



Strategic Plan 2015-2018 Accomplishments

1. EXPAND OUR COMMUNITY OUTREACH TO BETTER SERVE EARLY LEARNING PROFESSIONALS

- Identified and provided outreach services to underserved areas within Niagara Region.
- Created more satellite outreach opportunities through increased onsite service hours and resource deliveries.
- Developed an expansion plan that broadens ECCDC services by creating Out of Niagara Esteem, through participating in conferences, marketing E-store and through developing a training satellite site at Centennial College.
- Developed a marketing and communications strategy that actively promoted our programs and services by aligning membership services with *How Does Learning Happen?*, cross promoting resources at events, developing bundled services for memberships and by implementing an Instagram strategy.

2. ENHANCE THE INNOVATION OF QUALITY RESOURCES IN EARLY LEARNING

- Innovated and increased play-based learning resources by identifying outdated materials and implementing an annual membership survey and E-Store survey to assess relevancy of resources.
- Enhanced E-store to cross-promote ECCDC offerings for program tools and resources.
- Developed new and enhanced existing tools around board governance, parent engagement, naturalized playgrounds and intergenerational resources.
- Continued to offer cutting edge specialized equipment through revitalizing the library to house loose parts, re-evaluating the use of die press machines and creating innovative provocations highlighting new materials.
- Developed recruitment and retention tools to support leaders with hiring and retaining early learning professionals. Additionally, we maintained a recruitment area to promote job opportunities, and developed Niagara Child Care Sector's new website with a recruitment section. Lastly, a business series was developed which offers a continuum of workshops that support recruitment and retention issues as well as legislative and human resources requirements.

3. INCREASE OPPORTUNITIES FOR COACHING AND SUPPORT

- Developed more opportunities for sharing emerging best practices by adding new areas on the ECCDC website, researching new coaching and mentoring strategies, and designing new provocation for learning kits. Our team participated in a variety of research based workshops and experiences to bring best practices back to Niagara.
- Increased our early learning environmental consultation service by expanding supports for naturalized playgrounds, through establishing environmental design highlights in the library and through creating a new Pedagogical Leadership Series.

- Provided coaching & mentoring services to students and graduates through assessing the need for student focused workshops and a graduate network.
- Provided wellness education programs to support early learning professionals with a Workplace Wellness Series, continued conversations within network groups through sourcing having related resources to support ongoing learning.

4. PROVIDE QUALITY PROFESSIONAL LEARNING EXPERIENCES FOR THE EARLY LEARNING COMMUNITY

- Developed and implemented a training strategy through ongoing event surveying, the annual stakeholder survey, and connecting with local network groups and planning committees.
- Identified and offered professional learning that focused on best practices and emerging trends by bringing in internationally recognized speakers (e.g. Ann Pelo, Angela Hanscom, Dr. Jean Clinton, Rusty Keeler, Tim Gill, Susan Stacey, Juliet Robertson).
- Expanded customized training opportunities locally and outside of Niagara through developing partnerships with Centennial College and Louise Kool & Galt.
- Offered existing online webinars to promote networking and learning, including the Continuous Professional Learning Program, Roots of Empathy, and Ministry of Education webinars.
- Developed new communities of practice by offering the Executive Director's Network, Reflective Practice Network, and Nature Alliance, developing the Health and Wellness series, Business Series and Leadership Institutes and introducing networks for infants/toddlers, preschool, and school age teachers, as well as designing a website for the Infant Mental Health Initiative.
- Partnered with a variety of organizations in Niagara and across the Province to support early learning professionals with ongoing training.

5. STRENGTHEN OUR ORGANIZATIONAL CAPACITY TO ENABLE GROWTH IN SERVICES

- Enabled expanded services with new membership benefits, out of Niagara esteem, and new corporate sponsorship opportunities.
- Implemented an internal technology plan that increased our technological capacity to service members; including a five year software and hardware plan, new presentation equipment in the conference room and sourcing charitable rates for software.
- Implemented an ECCDC staff training plan that supports skills and competency building by using a skills and knowledge gap analysis, and discussing implementation progress quarterly. This helped to strengthen staff's capacity to provide timely and relevant information on emerging trends.