

STRATEGIC PLAN 2018 - 2021



PURPOSE

GEKA is a funded early years manager and a not for profit organisation.

We undertake the operational management and employer responsibilities for kindergartens in the local community. GEKA provides a strong, effective, local kindergarten system that is community based, whilst providing the best possible kindergarten framework for our local community.

VISION

To be the leading provider of innovative, professional, inclusive Early Years Education that fosters a lifelong love of learning.

MISSION

TO WORK IN PARTNERSHIP WITH:

- Children - GEKA is committed to maximising outcomes for children's early years
- Families - GEKA is committed to encouraging opportunities for families to be involved in their child's early education
- Staff - GEKA is committed to promoting pedagogical and career support that is consistent, professional and available
- Community - GEKA is committed to providing professionally run early years services within the Glen Eira community

VALUES

- Respect
- Authenticity
- Integrity
- Community
- Celebration

PARTNERS

- Children and families
- Local Government
- Department of Education and Training
- Early Years' Managers
- ELAA
- Other public and private sector organisations

STRATEGIC GOALS AND OUTCOMES

RECOGNISED FOR HIGH QUALITY, ACCESSIBLE AND SUSTAINABLE EARLY YEARS LEARNING SERVICE PROVISION

- All kindergartens rated as 'Exceeding' as per the National Quality Framework
- Innovations in research and policy are translated into exceptional service delivery
- GEKA staff report that we have exceptional inter and intra professional teaching
- Increase in brand recognition within Glen Eira and surrounding LGAs
- Increase in community satisfaction within Glen Eira and surrounding LGAs
- GEKA is an Early Years Manager of choice
- Increase in enrolments across three and four years old programs
- Upgrade our services and ensure we provide a welcoming environment that is respectful of privacy, and sensitive to Aboriginal and Torres Straight Islanders, Culturally and Linguistically Diverse communities, and Gay, Lesbian, Bi-sexual, Trans-sexual and Inter-sexual backgrounds
- Families from diverse backgrounds report that we are meeting their needs
- Offer education programs beyond early years through our internal capabilities or external connections
- Utilise feedback and data to review our services and improve delivery

POSITIONED FOR FUTURE GROWTH

- GEKA provides the option of extended kindergarten hours for families (i.e. greater than 15 hours)
- Integrate remaining Glen Eira kindergartens within GEKA
- Integrate kindergartens in surrounding Local Government Areas within GEKA
- Offer School Holiday Care programs at GEKA kindergartens to existing GEKA families
- Offer School Holiday Care programs at GEKA kindergartens to the broader community
- Strengthen relationships with existing stakeholders
- Develop and build partnerships with surrounding LGAs
- Develop and build partnerships with target organisations including health and community services

EFFECTIVE AND EFFICIENT OPERATIONS

- All funder requirements will be met in terms of quality standards, throughputs and outcomes
- All services are delivered within budget
- Identification and implementation of continuous improvement opportunities to drive efficient and scalable operations
- GEKA systems and processes are simple and effective
- Our IT systems support information sharing and seamless integration between staff and families
- Investment of funds to support improvements within the organisation
- Investment of funds to mitigate against adverse changes in policy direction by Government
- Rent assets to community organisations

STRENGTHENED GOVERNANCE

- Develop leadership and talent capabilities
- Develop a future leadership pipeline
- Develop an annual board training and succession calendar
- Board directors are reflective of the organisation and community, and have the necessary skills to ensure robust governance practices
- GEKA is a flexible organisation that anticipates and drives change