

# Phasing Key Recommendations

## Short Term

(Years 1 - 2)

### Access to Subsidized Care

Begin work to build out access to serve children birth to 5 who live below the supplemental poverty threshold

Prioritize access for infants and toddlers

Implement Families in Crisis Program

### Eradicate Systemic Barriers

Increase access using Targeted Universalism, by first adding most vulnerable

Align subsidized child care programs

Identify geographic disparities in access to care and incentivize supply in those regions

Expand the Paid Family Leave Program

## Mid Term

(Years 3 - 7)

### Access to Subsidized Care

Build out work to serve all children age 5 and under with family incomes less than 70% of the state median income

### Eradicate Systemic Barriers

Continue to increase access using Targeted Universalism

Equitably distribute grants for facilities to communities with the greatest need

## Long Term

(Years 8 - 10)

### Access to Subsidized Care

Families at or below the state median income pay no more than 7% of their income on early care and education

### Eradicate Systemic Barriers

Families and children separated from opportunity due to poverty, racial bias, language, geographic isolation, physical ability, and other factors can access early care and education without experiencing any barriers

Today

Equity, Parent and Provider Participation, Mixed Delivery System, Stable Funding

Goal

### Workforce

Begin rate system reform by initiating connection and alignment

Support workforce and begin to increase compensation across all settings

Build higher education, training, and mentoring capacity

### System Governance

Establish Early Childhood Policy Council, with Parent and Workforce committees

Elevate the Early Childhood Branch in the California Department of Education (CDE) and increase capacity

Create an Inter-Agency Workgroup

Establish an integrated data and evaluation system

### Workforce

Increase compensation across all settings

Incentivize and reimburse programs for meeting quality standards based on provider competencies

### System Governance

Align regulatory requirements across systems

Licensing reform

Complete data and evaluation systems

Align and maximize all funding streams

### Workforce

Salary parity with TK-12 educators for providers with comparable qualifications

Fully integrated Family, Friend, and Neighbor support system

### System Governance

Utilizing data from newly established systems, track and improve results for children

Parents fully engaged at local, state, and federal level