

# **The King's Daughters Child Development Center**

## **Strategic Plan**

### **2014-2016**

#### **Planning Committee**

Current board members and other friends of King's Daughters Child Development Center participated in the development of this strategic plan. In addition to staff (Candyee Goode, Sharon Browne and Millie Grammer) the following volunteers contributed to development of this plan: Carolyn Cox, Brian Manning, Matt Freudenthal, Dawn Serkin, and Rose Robertson Smith with input via email from other board members. Input from all KDCDC staff was gleaned through meetings held on June 29<sup>th</sup>. Facilitation of the Strategic Planning was done by Kim Ewell and Leigh Ann Roberts. Strategic Planning took place on June 19<sup>th</sup> and July 11, 2013.

#### **Three Year Vision/Priorities for King's Daughters Child Development Center**

##### **Build a Diverse and Increasingly Dynamic Board**

- ~Obtain more "hands on" commitment from board members; ensure that members are embedded in the culture of the center.
- ~Formalize a recruitment process to ensure we engage individuals with expertise and connections needed.
- ~Execute an effective on-boarding process for new members.
- ~Implement on going board education during meetings and via email.
- ~Standardize Board recognition process.

##### **Implement Reggio Inspired Learning Environment**

- ~Provide in depth Reggio philosophy training/observation for all staff and Board during 2013.
- ~Provide in-depth Reggio philosophy training/observation for all staff during the 2014-2015 school year.
- ~Successfully pilot Reggio inspired classroom during 2013-2014 school year.
- ~Maintain and nurture UW relationship concerning Reggio inspired classrooms, 2013-2014.

##### **Build a Strong and Cohesive Staff**

- ~Design and implement a recognition program.
- ~Operate with transparency.
- ~Improve communication skills and processes.
- ~Create a culture of empowerment.
- ~Seek staff input and discretion in planning.
- ~Conduct staff assessment.
- ~Hold monthly circle time.
- ~Provide affordable benefits for Staff.
- ~Hire Development Contractor to provide guidance.

- ~Provide opportunity of flexible schedules.
- ~Provide access to increased continuing education.

### **Increase Funds Raised Each Year**

- ~Develop compelling message to share with community and beyond.
- ~Research similar sites in Memphis and Columbia.
- ~Update Marketing Materials (vision, mission, and logo).
- ~Secure Board Members with fund raising expertise.
- ~Increase revenue from special events.
- ~Provide fund raising training to Board Members.
- ~Increase number of grants received and amount of grant funding per grant.

### **Build and Open Louise Odom Children's Center**

- ~Submit Start-Up Budget
- ~Obtain additional Start-Up Funds/Capital
- ~Hire and Train Exceptional Staff.

### **Update Current Facility**

- ~Conduct needs assessment of current facility
- ~Create Wish List
- ~Engage Board with funding support for upgrades/facility manager.
- ~Add Facility Manager

### **Add Children's Mental Health Initiative**

- ~Secure board members with expertise in Children's Mental Health.
- ~Pursue connection with Tennessee Voices/Vanderbilt CDC/New Infant Mental Health state group.
- ~Provide on-going training in MH for parents and staff.
- ~Secure part time mental health staff through collaboration with other agencies.

### **Strengthen Relationship with King's Daughters and Sons**

- ~Recruit KDCDC Board Members to join KD&S.
- ~Take advantage of opportunities to recognize KD&S.
- ~Maintain KD&S position on the Board.
- ~Strengthen personal relationships with KD&S.

### **Strengthen Relationships with Families**

- ~Provide home visits prior to full time enrollment.
- ~Develop Website/Social Media for parents.
- ~Explore extended hours of service.