85%	84%
1 <sup>st</sup> Education Home Visit Completed	88%	94%	91%
DRDP – 2 <sup>nd</sup> Assessment Completed	74%	79%	76%
2 <sup>nd</sup> Parent Teacher Conference Completed	54%	63%	59%
Developmental Screening (ASQ)	91%	95%	93%
Behavioral Screening – (ASQ-SE)	92%	95%	94%
Referrals to RCEB or OUSD	14	6	20
Children enrolled with IFSP or IEP	36	24	60
% of children enrolled with an IFSP or ISP	12.8% of actual enrollment		

\*Complete Attendance Data for May 2025 is pending.

## INFORMATION MEMORANDUMS & PROGRAM INSTRUCTIONS

- [California Department of Social Services PIN 25-08-CCP \(05/09/25\): Child Care Licensing Webinars](#)

## ATTENDANCE & ENROLLMENT

*The Average Daily Attendance for May 2025 is pending. Oral update on attendance will be shared during PPC and AB meetings.*

## DISABILITIES & MENTAL HEALTH

- The program is meeting the Head Start requirement to have 10% actual enrollment of children with disabilities across all Head Start and Early Head Start program options.
- 60 children have IFSPs or IEPs, a total of 12.8% of all enrolled children. They have the following diagnoses:
  - Speech/language delay (43%)
  - Non-categorical developmental delay diagnosis (18%)
  - School District Autism diagnosis (33%)
- There are 20 children referred by the Program to the Regional Center of the East Bay (RCEB) or OUSD with pending evaluations.

### Mental Health Awareness Month Highlights

- BrightLife Kids is a new no-cost program that provides personalized, virtual coaching for families with children ages 0-12 years old. BrightLife Kids presented about their new program to the following Head Start groups:
  - Parent Policy Council
  - Center Directors
  - Family Services
  - Home-Based
  - Mental Health Consultants
- Mental Health Consultants presented at sites' monthly apparent meetings. Some topics included Transitions (85<sup>th</sup>) and Social Emotional Skills and Self Care (Broadway)



## HEALTH & NUTRITION

- On May 6, the Program hosted 44 participants at the Spring meeting of the Health and Mental Health (HMH) Advisory Committee at Joaquin Miller Park Community Center.
- In addition to program staff, attendees included Through the Looking Glass, Unity Council, Family Justice Center, Alameda County Nutrition Services, Office of Dental Health, Asthma Start Program, Health Program of Alameda County, Roots Community Health.
- Conducted dental screenings with Alameda County Office of Dental Health at Lion Creek and Brighter Beginnings,
- Started planning June 28 Summer Health Fair at East Oakland Sports Center
- Compared to last month, completion of well-baby checks among EHS children increased 2%.



*Children at Sungate “Rethink Their Drink” by making refreshing fruit-infused water.*





## FAMILY SERVICES & COMMUNITY ENGAGEMENT

21 families received new car seats at a car set training event.

- Several caregivers completed GED, ESL, training schools, and BA degrees.
- The Program continued to connect families to Family Front Door for assistance with housing challenges.

### **ADVOCATE'S CORNER – *Family Services Workers share how they collaborate with families to strengthen outcomes and navigate systems.***



**"Todos podemos hacer un cambio en nuestras vidas en este país y que mejor manera es haciendo saber a los demás que en el lugar correcto y con la orientación adecuada todos podemos superarnos a nosotros mismos y aprender algo a lo que muchos tenemos miedo hablar correcto o incorrecto el inglés."**

*// We can all make a change in our lives in this country, and what better way is to let others know that in the right place and with the right guidance, we can all surpass ourselves and learn something that many of us are afraid to speak—English correctly or incorrectly.*

**-Ms. Rosa**

*When Ms. Rosa first started bringing her son to Early Head Start, the language barrier felt like a towering wall between her and her dreams. Thankfully, she connected to her Family Service Specialist (FSS), who became her guide, mentor, and daily source of encouragement. Together, they started with an orientation, then moved to English classes tailored to her level. The FSS patiently practiced speaking with Ms. Rosa daily during drop-offs and pick-ups, building her confidence and improving her pronunciation and vocabulary. This consistent support helped Ms. Rosa move up to the third level of English classes, speaking with more ease. Her journey wasn't just about language; it was about navigating a complex system with trust. The FSS's dedication helped her overcome barriers she once thought insurmountable, turning challenges into milestones. Ms. Rosa's story is a testament to the power of guidance, persistence, and community—showing how families can thrive when they have the right support by their side.*

*- By Lorena Arechiga-Pelayo*

## HOME-BASED PROGRAM

- Home-Based socializations have been very active and more men have been involved in facilitating activities and joining in swimming lessons. Dads have been teaching their children how to get used to the water and start to learn how to swim.
- Home-based continues to provide families with diapers and access to a food pantry.
- The Home-Based End-of-Year Celebration will be a pool party for all families at Ira Jenkins/Larry Reid Pool in June.
- The Program completed 352 Home Visits: 305 for Home-based and 47 for Mobile Classroom.

## PREGNANT PARTICIPANTS

Total expectant parents served this Program Year	26
City of Oakland to date	18
Brighter Beginnings to date	8
Completed	19
% of current Pregnant Participants with Medical and Dental Homes	100%
% of current Pregnant Participants with Medical Insurance	80%
% of current Pregnant Participants with Dental Exam	50%
Number of babies born in May	0
Number of babies born in Program Year 24-25	20

- Of the 8 currently enrolled pregnant participants, one gave birth in April.
- The remaining 7 participants have expected due dates between June 25-November 19, 2025.
- The Health Team continues to work closely with Home-Based Team to ensure pregnant participants receive their Tdap vaccinations.

## EDUCATION & SCHOOL READINESS

- The second round of DRDP amplifies the need for additional training on the tool, especially in understanding the domains and appropriate developmental expectations of children.
- Crossing the Bridge end-of-year celebrations – all are invited to see the growth of children that has taken place this school year
  - Preschool classrooms: Week of June 16
  - Infant/Toddler classrooms: Week of June 23

### SPOTLIGHT: INFANT/TODDLER ENVIRONMENT RATING SCALE (ITERS)

In May, consultants conducted the ITERS assessment for Early Head Start/CCTR classrooms. This overview highlights results and next steps:

- The **ITERS assesses early childhood environments** for children under three, evaluating areas like space, personal care, language, activities, interactions, and program structure.
- CCTR centers excelled in **staff-child interactions** and **program structure**, with staff-child interaction and physical touch/warmth specifically scoring a perfect 7.
- Areas needing improvement include **personal care routines** (average scores of 4 for health practices and 4.3 for diapering/toileting), indicating a need for better safety and sanitation.
- **Diversity and inclusion** and **block play** also require enhancement to create a more equitable and enriching learning space for children.
- **Next steps** involve center directors creating site-specific improvement plans for scores below 5 and exploring updates to health and safety monitoring protocols. The Education and Health team will partner on training, monitoring, and alignment of processes.
- Future **professional development** will focus on targeted training for diapering practices, the importance of diversity in the classroom, and reinforcing structured play.



## FEATURED LEADER

**Jason Sandoval, Food Service Worker  
Head Start Central Kitchen**

*How long have you been with Head Start?*

As of April, I've been with Head Start for 14 years. When I started, I was looking for a stable government job and even tested for this position. Two and half years later, I received a letter from the City of Oakland, which led to my eventual hire after a long wait. As a Food Service Worker, I do everything: cook, prep, wash dishes. It's all the roles in the kitchen. I was a cook in the Air Force before for 10 years, and that's where I learned to do it all.

*What do you enjoy most about your job?*

I like the good hours here, even though I wasn't an early riser before. Now I have gotten used to it. We're strict

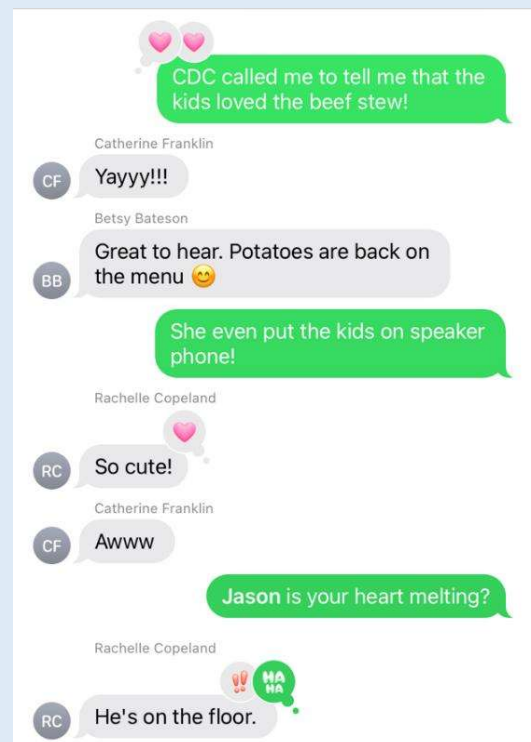
about following recipes, but we still have some culinary freedom. It's pretty relaxed, though it can be stressful at times.

*What is a highlight from May?*

I made a stew from beef chuck. We used to have beef sliders on the menu, so we had a roast to use up and wanted to make something out of it. The beef stew came out really good. Everybody liked it. We might add it to the menu for the Fall. We got really good feedback on it from the centers. This means a lot because we're one of the only programs that cook in-house from scratch.

*Parent Policy Council and Advisory Board govern Head Start and help our program set priorities. Based on your experience, what's the most important thing for PPC and AB to keep in mind?*

We want them to know we're really trying to diversify our menu to meet family needs and that we prioritize fresh fruits and vegetables. We try not to use processed foods, other than cereals or crackers. All of the hot food is made from scratch, and kids get much more than a simple cold turkey sandwich. Most other programs contract out and receive prepackaged food from vendors, while we have staff coming in at 6:00 AM to produce food for Head Start kids.



*The Kitchen receives San Antonio CDC children's rave review of the Beef Stew!*

*What self-care activity would you like to do with your Head Start colleagues that will bring everyone together? (From Jill Burns, previous Featured Leader)*

I like when we used to do birthday meals. When a staff member has a birthday, we go somewhere for lunch and everyone pays for their meal.

*How do you decide what kind of food to feed the children from a range of different cultures, and how do you ensure food tastes good to children and their palates? (from Conterenia Farrish, the October 2024 Featured Leader, who asked a question specific to the Kitchen)*

We're aiming to simplify meals while still offering a diverse menu. Our kids are exposed more than others to foods from different cultures. We asked families for feedback, and it was generally positive. They asked for more chicken. We started serving barbecue chicken with the sauce on the side, giving kids the option to add it themselves. This came from feedback last year about having too many saucy foods.

*What question would you like the next Featured Leader to answer?*

What does your typical day look like?

## **SAFE AND SANITARY ENVIRONMENTS**

- The Annual Fire Inspection for the Tassafaronga, Arroyo, Lion Creek, San Antonio Park, Laney, Sungate, Merritt, and 85<sup>th</sup> Ave has been completed. Six sites require corrections to be made by Public Works and/or Recreation Center.
- The scaffolding above the Lion Creek play area has been removed. The remaining major project is painting.
- Safety & Facilities team and three pilot sites' staff (Lion Creek, San Antonio Park and Sungate) were introduced to a new mobile app called SafeFacility which was designed for Head Start centers to manage work orders and monitoring.



## WORKFORCE DEVELOPMENT

- The Program participated in the Early Care & Education Pathways to Success (ECEPTS) Conference in Austin, TX. The conference was an opportunity to build networks and learn from peers. The key takeaways include:
  - Understanding industry needs and workforce challenges
  - Centering participant success
  - Research-based participant supports
  - The ECEPTS Model

On May 22, the Apprentices celebrated their completion of Tier 1 and Tier 2 at Merritt College's Child Development Ceremony. Graduates received one or more of the following certifications: Infant Toddler Specialist, Assistant Teacher Specialist, and Associate Teacher.



*Celebrating Apprenticeship Program Graduation at  
Merritt College's Child Development Ceremony*

### **Merritt Educator Apprenticeship Program Data**

#### ☐ **Year 1 Outcomes (as of May 28, 2025):**

- 20 apprentices enrolled; 13 remain in the program.
- 6 hired as Associate Teachers, 3 as Assistant Teachers.
- 14 earned both Assistant Instructor and Infant/Toddler Specialist certificates from Merritt College.

#### ☐ **Year 2 Outcomes (as of May 28, 2025):**

- 21 apprentices enrolled; 17 remain in the program.
- 3 hired as Assistant Teachers.
- 17 earned Assistant Instructor certificates; Infant/Toddler Specialist certificates expected after summer coursework.

#### ☐ **Head Start and Residency Demographics:**

- Year 1: 4 Head Start caregivers, 14 Oakland residents.
- Year 2: 7 Head Start caregivers, 18 Oakland residents.

#### ☐ **Cohort 3 Recruitment:**

- Recruitment underway with a provisional cohort of 12 apprentices, though the program aims for a total of 54 apprentices across cohorts.
- Info sessions held twice weekly from May 30 to June 27, 2025.

#### ☐ **Application Volume:**

- As of late May 2025, 303 applications have been received for Cohort 3.

## PARTNERS

### Enrollment

Partner Organization	Early Head Start	Head Start	Total
BANANAS	26/26 (100%)	33/33 (100%)	59/59 (100%)
Brighter Beginnings	75/120 (63%)	20/20 (100%)	95/140 (67.8%)
Laney	N/A	15/48 (31%)	27/64 (42.1%)
Merritt	N/A	12/16 (75%)	

### Brighter Beginnings

- Bright Beginnings hosted a Mother's Day socialization and celebrated children's mother figures.
- The agency completed its last dental screening social of the year
- Brighter Beginnings focused on completing education/screening mandates, family outcomes assessment, and educational visits in May as part of end-of-year wrap up.
- In May, Brighter Beginnings completed 379 Home Visits (231 EHS; 58 HS)



*Mother's Day Socialization at Brighter Beginnings*



### **Tiny Steps: Family Child Care**

- Tiny Steps reached full enrollment for Early Head Start and Head Start in May.
- Family Engagement Highlight: Jill Burns (You Are Not Forgotten) coordinated with parents at her site to receive a sweet treat at her friend's bakery in Alameda. Parents built community and shared advice with each other.
- The Tiny Steps Education & School Readiness team supported providers in sharing ASQ activities with parents, organizing meetings on grants and professional development, preparing monthly lesson plans, and pre-service planning.
- Tiny Steps Pre-service training will take place June 27-28.
- The Program worked with the Tiny Steps team on mental health services planning for PY 25-26.
- The Program reviewed internal and external Safe and Sanitary Environments checklists, with the goal to develop an FCC-specific checklist.

### **DATA & ONGOING MONITORING**

- Coordinating a process for updating Policies & Procedures for the 25-26 Program Year, with a focus on clear and aligned monitoring processes across content areas.
- Implemented and shared results of Staff Placement survey for the Education Team.
- Implemented and shared results of Staff Wellness Survey for HR/Professional Development Team.

## UPCOMING EVENTS

- ***Crossing the Bridge – Date, Time, Location, Theme***
  - 6/18, 10:30am – Manzanita (Outer Space)
  - 6/25, 11:30 – Arroyo (Carnival)
  - 6/20, 10:00am – Franklin (Creative Arts Gallery)
  - 6/18, 9:30am – Tassafaronga (Flowers)
  - 6/18, 10:00am – San Antonio CDC (Summer)
  - 6/20, 10:00am – Sungate (Disco)
  - 6/16, 10:30am – Lion Creek (Luau)
  - 6/25, 12:00pm – San Antonio Park (DIY Water Park)
  - 6/23, 10:00am – 85<sup>th</sup> I/T (Safari)
  - 6/17, 10:00am – 85<sup>th</sup> Preschool (Tie-Dye)
  - 6/24, 12:00pm – West Grand (Sea Creatures)
  - 6/25, 11:00am – Broadway (Reach for the Stars)



**COMING SOON!**  
**HEALTH FAIR**

**SAT, JUNE 28**  
**10:00 AM – 2:00 PM**

**EAST OAKLAND / LARRY E. REID SPORTS CENTER**  
**9161 EDES AVENUE OAKLAND CA 94603**



**CITY OF**  
**OAKLAND**

Early Childhood & Family Services | **Head Start**

**Health**  
**Screenings:**

**Hearing**

**Vision**

**Dental**

—  
**Health**  
**Information &**  
**Resources**

—  
**Food!**

**Prizes!!**

**FUN!!!**

**Partners:** For more info about  
tabling at this event, contact  
Laura Vazquez Zarate at  
[LVazquezZarate@oaklandca.gov](mailto:LVazquezZarate@oaklandca.gov)

# Head Start & Early Head Start Budget Summary - All Federal Projects

Report as of 04/30/25 - Payroll from 07/01/2024 to 04/25/25

Fiscal year budget spent

83%

Category	Budget	Encumbrance	Expenditures	Available	% of Budget Spent
a. Personnel	\$ 5,969,172.00	\$ -	\$ 4,374,841.01	\$ 1,594,330.99	73%
b. Fringe Benefits	\$ 3,026,384.00	\$ -	\$ 3,213,326.15	\$ (186,942.15)	106%
c. Travel	\$ 49,948.00	\$ -	\$ 32,673.65	\$ 17,274.35	65%
d. Equipment	\$ -		\$ -	\$ -	0%
e. Supplies	\$ 569,841.00	\$ 56,934.61	\$ 438,028.18	\$ 74,878.21	87%
f. Contractual	\$ 2,495,436.20	\$ 188,147.46	\$ 865,866.92	\$ 1,441,421.82	42%
g. Construction	\$ -	\$ -	\$ -	\$ -	0%
h. Other	\$ 1,233,588.80	\$ 150,137.83	\$ 1,067,322.44	\$ 16,128.53	99%
<b>i. Total Direct Charges</b>	<b>\$ 13,344,370.00</b>	<b>\$ 395,219.90</b>	<b>\$ 9,992,058.35</b>	<b>\$ 2,957,091.75</b>	<b>78%</b>
j. Indirect Charges	\$ 452,687.00	\$ -	\$ 452,687.00	\$ -	100%
<b>k. TOTALS</b>	<b>\$ 13,797,057.00</b>	<b>\$ 395,219.90</b>	<b>\$ 10,444,745.35</b>	<b>\$ 2,957,091.75</b>	<b>79%</b>

## Summary of Categories

a. Personnel	all salaries paid out to staff, also includes cost of substitute teachers from temp agency
b. Fringe Benefits	monies for paid leave, retirement, health/welfare.
c. Travel	money to attend trainings and conferences. Items such as: hotel, airfare, meals, incidentals and registrations
d. Equipment	purchases of equipment greater than \$5,000
e. Supplies	includes office supplies, children and family service supplies, food service and other supplies
f. Contractual	includes Delegate and Partner agencies; and consultants for educational assessments, medical for children, mental health
h. Other	rent, utilities, building maintenance, parent services, accounting and legal services, publications and advertising, training and staff development
j. Indirect Charges	costs incurred for a common or joint purpose benefitting more than one category that is difficult to directly allocate

**Head Start Budget Summary - Federal Basic**  
**Report as of 04/30/25 - Payroll from 07/01/24 to 04/25/25**

**Fiscal year budget spent**

**83%**

<b>Category</b>	<b>Budget</b>	<b>Encumbrance</b>	<b>Expenditures</b>	<b>Avail</b>	<b>% of Budget Spent</b>
a. Personnel	\$ 2,674,073.00	\$ -	\$ 1,495,777.45	\$ 1,178,295.55	56%
b. Fringe Benefits	\$ 1,350,044.00	\$ -	\$ 1,067,194.91	\$ 282,849.09	79%
c. Travel	\$ 16,579.00	\$ -	\$ 12,248.87	\$ 4,330.13	74%
d. Equipment	\$ -	\$ -	\$ -	\$ -	
e. Supplies	\$ 270,000.00	\$ 26,217.97	\$ 193,393.16	\$ 50,388.87	81%
f. Contractual	\$ 864,098.00	\$ 0.04	\$ 689,212.90	\$ 174,885.06	80%
g. Construction	\$ -	\$ -	\$ -	\$ -	-
h. Other	\$ 405,644.00	\$ 149,822.89	\$ 412,749.85	\$ (156,928.74)	139%
<b>i. Total Direct Charges</b>	<b>\$ 5,580,438.00</b>	<b>\$ 176,040.90</b>	<b>\$ 3,870,577.14</b>	<b>\$ 1,533,819.96</b>	<b>73%</b>
j. Indirect Charges	\$ 199,217.00	\$ -	\$ 199,217.00	\$ -	100%
<b>k. TOTALS</b>	<b>\$ 5,779,655.00</b>	<b>\$ 176,040.90</b>	<b>\$ 4,069,794.14</b>	<b>\$ 1,533,819.96</b>	<b>73%</b>

**Early Head Start Budget Summary - Federal Basic**  
**Report as of 03/31/25 - Payroll 07/01/24 to 04/25/25**

**Fiscal year budget spent**

**83%**

<b>Category</b>	<b>Budget</b>	<b>Encumbrance</b>	<b>Expenditures</b>	<b>Avail</b>	<b>% of Budget Spent</b>
a. Personnel	\$ 3,152,304.00	\$ -	\$ 2,879,063.56	\$ 273,240.44	91%
b. Fringe Benefits	\$ 1,612,593.00	\$ -	\$ 2,146,131.24	\$ (533,538.24)	133%
c. Travel	\$ 21,369.00	\$ -	\$ 11,674.47	\$ 9,694.53	55%
d. Equipment	\$ -	\$ -	\$ -	\$ -	-
e. Supplies	\$ 299,841.00	\$ 30,716.64	\$ 244,635.02	\$ 24,489.34	92%
f. Contractual	\$ 1,699,275.00	\$ 188,147.42	\$ 176,654.02	\$ 1,334,473.56	21%
g. Construction	\$ -	\$ -	\$ -	\$ -	-
h. Other	\$ 548,394.00	\$ 314.94	\$ 544,376.20	\$ 3,702.86	99%
<b>i. Total Direct Charges</b>	<b>\$ 7,333,776.00</b>	<b>\$ 219,179.00</b>	<b>\$ 6,002,534.51</b>	<b>\$ 1,112,062.49</b>	<b>85%</b>
j. Indirect Charges	\$ 253,470.00	\$ -	\$ 253,470.00	\$ -	100%
<b>k. TOTALS</b>	<b>\$ 7,587,246.00</b>	<b>\$ 219,179.00</b>	<b>\$ 6,256,004.51</b>	<b>\$ 1,112,062.49</b>	<b>85%</b>

# Head Start T/TA Budget Summary - Training and Technical Assistance

Report as of 04/30/25 - Payroll from 07/01/24 to 04/25/25

Fiscal year budget spent

83%

Category	Budget	Encumbrance	Expenditures	Avail	Budget Spent %
a. Personnel	\$ -	\$ -	\$ -	\$ -	0%
b. Fringe Benefits	\$ -	\$ -	\$ -	\$ -	0%
c. Travel	\$ 6,000.00	\$ -	\$ 2,683.58	\$ 3,316.42	45%
d. Equipment	\$ -	\$ -	\$ -	\$ -	0%
e. Supplies	\$ -	\$ -	\$ -	\$ -	0%
f. Contractual				\$ -	0%
g. Construction	\$ -	\$ -	\$ -	\$ -	0%
h. Other	\$ 60,672.80	\$ -	\$ 54,978.76	\$ 5,694.04	91%
<b>i. Total Direct Charges</b>	<b>\$ 66,672.80</b>	<b>\$ -</b>	<b>\$ 57,662.34</b>	<b>\$ 9,010.46</b>	<b>86%</b>
j. Indirect Charges	\$ -			\$ -	0%
<b>k. TOTALS</b>	<b>\$ 66,672.80</b>	<b>\$ -</b>	<b>\$ 57,662.34</b>	<b>\$ 9,010.46</b>	<b>86%</b>

## Early Head Start T/TA Budget Summary - Training and Technical Assistance

Report as of 04/30/25 - Payroll from 07/01/24 to 04/25/25

Fiscal year budget spent

83%

Category	Budget	Encumbrance	Expenditures	Avail	Budget Spent %
a. Personnel	\$ -	\$ -	\$ -	\$ -	0%
b. Fringe Benefits	\$ -	\$ -	\$ -	\$ -	0%
c. Travel	\$ 10,000.00	\$ -	\$ 6,066.73	\$ 3,933.27	61%
d. Equipment	\$ -	\$ -	\$ -	\$ -	0%
e. Supplies	\$ -	\$ -	\$ -	\$ -	0%
f. Contractual		\$ -	\$ -	\$ -	0%
g. Construction	\$ -	\$ -	\$ -	\$ -	0%
h. Other	\$ 108,878.00	\$ -	\$ 55,217.63	\$ 53,660.37	51%
<b>i. Total Direct Charges</b>	<b>\$ 118,878.00</b>	<b>\$ -</b>	<b>\$ 61,284.36</b>	<b>\$ 57,593.64</b>	<b>52%</b>
j. Indirect Charges	\$ -	\$ -	\$ -	\$ -	0%
<b>k. TOTALS</b>	<b>\$ 118,878.00</b>	<b>\$ -</b>	<b>\$ 61,284.36</b>	<b>\$ 57,593.64</b>	<b>52%</b>

# Head Start GPF Budget Summary - City General Purpose Fund Head Start

Report as of 04/30/25 - Payroll from 07/01/24 to 04/25/25

Fiscal year budget spent

83%

Category	Budget	Encumbrance	Expenditures	Avail	Budget Spent %
a. Personnel	\$ 396,294.00	\$ -	\$ 340,106.73	\$ 56,187.27	86%
b. Fringe Benefits	\$ 318,849.00	\$ -	\$ 264,596.98	\$ 54,252.02	83%
c. Travel	\$ -	\$ -	\$ -	\$ -	0%
d. Equipment	\$ -	\$ -	\$ -	\$ -	0%
e. Supplies	\$ 5,000.00	\$ -	\$ 1,240.51	\$ 3,759.49	25%
f. Contractual	\$ 170,881.00	\$ 24,249.61	\$ 87,979.47	\$ 58,651.92	66%
g. Construction	\$ -	\$ -	\$ -	\$ -	0%
h. Other	\$ -	\$ -	\$ -	\$ -	0%
<b>i. Total Direct Charges</b>	<b>\$ 891,024.00</b>	<b>\$ 24,249.61</b>	<b>\$ 693,923.69</b>	<b>\$ 172,850.70</b>	<b>81%</b>
j. Indirect Charges	\$ 88,268.00		\$ -	\$ 88,268.00	0%
<b>k. TOTALS</b>	<b>\$ 979,292.00</b>	<b>\$ 24,249.61</b>	<b>\$ 693,923.69</b>	<b>\$ 261,118.70</b>	<b>73%</b>

# Early Head Start GPF Budget Summary - City General Purpose Fund Early Head Start

Report as of 04/30/25 - Payroll from 07/01/24 to 04/30/25

Fiscal year budget spent

83%

Category	Budget	Encumbrance	Expenditures	Avail	Budget Spent %
a. Personnel	\$ 382,174.00	\$ -	\$ 260,440.36	\$ 121,733.64	68%
b. Fringe Benefits	\$ 307,483.00	\$ -	\$ 201,175.45	\$ 106,307.55	65%
c. Travel	\$ -	\$ -	\$ -	\$ -	0%
d. Equipment	\$ -	\$ -	\$ -	\$ -	0%
e. Supplies	\$ 5,000.00	\$ -	\$ 547.16	\$ 4,452.84	11%
f. Contractual	\$ 973,605.00	\$ 7,244.88	\$ 257,378.29	\$ 708,981.83	27%
g. Construction	\$ -	\$ -	\$ -	\$ -	0%
h. Other	\$ -	\$ -	\$ -	\$ -	0%
<b>i. Total Direct Charges</b>	<b>\$ 1,668,262.00</b>	<b>\$ 7,244.88</b>	<b>\$ 719,541.26</b>	<b>\$ 941,475.86</b>	<b>44%</b>
j. Indirect Charges	\$ -	\$ -	\$ -	\$ -	0%
<b>k. TOTALS</b>	<b>\$ 1,668,262.00</b>	<b>\$ 7,244.88</b>	<b>\$ 719,541.26</b>	<b>\$ 941,475.86</b>	<b>44%</b>

# Head Start & Early Head Start CCFP Budget Summary - Child and Adult Care Food Program

Report as of 04/30/25 - Payroll from 07/01/24 to 04/25/25

Fiscal year budget spent

83%

Category	Budget	Encumbrance	Expenditures	Avail	Budget Spent %
a. Personnel	\$ -	\$ -	\$ -	\$ -	0%
b. Fringe Benefits	\$ -	\$ -	\$ -	\$ -	0%
c. Travel	\$ -	\$ -	\$ -	\$ -	0%
d. Equipment	\$ -	\$ -	\$ -	\$ -	0%
e. Supplies	\$ 260,000.00	\$ 1,035.59	\$ 101,953.18	\$ 157,011.23	40%
f. Contractual	\$ -	\$ -	\$ -	\$ -	0%
g. Construction	\$ -	\$ -	\$ -	\$ -	0%
h. Other		\$ -		\$ -	0%
<b>i. Total Direct Charges</b>	<b>\$ 260,000.00</b>	<b>\$ 1,035.59</b>	<b>\$ 101,953.18</b>	<b>\$ 157,011.23</b>	<b>40%</b>
j. Indirect Charges	\$ -		\$ -	\$ -	0%
<b>k. TOTALS</b>	<b>\$ 260,000.00</b>	<b>\$ 1,035.59</b>	<b>\$ 101,953.18</b>	<b>\$ 157,011.23</b>	<b>40%</b>

# Early Head Start CCTR Budget Summary - General Child Care and Development Expansion

Report as of 04/30/25 - Payroll from 07/01/24 to 04/30/25

Fiscal year budget spent

83%

Category	Budget	Encumbrance	Expenditures	Avail	Budget Spent %
a. Personnel	\$ 1,863,655.28	\$ -	\$ 737,912.60	\$ 1,125,742.68	40%
b. Fringe Benefits	\$ 1,462,157.72	\$ -	\$ 432,612.29	\$ 1,029,545.43	30%
c. Travel	\$ -	\$ -	\$ -	\$ -	0%
d. Equipment	\$ -	\$ -	\$ -	\$ -	0%
e. Supplies	\$ -	\$ -	\$ -	\$ -	0%
f. Contractual	\$ -	\$ -	\$ -	\$ -	0%
g. Construction	\$ -	\$ -	\$ -	\$ -	0%
h. Other	\$ 20,000.00	\$ -	\$ 11,137.50	\$ 8,862.50	56%
<b>i. Total Direct Charges</b>	<b>\$ 3,345,813.00</b>	<b>\$ -</b>	<b>\$ 1,181,662.39</b>	<b>\$ 2,164,150.61</b>	<b>35%</b>
j. Indirect Charges	\$ -	\$ -	\$ -	\$ -	0%
<b>k. TOTALS</b>	<b>\$ 3,345,813.00</b>	<b>\$ -</b>	<b>\$ 1,181,662.39</b>	<b>\$ 2,164,150.61</b>	<b>35%</b>

**Head Start CSPP Budget Summary - California State Preschool Program**  
**Report as of 04/30/25 - Payroll from 07/01/24 to 04/25/25**

**Fiscal year budget spent**

**83%**

<b>Category</b>	<b>Budget</b>	<b>Encumbrance</b>	<b>Expenditures</b>	<b>Avail</b>	<b>Budget Spent %</b>
a. Personnel	\$ 821,002.66	\$ -	\$ 569,012.16	\$ 251,990.50	69%
b. Fringe Benefits	\$ 659,493.94	\$ -	\$ 423,221.41	\$ 236,272.53	64%
c. Travel	\$ -	\$ -	\$ -	\$ -	0%
d. Equipment	\$ -	\$ -	\$ -	\$ -	0%
e. Supplies	\$ 740,775.30	\$ -	\$ 21,868.18	\$ 718,907.12	3%
f. Contractual	\$ 430,789.92	\$ -	\$ -	\$ 430,789.92	0%
g. Construction	\$ -	\$ -	\$ -	\$ -	0%
h. Other	\$ 712,694.95	\$ -	\$ 107,147.48	\$ 605,547.47	15%
<b>i. Total Direct Charges</b>	<b>\$ 3,364,756.77</b>	<b>\$ -</b>	<b>\$ 1,121,249.23</b>	<b>\$ 2,243,507.54</b>	<b>33%</b>
j. Indirect Charges	\$ -	\$ -	\$ -	\$ -	0%
<b>k. TOTALS</b>	<b>\$ 3,364,756.77</b>	<b>\$ -</b>	<b>\$ 1,121,249.23</b>	<b>\$ 2,243,507.54</b>	<b>33%</b>

**Head Start CPKS Budget Summary -CA Pre-Kindergarten and Family Literacy Support**  
**Report as of 04/30/25 - Payroll from 07/01/24 to 04/25/25**

**Fiscal year budget spent**

**83%**

<b>Category</b>	<b>Budget</b>	<b>Encumbrance</b>	<b>Expenditures</b>	<b>Avail</b>	<b>Budget Spent %</b>
a. Personnel	\$ -	\$ -	\$ -	\$ -	0%
b. Fringe Benefits	\$ -	\$ -	\$ -	\$ -	0%
c. Travel	\$ -	\$ -	\$ -	\$ -	0%
d. Equipment	\$ -	\$ -	\$ -	\$ -	0%
e. Supplies	\$ 32,500.00	\$ -	\$ 32,500.00	\$ -	100%
f. Contractual	\$ -	\$ -	\$ -	\$ -	0%
g. Construction	\$ -	\$ -	\$ -	\$ -	0%
h. Other	\$ -	\$ -	\$ -	\$ -	0%
<b>i. Total Direct Charges</b>	<b>\$ 32,500.00</b>	<b>\$ -</b>	<b>\$ 32,500.00</b>	<b>\$ -</b>	<b>100%</b>
j. Indirect Charges	\$ -	\$ -	\$ -	\$ -	0%
<b>k. TOTALS</b>	<b>\$ 32,500.00</b>	<b>\$ -</b>	<b>\$ 32,500.00</b>	<b>\$ -</b>	<b>100%</b>





Child and Adult Care Food Program FY2024-25

Meal counts are due to CDSS 45 days after the close of the month. To ensure the most accurate numbers are reported to PC and AB meal counts will be reported after they are finalized for submission to CDSS.

Institution: CITY OF OAKLAND HEADSTART  
Month/ Year: March-25

Facility Number	Facility Name	Meal Types Claimed (x)				Number of Operating Days	License Capacity (room capacity, if applicable)	Funded enrollment	Enrollment (license or room capacity, if applicable)	Shift status	Max. Number of Meals Eligible For Reimbursement (Enrollment x Operating Days)	Do any meal counts, by meal type, exceed the maximum number of meals eligible? If yes, explain why and attach supporting document	Do any meal counts by meal type show pattern of block claim? If yes state action taken, attach supporting document
		Am Snack	Breakfast	Lunch	PM Snack								
1 1	Full Day	3.00	64.00	86.00	78.00	20.00	entire site (50)	16.00	16.00	1.00	320.00	NO	NO
1 2	Full Day	6.00	104.00	113.00	100.00	20.00	entire site (50)	10.00	16.00	1.00	320.00	NO	NO
1 3	Full Day	12.00	192.00	231.00	186.00	20.00	entire site (50)	8.00	16.00	1.00	320.00	NO	NO
2 4	Full Day	4.00	76.00	83.00	60.00	19.00	16	12.00	12.00	1.00	228.00	NO	NO
3 5	Full Day	3.00	34.00	37.00	34.00	20.00	8	8.00	9.00	1.00	180.00	NO	NO
3 6	Full Day	4.00	63.00	124.00	108.00	20.00	8	8.00	9.00	1.00	180.00	NO	NO
3 7	Full Day	10.00	104.00	148.00	118.00	20.00	8	8.00	8.00	1.00	160.00	NO	NO
4 8	Full Day	-	-	-	-	-	entire site (48)	16.00	16.00	1.00	-	NO	NO
4 9	Full Day	-	-	-	-	-	entire site (48)	16.00	16.00	1.00	-	NO	NO
5 10	Full Day	-	-	-	-	-	-	-	-	-	-	NO	NO
6 11	Full Day	-	-	-	-	-	-	-	-	-	-	NO	NO
7 12	Full Day	13.00	123.00	153.00	131.00	20.00	18	16.00	32.00	1.00	640.00	NO	NO
8 13	Full Day	-	-	-	-	-	18	16.00	16.00	1.00	-	NO	NO
8 14	Full Day	-	-	-	-	-	8	8.00	8.00	1.00	-	NO	NO
9 15	Full Day	-	148.00	169.00	176.00	18.00	20	16.00	20.00	1.00	360.00	NO	NO
10 16	Full Day	12.00	179.00	222.00	206.00	18.00	entire site (24)	24.00	24.00	1.00	432.00	NO	NO
11 17	Full Day	3.00	79.00	104.00	88.00	20.00	8	8.00	9.00	1.00	180.00	NO	NO
11 18	Full Day	7.00	81.00	98.00	75.00	20.00	8	10.00	9.00	1.00	180.00	NO	NO
12 19	Full Day	17.00	207.00	275.00	242.00	20.00	24	24.00	24.00	1.00	480.00	NO	NO
12 20	Full Day	-	-	-	-	-	0	-	16.00	1.00	16.00	NO	NO
13 21	Full Day	12.00	223.00	254.00	212.00	20.00	24	24.00	24.00	1.00	480.00	NO	NO
14 22	Full Day	4.00	88.00	92.00	85.00	20.00	8	8.00	9.00	1.00	180.00	NO	NO
14 23	Full Day	6.00	61.00	71.00	65.00	20.00	8	8.00	9.00	1.00	180.00	NO	NO
14 24	Full Day	6.00	94.00	106.00	96.00	20.00	8	8.00	8.00	1.00	160.00	NO	NO
		TOTAL	1,920.00	2,366.00	2,060.00	335.00		272.00	326.00		4,996.00		
		HS	908.00	1,144.00	991.00	177.00							
		EHS	1,012.00	1,222.00	1,069.00	158.00							

I certify that the edit check process was completed and that the information was reviewed. If needed, appropriate action was taken as indicated.

Certified by:

  
Emari Dimagiba  
Head Start Health Manager  
\* Block claim - when the number of meals claimed at a facility for one or more meal types (B, L, D, or snack) is the same for 15 consecutive operating days.

Avg Daily Participation

=(max meals)/(max days)

ADP ENTRY

118.30

119.00

Keep this completed edit check form with a copy of the claim submitted for reimbursement

Prepared by : Michael Fries  
Fiscal Approval:   
Annie Friberg  
Human Services Fiscal Manager

Child and Adult Care Food Program FY2024-25

Meal counts are due to CDSS 45 days after the close of the month. To ensure the most accurate numbers are reported to PC and AB meal counts will be reported after they are finalized for submission to CDSS.

Institution: CITY OF OAKLAND HEADSTART  
Month/ Year: April-25

Facility Number	Facility Name	Meal Types Claimed (x)				Number of Operating Days	License Capacity (room capacity, if applicable)	Funded enrollment	Enrollment (license or room capacity, if applicable)	Shift status	Max. Number of Meals Eligible For Reimbursement (Enrollment x Operating Days)	Do any meal counts, by meal type, exceed the maximum number of meals eligible? If yes, explain why and action taken	Do any meal counts by meal type show pattern of block claim? If yes state action taken, attach supporting document
		AM Snack	Breakfast	Lunch	PM Snack								
1 1	Full Day	-	74.00	84.00	83.00	17.00	entire site (50)	16.00	16.00	1.00	272.00	NO	NO
1 2	Full Day	-	113.00	125.00	117.00	20.00	entire site (50)	10.00	16.00	1.00	320.00	NO	NO
1 3	Full Day	-	174.00	203.00	171.00	17.00	entire site (50)	8.00	16.00	1.00	272.00	NO	NO
2 4	Full Day	-	94.00	96.00	77.00	18.00	16	12.00	12.00	1.00	216.00	NO	NO
3 5	Full Day	-	41.00	42.00	37.00	20.00	8	8.00	9.00	1.00	180.00	NO	NO
3 6	Full Day	-	72.00	116.00	105.00	19.00	8	8.00	9.00	1.00	171.00	NO	NO
3 7	Full Day	-	107.00	131.00	100.00	19.00	8	8.00	8.00	1.00	152.00	NO	NO
4 8	Full Day	-	-	-	-	-	entire site (48)	16.00	16.00	1.00	-	NO	NO
4 9	Full Day	-	-	-	-	-	entire site (48)	16.00	16.00	1.00	-	NO	NO
5 10	Full Day	-	-	-	-	-	-	-	-	-	-	NO	NO
6 11	Full Day	-	-	-	-	-	-	-	-	-	-	NO	NO
7 12	Full Day	-	114.00	128.00	111.00	17.00	18	16.00	32.00	1.00	544.00	NO	NO
8 13	Full Day	-	104.00	107.00	99.00	11.00	18	16.00	16.00	1.00	176.00	NO	NO
8 14	Full Day	-	-	-	-	-	8	8.00	8.00	1.00	-	NO	NO
9 15	Full Day	-	165.00	183.00	178.00	17.00	20	16.00	20.00	1.00	340.00	NO	NO
10 16	Full Day	-	193.00	231.00	216.00	17.00	entire site (24)	24.00	24.00	1.00	408.00	NO	NO
11 17	Full Day	-	55.00	81.00	68.00	19.00	8	8.00	9.00	1.00	171.00	NO	NO
11 18	Full Day	-	97.00	107.00	89.00	22.00	8	10.00	9.00	1.00	198.00	NO	NO
12 19	Full Day	-	206.00	274.00	246.00	17.00	24	24.00	24.00	1.00	408.00	NO	NO
12 20	Full Day	-	-	-	-	-	0	-	16.00	1.00	16.00	NO	NO
13 21	Full Day	-	238.00	236.00	210.00	18.00	24	24.00	24.00	1.00	432.00	NO	NO
14 22	Full Day	-	95.00	99.00	86.00	20.00	8	8.00	9.00	1.00	180.00	NO	NO
14 23	Full Day	-	64.00	65.00	61.00	18.00	8	8.00	9.00	1.00	162.00	NO	NO
14 24	Full Day	-	109.00	114.00	96.00	20.00	8	8.00	8.00	1.00	160.00	NO	NO
		TOTAL	2,115.00	2,422.00	2,150.00	326.00		272.00	326.00		4,778.00		
		HS	1,058.00	1,215.00	1,078.00	175.00							
		EHS	1,057.00	1,207.00	1,072.00	151.00							

I certify that the edit check process was completed and that the information was reviewed. If needed, appropriate action was taken as indicated.

Certified by:

 **Emari Dimagiba**  
Head Start Health Manager

\* Block claim - when the number of meals claimed at a facility for one or more meal types (B, L, D, or snack) is the same for 15 consecutive operating days.

Keep this completed edit check form with a copy of the claim submitted for reimbursement

Prepared by : **Michael Fries**

Fiscal Approval:   
**Annie Friberg**  
Human Services Fiscal Manager

Avg Daily Participation  
=(max meals)/(max days)

ADP ENTRY

110.09

111.00

## City of Oakland Head Start Program Funding Request:

### **FY 25-26 Early Educator Apprenticeship Program**

#### **Objective:**

The objective of the Peralta Community College District, specifically, the Merritt College Early Educator Apprentice Program (MCEAP), is to address the early childhood education workforce deficit by providing a formalized workforce development program, on ramp, and career pathway for Head Start families and parents, which will lead to them becoming fully permitted classroom teachers and beyond, in the early childhood education industry and job sector.

The City of Oakland Early Childhood Education and Family Services Program will continue to partner with Merritt Community College, and the Early Childhood Education Pathways to Success (ECEPTS) Program, for whom The Tides Center is the fiscal sponsor.

The Merritt College Early Educator Apprenticeship Program creates a career pathway for academic growth, development, and eventual employment by providing on-the-job training, coaching/mentoring supports, college coursework (15 units in Early Childhood Education (ECE); professional learning communities, and eligibility for hire and potential employment within in a 24-month period.

#### **Funding Request:**

City of Oakland Head Start Program requests approval from the Head Start Parent Policy Council and Advisory Board to:

- 1) Accept reimbursement in the amount of **\$226,212** From Peralta Community College District for the Apprenticeship Program; and
- 2) Negotiate and execute a two-year contract with the Tides Center, as fiscal sponsor, in the amount of **\$222,898**, for the Early Childhood Education Pathways to Success (ECEPTS) Program.

## **ECEPTS National Conference on ECE Apprenticeship – Austin, TX May 5 – 6, 2025**

**Ajene Waters May 9, 2025**

**Purpose:** The ECEPTS National Conference on ECE Apprenticeship will educate, inspire and empower a broad and diverse coalition of ECE stakeholders and apprenticeship champions. Weaved throughout the experience is a unique opportunity to build networks, learn from peers, and be a part of the camaraderie that this conference encourages. ([ECEPTS](#))

### **Key Takeaways:**

Understanding industry needs and workforce challenges  
Centering Participant Success  
Research-Based participant supports  
The ECEPTS Model

### **Day 1: Pre-Conference One on One Institutes**

#### **Head Start Apprenticeship 101**

Led by Camilla Rand, ECEPTS Chief Strategy Officer and Kisha Hayes, ECEPTS Registered Apprenticeship Programs Director

**Day 1** centered on how to build and sustain apprenticeship programs within Head Start that align with both organizational needs and national guidelines. With voices from across the Bay Area, Louisiana, Kentucky, and beyond, the session offered a well-rounded perspective. Wraparound supports were a recurring theme. Something I'm already familiar with in the Success Coordinator role. These supports are becoming foundational to apprenticeship success.

What stood out was the shared challenge many programs have: reaching each apprentice where they are. It's not all about coursework and tutoring; it's also about mentorship, coaching, and whole-person support. These aren't "add-ons"—they're essentials, especially after on-the-job training is done. The message was clear: if we want apprentices to thrive, we need to serve the whole person.

### **Day 2: Workshops**

#### **Expanded Learning Apprenticeships: A Pipeline to Economic Mobility and Career Advancement**

Presented by Girls Inc. of Alameda County and Partnership for Children and Youth

Expanded learning in our apprenticeship program isn't present just yet, so it was wonderful to hear from an Oakland-based organization about the way they do and implement a youth apprenticeship program.

Their strategy centers around providing intellectual, social, and emotional development outside of regular school hours, such as before and after school, during summer, and between intersessions. This system serves a valid demand in our neighborhoods. Girls Inc. identified as successful that they have flexible

schedules that can easily be fit into participants' existing routines, and that they have a site which is conveniently accessed. They also highlighted the growth opportunity for apprentices both in classroom work and peer-to-peer mentoring—so it is really a whole-spectrum development pipeline.

### **Putting Participant-Centered Supports and Services First in ECE Apprenticeships – The ECEPTS Model**

Presented by the Director of ECEPTS Registered Apprenticeship Programs

This was by far the most impactful session on me in my role. The discussion was on how support for apprentices isn't one size fits all, it needs to be tailored and individualized. The takeaway was clear, free tuition isn't enough. A successful apprenticeship program requires dedicated program staff to create a safe, trusting environment. Staffing isn't a choice, it's necessary. Availability of mental health and technology resources was further stressed as fundamental aspects in the achievement of apprentices, along with educational assistance.

What resonated most was the plea to keep the participants at the forefront. To do so requires flexibility and policy changes. It disrupts the status quo, whether that is requesting an employer to hire a person still learning skills or requesting an instructor to give grace to an apprentice facing life issues. We have learned that is what's needed at times. With our early childhood workforce at risk, we must stay solution oriented as we grow our apprenticeship program.

### **Action Items/What We Can Do:**

#### **1. Implement a Participant-Centered Support Model**

- Establish specialized apprenticeship support personnel
- Develop formal mentoring and coaching programs that go beyond job training.
- Pay attention to the needs of our parents/community at every stage of the apprenticeship

#### **2. Enlarge Beyond Academic Tutoring/Building Supports**

- Incorporate wraparound supports (transportation support, flexible schedules, fair starting pay).
- Train staff to meet apprentices where they are at
- Promote grace-based practices—such as providing extensions or flexible deadlines when needed. This also means having clear expectations along the way.

#### **3. Reassess Learning Format and Access**

- Evaluate where, when and how we might deliver face-to-face learning might improve performance and how we pay for it. Virtual can be a requirement but not the only answer. Having space at a site could benefit the apprenticeship when providing face to face group support.

#### **4. Partner with Employers with Long-Term in Mind**

- Encourage employers to think of apprentices as investments, rather than entry-level hires.
- Advocate for policy flexibility to enable apprentice success (e.g., schedule modifications, timely hiring processes and onboarding).

#### **Networking/Partnerships**

The workshops really showed us the significance of connecting with other organizations to better build our apprenticeship program. Organizations like Girls Inc. of Alameda County and the Partnership for Children and Youth had very good ideas involving flexible support and expanded learning. ECEPTS gave us some helpful information concerning the building of participant-centered programs and being included in a wider network of apprenticeship.

It was wonderful to learn from others around the Bay Area and in states like Louisiana and Kentucky who are facing similar challenges and working toward the same goals. Most impactful was how essential partnerships are with employers, schools, and community organizations to provide full wraparound services like mental health care, family support, housing assistance, and access to technology. These conversations not only confirmed we're on the right track, but a clear picture of how growth can look. Though majority of the team was not present, Head Start supporters were very present and we're all working to better support apprentices and strengthen the early childhood workforce.



## **Merritt Educator Apprenticeship Program City of Oakland Head Start Data**

### **Year 1**

As of May 28, 2025, Year 1 of the apprenticeship program enrolled 20 participants, with 13 currently remaining active. Among them, 4 are Head Start caregivers and 14 are Oakland residents. Out of the 13 active apprentices, 6 have been hired as Associate Teachers and 3 as Assistant Teachers, while 1 is currently in the application process for an Associate Teacher role. Additionally, 14 of the original 20 participants have successfully obtained Assistant Instructor and Infant/Toddler Specialist certificates from Merritt College.

#### **Year 1 Apprenticeship Program Update (as of 5/28/25):**

- **Total Enrolled:** 20 apprentices
- **Currently Active:** 13 apprentices
  - 4 are Head Start caregivers
  - 14 are Oakland residents (includes both active and inactive)

#### **Employment Status of Active Apprentices (13):**

- 6 hired as **Associate Teachers**
- 3 hired as **Assistant Teachers**
- 1 currently in the **application process** for Associate Teacher

#### **Certifications Earned:**

- 14 of the 20 originally enrolled earned both the **Assistant Instructor** and **Infant/Toddler Specialist** certificates from Merritt College

### **Year 2**

As of May 28, 2025, 17 of the 21 Year 2 apprentices remain active. Among the original group, 7 are Head Start caregivers and 18 are Oakland residents. Three of the active apprentices have been hired as assistant teachers, while 12 are awaiting offer letters for Early Learning Aide positions. So far, 17 have earned their Assistant Instructor and Merritt College certificates. Upon completing their second Infant-Toddler course in summer 2025, they will also receive their Infant-Toddler Specialist certificates.

#### **Year 2 Apprenticeship Program Update (as of 5/28/25):**

- **Total Enrolled:** 21 apprentices
- **Currently Active:** 17 apprentices
  - 7 are Head Start caregivers

- 18 are Oakland residents (includes both active and inactive)

#### **Employment Status of Active Apprentices (13):**

- 3 hired as **Assistant Teachers**
- 12 currently in the **hiring process** for Early Learning Aide

#### **Certifications Earned:**

14 of the 20 originally enrolled earned the **Assistant Instructor** and are pending **their Infant-Toddler Specialist** certificates.

#### **Cohort 3 Recruitment**

Recruitment for Cohort 3 is now underway, and set to begin August 2025. Prior to her departure, Martina approved a cap of 12 apprentices based on current available positions, although our usual cohort target remains 18. However, would love to meet our agreed upon goal with our intermediary ECEPTS of 54 total apprentices.

Info sessions for Cohort 3 begin **Friday, May 30, 2025**, and will be held **twice weekly on Wednesdays and Fridays** through June or until we complete interviews with all qualified applicants.

#### **Cohort 3 Info Session Schedule (3:00–4:00 PM via Zoom):**

- Friday, May 30
- Wednesday, June 4
- Friday, June 6
- Wednesday, June 11
- Friday, June 13
- Wednesday, June 18
- Friday, June 20
- Wednesday, June 25
- Friday, June 27

Following the info sessions, interested applicants will be invited to interviews, with final selections expected by the **end of June - early July**. This timeline allows adequate preparation time for accepted apprentices to complete **Merritt College enrollment, Livescan background checks, and required health documentation** before the program begins.

To date, **303 applications** have been received.



ADMINISTRATION FOR  
**CHILDREN & FAMILIES**

Office of Head Start | 330 C St., SW, 4th Floor, Washington DC 20201 | [eclkc.ohs.acf.hhs.gov](https://eclkc.ohs.acf.hhs.gov)

**From:** Cynthia Romero ([cynthia.romero@acf.hhs.gov](mailto:cynthia.romero@acf.hhs.gov))

**Grant Number:** 09CH012060

**Grantee Name:** Oakland, City of

Hello Diveena,

OHS has received your request, reviewed the circumstances of the review and determined that the fiscal finding does not reach the level of an area of non-compliance.

A revised report will be issued and the follow-up review will be cancelled.

Be well,

Cynthia Romero  
Program Specialist, Oversight Division  
Office of Head Start

**Attachments:** None

Please login to HSES (<https://hses.ohs.acf.hhs.gov/>) to view and respond.

To be able to log in and respond to a message in HSES under the Correspondence tab, you will need an account. If you do not yet have one, please contact the HSES Help Desk to obtain a user ID and password.



ADMINISTRATION FOR  
**CHILDREN & FAMILIES**

Office of Head Start | 330 C St., SW, 4th Floor, Washington DC 20201 | [eclkc.ohs.acf.hhs.gov](http://eclkc.ohs.acf.hhs.gov)

June 03, 2025

Oakland, City of

Re: Grant No. 09CH012060

Dear Grant Recipient,

The Administration for Children and Families (ACF), Office of Head Start (OHS) recently conducted a monitoring review of your program. The attached revised report contains information about your agency's performance and compliance with the requirements of the Head Start Program Performance Standards, Public Law 110-134, Improving Head Start for School Readiness Act of 2007, and other applicable regulations.

Please contact the OHS Oversight Division at [ohsmonitoringteam@acf.hhs.gov](mailto:ohsmonitoringteam@acf.hhs.gov) with any questions or concerns you may have about this report.

If the report has findings the corrective action period began 72 hours from the time the initial report was sent.

Sincerely,

OHS Monitoring Team



ADMINISTRATION FOR  
**CHILDREN & FAMILIES**

Office of Head Start | 330 C St., SW, 4th Floor, Washington DC 20201 | [eclkc.ohs.acf.hhs.gov](http://eclkc.ohs.acf.hhs.gov)

June 03, 2025

Oakland, City of

Re: Grant No. 09CH012060

Dear Grant Recipient,

The Administration for Children and Families (ACF), Office of Head Start (OHS) recently conducted a monitoring review of your program. The attached revised report contains information about your agency's performance and compliance with the requirements of the Head Start Program Performance Standards, Public Law 110-134, Improving Head Start for School Readiness Act of 2007, and other applicable regulations.

Please contact the OHS Oversight Division at [ohsmonitoringteam@acf.hhs.gov](mailto:ohsmonitoringteam@acf.hhs.gov) with any questions or concerns you may have about this report.

If the report has findings the corrective action period began 72 hours from the time the initial report was sent.

Sincerely,

OHS Monitoring Team



ADMINISTRATION FOR  
**CHILDREN & FAMILIES**

Office of Head Start | 4th Floor – Switzer Memorial Building, 330 C Street SW, Washington DC 20024 ecl

## Program Performance Summary Report

**To: Authorizing Official/Board Chairperson**

Mr. Jestin Johnson  
City of Oakland  
150 Frank H Ogawa Plz  
Ste 5352  
Oakland, CA 94612 - 2093

**From: Res**

**Date: 05/2**

**Tala Hook**

**Deputy Di**

From March 17, 2025 to March 21, 2025, the Administration for Children and Families (ACF) conducted a monitoring review of City of Oakland. This report contains information about the grant recipient's performance against the requirements of the Head Start Program Performance Standards (HSPPS) or Public Law 110-134, Improving the School Readiness Act of 2007. This report replaces the report issued on April 9, 2025, in its entirety.

The Office of Head Start (OHS) would like to thank your governing body, policy council, parents, and staff for their participation in the review process. Based on the information gathered during this review, it has been determined that you are in compliance with the requirements of all applicable HSPPS, laws, regulations, and policy requirements.

Please contact the OHS Oversight Division at [ohsmonitoringteam@acf.hhs.gov](mailto:ohsmonitoringteam@acf.hhs.gov) with any questions or comments regarding this report.

### DISTRIBUTION OF THE REPORT




Copies of this report will be distributed to the following:

Ms. Heather Wanderski, Regional Program Manager  
Ms. LaTonda Simmons, Chief Executive Officer/Executive Director  
Ms. Diveena Coompan, Head Start Director

## Grant(s) included as part of this review

Grant Recipient Name	Grant Number(s)
City of Oakland	09CH012060

## Glossary of Terms

Term	Definition
<b>Area of Concern (AOC)</b> 	An area in which the agency needs to improve performance. This status requires a written timeline of correction and should be discussed with the agency's Regional Office for assistance.
<b>Area of Noncompliance (ANC)</b> 	An area in which the agency is out of compliance with Federal requirements (limited to the Head Start Act or one or more of the regulations) in one or more areas of performance. This status requires a written timeline of correction and should be discussed with the agency's program specialist. If not corrected within the timeline, this status becomes a deficiency.
<b>Deficiency</b> 	<p>As defined in the Head Start Act, the term "deficiency" means:</p> <p>(A) a systemic or substantial material failure of an agency in an area of performance that the Secretary determines involves:</p> <ul style="list-style-type: none"> <li>(i) a threat to the health, safety, or civil rights of children or staff;</li> <li>(ii) a denial to parents of the exercise of their full roles and responsibilities in the program operations;</li> <li>(iii) a failure to comply with standards related to early childhood education, health and safety services, family and community partnerships, or program design and management;</li> <li>(iv) the misuse of funds received under this subchapter;</li> <li>(v) loss of legal status (as determined by the Secretary) or financial viability, suspension, permits, debarment from receiving Federal grants or contracts, or loss of Federal funds; or</li> <li>(vi) failure to meet any other Federal or State requirement that the Secretary determines unwillingness or inability to correct, after notice from the Secretary.</li> </ul>



## How To Read This Report

The Focus Area Two (FA2) report includes the following sections:

- **Program Overview** provides a summary describing the grant recipient.
- **Performance Summary** provides a table view of compliance by Performance Area.
- **Review Details** provides details on the grant recipient's performance in each Content Area, Performance Area, and Performance Measure. The following icons may be used in this section to describe the grant recipient's performance:

Icon	Description
✓	Compliant (C)
★	Strong Practice (SP)
🗣️	Area of Concern (AOC)
⚠️	Area of Noncompliance (ANC)/ Deficiency (DEF)

### Program Overview

The City of Oakland, a public authority, serves residents of its northern California city. The grant recipient provides Head Start and Early Head Start children and expectant families. Children participate in center-based, home-based, and mixed care settings.

### Performance Summary

This section contains an overview of the grant recipient's performance determined through this review. For more details, see the Review Details section.

Content Area	Performance Area	Grant Number(s)	Review Outcome	Applicable Standard
Program Design, Management, and Improvement	-	09CH012060	Compliant	-

Community Engagement Services				
Fiscal Infrastructure	Comprehensive Financial Management Structure and System	09CH012060	Area of Concern	-
Fiscal Infrastructure	Facilities and Equipment Management Systems	09CH012060	Area of Concern	-
Eligibility, Recruitment, Selection, Enrollment, and Attendance	-	09CH012060	Compliant	-

## Review Details

This section of the report provides details on the grant recipient’s performance in each Content Area, Performance Measure.

- Each Performance Area includes the compliant Performance Measures monitored in this review.
- If there are any findings, Areas of Concern, or Strong Practices observed, they will be listed within the Performance Measure.



### Program Design, Management, and Improvement

The table below summarizes the performance within the Content Area. Beneath the table is a list of Areas and compliant Performance Measures monitored in this Content Area, with details on findings, Areas of Concern, and Strong Practices observed, as applicable.

Performance Area	Compliant	Finding	Area of Concern
Program Design and Strategic Planning	C		
Program Governance	C		
Staffing and Staff Member Supports	C		

#### Performance Area: Program Design and Strategic Planning

##### ✓ Compliance Information

During the review event the OHS monitoring team identified the following Performance Measures:

- The grant recipient adjusts its program design to remain responsive to shifts in community resources over time.
- The grant recipient maintains and uses program data to routinely monitor performance, drive continuous improvement.

#### Performance Area: Program Governance

##### ✓ Compliance Information

During the review event the OHS monitoring team identified the following Performance Measures:

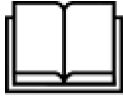
- The grant recipient collaborates effectively across program staff members, the governing council to facilitate effective program governance.
- The grant recipient’s governing body is engaged and effective in providing legal and financial support to the program.

- The grant recipient develops systems that support the Head Start workforce by providing opportunities for career advancement, and a positive work environment for staff members.

★ ***Strong Practice Information***

During the review event the OHS monitoring team identified the following Strong Practice(s):

- The grant recipient staff members regularly collaborate with other staff members and coordinate and individualize services for children.
- The grant recipient creates opportunities for staff member growth through innovative career progressions.



## Education and Child Development Services

The table below summarizes the performance within the Content Area. Beneath the table is a list of Areas and compliant Performance Measures monitored in this Content Area, with details on findings and Strong Practices observed, as applicable.

Performance Area	Compliant	Finding	Area of Concern
Curricula, Screening, and Assessment Tools			AOC
Teaching Strategies and Learning Environments	C		
Qualifications, Professional Development, and Coaching	C		

### Performance Area: Curricula, Screening, and Assessment Tools

#### *Area of Concern Information*

The monitoring review found the following Area(s) of Concern that reflect areas of performance that are becoming noncompliant in subsequent reviews. This additional feedback should be addressed within this Performance Area.

- The grant recipient should improve the timeliness of its efforts to complete or obtain developmentally appropriate screening for all children within 45 days of enrollment.
- The grant recipient should continue to explore strategies to complete developmental screening for all children within 45 days of enrollment.

### Performance Area: Teaching Strategies and Learning Environments

#### *Compliance Information*

During the review event the OHS monitoring team identified the following Performance Measures:

- The grant recipient provides responsive, effective care and teaching practices that are tailored to the needs of all children.
- The grant recipient uses home visits and group socializations to promote parent engagement and child learning.

effective teaching practices.

★ ***Strong Practice Information***

During the review event the OHS monitoring team identified the following Strong Practice(s)

- The grant recipient regularly follows up with education staff members to ensure learning



## Health Services

The table below summarizes the performance within the Content Area. Beneath the table is a list of Areas and compliant Performance Measures monitored in this Content Area, with details on findings and Strong Practices observed, as applicable.

Performance Area	Compliant	Finding	Area of Concern
Child Health and Oral Health Status and Care			AOC
Mental Health and Social and Emotional Well-Being	C		
Child Nutrition	C		
Safe and Sanitary Environments	C		
Expectant Families	C		

### Performance Area: Child Health and Oral Health Status and Care

#### *Area of Concern Information*

The monitoring review found the following Area(s) of Concern that reflect areas of performance that may become noncompliant in subsequent reviews. This additional feedback should be addressed to improve performance in this Performance Area.

- The grant recipient should improve the timeliness of its efforts to obtain medical and dental services for all children within the prescribed timeframes.
  - The grant recipient should continue to identify strategies to obtain initial medical and dental services for all children within the required timeframe.
- The grant recipient should improve its efforts to obtain or perform evidence-based vision and hearing screenings for all children.
  - The grant recipient should address barriers to obtaining vision and hearing screenings for all children within 45 days of enrollment.

### Performance Area: Mental Health and Social and Emotional Well-Being



- The grant recipient incorporates seasonal, program-grown, or local produce into learning and consistently serves it to children

## **Performance Area: Safe and Sanitary Environments**

### ***Compliance Information***

During the review event the OHS monitoring team identified the following Performance Measures:

- The grant recipient establishes appropriate administrative safety practices and policies.
- The grant recipient completes background checks prior to hire for all staff members.
- The grant recipient establishes safe environments through daily and ongoing oversight of materials.
- The grant recipient establishes and follows emergency preparedness plans.
- The grant recipient ensures staff members engage in appropriate hygiene practices.
- The grant recipient ensures staff members engage in appropriate safety practices.

## **Performance Area: Expectant Families**

### ***Compliance Information***

During the review event the OHS monitoring team identified the following Performance Measures:

- The grant recipient designs and provides comprehensive services to expectant families.
- The grant recipient provides appropriate newborn and transition services following the birth.

### ***Strong Practice Information***

During the review event the OHS monitoring team identified the following Strong Practice(s):

- The grant recipient's transition planning intentionally includes ongoing postpartum support for expectant family needs.
- The grant recipient integrates services for enrolled expectant families with other offered services.



## Family and Community Engagement Services

The table below summarizes the performance within the Content Area. Beneath the table is a list of Areas and compliant Performance Measures monitored in this Content Area, with details on findings and Strong Practices observed, as applicable.

Performance Area	Compliant	Finding	Area of Concern
Supporting Family Well-Being and Family Engagement	C		
Family Partnerships	C		
Promoting Strong Parent-Child Relationships and Engagement in Children's Learning	C		
Community Partnerships	C		

### Performance Area: Supporting Family Well-Being and Family Engagement

#### ✓ *Compliance Information*

During the review event the OHS monitoring team identified the following Performance Measures:

- The grant recipient continuously engages all families in the program through open and honest communication.
- The grant recipient has qualified family services staff members who are supported to meet the needs of enrolled families.

### Performance Area: Family Partnerships

#### ✓ *Compliance Information*

During the review event the OHS monitoring team identified the following Performance Measures:

- The grant recipient implements a family partnership process that supports family-driven decision-making.

### Performance Area: Promoting Strong Parent-Child Relationships and Engagement in Children's Learning



## Fiscal Infrastructure

The table below summarizes the performance within the Content Area. Beneath the table is a list of Areas and compliant Performance Measures monitored in this Content Area, with details on findings and Strong Practices observed, as applicable.

Performance Area	Compliant	Finding	Area of Concern
Budget Development, Implementation, and Oversight	C		
Comprehensive Financial Management Structure and System			AOC
Facilities and Equipment Management Systems			AOC

### Performance Area: Budget Development, Implementation, and Oversight

#### ✓ *Compliance Information*

During the review event the OHS monitoring team identified the following Performance Measures:

- The grant recipient engages in a transparent, data-informed, strategic process to develop and implement a budget that aligns with program goals and circumstances.

### Performance Area: Comprehensive Financial Management Structure and System

#### 🔊 *Area of Concern Information*

The monitoring review found the following Area(s) of Concern that reflect areas of performance that may become noncompliant in subsequent reviews. This additional feedback should be addressed to improve performance in this Performance Area.

- The grant recipient should improve its efforts to ensure that its financial management systems are effective and prepare required reports in a timely manner.
  - The grant recipient did not submit its FY 2023 Federal Financial Report Standard Form 425 within 30 days after it was due.
  - The grant recipient did not submit its FY 2024 SF-425 until 36 days after it was due.
  - The grant recipient should explore strategies to support staff in submitting required reports.



## Eligibility, Recruitment, Selection, Enrollment, and Attendance

The table below summarizes the performance within the Content Area. Beneath the table is a list of Areas and compliant Performance Measures monitored in this Content Area, with details on Weak and Strong Practices observed, as applicable.

Performance Area	Compliant	Finding	Area of Concern
Recruitment	C		
Selection	C		
Eligibility	C		
Enrollment	C		
Attendance	C		

### Performance Area: Recruitment

#### ✓ *Compliance Information*

During the review event the OHS monitoring team identified the following Performance Measures:

- The grant recipient implements a recruitment strategy focusing on all families with eligible children and outreach efforts to families with vulnerable children.

### Performance Area: Selection

#### ✓ *Compliance Information*

During the review event the OHS monitoring team identified the following Performance Measures:

- The grant recipient establishes selection criteria and a waitlist based on community need.

### Performance Area: Eligibility

#### ✓ *Compliance Information*

During the review event the OHS monitoring team identified the following Performance Measures:

- The grant recipient implements a clear, consistent, and compliant process for enrolling children.
- The grant recipient trains staff members to follow ERSEA regulations and establishes procedures to ensure compliance with eligibility requirements.

### Performance Area: Enrollment



## Alameda County Measure C: New Funding For Early Childhood

On Tuesday, June 10, the **Alameda County Board of Supervisors** will vote on whether we can move ahead with distributing Measure C funds to expand access to early care and education in Alameda County.

We are excited to share the next steps in the process and **invite you to join** us for two important meetings to be a part of these pivotal votes for our community:

**First 5 Alameda Commission Meeting on June 5 at 9:00 AM**

**Board of Supervisors Special Meeting on June 10 (estimated at 1:00 PM)**

Over the next five years, Measure C provides nearly **a billion dollars** in investment to create a robust early care and education system. Pending approval, **First 5 Alameda County will begin accepting applications** for grants to child care providers, getting critical funds into the community as soon as possible.

### **Key 5-Year Plan Impact Highlights Include:**

- **~80% of providers** will receive one-time Emergency Grants between \$40,000 - \$100,000 for a total investment of over \$80 million
- A **wage floor of at least \$25/hour** in Year 2 will raise wages for an estimated 3,000 early educators (estimated annual wage increases up to \$25,000)
- **2,400 new subsidized child care slots** to expand access to care for families and provide new income for local providers
- **Increased funding for Family, Friend, and Neighbor caregivers**, including \$4,000 Relief Grants in Year 1 and a ~\$500 monthly voucher enhancement in Year 2 for an estimated 2,500 caregivers
- **Significant family-serving investments**, including \$1 million for inclusion supports, \$5 million for community-based Family Resource Centers, and \$1.5 million for navigation to connect families to services

**Thank you to the Community Advisory Council, hundreds of community members, providers, educators, families, caregivers, early childhood partners, labor partners, and members of the public** who engaged in the 63+ hours of public meetings, surveys, design team meetings, and written public comments to inform the 5-Year Plan proposal.

First 5 is humbled to be the trusted stewards of these precious public resources and welcomes your continued partnership and feedback.

Wellness Event

*Gave the Date*

## **ANNUAL HEAD START WELLNESS DAY**

A day dedicated to your  
health and happiness

**Friday, June 27th**

9am to 4pm

Location: Lake Merritt Sailboat  
House

