

CONTRA COSTA COUNTY
**Comprehensive Countywide
Early Care and Education Plan**

2014 through 2017

Prepared by
Contra Costa County Office of Education
and
The Contra Costa Local Planning and Advisory Council
for Early Care and Education (LPC)



Table of Contents

I. Introduction and Purpose	2
A. Vision	2
B. Mission	2
C. Members	3
II. Background and Mandates	3
A. Legislative Background	3
B. Scope of Work	4
C. Mandates	4
D. Role in Local Infrastructure	5
III. Reports: Data as Basis for Decision-Making	6
A. Needs Assessment Key Findings	7
B. Economic Impact Report Key Findings	8
IV. Comprehensive Early Care and Education Plan	9
A. Prioritizing Issues and Goal Development	9
B. Establishing a Guiding Framework of Key Principles	9
C. Collaboration	9
D. Goals and Strategies	10
V. Local Funding Zip Code Priorities	12
VI. Acknowledgments	13





Dear Contra Costa Community,

It is with great pleasure that I introduce to you the 2014–2017 Comprehensive Countywide Early Care and Education Plan developed by the Contra Costa Local Planning and Advisory Council for Early Care and Education (LPC). The LPC is housed within the Contra Costa County Office of Education (CCCOE) as one of our key early learning programs. CCCOE coordinates the projects and activities of the LPC under the leadership of the LPC Coordinator.

The CCCOE recognizes the importance of developing stronger connections between K–12 and the early care and education field. Our agency’s vision is that “Education empowers tomorrow’s global citizens.” The CCCOE strives to make this vision a reality by acknowledging that tomorrow’s global citizens will face an uncharted territory of change and innovation that requires a diverse set of skills, a skill set that is dependent upon a strong foundation of early childhood experiences that promote social-emotional development as the means for optimal cognitive achievement. We believe the CCCOE plays an essential role in developing bridges for a stronger alignment and articulation of expectations of learning connecting the early years with the entire educational continuum for all children in Contra Costa County.

The LPC’s Comprehensive Countywide Early Care and Education Plan embodies the CCCOE’s commitment towards ongoing and sustained quality improvement efforts for early care and education programs in Contra Costa County.

I invite you to join us in our efforts to promote collective awareness and preparedness to address the needs of our young children, especially dual-language learners and children from low-income families. This plan provides important data about Contra Costa’s early care and education system such as the LPC’s Countywide Child Care Needs Assessment and the Economic Impact Report of Child Care. The goals and strategies identified in the plan are grounded in strong partnerships and collaboration with key community stakeholders in order to promote a common understanding of early human development milestones and developmentally appropriate instructional practices that support student learning throughout the preschool to third grade learning continuum.

We look forward to working collaboratively with all of you in the implementation of this plan over the next three years. Thanks to all LPC members, community partners, and staff members who made this document possible!

A handwritten signature in black ink that reads "Pamela Comfort". The signature is fluid and cursive, with a long horizontal line extending from the end.

Dr. Pamela Comfort
Associate Superintendent, Educational Services
Contra Costa County Office of Education



Contra Costa Local Planning and Advisory Council for Early Care and Education (LPC)

I. Introduction and Purpose

The Contra Costa Local Planning and Advisory Council for Early Care and Education (LPC) is pleased to present the 2014-2017 Contra Costa County Comprehensive Countywide Early Care and Education Plan. This plan serves as the blueprint for LPC projects and activities. Our intent is to share a plan that can serve as a guide and resource that will drive the agenda of early care and education services that will meet the needs of Contra Costa County's children and families.

The plan also presents the LPC's guiding principles which provide a framework for the implementation of our goals and that connect our work to our collective vision. The goals and objectives identified in this plan will be accomplished through collaboration among public, private and community agencies and coordination of new and existing services and resources in the county.

Organizations and agency leaders are constantly faced with the difficult task of making decisions that impact the welfare of families and children in our community. In order to make effective decisions, policy makers and leaders must have readily accessible data that can inform them on the needs of children in the county. Their ability to access relevant research, data and community input plays a crucial factor in creating a positive impact for our families. Our intent is for this plan to support policy makers and community leaders in their complex and difficult job of developing sound public policies that promote rich early childhood experiences, that ensure optimal development for all children, to prepare them for success in school and in life.

A. Vision

All children in Contra Costa County have access to quality and affordable early care and education services that support development and that nurture social-emotional, cognitive, physical, communication, and life skills needed to thrive in the 21st century.

B. Mission

To promote quality early care and education through community assessment, advocacy, resource development, and collaboration with community partners.

C. Members

The LPC consists of 20 volunteers appointed jointly by the Contra Costa County Board of Supervisors and the Contra Costa Superintendent of Schools.

Council members represent all areas of the county in the following categories:

- Child Care Providers
- Child Care Consumers
- Public Agency Representatives
- Community Representatives
- Discretionary Appointments

II. Background and Mandates

A. Legislative Background

The Contra Costa Local Planning and Advisory Council for Early Care and Education (LPC) is an advisory body established by state legislation to plan for child care and development services based on the needs of families in local communities.

In 1991, Congress established federal Child Care and Development Block Grants (CCDBG) through which each state was allocated funds to assist low-income families in obtaining child care and development services. As a result, a plan was developed to ensure that California would have a local voice to establish priorities in the allocation of CCDBG funds in each community.

During this same year, Assembly Bill 2141 passed establishing the creation of LPCs in local communities. LPC's membership and responsibilities were revised in 1997 as mandated by AB 1542 which passed that year, establishing welfare reform legislation (CalWORKS). There are currently 58 individual planning councils representing each county in California.

As the Contra Costa County Board of Supervisors and the Contra Costa County Superintendent of Schools appoint council members, the councils are required to conduct business in accordance with The Brown Act. Both appointing public bodies oversee the work of the LPC and utilize the data gathered through a comprehensive child care needs assessment of families in the county to inform local decisions that affect county policies related to early care and education services.

Our Members:

Estela Alvarez
Professional Association for
Childhood Education (PACE)

Luis Arenas
Unity Council, Inc.

Jessica Beno
Contra Costa County
Employment and Human
Services Department

Sharon Bernhus
Shelter, Inc.

Cynthia Castain
My Space to Grow

Daryl Hanson
YMCA of the East Bay

Carolyn Johnson
Contra Costa Employment &
Human Services/Community
Services Bureau

Kathy Lafferty
Cambridge Child
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First 5 CA/Pacific Oaks
College

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Silvana Mosca-Carreon
El Nuevo Mundo Children's
Center, ICRI

Deborah Penry
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Janeen Rockwell-Owens
Family Child Care of Contra
Costa County

Cathy Roof
Martinez Early Childhood
Center

Daniel Safran
Discretionary Appointee

Margaret Wiegert-Jacobs
Contra Costa Child Care
Council

B. Scope of Work

The goal of the LPCs is to support the existing early care and education infrastructure by coordinating services that are locally available through collaboration with individuals, public and private agencies, and organizations interested in the welfare of children and all families in the county.

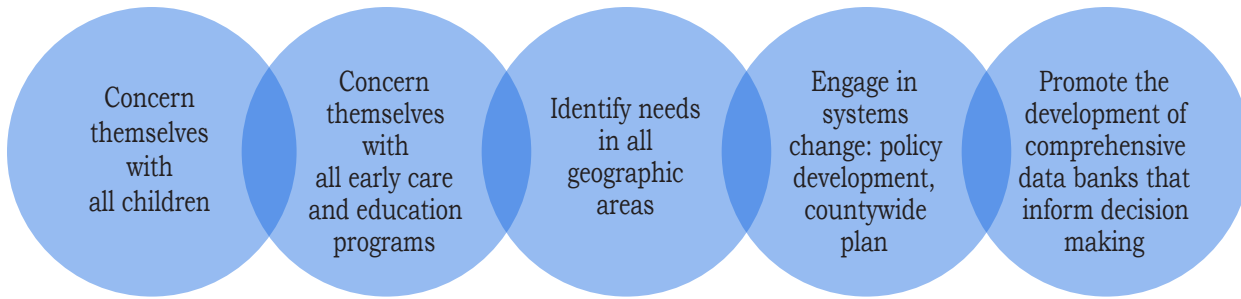
In order to ensure effectiveness, councils are highly encouraged to strengthen partnerships with both public and private organizations in each county. Furthermore, LPCs are intended to serve as a forum to address the early care and education needs of all families in the community and all early care and education programs – including both subsidized and non-subsidized child care.

C. Mandates

The mandates and responsibilities of Local Planning Councils are defined in welfare reform legislation and are included as part of the Education Code. Per California Education Code, Section 8499.3-8499.7, Local Planning Councils are mandated to:

- SUPPORT training and professional development of early care and education professionals
- DEVELOP priorities for allocation of state and federal child care funds
- COLLABORATE with community organizations and government agencies to provide families the best possible early learning and care services
- PROMOTE access to high-quality early care and education services
- ASSESS the County’s overall child care needs
- PREPARE a countywide child care plan to mobilize public and private resources





The graphic above is a conceptualization of the roles and responsibilities of the LPC in the community.

D. Role in Local Infrastructure

According to Education Code Section 8499.3a, Local Planning Councils are intended to serve as a forum for the identification of local priorities for early care and education services and the development of policies to meet the needs identified within those priorities.

The LPC is composed of a diverse group of stakeholders representing parents, child care professionals (home-based, center-based, private, state-funded and non-profit), public agency representatives, community agencies and other discretionary community experts representing special populations. LPC membership may include: resource and referral agencies, state-funded contractors, Head Start, City and County Coordinators, First 5, community foundations, tribal agencies, K–12 educators, and higher education institutions. Such diverse membership structure makes Local Planning Councils a microcosm of the Early Care and Education (ECE) system.

Local Planning Councils are responsible for supporting all types of early care and education programs representing the diverse ECE delivery system in the State of California. In requiring LPCs, the federal government saw the need to establish independent, diversified groups which could quantify the need for child care and development services and determine which areas (within each county) had the greatest need for subsidized care. Specifically, LPCs have been charged with collaborating with subsidized and non-subsidized child care providers, county welfare departments and human service agencies, regional centers, job training programs, employers, integrated child and family service councils, tribal councils, local and state children and families commissions, parent organizations, early start family resource centers, local resource and referral programs and other interested groups that make-up the local early care and education infrastructure (Education Code, Section 8231(6)). **Local Planning Councils are strong agents in the community that promote connection, collaboration, and coordination among historically isolated programs, services, and stakeholders.**





III. Reports: Data as a Basis for Decision-Making

A. Needs Assessment Key Findings

One of the primary responsibilities of the LPC is to assess the county's overall child care needs for families with children 0 to 12 years of age at least once every five years.

In 2013, the LPC completed a needs assessment of child care for Contra Costa at the county level. To access the complete Needs Assessment Report visit: <http://www.plan4kids.org>.

Status of Children in 2010

- ◆ **Total Children 0 to 12:** 183,500 or 17.5% of total population in 2010
38,823 children 0 to 2 years old or 21% of total 0 to 12 children
42,470 children 3 to 5 years old or 23% of total 0 to 12 children
102,209 children 6 to 12 years old or 56% of total 0 to 12 children
- ◆ **Ethnicity:** 35.2% Hispanic/Latino, 34.7% Caucasian, 13.2% Asian American/Pacific Islander, 9.1% African American, 7.6% multi-racial
- ◆ **Non-English Language Spoken:** 22% Spanish, 1.5% Filipino, and seven other languages spoken with less than 1% each
- ◆ **Labor Force Participation Rate of Working Parents:** Children under 6 years old: 63%; and children over 6 years old: 69%; significantly up from 2006 figures (54% and 65%, respectively)

Child Care Facilities / Supply and Demand for Licensed Care and Subsidized Care in 2012

- ◆ **Child Care Facilities or Providers:** 1,554 total
648 small family child care homes
437 large family child care homes
361 child care centers
108 licensed exempt programs
- ◆ **Estimated Supply:** 52,942 total child care spaces
5,448 infant spaces (10% of supply)
23,403 preschool spaces (44% of supply)
24,091 school age spaces (46% of supply)
- ◆ **Estimated Demand:** 60,384 total child care spaces
8,992 infant spaces needed (16% of demand)
23,928 preschool spaces needed (34% of demand)
27,465 school age spaces needed (50% of demand)
- ◆ **Child Care Gap:** Shortfall of 7,442 spaces
Infant: 3,544 spaces shortfall
Preschool: 525 spaces shortfall
School Age: 3,373 spaces shortfall
- ◆ Preschool care shows that 98% of demand is being met overall, though individual areas or cities may have a shortfall.
- ◆ Infant care shows significant shortfalls, with about 39% shortage and school age care has a 12% shortfall.

Needs Assessment Key Findings

In 2006 the total number of 0 to 12 year olds was 178,716 and in 2012 it increased to 183,502 or by about 3%. Percentagewise, there was no increase or decrease in children as a percent of population, just a slight increase in actual numbers as the overall County population increased.

- **Ethnicity of children** in Contra Costa County ages 0 to 12 years has changed significantly since 2006. In 2006, Caucasians made up 65% of the population, followed by 18% Hispanic, 11% Asian and 9% African-American. As of 2010 (latest year of available data), Hispanic/Latino make up 35.2% and Caucasians make up 34.7%, followed by Asian American/Pacific Islander at 13.2%; African-American remains at about 9%.
- In 2006, the **Labor Force Participation Rates (LFPRs)** for families of children ages 6 and under was 54% and for children over 6 it was 65%. They have increased to 63% for children 6 and under and to 69% for children over 6 years, which is representative of the economic downturn and more parents needing to return to work.
Currently, **39% of infant care demand is not met, 12% of preschool demand is not met, and 12% of school age demand is not met.** Many preschools enroll children at 2 years 9 months, so some of the infant demand is being accommodated by preschool programs.
- **Child care supply** increased overall. The number of small Family Child Care Homes (FCCHs) declined from 889 in 2006 to 648 in 2012. Large FCCHs increased from 384 to 437, and the number of child care centers increased from 284 in 2006 to 361 in 2012. In the 2012 study we are also counting more types of school age care, including some unlicensed park and recreation programs provided by cities.
- In 2012, approximately 32% of children come from families earning less than \$49,999. There are about 38,000 children who live in families that make less than **70% of the state median income.**
- Currently, **there is 52% unmet need for subsidized care** in Contra Costa County. There are 18,359 subsidized child care spaces, while about 38,600 children, 0 to 12, qualify for subsidies. Although the ratio varies by age, in general about 1 out of every 2 children in need and that qualify for subsidized care are not receiving the care they need.
- The percent of **children with special needs** (those with IFSPs or IEPs) remained at about 7% of all children ages 0 to 12 years old in both 2006 and 2012. The actual number increased by approximately 13% from 12,355 to 14,103.
- The number of children in **migrant families** decreased from 267 children in 2006 to almost 100 children in 2012. Children from migrant families are served in other programs not specific to migrant families; numbers not available for this population.
- The number of children in **Children and Family Services** declined from 2006, from 1,637 to 1,149 in 2011, the latest year of available data. About 7,100 children were referred to Children and Family Services in 2012.



B. Economic Impact Report Key Findings

The Economic Impact Report published by the LPC analyzes the benefits and impacts of the child care industry for Contra Costa County's Economy. The analysis includes dollars spent directly on child care, dollars spent by the child care workforce, and dollars spent by workers who contribute to the economy because they are able to utilize child care. To access the complete Economic Impact Report visit: <http://www.plan4kids.org>.

Key Findings

- For every \$1 spent in the county on child care, an additional \$0.68 is generated in spending.
- In 2012, \$300 million was spent (annually) on child care in Contra Costa County. This \$300 million spent on child care generated an additional \$203 million in economic activity and supported 7,700 total jobs countywide.
- For every direct job in child care, an additional 0.23 jobs are created in the local economy. These jobs, in turn, support employment in other sectors, principally financial sector and related activities, and food and beverage services.
- The adjusted Gross Annual Child Care Parent Fees collected was \$211 million in 2012. Estimates of child care annual expenses were based on licensed spaces available, and an average weekly cost by type of child care.

Monthly Average Cost of Child Care: The following table summarizes the average cost of child care by age, and type, countywide.

Cost of Care by Age Group and Facility Type – December 2012 Contra Costa County Needs Assessment – 2012

Age	Infants 0–2 Years	Preschool 3–5 Years	School-Age 6–12 Years
Monthly Rates for Center-Based Care (1)			
Center Full-Time Maximum	\$1,272	\$863	\$765
Center Full-Time Average	\$1,014	\$726	\$604
Center Part-Time Maximum	\$1,055	\$682	\$482
Center Part-Time Average	\$708	\$495	\$349
Monthly Rates for Family Child Care Homes (1)			
FCCH Full-Time Maximum	\$871	\$812	\$657
FCCH Full-Time Average	\$690	\$651	\$545
FCCH Part-Time Maximum	\$800	\$659	\$549
FCCH Part-Time Average	\$562	\$480	\$394
Monthly Reimbursable Rates for Center-Based Care (2)			
Center Full-Time Maximum	\$1,251	\$830	\$691
Center Full-Time Average	\$975	\$677	\$534
Center Part-Time Maximum	\$882	\$622	\$423
Center Part-Time Average	\$648	\$442	\$311

(1) Data on weekly child care rates provided by the Kathi Hamilton, Contra Costa Child Care Council.

(2) These rates are the Regional Market Rate ceilings at the 85th percentile of the 2005 Regional Market Rate Survey, and the Licensed-exempt child care providers ceilings at 60% of the Family Child Care Home ceilings effective July 1, 2012, as provided by R. Fernandez, April 2013.

Sources: California Department of Education; Brion & Associates.

IV. Comprehensive Early Care and Education Plan

A. Prioritizing Issues and Goal Development

The LPC's Executive Committee had the main task of updating the Comprehensive Countywide Care Plan 2008–2011. The plan's update is based on the data findings from the LPC's needs assessment and are guided by the key issues and elements identified in California's Comprehensive Early Learning Plan (CCELP).

Following the completion of the Contra Costa Child Care Needs Assessment, the LPC hosted a Community Input Session to share key findings from the needs assessment and to gather input from over 40 key stakeholders in Contra Costa County, representing County government, health services, mental health, early childhood education, County Office of Education, social services, higher education institutions, non-profits, public libraries, and community foundations about key issues faced by children and families. The plan identifies key goal areas and objectives that align with the LPC's Vision and Mission.



In 2008, the LPC established guiding principles that serve as the philosophical foundation to guide the development of the Countywide Child Care Plan for Contra Costa. These principles also align with the key drivers identified in California's Comprehensive Early Learning Plan (CCELP) developed by the Early Education and Support Services Division of the California Department of Education.

B. Establishing a Guiding Framework of Key Principles

- Quality early care and education for all children from birth to 12 years of age
- Child care capacity to fill the unmet need for licensed child care spaces
- Inclusion of children of all abilities in a diversity of programs
- Affordability of care for families of all income levels
- Development of a professional early childhood workforce for all children in care in Contra Costa County

C. Collaboration

The Comprehensive Countywide Early Care and Education Plan is developed under the premise that COLLABORATION is fundamental to complete the goals and objectives identified. The goal is to support the existing early care and education infrastructure in Contra Costa by promoting dialogue, reflection, and partnerships amongst local stakeholders. Through collaboration we can leverage funding, resources, and human capital.

D. Goals and Strategies

GOAL 1: Access to Quality Child Care

Objective 1.a

Insure that all subsidized spaces currently available in Contra Costa County are utilized. Ensure state funds are utilized with maximum effectiveness within the County. (e.g. support use of Voluntary Temporary Transfer of Funds)

Objective 1.b

Advocate for sufficient funding to support quality child development programs in identified priority areas. (See Contra Costa Local Funding Zip Code Priorities)

Objective 1.c

Collaborate with the Contra Costa Child Care Council (the local child care resource and referral agency) to promote expansion of quality child development programs.

Goal 1 Performance Measures

1. There is an increase in the number of slots available for full-day child care services provided for infant/toddler and on site school services for school age children.
2. There is an increase in the amount of available subsidized or free child care services and facilities.
3. There is an increased number of qualified early childhood professionals caring for children with special needs.
4. There is an increase in the number of high quality early care and education programs aligned with accreditation standards and/or California's Quality Rating and Improvement System (QRIS).
5. Quality indicators are promoted, exemplified, published and acknowledged by all early care and education programs, parents and leaders in the county.
6. Increase in the number of quality and supervised after school programs for youth throughout the county.

GOAL 2: Develop and Nurture a Trained ECE Workforce

Objective 2.a

Coordinate and collaborate with local quality improvement initiatives to retain and advance the Early Care and Education workforce in Contra Costa County.

Objective 2.b

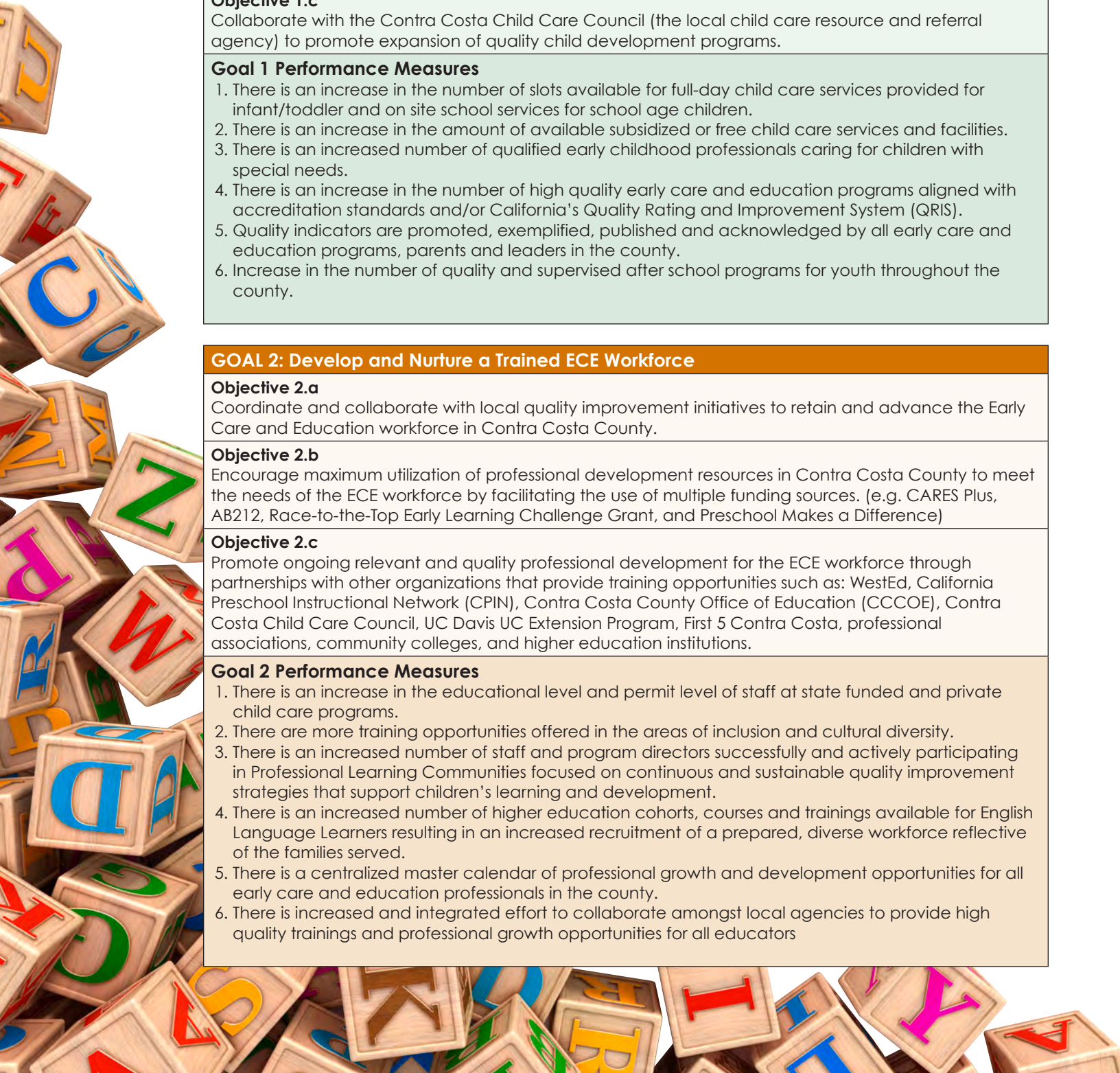
Encourage maximum utilization of professional development resources in Contra Costa County to meet the needs of the ECE workforce by facilitating the use of multiple funding sources. (e.g. CARES Plus, AB212, Race-to-the-Top Early Learning Challenge Grant, and Preschool Makes a Difference)

Objective 2.c

Promote ongoing relevant and quality professional development for the ECE workforce through partnerships with other organizations that provide training opportunities such as: WestEd, California Preschool Instructional Network (CPIN), Contra Costa County Office of Education (CCCOE), Contra Costa Child Care Council, UC Davis UC Extension Program, First 5 Contra Costa, professional associations, community colleges, and higher education institutions.

Goal 2 Performance Measures

1. There is an increase in the educational level and permit level of staff at state funded and private child care programs.
2. There are more training opportunities offered in the areas of inclusion and cultural diversity.
3. There is an increased number of staff and program directors successfully and actively participating in Professional Learning Communities focused on continuous and sustainable quality improvement strategies that support children's learning and development.
4. There is an increased number of higher education cohorts, courses and trainings available for English Language Learners resulting in an increased recruitment of a prepared, diverse workforce reflective of the families served.
5. There is a centralized master calendar of professional growth and development opportunities for all early care and education professionals in the county.
6. There is increased and integrated effort to collaborate amongst local agencies to provide high quality trainings and professional growth opportunities for all educators



GOAL 3: Foster and Promote Coordination and Collaboration With the Community**Objective 3.a**

Provide leadership and facilitate ongoing communication mechanisms to cross-pollinate information and resources among key stakeholders in the ECE local system including but not limited to: CCCOE, School Districts, LPC, Child Care Council, First 5 Contra Costa, Community Services Bureau, Department of Health Services, Community Foundations, higher education, and others. (e.g. Contra Costa Early Childhood Leadership Alliance-ECLA)

Objective 3.b

Plan and coordinate the Annual Young Children's Issues Forum as a vehicle for ongoing community engagement, advocacy development and education about relevant and comprehensive children's issues that relate to access and affordability of quality child care, an educated ECE workforce, parent education, and systemic issues.

Objective 3.c

Insure that cities and county departments and state legislators are fully informed about local child care needs and priorities and utilize the LPC as a local resource for providing information and advice on planning and coordination of services that address county specific child care needs.

Goal 3 Performance Measures

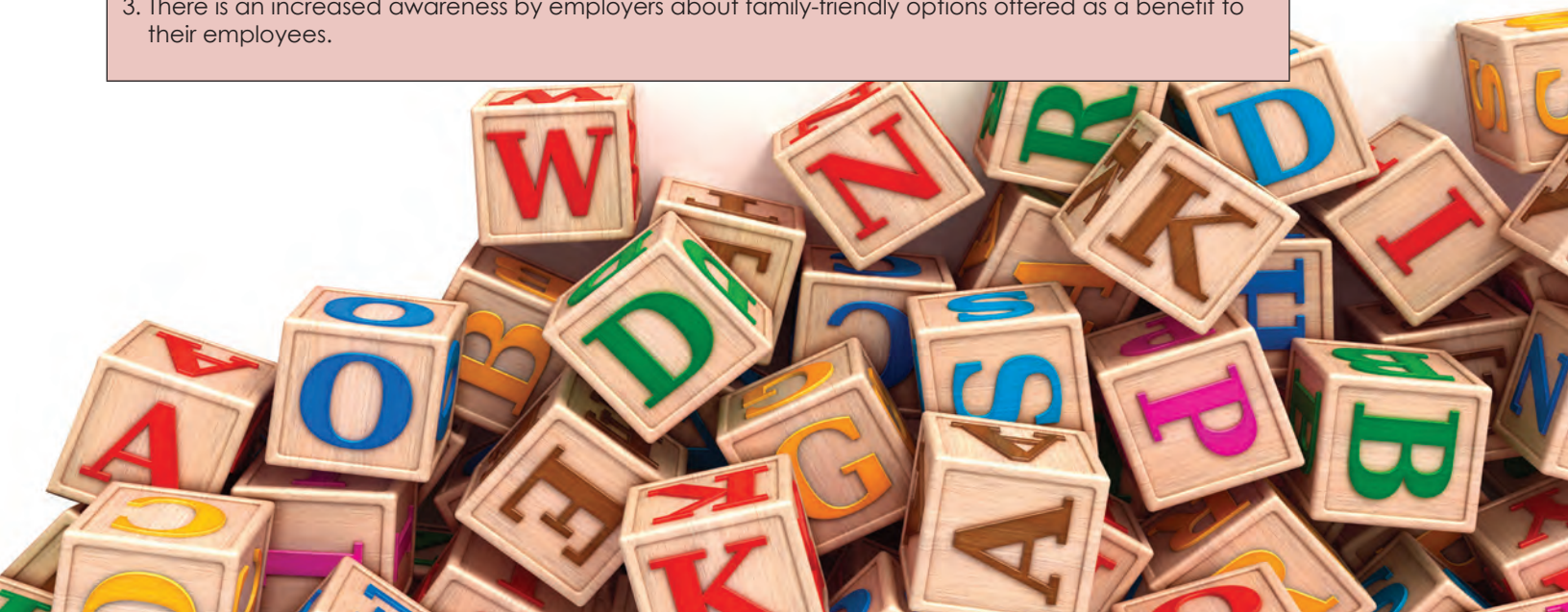
1. Members of the community (parents, early care and education professionals, government, business, and advocates) have access to information, data, current research, advocacy tools, and resources on early care and education issues through a centralized source.
2. Linkages between community agencies, schools, government, and businesses are established and used to improve coordination of services.
3. There is a strong commitment, investment, support, and participation from all members of the community in the Annual Young Children's Issues Forum as they await for this countywide annual event that promotes awareness of key trends and issues in early care and education; and that educates and advocates on behalf of young children.

GOAL 4: Advise Sponsoring Entities on Local Issues and Priorities Related to Early Education and Care**Objective 4.a**

Support and promote the development of educational campaigns on quality early education and care services and the economic benefit of child care for the public and the local economy. (See LPC Economic Impact Report of Child Care in Contra Costa County)

Goal 4 Performance Measures

1. Early care and education is recognized as the foundation of the education continuum.
2. Child care is considered an essential need for the community and it is prioritized in general plans and policy platforms of city and county departments, housing agencies, and planners.
3. There is an increased awareness by employers about family-friendly options offered as a benefit to their employees.



V. Local Funding Zip Code Priorities

*Excerpt from Management Bulletin 09-05,
California Department of Education:*

California Education Code (EC) Section 8499.5 (a) through (d) requires the LPCs to review local, State and Federal data and provide the CDE with an updated listing of their local child care and development funding priorities by May 30 every year. In 1998, Assembly Bill 1857 amended EC Section 8279.3 to include specific expanded mandates for LPCs to identify local funding priorities for the distribution of new state general child care and development and preschool funding to promote equal access to child development services across the state, based on direct impact indicators of need.



The EC language specifies how LPCs are to conduct their yearly review of child development services to identify gaps in services and funding priorities in order to ensure that all the child care and preschool needs of the county are met to the greatest extent possible given limited resources.

The LPC priorities will be used by the CDE to determine future child care and development funding decisions for State subsidized services.

Local Planning Councils develop priorities for funding using the following:

- A. Census zip code data as a baseline to estimate the number of children eligible for State funded child development services (including Head Start and Early Head Start). Other pertinent local data, such as county growth factors, planning department data, or school district growth data, is then applied to achieve the most accurate estimate.
- B. CDE and other available zip code level data to determine the number and percent of eligible children served or not served by State funded child development services, Head Start or Early Head Start.

The data are then analyzed using the Priority 1, 2, and 3 number and percentage thresholds and methodology, determined by the CDE, to assign county zip codes to Priority 1, 2, or 3 designations. These priorities are first reviewed and approved by the members of the LPC for each county. Next, the priorities are made available for public review and finally reviewed and approved by the County Office of Education and County Board of Supervisors at a public hearing as prescribed in State regulations.

To access Contra Costa LPC funding Zip Code Priorities visit: <http://www.plan4kids.org> OR the California Department of Education website: <http://www.cde.ca.gov/sp/cd/re/lpc.asp>

Acknowledgments:

The Contra Costa Local Planning and Advisory Council for Early Care and Education would like to thank all of the individuals who participated in the planning process and organizations that serve on the council or otherwise contributed to the development of the Comprehensive Countywide Early Care and Education Plan 2014–2017.

LPC Executive Committee Members:

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This plan was developed with funding from the Early Education and Support Services Division of the California Department of Education. The contents do not necessarily reflect the position or policy of the California Department of Education.





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