



## 2010/2011 Preschool For All Provider Application Frequently Asked Questions

### General

#### **Q1: What is Preschool For All (PFA)?**

Preschool for All (PFA) is a new initiative directed by First 5 San Francisco. It was created by a local proposition (Proposition H) in March 2004. The goal of PFA is to make high quality preschool available to all 4-year-old children in the City by building upon the current early care and education system, bringing together public and private providers to ensure that children enter kindergarten with a strong foundation for learning and succeeding in school and in life.

#### **Q2: What programs are eligible for PFA funding?**

Licensed providers in the City of San Francisco that meet the PFA Baseline Criteria (Q9) are eligible to apply for funding.

#### **Q3: Where can I get more information about PFA?**

Additional information about PFA is available on the First 5 San Francisco website at [www.first5sf.org](http://www.first5sf.org) and by contacting the Preschool For All Program Associate, Matthew Rector, at (415) 934-4808; or [matthew@first5sf.org](mailto:matthew@first5sf.org).

#### **Q4: How is Preschool for All (PFA) funded?**

Proposition H, passed by San Francisco voters in March 2004, provides for the funds. The Charter Amendment declares:

"It shall be the policy of the City and County of San Francisco to provide all four-year-old children who are City residents the opportunity to attend preschool, and it shall be the goal of the people in adopting this measure to do so no later than September 1, 2009."<sup>1</sup>

Approved by 71% of the electorate, the measure will provide up to \$20 million annually between 2009-10 and 2014-15, from the City General Fund to support Preschool For All.

### The Provider Application Process

#### **Q5: What programs are eligible to apply for PFA?**

A licensed child care program in the City of San Francisco (refer to Q2), which meet the PFA Baseline Criteria (Q9) are eligible to apply for PFA funding.

#### **Q6: How many PFA Provider Applications can my agency submit for PFA?**

Agencies submit one Application, which includes one form for each PFA site that meets the Baseline Criteria; and one form for each PFA classroom at each site. A pre-PFA Site Visit and Application Supplement are also required if the applicant preschool classroom(s) do not have a current, qualifying –ERS Assessment conducted by the Gateway To Quality Project (Q10).

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<sup>1</sup> San Francisco City Charter SEC. 16.123-2. PUBLIC EDUCATION ENRICHMENT FUND.



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### **Q7: What happens if my program meets the PFA Baseline Criteria?**

Once a program is determined to meet the PFA Baseline Criteria (Q9), including the –ERS Assessment (Q10), additional documentation is requested and site visits are scheduled and conducted to determine the capacity of the program to operate according to the PFA Program Assurances and Program Quality Guidelines. Upon the completion of the site visits, First 5 San Francisco staff develop recommendations for the Children and Families Commission approval. Once approved, a Memorandum of Understanding (MOU) will be signed with First 5 San Francisco outlining program requirements, and a Funding Agreement will be signed with First 5 San Francisco and its Fiscal Services Agency that established per-child reimbursement rates and projected earnings.

### **Q8: What if my program does not qualify for PFA? May I try again?**

Yes. If a program does not meet the PFA Baseline Criteria (Q9), programs can make the necessary adjustment and apply to PFA in the future. When the issue is an –ERS score, a re-assessment may be available, but is not guaranteed, pending the availability of funding to conduct any necessary re-assessments.

## **PFA Baseline Criteria & Program Assurances**

### **Q9: What are the PFA Baseline Criteria?**

The PFA Baseline Criteria are benchmarks that programs must achieve in order to be considered for approval to participate in Preschool For All.

#### **Programs must demonstrate the following to meet Baseline Criteria:**

- Compliance with California Community Care Licensing
- Demonstrate financial responsibility for grant funds
- Maintain general liability insurance of \$1 million per incident
- Program open to all children and PFA portion of day offered free to all eligible families
- Program meets Director/ Supervisor qualifications (except for Family Child Care)
- Classroom meets Lead Teacher and other staff qualifications
- Minimum preschool classroom score of 4.5 on appropriate Environmental Ratings Scale (-ERS) Assessment conducted by the Gateway To Quality Project (either the ECERS for center-based, or FCCERS for Family Child Care)
- Minimum Environmental Ratings Scale (-ERS) Assessment site composite score of 4.0
- Compliance with state and federal employment laws
- Curricula that meet Program Quality Guidelines (Q23)
- Parent / family involvement, support, and engagement components (Q20)



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- Provide 612.5 service hours minimum over a program year of not less than 175 days (3.5 hours per day); and not more than 245 days (2.5 hours per day)
- Conduct developmental screenings of children using the Ages & Stages Questionnaire, or another approved research-based screening process (Q25)
- Conduct an assessment of children's developmental progress using the Desired Results Developmental Profile-*Revised* (DRDP-R) twice per program year (Q25)
- A group size of no more than 24 children (except in places where 20 is the maximum)
- Adult:child ratio of 1:8 (except in places where 1:10 is a maximum)
- Provide High Quality Preschool Services.

### **Q10: Which programs need to be assessed using the Harms Environmental Ratings Scale?**

All programs interested in participating in Preschool For All must have a current Harms Environmental Ratings Scale (-ERS) Assessment (ECERS for centers; FCCERS for family child care) that was conducted by the Gateway to Quality Child Care Project, and demonstrates a qualifying score. Qualifying scores are:

- Minimum 4.50 for each preschool classroom, or the Family Child Care Home
- Minimum 4.00 site composite score, including all on-site classroom scores (does not apply to Family Child Care Homes, which receive just one overall score)

To verify your -ERS score, a copy of the -ERS Assessment Form and Quality Improvement Plan from Gateway to Quality must be submitted as supporting documentation with your PFA Application. If your program was assessed prior to July 2007, a re-assessment is required.

***All sites must have a current -ERS Assessment with a qualifying score to proceed in the PFA Provider Application process.***

If your program has not undergone an -ERS Assessment through Gateway to Quality; or, if the last -ERS Assessment date was prior to 7/1/2007, you may still submit a completed PFA Provider Application AFTER completing the following:

- **Pre-PFA "Intent to Apply" screening by phone;**
- **Pre-PFA Site Visit, with First 5 San Francisco Staff**

After First 5 San Francisco has completed your pre-screening and site visit, you will be issued a 2010/2011 PFA Provider Application with Application Supplement (the Gateway to Quality Assessment Request Form). Submitting these items with ALL other supporting documentation will allow First 5 San Francisco, in collaboration with the Gateway To Quality Project, to determine site readiness for -ERS Assessment scheduling as the next step in the PFA Provider Application process.



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Please note that programs needing New –ERS Assessment may not be able to schedule with Gateway to Quality before the beginning of the 2010/2011 Program Year. Funding availability will determine the capacity of the Gateway to Quality Project to conduct assessments.

### **Q11: Do I need to be in compliance with California Community Care Licensing requirements to participate in PFA?**

Yes. Compliance with state child care licensing regulations, as determined by the Community Care Licensing Division (CCLD), as well as federal and state education regulations for Head Start and Child Development Division's Title V programs, are considered in all funding decisions. Sites that are non-compliant with licensing regulations will not be approved for Preschool For All funding. *Licensing records will be reviewed.* By applying to PFA, applicants agree to full disclosure of all of their licensing records to PFA. Applicants must disclose and explain any pending investigation of their sites.

### **Q12: What is non-compliance with licensing regulations?**

Non-compliance is defined as:

- A facility with a suspended license;
- A facility on probation; or
- A formal compliance agreement in place; or
- A civil penalty due to non-correction of a deficiency or injury to a child; or
- A non-compliance conference

Consideration will be given to the severity and frequency of the violations.

### **Q13: What employment laws does my program need to follow?**

Preschool For All Programs must comply with all applicable federal, state and local laws relating to employment, including but not limited to those involving minimum wage, overtime pay, mandatory breaks, and worker's compensation. PFA programs must also comply with all applicable federal and state anti-discrimination laws. If you need help determining which employment and anti-discrimination laws apply to your program, please review the following websites: [www.eeoc.gov](http://www.eeoc.gov) and [www.dfha.ca.gov](http://www.dfha.ca.gov).

### **Q14: Does my program need to provide financial records to participate?**

Yes. All programs must demonstrate fiscal responsibility in order to participate in Preschool For All. If your program is selected, you may be asked to provide bank statements, balance sheets, time sheets, payroll reports, copy of liability insurance policy, quarterly tax reports, and income and expense reports during the Application Site Visit, or during your contracted period. Programs that meet the PFA Baseline Criteria must plan to have available all of the above documents for review during the Application Site Visit. *Funding will not be provided to any organization engaging in acts of financial misconduct.*



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**Q15: What liability insurance is required to participate?**

All licensed childcare providers will be required to maintain general liability coverage of one million dollars per incident.

**Q16: Are programs required to accommodate children with disabilities or other special needs?**

Yes. All Preschool For All programs are expected to serve children of all skill and ability levels to comply with the requirements of the Americans with Disabilities Act (ADA) and California Civil Rights laws. For more information regarding your obligations under federal and state laws, please visit the ADA's website at [www.ada.gov](http://www.ada.gov) and [www.dfeh.ca.gov/statutes/unruh](http://www.dfeh.ca.gov/statutes/unruh). Other resources are available online at the Child Care Law Center: [www.childcarelaw.org](http://www.childcarelaw.org).

**Q17: What credentials are required from program and site directors/supervisors?**

Preschool For All center-based sites must have either a Program Director or Site Director/Supervisor who meets the following minimum criteria:

	<b>Program Director Permit</b>	<b>Site Director (or Site Supervisor ) Permit</b>
<b>Criteria</b>	BA with 24 ECE/CD units including: core courses; 6 administration units; 2 adult supervision units; and 1 year child development site supervisor experience.	AA (or 60 units) with 24 ECE/CD units including: Core courses; 6 administration units; 2 adult supervision units; and 350 days of experience, including at least 100 days supervising adults in last 4 years.

*This requirement does not apply to Family Child Care.*

**Q18: What are the requirements for group size, adult:child ratio, and teacher qualifications?**

<b>Maximum # of children per classroom</b>	24
<b>Adult : child ratio</b>	1 adult: maximum 8 children
<b>Minimum Lead Teacher Qualifications</b>	Hold/Applied for a Child Development Teacher Permit
<b>Minimum Assistant Teacher(s) Qualifications</b>	Hold/Applied for a Child Development Associate Teacher Permit. When there are more than 16 children, then a third staff must hold/applied for an Assistant Permit based on the Child Development Permit Matrix.



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### **Q19: How many hours of preschool instruction are required for PFA?**

The total PFA hours per Program Year is 612.5. To achieve the required service hours, Preschool for All must be offered by its participating sites for between 175 days (minimum) and 245 days (maximum). This may include up to 5 days "in service" days of training for staff professional development.

### **Q20: What level of parent/family participation is expected in PFA?**

Preschool For All expects programs to place a high value on the provider/parent/child relationship. PFA will require that programs demonstrate sincere efforts to engage parents/families in their children's preschool experiences. PFA Programs must:

- Schedule regular parent meetings;
- Provide regular communication with parents about the progress of their children;
- Connect parents/families to education opportunities, either on-site or through other local agencies;
- Provide verbal/written materials/information to assist parents/families in their efforts at home;
- Welcome parent/family input in all aspects of the program, including curriculum and evaluation;
- Promote shared decision-making.
- Provide at least two individual conferences with the parent(s) per year to discuss child's progress.

### **Q21: What kind of working conditions are required in PFA classrooms?**

If your program participates in Preschool For All, you must ensure that:

- Staff receive some paid time off (including vacation, sick, or personal leave);
- Staff be given paid release time to attend professional development activities, such as conferences and/or workshops, including after work hours or weekends;
- Teachers have paid preparation time as part of the work schedule;
- The program has a plan for ongoing staff development.

### **Q22: Are there minimum pay rates for teachers and assistants with different education levels?**

No. However, Preschool For All Programs will be required to submit a salary compensation plan to First 5 SF, and indicate how PFA funds will support efforts to increase staff salaries, benefits and educational attainment. First 5 SF, as needed or requested, will provide technical assistance in areas such as dependent coverage, employer-contribution to employee retirement account, paid release time for professional development, and tuition reimbursement.



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### What are the minimum PFA Lead Teacher Qualifications?

Programs must have a Lead Teacher with qualifications based on the California Child Development Permit Matrix (see table below). See Q18 for minimum qualification levels for all PFA classroom staff.

CDD Permit Level of PFA Lead Teacher	Qualification
<b>Teacher Permit</b>	24 units ECE/CD including core courses + 16 GE units.
<b>Master Teacher Permit</b>	24 units ECE/CD including core courses + 16 GE units + 6 specialization units + 2 adult supervision units.
<b>Site Supervisor Permit</b>	AA (or 60 units) with 24 ECE/CD units (including core) + 6 units administration + 2 units adult supervision.
<b>Program Director Permit</b>	BA with 24 ECE/CD units (including core) + 6 units administration + 2 units adult supervision.

### Q23: What are the curriculum requirements?

Preschool For All curricula must follow the standards as outlined in the PFA Program Quality Guidelines. These Guidelines reflect and are consistent with the California Preschool Learning Foundations (2008) developed by the Child Development Division of the California Department of Education. The PFA Program Quality Guidelines provide information that program administrators and teaching staff can use to prepare appropriate learning environments and experiences that promote early learning and development. Please refer to the PFA Program Quality Guidelines document – available from the First 5 San Francisco web site at [www.first5sf.org](http://www.first5sf.org) – for a full description of curricula requirements in each area.

PFA curricula must include:

- The goals for children’s development and learning;
- The activities, experiences and environments offered by staff and families through which the children will achieve these goals;
- Interactive strategies such as experimentation, inquiry, observation, plan and exploration suited to the developmental levels of each child to support development of:
  - Cognitive, language, literacy, and numeracy skills
  - Creative self expression including in art and music
  - Sensory motor development



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- Social and emotional competency
- Health, nutrition and fitness; and
- Materials suited to the developmental levels of each of the children enrolled in the program.

### **Q24: Is there a required curriculum for PFA?**

No. Programs will have flexibility in selecting curriculum that is age, as well as, developmentally, culturally, and linguistically appropriate for children and that meet the Program Quality Guidelines (see Q23).

### **Q25: What developmental screenings and child assessments are required by PFA?**

PFA programs agree to conduct an initial developmental screening on every PFA-eligible child. This contributes to a city-wide system for early identification of possible developmental delays, disabilities, and other special needs before children enter school. Programs may use an approved, research-based screening tool. However, if a program is unfamiliar or does not screen children, First 5 San Francisco requires use of the Ages & Stages Questionnaire.

An ongoing child assessment system is also an integral part of ensuring that the developmental progress of children is tracked, as well as to inform instructional and programmatic decisions. Providers will be required to use the Desired Results Developmental Profile, Revised (DRDP-R) twice per year. First 5 San Francisco will provide technical assistance on the DRDP tool and practices to support children's development to meet this assessment system requirement.

### **Q26: Is there a minimum number of years that a program must be in operation before it is eligible to participate in PFA?**

No. Licensed child care programs that meet the baseline criteria are eligible to apply.



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### Eligible Children and Enrollment

#### **Q27: What children are eligible to enroll in PFA programs?**

For the 2010/2011 Program Year, only children residing in the City of San Francisco that are, or will be, 4-year-olds by December 2, 2010 are eligible to participate in Preschool For All. Exceptions will be made to accommodate older children with documented developmental delays or special needs.

Each child's date of birth must be verified by one of the following documents, which includes the parent/guardian name.

- Birth certificate; certificate of live birth; hospital record; well-child check from health care provider; medical insurance card; alien registration card; passport; or CD 9600 form.
- If the document does not contain the parent/guardian name, additional guardianship verification is required.

#### **Q28: Is there a requirement for parents to be working? Going to school?**

No. Preschool For All is available free to all families living in the City of San Francisco who wish to participate. Proof of residency will be required (see below).

#### **Q29: What is proof of residency?**

The proof of residency within the city of San Francisco must contain the name and address of the parent/guardian. Any one of the following documents (with parent/guardian name) is acceptable:

- A utility (electric, gas, water) bill, cellular phone bill, cable television bill, dated within ninety (90) days.
- Current automobile, homeowner or rental insurance policy.
- Current bank statement showing address, or CD 9600 form.
- Property tax statement.
- Letter from a social services or governmental agency dated within 90 days
- In situations where a room is rented and one of the documents above is not available, a letter shall be submitted from the lessor confirming residency.

NOTE: homeless families need only state that they reside in the City of San Francisco; self reporting of their residency and homeless status is sufficient.

#### **Q30: Is there a priority for enrolling children?**

Yes. Families residing in San Francisco who are homeless have priority for enrollment.



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### **Q31: Can I enroll a five-year-old child in my PFA program if he or she has not enrolled in a kindergarten program?**

No. Due to limited funding, Preschool For All will not be able to fund a child who is eligible for kindergarten (i.e., age 5 by December 2<sup>nd</sup> of the school year), but is not attending kindergarten. Exceptions can be made on a case-by-case basis to accommodate older children with documented developmental or special needs.

### **Q32: Will children be enrolled by the individual provider?**

Yes. Providers will enroll Preschool For All children directly using the enrollment and intake procedures already in place. First 5 San Francisco will distribute a package of PFA Enrollment Forms to each provider to add to their intake and enrollment paperwork for families.

### **Q33: Will PFA recruit children for my program or home?**

No. First 5 San Francisco will launch an outreach effort for parents to be aware of the availability of preschool services in the respective neighborhoods, but it will not target any particular program.

### **Q34: How will parents/families find out about PFA programs?**

A list of Preschool For All programs will be available in several places throughout the community for parents/families to access including the First 5 San Francisco website. The list will be shared with the Child Care Resource and Referral Agencies, Family Support Agencies, and more.

### **Q35: Can I serve children who reside in San Francisco, regardless of neighborhood or ZIP Code?**

Yes. Preschool For All became citywide in September 2007.

## **Funding Agreements**

### **Q36: Will funding agreements cover each child, like the AP/voucher program?**

No. Preschool For All will fund center-based programs or providers to offer the PFA program to an entire classroom of children. Funding levels will be based on the number of eligible four-year-old children served, and whether the children are subsidized or unsubsidized. Funding rates will also differ based on the PFA Lead Teacher's permit level, as identified through the Child Development Permit Matrix.

### **Q37: Will I have to maintain full enrollment in the funded classrooms?**

Yes. Preschool For All programs will be expected to keep the funded PFA spaces filled with eligible four-year-old children. A short grace period will be given if your enrollment falls during the year.



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### **Q38: What happens if the number of children enrolled drops during the year?**

Providers will be expected to make good-faith efforts to enroll another eligible child. Attendance policies have been developed with provider input and are spelled out in the Funding Agreement.

### **Q39: Can PFA programs run through the summer?**

Yes. For year-round programs, Preschool For All services should be offered for 2.5 hours for 245 days (normally from September through August, although the Program Year calendar is defined by each PFA provider).

### **Q40: What is the PFA fiscal year?**

The Preschool For All fiscal year is from July 1<sup>st</sup> -June 30<sup>th</sup>.

### **Q41: When will providers receive their PFA funds?**

Providers receive an advance in August, and then are paid three times throughout the Program Year based on actual eligible-child enrollment (usually in December, March, and June).

### **Q42: Will a line-item budget be needed for approval?**

Yes. Providers will submit a budget (forms will be provided by First 5 San Francisco once a provider is approved as a PFA site) in October that documents the spending plan for anticipated PFA funds. A separate report is due in July (at the end of the Program Year) to document how funds were actually used.

### **Q43: What are permissible uses of funds?**

Preschool For All funds may be spent to provide quality preschool services to eligible children. Allowable expenditures are those ordinary and necessary expenses directly benefiting or resulting from the PFA Program operations including, but not limited to:

- Parent Fee Offset (to reduce the tuition or fees that parents pay for the PFA Portion of the Day)
- Compensation for staff in PFA classrooms (including salary and benefits);
- Substitute pay;
- Training/professional development related to the PFA Program (including tuition and expenses for college courses);
- Equipment, supplies and other materials for the PFA program;
- Field trips;
- Enrichment activities (music, dance, computer, etc.)



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Providers who serve subsidized children in PFA classrooms must ensure PFA funds are used to enhance program quality. PFA funds must supplement, not supplant, other public funding; meaning that costs already covered by other public funds are not eligible for coverage by PFA funds. More detailed information will be provided in the PFA Operating Guidelines.

### **Q44: What uses of funds are NOT permissible?**

Preschool For All prohibits the use of its funds to cover expenses that are not directly related to the provision of preschool services to eligible children in specific classrooms or homes that are selected for this purpose. Generally prohibited expenses include, but are not limited to, out-of-state travel and capital improvements. More detailed information will be provided in the PFA Operating Guidelines.

## Reimbursement Rates

### **Q45: How will PFA programs be funded?**

Preschool For All will fund providers for a 3.5-hour program for 175 days or 2.5 hour program for 245 days for eligible four-year-old children. Funds are calculated on a per-child basis. The reimbursement rates are calculated according to the following criteria:

- Number of eligible four-year-old children served;
- Other public funding (“subsidy”) for each eligible child enrollment; and
- PFA Lead Teacher Permit Level

### **Q46: What are the reimbursement rates for providers?**

Rates for 2010/2011 are not yet confirmed, but the **maximum** reimbursement rates for 2009/2010 are listed below (Q45).

Reimbursement Rates for Unsubsidized PFA Child Enrollments, 2009/2010		
Education Level of PFA Lead Teacher	Qualification	Annual Per Child Reimbursement
<b>Teacher Permit</b>	24 units ECE/CD including core courses + 16 GE units.	<b>\$4,615</b>
<b>Master Teacher Permit</b>	24 units ECE/CD including core courses + 16 GE units + 6 specialization units + 2 adult supervision units.	<b>\$5,360</b>
<b>Site Supervisor Permit</b>	AA (or 60 units) with 24 ECE/CD units (including core) + 6 units administration + 2 units adult supervision.	<b>\$5,360</b>
<b>Program Director Permit</b>	BA with 24 ECE/CD units (including core) + 6 units administration + 2 units adult supervision.	<b>\$5,585</b>



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### Parent/Family Fees

#### **Q47: Will parents have to pay a fee for PFA? If so, how much will parents have to pay?**

No. The Preschool For All program is made free for all families whose children meet the age and residency requirement.

#### **Q48: I operate a fee-based program. Will offering the PFA program affect the fees I am able to collect from parents?**

Yes. PFA must be **FREE** to all eligible families for the PFA Portion of the Day, which is between 2.5 and 3.5 hours per day depending on program model (i.e., over how many days the minimum service hours of 612.5 are distributed during the site's program year, see Q19). This means that families must have their tuition/fees proportionately reduced by the participating provider.

One example: A child is enrolled at a participating site for its full-year, full-day option (12-months, up to 10 hours per day, for 5 days per week); and the tuition is \$1,000 per month.

- Operational Days in Provider's Program Year: 245 days, 12-month program
- Total Day = up to 10 hours (such as 8 a.m. to 6 p.m.)
- PFA Day= 2.5 hours (612.5 minimum service hours, divided by 245 Operational Days)
- Percent discount funded by PFA = 25%, or 2.5 out of 10 hours
- Discount amount funded by PFA = \$250.00 per month, or 25% of the \$1,000 Tuition
- Discounted Tuition that the parent pays is \$750.00/mo (\$1,000 fee minus PFA Discount)

### Program Models

#### **Q49: Can my program offer two separate part-day PFA sessions in one day?**

Yes. Programs may be established that best meet their needs and those of the families they serve. First 5 San Francisco encourages the establishment of new "free part day" spaces within existing programs to the extent possible and can provide administrative technical assistance to help realize individual program goals.

#### **Q50: Can my program provide PFA services to four-year-olds in mixed-age classes?**

Yes. Programs can design their program to best meet the needs of families in the community they serve.



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### **Q51: Will PFA fund “full-day” care?**

Preschool For All funding will be limited to supporting part-day preschool services of between 2.5 and 2.5 hours per day (see Q19); other portions of the day will be funded by parent/caregiver fees, vouchers, or existing subsidies.

### **Q52: Can faith-based program participate in PFA?**

Yes. However, faith-based religious teachings and/or activities may not be conducted during the Preschool For All Portion of the Day.

## **Inclusion of Children with Disabilities or Other Special Needs**

### **Q53: How are programs expected to serve children with special needs?**

Preschool For All values and encourages the inclusion of children with disabilities or other special needs in all settings. To that end, First 5 San Francisco will be establishing training opportunities and technical assistance resources to ensure that programs are able to serve children with disabilities or other special needs.

### **Q54: Is there a guideline for the number of children with disabilities or other special needs that providers will be expected to serve during the contract period?**

No. Providers will be expected to be open and welcoming of all children, including children with disabilities and other special needs (see Q16).

### **Q55: Are there training requirements for PFA staff concerning children with disabilities and other special needs?**

Yes. By the end of the PFA program year, at least one PFA classroom staff must have taken at least one college level unit-bearing course or equivalent experience in caring for children with disabilities or other special needs. Staff may qualify for a Waiver of Required Trainings; see PFA Program Operating Guidelines for waiver criteria.

## **Arts, Science, and Literacy Curriculum Enhancements through PFA**

### **Q56: How do I access the arts, science, and literacy resources available to Preschool For All participating providers?**

PFA providers may participate in arts, science, and literacy curriculum enhancement support services by applying for enhancements provided by First 5 San Francisco – all participating sites are notified prior to the beginning of the Program Year of the process for applying for these supports. First 5 San Francisco will also make available resources, workshops and in-service trainings for PFA providers to implement these curriculum components in accordance with the Program Quality Guidelines.



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### **Q57: Are there training requirements for teaching staff in PFA classrooms?**

Yes. The provider must ensure,

- (1.) All PFA teachers participate at least one time in an in-depth training with a minimum of eight hours in each of two content areas: (a.) language acquisition and literacy for dual language learners; and (b.) inclusion and/or meeting the needs of children with disabilities or other special needs.

At minimum, for each content area, one teacher per PFA classroom must participate in an in-depth training during each PFA Program Year until all PFA teachers have met this requirement.

- (2.) The provider must also ensure all PFA classroom staff participate in one (1) in-service training on during each PFA Program Year, in each of two content areas: (a.) language acquisition and literacy for dual language learners; and (b.) inclusion and/or meeting the needs of children with disabilities or other special needs.