

Education & Lifelong Learning Element

Program	Description	Responsible Departments	Implementation Timeframe	Status	2024 Update	Strategic Priority
EDL-1: Education and Lifelong Learning Resource Center	<p>1. Education and Lifelong Learning Resource Center. The City shall develop and maintain a web-based Education and Lifelong Learning Resource Center to promote and provide access to local and web-based educational resources, programs, and services for parents, students, and adults. <i>[Source: New Program; City Staff] (CSO/JP/IGC/PI)</i></p>	Library and Community Services	2017-2019	Ongoing	<p>The Library provides access to web-based links and resources through its virtual branch. This is a robust Digital Library which includes free access to cradle to senior resources, collections, and online classes and programming. In addition, the Library launched a Community Hub on Monday June 9, 2025. Community agencies staff the Hub in two 3-hour shifts per day, during the Downtown Library's open hours. Each partner agency works two shifts per month and has signed an MOU committing to 6 months, after which the City will collect and analyze partner feedback and usage data. Partners include 4Cs of Alameda, HEART, La Familia, Eden Youth, CSUEB, Deputy Sheriff's Activities League, HUSD, Tiburcio Vasquez Health Center, multiple City of Hayward departments, HARD, Alameda County Public Health, HPN, Chabot College, and Immigrant Hope. The partners provide service to the Hayward community on a drop-in basis, offering assistance in obtaining subsidized childcare, healthy food, health and wellness referrals, adult education, employment assistance, legal aid, and more. The City has made space in the Downtown Library on the second floor, and outfitted the room with a desk, seating, storage, laptops, monitors, and space for partner flyers and forms. The Hub also features a community cabinet offering emergency supplies such as non-perishable food, hygiene kits, diapers, books and school supplies for children, and Covid test kits. The cabinet is stocked by all partner agencies and utilized through targeted distribution to Hub families in need. The City has been meeting regular with HPN and Salesforce to build out the shared registration and referral system that partners and community members will use.</p>	Cultivate Vibrant Neighborhoods, Objective 2: Provide Community Enrichment and Educational Programming
EDL-2: Education Partnership	<p>2. Education Partnership: The City shall establish a formal partnership with the Hayward Unified School District, the Hayward Area Recreation and Park District, the Hayward Chamber of Commerce, Chabot College, and California State University, East Bay to coordinate the educational support programs and services offered to Hayward's youth. <i>[Source: New Program; City Staff] (IGC/JP)</i></p>	City Manager	2014-2016	Ongoing	<p>The Library Department is the lead for the City's participation in the Hayward Promise Neighborhoods Initiative. HPN/CSUEB is the lead agency for the initiative and HUSD, HARD, Hayward Chamber of Commerce, Chabot and CSUEB are all partner agencies among the Cradle to Career Reform Network of Hayward Promise Neighborhoods. Agencies have aligned resources/programming/funding to support local Hayward youth. Examples of robust collaborations include summer feeding and reading programming, after-school homework support programming, summer learning camps, and the Trunk or Treat (servicing over 14,000 families annually).</p>	Grow the Economy (EP9)

EDL-3: Cradle-to-Career Strategic Plan and Annual Report	<p>3. Cradle-to-Career Strategic Plan and Annual Report. The City shall coordinate with the Hayward Local Agency Committee, local businesses, community organizations, Chabot College, and California State University, East Bay to develop a Cradle-to-Career Strategic Plan. The City shall submit an annual report to the City Council that evaluates the implementation of the Cradle-to-Career Strategic Plan. <i>[Source: New Program; City Staff] (MPSP/PSR/JP/IGC)</i></p>	Library and Community Services	2017-2019	Ongoing	<p>The Library received a third round of Hayward Promise Neighborhood (HPN) funding (5-year grant, lead agency CSUEB) on the City's behalf. This multi-agency grant collaboration among 15 community partners has 3 community networks: Early Learning Network (ELN), Cradle-to-Career Reform Network (C2CRN), and the Neighborhood Health and Empowerment Network (NHEN). This has led to additional federal, state, and local funds to support Tech Lending, expansion of e-resources, funding for Bookmobile staffing, supplies, and additional support services.</p> <p>The Library's Family Education Program has provided the infrastructure to expand cradle to career support services. In collaboration with HUSD, California State Library, CSUEB, Chabot College, Let's Do Lunch and Breakfast Too, and many other private and nonprofit partners, the Library has successfully developed the following programs – to name just a few:</p> <ul style="list-style-type: none"> - Summer Reading/Feeding Program - 2010-2025 K-12 after-school Homework Support Centers - ESL Grammar and Citizenship Workshops - Scholarships for adults to enroll in Career Online High School - Expansion of English Conversation Circles - Purchase of a bookmobile and techmobile - Creation of a Community Hub at the Downtown Library - Technology Workshops in the Downtown Library's Digital Learning Lab 	Cultivate Vibrant Neighborhoods, Objective 2: Provide Community Enrichment and Educational Programming
EDL-4: Education Awards Program	<p>4. Education Awards Program. The City shall establish an annual awards program to recognize and honor the achievements of students, local schools, and businesses and community organizations that support local schools. <i>[Source: New Program; City Staff] (MPSP/JP/CSO)</i></p>	Library and Community Services	Annual	Ongoing	<p>From 2010-2019, the Library held an annual student recognition event at Hayward City Hall in collaboration with HUSD, CSUEB, Chabot, and HPN to honor student academic achievement during each academic school year. The City's Library Department offers after-school Homework Support Programming and Family Education Programming to HUSD families, two hours each day after-school, at both Library locations and from 2010-2019 at various HUSD elementary schools, middle schools, and high schools. Tutors are recruited and trained from CSUEB and Chabot MESA and Credential Programs and provide free small group tutoring services to enrolled students. All levels of leadership were represented at each annual student recognition event. Budget restrictions limited the Library to hosting large scale recognition events in 2025.</p>	
EDL-5: Public School Marketing Campaign	<p>5. Public School Marketing Campaign. The City shall coordinate with local school districts, alumni networks, real estate professionals, and the business community to develop and implement a comprehensive marketing campaign that promotes the positive achievements of local schools and helps change the perception and conversation about the quality of public schools in Hayward. <i>[Source: New Program; City Staff] (IGC/JP/MPSP/PI)</i></p>	City Manager	2014-2016	Not started	<p>The City has not begun this program due to limited staff and fiscal resources, along with other City priorities.</p>	

EDL-6: Library Strategic Plan and Annual Report	<p>6. Library Strategic Plan and Annual Report. The City shall develop and adopt a Library Strategic Plan. The City shall submit an annual report to the City Council that evaluates the implementation of the Library Strategic Plan. <i>[Source: New Program; City Staff] (MPSP/PSR)</i></p>	Library and Community Services	2017-2019	Ongoing	<p>The Library conducted a pre-strategic planning assessment of services and training for all staff in strategic planning in 2021, but the Strategic Planning project was put on hold during the pandemic.</p> <p>In 2023, both a community needs assessment of the Weekes Branch and an architectural assessment were completed. An RFP was also posted in November 2023 for the Library's Strategic Planning process and the project was awarded to Baton Global on December 21, 2023. The Library worked closely with Baton Global throughout 2024 to complete the Library's Strategic Plan. Committees met regularly, and an employee survey was successfully completed, community and stakeholder surveys were successfully completed and consultants performed on-site visits and stakeholder interviews, focus groups, best practice analyses, and implementation and communications plans. The consultants utilized and added information to the City's strategy automation platform, ClearPoint, during these processes. This project was completed and presented to the Library Commission in December 2024 and was presented to City Council in early 2025.</p> <p>Information from the various assessments and Strategic Plan have been used to pursue grants and guided the Weekes Branch safety, clean-up, and renovation. In June and August of 2024, \$892,826 in CDBG funding was awarded to the Library, in addition to \$100,000 in funding from CSUEB, \$150,000 from Senator's Padilla's Office, and \$40,000 in donations from the Friends of the Library, and \$14,000 in private donations, to initiate an interior and exterior renovation to Weekes Library. Remodeling and construction began in January 2025 and was completed in August 2025. Weekes Branch has successfully been reactivated in the community.</p>	Cultivate Vibrant Neighborhoods, Objective 2: Provide Community Enrichment and Educational Programming
EDL-7: Library Facility Revenue Measure	<p>7. Library Facility Revenue Measure. The City shall develop and promote a local library facility revenue measure to be considered by Hayward voters. <i>[Source: New Program; City Staff] (FB/CSO/PI)</i></p>	Library and Community Services	2014-2016	Complete	<p>On Tuesday, June 18, 2024, the City Council voted in favor of placing a measure on the November 2024 ballot asking Hayward voters to extend, without increasing, the City of Hayward half-cent sales tax for an additional 20 years. Ballot Measure Question: To continue providing essential City of Hayward services, including firefighting, emergency-medical response, police protection, pothole repair, street improvements, general City maintenance, and modernization of aging City facilities, including for police, public works, and South Hayward community and library services; shall a City of Hayward measure to continue (without increasing) an existing half-cent sales tax for 20 years, providing \$20,000,000 annually that cannot be taken by the State, requiring annual audits and public disclosure, be adopted? In November 2024, Measure K1 was passed overwhelmingly by Hayward voters.</p>	
EDL-8: Library Fee Ordinance	<p>8. Library Fee Ordinance. The City shall prepare a Development Impact Fee Feasibility Study and Nexus Report to assess the potential for establishing development impact fees for library services. Based on the findings of the Feasibility Study and Nexus Report and direction from the City Council, the City may prepare and adopt an impact fee ordinance for library services. <i>[Source: New Program; City Staff] (FB/CSO/RDR)</i></p>	Library and Community Services	2017-2019	Not started	<p>The City has not begun this program due to limited staff and fiscal resources, along with other City priorities. However, based on various studies, as of January 2021 the Library has suspended all overdue fines on library materials. The Library also instituted a revenue sharing plan with the vendor for the printers for public use in the Library.</p>	