



AGENDA REPORT

TO: Jestin D. Johnson
City Administrator

FROM: Scott Means
Interim Director, Human
Services

SUBJECT: Oakland Head Start Children's
Initiative FY 2023-2024 Initial Funding
Application

DATE: September 11, 2023

City Administrator Approval

Date: Sep 14, 2023

RECOMMENDATION

Staff Recommends That The City Council Adopt A Resolution:

Accepting And Appropriating Children's Initiative Early Education Funds From First 5 Alameda County In An Amount Not To Exceed Six Million Five Hundred Eighty Thousand Six Hundred And Seven Dollars (\$6,580,607) For Oakland Head Start Programming From July 1, 2023 To June 30, 2024, And Authorizing The City Administrator To

- 1. Subject To Funding Availability, Add Seven Full Time Equivalent (FTE) Positions For Program Management, Comprehensive Services And Professional Development of The City Head Start Program;**
- 2. Subject To Funding Availability, Enter Into A Lease With Oakland Unified School District To Open A New Head Start Center At Martin Luther King Jr. Elementary School Located At 960 10th Street, Oakland In The Amount Not To Exceed \$14,436 Per Year For Three-Year Term With Option To Renew For One Five-Year Term;**
- 3. Subject To Funding Availability, Add Four Additional FTE Positions To Operate The New Center At Martin Luther King Jr. Elementary School;**
- 4. Accept And Appropriate Additional Early Education Funds If They Become Available From First 5 Alameda County Within FY 2023-2024 And Take All Steps Necessary For The City To Receive The Funding**

EXECUTIVE SUMMARY

The [Oakland Children's Initiative](#) (OCI) also known as Measure AA is a 2018 Charter Amendment passed by the Oakland voters to increase the investment in children and support them through college graduation, by dramatically expanding access to high quality preschool and providing college access, mentorship, and scholarship support services for students to obtain 4-year or 2-year college or technical degrees. The charter establishes the Oakland Early Education Fund, funded by 62% of the proceeds of the parcel tax.

The Oakland Children's Initiative of 2018 in Section 1606(b)(2) of the Charter states that the first priority of the Early Education Fund for the first five years shall be given to public agencies to expand early childhood education programs in all areas of the City that meet a baseline quality level and can accommodate more children using empty classrooms and/or filling vacancies, particularly programs at Oakland Unified School District and City of Oakland Head Start.

The City's Head Start program will submit Early Education Fund applications to First 5 Alameda County to receive fund awards pursuant to the OCI 5-year guidelines. Approval of this resolution will allow an agreement with First 5 Alameda County and receipt of funding for Head Start Programming for FY 2023-2024. The funds will support the early childhood education and development services to offset one-time funding provided by the General Purpose Fund for Arroyo, Tassafaronga and Franklin Head Start sites, and subject to funding availability, will support the opening of a new Head Start inclusion site in partnership with Oakland Unified School District (OUSD) at Martin Luther King Jr elementary and new staff positions to operate the new site in alignment with the OCI 5-year Guidelines. A second opportunity to apply for funds will be available at the end of 2023 including further expansion of programming according to the OCI priorities.

BACKGROUND / LEGISLATIVE HISTORY

The Oakland Children's Initiative (Measure AA)

On December 14, 2018, the City Council adopted [Resolution No. 87485 C.M.S.](#), certifying Measure AA, a proposed amendment to the Oakland City Charter creating the "[Children's Initiative of 2018](#)" and approving a parcel tax to fund early childhood education and college readiness programs.

The Oakland Children's Initiative (Measure AA) is a 2018 Charter Amendment passed by the Oakland voters to increase the investment in children and support them through college graduation, by dramatically expanding access to high quality preschool and providing college access, mentorship, and scholarship support services for students to obtain 4-year or 2-year college or technical degrees. The City of Oakland projects it will leverage +\$30 million in annual revenue to expand access to and improve the quality of early childhood education and development services for children and families from low-income backgrounds, and significantly increase college enrollment and college graduation rates.

The charter establishes three funds: 1) the Oakland Early Education Fund, funded by 62% of the proceeds of the parcel tax; 2) the Oakland Promise Fund, funded by 31% of the proceeds of the parcel tax; and 3) the Oversight, Accountability, and Evaluation Fund, funded by 7% of the proceeds of the parcel tax.

In Fiscal Year 2023-24, the Adopted City Budget for the Early Education Fund is \$26,315,331 and for the Oakland Promise Fund is \$13,157,665. Allowable uses of the funds are specified in the voter-approved Charter amendment. First 5 Alameda County was selected and approved as the Oakland Children's Initiative Implementation Partner for the Early Education Fund with a contract award for a five-year term.

As per the Oakland Children's Initiative legislation the Early Education Fund (Section 1606. The First Five Years of the Early Education Fund) will provide services to:

1. Increase overall attainment and reduce socioeconomic and/or other demographic disparities, in child educational outcomes, such as kinder-readiness, and provide family support services, to achieve the following outcomes prioritized as follows, such that plans to fund a lower priority outcome may only be implemented if the Early Education Implementation Partner has determined that the next highest priority goal is reasonably achievable within the five-year period:

- a. Make **available** free or affordable high-quality early education and/or preschool for **four-year old children** from low-income families, such as those who make less than eighty-five percent (85%) of the state median income, with a priority on serving the children of families with the lowest incomes and/or those who are in high need, while also supporting such families who need family, friend, and neighbor care.*
- b. Increase the **availability** of free or affordable high-quality early education and/or preschool for **three-year-old children** from low-income families, with a priority on serving the children of families with the lowest incomes or those who are in high need, while also supporting such families who need family, friend, and neighbor care.*
- c. Increase the affordability and/or **quality** of preschool for all **four-year-old children**, with a priority on serving the children of families with the lowest incomes or those in highest need, while also supporting such families who need family, friend, and neighbor care.*
- d. Increase the affordability and/or **quality** of preschool for **three-year-old children**, with a priority on serving the children of families with the lowest incomes or those in highest need, while also supporting such families who need family, friend, and neighbor care.*
- e. Increase the **availability** and/or **quality** of child development support services for children and families from low-income backgrounds with children from birth through age three, while also supporting such families who need family, friend, and neighbor care.*

2. Provide a rigorous external evaluation, such as Result Based Accountability, of the impact of the early education programs, such as on child outcomes data including kindergarten-readiness, that will facilitate assessment of whether the early education programs are achieving the goals of

the Act and provide information on how to mitigate disparities, such as those by wealth and income or for children in high-need.

3. Ensure that professional development and coaching are generally available for educators, and that participating center-based preschool programs generally are able to do the following within a reasonable timeframe:

- a. Achieve a baseline rating of at least three (3) or higher on the regional Quality Rating and Improvement System (QRIS), or a successor system*
- b. Utilize a developmentally appropriate curriculum aligned with California Department of Education standards, and in addition that is also evidence-based and/or has demonstrated success in improving preparation for kindergarten;*
- c. Conduct formative assessments to shape instruction; and*
- d. Participate in valid, regular, and reliable assessments of early education quality in order to foster continuous improvement and to reduce disparities, such as those by income and wealth, in child outcomes.*

4. Ensure that funding streams from federal, state, and local sources, including Head Start, are coordinated to reduce the administrative burden of program beneficiaries in accessing services, and to ensure that existing high-quality early education programs are not made financially unviable.

5. Give priority consideration to expanding higher quality programs and/or facilities for children who are in the highest need, from the lowest-income backgrounds, live in areas of high unmet early education need, and/or who are traditionally underserved, as resources allow, which could include enhanced services, such as bilingual or dual-language instruction, supports to enhance cultural competency, or a higher rating on the QRIS or a successor system.

Oakland Head Start Federal Grant

In FY 2020-21, the Oakland Head Start program successfully competed and was awarded Head Start/Early Head Start grant funding for a new 5-year project cycle from FY 2021-26. The award allocated \$12,252,694 to provide 622 children and families with comprehensive early childhood services and 105.5 FTE staff. This grant award for FY2021-22 was \$4,926,986 less than the previous grant award of \$17,179,680.

In FY 2021-22, the program began implementing the new grant award, which included the total reduction of 52 slots across the Franklin, Tassafaronga and Arroyo Viejo sites. These sites would instead serve as a Home-Based program location, a Family Resource Center, and an Inclusion site. However, in September 2021, City Council passed [Resolution No. 88940 C.M.S.](#), approving \$1,836,000 in one-time additional funding from the City's General-Purpose Fund to restore the 52 slots and all Head Start services at Franklin, Tassafaronga, and Arroyo Viejo centers.

The [City of Oakland FY 2022-2023 Budget](#) provided further one-time funding to meet the loss of federal funding, that allows for service to 52 slots until the Oakland Head Start Program could identify and secure additional funding. On June 20, 2023, pursuant to Resolution No. 89802 C.M.S., the City Council accepted and appropriated OCI award from First 5 Alameda County for Head Start Programming, including to restore Head Start services at Franklin, Tassafaronga, and Arroyo Viejo centers, and the final contract that was awarded from First 5 for January – June 2023 was \$2,567,296.

This resolution would allow the program to apply for and accept Measure AA funding, for the continuation of services at these three sites for July 1, 2023 through June 30, 2024, subject to confirmation and approval by First 5 Alameda County as the Early Education Implementation partner.

Additionally, if the City's full application and request for funding is approved as submitted to First 5 Alameda County, approval of this Resolution will authorize the City Administrator to fund a new free full-day Head Start Center-based early childhood education and development services at Martin Luther King Jr. Elementary school through a partnership and lease agreement with Oakland Unified School District (OUSD) for July 1, 2023 through June 30, 2024 to serve children from ages 3 to 5 years old and prepare them for transition to Kindergarten and Transitional Kindergarten classroom. Subject to funding availability, the proposed Resolution will also add 11 new FTE positions for Head Start programming and site expansion.

ANALYSIS AND POLICY ALTERNATIVES

The policy recommendation in this report advances the Citywide priority of **Holistic Community Safety** through expanded access to early childhood services in support of Oakland's most vulnerable families and children. City of Oakland Head Start programs are designed to promote school readiness for children from low-income families. Program service delivery priorities are informed by a Community Needs Assessment that is updated annually.

Program Description

The City's Head Start program will submit an initial Early Education Fund application from July 01, 2023 – June 30, 2024, to the First 5 of Alameda County. The City Council in December 2022, through [Resolution No. 89517 C.M.S.](#) approved the selection of First 5 of Alameda County, as the Early Education Fund implementation partner. The City Administrator has since finalized the contract with the implementation partner. The process for funding agencies per the Children's Initiative legislative priorities is being implemented for FY 2023-2024.

Increase Availability of Early Education Program Services in FY 2023-2024

The funding will likely provide full-day, Center-Based services, operated by the City of Oakland Head Start program at Franklin, Tassafaronga, Arroyo Viejo centers and the new MLK Jr. Site.

These centers serve children ages 3 to 5 years old and prepare them for transition to Kindergarten and Transitional Kindergarten classrooms. These sites meet the priorities of Section 1606 (a)(1)(A) and Section 1606 (a)(1)(B).

Section 1606 (b)(2) prioritizes expansion to public agencies, specifically Oakland Unified School District and City of Oakland Head Start, to expand programs first through existing classrooms if possible. Franklin, Arroyo Viejo and Tassafaronga, are currently the available and licensed locations that would allow for this immediate expansion. City of Oakland’s partnership with OUSD allows for further expansion at the MLK Jr. site in FY 2023-2024.

The funding will allow the city to continue providing free, high-quality, comprehensive early education programming to low-income children and families so that children start school ready to succeed. Learning environments promote social and emotional development, growth, and abilities, including self-regulation and social expression. Oakland Head Start learning environments also promote early learning experiences and school readiness skills in the learning dimension areas of physical health and development; approaches toward learning; communication, language usage, literacy, cognition and general knowledge.

Table 2 presents the program slots that will likely be funded through this application for center-based, services serving three- and four-year-olds on July 1, 2023 through June 30, 2024, subject to confirmation by the Early Education Implementation Partner.

Table 1: City of Oakland Early Education Fund (Measure AA) Sites

Name of City of Oakland Site	Funded Slots
Franklin	16
Tassafaronga	24
Arroyo Viejo	12
Total Measure AA Funded Slots	52

In addition to these three City sites, the Head Start program will apply for funding to open an additional Head Start center, an inclusion site in partnership with OUSD to serve 16 children at Martin Luther King Jr. Elementary (MLK Jr.). The proposed lease with OUSD would be in the amount not to exceed \$14,436 per year for a three-year term, with an option to renew for one additional five-year term. Table 3 shows the funded slots for the new City of Oakland direct service site, subject to funding availability and approval of the City’s application.

Table 2: City of Oakland New HS Inclusion Site at MLK Jr. Elementary

Site	Funded Slots
Martin Luther King Jr. Head Start	16

The application also includes a request to fund four new positions to staff the new center which include 1.00 FTE Early Childhood Center Director, 2.00 FTE Head Start Instructors, and 1.00 FTE Head Start Associate Instructor.

The application also includes seven new FTE positions to operate the Early Education Fund programming, data requirements and to provide coaching for professional development and specialized services to families enrolled in the program. These positions include 1.00 FTE Project Manager, 1.00 FTE Program Analyst II, 1.00 FTE Administrative Services Manager II, 1.00 FTE Administrative Assistant I, 1.00 FTE Family Services Specialist, 1.00 FTE Coach Coordinator, and 1.00 FTE Head Start Supervisor.

Funding through the Early Education fund prioritizes City of Oakland Head Start through the first five years of the legislation and the positions will be part of the annual application process to First Five Alameda County. Table 4 outlines these new positions, all are existing job specifications, and are subject to funding availability and approval of the City’s application.

Table 3: Total New Head Start Positions Required

Position Title	Total FTE
Early Childhood Center Director	1.00
Head Start Instructor	2.00
Head Start Associate Instructor	1.00
Project Manager	1.00
Program Analyst II (Data)	1.00
Administrative Services Manager II	1.00
Administrative Assistant I	1.00
Family Services Specialist	1.00
Head Start Coach Coordinator	1.00
Head Start Supervisor - ECE Technology	1.00
Total	11.00

Increase Quality of Program Service Areas in FY 2023-2024

Professional development

The program fosters children’s growth, development, and learning and promotes their readiness for school with individualized learning experiences through relationships, play, and planned and spontaneous instruction. The program encourages development in all areas including social skills, emotional well-being, language and literacy skills, mathematics and science concepts.

Early learning experiences also include the cultural and language heritage of each child and family. Parents, including grandparents, foster parents, and other primary caregivers, are recognized as children's first and most influential teachers. Their knowledge of their children is central to each child's individualized approach. Oakland Head Start works with families, Oakland Unified School District (OUSD) and other early care and education providers to facilitate a smooth transition to kindergarten for each City of Oakland Head Start child.

To deliver on these early learning goals ongoing professional development is required. Center staff receive professional development training throughout the year and participate in a practice-based coaching model. The program assesses the areas of priority for professional development using tools such as the standardized Classroom Assessment Scoring System (CLASS), Creative Curriculum Fidelity tool and Environmental Rating Scales meeting the priority of Section 1606 (a)(3).

Health

The program will continue focusing on health and physical development, which are crucial for early learning. The program will also continue to provide safe and healthy learning experiences indoors and outdoors. All children will continue to receive health screenings and nutritious meals and snacks. The program will support and connect families with medical, dental, and mental health services to ensure children receive the necessary care. The program will continue to ensure children receive support for building resiliency to cope with possible adverse effects of trauma and that families receive mental health consultation focused on each child's needs.

Family well-being

The program will continue to offer parents and families services to support family well-being and to achieve family goals, such as housing stability, continuing education, and financial security. Oakland Head Start will continue to support and strengthen parent-child relationships and engage families in the learning and development of their child.

The Head Start program will continue to be available at no cost to families who have children up to age 5. Families and children experiencing housing instability and children in the foster care system are a program priority. The program's services will continue to be available to children with disabilities and other special needs and will work with families to identify and support new needs.

FISCAL IMPACT

The City's FY23-24 budget assumed Measure AA would provide funds in the amount of \$6,083,360 to cover Head Start funding gap. This budget covers the operating costs and salaries to run the three Head Start sites, the kitchen and other program services which were not funded due to a reduction in federal funds to the City of Oakland in the amount of \$4,000,000. The City of Oakland Head Start program will apply for additional Measure AA and other funding sources to cover the remaining \$2,083,360 in additional funding cycles that open this fiscal year.

This budget subject to funding availability and approval by First 5 Alameda County, will also provide funding to open a new inclusion Head Start site at Martin Luther King Jr. Elementary in partnership with OUSD, and 11 new FTE positions to operate the Measure AA Early Education Fund programming.

Funding in the amount of up to **\$6,580,607** for the Head Start program described in this report will be accepted and appropriated into project and fund numbers to be determined

Cost Summary

A. AMOUNT OF RECOMMENDATION/COST OF PROJECT for FY 2023-2024: \$6,580,607

Table 4: Source of Funding for Head Start Early Education Fund Program

FY 2023-2024		
Source of Funding	GPF	Non-GPF
Early Education Fund		6,580,607
One Time or GPF 1010 contribution	\$0	
Total Non-GPF		\$6,580,607
Total Funds Needed		\$6,580,607

Table 5: Measure AA Budget Allocation

Funding Allocation	Amount
Current City Sites and Operations	\$4,000,000
Measure AA Early Education Fund Programming	\$2,580,607
Total	\$6,580,607

The City of Oakland will apply for funding to add new positions to operate a new Head Start center and positions to manage the program and deliver comprehensive services. Funding through the Early Education fund prioritizes City of Oakland Head Start through the first five years of the legislation, with an annual application process. Table 6 outlines the cost per position and the number of FTE’s required to open a new Head Site. Table 7 outlines the cost per position and the number of FTE’s to manage the new programming, data requirements, comprehensive services and professional development.

Table 6: Head Start Positions for New Head Start Site

Position	Salary	Fringe	FTE	Total Salary	Total Fringe	Overall Total
Center Director	\$77,864	\$64,339	1.00	\$77,864	\$64,339	\$142,202
HS Teacher	\$58,032	\$47,952	2.00	\$116,064	\$95,904	\$211,968
HS Associate Teacher	\$46,449	\$38,381	1.00	\$46,449	\$38,381	\$84,830
TOTAL	\$182,345	\$150,671	4.00	\$240,377	\$198,623	\$439,000

Table 7: Head Start Positions for Program Management, Comprehensive Services and Professional Development

Position Title	Salary	Fringe	FTE	Total Salary	Total Fringe	Overall Total
Children’s Initiative Project Manager	\$172,037	\$142,154	1.00	\$172,037	\$142,154	\$314,191
Program Analyst II	\$105,616	\$88,316	1.00	\$105,616	\$88,316	\$193,932
Administrative Services Manager II	\$172,037	\$142,154	1.00	\$172,037	\$142,154	\$314,191
Administrative Assistant I	\$70,629	\$58,361	1.00	\$70,629	\$58,361	\$128,990
Family Services Specialist	\$77,864	\$64,339	1.00	\$77,864	\$64,339	\$142,202
Head Start Coach Coordinator	\$86,886	\$71,794	1.00	\$86,886	\$71,794	\$158,680
Head Start Supervisor	\$122,198	\$100,972	1.00	\$122,198	\$100,972	\$223,170
TOTAL	\$699,747	\$578,201	7.00	\$807,267	\$668,090	\$1,475,357

PUBLIC OUTREACH / INTEREST

The submission of this report was shared with the Head Start Parent Policy Council and the Head Start Advisory Board which are public meetings.

COORDINATION

The Office of the City Attorney and the Budget Bureau were consulted in preparation of this report and resolution.

PAST PERFORMANCE, EVALUATION AND FOLLOW-UP

Below is past performance data for FY22-23.

The Program used the following Data Management Systems in FY 22-23:

- Ages and Stages Questionnaire (ASQ Online)
- Child Development Management Information Systems (CDMIS)
- ChildPlus
- DRDP Online – Desired Results for Children and Families implemented by the California Department of Education
- Head Start Enterprise System (HSES)

- Learning Genie
- MyTeachstone
- ReadyRosie
- SurveyMonkey

The Head Start Program service area covers the entire city of Oakland. There are Head Start grantee, partner, and Family Child Care centers located in the following zip codes: 94619 (Merritt), 94606 (Franklin, Manzanita, San Antonio CDC, and San Antonio Park), 94607 (Laney), 94605 (Arroyo Viejo and two Family Child Care sites), 94601 (Sungate), 94603 (Brookfield and two Family Child Care sites), 94612 (Broadway and West Grand), and 94621 (Lion Creek, Tassafaronga, 85th, and three Family Child Care sites), 94610 (one Family Child Care site) and 94618 (one Family Child Care site).

92.8% of program participants were eligible for the Head Start Program due to making less than 130% of the Federal Poverty Level, are enrolled in Public Assistance, experiencing homelessness, or are involved in the child welfare system. Table 6 shows the current Eligibility Type for Program Participants FY 22-23.

Table 8: Eligibility Type for Program Participants

	Income 0-100% FPL	Income 101- 130% FPL	Over 130% FPL	Involved in Child Welfare	Homeless Category	Public Assistance
Count	143	47	42	15	87	199
Percentage	26.8%	8.8%	7.9%	2.8%	16.3%	37.3%

Families are eligible for SNAP/CalFresh if their household has a total gross monthly income of less than or equal to 200% of the federal poverty level (FPL).^[2] For a family of four, this is \$30,000 as of January 19, 2023.^[3] Thus, while only four in ten families in the program are receiving SNAP/CalFresh benefits, over 92% qualify and are impacted by the high food prices. Further, initial Family Outcome Assessment data for the program show a 9% increase (from 6% to 15%) in participants identifying their financial situation as “vulnerable” or “in crisis” compared to Program Year 2021-2022.

The percentage of families experiencing homelessness at enrollment and throughout the year increased by 2% in FY 21-22, and the percentage of families that acquired housing during the program year increased by 12%.

At the end of enrollment, over 99% of children in the Program had health insurance and a medical home. 96% were up to date with all immunizations and despite difficulties families reported in obtaining medical appointments during the pandemic, over 90% of children diagnosed with a chronic condition received medical treatment.

Data from the Desired Results Developmental Profile (DRDP) demonstrate that children showed developmental progress across all developmental domains in FY 2021-22. There was less growth in Early Head Start (2% average growth) compared to Head Start (26% average growth).

For both Head Start and Early Head Start, the Program saw roughly equal developmental progression across genders. Spanish-speaking children were more likely to meet developmental benchmarks than other languages. Head Start children from Cantonese families showed the most growth from Fall to Spring. There was less developmental progression for Black/African American Head Start children.

In FY 21-22, 132 children were eligible for Transitional Kindergarten or Kindergarten (TK/K), and 112 transitioned successfully to TK/K. 92 children transitioned from Early Head Start to Head Start programming. DRDP data show kindergarten-eligible children showed significant developmental progression from Fall to Spring.

The program is prioritizing professional development and coaching to ensure ongoing improvement in DRDP progress and Kindergarten readiness. The family services team is prioritizing identifying families who qualify for SNAP and supporting the application process, as well as support around housing insecurity experienced by families.

^[1] Head Start Program ChildPlus Report 2004 (April 20, 2023).

^[2] Alameda County Social Services Agency. CalFresh eligibility. Accessed here: <https://www.alamedacountysocialservices.org/our-services/Health-and-Food/CalFresh/index#eligibility>

^[3] U.S. Department of Health and Human Services (January 19, 2023): Poverty Guidelines for 2023. Accessed here: <https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines>

SUSTAINABLE OPPORTUNITIES

Economic: The funding will employ teaching and family services staff who are mostly Oakland residents. Quality childcare services allow families to work, study and seek employment opportunities. The family services component of the program supports families with needed resources and helps with achieving employment, education and other goals prioritized by families.

Environmental: There are various direct environmental benefits from the Head Start Program's services to the City of Oakland. On a daily basis, the program provides two fresh, nutritious, high quality, culturally inclusive, and developmentally appropriate meals and two snacks to all children enrolled in our program. Further, the program is directly expanding food access and food security among Oakland communities by offering these meals and snacks, connecting families with public assistance programs (such as CalFresh) and local resources (such as the Alameda County Community Food Bank), and promoting education around nutrition.

The program uses recyclable paper products, and staff plans daily activities to make the most of outdoor spaces and connect children with nature. The City of Oakland Environmental Justice Element emphasizes the prevention of asthma triggers, poor ventilation, and the spread of COVID-19 and other illnesses in EJ communities. Head Start Program staff prioritize these environmental justice goals through proactive efforts such as installing air quality monitors at all sites, implementing routine lead testing, and raising awareness about the benefits of vaccinations among families.

Race & Equity: The City of Oakland Head Start Program delivers comprehensive early care and education to support low-income children and families – especially those who have been historically marginalized and chronically underserved – in achieving their full potential. Program participants are predominantly Black, Indigenous, and People of Color (BIPOC), and bilingual/multilingual.

Acknowledging that race is the most consistent predictor of life outcomes and racism is often compounded by other forms of systemic discrimination, eliminating racial disparities, and advancing racial equity are imperative to all aspects of the program's work – including school readiness, health (medical and dental), nutrition, mental health, disability, and parent/guardian/caregiver and community engagement. The program delivers individualized services that are responsive and appropriate to each child's racial, ethnic, developmental, cultural, and linguistic backgrounds and assets.

Program staff, the majority of whom are also BIPOC and bilingual/multilingual – aim to learn about and value participants' lived experiences. Prioritizing wrap-around, systemic supports for children with the highest needs, the City of Oakland Head Start/Early Head Start Program connects participants with relevant community resources tailored to their specific circumstances. Through strength-based, trauma-informed approaches, program staff build meaningful, trusting partnerships with families in pursuit of shared educational and family goals.

By providing an anti-bias and nurturing environment designed to create positive, lasting impacts on children's early development, growth, ongoing academic performance, and later life success, the program honors and expands upon Oakland's unique local histories of resilience and justice.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Adopt A Resolution:

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4. Accept And Appropriate Additional Early Education Funds If They Become Available From First 5 Alameda County Within FY 2023-2024 And Take All Steps Necessary For The City To Receive The Funding.

For questions regarding this report, please contact Diveena Cooppan, Human Services Division Manager, Early Childhood and Family Services, at (510) 238-7186.

Respectfully submitted,



SCOTT MEAN

Interim Director, Human Services Department

Jestin D, Johnson, City Administrator

Subject: Oakland Head Start Children's Initiative FY 2023-2024 Initial Funding

Date: September 11, 2023

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Reviewed by:

Diveena Cooppan, Manager Early Childhood &
Family Services Division, Head Start

Prepared by:

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