

**Annual Report of the NAEYC Affiliate Advisory Council
January 2018 – December 2018**



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

Robyn Lopez Melton, *Chair*, Jennifer Kalas, *Immediate Past Chair*, Kelly Ramsey, *Chair Elect*, Chris Amirault, Lydia Bowers, Tara Hurdle, Brian Kingrey, Kim Kofron, Shanna Kukla, Cary Larson-McKay, Alberto Mares, Karen Nemeth, Ben Planton, Dianna Saelens, Shu-Chen Yen, Crystal Sanford-Brown, *NAEYC Governing Board Vice President and Liaison to the Council*.

NAEYC Staff: Gwen Simmons and Erin Daga.

2018 - Year In Review

- Kelly Ramsey, *Chair Elect* announced in **January**
- Co-facilitated bi-monthly Leadership Webinars and authored Affiliate Connections e-news articles **Ongoing** (see attached samples)
- Participated in a discussion related to diversity, equity, and HPIO after having reading *Leading with Intent* and *Race to Lead* in **February**
- Sent recommendations for Affiliate Advisory Council Committee Members to Governing Board in **March**
- In collaboration with Affiliate Relations, planned and hosted Affiliate Day in conjunction with the NAEYC Institute for Professional Development in **June**. Met with the Affiliate Relations Committee
- Welcomed Crystal Sanford Brown, NAEYC Vice President, as the new liaison to the Council
- Created in **Spring** and discussed in **June** Affiliate Satisfaction Survey (NAEYC Listens)
- Received updates on Power to the Profession and Membership from Nicole Zuchetto, Senior Director for Member Experience and Market Solutions in **June**
- Participated in Leading with Equity and Diversity: NAEYC Leadership Summit In **July**
- Instituted and conducted exit interviews for outgoing Council members in **September**
- Wrote a promotion article for *Young Children* related to the Affiliate Advisory Council application process in **September**
- Began promotional campaign for application process in *Young Children*, NAEYC Notes, NAEYC Blog, and NAEYC.org in **November**
- In collaboration with Affiliate Relations, planned and hosted Affiliate Leadership Day in conjunction with the NAEYC Annual Conference in **November** featuring activities and discussions from Leading with Equity and Diversity: NAEYC Leadership Summit
- Hosted a joint meeting in **November** with the Affiliate Relations Committee to share insights and lessons learned about our shared work with Affiliates
- Sent a letter of recommendation to the Governing Board regarding the necessary and ongoing support and funding for Affiliate engagement in equity, diversity and inclusion efforts in **December** [attached]

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

- Affiliate Relations - Kyra Ostendorf/Jennifer Kalas
- Early Learning Systems - Chris Amirault
- Member Engagement - Tara Hurdle
- Nominations - Shu-Chen Yen

Affiliate Leadership Development: Two key models of interacting with and supporting Affiliate leaders include the Affiliate Day at Professional Learning Institute (PLI) and Leadership Day at the Annual Conference & Expo. Information on the structure of the days has been reported by staff. A number of themes emerged from the time spent with Affiliate leaders; they are as follows:

- Supporting Affiliate-Chapter relationships
- Nonprofit management and board development
- Communities of practice and mentorship

These topics were addressed by staff in the Technical Assistance plan, and released in 2018.

As a Council, we have updated the application process to join the Affiliate Advisory Council. These updates will be reflected in the application that is released in January 2019, as the Council seeks to install eight new members. In addition, the Council is proud to offer this application in Spanish for the first time. Although English and Spanish are not representative of our entire Membership, it is a step in the right direction in terms of inclusivity of the Membership's second largest language speaking population.

We were happy once again to receive an invitation to attend and respond to the Western States Leadership Network (WSLN) event. The letters received reflected both English and Spanish languages, and set the tone for the event as a whole. Robyn Lopez-Melton, Chair of the Affiliate Advisory Committee replied to the WSLN on behalf of the full Council. Attached to this report you will see the WSLN Letters as well as the Council's reply.

In Closing

The Council members worked effectively with each other, with NAEYC Governing Board members, and with staff to guide the implementation of the new Affiliate structure.

Respectfully,

Robyn Lopez-Melton, Chair NAEYC Affiliate Advisory Council

Affiliate Connections - February 2018

Everybody can be great...because anybody can serve. You don't have to have a college degree to serve. You don't have to make your subject and verb agree to serve. You only need a heart full of grace. A soul generated by love. — Dr. Martin Luther King Jr.

February is a month for celebration, recognition, and reflection, including Valentine's Day and Black History Month. My focus for February is service. NAEYC is a volunteer organization made up of thousands of individuals who often put service first in their list of accolades.

Dr. Martin Luther King, Jr. speaks of everyone being great, the service of all, having a heart full of grace, and a soul generated by love. When I think about this Association I know that everyone is great; I've witnessed it from the local, state, and national levels, and that is a wonderful observation! I also note the service of our community. As I travel around the country, I see how members are serving their chosen Association - from working conference registration lines, to advocating for best practices, to public policy work in support of high quality early care and education and Power to the Profession. As members of NAEYC, we support the work of early childhood care and education as a passion, and in order to do that we must have a heart full of grace and a soul generated by love. This quote from Dr. King sums up, quite eloquently, the characteristics of a NAEYC member.

We support the work of early childhood care and education professionals. But where do we go when we need help, inspiration, or, simply put, good news? [NAEYC's new website](#) is where I seek out information for such answers. Here's just a sampling of what I've found useful on the new NAEYC website:

- Initiatives such as Power to the Profession and Global Engagement
- NAEYC publications, the NAEYC Blog, and Position Statements which inform our practice.
- NAEYC events - Annual Conference, Professional Learning Institute, Public Policy Forum and Week of the Young Child bring us together to learn, advocate and celebrate!

I encourage you to explore the many ways you can get involved, advance your career, become an advocate, join our communities, and consider applying for a leadership opportunity. As a member of NAEYC, you're part of an organization where everyone is great, individuals have the mind of service to all, have hearts full of grace and souls generated by love.

Dr. Brian Dale Kingrey
NAEYC Affiliate Advisory Council

Affiliate Connections - May 2018 #EarlyChildhoodGraduates!*Pima Community College Early Childhood Graduates 2017*

Research continues to confirm what we have known for many years: early childhood educators are better teachers when they have access to higher education. Individuals in other roles within our field, such as coaches, program coordinators, home visitors, higher education faculty, etc., are also better prepared and more effective when they have degrees specifically in early childhood. This month and next, college and university students will be completing degrees in early childhood. This is an exciting time!

For many of us, early childhood programs of study did not even exist when we were in college. The checkerboard of “related” fields and “equivalent” degrees in our collective backgrounds is a tapestry that tells a story of our grit and determination to become educated professionals in our chosen work. Today, we have actual degrees preparing students for our field. Again, this is an exciting time!

The decision cycles of Power to the Profession have resulted in robust discussion about higher education and the Early Childhood Educator profession. In a recent letter from NAEYC, we were asked, “In a fragmented field that is working to unify, does “a rising tide lift all boats?” As we consider equity and bias, as well as priority and sequence, whose “boats” get lifted first and in what order?” I say that our efforts as a field need to focus on equitable inclusive access to higher education for our workforce. For most of us, working full time in the field while going to school is not a choice; it’s the reality we live in so that we can command life’s little luxuries such as food, shelter, and clothing.

As we celebrate those who have completed early childhood programs of study this year, we need to look around and see who HASN’T made it yet, and ask ourselves why. What can we do, not just to level the playing field of higher education, but to remove the barriers to degree completion? The biggest hurdle to completing a bachelor’s degree with teacher certification to teach K-3rd grade, for instance, is student teaching. The traditional model requires full-time student teaching without pay for a number of weeks, in some cases for an entire semester. Until we have addressed that systemic barrier and made such a degree accessible for all who choose it, we are not yet an equitable profession.

How can NAEYC Affiliates promote equitable access to high quality higher education and celebrate the accomplishments of those in your communities completing degrees in early childhood? Here are some ideas: specifically include college and university students at the table during your meetings and committee work; host an Early Childhood Graduates Cap Decorating Party for graduates (think of it as a quilting bee with mortar boards!) and listen carefully to students’ stories of how they got to this moment; serve on the advisory committees of college and university early childhood programs in your community

and look critically at them through an equity lens; find out about the requirements for student teaching in your state and then look your local college or university requirements for their students; support the colleges and universities in your community to pursue and achieve NAEYC higher education degree accreditation. Finally, continue to engage with Power to the Profession! if you did not complete the survey for the recent decision cycles, you can still contact NAEYC at p2p@naeyc.org.

We are a mighty group, and if any field can find the answers, I believe it is us, together. The early childhood graduates of 2018 should give us all hope, and make us proud. #EarlyChildhoodGraduates!



By Shanna Kukla, Affiliate Advisory Council



14 de Agosto, 2018

Estimado personal de NAEYC, junta directiva, y asesor consejero afiliado,

Del 18 de julio, al 21, 47 líderes de 5 estados occidentales (7 afiliados), y miembro del personal de NAEYC Erin Daga, y miembros de la junta directiva Isauro Escamilla y Krista Murphy, llegaron juntos en el Condado de Orange, California para el evento anual de la red de liderazgo de los estados occidentales. El tema del evento fue “Desarrollando Liderazgo Latina”, y por primera vez en la historia de WSLN, la agenda completa fue disponible en inglés y español.

Los asistentes del evento de 2018 incluyeron 19 hablantes monolingües inglés, 15 hablantes bilingües español/inglés, 10 hablantes españoles monolingües. Todas las presentaciones formales fueron previstas en español, con traducción en inglés, y los elementos de conversación/sociales de la agenda fueron bilingües con traducciones ofrecidas. Materiales escritos fue prevista en español e inglés, y las notas fueron grabadas en las paredes en los dos idiomas.

La agenda se enfocó en los aspectos culturales en el trabajo que hacemos y el papel de lenguaje y cultura en el desarrollo de líderes. Durante los 4 días, por mediante de la agenda, experimentamos con estrategias de traducción diferentes y trabajamos juntos en la creación de un evento verdaderamente bilingüe.

Siguiendo tradición, en el último día del evento trabajamos juntos para vetear realizaciones claves para compartir con todos ustedes en NAEYC. Fue nuestra meta que el evento apoyara el desarrollo de liderazgo latino nacionalmente, por medio de NAEYC, los Afiliados, y por medio de nuestros socios locales.

Siguiente es la lista de recomendaciones que salieron de esta experiencia única:

- **Para que los líderes, miembros, y personal lingüísticamente diverso participen auténticamente, témenos que crear una cultura de aprendedores multilingüe.** El lenguaje dominante determina el poder del cuarto. Solamente traducir no es suficiente para balancear el poder. Solo cuando el uso del lenguaje es balanceado podemos tener un ambiente que permite que todos participen y dirigen igualmente.



- **Para ofrecer una experiencia bilingüe se requirieron nuevos recursos y planeamiento más considerado.** Para efectivamente y concisamente ofrecer programación bilingüe (y eventualmente monolingüe), necesitamos fondos para equipo y traductores, tiempo para preparar en adelante, y más importante, liderazgo bilingüe/bicultural. Se necesita el apoyo de varios líderes bilingües (personal y voluntarios) para que este tipo de programación sea realizable.
- **Un ambiente bilingüe bonifica todos los participantes.** Todos los participantes ganaron más de esta experiencia que hubiera en un ambiente tradicional monolingüe. Cada aspecto del evento fue más rico, de la energía en el cuarto, a los pensamientos y ideas compartidas, a la comida, y las relaciones desarrolladas. Todos nos fuimos con el entendimiento mejor de nosotros mismos, nuestras colegas, y los niños y familias que servimos. Nuestro cerebro encontró nuevas conexiones, y empezamos a aprender un nuevo idioma, y nos encontramos pensando en una manera diferente.
- **Debemos practicar lo que predicamos.** No podemos esperar que educadores creen un ambiente exitoso y lo mantengan para estudiantes de dos idiomas si no hemos experimentado con estos ambientes nosotros mismos. En WSLN, cuando experimentamos con estrategias diferentes, cada uno nos convertimos en estudiantes de dos idiomas y podemos entender el perspectiva de los niños mejor. Muchas de las estrategias exitosas que aprendimos no ayudó pensar en nuestras aulas diferentemente.

Su apoyo continuado, por medio de becas y personal/ participación de directivos es apreciada enormemente. Como un equipo de la costa oeste, esperamos asociación continuada, conversaciones, compartiendo mejores prácticas, y resolviendo problemas creativamente.

En nombre de los líderes de WSLN 2018,

Sinceramente,

Jennifer Burrell
Directora Ejecutiva, OCAEYC

Ana Page
Presidente, OCAEYC



August 14th, 2018

Dear NAEYC staff, Governing Board, and Affiliate Advisory Council,

On July 18 – 21st, 47 leaders from 5 of the Western States (7 Affiliates), along with NAEYC staff member Erin Daga, and Governing Board Members Isauro Escamilla and Krista Murphy, came together in Orange County, California for the annual Western States Leadership Network (WSLN) event. The theme for the event was “Developing Latina Leadership”, and for the first time in WSLN history, the entire agenda was available in both English and Spanish.

The 2018 attendees included 19 mono-lingual English speakers, 15 Spanish/English Bi-lingual speakers, and 10 mono-lingual Spanish speakers. All of the formal presentations were provided in Spanish, with English translation, and the conversational/social elements of the agenda were bi-lingual with dual translation provided. Written materials were provided in both Spanish and English, and notes were recorded on the wall in both languages.

The agenda focused on both the cultural aspects of the work we do (how we run meetings, office culture, etc.) as well as the role of language and culture in leadership development. Over the course of the 4 days, as we moved through the agenda, we experimented with different translation strategies and worked toward creating a truly bilingual event.

Following tradition, on the final day of the event we worked together to highlight key realizations to share with all of you at NAEYC. It is our goal that this event will support Latina Leadership Development nationally, through both NAEYC, the Affiliates, and through our local partners.

Following is the list of recommendations that came out of this unique experience:

- **To authentically engage our linguistically diverse workforce, members, and leaders, we need to create a multi-lingual culture of learners.** The dominant language determines the power in the room. Translation alone is not enough to balance the power. Only when the use of language is balanced does the environment allow for all people to engage and lead equally.
- **Offering a bi-lingual experience requires new resources and more thoughtful planning.** To effectively and consistently offer bi-lingual (and eventually multi-lingual) programming, we need funds for equipment and translators, time to prepare far in advance, and, most importantly,



bi-lingual/bi-cultural leadership. It takes the support of many bi-lingual leaders (staff and volunteers) to make this type of programming feasible.

- **A bi-lingual environment benefits all participants.** All attendees gained more from this experience than we would have in the traditional mono-lingual setting. Every aspect of the event was richer, from the energy in the room, to the thoughts and ideas shared, to the food, and the relationships developed. We all walked away with a better understanding of ourselves, our colleagues, and the children and families we serve. Our brains found new connections, we began to learn a new language, and we found ourselves thinking in a different way.
- **We must practice what we preach.** We cannot expect educators to create and maintain a successful environment for dual language learners if we have not experienced these environments ourselves. At WSLN, as we experimented with different strategies, we each became dual language learners and were able to better understand the child's perspective. Many of the successful strategies we learned helped us think about our classrooms in a different way.

Your ongoing support of WSLN, through scholarships and staff/board participation is greatly appreciated.

As a West Coast team, we look forward to continued partnership, conversation, sharing of best practices,

and creative problem solving.

On behalf of the WSLN 2018 leaders,

Sincerely,

Jennifer Burrell
Executive Director, OCAEYC

Ana Page
President, OCAEYC

December 11, 2018

Dear NAEYC Governing Board Members,

The Affiliate Advisory Council recommends in the strongest possible terms that the NAEYC Governing Board continue to place a high priority on the work of equity, diversity, and inclusivity in its HPIO focus moving forward, increasing its commitment by investing the necessary resources to ensure this critically important work is embedded throughout the Affiliate Network. We are convinced that, without such an increased, sustained commitment to a broad equity initiative, our charge as a Council to support affiliates regarding membership, nominations, emerging leadership, and HPIO cannot but fail.

The Affiliate Advisory Council met on Thursday, November 15, 2018 at the Annual Conference & Expo in Washington, D.C. While this meeting tasked us with a variety of issues related to affiliate-level work, one main theme emerged: the need for an extension of the work, which commenced at the Leading Toward Equity: 2018 Leadership Summit.

The Council understands the work of the July Summit to be essential to the mission and strategic direction of the Association -- but as a beginning point. For that reason, we encourage the Governing Board to identify specific steps for extending the conversations and implementation strategies initiated at the Summit. In our role as Affiliate Advisory Council members, we have seen the rich follow-up discussions at Affiliate Leadership Day, across the nation, and abroad. We believe that plans must now be made and disseminated to build on this initial work and turn conversations into actions. As a High-Performing, Inclusive Organization, we must act on the recognition that we cannot be truly high-performing until inclusivity is manifested and deeply felt in every facet of our Association.

The Affiliate Advisory Council did not arrive at this position on a whim. Rather, the Council has engaged in deep discussions about the importance of HPIO for some time, and in our most recent meeting, the chair allowed this discussion to push aside other agenda items and dominate the majority of the meeting. Indeed, the Council most assuredly could have spent the entire day unpacking themes related to equity, diversity, and inclusivity, so engaged were we all. This engagement stemmed from the voices of Leadership Day in addition to the 2018 Leadership Summit. The Council heard a resounding ask for guidance on the true purpose and function of HPIO from Affiliates. Thus, the reason for this letter, which results from a unanimous motion of the Council.

The mission to which we all accede: NAEYC promotes high-quality early learning for all children, 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, will be enacted through the following recommendations of the Council in terms of diversity and inclusivity.

While we recognize that the Council is advisory in nature, and that we cannot propose a specific implementation plan for this work in a brief letter, our initial discussions suggest that the following elements should be put in place for the coming 2-3 years:

- Further engagement with national leaders (such as the National Equity Project) to design follow-up implementation at both the national and affiliate levels in order to reach membership writ large;

- Identification of and support for an equity cohort of affiliate leaders to be trained in the principles of equity and diversity, enabling local, ongoing professional development and technical assistance;
- Coordinated workshops and conference sessions dedicated to advancing equity principles and skills at Annual and PLI, and templates for similar sessions that can be tailored for affiliate events;
- Training in local membership development and marketing grounded in the equity principles that will transform affiliates into reflections of the communities we seek to serve;
- The development and implementation of clear, thoughtful, authentic equity metrics that allow the Council to assess the success of the initiative; and
- A rigorous sustainability plan, with a continuous forward motion, to insure that affiliate equity gains are maintained as leadership changes and membership shifts in the future.

Such an initiative would require a robust planning process, founded upon a clear commitment from the Association to provide sufficient operational funding, particularly for additional NAEYC staff to take on this work, and supported by grant funding or partner in-kind support.

In many ways, the Council sees this initiative as an extension of the National Dialogue that commenced nearly a decade ago and that transformed our affiliates into an aligned network for engagement and action. We must activate that network to take the next, necessary step, continuing the dialogue around inclusivity at the local, state, and national levels. And while we are not a representative body, the Council believes that our affiliate leadership is poised to embrace this initiative wholeheartedly.

We continue to be inspired by your leadership in this work, and we trust that you recognize its relevance and importance. For that reason, we implore the Board to take this decisive, substantial step forward. Doing so will demonstrate that the NAEYC will not rest having merely initiated yet another dialogue about diversity, equity, and inclusion but rather one with significant, authentic follow-up. A bold initiative that seeks to embed those principles into every aspect of its affiliate structure ensures not only that the NAEYC achieves its own strategic goals. It also declares that NAEYC truly is an equity leader and champion, doing the right thing for the early childhood profession and the children and families we serve.

Thank you for your service, attention to member needs and voice, as well as to our request before you at this time.

Thank you,



Robyn Lopez Melton
Affiliate Advisory Council Chair

Council Members; Kelly Ramsey, Chair Elect, Jennifer Kalas, Past Chair, Chris Amirault, Lydia Bowers, Dianna Saelens, Tara Hurdle, Brian Kingrey, Kim Kofron, Shanna Kukla, Alberto Mares, Cary Larson-McKay, Karen Nemeth, Ben Planton, Shu-Chen Yen, Crystal Sanford Brown.

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