

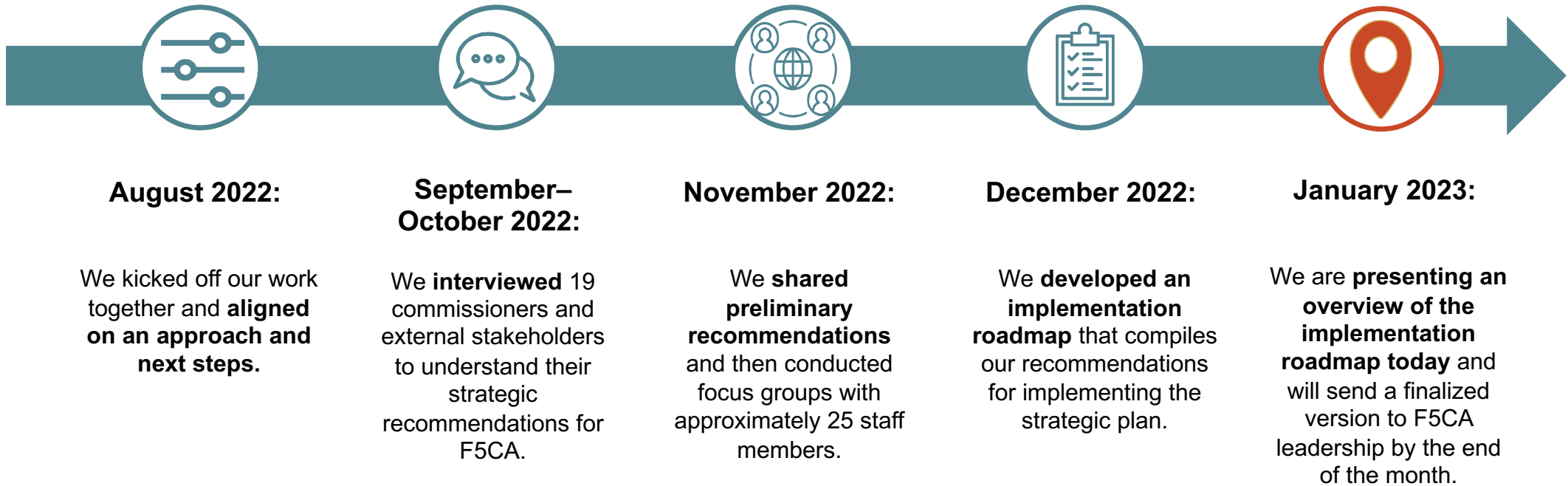
First 5 California Roadmap Overview for the January Commission Meeting

January 19, 2023



Overview of Our Engagement

Arabella Advisors partnered with WestEd and First 5 California to develop a clear, step-by-step roadmap with organizational recommendations for how to effectively implement First 5's new strategic plan and operationalize the North Star and Audacious Goals impact framework.



Findings



Findings Overview

1. Interviewees liked the North Star and Audacious Goal, seeing them both as an overall positive shift for the organization.
2. Interviewees want clarity on how First 5 CA's current investments connect to the North Star.
3. Stakeholders agree that First 5 CA occupies a unique and critical role as it relates to government and the early childhood field in CA.
4. Continuing to center children and families in external communications (versus the organization's revenues) is critical to F5CA's success.
5. Interviewees had various comfort with the concept of equity, but overall, we heard that a shift towards equity-driven systems change work is a critical part of achieving F5CA's North Star.

Overview of this Roadmap

This roadmap is a step-by-step guide to strategic change for First 5 California, based on the findings from staff, commissioner, and external interviews.

We are recommending actions for First 5 California by type:

- **Strategic and Staffing Recommendations:** Steps for leadership to guide F5CA's strategic direction
- **Equity Recommendations:** Steps to bring staff and leadership along an equity journey
- **Recommendations for F5CA Commissioners:** Steps for the commissioners' involvement at each phase

We recommend implementing this work via a [phased approach](#), as this will enable the organization to sequence these activities in a way that is most impactful and help leadership to communicate activities clearly with staff and stakeholders. Leadership will also be able to lay the groundwork for a successful change management process and be clear with staff about what to expect.

PHASE ONE

Build the foundation for a strategic change and equity framework

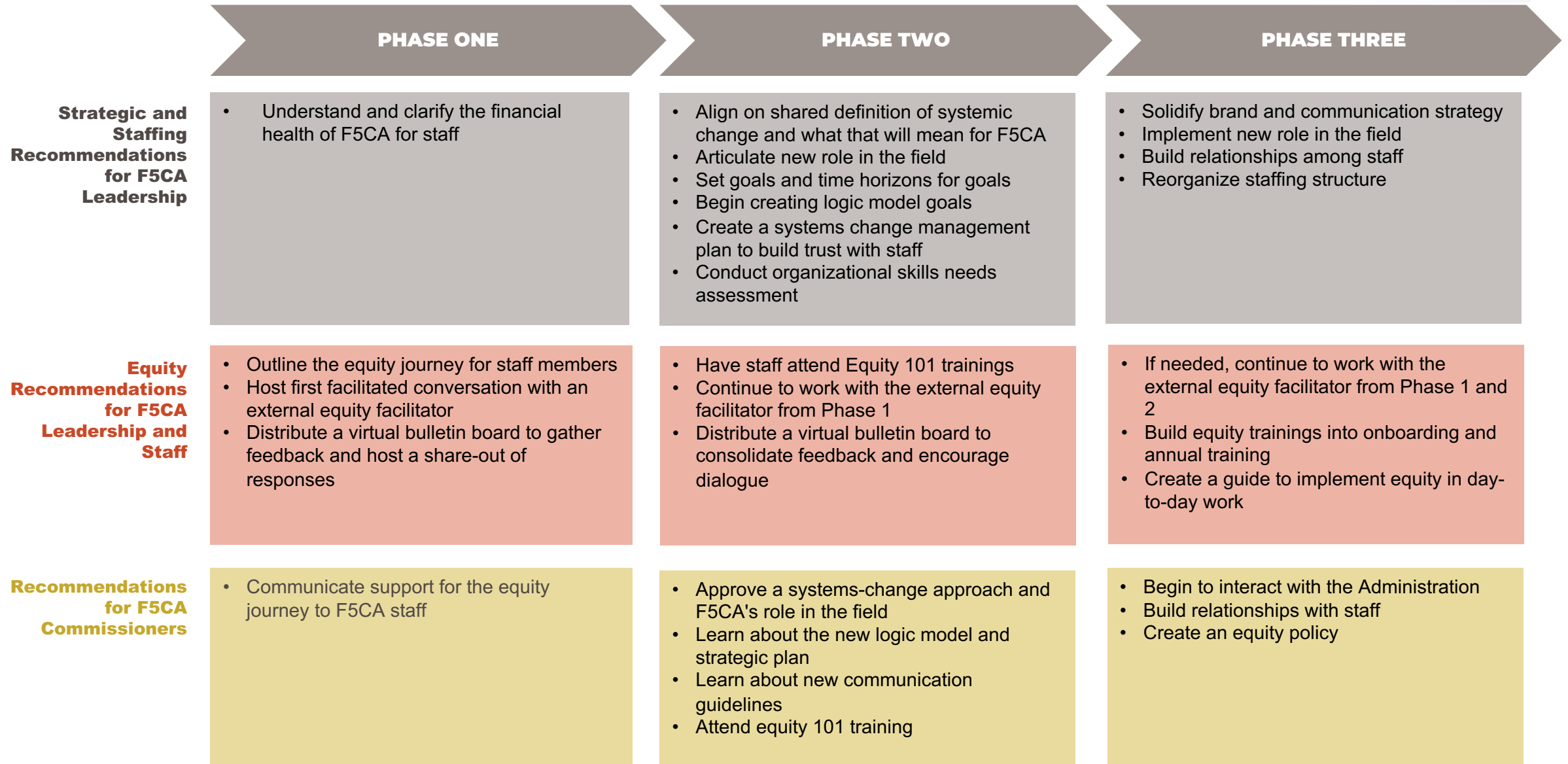
PHASE TWO

Align on priorities and goals, and bring staff members along

PHASE THREE

Create sustainable practices and communicate externally

Recommendations at a Glance



Current Status of Executive Work

