



eccdc

early childhood community development centre

Strategic Plan

2023 – 2026

*Inspiring excellence in early
learning and child care since 1993*

As our 30th Year Approaches

We believe that educators working within early learning and child care programs play a critical role in supporting children's learning, development, health, and well-being. We view our work in helping to build strong and vibrant early learning communities as a priority and privilege.

For close to thirty years we have fostered professionalism, innovation, and success within early learning and child care. This strategic planning process began before the pandemic and was paused in 2020 for the organization to regroup. To develop this plan, we reached out to our members and stakeholders through online surveys in 2019, 2021 and 2022. We offered an open house with member polling and a carousel of service based conversations in Summer 2019. Lastly, we engaged our Board and staff team in two retreats in 2019 to envision our future. Our members and partners shared with us that they see us as the "go-to place" for innovative supports, training and resources related to the early years.

The ECCDC will devote the next three years to fulfilling a variety of strategies to help inspire and empower early learning professionals to achieve excellence. Within the strategies will be a focus on supporting the well-being of educators post-pandemic to ensure the ongoing retention of educators and a strong and vibrant early learning sector equipped to meeting the increasing child care needs of families.





Offering convenient and affordable training opportunities, informed coaching and mentoring supports, and leading edge curriculum materials is critical to ensuring early learning programs are supported in designing innovative environments and experiences for children.

We support the early learning and child care sector by assisting educators to excel within their roles. We take great pride in connecting professionals to the latest best practices, tools, and thinking to facilitate children's learning, development, and well-being. Children thrive when they are surrounded by educators who offer meaningful learning opportunities that build on their strengths, support their needs, and bring their inquiries to life. Educators thrive when they have strong networks of support.

We are committed to working diligently over the next three years to support the ever-emerging needs of early learning professionals.

Our 2023 to 2026 Strategic Plan calls for four key Strategic Directions:

1. Increasing Access to Quality Resources
2. Expanding Professional Learning Opportunities
3. Strengthening Organizational Support Services
4. Evolving Our Ways of Working

We are grateful for the opportunity and remain dedicated to do our very best in supporting educators in their essential role. We are committed to delivering on our mission of ***inspiring excellence in early learning and child care through the provision of innovative training, quality resources, and insightful organizational supports.***

Our Vision

Early learning professionals will be empowered through having access to innovative supports.

Our Mission

Inspiring excellence in early learning and child care through the provision of innovative training, quality resources, and insightful organizational supports.





Our Values

Collaboration

We take pride in developing strong partnerships to respond to the emerging needs of the early learning and child care community.

Innovation

We are dedicated to developing quality resources and services that align with emerging trends to support early learning professionals in making an impact every day.

Leadership

We bring our dedication and guidance to elevate the profession by fostering opportunities for professional growth.

Respect

We support, recognize, and value the important work of early learning professionals.

Professionalism

We bring together knowledge, expertise, and understanding to mentor those working in early learning programs to promote high quality experiences.

Wellbeing

We provide opportunities to support the overall health, happiness, and vitality of early learning professionals.

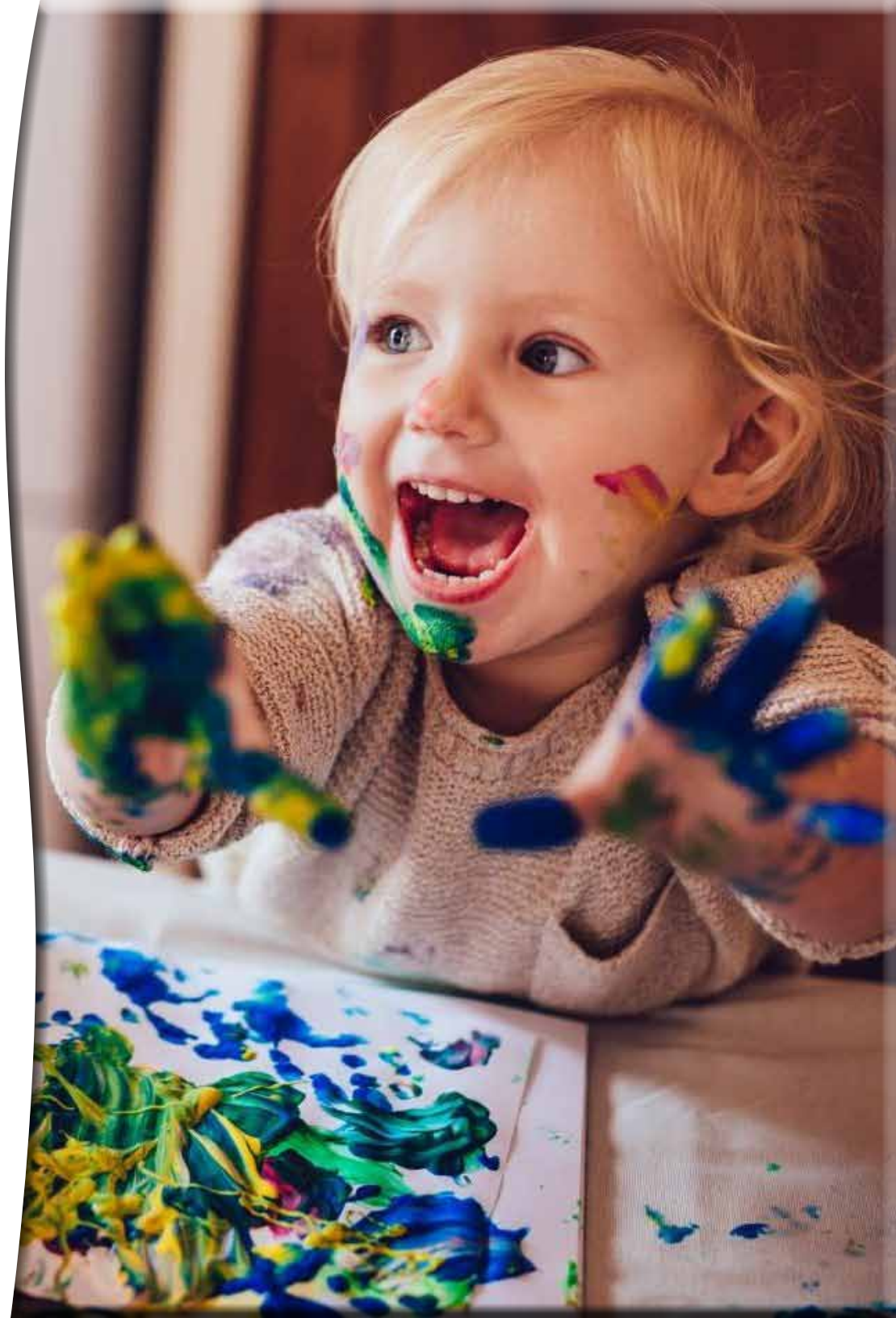
Our Strategic Directions

Strategic Direction #1: Increasing Access to Quality Resources

Goal: To provide innovative play-based learning resources and supports that inspire excellence in early learning practices.

Strategies

1. Diversifying the resource library collection of pedagogical resources.
2. Developing new membership options to meet varying needs.
3. Identifying new technology and tools to foster lending library borrowing experiences.
4. Investigating new and innovative ways to increase educators' accessibility to resources.





Our Strategic Directions

Strategic Direction #2: Expanding Professional Learning Opportunities

Goal: To provide accessible, relevant and high-quality professional development opportunities to empower and inspire educators and administrators.

Strategies

1. Offering diverse professional learning while remaining flexible to support ongoing transformation in the sector.
2. Ensuring accessible and affordable professional learning.
3. Establishing new partnerships and investigating ways to leverage local expertise.
4. Supporting the development of professional learning plans for a continuum of learning and investigating ways to measure the ongoing impact of training.

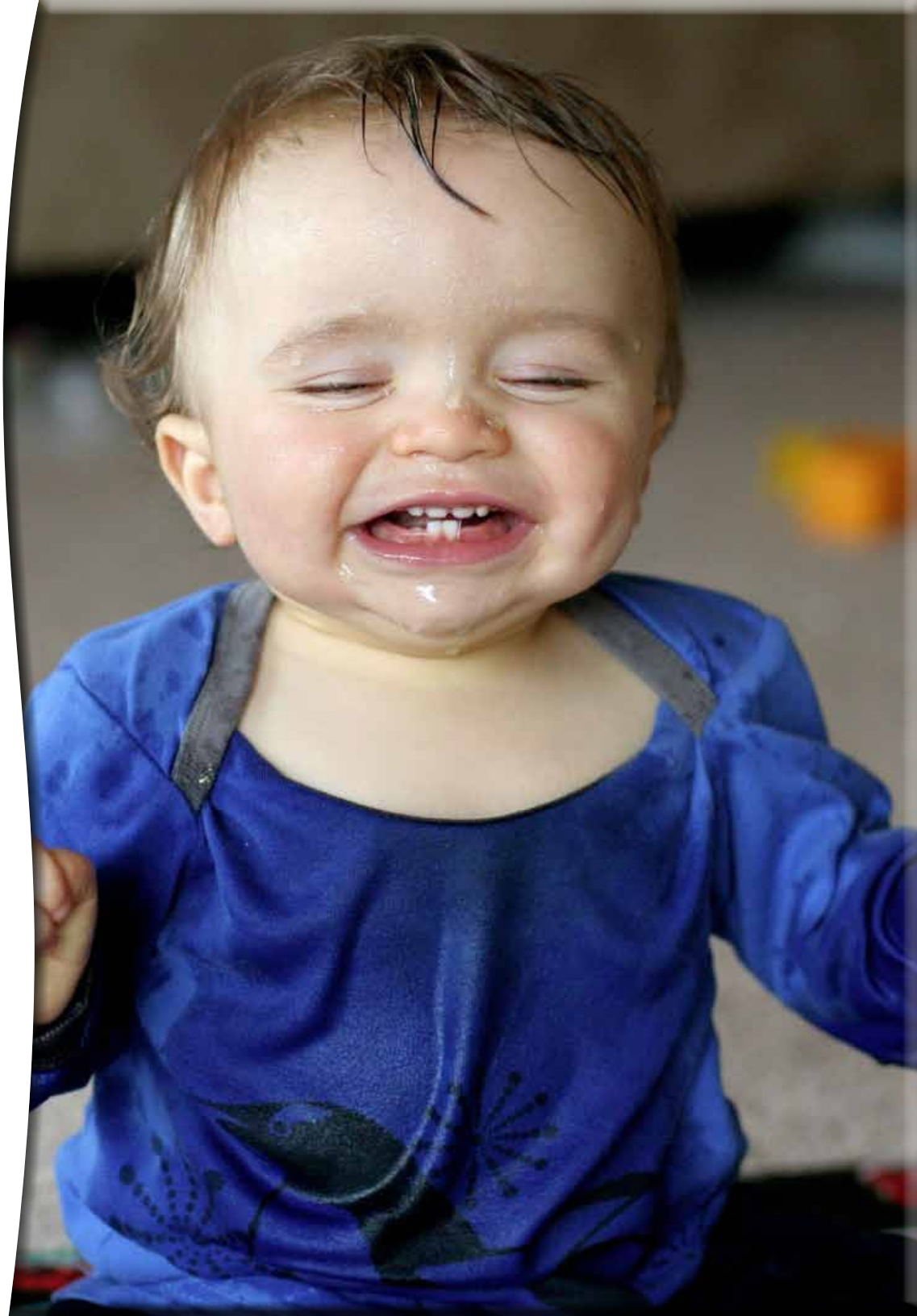
Our Strategic Directions

Strategic Direction #3: Strengthening Organizational Support Services

Goal: To share promising practices in early learning through coaching and mentoring for success.

Strategies

1. Mentoring promising practices to support agencies in achieving their goals.
2. Leveraging past programs, tools, and initiatives to support organizational growth.
3. Designing tools to measure the impact of organizational support services.





Our Strategic Directions

Strategic Direction #4: Evolving Our Ways of Working

Goal: Transform our ways of working to continue to build our organizational capacity and sustainability.

Strategies

1. Building strategic partnerships to inspire, empower, and serve the needs of the early learning community.
2. Fostering diversity and inclusion within our programs and practices.
3. Leveraging opportunities for staff training to increase skills and knowledge.
4. Outreaching to diverse communities to learn new approaches.
5. Building financial sustainability through new partnerships, projects, products, and services.

Enablers of Our Strategic Plan

To realize the ambition of inspiring and empowering early learning educators while continuing to build our charity's resilience in the wake of COVID-19, we'll need to enhance our capabilities in the following key areas.

- Growing and Enhancing Partnerships
- Developing Our People
- Enhanced Technology Tools
- Financial Sustainability

The ECCDC is excited to be embarking on a new strategic plan to guide our priorities and work over the next three years. Continuing to make progress in achieving our strategies will be of importance along with ensuring ongoing outreach with our stakeholders and funders so that we remain responsive and are able to mobilize to support new and upcoming community projects and initiatives as they may arise over the coming years.





Summary

Guided by our values of collaboration, innovation, leadership, respect, professionalism, and well-being, we will continue to invest in the community over the next three years to inspire and empower early learning professionals to be their very best. We will continue to look for opportunities to support the recruitment and retention needs of the sector. Through our work in providing innovative training, quality resources, and insightful organizational supports we will strengthen the capacity of early learning agencies and professionals to offer exceptional opportunities for children to grow and learn while ensuring families are supported with quality early learning and care services.

We thank our members and partners for their support and look forward to continuing to collaborate together as we inspire excellence in early learning and child care. We wish to acknowledge our members, partners, volunteers, Board of Directors, and staff who contributed to the development of this strategic plan.

For more information about the ECCDC please visit www.eccdc.org

Charitable Registration Number #107692212RR0001

The ECCDC extends gratitude to Niagara Region Children's Services for subsidizing costs associated with many of our programs and services in support of Niagara Region's early learning programs.



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