

Queanbeyan & District Preschool Association

Strategic Plan 2024-2028





Acknowledgement of Country

Queanbeyan & District Preschool Association acknowledges the traditional custodians of the land in which we play, live and learn, and guide the young leaders of tomorrow.

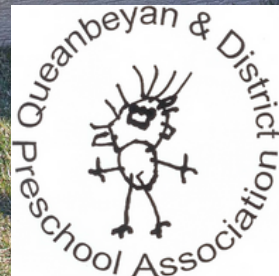
We recognise the traditional custodians connection to land, water and community. We pay our respects to First Nations peoples and their culture, and to Elders past, present and emerging.

*Always was, Always will be,
Aboriginal Land.*

Overview

The purpose of this strategic plan is to provide goals and actions to support the future direction of QDPA.

- QDPA has grown significantly, and continues to grow with an additional Preschool opening in 2022
- QDPA now operates four preschools in the Queanbeyan region
 - Harris Park Preschool (80 children per day)
 - Waratah Preschool (25 children per day)
 - Karabar Preschool (24 children per day)
 - Mura Preschool (60 children per day)
- All preschools are currently operating at 100% capacity, with an ongoing waiting list.



Achievements from previous strategic plan:

- **Goal 1** - Development of a new QDPA site: although the potential sites in the previous plan did not eventuate, QDPA built and opened Mura Preschool in 2022.
- **Goal 2** - Ensuring our staff have the best workplace to continue to develop our next generation: This one took a turn as Australia moved to predominately online training during COVID. The calibre of training was not as high as when it was conducted face to face, so it will be a priority to strengthen this moving forward. The Management Committee implemented a pay increase for permanent staff from January 2023 of 3%, plus an additional 5 days personal leave (pro-rata).
- **Goal 3** - Strengthen IT resources, training and practice: The website was re-done in 2018, however is due for an update again; online enrolment processes were implemented and these will move to OWNA in 2023; invested in smart boards, iPads and other technology across all preschools; Seesaw implemented for parent communication; IT systems consolidated with Cool Chilli moving everything to the cloud.
- **Goal 4** - Strengthen financial and compliance processes: Strong budgeting allowed provision for the investment into our fourth preschool, Mura.
- **Goal 5** - Ensure continuous quality improvement across all QDPA services.

Vision and Values

QDPA believes that every child deserves opportunities to learn, grow and develop connections through a high-quality preschool program, and we strive to prepare all children to become lifelong resilient learners and members of their community.

Our values and strategic priorities are:

- Our children
- Our families
- Our people
- Inclusion
- Community
- Service Excellence
- Economical Sustainability



Goal One - Our Children

To provide the highest quality preschool education for our children, with a child-led approach to teaching and learning, in line with Quality Area One of the National Quality Standards

- Provide consistently high-quality preschool education for every child.
- To provide a safe and secure environment for all children to have a strong sense of belonging.
- To provide Universal Access for children in their final year before primary school.

Goal Two - Our Families

To ensure that families have strong partnerships with our Preschools to support the education of their children, and to assist in continuous improvement opportunities overall.

- To provide a 'community hub' in order to connect families with our preschools and community services to meet their needs.
- To value and encourage family feedback, engagement and participation within our programs and the Association.

Goal Three - Our People

To be considered an employer of choice, attracting, and retaining a high calibre of educators through a positive organisational culture and building a professional learning community (QA7).

- To provide a safe mental health workplace
- To support and offer continuous professional development for all staff.
- To support the introduction of an Enterprise Agreement for the Association

Goal Four - Inclusion

To ensure inclusion and equity across the Association for families, children, and staff

- To value and celebrate inclusion and diversity within the Association.
- To provide children with identified additional needs priority of service, and a high-quality education.

Goal Five - Community

To remain an integrated and engaged part of our community through collaborative partnerships

- To support Reconciliation with Aboriginal and Torres Strait Islander peoples
- To support and establish networking opportunities in the community.
- To deliver programs with intentional and embedded community connections and partnerships

Goal Six - Service Excellence

To promote best practice and excellence in all aspects of the Association

- To manage buildings and assets to support safe working and learning physical environments.
- To influence Governments to advocate for community Preschool.
- To value and celebrate achievements and successes within the Association

Goal Seven - Economical Sustainability

To retain financial viability whilst remaining an affordable preschool of choice for families

- Explore and identify opportunities to cater for future demands of growth in the region.
- Maintain robust Association governance processes.
- Explore opportunities to diversify and increase income sources of the Association.

Join our Journey

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Our Office Team



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