



Palo Alto Community Child Care
LEARNING, PLAYING, GROWING TOGETHER

ANNUAL REPORT

2023-2024

Serving Palo Alto Since 1974
www.paccc.org





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2023–2024 Board List

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Board List



Our Vision Our Mission & Unwavering Commitment

Vision: A community where children thrive, educators are valued, and families are supported.

Mission: PACCC partners with families and regional agencies to provide and advocate for exceptional and accessible childhood care and education.



Addition of Enrichment Programs for ALL at Infant-Toddler & Preschool Centers

Enrichment programs are an essential component in preparing young learners for school readiness. During 2024, PACCC invested in providing enrichment programs for all students in our infant-toddler and preschool centers at no additional cost to our families.

PACCC partnered with [Golden Acorn Music](#) to offer weekly music and movement enrichment classes at our infant-toddler and preschool centers. Golden Acorn Music specializes in bringing high-quality music programs to Bay Area preschools and libraries by delivering weekly curriculum directly to the children and teachers. Golden Acorn Music teachers engage with the children through songs, stories, movement and musical instruments while collaborating with the PACCC classroom educators.

PACCC preschool centers (where outdoor space allows) partnered with Las Americas Futbol to offer soccer classes to all of our preschool students at no additional cost to families! For more than ten years, Coach Jaime has been using soccer to teach PACCC children the importance of teamwork, exercise and self-confidence. During each Las Americas Futbol class, the children participate in soccer drills, conditioning drills and a scrimmage game.

According to the [Santa Clara County School Readiness: Fall Assessment Findings 2023 Report](#), the third most important asset for children’s readiness for kindergarten is Family Use of Community Resources.

Regarding the readiness of families and communities to support child development and readiness outcomes, parents/caregivers rated their top family concerns:

46%

of families reported they were not able to find enough engaging activities for their child.

This was rated as the second highest concern for families.

Parents/caregivers were also asked whether they had ever used multiple types of local family resources: **54%** reported having access to recreational activities and **21%** reported having access to arts/music programs.

To boost family support and enhance school readiness, families and teachers in the study recommended helping families pay for enriching activities.

Building the Early Childhood Education (ECE) Workforce

In alignment with our [Strategic Plan](#) goal to strengthen PACCC’s reputation as the employer of choice for educators through competitive total compensation, enriched professional development opportunities, and enhanced staff engagement strategies, PACCC is investing in the Early Childhood Education workforce in some new and exciting ways.

PACCC has partnered with Palo Alto Unified School District's **Career Technical Education Child Development Pathway Program** and First 5's **Child Development Apprenticeship Program** to provide vital on-the-job training and mentorship in companionship with free college coursework to engage the next generation of early educators.

Participants receive one to two years of hands-on experience working directly with children, families and educators in addition to individualized coaching, professional development, as well as free education, books, tutoring, peer support and more!



"The teacher apprenticeship program has been a great experience for me. Balancing hands-on practice as a teacher assistant with coursework has expanded my understanding of early childhood education and strengthened my passion for teaching." - **Lorena (Apprentice)**

"Being a Mentor has been a rewarding experience. I enjoyed watching my apprentice grow more confident and provide activities that were engaging and appropriate for the students. This program helps both teachers and mentors reflect and become stronger educators." - **Veronica (Mentor)**



The demand for early childhood educators is expected to grow in the coming years. This is due to an increase in birth rates and student population, a greater recognition of the value of early education, and the need to replace workers who retire or leave the workforce.

The Bureau of Labor Statistics projects that employment of preschool teachers will grow 4% from 2023 to 2033.

4%



Strategic Plan IN ACTION

Last year, PACCC shared our long-range [Strategic Plan](#).

When constructing the plan, we dreamed big and understood the outcomes would need a multi-phased approach.

The sequence of phases is designed to be a reflection of their importance, while also presenting a strategic approach to resource management, capacity building, and adaptation to change. Phasing means prioritizing certain goals at specific times and making these goals the primary focus of the organization's policy and practice in its appropriate time or stage. Each phase builds on the previous one, starting with foundational elements including Leadership Positioning and Financial Support for Families in Phase 1, progressing to Expanding Resource Hubs in Phase 2, and Refining Facilities, Technology, and Community-wide Projects in Phase 3.



Strategic Plan cont'd

Phasing of the goals means that during that phase the goal becomes PACCC's priority at a systemic level. Here's why this approach is crucial:

- 1** **Phase 1** serves as the foundational stage that paves the way for the subsequent phases, creating a logical progression toward achieving our long-term goals. Phase 1 addresses immediate priorities by positioning PACCC as a leader in educational transitions, enhancing financial support for families, and strengthening organizational leadership. These actions set the stage for Phase 2.
- 2** **Phase 2** builds upon our initial successes. Phase 2 focuses on expanding our reputation as an employer of choice, developing an inclusion program, and launching a resource hub for families. The expertise gained, coupled with our strengthened foundation, then positions us to take on Phase 3.
- 3** **Phase 3** refines our facilities and technology infrastructure, invites youth and family partners to participate in programming, and initiates community-wide projects.

This seamless progression allows us to adapt, build capacity, and strategically allocate resources to ensure the effective realization of our long-term objectives while remaining resilient in the face of changing circumstances.

Children Served

PACCC served a total of 1,131 children from 7/1/23 through 6/30/24, with 215 children receiving financial assistance, as follows:

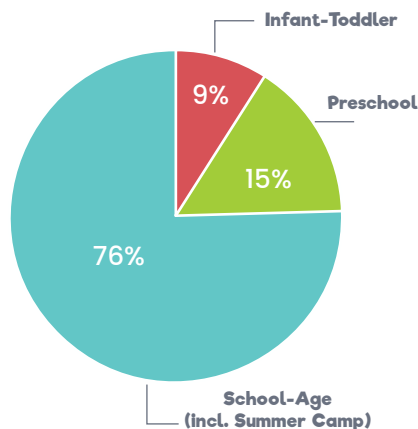
Number of children served:

Infant-Toddler	102
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Preschool	175
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School-Age (incl. Summer Camp)	854
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1,131



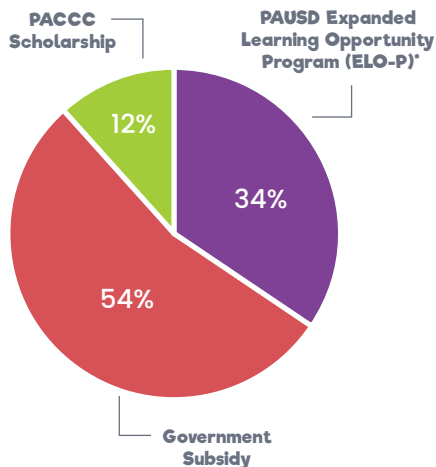
Number of children who received financial support:

PAUSD Expanded Learning Opportunity Program (ELO-P)*	74
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Government Subsidy	116
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PACCC Scholarship	25
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215



* A total of 126 enrollment spots were reserved for ELO-P

Financial Statement

July 1, 2023 – June 30, 2024



Income

Contributions and Fundraising	\$ 72,287	1%
Foundation Grants	\$220,013	2%
Government Contracts	\$1,997,282	15%
Other Revenue	\$226,033	2%
Contributed Rent	\$806,711	6%
Investment Income	\$351,478	3%
Service Fees/Earned Income	\$9,142,517	71%
Total Income	\$12,816,321	

Expenses

Program Services	\$ 10,911,032	88%
General Operations and Management	\$1,393,673	12%
Total Expenses	\$12,304,705	





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We would like to thank our donors for their commitment to the children of Palo Alto and thus, the future of this community through their generous donations!

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Anthony Smith
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Jane and Charlie Volpe
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- In Honor of Jerry Einfeld





50th Anniversary Celebration!

In celebration of our 50th Anniversary, PACCC has a new look and an expanded storyline! We wanted to pay homage to the original Child Care Task Force formed in 1974 by Palo Alto's City Council, whose vision for quality, affordable childcare and education served as a strong foundation for PACCC and still holds true today, a half-century later. [Read our feature-length story here!](#)

The new design represents empowerment and features a refreshed style alphabet block with a modern San-serif typeface and a playful color palette. Our graphic designer has utilized the same colors as the previous logo but with a more cohesive and lighter palette to represent the younger audience that PACCC serves – **the children of Palo Alto!**