

Tulsa Educare Strategic Plan (2020 - 2024)



Our Vision and Mission

Vision

A world where a young child's family income, race, and adverse experiences do not predict life success

Mission

To transform the lives of very young children and their families through high quality early childhood education, enhancing parenting practices, and strong partnerships with other organizations

Our Values

Kindness: We respect the worth and uniqueness of every single child, family member, and colleague. We give honest, direct, and productive feedback.

Reciprocity: We help others and they in turn help us. Staff and families together share responsibility to ensure effective outcomes.

Positive problem solving: We identify problems, reflect and examine from different viewpoints, and work collaboratively and constructively including those who can help solve them.

Inclusiveness: We welcome multiple, diverse perspectives since it is a moral responsibility and it will make us better. We respect differing viewpoints.

Data-driven decision making: We collect and utilize quantitative and qualitative data to drive continuous improvement.

Courage: We respectfully lean into tough conversations. We challenge assumptions and the status quo.



Our Approach

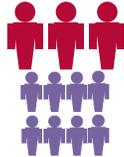


- Operate four Educare early childhood schools as a member of the national Educare Learning Network and
- Through layered funding, partner with child care providers to meet the quality requirements of Head Start or the Oklahoma Early Childhood Program

1. Highly credentialed staff and embedded professional development

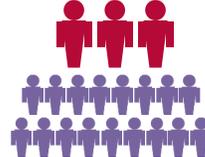
2. Classrooms have low student-teacher ratios, small class sizes, continuity of care, and serve children 7:30-5:30

Infant/Toddler Classrooms



3 Teachers : 8 Students

Preschool Classrooms



3 Teachers : 17 Students

3. Intensive family engagement to increase parent support of child learning, empower parents to set and achieve goals and be their own strongest advocates, and provide information and resources to meet basic needs

4. Whole child supports ensuring each child is safe and healthy and developing in all of the central domains of early learning



Impact the lives of children from birth through age eight and their families beyond the walls of our Tulsa Educare schools

Support **community-based child care** using a variety of methods including professional development, coaching and supports for accreditation.

Impact **parent-child interactions** through direct programming and events, tools, resources, and partnerships with community organizations

By the Numbers (2020)

Educare Schools

Tulsa Educare Per-School Data

66
School staff

164
Children enrolled

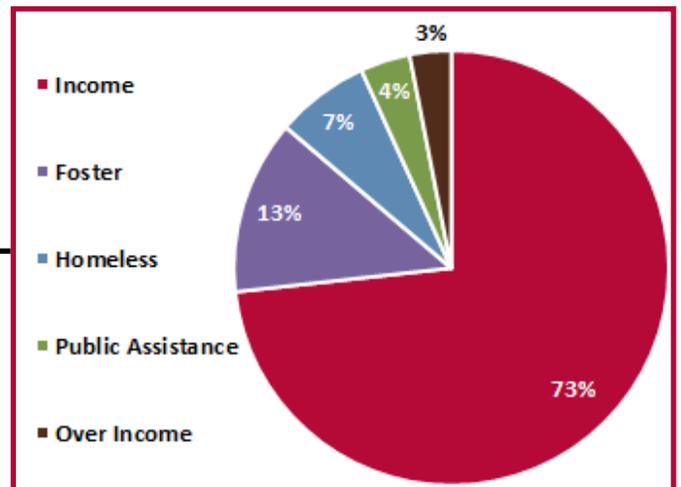
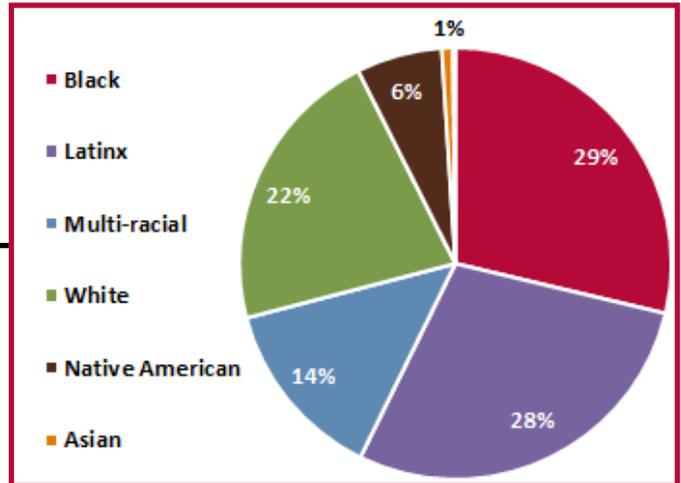
96 children under 3-years of age

68 preschoolers

English is a second language for
21% of enrolled children

73% qualify for our program
because family income is less than the
Federal Poverty Level

13% qualify for our program
because they are foster children



By the Numbers (2020)

Community Reach



Our Reach Beyond our Schools



30

Partner organizations hosted 257 Talking is Teaching events in 2019 averaging 14 children per event

7

Early Head Start-Child Care Partnerships with child care providers

42

Child care professionals attend our monthly professional development

4

Child care centers receive direct technical assistance and/or physical enhancements

Host tables at **6**

community events a year to promote the importance of reading books to families with young children



Tulsa Educare has five strategic goals to help us move toward our vision

Goal: Comprehensive Child Well-Being

- Classroom instruction guided by established school readiness goals aligned to the continuum of learning and research-based expectations
- Parents and families are strong nurturers of their child's education and physical and mental health

Goal: Organizational Health

- Employees feel safe and supported and continuously work to develop their skills
- New employees are intentionally integrated into the organization and culture and provided tools to reasonably develop in their roles
- Clear practices and procedures to align the agency and be most effective
- Child health and safety practices are ensured through training and monitoring.

Goal: Exceptional Teaching

- Develop capacity to provide embedded professional development aligned to content focus on professional development days
- Children are provided equitable learning experiences across all of the central domains of early learning and development in an emotionally supportive, child-centered environment

Goal: Connected Families

- Build family connections using empathy with a lens for equity
- Improve the use of family data to guide our work
- Elevate family input and strengthen the family voice in decision making

Goal: Supported Community

- Enhance parenting and caregiver practices beyond the walls of our schools by offering community events, developing tools, and leveraging trusted messengers
- Support licensed child care providers to increase their bottom line and improve the educational experiences of the children they serve



This is a living document. This version is current as of February 2020.