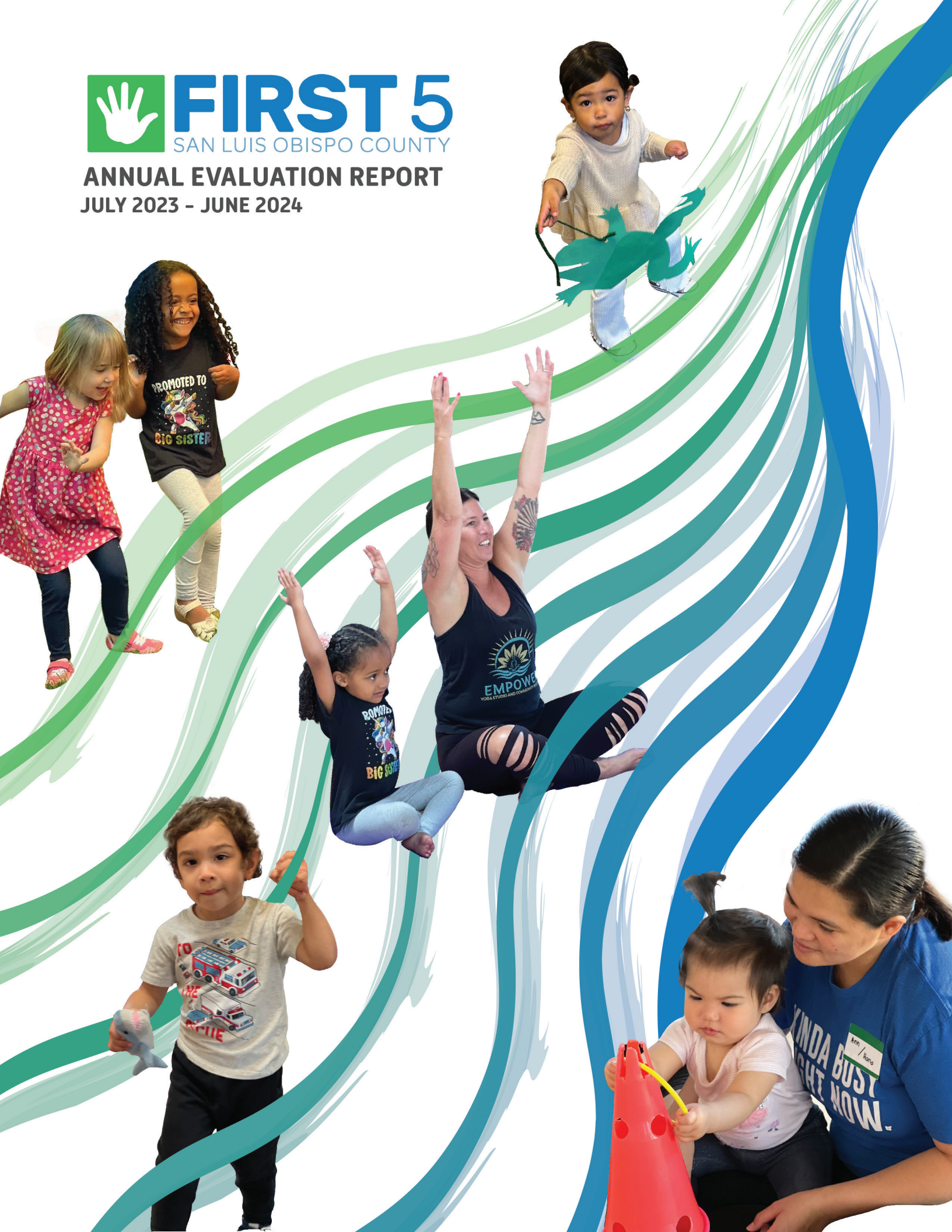




ANNUAL EVALUATION REPORT
JULY 2023 - JUNE 2024



ABOUT THIS REPORT

This report serves as a retrospective document, a pause to assess the impact of First 5 San Luis Obispo County's work and how that work moves First 5 toward its larger goals for children and families. The report describes high-level themes across the efforts of First 5's staff, Commissioners, and partners during the 2023-24 fiscal year and the contributions of these efforts to building a healthy community where all children thrive. The report is designed to support First 5 staff and Commissioners as they:

1. Reflect on the full picture of First 5's work and how that work has influenced change in the community, and
2. Consider ways in which the findings shape First 5's strategies moving forward.

To develop this report, First 5's evaluation team, Carsel Consulting Group, synthesized information from interviews with key stakeholders and staff, data collected from funded partners on a twice yearly basis, and public documents (*see Appendix 3 for data collection detail*).



REPORT CONTENT

About this Report

Background and context

Findings for 2023-2024

Funding for direct services and programs

Place-based network building

Policy, advocacy, and systems change

Highlights

Filling health care gaps

Child care as an economic development strategy

Appendices

Table of projects

Numbers served

Evaluation methods



Prepared by Carseel Consulting Group, November 2024

ABOUT THIS REPORT



BACKGROUND AND CONTEXT

First 5's Roles to Support Children & Families

As a public agency with a great deal of flexibility to be responsive and proactive, First 5 San Luis Obispo County staff and Commissioners use three key strategies to support children and families:

- **Funding for direct services and programs** including filling critical gaps in services, investing in innovative programs, and expanding existing resources in order to equitably meet the needs of our youngest children
- **Place-based network building** including cross-sector efforts that engage community members and partners to address issues by forging relationships that can be leveraged over time
- **Policy, advocacy, and systems change** to contribute to long-term outcomes with local, regional, and statewide partners

Together, these strategies leverage First 5 funds and staff time to create long-term changes while meeting immediate needs.

Selection of Funded Partners

To leverage existing community expertise and capacity, First 5 San Luis Obispo County enters into contracts with partner agencies for direct services, network building, and policy and systems change initiatives. These contracts are determined based on priorities identified in the strategic plan and emerging community needs. New projects are added as issues arise that require an immediate response; project funding is sunsetted when the project is no longer core to the strategic plan, the need has declined, other funding is secured, or the project is completed. Partners and projects are chosen based on well-established, documented success in the community, with larger projects undergoing bidding in an RFP process or emerging through a strategic collective impact partnership. The majority of contracts are funded on a reimbursement basis. Some contracts are funded at a flat rate to allow partners to maintain staffing levels through fluctuating community needs.

During the 2023-24 fiscal year, most of First 5's 16 funded projects provided direct services to address gaps. Several projects addressed policy and advocacy goals, worked to expand system capacity, or included a combination of these and direct services."

ABOUT THIS REPORT

First 5's Approach to Evaluation & Learning

First 5 San Luis Obispo County conducts an internal evaluation process with the aim of understanding the entire agency's progress and holistic impact. Key features of this evaluation approach include:

- A Theory of Change that illustrates how First 5's current and future efforts contribute to proposed outcomes (*see page 6*). The Theory of Change ensures common understanding of the work across stakeholders, supports planning, and provides a foundation for more in-depth evaluation work.
- An annual evaluation report that focuses on the year's key themes across the work of First 5's staff and partners and the contributions of this work to large-scale outcomes.
- Case studies that allow staff, Commissioners, and other stakeholders to reflect more deeply on specific components of First 5's strategy.
- Reporting from funded partners that is aligned with this evaluation lens and reflects First 5's values to support community organizations.
- An alignment of evaluation practices with the Strategic Plan to ensure a consistent approach to setting goals and monitoring outcomes.



Strategic Planning Preview

In early 2023, First 5 San Luis Obispo County conducted an assessment to better understand current needs and gaps for young children and their families and how First 5 can best support these areas (*see 2022-2023 Annual Evaluation Report for more details*). In 2023-2024, First 5 staff and Commissioners used the findings from the assessment and the organization's Theory of Change to identify the issue areas where First 5 can have the greatest impact. Then, within each issue area, they selected priority strategies and goals. The new strategic plan goes into effect at the beginning of the 2024-25 fiscal year and includes the following three high priorities, which will receive the most attention through First 5's capacities as a funder, network-builder, and advocate:

- **Early health foundations** which includes developmental screening, resources, and referral pathways for early intervention and medical, vision, dental, and mental health screening, prevention, and care.
- **Parent engagement, connection, and education** which includes helping parents and caregivers build skills and expand social support including connections to other families and to local resources.
- **Early learning and child care** which includes quality early learning and child care in all its facets — full-time, part-time, and nontraditional care as well as licensed center/family child care, non-licensed care, recreational programs, school-based pre-kindergarten and transitional kindergarten, and Family, Friend, and Neighbor-based approaches.

ABOUT THIS REPORT

First 5 will also provide strategic support for basic needs, early literacy, nutrition and physical activity, safety and healing, and substance use prevention and treatment. This will involve staying apprised of efforts, ensuring the prenatal to age 5 lens is accounted for when key groups are advocating and network-building around these issues, and assisting others in amplifying messaging as needed. The complete 2024-2028 strategic plan can be found [here](#).

In the summer of 2024, First 5 began revising the organization's Theory of Change and defining indicators with the new strategic plan priorities in mind. Next year's Annual Evaluation Report will be redesigned to present First 5 progress and impact within the revised framework of the new strategic plan, Theory of Change, and indicators.



FINDINGS FOR 2023-2024

In this section, First 5 San Luis Obispo County's Theory of Change serves as a lens for understanding the findings from 2023-2024, providing a high-level view of the collective contributions made by internal and external projects to advance short and medium-term

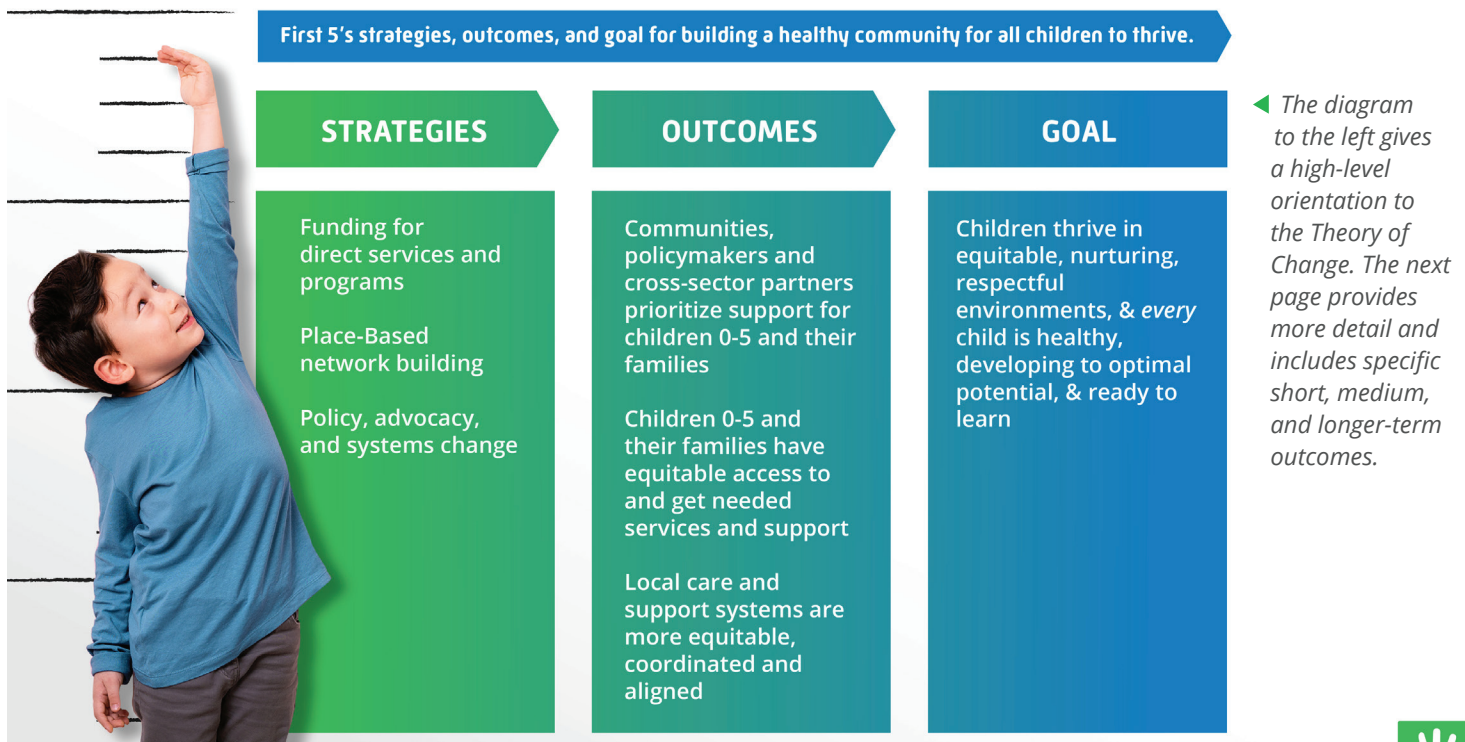
outcomes. The information is divided into three parts, one for each of First 5's three key strategies; each part includes a description of progress, facilitating factors, and barriers. It is important to note that some projects employed multiple strategies and supported multiple outcomes.

What is the Theory of Change?

A Theory of Change is a planning tool that is used to better understand how an organization's capacities and strategies contribute to outcomes in order to set priorities. The First 5 San Luis Obispo County Theory of Change explores how First 5's capacities support its three core strategies. The Theory of Change then examines how these strategies contribute to the short, medium, and long-term outcomes needed for children to thrive. The Theory of Change is a living document. As First 5 monitors community needs and learns more about what works, strategies may change and new outcomes may be identified. The Theory of Change also guides First 5's ongoing evaluation approach.



THEORY OF CHANGE - OVERVIEW



First 5's work supports positive long-term outcomes for our community that we can plan on and build on.

CAPACITIES	STRATEGIES	SHORT-TERM OUTCOMES	MEDIUM-TERM OUTCOMES	LONGER-TERM OUTCOMES	GOAL
STAFF TIME, EXPERTISE & COMMUNITY LEADERSHIP: including direct engagement in convening, coordination, coalition building & strategic communications.	<p>Funding for direct services and programs</p> <p>Place-Based network building</p> <p>Policy, advocacy, and systems change</p>	<p>Stronger evidence base for needs, gaps, and solutions exists, and best practices are translated for the County in collaboration with partners and the community</p> <p>Proven programs deliver needed services to children 0-5 and their families equitably</p> <p>Emerging or under-addressed issues are identified, including those that emerge from crises</p> <p>Increased media coverage of priority needs, gaps and solutions leads to greater awareness among the community and cross-sector partners</p> <p>New partners are identified, existing partners are activated, and champions and influencers highlighted</p>	<p>Increased cross-sector alignment and awareness on needs and gaps</p> <p>Increased public will to call for action on priority issues</p> <p>Increased political will to take action on priority issues</p> <p>Changes in business practices support 0-5 children and their families</p> <p>Collectively the community and cross-sector partners are able to address emerging or under-addressed issues and crises</p> <p>Policy changes increasingly reflect community-wide 0-5 and their families</p> <p>Needed programs are sustainably supported by public or partner investment</p>	<p>Families' basic needs are met and fewer families face financial insecurity</p> <p>Local care and support systems are more equitable, coordinated and aligned on core functions, and able to provide improved support</p> <p>Equitable, stable, affordable, high-quality supports like child care are available</p> <p>Strong and empowered place-based cross-sector networks that prioritize children 0-5 and their families exist</p> <p>Community and cross-sector partners collectively prioritize and expect support for children 0-5 and their families (norms change)</p> <p>Children 0-5 experience less trauma and improved early education outcomes</p> <p>All employers offer comprehensive family friendly practices that support a healthy work life balance</p>	<p>Children thrive in equitable, nurturing, respectful environments, & every child is healthy, developing to optimal potential, & ready to learn</p> <p>LONG-TERM IMPACT</p> <p>Healthier communities, a more competitive workforce, lower healthcare costs, stronger economic growth and greater equality of opportunity</p>

FINDINGS FOR 2023–2024

FUNDING FOR DIRECT SERVICES AND PROGRAMS

This year, First 5 San Luis Obispo County's strategy of funding direct services and programs continued to support shorter-term outcomes, providing needed services and filling gaps in care. As a result of these efforts, children prenatal to age five and their families accessed parenting classes, mental health counseling, developmental screenings and supports, preschool programs, breastfeeding support, basic goods and services (e.g., rental assistance, food, diapers), and dental and vision exams and treatment (*see Appendix 1 for a list of funded programs*). Across these services, the estimated number of encounters with children five years old and younger was about 6,150, an increase of approximately 750 over the previous year (*see Appendix 2 for more detail*).¹ This continues a trend of increased encounters after a significant drop in 2020-21 because of COVID-19.

For First 5's funded partners, partnerships continued to play a critical role in their ability to successfully support young children and their families. Relationships with other organizations allowed funded partners to expand their reach, find meeting space, and connect families to needed services beyond their scope. A few funded partners also reported successes when it came to leveraging other services they provide as an entry point to First 5-funded services. Pregnancy and Parenting Support (PPSSLO), for example, gave out a "Baby Shower in a Bag" to pregnant families that included diapers, clothing, swaddle blankets, burp cloths, baby towels, and soft toys. Through this, PPSSLO was able to support families and introduce them to other available services including the perinatal mental health services

they offer via First 5 funding in collaboration with the Community Counseling Center.

The most consistent challenge across funded partners remains staffing. Organizations struggled with staff turnover and filling open positions. As a result, they had to delay services or turn away families, and existing staff members were overworked. Many funded partners also reported increased difficulty obtaining resources and funding to support families because of county and state budget cuts and the end of COVID-relief funds. Unfortunately, this is happening at a time when many young children and their families in the county still need support, especially as the cost of living continues to rise.

¹ For estimated encounters, each funded program reports an unduplicated number of children reached, but children may be counted twice if they accessed services at multiple agencies.

Funded partner voices

County of San Luis Obispo Public Health Department's Oral Health Program, one of the organizations funded by First 5, reported:

"[Our] relationships with state funded preschools, the Child Development Resource Center, and Head Start sites to provide dental screenings and fluoride to children 0–5 continue to be successful... These organizations are strong, long-standing partners that value our partnership in offering these services to their populations."

FINDINGS FOR 2023-2024



PLACE-BASED NETWORK BUILDING

Strengthening relationships across sectors to highlight the needs of young children and their families continued to be a priority in the last year. Working at the regional level, for example, First 5 San Luis Obispo County and its partners were active voices in the Uplift Coalition, a cross-sector group that is exploring ways to expand child care in support of economic development. In addition, First 5 San Luis Obispo County and First 5 Sonoma County partnered with SLO Chamber of Commerce's Family-Friendly Workplace Program and the Santa Rosa Chamber of Commerce to highlight First 5 and Chamber of Commerce partnerships that advance family-friendly workplaces. *(See the Highlight on pages 12-13 for more on these regional efforts.)*

Along with a network of cross-sector partners and community members, including immigrant families, First 5 staff participated in collectively shaping the future of the UndocuSupport program to highlight the needs of immigrant children and their families. First 5 staff contributed to working group sessions and attended site visits to research best practices for an immigrant resource hub in San Luis Obispo County.

POLICY, ADVOCACY, AND SYSTEMS CHANGE

First 5 San Luis Obispo County and its partners continued to monitor progress and advocate for policy and systems change to better support children prenatal to age five and their families at the local, regional, state and federal levels. These efforts have helped increase cross-sector alignment and awareness on needs and gaps in the systems that support young children and their families, and to increase political will to take action on the priorities of First 5 and its partners.

In San Luis Obispo County, for example, the Help Me Grow Steering Committee collected data through two workgroups to better understand systemic challenges related to young children's health and development. An Assessment Workgroup interviewed providers to better understand difficulties families with children ages 3-5 are having when they try to access evaluations for autism and other issues. A Data Workgroup explored common specialty care needs for children aged five and under through interviews with pediatric referral teams. Their data collection highlighted large workforce shortages in certain specialty areas, including ENT, neurology, ophthalmology, and autism evaluations; these are projected to grow as many specialists are about to retire.

FINDINGS FOR 2023–2024

Difficulties for families who have to travel for specialty care and families who cannot access specialists due to their type of insurance were also noted.

At the state level, First 5 staff and Commissioners continued to meet directly with legislators as part of First 5 Association's Annual Advocacy Day. First 5 met with State Senators Laird and Limón, and Assembly Members Addis and Hart to:

- Ask for one-time funding to address the funding gaps that First 5s across California are experiencing as a result of declining tobacco-tax revenue.
- Call for the creation of a statewide workgroup to focus on systems alignment for children three years old and younger.
- Call on the Governor to include implementation funding for continuous Medi-Cal eligibility for children five years old and younger.



Also at the statewide level, First 5 coordinated the County's response to a California State Association of Counties (CSAC) survey on early childhood issues and priorities by compiling answers from multiple partners. This information will inform CSAC's next round of policy priorities. In its November 2023 Policy Committee Priorities, CSAC noted a focus on enhancing advocacy around early childhood and child care; the survey was disseminated in December to inform these efforts.

At the federal level, First 5 monitored the Child Care Investment Act, which was introduced in July 2023 by Congress member Salud Carbajal, whose district includes parts of the County. Roundtables held in Santa Barbara and San Luis Obispo Counties informed the proposed legislation. The bill would lower the cost of child care for middle class families and support new pathways to creating child care providers for small businesses.

Each year, the evaluation report highlights different programs and initiatives that First 5 San Luis Obispo County supports. This year, the evaluation team looked more closely at themes related to how First 5 responds to gaps in health care for young children, and the effect of First 5's work advocating for child care support from the economic development sector.

HIGHLIGHTS

FILLING HEALTH CARE GAPS

Theory of Change outcomes supported

- Proven programs deliver needed services to children 0-5 and their families equitably

The first years of a child's life are a phase of rapid growth and a critical time for establishing good health foundations and addressing problems early. This includes ensuring that young children access basic preventive health care services like routine physicals, dental exams and cleaning, and vision screenings. Often, schools play a role in connecting families to these services, which means children who are not yet school-age, especially those under three years old, often miss out. First 5 San Luis Obispo County continues to play a critical role in identifying which services young children are not getting and filling that gap by funding direct services and programs.

For many years, First 5 has funded programs that provide dental exams, vision screenings, and most recently developmental screenings for low-income families who are less likely to be able to access care through other means. Dental and vision care for young children are often skipped because they are not typically covered under standard health insurance plans and are not always top of mind for parents in the early years. For developmental screenings, it is not yet standard practice for pediatricians to conduct these at the recommended ages. To help fill these gaps, First 5 contributed funding to four projects in 2023-2024:

- **County of San Luis Obispo Public Health Department Oral Health Program**, which provided dental exams and fluoride treatment to 1,023 children ages five and under at state-funded preschools and family resource centers throughout the county. The program also provided education on dental care to 592 parents.
- **CAPSLO Help Me Grow Centralized Access Point**, which screened 108 children five years old and younger at locations and events across the county. Most parents who reached out noted concerns with general development, behavior, or speech.
- **Optometric Care Associates Vision Screenings**, which screened 2,457 children ages five and younger at Head Start locations, preschools, and kindergarten classes county-wide. Where needed, they also connected families to local providers for additional care.
- **Tolosa Children's Dental Center Oral Health Prevention for Children**, which provided dental exams and preventive treatment for 206 children five years old and younger at their location in San Luis Obispo.



HIGHLIGHTS

In addition to funding critical services, First 5 staff and partners are also working toward larger policy and systems changes that unlock ongoing resources and bring about sustainable improvements. For example, with the help of First 5 funding, the County of San Luis Obispo Public Health Department Oral Health Program is also updating the county's Oral Health Needs Assessment to better understand gaps and working to improve coordination of care by connecting dental providers to a variety of organizations across the county that work with young children.



CHILD CARE AS AN ECONOMIC DEVELOPMENT STRATEGY

Child care is a priority issue for regional economic development efforts and one that requires the buy-in and support of multiple sectors, including the private sector. First 5 and its partners supported three core pathways to advance child care through during this reporting period:

1. Influencing the agendas of existing coalitions
2. Influencing county and regional priorities through cross-sector partnerships
3. Helping partners/agencies responsively adapt promising programs

First 5 plans to continue to support these pathways in the new strategic plan.

Theory of Change outcomes supported

- New partners are identified, existing partners are activated, and champions and influencers highlighted
- Increased cross-sector alignment on needs and gaps



HIGHLIGHTS

By serving on planning and steering committees and contributing to strategy sessions with cross-sector initiatives focused on economic development, First 5 San Luis Obispo County and

its partners influenced efforts to improve the local child care system. These efforts advanced several concrete strategies to bolster child care county-wide:

Strategy	Partnerships		
	UPLIFT Coalition (✓ = Included in their Regional Strategic Plan)	American Rescue Plan Act (ARPA) (✓ = Allocated funds)	Family-Friendly Workplace Program (FFW) (✓ = Supported businesses through technical assistance)
Engaging private sector	✓		✓
Increasing access to quality child care		✓	✓
Expanding and supporting the child care workforce	✓	✓	
Supporting child care infrastructure (licensing, career development, navigation support for families)	✓	✓	

Uplift

Central Coast

Uplift Coalition

- **What is it?** A six-county coalition, which drives meaningful community dialogue and collaboratively shapes a vision for sustainable, equitable economic opportunities in the region.
- **Progress:** Uplift developed a new strategic framework to help guide \$14 million in implementation funding from the California Jobs Act to create quality job opportunities, improve workforce skills, and address specific regional economic challenges. Like REACH, the lack of child care in the region was identified as a major barrier to workers and working families, especially farm workers and hospitality workers. A section in the report dedicated to child care emphasizes expanding the child care workforce, enhancing child care infrastructure (including building and permitting issues), encouraging employer-supported child care, and improving centralized resources to help families navigate the child care system.
- **First 5's role:** Staff participated in Uplift's Child Care Roundtable in April 2024. To engage leaders directly, Uplift hosted roundtables on issues critical for quality and vitality of life in the community and address challenges to key areas identified in their data analysis.

Partner voices

In its final report, Uplift noted: "Child care is an issue that has been echoed across almost every Listening Session, Community Convening, and Roundtable that Uplift has hosted. Child care is a topic that is critical not only to families' well-being but also the greater economy. Without access to affordable and culturally appropriate child care, many residents are unable to take on quality jobs."

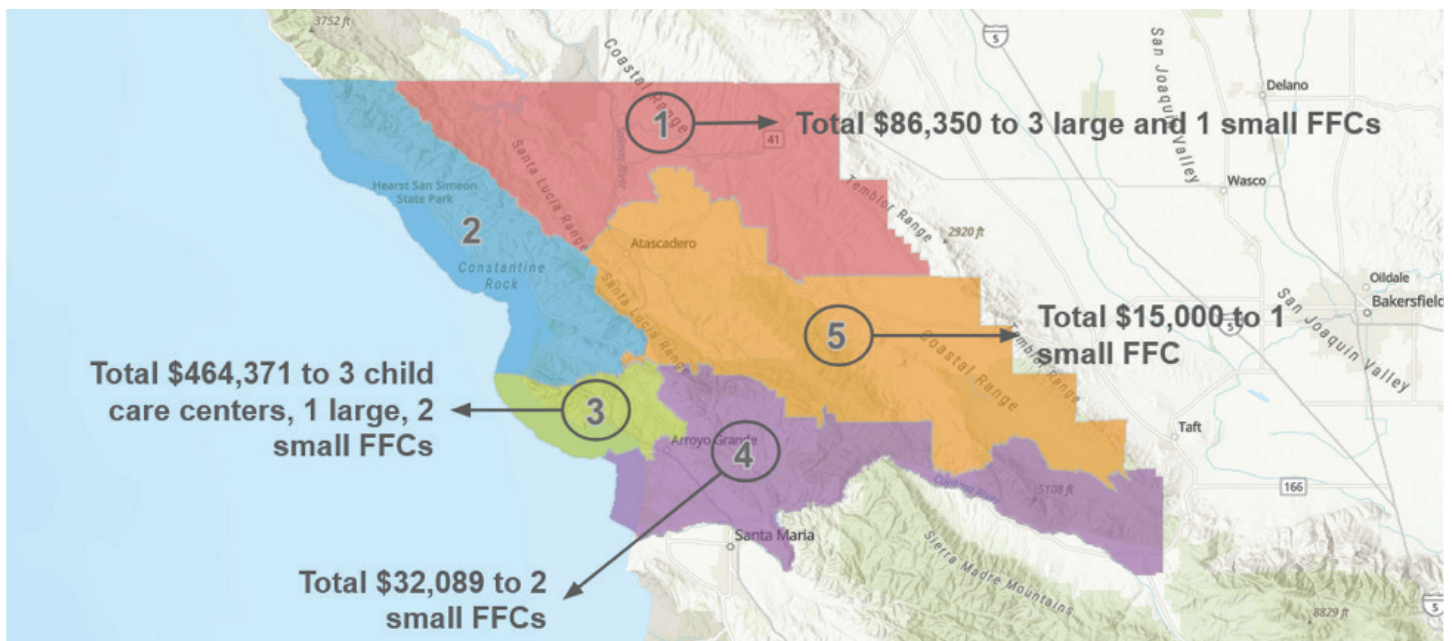


HIGHLIGHTS

ARPA Child Care Funds Distribution

- **What is it?** Work this year built on last year's successful advocacy campaign by First 5 and its partners to include child care as part of the county's allocation of American Rescue Plan Act (ARPA) funding. As a result of that campaign, the SLO County Board of Supervisors allocated \$3 million toward the child care sector.
- **Progress:** \$2,250,000 (out of \$3,000,000) was spent or allocated as of May 2024 for the following strategies:
 - Child care sector program relief, stabilization, and tuition assistance
 - Program expansion and quality improvement
 - Reinvigoration of the child care workforce
- **First 5's role:** Staff continued to serve as a grant program implementation partner to help distribute and monitor the County's ARPA child care funds. This year, First 5 and its partners focused on approving \$597,810 in Business Expansion Grants to 13 organizations. They are gathering information about an additional six potential grantees that could lead to grants totaling \$442,080. The 13 awarded grants went to three types of businesses in the county's five supervisorial districts:
 - Family Child Care Homes serving 8 children or less (small FFC) – **\$59,739**
 - Family Child Care Homes serving up to 14 children (large FFC) – **\$91,725**
 - Family Child Care Home (size unknown) – **\$6,925**
 - Child Care Centers – **\$439,421**

▼ This map shows the total amount awarded in Business Expansion Grants by supervisorial district and by type.



Source: Data on grant allocations–American Rescue Plan Act, San Luis Obispo County, Child Care Allocation Update, May 2024, compiled by Early Care and Education Planning Council Staff. Map–San Luis Obispo County 2023 District Map (<https://storymaps.arcgis.com/stories/79ec99e34dff4069a688dd5d31b2a778>)

Supporting the adaptation of successful models

First 5 San Luis Obispo County supports a partnership with SLO Chamber of Commerce to fund the Family-Friendly Workplaces (FFW) Program, designed to help businesses provide better options for employees. Now in its third year, the program awarded 84 organizations with a SLO County Family-Friendly Workplaces Award in 2023, and an additional 42 in 2024. More than 35 businesses achieved at least six family-friendly workplace practices, and nine were celebrated specifically for employer-sponsored child care benefits. Many businesses completed the assessment several times over multiple years and reported improvements.

For example, Water Systems Consulting (WSC), a water engineering and strategic communications firm, first took the FFW assessment in 2022. At that time, they only offered two employer-sponsored child care benefits. In 2024, when they took the assessment again, they offered



five. Water Systems Consulting is one of only four employers to receive the FFW's new, highest level, the Red Diamond Award, which was created in 2024 to celebrate employers that meet at least seven family-friendly practices and provide at least one employer-sponsored child care benefit.

WSC FFW results for the Employer-Sponsored Child Care Options assessment category

2022	2024
<ul style="list-style-type: none">On-site child careDependent Care Flexible Spending Accounts (DCFSA)	<ul style="list-style-type: none">[Maintained] Dependent Care Flexible Spending Accounts (DCFSA)[New] Near-site child care[New] Child care vouchers, stipends, reimbursements[New] Referrals for child care[New] Backup or Emergency child care

HIGHLIGHTS

Company voices

In an interview on KCBX with SLO Chamber of Commerce President Jim Dantona, Jannette Garrett from WSC noted that they, “really strive to support employees well-being...helping them achieve their work-life harmony, which includes family-friendly workplace benefits. We offered a new benefit; it’s a program that offers back up child care...several employees use this benefit on a pretty regular basis and they love it. We had a marketing team retreat recently in San Luis Obispo, and people from all over the west coast use their back-up child care so that they can travel for work...”



In addition to business-sector support for child care, First 5 and the FFW have focused on helping other chambers throughout the county adapt the model for their own context, and on sharing the model with other First 5’s. Through one-on-one tutorials and presentations, as well as conferences, the FFW worked to make its model available and adaptable for other cities and counties. This resulted in increased visibility and expansion of the FFW model program as shown in the table below:

	Received information, resources and TA	Cross-promotion of the FFW program, referring businesses to SLO’s FFW resources, highlighting awardees in their newsletters	Actively participating in SLO FFW or implementing the model
MORRO BAY CHAMBER OF COMMERCE			
PASO-TEMPLETON CHAMBER OF COMMERCE			
ATASCADERO CHAMBER OF COMMERCE			
SOUTH COUNTY CHAMBER OF COMMERCE			

APPENDIX 1: TABLE OF PROJECTS

This table outlines all of First 5 San Luis Obispo's projects in the 2023-2024 fiscal year including the lead organization, a brief description of the work, and associated strategies from First 5's Theory of Change.

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			Funding for direct services and programs	Policy, advocacy, systems change	Place-based network building
Project	Organization	Description			
Child Health & Development					
BABES	County of San Luis Obispo Public Health Department	Provided breastfeeding education and support and peer counseling for pregnant and breastfeeding mothers at WIC clinics throughout the county.	✓		
Help Me Grow Centralized Access Point	CAPSLO	Provided information, support, and referrals to families related to early childhood development at CAPSLO's Family Resource Centers (including their new one in Paso Robles) and other locations across the county.	✓		
Kits for New Parents	First 5 San Luis Obispo County	Distributed kits to new parents that included a Parent Guide, "What to Do When Your Child Gets Sick" book, baby touch-and-feel book, and a directory of local community resources and services for young children and families.	✓		
Oral Health Prevention for Children	Tolosa Children's Dental Center	Provided preventive services for children 0-5 including oral health screenings and assessment, parent education, dental exams, and cleanings.	✓		
Oral Health Program	County of San Luis Obispo Public Health Department	Coordinated children's oral health services, including dental screenings, referrals, and connecting clients with providers. Provided education about children's preventive dental care to parents of children 0-5.	✓		

APPENDIX 1: TABLE OF PROJECTS

			Strategy		
			Funding for direct services and programs	Policy, advocacy, systems change	Place-based network building
Project	Organization	Description			
Vision Screenings	Optometric Care Associates	Screened children 2-5 for vision problems at early childhood development and care sites and referred them to local providers for treatment if indicated.	✓		
Health Access Trainer	Carsel Consulting Group	Provided professional development activities to increase provider capacity to connect children 0-5 with healthcare services.	✓	✓	
Help Me Grow Steering Committee	First 5 San Luis Obispo County	Convened partners to support a community system that ensures timely support for families related to developmental milestones in early childhood.		✓	
Home Visiting Coordination	County of San Luis Obispo Public Health Department	Convened home visiting programs to build collective capacity and improve coordination.		✓	
Early Learning					
California State Preschool Program	San Luis Obispo County Office of Education	Funded high-quality early childhood education for families who were over the income-eligibility rate.	✓		
Early Childhood Nature-Based Experiences	San Luis Obispo Botanical Garden	Expanded access and programming to increase nature-based experiences, education and wellness for young children.	✓		

APPENDIX 1: TABLE OF PROJECTS

			Strategy		
			Funding for direct services and programs	Policy, advocacy, systems change	Place-based network building
Project	Organization	Description			
Shared Services Alliance	CAPSLO	Coordinated services for Family and Center based child care providers to strengthen their business practices.	✓		
We Are the Care	First 5 San Luis Obispo County	Focused on raising public awareness, cross-sector collaboration and local government engagement to address the challenges involved in early care and education in our communities.		✓	✓
Resilient Families					
Basic Needs Family Support	CAPSLO	Provided and distributed resources and support to meet the basic needs of families with children 0-5 including rental assistance, food, and child care.	✓		
Event Sponsorships	First 5 San Luis Obispo County	Sponsored local events that focused on young children and families and were in line with First 5's mission, strategic plan, and guiding principles.	✓		
Family Resource Centers	Parents Helping Parents	Provided information, referrals, training, family support, and outreach to families of children with special needs.	✓		

APPENDIX 1: TABLE OF PROJECTS

			Strategy		
			Funding for direct services and programs	Policy, advocacy, systems change	Place-based network building
Project	Organization	Description			
Family Support Counseling	MP Health	Provided bilingual individual, family, and couples mental health counseling and education to people caring for children 0-5.	✓		
Parent-Child Participation Learning Pods	South County Youth Coalition	Provided classes in Spanish and English where caregivers had real-time experiences with their children, developed a social network, and received age-appropriate information about their children.	✓		
Partnership for Resilient Families	Link Family Resource Center	Provided resources and support services for pregnant women, caregivers, and families with children ages 0-5 throughout North County.	✓		
Perinatal Mental Health Support Services	Pregnancy & Parenting Support of SLO County	Provided counseling for pregnant women and new parents to address heightened uncertainty, stress and perinatal mood and anxiety challenges (via a collaborative partnership with the Community Counseling Center).	✓		
Family-Friendly Workplaces	SLO Chamber of Commerce	Provided resources and support to businesses to help assess their current business practices, identify opportunities for change, and adopt family-friendly policies (including investments in quality child care) that help to support parent employees, sustain a strong local workforce, improve quality of life, and bolster the economic vitality of our communities.	✓	✓	

APPENDIX 2: NUMBERS SERVED

The following data is collected from First 5 San Luis Obispo County's partners who provide direct services to children and families. While each agency reports on unduplicated individuals served, the aggregate data likely has duplication due to families obtaining services from more than one First 5 partner. Because of the unknown overlap in numbers served, any conclusions drawn from the data should be made with extreme care.

Age of Individual Served	Numbers Served
Children Less than 3 Years Old	1,724
Children from 3rd to 6th Birthday	4,123
Children – Ages Unknown (Birth to 6th Birthday)	310
Total Population Served	6,157

Race/Ethnicity of Individual Served	Numbers Served
Hispanic/Latino	2,789
White	2,321
Unknown	632
Other	144
Two or more races	119
Asian	105
Black/African-American	42
Native Hawaiian or Other Pacific Islander	3
Alaska Native/American Indian	2
Totals	6,157

APPENDIX 3: EVALUATION METHODS

To generate the findings in this report, First 5 San Luis Obispo County's evaluation team gathered, analyzed, and synthesized information from the following sources:

Funded Partner End-of-Year Reports

First 5's funded partners submitted written reports at the middle and end of the fiscal year that included relevant numerical data (e.g., number of children served, number of counseling sessions conducted) and their reflections on the successes, challenges, and impact of their funded work as well as broader community needs. The evaluation team also analyzed additional data shared by funded partners (beyond the written report) including assessment and survey data.

Interviews

First 5's evaluation team conducted one-on-one interviews with First 5 staff, Commissioners, and partners (funded and non-funded). These interviews explored experiences and perceptions of First 5's work broadly and around specific strategies and initiatives.

Document review

The evaluation team reviewed an array of documents in addition to funded partner reporting to explore First 5's contribution to outcomes. Documents included First 5 Commission meeting agendas and minutes; press releases; research reports; and local government websites, including applicable grant program information.