



STRATEGIC PLAN SUMMARY DOCUMENT



The Board of Management and Staff welcome you to the launch of the Community Kinders Plus Strategic Plan

Executive Summary

Community Kinders Plus (CKP) is a not-for-profit early years management organisation that operates over 20 early years services in municipal council areas of Frankston and the Mornington Peninsula. Our role as the Approved Provider and licensee is to ensure that our services operate within their legislative frameworks and that the programs delivered to children and families are of an exemplary level. Our aim is to support, guide and administer operational functions of each service and as a whole organisation, which means that we are instrumental in key decision making, recruitment and management of high quality employees, financial planning and management plus strategic development.

We have two underpinning roles within our organisation:

Operations – ensuring that services are operating with the legislative framework and that services remain viable and responsive to their local community. A strong focus is placed upon access to quality education, particularly for children experiencing disadvantage or vulnerability.

Pedagogy – ensuring that services implement education and care programs that are designed specifically for their local community to meet the developmental and learning needs of their children and families.

This document outlines our **4 Core Values** with children and families being central to all that we do. This means that each value has an underlying connection to the children and families we work with to ensure that the community experiences progression, prosperity and happiness. In some communities, this may also mean support which is why our Core Values also reflect the diverse environment that our services are located within. Our organisation advocates an inclusive approach underpinned by the strong understanding of the importance that children (and families) have a feeling of belonging, being cared for and valued. This can help shape children to become part of their community as they learn and grow in the early years

Marlene Fox: Chair Community Kinders Plus Board of Management

Community Kinders Plus Program Logic Model 2018-2021

Situation:

Community Kinders Plus children and families experience high quality early education, managed and sustainable services, which support children 3-5 years to achieve their developmental milestones.

Inputs	Outputs		Outcomes- Impact		
	Actions/Activities	Success Factors	Immediate	Intermediate	Long term
<p>What we invest:</p> <ul style="list-style-type: none"> Staff Children Families Volunteers Time Money Research Technology Materials Equipment Infrastructure Best/evidence based practice In communities of practice 	<p>What we do:</p> <ul style="list-style-type: none"> Educate Advocate Train/build capacity Share practice & knowledge Develop staff of excellence Deliver programs of excellence Promotion <p>Who we teach:</p> <ul style="list-style-type: none"> Children Families Decision makers Departments Organisations Community 	<p>How things are done:</p> <p>Information is:</p> <ul style="list-style-type: none"> timely accessible easy to understand <p>Consultation is:</p> <ul style="list-style-type: none"> strategic information seeking open/transparent accessible purposeful <p>Active participation is:</p> <ul style="list-style-type: none"> empowering meaningful 	<p>Improved recognition of leaders within CKP</p> <p>Increased skills & knowledge of evidence based practice & continuous improvement</p> <p>Increased communication of CKP values & aspirations for children & families</p> <p>Increased inclusion of child safe standards & policies</p>	<p>Increased participation of educators, teachers & leaders in communities of practice</p> <p>Increase in educators & teachers contributing to the research & evidence base</p> <p>Increase in satisfaction of the quality of education services received</p> <p>Increased child & family connections to community & service supports</p> <p>Improved parent understanding of children's transitions, cognitive, social & emotional development</p>	<p>Increased growth & sustainability of early years services within the CKP cluster management model</p> <p>Increased use of measurement tools approved and/or developed by CKP & its research partners</p> <p>Increased number of children reaching their developmental milestones, demonstrating readiness for school</p> <p>Improved personal & social capability for children & their families</p>
<p>Assumptions:</p> <p>Resources - staff & financial Model of management Enrolment numbers at each site Model of program delivery Managed early years services Program is engaging/high quality</p>			<p>External factors:</p> <p>Government early years policy Government funding Enrolment numbers/population Local government policy/infrastructure</p>		

Evaluation: Focus - Collect Data - Analyse & Interpret - Report

Data Collection Contribution to the evidence base/evaluation Reporting to the CKP Board Reporting to Department of Education & Training

Linking the Strategic Plan to our Core Values

CORE VALUES	SHORT TERM	MEDIUM TERM	LONG TERM
<p>Leadership in exemplary practice in the Early Years Sector All CKP staff, Management and Board value and understand exemplary practice through inspiring a shared vision, modelling behaviours and expectations with observable skills, abilities and encouragement of “personal best”. Leadership contributes to a climate and culture of seeking opportunities, addressing challenges, developing sustainability and transforming values into actions.</p>	Improved recognition of leaders within CKP staff.	Increased participation of educators, teachers and leaders in communities of practice.	Increased growth and sustainability of early years settings within the early years management model.
<p>Research & Innovation We are active in research, enabling a stronger understanding of quality experience for children and families and how this will impact upon their life-long learning and happiness. CKP is committed to a child centred-family inclusive approach to education, support and learning, underpinned by evidence based best practice, quality assurance and a continuous improvement approach through outcomes measurement.</p>	Increased skills and knowledge of evidence based practice and continuous improvement.	Increase in educators, teachers and leaders contributing to the research and evidence base.	Increased use of outcomes measurement tools approved and/or developed by CKP and its research partners.
<p>Providing Excellence in Education & Care Dynamic education and care programs are provided which respond to children’s learning and development, culture, ability, strengths and interests that support them in their preparation for school readiness and life-long learning. CKP supports children, families, staff and Management to be aspirational in its programming and communication, with an “I can” approach.</p>	Increased communication of CKP values and aspirations for children and their families.	Increase in satisfaction in the quality of the education services received.	Increased number of children reaching their developmental and education milestones, demonstrating readiness for school.
<p>Health & wellbeing Enhance children and their families’ connection to:</p> <ul style="list-style-type: none"> • community • wider service supports <p>Enhance parent/carers knowledge of</p> <ul style="list-style-type: none"> • child development • positive parenting • physical activity • nutritional awareness <p>CKP is an organisation that promotes the health and wellbeing of all children through a commitment to the Child Safe Standards.</p>	Increased inclusion of child safe standards in policies and documentation.	Increased child and family connections to community and service supports. Improved parental understanding of transitions as well as children’s cognitive, social, emotional, physical and language skills.	Improved personal and social capability for children and their families. CKP is committed to supporting the wellbeing and professional growth of their workforce.