



CONTRA COSTA COUNTY

AGENDA

Head Start Policy Council

Wednesday, November 5, 2025

5:00 PM 1470 Civic Ct. Suite 200 Concord | Zoom:
<https://cccounty-us.zoom.us/j/86062753827>
27 | Meeting ID: 860 6275 3827

Program Services Subcommittee Meeting

Agenda Items: Items may be taken out of order based on the business of the day and preference of the Committee

1. Call to Order and Welcome
2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to two minutes).
3. RECEIVE presentation on the 2025 Semi-Annual Monitoring Report [25-4653](#)
Attachments: [2025 Semi-Annual Monitoring Report](#)
4. RECEIVE Annual Program Information Report (PIR) 2024-2025 [25-4654](#)
Attachments: [2024-2025 Annual PIR Head Start](#)
[2024-2025 Annual PIR Early Head Start](#)
5. Next Steps
6. Meeting Evaluation

The next meeting is currently scheduled for January 7, 2026 at 5 pm.

7. Adjourn

The Committee will provide reasonable accommodations for persons with disabilities planning to attend the Committee meetings. Contact the staff person listed below at least 72 hours before the meeting. Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the County to a majority of members of the Committee less than 96 hours prior to that meeting are available for public inspection at 1470 Civic Court, Suite 200, Concord, during normal business hours. Staff reports related to items on the agenda are also accessible online at www.contracosta.ca.gov. If the Zoom connection malfunctions for any reason, the meeting may be paused while a fix is attempted. If the connection is not reestablished, the committee will continue the meeting in person without remote access. Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting time.

For Additional Information Contact: Christina Castle-Barber 925-608-8819



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-4653

Agenda Date: 11/6/2025

Agenda #: 3.



2025 Semi-Annual Monitoring Report

November 5, 2025



Ayalew Lidete, ASA III
Community Services Bureau

Monitoring Compliance Rates

<u>Monitoring Level</u>	<u>Monitoring Tool</u>	<u>Overall Compliance Period 1</u>	<u>Overall Compliance Period 2</u>
<u>Center Level Monitoring Tools</u>	Daily Classroom Health & Safety Checklist	99%	98%
	Daily Playground Safety Checklist	99%	97%
	Weekly Facility Safety Checklist	98%	98%
	Monthly Playground Safety Checklist	99%	98%
<u>Content Area Level Monitoring Tools</u>	Child Transition & Safety Monitoring	98%	94%
	CACFP Center Monitoring Review (Directly Operated Only)	92%	91%
	Health & Safety Checklist	99%	99%
	Onsite Content Area Monitoring Tool	98%	98%
	CEU Eligibility Monitoring Tool	n/a	94%
	Content Area File Monitoring- HS Eligibility	n/a	94%
	Content Area File Compliance (Education & Comp Services)	87%	87%

Monitoring Compliance Rates

<u>Monitoring Level</u>	<u>Monitoring Tool</u>	<u>Overall Compliance Period 1</u>	<u>Overall Compliance Period 2</u>
<u>Agency Level Monitoring Tools</u>	Center Monitoring	95%	94%
	Needs & Eligibility Monitoring tool	99%	99%
	Education & Comp Services File Review	88%	89%
	Classroom Assessment Scoring System (CLASS)	+ Below Average	+ Average
	Curriculum Fidelity	+n/a	93%

+CLASS and Curriculum Fidelity observations are not measured by compliance vs. non-compliance, rather scaled by effectiveness.

* n/a indicates data not collected during the period.

Areas of Strength

- Child Supervision & Environment: Active supervision, safe ratios, and organized transitions
- Teachers demonstrate positive interaction and uphold children's personal rights
- Classroom environments are consistently well- maintained, organized, and compliant



CONTRA COSTA COUNTY
COMMUNITY SERVICES
BUREAU

Areas to Discuss: Health & Safety Compliance Gaps

Core health and developmental assessments are not being completed consistently, revealing critical breakdowns in timely screening, documentation, and compliance oversight.

Tool: QMU Edu & Comprehensive Service File Review

- Health documentation and follow-ups
 - Inconsistent completion of health, dental, and sensory screenings
 - Education assessments (DRDP, ASQ) are not being done at 60/180/300 day marks
 - Health histories and updates are completed late or are missing
 - We saw non-compliance rates as high as 56%



Areas to Discuss: Family Engagement & Documentation

Despite clear standards, accountability gaps persist across key family engagement processes — delaying agreements, weakening follow-up, and leaving goals undocumented.

Tool: QMU Edu & Comprehensive Service File Review & Content Area File Review 25

- 41% Partnership Agreements often delayed or incomplete beyond the 60-day standard.
- 37% Family Conferences and Referrals lack consistent follow-up or closure documentation.
- Family Goals not documented or followed up by year-end

Areas to Discuss: Site Operations & Safety Monitoring

Despite established safety and compliance protocols, critical lapses in documentation, licensing, and preparedness continue to expose operational vulnerabilities across multiple sites.

Tools: Health & Safety Checklist-Quarterly & CSB Transition & Safety & Center Monitoring

- 20% of safety reviews show incomplete follow-up documentation
- Classrooms disaster supplies have expired and haven't been replaced
- Of the 17 sites that we observed 70% had non-compliant staff license checklist
- 12% of classroom did not complete CLOUDS sign-ins within reasonable time

Areas to Discuss: CLASS

Classroom Organization

- Average Domain Score: **5.89**
- Directly Operated: 6.01
- Partners Sites: 5.30

Emotional Support

- Average Domain Score: **6.94**
- Directly Operated: 6.61
- Partners Sites: 6.05

Instructional Support

- Average Domain Score: **3.51**
- Directly Operated: 3.34
- Partners Sites: 3.07

Questions?



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-4654

Agenda Date: 11/6/2025

Agenda #: 4.



Office of Head Start - Head Start Services Snapshot

Contra Costa County (2024-2025)

This Head Start Services Snapshot summarizes key data on demographics and services for preschool-age children served by this grantee. The data in this Snapshot is a subset of the grantee's annual Program Information Report (PIR) submission to the Office of Head Start. The full set of PIR questions and information to access the whole PIR report can be found at <http://eclkc.ohs.acf.hhs.gov/hslc/mr/pir>. Grantees that run both Head Start and Early Head Start programs report on each program separately.

General Information

Grantee Name: Contra Costa County

Grantee Address: 1470 Civic Ct

Ste 200

Concord, CA 94520-5242

Grantee Website Address: <http://https://ehsd.org/community-services/>

Grantee Phone: (925) 608-8812

Funded Enrollment

Number of enrollment slots the program is funded to serve.

	<i># of funded enrollment slots</i>	<i>% of funded enrollment slots</i>
Total Funded Enrollment	764	100.0%

Funded Enrollment by Program Option

	<i># of funded enrollment slots</i>	<i>% of funded enrollment slots</i>
Center-based	162	21.2%
Home-based	0	0%
Family Child Care	0	0%
Locally Designed	602	78.8%

Detail - Center-based Funded Enrollment

	<i># of center-based funded enrollment slots</i>	<i>% of center-based funded enrollment slots</i>
Number of slots equal to or greater than 1,020 annual hours for Head Start preschool children or 1,380 annual hours for Early Head Start infants and toddlers	162	100.0%
Of these, the number that are available for the full-working-day and full-calendar-year	162	
Number of slots with fewer than 1,020 annual hours for Head Start preschool children or 1,380 annual hours for Early Head Start infants and toddlers	0	0%
Of these, the number that are available for 3.5 hours per day for 128 days	0	
Of these, the number that are available for a full working day	0	

Total Cumulative Enrollment

Actual number of children and pregnant women served by the program throughout the entire program year, inclusive of enrollees who left during the program year and the enrollees who filled those empty places. Due to turnover, more children and families may receive Head Start services cumulatively throughout the program year (all of whom are reported in the PIR) than indicated by the funded enrollment numbers.

	<i># of participants</i>	<i>% of participants</i>
Total Cumulative Enrollment	1,031	100.0%

Participants by Age

	<i># of participants</i>	<i>% of participants</i>
1 Year Old	0	0%
2 Years Old	139	13.5%
3 Years Old	438	42.5%
4 Years Old	391	37.9%
5 Years Old	63	6.1%

Homelessness Services

	<i># of children</i>	<i>% of children</i>
Total number of children experiencing homelessness that were served during the enrollment year	29	2.8%

Foster Care

	<i># of children</i>	<i>% of children</i>
Total number of enrolled children who were in foster care at any point in the program year	8	0.8%

Prior Enrollment of Children

Children who were enrolled previously in Early Head Start, Head Start, or some combination for at least half of the time that classes or home visits were in session.

	<i># of children</i>	<i>% of children</i>
The second year	345	33.5%
Three or more years	279	27.1%

Ethnicity And Race

	<i># of Hispanic or Latino Origin participants</i>	<i>% of Hispanic or Latino Origin participants</i>	<i># of Non-Hispanic or Non-Latino Origin participants</i>	<i>% of Non-Hispanic or Non-Latino Origin participants</i>
American Indian or Alaska Native	2	0.2%	3	0.3%
Asian	2	0.2%	60	5.8%
Black or African American	24	2.3%	220	21.3%
Native Hawaiian or Pacific Islander	1	0.10%	2	0.2%
White	534	51.8%	34	3.3%
Biracial or Multi-Racial	37	3.6%	50	4.8%
Other	10	1.0%	1	0.10%

	# of children / pregnant women	% of children / pregnant women
Unspecified ethnicity and race	51	4.9%

Primary Language of Family at Home

	# of children	% of children
English	558	54.1%
Of these, the number of children acquiring/learning another language in addition to English	184	
Spanish	389	37.7%
Central American, South American, or Mexican Languages	0	0%
Caribbean Languages	0	0%
Middle Eastern or South Asian Languages	39	3.8%
East Asian Languages	8	0.8%
Native North American or Alaska Native Languages	0	0%
Pacific Island Languages	0	0%
European or Slavic Languages	28	2.7%
African Languages	9	0.9%
American Sign Language	0	0%
Other Languages	0	0%
Unspecified Languages	0	0%

Health Services

<i>Services to All Children at Beginning of Enrollment Year Compared to End of Enrollment Year (based on Cumulative Enrollment)</i>	# at Beginning of Enrollment Year	% at Beginning of Enrollment Year	# at End of Enrollment Year	% at End of Enrollment Year
Children with health insurance	1,020	98.9%	1,030	99.9%
Children with accessible health care	1,019	98.8%	1,030	99.9%
Children with up-to-date immunizations or all possible immunizations to date, or exempt	1,026	99.5%	1,028	99.7%
Children with accessible dental care	901	87.4%	1,010	98.0%

Disabilities Services

	# of children	% of children
Children with an Individualized Education Program (IEP), indicating they were determined eligible to receive special education and related services	161	15.6%

Family Services

	<i># of families</i>	<i>% of families</i>
Total Number of Families	959	100.0%

	<i># of families</i>	<i>% of families</i>
Families Who Received at Least One Family Service	724	75.5%

Specific Services

	<i># of families</i>	<i>% of families</i>
Emergency or Crisis Intervention	132	13.8%
Housing Assistance	15	1.6%
Asset Building Services	151	15.7%
Mental Health Services	29	3.0%
Substance Misuse Prevention	0	0%
Substance Misuse Treatment	2	0.2%
English as a Second Language (ESL) Training	14	1.5%
Assistance in enrolling into an education or job training program	31	3.2%
Research-based parenting curriculum	80	8.3%
Involvement in discussing their child's screening and assessment results and their child's progress	589	61.4%
Supporting transitions between programs	200	20.9%
Education on preventive medical and oral health	588	61.3%
Education on health and developmental consequences of tobacco product use	39	4.1%
Education on nutrition	123	12.8%
Education on postpartum care	2	0.2%
Education on relationship/marriage	2	0.2%
Assistance to families of incarcerated individuals	1	0.1%



Office of Head Start - Early Head Start Services Snapshot

Contra Costa County (2024-2025)

This Early Head Start Services Snapshot summarizes key data on demographics and services for infants, toddlers, and pregnant women (if applicable) served by this grantee. The data in this Snapshot is a subset of the grantee's annual Program Information Report (PIR) submission to the Office of Head Start. The full set of PIR questions and information to access the whole PIR report can be found at <http://eclkc.ohs.acf.hhs.gov/hslc/mr/pir>. Grantees that run both Head Start and Early Head Start programs report on each program separately.

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Grantee Website Address: <http://https://ehsd.org/community-services/>

Grantee Phone: (925) 608-8812

Funded Enrollment

Number of enrollment slots the program is funded to serve.

	<i># of funded enrollment slots</i>	<i>% of funded enrollment slots</i>
Total Funded Enrollment	437	100.0%

Funded Enrollment by Program Option

	<i># of funded enrollment slots</i>	<i>% of funded enrollment slots</i>
Center-based	275	62.9%
Home-based	149	34.1%
Family Child Care	0	0%
Locally Designed	5	1.1%
Total Funded Pregnant Women	8	1.8%

Detail - Center-based Funded Enrollment

	<i># of center-based funded enrollment slots</i>	<i>% of center-based funded enrollment slots</i>
Number of slots equal to or greater than 1,020 annual hours for Head Start preschool children or 1,380 annual hours for Early Head Start infants and toddlers	275	100.0%
Of these, the number that are available for the full-working-day and full-calendar-year	275	
Number of slots with fewer than 1,020 annual hours for Head Start preschool children or 1,380 annual hours for Early Head Start infants and toddlers	0	0%
Of these, the number that are available for 3.5 hours per day for 128 days	0	
Of these, the number that are available for a full working day	0	

Total Cumulative Enrollment

Actual number of children and pregnant women served by the program throughout the entire program year, inclusive of enrollees who left during the program year and the enrollees who filled those empty places. Due to turnover, more children and families may receive Head Start services cumulatively throughout the program year (all of whom are reported in the PIR) than indicated by the funded enrollment numbers.

	<i># of participants</i>	<i>% of participants</i>
Total Cumulative Enrollment	675	100.0%
Children Total Cumulative Enrollment	606	89.8%
Pregnant Women Total Cumulative Enrollment	69	10.2%

Participants by Age

	<i># of participants</i>	<i>% of participants</i>
Under 1 Year Old	248	36.7%
1 Year Old	208	30.8%
2 Years Old	148	21.9%
3 Years Old	2	0.3%
Pregnant Women	69	10.2%

Homelessness Services

	<i># of children</i>	<i>% of children</i>
Total number of children experiencing homelessness that were served during the enrollment year	18	3.0%

Foster Care

	<i># of children</i>	<i>% of children</i>
Total number of enrolled children who were in foster care at any point in the program year	10	1.7%

Prior Enrollment of Children

Children who were enrolled previously in Early Head Start, for at least half of the time that classes or home visits were in session.

	<i># of children</i>	<i>% of children</i>
The second year	216	35.6%
Three or more years	97	16.0%

Ethnicity And Race

	<i># of Hispanic or Latino Origin participants</i>	<i>% of Hispanic or Latino Origin participants</i>	<i># of Non-Hispanic or Non-Latino Origin participants</i>	<i>% of Non-Hispanic or Non-Latino Origin participants</i>
American Indian or Alaska Native	0	0%	0	0%
Asian	1	0.1%	12	1.8%
Black or African American	10	1.5%	107	15.9%
Native Hawaiian or Pacific Islander	0	0%	1	0.1%
White	435	64.4%	21	3.1%
Biracial or Multi-Racial	19	2.8%	26	3.9%
Other	6	0.9%	1	0.1%

	# of children / pregnant women	% of children / pregnant women
Unspecified ethnicity and race	36	5.9%

Primary Language of Family at Home

	# of children	% of children
English	280	41.5%
Of these, the number of children acquiring/learning another language in addition to English	78	
Spanish	320	47.4%
Central American, South American, or Mexican Languages	0	0%
Caribbean Languages	0	0%
Middle Eastern or South Asian Languages	9	1.3%
East Asian Languages	4	0.6%
Native North American or Alaska Native Languages	0	0%
Pacific Island Languages	0	0%
European or Slavic Languages	7	1.0%
African Languages	0	0%
American Sign Language	0	0%
Other Languages	0	0%
Unspecified Languages	55	8.1%

Health Services

<i>Services to All Children at Beginning of Enrollment Year Compared to End of Enrollment Year (based on Cumulative Enrollment)</i>	# at Beginning of Enrollment Year	% at Beginning of Enrollment Year	# at End of Enrollment Year	% at End of Enrollment Year
Children with health insurance	588	97.0%	604	99.7%
Children with accessible health care	599	98.8%	603	99.5%
Children with up-to-date immunizations or all possible immunizations to date, or exempt	595	98.2%	595	98.2%
Children with accessible dental care	499	82.3%	507	83.7%

Disabilities Services

	# of children	% of children
Children with an Individualized Family Service Plan (IFSP), indicating they were determined eligible to receive early intervention services	21	3.5%

Family Services

	<i># of families</i>	<i>% of families</i>
Total Number of Families	604	100.0%

	<i># of families</i>	<i>% of families</i>
Families Who Received at Least One Family Service	512	84.8%

Specific Services

	<i># of families</i>	<i>% of families</i>
Emergency or Crisis Intervention	121	20.0%
Housing Assistance	18	3.0%
Asset Building Services	49	8.1%
Mental Health Services	6	1.0%
Substance Misuse Prevention	0	0%
Substance Misuse Treatment	0	0%
English as a Second Language (ESL) Training	9	1.5%
Assistance in enrolling into an education or job training program	23	3.8%
Research-based parenting curriculum	300	49.7%
Involvement in discussing their child's screening and assessment results and their child's progress	420	69.5%
Supporting transitions between programs	61	10.1%
Education on preventive medical and oral health	208	34.4%
Education on health and developmental consequences of tobacco product use	19	3.1%
Education on nutrition	46	7.6%
Education on postpartum care	112	18.5%
Education on relationship/marriage	0	0%
Assistance to families of incarcerated individuals	1	0.2%