



**San Joaquin County
Local Child Care Planning Council
Strategic Plan • 2011-2014
May 9, 2011**



Acknowledgements

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Executive Committee

Nancy Leal	Chair
Oletha Murry	Vice Chair
Brandi Harrold	Treasurer
Kandi Lind	Secretary
Valerie Denero	Parliamentarian

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I. Introduction

Mission

The mission of the Local Child Care Planning Council is to develop a comprehensive plan that promotes the development of quality child care in San Joaquin County through community education, collaboration and advocacy.

Vision

It is the vision of San Joaquin County's Local Child Care Planning Council to ensure that:

- *High quality child care is affordable and accessible to children of all ages whose parents want and need it.*
- *Parents have the information and skills needed to make sound choices and decisions about their child's care while they work or attend school.*
- *Community member's work together to accomplish and maintain this child care vision for its children.*

History

In 1991, AB 2141 established a system of Local Child Care Planning Councils for all California counties. These councils are required to establish the county's priorities for allocating the expansion of Federal Child Care and Development Block Grant (FBG) funds. Communities are encouraged to gather and analyze data, determine needs and evaluate resources in order to set priorities.

AB 1542 was established by legislation in 1997, mandating that Child Care and Development Planning Councils meet to provide a forum for the identification of local priorities for child care and the development of policies to meet the needs identified within those priorities. Child Care and Development Planning Councils are located in each county throughout California. This same legislation also strengthened the role of local child care planning councils.

Local Child Care Planning Councils (LCCPC) continue to determine local community child care needs through the development of needs assessments and county-wide child care plans. These councils have a significant role in promoting quality and accessible child care.

The purpose and capacity of the LCCPC goes beyond child care programs funded by the federal block grant. The LCCPC is expected to act as a forum to address the child care needs of all families in the community as well as all child care programs. This includes both subsidized and non-subsidized child care. Local planning councils are required to work with a wide spectrum of local community members in addition to those connected with the welfare system in order to build a holistic, comprehensive child care system for all families. Participants may include, but not be limited to, representatives from:

- Education
- Business
- Community service agencies
- Early care and education providers
- Parents, families and communities
- Government agencies
- Other interested parties

The encompassing mission of all LCCPC's is to plan for child care and child development services based on the needs of families in the local community. Through collaborative efforts with other individuals and organizations, LCCPC's should also support the existing child care infrastructure by coordinating services. As a result of planning, collaboration, and support, LCCPC's determine the local priorities for the allocation of state and federal funds. In order to maintain effectiveness, councils are encouraged to strengthen partnerships with both public and private organizations within the counties they represent.

LCCPC is commissioned to:

- Support existing child care infrastructure by coordinating services that are locally available
- Serve as a forum to address child care needs of all families in the community and in all child care programs, including both subsidized and non-subsidized
- Strengthen partnerships with both public and private organizations in the county
- Develop a countywide child care plan that determines local priorities for new state and federal funds and mobilize public and private resources to address identified needs

The Local Child Care Planning Council continues to lead efforts in planning for and dialogue about the needs, services, and systems that pertain to early care and education of children in San Joaquin County. The most recent Needs Assessment was completed in July 2009 and the Strategic Plan was updated in Spring 2011.

San Joaquin Local Child Care Planning Council consists of up to thirty members representing the following categories Child Care Provider, Consumer, Community, Public Agency, and Discretionary.

This strategic planning process resulted in decisions about the future goals of the LCCPC and where its members hope to be in 2014. The plan is intended to guide the Council in its activities while striving to achieve its future goals as defined. The plan design is adaptable and allows for modification as the needs of the community change. The plan also has the ability to evolve as new legislation and policies emerge.

The strategic plan includes a break down of goals and actions to be achieved by the LCCPC and the committees responsible for their respective outcomes.

Looking Ahead

The early care and education sector in San Joaquin County employs an estimated 1,600 people as preschool teachers and early care and education workers.¹ Additionally, there are approximately 734 licensed in-home providers and 1748 license-exempt providers.²

The current fiscal climate in the United States and in California has had and will continue to have a tremendous impact on the quality and quantity of care and education programs in San Joaquin County. Local communities have experienced a decrease in the number of child care spaces available, resulting in the reduction of staff and closure of many early care and education centers and family child care homes.

Research confirms that the child care provider is one of the most important elements in quality care. Care and education settings in San Joaquin County are experiencing a number of staffing challenges that are common in the industry. This includes a lack of qualified applicants and inadequate wages and benefits. These two issues affect both the caliber and number of individuals attracted to the field and can lead to high turnover rates. These challenges are widespread throughout the county and affect all types of programs and child care settings.

II. Background

Quality Child Care Characteristics

Despite the positive impact high quality child care can have on children, most care does not meet standards of quality. A national study found that 7 in 10 child care centers provided mediocre care.³ Another study of family child care found only 1 in 10 homes provided good quality care.^{4, 5}

The National Association for the Education of Young Children (NAEYC) administers a national, voluntary, professionally-sponsored accreditation system to help raise the quality of care in all types of preschools, kindergartens, child care centers, and school-aged child care programs. NAEYC's roots extend back over 75 years, when professional researchers and educators began organizing nursery schools. As of 2010, there are about 6,746 programs in the NAEYC-accredited program serving over 559,367 children and their families. The criteria that are used for NAEYC accreditation is based on standards for: interactions among teachers and children; curriculum; relationships among teachers and families; staff qualifications and professional development; administration; staffing; physical environment; health and safety; nutrition and food service; and evaluation.⁶ Their website provides a database of accredited providers. According to that database, San Joaquin

¹ *State of California - Employment Development Department - Labor Market Info.*

² *Family Resource and Referral Center of San Joaquin County.*

³ Helbrun, S., Culkin, M. L., Howes, C., Bryant, D., Clifford, R., Cryer, D., Kagan, S. L., and et al. *Cost, Quality and Child Outcomes in Child Care Centers, Public Report.* Denver: Economics Department, University of Colorado, Denver, 1995.

⁴ Galinsky, et al., *The Study of Children in Family Care and Relative Care: Highlights of Findings,* New York: Families and Work Institute. 1994.

⁵ *San Joaquin Local Child Care Planning Council Needs Assessment, 2000*

⁶ The National Association for Family Child Care, www.naeyc.org, 2008

County currently has 23 preschool/child care centers that have NAEYC accreditation.⁷ This represents a substantial increase since 2005 only seven centers were accredited. Currently many state preschools, school districts and family child care providers are going through the NAEYC accreditation process.

In addition to NAEYC, there is also the National Association for Family Child Care (NAFCC). Formed in 1982, the NAFCC is a national membership organization working with more than 2,000 state and local family child care providers across the United States, Canada, and Japan. The focus of the NAFCC is to provide technical assistance to family child care associations and to encourage high quality child care for children. This assistance is provided through developing leadership and professionalism, addressing issues of diversity, and by promoting quality and professionalism through NAFCC's Family Child Care Accreditation. Currently there are two providers from San Joaquin County listed on the website of Accredited providers. The NAFCC developed its first accreditation system in 1988 and established the following guidelines:

- Care and education should be provided in a home,
- Eighty percent of the time should be spent directly with the children
- Child care providers should be at least 21 years old
- Child care providers should have a minimum of a high school diploma or GED and at least 90 hours of relevant training, or a current Child Development Associate credential
- Child care providers should have at least 18 months experience in family child care, regulated at the highest level available in the state; this can be decreased to 12 months if the provider is participating or has participated in an intensive training program.⁸

There are certain characteristics that all quality child care programs have in common:

- Low child/teacher ratios
- Low teacher turnover
- Highly educated staff
- Experienced and well educated director
- Well-compensated teachers who receive good benefits
- Accreditation

The Early Childhood Rating Scales developed by Thelma Harms, Richard Clifford, and Debbie Cryer are environment evaluation tools designed to assess quality in an early childhood or school age child care program. There are four Environment Rating Scales available to assess the classroom environment specific to the age of the children in care.

The four rating scales are the Infant Toddler Environment Rating Scale (ITERS) for children birth – thirty months; Early Childhood Environment Rating Scale (ECERS) for children ages 31 months to age five; School Age Environment Rating Scale (SACERS) for school age children ages 5-12; and the Family Child Care Environment Rating Scale (FCCERS) for children birth – age 12.

These four rating scales define environment in a broad sense and guide the early childhood educator to assess the arrangement of space both indoors and outdoors, the materials and activities offered to

⁷ NAEYC Accredited Program Search, www.naeyc.org/accreditation/search/

⁸ The National Association for Family Child Care, www.nafcc.org, 2008

the children, the supervision and interactions (including language) that occur in the classroom, and the schedule of the day, including routines and activities. The support offered to parents and staff is also included.

An overwhelming number of children today need child care before entering school, with only 14 percent of children spending all of their first three years at home with their mother or father. When families do not receive financial assistance for child care, their ability to afford and find quality care is limited.

The latest report from the *Cost, Quality and Child Outcomes Study* and the National Institute of Child Health and Human Development, *Study of Early Care* found that the quality of child care programs attended by preschool children had a lasting impact on their school performance. Children in better programs had higher language and math test scores and fewer behavior problems in the second grade than children attending mediocre or poor programs. Children at risk (low socioeconomic status and other factors) of not doing well in school benefit more from high quality child care, and are hurt more by low-quality care, than peers without high risk factors.

Importance of Quality Child Care and Intervention

Review of the research literature indicates that child care quality is significant at several levels. Children appear happier and more cognitively engaged in settings in which caregivers are interacting with them positively and in settings in which child to adult ratios are low. Children who attend higher quality child care settings, as measured by assessment tools which may or may not include Environment Rating Scales; DRDP; Parent Surveys; Classroom Assessment Scoring System (CLASS); physical facilities; age-appropriate activities; display better cognitive, language, and social competencies. Parents, teachers, and other trained observers corroborate these findings. Finally, there is evidence that child care quality is related to children's overall school success, academic achievement and decreased risk behaviors.

Supply and Demand of Child Care in San Joaquin County

The need for child care in San Joaquin County far outweighs the supply. According to year 2011 data, 252,100⁹ residents were employed, with 94,992 children, ages 0-13, living with two parents or a single parent in the labor force. Nineteen percent of these employed residents work outside the county. Licensed child care is only available for 18% of children (17,416) with parents in the labor force. For the population of children ages infant to five, there is center-based care available for only 6% of infants and 79% of preschoolers. Parent requests to the San Joaquin Family Resource and Referral Center demonstrate the following important reasons related to the demand for child care: 74% of the requests are based upon hours of employment; 12% school/training; and 13% are because the parent is seeking employment. Requests for the type of care by age are: 36% infant/toddler; 42% preschool; and 22% school-age.¹⁰

⁹ *Employment Development Department - Industry Employment & Labor Force, 2010*

¹⁰ *The 2009 California Child Care Portfolio*, California Child Care Resource & Referral Network www.rrnetwork.org

**Number of Spaces in Licensed Child Care Centers
and Family Child Care Homes, by Age
San Joaquin County, 2007 and 2009**

Child Care Center Spaces	2007	2009	% Change
Spaces: Infants	626	612	-3%
Spaces: Ages 2-5	9,940	7,846	-27%
Spaces: Ages 6 and over	2,574	1,534	-68%
Family Child Care Home Spaces	2007	2009	% Change
Spaces for all ages*	7,216	7,424	3%
Total number of spaces	20,356	17,416	-17%
Child Care Centers	180	180	0%
Family Child Care Centers	784	808	3%

* Age breakdown not available for family care homes
Source: Child Care Resource & Referral Network,
The California Child Care Portfolio, 2009.

Accessibility to quality child care for the 25% of the employed residents of San Joaquin County working non-traditional hours presents additional challenges. Parents' schedules can pose a problem in finding licensed child care. Only 3% of child care centers and 34% of family child care homes offer care available during non-traditional hours.

Income continues to be an issue when it comes to child care. During the year 2010, 180,281 people were living below poverty in San Joaquin County.¹¹ There are 92,489 families with children less than 18 years of age. Of the total number of children ages zero to five in the county, 24% live in poverty and 42% are living in a single parent household. The average annual cost of full-time care for an infant zero to one year old is \$11,276; for a preschooler two to five years old in a center is \$7,856 annually and for before and after school care the average yearly cost is \$2,609.

The following statistics indicate the portion of a family's income needed to pay for housing and to pay for child care for one preschooler in a licensed center: for a family at the minimum wage of \$14,404 per year, 59% of their income goes to housing and 39% to child care; for a family earning \$30,000 per year, 28% goes to housing and 18% to child care; and for a family at the county median income of \$46,919 per year, housing takes 18% of their income and child care 12%.¹²

Child Care for Children with Special Needs

Accessibility to quality care for children with special needs is a specific challenge. National estimates show that about ten percent of the child population has a physical, health, developmental, or emotional disability. The most often identified developmental delay for children ten and under is speech and language impairment. Forty percent of the county's family child care providers have

¹¹ U.S. Census Bureau, American Factfinder, 2010.

¹² The 2009 California Child Care Portfolio, California Child Care Resource & Referral Network www.rrnetwork.org

indicated a significant interest in serving children with special needs: 49% are in the southern part of the county; approximately 9% are in the northern part, and the remaining 42% in the central part of San Joaquin County.¹³ Research suggests that subsidy reimbursement rates may be too low to cover the higher costs of care for some children with special needs.¹⁴

The American with Disabilities Act (ADA) is a federal law that requires anyone providing services to the public to make “reasonable accommodations” for people with disabilities. This law went into effect in 1985 and applies to many private businesses, including child care providers. Funding and the size of the business are factors in determining the legal obligation in terms of what is considered “reasonable.”

In addition to offering child care that is affordable, appropriate, and of high quality for children and families, there are several challenges with inclusive child care. If a child with a disability requires one-on-one staff attention, or if the physical therapy must be offered by the child care program, then the cost of care may be higher than the usual rate. Child Care providers also indicate their lack of training, stress and uncertainty of how to care for children with special needs.

Access to child care has several barriers and within each barrier, many different scenarios. While cost is a significant barrier for the ‘working poor’, the very poor are eligible for subsidized services. Transportation to, and the availability and convenience of child care in the geographical area of the parent’s home or workplace, can present another obstacle. Other families struggle to find care for children of different ages in one location. These barriers are enhanced when the parent needs care during non-traditional hours.

In response to this need, the Local Child Care Planning Council created an “Inclusion Team.” This team developed an Inclusion Manual titled, “All Children are Special: How to Know When a Child Needs Help.” The manual was created to equip child care providers with resources they may need in order to provide optimal care for children with physical, health, developmental, or emotional disabilities.

Challenges to Overcome

A study conducted by Rand, and sponsored by the David and Lucile Packard Foundation, focused specifically on the increased interest in California and other states in providing universal access to publicly funded preschool education for one or two years prior to kindergarten entry. When considering such a program, the focus is on the potential benefits from a universal preschool program, as well as the estimated costs. The study offers an analysis of the economic returns from investing in preschool education in the state of California, and specifically focuses on the following two questions:

- What are the expected direct costs and benefits for the public sector, and society as a whole, of implementing a high-quality universal

¹³ *San Joaquin Local Child Care Planning Council Needs Assessment, 2000.*

¹⁴ www.goa.gov, *Welfare Reform, States’ Efforts to Expand Child Care Programs*, United States General Accounting Office, January, 1998.

preschool program in California?

- What are the other potential benefits for California that may be associated with such a program?¹⁵

The study found the benefits were overwhelmingly in favor of such a plan. The benefits were evident economically and indirectly in the community. Positive indirect results were noted, as 1) lower crime rates, 2) reduced child abuse and neglect, 3) decreased dependence on public welfare programs, 4) improved parent work productivity, and 5) improved health of preschool participants. Broader economic and non-economic benefits are expected in other areas, such as labor force recruitment and participation rates, workforce performance, economic growth, international competitiveness, and the distribution of economic and social well-being.¹⁶

Although early childhood teachers are better educated than the general working population, they often earn lower wages; 27.4 % of child care teaching staff have some college education and 40% hold an associate degree or higher.¹⁷ According to the 2006 CARES Database, an entry-level preschool teacher earned a salary of \$7.00-\$8.00 per hour, dependent upon the number of Early Childhood Education (ECE) units held.

III. Why the Early Years Are Important¹⁸

Important Facts to Consider

Research increasingly confirms that a child's experiences in the initial years of life heavily influence growth and development.

- Roughly 85 percent of the brain's core structure is formed by age three.
- Children are born with roughly 100 billion neurons. Connections between these neurons are tentative at birth, but they are rapidly modified and "hardwired" as the child grows, experiences the world, and establishes relationships with others. Hardwired connections are responsible for all of a child's major cognitive and emotional functions—including vision, hearing, language, social-emotional development, and movement.
- Although 90 percent of a person's total brain development occurs by age three, less than five percent of public spending is targeted to children aged birth to three.
- Factors that influence a child's brain development—the environment and family—can put the child at risk or protect the child from risk.

¹⁵ Karoly, Lynn, A., Bigelow, James, H., *The Economics of Investing In Universal Preschool Education in California*, Rand Corporation, 2005

¹⁶ Karoly, Lynn, A., Bigelow, James, H., *The Economics of Investing In Universal Preschool Education in California*, Rand Corporation, 2005

¹⁷ *San Joaquin Local Child Care Planning Council Needs Assessment, 2004.*

¹⁸ Excerpt taken from *Counties Caring for Kids: an investment that will last generations*, www.naco.org, The National Association of Counties, NACO.

- An estimated six million children under the age of three spend some or all of their day being cared for by someone other than a member of their immediate family.
- Early childhood interventions are particularly effective for low-income children, and welfare reform has increased the demand for quality care and education for very young children.
- High-quality early childhood services support healthy development over the long term and influence a child's ability to succeed in school.

IV. Summary of Local Child Care Needs within San Joaquin County

Child Care Providers & Systems

- Accreditation – setting standards and maintaining them through successfully established organizations such as the NAFCC or the NAEYC will help to ensure quality care for children in San Joaquin County
- Educational Attainment - Professional training, education and financial support play a crucial role in aiding local child care/preschool professionals in obtaining higher levels of education such as a Bachelor's or Master's Degree
- Wage Recognition – Providers need to feel not only supported through their local community network of support, but also financially through wage compensation, which in turn can result in retention within the early childhood workforce
- Community and Public Agency Support – Early care & education providers need to know that they are supported not only through their local business partnerships and public agencies, but by the community as a whole
- Cultural Awareness – San Joaquin is a county rich in many different cultures, requiring continued effort toward early care and education that includes diverse approaches and multiple languages
- Capacity Building – Supporting existing early care and education providers while new sites are opened in areas that are determined to meet the needs of children and families within communities
- Provider Networking – Coordinated planning and collaborative community-wide efforts are essential in meeting the early care and education needs of children in San Joaquin County
- Exempt Care – This category of early care and education plays a significant role in San Joaquin County and needs a high level of support

Children and Families

- Expanded Preschool Availability – San Joaquin County is in need of additional preschool slots within areas of the community as determined by the 2009 LCCPC Needs Assessment
- Work Support – Both public and private early care and education sites offering high quality and developmentally appropriate care for children of all ages
- Child Care Funding - Develop and expand advocacy efforts to implement additional means for securing financial assistance for child care and preschool
- Wrap Around Child Care – Parents are looking for expanded hours of care which includes beginning, end of the day, and weekends
- Quality Care – Highly trained and skilled professionals are imperative to providing high quality early care and education services in San Joaquin County
- Exempt Care – Exempt child care providers need a greater level of support from the early care and education community and county services

V. San Joaquin Local Child Care Planning Council Committees

Committee	Structure & Purpose
Executive Committee	Provides organizational leadership and monitoring of the fiscal and contractual obligations of the San Joaquin Local Child Care Planning Council.
Community Outreach Committee	Provides community education in order to improve the awareness of and access to various funding sources and services to enhance and promote quality child care.
Quality & Accessibility Committee	Assesses the needs of individuals within the child care and development industry, plans and offers trainings that are relevant to the San Joaquin Community as well as evaluation of the impact of those trainings and activities.
PFA	The Preschool for All Committee works to develop a PFA plan that provides a strategic framework for implementation of high quality early education experiences for all children prior to Kindergarten.

VII. 2011-2014 Strategic Plan

The following goals were created by the San Joaquin County Local Child Care Planning Council on May 9, 2011. The goals are numbered for convenience and NOT in priority order.

Goal	Action Steps	Responsible Committee
1. The Local Child Care Planning Council will promote a quality early care and education system.	1.1 Assist and support in the design of a Preschool for All plan. 1.2 Provide training for care and education providers on topics of need including but not limited to children with special needs, quality care for school age children, English language learners, and health and safety issues. 1.3 Promote the utilization of research based materials 1.4 Conduct a community needs assessment	Quality & Accessibility 1.2 PFA 1.1/1.3
2. The Local Child Care Planning Council will maintain a highly participative council that is knowledgeable about the needs of the community and advocates for these needs.	2.1 Collect, compile, and distribute relevant data and information 2.2 Utilize data to identify and address the needs of the community 2.3 Recruit quality board members to replace resignations and fill vacancies 2.4 Encourage and support council members in advocacy efforts 2.5 Encourage and support parents in advocacy efforts 2.6 Encourage and support community based agencies and staff in advocacy efforts	Outreach 2.1/2.2 Executive 2.1-2.6 PFA 2.2
3. The Local Child Care Planning Council will build public awareness of the Council and the resources that are available to child care providers, families and children.	3.1 Maintain a website that is user-friendly, relevant, useful, and current 3.2 Explore outreach opportunities and participate as applicable 3.3 Distribute marketing materials 3.4 Support the distribution of information on current programs through the resource directory and other means	Outreach 3.1-3.4 Staff
4. The Local Child Care Planning Council will build and maintain collaborative relationships with agencies providing early care and education and with those outside of the ECE field including but not limited to education, business, parents, family and community, government and other interested parties.	4.1 Encourage representation from a variety of agencies within and outside of the early care and education field at LCCPC meetings 4.2 Promote two-way communication between agencies 4.3 Continue the momentum built through the business summit 4.4 Support collaboration between agencies to meet enrollment needs	PFA 4.4 Staff

VIII. San Joaquin County Child and Family Demographics¹⁹

Population Facts

Population Overview	Total Population	Increase	Number of Children 0-14	% under 15
2000 Census	563,603		44,960	
2010 Census	685,306	1%	56,165	8%

Population by Age and Gender	Total	Male	Female
Total population	685,306	341,230	344,076
Under 5 years	7.9%	4.1%	3.9%
5 to 9 years	8.0%	4.1%	3.9%
10 to 14 years	8.2%	4.2%	4.0%
15 to 19 years	8.5%	4.4%	4.1%
Under 5 years	54,228	27,820	26,408
5 to 9 years	54,810	27,980	26,830
10 to 14 years	56,165	28,769	27,396
15 to 19 years	58,382	30,397	27,985
Total under age 18	223,585	114,966	108,619

Source: U.S. Census Bureau - 2010

Ethnicity of San Joaquin County Population

Race/Ethnicity	2000	2010	% Change
White	265,960	349,287	24%
Hispanic/Latino	172,027	266,341	35%
Asian	63,201	98,472	36%
Black	35,321	51,744	32%
Other ethnicity	27,089	131,054	79%

Unemployment & Poverty

Unemployment in SJC – 2011	% of Population
48,300	16.1%

People Below Poverty Level	% of Population
97,105	17.2%

Family Characteristics for San Joaquin County

¹⁹ Statistics taken from the U.S. Census Bureau 2010 and The 2009 California Child Care Portfolio

Family Type	2010	% Increase from 2000 to 2010
Two Parent	57,069	-1%
Single Mother	18,546	3%
Single Father	8,096	15%

Average Family Size in San Joaquin County – Year 2010
3.59

Median Family Household Income	
2009	\$42,325

Educational Level	Relative % of 2000 Population
> 9 th Grade	7.9%
High School – no diploma	9.2%
High School graduate	15.0%
Some College	14.1%
AA or BA degree	10.5%
Graduate Degree	2.6%

Average Family Commute Time		
Minutes	2000	% Of Change from 1990 – 2000
0-15	69,139	5.2%
15-30	68,714	1.4%
30-45	24,245	18.8%
45-60	8,487	55.9%
60-90	9,289	70.0%
>90	5,237	168.0%

Children of Working Parents	
# Of Children 0-13	66,806
# Of children 6-13	42,385
# Of Children 0-5	24,421



San Joaquin County Office of Education
Mick Founts, Superintendent of Schools

County Superintendent of Schools Mick Founts

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Leroy Ornellas	District 5