

Michigan Association for the Education of Young Children Strategic Plan 2019-2020

Mission: The mission of the Michigan Association for the Education of Young Children is to promote 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 Statement: The vision of the Michigan Association for the Education of Young Children is that all children thrive and learn in a society dedicated to ensuring they reach their full potential.

Michigan AEYC Strategic Direction goals are aligned with the NAEYC Strategic Direction.

<p>Quality Early Learning- Children birth through age 8 have equitable access to developmentally appropriate high-quality early learning.</p> <p>Desired Results: Desired Results: Improve public understanding and support for high quality programs in centers, homes and schools for young children and their families.</p>	<p>The Profession- The early childhood education profession exemplifies excellence and is recognized as vital and performing a critical role in society.</p> <p>Desired Results: Offer an inclusive and diverse portfolio of professional development opportunities.</p>	<p>Organizational Advancement- Michigan AEYC is a highly valued, credible and visible organization.</p> <p>Desired Results: Develop systems to support the needs of a growing, diverse membership.</p>	<p>Organizational Excellence- Michigan AEYC reflects excellence in all aspects of organizational health and vitality.</p> <p>Desired Results: Demonstrate a strong commitment to organizational wellness and organizational excellence.</p>	<p>Leadership and Innovation- Michigan AEYC cultivates leadership and incubates innovative strategies that propel the field, profession and systems of early learning.</p> <p>Desired Results: Develop intentional mentorship and leadership opportunities</p>
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Strategic Priority 1: Quality Early Learning- Children birth through age 8 have equitable access to developmentally appropriate high-quality early learning.

Desired Results: Improve public understanding and support for high quality programs in centers, homes and schools for young children and their families.

Objective	Action Steps	Budget Impact	Responsibility	Resources	Timeline	Assessment
Develop and foster relationship and participation with Early Childhood Advocates Group to inform and advocate for quality	<ol style="list-style-type: none"> 1. Michigan AEYC participates in monthly advocate calls/meetings 2. Share relevant information from EC Advocate meetings with governing board 3. Share policy agenda and Michigan AEYC information with EC Advocate group 	Limited	Executive Director & Advocacy Committee Chair(s)	<ul style="list-style-type: none"> • Michigan AEYC Annual policy agenda • NAEYC Advocacy materials and information 	Year 1	<ul style="list-style-type: none"> • Number of EC Advocacy Group Meetings attended annually • Number of group members attending Michigan AEYC public policy events • Number of times policy agenda and Michigan AEYC information shared with EC Advocate Group and participating members
Empower ECE workforce to advocate on the importance of high quality ECE.	<ol style="list-style-type: none"> 1. Advocacy activities at annual conference 2. Host an advocacy learning series 	Limited	Staff & Advocacy Committee	<ul style="list-style-type: none"> • NAEYC Advocacy materials and information 	Year 1	<ul style="list-style-type: none"> • Advocacy session and advocacy outreach booth at

					Year 2	<ul style="list-style-type: none"> annual conference An online advocacy learning series is developed. Track the number of participants in advocacy events
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Strategic Priority 2 : The Profession- The early childhood education profession exemplifies excellence and is recognized as vital and performing a critical role in society.

Desired Results: Offer an inclusive and diverse portfolio of professional development opportunities.

Objective	Action Steps	Budget Impact	Responsibility	Resources	Timeline	Assessment
Identify needs and gaps in professional development offerings	1. Survey membership	None	Staff/ad hoc		Year 1	Analyze survey results and make recommendations to the board

Strategic Priority 3: Organizational Advancement- Michigan AEYC is a highly valued, credible and visible organization.

Desired Results: Develop systems to support the needs of a growing, diverse membership.

Objective	Action Steps	Budget Impact	Responsibility	Resources	Timeline	Assessment
Identify needs and gaps from current members	1. Survey membership	None	Staff & Ad hoc committee		Year 1	Analyze survey results and make recommendations to the board

<p>Identify underrepresented groups of nonmembers (K-3, Students, Family/Group Home Providers, Afterschool, Home Visitors)</p> <p>Identify existing barriers to membership</p> <p>Identify underrepresented areas of the state</p>	<p>1. Review NAEYC membership data to identify underrepresented groups</p> <p>2. Survey nonmembers</p> <p>3. Create a map of existing members to include membership data</p>	Limited	Staff & committee	Survey method and visual map development	Year 1	Analyze survey results and make recommendations to the board
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NAEYC Strategic Priority 4: Organizational Excellence- Michigan AEYC reflects excellence in all aspects of organizational health and vitality.

Desired Results: Demonstrate a strong commitment to organizational wellness and organizational excellence.

Objective	Action Steps	Budget Impact	Responsibility	Resources	Timeline	Assessment
Increase diversity among staff and governing board	<p>1. Review and revise hiring process for staff</p> <p>2. Review and revise board recruitment strategies, nominating process, board position descriptions</p>	None	<p>1. Executive Director, Personnel Committee</p> <p>2. Nominating Committee</p>	HPIO Commitment	Year 1	<p>Board approval</p> <p>Staff and Governing Board membership and participation demonstrates an increase in diverse populations</p>
Operate as a fiscally responsible organization	1. Adopt the Investment Policy Statement	None	Executive Director, Accounting Manager, Finance	Auditing firm, ASAE, MSAE, NPO memberships	Year 1	Successful annual audit

	2. Complying with state and federal laws and requirements for financial reporting		committee & Governing Board			
Build the capacity of Governing Board members	1. Review and revise the Governing Board orientation 2. Provide relevant resources and materials to strengthen and improve the Governing Board member service	Limited	President & Executive Director, Executive committee	Nonprofit organization board development opportunities, NAEYC Affiliate Resource Center	Year 1	Complete board self-evaluation

Strategic Priority 5: Leadership and Innovation- Michigan AEYC cultivates leadership and incubates innovative strategies that propel the field, profession and systems of early learning.

Desired Results: Develop intentional mentorship and leadership opportunities

Objective	Action Steps	Budget Impact	Responsibility	Resources	Timeline	Assessment
Build leadership capacity in the ECE field Determine role of Leadership SIG	1. Develop mentorship plans to support a variety of leadership roles 2. Engage students from Institutes of Higher Education 3. Schedule meeting with Leadership SIG members at Michigan AEYC Office	Limited	Board & staff		Year 2 Year 1	Creation and implementation of mentorship plans Increase participation and members of students from Institutes of Higher Education Meeting held with Leadership SIG and Michigan AEYC

