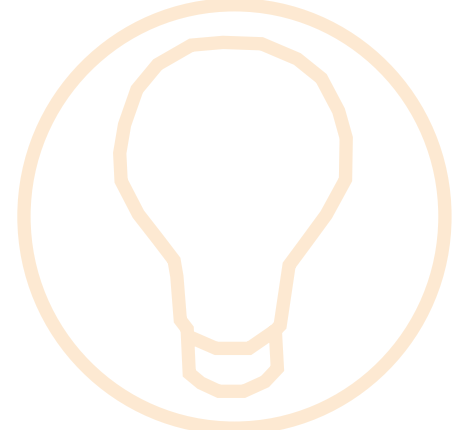


The East Melbourne Child Care Co-operative

Strategic Plan 2023-2025



Submitted: Rebecca Vouch, Executive Director, Tuesday 28 March 2023
Endorsed: Michael Love, Committee Chair, Tuesday 28 March 2023
Endorsed: Isobel Andrewartha, Committee Member, Tuesday 28 March 2023

Who are we?

The East Melbourne Child Care Co-operative Ltd (EMCC) is made up of two centres:

Powlett Reserve Children's Centre and Kindergarten (PR)
Yarra Park Children's Centre and Kindergarten (YP)

Our Mission

We provide children with high quality education in the early years, laying the foundation for future lifelong success.

Our Vision

To be a sought-after childcare centre, leading the way with our collaborative approach

Our Values

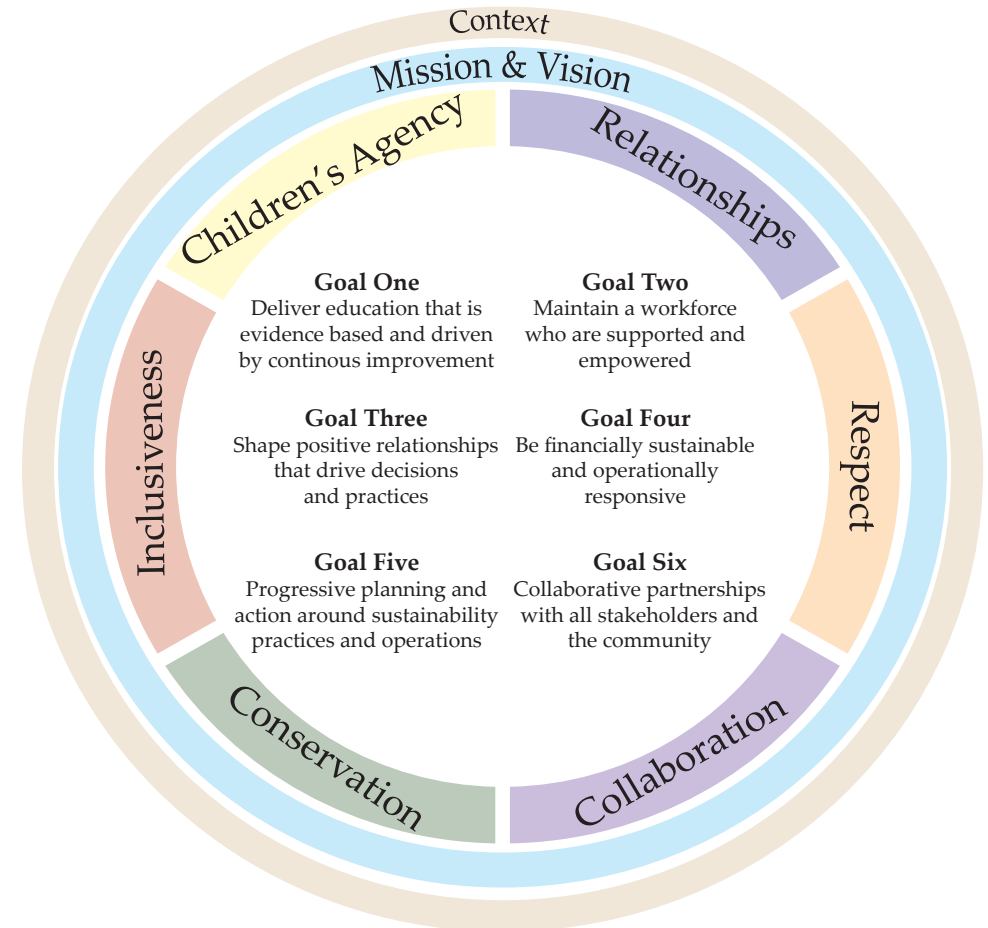


Our Mission, Vision and Values are all informed by our Context

Our Context is made up of factors the EMCC is constantly monitoring and responding to:



- Ongoing recruitment and retention of skilled Educators.
- Location disparity between PR and YP.
- Utilisation (attendance) traditionally higher at PR and lower at YP.
- Competition of other local childcare facilities.
- Facility management disparity between PR and YP.
- Family participation fluctuations term-to-term.
- Building our presence both online and in traditional media.


Together these factors all shape our **Strategic Goals**





Our Philosophical Statement




We embrace



- The **critical role of family** in the life of a child and the importance of collaboration and effective partnerships between families and educators.  


- **Protecting children** from abuse is a whole community responsibility. At EMCC we are committed to the safety, participation and empowerment of all the children. We have a zero tolerance for child abuse. We want children to be safe, happy and empowered. We support and respect all children, as well as our staff, volunteers and families. 

- **Play based learning**, where children can make their own decisions and explore their ideas in thoughtfully planned environments with access to open ended resources and uninterrupted blocks of time. 

- **Children's programs**, including the benefits of risk taking to help children meet challenges, develop resilience and persistence, confidence and independence. The sciences are represented when offering STEM programs. Children are encouraged to be active throughout the day through both planned and non-planned physical education programs. 

- **Diversity, inclusion and equity** for children, families and educators. Offer opportunities for the children, families and educators to develop a sense of belonging to their community, to understand and appreciate the differences in culture, values, abilities, beliefs, gender, sexuality, language, traditions and backgrounds.   

- **Australia's Aboriginal and Torres Strait Islander cultures** and the rich learning opportunities these cultures offer children, families and educators. We respectfully acknowledge that we work and live on the land of the Wurundjeri people and endeavor to impart understanding and appreciation from non-Indigenous peoples while honoring and strengthening awareness of Aboriginal and Torres Strait Islander people and cultures.  

- The **natural environment**, offers learning opportunities for children and the increasing importance of environmental education, including sustainability, for children's long-term wellbeing and their responsibility as citizens of the earth. 

Our Values underpin the EMCC Philosophy

Relationships 

Respect 



Children's Agency 


Conservation 


Inclusiveness 



Collaboration 



We believe


- **children have a right to high quality education**, where best contemporary practice is critically reflected on and always promoted.  










- in the importance of **highly qualified and experienced educators** and of investing in their ongoing professional development. Decision making is enriched when educators regularly engage in critical reflection about issues of curriculum, philosophy, ethics and practice. 

- **children are unique, competent and capable citizens with rights**, and by supporting them to question, investigate and engage in purposeful play we help them become successful, confident and creative learners. Children's Agency allows children to make critical choices and decisions that influences events and impacts upon their world. 

- strong, warm, enduring, **respectful and reciprocal relationships** are necessary to a child's healthy development, wellbeing and learning success.  

- parents and family members should be offered **many opportunities to be involved** in all aspects of the management, daily life and programming of the service. We value families as co-educators and children's learning is enriched when educators work in partnership.  

- **networking with community** allows for sharing of knowledge and experiences which build opportunities for collaboration. 

Goals	Strategies	Measures
Deliver education that is evidence based and driven by continuous improvement 	Embed a culture of critical reflection	Build educator capacity to use data and curriculum to inform Educational programs and assessment, through support and training. Implement high quality documents that build a shared understanding of an inquiry approach to learning and teaching with clear processes.
Maintain a workforce who are supported and empowered  	Build on a mentoring approach to support all Educators with a focus on room leaders, educational leader and management. Develop mentors who can provide support, with a focus on VIT registrations.	Encourage open feedback that is used to drive improvement. Engage with recruitment strategies that build capable teams. Build knowledge using an inquiry approach about the current and wider Educator
Shape positive relationships that drive decisions and practices  	Empower children to be active participants in decisions that affect them. Building on their sense of agency by regularly asking deep questions and encourage and listen to their discussions.	Build on parent engagement to instill a sense of pride and connectedness. Review how we seek feedback and critically reflect on the processes and develop different ways.
Be financially sustainable and operationally responsive 	Review all investment opportunities	Build occupancy at Yarra Park with external support and act on changes that support this Continue to seek and gain grants and funding opportunities
Progressive planning and action around sustainability practices and operations 	Build on and continue with the sustainable practices we engage in and add to what we already do engage in the solar program at Powlett reserve to ensure its successful completion	Utilize Reverse Art truck to source art and craft materials Encourage children (and Educators) to use the clothes line in the kinder yard and the clothes horse in the baby toddler yard and reduce dryer usage. Encourage the children to use recycled paper and use cardboard boxes as the base of box construction and pasting rather than paper Once again participate in plastic free July Commit to dropping the heating temperature 1 degree to 20 degrees in winter and adding 1 degree to the cooling in summer 22 degrees. Research and commit to using recycled paper towel and toilet paper Use water tank water for play and not mains water in baby toddler yard
Collaborative partnerships with all stakeholders and the community.  	Critically reflect on how we seek collaboration with families, children, educators and the wider community and develop processes to document these discussions.	Build links with the wider community and continue to establish links with Sheena Watt MP, the East Melbourne community group, community animator and Buldau Yioohgen. Develop a more user friendly website that stakeholders can use as a resource.