



kidango

ANNUAL REPORT 2021-22



2022 was a year of perseverance for Kidango and our families.

During the Omicron surge, over half of our centers were closed because of quarantine. Once cases decreased, it looked like we were on the road to recovery: the young children we serve finally had a vaccine, and our classrooms began to fill up again.

However, a new major challenge soon emerged. The residual effects of the pandemic evolved into caring for children who had been traumatized by years of uncertainty — coupled with a vast staff shortage. These were unprecedented moments for us all, especially early childhood educators, that have changed how we serve communities.

The pandemic forced us to reevaluate the foundational needs of our children and families. It also emphasized the need for supports and resources we have known were paramount well before the pandemic, such as one-to-one counseling with our mental health team.

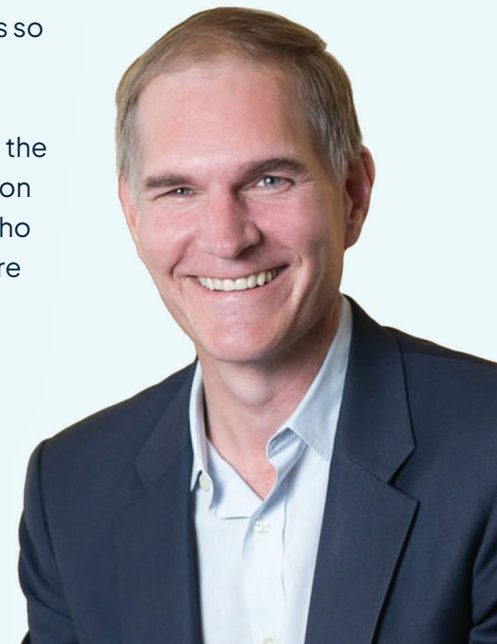
Amid a challenging 2022, we also made amazing strides. We instituted a living wage for all staff; we received a record \$27 million in new preschool and child care grants, allowing us to expand our services to nearly 1,000 more children; and we again had opportunities to connect with families and staff through in-person activities and celebrations.

I couldn't be more proud of all that our 650-person Kidango team accomplished in 2022 — and I know that there is so much more work left to do.

Looking ahead to 2023, we will train and coach our teachers on the evidence-based social-emotional curriculum, the Teaching Pyramid. We will reimagine our early intervention and inclusion program, bringing weekly early intervention support to every classroom, while we double the number of children with developmental delays and disabilities who we serve. And that's just the start: through compassion and a commitment to excellence, we will continue to ensure every child is on a path to thrive in kindergarten and life

Scott Moore

Kidango CEO





Our Motivation

We believe all children have boundless potential — and that's why the first few years of their lives are so crucial to their futures.

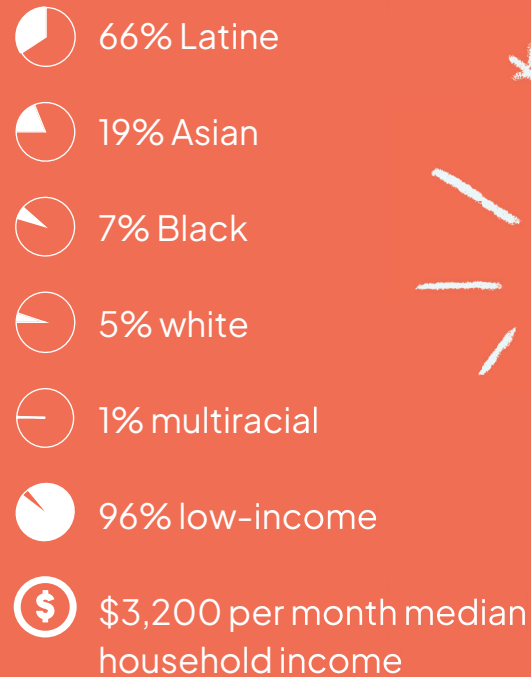
At Kidango, we empower human potential to create a loving, compassionate, and equitable world. We do this by providing preschool and child care that meets the diverse needs of more than 3,000 young children and their families. As the largest child care provider in the San Francisco Bay Area, we create safe, healthy, and nurturing environments for children, fostering the social, emotional, and academic skills they need to learn, grow, and realize their potential.



Who We Serve

The families that Kidango serves represent the rich ethnic and cultural diversity of the Bay Area. We serve children of all races, ethnicities, abilities, and backgrounds. Although our region is best known for its vast wealth as a center of the tech sector, many of our families hold multiple jobs to try to make ends meet.

Our Families





Our Focus

SUPPORTING OUR FAMILIES

Kidango creates high-quality early education programs for children and families by offering comprehensive services that envelop families in a system of supportive care. Our wraparound model stabilizes families and sets up entire households for a brighter future.

ENSURING EQUITY

At Kidango, we believe that ensuring all children get a strong start in their early years is one of our best chances of shaping a more equal future. We design equity into our programs, celebrating the richness of diversities and strengths among our families and staff, and ensure all families can access what they need to thrive.

ADVOCATING FOR SYSTEMS CHANGE

Together with our families and teachers, we advocate for policy change that is rooted in both our shared experience of caring and educating young children and in robust research analysis.

INVESTING IN OUR STAFF

Kidango educators and staff at every level are driven by our core mission of ensuring a brighter future for children. We work hard to ensure that our staff are heard, respected, valued, and empowered in every facet of their work. Kidango invests in their professional growth, provides a living wage and benefits, and supports their mental and emotional health.

Our Work

Kidango is transforming early care and education in three key ways:

- ✓ **Offering excellent preschool and child care**
- ✓ **Providing holistic family services**
- ✓ **Advocating for family-focused public policies and best practices**





Pillar 1 : Preschool and Child Care

We provide high-quality, full- and part-day preschool, infant, and toddler care in classrooms and through home-based providers. We prepare children for school by supporting their individual needs in settings that are safe, home-like, warm, and enriching with caring and supportive teachers.



HIGHLIGHT:
OPENING THE CESAR CHAVEZ EARLY
LEARNING CENTER

California's historic expansion of preschool and child care has transformed empty elementary campuses into birth-to-five early learning centers, making it financially feasible for families to stay in their communities while their children receive high-quality care. As part of this effort, Kidango is partnering with Alum Rock Union School District and nonprofit Somos Mayfair in East San Jose to open the Cesar Chavez Early Learning Center (CCELC). Housed in a former elementary school building, the CCELC will provide full-day, year-round education and child care from infancy through kindergarten, as well as provide holistic family services that ensure students and families have the supports they need to thrive.

HIGHLIGHT:
ENSURING A LIVING WAGE FOR ALL
KIDANGO STAFF

Kidango is committed to providing comprehensive benefits and a professional wage that allows all staff to effectively provide for themselves and their families. With the latest increase in California state funding, we instituted a living wage for all Kidango staff, raising our lowest hourly wage from \$20 to nearly \$27 (which is the baseline livable wage in the Bay Area). Kidango's new compensation structure aims to redefine how California values early childhood education teachers and caregivers.





Pillar 2: Family Services

Kidango serves the whole child and whole family with a wide range of services, including health, dental, and mental health services, early intervention, and nutrition services. This unique approach alleviates stress for families who would normally have to navigate multiple organizations to receive the range of services we offer. We help ensure even the most vulnerable children do not fall through the cracks.



HIGHLIGHT: PROVIDING COMPREHENSIVE BEHAVIORAL HEALTH SERVICES

Our experienced Behavioral Health team addresses the behavioral health needs and trauma of children at an early age, supports the relationship between children and their parents, and ultimately, empowers families to develop and sustain strong home environments. Our holistic approach provides in-home visitations, trainings with caregivers and teachers, parent-child therapy, developmental screenings and assessment services, and behavioral intervention.

IN 2021-22, KIDANGO PROVIDED 292 FAMILIES WITH BEHAVIORAL HEALTH SERVICES INCLUDING

2,023	assessment services
1,853	telehealth contacts
973	case management services
454	individual therapy services
377	face-to-face services
130	rehabilitation services





Pillar 3 : Advocacy, Policy, and Research

So many policymakers, providers, and advocates want what's best for kids, and sometimes it's hard to know where to start. We share what we've learned in partnership with families, from the early childhood care workforce and through research, and uplift families' and caregivers' voices in building a better system. We provide decision-makers with thoughtful, family-informed recommendations and research-backed best practices so they can create policies and investments that help more children get a strong start in life.

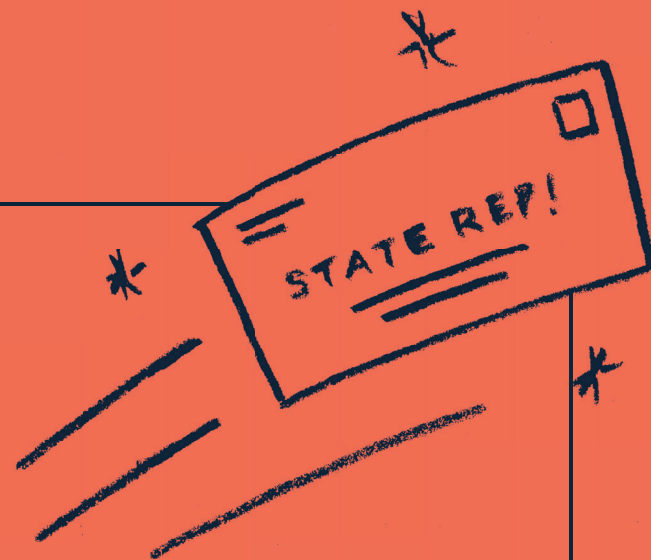
HIGHLIGHT: SHAPING CALIFORNIA'S EARLY CHILDHOOD EDUCATION SYSTEM

Since 2016, Kidango's advocacy team has sponsored and supported state and federal legislation to create high-quality, equitable care and education that meets the needs of children and families. We advocate for long-term and sustainable funding, standards for educator pay and benefits, measuring care quality, access for all families, and more. 2022 continued to show the California government's unprecedented commitment to early care and education, passing three laws sponsored by Kidango:

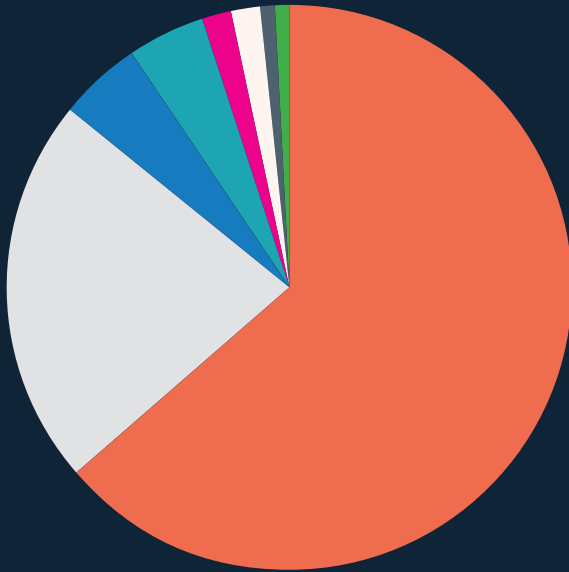
AB 2806 (Rubio) prohibits suspension and expulsion in early learning and care programs, eliminating exclusionary practices. The law also supports mental health consultation for early childhood programs to create inclusive, anti-bias learning environments that bring out the optimal development of each unique child.

AB 22 (McCarty) mandates that California collect student enrollment and staffing data to understand the impact of the state's historic investment in Transitional Kindergarten and preschool programs.

SB 1047 (Limón) enables low-income families to enroll in subsidized child care and preschool based on their eligibility for other government programs like food assistance and Head Start. This significantly reduces the administrative burden on families and providers, guarantees access to care, and extends eligibility from 12 to 24 months.



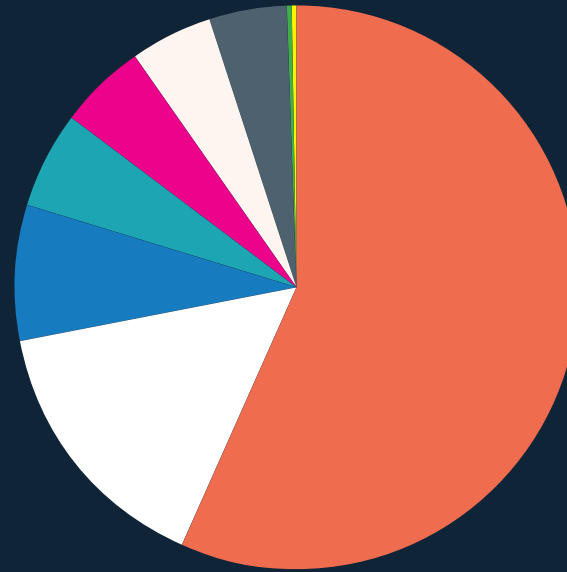
Financials



REVENUE

\$65,643,700

63.86%	California Dept. of Education Programs
22.10%	Head Start Support Services
4.71%	School District Grants
4.38%	Mental Health and Development Services
1.83%	Other Programs
1.48%	Subsidiary Programs
0.85%	Unrestricted and Fundraising
0.78%	Voucher Program



EXPENSES

\$67,236,083

56.92%	Salaries
15.24%	Professional Services
7.77%	Employee Benefits
5.35%	Books and Supplies
5.19%	Occupancy Expenses
4.73%	Other Expenses
4.37%	Payroll Taxes
0.39%	Equipment and Capital Improvements
0.04%	Interest Expense



Our Supporters

Kidango is able to scale our work to impact the lives of millions of children and families thanks to the generous support of our individual donors and funders. This approach ensures that innovations can be adopted and sustained that cannot be supported with public funding alone.

Thank you to the many individuals and to the organizations listed below whose support makes Kidango's work possible.

Albertsons Companies Foundation
California Department of Education
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County of Alameda
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First 5 of Alameda County
First 5 of Contra Costa County
First 5 Santa Clara County
First Republic Bank
Fremont Bank Foundation
Grewal Family Charitable Fund
Heising-Simons Foundation

Kaiser Permanente
KinderSystems
Moreno and Associates, Inc.
Morgan Family Foundation
New Haven Unified School District
Office of Head Start
San Lorenzo Unified School District
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