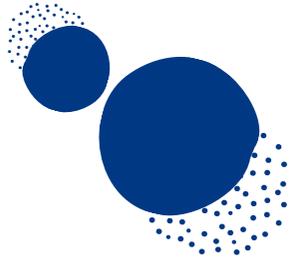





EARLY LEARNING CENTRE

Strategic Plan 2022-2025



Vision

Children prepared for today and tomorrow.



EARLY LEARNING CENTRE

**STRATEGIC PLAN
2022-2025**



Mission

We provide the best foundation for children through excellence in early childhood education, advocacy and family support.

Values



Kindness	Respect
Passion	Positivity
Courage	Inclusion
Innovation	Empowerment

Strategic Priorities



OUR CHILDREN

Healthy wellbeing of children within an inclusive environment.



OUR PEOPLE

Employer of choice that develops and supports genuine, professional and passionate staff.

OUR FAMILIES

Enduring relationships with families providing connection, shared learning and respect.



OUR ORGANISATION

A sustainable, agile organisation that aligns to community needs.

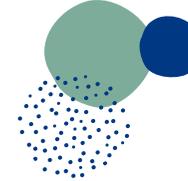


Priority 1

Our Children



Healthy wellbeing of children within an inclusive environment.



Goal

Baringa supports children to learn in an environment that fosters and advocates for their positive physical and mental wellbeing. We welcome and celebrate diversity.

Actions

- » Develop and implement an Active Play and Wellbeing Framework to ensure a consistent and comprehensive educational program incorporating physical and mental wellbeing.
- » Review current education program for diversity content and further embed cultural perspectives across education programs.
- » Report, reflect and celebrate each child's growth.

Key Performance Indicators

- By 2022, the Active Play and Wellbeing Framework has been incorporated in all rooms, including in daily routines.
- By 2023, 80% of education programs have cultural perspectives embedded.
- By 2024, 80% of educators' written summative assessments provide detailed evidence that children are thriving in their learning, emotional and social environment.



Priority 2

Our People



Employer of choice that develops and supports genuine, professional and passionate staff.

Goal

Baringa attracts quality and innovative staff who invest in early childhood development. Baringa supports staff to learn, lead, adapt and excel. Staff feel a strong sense of belonging, pride and empowerment.

Actions

- » Develop an agreed Enterprise Bargaining Agreement.
- » Audit all Human Resources policies, processes and practices for compliance with legislative and regulatory requirements.
- » In addition to the audit, implement an annual staff survey to identify areas of ongoing improvement.
- » Enable flexible working arrangements in support of staff.
- » Review internal professional development and performance process.
- » Enable leadership at all levels by supporting staff input and participation in Working Groups for ongoing centre improvement.

Key Performance Indicators

- By 2022, an updated Enterprise Bargaining Agreement is in place.
- By 2023, each staff has a professional development and performance plan and reviewed at least annually.
- By 2024, 25% of staff are involved in a Baringa Working Group.
- By 2025, revised Human Resources policies, practices and processes are in place.
- By 2025, at least 80% of staff complete the annual survey, with at least 80% of respondents satisfied and feel supported in the workplace.
- By 2025, at least two fully qualified Early Childhood Teachers with completed Bachelor Degree.

Priority 3

Our Families



Enduring relationships with families providing connection, shared learning and respect.

Goal

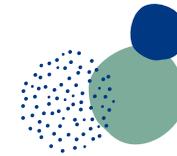
Baringa builds and nurtures relationships with families to support the education and care of their children. As a community hub we connect staff, other families and the community to meet their needs.

Actions

- » Create a Families Framework of Baringa programs, events and experiences for participation by family members.
- » Review Baringa's Communications Framework to increase interactions.
- » Develop a family oriented outreach program.

Key Performance Indicators

- By 2022, up to 50% of families are engaged with Baringa's online platform.
- By 2023, 50% increase in online engagement, including social media.
- By 2023, pilot family-oriented outreach program is implemented.
- By 2025, at least 50% of families complete the annual survey.
- By 2025, 80% of those families indicate satisfaction or above with Baringa, on annual survey.
- By 2025, 50% of families participated in at least one education or community event.



Priority 4

Our Organisation



A sustainable, agile organisation that aligns to community needs.

Goal

Baringa has effective governance to be financially, environmentally and resource sustainable. Policies, procedures and systems adhere to all legislative and regulatory requirements.

Actions

- » Develop and implement a Governance Framework.
- » Establish an advocacy plan to guide our influencing and advocacy for early childhood.
- » Increase accessibility of our services to the wider community.
- » Explore opportunities to diversify our income sources such as through consulting or professional development training for the sector.

Key Performance Indicators

- Continue to have at least an Exceeding or higher rating in ACECQA's National Quality Standards.
- By 2022, the Governance Framework is implemented.
- By 2024, 25% annual increase of advocacy activities, such as submissions and participation in policy consultations.
- By 2025, a 25% annual increase of community services (other than early childhood education enrolments).



Join our journey

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Baringa Early Learning Centre acknowledges the Traditional Custodians of Country throughout Australia, on which we live and learn each day and help guide the young leaders of tomorrow. We recognise the Traditional Custodians' continuing connection to lands, waters and communities. We pay our respect to Aboriginal and/or Torres Strait Islander peoples and cultures, and to Elders past, present and emerging.

