





**Alabama Department of Early Childhood Education
Strategic Plan October 2023 – September 2025**

Vision: Every young child in Alabama will have a strong early learning foundation for healthy growth and development

Mission: To innovate, support and deliver cohesive, equitable systems of high-quality care and education so that Alabama children and families thrive and learn

STRATEGIC PRIORITIES

<p>A. Organizational Health</p> 	<p>B. Family Engagement</p> 	<p>C. High-Quality Programs & Services</p> 	<p>D. Workforce Support</p> 
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GOALS

Promote a collaborative and respectful culture that prioritizes engagement and belonging, develops leaders, and empowers staff to meet organizational goals	Partner with families to support, advocate for, and be involved in their children’s early care and education needs to create lifelong learners	Provide accessible, equitable, high-quality early learning and development programs and services to promote school readiness and life-long success	Build a workforce that is diverse, professionalized, well-trained and ready to meet the demand for high-quality early care and education programs and services
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OBJECTIVES

<p>A1. Strengthen and enhance the employee experience through comprehensive onboarding and promotion of a flexible, professional, and collaborative work environment</p> <p>A2. Support a healthy and well-aligned organization by offering ongoing team development and shared learning opportunities</p> <p>A3. Foster trust and strengthen relationships by building a two-way communication process designed to seek input and improve decision-making</p> <p>A4. Support professional growth and development for all staff</p> <p>A5. Cultivate a growth mindset supported by intentional planning</p>	<p>B1. Connect families to services and systems of support to address needs and promote activities that strengthen families</p> <p>B2. Ensure children have a smooth transition from one early learning environment to the next</p> <p>B3. Develop a formalized process for regularly seeking input from families; utilize feedback to refine services and programs to best meet families’ needs</p> <p>B4. Partner with organizations and communities to promote evidence-based and research-based practices for family engagement</p>	<p>C1. Provide support to service providers to enhance the quality of all programs and achieve identified goals</p> <p>C2. Evaluate programs and services and establish accountability criteria to support continuous improvement</p> <p>C3. Promote the value and benefits of high-quality early learning and development for children, families, and communities</p> <p>C4. Promote equitable access to all early care and education programs</p> <p>C5. Develop and maintain mutual partnerships that are strategic and beneficial for children and families</p>	<p>D1. Support the early care and education profession by providing and expanding professional development to build capacity of the workforce to deliver high-quality programs and services</p> <p>D2. Grow the workforce pipeline by articulating well-defined career pathways and leveraging higher education partners in developing and retaining early care and education professionals</p> <p>D3. Plug into statewide workforce development efforts to promote knowledge and understanding of the early care and education profession</p> <p>D4. Track and measure turnover in the early care and education profession</p>
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Values: Trust, Integrity, Equity, Transparency, Data-Informed, Partnerships