2023-2028 STRATEGIC FRAMEWORK

2028 Goal
Deliver quality, equitable, sustainable, and scalable programs that families both want and need.

Vision
An equitable world where people of all abilities, identities, and backgrounds belong and thrive.

Mission
Kindering embraces children of diverse abilities and their families by providing the finest education and therapies to nurture hope, courage, and the skills to soar.

Equity
I belong. Eradicate systemic, racial, and oppressive barriers so that everyone succeeds.

Strategic Priorities and Actions

Nurture Wellness
- Compensate staff equitably and competitively.
- Foster staff wellness and appreciation.
- Embody healing-centeredness, diversity, equity, inclusion, and belonging.

Build Nimble Systems
- Upgrade technology to align with agency size and needs.
- Build nimble leadership and systems that implement effective change.
- Integrate and simplify processes across the agency.

Eradicate Barriers
- Mobilize advocates to improve policies, secure resources, and elevate people with evident and non-evident disabilities.
- Improve systems of care for children of diverse abilities.
- Secure financial resources to sustain and further Kindering's mission.

Empower Children & Families
- Deliver quality and culturally responsive programs.
- Meet the emerging needs of children, families, and our community.
- Foster acceptance and celebrate developmental inchstones.

VALUES
Belonging | Caring | Equity | Innovation | Integrity