



# Wonderspring 2.0

**Strategic Plan  
2023-2028**



**WONDERSPRING**  
EARLY EDUCATION

# Who We Are

## Our Vision:

To ensure all children have equitable access to high quality education led by trusted professionals that engages families and has a measurable impact on lifelong success.

## Our Mission:

To provide pathways to quality education for children

## Our Values :

- **Safety**- children and staff deserve to feel physically, mentally, emotionally and psychologically safe at work and at play
- **Quality** - we strive for excellence in delivery of service and experience
- **Caring** - we provide care because we care about children, staff and families
- **Belonging** - individuals matter and are accepted and included no matter their identity
- **Fun** - we make an intentional effort to make learning and working enjoyable



# OUR STRATEGIC PRIORITIES

## RECRUIT, RETAIN & SUPPORT HIGHLY QUALIFIED TEACHERS

Quality teachers are key to our mission. Wonderspring is committed to improving pay, benefits, and support to attract great teachers and keep them with us long-term.



### Strategic Actions

- Create Institute for Leadership Development
- Re-envision onboarding process
- Create Wellness spaces for teachers
- Enhance continuing education
- Utilize performance management for continuous quality improvement
- Provide monthly professional development

## PREPARE MORE CHILDREN FOR LIFELONG SUCCESS



We want to bring the Wonderspring experience to more children by achieving full enrollment at all our centers and expanding to new locations.



### Strategic Actions

- Maximize current operational capacity
- Expand operational capacity
- Rebuild Narberth Center
- Open new location in Delaware County
- Build more ability diverse outdoor spaces

## INCREASE ENGAGEMENT WITH FAMILIES AND COMMUNITIES

Our connections with the families and communities we serve will improve outcomes for children.



### Strategic Actions

- Attend community events
- Host engagement events
- Launch Family Engagement Committee
- Identify strategic partners
- Create a "Buy Nothing" group for child items
- Host program volunteers at each location



## EMBRACE A DIVERSE, EQUITABLE AND INCLUSIVE ENVIRONMENT IN WHICH ALL CHILDREN, STAFF AND FAMILIES BELONG

Wonderspring serves diverse communities in the Greater Philadelphia Area, all of whom deserve to feel included.



### Strategic Actions

- Create and execute a DEI strategy that ensures staff, children and families feel they belong at Wonderspring.
- Conduct a DEI organizational assessment.
- Attend Racial Equity Learning Community
- Train board, staff and families on DEI actions and logic model
- Track demographic and identity information of board staff and students



At Wonderspring,  
we're working to put all children on  
the path to success.  
We invite you to join us!  
Join our team, donate or volunteer.  
Learn more at  
[wonderspring.org](https://wonderspring.org)