

EVERY CHILD THRIVES



ABOUT THIS REPORT

This report serves as a look back at the 2024-25 year, 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 from July 2024 to June 2025 and the contributions of these efforts to building a community where all children can thrive. The report is designed to support First 5 staff and Commissioners as they reflect and plan.

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).



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BACKGROUND AND CONTEXT



Strategic Plan: 2024-2028

First 5 San Luis Obispo County staff and Commissioners underwent a strategic planning process during the 2023-24 fiscal year. They 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. They then used the findings to identify issue areas where First 5 can have the greatest impact.

The [a](#) went into effect at the beginning of the 2024-25 fiscal year and includes the following three high priorities:

- **Early health foundations** which includes developmental screening, resources, and referral pathways for early intervention, as well as medical, vision, dental, and mental health screening, prevention and care.
- **Parent engagement, connection, and education** which includes helping parents and caregivers develop social supports and build skills.
- **Early learning and child care** which includes quality early learning and child care in all its facets.

Updated Theory of Change

The Theory of Change that was developed in 2022 illustrated how First 5's current and future efforts contribute to proposed outcomes. This Theory of Change has ensured a common understanding of the work across stakeholders, supported planning, and provided a foundation for evaluation efforts. With a new strategic plan being implemented, this year served as an important opportunity to update the Theory of Change to better reflect the priorities of that new plan and to incorporate all that has been learned since 2022 about how First 5's strategies drive and reinforce change.

The revised Theory of Change (next page) shows how First 5's strategies (in blue) support its outcomes and goals (in green). Through the strategies of building broad awareness, advancing networks, advocating for policy and systems change, and providing direct funding, First 5 aims to improve early health foundations; increase parent engagement, connection, and education; and expand early learning and child care. These outcomes move the community closer to First 5's overarching goal of ensuring that every child thrives. Together, these strategies leverage First 5 monies and staff time to create long-term changes while meeting immediate needs.

FIRST 5 SLO COUNTY THEORY OF CHANGE



LEGEND OF LAYERS:

ADVANCE NETWORKS

BUILD BROAD AWARENESS

ADVOCATE FOR POLICY & SYSTEMS CHANGE

PROVIDE DIRECT FUNDING

OUTCOMES FOR CHILDREN 0-5

THEORY OF CHANGE GOAL



BACKGROUND AND CONTEXT

The updated Theory of Change will guide First 5's ongoing evaluation approach, including serving as a lens for understanding the findings in this annual evaluation report.



Selection of funded partners

To leverage existing community expertise and capacity, First 5 San Luis Obispo County enters into contracts with partner agencies that fill gaps in services and programs and increase system capacity. 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 local community, with larger projects undergoing bidding through 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.



FINDINGS FOR 2024-2025: OVERVIEW

The first year of First 5 San Luis Obispo County's new strategic plan brought both challenges and creative adaptations. Changes in the federal, state, and county financial landscape resulted in reduced funding and uncertainty about funding for many of its partners. In addition, the immigration policies of the new federal administration made families fearful to leave home and access needed resources. Because of these challenges, many organizations had smaller budgets, more staff turnover, and difficulties reaching the people they serve, making it harder to effectively support families with young children and advance longer-term efforts to improve local systems and policies.

Amidst this landscape, First 5 and its partners continued to identify creative solutions. In Spring 2025, First 5 staff and Commissioners began reviewing current and potential funding cuts and discussing First 5's potential role in addressing current challenges. At the Commission meeting on June 25, 2025, First 5 Commissioners voted to approve the creation of a First 5 Early Childhood Systems Stabilization Fund which allocates \$600,000 over three years toward critical services and programs for young children and their families that have been impacted by changing funding and policies. Through their Health Access Training contract with Carsel Consulting Group, First 5 also supported the advancement of a coalition of organizations that work together to support immigrant residents (see Early Health Foundations for more detail).

Despite funding challenges and client barriers, nearly all of First 5's funded partners met their objectives for the 2024-25 fiscal year. Funded partners also adapted in creative ways, including leveraging partnerships, adjusting strategies, and restructuring programs. For example, in order to maintain their reach despite budget cuts, CAPSLO trained almost a dozen staff from their Home Visiting program on a community-based program that allows them to work with parents in groups instead of one-on-one. These staff members were also certified to train additional home visitors to extend the reach of the model. To better support clients, The Link Family Resource Center delivered food to families who were hesitant to come forward for needed services.

Braided funding

Having diversified funding streams helps nonprofit organizations weather unexpected changes in the funding landscape, manage risk, and extend their impact. To better understand the extent to which First 5's funded partners leverage additional funds to expand the reach of their efforts, First 5 asked partners to share other resources that supported their program or initiative during the 2024-25 fiscal year. In total, they reported almost \$500,000 in additional funds spanning grants, matching funds, and in-kind contributions from local, state, and federal sources, bolstering the \$1,077,877 in grants they received from First 5 by almost 50%. These investments by other funders and partners demonstrate a commitment across the funding ecosystem to organizations serving children and families that are addressing priority issues for the county's 0-5 population.

FINDINGS FOR 2024–2025: OVERVIEW

The sections that follow detail findings and program highlights for each of the three focus areas in the strategic plan: Early Health Foundations; Parent Engagement, Connection, and Education; and Early Learning and Child Care.

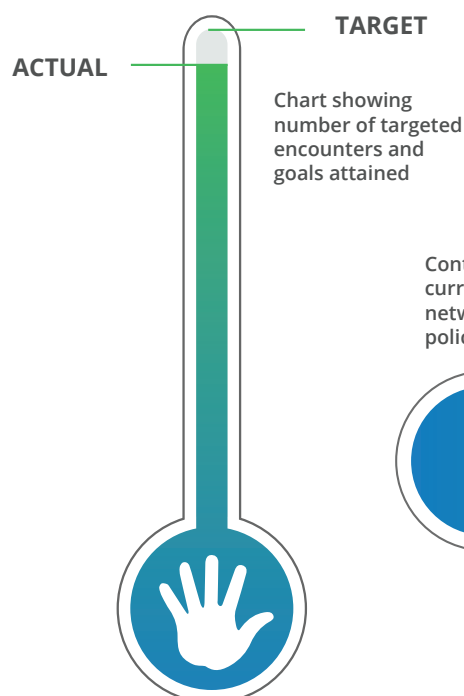
The following graphics appear across sections to aid in illuminating progress for the year:

- Where the aim is to **fill gaps in services and programs through direct funding**, a chart indicates the percentage of targeted encounters (see example of chart below)
- Where the aim is to **increase system capacity through direct funding**, a graphic indicates whether the goal was attained
- Where the aim is to **advance networks and advocate for policy and systems change**, a continuum is used to show where efforts are currently situated (see example of continuum below)

Tracking advocacy efforts

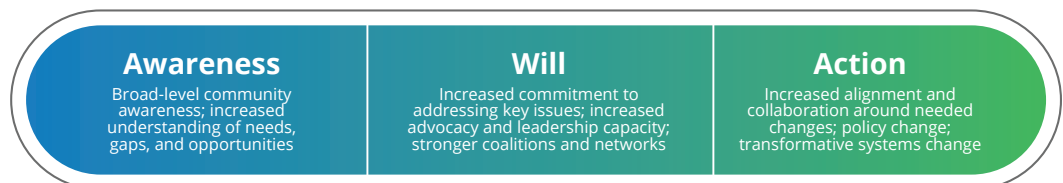
To track First 5's efforts to advance networks and advocate for policy and systems change over time, initiatives within each of the three outcome areas are placed on a spectrum that includes Awareness, Will, and Action. The spectrum draws from First 5's Theory of Change and the [Center for Evaluation Innovation's](#) Advocacy Strategy Framework. The placement of each initiative on the spectrum depends on where efforts in the current fiscal year were focused. Over time, movement along the spectrum will be tracked as each initiative drives toward policy and system change.

Each of the three phases builds on the previous to support overall strategy. Building understanding of needs and gaps (Awareness), for example, helps First 5 and its partners design strategies for increasing cross-sector commitments to address those needs through coalitions and networks (Will). And supporting the continued development of those coalitions and networks (Will) in turn supports alignment and collaborative action around needed changes, which leads to policy and systems change (Action).



Continuum showing current efforts to advance networks and advocate for policy/systems change.

First 5 Initiative



First 5 Initiative

FINDINGS FOR 2024-2025: EARLY HEALTH FOUNDATIONS

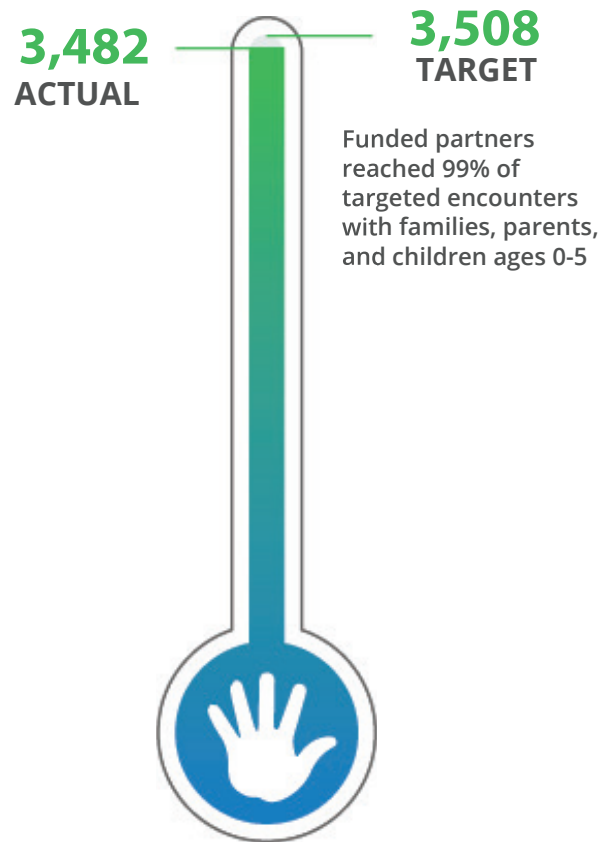
In addition to filling gaps in services with direct funding, First 5 San Luis Obispo County and its partners continued to influence existing partnerships and coalitions to increase systems coordination and improve programs to promote young children's wellness and access to quality care.

Filling gaps in services and programs through direct funding

This year, First 5's strategy of funding direct services and programs continued to provide needed support and fill gaps in care. As a result of these efforts, children prenatal to age five and their families received mental health counseling, developmental screenings and supports, breastfeeding support, and dental and vision exams and treatment. As shown in the graphic to the right, this included 3,482 encounters with families, parents, and young children, just under the target of 3,508 encounters.*

Despite challenges with budget cuts, staff turnover, and reluctance among immigrant families to access services, all but one of the six funded projects in this area met or exceeded their objectives for the year. The one project, which reached 83% of its targeted encounters, experienced significant staffing challenges. First 5 staff have been in contact with the project team to work on potential solutions.

* Encounters: Each funded program reports an unduplicated number of children reached, but children may be counted twice if they accessed services at multiple agencies.



FINDINGS FOR 2024–2025: EARLY HEALTH FOUNDATIONS

Increasing system capacity through direct funding

Several funded partners successfully built capacity among providers in order to strengthen systems of care for young children and their families.



Increased knowledge among providers

Carsel Consulting Group's Health Access Training project, for example, implemented three highly rated workshops on conducting outreach to immigrant communities, maintained their resource website for providers, and published e-newsletters with tips and guidance that reached hundreds of organizations. In addition, CAPSLO and the County of San Luis Obispo Public Health Department trained home visitors on a variety of topics including facilitating Parent Cafes, optimizing client relationships, and inclusive engagement strategies, while also fostering interagency sharing.

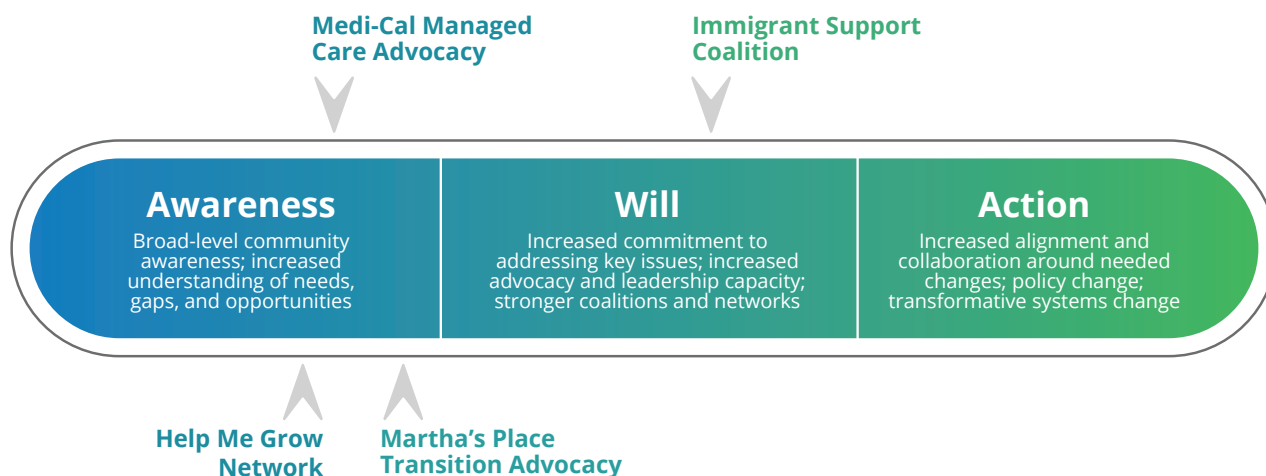


Advancing networks and advocating for policy & systems change

As described in the sections that follow, most of the advocacy initiatives under Early Health Foundations focused on building awareness and commitment this year. One initiative, the Immigrant Support Coalition, gained a great deal of momentum in 2024-25, establishing a strong network and taking action collaboratively.



FINDINGS FOR 2024–2025: EARLY HEALTH FOUNDATIONS



Strengthening cross-sector ties

In 2025, the Help Me Grow Steering Committee rebranded, becoming the Help Me Grow Network, with a goal to foster connections and collaborations to better serve and support children with developmental needs and their families. Although the network faced barriers this year, including limited member bandwidth and lack of continuous participation, foundational elements were put in place that are expected to help increase momentum during the 2025-26 fiscal year.

As a result of a network survey that was conducted in November 2024, the group shifted from a closed steering committee model to a more open network model to encourage participation from more stakeholders. Members then focused on identifying who was missing from the network and built a strategy for outreach and recruitment. The survey also aided the network in identifying the most important benefits the network offers for members and creating working groups for each of them. Moving forward, the new working groups will focus on creating a seamless system of support that responds more effectively to the developmental needs of young children, and strengthening ties to the medical community.

Advocating for access to early childhood care through public financing and systems change

CenCal Health's Medi-Cal/CalAIM Steering Committee is a forum for community stakeholders to advance Medi-Cal initiatives and pursue a shared delivery system and community health goals. Over the past year, this Steering Committee has been supporting a new approach to Medi-Cal that expands the definition of service provision beyond clinical care to include services like case management and community health workers, as well as family resources like family advocates. First 5 staff, Commissioners Ortiz-Legg and Ruvalcaba-Heredia, and funded partner The Link Family Resource Center, are part of the Steering Committee and have highlighted how these potential changes, as well as cuts to Federal funding for Medi-Cal, impact children 0-5 and their families.

In April 2025, as part of their efforts to raise awareness about specific needs and opportunities for this critical population, First 5 signed on to a letter alongside over 20 Steering Committee members from local governments, the healthcare profession, and the business community, urging Congress to protect Medicaid funding (the full letter can be accessed [here](#)).

FINDINGS FOR 2024–2025: EARLY HEALTH FOUNDATIONS

In First 5's role as a local hub for early childhood resources, staff are also helping shape opportunities for new types of Medi-Cal managed care partnerships that could benefit children. In 2025, for example, when the Department of Health Care Services issued a new directive that Medi-Cal managed care plans had to include First 5s in their required list of outreach to community partners, First 5 San Luis Obispo County helped develop the statewide partnership Memorandum of Understanding (MOU) to ensure it accurately reflected the nature of First 5 efforts. Then staff worked with CenCal Health to develop a local MOU that includes data sharing to better identify needs and gaps for vulnerable populations.

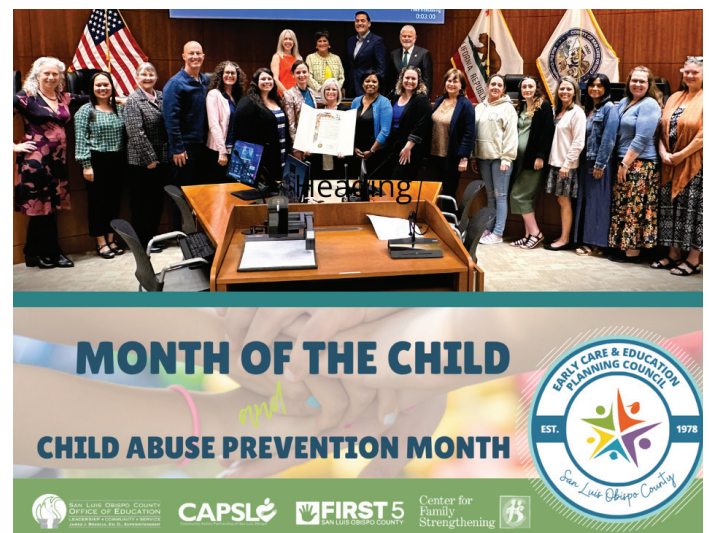
Maintaining services by raising awareness and identifying solutions

Martha's Place is a joint program of the San Luis Obispo County Public Health and Behavioral Health Departments that provides integrated assessments and therapy for children 0-5 with known prenatal substance exposure, significant behavioral health concerns, developmental delays, and those who have experienced trauma. It is currently the only program in the county that provides integrated public and behavioral health services for those children and their families. As part of budget cuts in 2024-25, the County proposed closing the program entirely. First 5 staff saw an opportunity to raise awareness about the value of the program and help the County find new potential partners to support the services that Martha's Place delivers. First 5 provided public comment and letters in support for the program to the County Supervisors along with other organizations and community members. In addition, First 5 staff helped identify community partners who could help thoughtfully plan a transition for the program to avoid the loss

of services that would have been caused by an immediate closure. As a result of public input, the County made the decision to keep Martha's Place operating in its current form for another year while a transition plan is put in place.

Building awareness and public and political will through coalitions

Supported by Health Access Training, a First 5-funded project, a newly formed SLO County Immigrant Support Coalition worked over the last year to raise awareness among key cross-sector stakeholders of the issues faced by the county's diverse, immigrant communities. An assessment of immigrant community needs by Diringer & Associates, which was supported by First 5, Community Foundation SLO County, Must! Charities, Diversity Coalition San Luis Obispo County, and the County of San Luis Obispo, helped lay the groundwork for outreach to different sectors that could help meet community needs. These efforts resulted in a coalition of 50+ organizations that represent social services, education, health, government, philanthropy, and advocacy sectors and range from grassroots organizations to large agencies.



FINDINGS FOR 2024-2025: EARLY HEALTH FOUNDATIONS

The coalition provides space for organizations to come together, identify needs, and work together to fill those needs. In the first six months of 2025, the group made virtual and in-person workshops available for organizations to learn more about how to support immigrant clients and staff, created the SLO County Immigrant Event Calendar to promote events and workshops for community members and providers, and developed a volunteer referral web page for community members interested in supporting agencies with immigrant-related volunteer opportunities.

This work builds on efforts that began in 2020 when First 5 and a collaboration of local organizations, community leaders, and concerned individuals formed UndocuSupport, now a formalized program within The Community Foundation San Luis Obispo County, which began the work of bringing awareness and resources to the challenges experienced by immigrant families.



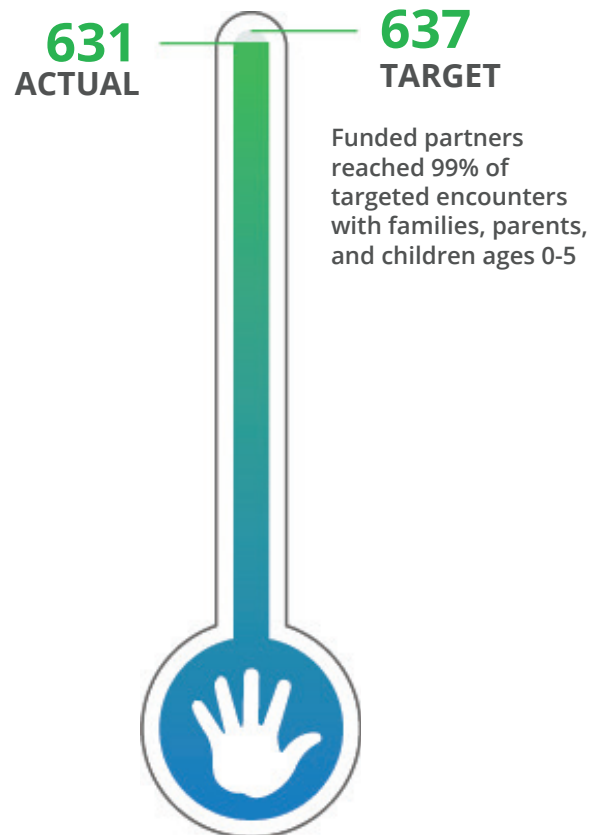
FINDINGS FOR 2024-2025: PARENT ENGAGEMENT

To support families in building stable, nurturing, and enriching home environments for young children, First 5 San Luis Obispo County continued to fund and promote programs that provide education to parents and connect them to a variety of community resources, and build broad awareness about the issues facing children 0 - 5 and their families. These programs are a first step in First 5's longer-term aim of building leadership among parents and improving programs and policies by centering community context and need.

Filling gaps in services and programs through direct funding

In this area, First 5's funded partners provided needed services to families with young children including parenting classes, access to basic goods and services (e.g., rental assistance, food, diapers), and connections to other critical resources. These efforts helped build skills, confidence, and stronger systems of support among families. As illustrated in the graphic to the right, this included 631 encounters with families, parents, or young children, close to the target of 637 encounters.

Four of the five projects met their objectives for the year despite reduced funding, staffing challenges, and hesitations among immigrant families to participate in available programs. The one project that was just under its target for the year was new and needed to hire and train staff and conduct outreach before beginning the program.



FINDINGS FOR 2024–2025: PARENT ENGAGEMENT

Building broad awareness

First 5 continued to build awareness about the issues facing children 0-5 and their families and connect families to information and support. First 5 staff regularly served as a hub for information sharing by disseminating flyers from providers and other partners to help highlight available resources; supporting local events and activities for families and providers through sponsorships; and supporting the dissemination of First 5 Kits to new parents to provide parenting education and an inventory of community resources. In addition, the ongoing Talk.Read.Sing. campaign provided resources to encourage parents to create rich learning environments for their young children. These efforts help lay the foundation for First 5's longer-term aims in this area.

Awareness

Broad-level community awareness; increased understanding of needs, gaps, and opportunities

Will

Increased commitment to addressing key issues; increased advocacy and leadership capacity; stronger coalitions and networks

Action

Increased alignment and collaboration around needed changes; policy change; transformative systems change

First 5 Strategic
Communications and
Outreach



FINDINGS FOR 2024–2025: EARLY LEARNING & CHILD CARE

By increasing cross-sector engagement and influencing priorities across coalitions and initiatives, First 5 San Luis Obispo County and its partners continued to address the need for shared responsibility and coordination and increased alignment to ensure that from birth, children have rich and varied opportunities to develop and learn in safe, high-quality, affordable environments that fit their and their families' needs.

Increasing system capacity through direct funding

The new strategic plan brought a shift in First 5's approach to direct funding for early learning and child care, transitioning from funding early learning/child care spots to building capacity among early learning/child care providers. In 2024, First 5 issued a Request for Proposals to seek projects that would help advance this work. First 5 selected two initiatives to fund:

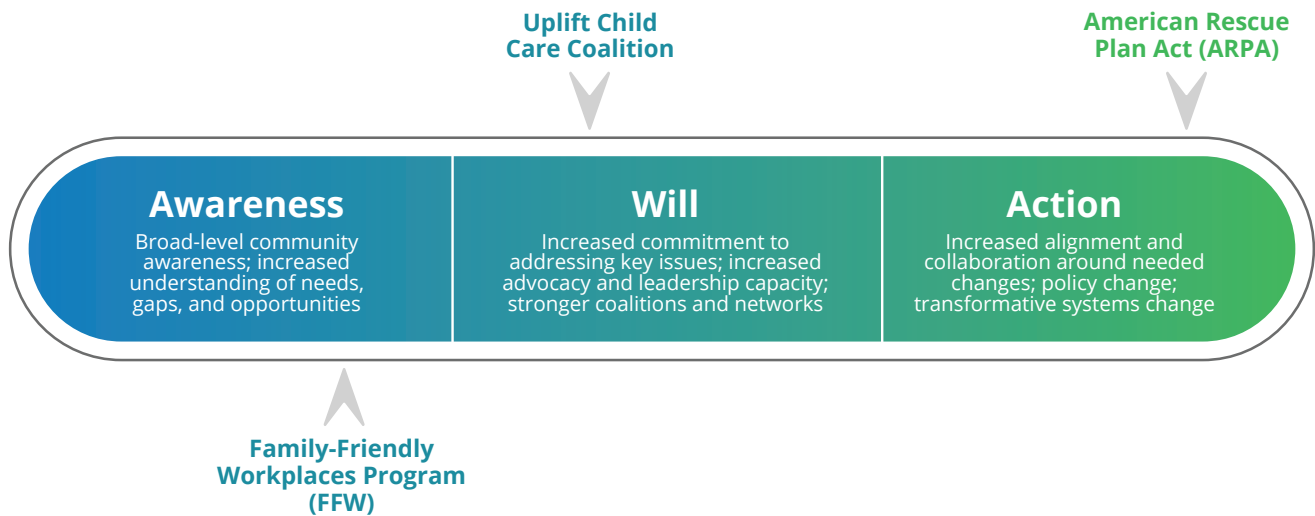
- CAPSLO's Building Connections program, which began in January 2025. Building Connections provides training and coaching to Family Child Care providers and Family, Friend, and Neighbor caregivers with the aim of improving the quality of these programs. In the first six months, they hired and trained staff, conducted two workshops for providers on developmental milestones, and conducted site visits with eight programs where Building Connections staff observed and provided feedback. They also talked with and surveyed providers to gather information about training interests. Staff expect to formally launch the program in July 2025.

- San Luis Obispo County Office of Education's Ticket 2 Teach program, which will begin expending First 5 funds in the 2025-26 fiscal year. Ticket 2 Teach will provide training and support to residents interested in a career in early childhood education.

First 5 also continued in its role as Fiscal Lead Agency for the regional IMPACT Legacy grant, overseeing First 5 CA funds to strengthen early learning quality across San Luis Obispo, Santa Barbara, and Ventura counties by training and coaching child care providers. In partnership with the Ventura County Office of Education, First 5 facilitates fiscal management and coordination among the regional partners.



FINDINGS FOR 2024–2025: EARLY LEARNING & CHILD CARE



Advancing networks and advocating for policy & systems change

As described in the sections that follow, the advocacy initiatives under Early Learning and Child Care focused on different parts of the spectrum, ranging from Awareness, to Will, to Action. This variability is largely the result of the longevity of each initiative and critical opportunities that catalyzed progress.

Supporting regional child care capacity by improving business practices

Since its inception in 2022, the Family Friendly Workplaces (FFW) program has continued to grow and support businesses with information, assessments, and awards for offering family friendly and child care-related benefits. Over 350 assessments of local businesses, nonprofits and government agencies have been completed, and nearly 300 awards have been given to 138 organizations to acknowledge specific levels of benefits. Many organizations have received these opt-in awards over multiple years, with some advancing from one award category to another based on the provision of additional benefits.

An ongoing challenge has been the lack of participation from the hospitality industry compared to other types of businesses. During 2024-25, an award category specific to hospitality was created to help entice hospitality companies to complete the program's assessment. The new award category drew initial interest from new businesses, but only one completed the process and received a hospitality award this year. Given the new nature of this effort, it is unclear if the award category will succeed in engaging more hospitality businesses.

Despite increased participation over the past three years, including businesses and organizations who recorded increases in their benefits through the program, FFW has struggled to establish a stable funding source other than First 5 San Luis Obispo County. Due to budget constraints, in 2025 it was determined that the San Luis Obispo Chamber of Commerce would no longer be able to continue to support the program. The 2025-26 fiscal year will mark a transition for the program as it moves to the Atascadero Chamber of Commerce. President and CEO of the Atascadero Chamber of Commerce, Josh Cross, noted that one of the reasons they were interested in hosting the program was because of their own experience participating in it.

FINDINGS FOR 2024–2025: EARLY LEARNING & CHILD CARE

The self-assessment helped the Atascadero Chamber of Commerce to identify their strengths, like providing flexible time off, a lactation room, and predictive scheduling, and how they could further improve. According to Cross, their participation in the program is part of how they talk about the culture of the Chamber as an organization with prospective employees. One of the goals for the program now that it is in North County is to reach small businesses. Compared to many medium and large businesses that have participated in the program through the San Luis Obispo Chamber of Commerce, many North County businesses have five or fewer employees, and it may be more difficult for them to be flexible. This presents a new challenge for the program. Cross noted, *“One goal is definitely to engage with smaller businesses, make them more aware of these practices and celebrate their wins.”*



Supporting regional child care capacity through coalition building

In February 2025, First 5 and its core partners received a \$220,000 grant from Uplift Central Coast to form a regional child care coalition supporting child care as a regional economic mobility strategy. The coalition, which is led by First 5, will bring cross-sector stakeholders from six counties together to facilitate shared learning, document best practices, advocate for child care priorities, and promote the scaling of successful innovations. This builds on First 5's work in 2023-24 when staff participated in Uplift's roundtables and shared challenges in the area of child care as it relates to economic development. While the coalition is still in its early stages, it has solidified its members in the county and reached out to counterparts in the other five counties. There were barriers to advancing efforts this year, as the current political and regional budgetary climate caused many policymakers to re-prioritize their focus; more progress is expected in the 2025-26 fiscal year.

Supporting regional child care capacity through public investment

In 2021, as a result of advocacy by First 5 and its partners including the We Are the Care coalition, the County of San Luis Obispo allocated \$3 million in funding from the American Rescue Plan Act (ARPA) to support and stabilize the child care sector in the county. As of May 2025, all \$3 million was allocated as planned across three focus areas: child care sector program relief and stabilization, program expansion and quality improvement, and reinvigoration of the child care workforce.

APPENDIX 1: TABLE OF PROJECTS

This table outlines all of First 5 San Luis Obispo County's projects in the 2024-25 fiscal year including the lead organization, a brief description of the work, and associated strategies from First 5's Theory of Change.

Project	Organization	Description	Strategy				
			Build broad awareness	Advance networks	Fill gaps in services & programs through direct funding	Increase system capacity through direct funding	Advocate for policy & systems change
Ongoing county, regional, and statewide advocacy	First 5 San Luis Obispo County	Attended meetings and events and advocated on behalf of children 0 - 5 and their families (e.g. CalAIM, SLO Health Counts)	✓	✓			
Early Health Foundations							
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.			✓		
Health Access Training	Carsel Consulting Group	Provided professional development activities to increase provider capacity to serve children 0-5 and families.				✓	
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 and other locations across the county.			✓		
Help Me Grow Network	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.		✓			✓

APPENDIX 1: TABLE OF PROJECTS

			Strategy				
Project	Organization	Description	Build broad awareness	Advance networks	Fill gaps in services & programs through direct funding	Increase system capacity through direct funding	Advocate for policy & systems change
Home Visiting Coordination	County of San Luis Obispo Public Health Department and CAPSLO	Convened home visiting program staff to build collective capacity and improve coordination.				✓	
SLO County Immigrant Support Coalition	Carsel Consulting Group (through Health Access Training contract)	Facilitated a group of 50 organizations convening to support immigrant families by sharing information, building capacity, and collaborating on projects.	✓	✓			✓
Oral Health Prevention for Children	Tolosa Children's Dental Center	Provided preventive services for children 0-5 including oral health screening 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 connections to providers. Provided education about children's preventive dental care to parents of children 0-5.			✓		
Perinatal Mental Health Support Services	Pregnancy & Parenting Support of SLO County	Provided counseling for pregnant women and new parents to address perinatal mood and anxiety challenges (via a collaborative partnership with the Community Counseling Center).			✓		

APPENDIX 1: TABLE OF PROJECTS

			Strategy				
Project	Organization	Description	Build broad awareness	Advance networks	Fill gaps in services & programs through direct funding	Increase system capacity through direct funding	Advocate for policy & systems change
Vision Screening	Optometric Care Associates	Screened children ages 2-5 for vision problems at early childhood sites and referred them to local providers for treatment if indicated.			✓		
Parent Engagement, Connection & Education							
Aprendiendo con Mamá y Papá	MICOP	Provided a workshop series covering parenting topics for Mixteco-speaking parents and caregivers. Connected families with additional resources.			✓		
Event sponsorships	First 5 San Luis Obispo County	Sponsored local events that focused on young children and families and aligned with First 5's mission, strategic plan, and guiding principles.	✓	✓			
Family Resource Centers	Parents Helping Parents	Provided information, referrals, training, and guidance to families of children with special needs.			✓		
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.	✓				

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			Strategy				
Project	Organization	Description	Build broad awareness	Advance networks	Fill gaps in services & programs through direct funding	Increase system capacity through direct funding	Advocate for policy & systems change
The Link SAFE	The Link Family Resource Center	Provided resources, education, and connections to services for families with children ages 0-5 throughout North County.			✓		
Parent-Child Participation Learning Pods	South County Youth Coalition	Provided classes in English and Spanish where caregivers had real-time experiences with their children, developed a social network, and received age-appropriate information about their children.			✓		
Promotion of family-friendly happenings	First 5 San Luis Obispo County	Posted information about local programs and events tailored to families with young children on First 5's website and through First 5's social media channels.	✓				
Early Learning & Child Care							
Building Connections for Infant and Toddler Development	CAPSLO	Connected with child care providers and provided training and support to increase capacity.				✓	

APPENDIX 1: TABLE OF PROJECTS

			Strategy				
Project	Organization	Description	Build broad awareness	Advance networks	Fill gaps in services & programs through direct funding	Increase system capacity through direct funding	Advocate for policy & systems change
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 that support parent employees.				✓	✓
IMPACT Legacy	First 5 San Luis Obispo County and Ventura County Office of Education	Strengthened early learning quality across San Luis Obispo, Santa Barbara, and Ventura counties. In partnership with the Ventura County Office of Education, First 5 supports fiscal management and coordination among the regional partners.		✓		✓	
Uplift Child Care Coalition	First 5 San Luis Obispo County	Facilitated a regionwide, six county, cross-sector coalition working to reinforce child care as an integral component of an equitable and thriving Central Coast economy.		✓			✓

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	1,203
Children from 3rd to 6th Birthday	2,470
Children – Ages Unknown (Birth to 6th Birthday)	685
Total Population Served	4,358

Race/Ethnicity of Individual Served	Numbers Served
Hispanic/Latino	2,414
White	994
Unknown	588
Two or more races	226
Asian	94
Black/African-American	35
Native Hawaiian or Other Pacific Islander	5
Alaska Native/American Indian	2
Totals	4,358

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 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.