

Head Start Committee Update



March 18, 2026

Marla Stuart, MSW, PhD, EHS Director and Head Start Executive Director
Sarah Reich, Community Services Bureau Interim Director, Head Start Director

info@ehsd.cccounty.us | (925) 608-4800



Outline

Topic	Federal Head Start	State Child Care
Classroom Video Cameras	✓	✓
Head Start Self-Assessment	FY25-26	
Community Assessment	FY25-26	
ECE Data Management System	✓	✓
Recommendation	✓	
Appendices	For Information	

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- Classroom Video Cameras
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Background

- History of video cameras in the County centers
- Spring 2025 Head Start Audit
- Camera Discussions with Partners
- Camera Benefits and Concerns

Current Camera Utilization

Agency	Video Camera Status	# Slots	# Classrooms	# Facilities	Contract End Date
Contra Costa County	Present	562	45	12	N/A
Crossroads	Present	20	4	1	6/30/27
Tiny Toes	Present	32	2	1	6/30/26
Little Angels ¹	Present	24	2	1	6/30/26
YMCA	Not Present	286	28	7	6/30/27
KinderCare	Not Present	152	18	4	6/30/26
Richmond College Prep ¹	Not Present	48	1	1	6/30/26
San Ramon Unified School District ¹	Not Present	48	2	2	6/30/26
We Care ¹	Not Present	24	1	1	6/30/26
Aspiranet ²	N/A	149	N/A	N/A	6/30/27
Total With Cameras Present		638	53	15	
Total Without Cameras Present		558	50	15	

1. State funding only partner, does not receive federal funds.

2. Aspiranet is a home-based model without physical facilities or classrooms.

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FY25-26 Head Start Self-Assessment

Federal Requirement

- Head Start Act (HSA) 642(d)(2); Head Start Program Performance Standards (HSPPS) 1302.102(b)(2)

Process

- Timing: November 18-26, 2025
- Focus: 4 areas included in Focus Area 1 Federal Review
 1. Supporting Safe and Healthy Learning Environments
 2. Program Design, Management, and Improvement
 3. Fiscal Infrastructure
 4. Eligibility, Recruitment, Selection, Enrollment, Attendance
- 67 classrooms representing all centers reviewed for Supporting Safe and Health Learning Environments
- 80 child eligibility files reviewed for Eligibility, Recruitment, Selection, Enrollment, Attendance
- 6 teachers interviewed for Program Design, Management, and Improvement
- 5 written narrative questionnaires completed across all 4 focus areas
- Board participation



1. FY25-26 Head Start Self-Assessment Report

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Self-Assessment Summary of Key Findings

Program Area Reviewed	Key Findings
1. Supporting Safe and Healthy Learning Environments	<p>70% of 67 classrooms reviewed scored 90% or higher on monitoring tool. The remaining 30% scored 80% or higher. All issues identified were addressed promptly and effectively.</p> <p>We are able to ensure hygienic practices and allergy information are being consistently communicated, posted, and updated across all sites and classrooms.</p>
2. Program Design, Management, and Improvement	<p>The ongoing monitoring system is multi-layered and implemented through daily, monthly, quarterly, semi-annual, and annual review cycles. Monitoring data is analyzed and shared with management, senior leadership, Policy Council, and Board of Supervisors (governing body).</p> <p>Organizational structure and management roles are clearly defined and effective. The Policy Council and Board of Supervisors are actively engaged in oversight and decision-making.</p>
3. Fiscal Infrastructure	<p>Workday is utilized to support accounting and financial management functions. County-approved systems including PeopleSoft, EcoTime, and Time Study Buddy are used to record and manage employee timekeeping.</p> <p>Fiscal monitoring is done through budget-to-actual analysis, monthly expenditure tracking, reconciliation, and separation of duties.</p>
4. Eligibility, Recruitment, Selection, Enrollment, Attendance	<p>99% of the 80 eligibility files reviewed were compliant. The Centralized Enrollment Unit implements a robust verification process to confirm income and/or categorical eligibility of families prior to enrollment.</p> <p>The data management system serves as a real time database providing current data on waitlist, accepted enrollments, and program vacancies.</p>

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FY25-26 Community Assessment

Federal Requirement

- Head Start Act (HSA) 640(g)(1)(C); Head Start Program Performance Standards (HSPPS) 1302.11(b), 1302.102(d)(2)

Purposes (summarized from HSPPS)

1. Identify populations most in need of services
2. Inform the program's design and to ensure service delivery reflects needs and diversity of the community
3. Inform the enrollment, recruitment, and selection process to prioritize the enrollment of those most in need
4. Identify community strengths and resources that can be leveraged for service delivery and partnership efforts
5. Identify the communication methods and modalities that best engage with prospective and enrolled families

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FY25-26 Community Assessment Process

Timing

- Data updated in Fall/Winter 2025-26.

Data Sources

- Secondary data from the US Census Bureau's American Community Survey (ACS), 2023 California Child Care Portfolio published by California Child Care Resource & Referral Network, California Community Care Licensing Division, and other national, state, and local resources.
- Data disaggregated by cities within Contra Costa County.

Future

- RFP 1231 issued December 2025
- Received 6 proposals that are being vetted for a decision in Spring 2026

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Community Assessment Highlights: Eligible Population

The number of children 0-5 years old has been declining since 2026, even while the county's overall population has been increasing.

	2016	2024	% Change 2016-24
1. Children Age 0-2	37,441	34,309	-8%
2. Children Age 3-5	41,893	38,167	-9%
3. Total Children 0-5	79,334	72,476	-9%
4. Overall Population	1,107,925	1,172,607	+6%
5. % Population 0-5	7%	6%	-1%

*Source: ACS 2024 1-Year Estimates and prior ACS 5- Year Estimates.

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Community Assessment Highlights: Family Needs

- Monthly full-time child care costs have increased from 2019 to 2023.
- For families needing infant care, costs are about 30% more expensive using either center-based options or family home based options.
- It is even more for families needing preschool care, increasing by nearly 40% regardless of type of program.

Average Monthly Full-Time Costs:	2019	2021	2023	% Change 2019-23
1. Center-Based Infant Care	\$1,622	\$1,733	\$2,088	+29%
2. Center-Based Preschool Care	\$1,190	\$1,295	\$1,649	+39%
3. Family Home Based Infant Care	\$1,045	\$1,233	\$1,381	+32%
4. Family Home Based Preschool Care	\$996	\$1,093	\$1,386	+39%

*Source: 2019, 2021, and 2023 California Child Care Portfolio published by California Child Care Resource & Referral Network.

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Community Assessment Highlights: Availability of Services

- Overall, more child care slots are available in 2025 compared to 2024, including licensed center-based and family homes serving at least 9 children.
- Still only enough slots for 44% of 0-5 years old population.

	2024	2025	Change
1. # of Preschool Care Slots	18,553	17,797	-4%
2. # of Infant Care Slots	2,275	2,212	-3%
3. # of Single License Care Slots	3,732	4,999	+34%
4. Total # Child Care Center-Based Slots	24,560	25,008	+2%
5. # Additional Family Home Care Slots	6,050	6,553	+8%

*California Community Licensing Division, as reported in December of each year. A single license allows centers to serve multiple age ranges. Family Home Care slots only include those that serve at least 9 children, since data is not publicly shared for those with fewer than 9 children.

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Current ECE Data Management System

CLOUDS (Child Location Observation Utilization Data System) deployed in 2012 as the data management system for the County's Early Childhood Education (ECE) programs.

History

- 2009: Received Quality Improvement & Program Improvement Grant from Administration for Children and Families (ACF) to develop electronic child safety system.
- 2010: Launched as RFID child safety system.
- 2014: 1st electronic system in California to be approved by California Department of Education (CDE) to use electronic attendance and signature system. Relaunched as data management system in 2015.
- 2015: Received California State Association of Counties (CSAC) Merit Award for Innovative Systems.
- 2017: Presented at National Head Start Association (NHSA) Summit.
- 2019: Recognized by Office of Head Start as Innovative Safety System.
- 2020: Received CSAC Award for using technology to enhance communications with families during pandemic.

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Procurement Process

Procurement Process

- Launched RFP #1211 in October 2024 and received 4 bids.
- Staff unanimously recommended KinderSystems following proposal reviews and demos.
- June 10, 2025: Board of Supervisors approved consent item C52 to execute a purchase order through June 2030

KinderSystems Overview

- Specializes in systems for subsidized child care, early education, and Head Start on a national scale.
- Offer collection of integrated off-the-shelf systems to support our full program, including
 - COPA – for managing center-based federal and state funded early childhood education services
 - CARE – for managing subsidized child care services
 - Learning Genie – for managing parent engagement and child outcome assessments
 - KinderCloud – umbrella system linking together COPA and CARE databases

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KinderSystems Implementation Timeline

Workstream	Categories	Jul-2025	Aug-2025	Sep-2025	Oct-2025	Nov-2025	Dec-2025	Jan-2026	Feb-2026	Mar-2026	Apr-2026	May-2026	Jun-2026	Jul-2026	Aug-2026	Sep-2026
	Project Launch			9/16/2025												
1 COPA Implementation- Data System for Head Start and State Preschool Programs	Super Admin Trainings & Configurations															
	COPA Data Conversion															
	COPA Manager Trainings															
	COPA End User Trainings															
	COPA Pilot/UAT Go Live							1/12/2026								
	COPA Full Implementation Go Live													7/1/2026		
2 CARE Implementation- Data System for Alternative Payment Programs	CARE Data Conversion															
	CARE Front End Configurations & Trainings															
	CARE Training															
	CARE Pilot/UAT Go Live										TBD					
	CARE Full Implementation Go Live													7/1/2026		
3 Learning Genie Implementation- Data System for Child Assessments	Kick-Off									3/10/2026						
	Data Conversion															
	Super User Training & Configuration															
	End User Trainings												6/10/2026			
	Pilot/UAT Go Live															
	Full Implementation Go Live													7/1/2026		
4 KinderCloud- Umbrella Data System Linking COPA & CARE	Prototype Development															
	Application Design															
	Quality Assurance															
	User Acceptance Testing															
	KinderCloud MVP Go Live											R1 Deploy				R2 Deploy
5 On-Going Support	Support															

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Recommendation

DISCUSS and ACCEPT the Head Start Committee update, REFER all topics to the April 14, 2026 Board of Supervisors report, and provide guidance, as recommended by the Employment and Human Services Director.

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2026 Head Start Governance Updates Calendar

	Federal Requirement*	1/20/26	2/10/26	3/17/26	4/14/26	5/19/26	6/23/26	7/14/26	8/25/26	9/15/26	10/20/26	11/17/26	12/15/26
1. Monthly Program Updates	HSA 642(d)(2) HSPPS 1301.2(b)(2)	Nov '25	Dec '25	Jan '26	Feb '26	Mar '26	Apr '26	May '26	Jun '26	Jul '26	Aug '26	Sep '26	Oct '26
2. Monthly Financial Updates	HSA 642(d)(2) HSPPS 1301.2(b)(2)	Nov '25	Dec '25	Jan '26	Feb '26	Mar '26	Apr '26	May '26	Jun '26	Jul '26	Aug '26	Sep '26	Oct '26
3. Funder Communications	HSA 642(d)(2) HSPPS 1301.2(b)(2)	Dec '25	Jan '26	Feb '26	Mar '26	Apr '26	May '26	Jun '26	Jul '26	Aug '26	Sep '26	Oct '26	Nov '26
4. Annual HS Governance and Eligibility Training	HSA 642(d)(3) HSPPS 1301.5, 1302.12(m)		Training										
5. Annual Goals and Objectives (included in Grant application)	HSPPS 1302.102(a)			Approval Item									
6. Annual Non-Competitive Grant Renewal Application	HSA 642(c)(1)(E) HSPSS 1301.2(b)(1)			Approval Item									
7. Annual Community Needs Assessment	HSA 640(g)(1)(C) HSPPS 1302.11(b), 1302.102(d)(2)				Share Results								
8. Annual Self-Assessment	HSA 642(d)(2) HSPPS 1302.102(b)(2)				Approval Item								
9. Annual Selection Criteria and Recruitment Plan	HSA 642(c)(1)(E) HSPPS 1302.13, 1302.14(a)						Approval Item						
10. FY26-27 Planning Calendar	HSA 640(g)(1)(D) HSPPS 1302.11(b), 1302.102(d)(2)						Approval Item						
11. Annual County Single Financial Audit	HSA 642(d)(2) HSPPS 1301.2(b)(2)						Approval Item*						
12. Annual Program Information Report	45 CFR Part 75											Share Results	

As Needed

CSB Agency Policies (HSA 642(c)(1)(E)). Results from Head Start Monitoring Activities (HSA 641(A)(c)).

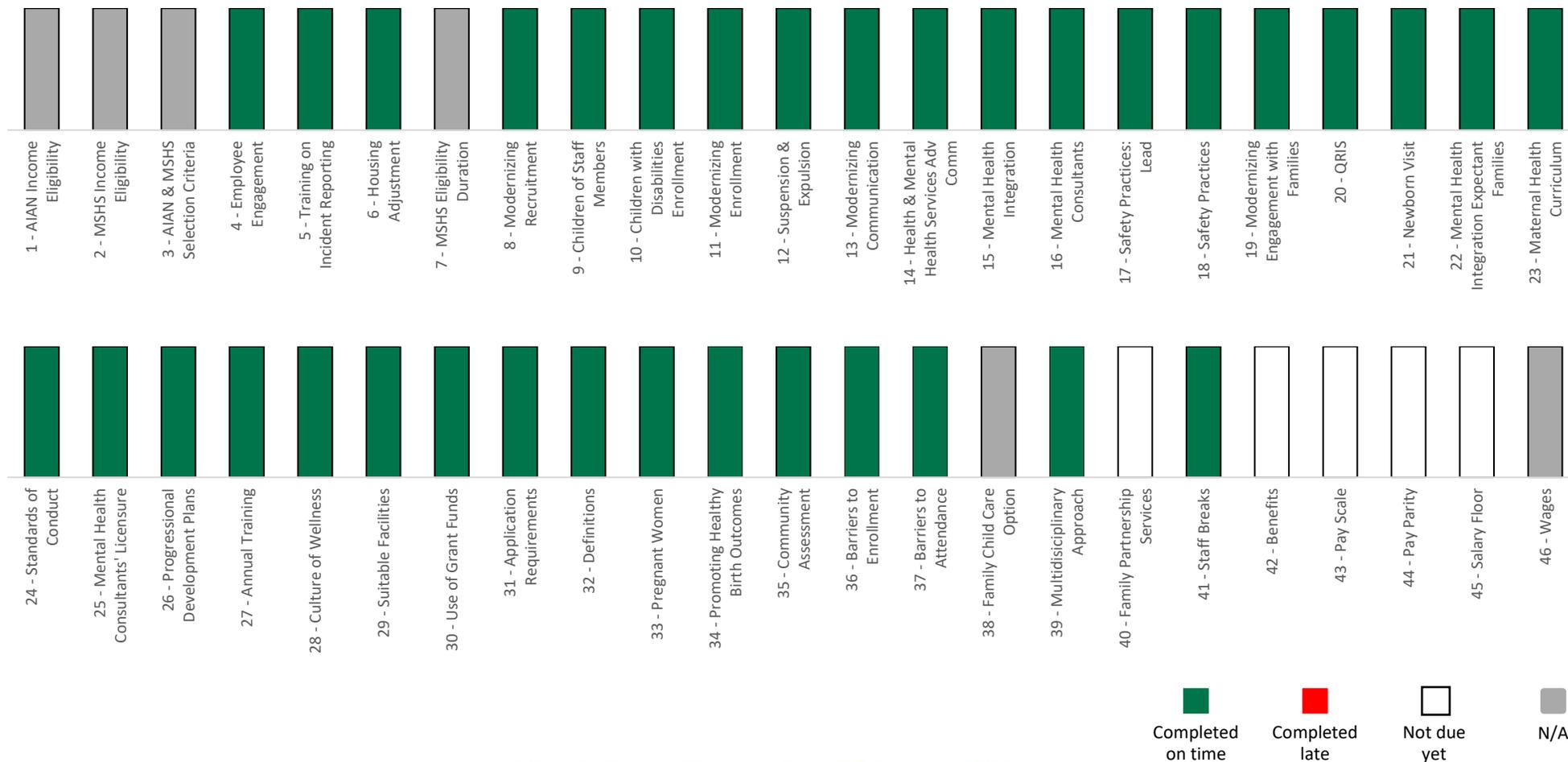
Contra Costa County Resolution 2023/274 includes all of these requirements.

*Pending approval by Finance Committee of FY24-25 Single Audit.

*#7 and #8 moved back 1 month to align with Head Start Committee schedule.



HSPPS Compliance Timeline Progress Chart



2. New HSPPS Compliance Timeline and Analysis

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