

Strategic Direction

miaeyc

Michigan Association for the
Education of Young Children



2023-2025

Vision Statement

Each and every child thrives and learns in a society dedicated to ensuring all children reach their full potential.

Mission Statement

Michigan AEYC promotes high-quality early learning for each and every child, birth through age 8, by connecting practice, policy, and research. We advance a diverse, dynamic early childhood profession and support all who care for, educate, and work on behalf of young children.

Core Values

Michigan AEYC's core values reflect our belief that all children have the right to equitable learning opportunities, and that all early childhood educators have a professional obligation to advance equity. Our values uphold Michigan AEYC's approach as an employer, professional membership association, partner, and field leader. They are based on the principles of child development and learning and are further defined through NAEYC's core position statements: Code of Ethical Conduct; Professional Standards and Competencies for Early Childhood Educators; Advancing Equity in Early Childhood Education; Developmentally Appropriate Practice; and Early Learning Program Accreditation Standards. We are propelled by our commitment to upend our own structural and organizational inequities, and to ensure our actions are grounded in our values. Our core values are:

› **Excellence and Innovation**

We take risks, imagine new ways of working, and challenge existing assumptions, while remaining fiscally responsible and accountable to our mission and members.

› **Transparency**

We act with openness and clarity.

› **Reflection**

We consider multiple sources of evidence and diverse perspectives to review past performance, note progress and successes, and engage in continuous quality improvement.

› **Equity and Opportunity**

We advocate for and establish policies, practices, and systems that promote full and inclusive participation. We confront biases that create barriers and limit the potential of children, families, and early childhood professionals.

› **Collaborative Relationships**

We share leadership and responsibility in our work with others. We commit time and effort to ensure diverse participation and more effective outcomes. We act with integrity, respect, and trust.

› **Care and Commitment**

We are dedicated to the well-being, belonging and connectedness of our staff, volunteers and members.



Strategic Priorities



High Quality Early
Childhood Education



The Profession



Professional Membership,
Leadership, and Innovation



Organizational
Excellence

High Quality Early Childhood Education



Goal

Each and every child birth through age 8 has equitable access to developmentally appropriate high-quality early childhood education.

Desired Results

- › Developmentally appropriate practice is culturally and linguistically affirmative, indispensable and applied in all early childhood education settings from birth through third grade.
- › Early childhood programs are grounded in a commitment to principles of ideal learning: equity, play, relationship-based interactions, a child-centered perspective, and a strength-based and inquiry-based approach with children, educators and families.
- › The true cost of quality early childhood education is reflected through increased public financing structured for stability that limits the burden to families and recognizes all program settings.
- › State and federal policies reflect comprehensive approaches to providing equitable access to high-quality early learning, with particular focus on children living in poverty, multilingual children, children of color, and children with disabilities.

The Profession



Goal

Early childhood educators are effective, diverse, well-prepared, and well-compensated across all settings in alignment with the *Unifying Framework*.

Desired Results

- › Educators across the state and settings experience visible, measurable, and meaningful progress towards competitive professional salaries and comprehensive benefits aligned to experience, skills and competencies.
- › An aligned professional field of practice is adopted across the United States, moving towards full implementation of The Unifying Framework for the Early Childhood Education Profession.
- › Early childhood educators are equipped with the knowledge, skills and competencies necessary to fully support the development and learning of young children.
- › Higher Education Programs preparing early childhood educators at the associate, bachelor and master's degree levels are NAEYC Accredited.
- › Early childhood educators, particularly those from traditionally marginalized communities, have full and complete access to aligned postsecondary credentials and degrees.

Professional Membership, Leadership, and Innovation



Goal

Michigan AEYC is a diverse and influential professional membership association for early childhood educators.

Desired Results

- › Membership comprises the full diversity of early childhood educators whose voices and experiences are at the center of every level of the organization.
- › Clear and equitable pathways exist for all members to assume governance and leadership roles.
- › Michigan AEYC serves as a catalyst, resource hub, and consensus builder for innovative, controversial, and complex issues and ideas.
- › Events and resources are relevant, adaptive, and seen as necessary to advance practice, policy, and research.
- › Michigan AEYC integrates inclusive practices throughout all programs, services, and initiatives, where early childhood educators experience belonging and community.

Organizational Excellence



Goal

Michigan AEYC is an employer of choice and reflects excellence in all aspects of organizational health and vitality.

Desired Results

- › Governing Board and staff are accountable for the diversity, effectiveness, fiscal health, and sustainability of the organization.
- › Recruitment, hiring and retention practices including staff engagement and wellness are paramount and reflect our organizational values.
- › Sound fiscal and legal business practices are foundational tools to advance Michigan AEYC's mission and impact.
- › Stakeholders have positive experiences, and their needs are met because of attentive customer support, user-friendly systems, and effective communication and delivery of services.
- › Employees are empowered to make decisions, commit to a culture of performance that includes work-life balance, and are recognized for the contributions they are making to Michigan AEYC.

Learn More
at
www.miaeyc.org

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