



CONTRA COSTA COUNTY

AGENDA

Head Start Policy Council

Tuesday, May 12, 2026

5:30 PM

1470 Civic Court, Suite 200, Concord,
Room 221 | Zoom:

[https://cccouny-us.zoom.us/j/85650080650?](https://cccouny-us.zoom.us/j/85650080650?pwd=bfFHVDa753sZY5sq4mDnE7IYDJ2UHL.1)

[pwd=bfFHVDa753sZY5sq4mDnE7IYDJ2UHL.1](https://cccouny-us.zoom.us/j/85650080650?pwd=bfFHVDa753sZY5sq4mDnE7IYDJ2UHL.1) | Call in: 1408-961-3929 | Meeting ID: 856 5008 0650

Program Services Committee

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. DISCUSS the 2026-27 Head Start Planning Calendar. [26-1891](#)
Attachments: [26-27 Head Start Planning Calendar](#)
4. DISCUSS the 2025-2026 Mid-Year Assessment Report. [26-1892](#)
Attachments: [2025-26 MID-YEAR ASSESSMENT REPORT- Program Services Presentation](#)
5. DISCUSS the 2026-27 Recruitment and Enrollment Plan. [26-1893](#)
Attachments: [2026-2027 Recruitment and Enrollment Plan DRAFT - rev. 4-22-26 \(003\)](#)
6. DISCUSS Parent Survey Results. [26-1894](#)
Attachments: [Parent Survey Summary CSPP](#)
[Parent Survey Summary CCTR](#)
7. DISCUSS AB495 Family Preparedness Act of 2025 Program Enhancements. [26-1895](#)
Attachments: [Project Charter - AB495 Family Preparedness Act of 2025 4-22-26](#)

8. Next Steps and Meeting Evaluation

The next meeting is currently scheduled for June 3, 2026 at 5 pm..

9. 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 #: 26-1891

Agenda Date: 5/12/2026

Agenda #: 3.

Advisory Board: Head Start Policy Council Program Services Committee

Subject: DISCUSS the 2026-27 Head Start Planning Calendar.

Presenter: Ayalew Lidete

Contact: Christina Castle-Barber 925-608-8819

Information:

DISCUSS the 2026-27 Head Start Planning Calendar.



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-1892

Agenda Date: 5/12/2026

Agenda #: 4.

Advisory Board: Head Start Policy Council Program Services Committee

Subject: DISCUSS the 2025-2026 Mid-Year Assessment Report.

Presenter: Venus McMurrian

Contact: Christina Castle-Barber 925-608-8819

Information:

DISCUSS the 2025-2026 Mid-Year Assessment Report.



MID-YEAR ASSESSMENT REPORT 2025-2026

MAY 2026

Presented By
Education Team

OVERVIEW OF METHODS

School Readiness Goals are expectations for children's development in key areas to prepare them for success in kindergarten and beyond. These goals typically focus on the five DRDP Domains.

Each year, CSB develops **School Readiness Goals** for all children in our program. These goals are tailored to reflect the developmental stages and needs of the children we serve.

Today, we will share **School Readiness Goals Mid-Year Assessment** report for this program year.

EXPECTED YEAR-END OUTCOMES

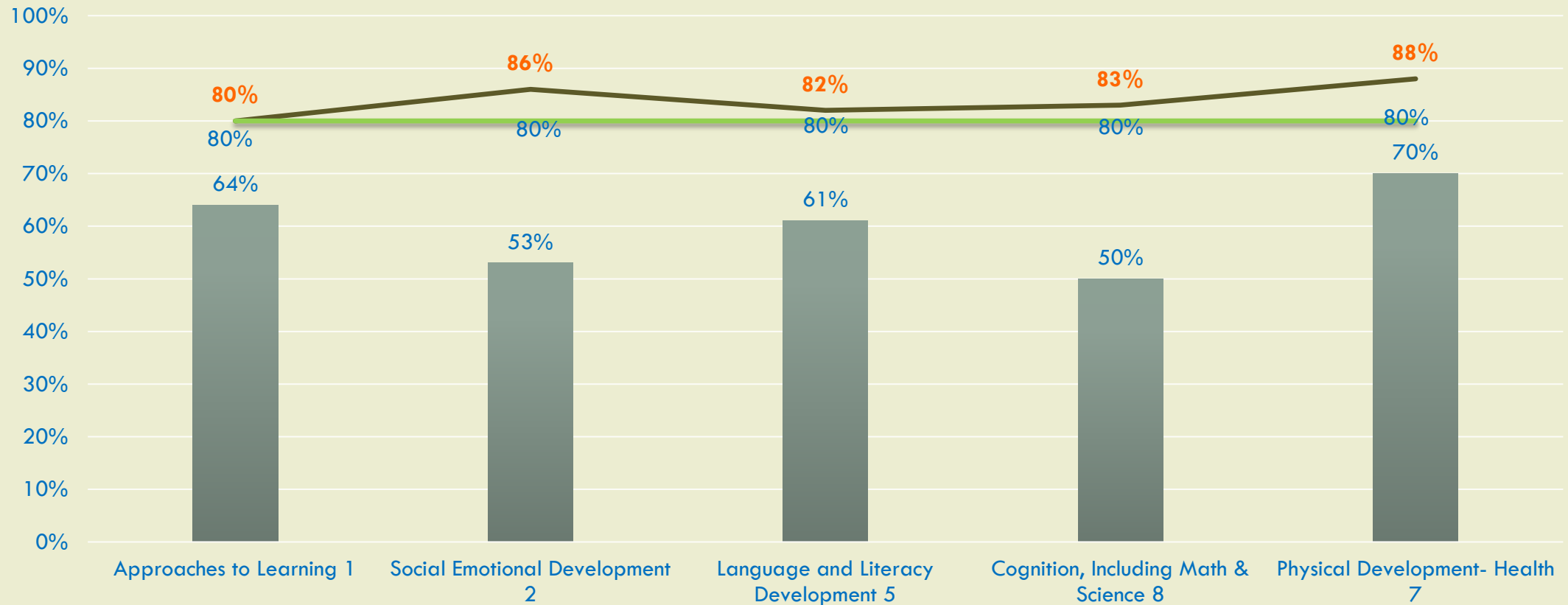
INFANTS:

By June 2026, 80% of infant children will achieve the Exploring Earlier level and above for all **School Readiness Goals Measures.**

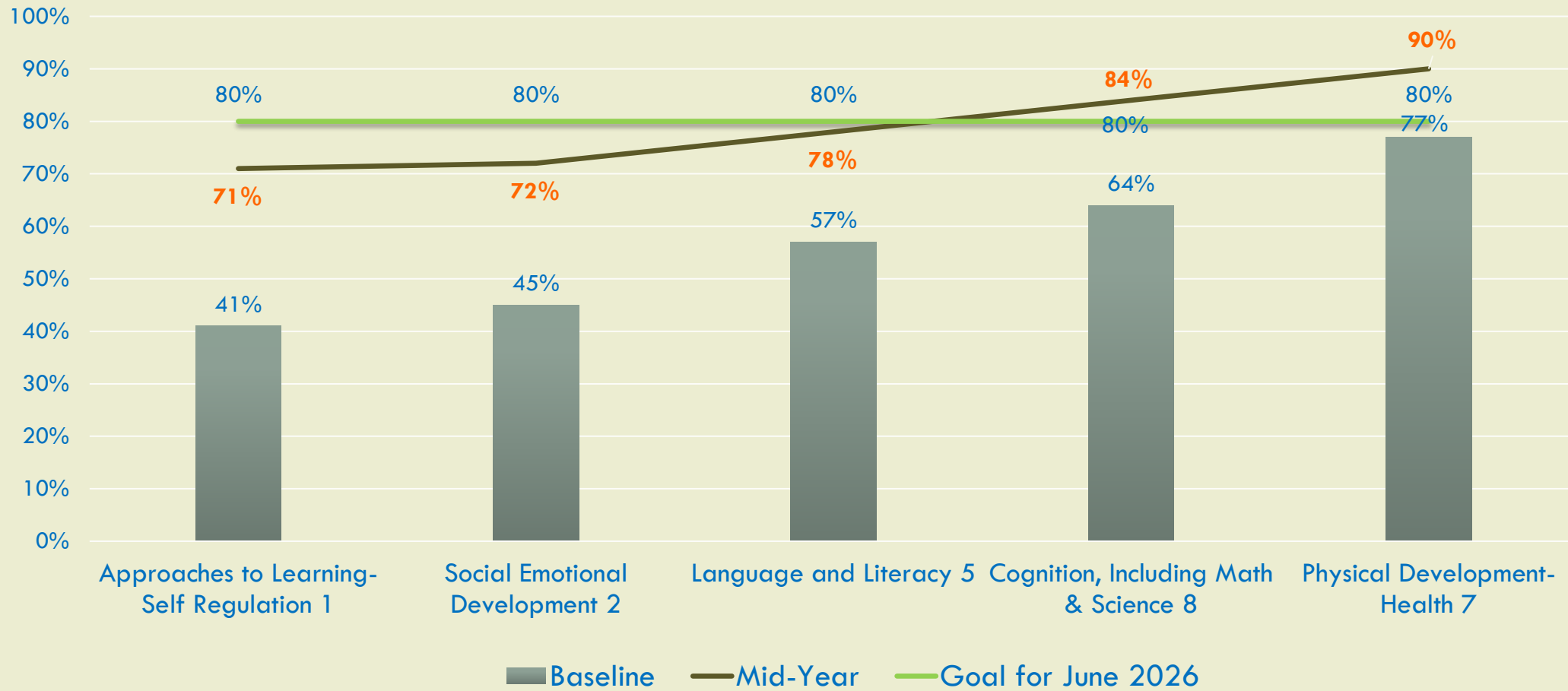
TODDLERS:

By June 2026, 80% of toddlers will be at the developmental level of Exploring Later and above for all the **School Readiness Goals Measures.**

Infant: Baseline, Mid-Year, and Expected Outcomes by June 2026



Toddler: Baseline, Mid-Year, and Expected Outcomes by June 2026



EXPECTED YEAR-END OUTCOMES

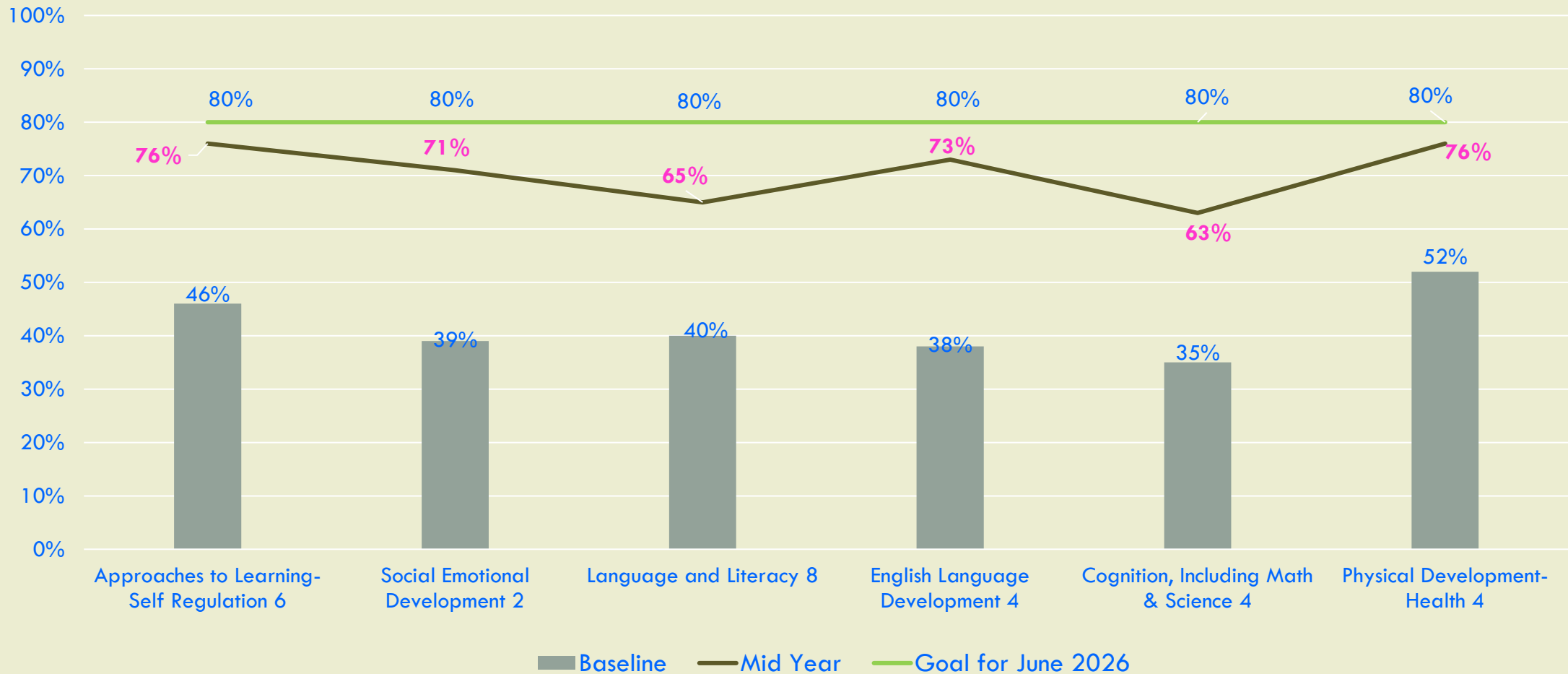
PRESCHOOL:

By June 2026, 80% of preschoolers will be at the developmental level of Building Earlier and above for all **School Readiness Goals Measures.**

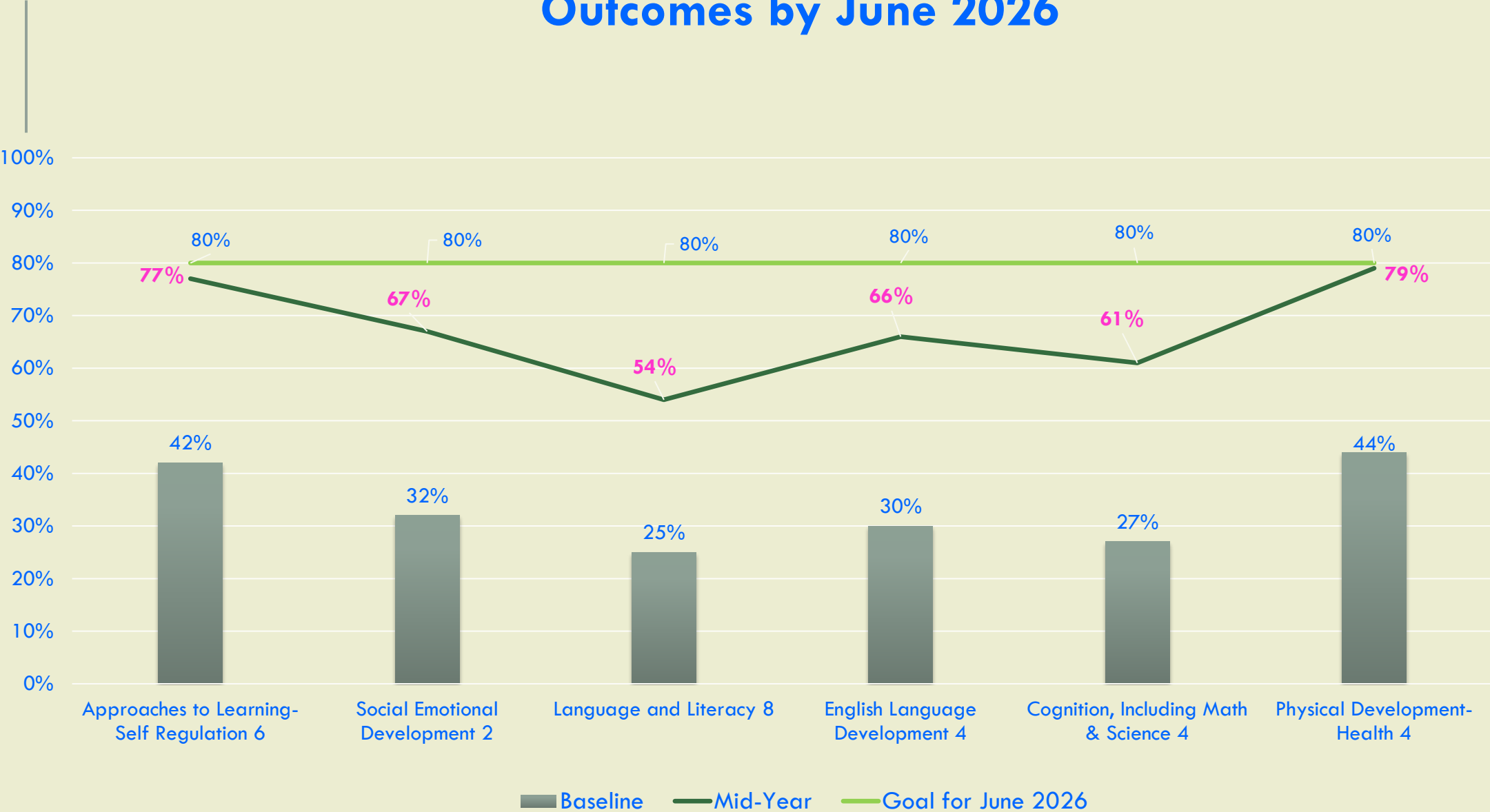
KINDERGARTEN:

June 2026, 80% of kindergarten will be at the developmental level of Building Middle and above for all **School Readiness Goals Measures.**

Pre-School: Baseline, Mid-Year, and Expected Outcomes by June 2026



Pre-Kindergarten: Baseline, Mid-Year, and Expected Outcomes by June 2026



FAMILY ENGAGEMENT: INFANTS & TODDLERS

FAMILY PRE-SURVEY QUESTIONS	FAMILY PRE-SURVEY RESPONSES	YEAR END GOAL
<ul style="list-style-type: none"> <input type="checkbox"/> How confident do you feel about helping your child explore cause & effect? <input type="checkbox"/> How often do you currently engage in play and explore cause & effect with your child at home? <input type="checkbox"/> Which of the following activities do you and want to learn more about? 	<p>63% Very Confident 18% Somewhat Confident 15% Not Very Confident 4% Not confident at all</p> <p>50% Daily 21% A few times a week 22% Occasionally 5% Rarely or never</p> <p>39% Simple Science Experiments 49% Building Ramps, Block Towers & Rolling object 42% Painting with Tools & Nature 35% Cause & Effect Songs and Games 33% Cause & Effect Books</p>	<p>FAMILIES WILL GAIN MORE CONFIDENCE IN THE ABILITY TO SUPPORT THEIR CHILDREN'S DEVELOPMENT IN UNDERSTANDING CAUSE AND EFFECT.</p>

FAMILY ENGAGEMENT: PRESCHOOL & PREKINDERGARTEN

FAMILY PRE-SURVEY QUESTIONS	FAMILY PRE-SURVEY RESPONSES	YEAR END GOAL
<ul style="list-style-type: none"> <input type="checkbox"/> How confident do you feel about helping practice adding/subtracting small groups of objects (e.g., $2 + 1$, $4 - 1$)? <input type="checkbox"/> How often do you currently engage in math-related activities (like counting, adding, or subtracting) with your child at home? <input type="checkbox"/> Which of the following activities do you want to learn more about? 	<p>60% Very Confident 28% Somewhat Confident 5% Not Very Confident 6% Not confident at all</p> <p>24% Daily 38% A few times a week 27% Occasionally 11% Rarely or never</p> <p>62% Counting objects together 51% Adding small groups of objects 40% Subtracting small groups of objects 55% Using everyday items (toys, snacks) for math activities 35% Reading math-related books or stories</p>	<p>FAMILIES WILL GAIN GREATER CONFIDENCE IN SUPPORTING THEIR CHILDREN'S DEVELOPMENT, INCLUDING THEIR ABILITY TO TEACH BASIC ADDITION AND SUBTRACTION USING PHYSICAL OBJECTS.</p>

QUESTIONS?







CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-1893

Agenda Date: 5/12/2026

Agenda #: 5.

Advisory Board: Head Start Policy Council Program Services Committee

Subject: DISCUSS the 2026-27 Recruitment and Enrollment Plan.

Presenter: Ellen de Senna

Contact: Christina Castle-Barber 925-608-8819

Information:

DISCUSS the 2026-27 Recruitment and Enrollment Plan.

2026-2027 Head Start/Early Head Start/State-Funded Child Care Programs Recruitment and Enrollment Plan
 Contra Costa County Employment and Human Services Department - Community Services Bureau

DESIRED OUTCOME: To develop and implement a plan to actively inform the public about services available through the Contra Costa County Community Services Bureau (CSB), particularly those populations identified in our Community Assessment, to recruit and enroll eligible children and their families into the Head Start (HS), Early Head Start (EHS) and State-funded child care programs, and attain/maintain 100% enrollment. Recruitment activities as outlined in this plan will actively inform all families with eligible children within Contra Costa County of the availability of program services and will result in maintenance of an active waitlist of eligible children and families to ensure all slots are filled promptly after vacancy. The plan includes specific efforts to actively locate and recruit children with disabilities and other children in need, including children experiencing homelessness and children in foster care. The plan utilizes modern technologies to reduce the family’s administrative and paperwork burden in the application and enrollment process.

Goal #1: To recruit at least 1500 eligible pregnant women, infants, toddlers, and children.

Goal #2: To recruit at least 215 children with disabilities.

Goal #3: To recruit special populations as per our community assessment and selection criteria: CPS/At-Risk, Domestic Violence, Dual Language Learners, Need for Full Day Care, Homeless, CalFresh/Cash Aid Recipients, Children with Health Impairments, Teen Parents, Grandparent Caregivers, and children of currently or formerly incarcerated parents.

Goal #4: To attain and maintain full enrollment as defined by Head Start Act Section 641A(h)(5).

Goal #5: To reduce administrative burden on families who apply by utilizing the immunization registry, CalSAWS, and other county systems to obtain already provided documentation, and the IVR hotline and electronic submission of paperwork, while maintaining confidentiality.

Goal #6: To track all recruitment efforts to fully evaluate effectiveness and make course corrections as necessary.

ACTIVITIES	PERSON (S) RESPONSIBLE	TIMELINE	LOCATION	INFORMATION TO INCLUDE	DISTRIBUTION
Mobilize Parents by providing them with flyers and other recruitment supplies to use in the community. Track the number of flyers given out by parents at intake and the number that result in enrollment.	The Comprehensive Services Team (CST) staff, Site Supervisors, Parent/Family, Community Engagement Officer, Centralized Enrollment Unit (CEU) staff and Eligibility, Recruitment, Selection, Enrollment, and Attendance (ERSEA) Manager	Ongoing	Policy Council, Parent Meetings, Family Newsletter, Tables in entryways, Parent Orientation/Intake.	Reproducible Flyers and Pre-App Screening Forms. Palm Cards w/HS enrollment info.	All CSB and Partner sites.
Provide parents with numbered referral forms so we can track successful enrollment by parent recruitment and incentive recruitment by offering a monthly prize for the parent with the best result.	CST	Monthly	Wherever the parents go in the community.	Numbered referral forms.	All CSB and Partner sites.
Pamphlets/flyers distributed: a) General info on CSB services b) Enrollment flyers c) Home-based services Track outcomes of efforts on data system to determine	Teachers, Site Supervisors, CST and CEU Staff, Home Educators	For community distribution: 10 contacts per month for Comprehensive Services Team and 15	Laundromats Women, Infants and Children (WIC) offices Grocery Stores Site lobby /Classrooms Elementary Schools Clinics Community-Based Organizations	Pictures Short paragraph describing program options Who is eligible Explanation of services available List Health, Nutrition, Education, Family Services, Family	Low Income Home Energy Assistance Program (LIHEAP) mailings CalFresh Offices Parent Meetings Doctors’ Offices

2026-2027 Head Start/Early Head Start/State-funded Child Care Programs Recruitment and Enrollment Plan, approved by Policy Council on xx/xx/xxxx and approved by Board of Supervisors on xx/xx/xxxx.

Author: Ellen de Senna 4-21-26

2026-2027 Head Start/Early Head Start/State-Funded Child Care Programs Recruitment and Enrollment Plan
 Contra Costa County Employment and Human Services Department - Community Services Bureau

ACTIVITIES	PERSON (S) RESPONSIBLE	TIMELINE	LOCATION	INFORMATION TO INCLUDE	DISTRIBUTION
effectiveness of locations where distributed.		per month for CEU as tracked on the Recruitment spreadsheet. For mailings: April and November	County Agencies Local Churches Education Offices Libraries Hospitals Community Events/Flea Markets Check Cashing Agencies High Schools One-Stop Locations Housing site offices (<i>including 9 housing sites in San Ramon</i>) Homeless Programs Community Centers (Richmond, San Pablo, Oakley, Willow Pass) Parks & Rec centers (Ambrose) LIHEAP Office Stage 2 & Alternative Payment Plans Family Entertainment Centers (Roller Rinks) Community Colleges First Five	Wellness, Parent Engagement, Disabilities Services Home base Contact numbers and/or persons	CSB Child Care Centers Volunteer Bureaus One-Stop Centers Parents Farmers Markets (Richmond Main Street, San Pablo, Concord) *See " Location " section for additional distribution information Mailing information to current CalWORKs/CalFresh recipients under age 5
Family Newsletter	CST staff Site Supervisors	Winter – Jan. Summer – May Fall - September	Distribute to all parents/partners	Who is eligible? Who to contact? Program Activities Events, Educational opportunities	Early Intervention Programs Community Partners Elementary Schools in the District
Coordinate Transition Activities with Preschools and Elementary Schools	Mental Health/Disabilities Manager. Site Supervisors Education Managers	January/February for Early Head Start Transition and Spring/Summer for Head Start; and throughout the year as needed	Childcare Centers Elementary Schools Other agencies for intake for special needs children High School	Any pertinent information on children - authorized by parent	Elementary School staff meetings & parent meetings. Site-based staff meetings/parent meetings. Policy Council Meetings
Speak at local organizations	Directors, Assistant Directors, Comprehensive Services Managers, Male Involvement Coordinator	Ongoing – target: at least one per month.	Faith Based Organizations Share Food Pantry County Malls Fairs Clubs	Make Head Start staff or Policy Council rep. available Describe advantageous services Distribute pamphlets List of centers with contact information	Civic Organizations PTA meetings Church groups Community events

2026-2027 Head Start/Early Head Start/State-funded Child Care Programs Recruitment and Enrollment Plan, approved by Policy Council on xx/xx/xxxx and approved by Board of Supervisors on xx/xx/xxxx.

Author: Ellen de Senna 4-21-26

2026-2027 Head Start/Early Head Start/State-Funded Child Care Programs Recruitment and Enrollment Plan
 Contra Costa County Employment and Human Services Department - Community Services Bureau

ACTIVITIES	PERSON (S) RESPONSIBLE	TIMELINE	LOCATION	INFORMATION TO INCLUDE	DISTRIBUTION
			Community Events Other Government Agencies Non-Profit Agencies Businesses, Corporations and Foundations	Set up information table with posters and pictures Application packages	
"Staff Walks around the Community"	Site Supervisors, CST and CEU staff	May – August and as needed	Neighborhoods Other Agencies	Brief description of services Magnets or other marketing aids with contact info Flyers	Community
Free and paid Advertising	Assistant Directors; Analysts, Social Media Team	Spring: Ads on buses Monthly at the beginning of each month: Social media posts with available openings. 6-month trial of paid ads on Facebook beginning 7-1-26.	Local newspaper agencies, Penny Saver, Grapevine, Radio, Public Access TV, agency presence on Facebook and Instagram	Short information on program, in English and Spanish Contact information (Recruitment hotline) Direct to EHSD.org landing page.	Newspapers, online, on screens (movie theaters/DMV), and on billboard/buses when funding is available. Facebook.
Community Events and Events at Sites.	All Staff	Monthly for onsite activities	Contra Costa County events in the community – Typically run March through October with several events per month. Enrollment Clinics at Sites – April through August – one per site per month or more if a site has numerous vacancies.	Information on employment for teachers Informational Flyers Magnets, etc. with brief information	Community
Maintain supply of free Head Start pamphlets (order from Administration for Children & Families)	Site Supervisors, and Partners Comp. Services Asst. Managers	Ongoing	All CSB Centers All Partner centers One Stop Career Centers Human Services Department Women, Infant, Children (WIC) office SparkPoint Family Justice Center LIHEAP office	Description of Head Start program and sample activities, with contact information.	Community
Implement streamlined referral processes per MOUs to reduce barriers to applying for services and to ensure special	ERSEA Manager	At development of every MOU	Children & Family Services (CFS) Regional Center of the East Bay (RCEB) Health Services	Protocol and Procures Forms Tracking of special referrals	Organizations noted in "Location" section.

2026-2027 Head Start/Early Head Start/State-funded Child Care Programs Recruitment and Enrollment Plan, approved by Policy Council on xx/xx/xxxx and approved by Board of Supervisors on xx/xx/xxxx.

Author: Ellen de Senna 4-21-26

2026-2027 Head Start/Early Head Start/State-Funded Child Care Programs Recruitment and Enrollment Plan
 Contra Costa County Employment and Human Services Department - Community Services Bureau

ACTIVITIES	PERSON (S) RESPONSIBLE	TIMELINE	LOCATION	INFORMATION TO INCLUDE	DISTRIBUTION
populations are prioritized as per the selection criteria.		and upon renewal.	CalWORKs CalFresh		
Recruitment through existing childcare partnerships	ERSEA Manager, Comprehensive Services Managers, Partner Unit	Ongoing	CSB's Head Start and State child development partner agencies	Information about CSB's HS services, including different program models to meet client needs. Site location and contact list. Transfer coordination.	Childcare and development partnerships
Contact Agencies Serving Children	ERSEA Manager, Comprehensive Services Managers	Spring and fall and as needed	WIC offices Special Education Local Plan Areas (SELPAs) Child Care Centers School Districts Private Providers Community-Based Organizations Community Recreation Sites Parent Teacher Associations (PTAs) Human Service Department Partner Sites Family Child Care Networks Resource and Referral Agencies Stage 2 & Alternative Payment Plans First Five Offices & Centers Homeless Shelter OB/GYN Offices LIHEAP office Agencies serving children with special needs	Initial letter containing description of Head Start and Agency services and program options. Personal visit to discuss coordination services, share program and curriculum information, plan referrals.	Community



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-1894

Agenda Date: 5/12/2026

Agenda #: 6.

Advisory Board: Head Start Policy Council Program Services Committee

Subject: DISCUSS Parent Survey Results.

Presenter: Tracy Lewis

Contact: Christina Castle-Barber 925-608-8819

Information:

DISCUSS Parent Survey Results.

Desired Results Parent Survey - Preschool (CDE-CSPP)

Program Year 2025-2026		Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	Unsure
1	The program clearly explained the process for enrolling my child in the program.	379	30	3	0	2
2	The program clearly explained all their safety policies and procedures regarding illness, medication , emergencies, etc.	369	24	0	0	1
3	The program shares information on the curriculum and learning activities with me.	348	42	2	1	1
4	The program gives updates on the daily experiences of my child as appropriate (fore example, if my child was injured, what they ate, napping, toileting. Etc.).	339	46	3	2	4
5	The program explains my child’s ongoing development to me through progress reports, parent conferences, and informal conversations.	344	42	5	0	1
6	The program provides me with resources and suggestions for how I can support my child’s learning and development at home.	338	42	7	0	6
7	When needed, the program helps me get referrals to social and/or health services in my community, such as an assessment to diagnose a disability, provide behavioral supports, or other referrals.	344	47	4	1	19
8	The program communicates with me in my home language, including translating materials (if I speak a language other than English).	359	18	1	2	12
9	The program engages with my family to ensure learning experiences, books, and materials reflect my child’s race, home language, and cultural background.	346	36	3	3	0
10	The program encourages me to engage in family events, parent committees, opportunities to volunteer, and other family engagement opportunities.	344	43	5	0	3
11	The program makes me feel welcome and treats me like a valued partner in my child’s learning.	364	30	0	0	0
12	I receive answers and resolutions from the program in a timely manner when I have questions or concerns.	357	35	2	0	0
13	The program provides healthy meals and snacks that reflect my child’s culture.	316	55	8	7	10
14	The program supports my child in learning healthy habits, such as handwashing and personal hygiene.	378	11	2	0	0
15	The program provides developmentally appropriate learning activities that help my child’s individual school readiness skills, such as math and literacy.	350	35	3	1	4
16	The program provides my child with support in their social and emotional skills, such as how to play with friends and process emotions.	359	32	1	0	2
17	The program provides a balance of indoor and outdoor movement activities to support my child’s individual physical development.	358	30	0	0	4

18	The program supports my child's home language skills as well as English.	352	23	2	1	13
19	The program provided me with information on their current suspension and expulsion policies and procedures.	323	39	6	4	17
20	The program provides me with information on local elementary schools when my child is ready for kindergarten.	304	41	7	2	37
21	Has your child's participation in the program helped you get a job, keep your job, or attend school?	303	36	5	4	43
Please answer questions 22 and 23 if your child has an identified disability with an IFSP or IEP:						
22	My child is included in activities with other children in the program.	54	8	0	0	4
23	The program effectively meets my child's individual needs aligned to their IFSP or IEP goals.	50	9	0	1	7

Survey given to families in December 2025

Preschool Enrollment in December 700

Number of completed surveys returned 354

Response rate: 51%

		% of responses
Strongly Agree	7378	87.6%
Somewhat Agree	754	9.0%
Somewhat Disagree	69	0.8%
Strongly Disagree	29	0.3%
Unsure	109	2.3%
Total responses	8420	

Summary:

The vast majority of our families are happy with our program and either Strongly Agree or Somewhat Agree with all the statements on the survey. The two questions (attached), that requested a written response were also overwhelmingly positive. There were a few responses regarding the food served at the centers. That was heard and corrected; we changed our food service, and the children are now loving the food. The only other areas where families responded with concern were around receiving information about kindergarten and our suspension and expulsion policies. We are looking at ways to increase family understanding of the policies and that they get the information they need to support their child's education.

Desired results for children and families. Parent Survey (CSPP)

Question #1 What is one thing you love most about the program?

- The staff are amazing and really care about our kids.
- Los horarios, la seguridad de la escuela.
- We love the teachers at Balboa Children's Center. They're good at providing structured learning while also catering to children that may need additional emotional attention.
- The program has developed social and academic qualifications in my children. I love all the instructors in this program.
- Que les enseñan a los niños a seguir normas y reglas. Hacer independientes. Ayuda a socializar con otros niños. Los prepara académicamente para el kindergarten.
- It helps me to be able to go to work the learning lessons that are given to my kids.
- La atención de las maestras con Regina y con mi familia.
- Me Gusta Kemp, Corporate Proficiency, the Hygiene personnel and Rutina del Dia. Como lavar Los dientes de sueste Comer también me gusta que tienen la operator tidal de jugar fuera del aula de clases
- Lo qu mas me gusta del programa, es que todos estan dispuestos a enseñar y ayudar a mi hija. Se trata de todo lo que necesita. Y no solo los profesores, sino todo el personal que la rodeo.
- He is learning sign language and Spanish. The teachers are very informative.
- Social skills.
- Attention teachers give to children.
- I love how Head Start prepares my child for kindergarten. Say, for example, teaching her to write her name every day is helpful.
- I like this program and the service that they serve
- Is very welcoming and has a positive attitude. Very helpful for morning Dropbox.
- How my son is learning is so much on his hygiene and communication skills.
- The staff
- The flexibility with RM3 Teachers/TAs has been helpful. Events to celebrate holidays for the students. Bringing the fire department for students to enjoy.
- My child has the opportunity to make social connections with other kids and learn new skills.
- I feel like Aviah Is well taken care of and supported. while at school
- The kindness and friendliness of the teachers Amazing here.
- Taking good care of my Childs hygiene and what she eats.
- Conciencia entre amigos
- Que nos dan la facilidad para poder trabajar inundando a nuestros hijos. Que los enseñan a convivir con sus compañeros y a compartir.

- Los enseñan cosas importantes pero la vida y los enseñan números, letras y cosas educativas.
- Very inclusive.
- My child is always happy here.
- The teachers take their time to learn each child and their behaviors to best see fit for what that child needs to learn and be comfortable.
- Very organized. Friendly staff
- Kids have routines teachers are great & knowledgeable supporting staff.
- Teachers help my son develop memory, independence, social skills and good behavior.
- Staff are good and friendly environment.
- Something I love about the program is how my baby 3 socializes with children his age and he is learning a lot.
- They help my child have better social skills and learn how to share with other children.
- The teachers are supportive and care for the children.
- Love the program.
- Caring for children.
- I love my kids' having their native language teachers. They are also kind and understandable.
- Program makes the kids feel safe.
- My child likes going to school.
- There are teachers who love their job and treat kids like their own.
- Love that they have a schedule and routine.
- teach more.
- Rose Ann.
- Care, attention towards the kids.
- Informative and interactive program. The teachers are caring and offer wonderful preschool experiences for all children.
- Teachers are attentive, communicative, welcoming, supportive and kind.
- The environment is safe, warm and comfortable.
- The curriculum is well organized, and children are learning a lot of things including emotional regulation.
- Children are happy and love to attend.
- Gives parents an opportunity to work again.
- The program provides everything to make our life better.
- I love the staff!
- Staff very patient with kids.

- Getting families together for the kids!
- Welcoming environment! Inclusiveness & Engagement.
- Partnership and great communication.
- The way they receive the children!
- My child loves the program.
- Teachers are friendly and informative;
- En lo personal me gusta mucho la comunicacion que tienen las maestras con los ninos y con uno como padres sobretodo la ensenanza con los ninos;
- My son is always excited to go to school;
- I love the program; helps my son learn through play. He's having fun while building skills and I can see him growing more confident everyday
- Todo en general se me hace muy bien como cuidan y educan a los ninos y la paciencia que tienen con los ninos tomando en cuenta que son ninos pequenos. Mi hijo esta aprendiendo a socialisarse con otros ninos;
- Knowing that the teachers care about my daughter's physical, emotional and intellectual development;
- What I like about this school is how good the teachers are trained and have the patient for our kids. They are understanding and have compassion.
- There is just not one thing I love about Head Start program, there are many great quality educated staff with friendly behaviors with families and children. supporting children with SE, COG, Language and health;
- Healthy food, great resources and activities, clean & organized. The teachers are caring and great with the children;
- That he is safe and can learn;
- What i would say i love most about this program is that the teachers are amazing and also understanding about real life problems like car issues or being sick, they don't give you a hard time about it if you can't come;
- I love that the program has wonderful teachers, flexible hours and a safe place for my child;
- The food and learning program with the kids and what the kids bring home with the art;
- Flexibility & helpfulness. I love the program it makes me feel Welcome and treats me like a valued partner in my child's learning.
- I absolutely love and am very satisfied with the structure and discipline of the program that keeps the children in margin to educate them and make them respectful. No response to this question. Our child is learning
- lovely, kindness, good activities, good teachers, kid like to be there and play with classmates.
- Teachers' dedication

- The teachers! They are amazing
- Teachers and students Ratio
- Friendly teachers and age-appropriate activities that helps kids to learn and have fun.
- My daughter really enjoys going to school and loves playing with her friends and teachers. She's always excited to tell me how her day was at school. Everything;
- there's lots of great teachers that really care about the children;
- great program.

Desired results for children and families. Parent Survey (CSPP)

Question #2: **What is one thing you would like to see improved about the program?**

- To have more family activities.
- En lo que a mi respecta, todo es perfecto.
- More academic would be great instead of teaching them only to write their name.
- la comida y mas actividez gisicas para los ninos
- A broader snack and food menu for picky eaters.
- This program can involve more children, which will help working parents like us.
- Laves la comida. A veces no tienen suficientes supplies en el salon.
- Me gustaria que hubiera horas mas extendidas y que incorporaran mas actividades que les permitan, per su cuerpo.
- A broader snack slash food menu for picky eaters.
- School lunch and breakfast. More sample foods that smaller children will pay attention to and eat.
- None.
- Better way to communicate automated messages? Because it is automated, sometimes I don't get a voicemail if I am not able to answer the call right away.
- As of right now, I do not see any fault in the program.
- The play area outside.
- Quarterly sheet to discuss with parents on what curriculum their child is working on and focusing on. Teaching and providing appropriate and proper communication for students and student interactions.
- I cannot think of any immediate improvements needed by the program. Keep up the good work.
- Try to add more toys and activities that enhance social skills.
- Practica juntos (reunidos) cantando contano numerosMore staff.
- Better healthy food, more hoursNothing is perfect.
- Me parece todo muy bien none.
- The program might need more teachers/ helpers.
- Provide more support for the teachers.
- Encourage students to interact with students not just their friends outside at home and or in other classrooms.
- Taking children on outings to discover, explore and engage in all the hands-on learning opportunities in the Bay Area/ Field Trios.
- Activities and learning how to write and count.Kids potty training, talking to kids about respecting parents, Use words.
- Overall, thank you for hard work.

- Communication on child's success.
- Report incidents.
- Child improvement writing numbers and ABCs.
- Didn't receive handbook.
- Communication weekly.
- Son enjoys program.
- All is perfect.
- The program is organized.
- Very kind teachers.
- Teachers care about my child.
- More Parking
- More support in the classroom with children with challenging behaviors. Adding more sensory activities and being more vigilant with children's interactions with peers;
- paying closer attention to the interactions between the students.
- Same day communication and more family events.
- Daily updates written on an app.
- Texting parents when a teacher is out.
- Nothing, everyone is awesome!
- More parent involvement activities.
- Longer approved childcare hrs. so I can commit to work.
- I would like to see daily homework packets and worksheets for long vacations.
- Para mi que todo va muy bien hacen un muy buen trabajo.
- At this moment I have no complains, I think the program & teachers are doing an amazing job.
- En realidad no se me ocurre nada por ahora.
- How much Natalee has learned, social skills and patients.
- I cannot think of even one thing that doesn't meet or exceed my expectations.
- I have had other children in Head Start in other states and counties and it has been a vital program contributing to their on-going educational success.
- Marsh Creek site is exceptionally cautious with safety and hygiene, and it is very evident that the staff care about the well-being of the children.
- Everything seems okay for now.
- I don't have anything else on my mind at this time.
- I can't think of any improvement, I like the program.

- For my child to be more into school and not cry and for him to like friends that he makes.
- I don't believe this program needs improvement, it's just fine how it is.
- An app so they can let us know what is going on throughout the day.
- More activities for parent involvement.
- More choices for breakfast
- More communication of what my child is doing everyday
- Cultural balance;
- que ulebran los cumpleaños de los niños (who celebrate the children's birthdays)
- la comida (the food);
- todo muy bien (Everything was great.
- Longer class
- Kids feel happy every day, good to keep.
- Nothing, I am very pleased
- offering high sugar snacks, including natural flavors. I suggest not food related birthday goodie if parents like to celebrate birthday with all friends. It's hard to tell kids not to eat it if the peers are having it.
- More communication between teacher and families on what happens during the class time.nothing, it's great;
- It's great.

Desired Results Parent Survey - Infants & Toddlers (CDSS-CCTR)

	Program Year 2025-2026	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	Unsure
1	The program clearly explained the process for enrolling my child in the program.	112	5	0	0	0
2	The program clearly explained all their safety policies and procedures regarding illness, medication , emergencies, etc.	112	5	0	0	0
3	The program shares information on the curriculum and learning activities with me.	108	8	1	0	0
4	The program gives updates on the daily experiences of my child as appropriate (fore example, if my child was injured, what they ate, napping, toileting. Etc.).	105	10	1	0	0
5	The program explains my child's ongoing development to me through progress reports, parent conferences, and informal conversations.	107	8	0	0	1
6	The program provides me with resources and suggestions for how I can support my child's learning and development at home.	112	7	0	1	0
7	When needed, the program helps me get referrals to social and/or health services in my community, such as an assessment to diagnose a disability, provide behavioral supports, or other referrals.	111	7	0	1	0
8	The program communicates with me in my home language, including translating materials (if I speak a language other than English).	109	3	1	0	4
9	The program engages with my family to ensure learning experiences, books, and materials reflect my child's race, home language, and cultural background.	108	6	1	1	1
10	The program encourages me to engage in family events, parent committees, opportunities to volunteer, and other family engagement opportunities.	108	9	0	0	1
11	The program makes me feel welcome and treats me like a valued partner in my child's learning.	115	3	0	0	0
12	I receive answers and resolutions from the program in a timely manner when I have questions or concerns.	113	4	0	0	0
13	The program provides healthy meals and snacks that reflect my child's culture.	112	4	0	0	0
14	The program supports my child in learning healthy habits, such as handwashing and personal hygiene.	114	2	0	0	0
15	The program provides developmentally appropriate learning activities that help my child's individual school readiness skills, such as math and literacy.	112	5	0	0	1
16	The program provides my child with support in their social and emotional skills, such as how to play with friends and process emotions.	114	4	0	0	0
17	The program provides a balance of indoor and outdoor movement activities to support my child's individual physical development.	114	3	0	0	0

18	The program supports my child's home language skills as well as English.	108	5	1	0	1
19	The program provided me with information on their current suspension and expulsion policies and procedures.	105	6	2	0	3
20	The program provides me with information on local elementary schools when my child is ready for kindergarten.	100	3	1	0	9
21	Has your child's participation in the program helped you get a job, keep your job, or attend school?	105	7	0	0	6

Please answer questions 22 and 23 if your child has an identified disability with an IFSP or IEP:

22	My child is included in activities with other children in the program.	18	1	0	0	0
23	The program effectively meets my child's individual needs aligned to their IFSP or IEP goals.	14	0	0	0	0

Survey given to families in December 2025

CCTR December Enrollment: 148

Number of completed surveys returned 119

Response Rate 80%

% of responses

Strongly Agree 2336 94%

Somewhat Agree 115 5%

Somewhat Disagree 8 0.3%

Strongly Disagree 0 0.0%

Unsure 27 1.1%

Total responses 2486

Summary:

The vast majority of our families are happy with our program and either Strongly Agree or Somewhat Agree with all the statements on the survey. The two questions (attached), that requested a written response were also overwhelmingly positive. There were a few responses regarding the food served at the centers. That was heard and corrected; we changed our food service and the children are now loving the food.

1. What is one thing you love most about the program? (Please use the back or additional sheet for additional comments)	2. What is one thing you would like to see improved about the program? (Please use the back or additional sheet for additional comments)
<ul style="list-style-type: none"> • Ms. Maria and other teachers communicate well. They are very friendly and explain the program well. They also treat Sophia with love and respect, they are so sweet and they listen to every concern. • I like the services that my child receives. My child will receive Speech therapy/help. • Ms. Shamim is helpful, patient and caring. My son had a difficult start (attachment issues) but teacher made transition less difficult. Activities, books, social skills. • The Staff is very friendly and supportive and provides the positive environment for the kids. The teacher is very welcoming and very enthusiastic for the student. • Learn different activities, discipline, Teacher is very nice and teach different good things. • I like the program. • I am very happy for the program as my child has advanced rapidly through it. • The love, respect, structure, growth and child development. • Well I like the program as my children have learned top be more independent and slowly but surely they have learned more things. • The teacher and staff. I am reassured of how welcoming and caring teacher and staff are by how my child and family is greeted and the constant feedback and sharing my child's day with me. • I would say the program is good on all sides. • Teachers help a lot to our parents. The environment for the kids is great. • I like everything • I like the teachers, and projects for my son to bring home. 	<ul style="list-style-type: none"> • All teachers in the room be more helpful at dropping off time. Introduce themselves to child and parent. Not only general ED teacher. When child is having a tough drop off more teachers (Helpers sorry don't know the title) Get more involved to help the busy teacher (General Ed. Teacher). Academic speaking. I'm very happy with the program. • More food choices for the kids. • More extended time and food. • Everything is great. Perhaps would like for my child to share more with friends, But I am truly happy with my child's progress through the program. • Totally satisfied! • I would like them to emphasize more writing activities and other things that benefit the children. But I like the program a lot, they teach children the basics. • Not at this time. I ask that teachers continue to feel supported to pour back into our children and the staff • Help my kid like school more. • More Pay for teachers and holidays! • The contracted hours. • Food and more family days • I think everything they have in this program is already complete for the little kids and for me. • Need more extended time. • Something he can take home and practice more with his speech. • More work on social questions. • Just keep up the good work

- The care that they put in every child and this one makes all the kids seeing as family
- Discipline, positive environment, teacher is very nice
- My child is speaking more clearer. Thank you.
- I love the teachers, very patient and supportive and loveable.
- My daughter's participation and interaction with the other children in the program.
- I appreciated that my child's speech was assisted and the transition to leaving the diaper was easier.
- She's more confident and verbal and she's patiently waits for anything
- Inclusiveness for IEP students and family style breakfast/lunch & Handwashing and brush teeth.
- My child is more open and engages a lot more.
- I love everything in the program best teachers.
- I like this program in a few weeks he shows an integrate side



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-1895

Agenda Date: 5/12/2026

Agenda #: 7.

Advisory Board: Head Start Policy Council Program Services Committee

Subject: DISCUSS AB495 Family Preparedness Act of 2025 Program Enhancements.

Presenter: Christina Castle-Barber

Contact: 925-608-8819

Information:

DISCUSS AB495 Family Preparedness Act of 2025 Program Enhancements.

PROJECT CHARTER

1. General Project Information				
Project Name:	Implementation of AB 495 – The Family Preparedness Plan Act of 2025			
Executive Sponsors:	Sarah Reich, CSB Director			
Division Sponsors	Christina Castle-Barber, Division Manager			
Project Manager	Ayelew Lidete, ASA III			
Impact of project:	Safe and accessible child care facilities for all children and families, regardless of immigration status.			
2. Project Team				
Workgroup Team Members: (do not include subgroup)	Name	Working Title	Bureau	Division
	Amy Wells	Division Manager	CSB	Program
	Michelle Mankewich	ASAIII	CSB	Comp Services
	Julia Kittle-White	ASAIII	CSB	Partners Unit
	Ellen DeSenna	ASAIII	CSB	CEU
	Tracy Lewis	ASAIII	CSB	State Liaison
	Ana Araujo	CSM	CSB	PFCE
3. Stakeholders (e.g., those with a significant interest in or who will be significantly affected by this project)				
<p>ACF, California Department of Education, and California Department of Social Services</p> <p>California Community Care Licensing</p> <p>Board of Supervisors</p> <p>EHSD Admin</p> <p>All CSB Staff working in and for child care settings</p> <p>CSB and CSB Partner Site Children and Families</p>				
4. Project Scope Statement				
Project Purpose / Business Justification Describe the business need this project addresses				
To comply with AB495 by July 1, 2026 by integrating the guidance and model policies in the “Promoting Safe Early Childhood Education for All” guide into all CSB procedures, including the parent handbook and the partner protocols, and to ensure the changes align with EHSD’s Desk Guide for ICE visits.				
Objectives (in business terms)				
To fully review and comprehend the requirements of AB495.				
To complete a crosswalk between current county protocols and model policies in “Promoting Safe Early Childhood Education for All” to ensure they all align.				
To recommend and implement changes to current CSB procedures, Family Handbook, and partner protocols as approved by County Counsel and Administration.				
To fully train CSB staff on summary of changes to the CSB procedures, Family Handbook and partner protocols.				

Deliverables *List the high-level “products” to be created (e.g., improved xxxx process, employee manual on yyyy)*

1. Crosswalk between AB495 model practices and EHSD Desk Guide for ICE Visits by 4/27/26.
2. Recommended edits to current procedures, Family Handbook, and partner protocols by 5/18/26.
3. Packaged Track Changes Procedures with summary of changes for CSB Director, EHSD Director, and County Counsel by 5/29/26.
4. Finalized policies and procedures with PC and Board Approval, if necessary, by 6/19/26.
5. Training of staff will be completed by 6/26/26.

Scope *List what the project will and will not be addressed (e.g., this project addresses units that report into the Office of the Director. Units that report into the Bureau Directors are not included)*

This project will address full compliance with AB495 for all CSB directly operated and partner operated sites.
 This project will not address any changes that need to be made at any other entity.

Project Milestones *Propose start and end dates for Project Phases (e.g., Inception, Planning, Construction, Delivery) and other major milestones*

4/23/26 – Project launch – all materials and meeting invites sent to project team along with Project Charter.
 Week of 4/27/26 – Project team reads the guide, “Promoting Safe Early Childhood Education for All” and re-reads the EHSD Desk Guide for ICE Visits.
 5/1/26 – 5/15/26 – Project team reviews CSB Procedure Manual, Family Handbook, and Partner Protocol for the areas pertinent to the content area expertise and create a list of recommendations for changes.
 5/18/26 – Project Team Meets to review recommendations for procedural enhancements and agree on final recommendations.
 5/19/26 – 5/19/29 – ASA Lidete packages procedural edits with track changes and creates a summary of changes.
 Week of 5/25/26 – CSB Director to review edits and summary of changes for approval and submission to EHSD Director and County Council.
 5/6/26 – Procedural changes to PC Program Services, if appropriate.
 5/18/26 – Update to Head Start Committee
 5/20/26 – Procedural changes to PC for approval or review, if appropriate.
 June 2026 – Update to the BOS and/or approval, if appropriate.
 Week of 6/22/26 – Formalized training to all staff on new procedures.

Major Known Risks (including significant Assumptions) *Identify obstacles that may cause the project to fail.*

Risk	Risk Rating (Hi, Med, Lo)
Competing Priorities – KinderSystems and Enrollment Efforts.	Medium
Federal Rules if issued that conflict	High
Conflicts between county policy and AB495	Lo

Constraints *List any conditions that may limit the project team’s options with respect to resources, personnel, or schedule (e.g., predetermined budget or project end date, limit on number of staff that may be assigned to the project).*

Competing Priorities
 Timeliness of Review by County Counsel and ED and possible changes to recommendations that may result in a delay.

External Dependencies *Will project success depend on coordination of efforts between the project team and one or more other individuals or groups? Has everyone involved agreed to this interaction?*

All groups involved are those responsible for the work flow and accustomed to the inherent dependencies such as County Council and Admin Review time constraints.

5. Communication Strategy *(specify how the project manager will communicate to the Executive Sponsor, Project Team members and Stakeholders, e.g., frequency of status reports, frequency of Project Team meetings, etc.)*

Launch to be communciated on 4/23 via email with link to working platform in TEAMS.

Frequent team communication will occur within TEAMS.

One team meeting in May for finalizing work and possible subsequent meetings in person or on TEAMS if additional changes are requested by Admin or County Counsel.

Announcement at Sr. Managerment and Cluster Meetings regarding scope of work and need for training.

TEAMS training for staff by cluster and admin office with ample question and answer time.

6. Charter Update

Name	Purpose of Update	Date (MM/DD/YYYY)

7. Notes