



An Roinn Leanaí, Comhionannais,  
Michumais, Lánpháirtíochta agus Óige  
Department of Children, Equality,  
Disability, Integration and Youth



# Kildare Childcare Committee

## Strategic Development Plan 2023 - 26

# CEO Introduction

I am proud to present Kildare County Childcare Committees Strategic Plan (2023-2026). It has provided the Board and staff the opportunity and space to take stock of our organization, who we are and where we aim to be. I would like to thank our valued and varied stakeholders who gave so generously of their time so that we could gather their expertise and views which are reflected throughout our plan.

Kildare is fortunate in that we have both, a very engaged, passionate and dedicated local Childcare sector made up of (Childminders, Full day Childcare Services, Early Childhood Care and Education Services, Part-time Childcare Services, School Aged Childcare Services and Parent and Toddler Groups) and a strong interagency working approach with a willingness to share resources, advice and expertise.

# CEO Introduction

The childcare sector and the needs of children and their families in Kildare have changed significantly over the years and will likely continue to do so during the life-span of our Strategic plan. This plan will guide us collectively to continue to strive to ensure that early childhood is understood as a significant and distinct time in life that must be valued, nurtured and respected. Together we have a shared focus and goal of ensuring that children in Kildare and their families have access to and experience the highest quality early learning and care within their local communities.

I look forward to working with you all to achieve our shared goals in the coming years.

**Julie McNamara November 2022**

# Background

Our strategic plan has been developed following a period of consultation with our board, staff and stakeholders.

We are an organisation that believes to go forward successfully we must engage with all who need and benefit most from our services.

Our plan helps focus our resources, energy and commitment to those areas delivering greatest impact for children accessing childcare in Kildare.

## **Our 8 Strategic Goals**

Excellence in the local childcare sector

Building local capacity

Working collaboratively

Equal access and inclusion

Communicating with purpose

Childcare and childminding as a professional career choice

Our team

Delivering organisational success and effectiveness



# Our Mission

KCCC strives to ensure that early childhood is understood as a significant and distinct time in life that must be valued, nurtured and respected so that every child and their families in Kildare has equal access to the highest quality childcare within their local communities.



# Our Vision

In County Kildare, through the leadership of Kildare County Childcare Committee, early childhood is understood as a significant and distinct time in life that is valued, nurtured and respected by all stakeholders so that every child and their families has equal access to the highest quality childcare within their local communities.



# Our Values

**We are:**

Child Centred

Inclusive

Respectful

Collaborative

Accountable

Supportive

# Our Values

**Child Centred:** Everything we do is driven by the welfare of children.

**Inclusive:** We value the diversity within our local communities in County Kildare and promote opportunities for participation and equal access for all.

**Respectful:** We listen and treat everyone fairly keeping an open mind.

**Collaborative:** Together we are better and create greater impact.

**Accountable:** We are responsible for our decisions and contributions.

**Supportive:** We are encouraging, helpful and seek to bring value to all we engage with.





## **Goal 1: Excellence in the local childcare sector**

**Develop and support the local childcare sector to deliver the highest quality provision.**

### **What we will do:**

Facilitate events, networks and initiatives promoting the “highest quality provision” and “child centred” practices.

Provide support to new and existing providers on compliance with and administration of National Government Programmes.

Prepare childminders for regulation and inspection.

Deliver an annual childcare appreciation event.

Promote restorative practice as a framework for managing conflict.



## **Goal 2: Building local capacity**

**Support the local childcare sector to develop and grow as sustainable businesses that are fundamental to the social and economic growth of County Kildare.**

### **What we will do:**

Support the development of existing and new parent and toddler groups.  
Conduct an annual update of childcare pressure points in the county and disseminate to key stakeholders.  
Promote DCEDIY Childcare Capital Grants.  
Advocate for large-scale capital grants to support new Childcare services.  
Support the establishment of provision where gaps are identified.  
Conduct an annual consultation with the sector to identify skills and knowledge needs.  
Facilitate Manager only networks for peer support and advise.



## **Goal 3: Working collaboratively**

**Engage with all our stakeholders to develop a collective and integrated approach to ensure an 'even better' local childcare experience for children and their families within their communities.**

### **What we will do:**

Engage with local area plans to share information on gaps in county provision.

Be represented on relevant networks in the county.

Commit to local collaborative projects annually that support the childcare sector.

Share information on setting up a childcare service with local enterprise offices.

## **Goal 4: Equal Access and Inclusion**

**Grow and develop the  
local childcare sector to  
be inclusive and  
accessible for ALL  
children and their  
families.**

### **What we will do:**

Promote and support diversity and inclusive policy and practice in local childcare services.

Promote the importance of participation in the Early Childhood Care and Education Scheme for all children and families from all cultural, migrant and minority communities.

Support understanding of the 0-3 years as a formative stage for all children and families from all cultural, migrant and minority communities.

Grow and develop understanding of children's healthy, physical and emotional well-being amongst the local childcare sector including mental health, disability, trauma and neuro divergence.

Promote and deliver Child Protection to the sector including raising awareness of impact of Domestic Violence on children.

Develop the competencies of the sector to meet the needs of new communities.

Promote Childcare as a profession to underrepresented groups in the sector.

## **Goal 5: Communicate with Purpose**

**Informing, listening, encouraging and challenging as we support the local childcare sector, children and parents.**

### **What we will do:**

Signpost the local childcare sector and parents to parent supports available in the county.

Promote positive parenting campaigns in collaboration with local stake-holders.

Promote access to the National Childcare schemes to enable parents to access training, employment and education.

Promote the benefits of parent and toddler groups.


Promote childcare as a business opportunity.

Develop and annually update a guide for Childcare services of support services and their role.

Develop quarterly information bulletin for stakeholders in the county on the work of KCCC to be shared at networking events and by email.

Maintain up to date records of childcare provision in the county.

Promote access to the National Childcare Programme including AIM.



## **Goal 6: Childcare and Childminding as a professional career choice**

**Promoting Childcare as a career option that is a valued, worthwhile and respected profession.**

### **What we will do:**

Attend job seeker training and employment events.

Promote job seeker training and employment events with Childcare Owner/Managers.

Promote Childcare/Childminding through colleges offering Early Childhood Courses.

Offer student placements to Early Childhood Degree courses.

Promote the profession with career advisers, school guidance counsellors.

Promote Learner Fund opportunities.

Collaborate with Skillsnet for funding for degrees including part-time options.

Promote Core funding's aim to improve childcare pay and conditions.



## **Goal 7: Our Team**

**Valuing, developing, retaining and recruiting expert staff who are passionate about early childhood care and education and delivering exceptional services.**

### **What we will do:**


Provide learning and development opportunities related to professional growth.

Encourage staff to contribute to our further development with regular idea generating sessions.

Treat staff with respect and maintain a culture of equality and inclusion.

Promote a working environment supportive of mental wellbeing.

Promote a working environment supportive of families.



## **Goal 8: Delivering organisational success & effectiveness**

**Achieving our goals and  
building our capacity, while  
maintaining financial and  
operational stability.**

### **What we will do:**

Seek to be excellent in everything that we do

Achieve all targets set by DCEDIY.

Continuously reduce our environmental footprint.

Deliver strong governance and leadership.

Collaborate proactively to maximise internal resources and external effectiveness.

Maintain and develop 'fit for purpose' systems.

Commit to delivering our services and support our people in accordance with our values and policies.

Effectively manage risk as we deliver our strategic and operational plans.



At the heart of what we do...every day,  
every week, every month

