

JANUARY 1, 2021



CHILD CARE TRANSITION QUARTERLY REPORT

JANUARY 2021

CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

CDSS

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OVERVIEW:

California is committed to building and strengthening a comprehensive, high-quality, and affordable child care and development system that provides a whole-family approach to the needs of the child. To further achieve this vision and streamline programs, child care and development programs currently administered by the California Department of Education (CDE) will be transferred to the California Department of Social Services (CDSS) effective July 1, 2021, while the California State Preschool Program and other educational programs for preschoolers will remain at the CDE.

CDSS and CDE continue to collaborate to ensure that child care and development programs support children's educational development, that providers have access to equitable quality improvement supports that reflect best practices, and that administrative barriers are eliminated to improve program access so that contractors and providers can focus on child development and family supports.

[The Early Childhood Development Act of 2020](#)

Language in the Early Childhood Development Act of 2020 (SB 98), which established this transition, states:

The state's system of early learning and care must become more integrated and coordinated to achieve its goals of promoting a high-quality, affordable, early childhood system designed to comprehensively and effectively serve children and families.

Social determinants of health, adverse childhood experiences, quality learning and care for children, and economic and other supports for the needs of families are critical determinants of life outcomes for children, and California's system of early learning and care must address inequities and disproportionalities.

From October 1, 2020, to December 31, 2024, inclusive, the department shall submit to the appropriate budget and policy committees of the Legislature, the Department of Finance, and the Early Childhood Policy Council a quarterly report that describes how the department is making progress on the transition required by this chapter, and how the department is furthering the intent of this transition.

(Senate Bill 98, 2020 pt 1.7, 10202a, 10202b)

[Transition Objectives](#)

CDSS currently operates many of the State's safety net programs, including the California Work Opportunity and Responsibility to Kids (CalWORKs) welfare-to-work program, CalWORKs Stage One Child Care, the CalWORKs home visiting program, CalFresh (food stamps), several Housing and Homelessness programs and child welfare services and foster care. CDSS also provides oversight and enforcement for licensed Child Care Centers and Family Child Care Homes through 19 regional licensing offices located throughout California. In addition to better integrating and coordinating child care and development programs, the transition of programs to CDSS

also offers the opportunity to build upon prior efforts and further the following policy objectives:

- Enabling a whole-family, human-centered approach to caring for children and supporting families disproportionately and inequitably impacted by social determinants of health, in a multi-generational approach with the goal of disrupting poverty and supporting optimal child development, through simplification and coordination with programs across the California Health and Human Services Agency, as well as continued connection to education systems.
- Leveraging data-driven decision making to enhance allocation of child care resources to maximize family access, improve child care program quality, support child care providers, and improve and evaluate child outcomes.
- Ensuring the broader subsidy system is focused on addressing the needs of the families most in need of services, in culturally and developmentally appropriate ways, including those most separated from opportunity due to race, geography, poverty or other factors and those with variable work schedules and barriers to engaging in employment.
- Streamlining the CalWORKs child care programs by helping families transition smoothly from immediate, short-term child care needed as parents start work or preparation for work activities, to the stable, long-term child care necessary for the family to overcome barriers of paucity and achieve economic empowerment.
- Integrating the Emergency Child Care Bridge Program with other child care and early learning subsidy programs achieving further connection to longer-term child care placements and increasing placement stability.
- Providing effective, uniform, and data-driven, trauma-informed care practices in early learning and care environments, to counter the harmful effects of adverse childhood experiences.
- Further establishing Licensing as the foundation of health and safety in all settings and effectively integrating licensing with quality improvement efforts.

FIRST QUARTER PROGRESS:

First Quarterly Report

The first Child Care Transfer Quarterly Report was published on October 1, 2020, and is available on the CDSS Child Care Transition webpage at [Child Care Transfer Quarterly Report, October 2020](#). The report contained an overview of the programs that will be transferred, as well as information about transfer-related activities that had already occurred or that were slated to occur during the remainder of the transition.

The first quarter focused on establishing timelines and milestones for the transfer process. Highlights included developing internal cross-departmental workgroups to initiate knowledge transfer and working collaboratively towards the transition. In addition to the workgroups, CDE staff were engaged through a monthly meeting to address the questions emerging as the transfer planning was underway and share information as to progress. Externally, much progress was made at providing stakeholders an overview of what the transfer would entail and create spaces and venues for them to provide

feedback and stay updated on progress while also informing priorities to be considered in the transfer.

SECOND QUARTER PROGRESS:

Ensuring a Smooth Administrative Transfer

To prepare for effective administrative and operational transitions, CDSS and CDE have identified key staff leads in the contracting, accounting, fiscal, legal, audits, human resources, facilities/equipment, information technology, and data systems teams across both departments. The departments have also begun collaborating on the Child Care and Development Fund (CCDF) 2022-2024 State Plan development. These teams are sharing critical information, working together through transfer workgroups, and informing the development of the Transition Plan due to the Legislature in March of 2021. Key staff leads will also complete tasks pertaining to relevant migration activities and support the overall transition respective to each administrative and operational function. The workgroups will include the following:

- **Contracts**: Responsible for identifying new and existing contracts to be included in the transition, along with details pertaining to contract structures, funding, governance and oversight responsibilities, federal and state reporting requirements, new and existing grant responsibilities, data sharing and interagency agreements, scheduling and timing of renewals if applicable, and identification of critical stakeholders and program leads.
- **Human Resources & Labor Relations**: Responsible for identifying staff positions to be included in the transition, coordination with CalHR and Labor Relations, identification and completion of required staff training, completion of required documentation to support staff transitions, coordination of staff on-boarding materials, and support of identified staffing needs.
- **Facilities & Equipment**: Responsible for identifying the physical aspects of the transition, including, but not limited to, identification of staff office space and workstations, access to phone systems and mobile phones if applicable, procurement or migration of required equipment and supplies, identification of applicable reasonable accommodations, and coordination of other facility and equipment access requirements.
- **Data Systems & Infrastructure**: Responsible for identifying new and existing data systems and information technology infrastructures to be included in the transition, along with details pertaining to the types and purpose or functionality of data systems, current supported platforms and licensing renewals, funding and oversight responsibility of data systems, state and federal reporting requirements, deliverables pertaining to new and existing data sharing agreements, grants, and other agreements, identification of new and existing research activities, identification of stakeholders and stakeholder engagement activities as they relate to data systems, and other public facing reports, data

warehousing and information technology infrastructure necessary to support the transition of identified data systems.

- Child Care and Development Fund (CCDF) State Plan Development: The federal CCDF is an aggregate of several funding sources that is distributed in block grants by the federal government to the states and territories, the majority of which are to be used for child care services. Responsible for preparing a plan that details how funds will be allocated and expended in Federal Fiscal Years 2022-2024. The plan is due June 30, 2021.
- Trailer Bill Language: Responsible for transferring statutes related to the programs identified in SB 98 from the Education Code to the Welfare and Institutions Code and updating relevant sections of the Health and Safety Code in order to implement the transition of the programs from CDE to CDSS in statute.

Stakeholder Engagement

Overview

CDSS and CDE are committed to soliciting extensive feedback from stakeholders

Key stakeholders consulted throughout the transfer include, but are not limited to, parents, child care providers, child care provider unions, counties, alternative payment programs, resource and referral programs, food and nutrition programs and advocates, child care and welfare advocates, child welfare advocates, county offices of education, the TK-12 system, Institutions of Higher Education, including 2-year and 4-year, Head Start, tribal programs, CDE, California Department of Developmental Services, disability rights advocates, State Preschool, First 5, legislative staff, and other impacted state departments and statewide partners.

Quarterly Stakeholder Webinar

CDSS has developed a comprehensive plan to engage stakeholders throughout the transfer. In August, the Department launched a transfer-focused webpage to serve as the primary source of information, including access to surveys and stakeholder comment forms in Spanish and English, as well as information regarding the quarterly interactive webinar series.

CDSS has been hosting Quarterly Stakeholder Webinars to provide information on the transfer process. The second Quarterly Stakeholder Webinar occurred on October 29th and was attended by 695 stakeholders. Attendees listened to the transition updates and actively engaged with Department leadership regarding key transition activities and provided feedback and concerns verbally and through chat function.

On January 28, 2021, CDSS will host its third Quarterly Stakeholder Webinar, which will provide updates on the transition, identify areas of focus, and offer next steps. It will also feature live, simultaneous Spanish translation, as well as American Sign Language interpreters. CDSS is committed to ensuring that community stakeholders are

adequately supported and able to participate. Building upon successful client engagement strategies recently employed in other programs, targeted efforts to engage parents and providers will include:

- Facilitating opportunities for full engagement in workgroups and stakeholder meetings. This requires identifying tools and resources needed to support parents' and providers' ability to engage in the process and make the engagement process accessible by removing barriers to participation (e.g., scheduling meetings in the evening and on weekends).
- Considerations and discussion around barriers to access and equitable outcomes that are unique to certain groups of people, including children with disabilities or immigrant children and their families.
- Engagement through various venues leveraging trusted partners that allow providers, parents and families to share their experiences and thoughts outside of the space of larger meetings and workgroups. This includes utilizing the Community Care Licensing newsletter and CCL's child care advocates to assist with dissemination of information.
- Supporting language access, utilizing culturally relevant approaches, and accommodating potential limitations to full participation during the pandemic.

Most importantly, feedback will inform our transition process and be shared with stakeholders as the CDSS makes key transition decisions.

[Early Childhood Policy Council \(ECPC\)](#)

The ECPC is a forum for sharing updates and gathering information to ensure that the transition goal of improving outcomes for children and families is achieved. The transition team will coordinate with the ECPC to help inform the transition related to the following:

- Racial and Economic Equity
- Positive Family and Child Outcomes and Access
- Positive Outcomes for Providers and Contractors
- Alignment of the Licensing and Quality Continuums
- Whole Child and Whole Family Approaches to Service Access

CDSS leadership provided an update on the transfer to the ECPC in October and provide quarterly updates to the ECPC as outlined in statute.

[Topically Based Listening Sessions](#)

In addition to the ECPC and Quarterly Stakeholder webinars, CDSS is hosting topically based stakeholder listening sessions to gather feedback on specific issues that will be impacted by or will inform the child care transfer. This quarter, the following listening sessions were held:

- October 9th: The Contracts Listening Session was attended by 1,055 stakeholders including parents, alternative payment programs, child care providers, counties, and advocates.
- November 12th: The Issues in Rural Areas Listening Session was attended by 160 stakeholders including counties, parents, child care providers, alternative payment programs, and advocates.
- December 4th: The Equity Listening Session was attended by 360 stakeholders including parents, alternative payment programs, child care providers, counties, and advocates.
- December 18th: The Whole Child Whole Family Listening Session was attended by 220 stakeholders.

Before each listening session, the CDSS consulted with key stakeholders whose input was used to frame the questions posed to attendees of the listening sessions. Each session featured a live Q&A, interactive polling. As a follow-up to the listening sessions, surveys were sent to all attendees in order to provide an additional means to provide feedback. This qualitative data will be analyzed which will ultimately inform key findings to be incorporated into the transition plan.

Parent Engagement

To ensure that the concerns and voices of parents and other child care consumers are heard and to provide an accessible means of participation, CDSS is working with Parent Voices California to host parent listening sessions in early 2021. These listening sessions will gather the input of parents on topics including the child care system as a whole, eligibility, access, quality, and cost. Support for parents will be provided to ensure full parental engagement. As with the other listening sessions, these sessions will include live Q&A, interactive polling and follow up surveys to gather additional feedback.

In addition to the listening sessions mentioned above, CDSS is also engaged in a series of ongoing meetings with Tribal Partners about the transfer. CDSS is working closely with tribal leadership to schedule a tribal listening session in early 2021.

Public-Private Partnership Development

To further advance the efforts of the transfer, CDSS has partnered with philanthropic collaborators to support targeted efforts. Two key policy efforts where CDSS is partnering with philanthropy include a system assessment with an equity lens and support for the engagement of parents in the transfer process.

The CDSS is also partnering with philanthropy to help support the design, creation and operation of an internet site serving parents, providers, and offering self-service features for child care licensees. This project is currently in the exploration phase to identify the various platforms serving this purpose. The CDSS intends to actively engage stakeholders to ensure the highest priority needs are identified and translated into project requirements. Project planning will ramp up in January 2021. Details pertaining

to timeline, stakeholder engagement, and initial findings will be provided in the next quarterly report.

Other Statewide Partner Engagement

The CDSS Director participated in the following meetings and events this quarter to discuss goals and opportunities to collaborate on the transfer:

- October 9th: S360 – Facilities and Infrastructure
- October 12th: Central Coast Childhood Advocacy Network
- October 14th: Whole Child, Whole Family
- October 23rd: Resource & Referral Networks/California Alternative Payment Program Association (CAPPA) Conference
- October 29th: Every Child Counts
- October 30th: Workforce Registry
- November 5th: Emergency Child Care Bridge Convening
- November 12th: CAPPA Children’s Foundation Conference
- November 19th: West Marin Conference
- December 9th: Whole Child Equity Partnership
- December 10th: [EdSource](#) Interview
- December 15th: Early Care and Education Consortium (ECEC)

CDSS leadership has also presented and solicited feedback about the transfer at the CAPPA 2020 Conference, the CCFP round table, ECPC, First 5 Executive Directors meeting, Tribal Child Care Association of California (TCCAC) Roundtable, and Quality Counts California.

Deputy Director Recruitment

We anticipate that the Governor will appoint the Deputy Director of the new Child Care and Development Division prior to the July 1st transfer. The Deputy Director will be charged with overseeing the child care programs transferring to CDSS. Once appointed, this key leader will take on a critical role in the transfer process.

CDE & CDSS Collaboration

This quarter CDE and CDSS have held multiple coordinated walkthroughs wherein CDE staff made both summary level and detailed presentations for CDSS staff of the programs, operational, and administrative components that will be transferring to CDSS. These presentations were followed up with Q&A, and often requests for additional information. The CDE team has been developing and providing to CDSS process maps, transition inventory capturing all critical information related to each program transitioning, and other summary information. These walkthroughs included:

- October 2nd: Early Learning and Care Development Programs
- October 5th: Nutrition Fiscal Contracts

- October 28th: Tribal Child Care
- October 27th: Early Head Start
- November 3rd: Auditing
- November 9th: Data, Payment, and Information Technology Systems
- November 10th: Legal and Regulations
- November 16th: Child and Adult Care Food Program (CACFP) Monitoring
- November 17th: Child Care and Development Fund (CCDF)
- November 30th: Interagency agreements and Administrative Processes
- December 1st: Monitoring, Field Training and Technical Assistance
- December 7th: Business Services and Administrative Services
- December 8th: Continued Funding Application (CFA) and Appeals
- December 9th: Data, Payment, and Information Technology Systems
- December 16th: Audit and Monitoring Collaboration with Programs
- December 18th: Legal Services
- December 21st: Business Services and Administrative Services
- December 22nd: Contracts and Grants, Encumbrance, and Payments

The CDSS and CDE leadership meet at least twice each week regarding the coordination of the transfer, with additional executive level meetings at least biweekly. The CDSS and CDE business and administrative services teams also meet bi-weekly to develop a plan to accommodate the new division staff at CDSS headquarters, in CDSS field offices and through remote work accommodations.

As contracts are a critical component of the transfer process, contract teams from CDE and CDSS also meet regularly to identify contracts included in the transfer by type and timeline while also identifying how contracts, payment processes and reporting systems will be transferred from CDE to CDSS in a way that ensures that both contracts and payments are released timely to child care contractors, including Alternative Payment agencies.

CDSS and CDE are also determining what Interagency Agreements (IAs) are currently in place, which IAs should be continued, and identifying any new short-term and long-term IAs to be created through the transfer process to ensure no disruption in services. The priority for the IA effort is to determine needs around data infrastructure and systems related to fiscal operations to ensure no disruption in payments to providers.

[Transferring Staff](#)

CDE continues to work closely with its staff and CalHR to facilitate a seamless transfer for current CDE staff that will transfer to CDSS. This quarter, CDE identified the approximately 190 positions that will be transferring to CDSS. For vacant positions, CDSS will prioritize hiring, with the goal of on-boarding new staff alongside the transferring staff from CDE to CDSS.

To support and welcome CDE staff included in the transfer, CDSS and CDE are hosting monthly staff meetings to share information, respond to logistical questions, and provide critical updates for staff. The departments have also developed a series of Frequently

Asked Questions (FAQ) documents for staff and are engaged in ongoing communications to ensure a smooth and transparent transfer process.

[Coordination with the Child Care Providers Union](#)

CDSS and CDE continue to collaborate with the Child Care Providers United (CCPU) labor organization. Throughout the transfer process, the CDSS will continue to collaborate with CCPU to ensure child care provider feedback is incorporated in the child care and development system in California.

[Transition Plan Development & Priorities](#)

CDSS and CDE are engaging in a comprehensive process to identify and detail deliverables to support the development of the Transition Plan due to the legislature in March of 2021. This Transition Plan will be released for stakeholder feedback in January 2021.

The Transition Plan will include administrative and operational functions required to support the existing child care infrastructure, prioritize the mitigation of any potential risk to continuity of access for families and providers, and identify both short-term and long-term objectives that offer opportunities for improvement while supporting a transfer rooted in equity. Additionally, the Transition Plan will detail key components of the Master Plan for Early Learning and Care alongside stakeholder feedback gathered through various stakeholder engagement settings that will help guide and inform the transfer process.

The CDSS will work closely with Parent Voices to ensure parents are included in the stakeholder engagement process and that the experience of families inform critical transfer objectives. The CDSS will also work closely with Child Trends, CLASP and the Child Care Law Center to identify short-term and long-term child care transfer objectives that support the Master Plan for Early Learning and Care, are informed by stakeholders, and complement the goals of the Assembly Blue Ribbon Commission on Early Childhood Education.

[CONCLUSION:](#)

During this second quarter of the transfer planning process, CDSS and CDE have continued to work collaboratively with each other, along with other departments and stakeholders to ensure a smooth transition of programs from CDE to CDSS. Significant stakeholder engagement opportunities have already occurred, and more are planned for the next quarter. In addition, the draft Transition Plan will be shared for stakeholder feedback early in 2021, with a due date to the Legislature and ECPC in March 2021. The next quarterly report will be completed and submitted to the legislature no later than April 1, 2021.