

Table II.A.1-1
Comprehensive Approaches to Raising
Educational Standards (CARES)
Recipients by Position and City/Location
Data Item: II.A.1
Contra Costa Preschool Makes a
Difference Study

City or Area	Family Child Care Homes							Child Care Centers					
	Assistant	Associate Teacher	Teacher	Master Teacher	Site Supervisor	Program Director	Total FCCH	Assistant	Associate Teacher	Teacher	Master Teacher	Site Supervisor	Program Director
Alamo	-	-	-	-	-	-	-	-	-	-	-	-	-
Albany	-	-	-	-	-	-	-	-	-	-	-	1	-
Antioch	7	2	-	-	1	1	11	-	10	3	3	7	-
Bethel Island	-	-	-	-	-	-	-	-	-	-	-	-	-
Blackhawk	-	-	-	-	-	-	-	-	-	-	-	-	-
Brentwood	1	-	-	-	-	-	1	-	-	1	-	-	1
Byron	1	-	-	-	-	-	1	-	-	-	-	-	-
Canyon	-	-	-	-	-	-	-	-	4	-	4	4	-
Clayton	1	-	-	-	-	-	1	5	15	10	4	8	1
Concord	1	1	-	-	-	-	2	4	4	5	2	2	1
Crockett	-	-	-	-	-	-	-	-	-	-	-	-	-
Danville	-	1	-	-	-	-	1	-	1	-	-	1	-
Diablo	-	-	-	-	-	-	-	-	-	-	-	-	-
El Cerrito	2	-	1	1	-	-	4	-	1	-	-	-	-
Hercules	-	-	-	-	-	-	-	2	2	1	-	-	-
Knightsen	-	-	-	-	-	-	-	3	7	2	1	2	-
Lafayette	-	-	-	-	-	-	-	-	-	-	-	-	-
Martinez	-	-	-	-	-	-	-	-	4	1	-	1	1
Moraga (1)	-	-	-	-	-	-	-	2	4	1	-	1	-
Oakley	-	1	-	-	-	-	1	2	10	4	3	10	1
Orinda	-	-	-	-	-	-	-	-	-	-	-	-	-
Pinole	2	-	1	-	1	1	5	-	-	-	-	-	-
Pittsburg	-	1	-	-	-	-	1	3	6	-	-	1	-
Pleasant Hill	-	-	1	-	-	-	1	-	-	-	-	-	-
Port Costa	-	-	-	-	-	-	-	-	-	-	-	-	-
Richmond	2	1	2	-	-	-	5	7	3	1	-	1	-
Rodeo	-	-	-	-	-	-	-	-	2	-	-	-	-
San Pablo	-	5	-	-	-	-	5	-	-	-	-	-	-
San Ramon	1	1	-	-	-	-	2	11	17	8	2	6	2
Walnut Creek	1	1	-	-	-	-	2	4	25	10	4	10	2
Total All Cities or Areas	19	14	5	1	2	2	43	44	116	47	23	55	9
Percent of Total	5.6%	4.1%	1.5%	0.3%	0.6%	0.6%	12.7%	13.0%	34.2%	13.9%	6.8%	16.2%	2.7%

(1) Moraga also includes data for St. Mary's College.

Sources: Contra Costa County Office of Education, Local Child Care Planning Council;
 Brion & Associates.

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Comprehensive Approaches to Raising
Educational Standards (CARES)
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Contra Costa Preschool Makes a
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City or Area	Total All Child Care Facilities								Percent Distribution
	Total Centers	Assistant	Associate Teacher	Teacher	Master Teacher	Site Supervisor	Program Director	All Facilities	
Alamo	-	-	-	-	-	-	-	-	0.0%
Albany	1	-	-	-	-	1	-	1	0.3%
Antioch	23	7	12	3	3	8	1	34	10.0%
Bethel Island	-	-	-	-	-	-	-	-	0.0%
Blackhawk	-	-	-	-	-	-	-	-	0.0%
Brentwood	2	1	-	1	-	-	1	3	0.9%
Byron	-	1	-	-	-	-	-	1	0.3%
Canyon	12	-	4	-	4	4	-	12	3.5%
Clayton	43	6	15	10	4	8	1	44	13.0%
Concord	18	5	5	5	2	2	1	20	5.9%
Crockett	-	-	-	-	-	-	-	-	0.0%
Danville	2	-	2	-	-	1	-	3	0.9%
Diablo	-	-	-	-	-	-	-	-	0.0%
El Cerrito	1	2	1	1	1	-	-	5	1.5%
Hercules	5	2	2	1	-	-	-	5	1.5%
Knightsen	15	3	7	2	1	2	-	15	4.4%
Lafayette	-	-	-	-	-	-	-	-	0.0%
Martinez	7	-	4	1	-	1	1	7	2.1%
Moraga (1)	8	7	1	1	-	1	-	10	2.9%
Oakley	30	2	11	4	3	10	1	31	9.1%
Orinda	-	-	-	-	-	-	-	-	0.0%
Pinole	-	2	-	1	-	1	1	5	1.5%
Pittsburg	10	3	7	-	-	1	-	11	3.2%
Pleasant Hill	-	-	-	1	-	-	-	1	0.3%
Port Costa	-	-	-	-	-	-	-	-	0.0%
Richmond	12	9	4	3	-	1	-	17	5.0%
Rodeo	2	-	2	-	-	-	-	2	0.6%
San Pablo	-	-	5	-	-	-	-	5	1.5%
San Ramon	46	12	18	8	2	6	2	48	14.2%
Walnut Creek	55	5	26	10	4	10	2	57	16.8%
Total All Cities or Areas	294	68	127	52	24	57	11	339	100%
Percent of Total	86.7%	20.1%	37.5%	15.3%	7.1%	16.8%	3.2%	100.0%	

Table II.A.1-2
Number of CARES Grantees and Dollars Awarded by Type of Grant
Data Item: II.A.1
Contra Costa Preschool Makes a

Position	Grad Degree	Initial	UP-AT	UP-T/MT	UP-SS/PD	REW	REW+	REW-PG	REW-PG+	REW-CMB	Total
	\$2,000 each	Stipend \$750 each									
Assistant	-	56	-	-	-	6	2	-	-	-	64
Associate Teacher	-	52	29	-	1	17	31	-	-	4	134
Teacher	-	17	-	21	-	9	6	-	-	3	56
Master Teacher	1	4	-	19	-	1	1	-	-	1	27
Site Supervisor	-	14	-	-	30	4	8	1	1	1	59
Program Director	-	4	-	-	4	-	1	1	1	-	11
Total Grantees	1	147	29	40	35	37	49	2	2	9	351
Amount of Grant	\$2,000	\$110,250	\$14,500	\$60,000	\$70,000	\$18,500	\$41,650	\$1,000	\$1,700	\$4,500	\$324,100

Note the total on this chart includes a few individuals who have received more than one grant and thus the totals are different.

Sources: Contra Costa County Office of Education, Local Child Care Planning Council; and Brion & Associates.

Table II.A.1-3
Number of CARES Facilities Funded and Amounts Awarded: FY 2005-2006
Data Item: II.A.1
Contra Costa Preschool Makes a

Item	Family Child Care Homes	Child Care Centers	Total
# of Funded Participants 2005-06	43	308	351
# of Participants Funded through Stipends	43	207	250
# of Participants Funded through REWARDS Program		101	101
Total # of Incentives Paid	43	308	351
Amount Funded in 2005-06 through Stipends	\$36,250	\$220,500	\$256,750
Amount Funded in 2005-06 through REWARDS		\$66,650	\$66,650
Total Amount in Incentives Funded	\$36,250	\$287,150	\$323,400
Average Amount Received Per Home or Center	\$843	\$932	\$921

Note the total on this chart includes a few individuals who have received more than one grant and thus the totals are different.

Sources: Contra Costa County Office of Education, Local Child Care Planning Council; and Brion & Associates.

II.A.2 PROFESSIONAL DEVELOPMENT PROGRAM DESCRIPTION

The Professional Development Program (PDP) was developed to improve care in Early Childhood Programs in Contra Costa County by increasing provider quality and stability and to provide financial and educational supports for professional development to all child care providers (family child care as well as center based care, both publicly and privately funded). This comprehensive effort, funded by First Five Contra Costa, the U.S. Department of Health and Human Services and the State of California, has been in operation since April 2001.

Primary partners in the PDP are the Contra Costa Child Care Council, the County Office of Education, and three Community Colleges (Los Medanos, Diablo Valley and Contra Costa College). The programs that are part of PDP include: CARES, the Early Learning Demonstration Project, the Inclusion Project, the Early Learning Alliance, and career advising and scholarships through the community colleges. First Five has also placed advertisements in local newspapers to publicly recognize child care providers for their accomplishments.

Currently, First 5 funds the Community Colleges to provide advising and counseling services for providers applying for a permit and a stipend. It funds the Child Care Council to support and work with the Family Child Care Association and to lead the Early Demonstration Project (ELDP-for accreditation – see **Data Item IV.B.1**). The County Office of Education is funded by First 5 to maintain the Comprehensive Approaches to Raising Educational Standards (CARES) database and to assist all other partner agencies in the Permit application intake and audit process. The COE also processes Child Development Permits and issues a TCC (Temporary County Certificate) for applicants and forwards them to the Child Development Training Consortium (to waive application fees).

II.B. WORKFORCE CENSUS REPORT FOR BAY AREA

First 5 California commissioned the University of Berkeley's Center for the Study of Child Care Employment and the California Child Care Resource and Referral Network to conduct a comprehensive statewide survey of the child care workforce. The result, articulated in the *California Early Care and Education Statewide Workforce Study*, contains information based on telephone surveys completed with a randomly selected sample of 1,800 licensed child care center directors and 1,800 licensed family child care home providers in four regions throughout California. The survey analyzed various characteristics of the workforce, including demographic data, educational attainment, wages, and tenure. While this survey does not include data for Contra Costa County specifically, the data collected on the workforce in the Bay Area may be generalized to the county.¹

Family Child Care Findings: Age and Tenure

On average, licensed family child care providers are 46 years of age. The average age of a Bay Area provider is 47.9 years, two years older than the next oldest group of providers in Southern California. Statewide, nearly one-quarter of the family child care workforce is nearing retirement, and less than 10% of providers are under age 30.

Thirty-four percent of providers have been in the field for 15 years or more, a significantly higher percentage than other parts of the State.

Ethnicity

In the Bay Area, 51% of providers are White, Non-Hispanic, while 19% are Latina, 18% are African American, and 8% are Asian/Pacific Islander. Over 3% are Multiethnic, and less than .5% are American Indian or Alaska Native. The ethnic composition of providers is more reflective of the ethnic composition of California's children than that of the K-12 teacher population.

Child Enrollment

Family child care providers generally receive two types of licenses: a small family child care license, which allows a provider to care for up to eight children; or a large family child care license, which allows a provider to care for up to 14 children. This study asked providers how many children were currently enrolled in their programs. Small family child care providers enrolled an average of 5.8 children, while large family child care providers enrolled an average of 9.9 children. This is less than 75% of their capacity.

¹ To obtain a copy of the full reports, visit the *California Early Care and Education Statewide Workforce Study* website: <http://www.iir.berkeley.edu/cscce/index.html>.

Special Needs

Over 20% of family child care providers reported that they care for at least one child with a disability or special emotional or physical needs.

Educational Attainment

Family child care providers in the Bay Area are twice as likely to hold a Bachelor's degree (18%) than providers in the Central Valley. This is reflective of the regional differences in educational levels of all women in the State.

Assistants

Seventy percent of Bay Area providers do not employ an assistant in their home, while 11.7% of providers employ two or more assistants.

Training in Special Needs and Dual Language Learning

More providers have engaged in training or coursework related to caring for children with special needs, while significantly fewer have taken training or coursework related to dual language learning. This is primarily due to the availability of these classes.

Center-Based Findings: Age and Tenure

Bay Area teachers are more likely to be 50 years older than teachers from other regions of the State. Bay Area teachers, along with Southern California teachers, also reported longer rates of tenure than teachers in the Central Valley and Northern California. However, a typical teacher and assistant teacher have been in their positions for less than five years.

Ethnicity

On average, assistants are more likely to be women of color than teachers and directors. Still, the overall ethnic composition of child care workforce is more reflective of the ethnic composition of California children birth to five than that of the K-12 workforce. In the Bay Area, 41% of assistants, 52% of teachers, and 65% of directors are White, Non-Hispanic.

Average Number of Teachers

Licensed California centers, on average, employ six teachers, three assistant teachers, and one director.

Special Needs

The study estimates that almost 56% of child care centers serve at least one child with special needs.

Educational Attainment

Teachers in the Bay Area are more likely to hold a Bachelor's degree (33.7%) than teachers from other parts of the State. Many degree holders received their degrees from foreign institutions.

Wages

The Bay Area pays higher wages than other parts of the State where the cost of living is lower, but wages continue to be low compared to K-12 teacher salaries.

The average highest wage paid to a Bay Area teacher with a Bachelor's degree is \$18.62 per hour. The average lowest wage paid to a Bay Area teacher with a Bachelor's degree was \$15.47 per hour. These rates are significantly lower than those paid to K-12 teachers, who often have a shorter work year. For assistants, the average highest wage is \$11.80 per hour.

Turnover

On average, 22% of teachers and 26.4% of assistants left their positions within the past year. This is twice the rate of K-12 teachers. Turnover rates in the Bay Area are lower than other parts of the State, which may be related to higher wages paid to teachers in the Bay Area on average.

Training in Special Needs and Dual Language Learning

Bay Area teachers had lower rates of training (52.7%) and coursework (29.3%) related to working with children with special needs than teachers in other parts of the State. Teachers in the Bay Area also have the lowest rates of completing training (24.2%) and coursework (15.7%) related to dual language learning than teachers in other parts of the State.

Table II.C.1-1
History of Child Development Permits for Contra Costa County Submitted to the
CA Commission on Teacher Credentialing by the Child Development Training Consortium
August 1, 1996 through July 31, 2005
Data Item: II.C.1
Contra Costa Preschool Makes a Difference Data Study

Fiscal Year	Assistant	Associate Teacher	Teacher	Master Teacher	Site Supervisor	Program Director	School -Age Emphasis	Renewals	Total Permits Processed	Percent Distribution
1996-97	0	4	8	*	*	*	**	*	12	0.7%
1997-98	0	12	6	0	6	*	**	*	24	1.3%
1998-99	3	33	10	5	12	0	**	*	63	3.4%
1999-2000	2	27	24	8	20	0	**	1	82	4.5%
2000-01	3	33	23	5	20	4	**	2	90	4.9%
2001-02	4	34	15	0	1	0	**	0	54	3.0%
2002-03 (1)	11	43	13	7	11	2	0	2	89	4.9%
2003-04 (2)	210	367	102	48	64	15	0	9	815	44.6%
2004-05 (3)	<u>157</u>	<u>204</u>	<u>71</u>	<u>46</u>	<u>55</u>	<u>26</u>	<u>13</u>	<u>28</u>	<u>600</u>	<u>32.8%</u>
Total	390 21%	757 41%	272 15%	119 7%	189 10%	47 3%	13 1%	42 2%	1,829 100%	100%

* Funding not available to process these levels through the Child Development Training Consortium.

** The Child Development Permit with a School-Age Emphasis became available in July 2002.

(1) The 2002-2003 Child Development Permits were funded by both the Department of Education, Child Development Division and the California Children and Families Commission.

(2) The 2003-2004 Child Development Permits were funded by both the Department of Education, Child Development Division and the California Children and Families Commission.

(3) The 2004-2005 Child Development Permits were funded by both the Department of Education, Child Development Division and First 5 California.

Note this list is comprised of teacher permits processed by the Child Development Training Consortium only and does not include all permitted child development teachers working in Contra Costa.

Sources: Child Development Training Consortium; LINCC; Brion & Associates.

Table II.C.1-2

**Bay Area Comparison of Child Development Permits Submitted to the
CA Commission on Teacher Credentialing by the Child Development Training Consortium
August 1, 1996 through July 31, 2005**

Data Item: II.C.1

Contra Costa Preschool Makes a Difference Study

County	Total Teacher Permits Processed 1996 to 2005	Total Population as of 2005 (1)	Percentage of Population
Alameda	3,796	1,517,100	0.25%
Contra Costa	1,829	1,016,300	0.18%
Marin	278	251,400	0.11%
San Francisco	2,098	798,000	0.26%
San Mateo	748	723,200	0.10%
Santa Clara	1,386	1,750,100	0.08%
Totals	10,135	6,056,100	0.17%
CCC as % of Total	18%	17%	

(1) Population data from ABAG Projections 05.

Note this list is comprised of teacher permits processed by the Child Development Training Consortium only and does not include all permitted child development teachers working in Contra Costa.

Source: Child Development Training Consortium, Bay Area Census, LINCC, Brion & Associates.