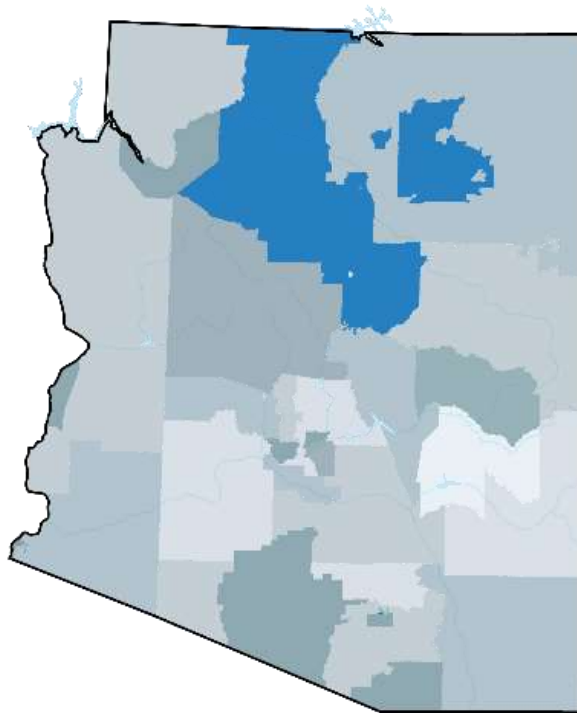


FIRST THINGS FIRST

Coconino Regional Partnership Council



State Fiscal Years 2024 – 2027 Strategic Plan

Presented to the First Things First Board
January 10-11, 2023



Mission

First Things First is an essential leader and partner in creating a family-centered, equitable, high-quality early childhood system that supports the development, well-being, health and education of all Arizona’s children, birth to age 5.

Vision

All Arizona’s children are ready to succeed in school and in life.

Regional Partnership Councils

First Things First’s statewide Board and its 28 regional partnership councils share the responsibility of ensuring that early childhood funds are invested in strategies aimed at improving educational and health outcomes for young children. Regional partnership councils identify the unique needs of their communities and decide how to best support young children and families in their areas. Regional councils, comprised of local volunteers, provide vision and leadership, governance and oversight. They identify, implement and fund strategies and build collaborations aimed at helping young children across Arizona succeed in school and life.

Coconino Regional Partnership Council

Kelly McCue, chair, health services provider

Emily Patch, vice chair, early childhood educator

Kay Bordwell, representative of the faith community

Brittany Baker, representative of a philanthropic organization

Michelle Pahl, at-large representative

Noreen Sakiestewa, public school administrator

Christy Stuth, parent of a child age 5 years or younger

Carletta Tilousi, tribal representative

Debbie Winklock, at large representative

open, member of the business community

open, child care provider

Pearl Santillan, Regional Director



FIRST THINGS FIRST

Equity Vision Statement

Advancing equity is essential to First Things First’s mission and we aspire to embody our vision for diversity, equity and inclusion through all facets of our work.

To be effective partners and contribute to a world in which Arizona’s children birth to age 5 of all backgrounds have access to high-quality early childhood experiences, we must create and maintain an equitable workplace, work in partnership with the communities we serve and ensure that our funding practices align with our equity-centered values, particularly focusing on those who are most in need.

First Things First recognizes the pervasive inequities historically and currently faced by the Black, Indigenous and Latino communities and all people of color, and we strive for a world in which they will thrive. We also recognize that individuals and groups have been marginalized due to factors such as race, sex, sexual orientation, gender identity, age, mental and physical ability, national origin, income, language and religious affiliation and that people of color are particularly affected across these factors. We commit to increasing our understanding about these and all matters that create inequities and to bettering our actions internally and among the communities we serve.

This important work starts from within. As such, we strive to cultivate and maintain a workplace that:

- Reflects the diversity of our state within all levels of the organization (i.e., staff, leadership, regional partnership councils and state Board)
- Cultivates a community in which all members are welcome, seen, heard and valued
- Supports and expects each individual to engage in candid, introspective learning about equity and inclusion
- Engages an intentionally diverse, representative set of voices in key decision-making, centering on the voices of families and the community whenever possible
- Employs equitable workplace practices that yield high satisfaction, morale and career success consistently across all demographic groups
- Responds swiftly to address workplace inequities
- Ensures that our work as a funding organization – from planning to implementation to assessment – reflects our commitment to equity

Through our DEI strategic priorities and individual growth, we will be better able to meet the needs of Arizona’s youngest children, serve as a trusted ally for equity and fulfill our vision that all Arizona’s children are ready to succeed in school and in life.

Coconino Regional Partnership Council SFY24 – 27 Strategic Plan

Prioritized Strategy Areas	Strategy	Identified Need	Target Service Unit(s)* <i>*If applicable, identify targeted population and/or geographic areas</i>	Desired System Outcome
Quality First And Professional Development for ECE Professionals	Quality First Coaching and Incentives <i>(Statewide)</i>	1) More of Arizona’s early care and education (ECE) programs need to provide high-quality learning environments. 2) ECE programs, at administrative and classroom levels, require access to a system of equitable support to engage in quality improvement to achieve and sustain high-quality practices. 3) Families need reliable information about ECE program quality in order to make informed decisions when seeking child care.	No TSU	Access to high-quality, culturally responsive early care and education.
	Quality First Academy <i>(Statewide)</i>			Well-prepared, highly skilled and appropriately compensated professionals.
Access to Quality Care	Quality First Scholarships <i>(Statewide)</i>	The high cost of quality early care and education programs limits access for families due to affordability. High-quality child care positively impacts a child’s development and readiness for school.	No TSU	Access to high-quality, culturally responsive early care and education.
Educating Families and Caregivers	Home Visitation	Parents and families, particularly those who are at-risk, need information and support to increase their knowledge, skills and attitudes related to parenting and enhance their own health and well-being (e.g. managing stress, depression, accessing public support services, etc.). Additionally, access to regular screening for the early detection of children's developmental, vision and hearing impairments is a challenge.	Number of families currently enrolled 39-70	Information, services and support for families.
Navigating and Connecting Families to Resources	Family Support and Literacy Systems Change <i>(FTF-Directed)</i>	See Appendix A	No TSU	Information, services and support for families.
Health Resource Coordination	Well Child Family Care	1) Parents/caregivers frequently need support to navigate barriers in the health care system for their children. 2) Many parents/ caregivers of children do not have access to services and support that provide them with knowledge, guidance and strategies to strengthen their child's development. 3) Children’s developmental delays and vision/ hearing impairments are not always detected early. 4) Families are not always receiving preventive services.	Number of children who received services 1200.	Access to high-quality preventive and continuous health care.

Please describe how the Regional Partnership Council's SFY24-27 Strategic Plan promotes equity and support of under-resourced and underserved children and their families.

Throughout the past year, the Coconino Regional Partnership Council has developed the SFY24-27 Strategic Plan in close consultation and partnership with key community agencies and members to reveal relevant opportunities for First Things First to address the greatest needs of children ages birth to age 5 and their families. This approach, in part, included facilitating a virtual town hall of our community stakeholders that established consensus on the issues and barriers impacting early childhood in the Coconino Region and, further, identified action steps to shape our strategic funding plan and systems change work. Additionally, the Coconino Region partners with three tribes. The tribal councils of the tribes in the Coconino Region have been continuously engaged in discussions to support the Regional Council in better understanding and addressing the needs of their children and families. These discussions have helped the Regional Council better understand the perspectives, identities, values and cultures of the region's families allowing the Regional Council to shape their work to create a more relevant and impactful early childhood system. This has led the Regional Partnership Council to identifying and prioritizing strategies that will have two goals: 1) through services and resources, support families and children who may be vulnerable due to inequities in the early childhood system and 2) through systems level coordination, create a high-quality, interconnected and comprehensive early childhood service delivery system in the Coconino Region that is timely, culturally responsive, family-driven, community-based and directed toward enhancing children's overall development.

Regional Allocation and Proposed Funding Plan Summary SFY24 – 27
Coconino Regional Partnership Council

Allocations and Funding Sources		2024	2025	2026	2027
FY Allocation		\$1,904,100	\$1,904,100	\$1,663,909	\$1,663,909
Population Based Allocation		\$981,290	\$981,290	\$981,290	\$981,290
Discretionary Allocation		\$922,810	\$922,810	\$682,619	\$682,619
Carry Forward From Previous Year		\$630,657	\$632,056	\$592,093	\$311,939
Total Regional Council Funds Available		\$2,534,757	\$2,536,156	\$2,256,002	\$1,975,848
Strategies		Proposed Allotted	Proposed Allotted	Proposed Allotted	Proposed Allotted
Quality First Academy		\$12,000	\$12,000	\$12,000	\$12,000
Quality First Coaching & Incentives		\$314,640	\$314,640	\$314,640	\$314,640
Quality First Scholarships		\$854,864	\$659,264	\$593,184	\$527,104
First Things First College Scholarships				\$21,600	\$21,600
Child Care Health Consultation		\$81,600	\$81,600	\$81,600	\$81,600
Early Childhood Mental Health Consultation			\$30,600	\$55,080	\$79,560
Well Child and Family Care		\$300,000	\$310,000	\$320,000	\$330,000
Family Support & Literacy Systems Change		\$110,954	\$110,954	\$110,954	\$132,554
Home Visitation		\$325,000	\$335,000	\$345,000	\$355,000
Parenting Education			\$120,000	\$120,000	\$120,000
Statewide Evaluation		\$69,095	\$69,095	\$69,095	\$69,095
Educational Promotion and Brand Awareness			\$15,000	\$15,000	\$15,000
Media			\$10,000	\$10,000	\$10,000
Total		\$2,068,153	\$2,068,153	\$2,068,153	\$2,068,153
Total Unallotted/Unawarded/Unexpended*:		\$466,604	\$468,003	\$187,849	(\$92,305)
Fiscal Year	2020	2024	2025	2026	2027
% to Board Priorities		82.15 %	81.66 %	81.18 %	80.70 %
% to Quality First**	13.48%	19.73 %	19.73 %	19.73 %	19.73 %
Fiscal Year	4 Year Average				
% to Board Priorities	81.42%				
% to Quality First**	19.73%				

* Per FTF State Board direction, allotments reflect the budgeting of projected spending, therefore in some years’ total allotments may exceed total means of financing. However, actual expenditures against the allotments are expected to be fully supported by revenues, and each year the region is anticipated to end with a carry forward balance which is reflected in the subsequent year’s carry forward balance.

**Includes Quality First Academy, Quality First Coaching and Incentives, and Child Care Health Consultation.

APPENDIX A
SFY24 Funding Plan – System Change Planning Document
Coconino Regional Partnership Council

Coconino Regional Partnership Council - Family Support and Literacy Systems Change	
Problem to be solved and system to be changed / influenced	<i>System Area:</i> Service Coordination
	<i>Problem to address:</i> The Coconino Regional Council has identified a significant need for system level coordination in all areas: family support, children’s health and early learning. As cited in our review of the Regional Needs and Assets and discussed at the Town Hall, a lack of resources and available staff to commit to system-building/system coordination efforts are often cited as the principle barriers to achieving the desired level of coordination and collaboration. Ultimately, families in the region need to be able to access services when needed through a comprehensive and organized system of early childhood and family support services. We believe that system level coordination is needed to bring about awareness of the programs and services that exist in the region and work together with our providers and other partners to identify solutions for young children and families to access the resources, services and programs they may need during the early years
	<i>Geographic area:</i> Rural and underserved areas of the region, this includes the communities of Page, Fredonia, Williams and Winslow.
	<i>Target Audience:</i> Family support providers in rural and underserved areas of the Coconino Region, serving children 0-5.
Expected Impact	<i>Expected Impact:</i> A high-quality, interconnected and comprehensive early childhood service delivery system in the Coconino Region that is timely, culturally responsive, family-driven, community-based and directed toward enhancing children’s overall development can be achieved. The desired outcomes include the increase in awareness of programs and services, reduction of duplication, identification of gaps in services and maximization of outreach and referral efforts so families of young children have improved access to and more awareness of the programs and services they need when they need them.
	<i>Timeline:</i> The Program Coordination Specialist position will continue to be funded through SFY24. 1st Quarter of SFY2024 <ul style="list-style-type: none"> • Convene community providers in each of the prioritized communities of Page, Fredonia, Williams and Winslow to establish or join an early childhood coalition. • Via “Idea Labs”, assist each community coalition to identify gaps in services and opportunities for improving coordination of service delivery. 2nd Quarter of SFY2024 <ul style="list-style-type: none"> • Lead the community coalitions to create a vision, goals and strategies for addressing the needs and issues previously identified.

3rd Quarter of SFY 2024

- Support the community coalitions in the development and implementation of an action plan that will result in better coordinated service delivery.
- Identify members of the community groups that will lead, facilitate and continue the work.

4th Quarter of SFY2024

- Based on recommendations from the community coalitions, provide guidance and recommendations to the Coconino Regional Partnership Council on how to best shape the work of First Things First to address the needs of the region and support the communities.

SFY2025

- Dependent on progress for meeting the objectives in SFY2024, work with the Coconino Regional Partnership Council to discuss the possibility of convening early childhood coalitions in the Hopi and Havasupai communities.