FLORIDA STATE UNIVERSITY

UNIVERSITY HOUSING

CHILDCARE STRATEGIC PLAN

2020 - 2030

**FSU Childcare Mission:**

To provide a high-quality care and educational environment for young children that promotes lifelong learning and supports the academic and professional success of students, faculty, and staff.

# **Core Value 1: Childhood Education and Skill Building**

Provide a quality educational environment that instills a love of learning and prepares children for school through education and skill building

## **Strategic Objective A: Develop and maintain a curriculum that focuses on whole child development.**

## Update curriculum themes for children that incorporates partnerships with university departments to provide new opportunities to learn and engage with adult students at the university. (Continuing)

1. Expand opportunities for children to learn more about diversity, including gender, age, language, and abilities. (Continuing)

## **Strategic Objective B: Develop systems and processes that support the individual educational and care needs of each child.**

1. Develop an ADA accommodation request process for families and procedures for the program to meet the needs of children and families enrolled in the program. (NEW)
2. Recruit and hire faculty with specialized ESE knowledge and training to create a more robust program that is proficient in meeting the educational and care needs of children with varying abilities. (NEW)
3. Create a formal and cohesive child portfolio and transition process. (NEW)

# **Core Value 2: Student Development**

Facilitate experimental learning opportunities for training, professional development, relationship building and career preparation.

## **Strategic Objective A: Provide a highly visible and well-respected program that supports the academic mission of the University.**

1. Continue to increase knowledge of program as an internship, practicum, and observation site option through departmental education of program and available opportunities. (Continuing)
2. Increase partnerships with the Florida State University Division of Student Affairs, supplemental University Departments and Tallahassee community organizations. (Continuing)

## **Strategic Objective B: Provide a model program for student and academic participants that support academic, research and career goals in the field of early learning and child development.**

1. Assess majors and courses offered, and where possible develop opportunities for students to meet specific learning goals in the center. (Continuing)
2. Develop support system for volunteers, interns, and practicum student to include regular check-ins with students to assess needs for specific observations or experiences. (Continuing)
3. Require orientation for all students before they participate in the centers. (Continuing)
4. Streamline orientation to student participants and academic departments by updating orientation materials and presentations and setting up group orientations where possible. (Continuing)
5. Develop portfolio guidelines for Co-Teachers (student teachers) transitioning into workforce. (Continuing)

## **Strategic Objective C: Increase the educational experience and support the academic success of student families.**

## Create engagement opportunities for students with dependent children. (Continuing)

## Develop strategies to track long-term service to student families, retention rates, and GPA. (Continuing)

# **Core Value 3: Access & Success**

Provide an affordable, accessible, and sustainable program that supports students, faculty, and staff in reaching their goals at the University

## **Strategic Objective A: Maximize operational effectiveness and efficiency while maintaining and improving services.**

1. Use resources, both financial and personnel, effectively to achieve department mission and goals. (Continuing)
2. Utilize up-to-date practices, organizational structures, and technology to increase efficiency, improve services, and minimize duplication.
3. Explore modifications to the food delivery system to maximize efficiency while maintaining cost savings. (NEW)

**Strategic Objective B: Develop a stable, qualified, and motivated team to provide high quality services throughout the program.**

## Update training materials. (Continuing)

1. Outline food service training modules. (Continuing)
2. Develop Lead Teacher Training goals. (Continuing)
3. Develop portfolio guidelines for Co-Teachers (student teachers) transitioning into workforce. (Continuing)
4. Educate staff on NAEYC Code of Ethics as platform for day-to-day operation. (Continuing)

## **Strategic Objective C: Develop a system to assess and evaluate processes and services to guide program initiatives.**

1. Assess family interests and needs for networking and peer support, parenting workshops, and resources. (Continuing)
2. Assess interest in the development of a family engagement group. (Continuing)
3. Send Academic Faculty survey at end of each semester to assess experience of students sent to center for practicums, observations, service learning and internships. (Continuing)
4. Hold monthly Quality Improvement meetings to evaluate and adjust processes. (Continuing)
5. Continue to improve data collection and methods. (Continuing)
6. Analyze benefits of services (observations, practicums, internships, volunteering and research) provided to academic departments. (Continuing)
7. Revise and streamline annual surveys to increase response effectiveness. (Continuing)
8. October-Engagement and Programming Survey. (Continuing)
9. April-Overall Satisfaction Survey. (Continuing)
10. Send Satisfaction Surveys to academic departments at end of Fall and Spring semesters rather than once per year in April. (Continuing)
11. Develop Satisfaction Survey for participants (observations, practicums, internships, volunteering and research). (Continuing)
12. Develop new 10-year Strategic Plan. (NEW- changed from 5 years to 10)

# **Core Value 4: Caring Community**

Promote an environment that is safe, supportive, welcoming, inclusive and cultivates a sense of belonging for each child, family, student, and staff member.

## **Strategic Objective A: Develop and maintain services and processes that support the unique needs of families on campus.**

## Develop and maintain online resource guide on program’s website for families. (Continuing)

## Educate families with children transitioning to public school system on process and choices. (Continuing)

## **Strategic Objective B: Promote opportunities to engage and celebrate the diversity of families and staff in the program.**

1. Create opportunities for greater exploration of diverse parenting practices that focus on the families’ values, beliefs, experiences, and language. (Continuing)
2. Create opportunities for family engagement in the program that celebrates the program’s diverse population. (Continuing)

## **Strategic Objective C: Foster a connected culture that allows staff and families to feel engaged with the program’s mission.**

1. Review and revise mission statement, vision, values, and credo. (Continuing)
2. Develop set of core values and cultural tags that engage all staff in accountability and providing exemplary service to all who participate in the program. (Continuing)
3. Revise mission to include support of children, families, and young adult learners as a 3-part mission. (Continuing)
4. Revise vision to align with mission. (Continuing)
5. Revise values to incorporate and align with Housing and DSA values. (Continuing)
6. Review Credo to determine whether to revise or drop. (Continuing)
7. Maintain language regarding excellence. (Continuing)