

VISION

Each and every child, prenatal to age 5, and their families in New Mexico will have equitable access to quality early learning opportunities to support their development, health, and well-being ensuring they are ready to succeed in kindergarten and beyond.

NOTE: All Goals include tribal communities as stakeholders. All Goals and Objectives are initial DRAFT statements based on the listening done in the Needs Assessment. We are asking for help to edit and upgrade this material before it is finalized.



FAMILIES

GOAL 1: ALL FAMILIES IN NEW MEXICO HAVE ACCESS TO THE RESOURCES THEY NEED TO THRIVE, THROUGH A SYSTEM THAT INCREASES EQUITY AND RECOGNIZES STAKEHOLDERS AS DECISION-MAKERS AND LEADERS.

- 1a.** Increase awareness among families of existing array of early childhood programs.
- 1b.** Increase access to high-quality, affordable early childhood programs.
- 1c.** All families have access to programs which can meet their unique needs and support multi-generational households.
- 1d.** Reduce any stigma experienced by families when accessing services.



GOVERNANCE

GOAL 2: NEW MEXICO HAS AN ALIGNED AND EFFICIENT SYSTEM OF HIGH-QUALITY EARLY EDUCATION PROGRAMS AND SERVICES.

- 2a.** Ensure continuous quality improvement and communication with all stakeholders.
- 2b.** Ensure state-level alignment of all early childhood programs.
- 2c.** Strengthen and align public-private partnerships.
- 2d.** Support local determination and collaboration.
- 2e.** Create an inclusive, compassionate and strengths-based culture.



WORKFORCE

GOAL 3: NEW MEXICO HAS AN EFFECTIVE, WELL-SUPPORTED AND WELL-COMPENSATED EARLY CHILDHOOD WORKFORCE THAT IS PREPARED TO MEET THE NEEDS OF ALL FAMILIES AND YOUNG CHILDREN.

- 3a.** Support and adequately compensate the workforce in order to ensure their physical and social well-being.
- 3b.** Increase the number of degreed professionals in the workforce.
- 3c.** Align professional development training and technical assistance.
- 3d.** Ensure that a trauma-informed lens is a foundational philosophy and applied in practice.
- 3e.** Develop a database to analyze the characteristics of New Mexico's early childhood professionals, and to direct workforce development efforts.

TIMELINE


This is a 3-year Strategic Plan and work on all goals, objectives, and the supporting strategies/actions begins in 2020.



FUNDING

GOAL 4: NEW MEXICO HAS SUSTAINABLE AND SECURE FUNDING TO SUPPORT ITS YOUNGEST CHILDREN AND THEIR FAMILIES.

- 4a.** Calculate true costs for provision of care and education.
- 4b.** Maximize and leverage all available funding sources.
- 4c.** Create flexible funding opportunities to promote optimal outcomes rather than process measures.
- 4d.** Increase funding to expand and improve facilities.



DATA

GOAL 5: NEW MEXICO HAS AN INTEGRATED EARLY CHILDHOOD DATA SYSTEM TO INFORM DECISION-MAKING FOR ALL STAKEHOLDERS.

- 5a.** Use data effectively to enhance practice, promote accountability, and guide continuous quality improvement.
- 5b.** Ensure alignment and sharing of data across state-level departments and systems.
- 5c.** Create a unified public interface to allow transparency of data throughout the system.



TRIBAL

GOAL 6: IMPROVE AND SUSTAIN STRONG, ONGOING GOVERNMENT TO GOVERNMENT RELATIONSHIPS WITH TRIBAL COMMUNITIES IN ORDER TO FOSTER MUTUAL TRUST AND PARTNERSHIPS WHICH RESPECT TRIBAL SOVEREIGNTY.

** NOTE: All previous goals also include tribal communities as stakeholders. Also, all Goals, Objectives. Strategies/ Actions will be further developed in close consultation with tribal communities. These represent initial drafts reflecting the listening done in the Needs Assessment.*

- 6a.** Address structural racism.
- 6b.** Adhere to State-Tribal Collaboration Act.
- 6c.** Adhere to Indian Education Act.
- 6d.** Integrate education and health systems.
- 6e.** Upgrade facility infrastructure.