

**FIRST 5 SAN MATEO COUNTY
PROGRAM, OPERATIONS AND PLANNING (POP) COMMITTEE MEETING**

DATE: September 9, 2019
TIME: 4:00 – 5:00 PM
ADDRESS: San Mateo County Office of Education, 101 Twin Dolphin Dr.
Superintendent’s Conference Room, 2nd Floor,
Redwood City, CA 94065

COMMISSION MEMBERS: Nancy Magee, Sandra Phillips-Sved (Chair),
Iliana Rodriguez
PUBLIC MEMBER: Harvey Kaplan, M.D.
STAFF: Kitty Lopez, Emily Roberts, Myra Cruz

AGENDA		
1.	Approval of the September 9, 2019 Program, Operations and Planning Committee Meeting Agenda	Phillips-Sved
2.	Approval of the June 3, 2019 Program, Operations and Planning Committee Meeting Minutes (See Attachment 2)	Phillips-Sved
3.	Strategic Plan 2020 – 2025 Strategic Plan Implementation Plan Timeline Update (See Attachment 3 and Handout materials at meeting)	Lopez
4.	Review Build Up for San Mateo County’s Children Capital Fund MOU, 4C’s MOU, Silicon Valley Community Foundation MOU (Handout materials at meeting)	Lopez
5.	Trauma and Resiliency Informed Systems Initiative Update (See Attachment 5)	Roberts
6.	Adjournment	

NEXT MEETING: October 7, 2019

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**First 5 San Mateo County (F5SMC)
Program, Operations and Planning (POP)
COMMITTEE MEETING MINUTES**

**June 3, 2019
San Mateo County Office of Education**

Commissioners Present: Sandra Philips-Sved (Chair), Nancy Magee, Nicole Pollack
Public Member: Harvey Kaplan
Staff: Kitty Lopez, Michelle Blakely, Myra Cruz

Commissioner Phillips-Sved called the meeting to order at 4:05 PM.

1. **Approval of the June 3, 2019 Program, Operations, and Planning Committee Meeting Agenda:**

MOTION: Commissioner Pollack / SECOND: Public Member Kaplan. Motion approved.

F5SMC's Executive Director, Kitty Lopez informed everyone Public Members in the Committee are also voting members.

2. **Approval of the March 4, 2019 Program, Operations, and Planning Committee Meeting Minutes:**

MOTION: Commissioner Magee / SECOND: Commissioner Pollack. Motion approved.

3. **Review Draft Social Media Policy and Similar Policies in County**

F5SMC's Program and Planning Director, Michelle Blakely, informed everyone that F5SMC is updating its Social Media Policy and County Counsel is currently reviewing it. Blakely asked the Committee on their approach with their own social media policy in their respective depts. The Committee discussed and suggested the following when receiving perceived negative comments on social media:

- State the facts and let it go.
- Include an automatic reply "This post is removed due to violation of our Social Media Policy."
- Review the comments as a case by case basis.

The F5SMC's draft social media policy and San Mateo County social media policy can be found on the [F5SMC website](#).

4. **Race and Equity Discussion: How to Incorporate These Issues in the Work of First 5 SMC**

Michelle Blakely shared that in the new F5SMC's FY 20 – 25 Strategic Plan, the social determinants of health, equity, race, and gender are referenced. F5SMC would like to have more focused approach on this topic and asked the Committee for their input. Blakely added that some First 5's are involved in GARE (Government Alliance on Race and Equity). They use this program to review their internal systems to better support their grantees and community around race and gender.

The Committee discussed and shared their approach on race and equity at their workplace. Committee members shared the following:

- To provide the same language and context, they have done culture humility training on this topic.
- Naming and framing equity dilemma before starting the education around it.
- Start the internal conversation so that everyone will be on the same page, common language, and framework.

5. Trauma and Resiliency Informed Systems Initiative (TRISI) Update

Michelle Blakely distributed a handout of the TRISI Implementation Committee PowerPoint Presentation from May 30th. The handout can be found on the F5SMC website, [June 3, 2019 Program Planning and Operations Committee page.](#)

Blakely reminded the Committee the long-term goal is to embed Trauma-Informed Policies and Practices at every level of the system/organization. The goals in order of breadth, depth and priority are:

- 1) Training and support for child- and family-serving organizations to make internal operations more trauma-informed, including:
 - Agency Self-Assessments of Trauma-Informed Care
 - Trauma Training: Basic training on definition, prevalence, impacts and treatment of trauma as well as information about resiliency and protective factors
 - Reflective Practice Training and Supervision: An approach that supports various models of relationship-based service delivery and can be used across disciplines, systems of care, and service models for children and families.
- 2) Training and resources for professionals working with children and families
- 3) Education for parents to help recognize the signs and symptoms of trauma

Committee members suggested using user-friendly terms to easily absorb the information i.e. you may benefit from using nomenclature such as caring relationships and meaningful engagements.

Blakely highlighted the following:

- F5SMC's Program Associate, Mai Le, is managing the ACE's (Adverse Childhood Experiences) Connections website. It is a website to share resources, information, successes, and challenges related to addressing trauma in young children and their families.
- TRISI Survey results: The survey was widely distributed for gathering simple base-line data on child and family serving organizations; Forty-six staff from several sectors/agencies responded to the survey, respondents ranked their organization on Becoming Trauma and Resiliency-Informed: 4 Stages of Development developed by F5LA. This information provides a guiding data point for future planning around supports to organizations.
- F5SMC is planning to host an event in the Fall to further discuss TRISI with providers as the target audience. An essential trauma-informed webinar will be offered and recommended prior to attending the event.

Commissioner Phillips-Sved adjourned the meeting at 5:06 PM.



First 5 San Mateo County **Strategic Plan**

July 1, 2020 - June 30, 2025

EXECUTIVE SUMMARY



Vision

Success for every child.

Mission

First 5 San Mateo County promotes positive outcomes for young children and their families through strategic investments, community leadership, and effective partnerships.

Desired Outcomes

The First 5 San Mateo County Commission (F5SMC) adopted the following desired outcomes to guide its efforts during the 2020-2025 Strategic Plan:

1. San Mateo County will give priority to young children and their families
2. Communities provide a safe and healthy environment for young children
3. Children have access to high-quality early care and education settings
4. Families feel connected to and supported by their communities and able to nurture their children's health and development
5. Children have healthy attachments to their parents and caregivers
6. Children have access to and are utilizing appropriate health care services to meet their health and developmental needs

Prioritizing San Mateo County's Young Children

The First 5 San Mateo County Commission strives to create conditions that will allow all young children in San Mateo County to thrive.

To this end, the Commission serves three primary community roles: Strategic Financial Investor, Community Partner in aligned efforts, and as a Community Leader to advocate for the prioritization of young children and their families.

This combination of focused financial investments and systems-level work enables the Commission to maximize declining revenues and take advantage of expanding partnership opportunities to achieve positive outcomes for children, families, and the community.

Core Values & Guiding Principles

We believe that our work must:

- Support the whole child within the whole family
- Build connections between the many systems that serve young children and their parents and caregivers
- Embrace the importance of fathers and male role models in the healthy development of children
- Promote positive early development and focus on prevention and early intervention
- Include children of diverse abilities
- Respect and engage parents and families
- Honor cultural, ethnic, and linguistic diversity
- Appreciate strengths
- Enlarge community capacity

In our work on behalf of young children, we strive to:

- Create value
- Promote equity
- Foster excellence
- Demonstrate effectiveness
- Achieve sustainable change



Supporting a Community Approach

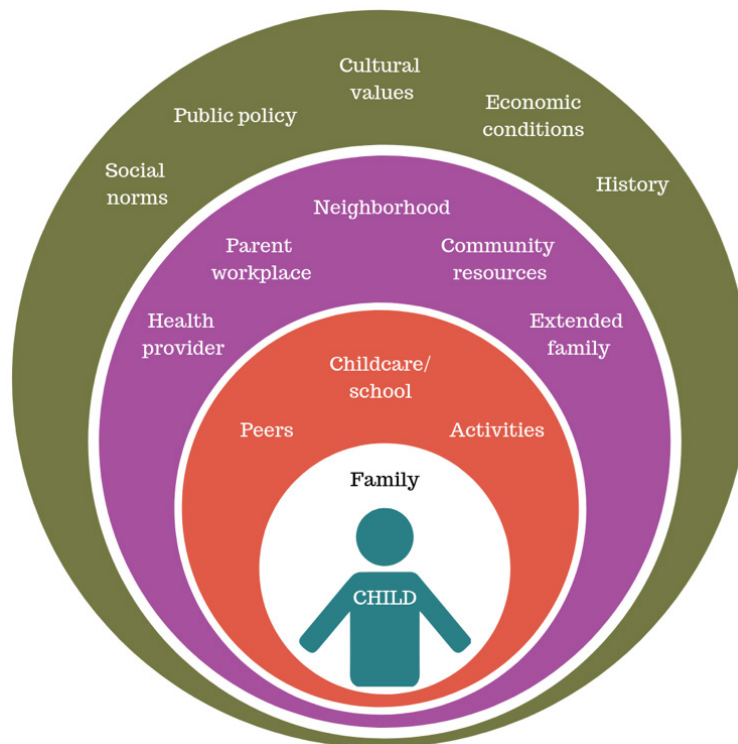
Prioritizing young children and those who care for them is especially important in light of the stark inequalities of opportunity in San Mateo County. Although it is one of the wealthiest regions of the nation, the cost of living here is high, making self-sufficiency a struggle for many families.

Lasting improvements to the well-being of San Mateo's youngest residents are possible when the community understands the importance of supporting young children and their families and works together to mobilize resources.

This effort requires common understanding, shared ownership, willingness to change, and commitment to opportunity for all children. First 5 San Mateo County supports a community-wide effort through:

1. Leadership on early childhood advocacy and policy development
2. Multidisciplinary community partnerships
3. Community education to increase understanding of the importance of the early years and build public will to invest in young children

Our approach to supporting children's success is aligned with Bronfenbrenner's Ecological Systems Theory, which was first published in 1979. This theory emphasizes environmental factors as central context to development. In this approach, the child is at the center of what can be visualized as concentric circles including other systems and influences, such as family, community, and public policy.



These factors influence the health, cognitive and social-emotional development, well-being, and long-term success of children and their caregivers. Each child's development and opportunity to thrive is thus shaped by the distribution of and access to resources and power. Understanding the complexity of achieving health and well-being, we strive to work broadly and proactively to create, support, and sustain the social, physical, and economic conditions for children's success.

Focus Area: Quality Care and Education

Early learning settings play a critical role in nurturing children’s social, emotional, and cognitive development. Supporting a continuum of high-quality early learning, beginning in infancy and with smooth transitions into toddler care, preschool, and elementary school, is a priority for the Commission.

STRATEGIES FOR INVESTMENT:

- 1 Support formal quality improvement in early learning settings
- 2 Expand access to early learning settings/environments for children with special needs

Focus Area: Healthy Children

Access to medical care for prevention, early detection, and treatment of physical, developmental, and mental health needs during the first five years is critical to children’s long-term well-being. Additionally, improving the conditions where children live, play, and go to school can help them thrive.

STRATEGIES FOR INVESTMENT:

- 1 Increase oral health access and utilization
- 2 Build early mental health systems and infrastructure improvements
- 3 Integrate systems for children with special needs and their families

Focus Area: Resilient Families

Children do well when cared for by supportive families, which, in turn, do better when they live in vibrant and supportive communities. Valuing today’s varied family structures, cultures, and languages is key to working effectively with parents. The more we create effective parent partnerships, the more stable foundations we create for lifelong learning and success.

STRATEGIES FOR INVESTMENT:

- 1 Provide intensive support for families with multiple risk factors
- 2 Promote parent connectivity and support networks
- 3 Build capacity and family engagement

History

Research shows that children’s brains develop more during the first five years than at any other time. What parents and caregivers do during these first years can make a profound difference in a child’s development and impacts the rest of a child’s life.

Based on this research, in 1998 California voters passed Proposition 10, the California Children and Families Act, which adds a 50-cent tax on all tobacco products to fund programs and improve systems to better the lives of children from the prenatal stage through age five. As a result, the First 5 San Mateo County Commission was established in 1999.

Since its inception, First 5 San Mateo County has invested more than \$120,000 million in local programs and has served over 63,000 children from birth through age five.

Each year, more than 8,000 parents and primary caregivers receive F5SMC services

First 5 San Mateo County has invested more than

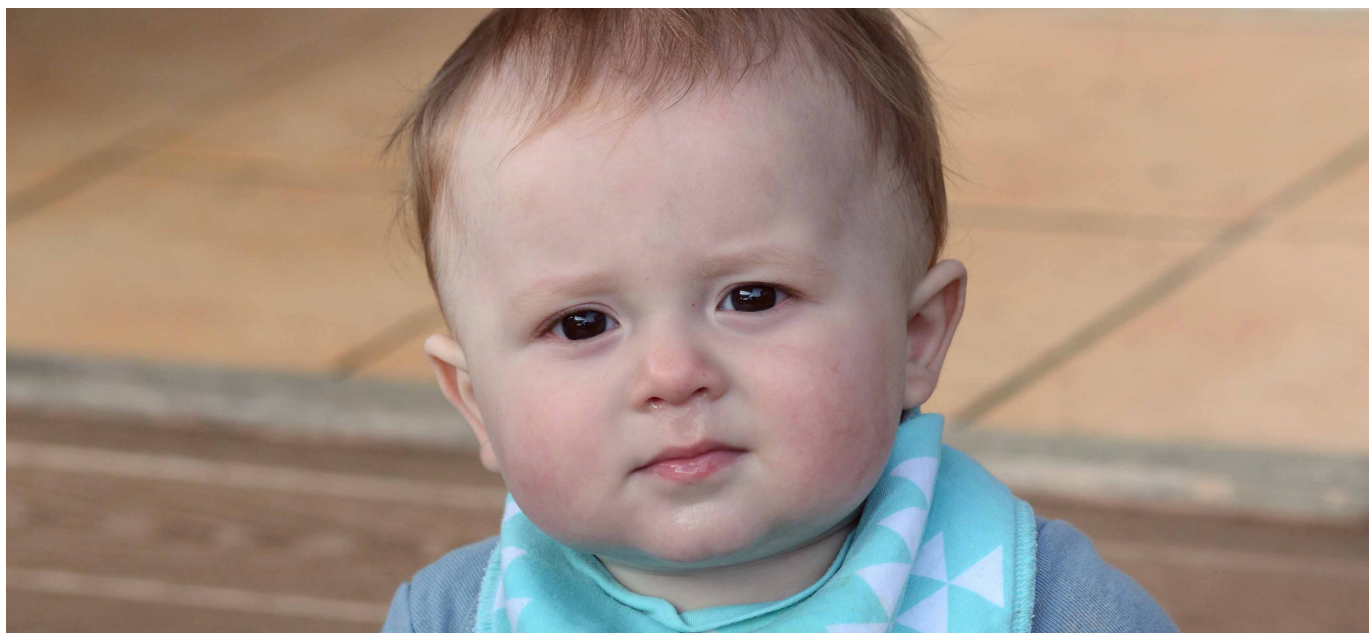
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First 5 San Mateo County Commissioners

Pam Frisella, Public Member, Commission Chair
Louise Rogers, Chief, San Mateo County Health, Commission Vice-Chair
Anne E. Campbell, County Superintendent of Schools
David J. Canepa, Board of Supervisors
Michael Garb, Public Member
Rosanne Foust, Public Member
Neel Patel, M.D., Public Member
Sandra Phillips-Sved, Public Member
Nicole Pollack, Director, San Mateo County Human Services Agency

First 5 San Mateo County Staff

Kitty Lopez, Executive Director
Michelle Blakely, MA, Program and Planning Director
Khanh Chau, Fiscal Management Analyst
Myra Cruz, Administrative Secretary III
Jenifer Clark, ABD, Evaluation Program Specialist
Karen Pisani, Family Support Program Specialist
Emily Roberts, MSW, MPH, Child Health and Development Program Specialist
Mai Le, Program Associate III
Mey Winata, Fiscal Office Specialist

The 2020-2025 First 5 San Mateo County Strategic Plan was adopted October 22, 2018.

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Date: September 9, 2019
To: Program, Operations and Planning Subcommittee
From: Kitty Lopez, Executive Director
Re: Review and Discussion: Trauma- and Resiliency-Informed Systems Initiative (TRISI) Update

ACTION REQUESTED

Review and Discussion: Trauma- and Resiliency- Informed Systems Initiative Update

BACKGROUND

At the January 2018 Commission Meeting, the Commission approved the recommendation to prioritize the idea of a trauma-informed care initiative as First 5 SMC's investment in Mental Health Systems. With the long-term goal of embedding trauma-informed policies and practices at every level of the system, the vision includes:

1. Training and support for child- and family-serving organizations to become more internally trauma-informed in their operations as a first step,
2. Training and resources for professionals working with children and families, and
3. Education for parents to help recognize the signs and symptoms of trauma

The emphasis for the initial two-year term was placed on the first two goals.

Trauma- and Resiliency-Informed Systems Initiative

To further develop the Trauma- and Resiliency-Informed Systems Initiative (TRISI), First 5 SMC conducted an additional planning process. The resulting recommendation for the TRISI includes the following areas of focus:

1. Systems Strengthening
 - Focused on system leaders, organizational leaders, policymakers
 - Activities include:
 - Coordination with other local efforts
 - Promoting common language/ approach
 - Policy and resource advocacy
2. Practice Improvement
 - Focused on organizational leaders, managers, all staff
 - Activities include:
 - Online trauma and resilience resources
 - Trauma 101 trainings
 - Trauma-informed organization assessment support
 - Trauma-informed organization implementation support

3. Initiative Evaluation

Will measure if organizations have become more trauma- and resiliency-informed based on the Trauma-Informed Organizations Developmental Framework tool.

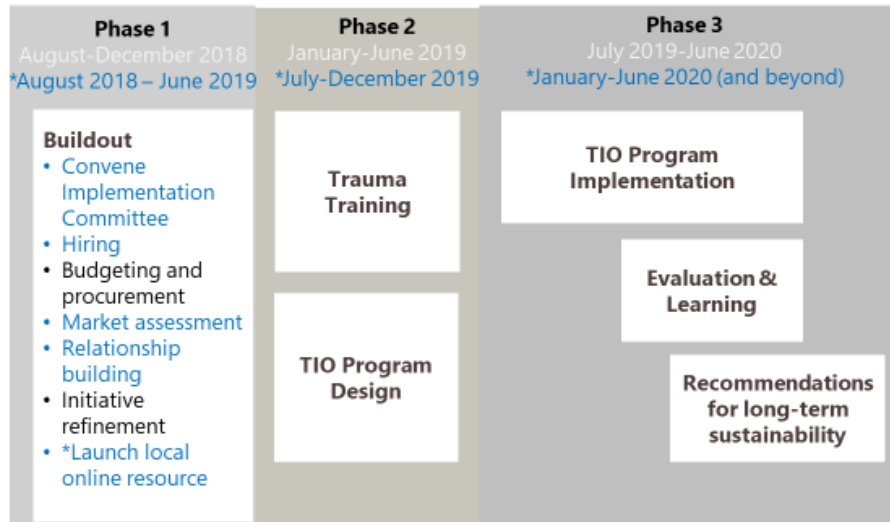
TRISI Implementation Committee Activities

The TRISI Implementation Committee, comprised of approximately fifteen local stakeholders in addition to First 5 SMC staff members, serves as an advisory to staff on the Initiative rollout.

To date, the following activities have been completed:

- Convening Implementation Committee: The Implementation Committee has come together four times since its inception to provide feedback and direction on all major initiative activities
- Developing a Local Online Resource Hub: Mai Le, F5SMC Program Associate, has revived the San Mateo County ACEs Connection group and is now the official moderator
- Market Assessment Survey: F5SMC created an online survey to find out more from stakeholders in local family-serving organizations about their interest in trauma-informed training and their stages of readiness
- Event Planning Workgroup: In preparation for our upcoming launch event, this workgroup has met three times to help shape the vision and provide detailed feedback on event elements (*See Attachment 5.1*)
- Organizational Assessment Tool Workgroup: Following our launch event, we will encourage organizations to complete an assessment to find out more about their stages of readiness. This workgroup is working to identify a tool for this purpose.

Project Timeline



Trauma and Resiliency- Informed Systems Initiative (TRISI)

First 5 San Mateo County, with support from San Mateo County Health, is embarking on an initiative to transform service delivery for young children and their families. TRISI is a countywide effort to integrate a comprehensive commitment to address trauma and promote resiliency into our programs, structures, and culture. (1)

OUR LONG TERM GOAL

Embed trauma and resiliency- informed policies and practices at every level of the system

SYSTEMS

Coordination and advocacy to leverage resources and align approaches across County agencies, community-based organizations, and private entities

ORGANIZATIONS

Assessment and implementation support to help move child and family-serving organizations along the developmental stages of trauma-informed practice

PROVIDERS

Training, resources, and coaching for professionals to enhance their work with children and families

PARENTS

Education for parents and caregivers to help recognize the signs and symptoms of trauma

BECOMING TRAUMA AND RESILIENCY-INFORMED: STAGES OF DEVELOPMENT [1]

PRINCIPLES

Safety | Trust & transparency | Peer support | Collaboration & mutuality |
Voice, choice & self-agency | Culturally, historically & gender-identity appropriate

Stage 1:
Recognizing

Stage 2:
Planning • Testing

Stage 3:
Committing

Stage 4:
Nurturing • Adapting

DOMAINS

Leadership & governance | Training & workforce development | Screening, assessment & services | Progress & results monitoring | Engagement & involvement | Physical environment | Cross-system collaboration | Media & marketing | Policies & procedures | Financing

Trauma

Trauma refers to the effects of an event, series of events, and/or ongoing circumstances that are experienced as physically or emotionally harmful. For children, this can include abuse and neglect, as well as living in a household affected by substance abuse, mental illness, domestic violence or incarceration. These conditions are often referred to Adverse Childhood Experiences, or ACEs.

Trauma can affect individuals, families, and communities immediately and long term, even over generations. It can have particularly negative developmental impacts on children. (1, 2)

Resiliency

Resiliency refers to the ability of an individual, family, or community to cope with adversity and trauma, and adapt to challenges or change. (3)

Our initiative recognizes that resilience is strengthened when we provide the services, supports, and resources that make it more likely for every child to thrive within their family and community.

TRISI DEVELOPMENT AND IMPLEMENTATION TIMELINE

JAN 2018	Landscape scan and convening of partners
MAR- JUN 2018	Planning committee develops model and roadmap
JUL 2018	Plan approved by First 5 SMC Commission
AUG- DEC 2018	Refine implementation plan and coordinate resources
JAN- JUN 2019	Build awareness and conduct initial trainings
JUL 2019- JUN 2020	Ongoing implementation support for organizations
JUN 2020	Evaluation and sustainability analysis

SOURCES

- Center for Collective Wisdom. *Trauma and Resiliency: A Systems Change Approach: Emerging Lessons and Potential Strategies from the Los Angeles County Trauma and Resiliency-Informed Systems Change Initiative*, 2017. <https://www.first5la.org/files/Trauma.pdf>.
- SAMHSA. *SAMHSA’s Concept of Trauma and Guidance for a Trauma-Informed Approach*, 2014. <https://store.samhsa.gov/shin/content/SMA14-4884/SMA14-4884.pdf>
- SAMHSA. *Trauma Resilience Resources*, 2018. <https://www.samhsa.gov/capt/tools-learning-resources/trauma-resilience-resources>.



SAN MATEO COUNTY HEALTH
All together better.

September 2018

TRISI is an initiative of First 5 San Mateo County, with additional funding support from the Mental Health Services Act (Prop 63) through San Mateo County Health.

First 5 San Mateo County Trauma- and Resiliency-Informed Systems Initiative (TRISI) Convening

Date and Location:

November 18th, 2019; 9:00-4:00
Sobrato Redwood Shores Community Conference Center

Event Context:

Acknowledgement of the lasting impact of adverse childhood experiences and movement towards providing trauma-informed care has been building for the last decade or more. It is now reaching a tipping point, with many leaders and practitioners from across sectors, including health, education, social welfare, housing, criminal justice, and others, recognizing that their clients and staff are experiencing or encountering trauma regularly. State funding and prioritization of trauma-related work is evident in a recent bill for trauma screening, and the appointment of Dr. Nadine Burke-Harris, a pioneer in childhood trauma work, as the first California Surgeon General. There is tremendous energy and interest around trauma-informed practices locally. For the past year, First 5 San Mateo County has been working with partners across sectors to draft a roadmap for building a trauma- and resiliency-informed system of care for young children and their families. This convening will be our first opportunity to bring providers across the county together and share this work more broadly.

Convening Objectives:

1. Create common understanding of key terminology and share the implications of trauma (*may be achieved through information shared before convening*)
2. Introduce the framework of organizational readiness for implementing trauma- and resiliency-informed practice, including the core values and stages
3. Motivate organization and systems leaders to move forward along the stages of readiness
4. Provide attendees with a vision for what trauma-informed organizations and systems can look like, with tangible ideas for implementation and examples of best practices
5. Model trauma-informed experiential practices that nurture wellbeing, connection, and learning
6. Share ongoing opportunities and resources for training and collaboration

Intended Audience:

The contents of the event will address systems leaders and service providers from many sectors, including health, early childhood education, child welfare, housing, and more. We will ask organizations to send a team of 2-5 people, with at least one who is in a management level position, and one who works primarily with clients and community members.