



Cornerstone Center for Early Learning

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Strategic Priorities for the Coming Years

1: Modify infrastructure to meet the coming demographic shift that will mean more services are needed for children under 2.5 years old.

Objectives:

- Identify needed changes to infrastructure and develop plans.
- Conduct capital campaign feasibility study to identify funding options.
- Conduct capital campaign to raise funds necessary for infrastructure modifications.
- Build and renovate facilities.

2: Update and establish governance process and procedures to align with best practices and improve board impact and efficiency.

Objectives:

- Revise bylaws.
- Create board expectations including standardized board expectations, annual board member commitment letter with itemized undertakings, and board member review process.
- Create 3 year board recruitment plan, onboarding process and standardized board packet.
- Formalize committee structure and create procedures to use committees to streamline workflow and free board to work on “bigger picture” items.
- Provide board training and education.
- Develop opportunities for board members to develop rapport with one another after 2 years of Covid separation.

3: Develop staff compensation package/supports/incentive structure designed to recruit/retain top staff and create plan to increase number of staff for coming shift in staff:child ratio as Cornerstone serves more children under 2.5 years.

Objectives:

- Implement multi-factor plan for attracting new applicants.
- Develop options for flexibility in staff positions to attract and retain talent.
- Create commitment bonus structure.
- Implement teacher suggestions and best practices or creating joyful, uplifting workplace.

4: Strengthen development program to increase fundraising and lay groundwork for capital campaign.

Objectives:

- Maximize use of current data management system.
- Create annual metrics-based development plan in order to leverage areas of opportunity identified by data.
- Develop and implement donor-specific stewardship program.
- Conduct development assessment to determine areas of opportunity for increasing impact.

