

Element 2 | Education and Human Services

In concert with the other Elements of this General Plan, the Education and Human Services Element provides direction to improve educational opportunities and support social and emotional well-being through human service offerings. The Element seeks to ensure that Richmond residents have equitable access to a diverse range of educational opportunities and resources that are fully integrated with the City's long-term quality-of-life goals.



Community Vision

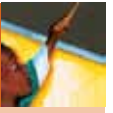
Richmond, California in 2030

Richmond nurtures a culture of lifelong learning and values the cultural and intellectual growth of residents through all stages of life. The City collaborates with public, private and nonprofit sectors to increase educational opportunities. Services are affordable, conveniently located and multilingual.

Richmond's neighborhood elementary, middle and high schools are regionally competitive and offer comprehensive, diverse and high-caliber programs. Daycare and preschool opportunities are numerous, accessible and affordable to all families. The City, working with the School District, retains its numerous walkable and intimate neighborhood schools.

The City also offers workforce development opportunities to help residents meet their professional goals. Richmond partners with local and regional employers to offer relevant classes, programs and internships that are aligned with local and regional employment trends.

Neighborhood-based facilities can deliver high-quality services to residents close to where they live.



2

Education and Human Services

THE RICHMOND COMMUNITY IS COMPOSED of people who represent many cultures. This diverse population requires an equally diverse system of education and human services. In this General Plan, “education and human services” refers to programs that promote the social, intellectual, artistic, physical and cultural growth of residents through adulthood. Educational assets in Richmond include K-12 schools, childcare facilities, continuation schools, adult education programs, libraries and a range of classes and programs offered through public, private and nonprofit organizations. Existing human services include in-home care for older adults, counseling for at-risk youth, employment support for adults and housing assistance for families and individuals. Richmond aims to enhance the community’s awareness of these resources and opportunities and to develop the health, education and economy of its residents.

The Education and Human Services Element will:

- Describe existing educational and human resources;
- Highlight key findings and recommendations based on an existing conditions analysis;
- Define goals for supporting and expanding the City’s education and human services resources;
- Identify policies and implementing actions to address challenges, preserve assets and identify opportunities to enhance education and human services; and
- Review the existing regulatory framework of governing bodies and other mechanisms that currently guide planning efforts.

Purpose of the Element

The Education and Human Services Element ensures that Richmond residents have equitable access to a range of educational opportunities and resources that are fully integrated with the City’s long-term quality-of-life goals. Although Richmond does not directly provide K-12 or collegiate curriculum, the City can actively support public, private and nonprofit entities in delivering and supplementing high-quality programs. The Element presents a framework to provide residents a range of opportunities and resources in collaboration with education and human service providers including: a strong K-12 education system; engaging out-of-school offerings; affordable daycare; stimulating senior activities; job training

programs; and a robust network of lifelong learning and human services tailored to the needs of the Richmond community.

Authority for the Element

Richmond is committed to supporting and expanding its education and human services resources to address community needs. Although it is not a state-mandated Element, the City believes that high-quality education and human services are integral to ensuring that its residents, neighborhood and communities thrive. The Education and Human Services Element is consistent with the State of California Government Code (Section 65303) which grants authority to local jurisdictions to adopt additional Elements to those required by state law when they relate to the physical development of the jurisdiction.¹

Relationship to Other General Plan Elements

The Education and Human Services Element is closely related to a number of other General Plan Elements, particularly as it relates to workforce development, recreational and enrichment programs, and community facilities. These include: Economic Development; Community Facilities and Infrastructure; Community Health and Wellness; and Arts and Culture. Where appropriate, cross-references are provided to direct the reader to relevant information in other Elements.



Contra Costa County provides services to seniors, children and people experiencing homelessness.



Richmond Today

Educational and human service opportunities and resources—managed by the City, Contra Costa County, the State of California and private, non-profit and community-based organizations—are integral to Richmond’s social, economic and educational health. The most significant education provider is the West Contra Costa Unified School District (WCCUSD), which operates the majority of the elementary, middle and high schools as well as adult schools in Richmond. Numerous private and nonprofit organizations operate charter and private schools in Richmond. Currently, many out-of-school programs are run by WCCUSD and the City of Richmond (primarily through the Recreation and Parks Department), as well as nonprofit organizations. The City provides a range of human services to support residents’ social and psychological needs. Together with regional, County, state and nonprofit providers, residents benefit from services targeting families, children and youth, older adults and others in need of support.

Funding and adequate transportation connections remain obstacles to maximizing educational and human service resources. For those adults having limited postsecondary education and a growing population of English language learners, the City is further challenged to meet a spectrum of needs. The following discussion reviews Richmond’s current education system and human services in more detail.

Elementary and Secondary Schools

Public, alternative, charter, private and parochial schools make up Richmond’s elementary and secondary educational services and are described below.

Workforce training programs can prepare Richmond residents for green-collar jobs.

“Education is not preparation for life; education is life itself.”²

—John Dewey



Enrollment in some schools in Richmond exceeds capacity including at the Lovonya Dejean Middle School.

Public Schools

Richmond is part of the West Contra Costa Unified School District (WCCUSD), which serves 35,000 students in Richmond, Hercules, Pinole, El Cerrito, San Pablo and unincorporated areas of Contra Costa County including El Sobrante, Kensington, Montalvin, North Richmond and Tara Hills. WCCUSD is a unified school district with control over both primary and secondary schools in the District.

Districtwide, WCCUSD has 18 preschools, 38 elementary schools (primarily K-5), seven middle or junior high schools (primarily 6-8), six high schools, ten alternative schools, 60 adult education sites,³ one special education school and four charter schools.⁴ Many of these schools lie within Richmond’s City limits including 17 elementary schools, two middle schools, two adult schools, five alternative continuation high schools and three traditional high schools. Richmond also has two charter high schools (see Table 2.1: Public Elementary Schools; Table 2.2: Public Middle Schools; Table 2.3: Public High Schools⁵). Ten of the eighteen WCCUSD schools identified for program improvement under the federal No Child Left Behind legislation are located in Richmond.⁶

Table 2.1 Public Elementary Schools

School	2006-2007 Enrollment	Capacity
Chavez Elementary	610	512
Coronado Elementary	371	400
Ford Elementary	462	454
Grant Elementary	645	638
Highland Elementary	567	606
King Elementary	336	419
Lincoln Elementary	426	445
Mira Vista Elementary	411	379
Murphy Elementary	304	300
Nystrom Elementary	386	478
Peres Elementary	509	470
Sheldon Elementary	381	358
Stege Elementary	313	340
Valley View Elementary	405	365
Verde Elementary	321	320
Washington Elementary	463	467
Wilson Elementary	487	458

Source: West Contra Costa Unified School District (WCCUSD)



Table 2.2 Public Middle Schools

School	2006-2007 Enrollment	Capacity
Adams Middle	810	773
Lovonya DeJean Middle	781	738

Source: West Contra Costa Unified School District (WCCUSD)

Table 2.3 Public High Schools

School	2006-2007 Enrollment	Capacity
De Anza High	1,070	1,649
Kennedy High	912	1,375
Richmond High	1,631	1,687

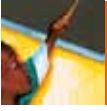
Source: West Contra Costa Unified School District (WCCUSD)

Alternative and Charter Public Schools

There are four alternative continuation high schools within Richmond: Gompers; Delta; Kappa; and Omega.⁷ Continuation schools provide educational services for students who have been removed from the District schools for any of a number of behavioral or academic reasons. The City is also home to several charter schools or independent public schools that operate largely outside the supervision of the WCCUSD. Charter schools in Richmond include: Leadership Public Schools (LPS) Richmond, a high school for college-bound students; Manzanita Middle School, a cooperative



Education and human services programs must meet the needs of a diverse community.



school serving grades 6 to 8; and Richmond College Preparatory School, which is operated by the Richmond Children's Foundation and offers pre-school and elementary school serving a total of 80 students.

The Contra Costa County Department of Education oversees the WCCUSD and provides educational services to special populations including: students with severe or multiple disabilities; students with autism; emotionally disturbed students; Early Start and preschool students; and students with visual or auditory disabilities. These students may be served through one of four regional programs if they are not served through programs integrated into their own schools.

Private and Parochial Schools

A number of private schools are also located within Richmond. Of these schools, three are independent K-8 schools and two are independent Special Education schools. The City's eight parochial schools include two elementary schools, five K-12 schools and one high school. These schools draw students from within Richmond as well as from the surrounding communities across the East Bay (see Table 2.4: Private and Parochial Schools).

School Enrollment

In the year 2000, 3,185 of Richmond's school-age children and youth were enrolled in preschool or kindergarten; 13,271 were enrolled in elementary school (grades 1 through 8); and 5,862 were enrolled in high school. Within the WCCUSD, private school enrollment peaked at almost 6,000 students in 2000 and then fell to 5,190 in 2003, the most recent year for which data are available. Districtwide enrollment in 2008 is 30,830.⁸

Over the past decade enrollment in WCCUSD has fluctuated, increasing by small margins between 1996 and 2003, and then falling by approximately 3 percent per year during the 2003-2004 and 2004-2005 academic years. Elementary and middle school enrollment has fallen steadily since 2000, while high school enrollment has increased slightly. Due to budget shortfalls WCCUSD closed schools between 2004 and 2006, leading to a slight increase in average class size despite the overall drop in enrollment.⁹ Private school enrollment has also fluctuated, peaking at almost 6,000 students in 2000 and then falling to 5,190 in 2003, the most recent year for which data are available.

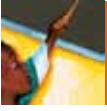
Between 2005 and 2011 school enrollment in the West Contra Costa Unified School District is expected to decline from 30,286 in 2006-2007 to 28,252 in 2010-2011. After 2011, the District expects to see small gains in enrollment, although the extent and location of this growth is currently unknown. Finally, WCCUSD has seen small but steady increases in the number of English language learners attending and strives to improve



Table 2.4 Private and Parochial Schools

School	Address	Service
Arlington Christian School	6382 Arlington Boulevard	Private parochial K-12 school (Non-denomination Christian)
Canterbury School	3120 Shane Drive	Private K-8 school
Crestmont School	6226 Arlington Boulevard	Private K-5 school
Elim Christian School	164 Harbour Way	Private parochial PreK-12 school
Family Christian Academy	160 Broadway Avenue	Private parochial PreK-12 school (Non-denomination Christian)
La Cheim School, Richmond	2853 Groom Drive	Private Special Education K-12+ school
La Petite Academy	3891 Lakeside Drive	Private Pre-K school
New Faith Christian Academy	830 Macdonald Avenue	Private parochial K-12 school (Church of God)
Pacific Academy, Carlson Campus	1615 Carlson Boulevard	Private K-3 school
Pacific Academy, Hilltop Campus	2925 Technology Court	Private 4-8 school
Richmond Education Learning Center	4 Marina Way	Private Special Education 5-12 school
Salesian High School	2851 Salesian Avenue	Private parochial 9-12 school (Roman Catholic)
Small World Montessori School	4555 Hilltop Drive	Private Pre-K school
St. Cornelius Elementary School	201 28th Street	Private parochial K-8 school (Roman Catholic)
St. David School	871 Sonoma Street	Private parochial Pre-K-8 school (Roman Catholic)
Vista Christian School	2354 Andrade Avenue	Private parochial school
Williams & Brown Academy	2225 Gaynor Avenue	Private K-2 school

Source: West Contra Costa Unified School District (WCCUSD)



services to these students. In addition, the number of students eligible for free or reduced price lunches has increased significantly in the past three years, from 48.3 percent in 2002 to 57.2 percent in 2005.

School Funding

Historically, the WCCUSD has struggled with significant debt and budget cuts have forced closure of schools with low enrollment in some areas within the District. The District's total operating budget for the 2007-2008 academic year was approximately \$276 million, of which 80 percent went directly to salaries and benefits. The bulk of the budget is funded through state monies. Federal revenues cover almost nine percent of the budget and local initiatives including property taxes fund another seven percent of the budget.¹⁰

School Transportation

The District does not currently provide bus transportation for school-age children except for field trips and other school-sponsored activities. Needs assessments conducted for both the Richmond Area Community-Based Transportation Plan in 2004 and a Contra Costa County preschool and childcare plan in 2000 indicate that inadequate transportation services to and from school and childcare is a significant issue for residents. From 2002 to 2004, AC Transit conducted a pilot project to provide low-income youth with free bus passes but this program eventually ceased due to lack of funding. Instead, the cost of monthly bus passes for youth was reduced from \$27 to \$15. AC Transit's budget shortfalls may affect the cost of these passes in the future.

Higher Education

Higher education opportunities include adult schools, community colleges, four-year colleges and universities and other education centers and programs. In 2000, half of the City's adults over age 25 had high school diplomas (or equivalency) but had completed little or no college coursework.¹¹ This population group could benefit from higher education opportunities, especially as wages for workers without higher education continue to decrease.¹² There is a strong need for continuing education opportunities and other forms of lifelong learning through the community colleges and other venues. Richmond residents have a number of opportunities for continuing and post-secondary education, whether they are seeking degrees, vocational skills or certification or simply enrichment and recreational classes.



Adult Schools

West Contra Costa Adult Education provides ongoing learning opportunities for adult residents. Offerings include classes in English as a Second Language, parenting education, GED preparation, vocational and technical skills, health and fitness, arts, hobbies and more. Most classes are offered at one of the two main campuses, Alvarado and Serra Adult Schools in Richmond. In addition, classes are offered at a number of other sites throughout West County.

Community Colleges

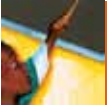
The Contra Costa Community College District offers classes, degrees and training to Richmond residents at a number of sites in the County, including Contra Costa College in San Pablo, Diablo Valley College in Pleasant Hill, Los Medanos College in Pittsburg, Brentwood Center in Brentwood, the Regional Training Institute in Walnut Creek, and the San Ramon Valley Campus in San Ramon. In addition, Richmond residents can take advantage of programs at other community colleges in nearby Alameda County and across the Bay Area.

Contra Costa College (CCC), located in the City of San Pablo, serves many Richmond residents. Enrollment at CCC increased over 12 percent from 1999 to 2002, and is expected to continue to grow steadily in the coming decades based on statewide community college enrollment projections. CCC offers certificate, degree and transfer programs in a number of academic areas, and operates the PACE (Program for Adult College Education) program to tailor degree-granting courses of study to the schedules of working adults with families. A Vocational and Technical Education Act (VTEA) funded counselor holds hours at each of Richmond's high schools and at the San Pablo and Richmond One Stop Centers to help recruit new students to Contra Costa College.

Finally, Contra Costa College and West Contra Costa School District collaborate to run Middle College High School that allows students to complete their high school degrees while beginning to take community college courses.

Four-Year Colleges and Universities

The Richmond community is served by two four-year public colleges: California State University, East Bay in Hayward and the University of California in Berkeley. Both offer extensive academic degree programs in addition to noncredit courses through extension/continuing education programs. In addition there are a number of private undergraduate, graduate, technical and professional colleges and universities in San Francisco, Berkeley and the surrounding area.



Educational Programs and Services

The City offers many educational programs and services at neighborhood recreation and community centers. Programs and classes offered at these centers provide a means for residents to conveniently access educational. Classes currently offered through Richmond include recreational programs for children, youth, adults and older adults, summer camps, after-school programs and more.

In addition, the City is building its employment training resources. A number of successful City-sponsored training programs include: RichmondWORKS, employment-related training and assistance for Richmond residents and businesses; RichmondBUILD, a pre-apprenticeship construction skills training program; and Richmond YouthWORKS, a development program for high school-aged, youth and young adults that encourages self-sufficiency and career exploration.

Richmond residents also enjoy recreational and enrichment programs through a number of private and nonprofit institutions and partnerships that provide in-school and after-school activities, multicultural programming, and classes in music, arts, vocational skills and academic enrichment, among others (see also Arts and Culture Element for a more detailed discussion of arts education and program partnerships). In particular, West Contra Costa Unified School District (WCCUSD) relies on partnerships with arts organizations to provide fine arts and drama opportunities in the K-12 curriculum. Thousands of WCCUSD elementary, middle and high school students benefit from excellent arts program partnerships with the East Bay Center for the Performing Arts (EBCPA), Richmond Art Center (RAC) and the San Francisco Art Institute (SFAI). In addition to on-site public school programs, EBCPA and RAC also provide training and classes for community members of all ages at reduced costs or free of charge. These programs serve all residents including ethnically diverse, low-income and inner-city communities in and around Richmond.

Childcare and Preschool

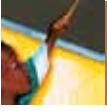
Childcare and preschool programs provide important resources to working parents who need quality care for their children during the workday. In 2000, there were over 7,600 children in Richmond under age five. Seven childcare centers in Richmond offer Early Start, Head Start or Child Start programs. The majority of these centers are operated by Contra Costa County, while the Richmond Children's Foundation operates one 40-student preschool (see Table 2.5: Richmond Preschools). The Contra Costa County Childcare Council also provides a comprehensive inventory of childcare providers, preschools and other parenting resources for families of young children.



Table 2.5 Richmond Preschools

Preschool	Jurisdiction	Services
Balboa Center	City of Richmond	Early Head Start, part-day Head Start, Child Start
Brookside Center	City of Richmond	Part-day Head Start, full-day Child Start
Cameron School	City of Richmond	WCCUSD Early Intervention Program (Ages 0-5)
Crescent Parl Center	City of Richmond	Full-day Child Start, state preschool
Las Deltas Center	City of Richmond	Full-day Early Head Start
Maritime Center	City of Richmond	Full-day Child Start, kindergarten (before and after-school)
Montessori Community School	City of Richmond	Private Pre-K school
Pacific Academy Preschool	City of Richmond	Private Pre-K school
Ruth Powers Center	City of Richmond	Full-day Child Start
Verde Center	Contra Costa County	Full-day Child Start, state preschool, kindergarten (before and after-school)

In 2000, Contra Costa County completed a countywide assessment of preschool and childcare needs for children from birth to age five. The assessment, funded through the statewide First 5 Initiative, identified a number of countywide trends that affect Richmond. First, the cost of living for a parent with two children far exceeds full-time minimum-wage earnings particularly when the cost of housing is considered. Next, childcare providers across the County are seeking job opportunities outside of childcare because of low wages and lack of benefits. This shift is contributing to an overall shortage of childcare in Contra Costa County. Findings also revealed that access to childcare is often limited by transportation gaps. A follow-up report, *Contra Costa County Preschool Makes a Difference*, completed by First 5 Contra Costa in 2006, echoed many of these concerns and noted that the County continues to have a shortage of childcare for infants. Affordability also remains a high concern given that the average annual cost of full-time licensed care for a child between the ages of two and five years old was \$8,772.



2 Education and Human Services

As part of the 2000 countywide strategic planning process for preschool and childcare in Contra Costa County, Richmond families identified a number of concerns. For example, welfare-to-work parents can lose benefits if they become employed at a job that pays minimum wage, which is not enough to cover childcare costs. Additionally, many parents make too much money to qualify for services but not enough to pay for childcare or preschool. Families also expressed concern regarding difficulties in: finding childcare for parents with non-traditional work hours; paying for licensed childcare, even with subsidies; and transporting very young children to childcare for transit-dependent families.

Within Richmond, seven childcare centers offer Early Start, Head Start or Child Start programs. The majority of these centers are operated by Contra Costa County while the Richmond Children's Foundation operates one 40-student preschool.

Libraries

The Richmond Public Library is located at the Civic Center in Downtown and has two additional branches including the Bayview Branch and the West Side Branch. In conjunction with Contra Costa County the Library manages a Bookmobile which travels at regularly scheduled times to various schools and neighborhood centers.

The Library offers: internet access; interlibrary loan; information for residents on taxes, elections and homeowner/renter assistance; literacy support; and community meeting space for nonprofit organizations and other groups. The Richmond Public Library's Literacy for Every Adult Program (LEAP) offers basic literacy classes with tutors for adults over age 16 while West Contra Costa Adult Education provides GED classes through the School District.

The Contra Costa County libraries in nearby El Sobrante, San Pablo, Orinda, El Cerrito and Pinole also serve Richmond residents as part of a 26-library countywide network.

Human Services

The City, together with its nonprofit, private and County partners, offers various services to support the social and psychological well-being of its residents. Many of these services are available on the neighborhood level. Following is a description of the services available in Richmond today.



Services for Children and Youth

In addition to WCCUSD, the City, County and nonprofit service providers offer many programs for Richmond children and youth. With Loving Care offers residential treatment services for abused, abandoned, neglected or emotionally troubled youth. Independent Living Resources provides services for youth with disabilities, as does the Disabled People's Recreation Center. The City's Balboa, Brookside, Crescent Park, Las Deltas, Maritime, Ruth Powers and Verdes Centers all offer programs for young children including state and federally-sponsored Head Start and Child Start programs. Also, the Contra Costa County Childcare Council provides advocacy support, nutrition and child health support, and assistance in applying for and obtaining subsidies for childcare.

Services for Adults and Families

Richmond also offers several programs and services for families and adults in the City to support both basic living needs and more comprehensive family growth and development. The Contra Costa County Commission for Women and the Contra Costa Crisis Center both provide support for families dealing with domestic violence and abuse. Bay Area Legal Aid has an office based out of Richmond that provides services including legal aid, soup kitchens, work programs, health care services and emergency shelters, among others. In addition to services available within the City, Richmond residents can access a range of services through Jewish Family and Children's Services of the East Bay in Walnut Creek, Northern California Family Center in Martinez, STAND! Against Domestic Violence in Concord and the Rape Crisis Center in San Pablo.

Services for Older Adults

According to the 2005 American Community Survey, Richmond had an estimated 10,800 adults over age 64, over 15 percent of all Richmond adults. Many Richmond older adults are in need of affordable, accessible housing and supportive services. Older adults may also lack reliable, affordable and accessible forms of transportation.

A number of services and programs meet the unique needs of older adults. The Macdonald Senior Center offers a wide range of programming specifically for older adults including drop-in human services and social and nutritional programs. Private and nonprofit facilities such as Bay Area Assisted Living, Inc. (BALI), Greenridge Senior Care, the Richmond Nursing Center and Vintage Estates of Richmond all provide residential services for elderly residents of Richmond including nursing, hospice care and Alzheimer's care. Contra Costa County Area Agency on Aging provides countywide support for a range of services from home meal delivery to adult daycare to assisted transportation for older adults. The County



also provides in-home support services through Employment and Human Services. Several nonprofit organizations including A Better Chance offer day programs for older adults in Richmond. Several senior apartment facilities also exist within the City.

Mental Health and Substance Abuse Services

West County Mental Health Services is located in Richmond and offers comprehensive mental health care including: crisis care; advocacy; assessment and evaluation; emergency shelter; long-term residential care; medication support; short-term therapy; support services for families; transitional services for young adults; vocational support; day treatment; and more. Emergency psychiatric support is available via a County hotline or in person at the West County Mental Health office in Richmond.

Drug rehabilitation centers in Richmond treat residents who are dealing with a range of substance abuse issues and addictions. Programs include Sojourner Community Counseling Center, Neighborhood House of North Richmond's Hollomon Detox/Faureso New Way Center, West GAADS and PC1000 Drug Diversion Program, Kaiser Permanente Chemical Dependency Service and the Richmond Clinic BAART/CDP. Richmond residents are also served by a number of County and regional health services and providers.

Housing and Homeless Services

The Bay Area Rescue Mission runs a food pantry and distribution center in Richmond to provide emergency food, clothing, furniture, housewares and other items to area residents who are homeless or at risk for homelessness. The Bay Area Rescue Mission also provides emergency shelter to men, women and children. The Mission's Men's Recovery, Family Center and Transitional Programs offer residential support, therapy and counseling to adults and families. The Richmond Rescue Mission and Love a Child Ministries also maintain 175 and 85 shelter beds, respectively. Contra Costa County also operates four emergency shelters, two for families and two for single adults. The Food Bank of Contra Costa and Solano also provides food to low-income residents of Richmond through its Brown Bag Groceries program for older adults, Food for Children program for children and youth, Food Assistance program for families, emergency soup kitchens and community food drives. The City also sponsors 25 beds at the Brookside Shelter Beds in San Pablo for Richmond residents. According to the East Bay Housing Organization, there are long waiting lists for all of these shelters. Both families and individuals may wait for 60 to 90 days before receiving services.



Key Findings and Recommendations

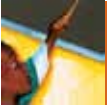
Education and human services can play a critical role in improving quality of life. Human services nurture psychological and social well-being. Education attainment determines not just an individual's economic status—higher educational attainment corresponds to higher income—but also better health outcomes. Investment in education and human services is in many ways an investment in the future of the community.

Public education faces significant challenges in keeping pace with rapidly changing demographics, providing a stimulating, well-rounded educational experience and maintaining public facilities as healthy learning environments. Although Richmond does not directly provide K-12 or collegiate curriculum, the City can actively support public, private and nonprofit entities in delivering and supplementing high-quality programs. The City should maximize opportunities to collaborate with the School District, higher education and nonprofit institutions to offer residents the best educational resources possible.

The continued strength of local and regional industries has increased local demand for workers with relevant skills. In order to best capture these and other economic opportunities, Richmond should continue to strengthen ties with local employers, community colleges and training programs to ensure that all community members can achieve their education and career goals.

The demand for human services is growing, particularly for high-risk and special needs populations. The City can strengthen its coordination with County, state and nonprofit providers to improve delivery and effectiveness of services across the community, while improving efficiency and sharing of resources. Affordable and convenient transportation is a barrier for many residents in accessing valuable educational programs and human services. Improved transportation connections and expanded mobile programs services can help safely connect people to educational or enrichment programs, human services and facilities. Other critical needs in the

Programs and services must be equitably distributed to reach those who most need them including seniors, children and people of all abilities.



Neighborhood-Based Schools

Successful neighborhood-based schools provide strong, viable education options locally so that every student can walk or bike to a quality neighborhood school. Additional benefits involve transfer of the school social networks to home and simplified out-of-school care. Many neighborhood-based schools also tailor programs to a neighborhood's demographics and needs so that schools are culturally relevant, address critical social service gaps in the neighborhood; and provide common gathering spaces for students and the community.

community include expanded preschools, affordable childcare and out-of-school care for working families. Many parents cannot afford the cost of preschool or childcare. A significant number of those who do qualify for childcare-related financial assistance do not enroll, highlighting a need for better outreach regarding available resources.

The following key findings and recommendations are derived from an analysis of existing conditions, as well as the community's vision for the future.

Finding 1: The City and its partner agencies provide a range of education opportunities, but programs and services need to be expanded to meet growing demand.

Public education faces significant challenges in managing demographic changes, budget shortfalls, shifting curricular priorities and facilities maintenance. Demand for vocational education and English language acquisition programs are on the rise, while declining district enrollment has resulted in some school closures. Additional resources are needed to meet residents' needs for preschool and childcare (especially for infants). Richmond can enhance the education system by:

- Collaborating with the School District and higher education institutions to deliver high-quality programs and services and effective learning environments;
- Tailoring City-based programs to serve age-specific needs of residents from infants to older adults, with programs ranging from childcare and preschool to literacy and lifelong learning;
- Supporting nonprofit arts institutions in the shared endeavor to deliver arts and culturally-based curriculum to K-12 students and the community at-large;
- Increasing pedestrian, bicycle and transit access to education programs to all members of the community regardless of age, income, ethnicity and physical ability;
- Supporting neighborhood-based schools that are easily accessible and provide educational programs tailored to residents;
- Improving transit connections to educational, enrichment and after-school programs and facilities; and
- Expanding options for affordable preschools, daycare and out-of-school programs through flexible zoning and improving outreach regarding childcare-related financial assistance.

Finding 2: Richmond’s workforce must re-tool itself with new skills and competencies in an increasingly competitive knowledge-based global economy.

The overall adult educational attainment level is relatively low in Richmond, and many workers could benefit from vocational training, continuing education, equivalency courses and other adult learning opportunities to successfully compete in today’s job market. Richmond may improve both the economic standing of its residents and the local labor pool serving its industries by:

- Creating stronger ties with local industries, employers and educational institutions through internships, mentorships and training programs; and
- Supporting equivalency courses and concurrent enrollment opportunities to encourage adults to pursue vocational training.

Finding 3: Demand for human services is high in Richmond and will continue to grow in the future.

Current human services offerings include programs for children and youth, adults and families, seniors and special needs populations. Public agencies, together with nonprofit organizations and private service providers, deliver services across the community. Demand for services is growing, particularly for high-risk and special needs populations. Many schools and social service agencies face regular funding challenges requiring them to provide more services with smaller budgets. Balancing service provision and investment across all neighborhoods in the City will require investment in facilities, staffing and program expenses. Priorities in addressing human services include:

- Serving the needs of a diverse community including children and families, youth, older adults and special needs population groups;
- Making transportation and services affordable and accessible regardless of income;
- Providing services and programs in multiple languages and mediums to maximize reach and effectiveness;
- Increasing the use of new technologies and expanding access to all members of the community; and
- Expanding use of mobile van units to improve delivery of the most critical human services.

Mobile Human Services

Mobile human services are human or community-oriented services delivered via mobile van units by public, private or nonprofit entities with the purpose of providing low-cost or no-cost services to underserved populations and/or geographic areas.

For example, Richmond utilizes a Bookmobile to serve schools and neighborhoods that cannot conveniently access library services. The Bookmobile is an extension of the Richmond Public Library and serves 19 different locations including schools and neighborhood centers.



Access to high-quality and affordable education is critical to the long-term economic and social development of Richmond residents.

Goals

GOAL EH1 Maintain a Comprehensive and Accessible Education System

The City seeks to collaborate and partner with educational providers to expand educational opportunities and lifelong learning in support of Richmond residents' diverse needs. A comprehensive educational system will address learning from infancy to old age and include affordable daycare, strong K-12 education, engaging out-of-school offerings, stimulating senior activities and other age-specific enrichment opportunities. A widely accessible system also relies on: appropriate programming; language needs; cost; scheduling; and facility location, capacity and physical access.



GOAL EH2 Prepare and Educate a Skilled Workforce

The City should work with educational program providers to nurture the growth of a strong local workforce population. Up-to-date workforce and job skills training, apprenticeships and other educational opportunities are fundamental to economic improvement. By expanding these resources so that they are relevant to today's job market and widely accessible to all residents, the City will improve the caliber of its local workforce.

GOAL EH3 Provide Equitable and High-Quality Human Services

The City should support human services providers in the nonprofit, private and public sectors in their efforts to provide a robust network of human services tailored to the needs of the Richmond community. High-quality and equitable programs for the elderly, children and at-risk populations are integral to enhancing neighborhood stability and helping to shape quality of life for residents.

2 Education and Human Services



GOAL EH1

Maintain a Comprehensive and Accessible Education System

POLICIES

Policy EH1.1

K-12 Education

Support West Contra Costa Unified School District (WCCUSD) and other educational institutions in providing a quality K-12 learning environment for children and youth. Address facility quality, adequate staffing and supplemental educational programs. Support the efforts of nonprofit, charter and private schools to provide quality programming to Richmond's children and youth.

Policy EH1.2

Higher Education

Support community colleges and other higher education institutions in providing comprehensive adult education programs to spur opportunities for continuing education, job training and career advancement. These programs will provide opportunities for economic advancement and address the needs of residents, particularly those without post-secondary education.

Policy EH1.3

Preschool and Childcare

Work with a range of potential service providers to create places for high-quality and affordable pre-school and childcare centers, especially for young children up to five years of age. Build greater awareness regarding subsidized childcare opportunities to address low participation among eligible populations.

Policy EH1.4

Literacy, Enrichment and Lifelong Learning

Work with relevant agencies to support the inclusion of arts, local history, physical exercise and other forms of enrichment both in and out of school. Enrichment programs complement primary and secondary education, which is increasingly focused on reading and mathematics. Provide a range of formal and informal literacy programs for young children, school-aged youth and adults to serve unique learning styles and needs. Develop a comprehensive network of formal and informal educational opportunities that serve Richmond residents from infancy through adulthood.

Policy EH1.5

Out-of-School Enrichment

Support quality out-of-school enrichment and care for children and youth as an important service for working parents and as a valuable opportunity to complement traditional educational offerings.

**GOAL EH1****Maintain a Comprehensive and Accessible Education System****IMPLEMENTING ACTIONS*****Action EH1.A******Libraries Strategic Plan***

Continue to regularly update the libraries strategic plan to assess and improve existing library facilities and associated programs and services. Programs should support enrichment for preschoolers, school-age children and adults seeking job training. The strategic plan may: promote partnerships with college libraries to expand available resources; recommend guidelines for providing physically accessible, safe and technologically-equipped facilities; and promote the expansion of bookmobile services where residents live more than two miles from an existing library branch. The strategic plan may also explore opportunities for joint-use partnerships to utilize libraries for other community functions.

Action EH1.B***Childcare and Out-of-School Care Program***

Collaborate with the West Contra Costa Unified School District (WCCCSU) and nonprofit service providers to support expansion and diversification of programs and facilities offered by childcare and out-of-school care providers. The program should explore opportunities to: offer financial and in-kind incentives to support quality and affordable childcare proximate to large work centers; create neighborhood-based childcare options; expand out-of-school care activities available for older children; build strategic partnerships with educational providers to increase physical or programmatic capacity; provide safe routes for accessing services; and address other relevant concerns.

Action EH1.C***Richmond Volunteers Program***

Continue to support volunteer programs to match residents and their skills with public or nonprofit education or human service providers to fill gaps in programming, bring attention to services around Richmond and boost civic pride. Partner with workforce development organizations to ensure a steady supply of volunteers for programs while providing relevant and real-world training for trainees.



GOAL EH1

Maintain a Comprehensive and Accessible Education System

IMPLEMENTING ACTIONS

Action EH1.D

Joint-Use Agreements

Pursue joint-use agreements with West Contra Costa Unified School District, East Bay Regional Parks District, neighboring cities, public agencies, private entities or nonprofit organizations that own and operate facilities within the City of Richmond to maximize use of existing facilities in the community (see also elements: Economic Development, Action ED1.E; Parks and Recreation, Action PR1.G; Arts and Culture, Action AC1.E; Community Facilities and Infrastructure, Action CF2.A; Community Health and Wellness, Action HW1.G).

Action EH1.E

Coordination with Education Providers

Continue to collaborate and coordinate with the School District on a range of issues including flexible design of facilities and continued public use of school sites.

Action EH1.F

Safe Routes to School Program

Develop a Safe Routes to School Program in collaboration with the National Center for Safe Routes to School, West Contra Costa Unified School District and other educational institutions and service providers. Improve walking and bicycling access and safety to schools and after-school programs. Align this program with the bicycle and pedestrian plan (see also elements: Circulation, Action CR2.B; Community Health and Wellness, Action HW4.F; Energy and Climate Change, EC2.H).

**GOAL EH2**

Prepare and Educate a Skilled Workforce

POLICIES***Policy EH2.1******Job Skills Training***

Support technical, vocational and job skills training programs through the community colleges, adult schools and other local organizations to provide youth and adults with opportunities to learn relevant skills and advance economically. Encourage training formats that respond to constraints such as transportation barriers or scheduling needs that may be faced by parents, full-time employees, youth and others. Collaborate with the Richmond Workforce Investment Board to strengthen programs and expand funding.

Policy EH2.2***Mentorship and Apprenticeship***

Support mentorship and apprenticeship programs for teenagers including technical and vocational training that will best prepare them for employment in local and regional industries. Collaborate with the Richmond Workforce Investment Board to tailor programs for youth, strengthen programs and expand funding.

Implementing Action – Action EH2.A: Workforce Development Strategy (page 2.28)

Policy EH2.3***Concurrent Enrollment***

Encourage the School District to collaborate with community colleges and other educational institutions to develop a concurrent enrollment program that promotes contextual learning, helping prepare youth to enter the workforce after high school or pursue a college education. Successful programs such as ASSET at Kennedy High School and the Career Academy program should be expanded upon and replicated throughout Richmond.



GOAL EH1

Maintain a Comprehensive and Accessible Education System

IMPLEMENTING ACTIONS

Action EH2.A

Workforce Development Strategy

Expand opportunities for residents to enter into green collar jobs, including vocational training, mentorship and apprenticeship programs. Maintain and enhance partnerships with local workforce development programs.

Encourage community colleges, the school district and adult education programs to offer more coursework and training oriented toward emerging green industries in addition to traditional trades.

Collaborate with workforce development agencies and organizations to ensure that new and existing industries have easy access to a local, work-ready and talented workforce (see also elements: Economic Development, Action ED3.A; Community Health and Wellness, Action HW6.B; Energy and Climate Change, Action EC5.B).

Action EH2.B

Concurrent Enrollment Program

Support WCCUSD, community colleges and other higher education institutions to expand college-level offerings to youth in high schools.



GOAL EH3

Provide Equitable and High-Quality Human Services

POLICIES

Policy EH3.1

Child and Family Services

Support the development of high-quality child and family services and programs that encourage safe and healthy environments for children and families. Services and programs may include counseling, substance abuse treatment, parenting skills training and housing resources.

Policy EH3.2

Youth and Teenage Services

Support the development of high-caliber services and programs targeting youth and teenagers to support skill development and guidance in preparation for employment and self-sufficiency. Services and programs may include youth leadership and volunteer opportunities, educational tutoring and counseling.

Policy EH3.3

Older Adult Services and Support

Continue to support the expansion of older adult services and programs to improve access to critical resources and maintain quality-of-life standards. Services and programs may include shared housing resources, fitness programs and adult daycare services.

Policy EH3.4

Special Needs Services

Support special needs services that foster independence for older adults, people with disabilities and those facing physical or mental challenges. This includes developing drug and alcohol treatment programs and facilities, as well as mental health treatment services and facilities.

Policy EH3.5

Equitable and Affordable Access

Work with interested agencies to provide equal and affordable access to learning and human services. Support neighborhood-based schools, health clinics, libraries, childcare and other community-serving programs that provide community members convenient access to important resources proximate to neighborhoods and promote social cohesion.

Policy EH3.6

Multilingual Information and Services

Encourage public agencies to provide services, classes, outreach materials and information to Richmond residents in multiple formats and languages. The City should work with the School District, libraries and human service providers to ensure that all residents are aware of and able to participate in available human service programs.

2 Education and Human Services



GOAL EH3

Provide Equitable and High-Quality Human Services

POLICIES

Policy EH3.7

New Technologies

Where feasible work with groups to provide internet technology and computer “stations” in community facilities such as libraries and community centers. The City should ensure that residents of all income levels have access to information technology.



GOAL EH3

Provide Equitable and High-Quality Human Services

IMPLEMENTING ACTIONS

Action EH3.A

Human Services Program

Identify new and existing programs and services for children, families, youth and older adults. Address ongoing funding and physical constraints faced by service providers. Support collaboration and sharing of resources to the extent possible. Perform a community needs assessment (Action EH3.B) to inform the plan and aid in evaluating the public, private and nonprofit human service systems' ability to provide adequate care for current and future residents. The plan should: recommend improvements; designate funding and support mechanisms; and identify implementation partners. Update the plan periodically to address changing interests, trends, needs and priorities. Partner with community-serving organizations, including faith-based institutions, to assist through all stages of the plan development process. Explore alternate methods of providing services to residents in severely underserved areas such as via mobile services or through regularly scheduled co-location of services in neighborhood facilities.

Action EH3.B

Community Needs Assessment

Conduct a community needs assessment to determine where service gaps exist in community facilities and where particular types of programming could best meet neighborhood needs. The assessment should cover enrichment programs and services offered through the City of Richmond, West Contra Costa Unified School District (WCCUSD) and local arts organizations, as well as human services provided for Richmond residents. The assessment should include both a physical component, inventorying City-owned and community-based facilities and parks, and a programmatic component, inventorying existing programs.

A comprehensive assessment will look at all types of programs for all ages and abilities offered in the community including those that relate to recreation, arts and culture and educational enrichment and human services.

The community needs assessment may be part of the parks master plan, the arts and culture master plan, the human services plan or an independent effort. Recommendations from the needs assessment should inform the human services plan (Action EH3.A); community facilities master plan (Action CF1.A); parks master plan (Action PR1.C); and the arts and culture master plan update (Action AC1.A); as well as other planning documents and decisions that rely on current information about community needs,



GOAL EH3

Provide Equitable and High-Quality Human Services

IMPLEMENTING ACTIONS

Action EH3.C

Coordination with Service Providers

Continue to collaborate and coordinate with Richmond's service providers (including faith-based institutions) to elevate quality and broaden access to human services.

Action EH3.D

Community Access and Mobility

Develop access and mobility in new development to enhance physical access to community facilities, schools, parks, shoreline open spaces, historical destinations, commercial and employment centers and transit hubs.

Access and mobility design features should:

- Ensure safe connections to large and small open spaces, community facilities such as schools, community centers, recreational facilities, cultural and enrichment centers, historical destinations, transit hubs, commercial and employment centers;
- Address travel routes, infrastructure improvement needs and barriers such as roads, railroad lines, highways, fences and natural features;
- Promote bicycle and pedestrian-friendly routes including completion of major trails and pathways like the San Francisco Bay Trail and Richmond Greenway;
- Provide adequate ADA access;
- Include provisions to extract an easement for the completion of the Bay Trail along the Richmond Shoreline;
- Strategically coordinate new park development and upgrades with street improvements (green streets, bicycle and pedestrian improvements);
- Propose locations for creek daylighting, creekside trails and other pedestrian-friendly corridors;
- Explore opportunities to enhance recreational use of the San Francisco Bay Water Trail;
- Develop the Cultural Heritage Water Trail, a water-based transit system envisioned to connect cultural and historical sites along the southern waterfront with the proposed ferry terminal in the Marina Bay area; and
- Work with transit providers to improve access to parks and recreation facilities.

(see also elements: Circulation, Action CR2.A; Parks and Recreation, Action PR1.A; Community Health and Wellness, Action HW4.A; Conservation, Natural Resources and Open Space, Action CN2.F).



GOAL EH3

Provide Equitable and High-Quality Human Services

IMPLEMENTING ACTIONS

Action EH3.E

Public Awareness and Education Program

Create a program to publicize the range of classes, services and programs available to the public. Promote public, private and nonprofit opportunities to maximize community services and support their continuation. Develop criteria and guidelines for developing multilingual outreach materials.

Action EH3.F

Language Resource Center

Work with community organizations to establish a center to provide language resources to community members, education and human service providers. Services could include: interpretation and translation; non-native English learning programs; and assistance in accessing City services and programs. The center may co-locate with other human service providers.

Action EH3.G

Information Technology

Work with the library and community organizations to support publicly-accessible computers, internet service and technology training assistance. Target locations to provide technology and other services to ensure benefits to the greatest number of residents.

Regulatory Framework

A range of organizational bodies and tax initiatives support Richmond in delivering high-quality education and human services to residents and businesses.

Departments and Agencies

Education and human services are delivered by an assortment of public, private and nonprofit organizations including the West Contra Costa Unified School District, State of California, nonprofit and community based organizations and the City of Richmond. Education and human service providers active in Richmond are described below.

West Contra Costa Unified School District

West Contra Costa Unified School District (WCCUSD) provides Kindergarten through 12 education and adult programs for more than 31,000 students in the cities of Richmond, Hercules, Pinole, El Cerrito, and San Pablo and the unincorporated areas of East Richmond Heights, El Sobrante, Kensington, Bay View-Montalvin Manor, North Richmond and Tara Hills (www.wccusd.k12.ca.us/).

Contra Costa County Department of Education

The Contra Costa County Department of Education, overseen by WCCUSD, provides services for special populations. This includes: students with severe or multiple disabilities; students with autism; emotionally disturbed students; Early Start and preschool students; and students with visual or auditory disabilities (www.cccoe.k12.ca.us/).

City of Richmond

The City of Richmond offers both education and human services. Educational services include job training programs for adults and youth, literacy programs and arts and physical education programs. Most of these programs are administered through the Community Services and Development Services departments. Human services are largely provided in conjunction with regional and County partners (www.ci.richmond.ca.us/).



Richmond's Children Foundation

The Richmond Children's Foundation (RCF) works to revitalize Richmond with education, job training and community action on health, housing, public safety and economic development.

The RCF operates the Richmond College Preparatory School, a charter school in the Iron Triangle neighborhood that opened in September 2006. The school, which is formally run by RCF's sister nonprofit organization, Richmond Educational Services, currently operates a preschool and elementary school serving a total of 80 students.

RCF also spearheads the Nystrom United Revitalization Effort (NURVE), a collaborative effort between the organization and various City, County and community agencies with the long-term goal of improving quality of life for Richmond families. This effort is currently focused on the revitalization of Nystrom Elementary School, Maritime Center, Nystrom Village Public Housing and Martin Luther King Community Center and Park (www.richmondchildren.org/programs.asp).

Contra Costa College

Contra Costa College is a two-year, urban community college that is located in the City of San Pablo, California. The College offers Associate degrees and certificates that lead to baccalaureate degrees from four-year institutions (<http://www.contracosta.edu/>).

Taxing Authority for Education

The parcel tax is an important local means of financial support for Richmond schools.

Parcel Tax

California law allows school districts to assess parcel taxes on local residents if they can secure a two-thirds approval from voters. Since Parcel Tax Measure B passed four years ago, WCCUSD has collected between eight and 10 million dollars per year in parcel taxes. The current parcel tax is set to expire June 30, 2009. WCCUSD currently utilizes parcel tax money to restore library services and athletic programs, purchase textbooks and teaching materials and enhance core subjects (www.childrenofwestcounty.com/).

Notes

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