



# LEADING INSPIRED LEARNING

STRATEGIC PLAN:  
2020 - 2023





## A MESSAGE FROM STRIVE

*We are pleased to share with you **Leading Inspired Learning**, our strategic plan for 2020 – 2023. This is a transformative time in the Child Care and Early Years sector. This plan outlines the change we want to inspire and the strategies we will implement in the next four years.*

In 2016, we created our first-ever strategic plan. Since then, we doubled our annual professional learning offerings. We now provide up to 80 professional learning opportunities to over 1,500 Child Care and Early Years professionals annually. We are proud of what we have accomplished in a short time. But, we are only getting started. Our new strategic plan defines the bold vision we have for our future.

Our plan has been developed in consultation with 117 professionals, members, staff, 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 contribution.

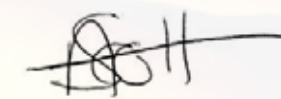
The City of London and Middlesex County are engaging in critical work in the Child Care and Early Years sector through the London-Middlesex Child Care & Early Years Service System Plan: 2019-2023.

We have aligned our strategic plan to support this important work. We will also continue to work in partnership with Elgin County.

Over the next four years, we will leverage our knowledge and expertise to be leaders in the sector. We will build strong partnerships and create opportunities for connection. We will focus on serving as a catalyst to help Child Care and Early Years professionals achieve their goals and build their professional capacity.

**Together, we will reach our goal of providing the best care to children in our community.**

Sincerely,



**Allison Scott**  
Project Manager  
Strive

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OUR STRATEGIC  
**CONTEXT**

### WHO WE ARE

Strive is a collaborative group of Child Care and Early Years professionals who support learning and development in order to enhance quality practice. Our community is interested in a process that values reflection and sustainable evolution rather than a prescribed method to measure.

### OUR VISION

We are a community that works collaboratively to promote and build our professional capacity to provide quality early years, school age, and family support programs and services.

### OUR PURPOSE

Our purpose is to identify and establish linkages within the Child Care and Early Years community that support and build upon the expertise of Early Years professionals and enhance the quality of the services they provide.

### OUR OBJECTIVE

Our objective is to provide professional learning opportunities and resources for Child Care and Early Years professionals to engage in collaborative inquiry and reflect on practice.

Our work aligns directly with the London-Middlesex Child Care & Early Years Service System Plan: 2019-2023.



# DIRECTIONS



## **BE LEADERS:**

Strive will be a leader in the Child Care and Early Years sector.



## **SUPPORT PROFESSIONALS:**

Child Care and Early Years professionals will build their professional capacity.



## **ENGAGE PARTNERS:**

The Child Care and Early Years sector will be strong, connected, and innovative.

STRATEGIC DIRECTION:

# BE LEADERS



To support professionals and transform the Child Care and Early Years sector, we need to be strong and agile leaders, advocates, and champions.

## OUR GOAL:

**To be a leader in the Child Care and Early Years sector.**

## OUR STRATEGIES

- 1 Cultivate talent and culture to build organizational capacity.
- 2 Identify and actively pursue new funding to support long-term sustainability.
- 3 Drive brand awareness to foster engagement.
- 4 Research evidence-based practices to advance the sector.
- 5 Advocate for the profession to enhance recognition.

## WHY THIS STRATEGIC DIRECTION IS IMPORTANT

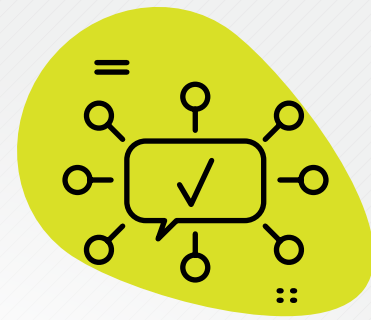
Our team is the reason we can deliver on our vision. We need to invest in our team so they can continue to meet the evolving needs of our members and community. In planning for our future, we know our success is tied to our financial sustainability. We must secure the financial resources to support the longevity of our work.

For our work to be relevant, our community needs to know who we are, what we do, and how they can be involved. We also want to hear and learn from the community how we can best serve them. Our community and sector continue to grow and evolve. We need to be diligent in our efforts to ensure research and evidence translates into practice.

We believe in the Child Care and Early Years sector. We will play a leadership role in promoting the work of the sector and the professionals who work within it.

STRATEGIC DIRECTION:

# SUPPORT PROFESSIONALS



Professional learning is a journey, an ongoing process of reflection that inspires Child Care and Early Years professionals to reach their potential.



## OUR GOAL:

**Child Care and Early Years professionals build their professional capacity.**

## OUR STRATEGIES

- 1 Encourage professionals to lead their own learning journey.
- 2 Offer diverse learning opportunities to support professionals.
- 3 Provide quality resources to assist professionals in their practice.
- 4 Offer reflective practice opportunities to deepen professional learning.
- 5 Explore evidence-based solutions to meet evolving learning needs.

## WHY THIS STRATEGIC DIRECTION IS IMPORTANT

We believe that all Child Care and Early Years professionals make a significant contribution to practice. We are committed to offering diverse and accessible learning opportunities that build the skills, capacity, competency, and confidence across our sector. Further, we will make quality, innovative, evidence-based resources available and accessible to all professionals. This will assist professionals in creating new experiences in their learning environment.

Professional learning opportunities allow professionals to grow at their own pace. Offering a platform for professionals to debate, discuss, and reflect will contribute to the growth of the profession. We will continue to explore evidence-based practices for professionals. Investing in the development of professionals is critical and essential for children in our community.

STRATEGIC DIRECTION:

# ENGAGE PARTNERS



Collaboration drives innovation, sparks creativity, builds capacity, and inspires transformation across the sector.

## OUR GOAL:

**A strong, connected, and innovative Child Care and Early Years sector.**

## OUR STRATEGIES

- 1 Invest in current partnerships to strengthen relationships.
- 2 Expand partnerships to broaden the reach and effectiveness of the sector.
- 3 Engage in intentional opportunities to connect and share knowledge.
- 4 Facilitate opportunities to collaborate across the sector to foster innovation.

## WHY THIS STRATEGIC DIRECTION IS IMPORTANT

We are grateful for the strong partnerships we have developed since our work began in 2014. We will continue to nurture, strengthen, and deepen these partnerships. We will also explore new partnerships to build innovative approaches and opportunities to contribute to our community.

Collaboration creates synergy, challenges the status quo, and stimulates new ways of thinking. We want to engage with a community of critical thinkers who inspire each other to push boundaries and create innovative solutions. It is through an engaged and committed sector that the impossible becomes possible.



MOVING TO  
**ACTION**

This strategic plan, along with a detailed operational plan, will guide our work over the next four 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 invite you to be part of our journey. If you are interested in contributing your expertise, attending a learning session, or sharing your stories and experiences, we encourage you to reach out to our team.

**Join us in leading inspired learning.**



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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 child care and early learning community.

## **Strive**

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