2025-2030

COMPREHENSIVE COUNTYWIDE PLAN



Calaveras Child Care Council

EXECUTIVE SUMMARY



Focus for 2025-2030

Comprehensive Countywide Plan Overview:
The Role of Child Care in Calaveras County

The 2024 Calaveras Child Care Council Needs Assessment underscores the vital role of child care in shaping both the economic stability and social well-being of Calaveras County. Quality child care is a key economic driver, supporting working families, strengthening local businesses, and contributing to a thriving community. Access to early learning opportunities not only enables parents to participate in the workforce but also lays a strong foundation for children's future academic and social success.

Research highlights the long-term benefits of high-quality early care and education (ECE), demonstrating its positive impact on children's development and their ability to contribute meaningfully to society. Ensuring equitable access to ECE remains a priority in fostering inclusivity and reducing disparities.

The Calaveras Child Care Council conducts a Needs Assessment every five years, providing critical insights that inform strategic planning and policy development. This year's report identifies high-impact communities and provider distribution trends, ensuring a targeted approach to expanding child care services where they are most needed.

Ultimately, the 2024 Needs Assessment illustrates the connection between child care, economic growth, and community well-being, highlighting the ongoing need for advocacy, investment, and collaborative efforts to expand access to quality early learning opportunities for all children in Calaveras County, which further relates to the mission and vision of the Calaveras Child Care Council.

VISION & MISSION



Vision

We envision an inclusive, affordable child care system that promotes healthy, successful children and youth.

Mission

The mission of the Calaveras Child Care Council (CCCC) is to support the development of affordable, accessible, quality child care that promotes the success of all children, their families, and our communities' economies.

GOAL ONE

Promote Early Care and Education

Description

Share Opportunities for early learning educators to support their career development

Activities

Professional Development Workshops

- Host or share training sessions on best practices for early childhood education.

Credentialing Programs

- Provide information on Child Development Permits, Child Development Associate Credentials, PK-3 ECE Specialist Credentials, and other pathways for professional growth.

Networking Events

- Organize meetups or conferences where educators can connect and learn from each other.

Grant & Scholarship Information

- Share funding opportunities for continued education and training.

Mentorship Programs

- Pair experienced educators with those newer to the field for guidance and support or participate in local-level mentoring programs.

Online Learning Resources

- Offer access to webinars, courses, and toolkits for professional development.

GOAL ONE

Promote Early Care and Education

Description

Share Opportunities for early learning educators to support their career development

Measurable Goals

Participation

- Track the number of attendees at workshops, training sessions, and networking events through the ECE Workforce Registry.
- Monitor repeat participation to see if educators return for further development.
- Use post-event surveys to gather feedback on the usefulness of training sessions.
- Collect testimonials and qualitative feedback on how educators apply what they learn.

Career Advancement & Credentials

- Track how many participants enroll in credentialing and/ or permit programs.
- Measure the increase in educators obtaining certifications, degrees, or additional training.

Retention & Job Growth

- Track educator retention rates in the field before and after career development support.

Community & Collaboration Growth

- Monitor increases in collaboration between early learning educators and other community partners.
- Assess growth in participation in professional learning communities or mentorship programs.

GOAL TWO

Advocate For An Inclusive Child Care System

Description

By supporting the increase in child care services and available support, with a focus on infant and toddler care, non-traditional care hours, and continued after-school enrichment and programming.

Activities

Policy & Funding Advocacy

- Collaborate with policymakers to advocate for increased funding for infant/toddler and extended-hour care.
- Engage employers to support child care solutions for families with non-traditional hours, including those who work typical shifts.

Professional Development & Training

- Provide specialized training on infant/toddler care best practices and trauma-informed care.
- Offer workshops on managing mixed-age groups, supporting social-emotional development, and engaging families.
- Develop mentorship programs connecting experienced providers with new caregivers.

Strengthen After-School & Extended Learning

- Support providers in accessing curriculum resources for quality after-school enrichment (STREAM, arts, social-emotional learning).
- Advocate for sustainable funding for programs serving low-income and rural communities.

GOAL TWO

Advocate For An Inclusive Child Care System

Description

By supporting the increase in child care services and available support, with a focus on infant and toddler care, non-traditional care hours, and continued after-school care enrichment and programming.

Measurable Goals

Policy & Funding Advocacy

- Advocate for a 10% increase in county or state funding for non-traditional child care by presenting data and testimonials to policymakers.
- Employer Engagement: Host two employer roundtables within 18 months to discuss childcare solutions for families working non-traditional or standard shifts.
- Establish at least one employer-sponsored child care partnership within the following year.

Professional Development & Training

- Conduct at least one training session per year on the importance of infant-toddler and non-traditional care with a minimum of 10 providers trained per session.
- Increase the number of infant/toddler care providers who complete training by 10% within two years.

Workshops on Mixed-Age Groups, Including After-School Programs & Social-Emotional Learning

- Offer at least one workshop annually on supporting mixed-age groups
- Collect post-training surveys showing that at least 80% of participants report increased knowledge in managing mixed-age groups and social-emotional learning strategies.

Mentorship Program Development

- Continue to support providers by sharing information about the mentorship and apprenticeship program.

GOAL THREE

Identify Opportunities for Families and Early Learning Providers

Description

By utilizing available local and private resources to address identified needs and opportunities

Activities

Strengthen Partnerships with Local Businesses & Organizations

- Engage local businesses to sponsor or subsidize child care for employees.
- Collaborate with local colleges and Amador College Connect to offer child care courses that meet the needs of child care professionals.
- Partner with parks & recreation departments to create early learning programs.

Leverage Funding & In-Kind Support

- Encourage donations of supplies, toys, and learning materials from businesses and community members.

Improve Accessibility to Early Learning Opportunities

- Continue to share UPK Mixed Delivery Information

Support Professional Development & Training

- Participate in local career fairs
- Support the mentorship and apprenticeship program where aspiring child care providers gain hands-on experience.

GOAL THREE

Identify Opportunities for Families and Early Learning Providers

Description

By utilizing available local and private resources to address identified needs and opportunities

Measurable Goals

Engage Local Businesses to Sponsor or Subsidize Child Care

- Secure commitments from at least two businesses to implement one of the employer-sponsored care activities within the next 12 months.
- Host at least one business roundtable to discuss employer-supported child care solutions within the next two years.

Collaborate with Local Colleges & Amador College Connect

- Work with Amador College Connect to establish at least one new child care-related course that aligns with local workforce needs within the next academic year.
- Increase enrollment in child care certification courses by 20% within two years.

Partner with Parks & Recreation Departments

- Develop and pilot at least one early learning program in collaboration with local parks & recreation within five years.

Leverage Funding & In-Kind Support

- Encourage Donations from Businesses & Community Members. Secure at least $500 worth of donated supplies, toys, and learning materials within the following year.
- Partner with at least five local businesses to host donation drives for child care providers.

Improve Accessibility to Early Learning Opportunities

- Continue to Share UPK Mixed Delivery Information to Increase website and social media engagement on UPK information by 25% over the next year.
- Distribute UPK Mixed Delivery outreach materials at five community events annually.

Support Professional Development & Training

- Attend at least three career fairs per year to promote child care career pathways.
- Recruit at least 5 new aspiring child care providers into the mentorship/apprenticeship program within one year.
- Track retention, aiming for 75% of mentees to remain in the child care field after one year.

OVERALL SUMMARY & NEXT STEPS

Strategic Priorities for 2025--2030

Expand Child Care Access & Support

- Identify and pursue advocacy and/or funding opportunities to increase child care capacity, particularly for infants, toddlers, and non-traditional care hours.
- Strengthen partnerships with businesses, local government, and community organizations to support child care initiatives.

Enhance Professional Development & Workforce Growth

- Support provider recruitment and retention by expanding mentorship and apprenticeship programs.
- Collaborate with Amador College Connect and local colleges to align training opportunities with workforce needs.

Increase Community Engagement & Awareness

- Continue public outreach efforts to share information about the UPK Mixed Delivery System and other early learning opportunities.
- Work with employers to promote workplace child care solutions and flexible care options for working families.

Advocate for Policy & Funding Support

- Engage with policymakers to advocate for increased investment in early learning programs.
- Support sustainable funding for after-school and extended learning programs in rural and low-income areas.
- Conduct follow-up evaluations to ensure strategies are effectively addressing child care needs.



THANK YOU



+209-754-1075

Snoble@trcac.org

https://calaveraschildcare.org/