

EARLY CHILDHOOD EDUCATION
AND CARE ADVISORY COUNCIL

2024 ANNUAL REPORT

YEAR TWO

Released January 2025



NEW MEXICO

Early Childhood
Education & Care Department

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EXECUTIVE SUMMARY

The Early Childhood Education and Care (ECEC) Advisory Council was established by Governor Michelle Lujan Grisham in December 2022 through Executive Order 2022-163 and amended Executive Order 2023-059. The purpose of the ECEC Advisory Council is to assess issues relevant to the Early Childhood Education and Care Department (ECECD) and to advise, inform, and make recommendations to the Secretary of the Department in support of its commitment to create a more cohesive, equitable, and effective early childhood education and care system in New Mexico. This council was established in accordance with the Improving Head Start for School Readiness Act of 2007, which requires each state to establish a State Advisory Council on Early Childhood Education and Care.

Part of the Advisory Council's role is to provide recommendations to the Governor and the Early Childhood Education and Care Department. To accomplish this, each year the ECEC Advisory Council releases an annual report detailing its major activities and key recommendations for the year. **This is the second annual report of the ECEC Advisory Council since its establishment.**

The Council met six times in 2024, with meetings held in Albuquerque, Portales, Farmington, and Las Cruces. Between regular meetings, the Advisory Council convened four subcommittees to go more deeply into critical subject areas: 1) Public-Private Partnership, 2) Early Childhood Professionals, 3) Program Quality and Accountability, 4) Data, Infrastructure, and Analysis. Each committee developed focus areas for 2024 and reported on their work at regular Council meetings.

The work of the subcommittees intertwined with the work of the full Council. Major projects in 2024 included consultation on the development of the Child Care and Development Fund (CCDF) State Plan, Infant and Toddler Educator Pay Parity program, Wage Scale and Career Lattice, the Early Development Instrument, and redesign of FOCUS, the state's Quality Rating and Improvement System for child care providers. The Council also was engaged in the development of the Department's Five-Year Finance Plan.

At the final meeting of the ECEC Advisory Council on Tuesday, December 11, 2024, the Council approved a set of recommendations to advance New Mexico's early childhood system. The following represent the Advisory Council's key recommendations for 2025 by subcommittee.

KEY RECOMMENDATIONS TO THE GOVERNOR

PUBLIC-PRIVATE PARTNERSHIP SUBCOMMITTEE

1. Support efforts to exempt community-based NM PreK providers from property tax.
2. Strengthen workforce development opportunities for rural counties and home visiting providers.
3. Provide technical assistance and business support to maximize impact and address challenges accessing funding.
4. Develop strategies to market programs and educate community partners about services, such as shareable template messaging.

EARLY CHILDHOOD PROFESSIONALS SUBCOMMITTEE

1. Develop a marketing campaign to attract new individuals into the Early Childhood industry.
2. Streamline the hiring and onboarding process for new hires that include a competitive wage.
3. Create professional development opportunities/benefits to retain employees.

PROGRAM QUALITY AND ACCOUNTABILITY SUBCOMMITTEE

1. Identify reliable and valid tools to embed within FOCUS Redesign to measure program quality.
2. Assess quality and ensure accountability of home visiting and FIT services through the implementation of, adherence to, and use of clear program standards.
3. Align program standards between NM PreK, community-based PreK, school-based PreK, licensing, FOCUS, and Office of Head Start.
4. Provide regional technical assistance and professional development consultants and embedded mentors.
5. Strengthen referrals and transitions between programs.

DATA, INFRASTRUCTURE, AND ANALYSIS SUBCOMMITTEE

1. Develop stronger policy and protocol for data sovereignty with Pueblos, Tribes and Nations.
2. Support Local Early Childhood Systems-Building Coalitions in using Early Development Instrument data to strengthen state-local strategies.
3. Develop strategies to communicate data projects and other work to the public more broadly.
4. Use data from child care supply and demand study to support higher education workforce needs.

INTRODUCTION

The Early Childhood Education and Care (ECEC) Advisory Council is pleased to present its second annual report as an advisory body. The ECEC Advisory Council was established by Governor Michelle Lujan Grisham in December 2022 through Executive Order 2022-163 and amended Executive Order 2023-059. Each state is required to create a State Advisory Council on early childhood as part of the Improving Head Start for School Readiness Act of 2007. These councils advise the state on early childhood issues, with membership from a range of stakeholders from across the early childhood system. Since its establishment, the Advisory Council has met regularly to support the development of New Mexico's comprehensive prenatal to age five early childhood system.

The ECEC Advisory Council's purpose is to assess issues relevant to ECECD and to advise, inform, and make recommendations to the Secretary of the Department in support of its commitment to create a more cohesive, equitable, and effective early childhood education and care system in the state. In alignment with this purpose, the Advisory Council publishes an annual report of its major activities and recommendations for the coming year.

The following report provides an overview of the ECEC Advisory Council in 2024, beginning with a summary of membership, meetings, and major responsibilities for the year. Then, the report details the Council's subcommittee structure for the year before diving into key areas of work across 2024. Finally, the report offers the Advisory Council's key recommendations to Governor Michelle Lujan Grisham and the Secretary of the Early Childhood Education and Care Department for 2025.



MEMBERSHIP IN 2024

ECEC Advisory Council membership is intentionally formed to represent many different stakeholders from the early childhood and related fields. As outlined in Executive Order 2023-059, Council membership includes Ex Officio membership from the Director of the Children’s Cabinet, the Cabinet Secretaries of the ECECD, Public Education Department, Higher Education Department, Department of Health, Human Services Department, Children, Youth and Families Department, and the Director of the Head Start State Collaboration Office.

In addition, the Governor appoints a representative from a local education agency, a local provider of early childhood education and development services, a Head Start agency, a higher education institution, and up to eleven appointed members. In 2024, appointed membership also included representation from parents, providers, business, early intervention, philanthropy, home visiting, local government. Each appointed member brings a unique and valuable perspective to the Council’s work.

In 2024, Daisy Lira continued her appointment as Chair, with Rob Black serving as Vice Chair until September. A new Vice Chair will be selected in 2025.

The Council was pleased to welcome two new appointed members in 2024. In April, former Lieutenant Governor Diane Denish and Jacob Vigil, Deputy Policy Director for New Mexico Voices for Children, were appointed to the Council as representatives of economic development and community, respectively. Ms. Denish and Mr. Vigil have been valuable additions to this work, and the Council looks forward to their strong partnership through the years to come.

Members of the ECEC Advisory Council serve for three-year terms. As per Executive Order 2023-059, one-half of the Council’s initial membership were appointed to serve for a partial two-year term expiring December 2024. The Council is pleased to report that a number of these members have been reappointed to serve a second term. Members and their term lengths are noted below, and members who have been reappointed to serve with the council for a second term are indicated with asterisks.

Governor Michelle Lujan Grisham and Secretary Groginsky would like to extend their sincere thanks and gratitude to members who will not continue with the Council in 2025, including Amber Wallin, Dr. Corrine Sanchez, Zach Ben, and Rob Black.

The following describes the membership of the ECEC Advisory Council at the end of 2024.

i. **Chair:** Daisy Lira

ii. **Vice Chair:** To be designated

iii. **Ex Officio Members:**

- a. **Gina DeBlassie**, Interim Cabinet Secretary of Department of Health
- b. **Teresa Casados**, Cabinet Secretary of Children, Youth and Families Department
- c. **Alanna Dancis**, Chief Medical Officer, Medical Assistance Division, Health Care Authority
- d. **Elizabeth Groginsky**, Cabinet Secretary of Early Childhood Education and Care Department
- e. **Casey Lafferty**, Director, Head Start State Collaboration Office
- f. **Marianna Padilla**, Acting Cabinet Secretary of Public Education Department
- g. **Stephanie Rodriguez**, Cabinet Secretary of Higher Education Department
- h. Director of Governor Lujan Grisham's Children's Cabinet

iv. **Additional Appointed Members:**

- a. **Zach Ben**, Parent Representative/Tribal (December 2024)
- b. **Lula Mae Brown**, Representative of Home Visiting/Early Intervention/Infant Mental Health (December 2024) *
- c. **Robert Chavez**, Representative of a Head Start Agency (December 2024) *
- d. **Diane Denish**, Representative of Economic Development (December 2027)
- e. **Daisy Lira**, Representative of Local Government (December 2025)
- f. **Mayra Lovas**, Representative of Philanthropy (December 2024) *
- g. **Brian Luck**, Representative of Local Educational Agency (December 2024) *
- h. **Dr. Cindy Martinez**, Representative of an Institution of Higher Education (December 2024)*
- i. **Lakersha Martinez**, Representative of Behavioral Health/Home Visiting (December 2025)
- j. **Teresa Quintana**, Representative of Workforce Development/Tribal (December 2024) *
- k. **Allen Sanchez**, Representative of Advocacy/Home Visiting (December 2025)
- l. **Crystal Tapia-Romero**, Representative of Local Provider of Early Childhood Education and Development Services (December 2025)
- m. **Jacob Vigil**, Community Representative (December 2024) *

v. **Resigning Members in 2024**

- a. **Rob Black**, Representative of Business/Chamber of Commerce
- b. **Dr. Corrine Sanchez**, Representative of Maternal and Child Health/Tribal
- c. **Amber Wallin**, Representative of Family and Child Wellbeing

MEETINGS IN 2024

ECEC Advisory Council met six times in 2024 as per its establishing Executive Order, and continued its tradition of rotating meeting locations throughout the state. This year, the Council met three times in Albuquerque and once in Portales, Farmington, and Las Cruces. Each meeting was hybrid, allowing members to attend in-person or virtually.

The Council strongly values public participation, and invites community partners, legislators, and all interested members of the public to attend and participate in Council meetings. Every meeting is open to the public with time reserved for public comment, and meeting dates, locations, and virtual access information are made available on the [ECEC Advisory Council Website](#) in advance. Materials from each meeting, including agendas, minutes, handouts, and recordings can also be found on website in the materials library. The ECEC Advisory Council also makes a commitment to have simultaneous Spanish interpretation available at every meeting.

1. Thursday, March 13, 2024 – Portales, NM (hybrid), 1-4 p.m.
2. Thursday, May 22, 2024 – Albuquerque, NM, (hybrid), 1-4 p.m.
3. Thursday, July 29, 2024 – Albuquerque, NM, (hybrid), 9-12 p.m.
4. Thursday, September 18, 2024 – Farmington, NM, (hybrid), 1-4 p.m.
5. Monday, November 13, 2024 – Las Cruces, NM, (hybrid), 1-4 p.m.
6. Thursday, December 11, 2024 – Albuquerque, NM, (hybrid), 1-4 p.m.



DUTIES OF THE ADVISORY COUNCIL

The ECEC Advisory Council's priorities in 2024 were driven by the duties assigned in establishing the Executive Order and the Improving Head Start for School Readiness Act of 2007. The Council is responsible for assessing the quality and availability of early childhood education and development programs and services for children from birth to school entry. The Council is also responsible for identifying opportunities for collaboration across federal and state-funded early childhood programs and services, including opportunities for coordination across the state agencies that administer these programs. Further, the Advisory Council will develop recommendations to increase the participation of children in publicly supported child care and early childhood education programs, including outreach to underrepresented and special populations.

In addition, the ECEC Advisory Council must develop recommendations for statewide professional development and career advancement plans for early childhood educators. It will also assess the capacity and effectiveness of two- and four-year public and private higher education institutions across the state in supporting the development of early childhood educators, including whether institutions have articulation agreements, professional development and career advancement plans, and practice or internships for students to spend time in early childhood education and care programs. The Council will recommend improvements to the state early learning standards as well.

Finally, the Advisory Council will hold public hearings and provide the opportunity for public comment on its activities, as well as provide an annual report on its work. The Council will also take on any other duties necessary to satisfy the requirements of the Improving Head Start for School Readiness Act of 2007.

SUBCOMMITTEES

The ECEC Advisory Council established subcommittees to facilitate its work. These four subcommittees are: 1). **Public-Private Partnership**, 2). **Early Childhood Professionals**, 3). **Program Quality and Accountability**, 4). **Data, Infrastructure, and Analysis**.

Subcommittees meet monthly and then share updates and recommendations with the full membership at regular Council meetings. Like regular Council meetings, monthly subcommittee

meetings are open to the public and committee chairs encourage attendance and participation from the public. Meeting schedules, access instructions, notes, and other materials for each subcommittee are posted on the ECEC Advisory Council website.

Subcommittee membership is capped at 13 members and composed of both Council Members and Non-Council Members. In 2023, members of the public applied to participate on each subcommittee as Non-Council Members. The selected Non-Council Members have now served a full year with their respective committee, and the ECEC Advisory Council is very grateful to these members for their hard work and dedication throughout 2024. A full list of subcommittee membership, including Non-Council Members, can be found in the Appendix to this report.

In 2024, ECECD supported each subcommittee in developing focus areas that align to the full work of the Council and the Department's priorities. ECECD staff helped facilitate external speakers and department updates for each focus area as needed. The following describes each subcommittee's chair, purpose, and focus areas in 2024.

The **Public-Private Partnership Subcommittee** is co-chaired by Secretary Elizabeth Groginsky and Allen Sanchez. This subcommittee advocates for and promotes access to the equitable delivery of early childhood programs and services through strategic investments and partnerships in infrastructure that align with community needs and enhance the capacity of private, non- and for-profit entities, public agencies, and Tribal nations to deliver high-quality services. Major focus areas for this committee in 2024 included:

1. Engaging private sector funding to support capacity building in the prenatal to age three system
2. Partnering with the New Mexico Finance Authority on developing low-Interest loans for child care facilities
3. Exploring how universal, accessible, and affordable early care and education available for all families and children addresses the "cliff effect."

The **Early Childhood Professionals Subcommittee** is co-chaired by Crystal Tapia-Romero and Robert Chavez. This subcommittee's purpose is to support and promote mechanisms for recruitment, foster inclusivity and diversity in the early childhood education field, remove barriers and create a welcoming environment for aspiring educators by engaging the community and listening to their needs, and collaborate with ECECD to share valuable feedback and well-informed recommendations, ultimately influencing policy and implementing effective programs that support

recommendations, ultimately influencing policy and implementing effective programs that support and elevate early childhood education. In 2024, this committee's focus areas included:

1. Professional Development Information System
2. Developing Futures Campaign
3. Apprenticeships
4. Infant/Toddler Pay Parity Rollout and Study
5. Section 6 of the CCDF State Plan: Support for a Skilled, Qualified, and Compensated Child Care Workforce
6. Wage Scale and Career Lattice

The **Program Quality and Accountability Subcommittee** is co-chaired by Dr. Cindy Martinez and Daisy Lira. This subcommittee explores and advises on processes of quality and accountability across ECECD's programs to ensure clear, consistent, and reasonable expectations with measurable standards and targeted supports for early childhood professionals. Focus areas for this subcommittee included:

1. FOCUS Redesign
2. Section 7 of the CCDF State Plan: Quality Improvement Activities
3. Home Visiting Enrollment
4. Updated Early Learning Standards

Finally, the **Data, Infrastructure, and Analysis Subcommittee** is co-chaired by Jacob Vigil and Secretary Elizabeth Groginsky. The subcommittee's purpose is to connect, promote, share, and champion actionable data, data systems, and information in the spirit of inclusion and collaboration to understand and communicate state early childhood needs and help drive state-level policy, funding, and infrastructure that supports incredible opportunities in improving outcomes for New Mexico children, families, and early childhood professionals. In 2024, this subcommittee focused on the development of various data projects, including:

1. Early Development Instrument with PED and UCLA
2. Data visualization dashboard development with RS21
3. Child Care Supply and Demand Study with the Low-Income Investment Fund (LIIF)

MAJOR ADVISEMENTS OF THE COUNCIL IN 2024

2025-2027 CCDF State Plan and Alternative Methodology Task Force

The ECEC Advisory Council played a key role in the development of the Child Care and Development Fund State Plan in 2024. The Child Care and Development Fund (CCDF) is the primary federal funding source devoted to providing low-income families with help paying for care and improving the quality of care for all children. The 2025-2027 CCDF State Plan captures how New Mexico will implement its CCDF program for the next three years. As lead agency for this funding, ECECD is required to consult with the ECEC Advisory Council as part of the development of the state plan.

In March, ECECD presented an overview of the plan and a framework for how the Council and other stakeholders would be included in the development process. The Department updated the Council on the progress of the plan at the following meeting in May. At both meetings, Council members used guiding questions to frame their discussion of the plan, identify priorities, and give feedback.

The Early Childhood Professionals and Program Quality and Accountability subcommittees also provided important stakeholder feedback on sections six and seven of the CCDF State Plan. These sections detail how New Mexico will support a skilled, qualified and compensated child care workforce and quality improvement activities. The April and May meetings of these subcommittees were used to go deeper into shaping these sections, and provided additional opportunities for external partners and members of the public to offer their feedback to the state plan.

Part of this advisement included the establishment and convening of an Alternative Methodology Task Force. This Task Force was established to advise updates to the New Mexico cost model that is used for child care assistance rate setting—a critical component of the CCDF State Plan. The Task Force met with support and participation from the ECEC Advisory Council in a series of monthly meetings from January to July 2024. Final recommendations and findings from the Task Force were presented to the Council at the July 29 Meeting.

Infant and Toddler Educator Pay Parity

Another major advisement of the Advisory Council in 2024 was consultation on the Infant and Toddler Educator Pay Parity program. Paid out of legislative allocations through the GRO Fund, the Infant and Toddler Educator Pay Parity program helps to match the pay differential between infant and toddler educators and public-school teachers. The New Mexico legislature allocated \$5,000,000 per year for three years to implement this pay parity program.

The Early Childhood Professionals subcommittee led the Council's work on this program. The subcommittee dedicated several of its meetings for deep discussion on the development and implementation of the program. This included thoughtful feedback into what the wage scale should look like and how the program should value experience and additional credentials. At the July 29 Council meeting, the Early Childhood Professionals subcommittee shared their recommendations for the program to the full Council, which voted to approve their recommendations. With the support of the Advisory Council, applications for this program successfully launched in August, with payments to educators beginning in September 2024.

Wage Scale and Career Lattice

In July, the National Early Care and Education (ECE) Workforce Center presented on how they will support the development of New Mexico's Early Childhood Wage Scale and Career Lattice. Sondra Ranum, Rena Hallam, and Katherine Paschall shared the scope and context of the project and a roadmap of the work to come, including the role of the Advisory Council in the project.

The Early Childhood Professionals subcommittee is advising the department on this work with the support of the National ECEC Workforce Center. In August, the subcommittee repurposed its monthly meeting so that members could participate in a "Systems Change Framework Self-Assessment" hosted by the ECE Workforce Center. In October, the ECE Workforce Center team shared with the subcommittee some of the outcomes of the self-assessment, including what practices, principles, and infrastructure are in place in New Mexico to support the development of a wage scale and career lattice, and where there are opportunities for growth.

The ECE Workforce team also shared their proposed next steps with the subcommittee, including the establishment of a "Change Task Force." The task force will help advise the department on key decision points for the design and implementation of the wage scale and career lattice. Subcommittee members were invited to join the task force and to share the application with their networks, to develop a balanced task force membership. The task force will meet biweekly through June 2025.

Early Development Instrument Project

The ECEC Advisory Council was proud to work with the University of California Los Angeles's (UCLA) Center for Healthier Children, Families, and Communities on the implementation of the Early Development Instrument.

The Early Development Instrument (EDI) is a holistic population measure of children's developmental outcomes and school readiness. In partnership with the Public Education Department, the EDI was completed by kindergarten teachers between April and May of 2024, providing a robust measure of developmental outcomes and school readiness among kindergarteners across New Mexico. The data from this project will help the department, community leaders, families, and policymakers understand the landscape, strengths, and points of resiliency for children and communities across New Mexico.

The ECEC Advisory Council was regularly updated and able to give feedback on this work as it progressed, from beginning implementation in March to preliminary results in September. Between regular meetings, the Data, Infrastructure, and Analysis subcommittee took the lead on developing a list of assets and indicators to map along with the EDI data. Mapping assets, such as early care and education providers, parks and green space, and indicators, such as poverty rate or neglect and abuse rates, against EDI data helps to reveal patterns and stories among the data that might otherwise be hidden. Throughout the year and with support from UCLA, the subcommittee dedicated time to understanding the EDI and selecting assets and indicators that would be most useful to the state, communities, and other partners. The full Council advised on the final assets and indicators at its July 29 meeting.

FOCUS Redesign

The Advisory Council also advised on FOCUS Redesign, an ECECD project to revamp and update New Mexico's Quality Rating and Improvement System for child care providers. The Council was introduced to the project and gave initial thoughts and questions at the March meeting. Much of the following work took place within the Program Quality and Accountability subcommittee, who regularly heard updates from the Department on the progress of the project throughout 2024. In November, the subcommittee elected to schedule additional biweekly meetings through March 2025 dedicated to FOCUS Redesign. These ongoing meetings will allow the subcommittee to delve more deeply and thoughtfully into the details of the redesign, its implementation, and communication to providers.

At the November 13 meeting, ECECD updated the Council on the status of the project and development plan, including the Program Quality and Accountability subcommittee's ongoing consultation in the work. The Council will continue its advisement on FOCUS Redesign into 2025.

Five-Year Finance Plan

Finally, the ECEC Advisory Council engaged with ECECD in the development of the Department's Five-Year Finance plan. ECECD must prepare and update a four-year early childhood education and care finance plan with demographic information on at-risk children, data on the efficiency of early childhood education and care programs, and recommendations for financing the early childhood education and care system.

At the July 29 meeting, ECECD began to share initial results from the development of this plan for the Council's review. The Department followed up at the November 13 meeting with additional preliminary work. This included sharing estimated population of children under six and total projected children to be served by each program under ECECD through 2029, and projected growth towards universal access. The Department will continue to engage the Advisory Council in how best to use the Five-Year Finance Plan once it is completed. The plan will be published in January 2025.

LOCAL AND REGIONAL HIGHLIGHTS

As it traveled throughout the state, the Advisory Council invited a series of regional partners to share about their work and communities, in alignment with the Council's commitment to incorporating and elevating community voice. The Advisory Council would like to extend a special thanks to the local and regional partners who joined the Council in 2024.

At the March 13 meeting in Portales, the Council held a Home Visiting and Early Intervention panel featuring speakers from ENMRSH and MECA Therapies, two FIT and Home Visiting organizations serving eastern New Mexico. The panelists shared with the Council an overview of the work they do, unique challenges in their communities, what the Advisory Council can do to support FIT and Home Visiting programs, and visions for the future.

Later in the year, the Council invited two Local Early Childhood Systems Building Coalitions to share their work. The San Juan County Early Childhood Coalition joined the Council at the September 18 meeting in Farmington, and Lincoln County-based Partnership in Early Childhood Education (PIECE) Coalition joined the November 13 Las Cruces meeting. Both coalitions shared with the Council their progress and priorities as coalitions and their ongoing work supporting children and families.

The Council is deeply grateful to these organizations for sharing their time with the Council this year, and looks forward to continued partnership in 2025.

RECOMMENDATIONS TO THE GOVERNOR

The ECEC Advisory Council is proud to present the following recommendations to create a more cohesive, equitable, and effective early childhood education and care system in New Mexico. These recommendations flow from the Council's engagement with communities, agency partners, and stakeholders throughout 2024. Recommendations from previous years are included in the appendix to this report.

Subcommittee Recommendations

Public-Private Partnership

1. Support efforts to exempt community-based NM PreK providers from property tax.
2. Strengthen workforce development opportunities for rural counties and home visiting providers.
3. Provide technical assistance and business support to maximize impact and address challenges accessing funding.
4. Develop strategies to market programs and educate community partners about services, such as shareable template messaging.

Early Childhood Professionals

1. Develop a marketing campaign to attract new individuals into the Early Childhood industry.
2. Streamline the hiring and onboarding process for new hires that include a competitive wage.
3. Create professional development opportunities/benefits to retain employees.

Program Quality and Accountability

1. Identify reliable and valid tools to embed within FOCUS Redesign to measure program quality.
2. Assess quality and ensure accountability of home visiting and FIT services through the implementation of, adherence to, and use of clear program standards.
3. Align program standards between NM PreK, community-based PreK, school-based PreK, licensing, FOCUS, and Office of Head Start
4. Provide regional technical assistance and professional development consultants and embedded mentors.
5. Strengthen referrals and transitions between programs.

Data, Infrastructure and Analysis

1. Develop stronger policy and protocol for data sovereignty with Tribes and Nations.
2. Support Local Early Childhood Systems-Building Coalitions in using Early Development Instrument data to strengthen state-local strategies.
3. Develop strategies to communicate data projects and other work to the public more broadly.
4. Use data from child care supply and demand study to support higher education workforce needs.

CONCLUSION

The end of 2024 completes the ECEC Advisory Council's second year since its establishment. The groundwork laid in its first year has helped the Council mature into a well-structured and meaningful advisory body at the end of its second year.

The breadth and depth of work completed this year reflect the strong growth of the Council over the past two years. Led by robust subcommittees and dedicated members, the Advisory Council played a key role in shaping innovative projects and long-term strategic planning in early childhood. As it turns two, the ECEC Advisory Council will continue to approach its work with vigor, energy, and deep thoughtfulness to build New Mexico families the most supportive and successful early childhood system in the nation.



APPENDIX A

Subcommittee Membership in 2024

PUBLIC-PRIVATE PARTNERSHIP

Council Members:

1. **Co-Chair:** Elizabeth Groginsky
2. **Co-Chair:** Allen Sanchez
3. Rob Black
4. Lula Mae Brown
5. Mayra Lovas
6. Dr. Corrine Sanchez
7. Teresa Quintana

Non-Council Members:

8. Katie Wylie
9. Natasha Gacinski
10. Kristi McBride
11. Barbara Tedrow
12. Jenn Donelli
13. Elizabeth Wieser

EARLY CHILDHOOD PROFESSIONALS

Council Members:

1. **Co-Chair:** Crystal Tapia-Romero
2. **Co-Chair:** Robert Chavez
3. Brian Tate Luck

Non-Council Members:

4. April Spaulding
5. Kristeena Dehne
6. Robin Goodnight
7. Carmen Estrella Trigo Martinez
8. Merline Gallegos
9. Angela Garcia
10. Margo Dichtelmiller
11. Yolanda Philgreen
12. Donna Fletcher

PROGRAM QUALITY AND ACCOUNTABILITY

Council Members:

1. **Co-Chair:** Dr. Cindy Martinez
2. **Co-Chair:** Daisy Lira
3. Lakersha Martinez
4. Casey Lafferty

Non-Council Members

5. Evakristel De Luna
6. Rosa Hammond
7. Sondra Carpenter
8. Anel Zamora
9. Alice Pecos
10. Ruth Porta
11. Holly Gurule
12. Valerie Stefani

DATA, INFRASTRUCTURE, AND ANALYSIS

Council Members:

1. **Co-Chair:** Jacob Vigil
2. **Co-Chair:** Elizabeth Groginsky
3. Alanna Dancis
4. Marianna Padilla

Non-Council Members:

5. Erica Surova
6. Jennifer Marquez
7. Norma Ochoa
8. Tara Terry Voit
9. Jackie Shipley
10. Melissa Scott
11. Lisa Shaanan
12. Helen Ortega

APPENDIX B

2024 Advisory Council Recommendations

The ECEC Advisory Council made the following recommendations to Governor Lujan-Grisham in its 2023 Annual Report. These recommendations and their statuses in 2024 are included below.

Public-Private Partnership

Exempt Gross Receipts Tax (GRT) for state funded child care assistance and Pre-Kindergarten funding.

Develop a capacity building hub for early childhood providers that includes technical assistance and support around business planning, development, and support; delivering culturally relevant and responsive services, and workforce development to support the dramatic scaling of prenatal to five programs and services.

Explore the impact of the cliff effect, the loss of public benefits after taking a new job or earning a raise, on New Mexico's labor force participation and identify potential policy and practice changes to address the issue.

Status

COMPLETE

IN PROGRESS

IN PROGRESS

Early Childhood Professionals

Develop a marketing campaign to attract new individuals into the Early Childhood industry.

Streamline the hiring and onboarding process for new hires that include a competitive wage.

Create professional development opportunities/benefits to retain employees.

Status

IN PROGRESS

IN PROGRESS

IN PROGRESS

APPENDIX B

cont.

Program Quality and Accountability

Status

Implement reliable and valid tools to measure program quality across all programs.

IN PROGRESS

Redesign and clarify program standards.

IN PROGRESS

Align redesigned standards across all programs, including ECECD (FOCUS), PED and licensing.

IN PROGRESS

Provide regional technical assistance and professional development consultants and embedded mentors.

IN PROGRESS

Data, Infrastructure and Analysis

Status

Explore creating user-friendly, early-childhood-focused, local-level data products for use by parents, practitioners, and policy makers so that they can better understand and access the data for their communities.

IN PROGRESS

Ensure that data are culturally and community informed, represent the full range of communities and languages existing in the state, and used responsibly to reduce health disparities.

IN PROGRESS

Open avenues for collaboration amongst early childhood stakeholders in order to reduce early childhood data and information silos across agencies and within and outside of state government.

IN PROGRESS

Incorporate relevant and reputable private, tribal, academic, and non-profit research and findings around early childhood program needs and efficacy.

IN PROGRESS

APPENDIX C



Executive Order 2023-059
in the subsequent pages.



State of New Mexico

Michelle Lujan Grisham
Governor

EXECUTIVE ORDER 2023-059

AMENDED ORDER ESTABLISHING THE EARLY CHILDHOOD EDUCATION AND CARE ADVISORY COUNCIL

WHEREAS, the Improving Head Start for School Readiness Act of 2007, Pub. L. No. 110-134, § 11(b), 121 Stat. 1363, 1411 (2007) requires the Governor to create a State Advisory Council on Early Childhood Education and Care;

WHEREAS, such a council is integral to New Mexico's administration of the federal Child Care and Development Block Grant;

WHEREAS, Governor Susana Martinez, created the Governor's Early Learning Advisory Council to fulfil this role by issuing Executive Order 2018-017;

WHEREAS, the provisions of Executive Order 2018-017 are outdated and inadequate to address the bold priorities of my administration and the New Mexico Early Childhood Education and Care Department;

WHEREAS, it is necessary to create a new advisory council with updated duties and responsibilities;

WHEREAS, the creation of a single state Early Childhood Education and Care Department in New Mexico is a significant shift in state governance toward a coordinated system that integrates prenatal-to-five services; and

WHEREAS, a more robust advisory council is necessary to support the development of New Mexico's comprehensive early childhood care system.

NOW, THEREFORE, I, Michelle Lujan Grisham, Governor of the State of New Mexico, by the authority vested in me by the Constitution and the Laws of the State of New Mexico do hereby **ORDER** and **DIRECT** as follows:

1. Council Created; Purpose; Department Role: The Early Childhood Education and Care Advisory Council (the “Council”) established by Executive Order 2022-163 is hereby continued, effective immediately. The purpose of the Council is to assess issues relevant to the New Mexico Early Childhood Education and Care Department (the “Department”) and advise, inform, and make recommendations to the Secretary of the Department in support of its commitment to create a more cohesive, equitable, and effective early childhood education and care system in New Mexico. The Council’s duties will cover the services, programs, and policies administered by the Department, including those involving other state agencies. The Council recommendations shall be guided by the New Mexico Early Childhood Statewide Strategic Plan and the Department’s agency strategic plan. The Council shall be administratively attached to the Department. The Department shall periodically provide updated strategic priorities for use by the Council, and the Department may seek advice and recommendations when updating its strategic priorities.

2. Duties. The Council shall:

a. Assess the quality and availability of early childhood education and development programs and services for children from birth to school entry;

b. Identify opportunities for, and barriers to, collaboration and coordination among federally funded and state-funded child development, child care, and early

childhood programs and services, including collaboration and coordination among state agencies responsible for administering such programs;

c. Develop recommendations for increasing the overall participation of children in existing publicly supported child care and early childhood education programs, including outreach to underrepresented and special populations;

d. Develop recommendations regarding statewide professional development and career advancement plans for early childhood educators in the State;

e. Assess the capacity and effectiveness of 2- and 4-year public and private institutions of higher education in the State in supporting the development of early childhood educators, including the extent to which such institutions have in place articulation agreements, professional development and career advancement plans, and practice or internships for students to spend time in early childhood education and care programs;

f. Recommend improvements to the State early learning standards;

g. Hold public hearings and provide an opportunity for public comment on the activities described in this section;

h. Provide an annual report on the work of the Council to the Governor the Director of the Children's Cabinet, and the Secretary of the Department, and, subject to approval from the Governor, the Legislature; and

i. Perform any other duties necessary to satisfy the requirements of the Improving Head Start for School Readiness Act of 2007.

3. Ex Officio Members. The Council shall consist of the following ex officio members, whom shall have the right to vote:

- a. The Director of the Children’s Cabinet, or their designate;
- b. The Secretary of the New Mexico Early Childhood Education and Care Department, or their designate;
- c. The Secretary of the New Mexico Public Education Department, or their designate;
- d. The Secretary of the New Mexico Higher Education Department, or their designate;
- e. The Secretary of the New Mexico Department of Health, or their designate;
- f. The Secretary of the New Mexico Human Services Department, or their designate;
- g. The Secretary of the Children, Youth and Families Department, or their designate; and
- h. The Director of the New Mexico Head Start State Collaboration Office, or their designate.

4. Additional Appointed Members. The Governor shall appoint one representative from each of the following entities:

- a. A local educational agency;
- b. A local provider of early childhood education and development services;
- c. A Head Start agency; and
- d. An institution of higher education.

The Governor shall appoint up to eleven additional members to the Council having experience with, or knowledge of, one or more of those the following areas: behavioral health, business, early intervention, economic development, food and nutrition, health care, home visitation, local and tribal government, maternal and child health, parents of young children, philanthropy, public safety, and workforce development.

5. Membership and Meetings:

a. The appointed members in Section 4 shall serve for a term of three years, with staggered terms. To create staggered membership terms, approximately one-half of the members of the initial Council shall be appointed for two years and the remaining members for three years. No such member shall serve more than two consecutive full terms. Any vacancy occurring other than by expiration of term shall be filled by appointment by the Governor for the unexpired term. Appointed members shall serve at the pleasure of the Governor and shall have the same membership rights as ex officio members.

b. The members shall not be compensated for their service, other than per diem allowed under the Per Diem and Mileage Act.

c. The Council shall meet at least six times over the course of the year.

d. The Department Secretary shall designate the Council Chair and Vice Chair.

e. A majority of the members constitutes a quorum for the conduct of business.

The Council shall meet at the call of the chair. The chair shall coordinate the activities of the Council.

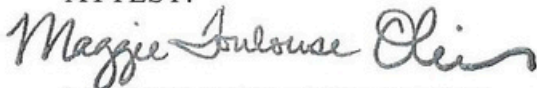
- f. A simple majority vote by the Council is sufficient to approve motions.
- g. The Council may form subcommittees or task forces to facilitate its work.

Subcommittees or task forces and their members shall be approved by the Council and may include persons who are not Council members, but who have an interest or expertise that is relevant to the purpose of the Council.

I FURTHER ORDER and DIRECT as follows:

1. This Order supersedes Executive Order 2022-163, as well as any previous orders, proclamations, or directives to the extent they are in conflict.
2. This Order shall take effect immediately and shall remain in effect until renewed, modified, or rescinded.

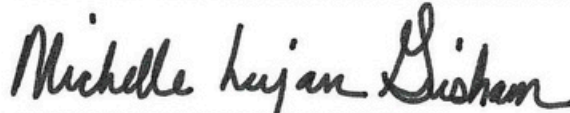
ATTEST:



MAGGIE TOULOUSE OLIVER
SECRETARY OF STATE

DONE AT THE EXECUTIVE OFFICE
THIS 12TH DAY OF MAY 2023

WITNESS MY HAND AND THE GREAT
SEAL OF THE STATE OF NEW MEXICO



MICHELLE LUJAN GRISHAM
GOVERNOR



