

# Strategic Plan At-a-Glance

2020-2023



#### **Our Mission**

Strengthening families to create brighter futures for children.

#### **Impact Areas**

SLUEPRINT OUTCOMES

**Healthy Families** 

**Successful Students** 

**Empowered Families** 

## **Strategic Result**

Transforming the delivery of early childhood education programming and behavioral health services by investing in family engagement, cultivating trusting and supportive relationships, and an ever evolving high-quality, multidisciplinary service experience.

### Our Vision

A just society
in which all
children, families,
and communities
have equitable
opportunities
to grow, learn,
and thrive.

Leadership Diversity & Competency

Priority Strategies

Facilities

**Culture of Philanthropy** 

**Partnerships** 

Talent Development

Social

**Equity** 

Justice &

Data-Driven Decisions

Policy Advocacy



# **Our Priority Strategies**

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The Marygrove Early Childhood Education Center, slated to open fall 2021, is an example of a key Starfish initiative that aligns to, and advances, each one of our eight priority strategies.

#### **Social Justice & Equity** Data-Driven Decision-Making Potential is universal; opportunity is not **Accountability around data** · The right to quality education and high Integrated 360-view of each child and family expectations for all children · Enables improvement of service delivery • Equitable opportunities for all children to Results in cross-agency coordination of learn and grow services • 27,000+ children in Detroit lack access to early childhood education (Source: IFF) **Facilities High-quality footprint** Talent Attraction, · Informed by the community and **Development & Retention** early childhood industry best practices Pipeline development Co-location of whole-family services • The pioneering Teaching School • Mindful, inspired, healthy vision will build a talent pool of · Warm, safe, and welcoming exceptional urban early childhood educators Unlimited opportunity for **Partnerships** systems change-making Strength through collaboration • P-20 coalition: Starfish, Leadership Diversity Marygrove Conservancy, & Competency University of Michigan, and **Detroit Public Schools** Alignment between staff Community District and clients Integrates best practices from · Potential employment or respected industry leaders leadership roles for community · Mutual commitment to longneighbors term and strategic success · Opportunity to listen and grow from neighborhood voices **Policy Advocacy** Culture of Philanthropy Intentional and engaged advocates • Investing in children at the center of neighborhood revitalization Growth is up to all of us · Empowered staff, parent, and Will advance Hope Starts Here board ambassadors imperatives · Visionary thinking and planning · Leverages all funding systems

