



**coaeyc**

Colorado Association for the  
Education of Young Children

An Affiliate of **naeyc**

2024 - 2027

# Strategic Plan





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## Overview

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**Page 3** Strategic Goal 1: Enhance professional development and support for early childhood professionals including educators, administrators, consultative staff, and other ECE professionals.

**Page 4** Strategic Goal 2: Be a conduit for connection and collaboration between groups that work within or across the early childhood space.

**Page 5** Strategic Goal 3: Enhance member engagement and diversity.

**Page 6** Internal Goal 1: Increase the human capacity of the organization.

**Page 7** Internal Goal 2: Increase the financial stability of COAEYC.

**Page 8** Internal Goal 3: Diversify COAEYC leadership.

**Page 8** Internal Goal 4: Build meaningful relationships and partnerships to continue to build capacity.

**Page 9** Glossary

### Our Mission

COAEYC strives to help early childhood professionals develop, grow, and succeed; and to promote equitable access to quality learning and care for all of Colorado's children.

# Strategic Goal 1

*Enhance professional development and support for early childhood professionals including educators, administrators, consultative staff, and other ECE professionals.*



## Objective 1

Create opportunities that strengthen the administrative and management skills of early childhood professionals.

### Key Activities

- Provide professional development that focuses on business-related tools and competencies.
- Advocate for the inclusion of business-related competencies in the Colorado Shines Professional Development Information System for program administrators.



## Objective 2

Continue to nurture the growth, development, and retention of early childhood professionals through professional development support.

### Key Activities

- Foster and enhance awareness of diverse, accessible professional development opportunities across Colorado, catering to early childhood professionals of varied roles, cultural backgrounds, and linguistic diversity, while ensuring high standards of content quality.
- Facilitate career advancement and networking opportunities such as virtual or in-person career fairs.
- Collaborate with state and national partners to align documentation of completed professional development with Colorado rules and regulations.
- Advocate for funding to support the education, development, recruitment, and retention of qualified staff.

# Strategic Goal 2

*Be a conduit for connection and collaboration between groups that work within or across the early childhood space.*



## Objective 1

Hold space for early childhood professionals to come together socially and professionally.

### Key Activities

- Plan and provide opportunities for ECE and K-3rd members to collaborate and connect.
- Create, maintain, and expand communities of practice, affinity groups, cohort learning programs, or other opportunities for group learning.
- Continue and expand regional community gatherings.
- Cultivate consistent engagement within COAEYC committees.

## Objective 2

Promote understanding and foster connections between the early childhood sector and the broader community.

### Key Activities

- Spotlight early childhood organizations that provide support and advancement opportunities within the profession, whether through newsletter features or other promotional avenues.
- Identify and promote awareness of policies and initiatives that impact the early childhood profession and wellbeing of young children.



# Strategic Goal 3

*Enhance and celebrate member engagement and diversity.*



## Objective 1

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Explore and discuss strategies for recruiting and engaging individuals from diverse cultural, linguistic, and geographic backgrounds.

### Key Activities

- Evaluate and leverage data collection methods to further programs and services.
- Build meaningful partnerships with agencies that collect data related to early childhood professionals.
- Evaluate quantitative and qualitative data to understand the stories of and impacts on Colorado's early childhood professionals.

## Objective 2

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Foster inclusivity and celebrate diversity within the profession.

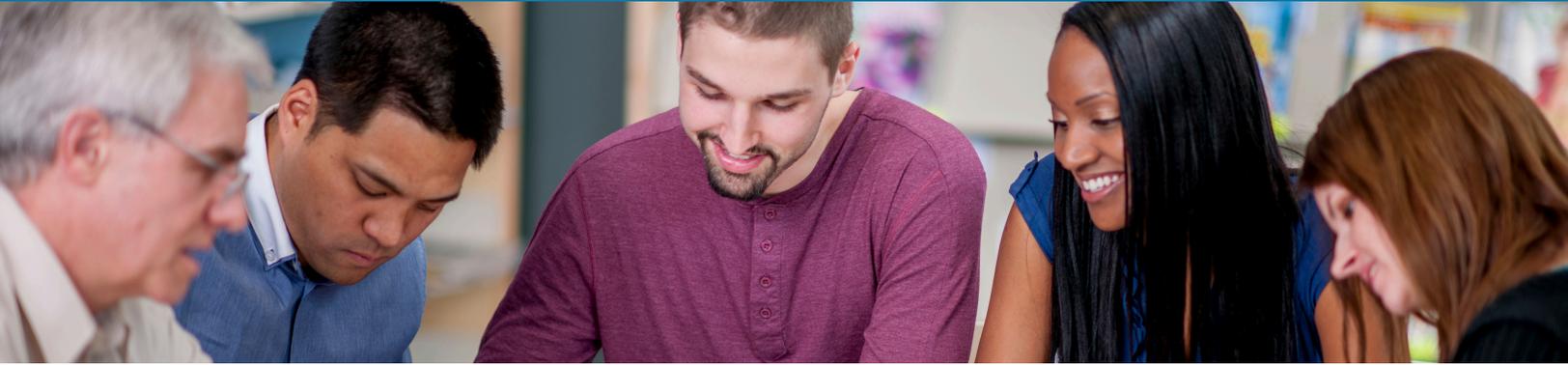
### Key Activities

- Create spaces and forums for connection, reflection, and community.
- Develop initiatives to spotlight a range of early childhood professionals, showcasing their diversity and personal experiences within the profession.



# Internal Goal 1

*Increase the human capacity of the organization.*



## Objective 1

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Hire part-time or full-time staff.



## Objective 2

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Move forward with extending the governing board term from 2 to 3 years.

## Objective 3

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Create a document that defines the roles and responsibilities of staff, board members, and volunteers.



# Internal Goal 2

*Increase the financial stability of COAEYC.*



## Objective 1

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Diversify funding.

### Key Activities

- Perform an assessment that identifies donors, grant-fulfilling organizations, and general revenue abilities of our organization.
- Maintain or exceed operating budget of \$30,000 as required by NAEYC Affiliate Guidelines.

## Objective 2

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Maintain a reserve fund of at least 6 months.

### Key Activities

- Perform a cost analysis that identifies how much funding will be needed for three months of reserves with and without member services programming.



# Internal Goal 3

*Diversify COAEEYC leadership.*



## Objective 1

Recruit board members that represent diverse cultural backgrounds, diverse geographic locations within Colorado, and that have specific skills that would benefit the board.



# Internal Goal 4

*Build meaningful relationships and partnerships to continue to build capacity.*



# Glossary

- **Affinity Groups:** Groups formed around a shared interest or common goal, often providing support and networking opportunities for its members.
- **Career Advancement:** Opportunities or pathways for individuals to progress in their professional careers, often through promotions, additional responsibilities, or further education.
- **Colorado Shines Professional Development Information System:** A system used in Colorado to track and manage professional development for early childhood professionals.
- **Communities of Practice:** Groups of people who share a common interest or profession and engage in collective learning to improve their skills and knowledge in that area.
- **Early Childhood Professionals:** Individuals working in the field of early childhood education, including educators, administrators, consultants, and other support staff.
- **ECE (Early Childhood Education):** The period of learning that takes place typically from birth to eight years old, covering early childhood development and pre-kindergarten education.
- **Governing Board:** A group of individuals responsible for overseeing the activities and strategic direction of an organization.
- **In-Person Career Fairs:** Events where employers and job seekers meet face-to-face to discuss job opportunities and career prospects.
- **K-3rd Members:** Individuals involved in education from kindergarten through third grade.
- **Linguistic Diversity:** The presence of multiple languages and dialects within a community or organization.
- **NAEYC (National Association for the Education of Young Children):** A professional organization that promotes high-quality early learning for all children from birth through age eight.
- **Professional Development:** Training and education that improve an individual's skills and knowledge in their professional field.
- **Reserve Fund:** A savings account or other financial resource set aside to cover unexpected expenses or financial shortfalls.
- **Virtual Career Fairs:** Online events where employers and job seekers interact via digital platforms to discuss job opportunities and career prospects.