

# First 5 San Diego Strategic Planning 2025-30

November 9, 2023



# Agenda

1. Project Approach and Timeline
2. Strategic Planning Ad Hoc Committee
3. Feedback from Commissioners
4. Close



# Objectives



Present the Proposed  
Strategic Plan Process



Gather feedback and  
guidance from Commission



Discuss the appointment of  
a Commissioner to the  
Strategic Planning Ad Hoc  
Committee

# Project Approach and Timeline

# Context

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New Office of Child and Family  
Strengthening

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Shift in funding

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Equity at the forefront

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Unfunded Child Care Blueprint

# Project Approach

1

Build on strengths of previous Strategic Planning Framework and Roadmap for Systems Change

2

Integrate with complementary efforts and partnerships

3

Ensure a transparent and inclusive process

4

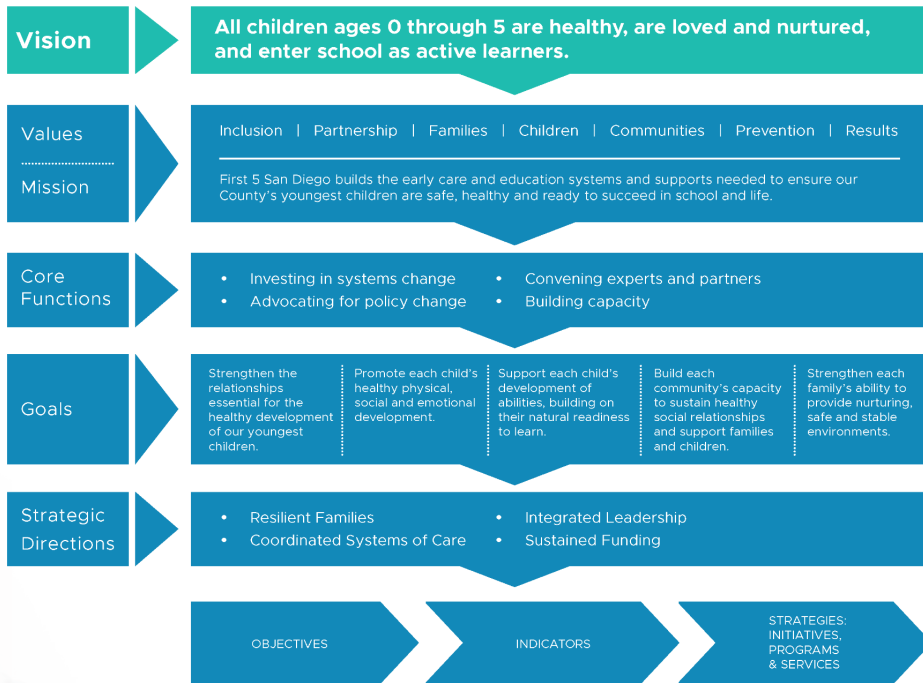
Center equity in process and in content

5

Identify strategies to tap new funding streams

# THE STRATEGIC PLAN FRAMEWORK 2020 - 2025

The Strategic Plan framework provides an overview of the content and organization of the Strategic Plan. The First 5 San Diego values, vision, mission, and core functions serve as the foundation for the Strategic Plan goals and objectives. These provide the basis for the development and implementation of strategic initiatives, projects, programs and services. The first version of this framework was adopted in 2009 through in-depth community engagement, with revisions applied in recent years.



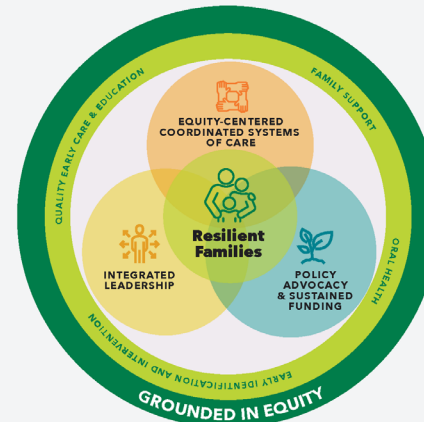
Strategic Plan 2020 - 2025

## Roadmap for Systems Change



In the coming years, forming and strengthening the partnerships that can create lasting changes to the systems of care and support the resiliency of our youngest children and their families will become a defining role for First 5 San Diego.

This Roadmap for Systems Change outlines how our Strategic Directions will be implemented in deep collaboration with families and community partners.



STRATEGIC DIRECTIONS	IMPLEMENTATION STEPS		
<p><b>EQUITY-CENTERED COORDINATED SYSTEMS OF CARE:</b> Connect or integrate systems of care to ensure that the youngest children and their families have timely and seamless access to supports and services that best meet their needs.</p>	<p>Convene and engage families and partners to define a vision for the system and assess equity gaps</p>	<p>Identify efforts, partners and funding to fill equity gaps and strengthen the system</p>	<p>Define and implement efforts to coordinate the system, fill gaps, and track measures of success</p>
<p><b>INTEGRATED LEADERSHIP:</b> Build partnerships across sectors and systems that increase community commitment to supporting the first five years of life.</p>	<p>Support aligning early care and education initiatives in support of integrated efforts</p>	<p>Prioritize and engage cross-sector partners</p>	<p>Launch an integrated, cross-sector leadership initiative</p>
<p><b>POLICY ADVOCACY &amp; SUSTAINED FUNDING:</b> Integrate new funding sources from across sectors and advocate for policies that establish innovations to the systems of care and expand services to the youngest children and their families.</p>	<p>Advocate and position our region for emerging local and statewide policies, initiatives and funding</p>	<p>Pursue expanded coverage from managed care plans for services to our youngest children and their families</p>	<p>Position our early care and education system for new opportunities</p>

# Outreach



## Interviews

Individual parents, caregivers, families

Foster Alumni & Youth Community

Empowerment Subcommittee

Children First Collective

Parent Voices San Diego

United Domestic Workers



## Group Input Sessions

First 5 Commission





























Staff

Early Care and Education  
Workforce

Head Start Policy Council



# Schedule At-a-Glance

	October	November	December	January	February	March	April	May	June	July-August
Project Initiation & Ongoing Management										
Research and Document Review										
Strategic Planning Ad Hoc Committee Meetings										
Input from Key People and Groups			 	 	 					
Strategic Plan Document										 

# **Strategic Planning Ad Hoc Committee**

# Roles and Responsibilities

## Role

- Technical support to the Planning Team

## Responsibilities

- Share your understanding of the local context: policies, programs and outcomes
- Provide examples of local and national best practices
- Offer ideas and feedback on Plan elements
- Attend five Ad Hoc Committee meetings

# Previous Ad Hoc Committee

- **Carol Skiljan**, Executive Director, Yellow Ribbon Suicide Prevention Program First 5 San Diego Commissioner
- **Penny Adler**, Director of Education, League of Women Voters
- **Fred Baranowski**, Senior Vice President, Banner Bank, First 5 San Diego Finance Committee Chair
- **Dr. Sarah Garrity**, Assistant Professor, San Diego State University - Dept. of Child and Family Development
- **Dr. Leon Kelley**, Retired Pediatrician
- **Dina Polus**, Board Member, Newcomers Support & Development Programs
- **Dr. Jeffrey Rowe**, Supervising Psychiatrist, County of San Diego Behavioral Health Services
- **Dr. Alyson Shapiro**, Assistant Professor, San Diego State University - Dept. of Child and Family Development
- **Dr. Dean Sidelinger**, Child Health Medical Officer, County of San Diego Medical Care Services Division
- **Cecil Steppe**, Director, Project Save Our Children
- **Dr. Howard Taras**, Professor of Pediatrics, UC San Diego School of Medicine

**Feedback**

**Next Steps**