

Advisory Council
Annual Report
**Year One
2023**



NEW MEXICO

Early Childhood
Education & Care Department

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Executive Summary

The Early Childhood Education and Care (ECEC) Advisory Council was established under Governor Michelle Lujan Grisham in 2022 to assess issues relevant to the Early Childhood Education and Care Department (ECECD) and to advise, inform, and make recommendations to the Secretary of the Department in support of its commitment to create a more cohesive, equitable, and effective early childhood education and care system in New Mexico. Driven by a strong vision for early childhood set by the New Mexico Early Childhood Statewide Strategic Plan and Florecer, ECECD's five-year strategic plan, the ECEC Advisory Council is a critical part of the state's early childhood system and its mission to ensure that all New Mexico children and families are healthy and thriving.

The Council's current membership includes eight Ex Officio members and 14 Appointed members with diverse expertise across many different fields, including the early childhood, economic development, and health fields. In 2023, Daisy Lira served as Council Chair, and Rob Black served as Vice Chair. The ECEC Advisory Council also works closely with ECECD, which provides administrative support to the Council.

The ECEC Advisory Council is required to provide an annual report detailing its activities over the year. This report provides an overview of the Advisory Council's major work throughout its first year, as well as the Council's key recommendations to the Governor. **The Council met six times in 2023, with hybrid in-person and virtual meetings in Santa Fe, Albuquerque, Gallup, and Sunland Park. At each meeting, Advisory Council members were briefed on work happening in ECECD, the Legislature, and early childhood across the state for council members' information, comment, and counsel.**

In June 2023, the Council elected to organize subcommittees to tackle pressing issues in early childhood. The Council approved four subcommittees: **Public-Private Partnership; Early Childhood Professionals; Program Quality and Accountability; and Data, Infrastructure and Analysis.** Each subcommittee developed a work plan, meets regularly to discuss issues and recommendations in their subject areas, and reports out its work to the full Council at Council meetings.

After establishing subcommittees, the Advisory Council developed a process to add non-Council members to subcommittees to create diverse committee membership and to engage more strongly with the broader community. The Council distributed an interest form and approved 33 non-Council members to join across the four subcommittees at the December 2023 meeting.

The Advisory Council also provided guidance to ECECD on the development of the Child Care and Development Fund state plan. During the October 4, 2023, meeting in Sunland Park, ECECD asked the Council to approve the method the state will use to set child care assistance rates. The Advisory Council voted to approve the continued use of a cost model approach and formed an ad-hoc committee to serve as the working group to support the development of the methodology.

Part of the Advisory Council's role is to provide recommendations to the Governor and the Early Childhood Education and Care Department focused on creating a more cohesive, equitable, and effective prenatal to age-five early childhood system. **At the final meeting of 2023 on December 6, the Advisory Council approved a set of recommendations to the Governor that will advance New Mexico's early childhood system. The following represent the Advisory Council's key recommendations for 2024 by subcommittee.**

Key Recommendations to the **Governor**



Public-Private Partnership Subcommittee

- Exempt Gross Receipts Tax (GRT) for state funded child care assistance and NM PreK funding.
- Develop a capacity building hub for child care providers that includes technical assistance and support around business planning, development, and support; delivering culturally relevant and responsive services, and workforce development to support the dramatic scaling of prenatal to five programs and services.
- Explore the impact of the cliff effect, the loss of public benefits as a result of taking a new job or earning a raise, on New Mexico's labor force participation and identify potential policy and practice changes to address the issue.

Early Childhood Professionals Subcommittee

- Develop a marketing campaign to attract new individuals into the Early Childhood industry.
- Streamline the hiring and onboarding process for new hires that include a competitive wage.
- Create professional development opportunities/benefits to retain employees.

Program Quality and Accountability Subcommittee

- Implement reliable and valid tools to measure program quality across all programs.
- Redesign and clarify program standards.
- Align redesigned standards across all programs, including ECECD (FOCUS), PED and licensing.
- Provide regional technical assistance and professional development consultants and embedded mentors.

Data, Infrastructure and Analysis Subcommittee

- Explore creating user-friendly, early-childhood-focused, local-level data products for use by parents, practitioners, and policy makers so that they can better understand and access the data for their communities.
- Ensure that data are culturally and community informed, represent the full range of communities and languages existing in the state, and used responsibly to reduce health disparities.
- Open avenues for collaboration amongst early childhood stakeholders to reduce early childhood data and information silos across agencies and within and outside of state government.
- Incorporate relevant and reputable private, tribal, academic, and non-profit research and findings around early childhood program needs and efficacy.

Introduction

Established in 2022 by Governor Michelle Lujan Grisham under *Executive Order 2022-163*, the Early Childhood Education and Care (ECEC) Advisory Council supports the development of New Mexico's comprehensive early childhood system. ¹ Each state is required to create a State Advisory Council on early childhood as part of the Improving Head Start for School Readiness Act of 2007. These councils advise the state on early childhood issues, with membership from a range of stakeholders from across the early childhood system. **In 2018, the Early Learning Advisory Council was created to fulfill this advisory role for New Mexico; however, bold changes in New Mexico's early childhood landscape, including the creation of the Early Childhood Education and Care Department (ECECD) in 2020, necessitated the creation of a new Advisory Council, with updated duties and responsibilities necessary to build a strong, comprehensive early childhood system in New Mexico.**

The ECEC Advisory Council's purpose is to assess issues relevant to ECECD and to advise, inform, and make recommendations to the Secretary of the Department in support of its commitment to create a more cohesive, equitable, and effective early childhood education and care system in the state. Guided by the *New Mexico Early Childhood Statewide Strategic Plan*, as well as *Florencer*, ECECD's five-year strategic plan, the Advisory Council has spent the past year bringing together voices from across New Mexico in service of a stronger early childhood education and care system. ² Together, these strategic visions for the future—rooted in equity, collaboration and quality, with children and families held at the center of all work—shape the Advisory Council's efforts both today and far into the future.

Collaboration is fundamental to this work. Powerful research shows how place—qualities of the natural and built environment, such as air and water quality, housing quality, and safe places to play—impacts child development. ³ Historic disinvestment in communities of color led to unequal environmental experiences, impacting child development, and leading in turn to disparate racial health outcomes.

These are not challenges that any one individual or entity can fix. Instead, takes a combined effort across a broad array of disciplines, perspectives, and experiences. The Advisory Council's role is to drive this group effort by acting as a forum for collaboration and communication—especially from communities. At every meeting, the Advisory Council hears public comment from parents, providers, community members and advocates, who share their insight on the challenges and priorities for early childhood in New Mexico. These perspectives are crucial in crafting a future where all New Mexican families and young children thrive.



Introduction

The ECEC Advisory Council and ECECD work in tandem, and an active and robust Advisory Council is a critical piece of achieving ECECD's strategic priorities. ECECD's fifth strategic goal under Florecer aims for organizational excellence; the third objective calls for an Advisory Council that is active, engaged, inclusive, and accountable as it helps advance equitable and effective policies and practices. ECECD has made progress in this objective over the past year, including hiring a full-time Early Childhood Council Coordinator to support the work of the Advisory Council. The department also created a dedicated public [ECEC Advisory Council webpage](#) to post Council meeting dates, recordings, agendas, and other meeting materials. ⁴ These are administrative milestones that have helped to establish the Advisory Council's critical place within early childhood governance in New Mexico, and feeds the spirit of collaboration that drives the Advisory Council's work.

This serves as the first annual report of the Early Childhood Education and Care Advisory Council since its creation in 2022, as required in the establishing Executive Order. The following report will provide the Governor an overview of the Advisory Council's major activities through 2023 and the Council's key recommendations to continue leading the nation in creating a more cohesive, equitable, and effective early childhood education and care system in New Mexico.

Advisory Council Membership

ECEC Advisory Council membership includes eight Ex Officio members and 14 Appointed members for a total of 22 members. Daisy Lira was designated Council Chair, and Rob Black serves as Vice Chair.

Ex Officio members include the Director of the Children's Cabinet, the Cabinet Secretaries of the Early Childhood and Care Department, Public Education Department, Higher Education Department, Department of Health, Human Services Department, Children, Youth and Families Department, and the Director of the Head Start State Collaboration Office.

To ensure diverse membership on the Council, the Governor also appoints a representative from a local education agency, a local provider of early childhood education and development services, a Head Start agency, and a higher education institution. Appointed members serve for three years with staggered terms.

In addition, the Governor may appoint up to eleven additional members. In 2023, the additional Appointed members on this Council included parents, early childhood education providers, local government representatives, members of chambers of commerce, and representatives working in the non-profit, philanthropy, and health fields.

Advisory Council Membership

Current Membership:

I. **Chair:** Daisy Lira

II. **Vice Chair:** Rob Black

III. Ex Officio Members:

a. Patrick Allen, **Cabinet Secretary of Department of Health**

b. Teresa Casados, **Cabinet Secretary of Children, Youth and Families Department**

c. Alanna Dancis, **Chief Medical Officer, Medical Assistance Division, Human Services**

Department

d. Elizabeth Groginsky, **Cabinet Secretary of Early Childhood Education and Care Department**

e. Mariana Padilla, **Director of Governor Lujan Grisham's Children's Cabinet**

f. Stephanie Rodriguez, **Cabinet Secretary of Higher Education Department**

g. Dr. Arsenio Romero, **Cabinet Secretary of Public Education Department**

h. Shana Runck, **Acting Director, Head Start State Collaboration Office**

IX. Additional Appointed Members:

a. Zach Ben, **Parent Representative/Tribal**

b. Rob Black, **Representative of Business/Chamber of Commerce**

c. Lula Mae Brown, **Representative of Home Visiting/Early Intervention/Infant Mental Health**

d. Robert Chavez, **Representative of a Head Start Agency**

e. Daisy Lira, **Representative of Local Government**

f. Mayra Lovas, **Representative of Philanthropy**

g. Brian Luck, **Representative of Local Educational Agency**

h. Dr. Cindy Martinez, **Representative of an Institution of Higher Education**

i. Lakersha Martinez, **Representative of Behavioral Health/Home Visiting**

j. Teresa Quintana, **Representative of Workforce Development/Tribal**

k. Allen Sanchez, **Representative of Advocacy/Home Visiting**

l. Dr. Corrine Sanchez, **Representative of Maternal and Child Health/Tribal**

m. Crystal Tapia-Romero, **Representative of Local Provider of Early Childhood Education and Development Services**

n. Amber Wallin, **Representative of Family and Child Wellbeing**

Advisory Council Meeting Dates

The Advisory Council is required by Executive Order to meet at least six times over the course of the year. The inaugural meeting was held on January 23, 2023 in Santa Fe. Subsequent meetings were held in various locations across the state including Albuquerque, Gallup, and Sunland Park. Except for the inaugural meeting, which was held virtually, meetings were hybrid to allow participation in-person and virtually. Meetings were open to the public, and Spanish interpretation was provided. Recordings of each meeting can be found in the ECEC Advisory Council materials library.

1. **January 23, 2023** – Inaugural Meeting, Santa Fe, NM, (virtual), 1-4 p.m.
2. **April 19, 2023** – Albuquerque, NM, (hybrid), 1-4 p.m.
3. **June 7, 2023** – Gallup, NM, (hybrid), 1-4 p.m.
4. **August 9, 2023** – Albuquerque, NM, (hybrid), 1-4 p.m.
5. **October 4, 2023** – Sunland Park, NM, (hybrid), 1-4 p.m.
6. **December 6, 2023** – Albuquerque, NM, (hybrid), 1-4 p.m.

Duties of the Advisory Council

The ECEC Advisory Council has a set of duties and responsibilities assigned to it through the Governor's Executive Order 2023-59. These responsibilities include evaluating early childhood program access, quality, participation and collaboration across programs and agencies, and strategies for supporting early childhood professional development. In 2023, the Council focused its work around fulfilling these responsibilities.

The Council is responsible for assessing the quality and availability of early childhood education and development programs and services for children from birth to school entry and identifying opportunities for—and barriers to—collaboration across federal and state-funded early childhood programs and services, including opportunities for coordination across the state agencies that administer these programs. Further, the Advisory Council will develop recommendations to increase the participation of children in publicly supported child care and early childhood education programs, including recommendations for outreach to underrepresented and special populations.

In addition, the Advisory Council must develop recommendations for statewide professional development and career advancement plans for early childhood educators. It will also assess the capacity and effectiveness of two- and four-year higher education institutions across the state in supporting the development of early childhood educators, including whether institutions have articulation agreements, professional development and career advancement plans, and practice or internships for students to spend time in early childhood education and care programs. The Council will recommend improvements to the state early learning standards as well.

Finally, the Advisory Council will hold public hearings and provide the opportunity for public comment on its activities, as well as provide an annual report on its work. The Council will also take on any other duties necessary to satisfy the requirements of the Improving Head Start for School Readiness Act.

Work of the Council to Date

June and August 2023: Subcommittee Development

The Advisory Council elected to create four subcommittees to organize its work and effectively meet its responsibilities as an advisory body. In addition, the Council developed a process to select non-Council members to join the four subcommittees, to encourage a deeper level of community participation in the Council's activities and to create strong and diverse subcommittee membership.

The Advisory Council approved the creation of four subcommittees at its June 7 meeting: 1) Public–Private Partnership, 2) Early Childhood Professionals, 3) Program Quality and Accountability, and 4) Data, Infrastructure and Analysis. These subcommittees were chosen to advance the broader goals of the Advisory Council, and each subcommittee's purpose was aligned with the established duties of the Council. Each subcommittee will engage a broad range of partners—including businesses, faith, non-profit, government, and civic leaders—and will bring a focus on equity, encourage process improvements and inter-departmental collaboration, and strengthen state-local governance and communication.

Council members elected their subcommittee chairs and vice chairs and signed up for the committee of their interest during the June meeting. Each subcommittee then met to draft a purpose statement, shared them with the Council for feedback in August, and then presented their finalized purpose statements and workplans to the Council at the October 4, 2023 meeting.

Once subcommittees were formed, subcommittee chairs and vice chairs met to determine a process to add non-council members. Committee leaders recommended that each subcommittee be limited to no more than 13 voting members, including Council and non-Council members, and that non-Council members only represent one subcommittee each. An interest form was developed with an eye to recruiting a diverse group of non-Council members, with lived experience in early childhood and representation from across the state.

The interest form opened to applicants in August and was shared across ECECD's weekly newsletter, social media, and Council member networks until it closed on September 30, 2023. In October, subcommittee chairs and vice chairs reviewed applications and selected the final applicants. The Council received 43 applications for 35 open non-Council member seats and voted to approve 33 total applicants. The Public–Private Partnership subcommittee approved six non-Council members, Early Childhood Professionals added ten, and Program Quality and Accountability added nine. The Data, Infrastructure and Analysis subcommittee voted in eight new members and has two non-Council member seats still open.

Non-Council subcommittee members were approved by the Advisory Council during the December 6, 2023 Council meeting. A list of the non-Council subcommittee members can be found in the Appendix.

Subcommittees meet independently and then share their work with the entire membership at Advisory Council meetings. These subcommittee meetings are open to the public, and meeting information and materials can be found on the Early Childhood Care and Advisory Council's webpage. Each subcommittee's leadership and purpose are summarized below, and a complete description of each subcommittee's purpose statement, workplan, and membership, including non-

Work of the Council to Date

The **Public–Private Partnership Subcommittee** is chaired by Secretary Elizabeth Groginsky with Allen Sanchez serving as vice chair. This subcommittee focuses on increasing the participation of children and families in services and strategies for facility expansion. The subcommittee will advocate for and promote access to the equitable delivery of early childhood programs and services through strategic investments and partnerships in infrastructure that align with community needs and enhance the capacity of private, non- and for-profit entities, public agencies, and Tribal nations to deliver high-quality services.

The **Early Childhood Professionals Subcommittee** is chaired by Crystal Tapia-Romero and is vice chaired by Robert Chavez. This subcommittee concentrates on recruitment, retention, credentials, compensation, licensure, and teacher preparation. It will support and promote mechanisms for recruitment, fostering inclusivity and diversity in the early childhood education field, will remove barriers and create a welcoming environment for aspiring educators by engaging the community and listening to their needs, and will collaborate with ECECD to share valuable feedback and well-informed recommendations, ultimately influencing policy, and implementing effective programs that support and elevate early childhood education.

The **Program Quality and Accountability Subcommittee** is chaired by Cindy Martinez and vice chaired by Daisy Lira. This subcommittee was formed to focus on child outcomes, FOCUS redesign, trauma-responsive practice, technical assistance, and professional development. The subcommittee will explore and advise on processes of quality and accountability across ECECD's programs to ensure clear, consistent, and reasonable expectations with measurable standards and targeted supports for early childhood professionals.

Finally, the **Data, Infrastructure and Analysis Subcommittee** is chaired by Amber Wallin with Mariana Padilla serving as vice chair. This subcommittee will cover subjects related to data visualization, linkages, integration, and outcomes. The subcommittee's purpose is to connect, promote, share, and champion actionable data, data systems, and information in the spirit of inclusion and collaboration to understand and communicate state early childhood needs and help drive state-level policy, funding, and infrastructure that supports incredible opportunities in improving outcomes for New Mexico children, families, and early childhood professionals.



October 2023: Approval of Exploring CCDF Alternative Methodology

The Child Care and Development Fund (CCDF) is a federal block grant that provides resources to states, territories, and Tribal grantees to enable parents to work or pursue education and training while promoting child learning and development. This supports efforts around child care licensing, child care assistance, monitoring, quality, professional development, and consumer education, with an overall goal of enhancing quality of care for all children in New Mexico.

ECECD is required to consult with the Early Childhood Education and Care Advisory Council on the development of its CCDF state plan. During the October 4 meeting, ECECD asked the council for input on the method the state will use to assess child care market rates and analyze the cost of child care.

States are required by the CCDF grant to assess the cost of delivering high-quality child care services and then use this data to inform rates for subsidized child care every three years. Every state must select a method to carry out this assessment, either through a market rate survey or through an alternative methodology, such as a cost estimation model. If the state chooses to use an alternative methodology, it must submit a description of its proposed approach for preapproval to its Administration for Children and Families Regional Child Care Program Office.

New Mexico chose to use a cost model alternative methodology in 2020 and is seeking to submit a preapproval request to continue to use this method in its new CCDF state plan. At the October 4, 2023 meeting, the Advisory Council heard a presentation from Prenatal to Five Fiscal Strategies, an early childhood consulting firm, on details of using a cost estimation model alternative in New Mexico.

The Advisory Council unanimously voted to approve the continued use of the alternative methodology to inform rate setting in New Mexico. The Advisory Council also approved the creation of an ad-hoc committee to serve as the working group for the alternative methodology in 2024.

December 2023: Review and Approval of Non-Council Subcommittee Members and Advisory Council Recommendations

Following Council approval, ECECD developed its preapproval request and brought it to the Council for review at the December 6 meeting. At the December meeting, the Council also established the members of the Cost Alternative working group, which will meet for the first time in January 2024. ECECD will develop its full CCDF draft plan and seek community, Tribal, and Council consultation on the full plan before it is finalized and submitted to the federal government in June 2024.

At the final meeting of the year, the Advisory Council approved its first set of recommendations for the Early Childhood Education and Care Department and the Governor. The recommendations were informed by a year of engagement with communities, partners, and experts across New Mexico. Each subcommittee thoughtfully developed recommendations that aligned with ECECD's five-year strategic plan – Floreecer – and their subcommittee's purpose and priorities. The recommendations in the following section are a culmination of the Council's work throughout 2023 and represent the start of a strong partnership between the Council and Governor Lujan Grisham's administration.

In addition, the Council also officially approved the selection of non-Council subcommittee members during the December 6 closing meeting. These members will join the subcommittees in the new year, bringing in fresh and creative ideas to advance the Council's work.

Subcommittee Recommendations to the Governor

The ECEC Advisory Council is proud to present a series of recommendations to create a more cohesive, equitable, and effective early childhood education and care system in New Mexico. These recommendations flow from the Council's engagement with communities, agency partners, and other early childhood experts and stakeholders throughout this year.

Public–Private Partnership Subcommittee

- Exempt Gross Receipts Tax (GRT) for state funded child care assistance and Pre-Kindergarten funding.
- Develop a capacity building hub for early childhood providers that includes technical assistance and support around business planning, development, and support; delivering culturally relevant and responsive services, and workforce development to support the dramatic scaling of prenatal to five programs and services.
- Explore the impact of the cliff effect, the loss of public benefits after taking a new job or earning a raise, on New Mexico's labor force participation and identify potential policy and practice changes to address the issue.

Early Childhood Professionals Subcommittee

- Develop a marketing campaign to attract new individuals into the Early Childhood industry.
- Streamline the hiring and onboarding process for new hires that include a competitive wage.
- Create professional development opportunities/benefits to retain employees.

Program Quality and Accountability Subcommittee

- Implement reliable and valid tools to measure program quality across all programs.
- Redesign and clarify program standards.
- Align redesigned standards across all programs, including ECECD (FOCUS), PED and licensing.
- Provide regional technical assistance and professional development consultants and embedded mentors.

Data, Infrastructure and Analysis Subcommittee

- Explore creating user-friendly, early-childhood-focused, local-level data products for use by parents, practitioners, and policy makers so that they can better understand and access the data for their communities.
- Ensure that data are culturally and community informed, represent the full range of communities and languages existing in the state, and used responsibly to reduce health disparities.
- Open avenues for collaboration amongst early childhood stakeholders in order to reduce early childhood data and information silos across agencies and within and outside of state government.
- Incorporate relevant and reputable private, tribal, academic, and non-profit research and findings around early childhood program needs and efficacy.

Conclusion

This report marks the successful completion of the Early Childhood Education and Care Advisory Council's first year since establishment.

Over the course of 2023, the Advisory Council established itself as a committed force for improving early childhood education and care in New Mexico. It provided advice and feedback on early childhood work happening across the state, created subcommittees, added non-Council members to its work, and provided valuable guidance to the state's Child Care and Development Fund state plan. With support from ECECD, the Advisory Council now has a full-time coordinator to support its work and a public website to host its meeting information and materials—both of which will go a long way in securing the Council's future as an active and productive advisory body.

Most importantly, the Council spent this year hearing from many members of the public—their concerns, ideas, hopes, and priorities for their children and families. The information shared from communities, families, individuals, and providers over the course of the year will be the foundation of the Advisory Council's work in the future, as it builds upon this strong first year to create the most accessible, supportive, and successful early childhood system in the nation.



Appendix

Subcommittee Description and Membership

The establishing Executive Order provides that the Advisory Council may form subcommittees or task forces to facilitate its work. Subcommittees and their members shall be approved by the Council and may include persons who are not Council members, but who have an interest or expertise that is relevant to the purpose of the Council. The subcommittees will have a total of 13 voting members, and report on their meetings and activities during full Advisory Council meetings. Subcommittee work plans, along with their alignment to Floreecer, can also be found online in the [ECEC Advisory Council materials](#).⁵

Subcommittee: Public – Private Partnership

Chair: Elizabeth Groginsky – Santa Fe County

Vice Chair: Allen Sanchez – Valencia County

Council Members:

- Rob Black – Sandoval County
- Lula Mae Brown – Curry County
- Mayra Lovas – Lea County
- Teresa Quintana – Sandoval County (Cochiti Pueblo)
- Dr. Corrine Sanchez – Santa Fe County (San Ildefonso Pueblo)

Non-Council Subcommittee Members:

- Jenn Donelli - Bernalillo County
- Natasha Gacinski - Bernalillo County
- Kristi McBride - Rio Arriba County
- Barbara Tedrow - San Juan County
- Elizabeth Wieser - Lea County
- Katie Wylie - Bernalillo County

Purpose Statement: To advocate and promote access to equitable delivery of early childhood programs and services through strategic investments and partnerships in infrastructure (e.g. facilities, professional development, technical assistance etc.) that aligns with the needs of communities and enhances the capacity of private, non- and for-profit entities, public agencies, and Tribal nations to deliver high quality services.

Work Plan

- Explore providing low-interest loans for child care providers through New Mexico Finance Authority
- Examine opportunities to amend the constitution regarding Capital Outlay for non-profit/private sector entities – funding direct to private sector, with the support of a state agency to build capacity.
- Most services, prenatal to age five are delivered by private sector businesses, we need avenues to expand and enhance their capacity.
 - Include a focus on shared services, bookkeeping, and IT infrastructure needs of service providers.
 - Help service providers understand where real estate may be available and what to expect when acquiring and renovating public buildings. Explore exempting for-profit child care and PreK providers from GRT for their public funded services
- Identify/highlight the work of Local Early Childhood System Building Coalitions who are building strong public private partnerships
- Develop a plan of action for expanding PreK school facilities in communities with very limited access to PreK.
- Align with Floreecer

Alignment to Floreecer

- Objective 1.5: Quality, universal, accessible, and affordable early care and education is available for all families and children
- Objective 2.4: Each New Mexico community is served by an early childhood coalition that ensures stronger state-local coordination and decision making
- Objective 3.2: Tribal communities are supported by ECECD to address early childhood facilities needs

Appendix

Subcommittee: Early Childhood Professionals

Chair: Crystal Tapia-Romero
– Bernalillo County

Vice Chair: Robert Chavez
– Bernalillo County

Council Members:

- Brian Luck – Chaves County

Non-Council Subcommittee Members:

- Kristeena Dehne – Valencia County
- Margo Dichtelmiller – Santa Fe County
- Anne Duran – Bernalillo County
- Donna Fletcher – Bernalillo County
- Merline Gallegos – Doña Ana County
- Angela Garcia – Doña Ana County
- Robin Goodnight – Bernalillo County
- Carmen Estrella Trigo Martinez – Bernalillo County
- Yolanda Philgreen – Bernalillo County
- April Spaulding – Sandoval County

Purpose Statement: The purpose of this committee is to actively support and promote mechanisms for recruitment, fostering inclusivity and diversity in the field of early childhood education. By engaging with the community and listening to their needs, we aim to remove barriers and create a welcoming environment for aspiring educators. Our committee will collaborate with ECECD, sharing valuable feedback and well-informed recommendations, ultimately influencing policy, and implementing effective programs that support and elevate early childhood education.

Work Plan

- Filling early childhood vacancies across programs
- Streamline recruitment process
- Implement classroom behavior supports to impact retention
- Methods for supporting staff, as stress/burnout is prevalent.
- Use Floreecer to guide work
- Review 45-hour certificate process

Alignment to Floreecer

- Objective 1.1: All early childhood professionals are supported by a fully implemented equitable career and compensation system
- Objective 1.5: Quality, universal, accessible, and affordable early care and education is available for all families and children
- Objective 4.3: ECECD's PD and TA system builds the capacity of early childhood professionals to support high quality, equitable services that are aligned to the early learning guidelines and meet the geographic, cultural, and linguistic diversity of programs and communities

Appendix

Subcommittee: Program Quality and Accountability

Chair: Dr. Cindy Martinez
– Grant County

Vice Chair: Daisy Lira
– Doña Ana County

Council Members:

- Lakersha Martinez
– Santa Fe County
- Shana Runck
– Bernalillo County

Non-Council Subcommittee Members:

- Sondra Carpenter – Bernalillo County
- Evakristel De Luna – Doña Ana County
- Holly Gurule – Bernalillo County
- Rosa Hammond – Roosevelt County
- Kathryn Montiel – Roosevelt County
- Alice Pecos – Sandoval County
- Ruth Porta – Bernalillo County
- Valerie Stefani – Bernalillo County
- Anel Zamora – Doña Ana County

Purpose Statement: The purpose of this committee is to explore and advise on processes of quality and accountability across ECECD's programs to ensure clear, consistent, and reasonable expectations with measurable standards and targeted supports for early childhood professionals.

Work Plan

- Child Outcomes
- FOCUS redesign
- Trauma-responsive practice
- Technical assistance and professional development
- Develop a plan of action for expanding PreK school facilities in communities with very limited access to PreK
- Align with Florecer

Alignment to Florecer

- Objective 1.3: Early care and education services for children are supported through a redesigned FOCUS program that incorporates outcome-based measures of quality and supports diversity, equity, and inclusion
- Objective 1.4: Knowledge and use of trauma-responsive practice is integrated across all prenatal-to-five services
- Objective 1.5: Quality, universal, accessible and affordable early care and education is available for all families and children
- Objective 4.1: The prevention, intervention, and promotion of the health and well-being of children, families, and communities is equitably supported through the use of early childhood cross-agency resources and expertise
- Objective 4.3: ECECD's PD and TA system builds the capacity of early childhood professionals to support high quality, equitable services that are aligned to the early learning guidelines and meet the geographic, cultural, and linguistic diversity of programs and communities

Appendix

Subcommittee: Data, Infrastructure and Analysis

Chair: Amber Wallin
– Bernalillo County

Vice Chair: Mariana Padilla
– Santa Fe County

Council Members:

- Alanna Dancis – Santa Fe County

Non-Council Subcommittee Members:

- Jennifer Marquez – Bernalillo County
- Norma Ochoa – Bernalillo County
- Helen Ortega – Lea County
- Melissa Scott – Bernalillo County
- Lisa Shaanan – Sandoval County
- Erica Surova – Doña Ana County
- Jackie Shipley – Bernalillo County
- Tara Terry Voit – Los Alamos County

Purpose Statement: Connect, promote, share, and champion actionable data, data systems, and information in the spirit of inclusion and collaboration to understand and communicate state early childhood needs and help drive state-level policy, funding, and infrastructure that supports incredible opportunities in improving outcomes for New Mexico children, families, and early childhood professionals.

Work Plan

- Sharing data with ECECD
- Advocate for data and policy needs and funding
- Connecting needs to philanthropic resources
- Connecting data with stories of people who have needs in and have lived experience in early childhood systems in the state
- Connecting data (and data presentations) with groups organizing, advocating, and working in the early childhood space.

Alignment to Florecer

- Goal 6: ECECD will collect and share relevant, reliable, and actionable data to inform policy decisions, empower partners to improve, and enhance community understanding of the importance of the prenatal to age five period of development
- Objective 4.4: All children and families are centered in alignment process and projects across the early childhood ecosystem
- Objective 2.2: Collaboration occurs with families, community-based organizations, providers, Head Start, and schools that support families to engage and foster their children's learning and development



NEW MEXICO

Early Childhood
Education & Care Department