



**CITY OF OAKLAND  
CHILDREN'S INITIATIVE OVERSIGHT COMMISSION  
REGULAR MEETING AGENDA  
Thursday, March 28, 2024**

4:00 PM

1 Frank H. Ogawa Plaza, Oakland, CA  
Hearing Room 2

**Oversight Commission Members:**

Bernadette Zermeno (D-7), Cynthia Adams, Dana Cilono (D-7), Edgar Rodriguez-Ramirez, Jessica Jung (D-2), Kareem Weaver, Kym Johnson (D-4), Lange Luntao, Melanie Moore (D-2), Priya Jagannathan, Rickey Johnson (D-3), Tiffany Rose Lascado (D-6)

**PUBLIC PARTICIPATION**

The Children's Initiative Oversight Commission encourages public participation. The public may observe the meeting in-person or via Zoom. For details on public comment, see below.

**OBSERVE:**

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/86050258798>

Or One tap mobile :

+16694449171,,86050258798# US

+16699009128,,86050258798# US (San Jose)

Or Telephone:

Dial (for higher quality, dial a number based on your current location):

+1 669 444 9171 US

+1 669 900 9128 US (San Jose)

+1 346 248 7799 US (Houston)

+1 719 359 4580 US

+1 253 205 0468 US

+1 253 215 8782 US (Tacoma)

+1 309 205 3325 US

+1 312 626 6799 US (Chicago)

+1 360 209 5623 US

+1 507 473 4847 US

+1 564 217 2000 US

+1 646 558 8656 US (New York)

+1 646 931 3860 US

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+1 305 224 1968 US

**Webinar ID: 860 5025 8798**

International numbers available: <https://us02web.zoom.us/j/kpkWxqW3M>

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**PROVIDE PUBLIC COMMENT:** Below are the ways in which to make public comment within the time allotted for public comment on an eligible Agenda item.

**Comment in advance:**

To send your comment directly to the Oakland Children’s Initiative Oversight Commission and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to Jennifer Cabán at [JCaban@oakland.ca.gov](mailto:JCaban@oakland.ca.gov). Please note that eComment submissions close one (1) hour before posted meeting time. All submitted public comment will be provided to the Oakland Children’s Initiative Oversight Commission prior to the meeting.

**In-Person:**

Each person wishing to speak on items must fill out and submit a speaker's card to staff prior to the meeting. Members of the public can address the Oakland Children’s Initiative Oversight Commission in-person only and shall state their name and the organization they are representing, if any.

If you have any questions about these protocols,  
please e-mail Jennifer Cabán at [JCaban@oakland.ca.gov](mailto:JCaban@oakland.ca.gov).

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*Persons addressing the Children's Initiative Commission shall state their names and the organization they are representing, if any.*

	<b>AGENDA ITEM</b>	<b>SCHEDULE</b>	<b>ACTION</b>	<b>ATTACHMENTS</b>
<b>1</b>	<b>Welcome &amp; Call to Order</b>	04:00 PM	AD	
<b>2</b>	<b>Roll Call &amp; Welcome</b>	5 Minutes	AD	
<b>3</b>	<b>Review of Agenda</b>	5 Minutes	AD	
<b>4</b>	<b>Oakland Children's Initiative – Accountability Officer Status Update</b>	10 Minutes	AD	Attachment 1
<b>5</b>	<b>Data Infrastructure Roadmap: Results Based Accountability (RBA): Annual Reporting &amp; Draft Timeline</b>	35 Minutes	AD	Attachment 2
<b>6</b>	<b>College Access 101 – Dr. Christopher Nellum, Executive Director at The Education Trust-West</b>	45 Minutes	I	
<b>7</b>	<b>Commission Updates – CIOC Priorities Workgroup Update, Co-Chair Identification</b>	15 Minutes	A*	
<b>8</b>	<b>Wrap-Up &amp; Next Steps</b> Call for agenda topics for next meeting	5 Minutes	AD	

**A = Action Item    I = Informational Item    AD = Administrative Item  
A\* = Action, if Needed**

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email [JCaban@oaklandca.gov](mailto:JCaban@oaklandca.gov) or call (510) 238-6840 or (510) 238-2007 for TDD/TTY five days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, o otra ayuda para participar? Por favor envíe un correo electrónico a [JCaban@oaklandca.gov](mailto:JCaban@oaklandca.gov) o llame al (510) 238-6840 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

你需要手語, 西班牙語, 粵語或國語翻譯服務嗎? 請在會議前五個工作天電郵 [JCaban@oaklandca.gov](mailto:JCaban@oaklandca.gov) 或 致電 (510) 238-6840 或 (510) 238-2007 TDD/TTY.



# MEMORANDUM

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**TO:** Children's Initiative Oversight Commission      **FROM:** Jennifer Cabán  
Accountability Officer

**SUBJECT:** Accountability Officer Status Update      **DATE:** March 28, 2024

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## **CIOC March 28, 2024 Meeting**

This informational memo for March 2024 is used to share pertinent, real-time information with the Oakland Children's Initiative Oversight Commission.

As we near the end of Quarter 3 of the fiscal year, it is with pleasure to share updates and accomplishments of our collective work since we last met January 25<sup>th</sup>, 2024.

### **OAKLAND CHILDREN'S INITIATIVE – ADMINISTRATIVE OVERVIEW**

The office continues to create foundational supports to move the Initiative forward while working strategically in building intentional partnerships and infrastructure in addition to focusing on aligned and sustainable multi-year investments. The support and engagement of the Commission is fundamental in this work and excited to further build how we make those intentional connections over time.

- **2-Year Evaluation RFP**
  - ***Timeline***
    - RFP released November 17<sup>th</sup>
    - Pre-Proposal (Bidders Conf) held on November 28<sup>th</sup>
    - Technical Assistance / Questions offered thru December 15<sup>th</sup>
      - Addendum with answers to all questions posted on website and iSupplier on December 15<sup>th</sup>
    - Proposals due on December 22<sup>nd</sup>
    - Proposal evaluated by January 5<sup>th</sup>
    - Bidder Interviews – January 30<sup>th</sup> – February 5<sup>th</sup>
    - RFP Panel Debrief – February 5<sup>th</sup> & 8<sup>th</sup>
    - Reference Checks – February 12<sup>th</sup> – 21<sup>st</sup>
    - Bidders Noticed – February 27<sup>th</sup>
  - ***Road to City Council Approval***
    - Rules & Legislation Committee
    - Life Enrichment Committee
    - City Council

- **Program Plans, Budgets, & Reports** – Implementation Partners are working through reporting structures at the end of the fiscal year and simultaneously beginning the program plans and budgets for FY2024-2025.
- **Communications** – Initial video launched and available on website. Videos 2 and 3 are focused on each fund and Implementation Partner's efforts currently underway.
- **Program Analyst II** – Panel interviews underway. Panel composed of CIOC Commissioner, City staff and community-based partner.
- **Community Building, Workgroups, & Collaboratives**
  - **Implementation Partner (IP) Collaborative** – Meets monthly to work on OCI elements such as program planning, communication, etc.
    - **IP Communication Workgroup** – Subset of Communication Directors to work on administrative and strategic elements of outlined videos. Meets monthly.
    - **IP Program Specific Workgroup** – Program Plan/Budget & Evaluation/Reporting (as needed) – Subset of IP staff to support, troubleshoot, and iterate the work in real-time.
  - **CIOC Priorities Workgroup** – Limited duration group of Commissioners to support the co-creation of the CIOC mission, vision, values, trainings to be presented to and finalized by the full CIOC. Meeting bi-weekly til June 2024.
  - **William Julius Wilson Institute / [Harlem Children's Zone](#)** – In early March, by invitation, participated in a site visit to Harlem Children's Zone with Implementation Partner Oakland Promise to identify opportunities to strategically align and support place-based work in the City of Oakland.
    - **[About WJWI](#)** - William Julius Wilson Institute at Harlem Children's Zone is a national resource for place-based, people-focused solutions that open pathways to social and economic mobility.

As shared earlier, I am happy to field any questions in relation to this report. Please do not hesitate to contact me. Thank you for your leadership, time, and commitment to this work.

In Community,



**Jennifer Cabán**

Accountability Officer, Oakland Children's Initiative  
/ City Administrator's Office

# ROADMAP | DRAFT TOPICS FOR UPCOMING COMMISSION MEETINGS

## MAY 2024

- Data Infrastructure for RBA Reporting
- Technical Training
- 2Year Evaluation
- CIOC Priorities Workgroup

## SEPTEMBER 2024

- Initial FY23-24 IP RBA Reporting
- FY24-25 Program Plans & Budgets
- Technical Training
- 2Year Evaluation

## MARCH 2025

- Learn & Iterate for next fiscal year
- Technical Training
- 2Year Evaluation

## JULY 2024 - RETREAT

- Data Comparisons & Disaggregation
- Programmatic Training
- CIOC Membership
- 2Year Evaluation
- Annual Planning

## JANUARY 2025

- FINAL FY23-24 RBA Reporting & Findings
- Programmatic Training
- 2Year Evaluation

# Results Based Accountability (RBA): Annual Reporting & Draft Timeline

Children's Initiative Oversight  
Commission Meeting

March 28, 2024





# AGENDA

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- Overview
- Data Fragmentation | Early Education / College Access
- Establishing & Improving Data Infrastructure
- Expectations: Upcoming Sample RBA Reporting Tables & Visualization
- Looking Ahead | Roadmap of Upcoming Commission Meetings
- Discussion








# OVERVIEW

# ROADMAP OF UPCOMING COMMISSION MEETINGS

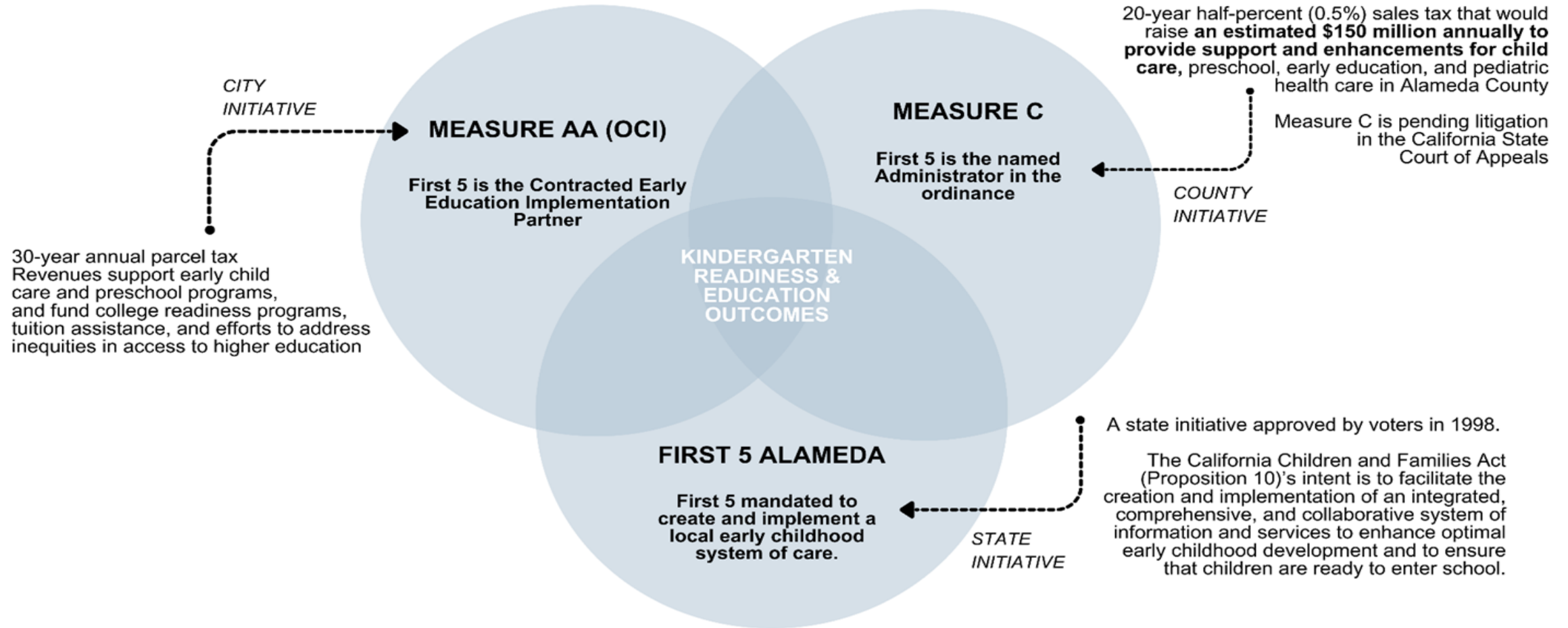
## RBA Reporting, Program Plans & Budgets



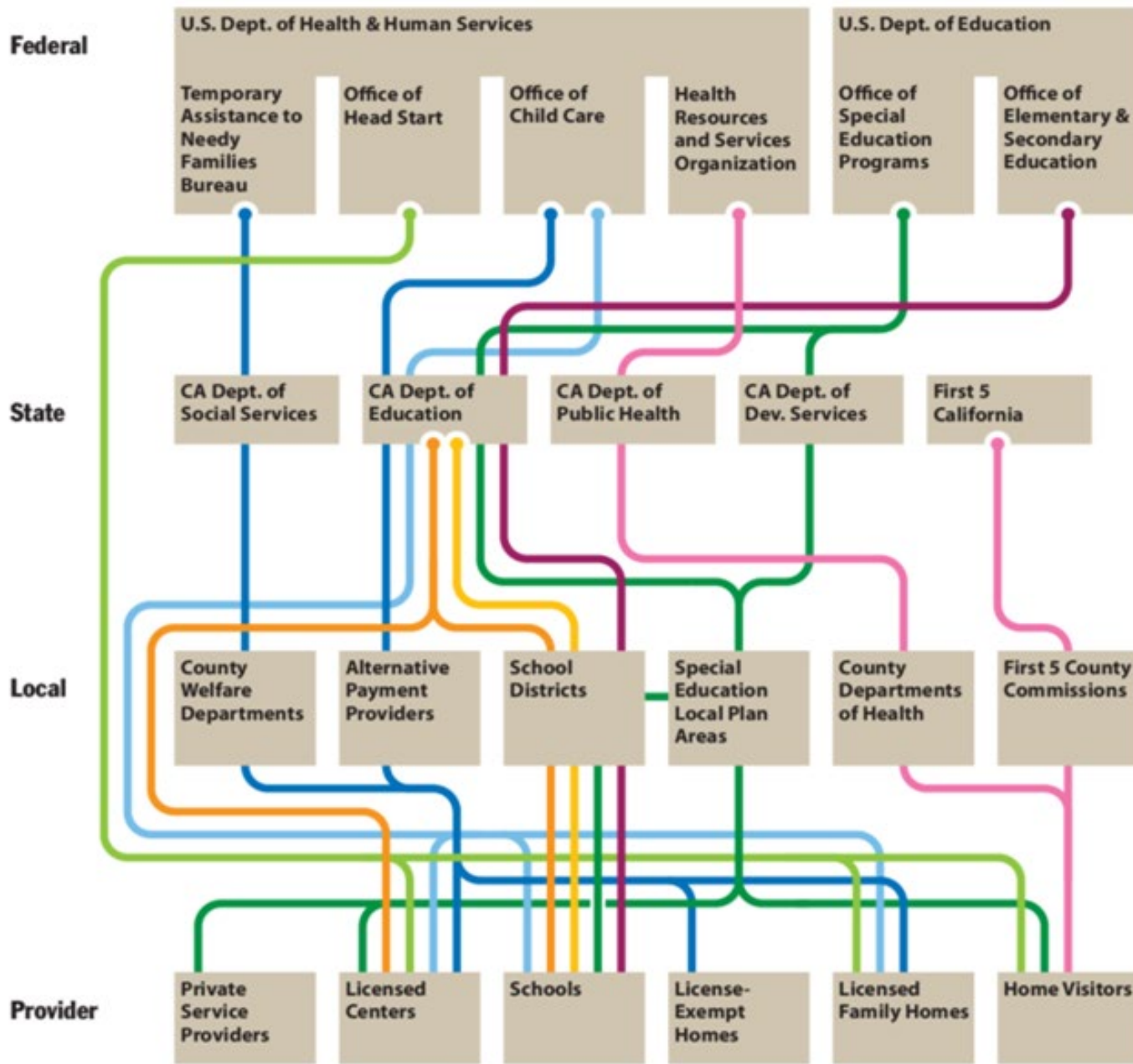
The background of the slide is a photograph of sand dunes, showing the rhythmic patterns of sand ridges and valleys. A semi-transparent white rectangular box is positioned on the left side of the image, containing the title text.

# Data Fragmentation: Early Care and Education System

# Oakland & Alameda County Investments in Early Childhood System and Kindergarten Readiness





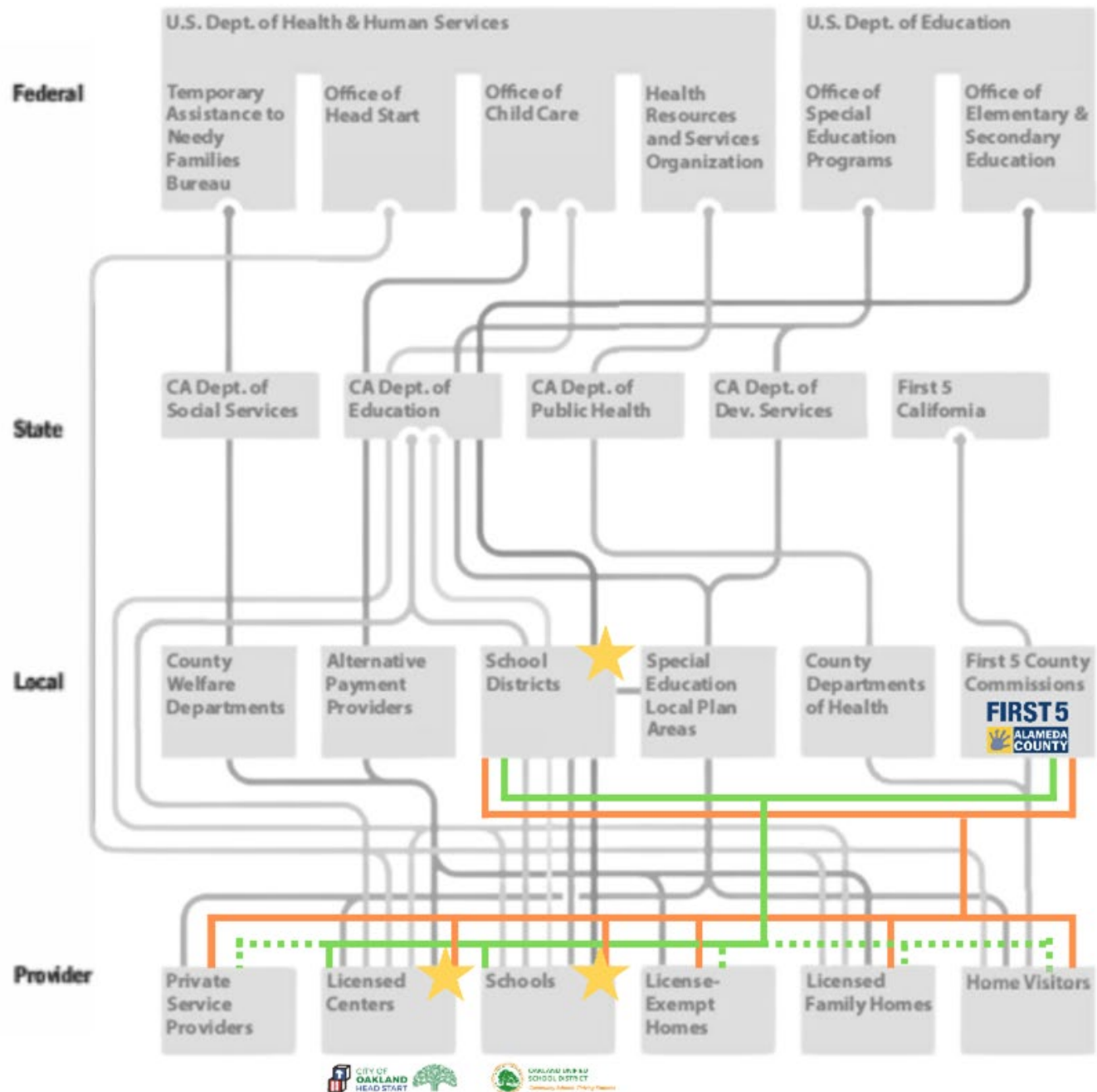


#### Programs



**Note:** This graphic shows the multiple agencies that administer state- and federally funded ECE programs in California. Administrative oversight includes setting regulations, allocating resources, managing contracts, and overseeing program quality, among other responsibilities. Administrators may, but do not always, provide funding. ECE programs (the colored lines shown in the key) may be offered by various kinds of local providers, some of whom offer multiple programs at a given time. Several other organizations, particularly First 5, resource and referral agencies, and QRIS consortia, also provide considerable support to providers and programs, although their role varies by county.

**Source:** California Department of Education. (2017). Child Development. <http://www.cde.ca.gov/sp/cd/>.



**Priority public agencies named in the ordinance:** Oakland Unified School District (OUSD) and City of Oakland Head Start (COOHS). First 5 is in active negotiations with priority partners to determine when they will reach service capacity. Once agreement is reached, Oakland's mixed delivery system will be engaged as part of the next phase of implementation.



**Oakland Children's Initiative**  
(priority public agencies)



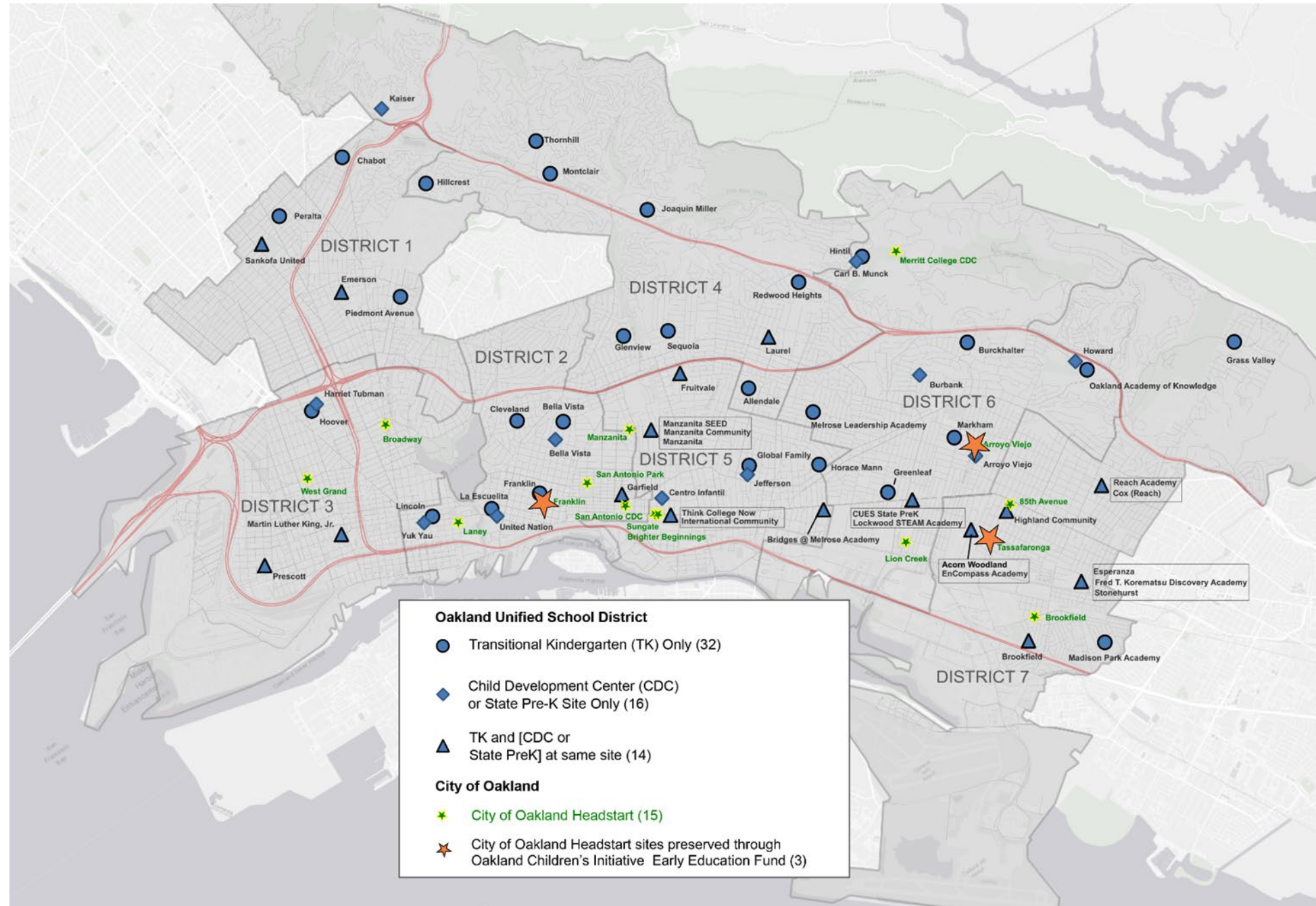
**Oakland Children's Initiative**  
(through subcontracts from COOHS and OUSD and First 5 administered mixed delivery system expansion)




**Alameda County Measure C**



# Collaborating with OUSD & City of Oakland Head Start Early Education Programs to Build Data Capacity and Infrastructure





# Data Fragmentation: College Access System

# Challenges in the Oakland College Access Data Landscape

Current data landscape is fragmented and lacks city-wide coordination.

As OCI is an Oakland city-wide initiative, **Oakland Promise (OP)** needs to have **high-quality and accessible city-wide data on children born in Oakland through college graduates and beyond**. There is a need to track families' and students' participation in programming, student academic achievement, postsecondary education experience, and employment and earnings.

For K-12, high quality data for students across Oakland is not readily available. OP will be working towards acquiring and/or building data infrastructure with:

- Oakland Unified School District schools
- Public charter schools in the City of Oakland
- Private schools in the City of Oakland

# Additional Challenges College Access Data Infrastructure

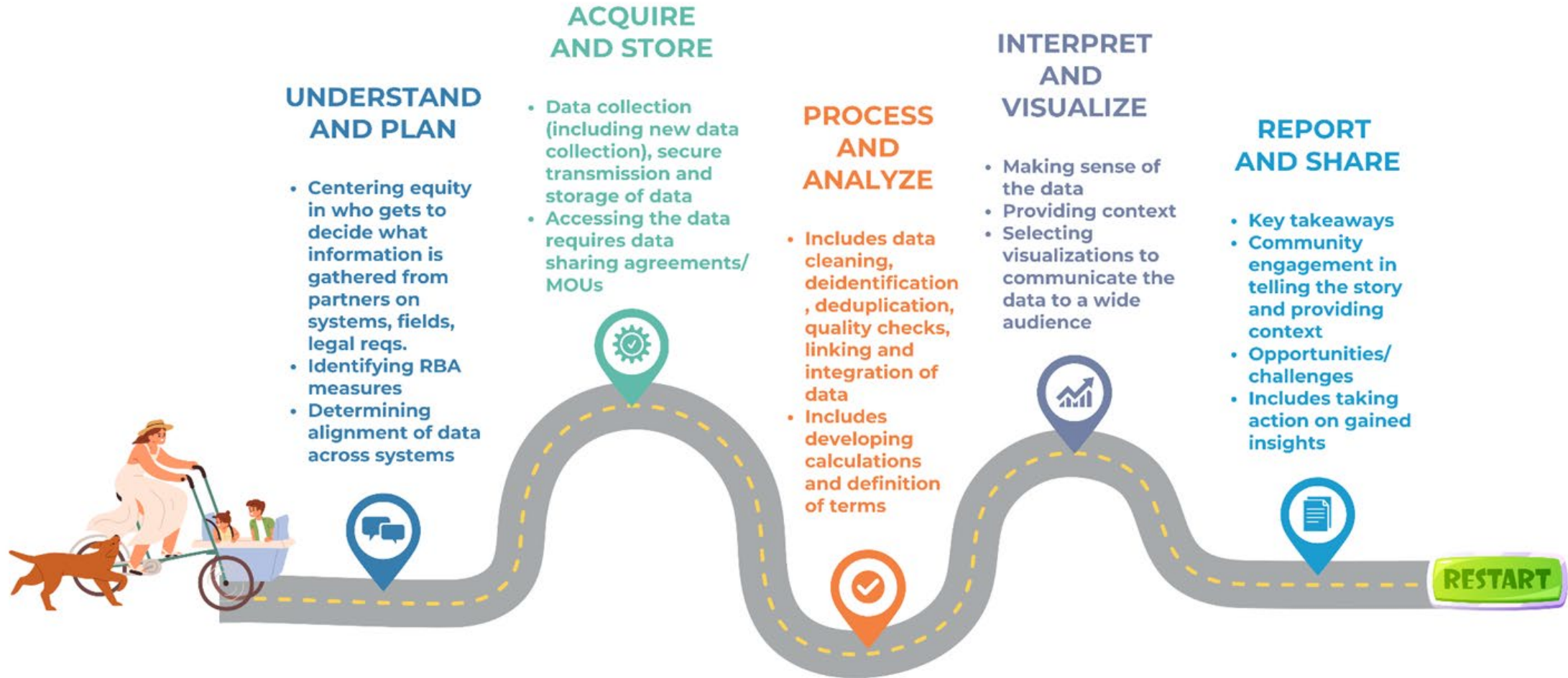
- **Lack of Data on Medi-Cal eligible babies born in Oakland**
  - Oakland Promise, as a nonprofit organization, does not currently have access to county or city level data on Medi-Cal eligible families in Oakland. Therefore, we need to enroll families into our programming in other ways beyond direct outreach.
- **Data Sharing Agreements**
  - Do not exist and need to be established with both OUSD and charter schools respectively. Both systems have variations in data capacity, data quality, and ability to report.
- **Inaccessible Data on Socioeconomically Disadvantaged (SED) Students**
  - OUSD does not share SED status at the student level for confidentiality reasons.
  - The California Department of Education does not share SED aggregated data at the grade level or school level.



# Establishing & Improving Data Infrastructure



# Building an Equity Centered Data & Reporting System



BUILDING EQUITY-CENTERED PROCESSES, PRACTICES AND INFRASTRUCTURE TO SUPPORT ACCESS, INTERPRETATION AND REPORTING OF DATA



# Building Equity-Centered Data & Reporting Capacity

## ► FY 2023-2024 OCI EARLY EDUCATION FUND DATA INFRASTRUCTURE HIGHLIGHTS:



**\$250,000**

invested in the development of a Technology Data Warehouse system



### APPLICATIONS ADMINISTRATORS

Support data and systems related to Oakland Children's Initiative performance management for First 5 and subcontractors



### CONTRACTS/FINANCE ADMINISTRATOR, FIRST 5\*

Manages and tracks Oakland Children's Initiative OCI budgets and contracts



### DATA ANALYST, COOHS

Data lead for Oakland Children's Initiative programming



### PROJECT MANAGER, COOHS

Project Manager of Oakland Children's Initiative contract and programming



### ADMINISTRATIVE ASSISTANT, COOHS

Administrative support for Oakland Children's Initiative programming



### ADMIN SERVICES MANAGER, COOHS

Fiscal lead for Oakland Children's Initiative programming

# Leveraging & Aligning Broader ECE Data Infrastructure Build

## ► ADDITIONAL DATA INFRASTRUCTURE SUPPORTING OAKLAND'S EARLY CARE & EDUCATION SYSTEM:



Kindergarten Readiness Tool Decision-Making Series facilitated with Alameda County school districts that led to the selection of the **Early Development Instrument (EDI)** for future studies



**Child Care Pathways centralized eligibility and enrollment system** to ease access and navigation to find and enroll in affordable child care options that fit families' needs



**Data sharing agreements and MOUs** with county agencies (Alameda County Office of Education, Social Services Agency, and Health Care Service Agency, etc.) to broaden understanding of supports for families with young children

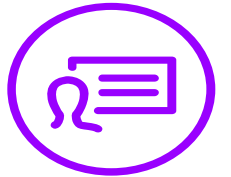


Engaging with Oakland early childhood partners like **Oakland Thrives Leadership Council Rise East Initiative** and **Oakland Start Smart and Strong (OSSS)** to tell a comprehensive and unified story about Early Care and Education in Oakland

# Building OP Capacity for Impact & Evaluation



Increased Data Team from 0 to 3



Built an organizational evaluation strategy and revised RBA metrics



Leveraged limited OUSD, State, and National Student Clearinghouse Data to track postsecondary scholar success



Developed measurement and evaluation plan to better capture impact in K-12

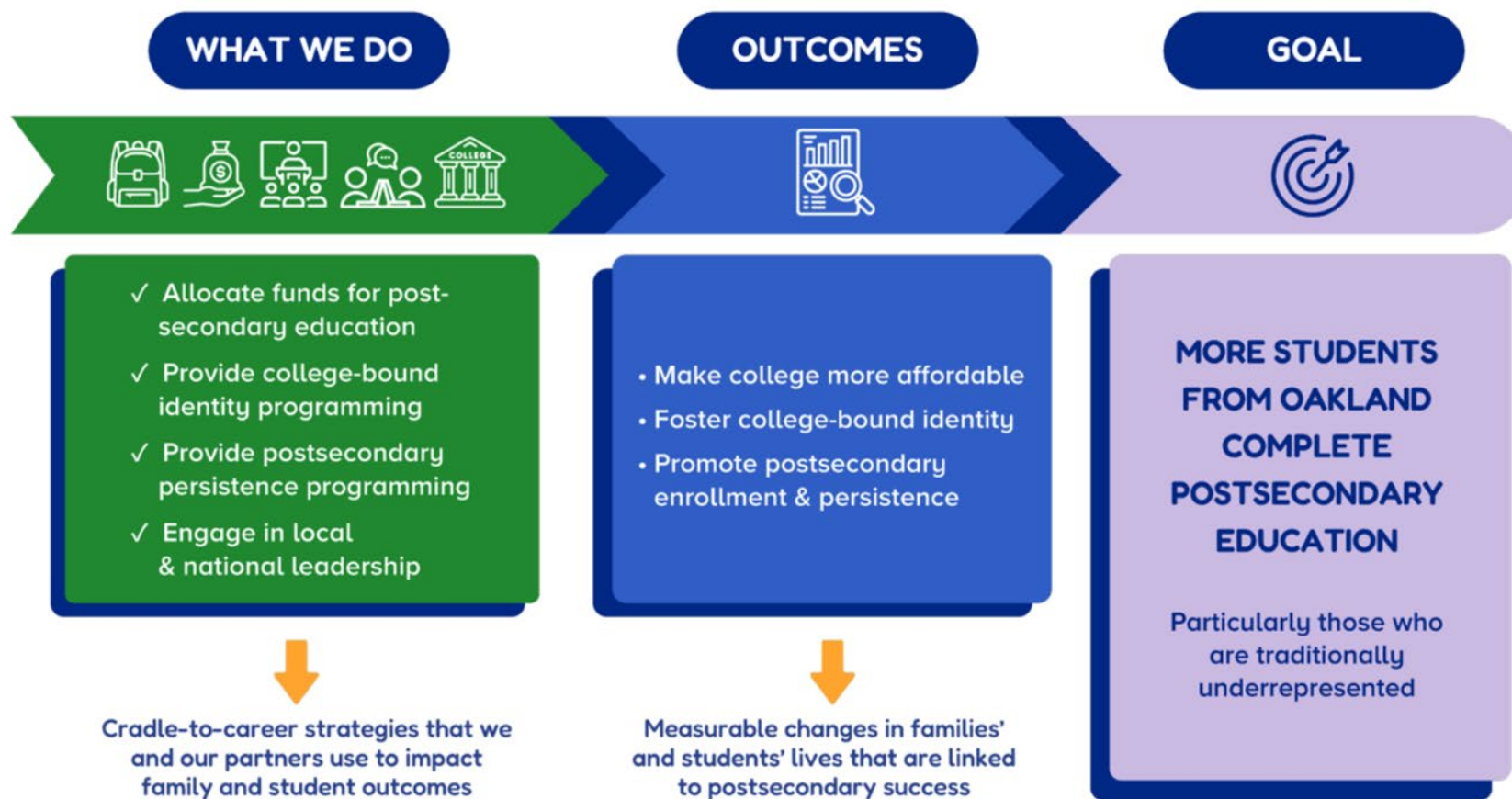


Created and published an inaugural, data-rich Annual Report



Developed internal capacity to use technology such as Salesforce, Outcome Tracker, Campaign Monitor, & Mogli for communication and impact evaluation

# SHARING OUR NEW ORGANIZATIONAL STRATEGY



This Organizational Strategy was rolled out at the end of 2023 after a year-long effort to synthesize and communicate the work Oakland Promise does across the cradle-to-career continuum. Drawing from our work with Bridgespan Group consultants and carried forward by our Impact & Evaluation team, this organizational strategy shows how our work moves outcomes towards a common goal for Oakland students.

# PROMOTE POSTSECONDARY PERSISTENCE AND COMPLETION

We provide one-on-one mentorship, workshops, peer learning communities, advising and more to currently nearly **2,400** scholars in postsecondary programs.

**Oakland Promise scholars have a higher postsecondary enrollment rate compared to Oakland and national enrollment.**

Oakland Promise scholars were **69.14% more likely** than the general population of Oakland Unified School District (OUSD) students to enroll in a 2- or 4- year postsecondary program within six months of high school graduation.

Students enrolled in postsecondary education the fall after graduating high school



**86.6%** of Oakland Promise scholars Class of 2022

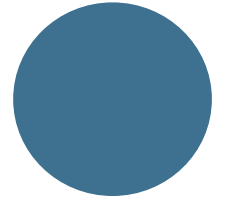


**52.4%** of Class of 2022 students coming from low-income schools nationally

(National Student Clearinghouse High School Benchmarks Report, 2023)



# Expectations: Upcoming Sample RBA Reporting Tables & Visualization



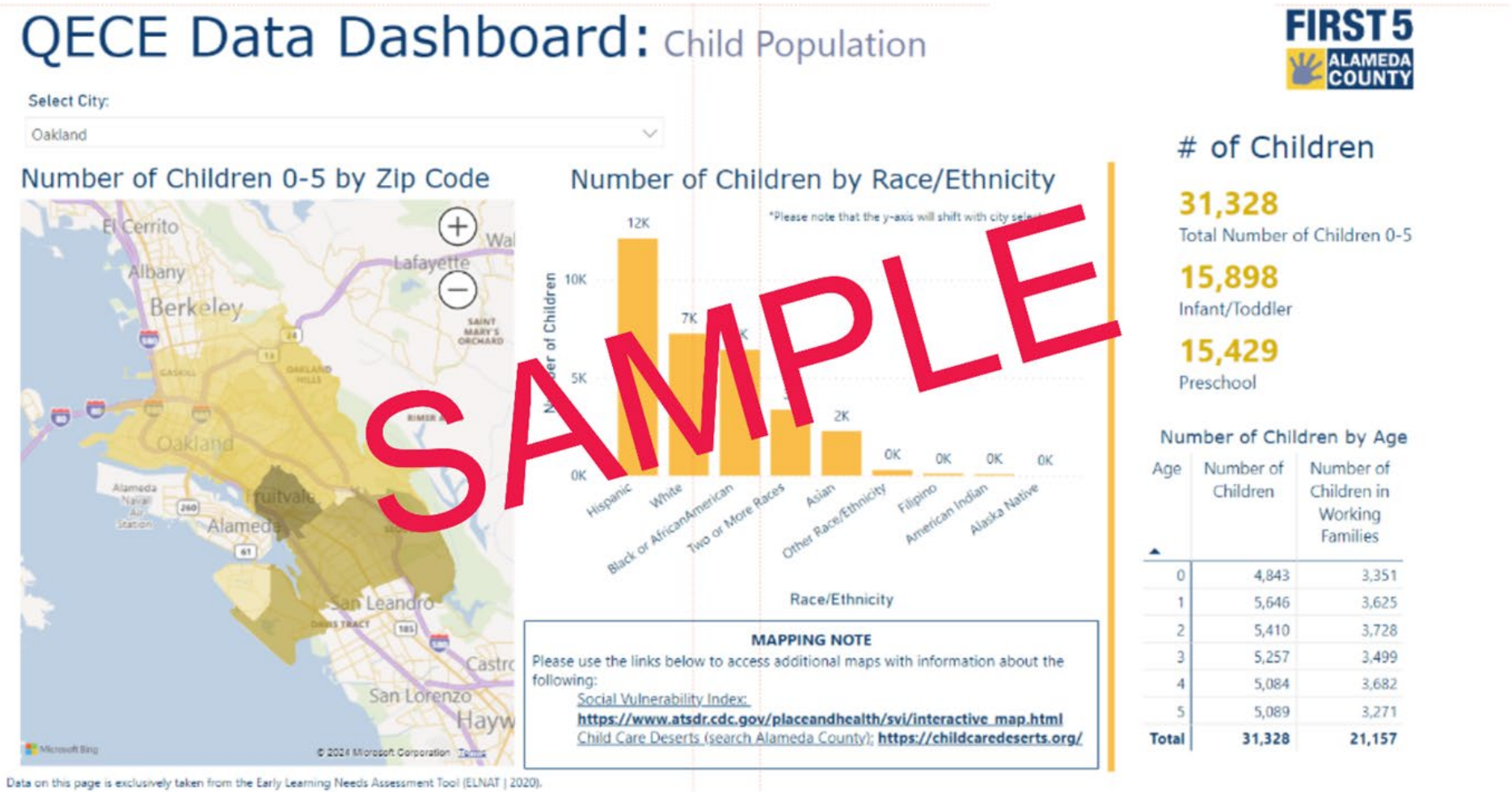


# Upcoming Early Education RBA Reporting: First 5 RBA Template

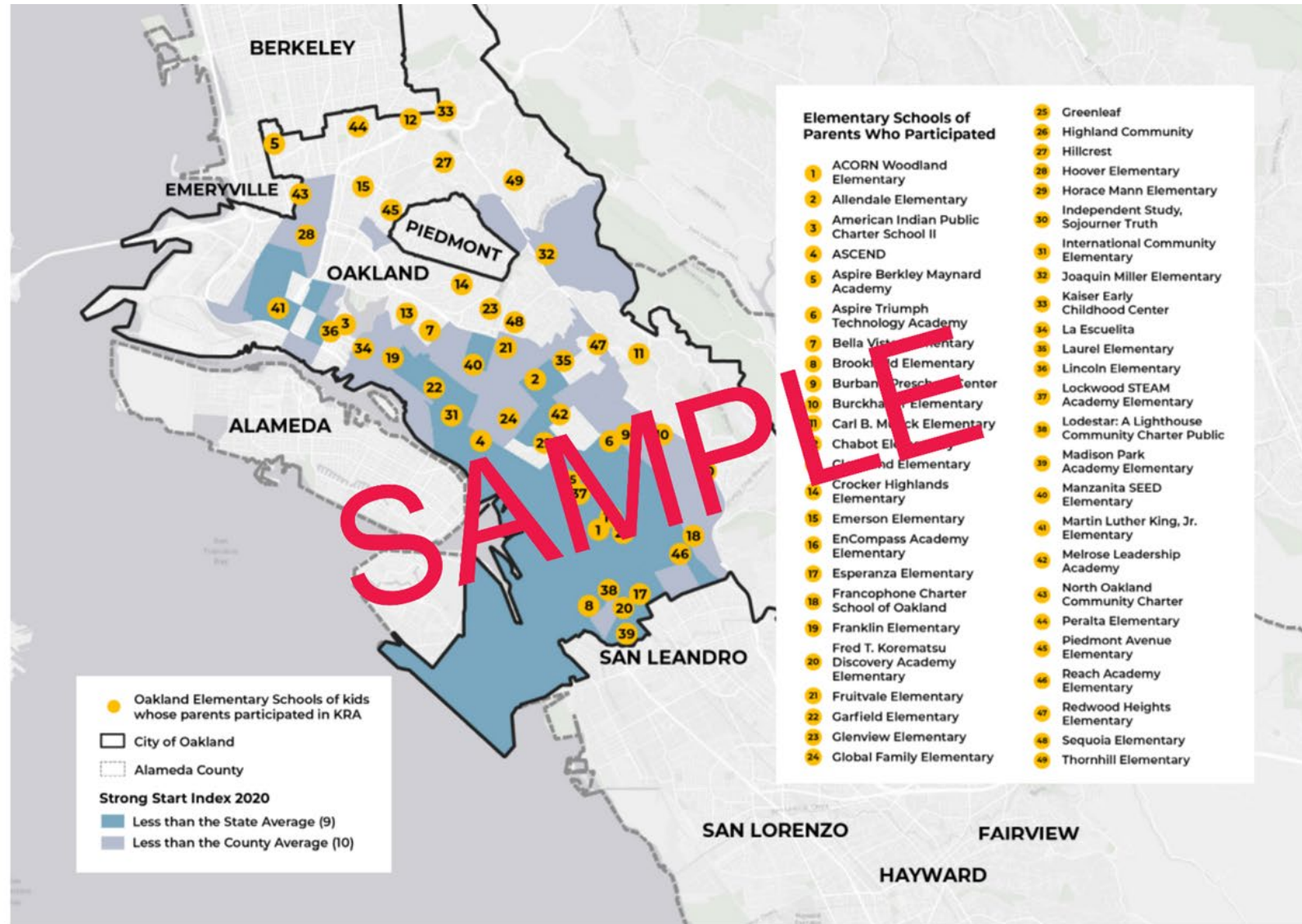
RBA Question	Category	RBA Measure
How Much?	Access/ Affordability	Number of subsidized slots by age (includes TK)
	Access	Number of children enrolled in partner sites, disaggregated by priority population
	Quality	Average hours of training/coaching/PLC per educator or staff member
	Quality	Number of ECE workforce by role
	Quality	Total # (%) sites receiving funding to augment facility by type
	Access	Number of new classrooms and seats (capacity) built/renovated to serve ECE
How Well?	Access	% of available slots that are filled (uptake)
	Quality	Staff retention rate (% of staff that remained in their job)
	Quality	Number of educators & staff who report the quality of trainings are good or very good
Is Anyone Better Off?	Quality	Number of children who are accessing improved learning spaces <u>as a result of OCI funding</u>
	Access/Quality	Quality ratings above standard

**Where possible, measures will be disaggregated by demographic characteristics and zip code in service to exposing and addressing equity gaps and help inform our programs and investments.**

# Upcoming Data Visualization: First 5 Alameda County Dashboard Sample



# Upcoming Data Visualization: First 5 Alameda County Mapping Sample

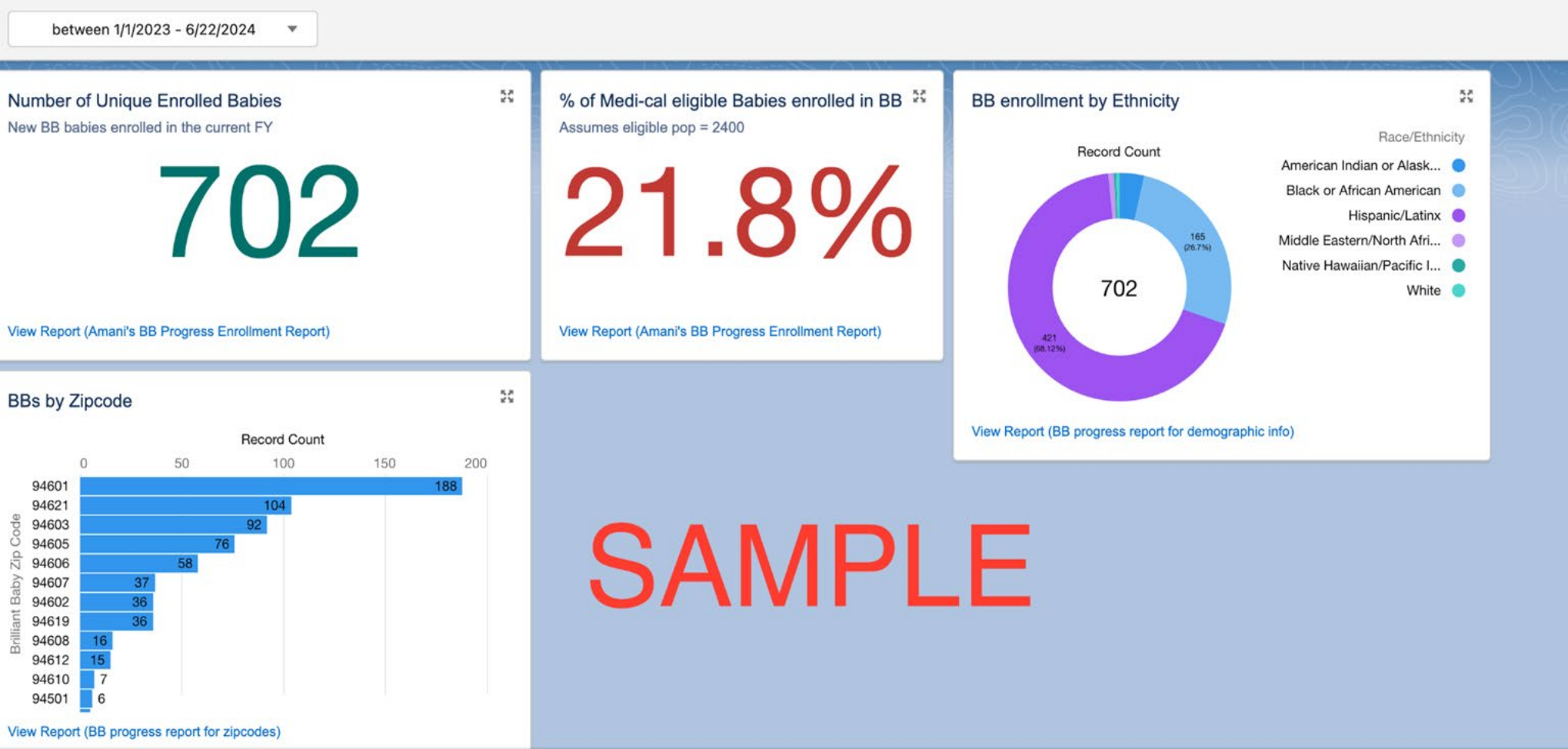


# Upcoming RBA Reporting: Oakland Promise

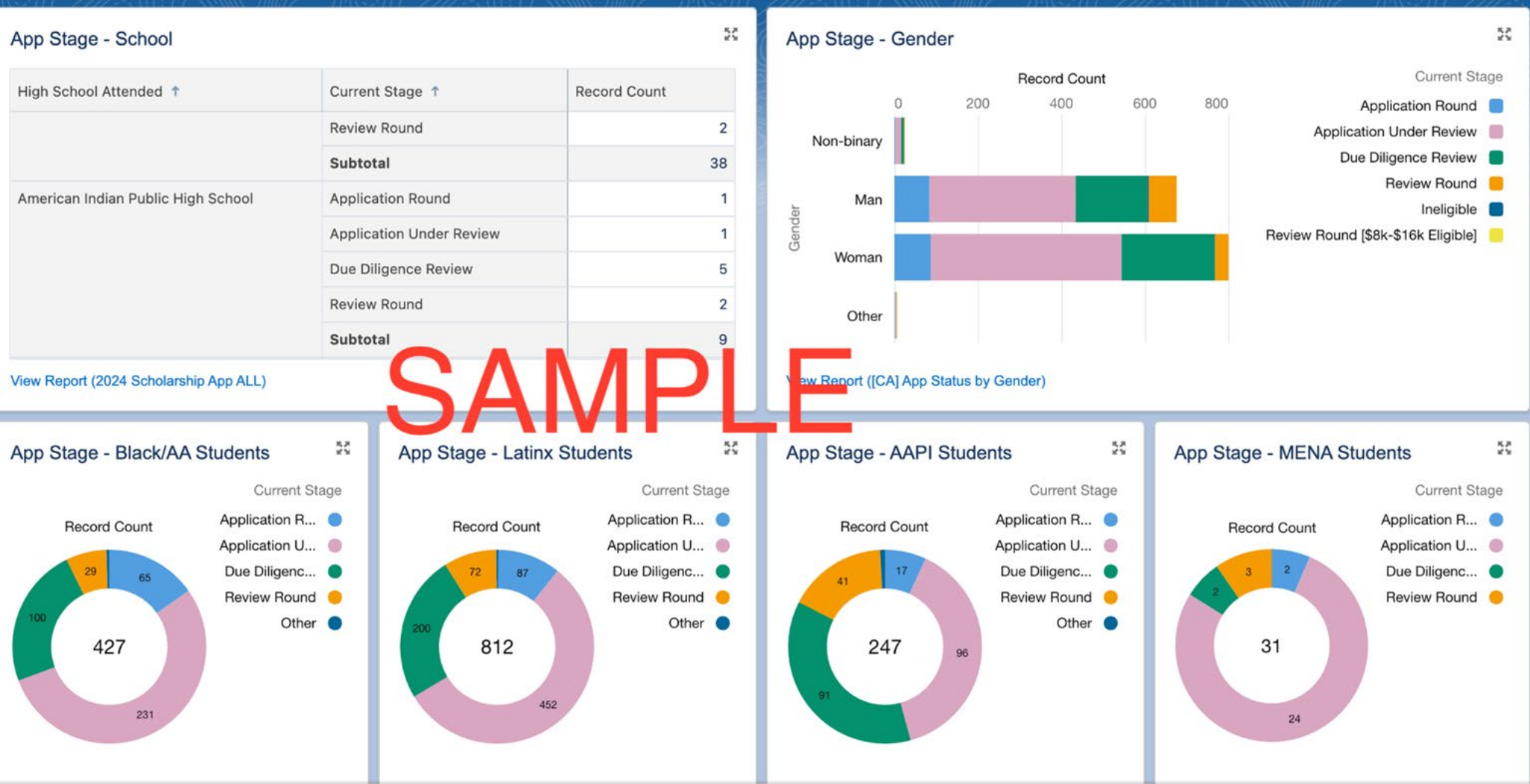
<b>How Much</b>	How much enrollment and participation do Oakland Promise and its partners have in their programming?	<ul style="list-style-type: none"><li>• Will include disaggregations for specific populations where available</li><li>• Will include all programs cradle-to-career</li></ul>
<b>How Well</b>	Impact of OP programming on three main outcomes: 1) making college more affordable 2) fostering college-bound identity, 3) postsecondary enrollment & persistence	<ul style="list-style-type: none"><li>• Will include disaggregations for specific populations where available</li><li>• Currently working to define how to measure these outcomes across the continuum</li></ul>
<b>Who is Better Off</b>	Did OP increase postsecondary education completion, particularly for those students who have traditionally underrepresented?	<ul style="list-style-type: none"><li>• Will include disaggregations for specific populations where available</li><li>• Relies on robust comparison data</li><li>• Requires significant infrastructure to assess outcomes for Oakland city-wide</li></ul>



# Upcoming Data Visualization: Oakland Promise Dashboard Sample



# Upcoming Data Visualization: Oakland Promise Dashboard Sample







# LOOKING AHEAD

Roadmap of Upcoming Commission Meetings

# ROADMAP OF UPCOMING COMMISSION MEETINGS

## RBA Reporting, Program Plans & Budgets





# DISCUSSION