



STAFF REPORT

City Council

Meeting Date:

4/2/2024

Staff Report Number:

24-056-CC

Informational Item:

Update on city-run childcare programs

Recommendation

Staff recommends that the City Council receive this informational update on the City's childcare programs, focused on preschool programs and enrollment trends since the COVID-19 pandemic began in 2020. Staff is preparing a study session item for an upcoming City Council meeting to receive direction on potential preschool enrollment strategies in advance of the fiscal year 2024-25 budget deliberations.

Policy Issues

City Council provides policy direction to the city manager regarding services to the community; allocates resources to support City services; and sets prioritization for the use of City resources to serve the community.

Background

The City of Menlo Park provides licensed early childhood education (preschool) for ages 18 months through five years at two locations:

- Belle Haven Child Development Center (BHCDC) provides early childhood education and development services for preschool children ages three to five years. BHCDC operates four classrooms with a maximum capacity of 24 children each for a total maximum capacity of 96 children. The program's daily curriculum is designed to support the socio-emotional, physical and cognitive age-appropriate development of the children served and their families. Daily nutritious breakfast, lunch and snack are an integral part of the program. Income-qualifying families receive reduced enrollment fees on a sliding scale. BHCDC fee subsidization is supported by grant funding from the State of California Department of Education (CDE) through the California State Preschool Program. BHCDC currently also receives supplementary funding from County of San Mateo Department of Social Services (DSS) through the Big Lift grant program. Additional details about the BHCDC program are available on the City website (Attachment A).
- Menlo Children's Center (MCC) provides early childhood education for toddler children ages 18 months to three years and preschool children ages three to five years. MCC operates three classrooms with a maximum capacity of 72 children. The program's daily curriculum includes activities to support the socio-emotional, physical and cognitive age-appropriate development of the children, and includes a nutritional component. Enrollment fees at MCC are consistent with market-rate childcare fees imposed by other similar childcare programs in the area. Additional details about the MCC program are available on the City website (Attachment B).

The City also provides licensed school-age, out-of-school-time childcare at two locations:

- Belle Haven Youth Center (BHYC) provides afterschool care for children in kindergarten through fifth grade during the school year and a full-day camp program during summer, with capacity of up to 72 children. The program includes a nutritional component, homework support, and activities that support the development of the whole child. The program is currently housed in a portable building at Kelly Park during the construction of the Belle Haven Community Campus where it will be permanently housed when the new campus opens. Income-qualifying families receive reduced enrollment fees on a sliding scale. Additional details about the BHYC program are available on the City website (Attachment C).
- MCC Afterschool provides afterschool care for children in kindergarten through fifth grade with capacity of up to 70 children. A full-day eight-week summer camp program is also provided for school-aged children. The program includes a nutritional component and daily activities that support the socio-emotional, physical and cognitive age-appropriate development of the children enrolled. Enrollment fees at MCC Afterschool are consistent with market-rate childcare fees imposed by other similar childcare programs in the area. Additional details about the MCC Afterschool program are available on the City website (Attachment B).

Childcare teacher staffing challenges

Center-based preschools provide a critical service for working families and have a lasting, positive impact on the lives of young children through the quality care and educational activities that they provide. Recruiting and retaining skilled childcare staff is essential to providing quality preschool services. Menlo Park's childcare centers are staffed by talented, dedicated individuals who are committed to providing children the highest quality of care and fostering an environment of discovery and learning. Recruiting and retaining childcare staff, especially temporary staff who provide additional support and coverage for permanent staff, has been an ongoing challenge. This reduces operational flexibility for covering required breaks, leaves, and other staffing fluctuations while maintaining minimum levels of teacher-child ratios in classrooms at all times when children are present. Childcare teachers have observed that more preschoolers are demonstrating social and emotional development delays post-pandemic, particularly in age-appropriate impulse control and potty training that makes the classroom work more time- and labor-intensive. Many childcare facilities have experienced pandemic-related staffing impacts from broader shifts in the labor market related to remote work along with evolving demand for and availability of childcare services.

The City of Menlo Park fiscal year 2023-24 adopted budget includes sufficient staffing resources allocated to support the preschool childcare programs' current enrollment (Attachment D); however, some positions are currently vacant. BHDC is supported by 13.75 authorized full-time equivalent (FTE) personnel, with approximately 850 total hours per year of additional budgeted temporary (hourly as-needed) personnel. MCC preschool is supported by 10.5 authorized FTE personnel, with approximately 1,025 hours per year of additional budgeted temporary personnel. One FTE personnel equates to 2,080 hours per year. Currently for both preschools combined, 2.0 FTE positions are vacant. BHDC currently has one temporary employee on staff, and MCC currently has no temporary employees on staff. Ideally, each facility would fully utilize the available budgeted temporary staff hours to assist with coverage needs.

The City of Menlo Park fiscal year 2023-24 adopted budget includes sufficient staffing resources allocated to support the school-age (i.e., afterschool and summer camp) childcare programs' current enrollment (Attachment D); however, these programs rely heavily on temporary personnel to support daily operations, and recruiting and retaining qualified temporary employees is a persistent challenge. BHYC is supported by 1.0 authorized FTE personnel, with additional approximately 5,500 total hours per year of budgeted temporary personnel. MCC Afterschool, which is located in the same complex as MCC preschool and is

overseen by the MCC preschool supervisor, is supported by 0.75 authorized FTE personnel, with additional approximately 5,500 total hours per year of budgeted temporary (hourly as-needed) personnel. Currently for both school-age programs combined, there are no vacant FTE positions.

Analysis

Impacts of the COVID-19 pandemic

The COVID-19 pandemic had substantial and long-lasting impacts on childcare programs, especially preschools. The Centers for Disease Control and San Mateo County Health imposed strict limitations and protocols on childcare operations to protect public health and safety during the pandemic. The restrictions, though necessary at the time, resulted in immediate and steep reductions to center-based childcare enrollment.

On March 16, 2020, City-run childcare programs were closed to on-site care by the pandemic shelter-in-place orders. During that same period, the United States experienced an unprecedented economic downturn that left millions of people unemployed and triggered a deep global recession, which in turn resulted in difficult but necessary budgetary reductions in Menlo Park.

Due to the extended duration of the pandemic restrictions, and compounded by the economic recession, BHDC preschool remained closed to onsite care for nearly four months, until reopening to onsite care July 5, 2020. MCC preschool remained closed to onsite care until reopening Sept. 1, 2020. Although the programs had continued to provide virtual educational activities during the onsite closures through live, online circle times, pre-recorded lessons, and by creating and distributing to-go bags of curriculum supplies for families, enrollment fell dramatically as families reconfigured their lives and adapted to new childcare arrangements.

Upon reopening to onsite care in summer 2020, childcare programs were required to comply with substantial new restrictions on classroom sizes imposed by the Centers for Disease Control and San Mateo County Health. Maximum classroom sizes were reduced from a maximum 24 children allowed per classroom before the pandemic, to a maximum 10 children allowed per classroom during the pandemic. (The maximum was increased slightly to 13 children allowed per classroom in January 2021, then increased to 16 children in May 2021. Classroom size restrictions were lifted fully in May 2022.) Additionally, children and childcare teachers were required to remain together in cohorts, meaning that children and staff could not move to nor be interchanged with other classrooms.

Classroom closures due to exposures and cases also had a major impact on enrollment and continuity of care. When a child or childcare teacher tested positive for COVID-19, their classroom was required to close and all children and staff in that classroom were required stay out of the childcare center for 10-14 days. This restriction was imposed by health officials for good reason, which was to prevent the pandemic from spreading; however, it had a follow-on effect of driving families to find alternate forms of childcare, even though classes were still held remotely via distance learning.

The social bonds between families, childcare teachers, and other families were eroded in other ways by pandemic restrictions. Caregivers were not allowed to enter the childcare facility where they would ordinarily interact with childcare staff and other children and parents. Family engagement and educational/enrichment activities were suspended because no congregate gatherings outside of class cohorts were permitted. These changes may have inhibited enrollment growth as families sought other sources for these subtler but no less important needs.

Impacts of transitional kindergarten

The 2021-22 school year brought major changes to California’s system of early childhood education. The State of California implemented a Universal Transitional Kindergarten (TK) program, free to all California children through the public school system. The eligible age for students to qualify for TK becomes gradually younger over a span of five years beginning in 2022-23. By the 2024-25 school year, children who have their fourth birthday by Sept. 1 of the school year will be eligible to attend free TK programs provided by the state through local school districts. The long-term effects of this change to other center-based preschool programs remains to be seen, however initial signs are that a dramatic shift of enrollment from center-based programs to public school-based TK programs has already begun and the trend is likely to continue in future years.

Preschool enrollment trends

Enrollment for preschool care and development programs has been returning slowly and has not returned to pre-pandemic levels. There are several factors that may be driving this change. As mentioned above, the introduction of free TK programs at public schools is a powerful draw for families seeking affordable childcare options for their 4-year old and 5-year old children. Some caregivers may be reluctant to send young children in to congregate care situations due to concerns about communicable illnesses. The pandemic brought major changes to employment conditions in the greater Bay Area, including the widespread adoption of work from home opportunities. The sudden pandemic-related closures of childcare center and subsequent restrictions disrupted the age progression of enrollment. Children who typically would have progressed from the toddler to preschool programs found other care or moved out of the area and did not continue in the program.

Before the COVID-19 pandemic, BHCD was consistently enrolled at or near its maximum capacity of 96 total children; and MCC was enrolled at approximately 70% of its maximum capacity of 72 total children. During the pandemic, enrollment declined sharply at first, followed by slow, marginal increases as the pandemic receded and restrictions eased. However, enrollment has not yet fully recovered to pre-pandemic levels and appears to have plateaued over the past 14 months (Table 1).

Table 1. Preschool enrollment

Location	Jan 2023	Feb 2023	Mar 2023	Apr 2023	May 2023	Jun 2023	Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024
BHCD (max. capacity 96)	56	59	61	64	65	65	45	43	48	50	53	60	56	62
MCC preschool (max. capacity 72)	33	32	34	33	35	38	33	33	23	23	26	28	27	29
BHYC (max. capacity 72)	42	42	42	42	42	42	28	56	54	54	54	54	52	52
MCC Afterschool (max. capacity 70)	28	28	28	28	28	28	30	27	28	30	34	33	36	36

Surveying childcare trends and needs in Menlo Park

Staff conducted outreach to other preschool programs in Menlo Park to understand how those programs may also have been impacted by these trends, including All Five, Building Kidz, GeoKids, Menlo-Atherton Cooperative Nursery School, Our School, Synapse School (unincorporated), and Trinity Church Preschool. (Menlo-Atherton Cooperative Nursery School and Building Kidz are located in City-owned facilities at Nealon Park and Willow Oaks Park, respectively). The programs who responded to outreach reported similar trends to those experienced by the City’s programs—sudden and sharp enrollment declines during the pandemic, followed by slowly recovering enrollment levels for younger preschoolers, and a marked drop in older preschoolers who are now attending public school TK programs in greater numbers.

A countywide study of childcare needs was conducted by the San Mateo County Office of Education and the Child Care Partnership Council in 2022 (Attachment E). The study concluded that strong demand exists countywide for preschool childcare, and a shortage of available childcare spaces. The study produced a city-level profile of Menlo Park that cited an unmet need for 336 preschool childcare spaces and 661 infant care spaces in 2022, based in part on countywide surveys of parents (Attachment F). However, closer analysis of the data and the survey methodology indicates that only 62 of the 1,160 total survey respondents reside in the 94025 ZIP code, which includes Menlo Park as well as parts of other unincorporated communities (Attachment G). City staff is exploring the possibility of conducting a new survey of Menlo Park resident families with the goal of collecting a more substantial dataset that will yield clearer insight specific to Menlo Park families' unique childcare needs.

Preliminary strategies

Staff is preparing a study session for City Council to discuss the City's childcare programs in more detail and provide direction to staff for potential strategies best serve the community and increase enrollment. Preliminary strategies staff is exploring include: surveying Menlo Park families on their childcare needs; undertaking a childcare staffing needs analysis for City childcare centers; expanding subsidized childcare to MCC through grant funding from the state, similar to BHDCDC; creating an afternoon TK program to support families enrolled in morning TK programs at public schools who need continued care in the afternoons; incentivizing City employees with preschool aged children to enroll their children in City-run childcares; and leveraging data to support enhanced marketing of City-run childcare programs to Menlo Park families.

Impact on City Resources

There are no impacts to City resources as a result of this informational report. The City of Menlo Park fiscal year 2023-24 operating budget has sufficient resources allocated to support the operations of the City's childcare centers in the current fiscal year. City staff is preparing analyses of financial impacts related to childcare operations for presentation to City Council in the context of the upcoming study session item on childcare and the subsequent fiscal year 2024-25 budget deliberations.

Environmental Review

This informational item is not a project within the meaning of the California Environmental Quality Act (CEQA) Guidelines §§ 15378 and 15061(b)(3) as it will not result in any direct or indirect physical change in the environment.

Public Notice

Public notification was achieved by posting the agenda, with the agenda items being listed, at least 72 hours prior to the meeting. In addition, staff is planning to notify all families currently enrolled in City childcare programs before the upcoming study session.

Attachments

- A. Hyperlink – BHDCDC webpage: menlopark.gov/Government/Departments/Library-and-Community-Services/Child-care-and-education/Belle-Haven-Child-Development-Center
- B. Hyperlink – MCC and MCC Afterschool webpage: menlopark.gov/Government/Departments/Library-and-Community-Services/Child-care-and-education/Menlo-Childrens-Center
- C. Hyperlink – BHYC webpage: menlopark.gov/Government/Departments/Library-and-Community-Services/Child-care-and-education/BHYC

[education/Belle-Haven-Youth-Center](#)

- D. Hyperlink – City of Menlo Park fiscal year 2023-24 adopted budget – Library and Community Services: stories.opengov.com/menlopark/published/VfWPIDa7w
- E. Hyperlink – 2022 San Mateo County Child Care Needs Assessment: smcoe.org/assets/files/About_FIL/Child%20Care%20Partnership%20Council_FIL/Needs%20Assessment_FIL/SMC%202022%20Child%20Care%20Needs%20Assess%20Final%20Report.pdf
- F. Hyperlink – City of Menlo Park profile, San Mateo County Child Care Needs Assessment 2022 and 2032 Supply and Demand Summary: smcoe.org/assets/files/About_FIL/Child%20Care%20Partnership%20Council_FIL/Needs%20Assessment_FIL/2022%20Menlo%20Park%20City%20Profile-11.28.22.pdf
- G. Menlo Park-specific survey responses (ZIP code 94025) from the 2022 San Mateo County Child Care Needs Assessment

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Menlo Park survey responses (zip code 94025)
 2022 San Mateo County Child Care Needs Assessment

Are you a parent or guardian of at least one child between ages 0-12?	Responses	percent
Yes, guardian	1	1.6%
Yes, parent	61	98.4%
Total:	62	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Do you make decisions about child care for your family?	Responses	percent
Yes	62	100%
Total:	62	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

What are the ages of all your children?	Number of Responses that Contained Children at this Age	Percent of Actual Total Responses that Contain this Choice
Less than 1	5	8.10%
01	4	6.50%
02	2	3.20%
03	18	29%
04	20	32.30%
05	12	19.40%
06	16	25.80%
07	8	12.90%
08	7	11.30%
09	10	16.10%
10	5	8.10%
11	4	6.50%
12	5	8.10%
13+	8	12.90%
Total*	119	

*Due to respondents being allowed to select multiple responses, there are duplicate responses	Actual total responses: 62
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Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Do you and other household members work different shifts to reduce the need for child care?	Responses	percent
Yes	31	50%
No	26	41.90%
Not applicable	3	4.80%
Prefer not to answer	2	3.20%
Total:	31	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Have you ever had to turn down work due to a lack of child care?	Responses	percent
Yes	42	67.70%
No	20	32.30%
Total:	20	

Menlo Park survey responses (zip code 94025)
 2022 San Mateo County Child Care Needs Assessment

Please select the ages of your children for which you are currently using child care support by someone other than you or your partner/spouse. Please select all that apply.	Number of Responses that Contained this Age Range	Percent of Actual Total Responses that Contain this Choice
Infant (0-2)	6	9.70%
Preschool (2-4)	31	50%
School Age (5+)	24	38.70%
None	13	21%
Prefer Not to Answer	3	4.80%
*Total:	71	

<p>*Due to respondents being allowed to select multiple responses, there are duplicate responses</p>	<p>Actual Total Responses: 62</p>
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Menlo Park survey responses (zip code 94025)
 2022 San Mateo County Child Care Needs Assessment

Q7 and Q 20: Current versus Preferred Care for age 0-24 months	In a typical week, who is the primary provider of child care and/or supervision for your child/children ages 0-24 months during your family's work hours?	If cost and availability were not an issue, what would be your preferred child care for your child age birth to 24 months?
Family, friend, or neighbor who you pay	50.00%	0.00%
Paid child care provider who is in your home (e.g., nanny, babysitter, au pair, et	33.30%	33.30%
You, yourself	16.70%	44.40%
Paid child care run out of someone else's home (Licensed Family Child Care Hon	0.00%	22.20%

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

In a typical week, who is the primary provider of child care and/or supervision for your child/children ages 0-24 months during your family's work hours?	Responses	percent
Family, friend, or neighbor who you pay	3	50%
Paid child care provider who is in your home (e.g., nanny, babysitter, au pair, etc.)	2	33.30%
You, yourself	1	16.70%
Total:	6	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

If cost and availability were not an issue, what would be your preferred child care for your child age birth to 24 months?	Responses	percent
You, yourself	4	44.40%
Paid child care provider who is in your home (e.g., nanny, babysitter, au pair, etc.)	3	33.30%
Paid child care run out of someone else's home (Licensed Family Child Care Home)	2	22.20%
Total:	9	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Q8 and Q 21: Current versus Preferred Care for age 2-4 years	In a typical week, who is the primary provider of child care and/or supervision for your child/children ages 2-4 years during your family's work hours?	If cost and availability were not an issue, what would be your preferred child care or preschool for your child age 2-4?
Child care or preschool center on a school campus for children who are 4 or you	51.60%	37.50%
Child care or preschool center in the community for children who are 4 or youn	12.90%	12.50%
Family, friend, or neighbor who you pay	12.90%	7.50%
Paid child care provider who is in your home (e.g., nanny, babysitter, au pair, et	12.90%	10.00%
Family, friend, or neighbor who you do not pay	6.50%	2.50%
Child's other parent or guardian	3.20%	7.50%
You, yourself	0.00%	10.00%
Parent Participation or Parent Co-op Preschool/Nursery School	0.00%	5.00%
Before-/after-school program on a school campus for children who are school-a	0.00%	2.50%
Paid child care run out of someone else's home (Licensed family Child Care Hom	0.00%	2.50%
Prefer not to answer	0.00%	2.50%

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

In a typical week, who is the primary provider of child care and/or supervision for your child/children ages 2-4 years during your family's work hours?	Responses	percent
Child care or preschool center on a school campus for children who are 4 or younger	16	51.60%
Child care or preschool center in the community for children who are 4 or younger	4	12.90%
Family, friend, or neighbor who you pay	4	12.90%
Paid child care provider who is in your home (e.g., nanny, babysitter, au pair, etc.)	4	12.90%
Family, friend, or neighbor who you do not pay	2	6.50%
Child's other parent or guardian	1	3.20%
Total:	31	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

If cost and availability were not an issue, what would be your preferred child care or preschool for your child age 2-4?	Responses	percent
Child care or preschool center on a school campus for children who are 4 or younger	15	37.50%
Child care or preschool center in the community for children who are 5 or younger	5	12.50%
Paid child care provider who is in your home (e.g., nanny, babysitter, au pair, etc.)	4	10%
You, yourself	4	10%
Child's other parent or guardian	3	7.50%
Family, friend or neighbor who you pay	3	7.50%
Parent Participation or Parent Co-op Preschool/Nursery School	2	5%
Before-/after-school program on a school campus for children who are school-aged	1	2.50%
Family, friend, or neighbor who you do not pay	1	2.50%
Paid child care run out of someone else's home (Licensed family Child Care Home)	1	2.50%
Prefer not to answer	1	2.50%
Total:	40	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Q9 and Q 22: Current versus Preferred Care for age 5 and older	In a typical week, who is the primary provider of child care and/or supervision for your child/children age 5 years or older during your family's work hours?	If cost and availability were not an issue, what would be your preferred child care for your child age 5 or older?
Before-/after-school program on a school campus for children who are school-age	41.70%	44.00%
Family, friend, or neighbor who you pay	20.80%	4.00%
You, yourself	20.80%	14.00%
Child's other parent or guardian	8.30%	8.00%
Family, friend, or neighbor who you do not pay	4.20%	2.00%
Paid child care run out of someone else's home (Licensed Family Child Care Home)	4.20%	2.00%
Paid child care provider who is in your home (e.g., nanny, babysitter, au pair, etc.)	0.00%	8.00%
Before-/after-school program in the community for children who are school-age	0.00%	4.00%
Prefer not to answer	0.00%	2.00%
Care no longer needed for school-aged child	0.00%	12.00%

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

In a typical week, who is the primary provider of child care and/or supervision for your child/children age 5 years or older during your family's work hours?	Responses	percent
Before-/after-school program on a school campus for children who are school-aged	10	41.70%
Family, friend, or neighbor who you pay	5	20.80%
You, yourself	5	20.80%
Child's other parent or guardian	2	8.30%
Family, friend, or neighbor who you do not pay	1	4.20%
Paid child care run out of someone else's home (Licensed Family Child Care Home)	1	4.20%
Total:	24	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

If cost and availability were not an issue, what would be your preferred child care for your child age 5 or older?		
	Responses	percent
Before-/after-school program on a school campus for children who are school-aged	22	44%
You, yourself	7	14%
Care no longer needed for school-aged child	6	12%
Child's other parent or guardian	4	8%
Paid child care provider who is in your home (e.g., nanny, babysitter, au pair, etc.)	4	8%
Before-/after-school program in the community for children who are school-aged	2	4%
Family, friend or neighbor who you pay	2	4%
Family, friend, or neighbor who you do not pay	1	2%
Paid child care run out of someone else's home (Licensed Family Child Care Home)	1	2%
Prefer not to answer	1	2%
Total:	50	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

In a typical week, on what days do you need child care from someone other than yourself or your spouse/partner? Please select all that apply.	Number of Responses that Contained this Time Frame	Percent of Actual Total Responses that Contain this Choice
Monday-Friday	40	81.60%
Saturday	6	12.20%
Sunday	3	6.10%
Prefer not to answer	4	8.20%
*Total:	53	

*Due to respondents being allowed to select multiple responses, there are duplicate responses	Actual total responses: 49
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Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

During what hours do you typically need child care from someone other than yourself or your spouse/partner? Please select all that apply.	Number of Responses that Contained this Time Frame	Percent of Actual Total Responses that Contain this Choice
6am - 8am	9	18.40%
8am - Noon	28	57.10%
Noon - 3pm	26	53.10%
3pm - 6pm	26	53.10%
6pm - 8pm	5	10.20%
Prefer not to answer	5	10.20%
*Total:	90	

*Due to respondents being allowed to select multiple responses, there are duplicate responses	Actual total responses:	49
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Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

In a typical week, how often do you use child care?	Responses	percent
Full time (average 40 hours/week or 5 days/week or more)	30	61.20%
Part time (average 20 hrs/week or 2-3 days/week)	8	16.30%
Very Part Time (average less than 2 days/week)	6	12.20%
Prefer not to answer	5	10.20%
Total:	49	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

What is your primary reason for using child care?	Responses	percent
Work outside the home	39	79.60%
Work from home	6	12.20%
Want child to have time for play, socialization, or enrichment	3	6.10%
As needed to shop, run errands, attend appointments, etc.	1	2%
Total:	48	

Menlo Park survey responses (zip code 94025)
 2022 San Mateo County Child Care Needs Assessment

What is your secondary reason for using child care?	Responses	percent
Want child to have time for play, socialization, or enrichment	19	38.80%
Work outside the home	16	32.70%
Attend school or job training	7	14.30%
Work from home	3	6.10%
Prefer not to answer	2	4.10%
As needed to shop, run errands, attend appointments, etc.	1	2%
Other	1	2%
Total:	49	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Please tell us about the location of the child care that you use. Please select all.	Number of Responses that Contained this Location	Percent of Actual Total Responses that Contain this Choice
Near or at child's school	18	36.70%
Near home	16	32.70%
In my home	12	24.50%
Near relative or friend	9	18.40%
Near work	4	8.20%
At my work site	2	4.10%
Near public transportation	1	2%
Other	1	2%
*Total:	63	
*Due to respondents being allowed to select multiple responses, there are duplicate responses	Actual Total Response:	49

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

If you commute into San Mateo County for work, do you bring your child(ren) with you for child care?	Responses	percent
Yes	2	100%
Total:	2	

Menlo Park survey responses (zip code 94025) 2022 San Mateo County Child Care Needs Assessment

Scale of Considerations in Finding Quality Child Care (Q17)

Below you will find some things families consider when looking for child care. For each one, rate how easy or hard it was to find your child(ren).

Total Responses = 49

Options	Very Easy to Find	Somewhat Easy to Find	Very or Somewhat Easy	Somewhat Hard to Find	Very Hard to Find	Very or Somewhat Hard	Didn't Need/Want	Don't Know
Affordable	16.30%	24.50%	40.80%	28.60%	26.50%	55.10%	0	4.10%
Able to enroll right away	18.40%	24.50%	42.90%	22.40%	24.50%	46.90%	4.10%	6.10%
Good quality	36.70%	20.40%	57.10%	24.50%	12.20%	36.70%	2.00%	4.10%
Well-trained, experienced educators/caregivers	34.70%	24.50%	59.20%	24.50%	8.20%	32.70%	4.10%	4.10%
Convenient location	26.50%	32.70%	59.20%	16.30%	16.30%	32.60%	4.10%	4.10%
Supports potty training	37.50%	20.00%	57.50%	25.00%	7.50%	32.50%	7.50%	2.50%
Desired Schedule	28.60%	32.70%	61.30%	24.50%	6.10%	30.60%	4.10%	4.10%
Staff share your family's cultural/racial background	32.70%	24.50%	57.20%	18.40%	8.20%	26.60%	10.20%	6.10%
Transportation between child care and school	14.30%	10.20%	24.50%	14.30%	12.20%	26.50%	26.50%	22.40%
Safe and healthy	42.90%	28.60%	71.50%	16.30%	6.10%	22.40%	0	6.10%
Educators/caregivers/staff speak same language(s) as your family	46.90%	18.40%	65.30%	16.30%	6.10%	22.40%	4.10%	8.20%
Inclusive learning environment with support for children with disabilities	30.60%	14.30%	44.90%	12.20%	4.10%	16.30%	18.40%	20.40%

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Below you will find some things families consider when looking for child care. For each one, rate how easy or hard it was to find your child(ren). - Affordable

	Responses	percent
Very Easy to Find	8	16.30%
Somewhat Easy to Find	12	24.50%
Somewhat Hard to Find	14	28.60%
Very Hard to Find	13	26.50%
Don't Know	2	4.10%
Total:	47	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Below you will find some things families consider when looking for child care. For each one, rate how easy or hard it was to find your child(ren). -		
Convenient location	Responses	percent
Very Easy to Find	13	26.50%
Somewhat Easy to Find	16	32.70%
Somewhat Hard to Find	8	16.30%
Very Hard to Find	8	16.30%
Didn't Need/Want	2	4.10%
Don't Know	2	4.10%
Total:	4	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Below you will find some things families consider when looking for child care. For each one, rate how easy or hard it was to find your child(ren). - Able to enroll right away

	Responses	percent
Very Easy to Find	9	18.40%
Somewhat Easy to Find	12	24.50%
Somewhat Hard to Find	11	22.40%
Very Hard to Find	12	24.50%
Didn't Need/Want	2	4.10%
Don't Know	3	6.10%
Total:	5	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Below you will find some things families consider when looking for child care. For each one, rate how easy or hard it was to find your child(ren). - Safe and healthy

	Responses	percent
Very Easy to Find	21	42.90%
Somewhat Easy to Find	14	28.60%
Somewhat Hard to Find	8	16.30%
Very Hard to Find	3	6.10%
Don't Know	3	6.10%
Total:	49	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Below you will find some things families consider when looking for child care. For each one, rate how easy or hard it was to find your child(ren). - Desired schedule

	Responses	percent
Very Easy to Find	14	28.60%
Somewhat Easy to Find	16	32.70%
Somewhat Hard to Find	12	24.50%
Very Hard to Find	3	6.10%
Didn't Need/Want	2	4.10%
Don't Know	2	4.10%
Total:	45	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Below you will find some things families consider when looking for child care. For each one, rate how easy or hard it was to find your child(ren). - Good quality	Responses	percent
Very Easy to Find	18	36.70%
Somewhat Easy to Find	10	20.40%
Somewhat Hard to Find	12	24.50%
Very Hard to Find	6	12.20%
Didn't Need/Want	1	2%
Don't Know	2	4.10%
Total:	28	

Menlo Park survey responses (zip code 94025)
 2022 San Mateo County Child Care Needs Assessment

Below you will find some things families consider when looking for child care. For each one, rate how easy or hard it was to find your child(ren). - Well-trained, experienced educators/caregivers

	Responses	percent
Very Easy to Find	17	34.70%
Somewhat Easy to Find	12	24.50%
Somewhat Hard to Find	12	24.50%
Very Hard to Find	4	8.20%
Didn't Need/Want	2	4.10%
Don't Know	2	4.10%
Total:	45	

Menlo Park survey responses (zip code 94025)
 2022 San Mateo County Child Care Needs Assessment

Below you will find some things families consider when looking for child care. For each one, rate how easy or hard it was to find your child(ren). - Educators/caregivers/staff speak same language(s) as your family

	Responses	percent
Very Easy to Find	23	46.90%
Somewhat Easy to Find	9	18.40%
Somewhat Hard to Find	8	16.30%
Very Hard to Find	3	6.10%
Didn't Need/Want	2	4.10%
Don't Know	4	8.20%
Total:	43	

Menlo Park survey responses (zip code 94025)
 2022 San Mateo County Child Care Needs Assessment

Below you will find some things families consider when looking for child care. For each one, rate how easy or hard it was to find your child(ren). - Staff share your family's cultural/racial background

	Responses	percent
Very Easy to Find	16	32.70%
Somewhat Easy to Find	12	24.50%
Somewhat Hard to Find	9	18.40%
Very Hard to Find	4	8.20%
Didn't Need/Want	5	10.20%
Don't Know	3	6.10%
Total:	41	

Menlo Park survey responses (zip code 94025)
 2022 San Mateo County Child Care Needs Assessment

Below you will find some things families consider when looking for child care. For each one, rate how easy or hard it was to find your child(ren). - Supports potty training

	Responses	percent
Very Easy to Find	15	37.50%
Somewhat Easy to Find	8	20%
Somewhat Hard to Find	10	25%
Very Hard to Find	3	7.50%
Didn't Need/Want	3	7.50%
Don't Know	1	2.50%
Total:	36	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Below you will find some things families consider when looking for child care. For each one, rate how easy or hard it was to find your child(ren). - Inclusive learning environment with support for children with disabilities

	Responses	percent
Very Easy to Find	15	30.60%
Somewhat Easy to Find	7	14.30%
Somewhat Hard to Find	6	12.20%
Very Hard to Find	2	4.10%
Didn't Need/Want	9	18.40%
Don't Know	10	20.40%
Total:	30	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Below you will find some things families consider when looking for child care. For each one, rate how easy or hard it was to find your child(ren). - Transportation between child care and school

	Responses	percent
Very Easy to Find	7	14.30%
Somewhat Easy to Find	5	10.20%
Somewhat Hard to Find	7	14.30%
Very Hard to Find	6	12.20%
Didn't Need/Want	13	26.50%
Don't Know	11	22.40%
Total:	25	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Do you receive financial assistance for your child care costs?	Responses	percent
Yes	11	22.40%
No	32	65.30%
Prefer not to answer	6	12.20%
Total:	38	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Which types of financial assistance do you receive to pay for child care? Please select all.	Number of Responses that Contained this Type of Assistance	Percent of Actual Total Responses that Contain this Choice
Fee assistance from my employer	3	27.30%
Scholarship from a preschool or child care	3	27.30%
State-funded preschool or child care	3	27.30%
Voucher or subsidy from 4Cs/Child Care Coordinating Council	3	27.30%
Free or low-cost after school program	2	18.20%
*Total:	14	
	Actual Total Responses:	11
*Due to respondents being allowed to select multiple answer, there are duplicate responses		

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Which of the following did you use when searching for child care? Please select all.	Number of Responses that Contained this Resource	Percent of Actual Total Responses that Contain this Choice
Recommendations from family or friends	34	69.40%
Google search	16	32.70%
Information from child's school	15	30.60%
Social Media (e.g., Facebook)	10	20.40%
Mother's Club recommendations	6	12.20%
Referrals from County staff	6	12.20%
Referrals from 4Cs/Child Care Coordinating Council	4	8.20%
Yelp search	3	6.10%
Care.com	2	4.10%
Other	2	4.10%
*Total:	98	

<p>*Due to respondents being allowed to select multiple responses, there are duplicate responses</p>	<p>Actual Total Responses: 49</p>
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Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

What is your preferred location for child care for your child age birth to 24 months? Please select all.	Number of Responses that Contained this Location	Percent of Actual Total Responses that Contain this Choice
In my home	5	55.60%
Near home	3	33.30%
Near work	2	22.20%
Near or at child's school	1	11.10%
Near public transportation	1	11.10%
Near relative or friend	1	11.10%
*Total:	13	

*Due to respondents being allowed to select multiple responses, there are duplicate responses	Actual Total Responses:	9
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Menlo Park survey responses (zip code 94025)
 2022 San Mateo County Child Care Needs Assessment

What is your preferred location for child care for your child age 2-4? Please select all.	Number of Responses that Contained this Location	Percent of Actual Total Responses that Contain this Choice
Near home	20	50%
Near work	13	32.50%
Near or at child's school	11	27.50%
In my home	10	25%
Near relative or friend	3	7.50%
At my work site	2	5%
Prefer not to answer	1	2.50%
*Total:	60	

*Due to respondents being able to select multiple answers, there are duplicate responses	Actual Total Responses:	40
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Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

What is your preferred location for child care for your child age 5 or older? Please select all.	Number of Responses that Contained this Location	Percent of Actual Total Responses that Contain this Choice
Near or at child's school	20	40%
Near home	18	36%
In my home	13	26%
Near work	11	22%
Near relative or friend	3	6%
At my work site	1	2%
Near public transportation	1	2%
Prefer not to answer	1	2%
*Total:	68	

*Due to respondents being allowed to select multiple responses, there are duplicate responses	Actual Total Responses: 953
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Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Do any of your children have one or more disabilities and/or special needs?	Responses	percent
No	52	83.90%
Yes	10	16.10%
Total:	62	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Does your child have an IEP (Individualized Education Program) or IFSP (Individualized Family Service Plan)?	Responses	percent
Yes	9	90%
No	1	10%
Total:	1	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Will your child be attending Transitional Kindergarten in Fall 2022?	Responses	percent
Yes	10	50%
No	10	50%
Total:	10	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Will your child be attending Kindergarten in Fall 2022?	Responses	percent
Yes	8	66.70%
No	4	33.30%
Total:	4	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Since COVID-19, have you noticed a difference in the development of your child(ren) (i.e., changes or delays in motor development, impacted speech patterns, changes in behaviors, etc.)?	Responses	percent
Yes	20	32.30%
No	42	67.70%
Total:	42	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Please select all developmental changes you have noticed in your child(ren):	Number of Responses that Contained this Symptom	Percent of Actual Total Responses that Contain this Choice
Increased anxiety	12	60%
Challenges with problem solving	11	55%
Challenges in expression of emotions	8	40%
Not meeting expected miles stones	7	35%
Acting younger or older than his/her age	6	30%
Increased irritability with adults	5	25%
Changes in speech (e.g., speech sounds incoherent, unintelligible)	4	20%
Increased irritability with other children	4	20%
Unprepared to move to next grade level	3	15%
Changes in motor development	2	10%
Changes in physical development	2	10%
Other	1	5%
*Total:	65	

Actual total responses:	20
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***Due to respondents being allowed to select multiple answers, there are duplicate responses.**

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

What is your current gender identity?	Responses	percent
Woman/Female	52	83.90%
Man/Male	9	14.50%
Prefer not to answer	1	1.60%
Total:	10	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

How many people live in your home, including yourself?	Responses	percent
2	2	3.20%
3	11	17.70%
4	25	40.30%
5 or more	23	37.10%
Prefer not to answer	1	1.60%
Total:	62	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Please indicate in what year were you born?	Responses	percent
1900-1910	1	1.61%
1970-1980	15	24.19%
1980-1990	27	43.55%
1990-2000	19	30.65%
Total:	62	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

What is your highest educational degree completed?	Responses	percent
Less than high school	5	8.10%
High school diploma or GED	24	38.70%
Associate Degree	9	14.50%
Bachelor's Degree	12	19.40%
Master's Degree or higher	11	17.70%
Prefer not to answer	1	1.60%
Total:	57	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Which of the following categories best describes the ethnic or racial group with which you identify? Please check all that apply.	Number of Responses that Contained this Race or Ethnicity	Percent of Actual Total Responses that Contain this Choice
Latinx/Hispanic	43	69.40%
Caucasian or White	13	21%
Asian	4	6.50%
African American or Black	2	3.20%
Native Hawaiian or Pacific Islander	2	3.20%
Prefer not to answer	2	3.20%
Middle Eastern or Northern African	1	1.60%
South Asian	1	1.60%
*Total:	68	

Due to respondents being allowed to select multiple responses, there are duplicate responses.	Actual Total Responses: 62
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Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Which languages are spoken in your home? Please select all that apply.	Number of Responses that Contained this Language	Percent of Actual Total Responses that Contain this Choice
Spanish	41	66.10%
English	40	64.50%
Other language	4	6.50%
Mandarin	2	3.20%
Arabic	1	1.60%
Filipino or Tagalog	1	1.60%
Prefer not to answer	1	1.60%
*Total:	90	

*Due to respondents being allowed to select multiple answers, there are duplicate responses	Actual Total Responses:	62
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Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Please indicate the range that includes your household's total annual income before taxes in 2021:	Responses	percent
\$10,000 and under	2	3.20%
\$10,001 - \$25,000	5	8.10%
\$25,001 - \$50,000	21	33.90%
\$50,001 - \$100,000	12	19.40%
\$100,001 - \$150,000	5	8.10%
More than \$150,000	12	19.40%
Prefer not to answer	5	8.10%
Total:	62	

Menlo Park survey responses (zip code 94025)
2022 San Mateo County Child Care Needs Assessment

Would you like to be entered in a random drawing for a \$50 Gift Card	Responses	percent
No, I would not like to be entered in the random drawing	17	27.90%
Yes, I would like to be entered in the random drawing	44	72.10%
Total:	61	