

# STRATEGIC PLAN 2024-2026



**LEADING  
INSPIRED  
LEARNING**





**CONNECT WITH  
STRIVE:**

265 Maitland St,  
London, ON N6B 2Y3  
519-434-3644

[www.striveswo.ca](http://www.striveswo.ca)  
[info@striveswo.ca](mailto:info@striveswo.ca)

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# A MESSAGE FROM STRIVE

**We are pleased to share with you our strategic plan for 2024 - 2026. The early childhood education and care (ECEC) sector is constantly evolving. This plan outlines the change we want to inspire and the strategies we will implement in the next three years.**

In 2016, we created our first-ever strategic plan. In 2020, we launched Leading Inspired Learning, our second strategic plan. Over the last 8 years, we have been responsive to the community's needs. We continue to provide intentional professional learning opportunities, both in person and virtually, reaching thousands of early years professionals every year. We now support the sector through the ECE Professional Resource Centre, which houses over 1200 physical resources including materials, books, and toys available to loan. In 2023, we launched Leading Inspired Learning: A Strive Podcast, where we continue to share meaningful conversations vital to our sector. We are proud of what we have accomplished in a short time, and we are only getting started.

Our new strategic plan defines the vision we have for our future. Our plan has been developed in consultation with 117 professionals, team members, partners, funders, advisory committee members, and professional learning committee members. Their insights and ideas guided us as we created this plan. We are grateful for their contributions.

We are thrilled to continue to work in partnership with the City of London, Middlesex, Elgin and Oxford counties. We have aligned our strategic plan to support the important work of all of the municipalities we serve.

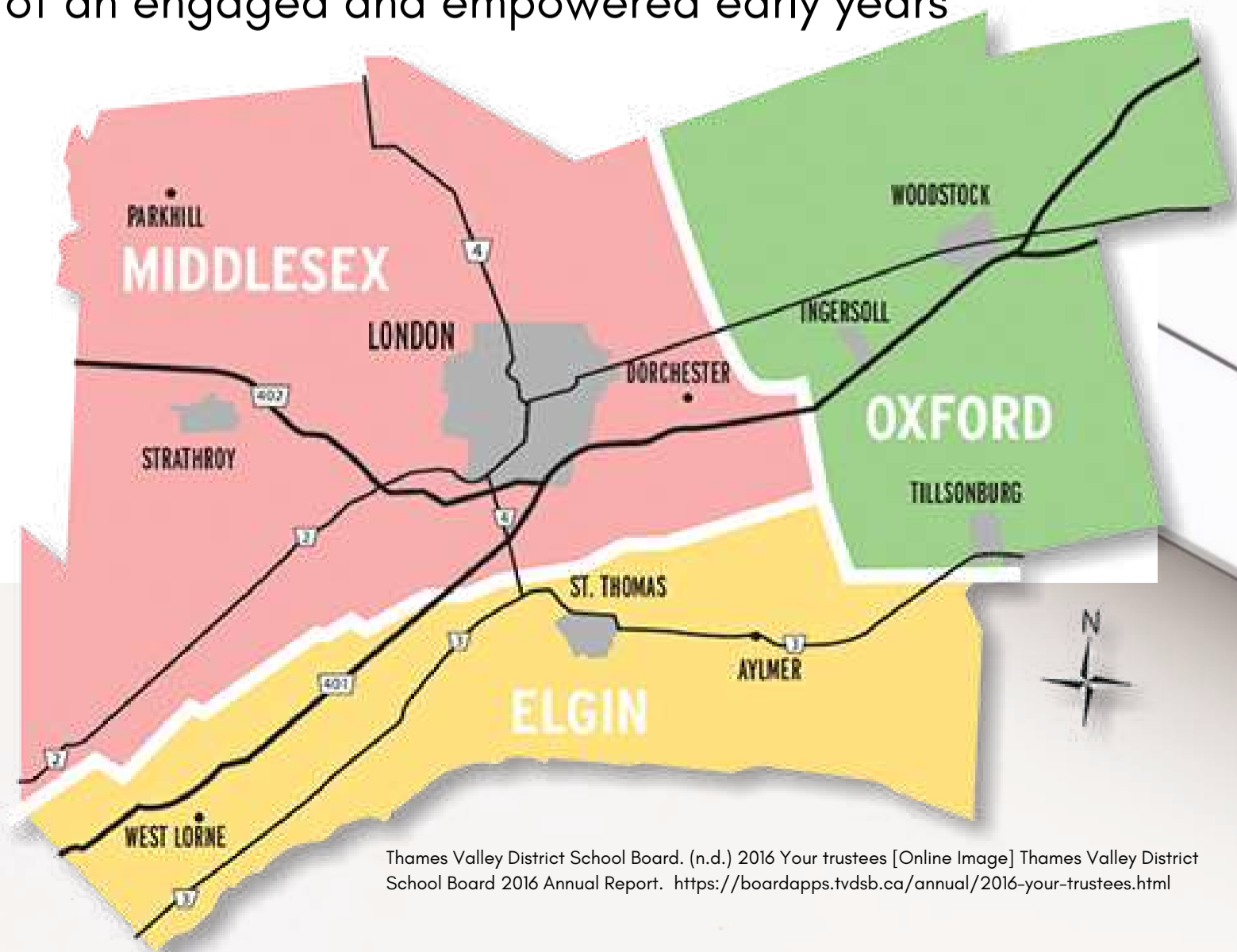
Over the next three years, we will leverage our knowledge and expertise to build capacity in the sector. We will strengthen leadership and create opportunities for connection. We will focus on advancing mentorship in all its complex facets. We will embed equity, diversity, and inclusion in all we do.

Together, we will strive to reach our goal of an engaged and empowered early years community.

Sincerely,



Ally Scott RECE, Strive Manager







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# OUR STRATEGIC CONTEXT

## WHO WE ARE

Strive is a collaborative group of child care and early years professionals dedicated to supporting learning and growth to elevate effective practice. Our community is interested in a process that values reflection and sustainable evolution rather than a prescribed method to measure.

## VISION

**Engaged and empowered early years community**

## MISSION

**Leading inspired learning**

## VALUES

- **Collaboration**
- **Care**
- **Continuous learning**







# OUR STRATEGIC **DIRECTIONS**





**Embedding equity, diversity, and inclusion in all we do, we will:**



## **BUILD CAPACITY:**

Strive will build capacity amongst professionals in the early childhood education and care sector.



## **ADVANCE MENTORSHIP:**

Strive will interrogate the complexities of mentorship in order to support early years professionals.



## **STRENGTHEN LEADERSHIP:**

Strive will support new, emerging, and existing leaders to build community.



# STRATEGIC DIRECTION: **BUILD CAPACITY**



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## OUR GOAL

Strive will build capacity amongst professionals in the early childhood education and care sector.







# OUR STRATEGIES

- 1** Diversifying professional learning that is responsive to needs.
- 2** Enhancing the use of the ECE Professional Resource Centre.
- 3** Intentional outreach to pre-service, new, and non-RECEs to grow skills, knowledge, and dispositions.
- 4** Creating innovative ways to communicate Strive's vision and increase engagement.

## WHY THIS STRATEGIC DIRECTION IS IMPORTANT

Diversifying our professional learning offerings is a crucial strategic direction for Strive. We recognize the dynamic and evolving nature of ECEC, where professionals encounter new challenges and opportunities regularly. By offering a range of professional learning opportunities, professionals can tailor their learning opportunities to address specific goals, ensuring that they are well-equipped to meet the diverse needs of children and families in their care. This strategy promotes continuous growth and adaptability amongst us, fostering a culture of lifelong learning within the ECEC community.

Enhancing the use of the ECE Professional Resource Centre is essential for Strive in optimizing the available tools and materials that support our professional growth. The Resource Centre serves as a centralized pedagogical hub for supporting effective practices, community building, sharing information, and research. As we improve its accessibility and awareness, it ensures that professionals have easy access to valuable resources, thereby facilitating their growth in the community.

Our intentional outreach to pre-service, new, and non-RECEs to grow skills, knowledge, and dispositions is a strategic direction that fosters inclusivity and diversity within the ECEC community. This outreach strategy not only helps in nurturing a new generation of professionals, but also enables the incorporation of diverse perspectives and experiences, enriching the overall learning environment for professionals, children, and families.

Creating innovative ways to communicate Strive's vision and increase engagement is pivotal for fostering a sense of community and shared purpose among professionals. Clear and compelling communication of our vision inspires growth and passion among us as professionals.



# STRATEGIC DIRECTION: **ADVANCE MENTORSHIP**



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## OUR GOAL

Strive will interrogate the complexities of mentorship in order to support early years professionals.







# OUR STRATEGIES

- 1 Taking a collaborative, community-based approach to critically reflect on mentorship possibilities.
- 2 Continuing to critically reflect on mentorship possibilities.
- 3 Developing networks of support.

## WHY THIS STRATEGIC DIRECTION IS IMPORTANT

We believe in taking a collaborative, community-based approach to continually critically reflect on mentorship possibilities. By engaging in critical reflection, professionals can collectively assess and redefine mentorship within their practice. This approach promotes a shared commitment to continuous growth and allows for effective, intentional mentorship strategies that cater to the diverse needs of professionals.

As a team, we are committed to continually engaging in critical reflection on mentorship possibilities. This ongoing commitment ensures that our mentorship approaches remain responsive to the evolving needs of our community. Through shared reflection and a collaborative mindset, we strengthen our ability to provide meaningful mentorship experiences that contribute to the professional growth and success of early years professionals.

Building networks of support amongst professionals facilitates opportunities for the exchange of ideas, resources, and experiences, as well as the fostering of relationships. These networks contribute to the establishment of a strong professional community, while enhancing overall resilience and well-being among professionals. Through the facilitation of support networks, we will foster an enriching environment for professional growth and continuous learning.



# STRATEGIC DIRECTION: **STRENGTHEN LEADERSHIP**



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## OUR GOAL

Strive will support new, emerging, and existing leaders to build community.







# OUR STRATEGIES

1

Developing growth opportunities for new and existing leaders to meet the demands of their unique roles.

2

Creating spaces for knowledge sharing and community support.

## WHY THIS STRATEGIC DIRECTION IS IMPORTANT

Developing growth opportunities for new and existing leaders to meet the demands of their unique roles is a strategic direction that recognizes the dynamic nature of leadership in ECEC. Providing growth opportunities ensures that leaders are equipped with the necessary skills and knowledge to navigate the complexities of their roles effectively. This strategy enhances the professional learning of leaders and contributes to the overall success of the ECEC sector by fostering capable and adaptive leadership.

We recognize creating spaces for knowledge sharing and community support is equally crucial in promoting collaborative and supportive networks. By establishing opportunities for professionals to share their knowledge, experiences, and insights, a culture of continuous learning is cultivated. Additionally, fostering a sense of community support through these spaces enhances the well-being of professionals in leadership positions, ultimately strengthening the overall resilience of the ECEC sector.







# MOVING TO **ACTION**

This strategic plan, along with a detailed operational plan, will guide our efforts for the next three years. The next step, and the most important step, is to move to action. Through planned, strategic, and consistent action, we will move closer to our vision.

We extend an invitation for you to join us on this journey. Whether you wish to contribute your knowledge, participate in a learning session, or share your stories and experiences, we welcome you to connect with our team. Join us as we collectively lead inspired learning.





# LEADING INSPIRED LEARNING

STRATEGIC PLAN 2024-2026



Strive would like to recognize the City of London's Children's Services division for its ongoing investment and support of professional learning opportunities for our early childhood education and care community.

## STRIVE

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