

Kootenay Kids Society Strategic Plan 2026-2028

Vision Every child in the communities we serve thrives through access to holistic, community-based, education, information, and care.

Definitions:

Child – Refers to the primary group served through Kootenay Kids programs, generally encompassing children from birth to six years of age, with some programs extending support up to age twelve. The definition of “child” varies by program based on its specific mandate and funding framework.

Communities we serve – Refers to the geographic areas reached by Kootenay Kids programs, including the West Kootenay region and the Interior Health service area. The scope of service varies by program, with some serving local communities and others extending regionally.

Holistic – Reflects the understanding that well-being comes from balance across the physical, mental, spiritual, and emotional aspects of life for all who access our services. This approach is informed by Indigenous worldviews, including the First Nations medicine wheel teachings, and also recognizes other cultural and clinical perspectives that guide our practice.

Community-based – Means our programs and services are rooted in the communities we serve — either located within those communities or offered through outreach. Community participation is embedded in their planning, delivery, and evaluation to ensure programs remain responsive and relevant.

Care – Refers to the provision of high-quality, affordable, and accessible early learning and child development opportunities that support the well-being of children and families.

Mission We support the holistic wellbeing of children and the people who care for them through high-quality early learning and child care, family support, pediatric therapy services, and strong community partnerships — so every child can thrive.

Values

Values	COMMUNITY	CURIOSITY	INTEGRITY	RESPECT
Value Statements	We build trusting, reciprocal relationships that reflect belonging, collaboration, humility.	We inspire, support, and celebrate the joy of life-long learning in clients, staff, and partners.	We make thoughtful, transparent decisions and take care of the resources entrusted to us, ensuring our work reflects the needs and voices of the people we serve and work alongside.	We cultivate dignity and respect for everyone engaging with our organization, including tangible actions of decolonization and reconciliation.

Strategic Focus Areas

Strategic Focus Areas	PEOPLE <i>(CARE, COMMUNICATION, LEADERSHIP)</i>	PLACE <i>(ACCESSIBILITY & BELONGING)</i>	PROGRAMS <i>(CONNECTION & GROWTH)</i>
Objective Statement	We invest in the well-being of staff, families, and community. We foster collaboration and mentorship, build leadership capacity, and ensure clear and consistent communication and connection across all programs.	We enhance the physical, emotional, and cultural environments across our programs and workplaces — including capital and facility improvements — to strengthen accessibility, belonging, and safety, improving client experiences, staff collaboration, and overall service quality.	We deliver responsive, relationship-based programs that evolve alongside the needs of families and the broader community. Our work is guided by evidence, educational best practices, employee expertise and passion, and the realities of our funders and partners.

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