St. Thomas Early Learning Strategic Planning 2026-2031

Mission

The Early Learning Centre is committed to providing quality care to families in Elgin and the surrounding areas. This care is delivered alongside learning experiences for all children, and is provided in a safe, warm, and nurturing environment. Diverse and plentiful play experiences are encouraged and facilitated by trained and experienced staff. We provide opportunities for optimal growth in all areas of development for every child.

Our commitment to quality care embodies respect and support for the families and staff utilizing our services. This is achieved through the collaborative efforts of parents, staff, board members, and community partners.

Vision

The Early Learning Centre will continue to build positive and responsive relationships with and between staff, children, families, and the community. This interconnectedness supports a holistic focus on children's social, emotional, physical, creative, and cognitive development, while supporting families and relationships within the community.

Values

Quality - ELC will ensure we are providing quality environments and experiences for children to explore ideas, investigate their outcomes, and interact with others in play.

Relationships - Maintaining collaborative, respectful, and open relationships with individuals, families, and community partners to ensure the effective development and delivery of quality programs and services.

Acceptance and Respect - Families should feel that they belong, are valuable contributors to their children's learning, and deserve to be engaged in a meaningful way. Every educator should feel that he/she belongs, is a valuable contributor, and deserves the opportunity to engage in meaningful work.

Collaboration - Connecting with people who have a variety of perspectives, moving towards common goals and interests for the purpose of sharing resources, strategies, innovation, and support. We will continue to work towards a connected and collaborative community in our field.

Professionalism - Providing ongoing opportunities for educators to engage in critical reflection and discussion with others about pedagogy and practice to support continuous professional learning and growth.

Integrity - Guided by the code of ethics, we reflect the profession's core set of beliefs and values of care, respect, trust, and honesty.

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Strategic Directions for Organizational Success

Strategic Direction One: Expanded Quality Services for Children and Families
Strategic Direction Two: Enhanced Employee Growth and Development Opportunities
Strategic Direction Three: Increased Organizational Capacity for Growth

Strategic Direction	Strategies				
Strategic Direction One: Expanded Quality Services for Children and Families	1. **Pedagogical Supports Plan** • Enhance ongoing curriculum supports including observation and documentation strategies	2. **Parent Engagement Strategy** • Research and establish strategies to engage parents in the program including daily communication plan and annualized surveying plan	3. **Supply and Technology Equipment Assessment** • Conduct an assessment of required supplies and technology equipment and create a purchasing plan	4. **Community Engagement Activity Plan** • Establish annualized field trips • Determine possible community outreach strategies	5. **Storage and Site Assessment** • Assess needed storage areas and evaluate parking and other site-specific facility needs
Strategic Direction Two: Enhanced Employee Growth and Development Opportunities	1. **Staff Peer to Peer Mentorship Program** • Create opportunities for experienced staff to be paired with new staff for orientation, onboarding and outreach support throughout the year	2. **Organizational Communication Plan** • Develop strategies for best practices and consolidated messaging to support consistency from centre to centre	3. **Staff Professional Learning Plan** • Inventory Staff Professional Learning Needs to Create an Annualized Plan	4. **Performance Management Program** • Design and implement a staff performance management plan offering ongoing check in meetings and written feedback	5. **Staff Recognition Program** • Form sub-committee to brainstorm and establish a staff recognition program

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Strategic Direction	Strategies			
Strategic Direction Three: Increased Organizational Capacity for Growth	1. **Enhanced Customer Service Strategies** • Seek opportunities for staff to gain new strategies for communicating effectively with families and supporting ongoing family needs through training and other community supports	2. **Succession Plan Development** • Assess future staffing needs and development of a future staffing plan	3. **Leadership Development Plan** • Identify ongoing human resource, organizational and board needs and determine possible supports	4. **Facility Expansion Plan** • Consider opportunities for ongoing growth of physical sites and staff