

THEORY OF CHANGE FOR OAKLAND'S EARLY CHILDHOOD ECOSYSTEM



STRATEGIES

FAMILY SUPPORTS

CHILD HEALTH & DEVELOPMENT

WORKFORCE STRENGTHENING

EXPANDED ACCESS TO QUALITY CARE & ECE

PARENT/CAREGIVER & PROVIDER VOICE & POWER

COLLECTIVE IMPACT BACKBONE & DATA

see page 2 for details



OUTCOMES

- Increased child well-being
- Improved quality of care for children in early childhood programs
- Improved well-being of early childhood providers
- Increase in policies and investments that prioritize the needs of families with young children
- Increase in early childhood solutions in Oakland that reflect parent/provider/community voice
- Increased family economic stability
- Increase in families that have access to early childhood programs
- Increase in children able to meet their full potential because they are enrolled in diverse high-quality early childhood programs



GOALS

- Oakland's families have equitable access to early childhood education options that are affordable and meet their child's unique needs.
- Policies are in place that center the priorities, needs and strengths of families with young children in Oakland.
- Oakland families with children, prenatal to age 5, have what they need to advance their children's healthy development.
- Early childhood educators and providers receive the tools and support necessary to thrive and effectively support children's development.
- Early childhood programs, resources and systems are community-driven, equitable and effective; designed and aligned to meet the needs of families and their young children.

TEN YEAR IMPACT

OAKLAND'S CHILDREN, ESPECIALLY OUR BLACK AND BROWN CHILDREN, HAVE A STRONG DEVELOPMENTAL START IN ORDER TO REALIZE THEIR FULL POTENTIAL.

THEORY OF CHANGE FOR OAKLAND'S EARLY CHILDHOOD ECOSYSTEM

Our Theory of Change relies on our understanding of change and how we seek to contribute to and sustain change so that Oakland's children, especially our Black and Brown children, have a strong developmental start in order to realize their full potential. It is based on the understanding that change is a collaborative process that it is often layered and interconnected.

STRATEGIES

Strategies are a set of innovative, community-informed approaches to achieve the goals, and are focused around service provision, systems coordination and policy advocacy efforts.

Strategies will be implemented through various activities, partnerships and programs identified by the OSSS collaborative.

FAMILY SUPPORTS

- Offer accessible, culturally relevant support to empower parents and caregivers as their child's first teacher.
- Preserve and expand programs and resources to meet families' basic needs.

CHILD HEALTH & DEVELOPMENT

- Provide early intervention, screening, and referrals to address each child's unique needs early in their developmental journey.
- Expand access to culturally competent prenatal care and advocate for health equity for Black families.

WORKFORCE STRENGTHENING

- Build a robust early childhood workforce pipeline by expanding access to education, training and career pathways.
- Enhance compensation, professional development and resources for early childhood educators and providers.

EXPANDED ACCESS TO QUALITY CARE & ECE

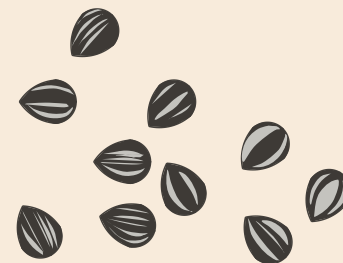
- Utilizes new public resources to expand access and equity in ECE 0-5 slots available to our community.

PARENT/CAREGIVER & PROVIDER VOICE & POWER

- Build the power of families, early childhood educators, and community-based providers to influence decisions impacting young children and the early childhood ecosystem

COLLECTIVE IMPACT BACKBONE & DATA

- Sustain and evolve OSSS, an early childhood collective impact table, to support the early childhood ecosystem.



OUTCOMES

Outcomes are the expected changes to occur among people, within organizations, systems and community conditions as a result of OSSS achieving its goals.



GOALS

Goals are the aspirational, yet realistic results OSSS has identified that are critical to achieving the 10 Year Impact.



TEN YEAR IMPACT

OAKLAND'S CHILDREN, ESPECIALLY OUR BLACK AND BROWN CHILDREN, HAVE A STRONG DEVELOPMENTAL START IN ORDER TO REALIZE THEIR FULL POTENTIAL.

Oakland's Early Childhood Ecosystem includes families, early care and education, healthcare, social services, community resources and policies that collectively contribute to the well-being of children, 0 to 5.