



Farm Road
Pre-School

Strategic Plan
2021 - 2026





SERVICE OVERVIEW

The Farm Road Pre-school was established in 1971 and is an important part of our local community. The Kindergarten building and grounds are owned by the City of Kingston, but the kindergarten is managed by a parent Committee of Management. As a not-for-profit community-based pre-school our primary objective is to provide the best quality care and education for children and families.

We provide play-based programs to 22 3-year-old children and 28-33 4-year-old children. Key elements of our program include our bush kinder program, inclusion of people of all abilities, cultures and sustainability.

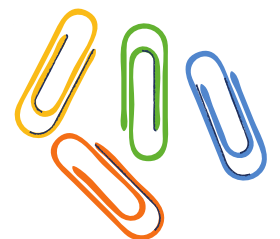
We have a highly committed experienced and cohesive teaching team who work together to provide the highest quality program. Our service and program have been rated as Exceeding the National Quality Standards by the Australian Children's Education and Quality Authority.

Farm Road Pre-school acknowledges that our centre is located on the traditional lands of the Bunurong people of the Kulin nation



VISION

To provide the highest quality education and care programs to children and families in our local community.



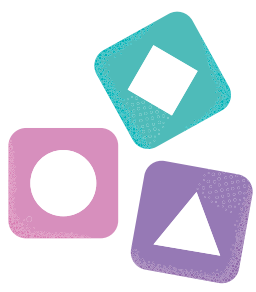
OUR STRATEGIC PLAN

The following plan has been developed to provide a broad strategic focus with key deliverable outcomes to achieve our service vision. The strategic plan has been created based on information collected through consultation sessions with educators and the committee of management, surveys from parents and discussions with children.



OBJECTIVES

- 1.To provide the highest quality, child focussed programs based on best practice principles and the National Quality Standards
- 2.To ensure our program is accessible to and inclusive of all members of our community
- 3.For the service to be financially viable
- 4.To remain an integrated and engaged part of our local community through collaborative partnerships with the community
- 5.Educators and families work in partnership

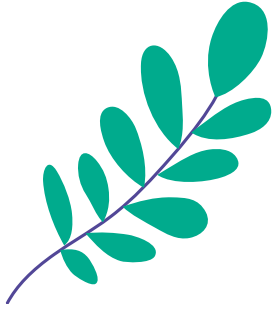
OBJECTIVE	ACTION	KEY DELIVERABLES
 To provide the highest quality, child focussed programs based on best practice principles and the National Quality Standards	Recruit and retain the best quality staff	<ul style="list-style-type: none">• Ensure recruitment processes support the best staff as required• Provide an ideal working environment• Provide opportunities for the team to work together• Provide staff with a voice• Consistency• Develop a strong casual pool of teachers and educators to replace staff• Provide teachers and educators with professional development opportunities• Provide all staff with a safe and healthy working environment
	Ensure that the kindergarten is well resourced	<ul style="list-style-type: none">• Provide teachers with an adequate budget for resources and materials• Regularly review and replace resources
	Ensure the group sizes and timetables are designed to meet the needs of both children and families	<ul style="list-style-type: none">• Reduce the 4-year-old group to 28• Ensure that both educators, families and children are consulted when reviewing the timetables



OBJECTIVE

ACTION

KEY DELIVERABLES



Provide children with a voice and agency

- Consult with children when undertaking decisions and changes to the service

Incorporate Nature play as a key element of the program

- Continue to provide bush kinder programs for 4-year-old children
- Look for opportunities to incorporate and promote nature play for 3-year-olds
- Fundraise for ongoing upgrades, improvements and maintenance of the outdoor play area





OBJECTIVE

ACTION

KEY DELIVERABLES

To ensure our program is accessible to and inclusive of all members of our community



Reduce financial barriers to the service

- Committee to ensure fees cover the cost of running the program but are as low as possible
- Promote early start kindergarten and the kindergarten fee subsidy to families

Create a child safe environment

- Commitment to child safety
- Child safety policies and procedures in place
- All staff and committee to sign a code of conduct
- Ensure all educators and teacher are adequately trained
- Body safety programs implemented at the service

Promote, and value diversity and inclusion across all areas.



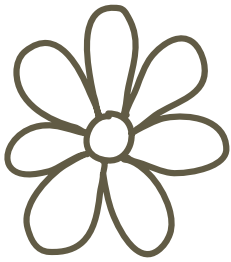
- Actively promote the values of social justice and an anti-bias approach.
- Remove any barriers to the program
- Celebrate diversity (cultural holidays and events)
- Teaching children Auslan
- Ensure that all parents are engaged with and represented.
- Develop a Reconciliation Action Plan (RAP) and further develop our cultural competence across the service
- Promote LGBTQI+ awareness
- Build a relationship with local aged care service provider.



OBJECTIVE

ACTION

KEY DELIVERABLES

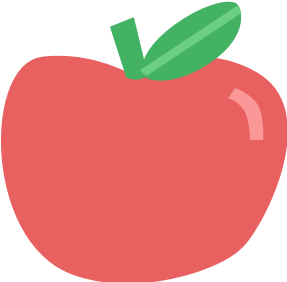


Ensure that timetables are designed to meet the needs of both children and families

- Consult with families, children and educators when reviewing timetables
- Provide opportunities for working families to access the service (after kinder care)
- Consider connection to local schools





OBJECTIVE	ACTION	KEY DELIVERABLES
 <p data-bbox="44 387 368 656">For the service to be economically and environmentally sustainable now and into the future</p>	<p data-bbox="408 387 791 656">Ensure the service has good models of Governance and information is retained across Committees</p>	<ul data-bbox="842 387 1538 656" style="list-style-type: none">• Employ suitably trained and skilled administration staff• Committee to undertake handover each year with new Committee.• Remain committee of management run
	<p data-bbox="408 750 791 902">Ensure the service is financial viable now and in future</p>	<ul data-bbox="842 750 1538 1249" style="list-style-type: none">• Develop and adhere to annual budget• Committee to set fees at an appropriate level to cover the costs of operating the service• Look for models of operations that promote quality and are financially effective and efficient• Seek additional/ alternate sources of funding
	<p data-bbox="408 1310 791 1579">Ensure the service is environmentally responsible and educates for future sustainability</p>	<ul data-bbox="842 1310 1538 1350" style="list-style-type: none">• Develop a sustainability action plan
	<p data-bbox="408 1657 791 1809">Build the profile of the kindergarten within the community</p>	<ul data-bbox="842 1657 1538 2033" style="list-style-type: none">• Improve signage• Promote kindergarten open days and events• Relationships with schools and maternal and child health• Regularly post to our facebook/social media page



OBJECTIVE	ACTION	KEY DELIVERABLES
To remain an integrated and engaged part of our local community through collaborative partnerships with the community.	Retain relationships with Council, schools, kindergartens and other service providers	<ul style="list-style-type: none">• Teachers to attend local networks• Teachers to build a relationship with schools• Committee to attend relevant City of Kingston networks• Work closely with maternal and child health
	Look for opportunities to engage with our local community	<ul style="list-style-type: none">• Open Days• Intergenerational programs• Milestone celebrations (e.g. 50 years celebration)





OBJECTIVE

ACTION

KEY DELIVERABLES

Educators and families work in partnership

Ensure parents are involved in decision making

- Continue to be a Committee of management run organisation
- Undertake annual parent satisfaction surveys
- Undertake consultation with parents as necessary

Increase communication between parents and families regarding service operations and programs

- Investigate information technology solutions
- Utilise our facebook page to show parents activities that occur during kindergarten programs.

Ensure there is opportunities for all parents to be involved at the service

- Continue to encourage "play n stay" for parents
- Educators to provide events that support involvement of working parents.
- Fundraising events to be held at a variety of times to allow participation by all families.



