



2024-2025

HEAD START/EARLY HEAD START

ANNUAL REPORT



MNC

INSPIRING SUCCESS
INSPIRANDO ÉXITO



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. I want to recognize our MNC Team

members for their efforts in assisting and 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 values.

In gratitude,

Richard Ybarra

OUR PROGRAMS

Our programs are designed to meet community needs by supporting individuals at different stages of life and helping build a strong foundation for the future.



Early Care and Education



Family Services



Youth Services



Housing & Homelessness Prevention



Workforce Development



Healthy Aging and Disabilities

MNC EARLY CARE AND EDUCATION

MNC Early Care & Education has provided Head Start and Child Development services since 1969, beginning as a Head Start Delegate Agency and 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.

MNC serves more than 300 children and their families annually across 11 campuses located in the Mission, China Basin, Excelsior, Bayview–Hunters Point, and Mission Bay neighborhoods. These communities include many Spanish-speaking households and families experiencing financial hardship, reflecting MNC’s focus on responding to local needs and strengthening family stability.

MNC delivers a bilingual (English and Spanish) early childhood program that emphasizes family engagement, skill-building, and connection to supportive services. Program practices focus on strengthening early learning experiences and supporting children’s readiness for kindergarten through consistent, developmentally appropriate instruction and family partnership.



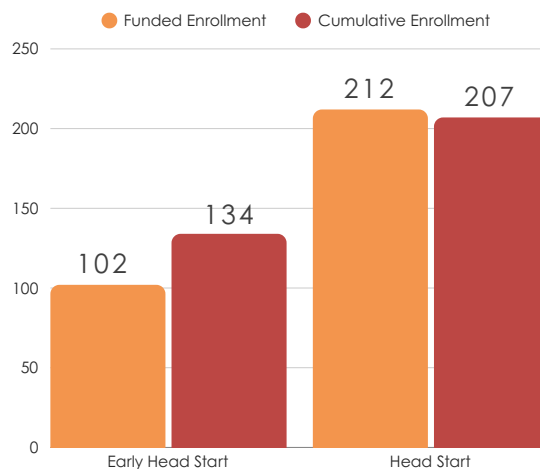
OUR PHILOSOPHY



MNC Inspiring Success' Early Care & Education program provides high-quality early learning environments that support children’s development and reflect their family experiences and traditions. Teaching staff engage children in age-appropriate learning activities that encourage curiosity, skill development, and readiness for future learning. MNC also emphasizes regular communication with families and staff to strengthen partnerships, support positive interactions, and maintain a respectful and supportive program environment.



ENROLLMENT



314

Total Funded Enrollment

341

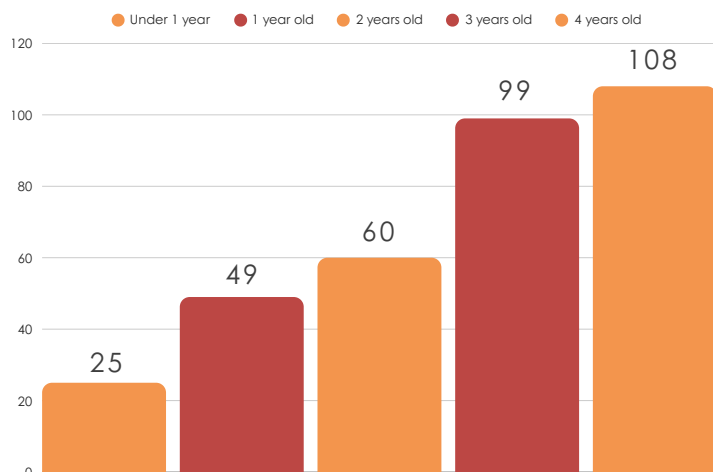
Total Cumulative Enrollment



Average Monthly Enrollment

Early Head Start: **98%**

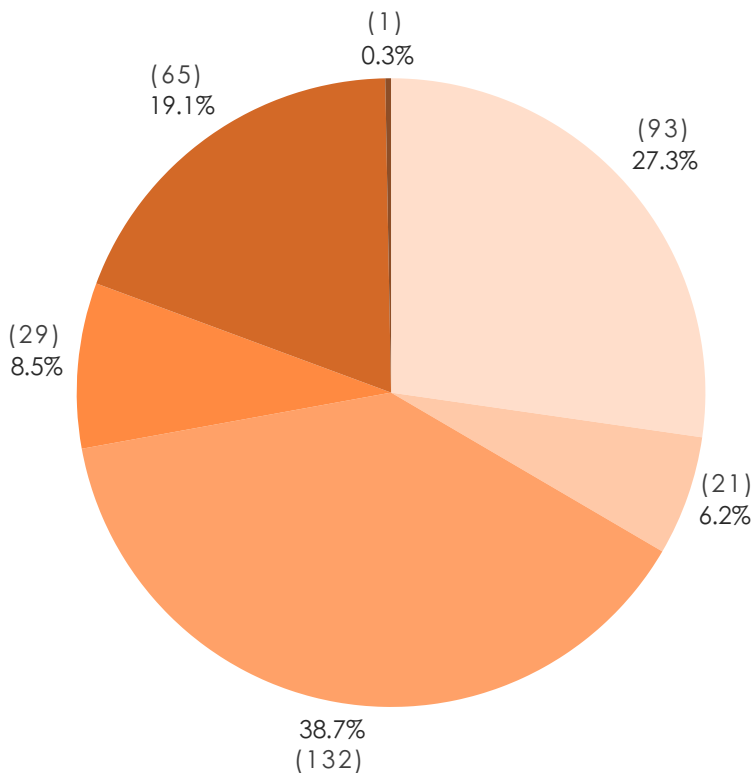
Head Start **82%**



ENROLLED CHILDREN BY AGE



HEAD START/ EARLY HEAD START ELIGIBILITY



- Income at or below 100% of federal poverty line (27.3%)
- Income between 100% and 130% of the federal poverty line (6.2%)
- Public Assistance (38.7%)
- Other (8.5%)
- Experiencing Homelessness (19.1%)
- Foster Care (0.3%)

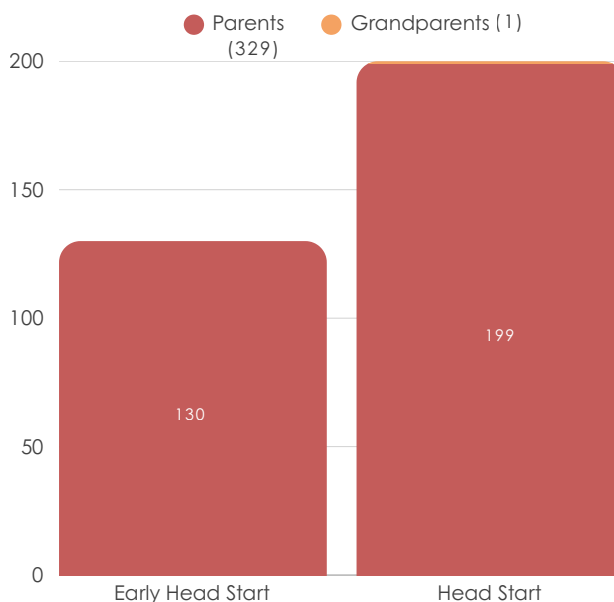


94%

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

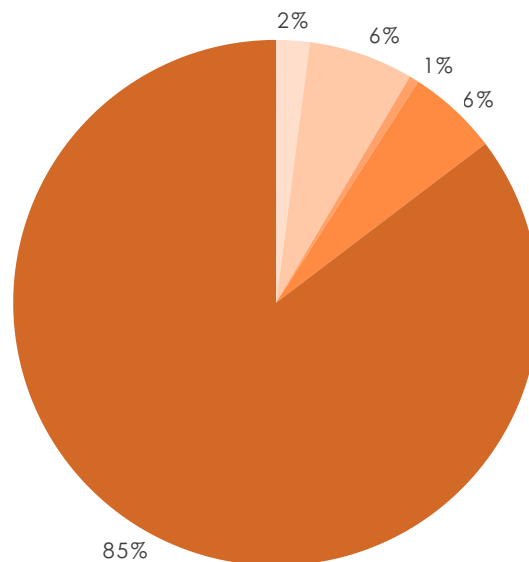
OUR CHILDREN AND FAMILIES

Number and Type of Families

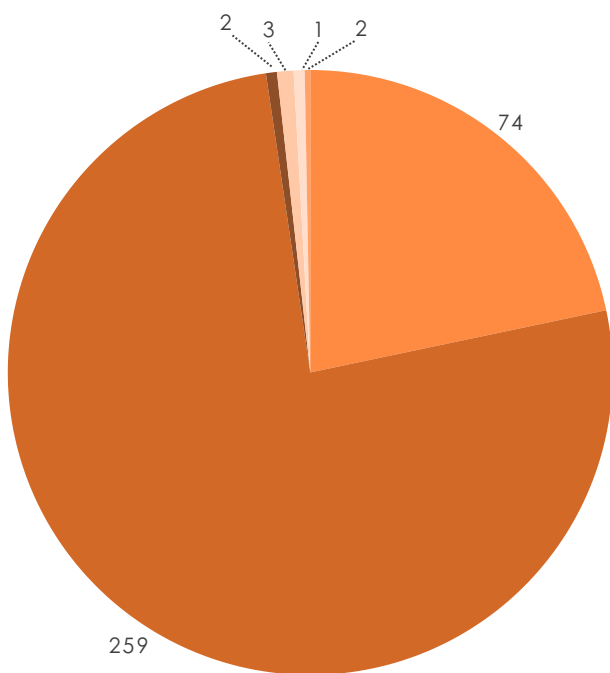


Race and Ethnicity of Children and Families

- Asian (2%)
- Black or African American (Hispanic and non-Hispanic origin) (6%)
- White (Hispanic and non-Hispanic origin) (1%)
- Bi-racial/Multi-racial (Hispanic & non-Hispanic origin) (6%)
- Other (Hispanic and non-Hispanic origin) (85%)



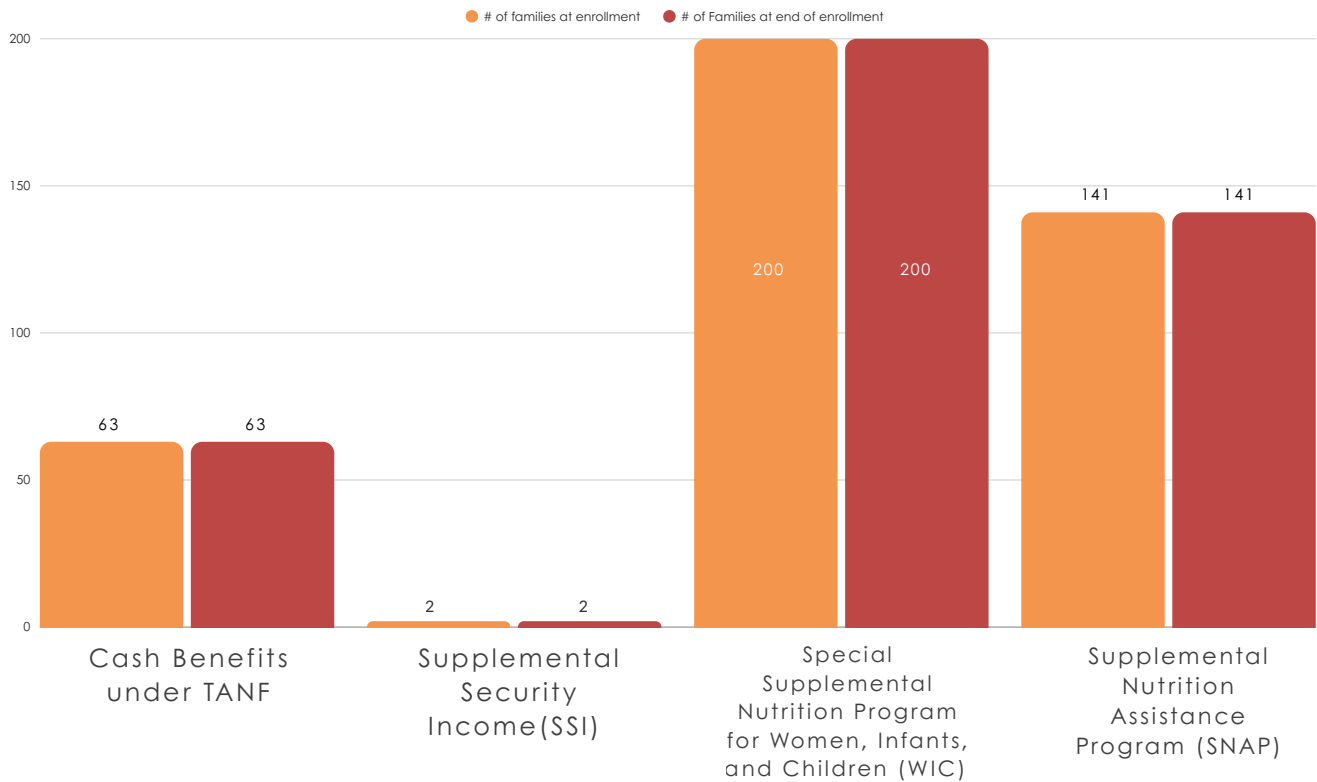
Primary Language of Family at Home



- English (74)
- Spanish (259)
- Middle Eastern/South Asian (2)
- East Asian (2)
- European/Slavic (2)
- African(1)

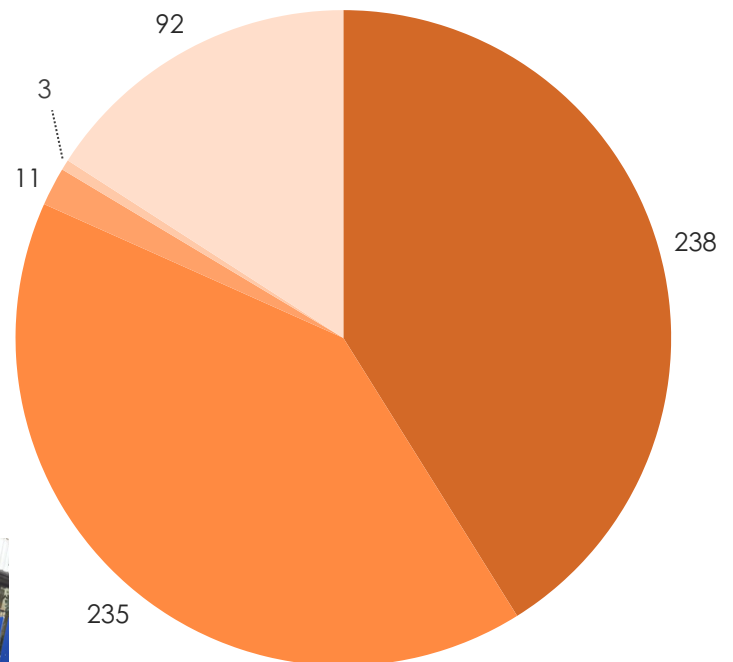


Number of Families Receiving Federal or Other Assistance



Employment, Job Training, and School

- At least one parent/guardian is employed, in job training, or in school at enrollment (238)
- Number in which one or more parent/guardian is employed (235)
- Number in which one or more parent/guardian is in job training (11)
- Number in which one or more parent/guardian is in school (3)
- Neither/No parent/guardian is employed, in job training, or in school (92)



EDUCATION AND SCHOOL READINESS

We have established School Readiness Goals that define the skills and developmental milestones children are expected to achieve as they transition from Early Head Start to Head Start and into kindergarten. Child progress is measured using the Desired Results Developmental Profile (DRDP-2015), which assesses growth across key developmental areas. Children are assessed three times each program year, and results are reviewed after each cycle to identify trends, inform instruction, and determine the need for additional classroom support or professional development.

Education staff develop intentional lesson plans aligned with the Creative Curriculum, the Program for Infant and Toddler Care (EHS), the Head Start Early Learning Outcomes Framework, and the California Preschool/Infant Toddler Learning Foundations. Instruction is project-based and builds on children's interests to support individual learning needs and active engagement.

During the 2024–2025 program year, professional development focused on strengthening observation, documentation, and curriculum implementation. Nine teachers completed DRDP training, and forty teachers participated in Meaningful Observation training to strengthen assessment practices and instructional planning.

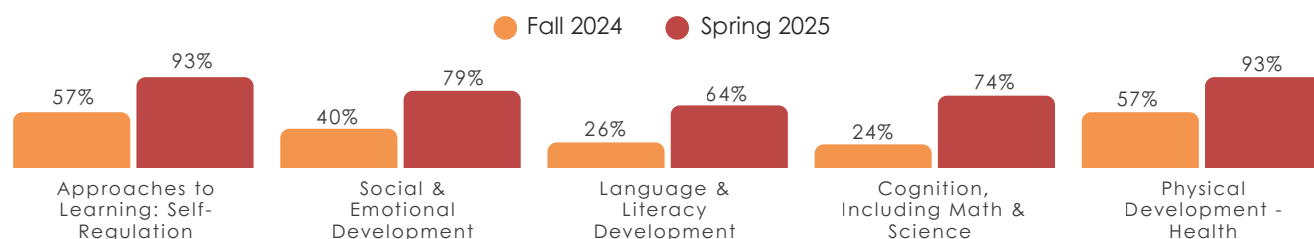
Professional Learning Communities (PLCs) supported consistent implementation of the PITS Curriculum and Creative Curriculum, emphasizing high-quality observation and documentation practices that inform intentional, individualized lesson planning.

Program capacity was further strengthened to support ongoing program quality improvement through the use of the Classroom Assessment Scoring System (CLASS). Six staff members are certified CLASS observers, and one internal coach is certified through Teachstone to support teachers, administrators, and observers. More than 60 preschool staff completed CLASS training through English, Spanish, or state and Teachstone-approved options/



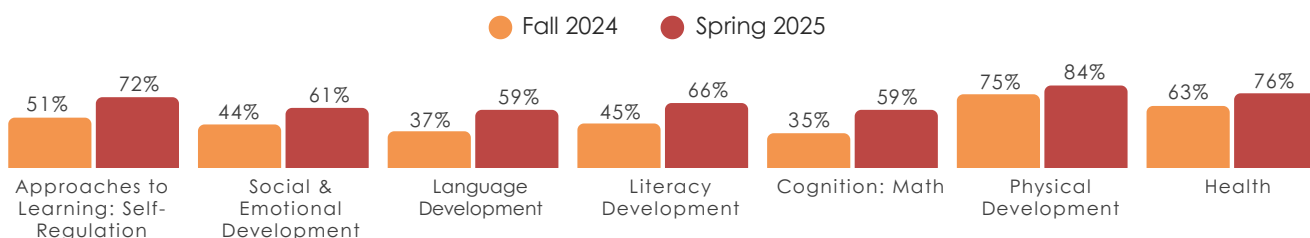
PERCENTAGE OF CHILDREN AT OR ABOVE CA EARLY LEARNING FOUNDATION EXPECTATIONS

DESIRED RESULTS DEVELOPMENTAL PROFILE, EARLY HEAD START



PERCENTAGE OF CHILDREN AT OR ABOVE CA EARLY LEARNING FOUNDATION EXPECTATIONS

DESIRED RESULTS DEVELOPMENTAL PROFILE, HEAD START

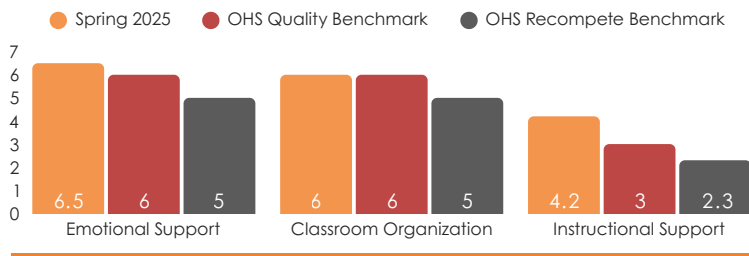


QUALITY INTERACTIONS AND ENVIRONMENT

CLASS is used to measure the quality of teacher-child interactions and classroom practices. High-quality interactions are characterized by consistent routines, supportive relationships, well-organized learning spaces, and intentional interactions that promote language development and higher-order thinking skills.

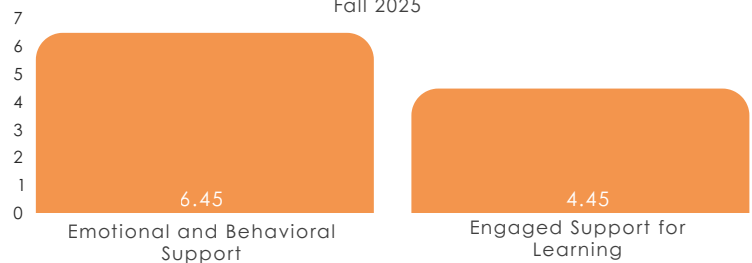
During the program year, CLASS observations were conducted once, in the spring, using the CLASS 2nd Edition Pre-K–3rd and CLASS Environment tools. Results from these observations are used to inform coaching, professional development, and continuous quality improvement efforts. Spring CLASS observations demonstrated that preschool classrooms met or exceeded Office of Head Start and San Francisco QRIS quality benchmarks.

CLASS DOMAIN SCORES - PRESCHOOL



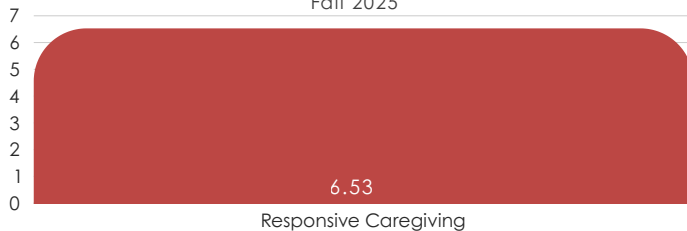
CLASS DOMAIN SCORES - TODDLER

Fall 2025



CLASS DOMAIN SCORES - INFANT

Fall 2025



CLASS ENVIRONMENT SCORES - PRESCHOOL

CLASS Environment Scale	CLASS Possible Score Out of 3
Domains	Program Average
Emotional Support	2.9 out of 3
Classroom Organization	3.0 out of 3
Instructional Support	2.9 out of 3

73% of enrolled children are up to date on a schedule of appropriate preventive and primary health care

70% received preventative dental care/treatment provided by an oral health care professional

98% of children were up-to-date on immunizations

99% of children had health insurance



COMPREHENSIVE HEALTH SERVICES

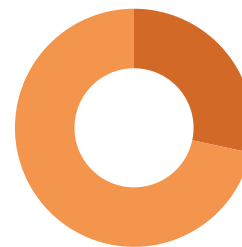
We address the health and wellness of children by working closely with families to ensure they are equipped with the knowledge and resources necessary to make informed decisions regarding their child's well-being. This includes providing direct assistance in applying for medical insurance, securing medical 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.

COMPREHENSIVE MENTAL HEALTH / DISABILITIES SERVICES

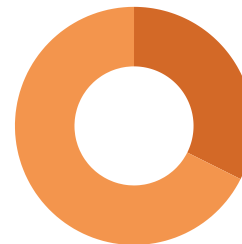
We partner with the San Francisco Unified School District (SFUSD) and the Golden Gate Regional Center (GGRC) to ensure timely assessment, eligibility determination, and access to services for children with disabilities. In addition, through our partnership with Instituto Familiar de la Raza (IFR), we provide culturally responsive mental health consultation to staff and families, with a focus on supporting children, particularly those exhibiting challenging behaviors, both in the classroom and at home.

Our team of Social Emotional Specialists works closely with teachers and families to develop individualized strategies that promote social-emotional well-being, prevent and reduce challenging behaviors, and strengthen children's capacity for regulation and positive relationships. Our Paraeducator provides targeted, in-class support to children with IEPs and IFSPs, including 1:1 assistance aligned to their goals.

Through the use of positive learning environments and CSEFEL-based practices, our staff foster self-regulation, resilience, and problem-solving skills, helping children navigate difficult situations successfully. We also partner with KYO, an Applied Behavior Analysis (ABA) provider, to support children with autism and significant behavioral needs. KYO delivers individualized behavior therapy, peer interaction supports, and staff training to strengthen consistent, trauma-informed behavior management practices across classrooms.



28% of preschoolers had an IEP during our program year and were determined eligible to receive early intervention services



32% of infant/toddlers had an IFSP during our program year and were found eligible to receive early intervention services.

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
84%	285	Emergency/crisis intervention
16%	56	Housing assistance
17%	58	Mental health services
9%	31	English as a Second Language (ESL) training
5%	17	Education on relationship/marriage
15%	50	Research-based parenting curriculum
85%	289	Involvement in discussing their child's screening and assessment results & their child's progress
61%	207	Supporting transitions between programs
11%	37	Assistance in enrolling into an education or job training program



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!

FATHER WARRIORS

We continue to recognize the importance of positive male figures in a child's life and were proud to continue our Father Warriors Series in 2024–2025. Sixteen fathers and father figures graduated from this 10-session, evidence-based program, meeting weekly for two hours to connect, share strengths and challenges, and strengthen their roles as fathers. Topics included fatherhood identity, healing the father wound, child development, nurturing and non-violent discipline, family communication, partner teamwork, mental health, self-care, and learning through play. Measurable outcomes showed increased father engagement and parenting confidence. For the first time, three papas were selected as Male Warrior Ambassadors and will co-facilitate future parenting series. Our goal remains to support nurturing, engaged fathers who promote their children's success and school readiness.



ABRIENDO PUERTAS

During the program year, 19 parents successfully completed MNC's nine-session Abriendo Puertas/Opening Doors program, an evidence-based parent leadership and advocacy initiative for Latinx families with children ages 0–5. The program covered key topics including child development, mental health, goal setting, advocacy, and the transition to kindergarten, while empowering parents as their children's first and most important teachers and strengthening leadership and family well-being. As part of MNC's commitment to fatherhood engagement, two fathers completed the program, and for the first time, four parents were selected as Abriendo Puertas Ambassadors to co-facilitate future cohorts.



NURTURING COUPLES AND PARENTING SERIES

This evidence-based series supports couples in strengthening their relationship and enhancing their parenting journey through mutual respect, shared goals, and a lasting bond. Over eight sessions, couples reflect on their relationship and parenting approaches, comparing growth from the beginning to the end of the series. We are proud to recognize the first 15 couples who graduated from the Nurturing Couples and Parenting Series.



MNC KINDER ENROLLMENT FAIR

During the 2024–2025 program year, MNC’s Wolfsohn Campus hosted the annual Early Education Kinder Enrollment Fair, supporting families as they navigate the transition to kindergarten. Families received information on key enrollment dates, the application process, and school options, and connected with representatives from SFUSD as well as public, private, and charter schools. Families also learned about other MNC programs and services that tabled at the event, including Healthy Aging and Disability Services (HADS) and Housing and Homelessness Prevention.



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 2024-2025 term, 23 parents served on the PPC from November to October.



No. of Father Figures Engaged in Parent Education Activities

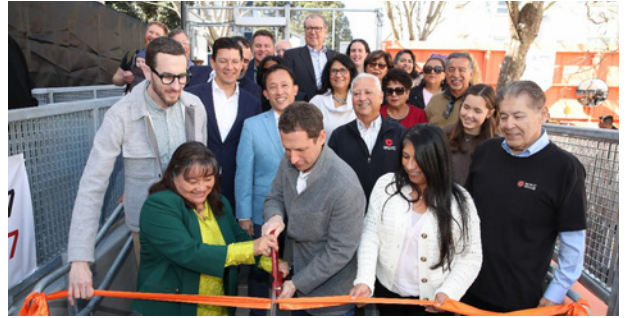
Family Assessments	40
Family Goal Setting	40
Child’s Developmental Experiences	41
Governance & Leadership Participation	7
Parenting Education Workshops	41

2024-2025 HIGHLIGHTS

HFC OPENING

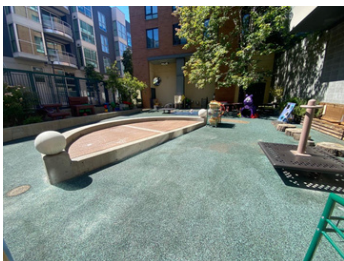
In January 2025, MNC proudly opened the Helen Fabela Chavez Early Care and Education Campus, marking a major milestone in the expansion of high-quality early learning spaces for San Francisco families. The campus was thoughtfully transformed from a former San Francisco Police Department station into a state-of-the-art early care and education facility designed to meet the needs of infants, toddlers, and preschool-aged children. The site includes one Infant classroom, three Toddler classrooms, two Pre-K classrooms, and three dedicated outdoor play areas that support safe, engaging, and developmentally appropriate learning experiences.

The campus is named in honor of Helen Fabela Chavez, recognizing her leadership and enduring role as the matriarch of the Farmworkers Movement alongside César Chávez. To celebrate the opening, MNC welcomed community members, city partners, and local leaders for a campus open house and tour, which also served as an opportunity to connect families with enrollment options and highlight MNC's commitment to culturally rooted, high-quality early education.



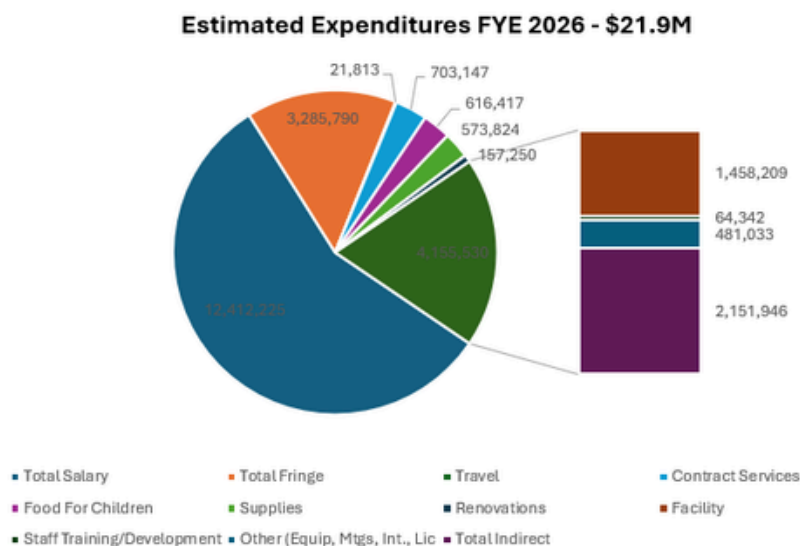
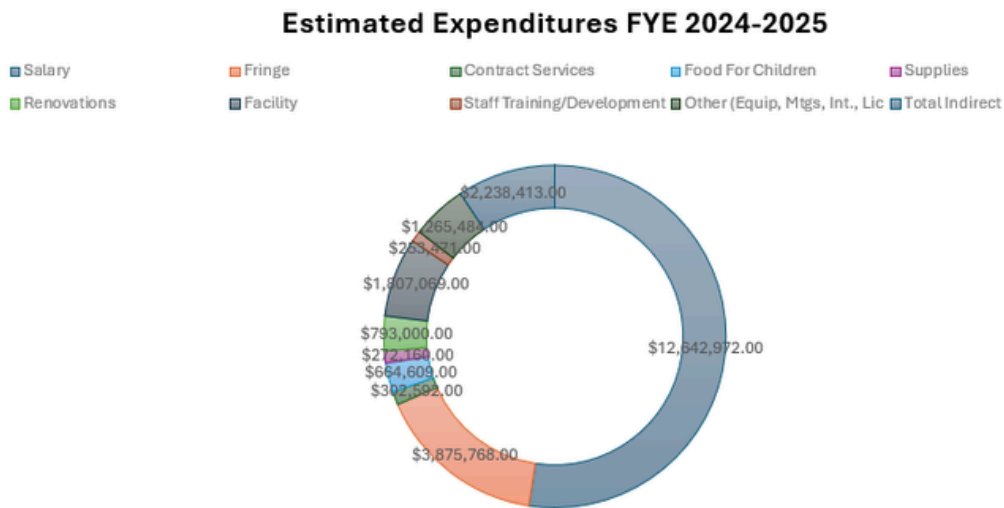
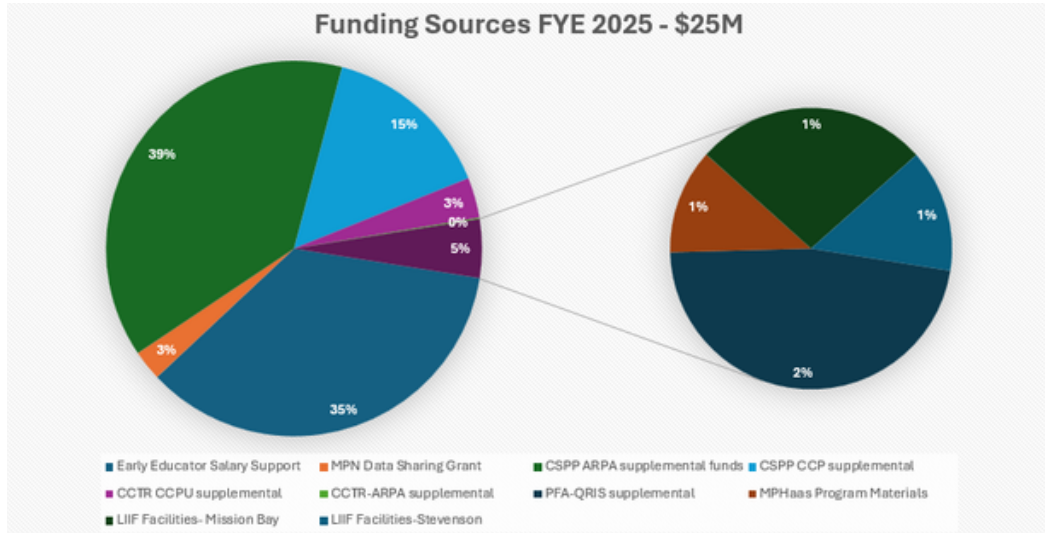
STEVENSON AND MISSION BAY CONVERSIONS

To better meet the growing demand for care for younger children, MNC completed classroom conversions at MNC Stevenson Campus and one classroom at MNC Mission Bay Campus to open new toddler classrooms in program year 2024-2025. These renovations reflect MNC's strategic approach to addressing enrollment gaps by shifting capacity where community need is greatest. By converting select preschool classrooms into toddler learning spaces, MNC expanded access to high-quality early care for younger children in neighborhoods where these options are more limited, strengthening support for families during a critical stage of early development.



FINANCIALS

The FYE 2025 Audit was conducted by Harshwal & Company LLP. Their report was unmodified and showed no findings, weaknesses, deficiencies, or out of compliance areas.





MNC
INSPIRING SUCCESS
INSPIRANDO ÉXITO

EARLY CARE
AND EDUCATION

CONTACT

Administrative Office
MNC Wolfsohn Campus
362 Cap Street, San Francisco, CA 94110
415-206-7752

