Marin County
Child Care Commission

2014 – 2019 Master Plan Executive Summary Issued January 2014

The Marin County Child Care Commission's vision is that Marin County has a coordinated early care and education and out of school time system in which every family has access to quality, affordable care and providers have access to the resources necessary to provide care in a high quality environment.

ACKNOWLEDGMENTS

On behalf of the Marin County Child Care Commission, it gives us great pleasure to present the 2014 – 2019 Marin County Master Plan for Early Care and Education and Out of School Time. The Master Plan reflects our vision that Marin County can be a place proud of its coordinated child care system in which every family has access to quality, affordable early care and education and where providers have access to the resources necessary to provide care in a high quality environment. The Master Plan serves as the community-wide needs assessment, which will in turn guide the Commission's 5 year strategic plan. This Master Plan will assist community stakeholders in their planning and advocacy efforts as together we begin to address county-wide and regional priorities, engage key stakeholders in a common vision for quality care in Marin County, and align organizational strategic planning efforts with those priorities and vision.

We wish to thank the following individuals for their participation in interviews that helped to inform the direction of this Master Plan:

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Don Jen	**Education Program Director, Marin Community Foundation**
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Heather Ravani	**Social Services Director, Marin County Health and Human Services Department**
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- ***Aideen Gaidmore, Chair, Marin County Child Care Commission***
- ***Peggy Dodge, Chair, Master Plan Committee***

This Master Plan was guided by the members and staff of the 2013 Marin Child Care Commission

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INTRODUCTION TO THE MARIN COUNTY CHILD CARE COMMISSION

The Marin County Child Care Commission (the County's Local Child Care and Development Planning Council) provides a forum for the identification of local priorities for child care and early learning services and the development of policies and strategies to meet these priorities. Established in July of 1995 by the Marin County Board of Supervisors, the Child Care Commission was spearheaded by then Supervisor Hal Brown, who found that access to high quality child care was a "quality of life" issue for all Marin County residents. The Commission conducts a mandated community-wide needs assessment, articulates an overall Master Plan for the County, and engages in a county-wide strategic plan for child care services every five years. It also advises and makes recommendations to policymakers to promote and plan for quality early care and education and out of school time options for the benefit of all children (birth to 13), their families and the community of Marin County. Members of the Commission are appointed by the Marin County Board of Supervisors and the Marin County Office of Education.

Commission's Vision

The Marin County Child Care Commission's vision is that Marin County has a coordinated early care and education and out of school time system in which every family has access to quality, affordable care and providers have access to the resources necessary to provide care in a high quality environment.

Commission's Definition of Quality

In 2007, the Marin Child Care Commission created a definition of quality early care and education which guided the 2008-2013 Master Plan and will continue to guide the work of the Commission through the 2014 – 2019 Master Plan activities.[1]

Key Components to Quality Early Care and Education:

- Promote positive, reciprocal relationships for all children and adults. Adult/child ratios should not exceed National Association for the Education of Young Children (NAEYC) recommendations.
- Have curriculum that is play-based and intentionally planned to promote learning goals that include all developmental areas (cognitive, social emotional, language, physical) and that are specific to children's individual development and emergent ideas and interests.
- Use teaching approaches that are developmentally, culturally, and linguistically appropriate and that support the group and individual children's needs and learning styles.
- Regularly assess each child's development observable during a child's natural participation. Make program adjustments based on assessment information.
- Promote education practices that support the nutrition and health of children and staff.
- Employ a well-educated, diverse, and trained workforce that reflects the language and the culture of the families served. Support the workforce with adequate compensation, supervision and professional development opportunities.
- Establish and maintain collaborative relationships with families.
- Establish and maintain relationships with, and use, the resources of the families' communities, such as health, social services, education and recreation to promote children optimal development.
- Provide a safe, healthful and well-equipped physical environment.
- Implement strong management policies and practices to ensure successful delivery of early childhood education services.

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[1] The group relied primarily on (1) High-Quality Preschool: Why We Need It and What it Looks Like by Linda M Espinosa, Issue 1/November 2002, National Institute of Early Education Research and (2) NAEYC's Program Standards (10 standards that define excellent programs and reflect NAEYC's Accreditation system), http://www.naeyc.org/academy/standards/.

INTRODUCTION AND PURPOSE OF THE 2014 – 2019 MASTER PLAN

The Marin County Master Plan is revised every 5 years to reflect emerging community-needs and County priorities for early care and education and out of school time. The 2014 – 2019 Master Plan was crafted using a variety of strategies including:

(1) Marin County Child Care Commission members were surveyed regarding the status of the 2008 – 2013 Master Plan and their priorities for the 2014 – 2019 Master Plan

(2) Interviews were conducted with "key stakeholders" representing organizations that advocate on behalf of and provide direct services to the County's children and families

(3) Focus groups were conducted with parents, family child care providers, and early care and education and after school program directors to determine their priorities for "high quality" environments and programming, as well as to identify ongoing training and technical assistance needs

(4) Teachers were surveyed to determine their priorities for "high quality" environments and programming, as well as to identify ongoing training and technical assistance needs

(5) A variety of quantitative data sources were examined to identify emerging priorities and for trend analysis

(6) Regular meetings were convened with the Marin County Child Care Commission and the Master Plan Committee to review priorities for the Master Plan

The 2014 – 2019 Master Plan serves as a community-wide needs assessment that will guide the County and the work of the Commission over the next five years in two key areas:

Early Care and Education (ECE): Programs that provide care, education, and support for the development of children birth to 5 years

Out of School Time (OST): Programs before and after school, during school holidays and vacations, and in the summer that provide care and education and support the development of school-age children 6 to 12.

Using the 2014 – 2019 Master Plan, the Commission will create a 5-year strategic plan that will guide the work of the Commission and County towards the achievement of the vision of this Master Plan; namely, that Marin County has a coordinated early care and education and out of school time system in which every family has access to quality, affordable early care and education and providers have access to the resources necessary to provide care in a high quality environment.

INTRODUCTION AND PURPOSE OF THE 2014 – 2019 MASTER PLAN

Expected Use of the 2014 – 2019 Master Plan

While a desirable place to live, residing in Marin County poses significant challenges for families raising children. The cost of child care and limited State and Federal subsidies can easily strain a family's budget and impact a family's quality of life. In addition, indicators of well-being for Marin's children show clear need for improvement in several areas, including areas critical to closing the education achievement gap. Child care providers themselves struggle with self-sufficiency on account of low wages and low reimbursement for services, which impacts the County's ability to recruit and retain highly qualified teachers and caregivers.

The 2014 – 2019 Master Plan frames the early care and education and out of school time challenges facing Marin and should be used by community stakeholders for a variety of planning and advocacy efforts including:

- Understanding county-wide and regional (north, central, south, west) priorities;
- Engaging key stakeholders in a common vision for quality child care programming in the County;
- Alignment of organizational strategic planning efforts with County priorities;
- Ongoing identification of opportunities to partner with the Marin Child Care Commission; and
- Ongoing identification of opportunities for those working in child care to intersect with other governmental entities including business development, health care, and housing.

KEY FINDINGS

The Marin Master Plan has identified the following challenges associated with the system of child care in Marin County:

(1) Many families are living below the County's Self-Sufficiency Standard – the minimum income needed to cover basic living expenses. As a result, families must make difficult decisions about allocating their income between child care and other subsistence expenditures.

(2) Many families earning between $50,000 and $100,000 annually in Marin County do not meet the Self-Sufficiency Standard, yet are not eligible for California State child care subsidy support as their income exceeds 70% of the State median income.

(3) Children living below the Federal poverty level are concentrated in select "pockets" of the community, making targeting subsidized services for these children vital to their life-long success.

(4) The number of licensed infant and toddler child care spots continues to decline, despite ongoing need as demonstrated through parent requests for services.

(5) Access to high-quality child care – including infant/toddler care, preschool, and out of school time care – continues to be a challenge for families, as demonstrated by ongoing requests for care and the Centralized Eligibility Wait List.

(6) Accessing County-wide, accurate information about children with special needs and their unique disabilities continues to be a challenge. This impacts the County's ability to address the training and support needs of providers working with children with special needs.

(7) In the absence of any comprehensive data collection and analysis, it is difficult to determine whether Marin County's early care and education and out of school time workforce meet the emerging qualification, skill and knowledge requirements of the State and Federal governments.

(8) Providers need access to ongoing training, technical assistance, professional development, and peer support towards the goal of high-quality environments for all children.

We know that quality child care is a component of a family's quality of life, and that participation in a high-quality program can help improve the overall well-being, school readiness, and life preparedness of Marin's children. The strategic planning efforts that will follow the release of the 2014 – 2019 Master Plan will take into consideration the aforementioned challenges by identifying opportunities to advocate on behalf of families and providers, promote Marin's child care system to the community, and partner with other County organizations that work on behalf of Marin's children and families.

PART 1: Raising a Family in Marin County

Marin County covers the north end of the Bay Area and has long been regarded as a highly desirable place to live and raise a family on account of its proximity to San Francisco, quaint towns, and natural beauty. As of publication of this Master Plan, an estimated 254,844 individuals live in Marin County.[2] Of the 64,092 families residing in Marin County, 29,938 families (47%) have children under 18 years of age. It is further estimated that of those families with children, slightly more than one-third (38%) have children under 6 years of age.

An estimated 37,979 children age birth to 12 years old live in Marin County: [3]

- **8,078 children age birth to 2 years**
- **8,993 children age 3 to 5 years**
- **20,908 age 6 to 12 years**

INCOME AND SELF-SUFFICIENCY

While families continue to relocate to Marin County due to its reputation as a desirable community in which to raise a family, many Marin County families struggle with the high cost of living. The Family Economic Self-Sufficiency Standard (Self-Sufficiency Standard) measures the minimum income needed to cover all of a family's basic expenses – housing, food, child care, health care, transportation, and taxes – without public or private assistance. [4] Marin County has one of the highest Self-Sufficiency Standards in the State of California, reflecting the high cost of accessing services and products in Marin County. The Self-Sufficiency Standards noted below are among the most important indicators to consider when enacting policy that impacts Marin's families.

Table 1: Self-Sufficiency Standard for Marin County Based on Family Size

	Self-Sufficiency Wage		
Family Size	**Hourly**	**Monthly**	**Annually**
1 Adult, 1 Infant	$33.54	$5,904	**$70,844**
1 Adult, 1 Preschooler	$33.96	$5,977	**$71,719**
1 Adult, 1 School-Aged Child	$26.45	$4,656	**$55,866**
1 Adult, 1 Infant, 1 Preschooler	$47.01	$8,274	**$99,288**
1 Adult, 1 Preschooler, 1 School-Age Child	$39.26	$6,909	**$82,913**
2 Adults, 1 Infant	$18.13	$6,382	**$76,588**
2 Adults, 1 Preschooler	$18.30	$6,442	**$77,298**
2 Adults, 1 School-Age Child	$14.92	$5,253	**$63,031**
2 Adults, 1 Infant, 1 Preschooler	$24.13	$8,495	**$101,944**
2 Adults, 1 Preschooler, 1 School-Age Child	$20.51	$7,219	**$86,629**

Source: Insight Center for Community Economic Development, Self-Sufficiency Standard (for select family sizes), 2013

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[2] U.S. Census Bureau, 2010-2012 American Community Survey

[3] California Department of Finance, Demographic Research Unit using the 2010 Census

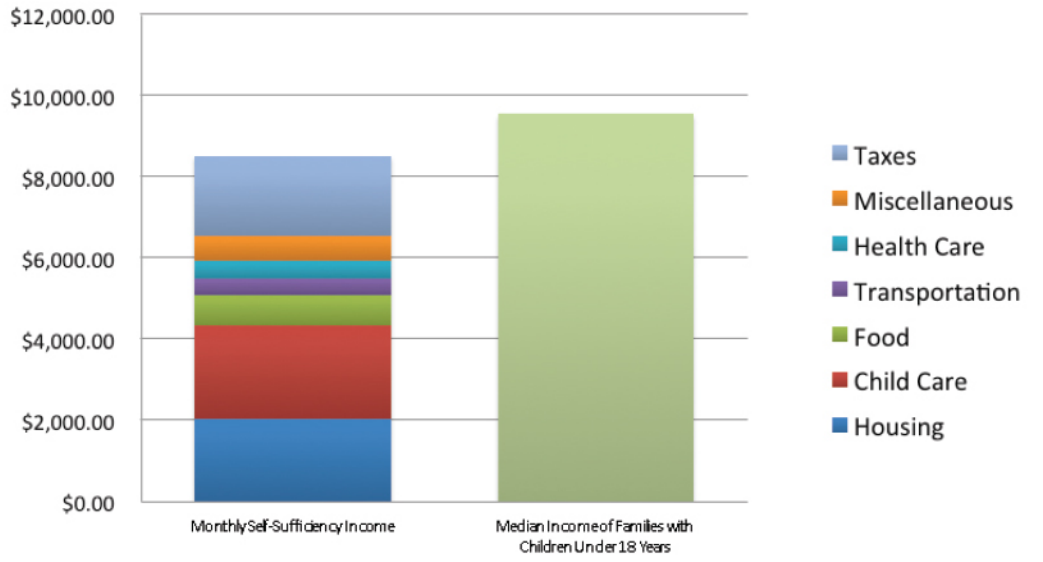
[4] Insight Center for Community Economic Development, Self-Sufficiency Calculator, **http://www.insightcced.org/calculator.html**

PART 1: Raising a Family in Marin County

The high Self-Sufficiency Standard means that parents often have to weigh the cost of child care against other vital family needs, including housing, food, transportation, and health care. Nowhere is the cost of living in Marin County more notable than home ownership. Among housing units with a mortgage, an astonishing 82.5% have monthly housing costs of $2,000 or more. For more than 40% of Marin residents, their monthly mortgage costs exceed 35% of their income.[5] For a family raising young children, the financial strain of living in Marin County is significant.

The median annual income of families with children under 18 years in Marin County is estimated at $114,591, which is approximately $9,549 per month.[6] For families with two adults, one infant, and one preschooler, the monthly Self-Sufficiency Standard is $8,495; more than half of which represent the minimum costs for housing ($2,006 per month) and child care ($2,580 per month). Thus young families earning the median income in Marin County are living just above the Self-Sufficiency Standard.

Figure 1: Monthly Self-Sufficiency Income for 2 Adults, 1 Infant, and 1 Preschooler vs. Median Income of Families with Children Under 18 Years



Source: Insight Center for Community Economic Development, Self-Sufficiency Standard for 2 Adults, 1 Infant, and 1 Preschooler, 2013. Child care cost estimates include the child care tax credit and child tax credit. Median income of families with children under 18 years is based on the US Census Bureau, American Community Survey 2010 – 2012.

In order to achieve self-sufficiency, in the majority of Marin County families both parents work outside of the home. In more than two-thirds (68%) of families with children under the age of 6, both parents are in the labor force. In families with children ages 6-17, approximately 71% of families have both parents in the labor force.

5. U.S. Census Bureau, 2010-2012 American Community Survey
6. Ibid

PART 1: Raising a Family in Marin County

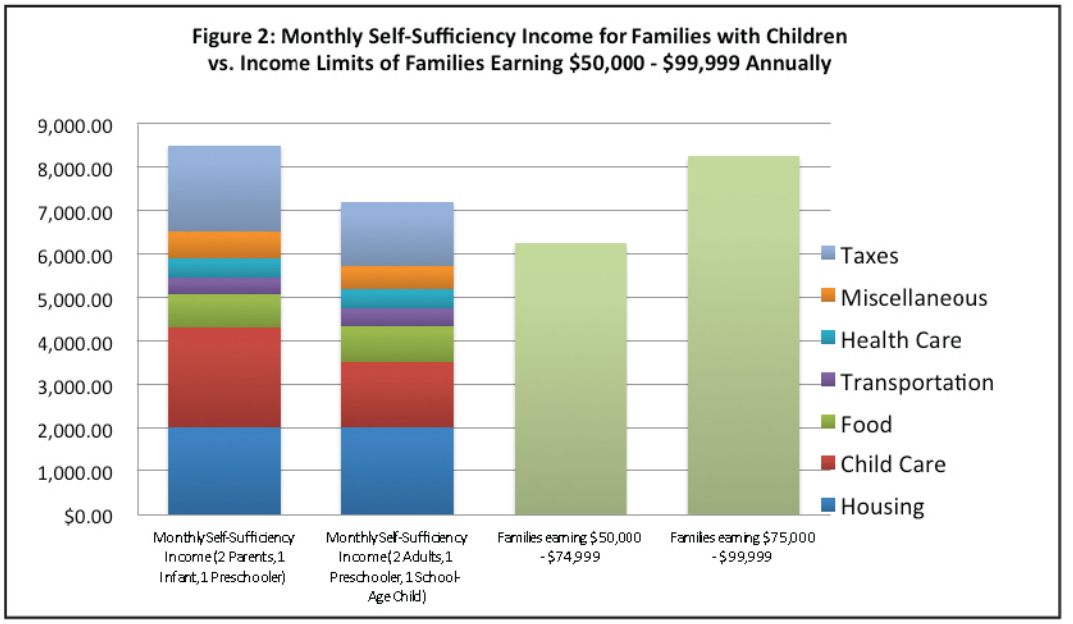
Despite the high county-wide median income, there are many families – with and without children under 18 years – living far below the median income for families with children. Table 2 depicts the wide range in annual income for all families in Marin County. The data include families with and without children under 18 years, as it is reasonable to expect that some of Marin County's lower earning families will become parents in the future.

Table 2: Annual Family Income		
Annual Family Earnings	**Number of Marin Families**	**Percentage of All Marin Families (n =64,092)**
Less than $10,000	1,369	2.1%
$10,000 - $14,999	1,155	1.8%
$15,000 - $24,999	2,866	4.5%
$25,000 - $34,999	3,015	4.7%
$35,000 - $49,999	5,557	8.7%
$50,000 - $74,999	7,817	12.2%
$75,000 - $99,999	6,919	10.8%
TOTAL	**28,698**	**44.8%***

Source: US Census Bureau, 2010 – 2012 American Community Survey.
**The data contained in this table include "all families" which includes families both with and without children under the age of 18 years.*

As is noted in Table 2, nearly 45% of all Marin families – with and without children under 18 years - have a total family income of less than $100,000 annually. In the event that these families do have children age birth to 12 years, nearly all of them would be living at or below the Self-Sufficiency Standard during their children's youngest and most formative years. Even as their children age out of infant care, there are many families with children earning between $50,000 and $99,999 annually that do not meet the Self-Sufficiency Standard.

PART 1: Raising a Family in Marin County



Source: Insight Center for Community Economic Development, Self-Sufficiency Standard for 2 Adults, 1 Infant, and 1 Preschooler and for 2 Adults, 1 Preschooler, and 1 School-Age Child, 2013. Child care cost estimates include the child care tax credit and child tax credit. Family Income data is from the US Census Bureau, American Community Survey 2010 – 2012.

Currently, families who earn less than 70% of the State's median income are eligible for California State child care subsidies to assist with the cost of part-time and full-time care. The State has established a "ceiling" (based on the State median income in 2007 – 2008) which a family's monthly income cannot exceed in order to be eligible for the State subsidy. As of publication of this report, the State subsidy ceilings were as follows in Table 3. It is important to note that none of the families who qualify for the State subsidy meet Marin's Self-Sufficiency Standard.

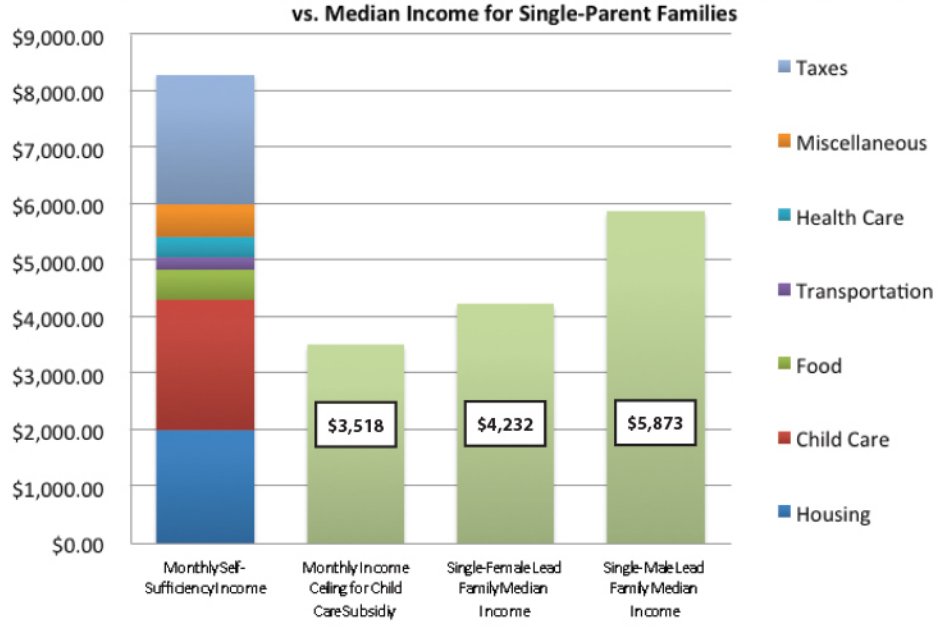
Table 3: Qualifying Income for State Subsidy

Family Size	Maximum Monthly Income *(to Qualify for Subsidy)*	Annual Income Equivalent	Family Income is "Self-Sufficient"	Minimum Daily Fee	Maximum Daily Fee
1-2	$3,283	$39,396	No	$1.00 part-time $2.00 full-time	$7.75 part-time $15.50 full-time
3	$3,518	$42,216	No	$1.00 part-time $2.00 full-time	$8.23 part-time $16.45 full-time
4	$3,908	$46,896	No	$1.00 part-time $2.00 full-time	$8.88 part-time $17.75 full-time
5	$4,534	$54,408	No	$1.00 part-time $2.00 full-time	$8.88 part-time $17.75 full-time
6	$5159	$61,908	No	$1.00 part-time $2.00 full-time	$8.88 part-time $17.75 full-time

PART 1: Raising a Family in Marin County

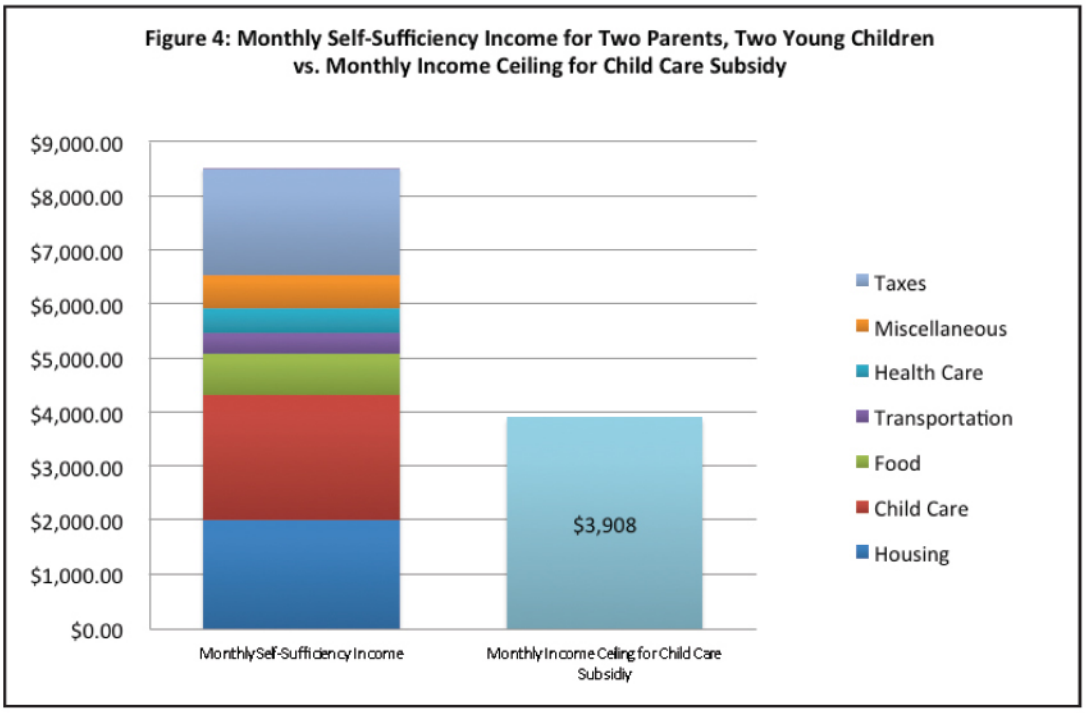
While many families in Marin County are eligible for California State child care subsidies to assist with covering the cost of child care, there are families earning in excess of the State child care subsidy ceiling but below the Self-Sufficiency Standard (for example, the families depicted in Figure 2). This is especially true of single-mother and single-father families, where the median income is $50,788 and $70,474, respectively. These families live on a family income that is far below the Self-Sufficiency Standard, yet they are not eligible for State child care subsidies.

Figure 3: Monthly Self-Sufficiency Income for a Single-Parent with 2 Young Children vs. Median Income for Single-Parent Families



Source: Insight Center for Community Economic Development, Self-Sufficiency Standard for 1 Adult, 1 Infant, and 1 Preschooler, 2013. Child care cost estimates include the child care tax credit and child tax credit. The Monthly Ceiling for Child Care Subsidy for a family of 3 is based on 70% of the State Median Income for the 2007 – 2008 fiscal year, which as of publication of this Master Plan is still the ceiling in use. Median income is based on the US Census Bureau, American Community Survey 2010 – 2012.

Even among median income families with two adults, one infant, and one preschooler, the relatively low ceiling for the State child care subsidy in contrast to the high Self-Sufficiency Standard means that families must make difficult choices regarding their income allocation.



Source: Insight Center for Community Economic Development, Self-Sufficiency Standard for 2 Adults, 1 Infant, and 1 Preschooler, 2013. Child care cost estimates include the child care tax credit and child tax credit. The Monthly Ceiling for Child Care Subsidy for a family of 4 is based on 70% of the State Median Income for the 2007 – 2008 fiscal year, which as of publication of this Master Plan is still the ceiling in use.

CHARACTERISTICS OF CHILDREN AND THEIR FAMILIES

Poverty

Approximately 10% of children are living in poverty across Marin County (9.7% of children age birth to 5 years and 10.5% of children 5 to 17 years).[7] Female, single-parent families are more likely to live in poverty than any other family types. Almost one-quarter (23.9%) of female, single-parent families with children under 18 years are living in poverty. In female, single-parent families with children under 5 years, 37.3% are living in poverty. Children living below the Federal poverty level are eligible for enrollment in the Marin County's State and Federal subsidized child care programs, including the Early Head Start and Head Start programs. However, the State and Federal subsidized child care programs do not serve all of Marin's income eligible children birth to 5 years, and both programs typically have a wait list for center-based services. Children in poverty live in select "pockets" of Marin County as noted in Table 4.

[7] U.S. Census Bureau, 2010-2012 American Community Survey

PART 1: Raising a Family in Marin County

Table 4: Location of Children Birth to 14 Years and Child Poverty Rates							
Geographic Area	Community	Zip Code	Under 3 Years	3 – 5 Years	6 – 11 Years	12 – 14 Years	Percent of Children <18 Years Living in Poverty
South	Mill Valley	94941	971	1,377	2,100	1,127	3.0%
	Sausalito/ Marin City	94965	519	262	341	256	**35.1%**
	Tiburon	94920	543	526	859	535	4.5%
Central	Corte Madera	94925	184	385	884	356	2.6%
	Fairfax	94930	258	339	649	248	**8.7%**
	Kentfield	94904	260	397	767	491	3.1%
	Larkspur	94939	213	94	436	345	0.0%
	Ross	94957	24	74	76	44	0.0%
	San Anselmo	94960	526	499	1,279	636	7.7%
	San Rafael	94901	1,379	1,638	2,338	1,392	**17.7%**
	San Rafael	94903	739	1,068	2,000	1,120	4.9%
North	Novato	94945	496	525	1,322	631	4.0%
	Novato	94947	491	908	1,942	959	6.0%
	Novato	94949	709	780	1,293	490	**8.9%**
West	Bolinas	94924	48	29	49	50	**48.1%**
	Nicasio	94946	13	14	41	17	**8.9%**
	Pt. Reyes	94956	53	102	73	43	6.4%
	San Geronimo	94963	19	19	0	15	0.0%
	Shoreline	94971	14	13	51	0	0.0%
	Stinson	94970	18	0	3	2	0.0%
	Woodacre	94973	37	15	160	138	0.0%

Race/Ethnicity/Language

The majority of children (63%) in Marin County are White, non-Hispanic and an additional 23% of children are Hispanic/Latino. The majority of individuals in Marin County over 5 years of age speak English only in their home (76%). Approximately 13% of individuals over age 5 years speak Spanish "very well;"[8] however, more than half of these individuals (51%) indicate that they speak English less than "very well." This highlights the need for culturally and linguistically appropriate services for families seeking care for their children.

Disabilities

A review of the California Department of Education Special Education Enrollment by Age and Disability for 2012 for both the County and the Special Education Local Planning Area (SELPA) found that the reports include limited information about children age birth to 3 years with special needs. This highlights the challenge with accessing accurate information about children with special needs and the types of disabilities that children have.

[8] US Census Bureau, 2010 – 2012 American Community Survey

PART 1: Raising a Family in Marin County

A review of the data available for children age 3 to 12 years found that among the 13 special needs classifications tracked, the most common disabilities in Marin County include speech and language, emotional disturbance, other health impairment, specific learning disabilities, and autism as noted in Table 5.

Table 5: Children Age 3-12 Years and Disability Type

	Disability Type					
Age of Child	Speech and Language	Emotional Disturbance	Other Health Impairment	Specific Learning Disability	Autism	Total
0	0	0	0	0	0	0
1	0	0	0	0	0	0
2	*	0	0	0	0	Unknown
3	109	0	*	0	*	>109
4	167	0	*	0	*	>167
5	135	0	*	0	*	>135
6	147	*	*	*	17	164
7	140	*	17	30	*	>187
8	133	11	31	70	21	266
9	137	15	29	100	27	308
10	92	21	27	99	23	262
11	57	27	36	124	15	259
12	62	22	30	110	23	247

Source: California Department of Education, Data Quest 2012. Data represents County-level extraction for the reporting period ending December 2012.
** Denotes data under 11 according to the California Department of Education*

In focus group interviews with family child care providers and center based program directors, providers identified a need for additional training and support in serving children with special needs. They also identified a need for training and support to better work with those children who are not formally diagnosed with a disability, but for whom early intervention and support would be beneficial. Focus group participants highlighted children's social-emotional development and managing challenging behaviors as two key areas for training and support.

Indicators of Well-Being

In October 2012, Children Now released the 2012 – 2013 California County Scorecard, which provides a comprehensive picture of children's well-being on 28 indicators that are reviewed over time.[9] Several of the indicators of children's well-being are directly related to strategies that impact the achievement gap, children's readiness to enter schools, and the community's ability to receive children in their schools. In addition, the indicators below are also directly impacted by a child's access to quality early care and education and/or out of school time care including:[10]

[9] This tool relies in part on survey data from United States Census Bureau's American Community Survey (ACS), UCLA Center for Health Policy Research's California Health Interview Survey (CHIS), and WestEd's California Healthy Kids Survey (CHKS).

[10] Children Now, California County Scorecard of Children's Well-Being, http://www.childrennow.org/index.php/learn/reports_and_research/article/1197

PART 1: Raising a Family in Marin County

- **76% of young children are read to every day.** Nearly one-quarter of Marin's children are not read to every day. Reading is widely recognized as the single most important activity leading to literacy acquisition. [11]
- **82% of children do not experience reoccurring neglect or abuse.** Nearly 20% of Marin's children do experience reoccurring neglect or abuse. Children's reactions to neglect and abuse vary based on the child's individual experiences; however, children who experience reoccurring neglect or abuse are more likely to experience negative physical and psychological health, and suffer long-term behavioral consequences.[12] On average, 93% of children in the State do not experience reoccurring neglect or abuse, positioning Marin County in the bottom one-third of all Counties on this indicator of well-being.
- **73% of 3 and 4 year olds attend preschool.** Research studies continue to show benefits from preschool that carryover into kindergarten entry and adulthood, including increased academic achievement and improvements in social-emotional development.[13] While all children benefit from preschool, low-income children who attend high-quality comprehensive preschool programs are more likely to graduate from high school, less likely to engage in crime, and generally have better health outcomes.[14] It is notable that the recently released 2010 – 2012 American Community Survey estimates that only 63% of 3 and 4 year olds in Marin County attend preschool, which suggests that anywhere from one-quarter to one-third of Marin's preschool population is not participating in preschool.
- **69% of third graders read at grade level.** Children who do not read at grade level by the third grade are at an increased risk of failing to graduate from high school.[15]
- **42% of elementary and middle school students are supervised by an adult after school.** On average, 60% of children in the State are supervised by an adult after school, positioning Marin County in the bottom one-third of all counties on this indicator of well-being. Children who attend out of school time programs regularly are more likely to show improvements in academic achievement, have increased self-esteem, improved social skills, and are less likely to drop out of school. Out of school time programs also help to reduce crime, as the hours of 3:00 – 6:00 pm are peak time for juvenile crime. Adolescents who attend out of school time programs report engaging in fewer risky behaviors than their peers who do not attend after school programs.[16]
- **57% of children feel connected to their school.** More than 40% of children do not feel connected to their school. Students who feel a sense of belonging at school are more likely to do well in school, stay in school, and make healthy choices. These students also believe that their parents, teachers, school staff, and other students in their school care about them and about how well they are learning.[17]
- **81% of children are in a healthy weight zone.** Nearly 20% of children are not in a healthy weight zone. Being overweight or obese as a child is more likely to result in heart disease, type 2 diabetes, asthma, sleep problems, low self-esteem, and being bullied. It also increases the chance that the child will be oversized or obese as an adult.[18]

Overall, Children Now found that Marin County has improved on 11 indicators of well-being, stayed the same on 7 indicators, and performed worse on 3 indicators (including the percentage of children experiencing reoccurring neglect and abuse) since the last time these indicators were assessed in 2010 - 2011. While Marin County was noted as being in the bottom one-third of the state on only three indicators, the overall picture suggests that there is room for improvement. Several of these indicators, including attending preschool and being read to daily, are directly related to closing the achievement gap, which can be measured by a child's reading level in third grade.

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[11] Reach Out and Read, **http://www.reachoutandread.org/why-we-work/importance-of-reading-aloud/**

[12] Child Welfare Information Gateway, Long-Term Consequences of Child Abuse and Neglect, 2013, **https://www.childwelfare.gov/pubs/factsheets/long_term_consequences.pdf**

[13] National Institute for Early Education Research, Debunking the Myths: Benefits of Preschool, **http://nieer.org/resources/factsheets/13.pdf**

[14] U.S. Department of Health and Human Services, Administration for Children and Families, Head Start Impact Study, 2010, **http://www.acf.hhs.gov/sites/default/files/opre/hs_impact_study_final.pdf**

[15] Annie E. Casey Foundation, Early Warning! Why Reading at the End of Third Grade Matters, 2010, **http://www.aecf.org/~/media/Pubs/Inititives/KIDS%20COUNT/123/2010KCSpecReport/Special%20Report%20Executive%20Summary.pdf**

[16] Children Now, Benefits of Afterschool to Academic Achievement and Attainment, **http://www.childrennow.org/index.php/learn/facts_afterschool**

[17] Centers for Disease Control and Prevention, Helping Your Child Feel Connected to School, 2009, **http://www.cdc.gov/healthyyouth/adolescenthealth/pdf/connectedness_parents.pdf**

[18] US Department of Health and Human Services Health Finder. Available online **http://healthfinder.gov/HealthTopics/Category/parenting/nutrition-and-physical-activity/help-your-child-stay-at-a-healthy-weight**

PART 2: MARIN COUNTY'S CHILD CARE SYSTEM

The ability of Marin County's parents to access the care that they need is based on a variety of factors, including the type of care available, the location of services, and the affordability of care. Providers, in turn, can only offer high quality child care services when they have the resources necessary to meet the needs of families.

TYPE OF CARE [19]

While the number of child care slots has increased over the past three years, there has been an ongoing decline in the number of infant and toddler licensed child care center spots. The number of licensed family child care infant, toddler, and pre-school age slots cannot be determined due to the fact that the number of children served in a family child care home varies depending on the age of the other children being cared for in the home.

Table 6: Number of Licensed Child Care Slots

	Licensed Child Care Centers			Licensed Family Child Care Homes		
Child Care Supply	**2010**	**2012**	**Change**	**2010**	**2012**	**Change**
Infant/Toddler Slots	346	332	-4%			
Preschool Slots	5,213	5,732	+10%			
School Age Slots	2,418	2,511	+4%			
Total Slots	**7,977**	**8,575**	**+7%**	**1,844**	**1,902**	**+3%**

Source: 2012 Child Care Portfolio, http://my.rrnetwork.org/site/DocServer/Marin.pdf?docID=7181

Parents may request care for a variety of reasons. According to the 2012 Child Care Portfolio, 66% of families requested care due to employment, 13% requested care due to a parent seeking employment, and 12% requested care for other reasons. In Marin County, the majority of requests for out of home care are for children birth to 2 years as depicted below.

Table 7: Parent Requests for Child Care, 2010 and 2012

Age	Percent of 2010 Requests	Percent of 2012 Requests	Change
Under 2	49%	43%	-6%
2 years	17%	22%	+5%
3 years	12%	13%	+1%
4 years	8%	7%	-1%
5 years	3%	4%	+1%
6 years and older	11%	12%	+1%

Source: 2010 Child Care Portfolio and 2012 Child Care Portfolio

Families seeking State or Federally subsidized child care (for example, California State Preschool or Head Start) are able to contact the Marin Child Care Council (MC3) in order to be placed on the Centralized Eligibility List (CEL). The CEL is the County-wide system that consolidates child care waiting lists into a single eligibility list. While State funding for the CEL expired in 2011, MC3 has continued to provide this service to families. A review of the CEL data for the past two years found that the wait list has remained relatively consistent and that there are approximately 800 children on the CEL waiting for subsidized care at any time.

[19] *This Master Plan focuses on the availability of licensed out of home care – either licensed child care centers or licensed family child care homes. The Master Plan does not address the availability of licenses-exempt (or informal child care) settings.*

PART 2: MARIN COUNTY'S CHILD CARE SYSTEM

Table 8: Centralized Eligibility List (CEL) Wait List Data, 2012 and 2013				
Date	**0 – 2 years**	**3 – 5 years**	**6+ years**	**Total Children on Centralized Eligibility List**
4/1/2012	185	475	204	864
10/1/2012	244	364	201	809
4/1/2013	180	366	215	761
10/1/2013	247	320	245	812
Average	**214**	**381**	**216**	**812**

Source: Marin Child Care Council, November 2013

LOCATION OF SERVICES

Licensed child care centers and family child care homes are located throughout Marin, with services heavily located in the central portion of the County. Despite the location of services in high need areas, there continued to be a significant need for subsidized services in select areas of the County as depicted in Table 9. A review of the CEL data for October 24, 2013 found that in the central region, 65% of infants, 73% of preschoolers, and 66% of school age children on the CEL live in zip code 94901. Additionally, in the northern region, 54% of infants on the CEL live in zip code 94947.

Table 9: Location of Licensed Child Care Centers and Family Child Care Homes				
Geographic Area	**Community**	**Zip Code**	**Licensed Child Care Centers**	**Licensed Family Child Care Homes**
South	Mill Valley	94941	17	18
	Sausalito/ Marin City	94965	7	4
	Tiburon	94920	7	2
Central	Corte Madera	94925	13	20
	Fairfax	94930	5	6
	Kentfield	94904	3	1
	Larkspur	94939	3	1
	Ross	94957	2	1
	San Anselmo	94960	12	11
	San Rafael	94901	21	27
	San Rafael	94903	22	29
North	Novato	94945	5	13
	Novato	94947	14	17
	Novato	94949	11	10
West	Bolinas	94924	1	0
	Nicasio	94946	0	0
	Pt. Reyes	94956	1	1
	San Geronimo	94963	3	0
	Shoreline	94971	1	0
	Stinson	94970	1	0
	Woodacre	94973	1	1

Source: Marin Child Care Council, November 2013

PART 2: MARIN COUNTY'S CHILD CARE SYSTEM

AFFORDABILITY OF CARE

Child care costs constitute a significant portion of a family's income as demonstrated in Part 1. In the State of California, the cost of child care has increased in recent years; however, the cost of care in Marin County has decreased over the same period of time. Members of the Marin County Child Care Commission believe that this may be due to Marin County providers reducing their rates or holding their rates stagnant in the economic recession in order to maximize the number of families they served. In addition, the State subsidy that providers receive for lower income children has also remained stagnant, as the 70% State median income ceiling on child care has remained at the 2007 – 2008 level as noted in Table 3. Thus the reduced cost of care for families may have come at the expense of the provider community. Despite the reduction in cost, the cost of care in Marin County remains significantly higher than the State average for infants ($11,461 for child care centers and $7,446 for family child care) and preschoolers ($7,982 for child care centers and $7,050 for family child care).

Table 10: Cost of Care in Marin County, 2009 – 2012

Type of Facility	2009 Infant	2012 Infant	Change	2009 Preschool	2012 Preschool	Change
Child Care Center	$15,596	$13,715	-12.1%	$11,308	$9,782	-13.5%
Family Child Care Home	$11,011	$9,491	-13.8%	$10,400	$8,669	-16.6%

Source: 2010 Child Care Portfolio and 2012 Child Care Portfolio

PROVIDER NEEDS

A formal study on Marin's child care providers has not been published since 2006.[20] At that time, the typical licensed family child care provider was in her late forties, and had been taking care of children in her home for nearly 12 years. The average tenure for a family child care provider was 16 years for providers licensed to care for 14 children, and 10 years for those licensed for 8 children. The study found that center teachers and assistants were younger than family child care providers and typically had less than 5 years of experience.

The 2006 study provided insight into the salary earned by child care center providers (family child care provider salary information was not reviewed). The study found that:

- The average annual salary for the highest paid teachers at child care centers was $41,496. These teachers held a bachelor's degree or higher. Using the Consumer Price Index, we estimate that the 2006 annual salary of $41,496 equates to $48,074 in 2013.[21]
- The average hourly wage for the highest paid assistant teachers in child care centers was $12.88 per hour. Using the Consumer Price Index, we estimate that the 2006 hourly salary of $12.88 equates to $14.92 per hour in 2013.[22]

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[20] Center for the Study of Child Care Employment and California Child Care Resource and Referral Network, California Early Care and Education Workforce Study: Licensed Child Care Centers and Family Child Care Providers. Marin County Highlights, August 2006.
[21] Federal Reserve Bank of Minneapolis, What's is a Dollar Worth? Calculator is available online **http://www.minneapolisfed.org/**
[22] Ibid.

PART 2: MARIN COUNTY'S CHILD CARE SYSTEM

An informal survey of two providers operating in Marin County found that there continues to be a range in what providers earn. [23]

- A large, non-profit, private provider operating county-wide advised that their current average preschool teacher salary is $20.00 per hour, and that the average preschool assistant teacher salary is $17 per hour.
- The same organization noted that their current infant/toddler teacher salary is $19 per hour, and their average infant/toddler assistant teacher salary is $16 per hour.
- A large, non-profit, subsidized care provider operating county-wide advised that their current preschool teacher earns between $34,320 – 40,685 (part day) and $35,173 – 41,766 (full day) annually. The average preschool assistant teacher earns $26,395 – 33,550 annually.
- The same organization noted that their current infant/toddler teacher salary is $26,395 - 40,685 annually.

At both the "high" and "low" end of the salary range, none of these teachers would meet the Self-Sufficiency Standard to support their own family and children. Salary for child care providers has remained relatively flat since 2006. There is a growing concern within Marin County's early childhood community that our providers are not compensated at a living wage, and that providers cannot afford to reside in Marin County. This raises the concern that the supply of highly qualified child care providers could fall as newly trained providers elect to not live and work in Marin County.

Since the time the study was conducted, minimum qualification requirements for Federally funded programs have increased and additional Federal, State and local quality initiatives have unfolded. In addition, a variety of initiatives and investments in professional development have continued to address the ongoing training needs of selected providers. However, a comprehensive survey or study on the skills, expertise, and knowledge of Marin's providers has not been conducted since 2006. Additionally, the US Census (2010) does not provide the level of detail necessary to engage in strategic decision-making about the education and training needs of providers. For example, the US Census data combines preschool and kindergarten teachers into a single category of teaching staff, making it difficult to determine the qualifications of preschool teachers. Infant and toddler teachers are not included in the US Census data as a subset of teachers. Additionally, the family child care workforce is not captured in the US Census demographic data.

As a result of these data limitations, policy makers and advocates have historically struggled to access data that can inform proactive strategic decision-making. In the absence of any comprehensive data collection and analysis, we are unable to assess how well the Marin County early care and education and out of school time workforce measure up against recommendations for best practice.

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[23] Two providers were contacted via email in December 2013

PART 2: MARIN COUNTY'S CHILD CARE SYSTEM

Through a series of focus groups for family child care providers and center-based directors and a survey of teachers, a number of County-wide priorities for the future of child care in Marin County were identified. These priorities will be considered by the Commission as part of the larger 5 year strategic planning effort. Providers identified the need for additional training, technical assistance, and support in key areas including:

- Children's social-emotional development, including how to respond to challenging behaviors
- Engaging parents as their child's first teacher and partner in child care
- Ongoing assessment of children's development progress using standardized tools and both provider and parent observations
- Responding to medical situations (diabetes, asthma, gluten-free diet, responding to children with food allergies)
- Supporting children from birth through age 12, including youth development practices
- Supporting health nutrition and physical activity for children

Providers also identified County-wide improvements that would improve the quality of child care including:

- Develop a resource directory for providers
- Elevate the early care and education and child care community so that it is a valued profession and seen as a partner with schools and businesses
- Ensure that best practices can be shared through associations
- Improve access to care through subsidies
- Improve the timeliness with which children are assessed for developmental delay
- Offer more translation services
- Offer more opportunities for staff to attend no-cost trainings and receive ongoing support their own professional development