

**Annual Report of the NAEYC Affiliate Advisory Council
January 2016 – December 2016**

Mission: The NAEYC Affiliate Advisory Council acts as an advisory body to support the continuing transformation of the NAEYC Affiliate structure into a high-performing, inclusive organization

Purpose: To advise the NAEYC Governing Board and national staff about all issues related to Affiliated Components and members and to identify and develop a strong, inclusive leadership

Affiliate Advisory Council Members

Kyra Ostendorf, *Chair*

Jennifer Kalas, *Chair Elect*

Veronica Plumb*, *Immediate Past Chair*

Lydia Bowers

Kathy Burke*

Bill Ganza*

Kim Kofron, *Affiliate Staff seat*

Cary Larson-McKay*

Robyn Lopez Melton*

Alberto Mares

Karen Nemeth, *Interest Forum seat*

Ben Planton

Kelly Ramsey

Dianna Saelens

Shu-Chen Yen

Ida Rose Florez, *NAEYC Governing Board Vice President and Liaison to the Council*

Sebreana Domingue, 1/16-5/16, elected to the Governing Board

* indicates term is over

NAEYC Staff

Gwen Simmons

Erica White

Sahrah Zarei

Erin Daga

Chair-Elect 2017

Robyn Lopez Melton

Incoming representatives for 2017 – In progress

2016 marks a new beginning as the Affiliate Council became the Affiliate Advisory Council.

The Affiliate Advisory Council has been progressive in the work that has been completed during this transformational year, as exemplified by the following actions and timeline:

- Orientation webinar for new Council members in **January**
- Full Council met in person at NAEYC headquarters in **February**, with time dedicated to meet and socialize with senior staff
- Council members co-facilitate monthly Leadership Webinars and author Affiliate News articles **Ongoing** since March (see attached samples)
- In collaboration with Affiliate Relations, planned and hosted affiliate leadership day in conjunction with the NAEYC Institute for Professional Development in **June**
- Council recommends an update from the National office to address Affiliate concerns on how and when to communicate the new member categories and dues in **September**
- Application process open in **October** - 23 applications received for five open seats
- In collaboration with Affiliate Relations, planned and hosted affiliate leadership day in conjunction with the NAEYC Annual Conference in **November**
- Appointment Panel from 2015 reconvened in **November**
- Council Chair authored a letter to NAEYC members and affiliate leaders in the **November** Young Children (see below for additional information; also the attached letter)

Shared Leadership

The reformation of the Council into a smaller, more nimble group of affiliate leaders allows the group as a whole and as individuals to contribute to the Association in more impactful ways. Together with the Governing Board, we are learning a shared leadership model that has already shown to be successful. In 2016, the following work supported this shared leadership.

Board Committee Work: Members of the Affiliate Advisory Council were honored to serve on Board committees.

- Affiliate Relations - Veronica Plumb
- Early Learning Systems - Robyn Lopez Melton
- Member Engagement - Bill Ganza
- Nominations - Kathy Burke

HPIO Efforts: The Council has embraced the importance of HPIO and is working both internally and with affiliate leaders to deepen our understanding of the potential and the value that being an inclusive Association will mean to the field of early childhood education and the children and families we serve.

With the smaller Council came the need to intentionally and proactively communicate with affiliate leaders. The Council identified three ways to be present with affiliate leaders in 2016: Council members attended and participated in each leadership call beginning in March; Members rotated responsibility to write an article for the monthly e-News—the Chair charged the Council with being relevant to both

national news as it relates to early childhood education and to the work of our Association (please see the attached sample article). And, the Council hosted two Affiliate Leadership Days.

Affiliate Leadership Development: The June Affiliate Day premiered at the 2016 Institute for Professional Development and featured an opening panel from our California, Iowa, North Carolina, and Texas Affiliates. Each state shared their process and current thinking on how best to structure their organization under the new affiliate structure in preparation of the Affiliate Application process. Participants also attended a variety of breakout sessions: Membership Recruitment, Legal Issues for Nonprofits, and the Affiliate Application Process.

The November Leadership Day was titled “Weaving an Understanding of HPIO into Practice: Practical Strategies for Implementation in Membership, Board Recruitment and Development, Emerging Leaders.” Over 120 affiliate leaders were in attendance. Through a follow-up survey, participants reported the day was effective in providing them with multiple perspectives of HPIO [76%]. Participants also reported learning practical strategies incorporating high-performing, inclusive organizational principles for member recruitment and retention [66%], identifying emerging leaders [58%], and decision-making strategies with their board [53%].

As a result of this year’s efforts, the Council has asked staff to develop technical assistance on HPIO for affiliates. The Council will advise on this work as it continues and as the TA is defined.

Appointment Panel

The composition of the panel consists of five NAEYC members; a member of the Affiliate Council (Advisory Council), a current or former Governing Board member, and three additional NAEYC members named by the NAEYC Advisory Council for two-year terms filled through an application process (similar to Governing Board nominating panel).

In Closing

The Council recognizes 2016 as a year of transition and is appreciative of the support of NAEYC staff and board. The new shared leadership model is one that will require ongoing evaluation with a willingness to adjust as we work together—Governing Board, Council, and staff—to support the national transition towards the new affiliate structure.

Respectfully,
Kyra Ostendorf
2016 Chair NAEYC Affiliate Advisory Council
January, 2017



A Relentless Pursuit for Equity and Justice [July 2016]

This past month, we as a nation have experienced many fears as the tapestry of our country changed in the wake of the tensions surrounding events in Baton Rouge, Louisiana, and Dallas, Texas.

If we take an honest look at July's events, we can see that they are really a call to respect the humanity of every person, regardless of their descent. . Children truly understand this; they join hands and celebrate the individuality of each friend, and they support the best in everyone. The lessons we learn from children are that our community is made up of all kinds of people, and that the core of our existence is rooted in respecting what each individual brings to the table. I believe that creating high-performing, inclusive organizations (HPIO) is a greater priority than ever before. We have the opportunity to create an affiliate voice that speaks for children, families, teaching professionals, early childhood pedagogical leaders, and the world we represent. It's not business as usual.

As we proceed, in our day to day work let's not only be mindful of our platform but let's become true advocates for equality and justice for all.

As a new member of the Affiliate Advisory Council, it's amazing to see our simple dialogues in the local community informing the National Affiliate Advisory Council voice. Our voices are being heard loud and clear. Now it's time to focus on the voices of those we represent. We are a collective voice of our membership. Rhian Alvin provided a great picture of the membership voice in the [Membership White Paper](#) shared last month. After reading the paper, I really began to examine how we are living up to the new structures we have created. Are we demonstrating alignment with the NAEYC strategic direction? Are we committed to being a [High Performing Inclusive Organization \(HPIO\)](#)? Our answers to these questions reside in how we bring all voices to our table and create an affiliate representation that truly serves our membership. This month Affiliates across the nation are working together to gather the information for the Affiliate application. We have talked about what it means to be an Affiliate of NAEYC in our local communities and now, it's all coming together. Now it's time to live up to the values of inclusion that we have discussed. What an exciting time to unify our voices and create a platform for change!

I look forward to seeing you in Los Angeles, CA at the Affiliate Leadership Day! If you have any questions feel free to contact the Affiliate Advisory Council at affiliateadvisorycouncil@naeyc.org.

Kelly Ramsey, NAEYC Affiliate Advisory Council Member

From the NAEYC Affiliate Advisory Council



Dear Fellow NAEYC Members,

NAEYC is striving to be a high-performing and inclusive organization (HPIO). While we can all agree that HPIO is important, the Association as a whole (NAEYC and the Affiliates and their chapters working together) can only reach HPIO status when we as members embrace and internalize the thinking and actions required. We may want to be HPIO, but taking the actions to become HPIO is harder to figure out. The obligation to become high performing and inclusive has to be lived through our actions and words when working with children and families—and each other.

As you look around your Affiliate events, think about whether your colleagues and those who attend the events represent the linguistic, cultural, and ethnic diversity of your Affiliate area. If you realize you need to bring diversity to your own Affiliate, think about how to create opportunities that bring people together to better reflect the diversity of your community. Inviting participation from a wide range of perspectives—and working to interact and listen to one another—is one way we can all be part of what it means to be HPIO.

The Affiliate Advisory Council is working with NAEYC Affiliates to support intentional HPIO practices. Under the new structure, Affiliates need to be intentional

about HPIO. For Affiliates and chapters, the O in HPIO means reviewing when and where events and member engagement activities are held: Are they in a centrally located area? Is public transportation available? Have you checked the calendar for religious holidays of all types? If your Affiliate contains both urban and suburban communities, do you host events in a range of communities for greater member access? Do Affiliate leaders invite diverse educators to lead and participate at local events?

The Association will reach HPIO only if Affiliates and chapters invite and welcome new leaders. Who might be excluded from a leadership role based on when and where you hold meetings? And when new leaders step forward, do you make space for them at the table?

To our fellow NAEYC members, we ask that you hold the Association accountable. Don't hesitate to offer ideas and actions that progress HPIO—contact your Affiliate or chapter and let them know your ideas. Your ability to participate and engage is critical. It's our individual and collective obligation to be high performing and inclusive. It's the only way NAEYC and the Affiliates will be relevant. And, more important, it's the only way children will succeed.

NAEYC Affiliate Advisory Council