

ALLIANCE FOR KIDS STRATEGIC PLAN 2023-2026



JULY 1, 2023 - JUNE 30, 2026

We invite you to view the 2023-26 Strategic Plan for Alliance for Kids (AFK), El Paso County's Early Childhood Council, housed under the Foundations program of Joint Initiatives for Youth + Families

Colorado legislation defines "Early Childhood Council" as a council established locally in communities throughout the state . . . that represents public and private stakeholders for the purpose of developing and ultimately implementing a comprehensive system of early childhood services for children in the community to ensure school readiness. " Early Childhood Council membership" are the members of a voting body of an Early Childhood Council with governing authority over all of the council's duties enumerated (7.717.1).

The Strategic Plan for 2023-26 was developed by the AFK Council membership.

MISSION, VISION, AND SCOPE OF ALLIANCE FOR KIDS

Bylaws Section 2.1: Vision

The Alliance for Kids is dedicated to making El Paso County the best place to raise a child.

Bylaws Section 2.2: Mission

The Alliance for Kids serves as a vehicle, bringing together agencies and individuals to work collaboratively on a high quality early childhood system for young children and their families in El Paso County.

In partnership with families, this early childhood system encompasses children prenatal to eight years and includes the domains as outlined in the Early Childhood Colorado Framework.

Bylaws Section 2.3: Scope

The scope and role of the Alliance is to serve as the Early Childhood Council in El Paso County and includes, at a minimum community-wide strategic planning and financing of the early childhood system; implementation of new and review of ongoing programs/projects; and soliciting and overseeing funding.

THRIVING FAMILIES

GOAL 1

Strengthen families by providing parents with essential support.

OBJECTIVE 1:

Hire Family Resource Navigators who work for Joint Initiatives for Youth + Families (JI) and/or are employed by subcontractors who provide support based on an advocacy model (not just referrals, but actually actively scheduling appointments, engaging on calls with partners, etc.)

OBJECTIVE 2:

Identify gaps and opportunities to provide information to parents and families about child development through various strategies such as digital campaigns, parenting classes, materials developed, etc.

OBJECTIVE 3:

Explore child development education for high school students (who are future parents).

GOAL 2

Increase families' access to resources and information to support them in successfully parenting their children.

OBJECTIVE 1:

Increase the knowledge level of families to build skills aligned with promoting and providing positive, holistic development for their children by ensuring the provision of information about developmental screenings and early intervention, access to home visiting, access to parenting classes, engagement in community outreach events targeting families, and information campaigns highlighting the importance of the early years.

OBJECTIVE 2:

Ensure access to Early Childhood Mental Health practitioners to address questions and concerns and inform parenting strategies.

OBJECTIVE 3:

Develop and promote opportunities for families on successful transitions to schools from both home and early childhood education environments, targeting those families whose children are receiving Early Childhood Mental Health Consultation (ECMHC).

THRIVING CHILDREN

GOAL 3

Increase access to a coordinated mixed-delivery model of affordable quality early childhood education.

OBJECTIVE 1:

Develop and begin implementation of a community-wide plan to address the availability of care for infants and toddlers matched with care and resources that families in our community desire.

OBJECTIVE 2:

Increase the number of high-quality early childhood education (ECE) programs in our community and support program readiness to implement Universal Pre-Kindergarten (UPK), with a special focus on affordability and accessibility of high-quality ECE programs for our youngest at-risk children as defined by children/families utilizing Colorado Child Care Assistance Program (CCCAP) supports, infant and toddler programming, or children on behavioral plans or IFSP/IEPs.

OBJECTIVE 2 MEASURES:

- # of Infant/Toddler slots increased
- # of Pre-Licensing attendees
- # of newly licensed programs
- # of new programs with CCCAP Fiscal Agreements
- # of Level 2 rated programs
- # of Level 3-5 rated programs
- # of programs maintaining Level 3-4 ratings

OBJECTIVE 3:

Increase early language and literacy, as well as numeracy skills, of children who are in ECE programs through coaching supports, training, and community partnerships to enhance targeted instruction.

OBJECTIVE 4:

Develop strong ECE business practices through the provision of business consultation, business coaching, and Professional Learning Communities (PLCs) focused on best practices.

OBJECTIVE 4 MEASURES:

- # of programs provided consultation
- # of programs provided coaching
- # of PLCs offered
- # of PLC attendees

THRIVING COMMUNITY

GOAL 4

Facilitate the implementation of Universal Pre-Kindergarten (UPK) and promote UPK and early childhood education to the business community.

OBJECTIVE 1:

Engage in a marketing/outreach campaign to increase access to UPK families least likely to have the information.

OBJECTIVE 2:

Support efforts to engage the wider community in UPK expansion, including but not limited to a public-private council, promoting public initiatives, and businesses creating microcenters and/or engaging in employer-based child care programs.

OBJECTIVE 3:

Engage in program assessment and evaluation utilizing family surveys and focus groups. Utilize data for local and statewide program improvement.

THRIVING WORKFORCE

GOAL 5

Support recruitment, qualification, and retention of professionals within the Early Childhood Education field.

OBJECTIVE 1:

Increase the number of qualified ECE professionals and new professionals in the field each year.

OBJECTIVE 2:

Support ECE professionals in increasing their credential level to allow for career advancement in the field.

OBJECTIVE 3:

Support the design of sustainable outreach and training within the ECE field to attract and retain ECE professionals.

OBJECTIVE 4:

Support ECE administrators to embody key elements of professionalism and to build programs with a positive workplace culture.

OBJECTIVE 5:

Promote innovative approaches as well as scale-proven approaches to workforce retention.