



Strategic Plan 2020–2024 Overview

The Early Childhood Partnership of Adams County (ECPAC) is a partnership of community service organizations, families, and other key stakeholders such as elected officials and businesses, working together to increase equitable access to affordable, high-quality early childhood and family services and supports in the areas of early learning, health/mental health, and family support/education toward the ultimate goal that **all Adams County children enter kindergarten healthy and ready to learn and succeed.**



Vision: All children, their families, and early childhood professionals are valued, healthy, and thriving.

Mission: Building a community where all young children, their families, and early childhood professionals can reach their full potential.

Vision, Goals, and Objectives

ECPAC's 2020–2024 Strategic Plan builds upon past successes, stays true to ECPAC's origins and core purpose, and incorporates diverse stakeholder voices including families and community partners. This document highlights the five goals and primary objectives of the full plan. For the full strategic plan, please visit: <https://www.ecpac.org/about-ecpac/vision-mission-goals/>

Looking ahead to the “big picture” vision of what having capacity for a more equitable, high-quality, accessible (including affordable), available system will look like, the following goals were identified. **ECPAC imagines a 2024 where ...**



Community members, partners, and service providers are better positioned to understand and act upon matters related to early childhood.

Goal #1: ECPAC partners will **support increased and equitable functioning of the early childhood system**, through visible advocacy, systems and partnerships development, thought leadership, and shared accountability.

- Increase **advocacy efforts** for policies at institutional, local, state, and national levels in alignment with ECPAC's Policy Agenda.
- Increase **community exposure** to, understanding of, and/or active participation with early childhood efforts and issues.
- Increase **partner engagement** and collaboration toward improved system functioning and outcomes.
- Increase **family voice and community engagement** within early childhood systems and discussions.
- Strengthen **shared accountability**, structures, and systems.



Children and families experience services and supports that honor their needs, culture, and lived experiences.

Goal #2: ECPAC partners will **champion high-quality, family-centered, and equitable programs and best practices** by actively supporting their adoption by partners, by early care and education programs, and within internal processes.

- **Advocate** for and facilitate action towards solutions that support diversity, equity, inclusion, belonging and accessibility.
- Strengthen available best practice and equity-based **professional development** opportunities and support implementation.



Early childhood and family services and supports are increasingly equitable, economical, and easy to access.

Goal #3: ECPAC partners will **promote greater access to family-centered resources** that support family stability, health, and well-being, through **decreasing opportunity gaps and barriers**.

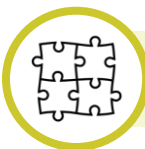
- Increase **engagement** with family-centered resources.
- Increase **access and availability** of **resources** for supporting family stability, health, and well-being.



Preschool and childcare options are more abundant than ever before, supporting improved kindergarten readiness and increased options for family stability.

Goal #4: ECPAC partners will **support increased availability of and equitable access to quality preschool and childcare** programs, through efforts to increase funding, family-supportive policies, and workforce development opportunities.

- Increase **capacity and availability and affordability of quality** early childhood education and care.
- Increase advocacy efforts for the development of and access to **early childcare and education funding**.
- Strengthen the early care and education (ECE) **workforce and pipeline**.



ECPAC staff, systems, and resources are strong and responsive.

Goal #5: ECPAC partners will **fully address family and early childhood community needs** through appropriate governance, staffing and financial means, diversification of funding strategy, and equitable operations practices.

- Increase **alignment** of staff with program needs and organizational resources.
- Increase efficiency and effectiveness of **board governance**.
- Increase and diversify **funding streams**.
- Increase **equitable** (diversity, equity, inclusion, belonging, and accessibility) **operations** and practices.
- Implement ECPAC's Communications Plan.