



# AZAEYC

Building leaders from the start

## STRATEGIC PLAN

Arizona Association for the  
Education of Young Children

2015 - 2017

# My NAEYC...

...is a guiding light for high quality early education.

...is the premier association for early childhood education professionals.

... advocates for young children.

... is a go-to resource.

...is a national network offering an avenue for collaborative relationships.

## VISION STATEMENT

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

## MISSION STATEMENT

AzAEYC 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.

# VISION, MISSION AND VALUES<sup>1</sup>

## 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 uphold these values and beliefs in all our interactions and initiatives:

- ### CORE VALUES
- Appreciate childhood as a unique and valuable stage of the human life cycle.
  - Base our work on knowledge of how children develop and learn.
  - Appreciate and support the bond between the child and family.
  - Recognize that children are best understood and supported in the context of family, culture, community, and society.
  - Respect the dignity, worth, and uniqueness of each individual (child, family member, and colleague).
  - Respect diversity in children, families, and colleagues.
  - Recognize that children and adults achieve their full potential in the context of relationships that are based on trust and respect.

- ### CORE BELIEFS
- Excellence and Innovation** —We are imaginative risk takers willing to challenge assumptions while being accountable to our mission and fiscally responsible.
  - Transparency** —We act with openness and clarity.
  - Reflection** —We consider multiple sources of evidence and diverse perspectives to review past performance, note progress and successes, and engage in continuous quality improvement.
  - Equity and Opportunity** —We advocate for policies, practices, and systems that promote full and inclusive participation. We confront biases that create barriers and limit the potential of children, families, and early childhood professionals.
  - Collaborative Relationships** —We share leadership and responsibility in our work with others. We commit time and effort to ensure diverse participation and more effective outcomes. We act with integrity, respect, and trust.



Strategic Priority

High-Quality Early Learning

Goal

Children birth through age 8 have equitable access to developmentally appropriate, high-quality early learning.

AzAEYC Strategies

- Promote and expand NAEYC Accreditation across all early childhood education programs in Arizona.
• Develop and implement efforts to support developmentally appropriate practice across all early childhood age groups and in related policy work.
• Promote national and state policies related to equitable access to high quality.

Strategic Priority

The Profession

Goal

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

AzAEYC Strategies

- Participate as a leader in the professional preparation and development efforts in Arizona.
• Recognize and celebrate excellence in our profession.
• Participate in the NAEYC Institute for Professional Development and Summit of the States.
• Promote and support NAEYC's Early Childhood Associate Degree Accreditation (ECADA) within the higher education community in Arizona.
• Fully implement the Rhian Evans Allvin and Joshua J. Allen Scholarship program.

AZAEYC STRATEGIC PRIORITIES<sup>2</sup>

**Strategic  
Priority**

## **Organizational Advancement**

### **Goal**

AzAEYC is a highly valued, credible, and visible organization.

### **AzAEYC Strategies**

- Develop innovative and proactive membership recruitment, engagement, satisfaction, and retention projects at the state and local component levels, including a renewed emphasis on reaching personnel in K-3 positions, Quality First programs, and NAEYC accredited programs.
- Promote the use of NAEYC resources.

## **AZAEYC STRATEGIC PRIORITIES<sup>2</sup>**

**Strategic  
Priority**

## **Organizational Excellence**

### **Goal**

AzAEYC reflects excellence in all aspects of organizational health and vitality.

### **AzAEYC Strategies**

- Work with local affiliates and membership hubs to determine the structure that best serves the needs of Arizona.
- Enlist the assistance of experts to be a high performing, inclusive nonprofit organization.
- Develop a comprehensive communication plan.
- Implement the requirements of being a subcontractor for AZ PBS in the development of the First Things First Arizona Early Childhood Career and Professional Development Network.
- Increase organizational capacity (assets and resources) by seeking and implementing grants/projects that serve members.
- Develop a staffing (bookkeeper, executive director) plan that aligns with the structure decisions within the state.
- Implement intentional planning related to board composition that moves the organization forward in the state and national system.
- Focus on advocacy that is visible and meaningful and is focused on all aspects of the field, including teacher/caregivers.

### Goal

AzAEYC cultivates leadership and incubates innovation strategies that propel the field, profession, and systems of early learning.

### AzAEYC Strategies

- Promote AzAEYC as a reliable and productive collaborator and partner in early childhood education efforts in Arizona.
- Cultivate leadership development opportunities in Arizona.
- Pursue opportunities for innovative projects that fit the mission and forward moving direction of AzAEYC.

For more information about AzAEYC, visit us at:  
[www.azaeyc.net](http://www.azaeyc.net)

<sup>1</sup>The Vision, Mission and Values were adopted from the NAEYC Strategic Direction.

<sup>2</sup>The AzAEYC Strategic Priorities and Goals were adapted from the NAEYC Strategic Direction.

*The NAEYC Strategic Direction is available at:*

[http://www.naeyc.org/files/naeyc/NAEYC\\_Strategic\\_Direction\\_2014.pdf](http://www.naeyc.org/files/naeyc/NAEYC_Strategic_Direction_2014.pdf).