



# SEED

System for Early Education Development

## Strategic Plan 2022-2025

## Alaska System for Early Education Development 2022-2025 Strategic Goals

### SYSTEM CAPACITY

- 1 The SEED Steering Committee has the capacity to effectively support professional development for the early childhood and school-age workforce in Alaska.

### WORKFORCE DATA AND EVALUATION

- 2 SEED collects, utilizes and evaluates workforce data to inform priorities for system access and supports, funding and advocacy needs.

### CREDENTIALS, PATHWAYS, AND COMPETENCIES

- 3 SEED recognizes and creates inclusive, equitable and accessible pathways for growth and advancement on the Alaska SEED Career Ladder.

### EDUCATOR SUPPORTS AND COMPENSATION

- 4 SEED provides direct supports to early childhood and school-age professionals and works with partners and stakeholders to advocate for equitable compensation and benefits, education and training.

### MISSION

To provide leadership and stewardship for a comprehensive, collaborative system of professional development that integrates, unites and advances the needs of a diverse workforce from all early childhood sectors that serve children aged pre-natal through 12 and their families.

## Summary of 2022-2025 Strategic Objectives

Objective	Subcommittee responsible
<p><b>System Capacity:</b></p> <ol style="list-style-type: none"> <li>1. SEED Steering Committee will be representative of the workforce</li> <li>2. Update roles and responsibilities of SEED Steering Committee members</li> <li>3. Partner with and support stakeholders to advocate for the field</li> </ol>	<p><b>Governance</b> Chair: _____</p>
<p><b>Workforce Data and Evaluation:</b></p> <ol style="list-style-type: none"> <li>1. Update SEED website and registry</li> <li>2. Maintain user-friendly database</li> <li>3. Evaluate and communicate workforce data</li> </ol>	<p><b>Registry and Workforce Data</b> Chair: _____</p>
<p><b>Credentials, Pathways and Competencies:</b></p> <ol style="list-style-type: none"> <li>1. Create multiple pathways for advancement</li> <li>2. Implement Trainer &amp; Training System phase II</li> </ol>	<p><b>Career Ladder</b> Chair: _____</p> <p><b>Trainer &amp; Training Approval System</b> Chair: _____</p>
<p><b>Educator Supports and Compensation:</b></p> <ol style="list-style-type: none"> <li>1. Advance and retain diverse workforce by providing incentives</li> <li>2. Advocate for fair compensation and benefits</li> </ol>	<p><b>Compensation</b> Chair: _____</p>

### 1. System Capacity

Alaska’s System for Early Education and Development (SEED) is an organization that supports professional development in the state of Alaska. The Alaska SEED Steering Committee guides the work of SEED in the provision of leadership and stewardship for a comprehensive, collaborative system of professional development that integrates, unites and advances the needs of a diverse workforce from all early childhood sectors that serve children aged pre-natal through 12 and their families.

**GOAL 1: The SEED Steering Committee has the capacity to effectively support professional development for the early childhood and school-age workforce in Alaska.**

Objectives	Tasks	Completion date -- Subcommittee
<p>1.1 SEED Steering Committee will be representative of the field, workforce and professional development pathways in Alaska.</p>	<ul style="list-style-type: none"> <li>a. Review/complete a statewide scan of early childhood sectors, including regions as well as types</li> <li>b. Create a plan to ensure SEED Steering Committee is representative of the field (recruitment, retention, support, orientation, etc.)</li> <li>c. Review plan for SEED Steering Committee representation annually</li> </ul>	<ul style="list-style-type: none"> <li>a. 6/30/22 – SEED Director</li> <li>b. 12/31/22 – SEED Director</li> <li>c. Review annually – SEED director</li> </ul>
<p>1.2 SEED Steering Committee will follow the roles and responsibilities outlined in the SEED Governance Charter.</p>	<ul style="list-style-type: none"> <li>a. Review SEED Charter and realign roles and responsibilities of committee membership</li> <li>b. Update commitment letter to clarify expectations of SEED Steering Committee members</li> <li>c. Update SEED committees, including chair assignments</li> <li>d. Host an orientation for new SEED Steering Committee members</li> </ul>	<ul style="list-style-type: none"> <li>a. 3/31/22 – Governance</li> <li>b. 3/31/22 – Governance</li> <li>c. 3/31/22 – Governance</li> <li>d. Ongoing – Governance</li> </ul>
<p>1.3 SEED Steering Committee will partner with and support stakeholders to advocate for early childhood and school-age professionals in Alaska (wages, benefits, education, policy, etc.).</p>	<ul style="list-style-type: none"> <li>a. Communicate with stakeholders, such as AEYC, AECAG and public policy thread staff for updated reports on pertinent advocacy efforts</li> <li>b. Report on advocacy efforts at each SEED Steering Committee meeting</li> </ul>	<ul style="list-style-type: none"> <li>a. Ongoing – Steering Committee Co-Chairs</li> <li>b. Ongoing – Steering Committee Co-Chairs</li> </ul>

## 2. Workforce Data and Evaluation

SEED hosts multiple online tools for use by early childhood (EC) and school-age (SA) professionals. Among these tools are a detailed website, which can be used by interested public and EC/SA professionals alike, and the Alaska SEED Registry for EC and SA professionals to be “counted” and track their individual professional advancement. Registry and other SEED data is held within the larger database hosted by thread, Inc. Together the Registry and database collect important data for use in assessing the early care and education workforce and in developing reports and communications for use in policy and early care and education system improvements.

**Goal 2: SEED collects, utilizes and evaluates workforce data to inform priorities for system access and supports, funding and advocacy needs.**

Objectives	Tasks	Completion date -- Subcommittee
2.1 SEED will update the website and registry for utilization as the primary tool for tracking data, reports, etc.	<ul style="list-style-type: none"> <li>a. Create a questionnaire to evaluate website format and use</li> <li>b. Complete website evaluation and analyze for necessary updates</li> <li>c. Complete website updates</li> <li>d. Evaluate registry for updates to create a more user-friendly system</li> <li>e. Implement updates to registry</li> </ul>	<ul style="list-style-type: none"> <li>a. 3/31/22 – Steering Committee Co-chairs</li> <li>b. 6/30/22 – SEED Steering Committee</li> <li>c. 12/31/22 – Steering Committee Co-chairs</li> <li>d. 12/31/22 – Registry &amp; Workforce Data</li> <li>e. 6/30/23 and annually – Registry &amp; Workforce Data</li> </ul>
2.2 SEED will maintain a user-friendly database to collect and store current workforce data.	<ul style="list-style-type: none"> <li>a. Launch the new SEED database</li> <li>b. Update customer portal and electronic forms</li> </ul>	<ul style="list-style-type: none"> <li>a. 2022 - thread</li> <li>b. 2022 - thread</li> </ul>

<p>2.3 SEED will evaluate and communicate workforce data to advocate for early childhood needs, inform next steps, improve funding, address compensation for workforce and more.</p>	<p>a. Create a plan to tell the story of SEED, including who we are (what we do, what kind of credentials our workforce holds, etc.) and how we inform the public (needed reports from registry and database, timelines for communications, etc.)</p> <p>b. Work with thread’s Marketing Department to implement communications plan and publicize data</p>	<p>a. 6/30/22 - Steering Committee Co-chairs and Subcommittee Chairs</p> <p>b. 9/31/22 and ongoing - SEED Director and Subcommittee Chairs</p>
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### 3. Credentials, Pathways, and Competencies

SEED maintains professional development pathways on the SEED Career Ladder, which are based upon national standards set by the National Association for the Education of Young Children (NAEYC) and align with educator requirements set by both the state of Alaska’s Department of Health and Social Services (DHSS) and Department of Education and Early Development (DEED). SEED updates Alaska’s standards based on Core Knowledge and Competencies and the Alaska Early Learning Guidelines. Utilizing these standards, SEED supports professional development through SEED’s Trainer & Training Approval system and the Relationship Based Professional Development Coaching system for Alaska’s early childhood and school-age workforce.

**Goal 3: SEED recognizes and creates inclusive, equitable and accessible pathways for growth and advancement on the Alaska SEED Career Ladder.**

Objectives	Tasks	Completion date -- Subcommittee
<p>3.1 SEED will review, develop and recommend multiple accessible pathways for workforce to advance in Alaska’s SEED Career ladder.</p>	<p>a. Identify requirements for each credential</p> <p>b. Develop multiple ways for completing pathways (university and non-university), including the potential to advance in ways other than a college degree</p> <p>c. Create Child Care Associate, Infant/Toddler, and School-Age Tracks</p>	<p>a. 6/30/22 - Career Ladder</p> <p>b. 12/31/22 - Career Ladder</p>

		c. 12/31/23 - Career Ladder
3.2 Implement Phase II of the Trainer & Training Approval System.	<ul style="list-style-type: none"> <li>a. Create an action plan to implement Phase II</li> <li>b. Meet as a committee to implement Phase II roll out</li> </ul>	<ul style="list-style-type: none"> <li>a. 3/31/22 – Trainer &amp; Training Approval</li> <li>b. 6/30/22 – Trainer &amp; Training Approval</li> </ul>

#### 4. Educator Supports and Compensation

SEED focuses on advancing professional compensation, education and training in integrating, uniting and advancing the needs of early childhood (EC) and school-age (SA) educators who serve children from prenatal through age 12 and their families. In serving this mission, SEED provides financial supports including reimbursing EC and SA educators for professional development, funding travel to trainings, reimbursing educators applying for or renewing professional certifications or credentials, and providing resources for scholarships on the university level. SEED also provides wage compensation awards to outstanding EC and SA professionals through the Retaining Our Outstanding Teachers (ROOTs) awards program.

**Goal 4: SEED provides direct supports to early childhood and school-age professionals and works with partners and stakeholders to advocate for equitable compensation and benefits, education and training.**

Objectives	Tasks	Completion date -- Subcommittee
4.1 SEED will advance and retain a diverse workforce by providing wage incentives, financial support for professional development, and ROOTs awards.	<ul style="list-style-type: none"> <li>a. Align financial incentives and resources with the SEED Career Ladder</li> <li>b. Implement wage incentive programs to support retention</li> <li>c. Assess current system for professionals to obtain funding to determine accessibility, considering</li> </ul>	<ul style="list-style-type: none"> <li>a. 6/30/22 – Compensation</li> <li>b. 12/31/22 – Compensation</li> <li>c. 12/31/22 – Compensation</li> </ul>

	alternate pathways for obtaining funding, such as grant-based rather than reimbursement	
4.2 SEED will advocate for professional compensation and benefits.	<ul style="list-style-type: none"> <li>a. Work with SEED advocacy group to identify and advocate for new and creative sustainable funding opportunities for financial assistance to facilities and providers and report activity annually to SEED Steering Committee</li> <li>b. Explore additional ways to provide supports, i.e. Washington state has a pilot program offering healthcare to employees of child care centers</li> <li>c. Create a graphic for communication describing how partners collectively offer supports</li> </ul>	<ul style="list-style-type: none"> <li>a. Ongoing – Compensation</li> <li>b. 3/31/23 – Compensation</li> <li>c. 12/31/22 – Compensation</li> </ul>