

2023-2027 Strategic Plan

Our Vision

To educate and nurture our children to become creative, confident, and caring life-long learners who are ready to transition to school.

Our Purpose

We promote the best possible outcomes for children by:

- Providing high quality, affordable kindergarten programs;
- Sharing knowledge and promoting the value of high quality kindergarten programs for children of all cultures and backgrounds;
- Promoting a sense of emotional well being, secure attachments, and social and cultural awareness in children; and
- Recognising and supporting parents as their child's first and most influential teachers.
- Inculcating a sense of curiosity, inquiry and internally motivated learning.

Our Values

Excellence

We have a commitment to high standards and strive to continuously improve our practice, and the relevance and responsiveness of our kindergarten programs.

Inclusion

We provide accessible kindergarten programs that support high standards for all children.

Diversity

We appreciate the diversity of our community, and social and cultural acceptance and competence.

Community

We build positive enduring relationships with children and their families, our staff, and the community in which we belong. Relationships are based on honesty, trust and respect.

Integrity

We act with utmost integrity at all times, are accountable for our actions, and ensure effective and efficient use of resources.

Our Philosophy

We believe that children thrive as competent and capable thinkers and learners when supported in a caring, nurturing, and safe environment.

At our kindy:

- We create an environment that is kind, respectful and promotes inquiry, resilience, and inclusion.
- We see children as key stakeholders in their learning and children are encouraged to explore their interests through our shared curriculum, play based learning, and hands-on experiences.
- We understand that children develop at their own pace, and we support the diverse needs of our learners.
- Parents and carers are always welcomed and encouraged to spend time at the centre.

Our goals				
CHILDREN Deliver high quality, child-centric kindergarten programs.	PROGRAM Develop and maintain a reputation for best practice early childhood education which serves family's needs.	GOVERNANCE Establish a strong kindergarten community and volunteer network to enable effective governance and ongoing viability	STAFF Create a positive and rewarding workplace for staff.	VIABILITY Build a viable and sustainable kindergarten service
Our key strategies				
<p>Implement the National Quality Framework and achieve a rating of 'exceeding the national quality standard'.</p> <p>Embed the Early Years Learning Framework and Queensland Kindergarten Learning Guideline into practice.</p> <p>Seek feedback from parents and carers about the quality of our kindergarten program.</p>	<p>Enable and resource the teaching staff to deliver effective child-centric learning.</p> <p>Share our knowledge and expertise.</p> <p>Reflect regularly on our practice to facilitate continuous quality improvement.</p> <p>Incorporate input from all stakeholders.</p> <p>Collaborate with parents to promote inclusion.</p> <p>Enable a smooth transition to school.</p>	<p>Encourage families and carers to participation in kindy activities and create opportunities to volunteer.</p> <p>Connect families with each other and with local support services as needed.</p> <p>Promote the value and contribution of the kindy within the local community.</p> <p>Develop procedures and documents to enable effective management by the committee and facilitate the smooth handover of corporate knowledge year to year.</p>	<p>Foster a culture that rewards excellence.</p> <p>Attract, retain and develop highly skilled and motivated staff.</p> <p>Support staff learning, professional development and undertake performance review.</p> <p>Create greater cultural competence by ensuring our behaviours, attitudes, policies and practices enable us to work effectively cross-culturally.</p>	<p>Ensure financial viability, sustainability and where possible growth.</p> <p>Ensure the most effective use and management of resources.</p> <p>Ensure a safe and supportive work environment with fit-for-purpose facilities.</p> <p>Minimise our environmental footprint.</p> <p>Increase community awareness of enrolment opportunities.</p> <p>Seek out and apply for grants to improve facilities and services.</p>
Our performance measures				
<p>Our service 'exceeds the national quality standard'</p> <p>Level of parents and carers satisfaction</p>	<p>Staff consulted regarding resource requirements.</p> <p>Full cohorts of eligible aged children are maintained.</p> <p>Parent and carer expectations met.</p> <p>Inclusion funding sought and allocated (where appropriate).</p>	<p>Level of volunteer participation.</p> <p>Level of community attendance at kindy events.</p> <p>Management Committee positions filled.</p> <p>Compliance with regulatory requirements.</p>	<p>Staff satisfaction levels</p> <p>Staff retention</p> <p>Staff qualifications/skills</p> <p>Positive feedback from parents and carers</p>	<p>Balanced budget annually</p> <p>Number of waitlist applications.</p>