

Buncombe Partnership for Children Strategic Plan 2021 - 2024



Mission: to strengthen the capacity of educators, families, and the community to build a strong foundation for children's learning and development beginning at birth.

BPFC's Values & Guiding Principles

We value families of all kinds.

We believe that supportive and supported families are essential to every child reaching their full potential.

We value early childhood educators.

We believe they should be well prepared and fairly compensated to ensure a strong workforce and high quality environments for children.

We value racial justice.

We believe that dismantling systems of racism and oppression while centering the voices of Black, Indigenous, and People of Color in early childhood education benefits all children, families, and communities.

We value relationships.

We honor and learn from the strengths of children, families, and early educators and believe that family and community together play a critical role in children's learning, development, and well-being.

We value brave innovation.

We believe it is essential to be bold in our response to the needs and interests of young children, families, and early educators.

Strategic Direction 1

Strengthen the Early Childhood Education System

Goal 1: advocate for all early educators to receive the current Buncombe County living wage

Goal 2: reduce turnover in the ECE field

Progress: WAGES 2021 turnover rate is 19%

Goal 3: advocate for and streamline critical funding for the ECE field

Progress: Advocated for ECE funding in House & Senate budgets

Goal 4: strengthen ECE business systems

Progress: Supported WonderSchool cohort

Goal 5: strengthen community-wide infrastructure to support ECE

Strategic Direction 2

Implement Diversity, Equity & Inclusion Strategies

Goal 1: integrate language justice in programming planning and outreach

Goal 2: grow relationships with local BIPOC-led groups, organizations, leaders, and communities to deepen understanding of local stories and the full spectrum of strengths/barriers, experiences, and perspectives of BIPOC communities

Goal 3: DEI capacity-building and education in collaboration with BIPOC-led groups/orgs and groups that support BIPOC communities and other marginalized groups

Goal 4: collaborate with agencies, community partners, and leaders “as carriers of a message” to advocate for and advance equity for families of color and other marginalized communities in Buncombe County ECE systems

Strategic Direction 3

Strengthen Resiliency in Early Childhood Education

Goal 1: introduce resiliency science and skills to families in childcare and BPFC programs

Goal 2: offer training and support for ECE staff

Goal 3: ensure that all BPFC staff, partners, and direct service providers have “Reconnect for Resilience” training

Goal 4: explore how to influence higher education ECE departments to incorporate resiliency concepts

Strategic Direction 4

Ensure Financial
Sustainability &
Growth

Goal 1: expand individual giving

Goal 2: grow grant funding

Goal 3: expand corporate giving via relationships