## 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
- **Workforce**
  - Begin state 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

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

### Goal
- **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

- **System Governance**
  - Align regulatory requirements across systems
  - Licensing reform
  - Complete data and evaluation systems
  - Align and maximize all funding streams