



# RIDE AVENUE PRE SCHOOL

STRATEGIC PLAN 2022-2025



[www.rideavenuepreschool.com](http://www.rideavenuepreschool.com)

15 Ride Avenue, Benalla, Victoria, 3672



# ABOUT US

Ride avenue pre school is a local, independent, community run kindergarten program that has a proud 65-year history. The kindergarten continues to be managed by a volunteer, parent-based committee, who share in the vision and values that support the delivery of education.

Community and connection are both fundamental to Ride Avenue Pre school, where parent, carer and family involvement is welcomed and encouraged. Alongside a passionate, skilled, and dedicated team of educators, children are placed wholly at the centre of the educational experience.

Ride Avenue Pre School is a Child Safe Service, recognising the importance of, and responsibility for ensuring the environment is safe, supportive, enriching, and inclusive. Ride Avenue Pre School fosters the dignity and empowerment of children and young people, and enables them to thrive in their learning and development.

# OUR VISION

A child centred and nurturing education program that is focused on each child as an individual, tailored “for them and about them”, supporting them to reach their potential.

A values driven, inclusive and sustainable organisation with a professional team that love what they do.

## OUR MISSION

- We genuinely care about seeking the best outcomes for each child
- We have a passion for nurturing the whole child by valuing each child as an individual
- We love to foster a strong sense of family and community connection

# OUR VALUES

## Family and Child Centered

We acknowledge that families are the child's first and foremost influential teachers and we hold families and children at the centre of everything we do

## Inclusive

We value everyone in our community, ensuring there is equity in our approaches and opportunity to contribute meaningfully

## Kind

We hold care at the core of our service and act with the intention of helping others around us to feel safe, secure and supported

## Respect

We are clear and consistent in our actions and words, and we act in ways that demonstrate our regard for others and selves

## Excellence

We strive to be the best at what we do through reflection and continual improvement

# OUR STRATEGIC PILLARS AND KEY OBJECTIVES

## Pillars

**Strong community profile and brand**

**Sound financial systems**

**Exemplary child education programs**

**Professional Staff that support our quality education program**

## Objectives

**Raising our profile in the community**

**Improving our financial systems and accountability**

**Continue to develop innovative curriculum that meets evolving future requirements and standards**

**Establishing Staff structure with clearly defined staffing roles and responsibility to build on our strengths**

# OUR STRATEGIC PILLARS AND KEY OBJECTIVES

## Pillars

**Quality systems, processes, and procedures - inclusive of our financial systems**

**Strong Governance capability**

**Family and Child-centred communication and engagement**

**Future focused Planning**

## Objectives

**Sustainable systems and processes that are documented**

**Building our Governance capacity**

**Improving and prioritising engagement and communication with our families**

**Planning to meet future requirements**

# Key Objectives and actions

**Raising our profile in the community**

**Improving our financial systems and accountability**

**Continue to develop innovative curriculum that meets evolving future requirements and standards**

**Professional Staff that support our quality education program**

## priority actions for the next 12 months

**Upgrade the website**

**Seek Financial advice and support for our financial systems and processes to ensure financial accountability**

**review and assess the current curriculum**

**Seek HR support and advice from ELAA to explore possible models for staff structure**

## Key actions for the next three years

**develop a communications strategy**

**Set up financial reporting processes – annual budget, monthly reports, and forward financial modelling based on enrolments**

**Determine strengths and opportunities in the current curriculum**

**Identify appropriate staff structure to support our program and growth in enrolments**

**Identify and build relationships with key strategic partners and stakeholders**

**Develop longer term financial plan that incorporates increased infrastructure needs**

**Target identified areas of need and progress improvements in the curriculum**

**Clarify roles and responsibilities, with clear expectations for all staff**

**Build and enhance our involvement and links with the broader community**

**Increase financial skills, capability and understanding of committee**

**develop a service model for curriculum planning and communication**

**Review workload and resourcing requirements**

**Implement professional practices – staff appraisals, PDs, clearly defined organisational chart**

# Key Objectives and actions

**Sustainable systems and processes that are documented**

**Building our Governance capacity**

**Improving and prioritising engagement and communication with our families**

**Planning to meet future requirements**

## priority actions for the next 12 months

**Prioritise the systems and processes that are required to be documented**

**·Review and adopt Model rules  
·Review committee structure, and clarify roles, and responsibilities**

**·Develop a plan for our engagement approach to proactively communicate with families  
·Ensure inclusion of the children's voice and engagement in our educational program**

**·Clarify the announced and potential future changes to requirements  
·Brainstorm potential models  
·Investigate what other Kinders are doing to meet requirements**

## Key actions for the next three years

**Develop a regular review and continuous improvement process to ensure all documented processes are kept up to date**

**Develop committee handbook – roles, procedures, guidelines**

**Develop more opportunities for families to be part of the Kinder program – events, times for parents**

**Explore potential models to meet future requirements**

**Explore the option of an EFT allocation for QMS accreditation role to formally document all our processes and procedures**

**Develop clear reporting and communication mechanisms between staff and committee**

**Explore ways Staff can communicate with families as part of their role**

**Define what we are prepared to compromise**

**Promote committee membership as a development opportunity**

**Develop infrastructure plan and advocate to government**

**Promote committee membership as a development opportunity**

**Develop a regular review and update cycle for the Strategic plan**



# Twelve month action plan

Actions	Responsibility
<ul style="list-style-type: none"> <li>• upgrade our website</li> </ul>	Committee
<ul style="list-style-type: none"> <li>• Seek Financial advice and support for our financial systems and processes to ensure financial accountability</li> </ul>	Committee
<ul style="list-style-type: none"> <li>• Establish small working group to draft the vision, values and identity statements</li> <li>• Engage with Committee and all staff for their feedback</li> <li>• Communicate final version at the AGM</li> </ul>	Committee with staff
<ul style="list-style-type: none"> <li>• Seek HR support and advice from ELAA to explore possible models for staff structure</li> </ul>	Committee
<ul style="list-style-type: none"> <li>• Prioritise the systems and processes that are required to be documented, starting with financial systems</li> </ul>	Briony
<ul style="list-style-type: none"> <li>• Review and adopt Model rules</li> <li>• Review committee structure, and clarify roles, and responsibilities</li> </ul>	Committee and ELAA
<ul style="list-style-type: none"> <li>• Develop a plan for our engagement approach to proactively communicate with families</li> <li>• Ensure inclusion of the children’s voice and engagement in our educational program</li> </ul>	Staff-led utilising survey results
<ul style="list-style-type: none"> <li>• Clarify the announced and potential future changes to requirements</li> <li>• Brainstorm potential models</li> <li>• Investigate what other Kinders are doing to meet requirements</li> </ul>	Committee
<ul style="list-style-type: none"> <li>• review and assess the current curriculum</li> </ul>	Whole of staff

**THANK YOU**

**RIDE AVENUE  
PRE SCHOOL  
COMMITTEE**