



Southern Arizona Association for the Education of Young Children

An Affiliate of **naeyc**

SAZAEYC STRATEGIC PLAN

2021-2023

— BUILDING LEADERS FROM THE START —

VISION

All young children thrive and learn in a society dedicated to ensuring they reach their full potential.

MISSION STATEMENT

SAZAEYC promotes high-quality early learning for all children, birth through age 8, by connecting practice, policy and research. We advance a diverse, dynamic early childhood profession and support all who care for, educate, and work on behalf of young children.

VALUES AND BELIEFS

Our core values are defined in the NAEYC Code of Ethical Conduct and are deeply rooted in the early childhood profession. In addition, we seek to be a high-performing, inclusive organization that is enriched by and continually grows from our commitment to diversity, as embodied by our core beliefs. We strive to uphold these values and beliefs in all our initiatives within this document and our interactions in the communities we serve.

HIGH-QUALITY EARLY LEARNING

Children birth through age 8 have equitable access to developmentally appropriate, high-quality early learning *that is reflective of our diverse southern Arizona community.*

GOALS:

1. Annual increase of early care and education programs in Southern Arizona in quality improvement systems (NAEYC, NECPA, NACCP, NAFCC) in alignment with other agencies.
2. Support developmentally appropriate practices for children birth through age 8, in partnership with Las Familias, the Great Expectations Community of Practice.
3. Promote national and state policies related to equitable access to high-quality early learning.
4. Educate our members and community about the importance of advocacy.
5. Offer professional development to all of Southern Arizona that is high-quality, DAP and relevant to our members' needs.
6. ***Align professional development to topics that reflect our local early childhood community and connect a sense of equity, inclusion and developmentally appropriate practices***

THE PROFESSION

The early childhood education profession exemplifies excellence and is recognized as vital and performing a critical role in society.

GOALS:

1. Participate as a leader in the professional preparation and development efforts in Southern Arizona through the Annual SAZAEYC Conference, professional development workshops and networking opportunities for early childhood professionals.
2. Support and sustain the Brenda Loomis "Hello My Friend" Scholarship.
3. Recognize and celebrate excellence in our profession through the Annual Awards Brunch and recognition of NAEYC accredited programs.
4. ***Offer community engagements, professional development and membership events that build on each child's unique individual and family strengths, cultural***

background, language(s), abilities, and experiences and eliminate differences in educational outcomes as a result of who children are, where they live, and what resources their families have.

ORGANIZATIONAL ADVANCEMENT

SAZAEYC, as an affiliate to NAEYC, is a highly valued credible and visible organization.

GOALS:

1. Develop and promote professional development opportunities and other events to increase membership, recruitment and retention for young and diverse early childhood educators.
2. Inform members and other professionals of the resources available through NAEYC, SAZAEYC and AzAEYC.
3. Support and collaborate with AzAEYC, in alignment with the 2017 Memorandum of Understanding document to create a cohesive message to the community business leaders and elected officials about the importance of high-quality early learning.
4. Use social media, list serves and collaboration with other organizations to increase visibility and credibility in our community.
5. ***Continue to offer online participation and other outreach opportunities to help tribal and rural communities to be part of SAZAEYC***

ORGANIZATIONAL EXCELLENCE

SAZAEYC, as an affiliate to NAEYC, reflects excellence in all aspects of organizational health and vitality.

GOALS:

1. Increase organizational capacity (assets/resources) by seeking and implementing grants/projects that serve members.
2. Maintain fiscal responsibility and administrative structures within the organization with a shared understanding of vision, mission and values.
3. Seek out members for the board to expand and diversify our community representation, message and intentional commitment to be a High-Performing, Inclusive Organization (HPIO).

4. Seek member input for creating a healthy, vital and diverse early childhood organization.
5. ***Seek to leverage the inherent tensions between historical context, the power of the present, and intentional and inevitable change to remain a dynamic, viable institution. This requires intentional strategies for managing change, identifying and supporting desired results of organizational transformation.***
6. Create ongoing relationships with our members to assess their needs, in order to grow membership and retain current members. ***In this effort we will re-engage members through digital modalities.***

LEADERSHIP AND INNOVATION

SAZAEYC, as an affiliate to NAEYC, cultivates leadership and incubates innovative strategies that propel the field, profession and systems of early learning.

GOALS:

1. Promote SAZAEYC as a reliable, productive collaborator in early childhood education.
2. Continue to solicit member input to foster innovative collaboration.
3. Build leadership and advocacy capacity to propel the field, profession and systems of early learning through supporting our members and Communities of Practice, including Las Familias.
4. Create and maintain a student chapter for Southern Arizona.
5. Collaborate and partner with agencies/organizations that support educators, children and families.
6. ***Foster an emerging leaders cohort specific to Southern AZ, in concert with Las Familias, to elevate voices specifically from varying backgrounds***