

# **FIRST THINGS FIRST**

## **Salt River Pima-Maricopa Indian Community 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.

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### **Salt River Pima-Maricopa Indian Community Regional Partnership Council**

**Christine McIntier**, chair, public school administrator

**Felicia Panana**, vice chair, at-large representative

**Berlene Dallas**, at-large representative

**Deborah DeVold**, child care provider

**Joyce Helmuth**, health services provider

**Margaret Lehn**, early childhood educator

**Virginia Loring**, member of the business community

**Melanie Nosie**, at-large representative

**open**, representative of a philanthropic organization

**open**, representative of the faith community

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

**Darlene Vinarskai**, 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*

## Salt River Pima-Maricopa Indian Community 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>Educating Families and Caregivers</b>	Parenting Education	1) Some parents need additional knowledge and capacity on how to best support school readiness within the home environment. 2) Some parents need additional knowledge around positive parenting strategies that promote positive behavior. 3) Some parents need additional knowledge around language and literacy development and how to best support language and literacy within the home environment.	No TSU	Information, services and support for families.
<b>Navigating and Connecting Families to Resources</b>	Family Support Coordination	Some families experience challenges accessing timely and effective services to address their immediate needs.	Number of families currently enrolled 24	Information, services and support for families.
<b>Building Awareness of the Importance of the Early Years</b>	Educational Promotion and Brand Awareness <i>(FTF-Directed)</i>	1) Lack of awareness of the importance of early childhood health and development. 2) Lack of awareness of FTF as a trusted source of early childhood information and programs/services.	No TSU	Public understanding and support.
Other Strategy Areas	Strategy	Identified Need	Target Service Unit	Desired System Outcome
<b>Language and Literacy</b>	Reach Out and Read <i>(Statewide)</i>	1) Some families need information around the importance of reading aloud and awareness of early language and literacy development. 2) Some families lack access to developmentally appropriate books (book distribution).	1,320 books distributed	Information, services and support for families.
<b>Bridge from ECE to Kindergarten</b>	Transition to Kindergarten	Children with limited experience in preschool settings need support to help ease the transition and adjustment period of entering kindergarten.	Number of children served 30	Coordinated, integrated, and comprehensive systems.

**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 Salt River Pima-Maricopa Indian Community Regional Partnership Council (SRPMIC) developed the SFY24-27 Strategic Plan to promote equity and support for under-resourced and underserved children and their families in the region by identifying and implementing strategies that support their needs. During the strategic planning process, the regional council used data and information to understand needs and opportunities in the region. An important part of the data came from the 2022 SRPMIC Regional Needs and Assets Report and input from regional council members who work with families with young children in the region. The regional council discussed data from the regional needs and assets report that showed the high teen pregnancy rate and the low rate of prenatal care for mothers in the region. In addition, several regional council members who work in social services, health services, and early childhood education emphasized the overall need to help families connect and participate in services that are already available in the Salt River Pima-Maricopa Indian Community. The regional council identified five priority areas which included the need for teen parent education, the importance of obtaining prenatal care, the need for more access to early childhood education prior to entering kindergarten, the need for families to become more aware of existing resources, and support to families who have been referred to programs and services but have not connected. The regional council then reviewed and discussed specific strategies that would directly address the needs including review of scopes of work. The regional council then refined the proposed approaches and selected SFY24-27 strategies described in this strategic plan that address the prioritized needs and promote equity and support of under-resourced and underserved children and their families in the SRPMIC Region.

**Regional Allocation and Proposed Funding Plan Summary SFY24 – 27**  
**Salt River Pima-Maricopa Indian Community Regional Partnership Council**

Allocations and Funding Sources	2024	2025	2026	2027
FY Allocation	\$267,116	\$267,116	\$267,073	\$267,073
Population Based Allocation	\$198,860	\$198,860	\$198,860	\$198,860
Discretionary Allocation	\$68,256	\$68,256	\$68,213	\$68,213
Carry Forward From Previous Year	\$294,081	\$312,667	\$287,282	\$261,854
<b>Total Regional Council Funds Available</b>	<b>\$561,197</b>	<b>\$579,783</b>	<b>\$554,355</b>	<b>\$528,927</b>

Strategies	Proposed Allotted	Proposed Allotted	Proposed Allotted	Proposed Allotted
Transition to Kindergarten	\$45,223	\$45,223	\$45,223	\$45,223
Family Support Coordination	\$231,697	\$231,697	\$231,697	\$231,697
Parenting Education	\$77,096	\$77,096	\$77,096	\$77,096
Reach Out and Read	\$11,248	\$11,248	\$11,248	\$11,248
Statewide Evaluation	\$11,090	\$11,090	\$11,090	\$11,090
Educational Promotion and Brand Awareness	\$6,000	\$6,000	\$6,000	\$6,000
<b>Total</b>	<b>\$382,354</b>	<b>\$382,354</b>	<b>\$382,354</b>	<b>\$382,354</b>

<b>Total Unallotted/Unawarded/Unexpended:</b>	<b>\$178,843</b>	<b>\$197,429</b>	<b>\$172,001</b>	<b>\$146,573</b>
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Fiscal Year	2020	2024	2025	2026	2027
% to Board Priorities		82.33 %	82.33 %	82.33 %	82.33 %
% to Quality First*	0.00%	0.00 %	0.00 %	0.00 %	0.00 %
Fiscal Year	4 Year Average				
% to Board Priorities	82.33%				
% to Quality First*					

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