



# 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

Kinderling 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 Kinderling'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.