

YRKI

Yarra Ranges Kindergartens Inc.
Early Years Manager

STRATEGIC PLAN 2022 – 2025



VISION

Yarra Ranges
Kindergartens are
the Kindergartens
of Choice.



PURPOSE

We ensure quality, life shaping,
positive outcomes for our
children through provision of
rich, educational experiences
that are innovative, individually
responsive and have a strong
community base.



VALUES

Inclusion, Nurture, Creativity, Sustainability, Integrity, Collaboration



OUR STRATEGY

Our approach to education is shaped by children and their families.
YRKI influences the Early Years sector utilising evidence based pedagogy
and culturally responsive practices. Our talented Teachers and Educators
are committed to providing service excellence that supports children
to become lifelong learners.

Our intention is to champion sustainable practices in our
everyday behaviours and programs.

OUR PILLARS



Employer
of choice



Educational
leadership



Community
leadership

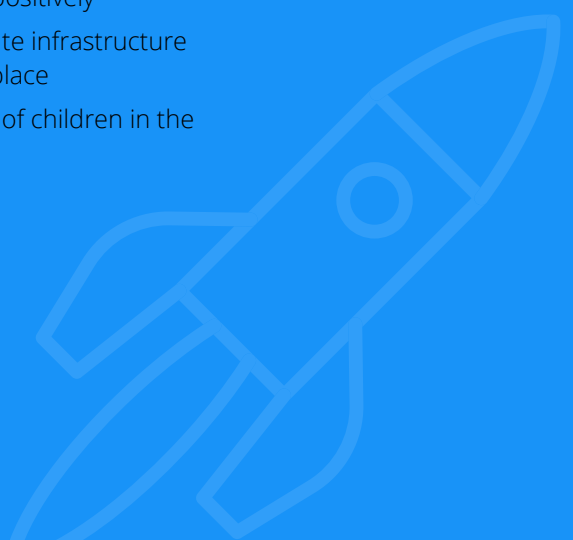


Financial
sustainability

MOVING FORWARD

Through this Strategic Plan YRKI will:

- Empower our work force and continue supporting their well being
- Continue to work in partnership with families to support children's education and wellbeing
- Create innovative approaches to our work
- Contribute to and drive strong community connection
- Be culturally sensitive to our local communities, cultures and practices
- Manage change positively
- Ensure appropriate infrastructure for success is in place
- Shape the future of children in the Yarra Ranges



STRATEGIC PRIORITIES



Goal:

We are an employer of choice with a culture that attracts, supports and retains passionate, skilled staff, with a workforce that is inclusive and accountable

Actions:

- YRKI will provide opportunities for regular, professional, individually tailored development, training and coaching support in house and externally
- We will continue to support flexible work arrangements that are family friendly
- We will enhance our celebration and recognition programs
- We will deliver a collaborative, inclusive recruitment process
- We will develop a working model that is flexible across our kindergartens
- Every services' philosophy is driven by the individual kindergartens uniqueness
- We will empower the agency of all our staff
- We will consult with the sector to ensure we adopt policies, practices and processes that will attract more of a gender balance of our Teachers and Educators to YRKI

Outcomes:

- There will be an increase in the number of Teachers and Educators upgrading their qualifications
- Staff have the opportunity to contribute to and participate in early childhood research
- We will have invested in lead practitioner and coaching roles to coach, mentor and support our staff
- Our staff have the opportunity to connect with graduate programs
- Our staff will experience collegial support from large team and through centre clusters
- We will have increased our the gender diversity of our teaching population for our children to experience increase gender balanced modelling in their learning experience



Goal:

We will continue to advocate strongly in the sector and provide high quality early childhood education

Action:

- YRKI will continue to actively partner with regulatory, industry and peak bodies
- We will continue focusing on development and implementation of a diverse curriculum based on the needs of individual children, informed by Aboriginal and CALD cultural perspectives
- We will work in partnership with families focusing on the uniqueness of every child
- We will utilise data analysis to guide evidence based that are tailored to the needs of the community
- YRKI will ensure the Child Safe Framework is embedded across all our kindergartens
- We will foster an environment that teaches through a trauma informed practice lens to support children's wellbeing and education

Outcomes:

- YRKI will be recognised as a strong sector voice that positively shapes early childhood learning.
- Our data analysis will track progress across all kindergartens guiding and supporting our culture of continuous improvement
- Children will have joyful experiences through the facilitation adult led and child based learning
- Our Early Start Kinder participation rates will have increased by 50%

STRATEGIC PRIORITIES

CONTINUED



Goal:

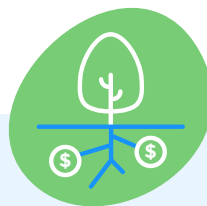
We work closely with our local communities facilitating engagement and connection for the benefit of children

Actions:

- YRKI Teachers and Educators will continue to forge strong and trusting relationships with local schools
- We will lead and participate in local community based events and festivals
- We will embed in operational plans and practices strategies planned directly from data gathered from local communities regarding their needs
- All staff will create and strengthen connections with local network and professional associations
- We will continue to build on our partnerships with allied health and maternal child health centres

Outcomes:

- Follow up with Foundation Teachers will demonstrate children's smooth transition from kindergarten to school
- Quarterly family surveys will demonstrate increased awareness and connection with community related services and supports
- YRKI's formal and informal partnerships will have increased demonstrated by a 20% increase in Memorandums of Understanding (MOU's)



Goal:

Financial sustainability through sound & transparent governance processes and practices

Actions:

- Our Board and sub committees will provide sound oversight
- Our Executive team will have the appropriate roles and skills to guide a systemic approach to strategic planning, risk and performance management
- We will utilise our Risk and Mitigation Framework
- We will take a team approach to management of budgets
- We will develop and implement a financial strategic plan
- We will support upskilling of team members on legislative and governance requirements through supporting attendance at webinars and round tables

Outcomes:

- Continued financial viability will well place us to respond to a changing external environment with financial agility
- We will have a solid business continuity plan in place
- Our internal controls will be in place and will drive effectiveness, and efficiency safeguarding organisational assets
- We will have diversity in our income streams
- We will have strengthened stakeholder confidence

YRKI is committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives. Particular attention is paid to the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with a disability.

