



AGENDA REPORT

TO: Jestin D. Johnson
City Administrator

FROM: Dr. Jason H. Lester
HSD Director

SUBJECT: Head Start Non-Competitive Baseline
Grant Application for FY 26-27

DATE: February 9, 2026

City Administrator Approval

Jestin Johnson
Jestin Johnson (Mar 5, 2026 09:56:17 PST)

Date: Mar 5, 2026

RECOMMENDATION

Staff Recommends That The City Council Adopt A Resolution:

- 1. Authorizing The City Administrator To Submit A Head Start Non-Competitive Baseline Grant Application For Fiscal Years (FY) 2026-2031; And**
- 2. Authorizing The City Administrator To Accept And Appropriate Head Start Basic And Training And Technical Assistance, Early Head Start Basic And Training And Technical Assistance Grants For (FY) 2026-2027 From The US Department Of Health And Human Services, Administration For Children And Families, Office Of Head Start (DHHS/ACF), In An Estimated Amount Of Thirteen Million Seven Hundred Ninety-Seven Thousand Fifty-Seven Dollars (\$13,797,057), And Committing The Necessary Local Match Funds And Central Services Offset; And**
- 3. Awarding Grant Agreements To Fund Comprehensive Early Care, Education, And Family Services To Community Service Providers Bananas Incorporated and Brighter Beginnings For FY 2026-2027 For A Total Amount Not To Exceed Two Million Six Hundred Thousand Dollars (\$2,600,000); And**
- 4. Authorizing The City Administrator To Accept And Appropriate Additional Federal Head Start/Early Head Start Funds If They Become Available Within FY 2026-2027 And Amend The Grant Agreements Within The Limits Of The Federal Award.**

EXECUTIVE SUMMARY

The City of Oakland Human Services Department's Early Childhood and Family Services Division is in the fifth year (FY 2025–2026) of its current federal Office of Head Start five-year grant cycle (FY 2021–2026), which is renewed annually. The division is now preparing for the

Life Enrichment Committee
March 10, 2026

next grant cycle, covering FY 2026–2031. As such, the City of Oakland Human Services Department, Early Childhood and Family Services division, is requesting to submit a Head Start Non-Competitive Baseline Grant application for the upcoming five-year grant cycle for fiscal years **(FY) 2026-2031**, renewable annually for a five-year amount of \$68,985,285 and an annual award of \$13,797,057.

This report and proposed resolution provide enabling legislation for the City of Oakland, Human Services Department, Early Childhood and Family Services (ECFS) division, to accept, appropriate, and implement a U.S. Department of Health and Human Services, Administration for Children and Families (DHHS/ACF), Office of Head Start non-competitive baseline grant application, due on April 1, 2026, in an estimated amount of **\$13,797,057** in FY 2026-27. The grant will serve approximately **449** pregnant individuals, children aged 0-5, and their families with limited access to economic resources, providing high-quality early childhood development services from July 1, 2026, through June 30, 2027, as part of the annual renewal grant award process.

The Head Start grant award funds **260** Early Head Start slots (children ages 0 to 3) and **189** Head Start slots (children ages 4 to 5), totaling **449** slots. The Oakland Head Start Program will provide full-day, center-based program options, home-based program options, a modified home-based mobile classroom option, and a family childcare option.

Approval of this proposed resolution will commit to allocating funding for the required Head Start/Early Head Start match for local in-kind contributions equal or greater to twenty percent (20%) of the total program costs, as was included in the City's FY 2026-27 budget process. This resolution substantively plans the FY 2026-27 Head Start Budget and includes planning for approximately \$7,607,859 in General-Purpose Fund support for match funds and to cover central services overhead to maintain the programs at current service levels and prevent the elimination of filled Head Start positions. The final Head Start/Early Head Start budget is reflected in the City's FY 2026-27 budget.

The resolution also authorizes the City Administrator to enter into renewed grant agreements in FY 2026-27 to provide Head Start-related early childhood education services with long-standing early care and education partners: Brighter Beginnings and Bananas Incorporated.

REASON FOR URGENCY

The proposed resolution is urgently needed to authorize the submission of the Head Start Non-Competitive Baseline Grant Application For Fiscal Years (FY) 2026-2031. The Office of Head Start needs to receive the completed application by April 1, 2026. Missing this deadline jeopardizes the Head Start/Early Head Start program that serves underserved children and families for the City of Oakland.

BACKGROUND / LEGISLATIVE HISTORY

The City of Oakland has been a grantee of the Head Start Program since January 1971. In 2009, the City of Oakland became a direct grantee of the Early Head Start Program and

enabled families and children ages prenatal through three years old to be served by the program.

In FY 2020-21, the 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 in FY 2020-21 allocated \$12,252,694 to provide children and families with comprehensive early childhood services.

The City of Oakland Early Childhood and Family Services Division is one of three Head Start grantees serving Oakland children and families. The Unity Council and YMCA of the East Bay also provide Head Start and Early Head Start services throughout the city.

Head Start Regional Office Closures

On April 1, 2025, under directives from the current presidential administration, the U.S. Department of Health and Human Services closed 5 Regional Offices. Among the closures was the Region 9 Office in San Francisco, which supported Head Start grantees in California, Nevada, Arizona, Hawai'i, and several U.S. territories. Other closures included offices in Boston (Region 1), New York (Region 2), Chicago (Region 5), and Seattle (Region 10).

FY 2025–26 Non-Competing Continuation Application and Proposed Change in Scope – Enrollment Reduction

The City of Oakland submitted the FY 2025–26 Non-Competing Continuation Application (the final year of the 5-year funding cycle grant FY's 2021-2026) and received the Notice of Award in August 2025.

A proposed Change in Scope application was submitted in September 2025 and is currently pending review, and final approval, with the Administration of Children and Families.

The proposed change in scope is right-sizing the program numbers so that we can: 1) meet enrollment expectations, 2) avoid the federal cuts to the grant if we do not meet enrollment expectations, i.e., 97% program enrollment slots, and 3) have the funds to create journey level positions for teaching and center director staff that is commensurate with their experience and training; and be competitive with Oakland Unified School District (OUSD), while meeting federal regulations on pay parity, and stop staff attrition.

This proposed change in scope application and modification to enrollment for FY 2025-26 does not impact the submission of the new application for the Head Start Non-Competitive Baseline Grant Application For Fiscal Years (FY) 2026-2031.

ANALYSIS AND POLICY ALTERNATIVES

Head Start is a high-quality early learning program that is federally funded and community accountable. City of Oakland Head Start consists of Head Start Preschool and Early Head Start programs designed to promote school readiness for children from families with limited economic resources. The Early Head Start serves pregnant people and families with children under age 3. The Head Start Preschool program serves children and families between the

ages of 3 and 5 years old. Program service delivery priorities are informed by a Community Assessment, which is updated annually, that uses city, county, and statewide data.

1. Fiscal Responsibility & Recovery

- The Head Start grant provides a consistent, multi-year federal investment allowing the City to shape and lead Early Childhood priorities and services with federal dollars.
- Leveraged Resources – By combining federal, state, and local funds, Head Start maximizes service delivery, aligning with sustainable budget practices.
- Cost Accountability – Federal regulations (Uniform Guidance, 45 CFR Part 75) require rigorous fiscal oversight, audits, and cost allocation, ensuring funds are used efficiently.
- Strategic Planning for Sustainability – Head Start’s five-year grant cycle includes built-in planning to maintain program stability during fluctuations, supporting both short-term needs and long-term solvency.

2. Equity & Resilience

- Targeted Service to Underserved Families – Head Start prioritizes enrollment for children from low-income households, children with disabilities, unhoused families, English language learners, and foster children—aligning directly with the City’s equity commitments.
- Whole-Family Approach – Services address social determinants of health—nutrition, housing stability, mental health, and workforce readiness—building resilience across generations.
- Community Partnerships – Collaboration with Alameda County agencies, CBOs, and health providers ensures culturally responsive, neighborhood-based supports that strengthen community resilience.
- Equity in Program Design – Continuous self-assessment and community needs assessments guide service delivery to reduce disparities in school readiness and family well-being.

3. Transparency & Accountability

- Shared Governance – Federal Head Start law mandates joint decision-making between the City’s Governing Body, Policy Council (parent representatives), and administration, ensuring inclusive leadership and community voice.
- Public Reporting – Annual reports, financial statements, and monitoring reviews are made available to stakeholders, maintaining transparency.

- Performance Measurement – The program uses standardized tools (DRDP, CLASS, PIR reports) to measure child outcomes, staff qualifications, and service quality, providing data-driven accountability.
- Community Engagement – Families participate in program planning, policy development, and evaluation, creating a feedback loop that informs improvements.

As reflected in **Table 1**, below, the Program serves predominantly Hispanic/Latino, Black or African American, and Asian children across the city in program options ranging from Centers, Family Child Care Homes, and Home Visiting, either directly operated by the City or by partner agencies.

The City of Oakland Head Start program emphasizes parental choice in selecting childcare locations and program types. Families apply for preferred locations or services that best meet their specific needs—whether that’s proximity to work, transportation convenience, or the type of care offered.

TABLE 1: Program-wide Participant Racial Demographics, as of June 2025

Race/Ethnicity	% Participants
Hispanic/Latino	45.6%
Black or African American	26.6%
Asian	18%
White	4.3%
Multi-racial/Biracial	3.6%
Unspecified	1.2%
Native Hawaiian/Other Pacific Islander	0.5%
American Indian/Alaska Native	-
Other	0.2%
TOTAL	100.0%

The Program’s sites are in areas of the city with the greatest needs for services. As evidenced by the ZIP codes of participants’ home addresses, reflected in **Table 2**, below, 79.9% of program participants live in the Oakland flatlands neighborhood in East, West, and North Oakland.

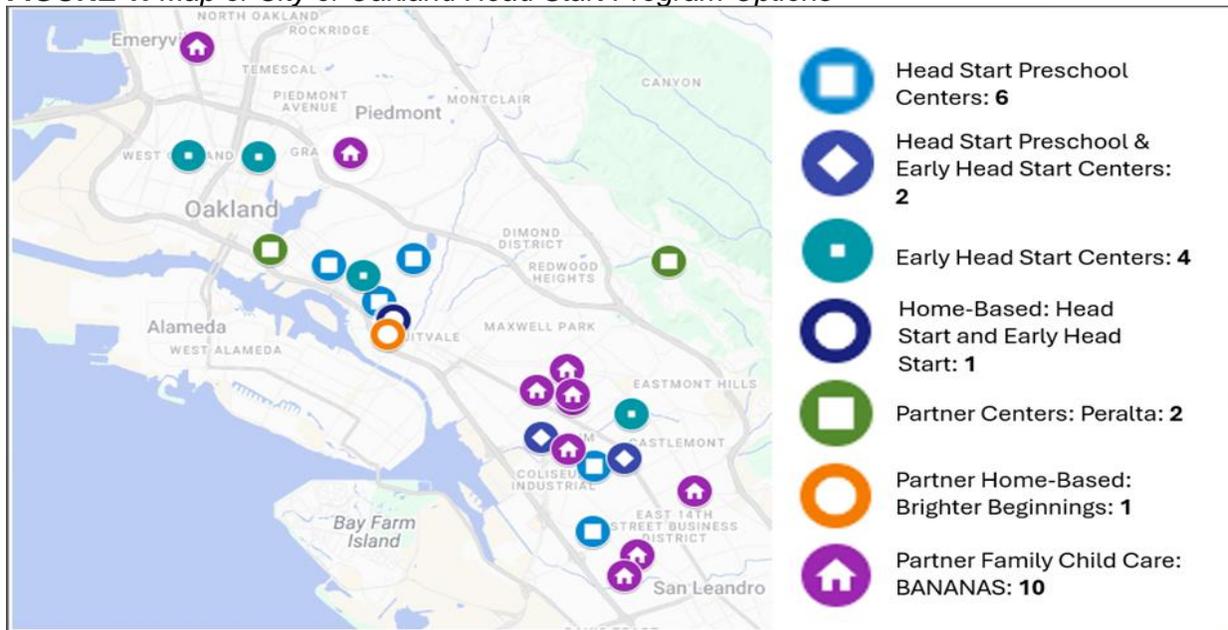
TABLE 2: Program-wide Participant Zip Codes, as of April 2025

Area	ZIP Code	% Head Start Participant Home ZIP Codes
East Oakland - Fruitvale	94601	19.8%
San Antonio	94606	15.5%
Deep East – Coliseum	94621	15.0%
Deep East – Brookfield	94603	12.9%

Eastmont, Havenscourt	94605	8.1%
West Oakland	94607	6.6%
Grand Lake	94610	4.0%
Redwood Heights	94619	3.0%
North Oakland	94608	2.8%
Dimond	94602	2.7%
Downtown	94612	2.3%
North Oakland	94609	2.0%
Montclair	94611	<1%
Mills	94613	0
Rockridge	94618	0
TOTAL		100.0%

Figure 1, below, presents a map of Oakland Head Start program options across the City.

FIGURE 1: Map of City of Oakland Head Start Program Options



Note: Grantee Home-Based and Brighter Beginnings offices are also sites for regularly scheduled family socializations and other program services. Home Visitors meet families at their place of residence.

Table 3 reflects the index that African American or Black and Hispanic/Latino residents in East and Deep East Oakland, as well as specific parts of West Oakland, have the highest community stress. Most City of Oakland Head Start Preschool sites are located in East and

Deep East Oakland (District 6 and District 7, respectively). Our agency serves communities most impacted by systemic barriers.¹

Table 3: Socio-Demographic Characteristics of the City, County, and Program

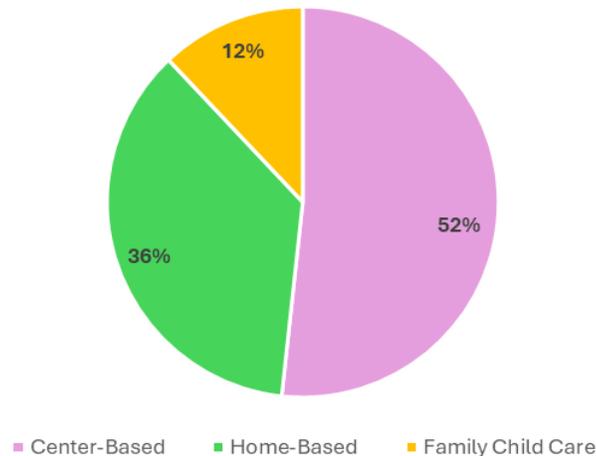
Characteristics	City of Oakland²	Alameda County³	City of Oakland Head Start Preschool Program⁴
African American or Black	21%	9%	26%
American Indian/Alaskan Native	1%	1%	0%
Native Hawaiian/Pacific Islander	1%	1%	0%
Asian	16%	34%	18%
Hispanic/Latino	29%	23%	46%
White alone, not Hispanic or Latino	31%	29%	5%
Two or More Races	12%	12%	3%
Language Other than English Spoken at Home	40%	48%	61%
% in Poverty	14%	10%	91%

Oakland remains one of the most racially diverse cities in the country. In 2023, the California poverty rate increased to 18.9%, up from 16.4% in 2022 and 11% in 2021, with Black and Hispanic/Latino California residents having the highest poverty rates in the country.⁵ Figure 2 below, presents program demographics by program option.

Figure 2: PY 24-25 Head Start / Early Head Start Demographics by Program Option

Race/Ethnicity by Program Option	Center-Based	Home-Based	Family Child Care (FCC)
Hispanic	24.2%	57.3%	49.4%
American Indian or Alaska Native	0.0%	0.0%	1.3%
Asian	11.2%	25.4%	1.3%
Black or African American	57.7%	11.6%	35.1%
Native Hawaiian or other Pacific Islander	0.0%	0.0%	1.3%
White	1.5%	3.9%	5.2%
Biracial/Multi-Racial	3.0%	0.9%	5.2%
Unspecified	2.1%	0.4%	0.0%
Other	0.3%	0.4%	1.3%
Total	100%	100%	100%

Head Start / Early Head Start Enrollment
by Program Option



Site Locations and Service Delivery

The City of Oakland Head Start grant provides direct services at 26 sites. Over 50% of sites (14 out of 26) are located in *East and* Deep East Oakland, reflecting the program's targeted outreach to neighborhoods with the greatest demonstrated need for early childhood services.

Site types include Head Start preschool centers, Early Head Start centers, home-based services, and family childcare via community partners.

***Note:** Home visitors meet families at their residence. Home-based and Brighter Beginnings locations also serve as centers for family socialization and additional services.

Program Description

In addition to children's cognitive and physical development, early learning classroom settings and environments also promote and support social and emotional development, growth, and abilities, including self-regulation, social expression, receptive communication, and pro-social learning opportunities.

Oakland Head Start classroom settings and environments specifically promote early learning experiences and school readiness skills in the development and learning domain areas of physical health and development; approaches toward learning; communication, language usage, literacy, cognition, and general knowledge.

Program Services in FY 2026-27

Oakland Head Start/Early Head Start program will continue to operate the following program service options in FY 2026-2027:

- a. **Full-day, Center-Based** Head Start and Early Head Start services, operated by the City of Oakland (the Grantee).
- b. **Home-Based** Head Start and Early Head Start services, operated by the Grantee and Partner Agency, to provide education, developmental, and family services at homes and at the Home-Based centers.
- c. **Pregnant People and Expectant Families Program** that offers health and nutrition, in addition to pre/postnatal and early parenting classes, newborn home visits, and transition of infant to the Early Head Start Program by the Grantee and Partner Agency.
- d. **Family Child Care Partnership (FCC) Program** operated by the Grantee in partnership with BANANAS, Inc., Resource and Referral Agency to work with licensed family childcare providers throughout the city to provide Head Start comprehensive services.
- e. **Mobile Classroom Program** operated by the Grantee that offers early learning education, child development, and family services in a mobile vehicle classroom setting at family shelters and other locations where unsheltered families can be served, *Core Program Service Areas in FY 2026-27*.

City of Oakland Head Start program delivers services to children and families in core areas of early learning, health, and family well-being in each of these program options. The program model includes family leadership and advocacy with the Parent Policy Council and a Family Committee at every site, ensuring that the program goals and services are responsive to and driven by community voice.

Tables 5 and 6 below present the Office of Head Start (OHS) Overall Funded Slots and the Proposed Slots, per Site, for FY 2026-27, respectively.

Table 5: Office of Head Start (OHS) Overall Funded Slots for FY 2026-27

Early Head Start/Head Start Grantee & Partners	Early Head Start (0 to 3) Slots	Head Start (3 to 5) Slots	Total OHS Funded Slots
Grantee			
City of Oakland	164	118	282
Partner Agencies			
	96	71	167
Total Program Enrollment Proposed	260	189	449

Table 6: Proposed Slots Per EHS Site, for FY 2026-27

Early Head Start Program (EHSP)	
85th Avenue	14
Broadway	22
West Grand	22

San Antonio Park	16
Lion Creek	8
Brookfield	8
Grantee Home-Based Program	52
Grantee Home-Based Program - Pregnant Mothers	10
Grantee Home- Based Program - Mobile Classroom	12
Partner - Brighter Beginnings Home-Based Program	62
Partner - Brighter Beginnings Home-Based Program - Pregnant Mothers	8
Partner - Bananas, Inc. "Tiny Steps" Family Child Care Program	26
EHS Totals:	260

Table 6 (Cont'd) Proposed Program Slots per HS Site, for FY 2026-27

Head Start Program (HSP)	
85th Avenue	16
Brookfield	16
Lion Creek	16
San Antonio CDC	16
Sungate	16
Manzanita	16
Grantee Home-Based Program	6
Grantee Home-Based Program - Mobile Classroom	16
Partner - Brighter Beginnings Home Based Program	38
Partner - Bananas, Inc. "Tiny Steps" Family Child Care Program	33
HS Totals:	189

Early Learning and Development

The program will continue to promote children's 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, physical development, and science concepts.

Early learning experiences also include the cultural and language heritage of each child and family. Parents, grandparents, foster parents, and other primary caregivers are recognized as their 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, the Oakland Unified School District (OUSD), and other entities to facilitate a smooth transition to kindergarten for each City of Oakland Head Start child and family through coordination of recruitment and enrollment events, application assistance, school tours, and, as families opt in, the sharing of transition plans between preschool and receiving teachers,

Health and Nutrition

The program will continue to focus on health and physical development, both of 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 (including hearing, vision, and dental) and nutritious meals and snacks. The program will support and connect families with medical, dental, and mental health services to ensure children are receiving the care they need. 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, continued education, employment, as well as financial and food security. Oakland Head Start will continue to support and strengthen parent-child relationships and engage families in the learning and development of their child.

Families and children experiencing homelessness and children in the child welfare system, including foster care, 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.

Professional Development

Head Start regulations require ongoing training and professional development for staff as a core component of the program to assist in acquiring or increasing the knowledge and skills needed to provide high-quality, comprehensive services within the scope of their job responsibilities. Head Start regulations also require ongoing training for the governing body (Parent Policy Council and Advisory Board) to be able to effectively guide and advise overall and specific program governance processes. **Table 7** shows the funding allocated by the grant award for FY 2026-27 for training and professional development.

Table 7: Training and Professional Development Funding Allocation for FY 2026-27

Funding Type	Head Start	Early Head Start
Training and Technical Assistance	\$66,752	\$118,878

The City of Oakland HS program develops an annual training and professional development plan to meet the Head Start regulations and includes prioritized trainings, coaching, and attendance at Head Start Conferences that focus on key training and professional development goals for governing bodies and staff of Head Start programs.

FISCAL IMPACT

In adopting this Resolution, the City Council commits that the program will meet or exceed the required twenty percent (20%) local match of \$3,449,264 to receive the Head Start federal grant. For the portion of the Head Start program eligible for federal reimbursements,

administrative costs will remain below the fifteen percent (15%) administrative threshold set by the Basic Head Start and Basic Early Head Start budgets.

Table 8: Head Start Grant Award for FY 2026-27

Funding Type	Head Start	Early Head Start
Program Operations	\$5,845,880	\$7,765,547
Training and Technical Assistance	\$66,752	\$118,878
Total Funding		\$13,797,057

Table 9: Source of Funding for Head Start Program for FY 2026-27

Source of Funding	GPF	Non-GPF
Federal Grant Revenue (FD 2128)		\$13,797,057
CSO General-Purpose Fund 1010 Federal Local Match Contribution	\$3,406,814	
O & M General-Purpose Fund 1010 Federal Local Match Contribution	\$687,894	
ISF General-Purpose Fund 1010 Federal Local Match Contribution	\$2,939,077	
Personnel General-Purpose Fund 1010 Federal Local Match Contribution	\$574,074	
<i>Subtotal: Total GPF Contributions</i>	\$7, 607,859	\$13,797,057
Total Funds Needed	\$21,404,916	

As reflected in **Table 9** above, the total project cost is an estimated \$21,404,916, which consists of the federal grant award of \$13,797,057, along with two key parts of the city's General Purpose Fund contribution. The CSO (Central Services Overhead) charges associated with administering the Head Start grant award, in the amount of \$3,406,814; and the 1010 Local Match Contribution for the federal grant award for FY 2026-27, in the amount of \$4,201,045 for a GPF total contribution of \$7,607,859.

The Head Start/Early Head Start grant for program year 2026-2076, beginning July 1, 2026, in the estimated amount of \$13,797,057, includes proposed grant agreements, outlined in **Table 10**, with Brighter Beginnings for an up to amount of \$1,500,000 and Bananas, Inc. for an up to amount of \$1,100,000, appropriated to the Department of Health and Human Services Fund (2128), Head Start Classroom and Seasonal Organization (78231), Head Start Project (1007674), and Early Head Start Project (1007675), and Strengthening Children, Youth, and Families Program (YS13). Final agreement amounts will be based on the negotiated terms and conditions and the number of slots serviced by the partners.

Table 10: Early Childhood Education Services Partners for FY 2026-27

Early Head Start/Head Start Partners	Total Estimated Grant Agreement Amounts
Bananas, Incorporated	Up to \$1,100,000
Brighter Beginnings	Up to \$1,500,000
Total	Up to \$2,600,000

Implications

Head Start requires a Local Match of \$3,449,264 (or 20% of the overall award costs). The City will be exceeding this amount with the anticipated \$7,607,859 for FY 2026-27.

To deliver a high-quality program that accounts for essential program operation costs that are not eligible for federal reimbursement, the City will be dedicating \$7,607,859 from the General- Purpose Fund to pay for these costs. This includes paying for the City’s Central Service Overhead charges. Staff requests the necessary full waiver of all Central Services Overhead charges projected to be an estimated amount of \$3,406,814, with caps, a 20% required local match, and the level of funding required, to adequately operate the program.

The program requests to submit its FY 2026-27 Head Start Non-Competitive Baseline Grant Application by the submission deadline of April 1, 2026.

Staff anticipate that the Head Start program may also receive augmented funding. Some of that funding may be provided to specifically address key early childhood priorities. As such, the language in this resolution allowing for the amendment of these agreements and the acceptance of additional funding without returning to Council is critical to quickly respond to funding deadlines and Head Start families’ needs for any additional funding awarded in the same program year.

The program also receives State (California Department of Education State Preschool and California Department of Social Services General Child Care) funding, as is reflected in **Table 11** below, to support classroom costs, which is usually awarded to Fund 2138 and Fund 2159. These State contracts are awarded on a reimbursement basis and are blended with the federal funds at City of Oakland Early Childhood Centers

Table 11: State Contracts for FY 2026 - 27

Funding Source	Contract Name	Maximum Reimbursable Amount	Program Served
California Department of Education	California School Preschool Program (CSPP)/Family Literacy Supplemental Funding (CPKS)	\$3,364,765	Head Start Preschool Sites
		\$32,500	
California Department of Social Services	General Child Care Program (CCTR)	\$3,345,812	Early Head Start Sites

PUBLIC OUTREACH / INTEREST

Approval for submission of this report was provided by the Head Start Parent Policy Council and the Head Start Advisory Board on February 17 and February 19, 2026, respectively, 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

In FY 2018-19, the City received a Head Start Focus Area Two (FA2) federal review as well as a Classroom Assessment Scoring System (CLASS) review to assess classroom teaching practices, teacher/child interactions, and environments. Overall, the review team identified one Program Strength, seventeen Areas of Compliance, seven Areas of Non-Compliance, and two Deficiencies, which placed the program in the designated renewal system.

In FY 2020-21, the City's Head Start program had a return/follow-up FA2 Monitoring Review and passed, allowing the program to compete for a new five-year grant award. In FY 2020-21, the Oakland Head Start program successfully competed and was awarded grant funding for a new 5-year project cycle, FY 2021-26.

In February of FY 2022-23, year 2 of the new grant, the program had a *Focus Area 1 (FA1)* federal Monitoring Review and passed the review without any findings.

In October – December, FY 2024-25, year 4 of the new grant, the program had a CLASS Observation Monitoring Review and passed the review.

In March of FY 2024-25, year 4 of the grant, the program had a *Focus Area 2 (FA2)* Federal Monitoring Review and passed the review without any findings. The successful Federal Review reflects the program's remarkable transformation over the past several years. Since this federal monitoring system was initiated in 2016, this marks the first time the program has passed without a deficiency.

With the FY 2024-25 FA2, the program received no "Deficiencies" or "Areas of Non-Compliance", and six areas of "Strong Practice".

In the *FA2* Program Performance Summary Report, the Office of Head Start recognized the program for the following "Strong Practices":

- ***Education and Child Development***
 - Teaching Strategies and Learning Environments – improving quality by use of data from standardized tools for learning environments, teaching, and home-visiting strategies.

- Qualifications, Professional Development, and Coaching – follows up with education staff members to ensure learning is implemented.
- **Health**
 - Child Nutrition – incorporating seasonal and local produce into learning experiences and consistently serving to children.
 - Expectant Families – intentional transition planning that includes postpartum supports and integration of services for expectant families with other services.
- **Program Design, Management, and Improvement**
 - Program Governance – remove participation barriers for Policy Council and maintain community relationships aligned with community assessment.
 - Staffing and Staff Member Supports – collaboration to support children and career pathways.

These findings show that the program provides data-driven, comprehensive early childhood education and health services and has a commitment to continuous quality improvement from direct service provision for whole child-whole family supports to high-level governance and community collaboration.

As a result of these federal *FA 1* and *FA 2* monitoring review outcomes, the City of Oakland Human Services Department, Early Childhood and Family Services Division's Head Start program received notification from the Office of Head Start that it is eligible to submit a *Head Start Non-Competitive Grant Application*, to continue to operate the Head Start Preschool program, over the coming five-year grant cycle, FY 2026-2031.

SUSTAINABLE OPPORTUNITIES

Economic: This grant creates jobs for people directly employed in centers, plus additional jobs through its economic multiplier effect and allows families to go to work., The City's family childcare service delivery model in partnership with Bananas, Inc., provides additional choice to Head Start families who wish to place their children in a neighborhood Family Child Care (FCC) option. The program also helps to strengthen, independent, family childcare businesses by supporting sustainable, quality child care, family services and professional growth through funding, and additional Head Start and City resources.

Environmental: The program uses recyclable paper products and staff plan 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 communities. Program staff prioritize these environmental justice goals through proactive efforts, implementing routine water and paint lead testing.

Race & Equity: The City of Oakland Early Childhood Program delivers individualized services that are responsive and appropriate to each child's racial, ethnic, developmental, cultural, and linguistic backgrounds and assets. Prioritizing wrap-around, systemic supports for children with the highest needs, the City of Oakland Program provides a nurturing environment designed to create positive, lasting impacts on children's early development, growth, ongoing academic performance, and later life success. The continuation of funding ensures that the program can maintain – and expand – the high-quality, individualized support it provides to Oakland residents in greatest need of comprehensive services.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Adopt A Resolution:

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For questions regarding this report, please contact DIVEENA COOPPAN, HUMAN SERVICES MANAGER, at (510) 238-3165.

Respectfully submitted,


Jason Lester (Mar 3, 2026 13:37:27 PST)

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