

Agency 5-Year Plan

Issue 1 All children have access to high quality, culturally responsive early care and education that promotes their optimal development.

Description: a) Create a coordinated spectrum of programs and services with defined roles and responsibilities across agencies, organizations and individuals.

Design the Early Care and Education system to ensure access for all children to high quality, inclusive culturally responsive early care and education.

Identify and align early care and education funding, programs and services to eliminate gaps and prevent unnecessary duplication.

Build a system that promotes accountability and quality improvement, monitors programs and is coordinated among early care and education agencies and organizations.

Build an integrated data system that provides data that can be used as part of an evaluation and monitoring system for early care and education

b) Develop quality early learning standards and development guidelines and support early childhood providers to align curricula and assessments with the standards.

c) Make available quality, affordable and culturally responsive early childhood education programs to all children and families across Arizona.

Solutions:

a) Develop fluent, adaptive and responsive systems thinkers who know how to apply systems thinking across the organization (staff and volunteers) and externally with system partners.

Establish mechanisms by which Regional Councils can provide local leadership in developing an early childhood systems model.

B) Develop quality early learning standards and development guidelines and support early childhood providers to align curricula and assessments with the standards.

C) Make available quality, affordable and culturally responsive early childhood education programs to all children and families across Arizona.

Issue 2 All children have access to high quality, preventive and continuous health care, including physical, mental, oral and nutritional health.

Description: a) Access to Quality Health Care Coverage and Services—Collaborate with partners to increase access to high quality health care services (including oral health and mental health) and affordable health care coverage for young children and their families.

b) Nutrition and Physical Activity—Collaborate with partners to support improved nutrition and increased age/developmentally appropriate physical activity levels among young children.

Solutions:

a) Increase the number of children who have comprehensive health insurance.

Increase access to and utilization of preventative health care services for children and families.

Increase the number of women who receive early and adequate prenatal care.

b) Increase the number of children, families and caregivers that practice developmentally appropriate physical activity and incorporate good nutrition.

Create, sustain and expand community based partnerships that increase access to healthy food and physical activity.

Encourage community leadership, public awareness and community design that support better nutrition, increased physical activity and health conscious neighborhoods and public spaces.

Issue 3 All families have the information, services and support they need to help their children achieve to their fullest potential.

Description: Supports and Services for Families—Convene partners, provide leadership, provide funding, and advocate for development, enhancement, and sustainability of a variety of high quality, culturally responsive, and affordable services, supports, and community resources for young children and their families.

Solutions:

Increase the availability of high quality family support and literacy services for families with young children.

Increase family access and participation in high quality family support and literacy services and the ability of families to promote positive child development, health & literacy outcomes for their children.

Continuously improve the quality of family support and literacy services.

Expand the use of evidence based practice in the early childhood family support and literacy service system.

Increase coordination of planning, developing, funding and delivering family support and literacy services to best meet the needs and preferences of families and to leverage available resources.

Increase the number of family members who are actively participating in the development of the system of family support and literacy services.

Issue 4 All early childhood education and health professionals are well prepared, highly skilled, and compensated commensurate with their education and experience.

Description: Professional Development System—Convene partners, provide leadership, and provide funding for the development and enhancement of an early childhood professional development system that addresses availability, accessibility, affordability, quality, and articulation.

Solutions:

Build a comprehensive and well-articulated professional development system throughout Arizona that begins with the acquisition of a GED/high school diploma.

Provide access to ongoing education and training for all early childhood and education professionals across Arizona to meet professional development requirements and goals.

Issue 5 All Arizonans understand the importance of the early years and the impact of early childhood development and health and education on Arizona's economy and quality of life and, as a result, substantially support early childhood development, health and education both politically and financially.

Description: a) Building Public Awareness and Support—Convene partners, provide leadership, and provide funding for efforts to increase public awareness of and support for early childhood development, health and early education among partners, public officials, policy makers, and the public.
 b) Early Childhood System Funding—Secure, coordinate, and advocate for resources required to develop and sustain the early childhood system.
 c) There is adequate public and private funding to build and sustain the early childhood system.

Solutions:

The public is aware of the benefits of investing in early childhood development, health and early education.
 The public is committed through a strong, growing, and active pool of Arizonans who make early childhood development a priority.

Issue 6 FTF is a learning organization that integrates innovation and a systems thinking approach.

Description: FTF staff and volunteers have the resources, structures and processes in place so that continuous learning can occur and be recognized.

Solutions:

Develop fluent, adaptive and responsive systems thinkers who know how to apply systems thinking across the organization (staff and volunteers) and externally with system partners.
 Establish mechanisms by which Regional Councils can provide local leadership in developing an early childhood systems model.

Issue 7 FTF is a model for comprehensive planning and program implementation with an emphasis on data driven decisions and continuous quality improvement.

Description: a) Establish and maintain internal systems that promote accountability, efficiency and improvement.
 B) Establish and implement a comprehensive research and evaluation agenda.

Solutions:

Implement statewide and regional funding plans that are consistent with FTF's indicators, benchmarks to progress, strategic direction, Standards of Practice based on best and evidence based practice, FTF logic model and the Arizona Model System.
 Advance fiscal policy that is transparent, accountable, a public sector model and that aligns with a systems approach to programmatic implementation.

Issue 8 FTF is a highly sought after place of employment and engagement that attracts and retains exceptional and diverse talent among staff and volunteers.

Description: FTF is an employee focused organization where wellness, innovation and professional development are valued and rewarded.

Solutions:

Implement policies that support our Beliefs, Actions and Performance statement.
 Create a climate that integrates cross divisional work teams and products and encourages innovative and critical thinking focused on results.
 Recruit nationally and locally to hire and retain ideal candidates that are highly qualified and will carry out FTF's beliefs, actions, and performance statements.
 Articulate and support professional development, skill building and career path opportunities.
 Create a culture that intentionally celebrates success.

Issue 9 FTF is a local, state and national leader working to advance the entire early childhood system.

Description: Create awareness about Arizona's early childhood system.

Solutions:

Develop and deploy information on early care and education in Arizona for diverse stakeholders.
 Commit resources so that staff and volunteers can present and publish in applicable forums and serve in national roles.
 Create opportunities for Council members and staff to serve and engage with community boards and committees.
 Create opportunities for Arizona's early childhood system and/or FTF to be profiled or quoted in local, state, & national media and industry publications.

Resource Assumptions

	FY2019 Estimate	FY2020 Estimate	FY2021 Estimate
Full-Time Equivalent Positions	158.7	158.7	158.7
General Fund	0.0	0.0	0.0
Other Appropriated Funds	0.0	0.0	0.0
Non-Appropriated Funds	120.3	118.3	116.3
Federal Funds	6,933.9	1,000.0	500.0