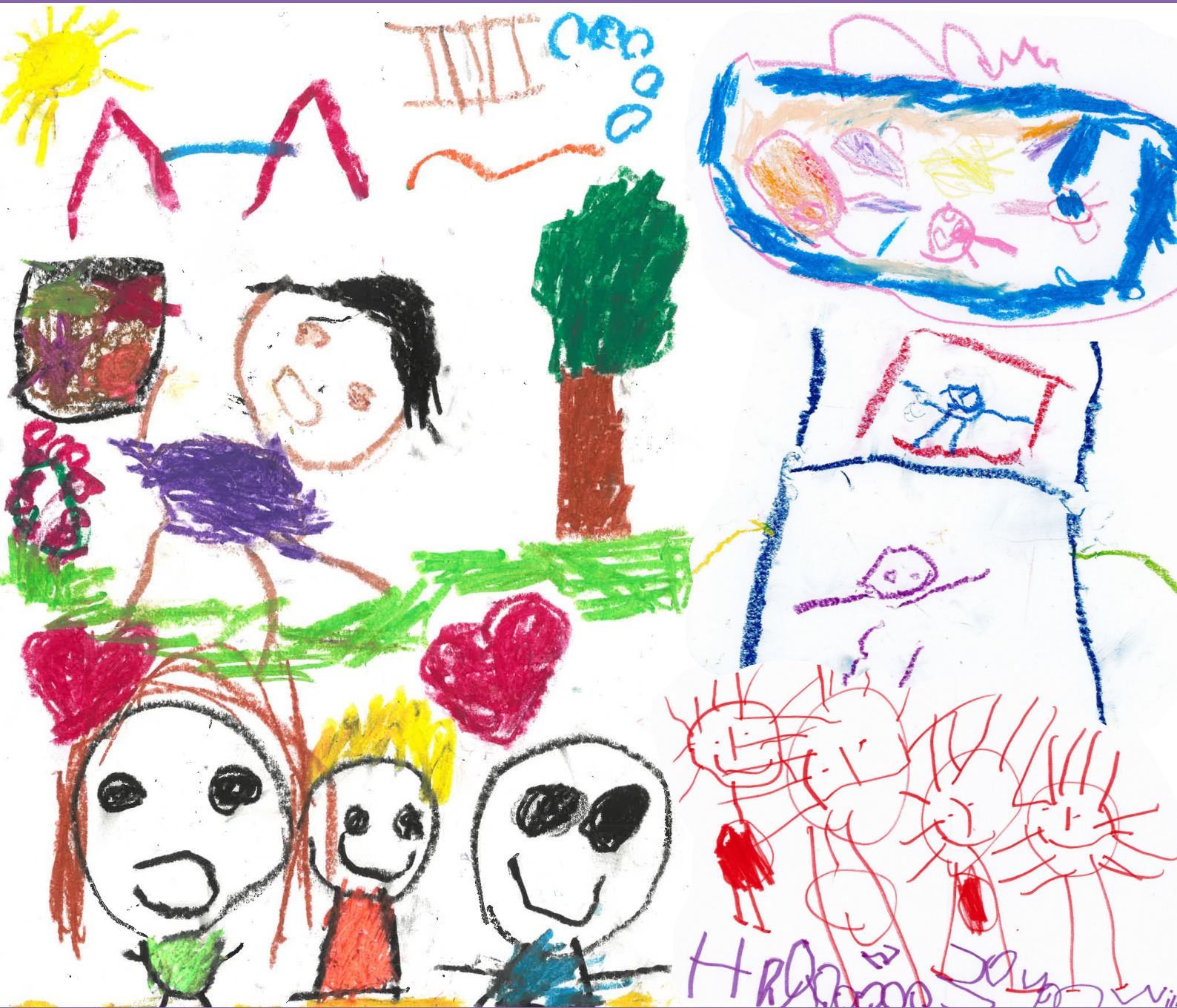




Lady Gowrie^{QLD}

Educating and caring
for children since 1940



Strategic Plan 2024-2025

Artwork by Iosefina (Townsville),
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Vision:

For Queensland children to thrive in enriched and nurturing learning environments.

Purpose:

We promote the value of and provide high-quality, affordable early education and support programs for children and families from all cultures, circumstances and backgrounds.

Values:

Excellence • Inclusion • Engagement • Integrity

Service



Deliver exceptional, engaging and enriching early childhood programs and services for Queensland children and families.

Engagement



Recognised as a leader, sector collaborator and advocate for early childhood education and care (ECEC).

People



Attract and retain a highly motivated, capable and valued workforce.

Sustainability



Invest in the continued sustainability of our organisation.

GOALS

ACTIONS

Use the latest research, the expertise of our early childhood practitioners and family and community feedback to continuously improve the quality of our services and programs and affirm best practices.

Pursue partnerships that bring programs and services to regional or disadvantaged communities.

Embed the highest levels of professionalism in all of our services and programs.

Strive to exceed the National Quality Standard for early childhood education and care.

Embed First Nations perspectives to support culturally safe practices and enhanced participation.

Foster awareness and understanding of environmental sustainability.

Enhance collaboration with, and embrace the strengths of, our affiliates to ensure mutually beneficial and valued services.

Share and promote evidence-informed programs and practices that improve quality outcomes for children, families and communities.

Advocate for respectful, socially-just play based early years learning and harness synergies with like-minded stakeholders.

Use Lady Gowrie's influence to the benefit of our families, communities and partners, including our affiliated services.

Promote the culture and values of Lady Gowrie to attract and retain the best talent.

Explore opportunities to further consolidate Lady Gowrie's position as a leading Queensland ECEC employer.

Continue to recognise the important role of our staff in supporting our communities and support their health, safety and wellbeing.

Inspire diverse, contextually responsive leading and learning teams.

Attract and train First Nations people as early childhood educators.

Develop and implement innovative, contemporary and viable service models that reflect community needs and demand.

Continue to improve service efficiency.

Continue to operate responsibly and sustainably, demonstrating our commitment to incorporating positive environmental, social and governance practices in our Lady Gowrie business model.

Promote the Lady Gowrie reputation and brand through sharing our stories.

ENABLER

Measure the social impact of our services and programs and share this information with our community and partners.

Educational Strategy:

Enriching professional praxis (pedagogy and practice)

Pedagogical Leadership

- Advocating for respectful socially just, play based pedagogies for young children
- Inspiring diverse contextually responsive leading and learning teams
- Raising the professional identity of the Gowrie workforce

Research Informing Practice

- Informing programs and practices through evidence based approaches
- Implementing a culture of inquiry for Gowrie professionals
- Sharing research findings to improve quality outcomes for children, families and communities

Birth To Three's

- Promoting the critical nature of the first 1000 days
- Amplifying the significance and complexity of working with young children
- Elevating quality environments and relationships to support young children to thrive



Key Investment:

Professional learning and leadership enhances respectful, ethical practice



Key Outcomes:

- **Exceptional, ethical Gowrie professionals**
- **Enriching children's and families' outcomes through respectful relationships and evidenced informed programs and practices**
- **Engaging, inclusive, playful environments and programs**

Our Philosophy, Our Culture, Our Intent

Lady Gowrie Queensland enjoys a proud and strong heritage in early childhood education and care provision, leadership, and advocacy. Excellence, inclusion, engagement, and integrity are at the heart of our work. Respectful relationships form the foundation of our practice, and we work together to promote the best possible outcomes for all children and families.

We acknowledge that Lady Gowrie services are situated on Aboriginal and Torres Strait Islander lands across Queensland. We respect the Elders, past and present, as the traditional custodians of the lands upon which we play and learn. We embrace difference and welcome the richness that diversity contributes to our services and communities. We are committed to the well-being of everyone. We promote socially-just, sustainable, and culturally safe relationships, practices, and environments.

We celebrate childhood as a unique time of life where the foundations are laid for future health, well-being, learning and development. Children learn in the social and cultural contexts of their families and communities and bring these unique experiences and understandings to their learning. We promote play as a meaningful context for learning and development. We value children as active and competent learners, decision-makers, and citizens from birth.

In our work with children we:

- listen, learn about their identities and ways of being, so that we respond meaningfully to them
- support their dispositions, knowledge, and skills, building their confidence & resilience as learners
- foster a sense of belonging and self-worth through warm, secure, and trusting relationships & interactions
- ensure caring, safe, engaging, playful and meaningful learning environments
- promote communication and expression, social engagement, and collaboration
- recognise children as curious, courageous, creative, and hopeful thinkers
- work holistically with children, supporting them to make meaning of the world around them.

In our partnership with families we:

- nurture families and value the significant role they play in children's lives
- respect and value the rich diversity of families
- listen to, consult, and build collaborative & enduring relationships
- actively encourage families to share their knowledge & expertise.

In our role as early childhood professionals we:

- commit to kind, equitable and ethical practice
- are thoughtful and intentional in our pedagogical approaches
- foster collaborative learning between children, families, and ourselves
- engage in ongoing learning about contemporary research and evidence-based approaches to inform our practice
- commit to high-quality practice through continuous improvement and professional inquiry
- advocate for children, families, and the early childhood sector.

In our relationship with the community we:

- build meaningful connections between children, families, communities, and contexts
- are engaged with, responsive to, and work closely with local communities
- recognise, respect, seek and share community knowledge and expertise
- commit to reconciliation.

Contact us

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