

Strategic Plan 2025 – 2030 Update

Item 4-1

November 14, 2024



Overview

1. How we Got Here
2. Review Draft Elements, Goals, & Strategies
3. Commissioner Feedback
4. Next Steps



How we Got Here



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

Outreach and Engagement

Interviews with Experts

- Conducted interviews with experts in the field across the County
- Met with 5 community leaders serving immigrants/refugees, military families, foster youth and children in the child welfare system

Community Engagement

- Partnered with 5 CBOs that serve hard-to-reach groups – each group hosted 2 listening sessions
- More than 120 parents participated
- Listening sessions were held in both English and Spanish in Person

Ad Hoc Committee

- Hosted 5 Ad Hoc Committee meetings to weigh in on community engagement process and co-develop Foundational Elements
- Members have expertise in early care and education, racial equity, public health, and mental health

Community Engagement

- Desire for more resources for parents to volunteer, learn and be part of the community with their children
- There are gaps in services and resources for younger children (under 2 years of age)
- Spanish-speaking parents reported receiving poor customer service in comparison to English-speakers
- Word-of-mouth was commonly referenced as a good way to learn about resources, in addition to schools, Head Start programs, WIC offices, and doctor's offices
- Need for more mental health services for parents and family members, especially in their home language
- Stigma can prevent families from accessing needed resources



Strategic Plan Foundational Elements

Vision

All children, ages 0 through 5, are safe, healthy, actively learning, and embraced by loving families and supportive communities.

Mission

We promote the health and well-being of young children and their families by fostering collaboration and making equity-centered investments to help every child have the very best start in life.

Values

Love: We stand for love for every child; we believe that every child deserves love, nurturing, and opportunity.

Integrity: We stand with integrity and transparency in all we do, and we are accountable and responsible to our Commissioners, partners, families, and community.

Justice: We stand for justice and equity for all children and families in San Diego county and actively work to dismantle racism and other forms of oppression.

Guiding Principles

Family-Centered: We honor and celebrate every child, and support parents, families and primary caregivers to be their child's first and best teachers. We center the experiences and voices of children and families in our planning and oversight of programs and other investments.

Partnership: We forge authentic partnerships to co-create a seamless system of care and support for children and families.

Systems Change: We bring experts, partners, and families together to coordinate, leverage, and expand existing resources---facilitating systems change that will lead to improved outcomes for children and families.

Prevention: We invest “upstream” to create and promote opportunities for all children, families and communities to be healthy and strong.

Advocacy: We are advocates for policy change at all levels of government; we support families to lift their voices in advocacy for their children and communities.

Capacity: We collaborate with families, communities, and organizations to build capacity to support their goals.

Impact: We are results- and outcomes-oriented, leveraging proven and promising practices, continuous learning, and data-informed decision-making to guide our work.



Goals & Strategies

Overarching Goal

Build strong, integrated systems through deep collaboration, policy advocacy, and innovative funding approaches to better serve our children 0-5 and their families.

Strategies:

- a. Equity-Focus:** Prioritize families with the greatest needs to identify and fill gaps in the system and address disparities.
- b. System Coordination and Integration:** Promote system coordination and integration across partner organizations to leverage the unique strengths of each partner to provide a more streamlined, efficient, and navigable experience for families needing services.
- c. Sustained Funding:** Leverage new and existing funding sources from across sectors to ensure the long-term sustainability of operations.
- d. Policy Advocacy:** Advocate for policies that prioritize families of young children, expanding resources and services for the youngest children and their families.

Health

Promote each child's healthy physical, social, and emotional development.

Strategies:

- a. **Early Identification and Treatment:** Promote overall mental health and well-being of young children through partnerships that provide developmental early identification and treatment services.
- b. **Collaboration with Health Plan Partners:** Collaborate with local health plan partners and providers to develop robust, child- and family-centered systems of care through the implementation of MediCal Transformation.



Learning

Strengthen the system to improve the quality of early care and education.

Strategies:

- a. Quality Enhancement of Early Education:**
Provide parent and provider engagement and targeted provider supports to increase the quality of early care and education.



Family

Build on each family's strengths in providing safe, nurturing, and stable environments.

Strategies:

- a. Care Coordination:** Ensure all families that are referred are connected to the services and resources they need through trusted care coordination support and centralized intake systems.
- b. Maternal and Caregiver Mental Health:** Promote early screening and services for maternal and caregiver mental health through partnerships with health care and home visiting providers.
- c. Home Visitation Support:** Provide targeted home visitation to support family strengthening through care coordination, direct services, and parent education.



Community

Partner with communities to grow their capacity to support families and children.

Strategies:

- a. **Public Education:** Provide broad-based education about the critical importance of the first five years of life and the lifelong benefits of early childhood development.
- b. **Parents and Caregivers Education:** Equip parents and caregivers with the knowledge and resources they need to support their children's early development through community-based partnerships and culturally relevant materials.
- c. **Decision-makers Education:** Build partnerships and enhance collaboration with local leaders and policymakers to raise awareness of the challenges and available resources within the child care system.



Commission Feedback

Next Steps