



*Opening Doors
for Children and Families*



Strategic Directions to 2020

&

Business Plan 2014-16

Draft Amendments - September 2014



Strategic Directions to 2020

And Our Business Plan 2014-16

Introduction

This report presents ABC Head Start's commitment to Edmonton's vulnerable children and families. It outlines our Strategic Directions to 2020 together with the Business Plan 2013-16 actions we will take in collaboration with all our partners to promote strong children, families and communities.

Our Vision

Every child a successful learner;
Every family a committed partner;
Every community a strong supporter.

Our Mission

Working with families and their preschool children to achieve success in learning and life.

Our Core Businesses

1. Promoting the early learning and development of children.
2. Advancing the well-being and self-reliance of families.
3. Promoting supportive and inclusive communities for children and families.
4. Demonstrating service excellence in everything we do.

At ABC Head Start, we provide early learning and family support services for children and families to achieve success in learning and life.

"Our kids are our future." We know that by giving children the best possible early learning opportunities in life, we ensure the future well-being and prosperity of our families and communities.

Therefore, we carefully considered how we can best meet the needs of Edmonton's children and families as our changing world brings exciting changes into our classrooms.

We reflected on the results achieved over the past five years, and the lessons learned. We reviewed the trends and changes taking place around us as well as developments in the early learning world, and the non-profit sector.

...And we heard families and community partners when they talked to us about the opportunities and challenges ahead and the priority needs to be met.

Here are the actions we will take in collaboration with families and all our community partners to continue promoting strong children, families and communities.

Moving Forward to 2020

ABC Head Start is recognized as Edmonton's centre of excellence in early learning for children and providing families the tools they need to support their child's healthy development.

Thank you to families, partners, and funders for your support.



Core Business 1: Promoting the early learning and development of children.

**Strategic
Priorities**

Opening doors: Expand Head Start programs to meet the needs of vulnerable children and families.

**Strategic
Directions
2020**

ABC Head Start will:

- Be seen as a leader in the provision of Head Start and early learning programs for children in Edmonton and area.
- Expand access to programs to help children and families prepare for life-long learning.

Business Plan 2013-16:

Goal 1

Children are ready for learning and kindergarten, and develop to their fullest potential.

Outcomes

- Children in need have access to early learning.
- Children reach their individual, early childhood, developmental milestones.
- Children are ready for kindergarten.
- Children develop competencies to succeed in learning and life.

Strategies

- 1.1 Review and develop curriculum and programming within the Head Start classrooms that aligns with current curriculum priorities and initiatives of Alberta Education.
- 1.2 Review class profiles and staffing models to promote the most flexible and effective services for children and families.
- 1.3 Streamline the application and intake system to make it easier and faster to register and track the success of Head Start children.
- 1.4 Develop a plan for and begin expanding programs to meet the early learning needs of children and families with priority on those most in need.
- 1.5 Extend family supports to help Head Start children adjust to and succeed in K to Grade 3.
- 1.6 Design and pilot a longitudinal assessment of Head Start children in K to Grade 3.



Core Business 2: Advancing the well-being and self-reliance of families.

Strategic

Priorities

Increase family supports to strengthen child and family well-being, and reduce poverty.

Strategic

Directions 2020

ABC Head Start will:

- Engage parents in developing services for children and families, and expanding multicultural supports.
- Work with community partners to expand services that support families to:
 - Provide nurturing and rich environments for children
 - Connect families to the community and community resources
 - Enable families to successfully navigate life changes and transitions
 - Improve child and family well-being.
 - Develop advocacy skills for themselves and their children.

Business Plan 2013-16:

Goal 2

Families are healthy, self-reliant and support children in reaching their potential.

Outcomes

- Families overcome at-risk circumstances.
- Families understand and support their child's development and earning.
- Families are healthy and self-reliant.
- Families are connected to community.
- Families are engaged in their own and their children's learning.

Strategies

- 2.1 Establish a Parent Advisory capacity to guide development of programs and priorities.
- 2.2 Establish parent alumni and mentoring.
- 2.3 Review the effectiveness of family services to increase the well-being, advocacy skills, and self-reliance of families.
- 2.4 Develop a new family services framework, including multicultural services, to promote the well-being, advocacy skills and self-reliance of families.
- 2.5 Work with partners to expand wrap-around family services with priority on parenting, settlement and employment supports.
- 2.6 Work with universities and community partners to develop best practices and state-of the art



*Core Business 3: Promoting supportive and inclusive communities
For children and families.*

**Strategic
Priorities**

Promote community collaboration to meet the early learning needs of children and families.

**Strategic
Directions
2020**

ABC Head Start will:

- Champion the early learning needs of children, families, and their achievements.
- Support the initiatives of families and communities to reduce child and family poverty.
- Lead community collaboration to integrate and strengthen early learning and family services to help children reach their full potential.
- Provide training and support for students, professionals and community agencies.

Business Plan 2013-16:

Goal 3

Communities have the resources and capacity to support the early learning of children and families.

Outcomes

- Community resources are available, coordinated, and integrated to support the early learning of children and families. There is no significant duplication or gap in service.
- Families are involved in decisions that affect them, and can advocate for their children.

Strategies

- 3.1 Review current initiatives and ensure strategic, partnership networks are in place or initiated to champion the early learning of children and families, and support initiatives to reduce the impact of low income on vulnerable children and families.
- 3.2 Develop initiatives with the private sector to support the early learning of children.
- 3.3 Develop and implement a new marketing and public information strategy.
- 3.4 Work with the post- secondary sector to help provide the practicum, internship, certification, and job placement of early learning and family support professionals.



Core Business 4: Demonstrating service excellence in everything we do.

Strategic Priorities Promote service excellence and accountability.

Strategic Directions 2020 *ABC Head Start will:*

- Develop sustainable and diversified funding.
- Attract, retain, engage and recognize outstanding staff.
- Continue to strengthen the agency's corporate and service delivery operations and organization.

Business Plan 2013-16:

Goal 4 **ABC Head Start is recognized as a centre of excellence in early learning and family supports.**

Outcomes

- Head Start meets the early learning needs of children and families.
- ABC Head Start is known for its high standards of service excellence and accountability.

Strategies

- 4.1 Develop and implement a new HR model encompassing orientation, training and development, recognition, and performance management.
- 4.2 Implement a new funding strategy to achieve sustainable, diversified, and flexible funding for the agency to meet community needs now and in the future.
- 4.3 Develop and implement a new planning and reporting model as well as policy framework.
- 4.4 Implement new risk management model.
- 4.5 Design and pilot a new evaluation program.
- 4.6 Develop a plan to address program delivery space challenges in the short and long term.

For more information:

Please visit our website at www.abcheadstart.org or contact planning@abcheadstart.org