

HEAD START /
EARLY HEAD START

ANNUAL REPORT

2023-2024



MNC

INSPIRING SUCCESS
INSPIRANDO ÉXITO

TABLE OF CONTENTS



Message from our CEO	3
MNC's Programs	4
MNC Early Education	5
Summary of Enrollment & Eligibility	6
Our Children & Families	9
Our Staff	11
Education and School Readiness	13
Quality Interactions and Environment	14
Comprehensive Health Services	16
Comprehensive Mental Health / Disabilities Services	17
Comprehensive Family Support Services	18
Family Engagement & Education	20
2023-2024 Highlights	22
Financials & Audit	23
MNC BOD, PPC Leadership, Executive and Leadership Staff	25
MNC Locations	26
Contact	27

“Our mission is to serve as the bridge to hope and uplifting opportunities”

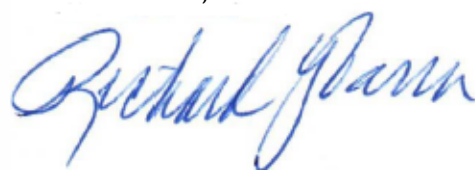
A MESSAGE FROM OUR CEO

On behalf of our Board of Directors, and the entire MNC Team, we are grateful to everyone who has contributed to another year of excellent services and inspired success.

Our 11 MNC Early Education Campuses and our passionate team members continue providing the highest quality early care and education programming for children, along with educational and supportive services for parents and families. We supported accessing services through the school district as we supported teachers and parents with tools and strategies to address the needs of children with disabilities. I want to recognize our MNC Team members for their efforts in assisting and supporting our children and their families, as they find new pathways to success in their lives.

MNC serves children and families with an eye towards their life success that includes becoming advocates for themselves and others. Every year we strive for continued excellence in our work as we seek to always add value and new ideas to serving children and families. This year marked great progress in connecting all our campuses and services in ways that inspire and create better outcomes and input. We hope you enjoy this year's annual report that was prepared with the same loving spirit that is so key to our MNC culture and values.

In Gratitude,



Richard Ybarra



Our Programs

Our programs are designed to support all demographics within the community, with a focus on enhancing quality of life and expanding future opportunities. By addressing diverse needs across various age groups and backgrounds, we strive to create pathways for individuals to thrive and succeed.



Early Education

Provides nurturing early childhood learning environments that strive to authentically include the values, home languages, and cultural identities of the children served.



Youth Services

Provides engaging services to underserved youth, including educational enrichment, mentorship, case management, violence prevention, organized outings, extended learning programs, and support for basic needs.



Family Services

Provides a multitude of wraparound services such as intensive case management, family advocacy, parenting education, peer support groups, and leadership development to serve the community.



Healthy Aging and Disability Services

Offers participants the opportunity to socialize with their peers who share the same interests through fun and engaging group activities, congregate meals, educational workshops and various organized classes.



Workforce Development

Targets our youth and unemployed or underemployed adults and offers a variety of work, experience, development, training, and education.



Housing and Homelessness Prevention

Identifies, assists and provides services to households at the highest risk of losing their housing by preventing or quickly ending their homelessness. This includes very low and extremely low-income households, and those with leases or informal housing situations.

MNC'S IMPACT IN NUMBERS

444,683

service hours provided to the community

171,942

Meals served

46,640

Families positively impacted

14,901

Unduplicated participants served



MNC EARLY EDUCATION

MNC Early Education has been providing Head Start/Child Development services since 1969, initially as a Head Start Delegate Agency and later becoming a Head Start/Early Head Start Grantee in 2014. Additional funding support was also extended by the California Department of Education, the Department of Social Services, the SF Department of Early Childhood, and the Mimi and Peter Haas Fund to facilitate the provisions of full day/year care and valuable program enhancements.

Serving over 300 multi-ethnic children and their families annually, our program operates across 11 campuses in the Mission, China Basin, Excelsior, Bayview-Hunters Point, and Mission Bay neighborhoods. These areas predominantly serve Spanish-speaking, immigrant, and low-income families, reflecting MNC's dedication to supporting diverse and underserved communities.

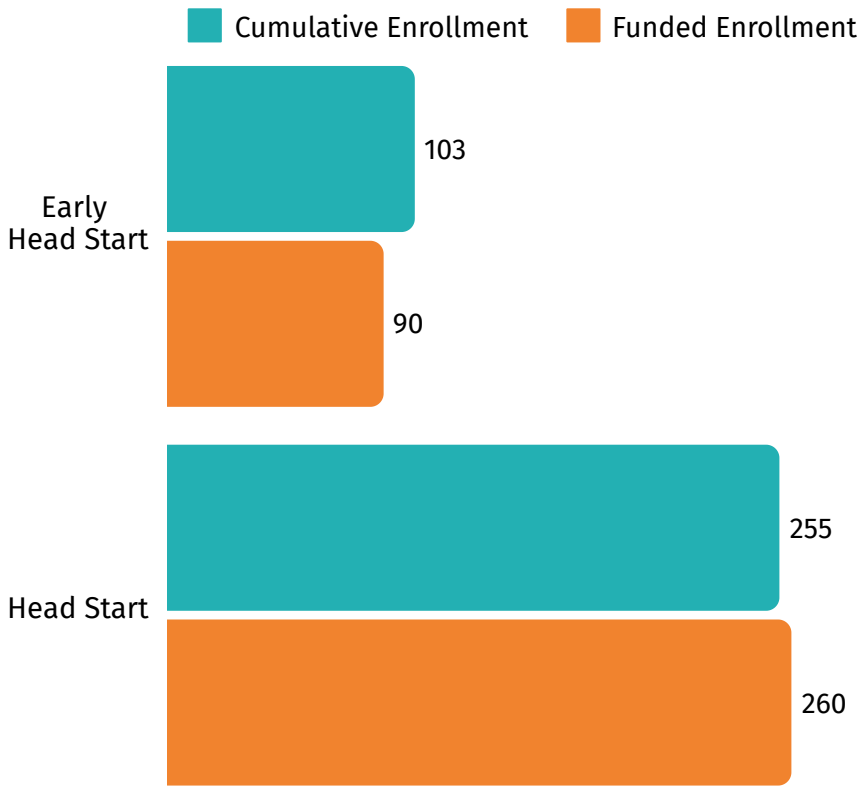
MNC offers a comprehensive, bilingual (English and Spanish) early childhood program that provides culturally appropriate family support in key areas, and ensures children are prepared for kindergarten.



OUR PHILOSOPHY

MNC Inspiring Success' Early Education program provides nurturing early childhood learning environments that authentically embrace the values, home languages, and cultural identities of the children served. Teachers actively engage children in age-appropriate, stimulating experiences to support optimal learning and help all children reach their fullest potential. Further, MNC is committed to fostering ongoing dialogue with children, families, and staff to develop skills that actively challenge bias and disrupts systemic inequities.

ENROLLMENT



358 Total Cumulative Enrollment

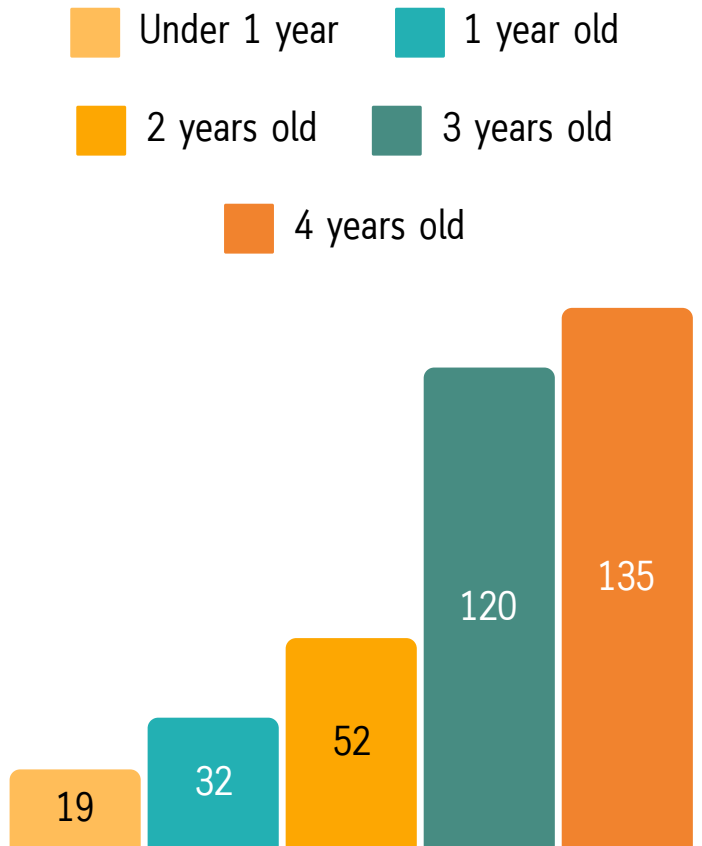
350 Total Funded Enrollment

Average Monthly Enrollment:

Head Start : **80%**

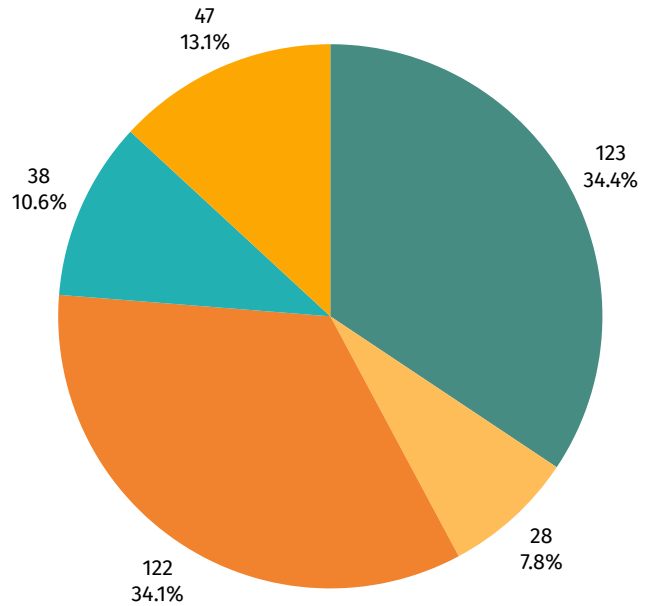
Early Head Start: **100%**

ENROLLED CHILDREN BY AGE



HEAD START/ EARLY HEAD START ELIGIBILITY

- Income at or below 100% of federal poverty line (34.4%)
- Incomes between 100% and 130% of the federal poverty line (7.8%)
- Public Assistance (34.1%)
- Other (10.6%)
- Experiencing Homelessness (13.1%)



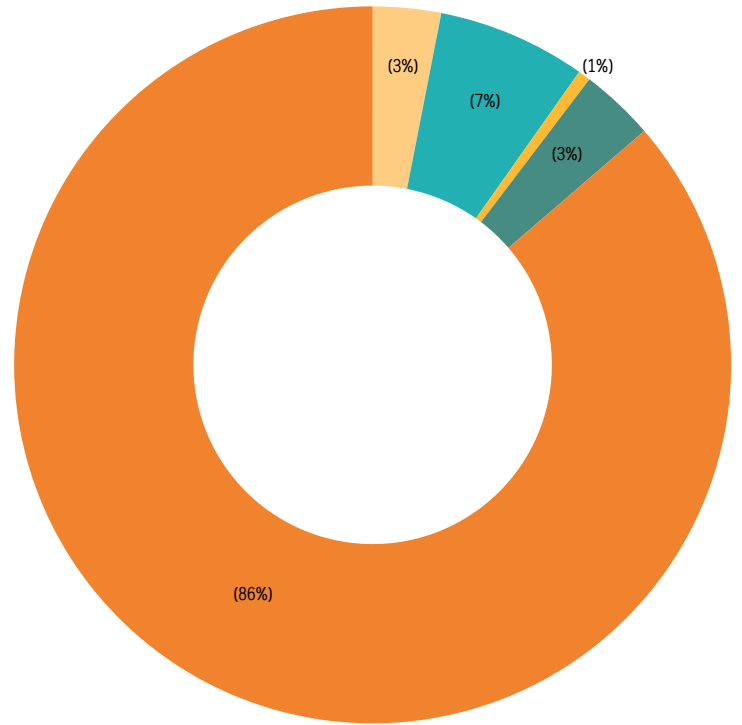
92%

of our children are eligible to receive services based on HS/EHS eligibility criteria!

OUR CHILDREN AND FAMILIES

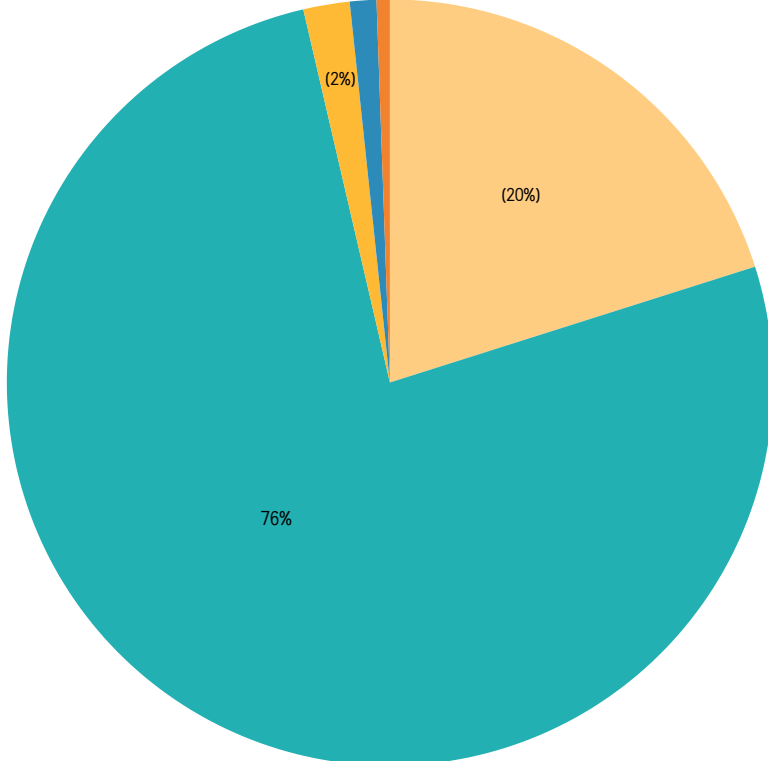
RACE AND ETHNICITY OF CHILDREN AND FAMILIES

- Asian (3%)
- Black or African American (Hispanic and non-Hispanic origin) (7%)
- White (Hispanic and non-Hispanic origin) (1%)
- Bi-racial/Multiracial (Hispanic and non-Hispanic origin) (3%)
- Other (Hispanic and non-Hispanic origin) (86%)

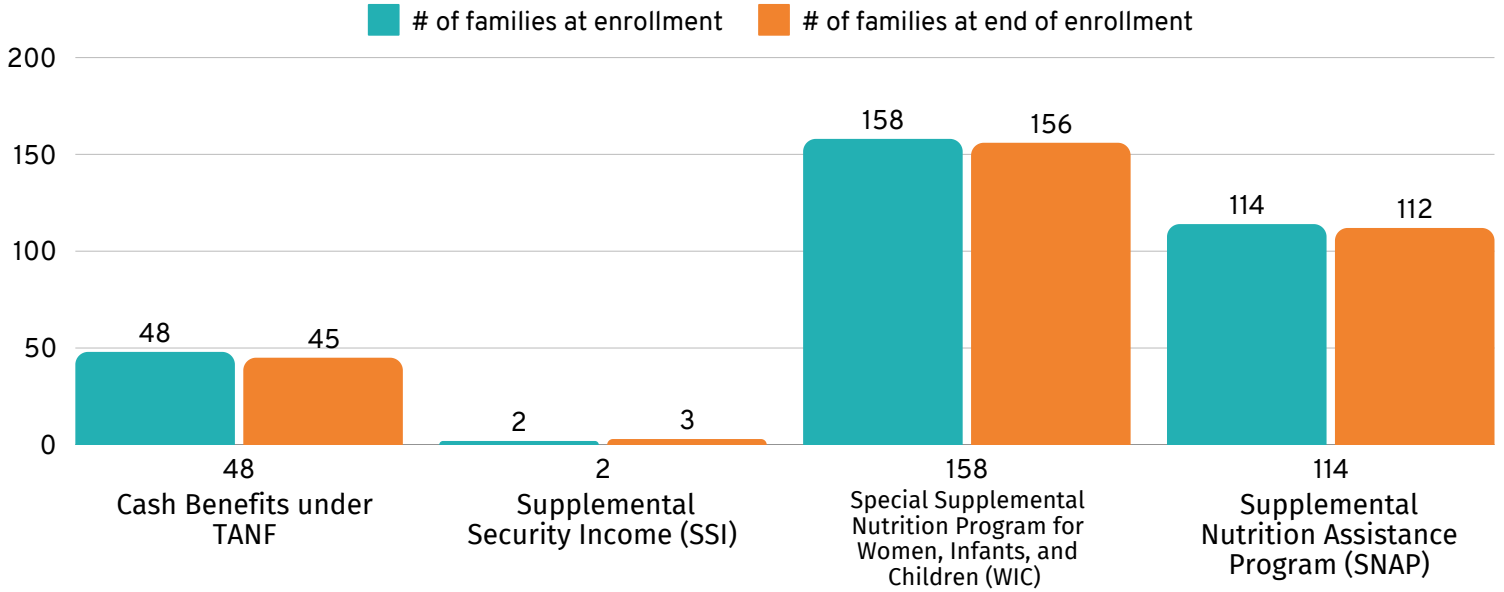


PRIMARY LANGUAGE OF FAMILY AT HOME

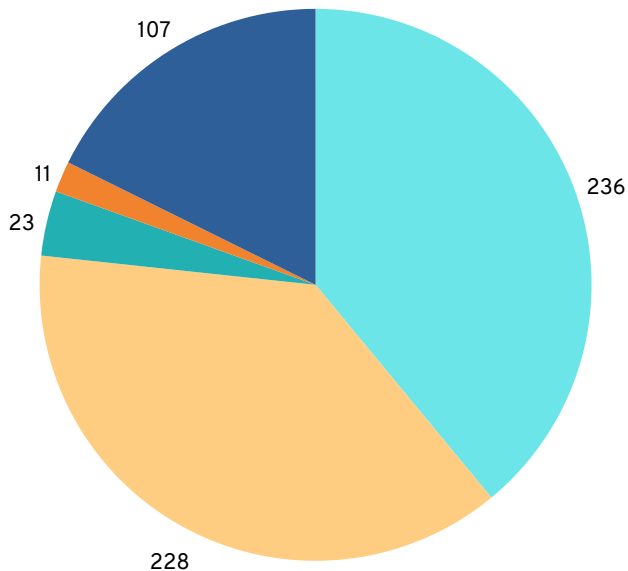
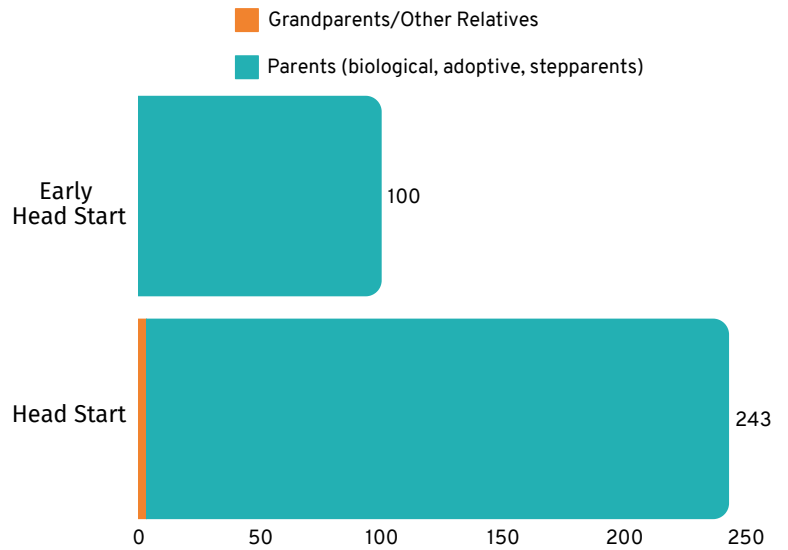
- English (72)
- Spanish (273)
- Middle Eastern/ South Asian (7)
- East Asian (4)
- European/ Slavic (2)



NUMBER OF FAMILIES RECEIVING FEDERAL OR OTHER ASSISTANCE



NUMBER AND TYPE OF FAMILIES



EMPLOYMENT, JOB TRAINING, AND SCHOOL

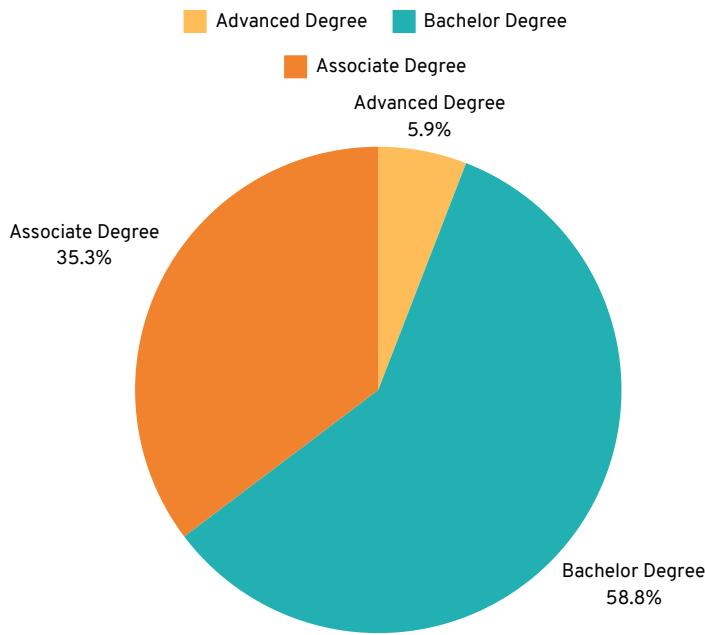
- At least one parent/guardian is employed, in job training, or in school at enrollment
- Number in which one or more parent/guardian is employed
- Number in which one or more parent/guardian is in job training
- Number in which one or more parent/guardian is in school
- Neither/No parent/guardian is employed, in job training, or in school

Our caring and dedicated staff provide nurturing early learning environments that reflect the values, language, and cultural identity of the children served.

Teachers intentionally promote and support dual language learning (Spanish and English) and actively engage children in age-appropriate, stimulating experiences to bring about optimal learning for all children to grow to their fullest potential! Our staff contributes a diverse range of experiences and educational backgrounds to their classrooms.

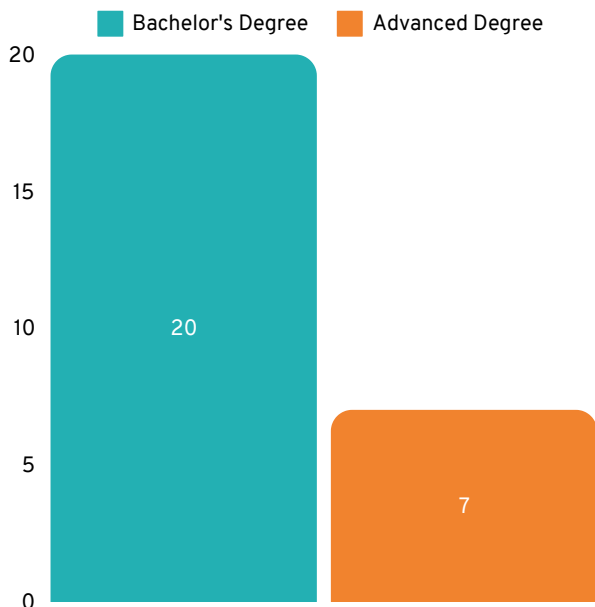
OUR STAFF

TEACHERS' AND ASSOCIATE TEACHERS' HIGHEST EDUCATION LEVEL

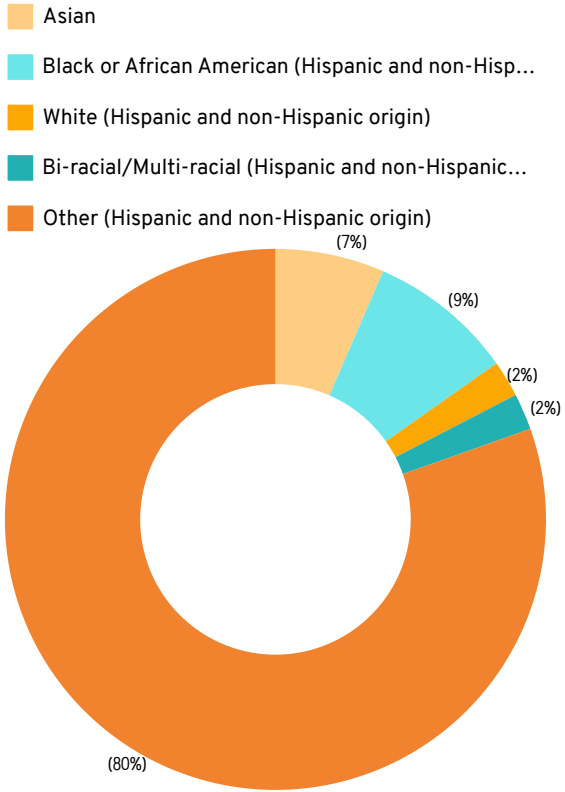


In 2023-2024, three staff members earned their AA degrees, and four staff members earned their BA degrees in Child Development!

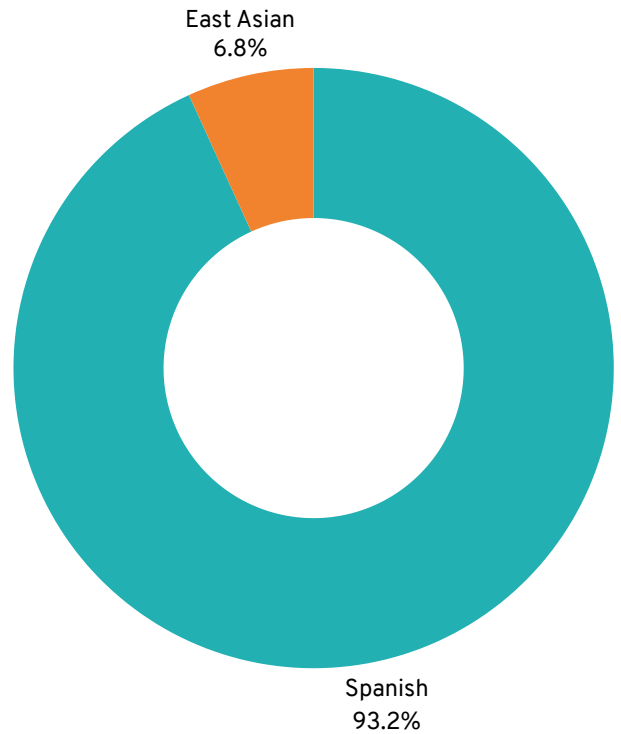
SUPERVISORY, CLASSROOM SUPPORT, AND MANAGEMENT HIGHEST LEVEL OF EDUCATION



STAFF RACE AND ETHNICITY



CLASSROOM EDUCATION STAFF WHO ARE PROFICIENT IN A LANGUAGE OTHER THAN ENGLISH



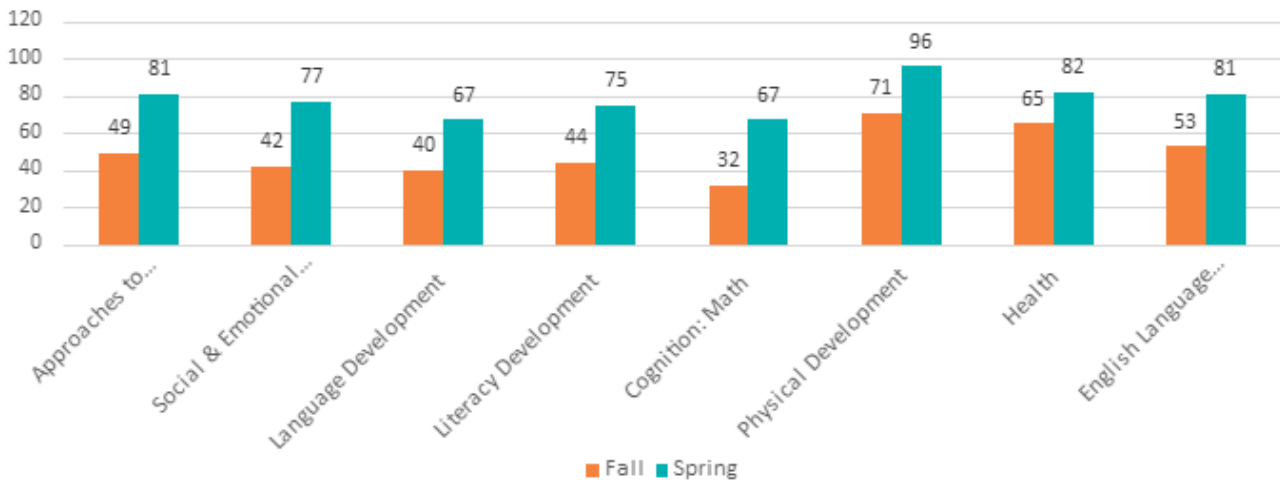
EDUCATION AND SCHOOL READINESS

We have developed School Readiness Goals to outline the skills and developmental milestones children should achieve as they transition from Early Head Start to Head Start, and then from Head Start to Kindergarten. To assess child outcomes, we use the Desired Results Developmental Profile (DRDP-2015) assessment, which measures progress across specific developmental domains. Children are assessed three times during the program year, and after each cycle, the data is analyzed to identify areas that may require additional classroom support or professional development.

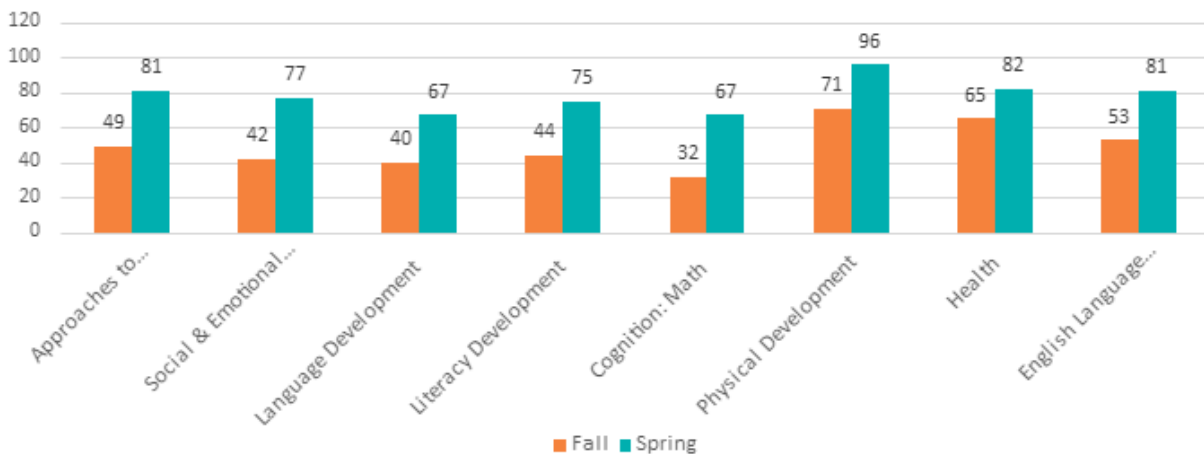
Our Education staff create comprehensive lesson plans using the Creative Curriculum, the Head Start Early Learning Outcomes Framework, and the California Preschool Foundations, all of which address children’s individual learning needs. The curriculum is project-based and child-interest-driven. During the 2023-2024 program year, preschool teachers across all campuses participated in DRDP and Meaningful Observation trainings, conducted by WestEd, to deepen their understanding of using child observations for accurate assessment. These trainings serve both as skill-building for new teachers and as refreshers for experienced staff. Additionally, our Education staff took part in the Early Math Initiative (EMI) Training, also provided by WestEd, and have integrated this curriculum into their daily lessons. EMI is a nationwide initiative designed to enhance math support for low-income children, ensuring they are equally prepared for kindergarten as their middle-class peers.

PERCENTAGE OF CHILDREN AT OR ABOVE CA EARLY LEARNING FOUNDATION EXPECTATIONS

DESIRED RESULTS DEVELOPMENTAL PROFILE, HEAD START

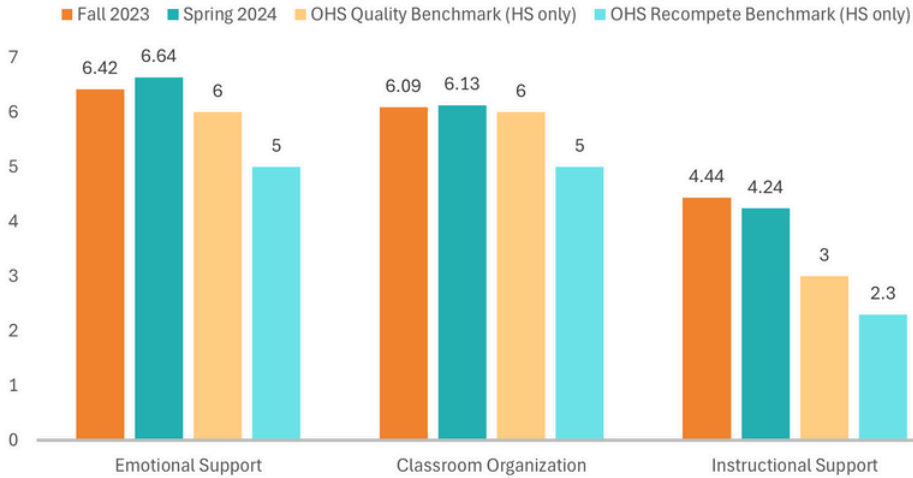


DESIRED RESULTS DEVELOPMENTAL PROFILE, EARLY HEAD START



QUALITY INTERACTIONS AND ENVIRONMENT

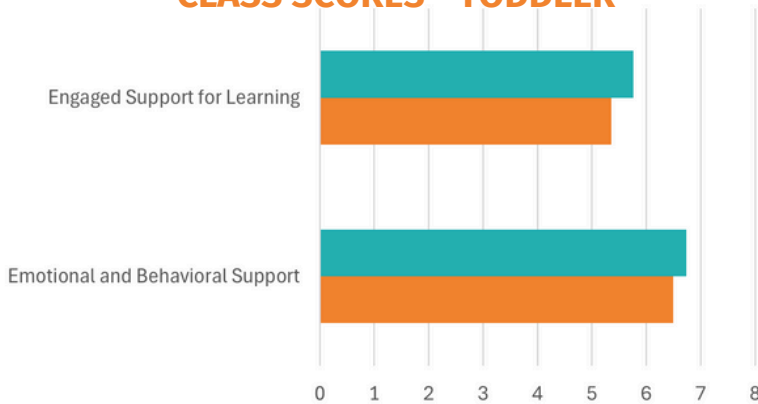
CLASS SCORES - PRESCHOOL



The Classroom Assessment Scoring System (CLASS) measures the quality of teacher/child interactions. High quality teacher/child interactions include consistent routines and schedules, emotional support, an organized classroom, and interactions that help build critical thinking skills and vocabulary.

Our Education Coaches are reliable observers for the CLASS assessments. The coaches, along with other CLASS certified staff, conduct internal assessments twice yearly. CLASS scores given are out of a possible 7.

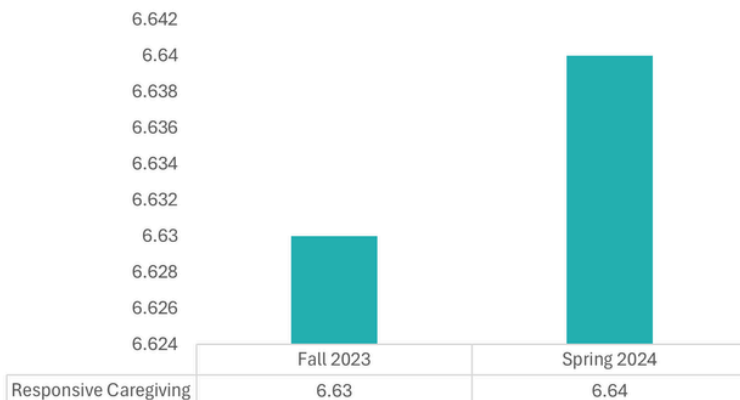
CLASS SCORES - TODDLER



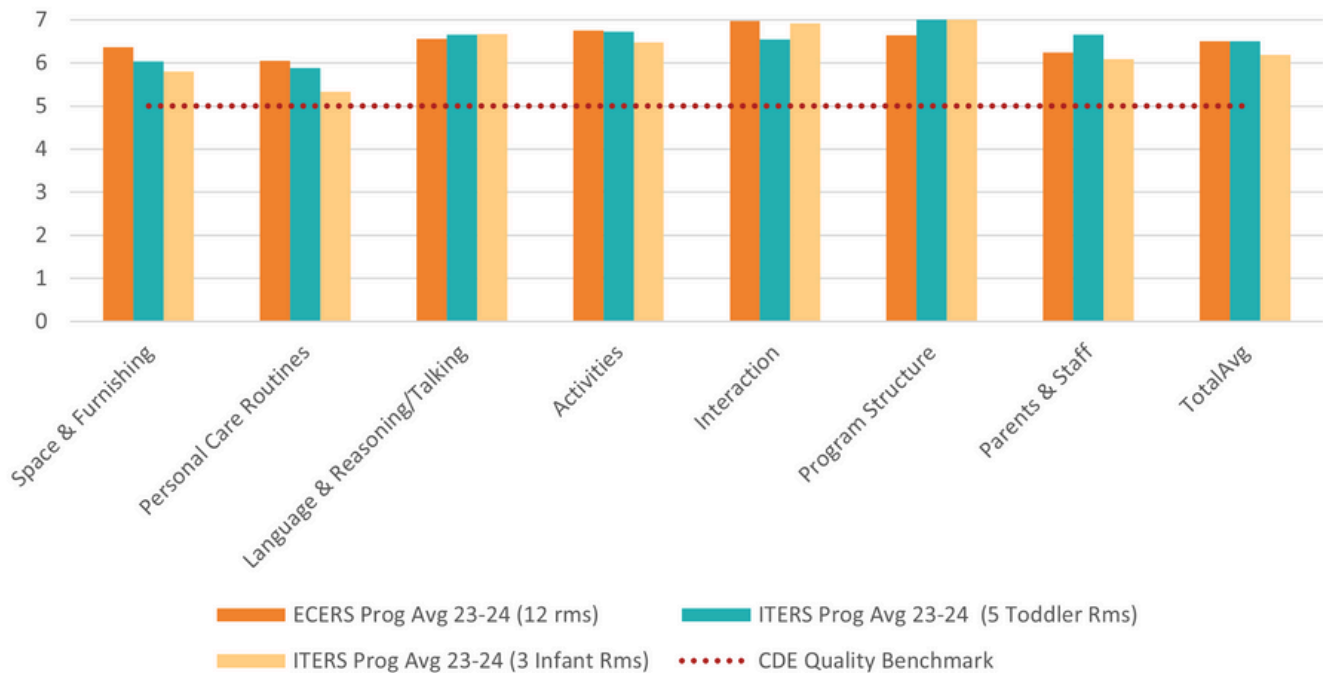
	Emotional and Behavioral Support	Engaged Support for Learning
Spring 2024	6.74	5.76
Fall 2023	6.5	5.36



CLASS SCORES - INFANT



ERS PROGRAM AVERGAGES



2023-2024 ERS FINDINGS

Preschool Site Average ECERS Scores - Overall Average out of 7.00 : **6.49**

Infant/Toddler Site Average ITERS Scores - Overall Average out of 7.00 : **6.38**

84% of observed preschool classrooms scored above 5.0 on all subscales.

16% of observed preschool classrooms scored above 6.0 on all subscales.

Overall Preschool scores increased by **8%** from 22-23 averages.

Overall Infant/Toddler scores increased by **6%** from 22-23 averages.



COMPREHENSIVE HEALTH SERVICES

We address the health and wellness of children by working closely with families to ensure they are equipped with the knowledge and resources necessary to make informed decisions regarding their child's well-being. This includes providing direct assistance in applying for medical insurance, securing medical and dental homes, and facilitating necessary referrals. Additionally, we ensure the provision of two nutritious meals, one healthy snack, and daily gross motor opportunities. Self-care habits, along with daily practices such as tooth brushing and hand washing, are incorporated into our routines. Through a partnership with SF State School of Nursing, children receive screenings for hearing, vision, weight, and hemoglobin levels.



54% of enrolled children up to date on a schedule of appropriate preventive and primary health care

58% received preventative dental care/treatment provided by an oral health care professional

99% of children were up-to-date on immunizations

100% of children had health insurance



COMPREHENSIVE MENTAL HEALTH / DISABILITIES SERVICES

We partner with the SF Unified School District and Golden Gate Regional Center for assessment of, and services for, children with disabilities. In addition, through a partnership with Instituto Familiar de la Raza (IFR), we provide mental health consultation to staff and parents on supporting children, particularly those exhibiting challenging behaviors, in the classroom and at home.

Our team of Social Emotional Specialists work closely with teachers and families to develop strategies that promote social-emotional well-being, prevent challenging behaviors, and support children's needs. Through positive learning environments and CSEFEL strategies, they foster self-regulation and help children navigate difficult situations.

We also partner with KYO, an Applied Behavior Analysis company, to support students with Autism and behavioral concerns, providing behavior therapy, peer interaction support, and staff training on behavior management.



29% of preschoolers had an IEP during our program year and were determined eligible to receive early intervention services.



21% of infant/toddlers had an IFSP during our program year and were found eligible to receive early intervention services.



70% of our teaching teams received support from a mental health consultant in their classrooms.

COMPREHENSIVE FAMILY SUPPORT SERVICES

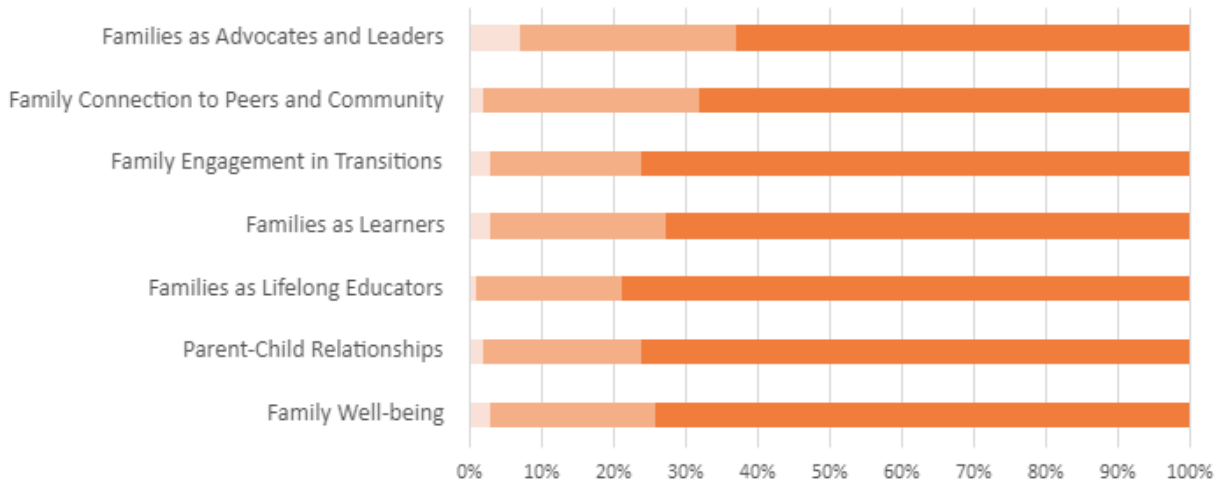
Every fall, families are asked to complete a Family Interest Survey. This survey asks questions about family needs, the extent of those needs, concerns, and areas of interest for both themselves and their children. Based on the insights gathered from this survey, our family services staff update, plan, and implement referral and educational services for the upcoming year.

Utilizing the Parent, Family, and Community Engagement (PFCE) Framework, our family services staff work in partnership with families to identify needs and areas of vulnerability; strengthening family outcomes in the areas of family wellness, families as learners, and parent-child connections.

% of Families received	No. of Families received	Services Offered
83%	298	Emergency/crisis intervention
19%	68	Housing Assistance
3%	10	Asset Building services
21%	76	Mental Health services
3%	11	English as a Second Language (ESL) training
33%	118	Assistance in enrolling into an education or job training program
11%	41	Research-based parent curriculum
68%	244	Involvement in discussing their child's screening & assessment results, and their child's progress
78%	280	Supporting transitions between programs
1%	3	Education on health & development consequences of tobacco product use
4%	16	Education on nutrition
2%	6	Education on relationship/marriage

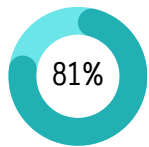


HOW MUCH DID MNC INSPIRING SUCCES HELP YOU AND YOUR FAMILY



	Family Well-being	Parent-Child Relationships	Families as Lifelong Educators	Families as Learners	Family Engagement in Transitions	Family Connection to Peers and Community	Families as Advocates and Leaders
Not Helpful	3%	2%	1%	3%	3%	2%	7%
Somewhat Helpful	23%	22%	20%	24%	21%	30%	30%
Very Helpful	74%	76%	78%	72%	76%	68%	63%

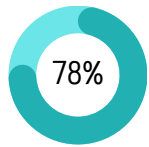
TOP FIVE AREAS OF PARENT SATISFACTION



How welcome you are made to feel by staff



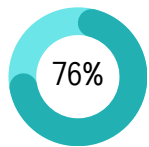
How the program promotes your child's learning and development



Equipment and materials



Languages spoken by staff



How the program staff communicate with you



FAMILY ENGAGEMENT & EDUCATION

MNC actively encourages parent involvement in their child's education by offering a range of volunteer opportunities, parent meetings, family engagement events, workshops, and trainings. These activities provide parents with hands-on experiences, valuable information, and resources, empowering them to make informed decisions about their child's future.

SAMPLE PARENT EDUCATION WORKSHOPS

- *Child Development Milestones*
- *Cultural Celebrations*
- *Early Literacy*
- *Protecting our Children Against Predators*
- *Healthy Relationships*
- *Adult Relationships*
- *Helping Children Cope with Change*
- *Promoting Healthy Family Eating Habits*
- *Creating a Safe Home Environment*
- *Conflict Resolution*
- *Disabilities and Inclusion*
- *Health /Nutrition / Oral Care*
- *Kinder Transitions and Application Process*
- *Strategies for Fostering Kindergarten Readiness*
- *Family Budgeting*
- *Managing Behaviors*
- *And much more!*

MNC KINDER ENROLLMENT FAIR

MNC held its annual Kinder Fair in Partnership with SFUSD in 2023-2024. This event helps families navigate the transition to kindergarten for their children. More than 45 families attended at our headquarters on Capp St., where they had the opportunity to connect with a range of San Francisco's public, private, and charter schools. Families received application materials and valuable information about the application process.



PARENT POLICY COUNCIL

The Parent Policy Council (PPC) is one of our program's two governing bodies, consisting of parent representatives from each early education campus. They help approve budgets, program expenditures, set goals, and contribute to the Annual Self-Assessment and Community Assessment. In the 2023-2024 term, 15 parents served on the PPC from November to October.



ABRIENDO PUERTAS

Twenty-one parents successfully completed the 10-session Abriendo Puertas (Opening Doors) program, an innovative, evidence-based parent leadership and advocacy initiative designed for Latinx parents of children aged 0-5. This program empowers parents to become strong advocates for their children. This year, sessions were offered in two groups running simultaneously across all campuses, covering important topics such as mental health, goal setting, transitioning to kindergarten, advocacy, and child development.



MALE WARRIORS

No. of Father Figures Engaged in Parent Education Activities

Family assessments	31
Family goal setting	23
Child's developmental experiences	30
Governance & Leadership Participation	6
Parenting education workshops	29



We recognize the importance of positive male figures in a child's life and were proud to continue our Male Warrior series this year. 22 courageous fathers and father figures participated during 7 continuous weeks - connecting, sharing experiences, learning, and supporting one and other to strengthen their roles as fathers. Sessions included - "The Ten P's for How to be a Good Pap", Ages and Stages of Child Development, Tools on How to Improve Family Communication, Mental Health, Family Wellbeing and Selfcare.

2023-2024 HIGHLIGHTS

CAAEYC CONFERENCE

Our bilingual Head Start classroom at Mission Bay has been exploring light and shadow through a professional development series with Tinkering with First 5 San Francisco and the Exploratorium Museum. Their work, alongside educators from across California, led to the creation of a free Spanish-language professional learning module called "STEAM Starters" on California Early Childhood Online. Building on this success, Ricardo Ochoa (10 years at MNC) and Rosa Angelica Canchola (20 years at MNC) presented at the 2024 CAAEYC Annual Conference in Pasadena. Their session, "Proyectando Nuestras Sombras Lúdicas," inspired both college students and veteran educators. We congratulate the team for their achievements and ongoing commitment to excellence and equity in early childhood education.



STAFF WELLNESS AND STAFF EDUCATION

MNC remains committed to prioritizing staff wellness and continually seeks creative and innovative ways to show staff that their well-being is valued. In addition to Wellness Wednesdays, held once a month with early dismissal for staff, we encouraged staff to refresh their wellness rooms/spaces with new items and provided wellness stipends twice throughout the year. In May, coinciding with Teacher Appreciation Week, staff received MNC backpacks filled with wellness and self-care items, along with a Sugarwish, allowing them to choose wellness treats of their preference.

MNC is also dedicated to supporting staff in their educational pursuits. In the 2023-2024 year, we rewarded staff who continued their studies with education stipends, further motivating them to advance their education and work toward earning their degrees.



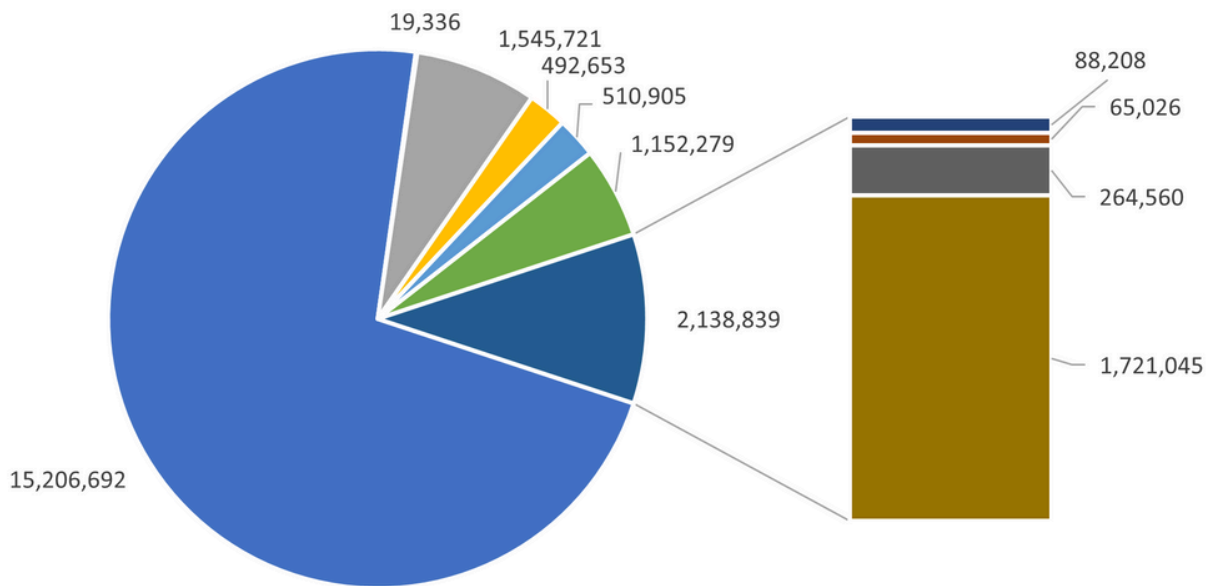
HAPPY RETIREMENT !

MNC bid a fond farewell and extended heartfelt wishes for a happy retirement to Maria "Yolanda" Muñoz in 2024, a valued preschool assistant teacher at our Stevenson Campus, who dedicated 19 years of service to the organization. We are profoundly grateful to Teacher Yolanda for her unwavering commitment, passion, and the lasting impact she made on MNC, children, and their families. Her contributions have left an enduring legacy, and we thank her for the many cherished memories she has created throughout her time with us.

FINANCIALS

The FYE 2024 Audit was conducted by Harshwal Company LLP. Their report was unmodified and showed no findings, weaknesses, deficiencies, or out of compliance areas.

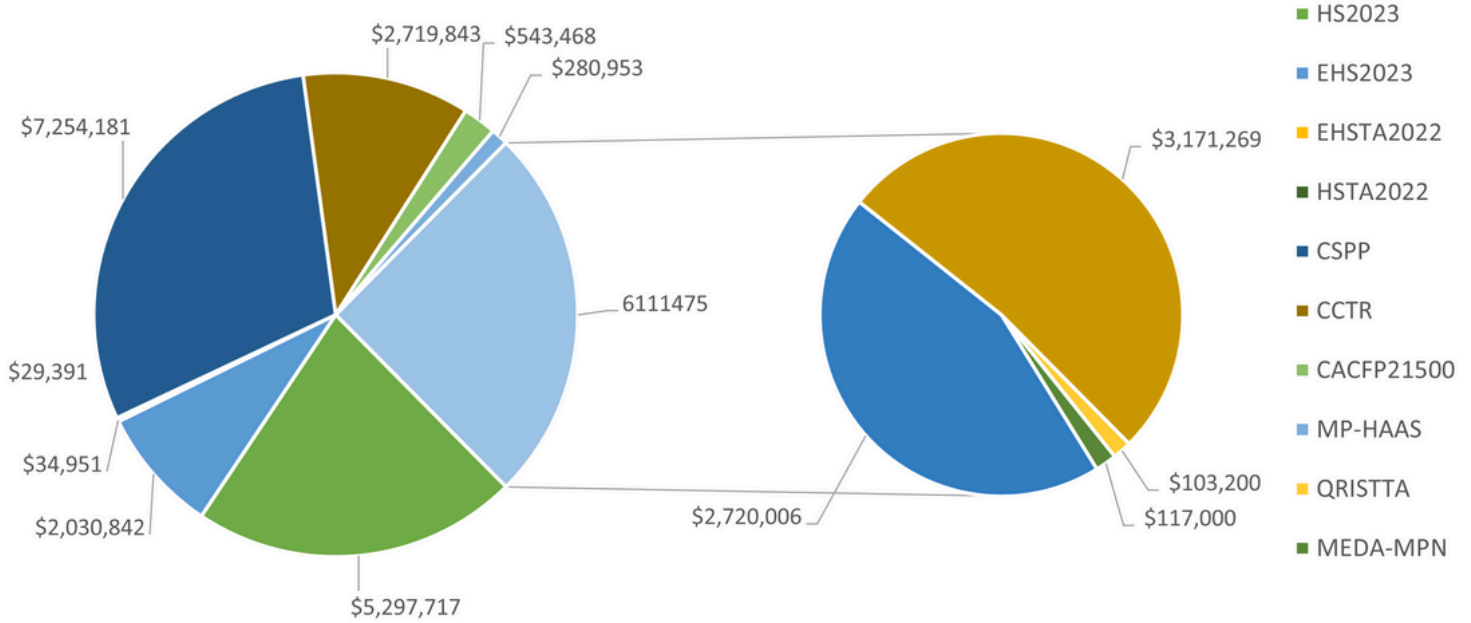
Expenditures FYE 2024 - 21M



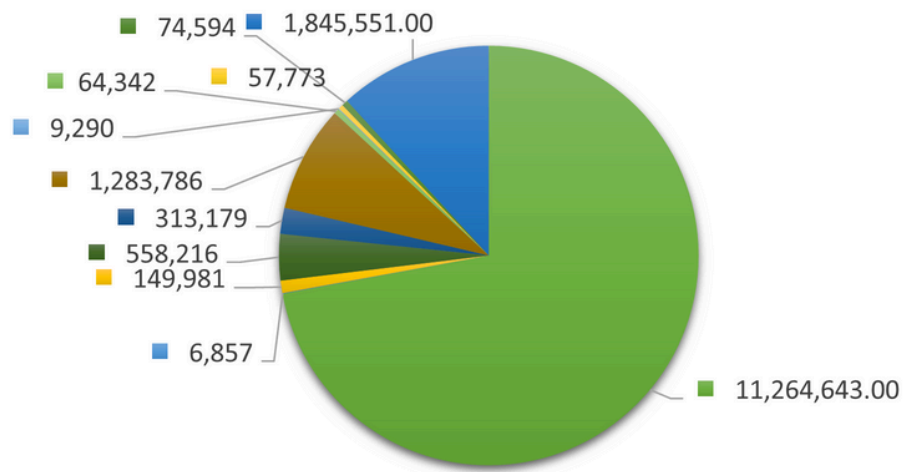
- Total Personnel Costs
- Travel
- Contract Services
- Food For Children
- Supplies
- Facility
- Staff Training/Development
- Parent Services
- Other
- Total indirect

FINANCIALS

Funding Sources FYE 2024 - 24M



Estimated Expenditures FYE 2025 - 15.6M



- Total Personnel
- Travel
- Contract Services
- Food For Children
- Supplies
- Facility
- Staff Training/Development
- Parent Services
- Insurance
- Other
- Indirect Costs

2023-2024 MNC BOARD OF DIRECTORS



James Quadra,
President



Erich Shulz,
Treasurer



James Loyce,
Secretary



Janet
Godinez,
HS Parent
Representative

BOD Members



Christine
Nevarez



José
Cartagena



Virginia
Gacula-
Santiago



Dan Perrea



Paul
Kleinbaum



Connie
Guerrero



James
Bryant

2023-2024 MNC PARENT POLICY COUNCIL LEADERSHIP

Katia Rodriguez, President
Rosie Barrantes, Vice President
Reyna Diaz, Secretary
Janet Paucas, Treasurer
Isela Chun, Parliamentary
Janet Godinez, BOD Representative

MNC EXECUTIVE AND LEADERSHIP STAFF

Richard Ybarra, CEO
Beiling Gonzalez, Deputy CEO
Sebastian Alioto, Chief Financial Officer
Aurora Alvarado, Chief Program Officer
Ana Cobos, Chief Administration Officer
Isabel St. Germain, Chief Innovation Officer
Barbara E. Walden, Early Education Program Director



MNC
INSPIRING SUCCESS
INSPIRANDO ÉXITO



- MNC 18th St Campus
3543 18th Street
San Francisco, CA 94110
- MNC Alegria Campus
1245 Alabama Street
San Francisco, CA 94110
- MNC Alemany Campus
956 Ellsworth Street
San Francisco, CA 94112
- MNC Bayview Children's Campus
1339 Evans Avenue
San Francisco, CA 94124
- MNC Bernal Campus
3141 26th Street
San Francisco, CA 94110
- MNC Excelsior Campus
459 Vienna Street
San Francisco, CA 94112
- MNC Harrison 24 Campus - Admissions Office
3001 24th Street, Suite 100 San Francisco, CA 94110
- MNC Helen Fabela Chavez Campus
1240 Valencia Street
San Francisco, CA 94110
- MNC Mission Campus
1954 Mission Street
San Francisco, CA 94103
- MNC Mission Bay Campus
152 Berry Street
San Francisco, CA 94107
- MNC Stevenson Campus
135 Valencia Street
San Francisco, CA 94103
- MNC Valencia Campus
380 Valencia Street
San Francisco, CA 94103

EARLY EDUCATION LOCATIONS

● = Open Campus

● = Campus Coming Soon

CONTACT

362 CAPP STREET
SAN FRANCISCO, CA 94110
415-206-7752
WWW.MNCSSF.ORG

