

Our Values

CHILDREN are at the heart of all we do. We believe that all children, regardless of circumstance, are capable of educational excellence and personal growth, and we are committed to ensuring school readiness and lifelong success for each one.

- **INTEGRITY**-We regard fairness, honesty, transparency and accountability in our words and actions and regard truthfulness, reliability, and consistency to be of utmost importance.
- **RESPECT**-We recognize the worth and value of each person as we seek to understand and accept different perspectives and approaches within a culture of inclusivity and mutual respect.
- **EQUALITY**-We have a strong commitment to individual and organizational efforts to exemplify respect, dignity, fairness, caring, openness and impartiality.
- **QUALITY**-We pursue excellence, distinction, efficient and innovative practices within all our work and continually strive to improve.
- **COLLABORATION**-We believe working with others through active collaboration and participation adds value, increases effectiveness and improves our impact.
- **POSITIVE RELATIONSHIPS**-We are friendly, trustworthy, empathic, authentic, genuine, dependable, optimistic, helpful and go above-and-beyond in our internal and external relationships.

Our Mission

To prepare children for lifelong success through quality early learning

Our Vision

Every child develops a strong foundation of learning in a community dedicated to ensuring all families have the necessary support to thrive and all children reach their full potential

Our Strategic Goals To Transform Early Learning

Children <i>Maintain high quality early learning programs to ensure positive outcomes for children</i>	Funding <i>Achieve a sustainable funding model and the necessary</i>	Educate All <i>Deliver consistent, mission and results-driven communications</i>	Optimize Technology <i>Use of technology to promote efficiencies, track data, and</i>	Capacity of Board <i>Strengthen the board to support implementation of the strategic plan and goals</i>	Community <i>Maintain positive relationships and collaborative partnerships</i>
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Objectives

Strive for the highest quality childcare and early education Focus on areas that impact child outcomes Families feel empowered and supported to be effective as their child's first teacher.	Each year review a funding model that generates revenue from diverse sources Build internal fundraising capacities; evaluate resources Engage board and business community as advocates to invest in	Continue to implement a strategic marketing and communications plan including social media and communication of impact Board and staff serve as advocates and leaders in the advancement of early learning Active communications committee to focus on awareness	Develop a multi-year strategic technology plan Create systematic processes and procedures to collect, input, and analyze client data. Report findings and outcomes to the community annually	Maintain function of the board for maximum participation and engagement Board leadership cultivates a culture of meaningful engagement built upon shared expectations, accountability, and stewardship of the mission	Foster and actively advance public and private partnerships to improve outcomes for children, birth to 5 Maintain existing relationships and continue to explore innovative ways to collaborate to meet the needs of children and families Build upon success of Literacy Buddy & Bucket of Books programs
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Key Strategies/Measures of Success (Focus of next 6-9 months as of 1/19)

Reframe the local QRIS with a focus on aligning it with new state tiered system; support quality (by 9/19) Maintain strong options for professional development.(ongoing) Strengthen relationship with school district (4/19-8/19) Continue to proactively work within a Two Gen approach to support parents and the family unit (ongoing)	Focus on ensuring that state funding inequities are addressed; keep tabs on progress of cost allocation study at state level; use appropriate advocacy as needed (3/19-7/19) Evaluate best use of resources for fund raising activities and determine what should be the focus of work (ongoing) Continue to increase private donations by 20 % each year, assess in 10/19	Explore the development of a new awareness campaign with businesses such as "Family Friendly workplace" (by 8/19 have a plan) Meet with legislators regularly, particularly target those newly elected 3/19 through 10/19) Board members intentionally incorporate early learning messages within their networks; connect with business entities (ongoing)	Determine available options for use of technology; full implementation of portals (ongoing) Streamline systems for effective and ongoing data collection and reporting Examine metrics for better assessment of outcomes and ELC's impact (updated report by 9/19)	Board feels engaged; 90% attendance; 100% giving; active and viable committees; 100% vacancies filled; regular surveys to measure board satisfaction (ongoing) Structure board meetings to facilitate lively and meaningful discussion related to strategy including education as desired Streamline and simplify reports as appropriate Focus on impact and a few key items (ongoing)	Systematically advocate for better services/outcomes for children – (ongoing) Collaborate with natural partners to build upon efforts to promote early learning messages and look for opportunities for shared advocacy and focus on common goals (ongoing) Consider areas for cross marketing with other entities/partners (ongoing) Presentations from key partners as to how our work aligns (plan in place by 10/19)
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