



ROSCOMMON COUNTY CHILDCARE COMMITTEE STRATEGIC PLAN 2022-2025



An Roinn Leanáil, Comhionannais,
Míchumais, Lánpáirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth





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Foreword

On behalf of the Board of Directors and Staff of Roscommon County Childcare Committee CLG (Roscommon CCC) we welcome the adoption of our company's Strategic Plan 2022-2025 and our mission statement which is to further support and enhance a wide range of high quality, inclusive, integrated, accessible and affordable childhood care and education services, responsive to the rights and needs of children and provide support to parents/guardians/families.

Since the establishment of Roscommon CCC in 2000 we have evolved and grown significantly in response to national government policy, adapting our skill sets and competencies to respond to the changes and challenges that have emerged over the years.

This Strategic Plan outlines the environment within which our County Childcare Committee now operates, the vision of the organisation for the years ahead, the principles by which it works and the strategic goals and objectives it aims to achieve to ensure that Roscommon CCC is responsive to the future needs of Early Learning and Care (ELC), School Age Childcare (SAC) the Childminding sector, Parent and Toddler groups, services to children, parents and guardians, the local communities in County Roscommon and our local and national stakeholders and partner agencies.

Over the course of this strategic plan Roscommon CCC will continue to be a voice that promotes the value of early learning in young children's lives. At the heart of our work is our commitment to promote an integrated, responsive service to children, young people and their families from birth, which has at its core the wellbeing and welfare of the child and treats all persons as equals. We will also continue to support, maintain and continuously improve a culture of learning and professional development among our staff team.

The Department of Children, Equality, Disability, Integration and Youth (DCEDIY) published the Review of Early Learning and Care (ELC) and School-Age Childcare (SAC) Operating Model in Ireland and has announced the establishment of a statutory agency which will incorporate the City and County Childcare Committees (CCCs), Better Start, and elements of Pobal and DCEDIY.

We look forward to the continued support of our staff, our board of directors, DCEDIY, Pobal, our partner agencies and all those we collaborate with. We will continue to strengthen collaboration and adapt to ongoing changes in the way we work and respond to new challenges, while also maintaining a responsive and efficient service delivery to our funder/s and Early Learning and Care (ELC) providers. We are committed in the months and years ahead to continued open and transparent engagement with the sector and our funder/s in the pursuit of the most positive outcomes for children and families.

*Irene Cafferky
County Childcare Coordinator/Manager
On behalf of Roscommon County Childcare Committee CLG*

Ethos and Mission Statement

Ethos

Our Ethos

- To be child and youth friendly in our policies and actions
- To promote an integrated, responsive service to children, young people and their families from birth, which has at its core the wellbeing and welfare of the child and treats all persons as equals
- To have a commitment to high quality, flexible and locally based services
- To facilitate the development of childcare services as a partnership between children, parents, the community, providers, and statutory agencies.
- To operate in an efficient and effective manner
- To support, maintain and continuously improve a culture of learning and professional development among the staff of Roscommon County Childcare Committee CLG

Mission Statement

The mission of Roscommon County Childcare Committee is to maintain, grow, develop, support and enhance a wide range of high quality, inclusive, integrated, accessible and affordable childhood care and education services responsive to the rights and needs of children and provide support to parents/guardians/families.

We recognise the role of Quality Early Childhood Care and Education in Strengthening Families, Communities and Society in County Roscommon.

We will work in partnership to achieve positive change with our partners, providers and key stakeholders while coordinating the implementation of National Childcare Policy at local level on behalf of the DCEDIY.

We will support management with governance and strategic direction

Our Seven Principles

The work of Roscommon County Childcare Committee CLG is underpinned by the following **seven principles**:

- A commitment to support quality, accessible and affordable childcare services for all children and their families.
- Continue to be responsive and flexible in relation to meeting the objectives and requirements of our funder/s.
- Actions delivered by and on behalf of DCEDIY are in line with the First 5 the Whole-of-Government Strategy for babies, young children and their families to improve their experiences and outcomes. <https://first5.gov.ie/>
- Ensure consistency and uniformity in the delivery of all supports and services and in relation to all communications in the early learning and care (ELC) and school age childcare (SAC) sectors, following national protocols to ensure compliance and sustainability of ELC/SAC services.
- Continue to maintain a close working relationship with early learning and school age childcare services.
- Continue to work in a co-ordinated way, supported by Childcare Committees Ireland (CCI) and in collaboration and partnership with each other and other stakeholders, to deliver supports and services to the ELC and SAC sectors, to ensure that resources are utilised as effectively as possible, and to ensure that consistency across the CCCs is achieved.
- Work on behalf of the DCEDIY and continue to work in collaboration and partnership with other organisations such as Pobal, Tusla and local and national agencies in the development and further support of ELC and SAC services.

AIM/Goal 1: Governance & Financial Sustainability of the ELC/SAC Sector

- Support Childcare Providers with Governance, Sustainability, Financial planning, compliance and Governance
- Mentor voluntary management committees and managers in start up and business development
- Signposting to local enterprise office and other support agencies
- Provide Effective communication on legislative requirements and changes
- Support leadership and management development within ELC/SAC sector

AIM/Goal 2 : Delivery and Local implementation of the DCEDIY Childcare Funded Programmes

- Efficient supports at local level of national childcare funded programmes (NCS)
- Operational and programme delivery supports to ELC/SAC sector to include reporting mechanisms
- Management of Staff and of annual work plan
- Effective internal and external data management systems
- Collaboration with Local, Regional and National stakeholders
- Contribute to Local and National policy development

AIM/Goal 3: Support the Professional Development of the Sector

- Promote a graduate led workforce and support ongoing professional development
- Facilitate Professional Networking opportunities "Communities of Practice" child centered approaches
- Proactive engagement with educators on qualification requirements and career pathways within the ELC & SAC sector
- Prepare Childminders for future changes in qualification requirements and standards
- Support the ELC/SAC sector in the professional development and retention of staff

AIM/Goal 4: Access & Inclusion

- Promote the importance and benefits of diversity in our childcare settings
- Support parents and families with accessing childcare
- Disseminate information on National childcare programmes in different languages
- Support all parents including those from different cultural backgrounds with NCS applications
- Ongoing support for Access & Inclusion model (AIM)
- Facilitate delivery of Equality, Diversity and Inclusion training
- Promote initiatives which enhances participation of children and families from all cultural and migrant communities

AIM/Goal 5: Quality Development

- Facilitate the delivery of the national Tusla Always Children First programme to ELC/SAC services
- Promote and facilitate delivery of national quality programmes and initiatives as per the First 5 in collaboration with local and national stakeholders
- Support best practice through facilitation of Communities of Practice events
- Support initiatives to ELC/SAC services to progress their Quality Action Plans
- Support delivery of initiatives that improve ELC/SAC practices in listening to children and young people and giving them a voice in decision-making
- Support services with transitions from home-preschool-primary school
- Support services to meet Tusla regulations and requirements

AIM/Goal 6: Health & Wellbeing

- Collaboration with Local, Regional and National agencies to communicate an understanding of Health & Wellbeing within the ELC/SAC environment
- Disseminate best practice advice to ELC/SAC services regarding child protection
- One to one supports to childcare services as required in all aspects of childcare provision
- Disseminate information on health & wellbeing programmes for the ELC/SAC sector

AIM/Goal 7: Organisational Development & Effectiveness

- Provide support to management/board of directors in their strategic and operational responsibilities
- Provide support to ensure that governance is maintained at its highest standard with provision of annual audited accounts
- Strengthen our corporate governance structures with supporting strong leadership and accountability to our stakeholders and funders.
- Proactively engage and contribute to government policy and consultations
- Leverage resources to develop local initiatives with local stakeholders that can effect positive change for children and families

AIM/Goal 8: Resources and Communication

- Disseminate local, regional and national resources through Roscommon CCCs communication strategy
- Advocate at local, regional and national events for local ELC/SAC sector
- Promote best practice through local, regional and national communities of practice
- Communicate with ELC/SAC services regarding policy and legislative changes that affect the sector
- Promote the ability of local communities and structures to influence decisions and promote power sharing as close to local communities as possible

AIM/Goal 9: Our Multi-Disciplinary Team as part of an engaged workforce

- Invest in People Development and Leadership Support to ensure continuous professional development opportunities for our employees
- Annual appraisal and performance management system in place for all staff
- Support and enable staff to avail of hybrid work opportunities
- Monitor green office policies to ensure a cost-effective and efficient running of all our operations, services and processes
- Commit to a team culture of diversity and inclusion in all our work practices
- Recruit, retain and allocate staff resources to deliver our annual workplans in an efficient and effective manner
- Provide and Support Roscommon CCC Staff with membership to our company employees assistance programme

AIM/Goal 10: Supporting the ELC/SAC sector and its evolving environment

- Monitor the changing landscape of the local ELC/SAC sector and respond to local needs within a consistent national manner
- Be proactive in the ongoing development of the ELC/SAC sector through consultation and change management processes
- Promote positive networking and shared collaborative opportunities for the sector

Our Commitment and Focus

