

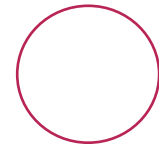


 **tandem**®  
Partners in Early Learning

# 2020-2021 Annual Report

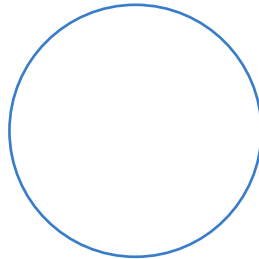
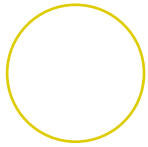


# Our Vision and Mission



We envision a just society where children thrive.  
Our mission is to co-create equitable, high-quality early learning experiences.

We collaboratively develop an early learning ecosystem that supports children 0-5 wherever they go: in their homes, schools, child care, libraries, health clinics, parks, and more. By partnering with adults across children's lives, we deliver impactful early learning opportunities that meet community priorities and address systemic barriers to access.



# A Letter from our Executive Director

With a global pandemic, a long overdue reckoning around racial justice, and a shift to online programming, this year at Tandem was like none other. Undaunted by these challenges, we doubled down on our mission and our commitment to the communities we serve to deliver another year of exceptional programming.

As school closures continued through the year, necessity drove innovation. Our program staff spent the year designing and delivering programs in virtual formats while remaining sensitive to issues of technology equity and access. We distributed over 31,000 books, a record in Tandem's history. These books, combined with recorded read alouds and activity guides, provided a cohesive resource for families and educators seeking to support children's learning.



While Tandem's work has always centered on equity and social justice, this year, we leaned even harder into an explicitly antiracist approach. Building on our book collection, we became more intentional about using story time to lift up racial equity, providing families and educators with strategies for talking about diversity and inclusion during book-sharing experiences.

In the context of the national conversation around child care, we raised our voices along with others to champion for families and childcare providers. We organized [a town hall with U.S. Congressman Eric Swalwell](#) and sent [a letter to Speaker Pelosi](#) in partnership with other organizations. We also co-authored [an article in Ed Source](#) to illuminate the impacts of the child care crisis on all Americans.

Through these efforts, I saw nothing but leadership and resourcefulness from our team, caring and commitment from our partners and supporters, and courage and resilience from the thousands of children, families, and educators we are honored to serve. I have never been more proud — or more humbled — to be the leader of this incredible organization.

A commitment to equity is at the heart of Tandem and 2021-2022 will be no different. Guided by a strong set of values and ambitious goals, we are dedicated to thoughtful, responsible innovation both in our programs and in the organizational culture we want to nurture and sustain. And, along the way, our north star is the belief that caring for children, families, and communities is simply the right thing to do to create a just society where children thrive.

Thank you, as always, for being Tandem's partner and for supporting us in everything we do.

In community,

Savitha Moorthy  
Executive Director  
Tandem, Partners in Early Learning

# 2020-2021 by the Numbers

**22,644**

children and families served

**1,314**

parents and caregivers served

**2,063**

educators and family support professionals served

**669**

StoryCycles classrooms

**142**

workshops

**102**

community events

**31,108**

books given away to families and educators

**178**

online recorded read alouds

**98%**

of Tandem workshop participants reported that they felt confident in implementing the techniques learned in the workshop

**90%**

of participants were very satisfied with the workshop

**88%**

of participants reported that the content was "totally clear"



*"I love StoryCycles because kids love the responsibility of taking care of the book bag, and the parent and the child get to have a moment together when reading books. Books are a great way to get families together!"*

- StoryCycles Educator

*"Literacy Champions has helped me to develop my 4-year-old son's literacy skills, and now he can read me a whole book by just looking at the pictures even though he can't read the words yet. Thanks to this program I've gotten really involved in early learning."*

- Albertina Ulloa

*"Tandem's work in the community is heartfelt, meaningful, and impactful. And as an independent author, their support is appreciated."*

- Dr. Khalid White

# What We Do

Using multilingual, multicultural picture books as a starting point, Tandem supports early development across language, literacy, math, social-emotional learning, social justice, and more.



## StoryCycles

Sharing books, connecting school and home

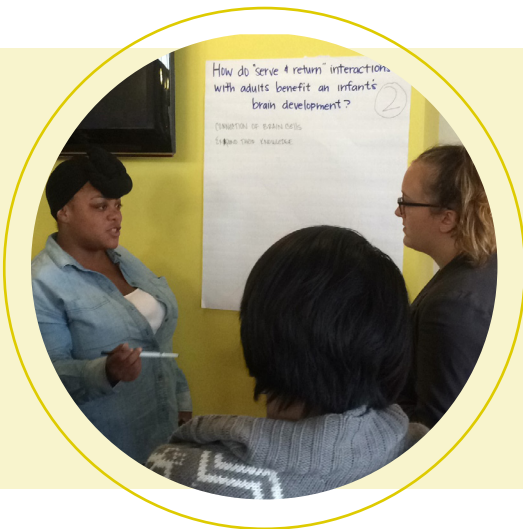
- » Access to diverse, multilingual books (up to 100/year)
- » Family engagement
- » Educator professional development



## Early Learning Everywhere

Engaging families, fostering learning

- » Family workshops
- » Give Me 5 Play & Learn groups
- » Community events
- » Building home libraries



## Network Capacity Building

Strengthening the early education ecosystem

- » Educator and staff professional development
- » Community leader cohorts
- » Innovation and curriculum development

# StoryCycles

## Sharing books, connecting school and home

StoryCycles bridges school and home through book bag rotation which provides children with up to 100 books each year. Tandem's Early Learning Specialists also provide support for educators and caregivers to build and strengthen book-sharing practices at school and at home.

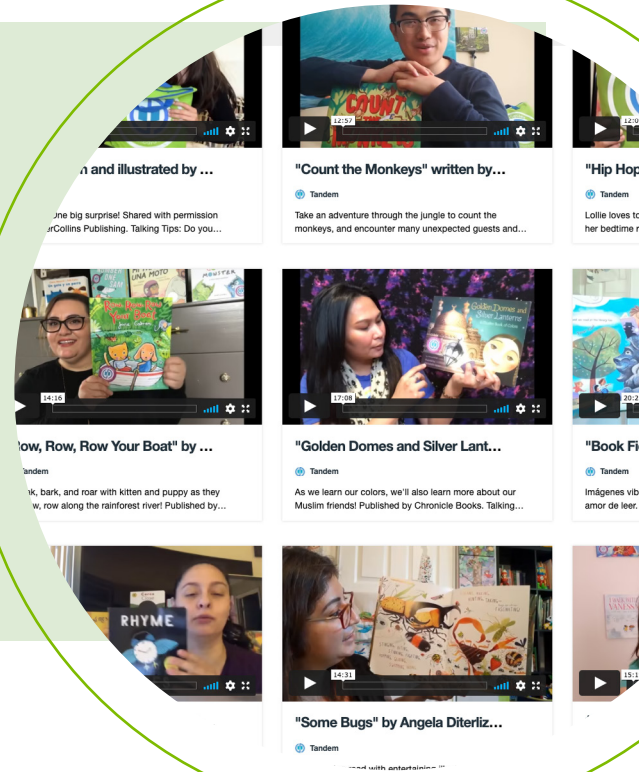


### StoryCycles During COVID-19

Tandem continued to provide access to high-quality books and wraparound support for educators and caregivers with a focus on supporting at-home learning.

- **31,108 books** distributed
- **50+ storybook activity guides** that offer tips for conversations and activities to build on each book
- **178 pre-recorded read alouds** in 6 languages

Enjoy a few of these new virtual resources [here](#).



**85%** of StoryCycles families spend more time engaging with their child after sharing a book

**84%** of educators reported that they gained a new interactive reading skill or increased their use of an existing skill



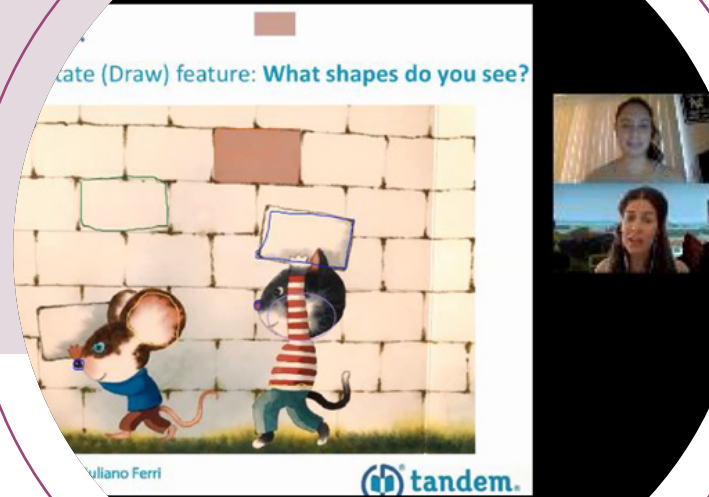
*"Tandem connects children to their imagination and love for books. The read alouds give a chance to see how to model reading with book, preparing activities, in songs, and play and have fun with the children."*  
- Online Read Aloud Participant

# Early Learning Everywhere

## Engaging families, fostering learning

Early Learning Everywhere supports children who are not enrolled in formal care through family-focused programming including workshops, play & learn groups, and book giveaways to build home libraries.

Like all of our programming, our playgroups went virtual. Each play & learn session included an **interactive read aloud** and an activity that **extended the learning experience** beyond the pages of the book. In many instances, families received a copy of the book and materials for completing the activity.



*"Thank you for all the amazing skills and materials that you provide for our community. It is instrumental to the growth of our future!"*  
- Early Learning Everywhere Participant



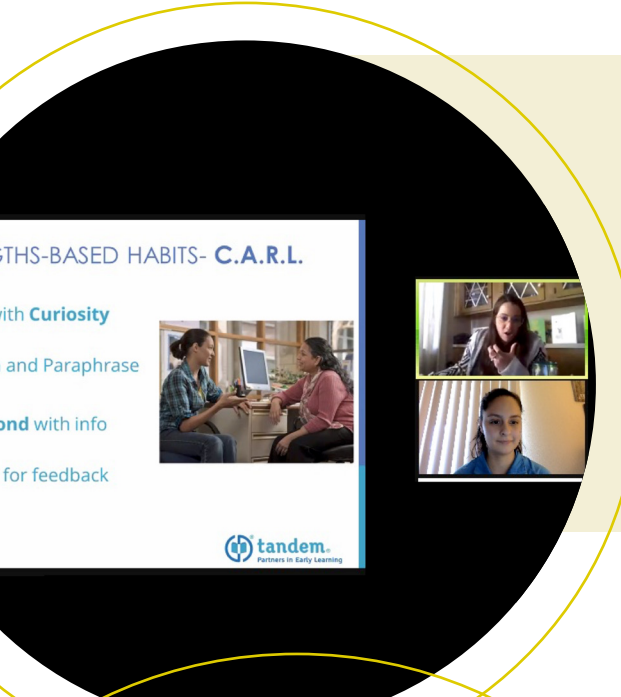
Throughout this year, **community book giveaways** continued to promote access to books, helping families build diverse home libraries.



# Network Capacity Building

## Strengthening the early education ecosystem

Network Capacity Building includes innovative, custom professional development programs for agencies, community leadership cohorts, as well as access to our high-quality, multilingual books and activity guides.



Tandem redesigned each workshop for high-quality online delivery. Our professional development offerings provided **information and resources** on a variety of timely, relevant topics including **social-emotional learning** and **trauma-responsive practices**.

**PARTNER WITH US!**  
Learn more about some of the workshops and curricula we offer [here](#).



*"I really appreciated the strategies to support our children when experiencing tense emotions and how to use the emotional support and coaching."  
- Workshop Participant*



Literacy Champions is a cohort of **parent leaders** who partner with Tandem staff to provide community-based early learning programs. During the pandemic, the Literacy Champions worked with Tandem staff to offer **Abriendo Puertas** as a virtual workshop series. They adapted the content for a **two-generation model** engaging parents and children together, and they incorporated some of their own skills and expertise - like Zumba! - into the curriculum.



# Our Book Collection

## Building diverse libraries

Tandem has over **40,000 books** in rotation through StoryCycles. In 2020-2021, we gave away 31,108 books to build **home and classroom libraries**.

True to our start as a book-sharing program, we continue to use **multilingual, multicultural picture books** as a foundation, and build on those books to support early development across language, literacy, math, social-emotional learning, social justice, and more.

Our collection relies on high-quality books that make room for everyone and intentionally reflect the cultural and linguistic diversity of the Bay Area.



Each book is  
**CAREFULLY  
REVIEWED**  
according to  
Tandem's values

**1,600+**  
**TITLES**  
and  
ever-growing

**DIVERSE,  
AFFIRMING**  
representations  
of children and  
families

**21  
LANGUAGES**  
represented



Check out a small selection of our ever-growing StoryCycles collection [here](#).

# Responding to Systemic Racism

The ongoing challenge of systemic racism in the United States has highlighted the urgent, important need to raise children who are inclusive, empathetic, and able to think critically and compassionately about racial justice. Building on our diverse book collection, Tandem refined programming to be more intentional about using story time to lift up racial equity.



Tandem's workshop, **Supporting Diversity and Inclusion with Storybooks**, offers criteria for evaluating books and strategies for introducing ideas about equity, diversity, and inclusion into storytimes.



Our pilot program, **Mirrors, Windows, and Sliding Glass Doors**, engaged a cohort-based community of parents who met on a monthly basis to explore how children's books can support age-appropriate conversations about race and racial equity.

Watch us in Embrace Race's webinars [here](#) and [here](#).

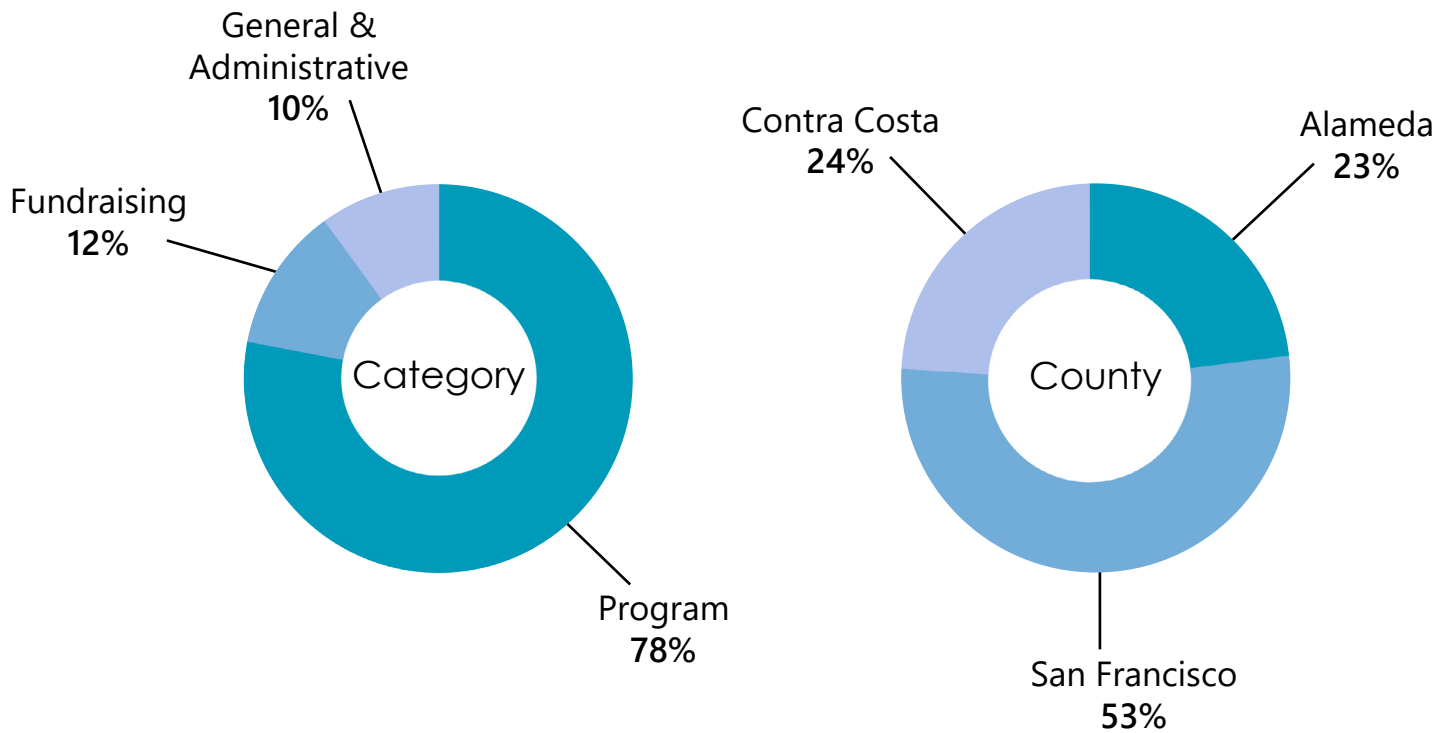
Tandem partnered with [Bank Street Education](#) to organize an author panel on February 24, [Celebrating Black Voices in Children's Literature](#). This event brought together four writers — [Angela Dalton](#), [Breanna J. McDaniel](#), [Khalid White](#), and [Robert Liu-Trujillo](#) — and over 300 participants for a magical evening where authors talked about their books, why they write, and what they want people to take away from reading their books.



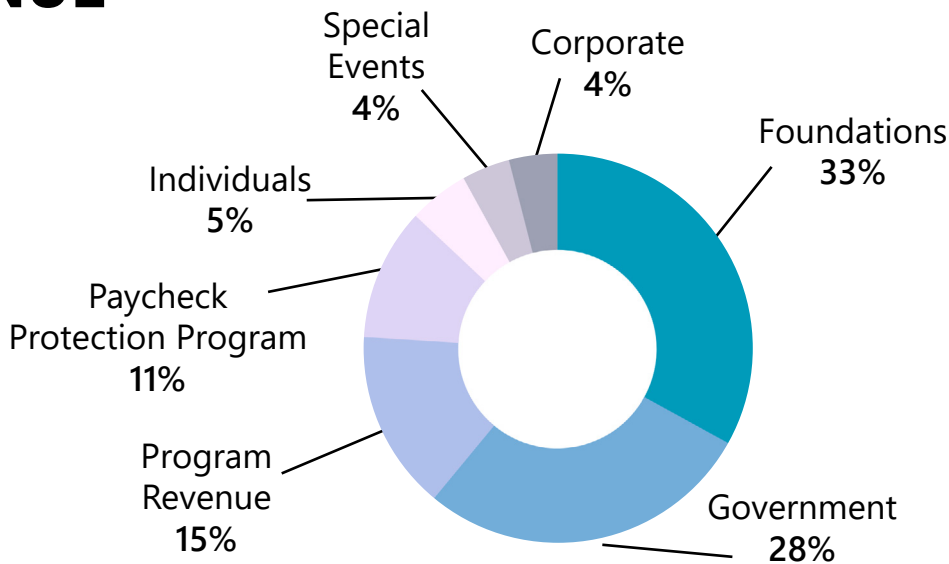
# Financials for Fiscal Year Ending June 30, 2021

## EXPENSES

Total Expenses: \$1,759,452



## REVENUE\*



\* Final 2020-2021 revenue will be added upon completion of annual audit. Percentages are approximate.

# Thank You To Our Community Of Partners

At Tandem, everything we do is in partnership with families, nonprofits, schools, and other organizations in the community. Through our network of over 71 partner organizations and 32 funders, we are able to create something together that we would not be able to do on our own.

## Program Partners

We are grateful for our diverse network of mission-aligned partners

4Cs of Alameda	Family Connections	Oakland Housing Authority
A Better Way	Family Justice Center	Oakland Literacy Coalition
Alameda Fathers Initiative	Fatherhood Initiative of San Francisco	Oakland Public Library
Aspire Education Project	FCC Quality Networks	Oakland Starting Smart and Strong
BANANAS	Felton Institute	Oakland Unified School District
BMAGIC	First 5 Alameda	Pittsburg Unified School District
Boston College, Lynch School of Education	First 5 Centers in Contra Costa	Prescott Joseph Center for Community Enhancement
Brilliant Baby	First 5 Contra Costa	Refugee & Immigrant Transitions
Building Blocks for Kids Collaborative	First 5 San Francisco	Roots Community Health Center
Cal State East Bay Institute for STEM Education	First Baptist Head Start	Safe Return Project
Child Family and Community Services	GLIDE	Saint Vincent's Day Home
Children's Council of San Francisco	Good Samaritan FRC	San Francisco Office of Early Care and Education
Children's Fairyland	Hamilton Families	San Francisco Recreation and Parks
City of Oakland Head Start	Hayward Promise Neighborhood	San Francisco Unified School District
CoCoKids	Hayward Public Library	SF Family Support Network
Compass Family Services	Heron's Head Park EcoCenter	SOMACC
Contra Costa Community Services Bureau, Head Start Program	Homeless Prenatal Program	Support for Families
Contra Costa Public Library	Human Services Agency Foster Program	The Unity Council
COPE	Kai Ming Head Start	Union City Family Center
Development and Research in Early Math Education Network	Lincoln Family Services	We Care Services for Children
Early Childhood Mental Health - Comprehensive Therapeutic Preschool	LitLab	West Contra Costa Unified School District
Early Learning Network	METAS	WIC San Francisco and Contra Costa
Edgewood Family Resource Center	Mission Neighborhood Centers, Inc.	Wu Yee Children's Services
Education for Change	Mission Promise Neighborhood	YMCA Bayview Family Resource Center
FACES SF	Mount Diablo Adult Education Preschool Programs	YMCA of the East Bay
	National Book Foundation, Book Rich Environments	YMCA of San Francisco
	Oakland Ed Fund	

The ongoing partnership and support from our community of funders helps make our work possible.

## July 2020- June 2021 Funders

- |   |   |
|---|---|
| Adobe Employee Community Fund                       | James Irvine Foundation   |
| Alameda County Board of Supervisors, District 2     | Joseph & Mercedes McMicking Foundation                                |
| Anonymous Fund at the East Bay Community Foundation | Kaiser Permanente   |
| Bank of San Francisco                               | Kathlyn McPherson Masneri and Arno P. Masneri Fund                    |
| Bella Vista Foundation                              | Kenneth Rainin Foundation   |
| Bernard E. and Alba Witkin Charitable Foundation    | KLA Foundation  |
| Clorox Company Foundation                           | Mimi and Peter Haas Fund  |
| Credit Suisse                                       | Mission Economic Development Agency                                   |
| Dean and Margaret Leshner Foundation                | Pinto Foundation Fund at the Community Foundation for Greater Buffalo |
| Dodge & Cox   | Quest Foundation  |
| First 5 Alameda                                     | Salesforce  |
| First 5 Contra Costa                                | San Francisco Office of Early Care and Education                      |
| First 5 San Francisco                               | Silverbird Fund   |
| First Tech Federal Credit Union                     | Stocker Foundation  |
| Fremont Group Foundation                            | Surge Institute   |
| Heising-Simons Foundation                           | Trio Foundation   |
| Hirani Family Foundation                            | Warriors Community Foundation   |
| Horizons Foundation                                 | WebCor  |

### To our individual donors and volunteers:

We simply couldn't do our work without our committed donors and volunteers who support Tandem through time, knowledge, and resources. We are grateful for your involvement in the Tandem community.



At Tandem, we envision a just society where children thrive. Thank you for partnering with us to support early learning in the Bay Area.

*Click below to learn more and get involved:*

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AN EVENT

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PROGRAMS



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