



## The Reading Clinic 2023 - 2028 Strategic Plan Overview

### **Introduction**

A bold, forward thinking strategic plan is essential to keeping The Reading Clinic (TRC) vibrant, forward thinking, re-energized and agile in meeting the changing needs of Bermuda's students. This strategic plan offers a road map for what we hope to achieve over the next 3 to 5 years and how we plan to achieve it.

### **Strategic Process**

- Surveys of key stakeholders.
- Strategic planning sessions.
- Full SWOT Analysis.

### **Key Considerations**

- Assessment of achievements and opportunities for growth within the educational context of Bermuda;
- Client needs;
- The physical location of TRC;
- Ways the operating model may have to be adjusted to respond to fluctuating market and client demands;
- Our fiscal position;
- Alternative revenue streams to fund our assistance of neuro-diverse learners.

### **Progress to date**

The strategic planning process has resulted in

- A draft Strategic Plan has been written and revisions are in process including design;
- The adoption of (a) a new Mission Statement, (b) a new Vision Statement, (c) new Core Values and (d) six Strategic Goals.

### **Mission Statement**

*To equip children who have learning differences with the self-understanding, tools and confidence they need to thrive in school and beyond.*

### **Vision Statement**

*To cultivate a comprehensive and inclusive support system that enables neuro-diverse children to ... LEARN . GROW . SOAR*



### Core Values

1. **Child Centric:** We put children at the heart of everything we do.
2. **Impact focused:** We can make a difference in the lives of neuro-diverse children, leading to a more equitable, inclusive and productive society.
3. **Open Mindset:** We believe in the power of thinking differently and fostering the unique skill sets of all our children.
4. **Empathy, Respect and Trust:** We treat families with empathy, compassion and respect, building strong relationships of trust with parents and students.
5. **Leadership:** We work hard to earn a leadership role in our community by educating on dyslexia and related differences.

### Strategic Goals

1. To enhance innovative programming for children and adolescents with dyslexia and other learning differences (core programming).
2. To give people with dyslexia and other learning differences a voice (advocacy).
3. To strengthen community education about dyslexia (education).
4. To strategically develop and maintain partnerships that sustain and extend TRC's legacy (relationships).
5. To facilitate grants and donations by engaging the local and global community (fundraising).
6. To maintain a sustainable effective charity (certification).

### Next Steps

- Develop the strategies and actions for each strategic goals.
- Develop a timeframe for each strategy and related action.
- Set key performance indicators to measure progress and success.
- Publish TRC's Strategic Plan by December 2023.