



# 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

# Tandem by the Numbers

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.



# 15,313

Children and families served

**Adults engaged in workshops, professional development, and early learning experiences**

## 1,619

Parents and caregivers

## 3,724

Educators and staff at family-serving community organizations

**Partnerships**

## 709

StoryCycles and Read & Play classrooms

## 75

Nonprofits, school districts, and education agencies

**Books and resources**

## 26,000

Multilingual, multicultural books distributed

## 4,000

Downloads of early learning tips and activity guides

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

- Participant in Myths and Truths of Bilingualism workshop

## 55

New online read alouds, bringing our video library to **233 titles** shared in **eight languages**

## 1

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

# 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

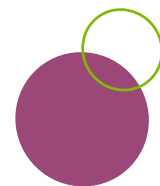
## Communities



- 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.

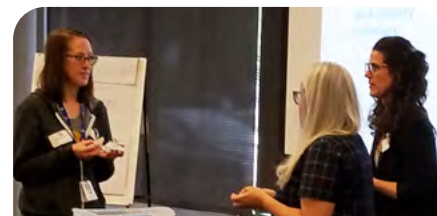
## Early Learning Everywhere



**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



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

[Sign up for our newsletter](#)

*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.*



# 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

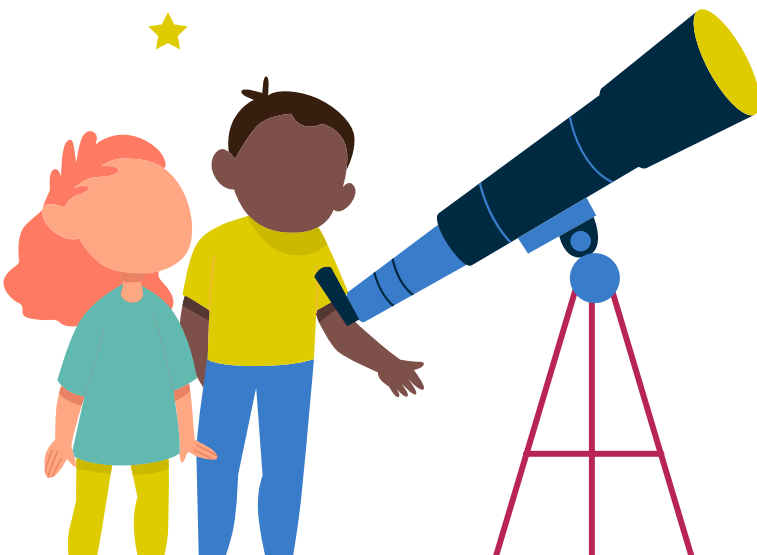


Deepen community-based Early Learning Everywhere to support families outside of formal education



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 be 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.**

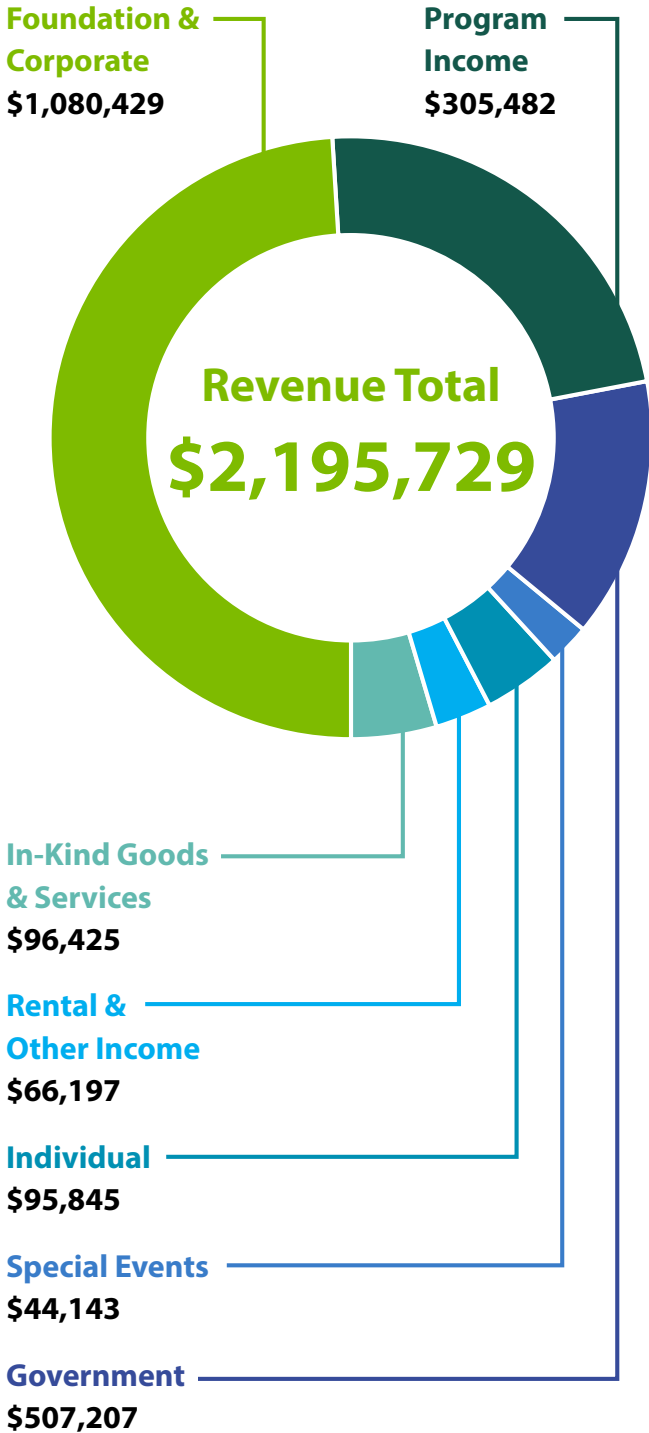
Dive deeper into our vision for the future.

[Read this blog](#)



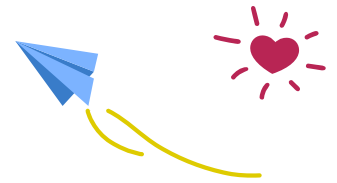
Fiscal Year Ending June 30, 2022\*

# Financials



\* 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](http://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  
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Celine Willard  
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

[Make a contribution](#)

Learn about upcoming  
early learning events and  
opportunities to get involved

[Sign up for our newsletter](#)

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



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