**Goostrey Pre-School Strategic Development Plan 2024-2025**

**Our mission** is to serve our village and community by providing a caring, safe and quality environment where children play purposefully and engage in thoughtfully planned learning experiences. Children at Goostrey Pre-School will leave us ready to flourish at school.

To do this we have created **6 strategic aims**:

1. Goostrey Pre-School aims to improve staff recruitment, retention and development
2. Goostrey Pre-School aims to be inclusive and welcoming to all children and prioritises their individual needs
3. Goostrey Pre-School aims to offer high quality resources and equipment and use them effectively as a tool for purposeful play
4. Goostrey Pre-School aims to develop positive relationships with all our families to offer a smooth transition for children between home and Pre-School
5. Goostrey Pre-School aims to send all children to school prepared and eager to learn
6. Goostrey Pre-School aims to maintain accurate accounts and ensure tight management of income and expenditure

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| **Aim** | **Action** | **People** | **Timescale/Measures** | **Outcome** |
| 1. Goostrey Pre-School aims to improve staff recruitment, retention and development
 | To use a thorough recruitment process to employ the best possible practitioners for our setting To use regular 1-1 meetings and observations of practitioners within the setting to identify gaps in knowledge and any need for further training To use weekly staff meetings and daily catch-ups with staff to ensure the whole team have a good understanding of what is expected and new information/changes are communicated promptly To continue to monitor ratios and staff organisation to ensure the best nurturing environment is being providedTo maintain a positive working environment where staff well-being is promoted  |  |  |  |
| 1. Goostrey Pre-School aims to be inclusive and welcoming to all children and prioritises their individual needs
 | To screen all children using the WellComm assessment tool and to continue to target children needing extra SALT supportTo write plans for children identified as SEN To ensure individualised provision and resources are in place for SEN children and continue to assess the effectiveness To liase with outside agencies and professionals To observe children and staff within the setting and provide feedback to ensure all children are meeting their potential To build positive relationships with parents and provide ongoing feedback on how their child is being supported to meet the goals in their planTo seek out further training where gaps in knowledge/experience emerge  |  |  |  |
| 1. Goostrey Pre-School aims to offer high quality resources and equipment and use them effectively as a tool for purposeful play
 | To observe children within the setting, to understand how the resources and equipment are being used To offer thoughtfully planned enhancements to daily provision based on the needs of the children To develop a plan for the outdoor area alongside the Early Excellence consultantsTo assess any gaps in the equipment and resources and feedback to Nicola on how we can overcome them  |  |  |  |
| 1. Goostrey Pre-School aims to develop positive relationships with all our families to offer a smooth transition for children between home and Pre-School
 | To organise “show arounds” and speak positively with perspective parents about what we offer at Goostrey Pre-School To set up all new children on Tapestry promptly To regularly check children’s Tapestry accounts and provide feedback to key workers on the quality of observations To organise a plan of parents meetings and stay and play events and share this with families promptly To organise stay and play events to welcome families into the setting, share children’s learning, meet staff and provide positive home to pre-school events |  |  |  |
| 1. Goostrey Pre-School aims to send all children to school prepared and eager to learn
 | To assess all Butterflies children on their school readiness and plan to close any gaps for individuals To complete Twinkl phonics training To teach Phase 1 phonics activities to all Butterfly childrenTo liaise with schools and organise visits and meetings with Butterfly children’s prospective reception teachers  |  |  |  |
| 1. Goostrey Pre-School aims to maintain accurate accounts and ensure tight management of income and expenditure
 | To develop a robust budget and cash forecast that takes account of all income and operating costsTo use technology - automated billing, parent communication apps, and payroll software to reduce administrative costs and improve operational efficiencyTo conduct quarterly financial reviews to assess the preschool’s financial health. Adjust the budget or strategies as necessary based on these reviews.To ensure debtors fees are recovered, and income is reconciled as per agreed policy  |  |  |  |