



Harty Street Kindergarten Strategic Plan 2024 - 2029

Our Mission

In an inclusive, nurturing environment, Harty Street Kindergarten is committed to teaching and learning through play where children develop confidence and compassion in a stimulating environment that successfully prepares them for lifelong learning.

Our Vision

To always be an outstanding kindergarten for the local Coorparoo community where every child flourishes.

Our Values

Inclusion
Respect
Integrity
Collaboration
Compassion





Children at the heart



Key Initiatives

- Nurture children as capable and competent learners and encourage learning through play
- Foster a safe and inclusive culture of care and support
- Design and deliver programs and initiatives that provide children with the best possible experience of their early years; preparing for their future education
- Encourage and celebrate collaboration, contribution, growth and achievement
- Provide a breadth of opportunities to explore potential

Measures of success

- Parent satisfaction (positive feedback through formal / informal parent discussions and surveys, lack of complaints, subsequent children sent to Harty Street)
- Contented children who enjoy attending Harty Street
- Enrolment remains at 100% and waiting lists do not decline

Inspirational Staff



Key Initiatives

- Engage staff to promote high morale, growth and flexibility
- Attract, retain and develop highly skilled and motivated staff through professional development
- Nurture a learning community that celebrates creative ideas, active engagement, reflective practice and critical thinking
- Support staff engagement with the wider educational community and professional learning

Measures of success

- Formal evaluation of curriculum effectiveness through positive NQF development
- Monitoring staff performance through regular appraisals
- Staff achieving 10+ hours professional development annually
- High staff morale and efficacy monitored through staff surveys

Excellence in Teaching and Learning



Key Initiatives

- Embed our teaching and learning framework to support consistent, high quality and evidence-based practices
- Balancing innovation and experience in teaching and learning
- Engaging external partnerships to provide a range of enriching learning opportunities

Measures of success

- Maintain an 'Exceeding' rating under NQF
- Regular review of new evidence-based approaches to impactful teaching and collaborative workshops with staff to share ideas
- Parent satisfaction (positive feedback through formal / informal parent discussions and surveys, lack of complaints, subsequent children sent to Harty Street)

Connected Community



Key Initiatives

- Promote respectful relationships with parents and carers working in partnership for the benefit of the children
- Nurturing meaningful relationships by linking past, present and future community members
- Foster close working relationships with the wider community

Measures of success

- New and emerging mutually beneficial business and community partnerships are in place
- Successfully operating Parents' Club and an effective Parents' Club committee
- Healthy attendance at functions and events
- Positive daily interaction between children, teachers and parents

Resourcing our Future



Key Initiative

- Continue to maintain high demand for enrolment
- Ensure the financial wellbeing of the kindergarten as fundamental to the achievement of our short and long-term objectives
- Ensure continued operational excellence by having appropriate systems and processes in place for staff and committee succession planning
- Develop and optimise facilities and grounds that are designed to benefit current and future families
- Ensure our resourcing is focused on futures thinking and innovation

Measures of success

- 5-year Strategic plan and 1-year Business plan in place
- Enrolments remain at 100%
- Short and long-term plans for grounds, building and equipment
- Formal development and succession plan for key roles
- Minimum 3 months operational funding on hand
- Appropriate risk and compliance procedures/documentation in place

Celebrating the character of Harty Street



Key Initiatives

- Maintain the focus of the institution as a self-determined community Kindergarten
- Acknowledge and commemorate the history and heritage of the Harty Street Kindergarten with an eye on the future
- Preserve the intimacy of class and cohort composition

Measures of success

- Retain and enhance the character of the physical place, including both the building and the grounds
- Celebrate key milestones in the history of the kindergarten
- Regular stakeholder engagement to ensure the size and composition of the classes remain in keeping with the character of the kindergarten

