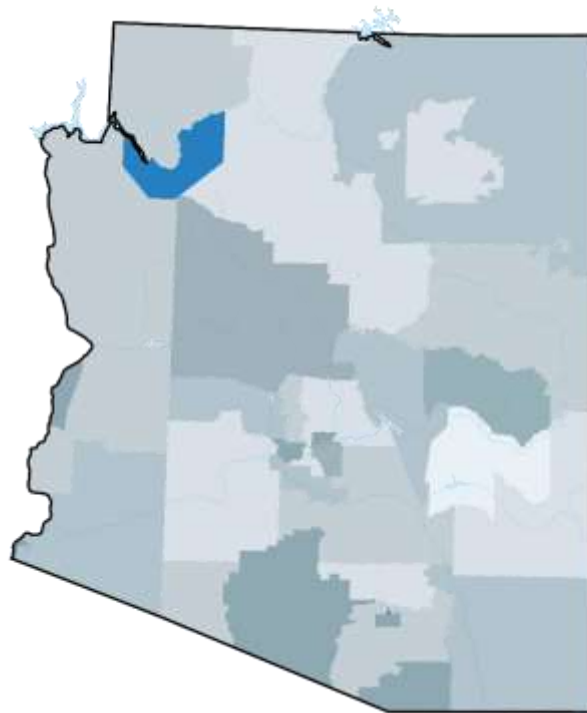


# **FIRST THINGS FIRST**

## **Hualapai Tribe 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.

---

### **Hualapai Tribe Regional Partnership Council**

**William Santiago**, chair, public school administrator

**Heather Nieto**, vice chair, at-large representative

**Jane Baumbach**, at-large representative

**Renee Beecher**, health services provider

**Omaovensi Coochwytewa**, child care provider

**Wanda Quasula**, representative of the faith community

**Amelia Sullivan**, representative of a philanthropic organization

**Pearl Sullivan**, member of the business community

**Chira Walema**, at large representative

**open**, parent of a child age 5 years or younger

**open**, early childhood educator

**Tara Gene**, 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.

*Approved December 2021*

## Hualapai Tribe 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
<b>Quality First And Professional Development for ECE Professionals</b>	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.
<b>Educating Families and Caregivers</b>	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 15-20	Information, services and support for families.
<b>Professional Development for ECE Professionals</b>	Child Care Health Consultation <i>(Statewide)</i>	ECE providers do not have enough access to information and guidance on how to implement consistent high-quality health and safety policies and practices.	No TSU	Well-prepared, highly skilled and appropriately compensated professionals.
<b>Educating Families and Caregivers</b>	Language, Literacy and Culture in Tribal Communities	1) Lack of children’s books or materials that are reflective of the Native Culture/Language in the children’s homes or community environments. 2) Lack of opportunities for children/ caregivers/families to participate in community events (activities) to learn about language and literacy through the context of culture/traditions. 3) Lack of access to coaching for ECE professionals to integrate and implement Native culture and language materials in early care and education settings.	Number of community events conducted 10	Information, services and support for families.

<b>Navigating and Connecting Families to Resources</b>	Family Support and Literacy Systems Change <i>(FTF-Directed)</i>	See Appendix A	No TSU	Information, services and support for families.
<b>Professional Development for ECE Professionals</b>	Early Childhood Mental Health Consultation <i>(Statewide)</i>	Early childhood professionals in child care centers/homes, home visitation, Family Support for Children with Developmental Concerns, and Family Friend and Neighbor programs need support in appropriately understanding, identifying and responding to the social emotional developmental needs and behavioral challenges of young children.	Number of home visitation programs served 1	Well-prepared, highly skilled and appropriately compensated professionals.
<b>Other Strategy Areas</b>	<b>Strategy</b>	<b>Identified Need</b>	<b>Target Service Unit</b>	<b>Desired System Outcome</b>
<b>Language and Literacy</b>	Book Distribution	Some families lack access to developmentally appropriate books.	Number of children currently enrolled 50	Information, services and supports for families.

**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.**

The Hualapai Regional Partnership Council has established the SFY24-27 Strategic Plan with the use of data reports that give a better understanding of the needs of children birth to age 5 and their families. A majority of the tribal community lives in Peach Springs or the surrounding area. The community is very close knit and isolated from many services. This really helped in having discussion on the gaps of services and needs of families. Some of the challenges families have is the lack of a grocery store, hospital and emergency services, which are about 50 miles away. With such limited resources and services, the regional council really wanted to make sure there was connection and collaboration among early childhood service providers and agencies. With the work of the Program Coordination Specialist, service providers have created connection through the use of referral forms to ensure children are receiving the services needed. In the next phase of implementation, a resource list will be created for families describing services in the community, in nearby Kingman and statewide resources. All the programs supported by the regional council will be listed on the referral form and resources list. The focus of this strategic plan is on approaches to connect various components of the early childhood system in the community such as the cultural, early literacy, family support and access to family resources components. The Hualapai Regional Council intentions are to make sure all children and families in the region have increased access to resources and support in a region that lacks resources and services.

**Regional Allocation and Proposed Funding Plan Summary SFY24 – 27**  
**Hualapai Tribe Regional Partnership Council**

Allocations and Funding Sources	2024	2025	2026	2027
FY Allocation	\$150,000	\$150,000	\$150,000	\$150,000
Population Based Allocation	\$50,234	\$50,234	\$50,234	\$50,234
Discretionary Allocation	\$99,766	\$99,766	\$99,766	\$99,766
Carry Forward From Previous Year	\$93,163	\$88,753	\$82,295	\$75,837
<b>Total Regional Council Funds Available</b>	<b>\$243,163</b>	<b>\$238,753</b>	<b>\$232,295</b>	<b>\$225,837</b>

Strategies	Proposed Allotted	Proposed Allotted	Proposed Allotted	Proposed Allotted
Quality First Academy	\$500	\$500	\$500	\$500
Quality First Coaching & Incentives	\$9,350	\$9,350	\$9,350	\$9,350
Child Care Health Consultation	\$3,400	\$3,400	\$3,400	\$3,400
Early Childhood Mental Health Consultation	\$6,120	\$6,120	\$6,120	\$6,120
Book Distribution	\$8,000	\$8,000	\$8,000	\$8,000
Family Support & Literacy Systems Change	\$45,401	\$45,401	\$45,401	\$45,401
Home Visitation	\$116,000	\$116,000	\$116,000	\$116,000
Language, Literacy and Culture in Tribal Communities	\$25,000	\$25,000	\$25,000	\$25,000
Statewide Evaluation	\$6,229	\$6,229	\$6,229	\$6,229
<b>Total</b>	<b>\$220,000</b>	<b>\$220,000</b>	<b>\$220,000</b>	<b>\$220,000</b>
<b>Total Unallotted/Unawarded/Unexpended:</b>	<b>\$23,163</b>	<b>\$18,753</b>	<b>\$12,295</b>	<b>\$5,837</b>

Fiscal Year	2020	2024	2025	2026	2027
% to Board Priorities		93.53 %	93.53 %	93.53 %	93.53 %
% to Quality First*	0.00%	6.02 %	6.02 %	6.02 %	6.02 %

Fiscal Year	4 Year Average
% to Board Priorities	93.53%
% to Quality First*	6.02%

\*Includes QF Academy, QF Coaching and Incentives, and Child Care Health Consultation.

**APPENDIX A**  
**SFY24 Funding Plan – System Change Planning Document**  
**Hualapai Tribe Regional Partnership Council**

**Hualapai Tribe Regional Partnership Council -  
Family Support and Literacy System Change**

<b>Problem to be solved and system to be changed / influenced</b>	<i>System Area:</i> Service Coordination
	<i>Problem to address:</i> The Hualapai Regional Partnership Council continues to recognize the need to build coordination among stakeholders, especially continued stakeholders that are not local but are county and state-wide stakeholders that would like to service the Peach Springs community. The county and state-wide stakeholders experience challenges connecting with the community and informing families about their services. Families are reluctant to participate with providers from outside of the Hualapai Tribe. In addition, an improved referral system for the resources available within the community would provide better communication, outreach, recruitment, enrollment and participation in services.  In order to address this need, a Program Coordination Specialist will help guide the process between stakeholders, and educate non-local stakeholders on cultural practices and challenges the community may have. This will be done through early childhood provider meetings. A Program Coordination Specialist will also work toward developing a community-wide resource guide to assist families with contact information for services locally, county-wide and state-wide.  The Program Coordination Specialist will assist the Peach Springs School District in the development of a family resource center for families to have a connection to resources and other educational supports and information.
	<i>Geographic area:</i> Hualapai Region
	<i>Target Audience:</i> Stakeholders and Families
<b>Expected Impact</b>	<i>Expected Impact:</i> To build family resources and service awareness in the region through continued improvement of the referral system and resource guide. Provide assistance and support in the development of a family resource center with the Peach Springs School District.
	<i>Timeline:</i> SFY24 – Establish contacts with local, county and state wide early childhood providers. Facilitate regular meetings to establish goals and timelines. Continue to update and utilize the existing referral form amongst stakeholders. Start developing a resource guide for families. Continue collaboration and coordination as needed between families and early childhood providers. Meet with Peach Springs School District to discuss the possible development of a family resource center. Develop a timeline and establish the level of assistance the Program Coordination Specialist can provide to support the development of a family resource center.