



October 28, 2021

INFORMATION ACTION

SUBJECT: ADOPTION OF A NORTH STAR STATEMENT

Strategic Priority Area 1: Child Health

Goal: All children thrive by achieving optimal health prenatal through age 5.

Strategic Priority Area II: Child Development

Goal: All children birth through age 5 have high-quality, nurturing environments that ensure their learning readiness.

Strategic Priority Area III: Family Functioning

Goal: All families have the knowledge, skills, and resources to support their children's optimal development.

RECOMMENDATION

First 5 California (F5CA) staff recommends the Commission adopt the revised version of the North Star Statement:

“Trauma-informed, healing-centered, and culturally responsive systems promote the safe, stable, nurturing relationships and environments necessary to eliminate inequities and ensure healthy development for all children.”

SUMMARY OF THE ISSUE

As a follow-up to the July 22, 2021, Commission Meeting, which focused on the adoption of a North Star Statement and Audacious Goal, this action item will provide:

1. An opportunity for Commissioners to review and approve a revised North Star Statement that provides a vision to help guide and prioritize current and future projects and investments.
2. An update on the development of F5CA SMART (Specific, Measurable, Achievable, Realistic, and Time-Bound) Goals.

BACKGROUND AND SUMMARY OF PREVIOUS COMMISSION DISCUSSION

To provide an opportunity to inform the strategic direction of F5CA and build relationships that support future actions, the State Commission held a retreat on April 1, 2021, to accomplish the following:

- Build an understanding of, and contribute to, refining goals and expectations for 2021 and beyond.
- Level-set understanding of goals and expectations for Commissioners and staff to support ongoing collaboration and alignment to the Strategic Plan.

In a conversation facilitated by Janelle Kubinec, Chief Administrative Officer at WestEd, Commissioners were invited to share their priorities and their motivation to be involved in the work of F5CA. F5CA staff presented an overview of current projects within the Strategic Plan, including strategic areas, goals, and planned activities. Commissioners had an opportunity to share input and provide guidance to staff regarding the implementation of the Strategic Plan.

A few takeaways from the retreat included the growing recognition and support for investments in early childhood, the importance of early brain development, and breaking the cycle of poverty through two-generation approaches. Through the Children and Families Commission Act, F5CA is able to address large scale challenges facing children and families by leveraging the unique strengths of the agency. Commissioners charged F5CA staff with identifying a clear North Star with measurable goals.

During the April 22, 2021, Commission Meeting, partners from WestEd presented a follow-up discussion from the April 1 Commissioner Retreat to refine goals and expectations for the work of the Commission aligning to F5CA's 2019–2024 Strategic Plan. Commissioners and staff agreed that in order to maximize alignment, there should be a statement defining F5CA's "why." Staff were charged with developing a North Star statement and an Audacious Goal to bring back to the Commission for adoption during the July 2021 Commission meeting.

On July 22, 2021, F5CA staff presented to the Commission for their adoption a North Star Statement and Audacious Goal. To complement the North Star Statement and Audacious Goal, staff shared the development of a Theory of Change logic model and population-level indicators to further define the Audacious Goal and connect the work to the F5CA Strategic Plan.

Additionally, following adoption of the North Star Statement and Audacious Goal, F5CA staff outlined next steps that included work with the Strategic Planning Advisory Committee to do the following:

- Identify Population-Level Indicators
- Develop SMART goals
- Link investments and activities (current and future)

- Identify output and outcome measures

After discussion, the Commission adopted the Audacious Goal (*In a generation, all children 0–5 will have the safe, stable, nurturing relationships and environments necessary to achieve healthy development.*) and requested staff return in October 2021 to present a revised version of the North Star Statement that reflected their values and feedback from the meeting. Commissioners requested a White Paper be developed to provide a common understanding of key concepts used in the North Star Statement and Audacious Goal, which are centered around the construct of "safe, stable, nurturing relationships and environments" needed for a child's healthy development.

ATTACHMENTS

- A. F5CA's North Star Statement and Audacious Goal White Paper
- B. Adoption of a North Star Statement PowerPoint