



Brayside Community Preschool
Strategic Plan 2022-2025





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Our Mission

- Our Mission is to provide quality, responsive education with “children leading the way”.



About

- Brayside Community Preschool is a community based, not for profit preschool providing education and support to our community since 1984.
- We are thankful that we can continue to provide an exceeding level of Education for our children on Gumbaynggirr land on which our preschool is built
- We understand that we are a Community based preschool and appreciate and embrace the valuable and diverse input we receive from all our families and community members.

Our Philosophy

We acknowledge that our philosophy is embedded in the vision and Principles of The Early Years Learning Framework, and the principles laid out in the United Nations Convention on the Rights of the Child (UNICEF, 1989). It is a living document that changes over time.



Guiding Principles

1. To compliment the care, guidance and education of children by their families encompassing their cultural backgrounds.
2. Families are respected and encouraged to work in partnership with educators to achieve learning outcomes.
3. To create a climate of respect and acceptance that builds trusting, secure relationships for all stakeholders.
4. To empower children and families to become capable, confident valued individuals. We support this understanding through listening, responding and documenting children's and family voices.
5. To foster partnerships to maximise learning potential that comes from our daily routines, current events, home contexts and community.
6. All children should have the right to inclusive education and opportunity for equity, expectation and effective ways to achieve learning outcomes in an environment that reinforces their sense of themselves as competent learners.
7. We believe children, along with educators should feel happy, healthy, safe and connected to others and should experience continuity in learning that is transferable between settings and helps them to feel secure, confident and connected.
8. Children are aware of and experience healthy lifestyles, good nutrition, personal hygiene, safety and general wellbeing.
9. We believe Play provides an opportunity for children to develop critical reflective practices surrounding issues of equity and social justice.
10. The professional educators support and implement a holistic approach by employing a variety of pedagogical and assessment methods and engage in ongoing reflective practices which creates a culture of inquiry.
11. We value the wellbeing and professional development of our staff and are committed to ongoing training and support of their goals.
12. Effective leadership will provide a positive context for organisation and will build a professional learning community.
13. Management and administrative systems will be adopted to enable effective provision of a quality service at Brayside.
14. We will establish a preschool culture that will nurture a social consciousness and responsibility for our environment and a sustainable future.

**Brayside Community Preschool Inc
Philosophy**

Teachers Role

As educators we will listen, guide, extend and share the individual learning journey of each child. We nurture each child's approach to learning to maximise their education.

How Children Learn

We believe "Play is the highest form of research" (Albert Einstein) Play is the heart of our philosophy. Children's interests and emerging ideas are the foundation of our fun, holistic, play-based learning and its assessment.

Diversity

We understand children and families all look and feel different, each is unique and each deserves the right to belong and experience a sense of belonging to our preschool community.

Reflective Practice

We seek best practice and engage in regular continuous improvement and training of our staff.

Sustainability

Together we strive to save the world for tomorrow. We foster the children's love and respect of our natural world to ensure a sustainable future.

Working in partnership with families

Our preschool is always warm, inviting and nurturing. Family, relationships and communication matter to us.

Role of Environment

We value the role of the environment as the third teacher and believe it should provide endless possibilities for children's learning. We provide interesting and natural spaces for socialisation, exploration, investigation, curiosity, loose

Our View of the Child

We see all children as capable and confident and hold high expectations for their learning and achievement.

Transitions

We support transitions and learning to assist children's ability to accept challenges and develop school readiness skills that equip them for life.

Strong Culture of Community

Families and community are respected and encouraged to work in partnership with our preschool

Core Values

- Quality education
- Empowering children
- Celebration of diversity and fostering a climate of respect and acceptance
- Authentic partnerships
- Sustainability and taking responsibility for the environment
- Staff wellbeing and professional growth
- Innovation

Our Vision is:

"To create a special place where children families and educators are valued, cared for and supported to nurture a love of learning."



The Strategic Plan

STRATEGIC PRIORITY 1	STRATEGIC OBJECTIVES	KEY ACTIONS
<p>Empowering Children</p> <p>Throughout our educational program we seek to focus and provide more opportunities for empowering children. We recognise that recent times of uncertainty and change have resulted in children being less resilient and more vulnerable. The pandemic has placed pressure's on families that has impacted on children and families socially and emotionally. We seek to achieve greater well being for children.</p> <p>We seek to equip children with the skills and knowledge to make informed decisions and take ownership of their health and well-being for greater child outcomes,</p> <p>Links with Quality Area 1(QA1) of the National Quality Standards.</p>	<p>Program for children promotes:</p> <ul style="list-style-type: none">• Resilience• Risk taking• Listening and responding to children's voices.• Valuing children's input• Children being agents of change and positively impacting their surroundings and future. <p>Families are involved in program initiatives.</p> <p>Parent sessions and resources to support family education.</p>	<p>Use of pedagogical documentation as per our Quality Improvement plan for Quality Area 1.</p> <p>Children to know their rights as per The UN Rights of the child.</p> <p>Implementation of child Safe Standards. Particularly relevant to this strategic objective id Standard 4.</p> <p>More information of our program and Pedagogy through such means as our parent app and Facebook page.</p> <p>Invite family participation</p>

The Strategic Plan

STRATEGIC PRIORITY 2	STRATEGIC OBJECTIVES	KEY ACTIONS
<p>Quality education and Practice</p> <p>At Brayside Preschool we are committed to best practice and quality.</p> <p>We aim to connect with children and families to inspire a love of learning and development of skills for life.</p> <p>Our program reflects our dedication to delivering and leading educational excellence in early childhood in partnership with our families and community</p> <p>Links with Quality Area 1 (QA1) and Quality Area 6 (QA^)of the National Quality Standards.</p>	To provide consistently high quality preschool education for every child at Brayside Community Preschool	<ul style="list-style-type: none">• Actively engage in self-assessment processes at our preschool ensuring thorough implementation of the Early Years Framework and National Quality Standards to achieve the highest outcomes for all children• To support and offer Continuous professional Development for staff.• To provide a consistently high level of education and care for children by having higher than required teacher to child ratio's• To actively promote family and community engagement.

The Strategic Plan

STRATEGIC PRIORITY 3	STRATEGIC OBJECTIVES	KEY ACTIONS
<p>Retention of quality staff</p> <p>Our families have reflected on the value of our qualified and dedicated staff and identify this as a standout feature of our preschool.</p> <p>Our philosophy and program are based around trusting relationships, meaningful interactions and a strong culture of community, all of which require time and nurturing by experienced staff.</p> <p>The continuity, number and wellbeing of staff promotes increased outcomes for children and ensures the long term viability of our preschool</p> <p>We acknowledge that the professional standard and wellbeing of our educators is key to the quality of our preschool. Our aim is to ensure our teachers and educators are valued as professionals and given opportunities and support for their professional Development. Our Preschool will promote a positive organisational culture where we advocate for the profession and their wellbeing and continued learning.</p> <p>Links to Quality areas QA4 & QA7 of the National Quality Standards.</p>	<p>Staff wellbeing Program</p> <p>Professional Development programs</p> <p>Mentorship programs</p> <p>Performance Management reviews for goal setting.</p>	<ul style="list-style-type: none">• Individual and group goals for Staff Professional development• Rewards , events and opportunities for educators• Raising the profile of our staff in the community and the profession• Regular meetings with Educational leader and individual staff• Explore avenues for ensuring staff wellbeing, appreciation and remuneration for dedication.• Encouraging Training• Alleviating workload through increased staffing• Salary sacrifice programs

The Strategic Plan

STRATEGIC PRIORITY 4	STRATEGIC OBJECTIVES	KEY ACTIONS
<p>Sustainability of our preschool for the future.</p> <p>We wish to maintain a healthy financial status as a preschool to ensure security and education for children and families into the future. Specifically, we seek financial sustainability of our preschool over time through enrolments to ensure we can continue to provide High Quality Education and outcomes for children.</p> <p>Links with Quality Areas (QA7) of the National Quality Standards</p>	<p>This will be achieved by:</p> <ol style="list-style-type: none">1. Staff wellbeing and professional recognition . which translates to staff retention, continuity of care and a good reputation in our local community.2.Responsiveness to our communities needs.3.Connections with community4. Staff training5.Innovation	<ul style="list-style-type: none">• Staff wellbeing program• Raising the profile of Early childhood professionals• Joint team building experiences and training for staff.• Enhanced working conditions for educators <ul style="list-style-type: none">• proper maintenance, upkeep and governance to maintain Operation of a high quality service.• Surveys and feedback sought from family and community to determine communities needs .• Transport for children for ease of connecting with the broader community and raising awareness of our preschool and education• Maintaining website and Facebook <p>Educational leader and staff to determine appropriate training for staff based on professional and community needs. Eg Trauma training.</p> <p>Innovative ways of communicating and connecting with family and community</p>

