



Children's Services

# 2023 2025

## STRATEGIC PLAN

### OUR VISION

IS TO LEAD AND INSPIRE  
YOUNG CHILDREN'S  
LEARNING FOR LIFE.

### OUR PURPOSE

IS TO PARTNER WITH  
FAMILIES AND COMMUNITIES  
TO NURTURE CHILDREN'S  
LEARNING, DEVELOPMENT  
AND WELLBEING.

### OUR VALUES

- CHILDHOOD
- INTEGRITY AND RELATIONSHIPS
- LEADERSHIP
- INNOVATION
- SUSTAINABILITY
- DIVERSITY AND INCLUSION

## PILLARS

## GOALS

## ENABLERS



### EDUCATIONAL EXCELLENCE

We will lead in the National Quality Ratings and improve learning outcomes for all children by proactive innovation and collaboration in the provision of research and evidenced based programs.

- ▶ Achieve the Innovative Quality Improvement Strategy
- ▶ Sustain our solid progress towards improving Child Safety and Wellbeing
- ▶ Active participation in Practitioner Research
- ▶ Strengthen our commitment to diversity and inclusion in our care and education of children



### THRIVING WORKFORCE

Placing our people at the heart of all we do, we constantly reimagine and co-create a world of work where our people and our purpose thrive in harmony in a supportive and inclusive culture.

- ▶ KU continues to be an Employer of Choice
- ▶ Progress the KU Leadership Plan
- ▶ Implement the Early Careers Program
- ▶ Enhance KU's employment brand
- ▶ Expand holistic employee wellness offerings
- ▶ Broaden the Talent and succession Plan



### FINANCIALLY SUSTAINABLE

We will be financially strong and sustainable with robust systems and processes which underpin growth and operations of the organisation.

- ▶ Preserve and enhance financial viability and stability
- ▶ Review service models and programs to meet changing community needs and government priorities
- ▶ Pursue growth and partnership opportunities
- ▶ Sustain our vigilant focus on cyber security
- ▶ Continually evolve our Best Practice Risk Management Frameworks



### SOCIAL RESPONSIBILITY

We will be at the forefront of social responsibility, supporting all children and families to access our early childhood services and programs with a strong commitment towards the global transition to a more sustainable world.

- ▶ Progress our steadfast commitment to Aboriginal and Torres Strait Islander Peoples
- ▶ Strengthen our commitment to diversity and inclusion
- ▶ Expand our commitment to Social Impact investment
- ▶ Extend and promote the KU Marcia Burgess Foundation
- ▶ Develop an ESG Framework

KU Aboriginal and Torres Strait Islander Framework

KU Child Safe in Practice: a voice for children's safety and wellbeing

KU Innovation Plan: creating opportunities in a changing world

KU IT Roadmap: leveraging technology

# OUR VALUES



### CHILDHOOD

We recognise childhood as a special time in itself; a time for all children to be immersed in secure and trusting relationships and environments that allow them to explore, play, discover and learn. We nurture the development of identity, confidence and capability which form the foundations of a lifelong love of learning. We ensure the voices of children contribute to the work that we do and the decisions we make.



### INTEGRITY AND RELATIONSHIPS

We act with honesty, openness and consistency. Our relationships are respectful, mutual and reciprocal and are built on trust, authenticity and ethical behaviour. We welcome feedback and make decisions that are responsible and fair.



### LEADERSHIP

We are driven by the passionate pursuit of quality early childhood education and encourage others to share that journey. We lead by example, drawing on our experience and knowledge to shape early childhood education thinking, policy and practice.



### INNOVATION

We have the courage to pursue bold visions of the future. We are committed to continual professional learning and organisational development. We collaborate and explore new ideas and different ways of thinking.



### SUSTAINABILITY

We acknowledge and consider both our heritage and our future. We embrace our responsibilities within the world around us – to our children and communities, our people, our environments and the long term sustainability of our organisation.



### DIVERSITY AND INCLUSION

We recognise that everyone has their own culture, beliefs, values and strengths contributing to our rich and diverse community. We embrace, advocate for, and invest in the rights of all children to access and actively participate in our programs and have a sense of truly belonging.