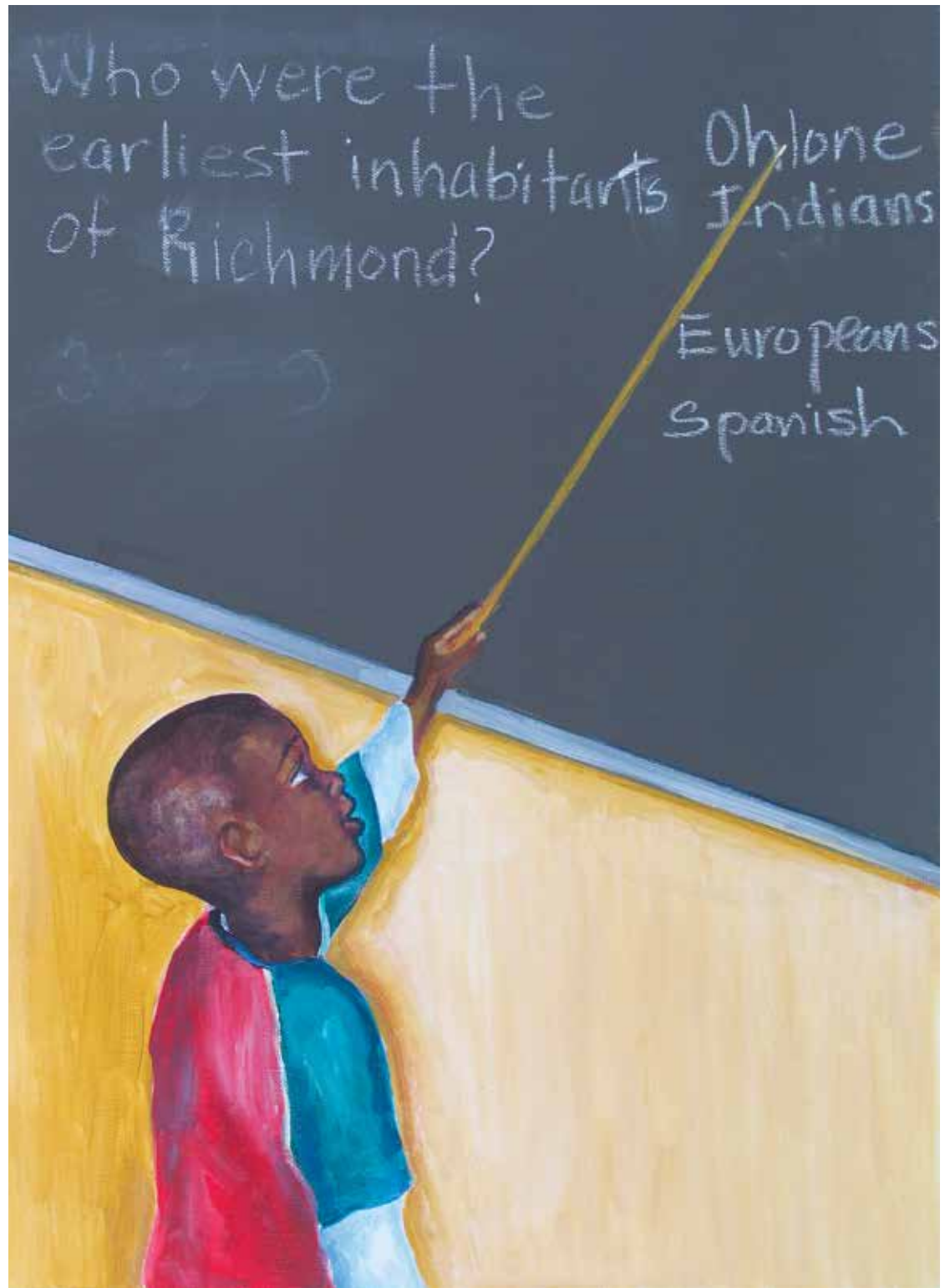




Education and Human Services
Richmond General Plan 2030



Community Vision

Richmond, California in 2030

Richmond nurtures a culture of lifelong learning. The City collaborates with public, private and nonprofit sectors to increase educational opportunities. Services are affordable and conveniently located.

Richmond's 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. The City is known for its numerous and intimate neighborhood schools.

Richmond partners with local and regional employers to offer relevant classes, programs and internships that are aligned with local and regional employment trends.



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:

- Describes the City’s existing educational and human resources;
- Highlights key findings and recommendations based on an existing conditions analysis;

- Defines goals for supporting and expanding the City’s education and human services resources;
- Identifies policies and implementing actions to address challenges, preserve assets and identify opportunities to enhance education and human services;
- Provides a summary table identifying lead responsibilities for each implementing action; and
- Reviews the existing regulatory framework that guides education and human service planning efforts.

Purpose of the Element

The Education and Human Services Element identifies programs and strategies that are designed to increase access to educational opportunities and resources. Although Richmond does not provide educational services, the City can actively support public, private and nonprofit education providers that deliver high-quality programs.

Legal Requirement

Richmond is committed to supporting expansion of its education and human services resources to address community needs. Although it is not a state-



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

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



Lovonya DeJean Middle School



Richmond High School



Kennedy High School

Richmond Today

The largest education provider in Richmond is the West Contra Costa Unified School District (WCCUSD), which operates the majority of the elementary, middle, high, and adult schools in Richmond. Numerous private and nonprofit organizations also increasingly operate charter and private schools. Many out-of-school programs are operated by WCCUSD and the City of Richmond primarily through the City’s Recreation Department, and nonprofit organizations. The City provides a range of human services to support residents.

Insufficient funding and transportation infrastructure remain as obstacles to maximizing access to educational and human service resources. 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.

Public Schools

Richmond is part of the WCCUSD, which serves over 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 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, one special education school and four charter schools.² Many of these schools lie within Richmond’s City limits including 17 elementary schools, two middle schools, two adult schools, five alternative continua-

tion high schools and three traditional high schools. Richmond also has two charter high schools. Ten of the eighteen WCCUSD schools identified for program improvement under the federal No Child Left Behind legislation are located in Richmond.²

Alternative and Charter Public Schools

There are four alternative continuation high schools within Richmond: Gompers; Delta; Kappa; and Omega.³ Continuation schools provide educational services for students who have been removed from 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 outside the supervision of the WCCUSD. Charter schools in Richmond include: Making Waves Academy and Leadership Public Schools Richmond, two high schools for college-bound students; Manzanita Middle School, a cooperative school serving grades 6 to 8; and Richmond College Preparatory School, which is operated by the Richmond



DeAnza High School

Children’s Foundation and offers preschool 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

Many 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

Table 2.1 Public Schools in Richmond

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
Adams Middle	810	773
Lovonya DeJean Middle	781	738
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 (WCUSD)



within Richmond as well as from the surrounding communities across the East Bay.

School Enrollment

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 2010-2011.² 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 school and strives to improve services to these students.

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 bulk of the District's 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.²

School Transportation

The District does not provide daily bus transportation for school-age children. 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. The 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. There is a strong need for continuing education opportunities and other forms of lifelong learning through the community colleges and other venues.⁴

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. Classes are offered at Alvarado and Serra Adult Schools in Richmond. Classes are also offered at 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 is expected 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 Program for Adult College Education program to tailor degree-granting courses of study to the schedules of working adults with families.

Contra Costa College and West Contra Costa School District collaborate to run Middle College High School on the CCC Campus. Students enroll in community college courses concurrently while they complete their high school degrees.

Four-Year Colleges and Universities

The nearest four-year public colleges are California State University, East Bay in Hayward and the University of California in Berkeley and the California Maritime Academy in Vallejo. These colleges offer extensive academic degree programs in addition to noncredit courses through extension or continuing education programs. There are numerous private undergraduate, graduate, technical and professional colleges and universities in San Francisco, Berkeley and the surrounding Bay Area.



Workforce training programs such as RichmondBUILD prepare Richmond residents for emerging industries.

Educational Programs and Services

The City offers many educational programs and services at neighborhood recreation and community centers. In addition, the City is expanding its employment training resources. 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.

The 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 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 are intended to 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. Childcare centers in Richmond offer Early Start, Head Start or Child Start programs. The majority of these centers are operated by Contra Costa County. The Contra Costa County Childcare Council also provides a comprehensive inventory of childcare providers, preschools and other parenting resources for families of young children. The County continues to have a shortage of childcare for infants. Affordability also remains a high concern.

Libraries

The Richmond Public Library is located at the Civic Center in Downtown and operates additional

branches including the Bayview, Point Richmond and West Side Branches. In conjunction with Contra Costa County, the Richmond Public Library manages a Bookmobile which travels at regularly scheduled times to various schools and neighborhood centers.

The Richmond Public 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, El Cerrito and Pinole also serve Richmond residents as part of a 26-library county-wide 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.

Services for Children and Youth

In addition to the 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, aban-



doned, 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 and County Youth Center provide advocacy support, nutrition and child health support, and assistance in applying for and obtaining subsidies for childcare. The Young Men's Christian Association (YMCA) holds classes in nutrition and exercise.

Services for Adults and Families

Richmond also offers several programs and services for families and adults to support basic living needs and 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

Richmond offers services and programs designed to 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., 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 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. 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.



Key Findings and Recommendations

Education and human services can play a critical role in improving quality of life. Investment in education and human services is an investment in the future of the community.

Public education faces significant challenges because of increasing costs, decreasing revenue and shifting priorities. Although Richmond does not directly provide K-12 or collegiate curriculum, the City will continue to actively support public, private and nonprofit entities in delivering and supplementing high-quality programs. The City will 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 capture these and other economic opportunities, Richmond will continue to strengthen its ties with local employers, community colleges and training programs.

The demand for human services is growing. The City will strengthen its coordination with County, state and nonprofit providers to improve delivery and effectiveness of services across the community. Improved transportation connections and expanded mobile programs and services can help connect people to educational and human services.



The City will partner with public agencies including the West Contra Costa Unified School District expand programs and services to meet growing demand.

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 will enhance the education system by:



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

- 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;
- Supporting neighborhood-based schools that are easily accessible and provide educational programs tailored to residents;



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

- 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 many of Richmond’s neighborhoods, 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 will

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 could 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 across all neighborhoods will require investment in facilities, staffing and program expenses. Priorities in addressing human services include:

- Serving the needs of a diverse community;
- Supporting efforts to make transportation affordable and accessible;
- 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.

Goals

GOAL EH1

A Comprehensive and Accessible Education System

Collaborate and partner with educational providers to expand educational opportunities and lifelong learning in support of Richmond resident's 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 will rely on appropriate programing, language needs, cost, scheduling, facility location, capacity and physical access.

GOAL EH2

An Educated and Skilled Workforce

Work with educational program providers to nurture the growth of a strong local workforce. Up-to-date workforce and job skills training, apprenticeships and other educational opportunities are fundamental to economic improvement. Improve the caliber of Richmond's workforce by expanding these resources so that they are relevant to today's job market and widely accessible to all residents.

GOAL EH3

Equitable and High-Quality Human Services

Collaborate with human service 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.



Policies and Implementing Actions

A range of policies and implementing actions are outlined below in relation to each of the goals. These policies mandate, encourage or allow certain actions to be pursued throughout the duration of the General Plan. Together they serve as strategic directions for City staff and partners, highlighting where time and resources should be focused.

Each policy may either be correlated with a number of actions, or simply a single key implementing action. Conversely, some actions may support a range of policies. The policies and implementing actions are organized in two parts. First, all goal-related policies are described and each policy description is followed by a list of its associated implementing actions. Then, implementing actions are described in greater detail in the following section.

GOAL EH1

A Comprehensive and Accessible Education System

Policy EH1.1***K-12 Education***

Support West Contra Costa Unified School District and other educational institutions in providing higher quality K-12 learning environments for children and youth.

Policy EH1.2***Higher Education***

Support efforts by community colleges and other institutions of higher education to provide comprehensive adult education programs, 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***

Collaborate with 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 awareness of subsidized childcare opportunities to address low participation among eligible populations.

Policy EH1.4***Literacy, Enrichment and Lifelong Learning***

Support the inclusion of arts, local history, physical exercise and other forms of enrichment in and out of school. Enrichment programs can 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 EH1.4***Retention of School District Sites***

Encourage the West County Unified School District to retain all open and closed school facilities in public ownership in order to ensure that future school facility needs are addressed. If school district land such as the Alvarado School site is sold for redevelopment, strongly encourage the school district to require the dedication of a percentage of land for use as parks or public open space as a condition of sale.



GOAL EH1

A Comprehensive and Accessible Education System

Policy EH1.5

New School Siting

Work closely with the West Contra Costa County School District and other educational providers on location of public school facilities in order to:

- Locate public schools next to neighborhood or district park facilities and encourage the joint development of those facilities;
- Locate schools so that the number of students who can walk to school safely is maximized;
- Locate elementary schools near the center of their attendance areas;
- Locate middle school, junior high, and high school facilities centrally within their service areas and ensure that a socioeconomic and ethnic cross-section of the population is maintained in each school to the maximum extent feasible;
- Develop permanent school facilities having a student capacity scaled to accommodate the long range student load of their attendance districts;
- Discourage the use of portable classrooms; and
- Develop school sites of sufficient size to accommodate all school and recreational facilities without interference with adjoining residential uses.

See also: CR2.4

GOAL EH1

A Comprehensive and Accessible Education System

Action EH1.A***Libraries Strategic Plan***

Regularly update the Libraries Strategic Plan to assess and improve library facilities and associated programs and services. 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.

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

Collaborate with the West Contra Costa Unified School District and nonprofit service providers to support expansion and diversification of programs and facilities offered by childcare and out-of-school care. Explore opportunities to: offer in-kind incentives to support quality and affordable childcare located near 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 and human services around Richmond. Partner with workforce development organizations to ensure a steady supply of volunteers for programs while providing relevant and real-world training.

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 and nonprofit organizations that own and operate facilities within the City. In addition to providing more space for recreational and enrichment programming, strategic partnerships can provide the benefit of shared renovation, development, maintenance and operational costs.

See also: ED1.E; PR1.F; AC1.D; CF2.A; HW1.G

Action EH1.E***Coordination with Education Providers***

Collaborate with the West Contra Costa Unified School District on addressing a range of issues including, but not limited to facility quality, classroom overcrowding, staffing, truancy, and school violence.



GOAL EH1

A Comprehensive and Accessible Education System

Action EH1.F

Safe Routes to School Program

Work with students, parents, transit providers, the West Contra Costa Unified School District, and other educational institutions to develop a Safe Routes to School Program. Identify and prioritize improvements necessary to make alternative modes of getting to and from school safer and more appealing. Also explore opportunities to create “walking school bus” programs where parents and other responsible adults can share the responsibility of escorting children to and from school by foot or bicycle.

See also: CR2.B; HW4.F; EC2.G

GOAL EH2

An Educated and Skilled Workforce

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

Enhance and strengthen technical, vocational and job skills training programs through the community colleges, adult schools, union apprenticeships and other local organizations to provide youth and adults with opportunities to learn relevant skills and advance economically. Encourage training formats that respond to the language barriers, transportation, and scheduling constraints that may be faced by many residents. Collaborate with the Richmond Workforce Investment Board to strengthen programs and expand funding.

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

Enhance and strengthen 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, trade unions, high schools, churches and community organizations to tailor these programs for the youth, strengthen programs and expand funding.

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

Support the West Contra Costa Unified School District's efforts to collaborate with community colleges and other educational institutions to develop concurrent enrollment programs that promote 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 EH2

An Educated and Skilled Workforce

Action EH2.A

Workforce Development Strategy

Continue to support efforts to expand job training opportunities for residents to enter into the workforce, with particular emphasis on green collar and other high-growth employment categories. Encourage the local community colleges, universities, the school district and adult education programs to offer more coursework and training oriented toward emerging industries such as the green industry in addition to traditional trades.

Maintain and enhance partnerships with local workforce development programs and organizations and collaborate with these programs and organizations to ensure that new and existing industries have access to a local, work-ready and talented workforce. Support training and intervention strategies for populations that face barriers to employment including youth, the formerly incarcerated, and residents with limited English proficiency.

See also: ED3.A; HW6.B; 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

Equitable and High-Quality Human Services

Policy EH3.1***Child and Family Services***

Support the development of 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 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***

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 appropriate 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. 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.



GOAL EH3

Equitable and High-Quality Human Services

Policy EH3.7

New Technologies

Support efforts to expand access to internet technology and computer stations in community facilities such as libraries and community centers. Ensure that residents of all income levels have access to information technology.

GOAL EH3

Equitable and High-Quality Human Services

Action EH3.A***Human Services Program***

Support programs and services for children, families, youth and older adults. Support collaboration and sharing of resources to the extent possible. Recommend improvements; designate funding and support mechanisms; and identify implementation partners. Partner with community-serving organizations to assist through all stages of the plan development process. Explore alternate methods of providing services to residents in underserved areas.

Action EH3.B***Coordination with Service Providers***

Continue to coordinate with Richmond's service providers to elevate quality and broaden access to human services.

Action EH3.C***Community Access and Mobility Criteria***

Develop access and mobility criteria for capital improvement projects and new development to enhance physical access to community facilities, schools, parks, shoreline open spaces, historical destinations, commercial and employment centers and transit hubs. The criteria should address access by walking, bicycling and public transit as well as vehicular access.

The community access and mobility criteria 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 and commercial and employment centers;
- Address travel routes, infrastructure improvement needs and barriers such as roads, railroad lines, freeways, fences and natural features; and
- Provide bicycle and pedestrian-friendly routes including completion of major trails and pathways like the San Francisco Bay Trail and Richmond Greenway.

See also: CR2.A; PR1.A; HW4.A; CN2.F

Action EH3.D***Public Awareness and Education Program***

Promote public, private and nonprofit opportunities to maximize community services and support their continuation. Develop criteria and guidelines for developing multilingual outreach materials.



GOAL EH3

Equitable and High-Quality Human Services

Action EH3.E

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.F

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.



Summary of Implementing Actions

The table presented on the following pages is a tool for guiding implementation of the City’s Education and Human Services Element. Organized by the community’s broad goals, the table provides an overview of policies and implementing actions detailed in the previous section. Each action is linked to a designated lead responsible party. Related policies are identified in the final column.

Goal EH1: A Comprehensive and Accessible Education System

Action		Lead Responsibility	Supporting Policies
EH1.A	Libraries Strategic Plan	Library Services	EH1.1, EH1.4
EH1.B	Childcare and Out-of-School Program	Recreation	EH1.3, EH1.4, EH1.5
ED1.C	Richmond Volunteers Program	City Manager’s Office	EH1.4, EH1.5
ED1.D	Joint-Use Agreements	City Manager’s Office	EH1.1
ED1.E	Coordination with Education Providers	Community Services	EH1.1, EH1.2, EH1.5
ED1.F	Safe Routes to School	Public Works	EH1.1

Goal EH2: An Educated and Skilled Workforce

Action		Lead Responsibility	Supporting Policies
EH2.A	Workforce Development Strategy	Employment and Training	EH2.1, EH2.2
EH2.B	Concurrent Enrollment Program	Employment and Training	EH2.3



Goal EH3: Equitable and High-Quality Human Services

Action		Lead Responsibility	Supporting Policies
EH3.A	Human Services Program	Community Services	EH3.1, EH3.2, EH3.3, EH3.4, EH3.5, EH3.6, EH3.7
EH3.B	Coordination with Service Providers	Recreation	EH3.1, EH3.2, EH3.3, EH3.4, EH3.5, EH3.6, EH3.7
ED3.C	Community Access and Mobility Criteria	Planning and Building Services	EH3.1, EH3.2, EH3.3, EH3.4
ED3.D	Public Awareness and Education Program	Community Services	EH3.1, EH3.2, EH3.3, EH3.4, EH3.5, EH3.6, EH3.7
ED3.E	Language Resource Center	Community Services	EH3.6
ED3.F	Information Technology	Community Services	EH3.7

Regulatory Framework

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

Organizations

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 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 pre-school students; and students with visual or auditory disabilities (www.cccoe.k12.ca.us/).

City of Richmond

The City of Richmond offers 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).

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. WCCUSD collects between eight and 10 million dollars per year in parcel taxes. WCCUSD utilizes parcel tax money to restore library services and athletic programs, purchase textbooks and teaching materials and enhance core subjects (www.childrenofwestcounty.com/).



Notes

1. Official California Legislative Information Website. <http://www.leginfo.ca.gov/>.
2. West Contra Costa County Unified School District. “About WCCUSD-Quick Facts 2008.” <http://www.wccusd.k12.ca.us/about/quickfacts.shtml>.
3. California Department of Education, California School Directory. <http://www.cde.ca.gov/re/sd/..>
4. Public Policy Institute of California, 2000, http://www.ppic.org/content/pubs/rb/RB_900JBRB.pdf.

Cover Artwork

1. Left: Photograph by Hector Rojas
2. Right: “Education” by Virginia Jourdan