

CALIFORNIA

ALL

KIDS

Master Plan  
for Early Learning  
and Care



**California for All Kids**

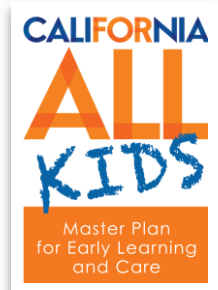
**Plan a great start for their future—and ours**



“The Master Plan unlocks the innovative spirit of California — helping us create a comprehensive early learning and care system that produces big returns in better education, health, and economic outcomes.

Children, families, the future for our state — everyone wins when we build a California for all kids.”

– Mark Ghaly,  
Secretary, California Health  
and Human Services





# By 2030

California's early childhood system delivers on the promise of a *California for All Kids*, improving life outcomes for young children by...

- Providing comprehensive early learning and care for infants and toddlers
- Ensuring that all families can easily identify, access, and choose care that meet their needs
- Promoting school readiness through universal preschool
- Growing the quality, size, and stability of the early care and learning workforce





Strategies

# Equitable Treatment of Children



Supporting African American Boys

## THIS IS CALIFORNIA

Dr. Joseph Johnson, Executive Director of the National Center for Urban School Transformation at San Diego State University, explains what the workforce needs to know to effectively support African-American boys.



Video with descriptive audio






## **DR. JOSEPH JOHNSON**



Executive Director of the National Center  
for Urban School Transformation (NCUST)  
at San Diego State University

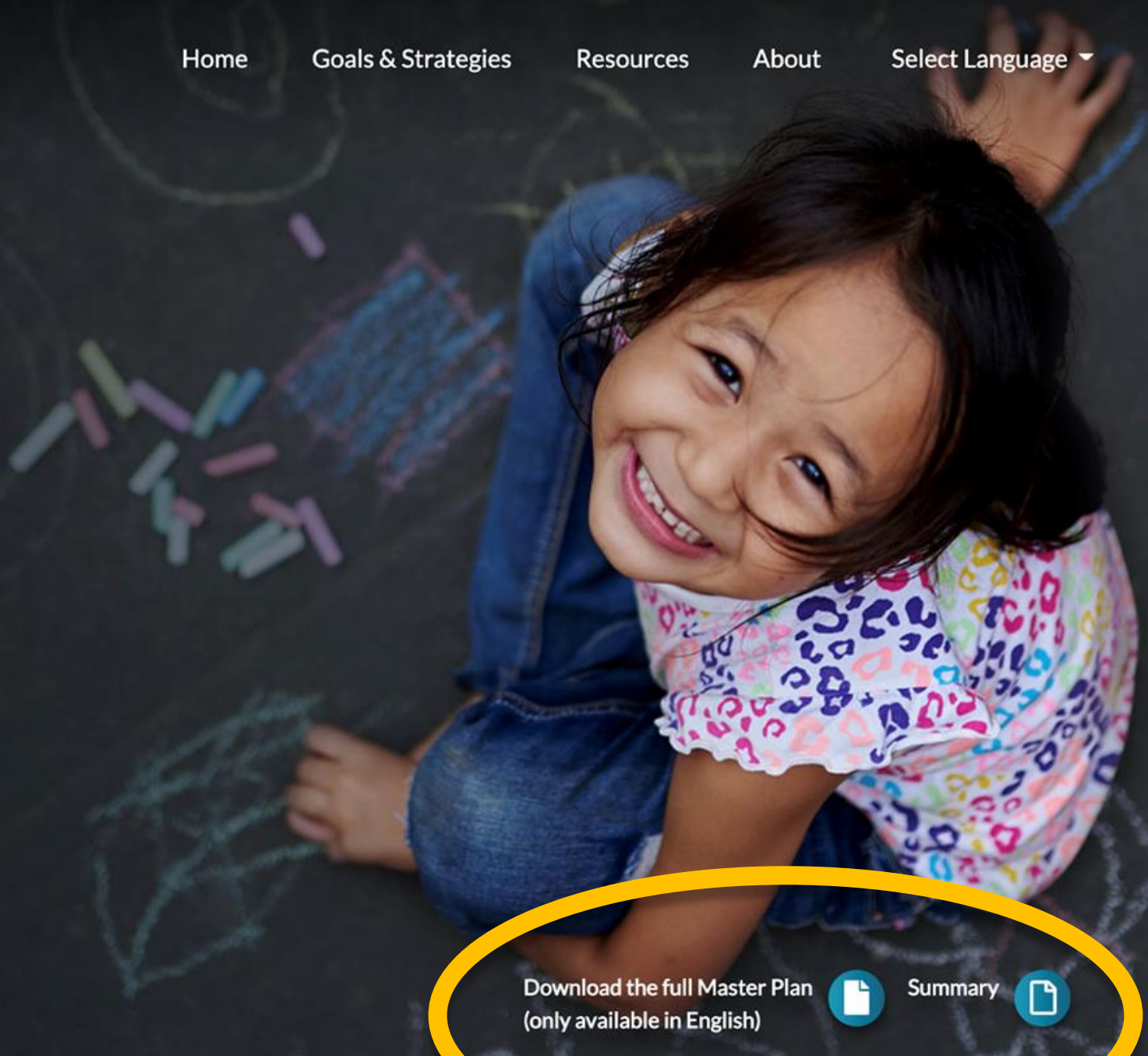




Creating A California For All Kids  
**through equitable  
early learning and  
care**

Scroll down to see how 

Download the full Master Plan  
(only available in English)  Summary 





Creating a Culture for All Kids  
through **equitable**  
early learning and  
care

Families & Children  
Promoting practices that  
ensure **equitable** early  
learning for all young  
children

Families & Children  
Supporting families as  
their child's best  
advocates and teachers

Families & Children  
Ensuring that those who  
need **services** most get  
them

Caregivers & Educators  
Bringing equity to the  
**workforce**

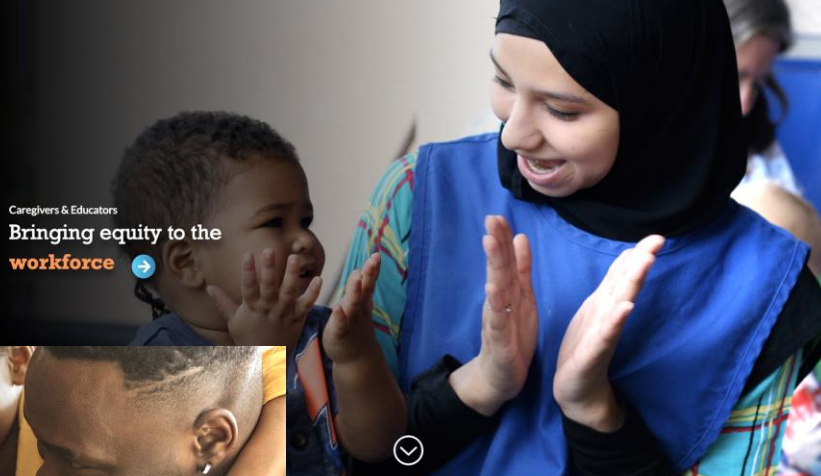
System & Infrastructure  
Using **data** to bring  
equity to the forefront of  
change

We've been listening. And we're still listening.  
These recommendations are meant to help you learn more about the services and studies behind the work.

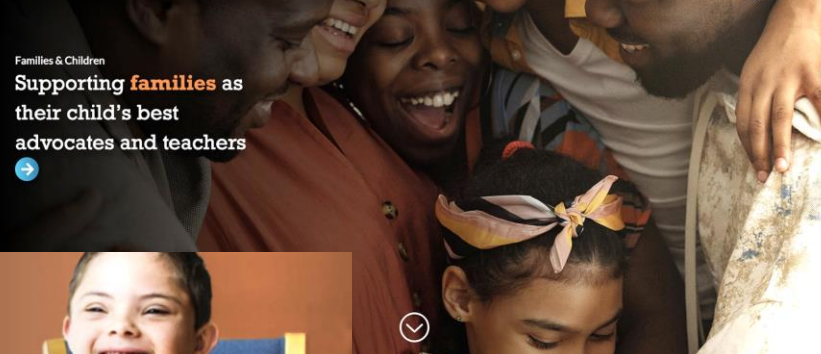
Learn More



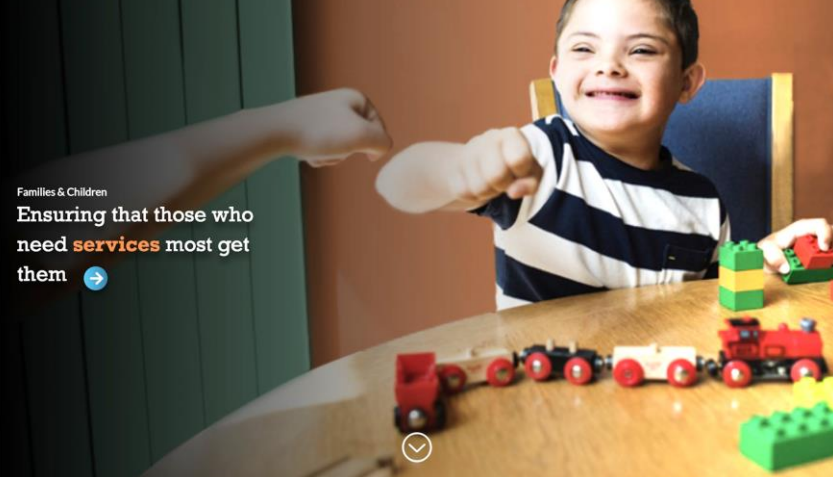
Families & Children  
Promoting practices that  
ensure **equitable** early  
learning for all young  
children



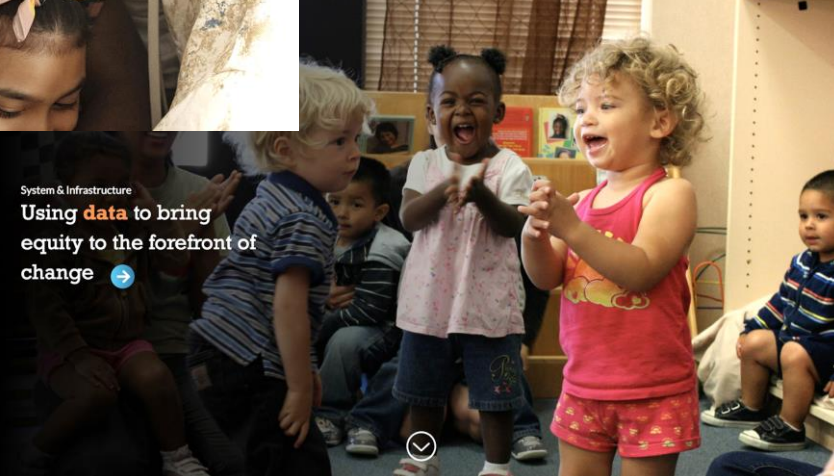
Caregivers & Educators  
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Families & Children  
Supporting families as  
their child's best  
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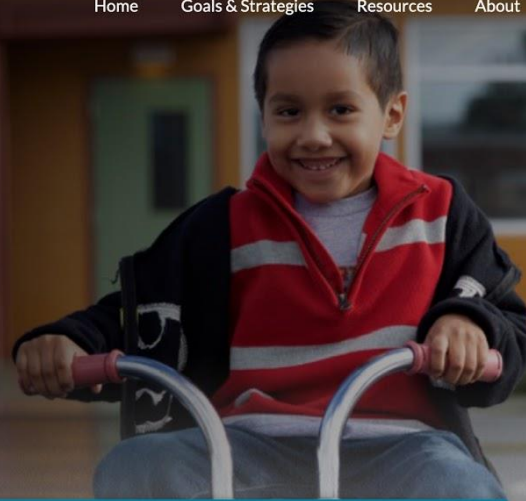
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Families & Children

## Promoting practices that ensure equitable early learning for all young children



A Parent's Perspective on Inclus...

**THIS IS CALIFORNIA**  
Jamie shares how her son with disabilities experienced suspensions from an early learning program and how she advocated for him to receive equitable care.

Video with descriptive audio

Printable transcript

California For All Kids means that we have to build on California's current early learning and care system to create a new family-centered system driven by inclusion and governed by equity. We need to change our laws, practices, and mindsets to overcome discriminatory practices, embrace diversity, and remove barriers—especially for the most vulnerable. At California For All Kids, inclusion and responsiveness will align early learning and care with the needs of all children.

That's why it is vital that our early learning and care environments proactively include and serve the diverse children and families of California. In our plan, families can easily determine their eligibility for services, the workforce is trained, and guidance is crafted to ensure equitable treatment of all children. Data are analyzed to assess practices and policies, and funding promotes quality and continuity.

### Strategies

Equitable Treatment of Children

Streamlined Eligibility

Workforce Competency

Reimbursement Rate

Sliding Scale Fee





## Goals & Strategies

The Master Plan is organized into 4 goals with 14 strategies. Explore the goals and strategies.

<p><b>GOAL 1</b> <b>Programs</b> Unify and strengthen programs and services to support children's learning and development</p>	<p><b>STRATEGIES</b> Infant &amp; Toddler Care Universal Preschool Paid Family Leave (PFL) Equitable Treatment of Children</p>
<p><b>GOAL 2</b> <b>Workforce</b> Support children's learning and development by enhancing educator competence, incentivizing and funding career pathways, and implementing supportive program standards</p>	<p><b>STRATEGIES</b> Workforce Competency Career Pathways Program Standards</p>
<p><b>GOAL 3</b> <b>Funding</b> Unify funding to advance equity and opportunity</p>	<p><b>STRATEGIES</b> Sliding Scale Fee Reimbursement Rate</p>
<p><b>GOAL 4</b> <b>Administration</b> Streamline early childhood governance and administration to improve equity</p>	<p><b>STRATEGIES</b> Streamlined Eligibility Integrated Data System Data Use Facilities Shared Services Networks</p>

Download the full Master Plan  
(only available in English)

The Master Plan is organized into 4 goals with 14 strategies. Explore the goals and strategies.

**GOAL 1**

**Programs**

Unify and strengthen programs and services to support children's learning and development

**STRATEGIES**

- Infant & Toddler Care
- Universal Preschool
- Paid Family Leave (PFL)
- Equitable Treatment of Children

**GOAL 2**

**Workforce**

Support children's learning and development by enhancing educator competence, incentivizing and funding career pathways, and implementing supportive program standards

**STRATEGIES**

- Workforce Competency
- Career Pathways
- Program Standards

**GOAL 3**

**Funding**

Unify funding to advance equity and opportunity

**STRATEGIES**

- Sliding Scale Fee
- Reimbursement Rate

**GOAL 4**

**Administration**

Streamline early childhood governance and administration to improve equity

**STRATEGIES**

- Streamlined Eligibility
- Integrated Data System
- Data Use
- Facilities
- Shared Services Networks

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## Resources

### Knowledge Brief Key Elements of High-Impact Preschool Programs

POSTED: December 9th, 2020  
(only available in English)

GOAL Programs STRATEGY Universal Preschool



### Knowledge Brief Shared Services Networks

POSTED: December 9th, 2020  
(only available in English)

GOAL Administration STRATEGY Shared Services Networks



### Knowledge Brief Promoting Equitable Early Learning and Care for Dual Language Learners

POSTED: December 7th, 2020  
(only available in English)

GOAL Programs STRATEGY Equitable Treatment of Children



### Knowledge Brief Early Childhood Facilities

POSTED: December 7th, 2020  
(only available in English)

GOAL Administration STRATEGY Facilities



### Knowledge Brief Supporting the Coordination of Early Learning and Care Data Systems

POSTED: December 7th, 2020  
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GOAL Administration STRATEGY Integrated Data System



### Knowledge Brief Shared Services Networks

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GOAL Administration STRATEGY Integrated Data System





## We have a plan to...



### Families & Children

Promoting practices that ensure equitable early learning for all young children



### Families & children

Supporting families as their child's best advocates and teachers



### Families & Children

Ensuring that those who need services most get them




### Caregivers & Educators

Bringing equity to the workforce



### System & infrastructure

Using data to bring equity to the forefront of change

[View all Goals & Strategies](#) 

# Goals

4 goals drive Access, Quality, Opportunity and Affordability

## GOAL 1

### Programs

Unify and strengthen programs and services to support children's learning and development

## GOAL 2

### Workforce

Support children's learning and development by enhancing educator competencies, incentivizing career pathways, and implementing supportive program standards

## GOAL 3

### Funding

Unify funding to advance equity & opportunity

## GOAL 4

### Governance & Administration

Streamline early childhood governance and administration to improve equity



# Goal 1 — Programs

## Unify and strengthen programs and services to support children's learning and development

### Infant & toddler care

Simplify programs, streamline family eligibility, build workforce capacity, and reform funding

### Universal preschool

Expand Transitional Kindergarten to include all 4-year olds with options for Family Child Care Homes and Centers that meet comparable requirements; provide two-year preschool experience for income-eligible 3-year olds and children with disabilities

### Paid family leave

Expand access by increasing wage replacement for low-income families; expand duration of leave as resources allow

### Equitable treatment of children

Use data to identify and support dual language learners and children with disabilities; prepare the workforce to address needs; eliminate suspension and expulsions; incentivize inclusion

# Goal 2 — Workforce

**Support children’s learning and development by enhancing educator competencies, incentivizing career pathways, and implementing supportive program standards**

## Workforce competency

Revise workforce standards to reflect the competencies the workforce needs to support optimal child development and learning —

- child development
- learning environments
- responsive interactions
- observations and assessment
- understanding of DLLs, children with disabilities, and trauma-informed practices
- family engagement

## Career pathways

Provide multiple entry point and pathways with stepping stones through competencies by increasing professional learning opportunities that contribute to career options, improving higher education pathways, provide financial incentives

## Program standards

Streamline and align program standards to support the effectiveness of the system



# Goal 3 — Funding

## Unify funding to advance equity and opportunity

### Sliding scale fee

Eliminate the eligibility cliff and support continuity of care by piloting and bringing to scale options for sliding scale fees

### Reimbursement rate

Adopt a cost-driven, tiered-reimbursement rate structure that reflects equity, simplicity and quality

### Base Rate + Adjustments for

- Market/Zone
- Quality
- Child Characteristics

# Goal 4 — Governance & Administration

## Streamline early childhood governance and administration to improve equity

### Streamlined eligibility

Remove access barriers by using eligibility for other programs as a proxy for early learning and care eligibility

### Integrated data system

Build an integrated data system to improve the experience of families, streamline administration, and support equity

### Data use

Use data to assess and respond to equity

### Facilities

Provide resources and supports to expand and improve early learning and care facilities

### Shared system networks

Create and support networks to streamline and add efficiency to operations and increase access to support and professional learning



Transforming the system will cost \$2 to \$12 billion over ten years, supported by

- Public investments
- Business contributions
- Philanthropy
- Family fees



# Strong alignment

## BIDEN PLAN

Provide families with up to 12 weeks of paid family and medical leave

Ensure access to high-quality, affordable child care and offer universal preschool to three- and four-year olds

Treat caregivers and early childhood educators with respect and dignity, and give them the pay and benefits they deserve, training and career ladders to higher-paying jobs

Build safe, energy-efficient, developmentally appropriate child care facilities, including in workplaces

## MASTER PLAN

Paid family leave expansion to include more families and time for them to bond with their new children

Universal preschool including all four-year olds and a two-year preschool experience for all three year-olds living in poverty

Increasing funding to contribute to increased compensation, support, and quality for the early learning and care workforce that attracts more to the profession and supports retention and advancement of those that are part of it now

Invest in infrastructure, including child care facilities





# California for All Kids

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for their future —  
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