# **Strategic Plan**

# **2024 – 2029**

# **Keon Park Kindergarten Inc**

# **Executive Summary**

Keon Park Kindergarten Inc has a proud history of serving the community of Reservoir dating back to the 1940’s.

The kindergarten’s vision leading up to 2029 is to continue to offer a high-quality preschool program that supports children’s development, promotes life-skills, and fosters a lifelong love of learning.

Keon Park Kindergarten (KPK) has been blessed with experienced and dedicated educators, spacious learning spaces, strong child-centric culture, strong partnerships with families and a positive image in the community.

The challenges facing KPK out to 2029 include retaining our skilled professionals, the financial and maintenance challenge with operating in an old building and meeting the future kindergarten reforms of providing 30hrs of 4-year-old preschool and 15hrs of 3-year-old preschool within our current building environment.

Opportunities for the Kinder include applying for building blocks grants, recruiting a new generation of teachers to lead the future of the service, continuing to increase future connections with an educational leader, building authorities, councils, local schools, community groups and businesses.

The Kinder has chosen five focus objectives to deliver its vision. These objectives align with the National Quality Framework for Early Childhood Education and Care:

* [Quality Area 2 – Children's health and safety](https://www.acecqa.gov.au/nqf/national-quality-standard/quality-area-2-childrens-health-and-safety)
* [Quality Area 3 – Physical environment](https://www.acecqa.gov.au/nqf/national-quality-standard/quality-area-3-physical-environment)
* Quality Area 5 – Staffing arrangements.
* Quality Area 6 – Collaborative partnerships with families and communities
* Quality Area 7 - Governance and Leadership

# **Our Vision**

To offer a high-quality preschool program that supports children’s development, promotes life-skills and fosters a lifelong love of learning.

# **Our Mission**

We aim to provide an innovative, high quality preschool program that promotes development, growth and promotion of life-skills through play, exploration, discovery and investigation for children.

We will achieve this by creating a strong sense of community and belonging, in collaboration with families, and by delivering a contemporary play-based program designed to respond to the unique needs of individual children.

# **Situational Analysis**

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| **Strengths:*** High quality educational programs
* Well resourced
* Qualified, experienced, and committed educators
* Strong child-centric culture
* Positive image in the community
* Strong reputation among families
* Large outdoor play space
* Large indoor play space
* Low teacher turnover
 | **Weaknesses:*** Committee membership unstable on a yearly basis
* Sessional kinder only
* In summer the wheels fall off due to new committee members, staff and committee holidays
* Financial position
* Age of the building and furniture
* meeting the evolving needs of working families
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| **Opportunities:*** Increasing public recognition of the value of early childhood education
* Greater use of technology in early childhood education.
* Increasing connections with local school and community groups and businesses
* Increase connections with building authorities and council.
* Applying for capacity grants
* Extending current Governance and Leadership model by retaining ongoing support of an educational leader/manager
* Recruiting new teachers to take the kindergarten service through the next stage of its future.
 | **Threats:*** Keon Park Children’s Hub close proximity
* Demand for long day care options.
* Loss of experienced educators to other employers
* Loss of experienced teachers due to retirement and/or pressures
* Loss of experienced teachers due to pressures and demands of the workforce.
* Growth in the number of kindergartens/childcare centres increases competition for places.
* Growing demand for longer sessional kindergarten hours to support needs of working families.
* Aging building
* Capacity to fit new funding requirements.
* Capacity to meet the upcoming kindergarten reforms of 15hrs of 3-year-old kindergarten and 30 hours of 4-year-old kindergarten.
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# **Objectives and strategies**

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| **Objective 1:** |  **To remain an integrated and engaged part of our local community through collaborative partnerships with families and communities** |
| **Relates to:** | Quality Area 6 | Who | Status  |
| **Strategy:** | * KPK will continue to engage with families through its website, WhatsApp groups, induction sessions, fundraising events, parent-educator chats, monthly committee meetings, participation of parents in the development of the curriculum, celebrations, documentation, and transition to school.
* KPK will build our ties with the community and neighbouring councils through fundraisers, networking (council, hub etc), visits from local businesses (dentists etc) and schools, community groups, Aboriginal Elders and Emergency Services.
* The educating team and the committee of management will work closely with each other in contemplating the future direction of the kindergarten and continuous improvement programs.
 | Committee of managementEducatorsTeachersEducational Leader/Manager |  In progress |

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| **Objective 2:** | **To continue to strengthen our governance and leadership model whilst sustaining future teaching positions with new high quality teachers.**  |
| **Relates to:** | Quality Area 5 and 7 | Who | Status |
| **Strategy:** | * To maintain the ongoing connection with an educational leader/manager with the service
* Educational leader to support the process of applying for building grants and project manage the building process.
* Educational leader to provide ongoing leadership and support within the kindergarten community to deliver a high-quality service.
* Educational leader to support teachers and educators by engaging in non -teaching managerial/administration roles and responsibilities of the service. This will ensure teachers and educators can focus on the children and families without the added administration pressures.
* Recruit the next generation of qualified teachers to take the kindergarten through to the next stage of its future.
* Provide a guiding and supportive mentoring process to strengthen the knowledge and skill of the next generation of teachers.
 | Committee of management TeachersEducatorsEducational leader/Manager |  In progress |

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| **Objective 3:** | **To sustainably manage our teaching and learning environment, providing high quality facilities for educators, families and children.** |
| **Relates to:** | Quality Area 2 | Who | Status |
| **Strategy:** | * We will continue to invest in upkeep and continuous improvement within our current location so that all outdoor and indoor spaces, buildings, furniture, equipment, facilities and resources are suitable for their purpose. This will include creating a list of building maintenance works and possible costs associated with them.
 | Committee of management Educational Leader/Manager TeachersEducatorsCleaner |  In progress |

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| **Objective 4:** | **We will optimise the current building and outdoor environment with a view to renovate the current building and build an additional building as a second learning space.**  |
| **Relates to:** | Quality Area 3  | Who | Status |
| **Strategy:** | * Explore capacity building expansion grants with a view to renovate the current building and outdoor learning space.
* Explore capacity building new facilities grants with a view to build an additional indoor and outdoor learning space.
* Explore capacity building planning grants to support the effective planning of the project.
* Explore and consult with grant helper services.
* Engage with town planner.
* Engage with Architect
* Consult with Darebin council.
* Be guided by the KISP
* Consult and Engage with Victorian building authority
 | Committee of managementEducational Leader/ManagerDarebin City CouncilVictorian Building Authority | In progress |