



Palo Alto Community Child Care
The Best In Child Care Begins With Us



Report for 2010

Palo Alto Community Child Care

Board of Directors

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Karen Zeller

Economists, psychologists, and neurobiologists agree that childhood matters. It's why families move to our community; it's why folks stay in our community. It's hard (and it should be) to imagine a better place to raise a family. Our kids can walk to school to learn in some of the best schools anywhere. And our community has developed amazing supports for infants, toddlers and pre-schoolers in addition to wonderful after-school and summer programs for school-age children. Affordable, accessible quality early care and education is our community's legacy, embodied by PACCC's 19 centers for over 35 years.

Of course, our community faces a myriad of challenges. Many in our community have and continue to experience the stress of the continuing economic woes and the strains placed on families. PACCC staff, Board of Directors and the greater PACCC community remain committed to ensuring the continuity of care and community that every child deserves. Over the past year, our dedicated staff supported more than 900 children in developing nurturing relationships with their peers and caregivers, and to participate in challenging, age-appropriate learning activities through our play-based programs throughout Palo Alto. And thanks to our many individual, corporate and foundation donors, and our partnerships with the City of Palo Alto, Palo Alto Unified School District and the State of California, we were able to serve over 150 children from low-income families through our Subsidy Program.

Providing nurturing and safe environments for children is a never-ending endeavor. This year, we were particularly thrilled to renovate our original PACCC center, the Downtown Children's Center. It is heartwarming to see children playing and learning in a first-rate facility that reflects the less visible but wonderful work of its staff. Because we know that our program is only as strong as our staff, we again prioritized a small salary increase for our staff, while maintaining low parent fees.

We hope this report informs you about the progress we are making at PACCC and inspires you to do what you can to further our mission to provide affordable, quality early care and education to all. Thank you for sharing our vision and thank you for your continued contributions to this vital community endeavor.

We are looking forward to supporting another wonderful year of childhoods in our community,



Janice Shaul, Executive Director



Ken Rafanan, Board Chair

Dear Friends of Palo Alto Community Child Care,

I am overjoyed to serve as the Fund Development Chair of Palo Alto Community Child Care (PACCC) as we pause to celebrate yet another year of loyal community service. With over a 30-year presence in the community, PACCC is committed to providing quality child care for all, as it was when our doors first opened. This is truly a tremendous feat, thanks in large part to the tireless efforts of our Board members, staff, and the incredible support of our community.

The Board of Directors, as well as the dedicated staff of PACCC, have outlined key areas of growth in our fundraising plan. Two of our top goals are enhanced sustainability and donor cultivation. In order to successfully accomplish our goals, we continue to strive to diversify our funding and increase our community presence. The importance of this has become all too evident as the recession continues to wear on the nonprofit sector. Above all we are determined to serve our community effectively and efficiently.

Please join us in shaping our future of serving local families in need. I welcome you to contact our development office to arrange a tour of one of our 19 centers, inquire about volunteer opportunities, attend our annual signature event Dine For Kids and/or make a donation by calling 650-493-2361 Ext. 23. Together, we will empower all members of our community.

Sincerely,



Luke Farley, Fund Development Chair



Palo Alto Community Child Care
The Best In Child Care Begins With Us

News

Child Development Subsidy Program

For more than 25 years Palo Alto Community Child Care has been offering financial assistance to families in need. Since 2008, PACCC has participated in the Centralized Eligibility List, a system that combines all separate wait lists, eliminates duplicates, and allows subsidized child development providers to identify families with the greatest need when spaces become available.

Through PACCC's Subsidy Program—funded primarily by the City of Palo Alto and the State of California Department of Education, and receiving regular support from individual donors, the annual Dine for Kids event, PACCC families and alumni, and numerous community organizations, such as the Kiwanis Club of Palo Alto—PACCC provided care to more than 150 children in 2010.



The Provider Connection

The Provider Connection, operated by Palo Alto Community Child Care, partners with local agencies, colleges and trainers to provide ongoing professional development opportunities and resources to over 150 child care providers, PACCC staff and North Santa Clara County CARES participants. Workshops this year included topics such as: Boosting Immunity, Preventing the Spread of Flu, CPR and First Aid, Sibling Rivalry, Teaching Math, Science and Literacy through Dance, Earth Art and Developing a Professional Portfolio. Over 200 child care providers and parents attended these workshops.

The Provider Connection continued to serve as the partner agency for Santa Clara County CARES (Comprehensive Approaches to Raising Educational Standards) for the eighth year in a row. Administered by the E3 Institute-Advancing Excellence in Early Education, the CARES program continued to promote educational attainment, professional development, and longevity in the field by providing financial incentives. In the Provider Connection's region of North Santa Clara County, over 619 participants received over \$454,140 in stipends in the fall of 2010.

Donor Profile: Pat Einfalt

It is with great pleasure that we highlight and acknowledge the continuous support of Pat Einfalt. Pat graciously served on the PACCC Board of Directors from 2003 – 2009, providing a wealth of leadership, knowledge and support. In 2009 she served as Board Chair.

Also in 2009, Pat designated PACCC as the recipient of the Pat Einfalt Fund. The purpose of this Fund, originally administered by the Palo Alto Unified School District (PAUSD) to support school leadership, is to support professional development for PACCC leadership and administration.

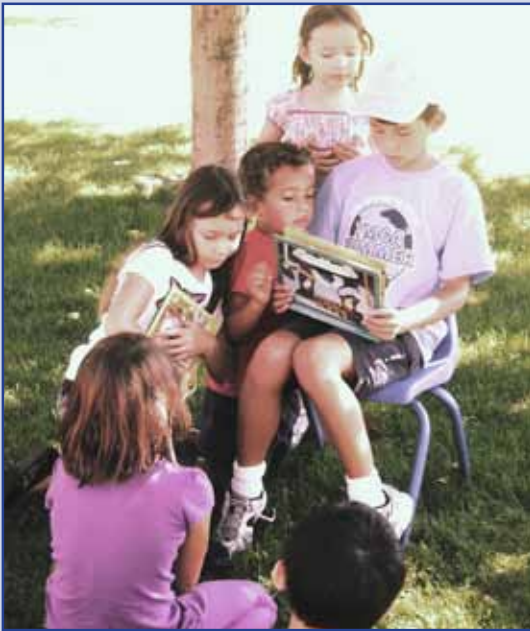
The Fund has already proven to be just that support! In early 2010, PACCC's executive director, Janice Shaul, attended the Center for Excellence in Nonprofits (CEN) Leaders' Institute, a six-month leadership development opportunity. In addition, the Fund assisted four PACCC center leaders to attend the annual conference of the National Association for the Education of Young Children in Anaheim, California.

Pat continues to support PACCC by securing items for the annual Dine for Kids Online Auction and by providing advice and friendship to the administrative staff. As a retired PAUSD school administrator, Pat continues to share her passion and knowledge of education and PACCC is grateful and fortunate!

The entire PACCC family would like to thank Pat for her commitment to our success. If you would like to donate to the Pat Einfalt Fund to support PACCC's professional development please contact the Development Department.



Program Highlights



School-Age Highlight

Junior Staffing

One of the focuses of our School-Age staff is to always look for new ways to keep our older children interested, engaged and involved in our child care programs. That is how our Junior Staff program was invented.

Junior Staff is a program geared for our 4th and 5th graders and allows them to be “junior helpers” in the after-school program while also giving them more autonomy and choice. Junior Staff can earn their “staff badge” by showing leadership qualities in helping the teachers with daily duties but also helping the younger kids in the program with activities, homework, or making new friends.

The Junior Staff are rewarded for their dedication and leadership with special treats or outings just for them (a trip to Jamba Juice is a favorite) and get special big kid time during some portion of the week. Junior Staff also earn the exciting privilege of planning activities for the whole group, such as snack menus, art activities, and even our full day themes when school is closed but we are open full day. Junior Staff is something all our older kids look forward to!

Infant Toddler Preschool Highlight

STCDC Annual Art Show

Our own Sojourner Truth Child Development Center (STCDC) transforms each year into a local art gallery, displaying priceless works of art created by the children enrolled in the program. It is a premiere event and open house for families, complete with hors d'oeuvres and a gallery style exhibit showcasing children's work while building a sense of community for staff, children and families. Seeing their art work valued in this way builds self esteem and shows children in a tangible way that what they accomplish is powerful and important. What a beautiful way to honor our children and bring our families together.





Infant-Toddler & Preschool Programs 2 months-Kindergarten

Barron Park Children's Center
800 Barron Avenue
650-856-7559

College Terrace Children's Center
2300 Wellesley Avenue
650-858-1580

Downtown Children's Center
555 Waverley Street
650-321-9578

Ellen Thacher Children's Center
505 E. Charleston Road
650-494-1467

Infant-Toddler Center
4111 Alma Street
650-493-2240

Mini Infant Center
3149 Waverley Street
650-424-9130

Neighborhood Infant-Toddler Center
311 N. California Avenue
650-321-3493

Sojourner Truth Child Development Center
3990 Ventura Court
650-493-5990

After-School Programs Kindergarten- 5th grade

Addison Kids' Club
650 Addison Avenue
650-323-4007

Barron Park Kids' Club
800 Barron Avenue
650-856-1220

Besse Bolton Kids' Club
500 East Meadow
650-856-0847

Duveneck Kids' Club
705 Alester Avenue
650-328-8356

El Carmelo Kids' Club
3024 Bryant Street
650-856-6150

Escondido Kids' Club
890 Escondido Road
650-855-9828

Hoover Kids' Club
445 E. Charleston Road
650-565-8847

Juana Briones Kids' Club
4100 Orme Street
650-856-3874

Ohlone Kids' Club
950 Amarillo Avenue
650-493-0774

Palo Verde Kids' Club
3450 Louis Road
650-852-9475

Walter Hays Kids' Club
1525 Middlefield Road
650-325-5350

The Provider Connection
3990 Ventura Court
650-493-3100

Annual Report Financial Statement: July 1, 2009- June 30, 2010

Income

| | | |
|----------------------------|-------------|-----|
| Contributions | \$115,666 | 1% |
| Foundation Grants | \$91,345 | 1% |
| Contributions In-Kind | \$ 509,447 | 6% |
| Government Contracts | \$ 984,300 | 15% |
| Investment Income | \$45,178 | <1% |
| Service Fees/Earned Income | \$6,206,454 | 77% |

Total Income **\$7,952,390**

Expenses

| | | |
|----------------------|-------------|-----|
| Program Services | \$7,298,008 | 92% |
| Support Services | | |
| Management & General | \$536,094 | 7% |
| Fundraising Support | 99,092 | 1% |

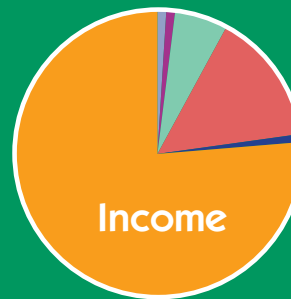
Total Expenses **\$7,933,194**

Capital Improvements \$100,000

Net Assets Beginning \$2,864,324

Change in Net Assets \$119,196

Net Assets Ending **\$2,983,520**



7TH ANNUAL DINE FOR KIDS

7th Annual Dine for Kids

Thank you for participating in Dine For Kids 2010. Save the date for our 8th Annual Dine For Kids fundraiser event on Thursday, **November 10, 2011.**

Participating Restaurants:

Armadillo Willy's
Baja Fresh Mexican Grill
Bistro Maxine
California Pizza Kitchen-Stanford
Celia's
Country Gourmet
Green Elephant Gourmet
Hobee's-South Palo Alto
Hobee's-Town & Country
Indochine
Ming's Chinese Cuisine
Mountain Mike's Pizza
Palo Alto Creamery Downtown
Palo Alto Creamery Stanford
Peninsula Creamery-The Dairy Store
Reposado
Round Table Pizza California Avenue
Round Table Pizza University Avenue
Scott's Seafood
Su Hong Eatery
Subway-California Avenue
Subway-El Camino Real
Subway-Midtown
Sundance The Steakhouse
Thai City
The Counter
the Ace of Sandwiches
Trellis

Sponsors:

Al & JoAnne Russell
Alain Pinel Realtors/Chancellor
Homes
Almaden Press
Anderson Honda
Henderson Strategic Financial
Insurance Services
Kawakita Graphics
Kiwanis Club of Palo Alto
Lucile Packard
Palo Alto Firefighters Charitable Fund
Palo Alto Weekly
Palo Alto Online
Presidio Bank
Robins & Pasternak LLP
The Palo Alto Chamber of Commerce
The Private Bank of the Peninsula

Donors:

| | | |
|-------------------------------------|----------------------------------|--------------------------------|
| Adobe Animal Hospital | EKC Staff | Monica Pagani |
| Adventure Toys & Teachers' Supplies | ETCC staff | Mountain Winery |
| AKC Staff | Foothill College Celebrity Forum | My Gym Fitness |
| Al Russell | Four Seasons Hotels & Resorts | Natalie Salon |
| Amanda Ha | Gamble Garden | Nawal Jaber |
| Amici's East Coast Pizzeria | Garden Court Hotel | Niles Canyon Railway |
| Andrea Brant | Gilroy Gardens | NITC Staff |
| Anthropologie | Gold Star Gymnastics | Oakland A's |
| Aquarium of the Bay | Great America | OKC Staff |
| Barbara Spreng | Happy Hollow Park and Zoo | Opal'z |
| Bartlett Tree Experts | Hearst Castle and National | Palo Alto Café |
| BBKC Staff | Geographic Theatre | Palo Alto Family YMCA |
| Beatriz Pastor | Heidi Emberling | Palo Alto Police |
| Blackhawk Museum | Hyeyon Moon Photography | Peninsula Acupuncture |
| Book's Inc. | Hiller Aviation Museum | Peninsula Beauty, Downtown |
| Boulder Creek Golf & Country Club | HKC Staff | Palo Alto |
| BPKC Staff | Infineon Raceway | Pet Food Express |
| Build A Bear | InLine Chiropractic | Piazza's Fine Foods |
| Cache Creek Casino Resort | Izzy's Brooklyn Bagels | Planet Granite |
| Cal Skate of Milpitas | Jack Vorce | Posh Nail Spa Salon |
| California Academy of Sciences | Jake's Restaurant Group | Pump It Up |
| California Pizza Kitchen | Janice Shaul | PVKC Staff |
| Callie Turk | JBKC Staff | Rick's Rather Rich Ice Cream |
| Cheeky Monkey | Judy Sweeney | Ronnie Lott |
| Children's Fairyland | Julie Jerome | Rosicrucian Egyptian Museum & |
| Community School of Music and Arts | Kandice Mitchell | Planetarium |
| Cory Ervin-Stewart | Kepler's Books | Safari Run |
| Country Gourmet | KidsArt -Los Altos | San Jose Giants |
| Crowne Plaza Cabana Hotel | Kristiane Turner | Science Fiction Museum |
| CTC Staff | Kyla Campbell | Experience Music Project |
| Cubby Cuts | La Petite Baleen, Inc. | Seymour Center Ocean |
| Dana Stewart | Lanie Wheeler | Discovery |
| Dana Tom, PA School Board | Lawrence Hall of Sciences, | Sharks Ice |
| Dance Attack | University of California | Sheldons of Los Altos |
| Dance Connection | Leaf & Petal | Sheraton Palo Alto |
| Daniela Degrassi Photography | Linda Krakow Eaman | Sky High Sports |
| DCC Staff | Lisa Lewis | St. John's Bar and Grill |
| Dean Stotz | Lisa Rock | STCDC Staff |
| Diana Paulding | Luther Able, The Very Handyman | Sugar Bowl |
| DKC Staff | Lynne Johnson | The Oakland Zoo |
| Dr. Mary Bacon | Mark Lipanski | The Tailor Maid |
| ECKC Staff | Monica Foster | The Village Gardener |
| Effie's Heart | | Theatre Works |
| | | Tom's Plumbing |
| | | United Studios of Self Defense |
| | | Village Stationers |
| | | Wax Museum Fisherman's Wharf |
| | | Westin Palo Alto |
| | | WHKC Staff |
| | | Whole Foods |
| | | Winchester Mystery House |
| | | Winter Lodge |
| | | Yoga Source |



The Best in Child Care Begins With Us!

Thank You to Our Donors:

This list includes those who made financial contributions to PACCC from July 1, 2009 through June 30, 2010. We would also like to thank those who gave in-kind donations and supported our special events throughout the year. This generosity allows PACCC to continue its mission, started more than thirty years ago.

\$5,000 & above

Junior League of Palo Alto
Mid-Peninsula, Inc.
Morgan Family Foundation
\$1,000 to \$4,999
Borel Private Bank & Trust Company
Mr. and Mrs. Thomas Cotter
Mrs. Nancy S. Drapkin
Dr. Susan K. Elgee and Mr. Steve Eglash
Mr. Markus Fromherz
Mr. and Mrs. Jonathan A. Jerome
Mr. Charles Katz and Ms. Gina Signorello
Mr. and Mrs. Robert Kirkwood
Kiwans Club of Palo Alto
Lucile Packard Children's Hospital
at Stanford
Mr. and Mrs. Roy Ogus
Palo Alto Weekly and Palo Alto Online
Palo Alto Weekly Holiday Fund
Ms. Susie H. Richardson
Mr. and Mrs. Albert Russell, Jr.
Ms. Paula M. Sandas-Harvey
and Mr. R. Dennis Harvey
Silicon Valley Community Foundation
Mr. & Mrs. Douglas C. Spreng
Mrs. and Mr. Jill Ta
The Mothers Club of Palo Alto /
Menlo Park
Wal-Mart Foundation
Mrs. Mimi Webb
\$500 to \$999
Armadillo Willy's
Mr. Jonathan Brown and
Ms. Miriam Madigan Brown
Mr. and Mrs. John B. Cassidy
Mr. Gene Ciccarelli and
Ms. Catherine D. Perman
Mr. and Mrs. Jeff Dunker
Mr. Michael Easley and Ms. Wendy Tanabe
Mr. Luke Farley
Mr. and Mrs. Mark J. Greenstein
Mr. and Mrs. Eric A. Hahn
Drs. Robin & Jay Jeffries
Mrs. Catherine H. Johnson
Ms. Jean Kohler
Ms. Gwen Luce
Mr. and Mrs. James Maroulis
Mr. Hal Mickelson
Ming's Chinese Cuisine
Ms. Susan E. Newman and
Mr. Michael Dixon
Ms. Bridget O'Donnell
Palo Alto Chamber of Commerce
Palo Alto Creamery, Downtown
Palo Alto Firefighter Charitable Fund
Mr. Glen Sato and Ms. Hope Nakamura
Scott's Seafood
Dr. Robert Carlson and Ms. Stacey Starcher
Mr. and Mrs. James R. Stinger
Sundance The Steakhouse
The Private Bank of the Peninsula
\$250 to \$499
Mr. Clarence Anderson
Ms. Jonake Bose and
Mr. Subatai Ahmad
Celia's Mexican Restaurant
ClickAway
Country Gourmet of Mountain View

Mr. and Mrs. Jerry R. Einfalt
Mr. and Mrs. Leonard Ely
Four Seasons
Hobee's Restaurant
Ms. Catherine P. Howard
Kawakita Graphics
Ms. Cynthia Johnson
Mr. Lawrence Klein and
Ms. Milbrey McLaughlin
Mr. Joseph Margevicius and
Ms. Tracy Fearnside
Mr. and Mrs. James Mathiott
Ms. Patricia K. Morris
Pacific Peninsula Group
Ms. Bonnie B. Packer
Dr. Barbara A. Peters
Ms. Cecele Quaintance
Round Table Pizza (Pizza Bytes)
Mr. Jeffrey Salzman and
Ms. Gail A. Price
Subway
The Counter
Catherine Tornabene and
Caries Pi Sunyer
Ms. Callie Turk
Wahoo's Fish Tacos Palo Alto
\$50 to \$249
The Ace of Sandwiches
Ms. Sara Armstrong
Whitney Armstrong
Ms. Jessica F. Arner
Baja Fresh Mexican Grill
Mary Anne and Kevin Ball
Dr. and Mrs. Clifford Barnett
Donald Barr and Debra Satz
Mr. and Mrs. Patrick Barrett
Ms. Brigid S. Barton
Dr. Elaine Baskin and Mr. Kenneth
Krechmer
Mr & Mrs. Phillip Bobel
Mr. & Mrs. Richard S. Bogart
Andrea Brant and Ivan Morales
Mr. and Mrs. Winslow R. Briggs
Ms. Marcie Brown
Mr. and Mrs. William H. Busse
Mr. Thomas J. Cahill
Ms. Anne E. Campbell
Canterbury Contractors inc.
Ms. Barbara B. Carlitz
Mr. & Mrs. Stephen Carothers
Ms. Florence Catania
Ms. Anna Chow
Ms. Fran Codispoti and Mr. Ken
Schroeder
Mr. and Mrs. Stanley Z. Cole
Ms. J. Coll-Sebes
Como Esta Taqueria
Mr. and Mrs. Dexter B. Dawes
Mr. and Mrs. Martin E. Deggeller
Mr. David P. Dybdahl
Jerry and Frances Ellis
Heidi and Brian Emberling
Erika and Hans Erickson
Ms. Susan Eschweiler and Mr. John Rivlin
Mr. Patrick D. Farris
Mr. Kurtis Finley and Ms. Kathryn Jurosky
Green Elephant Gourmet
Ruth Harris and Phillip Dawson

Mr. Alan Herzig
Lynn Hildemann
Mr. & Mrs. Benjamin Huang
Judy Huang and Edward Camarena
Indochine Restaurant
Sachiko Itagaki and Kirk Miller
Mr. and Mrs. Raymond D. Jadwin
Zainab Jamal
Emily Jaquette and Carter Rutth
Ms. Katherine S. Jarvis
Cynthia and Tait Johnson
Mr. & Mrs. Kenneth W. Johnson
Dr. Anneliese Kalman
Mr. Charles Keenan
Mrs. Mary B. Kennedy
Ms. Ellen McGinty King
Mr. Neil King
Mr. and Mrs. Howard Kroymann
Mr. and Mrs. Norman Kulgein
Kathy and David Lee
Alex and Karen Lenke
Andrew and Nancy Leonard
Drs. R. and S. Levy
Ms. Elizabeth Lucchesi
Petnska Maak
Dr. Eleanor E. Maccoby
Kacin & Laura Martin
Mr. & Mrs. Michael Meyer
Mountain Mike's Pizza
Mr. & Mrs. Donald Nathe
Mr. and Mrs. Mario Navat
Dr. & Mrs. Michael Nierenberg
Theresa and William Norton
Mr. and Mrs. Victor V. Ojakian
Ms. Carla Paniagua
Dahna Pasternak and Mike Leviten
Patricia and Donald Pecko
Peninsula Creamery
Mr. and Mrs. Phelps
Ms. Brenda Phillips
Mr. & Mrs. James P. Phillips
Graciela Porras
Mr. and Mrs. Carter Quinby
Ken Rafanan and Natalie Seer
Furter Renata
Mr. Philippe Rey
Mr. and Mrs. Jon C. Richards
Mr. and Mrs. Donald Rush
Ms. Rachel Samoff
Mr. and Mrs. W. Ferrell Sanders, Jr.
Ms. Jane Schrick
Ms. Heidi Schwenk and Mr. Daniel
Harden
Ms. Audrey Seymour and Mr. David
Ramberg
Mr. & Mrs. Ken Shaul
Mr. and Mrs. Mark R. Shepherd
John Slafsky and Amy Rosenberg
Mr. and Mrs. Richard Smallwood
Mr. Lane L. Spencer
Ms. Sylvia Spruytte
Ms. Caitlin Stanton
Ms. Nancy Steege
Ms. Peggy Stevenson and
Mr. David Flamm
Cory and Brandon Stewart
Su Hong
Mr. and Mrs. Tapias

Thai City
Three Seasons
Robert and Diane Tokheim
Trellis Restaurant
Mr. and Mrs. Tony Tucher, Anton
Stephen Turner and Sherrill Green
United Way of the Bay Area
Ms. Debbie Upland
Urban Outfitters
Marilyn Uzan
Lein Valdez and Hilary Grant
Ms. Holly Ward, Elizabeth and Mr. Scott
Spector
Sylvie and Donald Way
Mr. and Mrs. Sanford Webster
Mr. & Mrs. David Wheeler
Nancy Yamada and James Wilkinson
Mariko and Phillip Yang
Mr. and Mrs. John W. Young, Jr.
Mrs. Caroline D. Zlotnick
Under \$50
Bistro Maxine
Mr. Edward Carroll
Ms. Wanda Cavanaugh
Cheeky Monkey Toys
Shiah-Yun Chen
Mr. Tom Culbertson
Mrs. Rosemarie J. Desposito
Mr. and Mrs. John A. Dhuey
Mr. and Mrs. Andrew M. Doty
Ms. Connie Fasani
Robin and Catherine Fisher
Byran and Ellen Ford
Ms. Sarah H. French
Mr. & Mrs. Albert Gelpi
Tim and Christina Hall
Dr. and Mrs. Harry E. Hartzell, Jr.
Mymy Henderson
Ms. Sharon Johnson
Olena Kostrygina
Ms. Rita Le Mon
Bin Lee and Qian Zhong
Ms. Elizabeth H. Lillard
Ms. Becky Maguire
Yasuyo and Jun Makino
Rosa Waltzer Mass
Marie Oamek
OneCause
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Danielle Eve Reed
Mrs. & Mr. Rock-Swezey
Emily and Jake Roth
Kathleen and Stephen Thibault
Ms. Carlee Weiss
Mr. Rob Wheeler and Ms. Kerrie Utsumi
Ms. Melissa Wilson
Ms. Megan Wood
Richard and Susan Zare
Community Partners
City of Palo Alto
First 5 California
FIRST 5 Santa Clara County
Palo Alto Unified School District
West Ed's E3 Institute

The editors have carefully reviewed the names listed above. If you find an error, please accept our apologies and contact the Development Department so that we may correct our records.

PACCC'S MISSION

As a community leader in Palo Alto, PACCC partners with parents and regional agencies to provide quality, professional and accessible childhood care and education.

PACCC'S Values

PACCC values **dedicated, highly-qualified teachers...**

by recognizing that teachers are PACCC's greatest asset and setting high standards for salaries and benefits.

PACCC values **nurturing...**

by supporting children, families and staff and leading with our hearts.

PACCC values **life-long learning...**

by providing the tools and experiences appropriate to the needs of each child, parent, teacher and volunteer thus enabling every individual to embrace a lifetime of growth.

PACCC values **safety...**

by ensuring that all environments are safe for children to freely explore.

PACCC values **diversity...**

by creating a place for all to belong and bringing diverse peoples together.

PACCC values **community-building...**

by fostering trusting relationships between children, families, teachers, and all community members.

PACCC values **leadership in the child care profession...**

by modeling professionalism through accreditation, collaboration and advocacy.

PACCC values **organizational sustainability...**

by implementing and following responsible policies and procedures.

A Few Examples of PACCC's Values in Practice

PACCC values life-long learning...

PACCC supports life-long learning by encouraging staff to attain higher education goals and degrees. This support is provided through mentoring, tuition reimbursement, stipends and salary increases for additional education.

PACCC values leadership in the child care profession...

One way in which PACCC goes about ensuring leadership is by modeling professionalism through accreditation, collaboration and advocacy. Over the past several years, PACCC's infant-toddler and preschool programs have worked to achieve accreditation by the National Association for the Education of Young Children (NAEYC). Currently, Neighborhood Infant Toddler Center (NITC), College Terrace Children's Center (CTC), Barron Park Children's Center (BPCC) and Ellen Thacher Children's Center (ETCC) are accredited. They are 4 of 10 accredited programs in Palo Alto. Several more PACCC programs are preparing for the process to become accredited.

Accreditation can only be achieved with the skill and dedication of the individuals who care for the children each day as well as with the leadership of the center. We are proud of our staff who are committed to providing the best programs and environments for Palo Alto's children.