CHILDREN are at the heart of all we do. We believe that every child, regardless of circumstance, has the potential to thrive. In the community we serve, we are committed to ensuring school readiness and lifelong success for each one.

Our Values

INTEGRITY-We regard fairness, honesty, transparency and accountability in our words and actions and regard truthfulness, reliability, and consistency to be of utmost importance.

QUALITY-We pursue excellence, distinction, efficient and innovative practices within all our work and continually strive to improve.

RESPECT-We recognise 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.

COLLABORATION-We believe working with others through active collaboration and participation adds value, increases effectiveness and improves our impact.

EQUITY-We have a strong commitment to individual and organizational efforts to enshrine respect, dignity, fairness, caring, openness and impartiality.

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

Maintain high quality early learning programs to ensure positive outcomes for children

Funding

Work towards enhanced funding model and the necessary infrastructure

Educate All

Deliver consistent, mission and results-driven communications

Optimize Technology

Use of technology to promote efficiencies, track data, and evaluate impact

Capacity of Board

Strengthen the board to support implementation of the strategic plan and goals

Community

Maintain positive relationships and collaborative partnerships

Overall Objectives

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Strive for the highest quality childcare and early education

Focus on areas that impact child outcomes

Families are empowered and supported to be effective as their child’s first teacher

Examination of current status of child care industry

Strive for the highest quality childcare and early education

Focus on areas that impact child outcomes

Families are empowered and supported to be effective as their child’s first teacher

Examination of current status of child care industry

Key Strategies/Measures of Success (Focus on 3/21 through 12/21)

Address Capacity issues (see detailed steps page 2)

Follow up meeting with new superintendent (no later than 5/21)

Rebrand Look for the Stars program in process, to be completed by 8/21 (ELC Quality Staff)

Recruitment and retention of teachers (see steps outline page 2)

Explore additional tools and resources to share with families—short term 6/21 and ongoing, staff in partnership with others in community including school district

Examine impact of SIFS on wages on industry 6/21-12/21

Examination of Equity issues as it relates to ECE system: Staff training on implicit Bias 10-21, explore provider training 11-21, CEO complete certificate course on Diversity, Equity & Inclusion 6/21

Focus on state funding inequity; keep tabs on progress of cost allocation study at state level; use appropriate advocacy is needed (in pinions) ELC staff and board

seek and secure strategic grants (ongoing) ELC staff

explore private funds and foundation grants for rate increases and to cover differential costs (5/21-10/21) staff

Participate in local, community fund raising events as appropriate – TBA when opportunities arise – Board

Implement planned awareness campaign with businesses to feature family friendly or early learning friendly businesses. Staff and board communications committee members

increase CCRR utilization on a plan to increase outreach and use of CCRR services – ELC board

Meet with legislators, ongoing, staff and board members

Make Use of Podcasts, each quarter if possible, staff and board 5/21

Viable community report development and distributed-TBA develop plan by 8/21 Staff and board

Use of Literacy Buddy volunteers as ambassadors – Board

Staff and board – ongoing

Examine technology needs and exploration of new IT support contract by 10/21

Updated training in Tableau reports 4/21 and then ongoing

Develop reporting schedule 5/21

Continued examination of efficiencies gained by use of virtual platforms – ongoing

Explore tools and technology for real time surveys and information from providers as to child kick openings, teacher vacancies, etc. 4/21

Proactively manage board for 90% attendance; 100% giving; active and viable committees; 100% vacancies filled; regular surveys to measure board satisfaction (Review quarterly and address issues; ongoing; Governance committee

Structure board meetings to facilitate educational topics and meaningful discussion related to 5 goals (Review agendas over time) ongoing

Reinstate having finance and other visual reports that paint picture of clients and current services as well as fiscal item 6/21

Continue to streamline/ simplify reports; Focus on impact & key items; ongoing

Plan for board engagement, in person meetings, post COVID 9/21

Man for more comprehensive strategic plan process by 12/21

Systematically advocate for better services/outcomes for children; ongoing, staff and board

Resume hosting events for Outreach and awareness;

• Storybook Street 4/21
• Provider recognition – summer 2021
• Literacy Buddy recognition-TBA
• Business “Breakfast” TBA

Participate in community events with partners when available

Facilitate business involvement in ECE activities when available

Sarasota
Address Capacity issues (infant care and specific area of county-North Port)

- Review Mapping Date being done by OEL 3/21 and ongoing as more data is made available
- Explore zoning and permit barriers in NP 8/21
- Meet with local officials/advocacy in NP 8/21
- Explore across the border collaboration (compare differences in permits and zoning in Port Charlotte, is there opportunity there for interested Sarasota providers to expand there) TBA
- Recruit providers/incentives/work with foundations- ongoing exploration
- Need real time information from providers of openings at any one time- see technology item

Fully understand Cost of Care to determine strategies to address

- Barancik study- current process to understand child care industry and determine strategies- in process, to be completed by 8/21
- Cost of care calculator- tool developed for use by ELC’s providers and others; should be available to ELC’s by 5/21

Develop plan to help with Recruitment/Retention of preschool teachers

- Barancik sponsored surveys of teachers, determine what incentives might work 5/21- 6/21
- Wage incentives, public and private funds- exploration begun but may be more long term
- Expansion of REACH- 6/21
- Long term advocacy for comparable wages between preschool and K-12- ongoing, long term strategy