

Item 2-1

2020
2025

Annual Review of Strategic Plan

APRIL 16, 2025

FIRST 5 SAN DIEGO
STRATEGIC *plan*

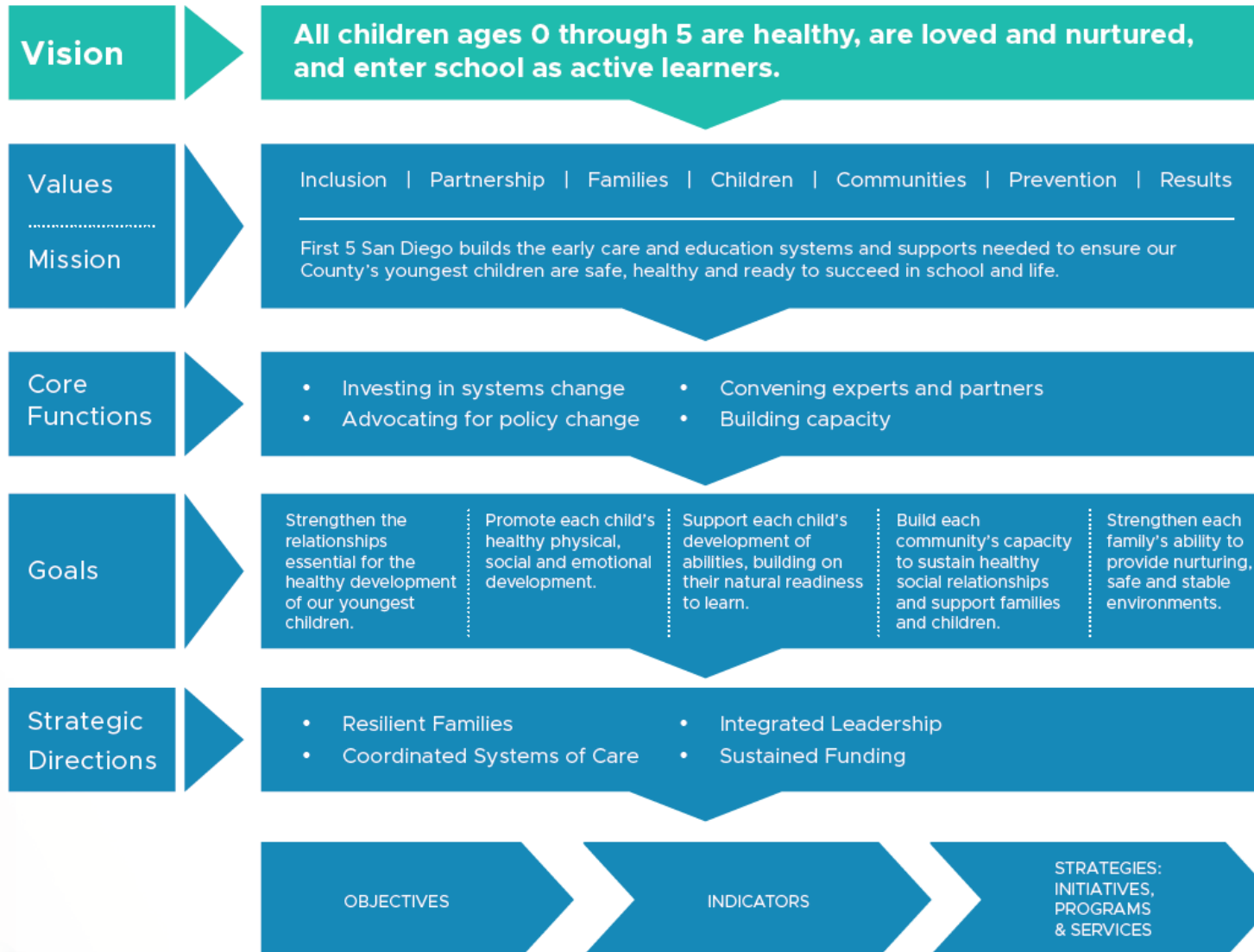


[OVERVIEW]

- The 2020-2025 Strategic Plan:
Close-out Review of Progress

STRATEGIC PLAN FRAMEWORK

2020 -
2025



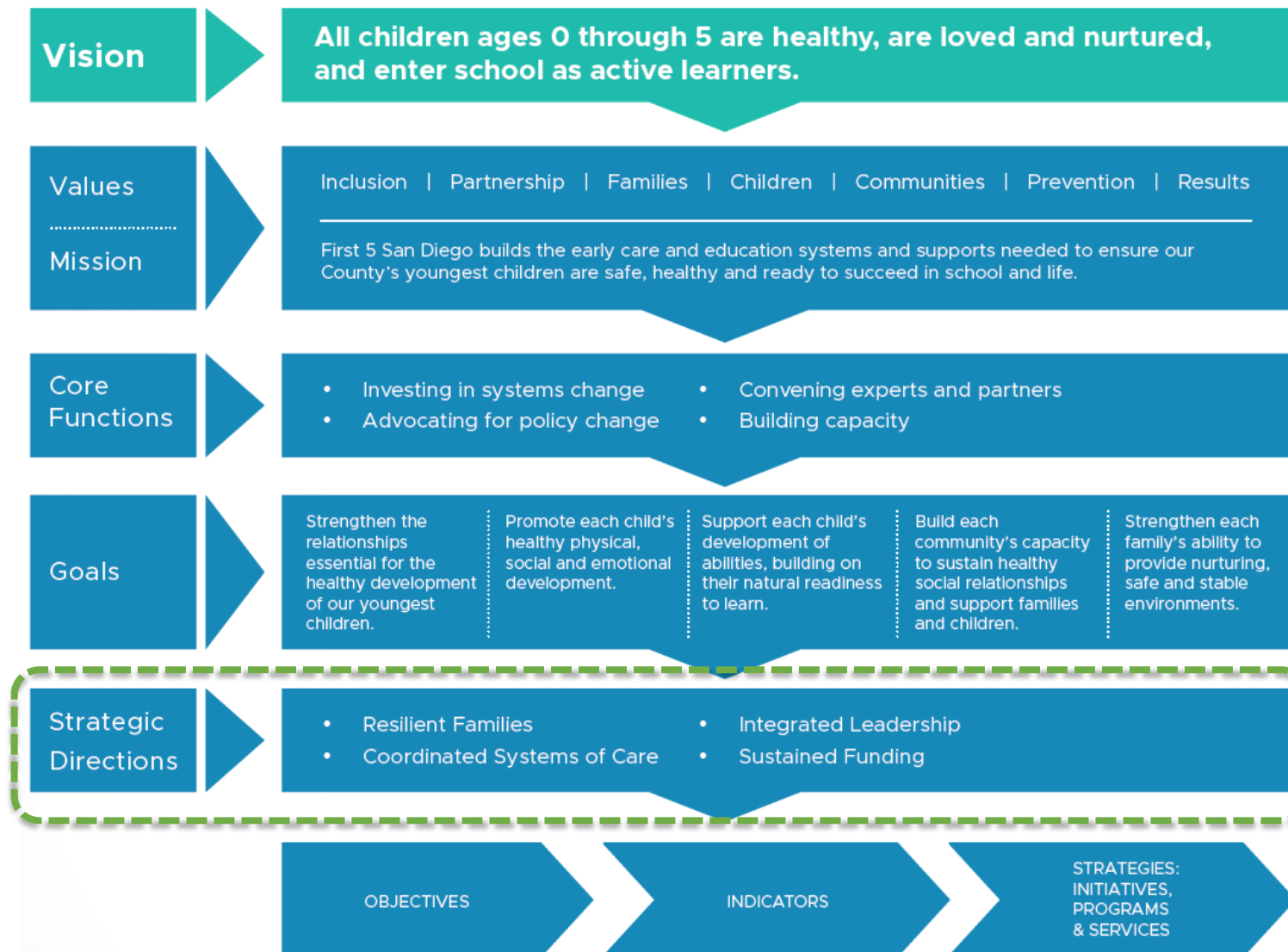
[STRATEGIES]

how we focus our efforts

- Services for pregnant women and families that support healthy infant/toddler development
- Quality enhancement of early education environments
- Early identification and treatment of developmental delays and social emotional issues
- Public education about the importance of the first five years of life

STRATEGIC PLAN FRAMEWORK

2020 -
2025



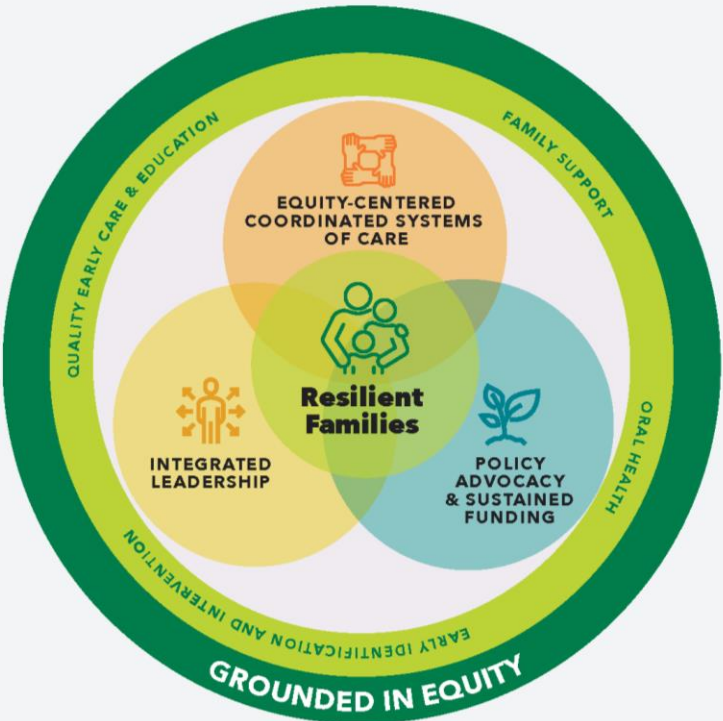
Strategic Plan 2020-2025

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		
EQUITY-CENTERED COORDINATED SYSTEMS OF CARE: 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.	Convene and engage families and partners to define a vision for the system and assess equity gaps	Identify efforts, partners and funding to fill equity gaps and strengthen the system	Define and implement efforts to coordinate the system, fill gaps, and track measures of success
INTEGRATED LEADERSHIP: Build partnerships across sectors and systems that increase community commitment to supporting the first five years of life.	Support aligning early care and education initiatives in support of integrated efforts	Prioritize and engage cross-sector partners	Launch an integrated, cross-sector leadership initiative
POLICY ADVOCACY & SUSTAINED FUNDING: 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.	Advocate and position our region for emerging local and statewide policies, initiatives and funding	Pursue expanded coverage from managed care plans for services to our youngest children and their families	Position our early care and education system for new opportunities

Systems Change Efforts



Served as
champion for
ARPA funding
efforts



Led the
development of
the Child Care
Blueprint



Entered into
Shared Services
Alliance in
partnership with
YMCA to support
FCC providers in
CC deserts



Mapped the Home
Visit system including
the Family Services
Connection &
Centralized Intake of
our First 5 First Steps
HV program



Collaborated on
the Refugee
Family Support
Program with
refugee-serving
CBOs



REFLECTING ON THE PAST

preparing for the future



1. Developing new and innovative approaches to sustain critical programs is needed due to revenue decline.
2. Supporting child care providers is essential for creating a high quality, inclusive child care system.
3. Given demographic changes ahead, we need culturally sensitive programs that provide resources.
4. Within CFWB, we can build a network of services that respond to community needs.
5. CalAIM presents additional opportunities to strengthen services for young children and offset funding challenges.



FIRST 5 SAN DIEGO
STRATEGIC PLAN
2025-2030

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

A STRATEGIC PLAN FOR A NEW DAY

Our new plan builds on the strengths of the 2020-2025 Strategic Plan and its companion document, the Roadmap for Systems Change, while responding to new challenges, including the impact of post-pandemic life for all, and the systemic inequities faced by BIPOC children and families.

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, learning, 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



Integrity



Justice

GUIDING PRINCIPLES



Family-Centered



Partnership



Systems Change



Prevention



Advocacy



Capacity



Impact

GOALS AND STRATEGIES

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

- Equity-Focus
- System Coordination and Integration
- Sustained Funding
- Policy Advocacy

HEALTH

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

Early Identification and Treatment

Collaboration with Health Plan Partners

LEARNING

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

Quality Enhancement of Early Education

FAMILY

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

Care Coordination

Maternal and Caregiver Mental Health

Home Visitation Support

COMMUNITY

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

Public Education

Parents and Caregivers Education

Decision-makers Education

LOOKING AHEAD

- Our 2025-2030 Strategic Plan is community-centered, equity-focused, and grounded in real-world expertise.
- It responds to the changing landscape and addresses the critical needs of children and families in our region.
- This plan will guide our efforts to invest in the systems and services that have the greatest impact on young children, with an unwavering focus on equity and innovation.

