2021-2022 Annual Report
Vision & Mission

Tandem, Partners in Early Learning® is a nonprofit working at the intersection of social justice and early childhood education. We envision a just society where children thrive. Our mission is to co-create equitable, high-quality early learning experiences in partnership with families, educators, and community partners. We know that investing in early learning is key to interrupting patterns of racial and economic exclusion, and we prioritize work with communities disproportionately impacted by systemic oppression.

Programming

Tandem works alongside preschools, childcare providers, and a variety of community-based organizations to design and implement high quality early learning experiences for children in the San Francisco Bay Area. We provide professional development for educators and nonprofit staff, engage families through workshops and play-and-learn groups, and distribute multilingual, multicultural books.
A Letter from our Executive Director

Since our very beginning as an organization, Tandem has believed that access to high-quality, multilingual and multicultural books is critical, but it is just the beginning. We ground our work in the understanding that the years from birth to five are a critical period when 90 percent of a child’s brain development happens—and in the awareness that systemic barriers prevent all families from accessing high-quality early learning. This is why Tandem works with the adults in a child’s life—educators, families, caregivers, nonprofit staff, and other community leaders—to build a strong ecosystem where children receive exceptional support and early learning experiences wherever they go.

Over this past year, classrooms and community-based organizations tentatively returned to in-person learning; as they did so, we adjusted our programming to leverage the lessons that we learned since 2020. We are intentional about when programming happens in-person and when it happens online. We blend together hands-on materials, online elements, and real-time interactions which come together to spark seamless, joyful learning experiences. With the addition of online elements and new take-home activities, our program design is stronger than ever.

Looking forward, California is poised to make historic investments in early childhood both at the local and state levels. In our service area of Alameda, Contra Costa, and San Francisco counties, state and local policies and investments are coming together to address the negative impacts of the pandemic and work towards a strong, stable early learning system that meets the needs of families, providers, and the economy.

Tandem is excited to move forward with a bold three-year program roadmap that matches the energy and meets the needs of this moment. The transformative power of our work comes not only from what we do, but how we do it—in a manner that is aligned with our values and honors the strengths and the assets of the communities we serve. The audacious goals encapsulated in our vision (pages 10-11) will expand the reach and impact of programs while continuing to deliver on the things for which we are known and loved.

I am excited to share with you a snapshot from the past year, and a preview of the years to come. As you read on, you will see that in 2021-2022 our team at Tandem continued to do what we do best—serve children, families, and communities through joyful learning experiences—while also investing in staff well-being and professional development; strengthening our evaluation plan; and developing a vision and roadmap for the future.

As we enter 2022-2023, we are more grateful than ever for your support and partnership in our collective work towards equitable and high-quality early childhood education in the Bay Area!

In community,

Savitha Moorthy
Executive Director
Tandem, Partners in Early Learning
Through Tandem’s programming, children build solid early learning foundations and are increasingly ready for successful educational journeys. At the same time, schools and educators are well-equipped to support all children through multilingual resources and strengths-based practices.

### Tandem by the Numbers

15,313
Children and families served

<table>
<thead>
<tr>
<th>Adults engaged in workshops, professional development, and early learning experiences</th>
<th>Partnerships</th>
<th>Books and resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,619</td>
<td>709</td>
<td>26,000</td>
</tr>
<tr>
<td>Parents and caregivers</td>
<td>StoryCycles and Read &amp; Play classrooms</td>
<td>Multilingual, multicultural books distributed</td>
</tr>
<tr>
<td>3,724</td>
<td>75</td>
<td>4,000</td>
</tr>
<tr>
<td>Educators and staff at family-serving community organizations</td>
<td>Nonprofits, school districts, and education agencies</td>
<td>Downloads of early learning tips and activity guides</td>
</tr>
</tbody>
</table>

“"I learned how important it is to honor the home language of children and families.””

- Participant in Myths and Truths of Bilingualism workshop

- Newly designed and piloted 5-week play-and-learn group: Give Me 5 Math

| 55 | 1 |
| New online read alouds, bringing our video library to **233 titles** shared in eight languages | New online read alouds, bringing our video library to **233 titles** shared in eight languages | 1 |
Theory of Change

Tandem envisions a just society where children thrive.

We contribute to an ecosystem where children encounter rich early learning experiences wherever they go.

**Families**
- Access multicultural books and learning materials in their home languages
- Connect with supportive networks of peers and trusted experts
- Are confident in their strengths and knowledgeable about child development
- Strengthen and sustain joyful learning practices

**Educators**
- Access high-quality instructional materials that reflect the languages and cultures of children in their care
- Connect with professional communities that promote continuous learning
- Implement research-based practices that support child development through joy and play
- Engage with families as partners in their children’s learning

**Communities**
- Support children and families with early learning resources and co-create experiences at libraries, parks, health clinics, family resource centers, and more
- Commit to advancing children’s early learning and development
- Advocate for equitable policies that center the well-being of children & families
What We Do

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

StoryCycles Program
Sharing books, connecting school and home
- Access to diverse, multilingual books (up to 100/year)
- Family engagement
- Educator professional development

The new Read & Play Club adapts this program to support in-home family child care providers.

Early Learning Everywhere
Engaging families, fostering learning outside of the classroom
- Family workshops
- Give Me 5 play-and-learn groups
- Community events and book giveaways

Network Capacity Building
Strengthening the early education ecosystem
- Educator and staff professional development
- Community leader cohorts
- Innovation and curriculum development
Highlights from 2021-2022

Throughout 2021-2022, our team supported the return to in-person learning while continuing to support children, families, and educators through hybrid and take-home resources.

We are pleased to share just a few highlights from Tandem’s programming across San Francisco, Alameda, and Contra Costa counties over the past year:

Relaunch and recovery for 700+ StoryCycles classrooms

In 2020, Tandem experienced unprecedented materials loss. When schools closed suddenly, children had their StoryCycles books and bags at home. Since then, many students have relocated or entered kindergarten. In 2021-2022, Tandem focused on replenishing classroom book rotation libraries and working with educators to relaunch the program. We have successfully returned to in-person StoryCycles programming, while continuing to provide virtual support for educators and families.

Distribution of 25,000+ books

Tandem is committed to increasing access to resources in school and at home through book giveaways. To build on each book, we provide guides and interactive read aloud videos with activities aligned to the California Preschool Learning Foundations. Check out an activity guide and video for the Rabbit Listened, featuring tips for helping kids talk about their feelings.

“StoryCycles is the most effective school/home connection we have.”

– Head Start Educator

Families select books at Oakland’s Prescott School Community Garden Day and BBQ
Highlights from 2021-2022

Launch of the Read & Play Club

*Partnership with First 5 San Francisco and the Office of Early Care and Education*

Over the past year, 101 San Francisco family child care providers participated in the Read & Play Club pilot. Over 900 children and families received 10 books with accompanying activity guides, activity materials, and invitations to monthly interactive play groups. In monthly book clubs, educators shared their expertise and discussed how to extend the learning beyond storytime and how to use books to support conversations about race and equity in the classroom.

“Through the monthly meetings and practicing, I have become more aware of the purpose and importance of reading to children...I have become more creative and have more ideas for interactive reading.”

– Family child care provider

Partnership with Welcome Home Baby

Tandem partnered with Welcome Home Baby to train their staff on Tandem’s Give Me 5 play-and-learn curriculum and provide books for clients. Welcome Home Baby staff members will share activities, strategies, and distribute these books as they provide important support through home visits with 200 families in Contra Costa County.

“As I visit with my clients I have been taking the time to emphasize the benefits and importance of early literacy—clients are always shocked to hear just how much vocabulary kids can build with exposure to stories, songs and literacy.”

– Welcome Home Baby staff
Highlights from 2021-2022

Development and pilot of Give Me 5 (Math)

In collaboration with a parent advisory group, Tandem completed the design of Give Me 5 (Math), our family playgroup series that uses play-based activities to build the capacity of adults to promote children’s learning. Tandem will continue to integrate this subject into our core programming because high-quality, play-based early math learning experiences support proficiency and later achievement in both mathematics and reading.

“I got more knowledge about how to incorporate math with the kids. Math is not just ‘1+1+1.’ We can do math with anything, even when we share a book or do clean up. We can use anything in the house, not any specific material that we need to buy. [After participating in the playgroup], my daughter is excited to do math. She says, ‘We need to do math,’ and sometimes she just counts if we find something.”

– Leticia

Leticia is the mother of a four-year-old daughter and the owner of Love Living Daycare. She was a member of Tandem’s early math community advisory group that partnered with Tandem staff to co-design the Give Me 5 (Math) curriculum.

Learn about upcoming early learning events and opportunities to get involved!

Sign up for our newsletter
Looking Forward

In communities impacted by poverty, racism, and other stressors, access to and quality of publicly funded preschool programs and learning resources for families is still a major challenge. And the pandemic has exacerbated existing inequities.

Future Goals:

To better support children and families across the Bay Area, Tandem is entering a growth period. Based on community input, we have designed a multi-year program roadmap to guide growth in alignment with our mission and values.

By 2025, Tandem aims to:

- Partner with over 1,500 classrooms to double our StoryCycles presence
- Deepen community-based Early Learning Everywhere to support families outside of formal education
- Strengthen the early learning field through professional development for educators and nonprofit staff; cohorts of community leaders; and innovation in key areas like early math.

“The books have helped me explain to children that discrimination and racism exist, but that we, with the power of empathy and understanding others, can help make this world better. And I also encourage [children] to celebrate the differences between people, but also the commonality that we have between us.”

– Family child care provider

Each year, Tandem will provide 24,000+ children and their families with meaningful, ongoing learning experiences that address systemic barriers to opportunity.
Investment in Our Future

The three counties that Tandem serves—Alameda, Contra Costa, and San Francisco—are poised to make historic investments in family-strengthening policies and early childhood learning and development. In these communities, state and local policies will come together over the next few years to address the negative impacts of the pandemic and build a strong, stable early learning system that meets the needs of families, providers, and the economy.

With big plans ahead, we continue to grow and strengthen our organization. In 2021-2022, Tandem invested in:

- **Staff infrastructure and expertise by building a cross-county curriculum team to support continuous improvement and innovation**
- **A refinement of our theory of change, logic model, and a robust evaluation plan**
- **A multi-year partnership with Radicle Root Collective to design and implement an organization-wide racial equity plan that will guide key policies and practices to support our diverse team**

The audacious goals and the organizational investments encapsulated in our vision will expand the reach and impact of programs to serve larger numbers of children, families, and educators in a deeper, more effective manner.

The transformative power of our work is not only in what we do, but *how* we do it: through a values-aligned, community-centered approach that builds on the strengths of families, educators, and communities to sustain high-quality early learning experiences.

An investment in children in their earliest years is an investment in our future. We look forward to continuing to work with our broad community of partners towards a future where children and families thrive.

As public priorities align to increase the quantity and quality of early care and learning experiences, **Tandem is excited to move forward with a bold three-year vision that matches the energy of this moment.**

Dive deeper into our vision for the future.

[Read this blog]
Fiscal Year Ending June 30, 2022*

Financials

Revenue Total
$2,195,729

Foundation & Corporate
$1,080,429

In-Kind Goods & Services
$96,425

Rental & Other Income
$66,197

Individual
$95,845

Special Events
$44,143

Government
$507,207

Program Income
$305,482

Programming
$1,568,600
(Books $304,725)

Management & General
$233,009

Fundraising
$237,860

Expenses Total
$2,039,469

* This represents unaudited financials as a reflection of revenue and expenses for the 2021-2022 fiscal year. To view or download audited financial statements, visit www.tandembayarea.org.
Thank you to our
Community of Partners

Core to Tandem's model is working alongside partner organizations across a diverse range of settings that serve children and families. Through our network of partner organizations and funders, we are able to create something together that we would not be able to do on our own.

Program Partners

4Cs of Alameda County
A Better Way
Alameda County Office of Education
Alameda County Fathers Corps
Aspire Education Project
BANANAS, Inc.
BMAGIC
Boston College, Lynch School of Education
Brilliant Baby
Building Blocks for Kids
Children’s Council of San Francisco
Children’s Fairyland
City of Oakland Head Start
CocoKids
Contra Costa Community Services Bureau, Head Start Program
Contra Costa County Public Library
C.O.P.E. Family Support Center
Development and Research in Early Math Education Network
Early Childhood Mental Health–Comprehensive Therapeutic Preschool
Early Literacy Network
East Bay Agency for Children
Edgewood Family Resource Center
Education for Change
FACES SF
Family Connections
Family Justice Center
Fatherhood Initiative of San Francisco
Felton Institute
First 5 Alameda
First 5 Contra Costa
First 5 San Francisco
GLIDE
Good Samaritan Family Resource Center
Hawthorne Family Resource Center
Hayward Promise Neighborhood
Hayward Public Library
Heron’s Head Park EcoCenter
Homeless Prenatal Program
Kai Ming Head Start
Lincoln Family Services
Los Medanos College Child Study Center
Lotus Bloom Family Resource Center
Metas - Contra Costa College
Mission Neighborhood Centers, Inc
Mission Promise Neighborhood and Mission Economic Development Agency
Mount Diablo Adult Education Preschool Programs
National Book Foundation, Book Rich Environments
The Oakland Public Education Fund
Oakland Housing Authority
Oakland Literacy Coalition
Oakland Public Library
Oakland Starting Smart and Strong
Oakland Unified School District
Pittsburg Unified School District
Prescott Joseph Center for Community Enhancement
Refugee & Immigrant Transitions
River to Coast Family Services
Roots Community Health Center
Saint Vincent’s Day Home
San Francisco Office of Early Care and Education
San Francisco Public Library
San Francisco Recreation and Parks
San Francisco Unified School District
SF Family Support Network
San Jose Public Library
Support for Families
The Unity Council
Union City Family Resource Center
Volunteers of America Los Angeles
We Care Services for Children
Welcome Home Baby
West Contra Costa Unified School District
WIC
WuYee Children’s Services
YMCA Bayview Family Resource Center
YMCA of the East Bay
2021-2022 Institutional Funding Partners

“I like when they ask me to read because before it was like a chore I had to bribe them to come and sit for a story. Now I have to make an excuse to stop reading to cook or give baths, etc…. it’s great!”

– StoryCycles Caregiver

Adobe Employee Community Fund
Alameda County Board of Supervisors, District 2
Anonymous Fund at the East Bay Community Foundation
Bank of San Francisco
Bella Vista Foundation
Bernard E. & Alba Witkin Charitable Foundation
California Office of the Small Business Advocate
Campbell Foundation
Clorox Company Foundation
Couric Family Fund of the East Bay Community Foundation
Dean and Margaret Lesher Foundation
Dodge & Cox
Dolby Family Fund at Marin Community Foundation
Dr. Seuss Foundation
Eat. Learn. Play. Foundation
First 5 Alameda County
First 5 Contra Costa County
First 5 San Francisco County
First Tech Federal Credit Union
Fremont Group Foundation
Heffernan Group
Hellman Foundation
Heising-Simons Foundation
Intero Foundation
Lesbians for Good
James Irvine Foundation
Joseph & Mercedes McMicking Foundation
Kathlyn McPherson Masneri and Arno P. Masneri Fund
Kaiser Permanente
Kenneth Rainin Foundation
Living on the Go Foundation
Mimi and Peter Haas Fund
Mission Economic Development Agency
Pinto Foundation Fund at the Community Foundation for Greater Buffalo
Presence Product Group
Quest Foundation
Salesforce
San Francisco Office of Early Care and Education
Stein Early Childhood Development Fund
Schroeder Family Foundation
Stocker Foundation
Trio Foundation
Warriors Community Foundation
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.

An Anonymous Advisor
Wendy Aitken
Jessica Almendarez
Ed Alter
Jacklyn Altuna
Chris and Jordan Brown
Jim and Tae Kouzes
Deirdre Ashby
Megan Backer
Amando and Erika Balbuena
Meena Balgopal
Francis and Maureen Barton
Julie Barton
Kathleen Bates
Suzan Bateson
David Beale Myers
Kelly V. Beck
Christopher Berrios
Chetana Bisarya
Mina Bisarya
Andrew Bodo
Jane Bruyere
Ann Bryson
Henry Burger
Michael Chae
Susan Chen
Eileen and Victor Chieco
Sara Chieco
Elaine Clifford
Juliet Clothier
Mary Conlon-Almassy
Marilee Cosgrove
Charlie Cowell and Kari Mullican
Nadinne Cruz
Michael Dab
Ana and Jim Dengler
Narges Dillon
Hanna Doerr
Dr. Donna Dolislager
Abigail and Todd Donahue
David Donovan
George Drapeau
Bunmi Esho
Weston Fillman
Carmen Fleck
Aubrey Francisco
Mary Ellen Fullhart
Lawrence Gallagher
Bridget Galli
Audrey Garfield
Linda Gebroe
Amy and Andrew Gelman
Michael Genhart
Janay Giesy
Thomas Gould
Margaret Gray
Iain Gray
Abhishek Gurunathan
Kerre and Matt Gutierrez
Josephine Ha
Ryan Hazelton
Thomas and Terry Hazelton
Robin Healy
Matilde Hollander
dvora Honigstein and Mary Sue Philp
Mango Huang
Sarah Husain
Raja Itani
Sami Iwata
Nancy Johnson
Amelia Klawon
Richard and Doreen Kopf
Vijay Krishnamurthy
Ashutosh Kulkarni
Diane Liguori
Lori Lindburg
David Linsmayer
Lian Liu
Richard Lopez
Mimi Main
SalliAnne Maliguine
Sylvia Yee and Brian McCaffrey
Michelle McDowell
Jack McKeown
Andrew McLoughlin
Pamela Miller
Martha Millhaem
Sara Moked
Arun Moorthy
Julina Moy
Christian Nelson
Mari Nichols
Marjorie Nissly
Tuli Nivas
Shereda Nosakhare
Bella Oguno
Lisa Olson
April Oquenda
Susan Pence
Bill Penuel
Cassie Perham
Priya Pinto
Jackie Schmidt-Posner and Barry Z. Posner
Lucas Poynter
Anjali Pradhan
Leticia Preciado-Gomez
Mary Jo Price
Mike Rafferty and Molly Wertz
Shobana Ramakrishnan
Kartik Ramchandran
Priya Rao
Camille Rapacz
Kristi Rasmussen
Tyler Richendollar
Virginia Ring
Sara Rizik-Baer
Jeremy Roschelle
David Schleifer-Lee
Nancy Schmidt
Julia Sen
Linda Solin
Andrew Stanley-Jones
Carl Steidtmann
Tenley Stillwell
Michele Stillwell-Parvensky and Ryan Tierney
Dulce Torres-Petty
Jerry Tung
Georgia Vaughan
Arul Velan
Christine Velez
Rebecca Verhoof
Marcia Wertz
Celine Willert
Gary Zellerbach
Laura Zellerbach

We are grateful for our diverse network of mission-aligned individuals and organizations.
Join us in our vision for the future.

Make a contribution towards equitable early learning in the Bay Area
Learn about upcoming early learning events and opportunities to get involved

Make a contribution
Sign up for our newsletter

Thank you for partnering with us to support early learning in the Bay Area.

t: 415.683.5460
e: info@tandembayarea.org

San Francisco Office
1275 Fairfax Avenue, Suite 201
San Francisco, CA 94124

Alameda County Office
129 Filbert Street
Oakland, CA 94607

Contra Costa County Office
1350 Arnold Drive, Suite 200
Martinez, CA 94553