Department of Early Childhood

FY2026-27 & FY2027-28 Proposed Budget

June 11, 2026

San Francisco Department of
Early Childhood

Vision, Mission, and Objectives

VISION

Every child in San Francisco has the best start in life, and our City is a great place to raise a family.

MISSION

To weave together family, community, and system supports so that all children who grow up in San Francisco have a strong foundation of nurturing, health, and learning.

IMPACT

All San Francisco children enjoy a solid foundation to support future success.

DEC Core Services

Core Services Ensure Robust System of Support

69% of kindergartners met readiness standards, an all-time high, after 4 consecutive years of growth. Reducing the educational gap for vulnerable groups.

9,152 children enrolled in Early Learning for All, an all-time high. Infant and toddler enrollment has grown by 135% and now exceeds that of preschoolers.

3,175 educators saw their compensation increase. In the highest-need centers, average wages have grown by 42% to 53%. Elsewhere, stipends have provided more than $13,000/year.

7,382 children received developmental screening, an increase of 29%. Early Connections connect children with developmental concerns to services. Kindergarten readiness among children with disabilities has increased for 4 consecutive years to an all-time high.

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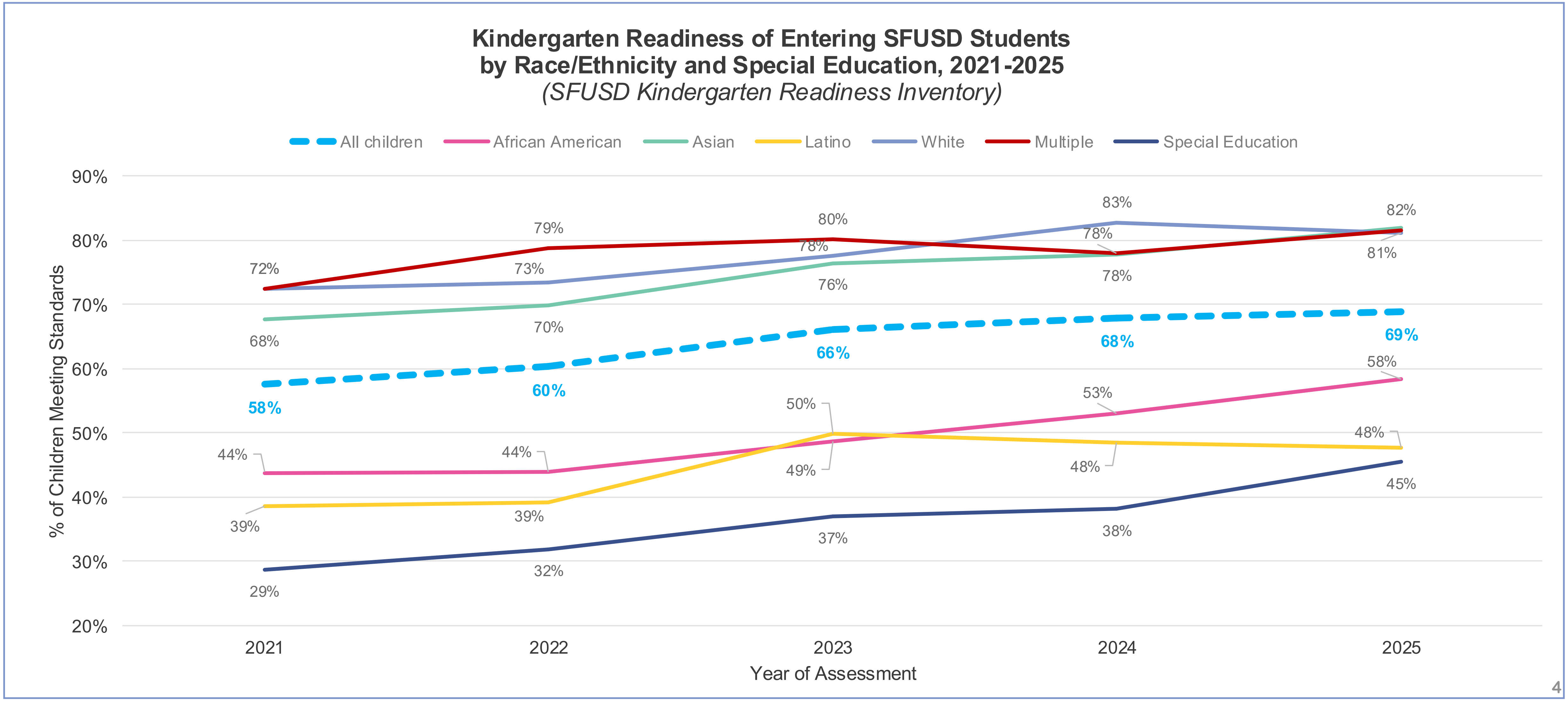
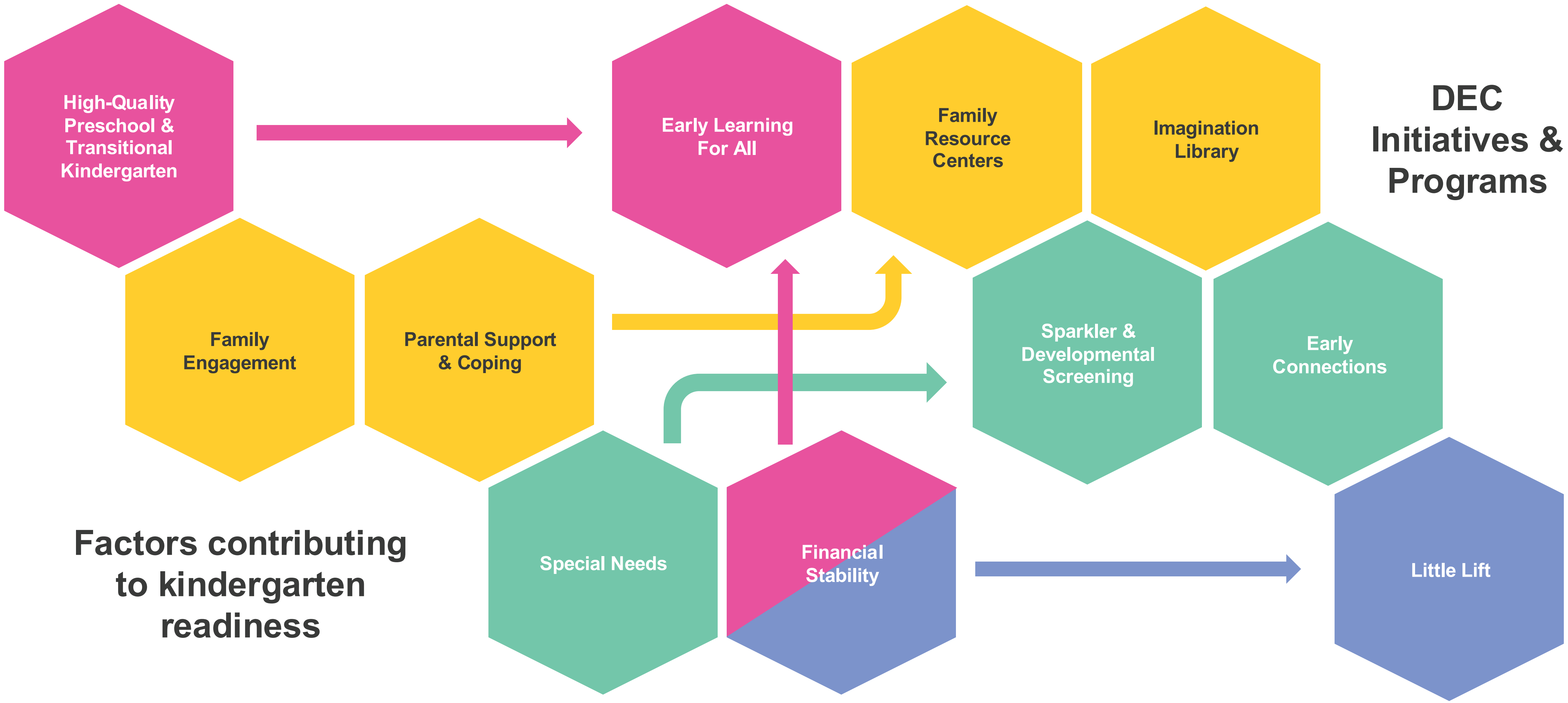
DEC Budget Objectives

Kindergarten Readiness at an All-Time High and Gaps are Closing



DEC's Strategies and Investments: Building Blocks for Kindergarten Readiness



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Budget Expands Support for Children and Educators

Workforce Support - Higher wages for educators, funding for higher education, supported by better working conditions.

Family Affordability with Tuition Support - Full or partial tuition credit for families earning up to 200% of area median income (AMI). Providing families a wider choice of quality providers in the City's history.

Quality Early Education Spaces - Build, renovate and convert early care and education spaces, with a focus on infant & toddler slots, nature-based outdoor spaces, and inclusive environments.

Child Family Well-being - Family Resource Centers, Early Intervention Services, Universal Development Health Screening, free books for every young child, and a "Little Lift" supporting pregnancy and the earliest life.

Systems of Support - Connecting fragmented resources so that caregivers feel informed, engaged, and empowered to support young children.

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Mayor Budget Priorities

DEC Budget to Lead the Nation on High Quality ECE

Affordability Starts at Birth

- Families earning below 110% AMI[1] (up to $171,450 for a family of four) will continue to be eligible for free childcare at ELFA programs.
- Families earning 111-150% AMI[1] ($234k) will qualify for free[2] childcare at ELFA programs.
- Families earning 151-200% AMI[1] ($312k) will receive a 50% tuition credit[2] at ELFA programs.
- Individuals approaching birth[3] will be eligible for economic supports and connection to critical city resources through the earliest stages of life.

Our San Francisco Approach

Starts now: We have moved beyond vision setting – over the past four years, we've built the infrastructure that makes this expansion possible and have a plan in place to further strengthen the system

Quality driven: San Francisco prioritizes early learning – not just childcare – with quality standards, which resulted in 11% increase in kindergarten readiness since 2021

Educator-focused: First-in-the-nation wage augmentation helps recruit and retain essential talent for learner success, ensuring teachers with a BA earn at least $76,000[4]

Early eligibility: Programs begin before birth. All ages are eligible for ELFA, and we're increasing capacity for our infant and toddlers

Locally led: City dollars power this expansion. We will look to partner with the State to maintain and expand our efforts

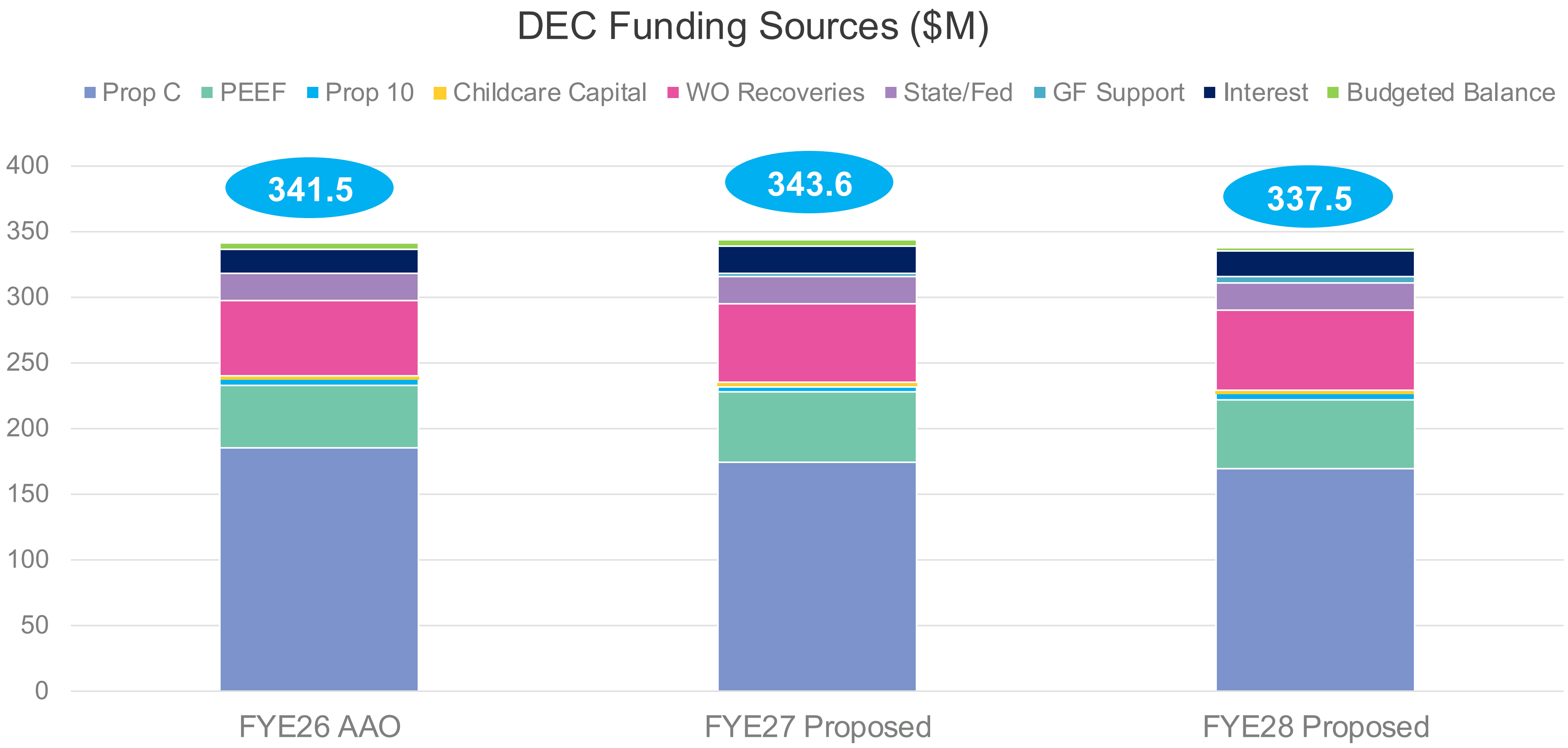
Learn More & Apply

Visit **sfdec.org/early-learning-for-all**

1. Capped by DEC's published tuition rates |2. Area median income | 3. High-risk Medi-Cal are eligible | 4. For full-time educators

DEC Proposed Budget

FY27 & FY28 Proposed AAO Budget - Sources



Percent Change (YoY)	N/A	+0.6%	-1.8%

DEC Proposed Budget

Budget Continues Commitment to the Community

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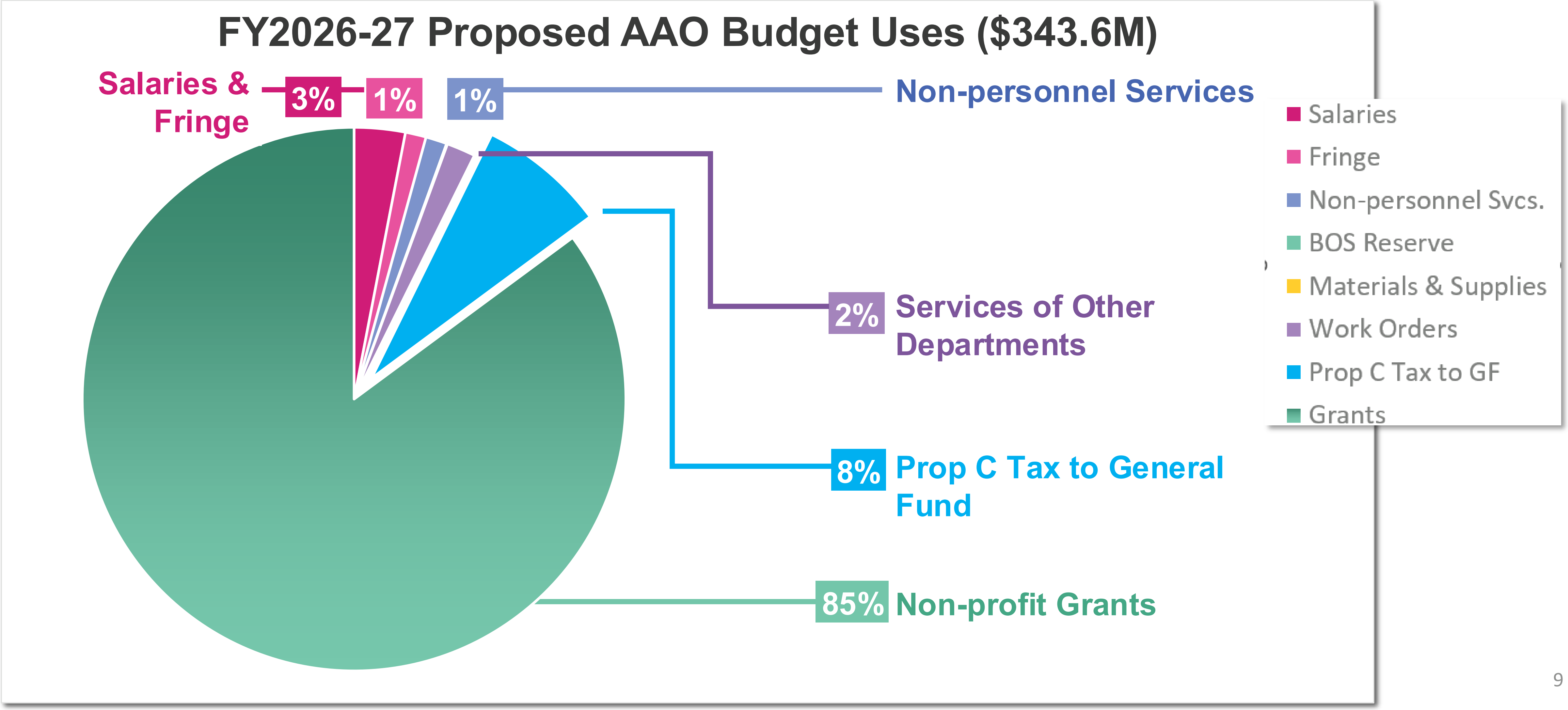
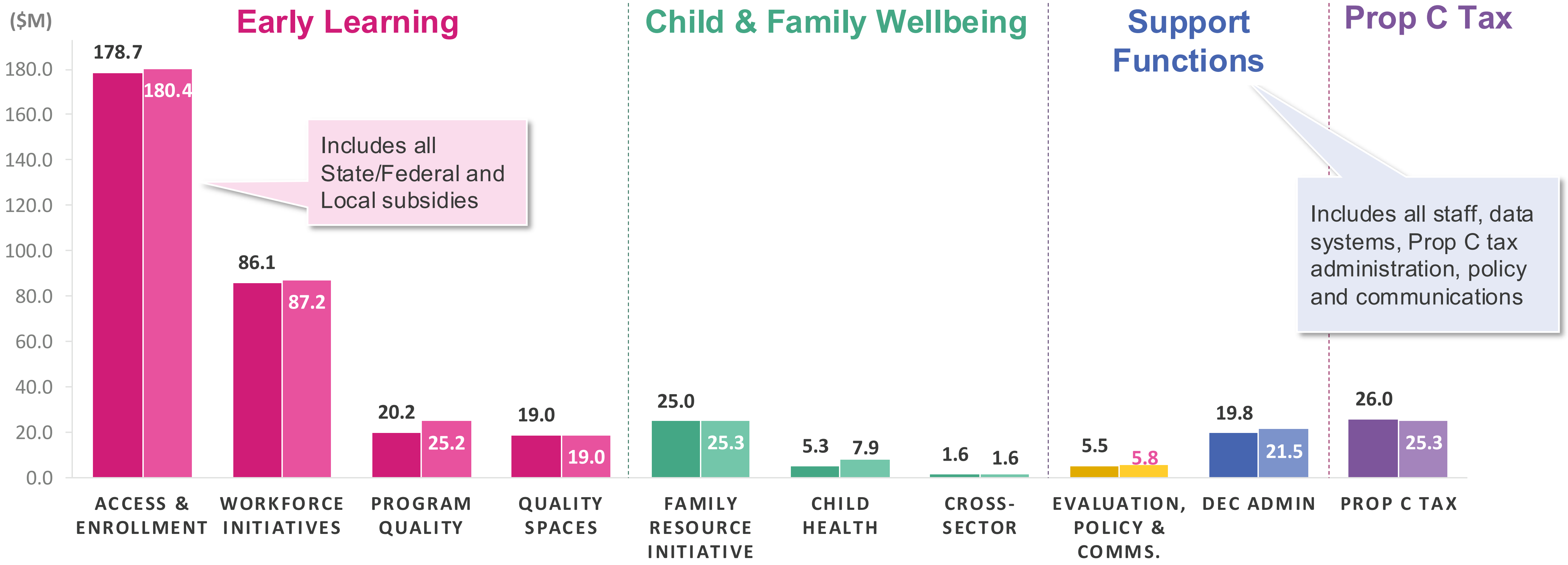


DEC Proposed Spending

Total Proposed Spending by Major Program Area

DEC FY2025-26 AND 2026-27 EXPENDITURE, BY PROGRAM



Excludes requested BOS reserve

DEC Proposed Budget and Spending

Proposed Budget by Division and Program

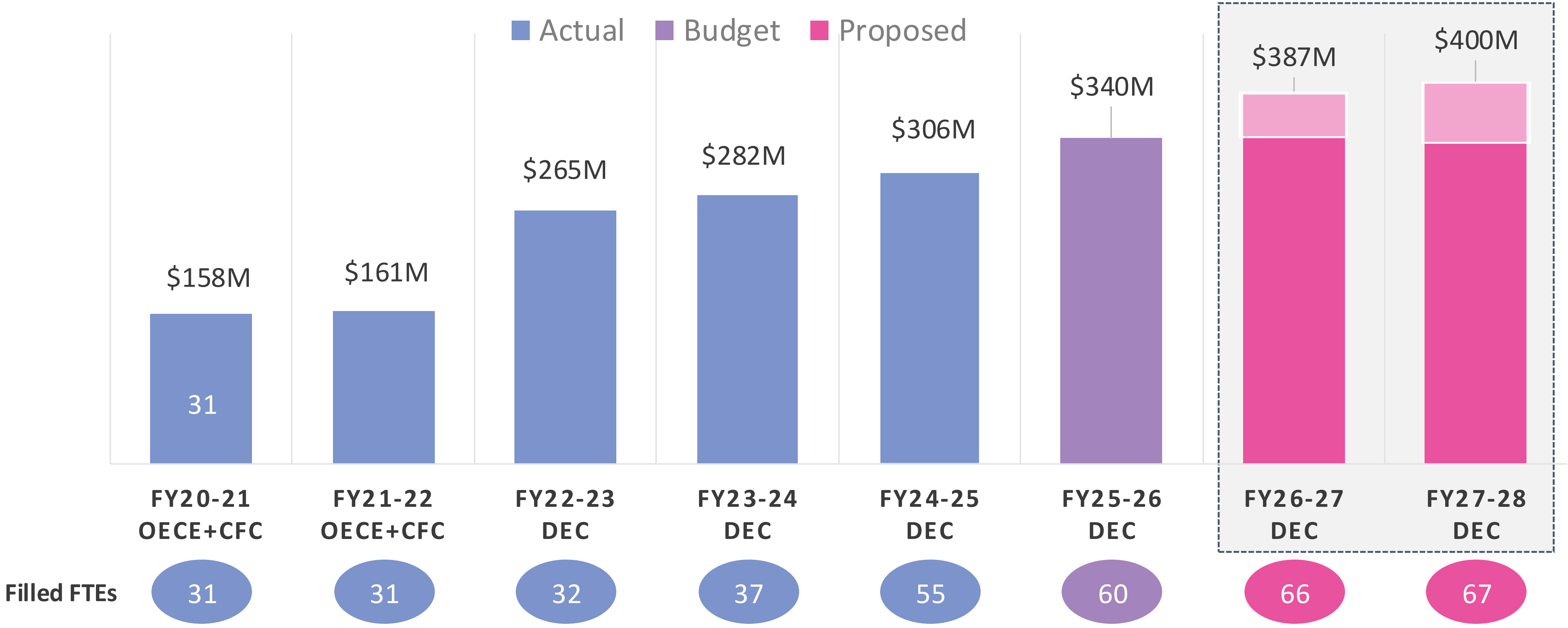
Division	Program	Total Budget FY26-27	Total Budget FY27-28	AAO Budget ($M) FY26-27	AAO Budget ($M) FY27-28
Early Learning	• Access & Enrollment (includes State/Fed tuition)	178.7	180.4	171.7	156.2
	• Early Care and Education Workforce	86.1	87.2	71.6	71.6
	• Quality Spaces – ECE Facilities	19.0	19.0	2.5	7.5
	• Program/Network Quality	20.2	25.2	18.9	21.4
Child & Family Wellbeing	• Family Resource Initiative	25.0	25.3	22.5	22.6
	• Child Health	5.3	7.9	5.3	5.3
	• Cross-Sector	1.6	1.6	-	-
Evaluation, Policy & Communications	• Data & Evaluation	4.0	4.3	3.6	4.1
	• Strategy	0.2	0.2	-	-
	• Communications	0.7	0.7	0.7	0.7
	• Field Building	0.7	0.7	0.7	0.7
Finance & Operations	• Salaries & Fringe	13.6	15.2	14.7	16.3
	• Non-personnel Services	0.3	0.4	0.3	0.4
	• Materials & Supplies	0.2	0.2	0.2	0.2
	• City-owned Buildings	0.6	0.8	0.7	0.8
	• Administrative Work Orders	5.1	5.1	4.2	4.4
Prop C Tax	• Prop C 15% transfer to General Fund'	26.0	25.3	26.0	25.3
	TOTAL	$ 387.3	$ 399.5	$ 343.6	$ 337.5

Excludes requested BOS reserve

DEC Proposed Spending and Staff Count

Staff Capacity Essential to Maintain High-Quality Services

DEC EXPENDITURE TRAJECTORY



Note: Annual expenditures are adjusted across fiscal years to match the period expenses were incurred; The annual amounts will not match the values in SF Financials, which reports “actuals” based on timing of payments made.

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DEC Proposed Staffing

DEC Organization and Operating Model

##/## Filled/Total FTEs

Proposed Changes

- **Executive Director**
  - **Deputy Director Early Learning**
    - Access & Enrollment — 5/5
    - Workforce Development — 6/6
    - Program Quality — 9/10 (+5)
    - Quality Spaces — 2/2
  - **Deputy Director Finance & Operations**
    - Finance — 7/7 (+1)
    - Operations — 4/4
    - Fiscal & Program Compliance — 1/1 (+1)
  - **Deputy Director Evaluation, Policy & Comm**
    - Data & Evaluation — 7/7
    - Policy, Communications & Strategic Partnerships — 4/4
  - **Deputy Director Child Family Wellbeing**
    - Child Health — 3/3
    - Family Support — 4/4
    - Planning & Cross-Sector — 2/2

- DEC is in the process of filling its only vacant position (staff left CCSF).
- Requested positions are to support expansion of ELFA network and ability to maintain program quality across the existing network as well as to ensure grant compliance consistent with CON requirements.

Position count excludes Interns

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DEC Proposed Budget

DEC Organization and Operating Model

Position	FY25-26 Current	FY26-27 Budget	FY27-28 Budget
0961/0952	5	5	5
092x	7	8	8
977x	25	29	30
18xx	17	18	18
Other	6	6	6
Budget per Staff ($M)	**5.67**	**5.86**	**5.97**
Staff per Manager	**4.00**	**4.08**	**4.15**

Manager positions include 0961, 0952, and 092x; Budget includes projected use of fund balance

Reserve Requested for Board Commitments

PROJECT	AMOUNT	TIMING
Family Resource Center (final of three-year commitment made by BOS)	$1.25 M	FY 26-27
Childcare site at Zuckerburg S.F. General Hospital	$10 M	FY 26-27
Childcare on site at Laguna Honda Hospital	$10 M	FY 26-27
Childcare on site at OMI Public Library	$10 M	FY 27-28
TOTAL	**$31.25 M**	