Dear Hutch Kids Community,

We are excited to announce the launch of our 2016-2020 Hutch Kids Strategic Plan, which was developed in partnership with our parent community, teachers, colleagues at the Fred Hutch, and many others.

Beginning in March 2015, the Hutch Kids Strategic Planning Committee, a sub-committee of the HK Board, was convened to evaluate key issues and priorities for the center and to develop a future plan that would advance the center’s vision:

Hutch Kids Child Care aspires to be a child-centered community of learners where children, their families and educators work in concert with one another. This partnership creates a trusting, nurturing and reciprocally supportive environment where joy, play and learning are celebrated.
4 Key Tenets

Hutch Kids established the following foundational tenants in evaluating options for the future of the organization.

Professionals
We are committed to hiring, developing and retaining the best early learning professionals for the delivery of highest quality early learning experiences to our children and their families. We will invest in the training and support of our staff to ensure they have the skills, background, experience and tools that will allow them to excel. We will work to continue to create a great work environment for our staff.

Partnerships
We are committed to continuing our partnership with Fred Hutch and other partners on the FH campus. Our strategic plan is being built upon the expectation that for the remainder of the contract term with FH and for the foreseeable future beyond, Hutch Kids will work to create an extraordinary quality early learning center for the employees of Fred Hutch, SCCA, UW and our community.

Expansion
The capacity needs and demand for childcare for Fred Hutch employees and our community in the South Lake Union area are expected to continue to grow. Hutch Kids’ ability to serve expanding demand is limited by our current real estate and subsequent licensing considerations. Hutch Kids desires, in the longer term, to evaluate a different physical location on the FH campus for possible expansion.

Quality
We are committed to quality, including the Washington State standards established as part of the Early Achievers program and the national standards established by NAEYC. Accreditation, rating and performance by Hutch Kids against these standards will require investment in training, tools and support systems.

As a result of the planning process, three strategic areas emerged: curriculum development, staff development, and facilities improvements. We believe that by focusing our attention and financial resources in these areas in the next 5 years, we will solidify our position as a distinguished early learning center, enriched by highly qualified staff, in an environment that is conducive to learning.
Objective

To develop and implement a cohesive, sequential curriculum based on equity, collaboration and partnership between teachers, children, and families that honors the creativity, individuality and curiosity of each child.
Priority Initiative 1

Ensure our curriculum meets Early Achievers, NAEYC, and evolving state standards in early childhood education. Curriculum development priorities will be driven by both the timeline and Early Achievers rerating (happening between January and March of 2017), though our most immediate need is the training and implementation of the Creative Curriculum for our Infant and Toddler teams.

Priority Initiative 2

Create a shared language and methodology within the center. It will be important to track not just the fidelity of implementation of the Creative Curriculum, but also the success and child impact. HK leadership will need to decide how to measure the curriculum’s success, which will likely be done through teacher feedback and examining aggregated data of child outcomes (i.e., checkpoint/developmental assessments reports via Teaching Strategies Gold).

Priority Initiative 3

Adopt and implement a family education curriculum. Through this program, work to align goals of the parent education program with families by asking parents their interest in specific areas/subjects for education. Support new families through new parent orientations including a classroom orientation. Align expectations so that teachers and classrooms are providing information using the same format. Formalize and provide clarity on the parent-teacher conference format, process and content.

Curriculum Development FY17 Goals

- Adoption of new curriculum in infant and toddler classrooms
- Purchase of iPads to facilitate curriculum utilization and documentation
- Software upgrades for Teaching Strategies Gold
- Additional teacher training time
STRATEGIC FOCUS

Staff Development

Objective

To foster a team of distinguished early childhood educators through family partnerships, enriched learning environments and curriculum development, and the investment and support of professional development and education.
Priority Initiative 1

Build better partnerships between families and staff in order to support the children’s learning and environment and to improve community networks. Working with a committee of parents and teachers, define the role of the parents specific to each classroom or group of classrooms, while also developing a school-wide model for parent engagement. Establish clear expectations and goals for the impact that parents can have in the classroom, while setting realistic expectations for the investment working parents are able to make.

Priority Initiative 2

Improve the learning environments and curriculum. Identify opportunities for teachers to expand their knowledge about classroom environments, leveraging the measurement tools which align with our commitment to Early Achievers. Improve accessibility to the schools’ supplies and materials. Enhance staff training by allowing mentor teachers to train within the classroom.

Priority Initiative 3

Invest and support professional development and education. Increase opportunities for professional training to improve skills and capabilities including exposure to age groups across the center for cross training and development. Encourage pursuit of a Bachelor’s degree in Early Childhood Education. Leverage our Early Achievers coach to ensure Hutch Kids is on track for future staff education requirements (minimum of a Child Development Associate credential). Develop a plan to offer more opportunities for promotion and growth within the organization. Develop an evaluation plan intended to measure success and accomplishments within a teacher’s professional development.

Staff Development FY17 Goals

- Additional teacher training time
- Begin monthly team (infant/toddler/preschool) meetings
- Teaching assistants complete CDA
- Monthly Stars (professional development) trainings
Objective

To build a state of the art early learning center that supports social, emotional, cognitive, and physical growth of children while supporting family involvement.

A comprehensive early childhood center that fully supports expanded curriculum and staff development would be inclusive of:
• Natural light
• Welcoming reception area
• Administrative office space
• Room for extracurricular activities
• Indoor play area
• Outdoor gross motor area
• Library
• Gardening area and outdoor classroom
• Tactile Classroom
• Adequate work space for teachers
• Technology
• Adult bathroom facilities as per licensing requirements

• Laundry
• Teacher lounge
• Adequate storage for strollers
• Kitchen, and kitchen storage
• Adequate storage for supplies (art), games, manipulatives, etc
• Square footage that will comply with the new licensing regulations at the time of construction that includes square footage for teaching staff as well as children (infants, young toddlers, toddlers, preschoolers)

Classrooms should include bathroom areas (as per licensing)

Nap areas for infants
Priority Initiative 1
Assess the current indoor and outdoor space and prioritize needed types of space to align with professional and curriculum development. The current indoor and outdoor spaces do not meet future programmatic goals. The IT systems are also outdated and in need of technological upgrades to support proposed curriculum.

Priority Initiative 2
To engage the Fred Hutch and affiliates in conversation about the assessed needs and their future commitment to Hutch Kids and confirm or amend a time line for renovations to the existing building as outlined in the facilities work group plan. We plan to instate regular ongoing meetings with the FH leaders to align with our long-term vision and goals.

Priority Initiative 3
Address long term facility needs and corresponding funding opportunities. We would seek to increase the capacity of the Center by 20-30% in the long term to better accommodate the increase in demand for families on the campus and community. This increase in capacity is only possible with additional or new space for Hutch Kids.

Facilities Improvement FY17 Goals

- Upgrade the Hutch Kids File Server and network devices
- Renovate the upstairs teacher lounge, to support increased parent-teacher conferences, a curriculum requirement
Through our strategic planning process, solicited input from the Hutch Kids staff and parent community helped identify tenets around which our vision for the future of Hutch Kids should be built. Furthermore, specific strengths of our program, namely the Curriculum and Staff, were determined. Through our subgroups focused on these areas, we identified ways to augment these assets, while acknowledging that facilities was in need of improvements to adequately support our staff and programs. We established a path forward to begin working with Fred Hutch to address this shortcoming.

We are very excited to begin implementation of this plan to improve the already exceptional level of care that Hutch Kids provides, and to move toward our goal of Hutch Kids as a state-of-the-art early learning center.

If you would like to see more details about the development of this plan and its outcomes, a copy of the complete Strategic Plan will be available in Susan or Shawna’s office or made available upon request. Thank you for all of your support through this process and moving forward!

Hutch Kids Strategic Planning Committee:

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<tr>
<th>Name</th>
<th>Title</th>
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<tbody>
<tr>
<td>Eddy Reif</td>
<td>COMMITTEE CHAIR</td>
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<tr>
<td>Elizabeth Leber</td>
<td>BOARD PRESIDENT</td>
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<tr>
<td>Andy Firpo</td>
<td>VICE PRESIDENT</td>
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<tr>
<td>Guang-Shing Cheng</td>
<td>FORMER BOARD PRESIDENT</td>
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<tr>
<td>Susan Tregerman</td>
<td>EXECUTIVE DIRECTOR HUTCH KIDS</td>
</tr>
<tr>
<td>Shawna Rengli</td>
<td>ASSISTANT DIRECTOR HUTCH KIDS</td>
</tr>
<tr>
<td>Shelley Grover</td>
<td>BOARD MEMBER, PARENT</td>
</tr>
<tr>
<td>Eileen Rillamas-Sun</td>
<td>BOARD MEMBER, PARENT</td>
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<tr>
<td>Jon Ladd</td>
<td>BOARD MEMBER, PARENT</td>
</tr>
<tr>
<td>Melinda Ajtay</td>
<td>BOARD MEMBER, PARENT</td>
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<tr>
<td>Wendy Mitsuyama</td>
<td>PARENT</td>
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Special thanks to Jessica Higinbotham for taking the photos in this brochure.
Thank You
For Helping the Hutch Kids Community