



Marin County Early Learning Roadmap

JANUARY 2024



Overview

The Marin County Early Learning Roadmap was co-created with diverse community partners, families, and early care and education professionals throughout 2023 to achieve the goals that: 1) Families with young children in Marin County are aware of and are accessing high-quality, affordable, and inclusive early childhood learning and care, and 2) Workforce is supported with the resources needed to provide high-quality early childhood learning and care. To achieve these goals, participants created strategies for action in three areas: Families, Workforce, and Systems.

The Marin Community Foundation sponsored this work. They were joined by the County of Marin, Marin County Office of Education, First 5 Marin, Marin Child Care Council, and Marin County Child Care Commission on a Task Force to steward the creation of the Roadmap. Marin County residents and early learning stakeholders provided extensive feedback throughout the development of the Early Learning Roadmap. Over one hundred community members, including parents and providers in different regions of the county, participated in the creation of the Roadmap's goals, desired outcomes, and strategies. This occurred in person and in virtual spaces, in English and Spanish, and through focus groups, forums, and other convening types.

WAYS TO ENGAGE

The Early Learning Roadmap serves as a guide to making affordable high quality early care and education a reality for Marin County residents while also honoring the workforce that will make this possible. For this to come to fruition, it will take funding, advocacy, and focused efforts to advance the strategies that comprise the Early Learning Roadmap. The Task Force and community stakeholders welcome and need support. If you want to engage or contribute to this effort, please email Marin Child Care Council Executive Director, Aideen Gaidmore at Aideen@mc3.org.

Early Learning Roadmap Task Force

Participants representing the Task Force organizations worked as stewards during the creation of the Early Learning Roadmap. This included reviewing stakeholder feedback, supporting outreach for family and provider focus groups, and discussing strategies that resulted from stakeholder feedback. They worked collaboratively to ensure that the voices of the community continued to be prioritized and that existing resources that support high quality early learning were leveraged.



Marin Community Foundation is a philanthropic organization that mobilizes the power of community and the resources of philanthropy to advance equity for people, places and the planet.



The **County of Marin** is responsible for the stewardship of public funds, the provision of locally delivered public services, and the establishment and enactment of policies in Marin County.



The **Marin County Office of Education** offers programs and services for students, teachers, and families in Marin County across 17 school districts.



First 5 Marin oversees the implementation of Proposition 10, passed in 1998, to support the health, development, and well-being of children 0-5 and their families.



Marin Child Care Council (MC3) is a 501(C)(3) non-profit agency that offers a variety of services for parents, child care providers and the community that are essential to the delivery of quality child care in Marin County.



As the Local Child Care and Development Planning Council (LPC), the **Marin County Child Care Commission (MC4)** provides a forum for the identification of local priorities for child care and the development of policies and strategies to meet the needs identified within those priorities.

The Early Learning Roadmap

The Early Learning Roadmap is organized into three sections: **Families**, **Workforce**, and **Systems**. Each section contains a goal, desired outcomes, and strategies. All together, these three sections are needed to achieve the goals that:

1. Families with young children in Marin County are aware of and are accessing high-quality, affordable, and inclusive early childhood learning and care.
2. Workforce is supported with the resources needed to provide high-quality early childhood learning and care.

Strategies in each section are sequenced by year to show when the Task Force projects each strategy to begin. Many strategies are expected to take more than one year to plan and implement. Additionally, most also extend past 2025, which is represented graphically with an arrow. It is expected that strategies and needs will evolve over time. This Roadmap represents the most current working understanding of the needs represented in the community engagement process as well as strategies to advance toward the desired outcomes.





Families

GOAL

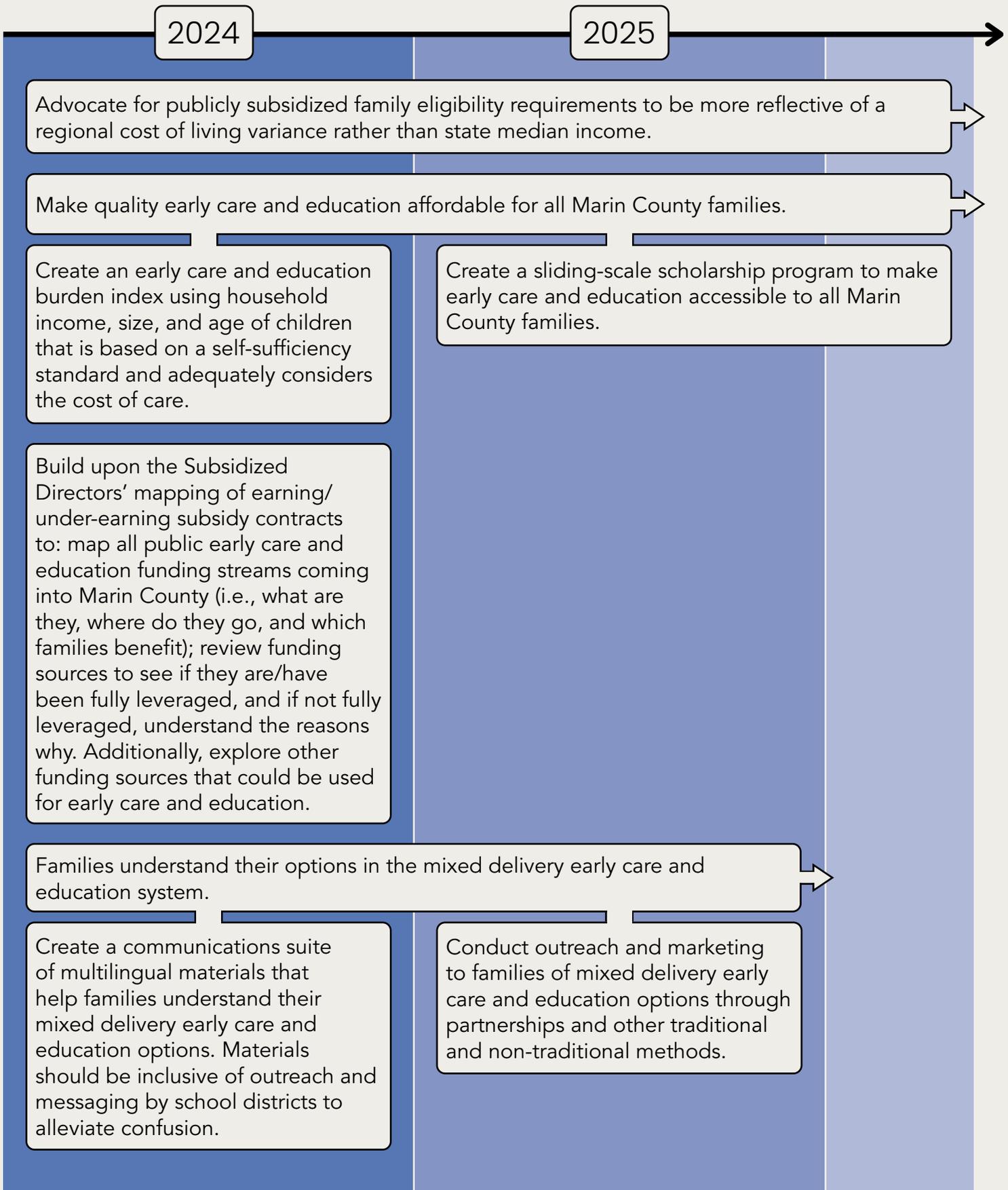
Families have access to affordable, high-quality early care and education.

DESIRED OUTCOMES

- Understand and reduce early care and education's economic impact on Marin County families.
- Understand Marin County's existing public funding landscape for early care and education.
- Families are aware of and able to find care in Marin County's mixed delivery early care and education system.

STRATEGIES

— families —





Workforce

GOAL

There is a stable, high quality early care and education workforce that can meet family needs for care.

DESIRED OUTCOMES

- Increase the capacity and supportive infrastructure of the early care and education workforce to provide high quality care to diverse Marin County families.
- Support early care and education providers to adapt programming as a result of transitional kindergarten expansion.
- Recruit and retain a robust early care and education workforce.

STRATEGIES

— workforce —

2024

2025

Advocate for the enactment of child care reimbursement rate reform.

Advocate for state and local funding focused on fair compensation for the early care and education workforce.

Create more opportunities for teachers to learn about their options for continuing education and advancement.

Increase professional development options, including unit-bearing, that are offered in Spanish. This also includes Spanish language materials for English language training.

Continue professional development offerings and ensure there are adequate opportunities that are: offered at different times of day/week; available in English and Spanish; have financial incentives to complete; offered at different priority locations; and include 'on-demand' virtual options.

Create/transadapt materials written in English about providing quality care into Spanish.

Ensure providers are aware of existing Spanish language materials and know how to use them.

Enhance a bilingual centralized early childhood professional development calendar. Ensure this includes information on who offers the training and whether it is unit-bearing.

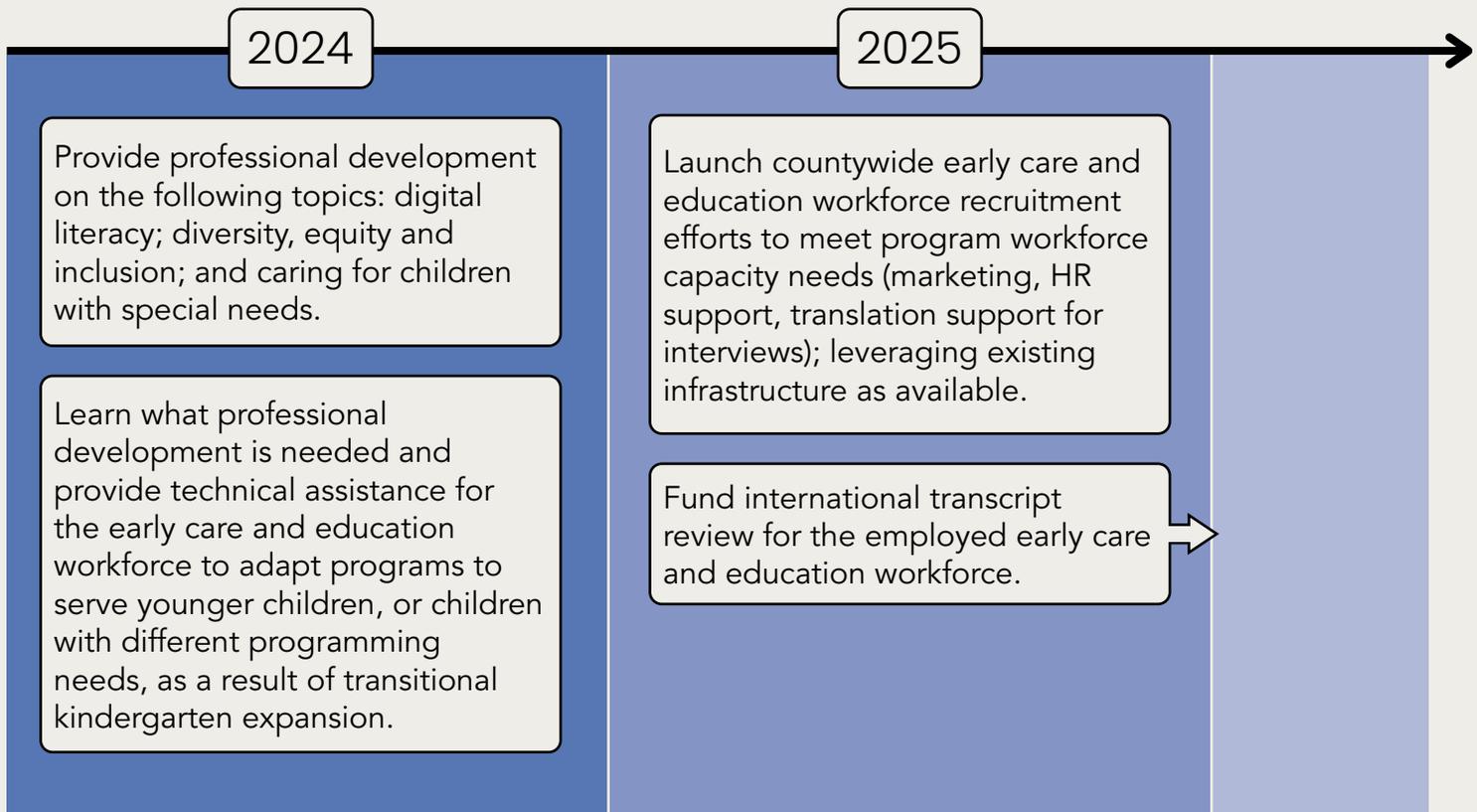
Continue to explore the viability of flexibility in state transitional kindergarten policy so schools can partner with licensed child care/community-based organizations to deliver transitional kindergarten in community settings.

Explore how to create an early care and education housing model, or partner with other workforce housing efforts, through planned development or partnerships with entities like the Marin Housing Authority and the Marin Land Trust.

Review, refine, expand, and enhance the existing early care and education provider guaranteed income pilot.

STRATEGIES

— workforce —



Additional priority strategies to support the Early Care and Education Workforce are:

- Explore partnership opportunities with College of Marin (COM) and EdVance College.
- Create a streamlined registration system for COM to support the early care and education workforce, or provide support to navigate registration.
- Create a scholarship program that reimburses successful completion of core early care and education units for all providers.
- Create a countywide early care and education substitute pool.
- Enhance advocacy and support to the Family Child Care Home community around identifying long-term locations for their sites.
- Create a predictive model showing the impact of transitional kindergarten expansion on early childhood programming and workforce needs. Explore impacts on both transitional kindergarten and other early care and education options.
- Provide grants or other incentives to early care and education providers to adapt age-of-care programming.



System

GOAL

There is adequate public support, capacity, and community infrastructure to build and sustain high quality early care and education for Marin County families.

DESIRED OUTCOMES:

- Increased capacity of available early care and education spaces, with a focus on birth to 3 years old and full-day child care for children ages 0-5.
- Early care and education system partners in Marin County have developed the infrastructure and relationships to enable effective collaboration.
- Marin County residents understand and value the importance of a child's early years, including the role of quality early care and education.

STRATEGIES

— system —



Summary

The Task Force was supported by VIVA Social Impact Partners to gather, listen, synthesize, and construct the Early Learning Roadmap. Successful implementation will only be possible by active engagement and contributions of Marin County stakeholders.

How can you help?

- 1.** Provide funding for the implementation of strategies in the Early Learning Roadmap
- 2.** Offer your time and expertise to achieve Early Learning Roadmap Goals and Desired Outcomes
- 3.** Be a vocal advocate of affordable high quality early learning

Please contact Marin Child Care Council Executive Director, Aideen Gaidmore at Aideen@mc3.org to support this work.



PREPARED BY

