



Children's Services
Since 1895

2020 - 2022

STRATEGIC PLAN



OUR VISION

Every young child experiences excellence in early education and care, inspiring learning for life.

OUR PURPOSE

At KU we nurture and grow children's learning. We partner with families and communities, and value children as citizens who create, think and do.

OUR VALUES



CHILDHOOD

We recognise childhood as a special time in itself; a time for all children to be immersed in secure and trusting environments that allow them to explore, play, discover and learn. We nurture the development of identity, confidence and capability which form the foundations of a lifelong love of learning. We ensure the voices of children contribute to the work that we do and the decisions we make.



INTEGRITY & RELATIONSHIPS

We act with honesty, openness and consistency. Our relationships are respectful, mutual and reciprocal and are built on trust, authenticity and ethical behaviour. We welcome feedback and make decisions that are responsible and fair.



LEADERSHIP

We are driven by the passionate pursuit of quality early childhood education and encourage others to share that journey. We lead by example, drawing on our experience and knowledge to shape early childhood education thinking, policy and practice.



INNOVATION

We have the courage to pursue bold visions of the future. We are committed to continual professional learning and organisational development. We collaborate and explore new ideas and different ways of thinking.



SUSTAINABILITY

We acknowledge and consider both our heritage and our future. We embrace our responsibilities within the world around us – to our children and communities, our people, our environments and the long term sustainability of our organisation.



DIVERSITY & INCLUSION

We recognise that everyone has their own culture, beliefs, values and strengths contributing to our rich and diverse community. We embrace, advocate for, and invest in the rights of all children to access and actively participate in our programs and have a sense of truly belonging.

OUR STRATEGIC PRIORITIES 2020 - 2022

1. We deliver, lead and inspire educational excellence

2. We have a thriving professional workforce

3. We are financially sustainable and scalable

4. We make a positive social impact

1. We deliver, lead and inspire educational excellence

We are uncompromising in our commitment to quality. We inspire and influence best practice in early education in Australia, and as we do, we raise the bar for everyone.

Above all else, KU is a safe pair of hands. Families trust us, and love the KU way; they choose us for their children, recommend us to their friends, and continue to feel a connection with KU, always.

2. We have a thriving professional workforce

The best and brightest talent are proud to work for KU and are deeply connected to our purpose.

We nurture careers that can last a lifetime. We warmly welcome new staff into the KU family, invest in their future, and support them as people.

We proactively pursue diversity in our teams, and are producing the next generation of leaders who will continue to drive KU forward.

3. We are financially sustainable and scalable

We are building the infrastructure, systems and services to support KU through the next phase.

We are in a solid financial position, and will continue to provide us, and the children and families we work with, security and opportunities for the future.

4. We make a positive social impact

After 125 years, the impact of KU's work is continuing to grow. We continue to reinvest KU's own funds in supporting and delivering more programs, to more children and families with complex needs. KU's voice is synonymous with the rights of all children to thrive.

We are reducing our impact on the environment, and working towards Reconciliation with our First Nations people.

Through our charitable Foundation, individuals and organisations alike are partnering with us to achieve even greater things, particularly for Aboriginal and Torres Strait Islander children and families.

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