

Kai Ming Head Start

Annual Report
2017 - 2018

Statement From Board of Directors

The Kai Ming Board and program Staff have used part of 2018 to reflect on and assess our current program goals to help us plan and develop future program goals. With the passing years, the needs of our families and of the community have changed, for example, employees are receiving higher wages, but this only helps them keep up with inflation and barely meet the high cost of living in the San Francisco Bay Area. Many San Franciscan communities are facing gentrification, losing their established residents and businesses to technology companies and their employees. We are working toward identifying and recognizing the changing needs of the community and planning strategies to cope with them.

The current teacher shortage has impacted schools and programs on all levels and will impact our Early Childhood Education classrooms as well. Finding qualified teachers and assistants is becoming difficult and retaining them in programs can be a challenge. Plans are being developed and implemented to alleviate this problem.

Kai Ming Head Start began to fill a need in Chinatown over 40 years ago. We will continue to work toward addressing the needs of Chinatown, its children and families and the community. Kai Ming is assessing needs and looking ahead to the future!

Karen Chin,
Chairperson



Letter From Executive Director

Kai Ming, established in San Francisco Chinatown in 1975, is a nonprofit organization serving San Francisco's neediest families with young children. We believe that "potential has no limits". All Kai Ming staff are committed to improving quality of life through our meaningful work.

As we provide reliable daily services, we also continuously listen to the needs of the community to ensure the accessibility of high quality Early Childhood Education. During the 2017-2018 school year, we have served 375 children aged 6 months - 5 years old, including 28 children with special needs. We ensure 100% of our children are safe, healthy and prepared to enter Kindergarten.

Kai Ming works to ensure that all parents are effectively engaged in the process. This is demonstrated by the fact that in 2017-2018, parent volunteers provided approximately 3034 hours of in-kind services.

We have been implementing Character Education among children, parents and staff. Throughout this process, we focused on learning and practicing three selected characteristics: Respect, Kindness and Truthfulness. We not only continue to improve our culturally sensitive curriculum to support the development of young children, but we also introduced a research-based Positive Parenting Program to support the education of parents.

We continuously ensure that all staff are highly qualified. We invest in providing professional development opportunities, including financial support to attain higher degrees, release time for attending classes or preparing assignments, and internal tutoring services.

Kai Mai always strives to provide quality services to support children, families, the community, and staff. We continue to make a difference in their lives by helping them to realize and reach their potential.

Jerry Yang, Ph.D.
Executive Director



Potential Has No Limits.

Our mission is strengthening communities through nurturing children, supporting families, and promoting professional growth of staff.

A Brief History of Kai Ming

Kai Ming exists to promote school readiness for children in low-income families living in San Francisco by offering educational, nutritional, health, social and other services. These comprehensive services are responsive to children's cultural and linguistic diversity, varied ability, and diverse socioeconomic backgrounds.

Kai Ming, Inc.
501(c)(3)

- Non-Profit Agency.
- Serves children 6 months to 5 years old.
- Serving at 8 locations in San Francisco with a designated service area that includes Chinatown, North Beach, Financial District, Richmond District, Sunset District, and Nob Hill.
- Center Based. Head Start State Only.
- Full-day, Full-year & Full-day, Part-year.

Why Are We Different?

A caring and learning organization culture. We care about people. We promote learning professional as well self-care skills. We treat people with respect, kindness and truthfulness.

Low Turnover Rate

It is a simple fact, but many nonprofits cannot achieve it. We have high expectation for staff and we support staff tirelessly. People stay committed and devoted to Kai Ming for years.

Innovative

We turn our innovative ideas into action - pedagogical development, specialized data science systems. We follow through on our dreams seriously.

1975

Established

Kai Ming became a delegate Head Start Agency. Operated four centers in Chinatown

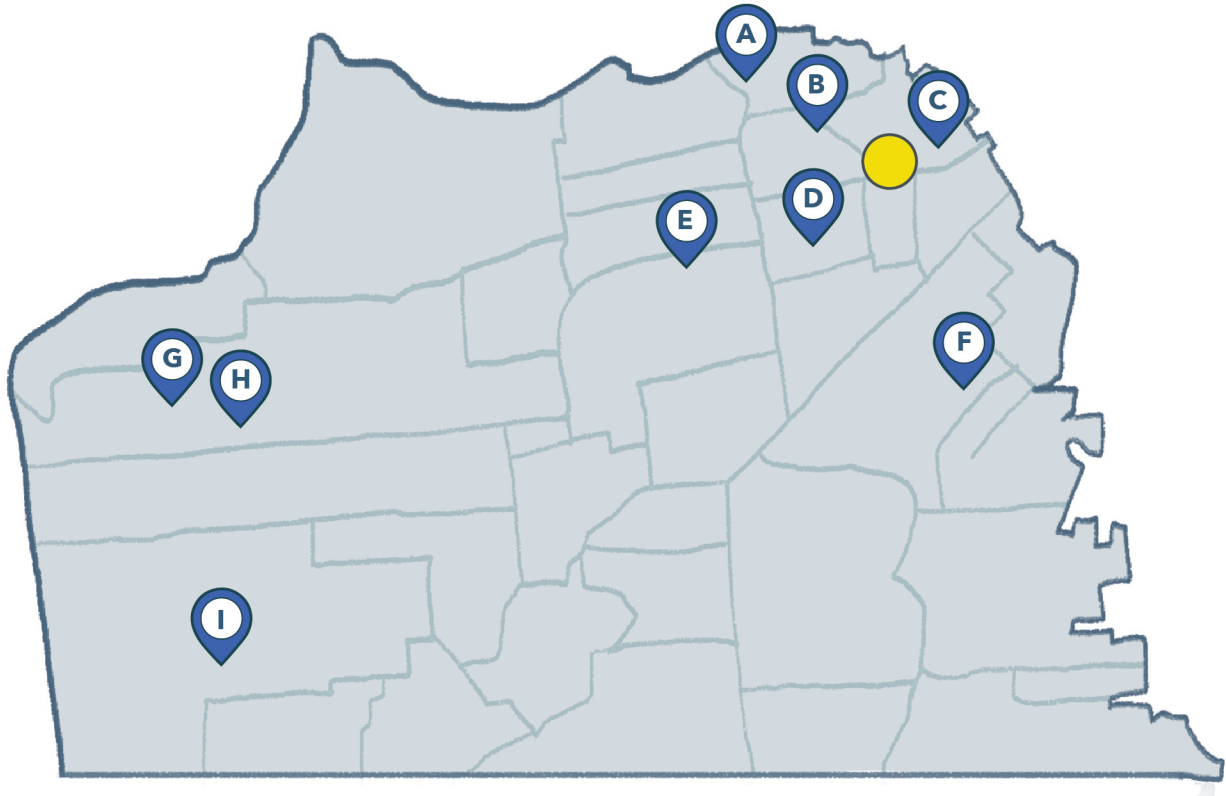
1980

Continued to assess the needs of the community and expanded services to Richmond, Sunset and Financial Districts.

2014

Kai Ming became one of the Head Start Agency Grantees

Kai Ming
Serving San Francisco



Main Office 900 Kearny Street, Suite 600, San Francisco, CA 94133 415-982-4777

A | **North Beach Center**
1170 Columbus Ave
San Francisco, CA 94133
415-931-1088

B | **Rainbow Center**
799 Pacific Ave
San Francisco, CA 94133
415-982-6522

C | **Broadway Center**
820 Battery Street
San Francisco, CA 94111
415-982-4570

D | **TKL Center**
950 Powell Street
San Francisco, CA 94108
415-766-6092

E | **St. Luke's Center**
1755 Clay Street
San Francisco, CA 94109
415-690-1014

F | **Mission Bay Center**
(Coming Soon in 2021)

G | **Richmond Center**
426 33rd Ave
San Francisco, CA 94121
415-386-3096

H | **Geary Center**
6221 Geary Blvd
San Francisco, CA 94121
415-387-3133

I | **Sunset Center**
2800 Taraval Street
San Francisco, CA 94116
415-759-8980

332
Number of
Children Served

319
Number of
Families Served

100%
Average Monthly
Enrollment

92%
Average Monthly
Attendance

Kai Ming's Latest

Community Assessment

\$3,880/mo

is the median monthly rent in San Francisco; The highest in the nation.

Over 1 in 3

residents are immigrants to San Francisco.

45%

of residents speak a language other than English at home.

Over 40%

of preschoolers did not have access to a high quality school readiness program.

1 in 3 families

eligible for subsidize child care did not receive it.

3652 children

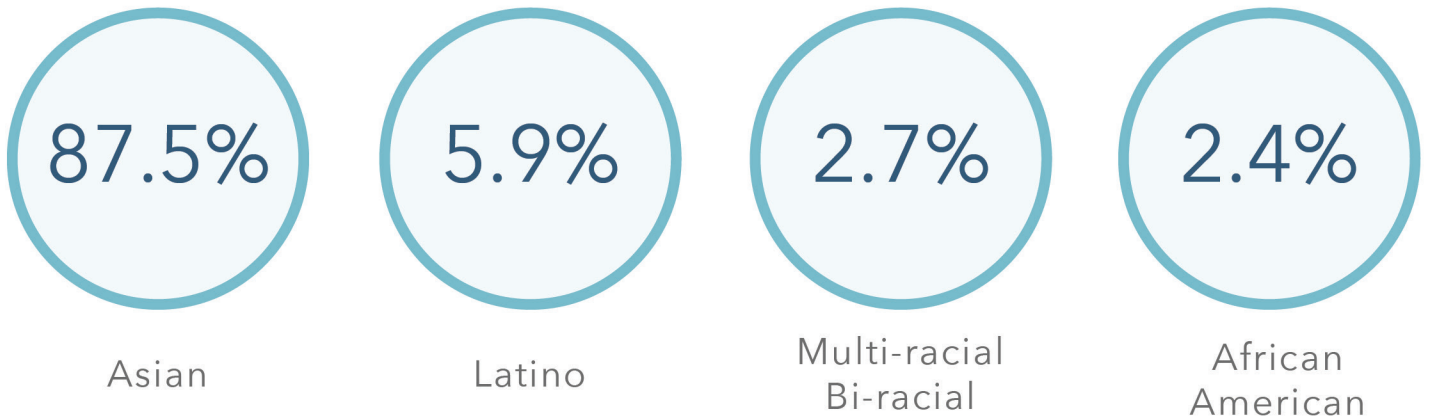
ages 0-5 are on the waitlist for subsidized childcare in San Francisco.

Source

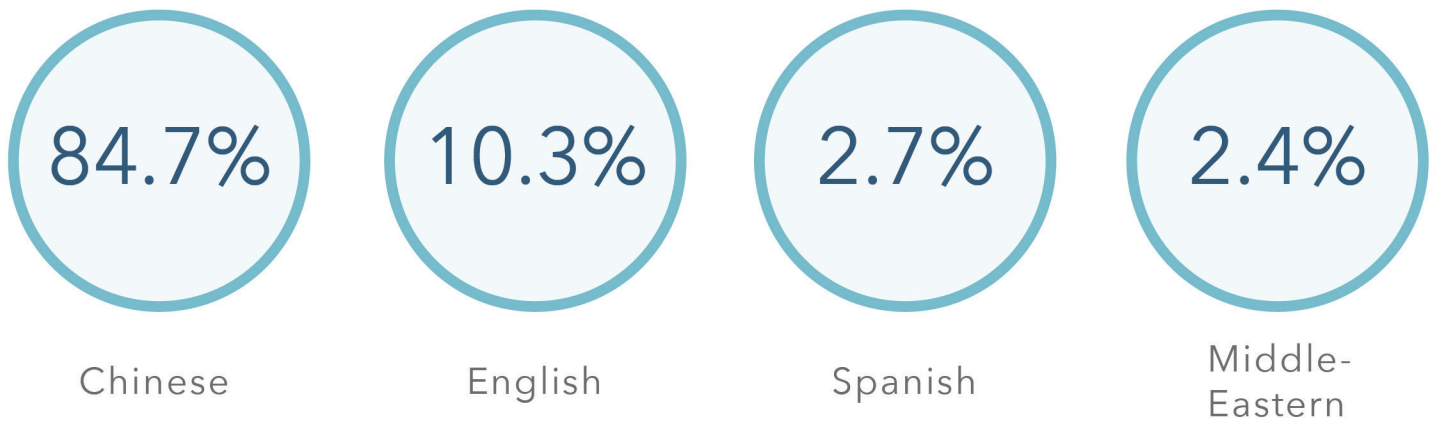
1. [April 2016 National Apartment list Rent Report], [Priceonomics 2015] 2. [Data Report for Our Children, Our Families Council(2015)] 3. [Data Report for Our Children, Our Families Council(2015)] 4. [First 5 SF report] 5. [SF department of children, youth and their families needs assessment 2016] 6. [SF Child Care Connection database]

Kai Ming's
Demographics

Race and Ethnicity



Primary Languages Spoken



Summary of Family Partnership

100% of Kai Ming families are satisfied or very satisfied with

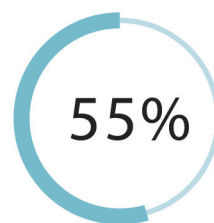
- Overall Program Quality
- Health and Safety Policies and Procedures
- Interaction Between Staff and Children
- Cultural Activities
- Multi-lingual Staff
- Good Customer Service From Staff

Kai Ming helped them:



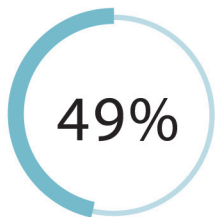
59%

Keep a Job



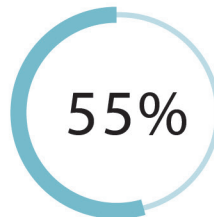
55%

Accept a Job



49%

Accept a Better Job

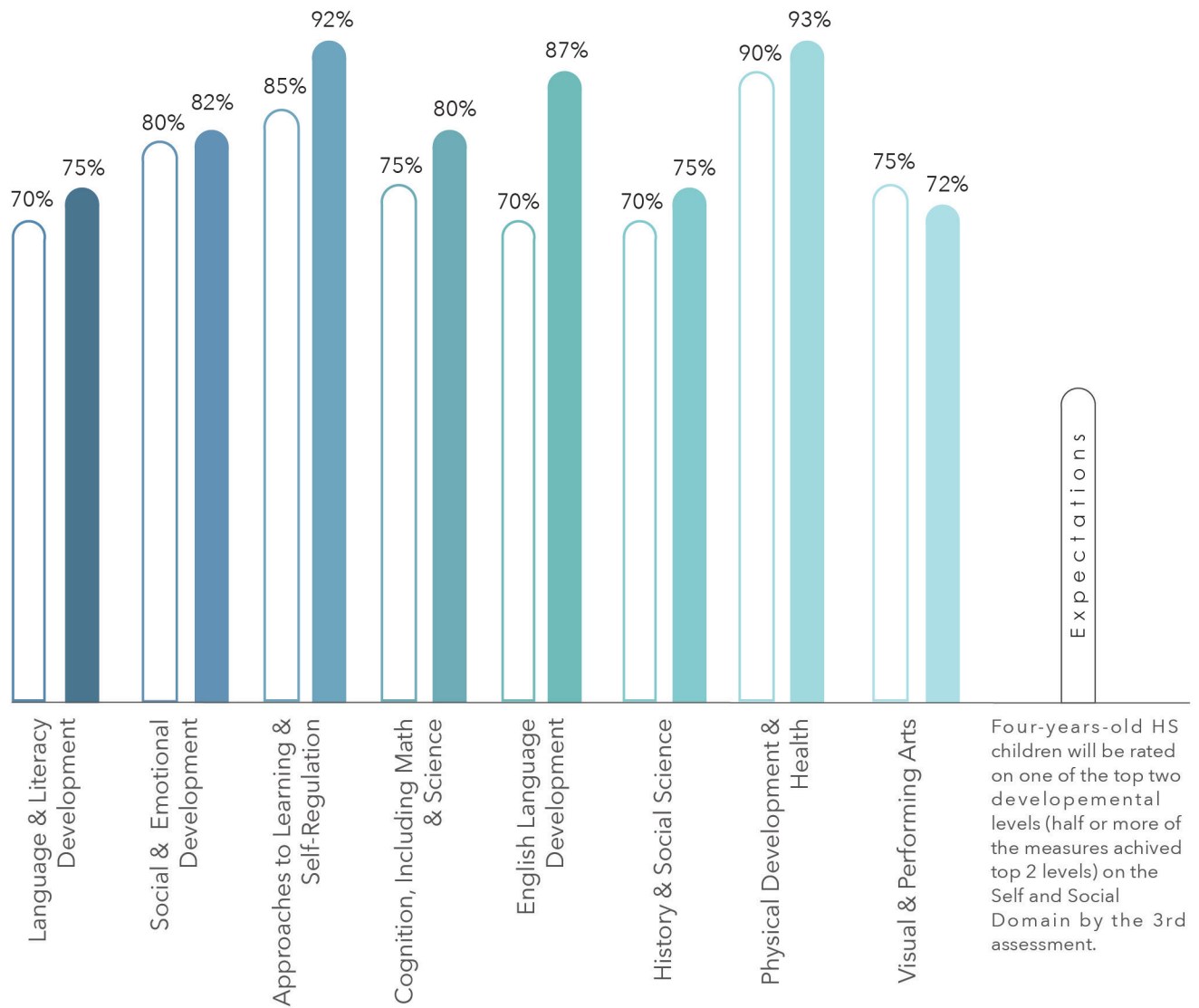


55%

Attend Education or Training

68% of parents had job or training success

Overview of Education Summary



The early years in a child's life are critical in their development, and Kai Ming Head Start supports children in developing school readiness through this early developmental phase by utilizing research-based curricula and providing ongoing teacher professional development. Additionally, we use assessments to measure children's progress and further refine our teaching strategies. One such tool is the DRDP, which is used to measure children's developmental levels in a wide variety of domains. The chart above shows the percentage of 4-year-old children in top two developmental levels for at least half of the measures in each domain area. Our goals are indicated by each vertical bar.

Insights of Health Summary

S t a t i s t i c s

- 100% Children connected to a medical and dental home
- 100% Children enrolled in a medical insurance program
- 13% Families assisted in addressing a child's specific health condition
- 100% Children are up to date on their schedule of care

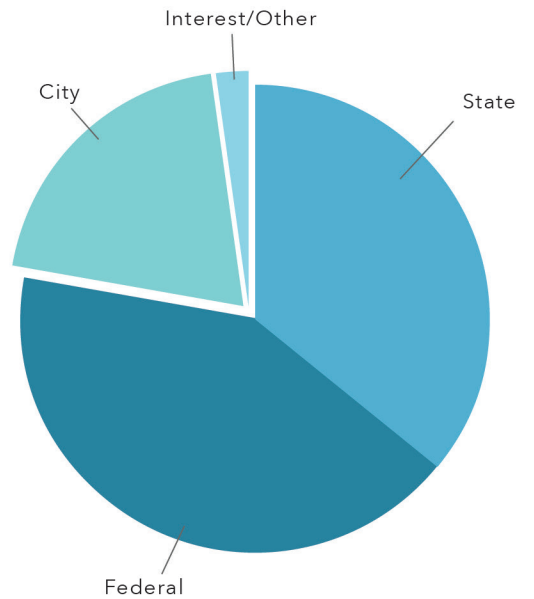
P a r t n e r s h i p s

- Onsite Health Screenings SFSU School of Nursing
- Vision Screening Prevent Blindness Northern CA
- Nutrition Workshop UC Cooperative Extension
- Onsite Dental Care Native American Health Centers

The annual Financial Review

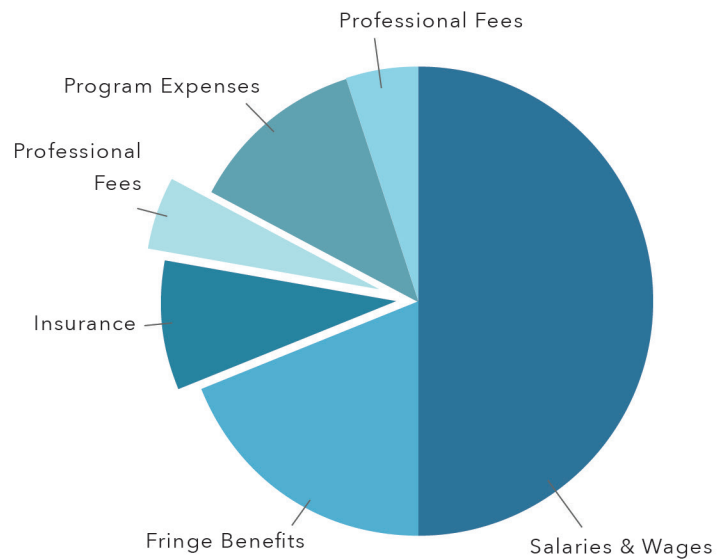
Financial Revenue

State	36%	\$3,298,000
Federal	42%	\$3,819,000
City	20%	\$1,823,000
Interest/Other	2%	\$181,000



Financial Expenditures

Salaries & Wages	50%	\$4,567,000
Fringe Benefits	19%	\$1,718,000
Insurance	9%	\$810,000
Professional Fees	5%	\$478,000
Program Expenses	12%	\$1,049,000
Supplies	5%	\$485,000



A Parent Story

As a parent of a returning second year child at Kai Ming Headstart, I am proud to say that my son is a student here. Kai Ming Headstart has gone above and beyond for my son and exceeded my expectations of what I was hoping for in a preschool. From the beginning til now, the teachers and staff has supported my son through his first developmental year in preschool. For instance, Kai Ming Headstart offered hearing screening and eye checks for my son. They also do home visits for each child and a quarterly report of your child's development and discuss with you so together, you guys can coordinate a plan to help your child grow. Kai Ming teachers encourage my son to go out of his comfort zone and to try new things and help his little mind to explore. His teachers believe in him! The teachers here are compassionate about the students and they really care for each student's well being and developmental growth. I was never out of the loop of what was going on with my son. The teachers communicated with me every day on my son's progress. They work with you to help your child. The teachers always shared with me their professional opinions of my son's development and asked to see if we were on the same page together. They made us a team for the students. My son has benefited from Kai Ming Headstart since last August 2017. When he first started, he was not independent, did not know how to use the toilet, did not know how to express himself with words, or follow the classroom etiquettes. After a whole year at Kai Ming, my son is very well independent, he uses the toilet by himself, he eats by himself, he expresses himself with words and sentences, and because of Kai Ming Headstart, my son will be ready for kindergarten after his second year. If I were given the option, I wouldn't choose any other child care for my son! Thank you Kai Ming!

ivy liu
lll



Kai Ming's Key Staff

Kai Ming Staff

Administrative Team (Sorted by Last Name)

Calvit, Easter [Program Director]
Dang, Jeff [Finance Manager]
Dong, Sabrina [HR Manager]
Gregory, Alec [Data & System Analyst]
Sequeira, Fatima [Executive Assistant]
Wei, Eda [Finance Coordinator]
Wilson, Song [Finance Manager]
Yang, Jerry [Executive Director]
Yeung, Wing [Admin Coordinator]
Zhao, May [HR Coordinator]

Service Area Team (Sorted by Last Name)

Latouf, Brigitte [Education Manager]
Leung, Susanna [Facilities Manager]
Jones, Lauren [Health/Nutrition Manager]
Mui, Aileen [Early Learning Coach]
Phranda Worfe [Family & Community
Partnership Manager]
Sequeira, Guillermo [Maintenance/Courier]
Sun, Sarah [Education Manager]
Wong, Vivian [Early Learning Coach]

Site Managers (Sorted by Last Name)

Cabrera, Elenor [Broadway]
Cha, Jee Young [Geary]
Chiu, Shirley [Rainbow]
Huang, Bi Juan [St. Luke]
Lee, Nesanna [North Beach]
Lei, lokchan [TKL]
Mayrena, Allison [Richmond]
Ngan, Carmen [Sunset]

Board of Directors

Board Officers

Chin, Karen [Chairperson]
Lau, Edmond [Treasurer]
Lim-Yee, Nancy [Vice President]
Hinckley, Michael [Secretary]

Board Members (Sorted by Last Name)

Burrell, Scott
Chang, David
Fong, Winnie
Lau, Elizabeth
Li, Miranda
Noorali, Noordin
Stahlhut, Silan
Vitale, Larry

Policy Council Officers

Fong, Winnie [Chairperson]
Tiffany, Lau [Vice-Chairperson]
Chen, Li Hong [Secretary]
Rong, Qiu Ju [Treasurer]

A photograph of three young children lying on their stomachs on a green mat. The child on the left is a boy wearing a blue and white patterned shirt with the name 'MENGHAO' visible. The child in the middle is a girl wearing a grey long-sleeved shirt with a pattern of small cartoon faces. The child on the right is a girl wearing a red and white shirt with a large cartoon character (Looney Tunes) and the name 'MENGHAO' visible. They are all smiling and looking towards the camera. Several wooden blocks are scattered around them on the mat.

Respect Kindness Truthfulness

We Value Character.
We Practice this at Kai Ming.

C o n t a c t

415-982-4777

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www.kaiming.org

