



## Strategic Plan (2025-2030)

**From Community Voices  
to Capitol Action:**

Advancing California's Early  
Learning and Care Future Through  
Policy, Practice, and Partnership



# Early Edge California's Strategic Plan (2025-2030)

## Key Themes from Strategic Planning

### VISION (Ultimate Outcome from Theory of Change)

Starting from birth, every child has access to high-quality, linguistically and culturally affirming early learning and care that is developmentally appropriate and supports the needs of families, teachers, and trusted caregivers.

*Four key themes encapsulate the changes Early Edge seeks to make through the implementation of its strategic plan:*

#### **Rewriting the Story of Early Learning and Care Access**

We are committed to a California where every child has equitable access to high-quality early learning and care. Through policy change and community-centered advocacy, we aim to expand access, remove barriers, and ensure that early learning and care is a right, not a privilege.

#### **Working Toward a Fully-Funded, Valued, and Supported Early Learning and Care Workforce**

We advocate for an early learning and care system where all educators and caregivers—across settings—receive full-cost-of-care compensation, benefits, professional pathways, and respect as essential to California's future.

#### **Affirming Multilingualism as a Strength and a Right**

We believe language is power—and that Multilingual Learners, their families, and the educators who support them bring irreplaceable value to California's future. Through statewide and national advocacy, we are shifting systems to reflect the strengths of multilingualism and ensure MLs are seen, supported, and celebrated.

#### **Building a Comprehensive Mixed-Delivery System Grounded in Whole Child, Whole Family, Whole Community Approaches**

We believe in connecting care, education, and basic needs—from housing to health—to create a more integrated, inclusive Early Learning and Care system. We do this by expanding cross-sector partnerships and elevating community-led solutions to ensure lasting change.

# Early Edge California's Theory of Change

FUTURE

## ULTIMATE OUTCOME

Vision we're working for

**Vision:** Starting from birth, every child has access to high-quality, linguistically and culturally affirming early learning and care that is developmentally appropriate and supports the needs of families, teachers, and trusted caregivers.

## LONGER TERM OUTCOMES

Outcomes: Changes that must occur to get from current to desired future state

### Transformed ELC System

Voices of families, educators & child care providers are centered	Policymakers, state leaders & other decision makers invest in ELC	Statewide coalitions are aligned for effective advocacy	Info about programs that are working applied to policies	Learning achievement gaps are reduced/eliminated
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Additional complementary nearer & longer term outcomes are achieved through partnerships, where EECA is one advocate/convener/voice among many who align with our vision

## NEARER TERM OUTCOMES

Families and providers are engaged in policy development, leading to community-informed access and programs	State-driven implementation of policy is flexible, responsive to community needs, and based on best practice	Providers expand programs to accommodate policies and family needs, and effectively outreach	Families are informed and supported to access and enroll in best fit programs - supported by community navigators
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## EECA'S ACTIONS

= Program Strategic Objectives

- Access to & Enrollment in High-quality Early Learning & Care for Infants, Toddlers & Children Through Age 8
- Mixed-Delivery System for Babies through TK
- Dual Language Learners (DLLs) & Multilingual/Multicultural Workforce & Programs
- ELC Workforce (Compensation, Training/Qualification Flexibility, Benefits, Access to Unions for ELC Care Teachers & Caregivers Across Settings)

## EECA'S FOUNDATION

**Mission:** Early Edge California advocates for accessible, high-quality early learning and care for communities that are under-resourced, with a primary focus on babies, toddlers, and preschoolers. Through targeted advocacy and policy development, we champion culturally affirming, multilingual environments for children and promote the professional growth of teachers and trusted caregivers, establishing a foundation for community resilience and economic mobility.

**Values:** Equity and Inclusion | Collaboration | Innovation | Leadership | Curiosity | Accountability | Proactivity

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