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JAN 25 2016

NAPA COUNTY  
EXECUTIVE OFFICE

County Executive Office

1195 Third Street, Suite 310  
Napa, CA 94559  
[www.countyofnapa.org](http://www.countyofnapa.org)

Main: (707) 253-4421  
Fax: (707) 253-4176

Nancy Watt  
County Executive Officer



A Tradition of Stewardship  
A Commitment to Service

January 12 2016

Debbie Peralez

[REDACTED]  
Napa CA 94558  
[REDACTED]

Re: First Five Napa County Children and Families Commission

Dear Ms. Peralez:

The term of your position representing First Five Napa County Children and Families Commission expired on January 1 2016. County Policy allows for a member to continue to serve in that capacity until a new appointment is made by the Board of Supervisors.

If you wish to request reappointment, please check the boxes below, sign where indicated, and return this letter to the County Executive Office. When the letter has been returned, your name will be forwarded to the Board of Supervisors for consideration for reappointment to another four-year term, as you have been a valued member of the First Five Napa County Children and Families Commission since 2012.

If any of the information on your last application for appointment has changed or is 5 years or older please contact the Napa County Executive's Office to obtain a new application, and submit the completed new application when returning this letter.

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- Yes, I would like my name, this letter and application forwarded to the Board of Supervisors for possible reappointment to the **First Five Napa County Children and Families Commission** for the term commencing immediately and expiring January 1, 2020.
- I confirm by signing below that all the information on my application is current; or
- Some of the information on my prior application is no longer correct. A new application is attached.

Debbie Peralez  
SIGNATURE

1-15-16  
DATE

COUNTY EXECUTIVE OFFICE  
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A Tradition of Stewardship  
A Commitment to Service

County Executive Office  
1195 Third Street, Room 310  
Napa, CA 94559-3082  
(707) 253-4421 FAX (707) 253-4176

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NOV 17 2011

eAFA

**APPLICATION FOR APPOINTMENT TO  
BOARD, COMMISSION, COMMITTEE OR TASK FORCE**

COUNTY OF NAPA  
EXECUTIVE OFFICE

**PLEASE TYPE OR PRINT (Complete pages 1 through 3)**

\*Application for Appointment to: (Name of Board, Commission, Committee or Task Force)

**First 5 Children and Families Commission**

\*Category of membership for which you are applying:  
(This information can be found on the news release announcing the opening.  
You may apply for more than one category if more than one position is open.)

**Category C - Early Childhood Education**

\*Supervisory District in which you reside:

**District 4 - Alfredo Pedroza**

\*Full Name

**Debbie Peralez**

Date

\*Current Occupation (within the last twelve (12) months):

**Executive Director, Child Start, Inc.**

Current License (Professional or Occupational); Date of issue and/or expiration including status:

Education/Experience: (A resume may be attached containing this and any other information that would be helpful to the Board in evaluating your application.)

**See attached resume**

Community participation (nature of activity and community location):

**Board Member, Solano-Napa Association for the Education of Young Children  
Alternate, California Head Start Association Cluster Representative  
P-16 Council, Napa  
Solano County Child Abuse Council - Platform Committee**

Other County Board/Commission/Committee on which you serve/have served:

**Solano County Children's Alliance  
CARES Plus Advisory Committee - Napa and Solano**

\* Denotes Mandatory Entry Required

Application for Appointment to: (Name of Board, Commission, Committee or Task Force)

First 5 Children and Families Commission

Names, addresses and phone numbers of three (3) individuals familiar with your background:

\*Name

Jackie Dollar Harrison

\*Address

[Redacted Address]

\*City

Napa

\*State \*Zip Code

CA

94558

\*Telephone

[Redacted Telephone]

\*Name

Cris Cochran

\*Address

[Redacted Address]

\*City

Napa

\*State \*Zip Code

CA

94558

\*Telephone

[Redacted Telephone]

\*Name

Christie Speck

\*Address

[Redacted Address]

\*City

Suisun

\*State \*Zip Code

CA

94585

\*Telephone

[Redacted Telephone]

Name and occupation of spouse within the last 12 months, if married (for Conflict of Interest purposes):

Pete Peralez, AT&T Engineer

\*Please explain your reasons for wishing to serve and, in your opinion, how you feel you could contribute:

As a member of the early childhood community, I feel a responsibility to serve in capacities that allow me to advocate for Napa's most vulnerable children and support the efforts of those agencies established to address their needs. I see a strong alignment between the mission and goals of both the First 5 Commission and Child Start.

As a recipient of First 5 funding, I am very much aware of the value the Commission has added to the programs that serve our youngest children and their families. This funding has allowed Child Start to offer quality teacher training opportunities, provide full day services to working parents, assist families recovering from substance abuse and provide a community-wide effort to offer regular exposure to quality early literature through the Raising A Reader program. I look forward to the opportunity to serve and give back through active participation on the Commission.

Application for Appointment to: (Name of Board, Commission, Committee or Task Force)

First 5 Children and Families Commission

APPLICANTS APPOINTED BY THE BOARD OF SUPERVISORS WILL BE REQUIRED TO TAKE AN OATH OF OFFICE.

PLEASE NOTE THAT APPOINTEES MAY BE REQUIRED BY STATE LAW AND COUNTY CONFLICT OF INTEREST CODE TO FILE FINANCIAL DISCLOSURE STATEMENTS.

All applications will be kept on file for one year from the date of application

PERSONAL INFORMATION

The following information is provided in confidence to the extent that it will not be posted on the Internet, but may be used by the Board of Supervisors when making the appointment, or be used by the committee/commission/board/task force following appointment for purposes of communicating with the appointee.

Full Name

Debbie Peralez

\*e-mail Address

[Redacted]

\*Home Address

[Redacted]

\*Work Address

[Redacted]

\*City

Napa

State

CA

\*Zip Code

94558

\*City

Napa

State

CA

Zip Code

94558

\*Telephone

[Redacted]

Telephone

[Redacted]

Please Read!

Debbie Peralez

Napa, CA 94558

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## Professional Experience

### *CHILD START, INC.*

Interim Executive Director, Child Start, Inc.

June 6, 2011 – September 15, 2011

- Negotiating state pre-school/general childcare partnership with Solano Community College to increase center-based services for low-income families
- Implementing outreach plan, including web site, annual plan and partner relations campaign
- Overseeing integration and strengthening of Raising A Reader parent training component into the Head Start program

Acting Executive Director, Child Start, Inc.

January 3, 2011 – February 16, 2011

September 21, 2009 – July 1, 2010

August 1, 2008 – October 1, 2008

- Oversaw successful and on-time planning and implementation of the Early Head Start expansion
- Assumed full responsibility for preparation of Federal Office Monitoring Review
- Lead the planning/implementation of the three year Head Start/Early Head Start grant application, including Community Assessment, Self-Assessment, goals and objectives, and grant application

Deputy Director, Child Start, Inc.

August 2008 - June 2011

- Directed all Head Start and Early Head Start content areas; as well as daily involvement in the oversight of program operations and Agency structure.
- Increased Child Start profile in Napa and Solano counties through participation on key boards and committees, encouragement of strategic participation of other managers and directors, and continued presence at local government and community meetings and outreach events.
- Successfully advocated for increased and detailed quality measures in Head Start/Early Head Start classrooms
- Continued to manage Human Resources Director responsibilities while assuming Deputy Director position following promotion to the position
- Working with staff in each department of the Agency to further their professional development, and consult and support their operations and team-building relationships with their staff
- Cultivated a positive working relationship with California Community Care Licensing, working in partnership to move successfully through the various challenges that are common in our industry

Human Resources Director, Child Start, Inc.

August 2003 – August 2008

- Created Human Resources protocols and practices for new Child Start agency, ensuring consistency with Head Start philosophy and compliance with labor law
- Established effective working relationship with SEIU – the local union representing center-based staff
- Developed and formalized the hiring processes, including establishing procedures, documentation, timelines and state licensing requirements
- Created and conducted supervision/leadership training for Lead Teachers

Executive Assistant, Child Start, Inc.

June 1996 – August 2003

- Advised Executive Management team regarding labor relations and staff communications during union organizing drive
- Assisted with Incorporation materials for Child Start, including transfer of leases and center licensing, filing of state incorporation documents
- As the Assistant to the Executive Director, managed and coordinated Director and Senior Management communication (internal and external), project timelines, grant preparation and reporting, MOU's and Interagency Agreements and Administrative office move

## Political Experience

*CALIFORNIA STATE ASSEMBLY*

Field Representative, Assemblywoman Valerie Brown 1994 – 1996

- Monitored legislation and informed local constituents of potential related impacts
- Conducted presentations, met with local groups, on Assembly Member Brown's behalf when she was unable to be in the district
- Managed communication, established meeting schedule for Representative Brown, in an effort to increase and promote relationships with district individuals and organized groups

## Labor Relations/Collective Bargaining Experience

*COMMUNICATIONS WORKERS OF AMERICA (CWA)*

Vice President, Local 9413 State of Nevada 1983 - 1987

- Successfully ran for office; elected to serve several thousand AT&T/Nevada Bell employees across the state of Nevada
- Negotiated agreements between management and employee groups
- Responsible to interpret contract language in order to inform enforcement of contractual provisions
- Managed press interviews and communication during employee strike

## Business Experience

*AT&T*

Fraud Prevention 1993 – 1994

Operator 1980 – 1994

- Received AT&T National Innovation award with team of 6 individuals, for development and implementation of high quality customer service training
- Served as elected representative of CWA during employment with AT&T

## Professional Activities

Board Member, Solano-Napa Association for the Education of Young Children	March 2011 – current
Board Member, Solano County Children's Alliance	April 2010 - current
Alternate, California Head Start Association Cluster Representative	July 2011 - current
CARES Plus Advisory Committees, First 5 Solano and Napa	Nov 2010 - current
P-16 Council, Napa County	Sept 2010 – current
Solano County Child Abuse Council – Platform Committee	Nov 2010 - current

## Competencies

### Planning/Implementation

- Ability to design long range goals, create time specific objectives and implementation strategies
- Produce measurable results and outcomes
- Assign and direct resources
- Manage projects and other workloads to meet timelines, budgets and deliverables

### Group Processing

- Ability to facilitate group discussion to effect problem-solving and decision-making
- Promote maximum participation and stakeholder buy in
- Encourage participants to reach consensus when appropriate

### Staff Development

- Ability to develop professional growth in others
- Focus individualized attention and assessment of skills and abilities
- Communicate expectations, establish goals
- Provide training opportunities and ongoing coaching

### Grants Management

- Ability to determine and create plan of action for successful fund development
- Analyze data to inform planning and benchmark progress or determine areas for improvement
- Develop set of outcomes that measure effectiveness
- Delegate roles and responsibilities to create maximum effectiveness of those involved
- Fiscal accountability and monitoring of spending

### Change Management

- Ability to initiate and champion change needed to improve organizational effectiveness
- Demonstrate support for innovation
- Facilitate the implementation and acceptance of change within the workplace
- Accepts the ambiguity that comes with change activities
- Encourages others to question established work processes or assumptions and challenges them to ask "why" until cause is discovered

## Major Accomplishments

Oversaw **planning and implementation** of the Early Head Start Expansion effort, which added nearly \$2 million to the agency budget, 112 infants and toddlers and 30 new staff; oversaw construction, renovation and state licensing of three new toddler centers.

Directed **successful grant award** of \$225,000 to implement the Head Start Mentor Coach grant, to provide 3 coaches, delivering one to one mentoring for teaching staff, in order to improve child outcomes.

Demonstrated **effective self-management and focus** to **manage critical deadlines and heavy workloads** during extended absences of Executive Director.

Effectively **managed labor relations** following ratification of union representation vote, including acting as lead manager on bargaining team during contract negotiations, resulting in a significantly low number of grievances filed over span of several years.

## **Education/Certifications**

Pursuing Bachelor's Degree in ECE related program

Core Units Completed • Infant Toddler Dev. • Psychology of Adjustment • Observation and Assessment • Enrolled, Fall 2011 - Early Literacy and Language Development • Working with Families

UCLA/Johnson and Johnson Head Start Management Fellow, 2011

Management Effectiveness • Strategic Planning • Cost Accounting • Organization Design and Change Marketing • Economic Principles • Data Analysis • Communication Principles • Tapping Innovation

Professional in Human Resources Certification, 2006

Strategic Business Management • Workforce Planning and Employment • Total Rewards Human Resource Development • Employee and Labor Relations • Risk Management

## **Training Activities**

Co-presenter, California Head Start Association - Union Organizing in Head Start

Co-presenter, Child Start Supervisory Staff - Supervision, Professional Development and Performance Management

## **Professional Development Activities**

CHSA Policy and Director Institute

Building Sustainably Successful Organizations

Program for Infant Toddler Care (PITC)

Zero to Three Conference

Early Head Start Orientation Conference

Fundamentals of Base Pay Administration, University of Wisconsin Milwaukee

Collective Bargaining, University of Wisconsin Milwaukee

Conducting Effective Internal Investigations

Understanding Reasonable Accommodation Process

Human Resource Management Certificate, Sonoma State University, 2004

Facilitative Leadership

Essential Facilitation

Leadership Napa Valley, Class IX

## **Organizational Memberships**

Board Member (served as President, Past President and Secretary) Napa Emergency Women's Services

National Head Start Association