

Illawarra Area Child Care



Annual Report



Jarahna -
4 years old
Walleroo CC

2016/17



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Vision

Enriching Futures

Values

- Quality early learning and education
- Respect and diversity
- Ethical practice
- Collaborative relationships
- Innovation and sustainability

Strategic Objectives

- Enrich the lives of all children, families and communities through quality learning
- Provide relevant, effective training for the early childhood sector
- Employ committed, professional staff who practice our values
- Through strong governance, provide organisational and sector leadership
- Implement environmentally responsible and sustainable practice
- Practices reflect our commitment to reconciliation



The Organisation

Illawarra Area Child Care Ltd (IACC) is a not for profit community owned organisation. IACC was established in 1984 to research the need for work based child care services in the Illawarra and was incorporated in 1985.

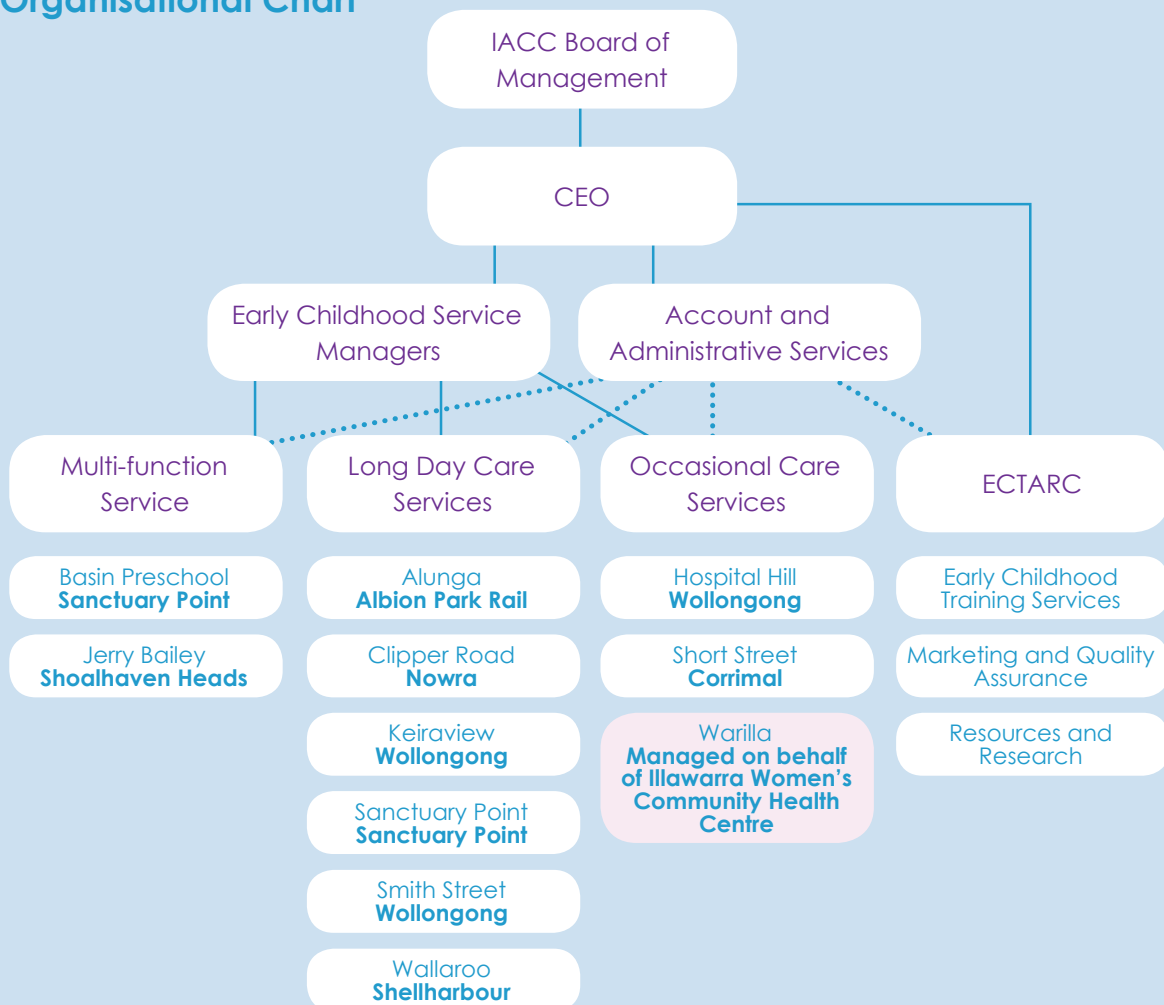
IACC manages six long day care services, three occasional care services and two multi-function services in the Illawarra and Shoalhaven.

IACC also manages ECTARC, a Registered Training Organisation that specialises in early childhood training and professional development.

The Board provides management services to the Warilla Occasional Care Centre on behalf of the Illawarra Women's Health Centre, who is the licensee for this service.

IACC provides support, training, information and advice to its services, employees and families. A key objective of IACC is to work collaboratively with associated organisations to provide excellence in early childhood and training services.

Organisational Chart



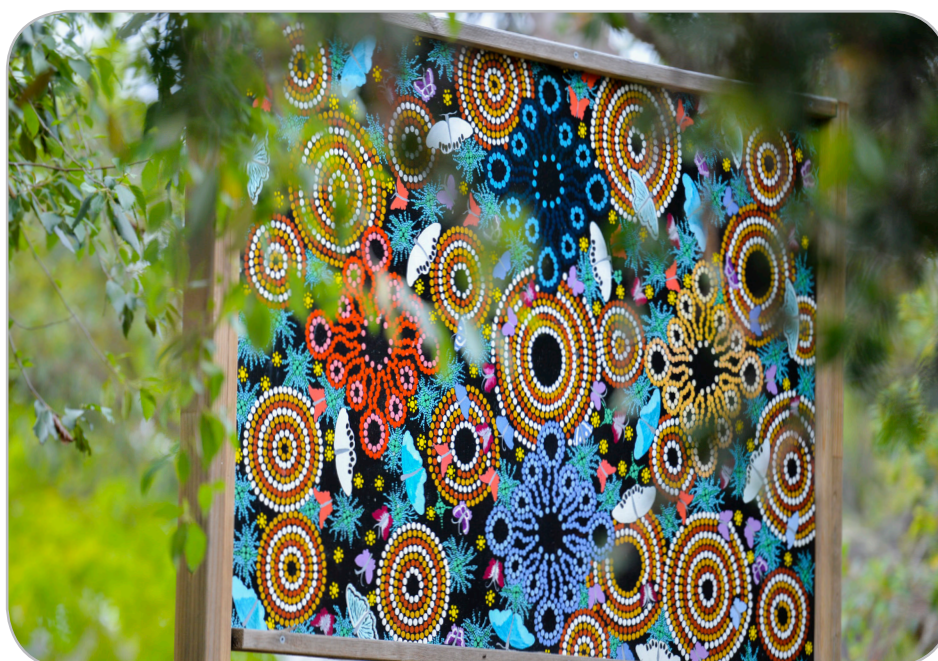
The Board

The Board comprises of parents from IACC's early childhood services and up to three Board Members nominated from the community having an interest/expertise in the provision and development of early childhood education and care and training.

Being a member of the Board provides parents and guardians with a unique opportunity to have a significant influence on the direction of the service their child attends and the organisation as a whole. Board members are elected annually.

Illawarra Area Child Care Ltd Board Members

Name	Position	Centre
George Thomson	President	Community
Lisa Miller	Treasurer	Community
Leanne Griffiths	Committee Member	Community
Kerry Little	Committee Member	Alunga
Taryn De Jonge	Committee Member	Keiraview
Branko Bosaneir	Committee Member	Short Street
Jonathan Wheaton	Committee Member	Smith Street
Julie Norris	Committee Member	Wallaroo



President & CEO Report



President, George Thomson CEO, Jan Langtry

We are continuing to progress the goals in the Strategic Plan to ensure our services and programs across all operations are relevant, effective and delivering optimum outcomes for all stakeholders

This year we have been unpacking our values across the organisation, a process to create shared meaning, engaging the whole organisation in the outcome. We began with the leadership teams across the organisation who will deliver values sessions with their teams which will result in a series of value statements for the organisation. This will flow through to other structures, processes and systems such as learning and development; people policies, health and well-being.

We have continued to have success with tenders, grants and recognition for our employees. We remain in a strong financial position which allows us to ensure the provision of high quality environments and programs for young children and students.

In terms of our service provision, our commitment to the National Quality Framework continues as we support our educators to reflect on current practice, identify strengths and key improvements which enhance our delivery of high quality early education and care programs.

Knowing that vulnerable children will benefit from high quality early education, at IACC we are committed to investing in social outcomes.

We are responsive to changing needs and trends. At Hospital Hill operational hours were extended to accommodate family needs, and pre-school programs at the Basin and Jerry Bailey have been adjusted in response to the Universal Access requirement to allow access to a pre-school program for 600 hours per year in the year before school. These services have received a positive boost from the new Start Strong Funding which has resulted in reduced fees.

Knowing that vulnerable children will benefit from high quality early education, at IACC we are committed to investing in social outcomes. One way we have done this is to fund a pilot project to engage a Child and Family Practitioner at Clipper Road Children's Centre. The Child and Family Practitioner will support families through enrolment to sustain participation and engagement in the service, deliver parenting and community education programs and assist with "closing the gap".

Our connection and engagement with Aboriginal communities and families continues to increase the number of Aboriginal children attending our services. In 2017, we have strengthened our cultural learning journey as staff across the organisation participate in cultural awareness training.

Curijo, an Aboriginal business, was contracted to support staff through professional learning to build knowledge and capabilities to understand and promote Aboriginal and Torres Strait Islander cultural safety and engagement across our settings. Our cultural learning will continue as we develop our Reconciliation Action Plan in the coming year.

In the last 12 months we have continued to successfully deliver several projects on behalf of government and other organisations. Projects targeting young children, families, educators and communities addressed:

- vulnerabilities from the AEDC Domains
- support for the development of strong community partnerships to improve educational disadvantage
- Strengthening leadership capacity and skills
- Early childhood health and well being

The success of these projects is testament to the skills, expertise and absolute commitment of our staff.

In line with our strategic direction to provide relevant, high quality training for the early childhood sector, in February 2017 we released the new Learning Resources for the CHC30113 Certificate III in Early Childhood Education and Care to our students. The resources developed in-house, are relevant, engaging and importantly, endorsed by the sector. The development of learning resources to support the delivery of the CHC50113 Diploma in Early Education and Care, is well underway and due for completion in early 2018. We have also developed comprehensive training and assessment resources for the CHC30113 Certificate III in Early Childhood Education and Care and the CHC50113 Diploma of Early Childhood Education and care that will be available for other Registered Training Organisations to purchase along with the learning resources.

We value the contributions of our employees and appreciate their hard work, dedication and commitment to young children, families and students. In January this year the Board approved increased superannuation payments for all staff from 9.5% to 10%. This recognises research showing women have significantly less superannuation than men at retirement, and demonstrates the Board's commitment to IACC employees, a predominantly female workforce.



In line with our strategic goals our work assists the provision of programs and services that contribute towards learning and a strong sense of wellbeing and connection with others. The early education and care sector is about to undergo a fundamental period of change in 2018, with changes to funding arrangements and the introduction of the Federal Jobs for Families package. It will be challenging to provide agile and innovative responses to secure future sustainability for our services – together I have no doubt we will achieve this.

To the families who use our services we thank you for your support and trust in us. Thank you to the IACC Board Members for their governance and support, all contributed in a voluntary capacity and we wish our outgoing Board members, Jonathon Wheaten, Julie Norris, Lucinda Cheke and Shane Young all the best in their future endeavours. Special thanks to George Thomson outgoing President, for his time, guidance and absolute commitment to improving our capacity to deliver effective services and work environments for children, families, students and our employees.

Many thanks to our leaders across the organisation, thank you for sharing your skills, knowledge and expertise to encourage, support and challenge our teams and each other. We extend enormous gratitude to all our employees for their support and commitment to provide high quality, inspiring programs across the organisation, it is a privilege and to work alongside you all as we continue the IACC journey towards our vision, Enriching Futures.

A handwritten signature in black ink, which appears to read "George Thomson".



Finance Report

Danco Stojkoski

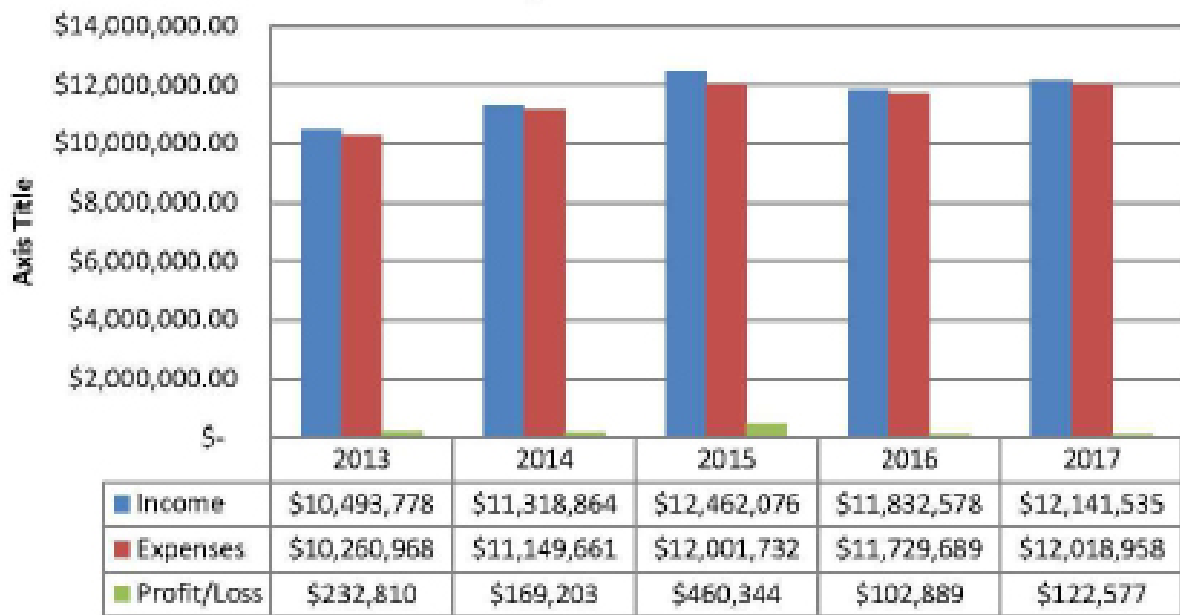


Results

Illawarra Area Child Care Ltd is a financially strong and secure organisation based on the following strengths:

- For the last five years annual growth is 3.00%.
- All services are financially viable.
- Strong financial practice and systems are in place.
- Responsive decision making on sound financial information in all areas of our work.
- Diverse revenue can support future development.

Income & Expenses from 2013-2017



The above graph shows steady growth in income over the past five years and a slight increment on profit this year.

The growth of net assets is imperative to cover staff entitlements and support cash flow.

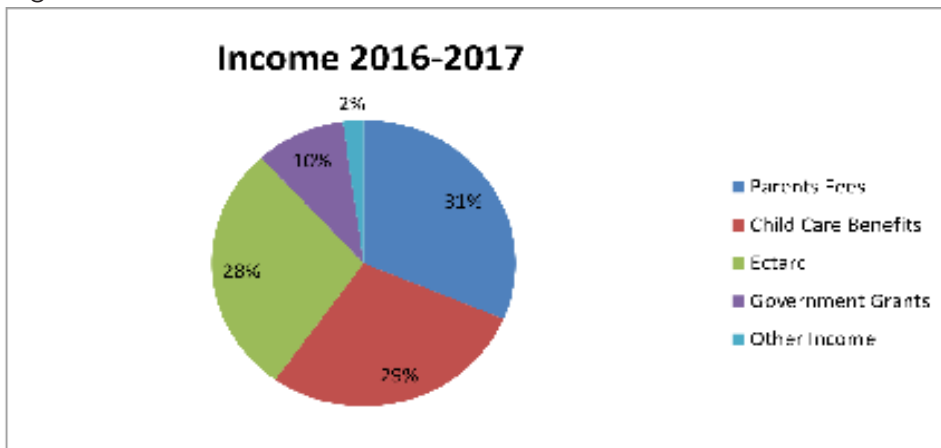


Finance Report

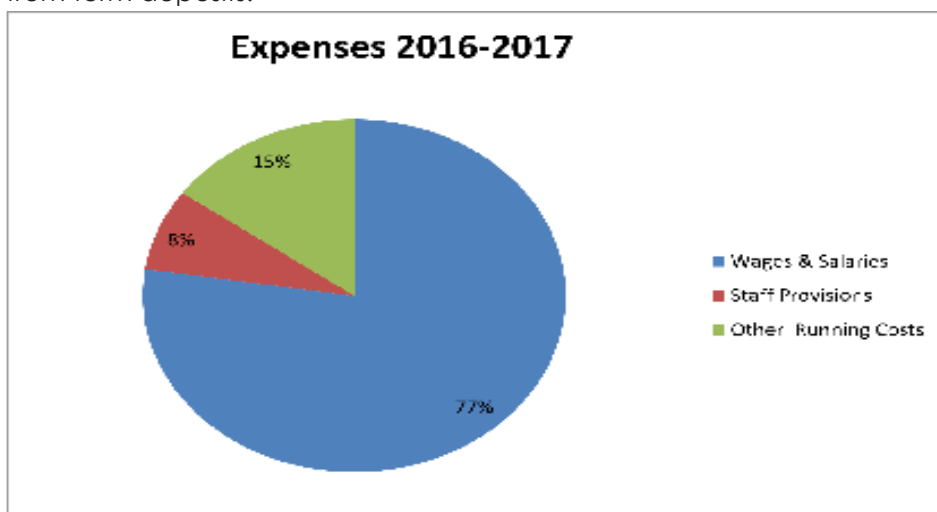
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Strategies

- Budgets are developed that meet the needs of the service and support best outcomes for children, staff and the organisation.
- Financial reports are provided to management, services and the Board for monthly review.
- Each service is supported to meet optimum budget outcomes, including a surplus for future growth.
- Streamlined internal control systems and spreadsheets.
- Direct debits for parent fees and student tuition fees
- Reduction in unpaid invoices.
- Parent fees are one week in advance



The percentages above show that combined parent fees, child care benefit and government grants, provide almost 70% of the total Income. Approximately 99% of payments are made by electronic transfers such as, direct debit, net banking, EFTPOS or BPAY. The percentage of ECTARC activities is 28% and only 2% of the income is from other organisational activities including interest earned from term deposits.



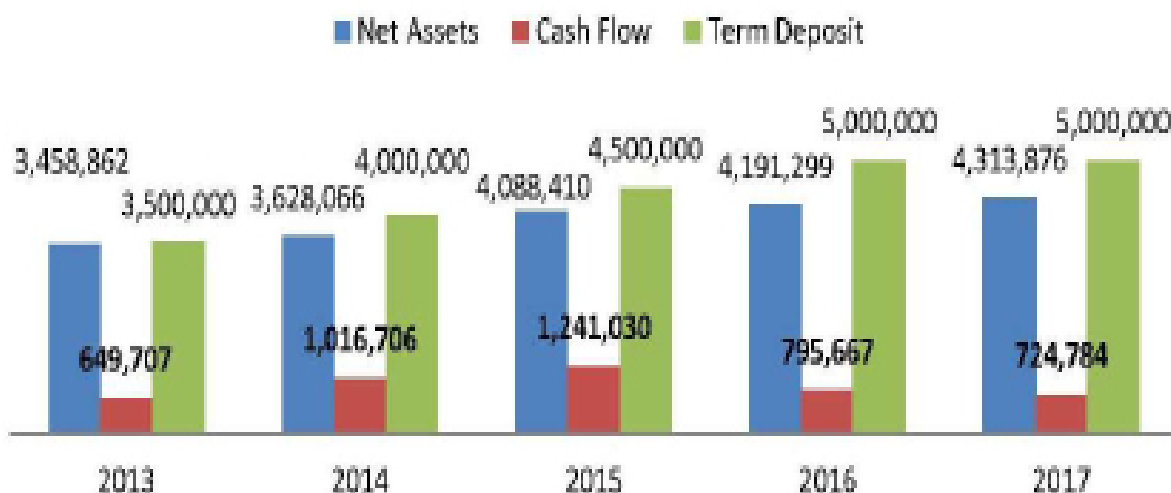
The chart above shows that 80% of the major expense for the organisation relates to staffing costs.

As we work through the year the Board have approved to distribute the income as follows

- Net assets at year end were increased by \$500,000 to increase the term deposit required for staff entitlements.

- The amount of \$500,000 was spent on building and yard maintenance and equipment purchase.
- During the year the board approved up to \$150,000.00 for writing and printing of student learning resources.

IACC - Finances



Going Forward

The dedicated team in the Finance Department have established a strong team work environment and provide staff training opportunities. We will continue to strengthen our relationships with parents, students, staff and our community partners.

The annual financial statements are prepared in accordance with the International Accounting Standards and we are proud of the timely presentation of monthly financial statements to the Board of Directors, CEO and IACC Management.

Goals

- Build organisational capacity to maximise revenue growth.
- To maintain efficient in current payroll and accounting systems

- Create new files for payroll and accounts at the end of financial year
- To provide ongoing responsive and effective support to management and services
- Retain clients through customer service and relationship building
- Ensure financial sustainability within all IACC services

I would like to thank our auditors, Shepherd Miller for their professionalism and support during the audit.

Finally, I would like to take this opportunity to thank the Board of Directors, our CEO Jan Langtry and all the staff for their contributions which make our organisation so successful.

Danco Stojkoski (FIPA)



Highlights

World Teachers
Day Recognition

Lisa Booth
(Wallaroo)
Louise Whittaker
(Smith Street)
Team at Short
Street

IACC Scholarship
recipient

Natalie
Siriteerajads

30 years of
service - Louise
Whittaker

NSW Trainee of
the Year Award
Rebecca Edwards
(Jerry Bailey)

ECTARC launched
new learning
resources

Keiraview
Children's Centre
turns
30

Services
participated in
research projects
which inform
and strengthen
practice

Congratulations to
employees who have
upgraded their qualifications
and those who have
participated in professional
development!



Our Employees

Many thanks to our hardworking and dedicated teams across the organisation. Your professional approach to your work delivering early education and care and training services is outstanding.



Certificate of Appreciation



30 Years Service

Louise Whittaker (Smith Street)

20 Years Service

Sarah Mezedi (ECTARC)

Leesa van Duin (ECTARC)

Inge Ellul (ECTARC, Hospital Hill)

Kylie Pettit (Short Street)

10 Years Service

Tania Milovanovic (Wallaroo, ECTARC)

Manori Indraratna (Alunga)

Louise Windisch (IACC)

Congratulations!

Our educators continue to engage in a broad range of professional learning opportunities both internal and external to the organisation.

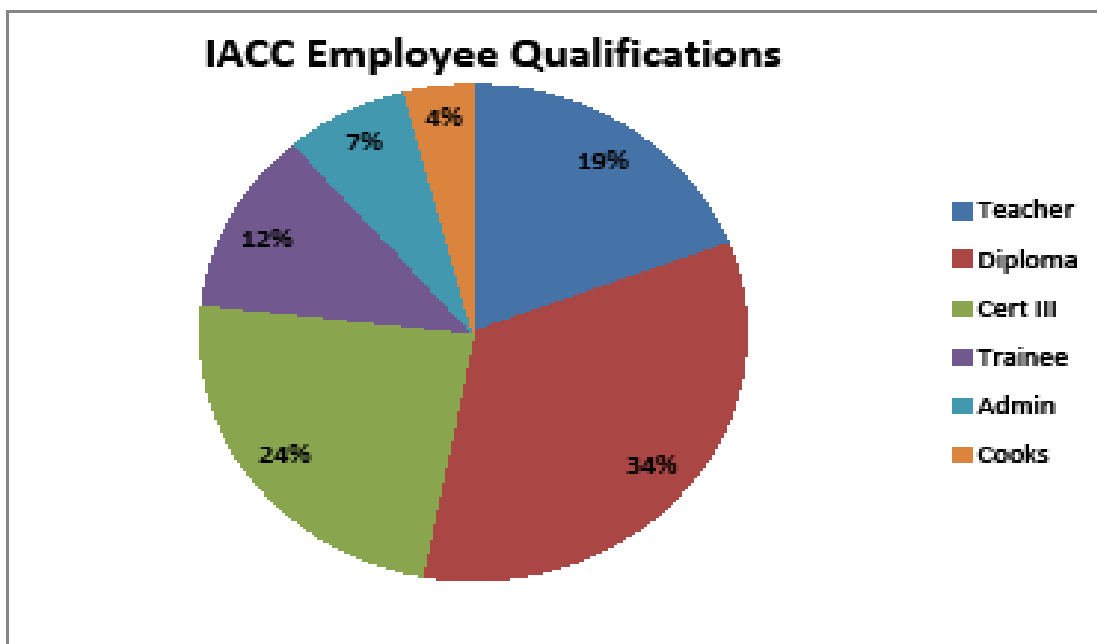
Educational Programs and Practices

Our educators continue to engage in a broad range of professional learning opportunities both internal and external to the organisation. The Long Day Care Professional Development Program concluded on the 30th June 2017. Over a period of 3 years this fund provided \$271,000 and supported IACC educators to access a broad range of professional learning opportunities. This has included attendance at early childhood conferences, educational workshops and customised sessions for our teams on cultural competence, inclusive programs, STEM and leadership and management.

Extending on our work with Robyn Dolby in 2016, IACC services have maintained a focus on the implementation of the Circle of Security approach throughout our programs. Educators have strengthened their understanding of the Circle of Security roadmap and how to apply this in a practical way to further understand children's emotional and relationship needs. We continue to strive to always: be bigger, stronger, wiser and kind, forming secure attachments and supporting children to learn positive ways to manage feelings and situations and contributes to a positive sense of self.

The Early Years Learning Framework explains that literacy develops from birth, as children strive to express feelings, exchange thoughts and connect with others. IACC educators engage in reading, talking, singing and rhyming with babies, toddlers and preschool children, developing positive attitudes and competencies in literacy essential for children's successful learning at school. Our services continue to engage in the Paint the Town Read networks across the local government areas in which we work.

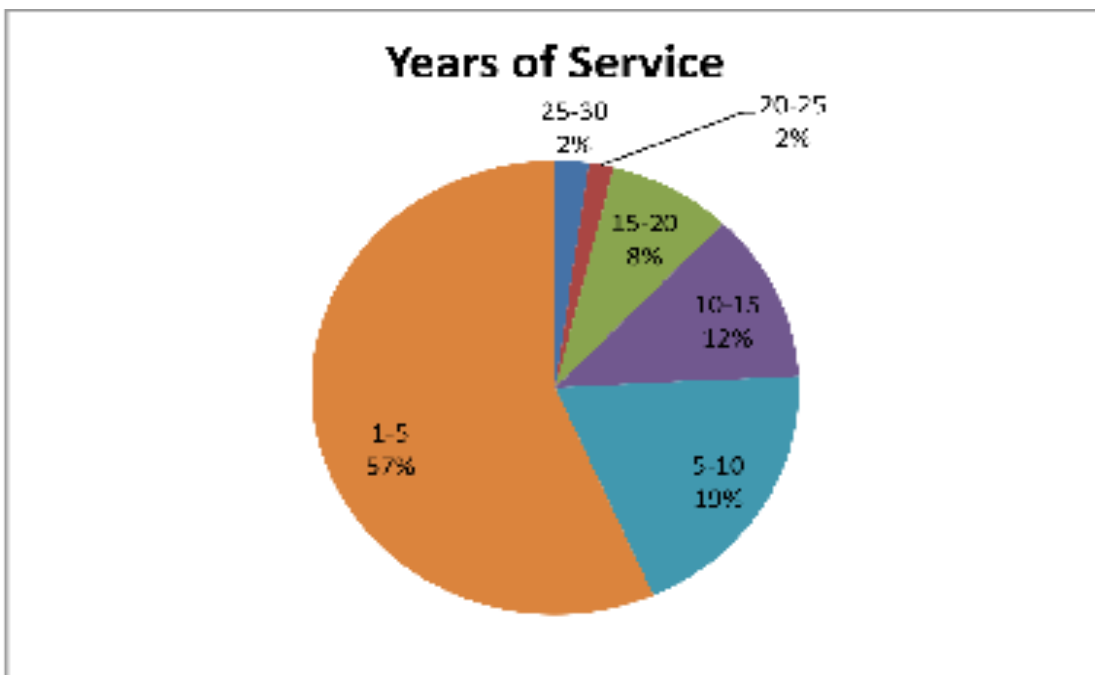
Service environments continue to be transformed to reflect more natural, sustainable learning spaces. Over the past year we have been able to upgrade the outdoor learning environment at Clipper Road Children's Centre and our indoor environments at The Basin Preschool and Sanctuary Point Children's Centre. This has been undertaken collaboratively with children, families, local elders and the broader community.



We continue to partner with other organisations to implement programs which strengthen our service delivery. This includes a range of community organisations who work to support children and families, research projects with the University of Wollongong and environmentally focussed groups to enhance our sustainable practice.

Annual planning days for our teams provide opportunities for educators to come together to undertake professional discussions, reflect on practice and identify shared goals for the service for the year ahead. Educators find these days to be an invaluable opportunity for the whole team to participate in professional discussions which guide ongoing continuous improvement across the service and organisation.

Supported by Kathryn Barker, Melissa Wicks and Linda Windley, our committed teams continue to connect across the organisation collaborating, mentoring, sharing knowledge, expertise and skills with each other, positioning IACC for the changes to the National Quality Standards from January 2018. We are so proud that our services are so committed to the organisation and we thank all staff for the passionate and professional approach they bring to their work.



ECTARC Training and Professional Development



In February 2017 ECTARC released new Learning and Assessment materials for the CHC30115 Certificate III in Early Childhood Education and Care to trainees and Fee for Service students. Feedback for the materials developed by ECTARC has been extremely positive. Since February it is pleasing that we have seen an improvement in the quality of the assessments being submitted by students, indicating that students are engaging more thoroughly with the learning materials.

We are currently developing the units for the CHC50113 Diploma of Early Childhood Education and Care qualification and these will be rolled out to students as they are completed.





CHCECE005

Provide care for babies and toddlers



CHCECE009

Use an approved learning framework to guide practice



CHCECE012

Support children to connect with their world



Following the development of our new Learning and Assessment Resources, we have established "Enriching Futures", a new business arm, to market these dynamic materials to other Registered Training Organisations.

To complement the learning materials, we have developed a suite of student, trainer and assessor resources for each unit of competency.

We have exhibited these resources at conferences targeting RTOs and received very positive feedback.



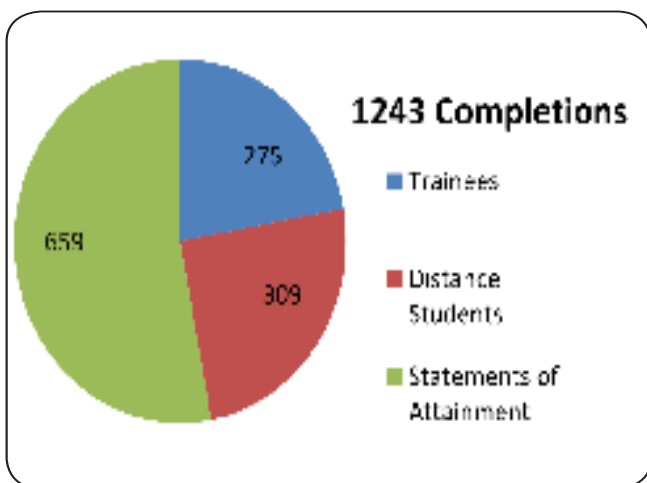
It was such a pleasure doing my course with ECTARC. The new learning materials were so interesting and useful to my everyday practice

Stella, Distance Certificate III Student



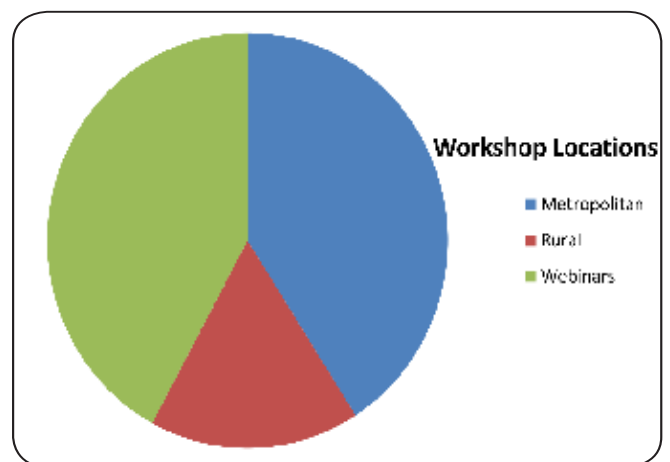
We have been preparing for the introduction of "Canvas" in last 2017. "Canvas" is an online Learner Management System (LMS), which allows students to access and complete their written assignments electronically. Assessments will be marked within the LMS with all assessments will be maintained in the student portal. This has involved reviewing all our assessment tasks to ensure all questions can be answered online. The next phase will be to build the new learning resources into Canvas to provide an electronic access option for students.

We continue to deliver traineeships/ apprenticeships throughout NSW, Queensland and ACT, as well as qualifications and Statement of Attainments to Fee for Service students across Australia. ECTARC issued 1264 qualifications and Statements of Attainment in the last financial year. This year we have seen an increase in new business in traineeships/ apprenticeships, from 10% to 25%, our enrolments are maintained at approximately 2,000 across all Qualifications and Statements of Attainment.



Inservices and Webinars

Over the year we have presented 120 face to face workshops and 233 webinars to 1,223 participants.



I enjoyed this unit and feel better equipped to manage child/young people protection related situations

Elaura, SOA PRT001



Collaborative Relationships

We continue to maintain and build strong relationships across the early childhood and training communities and ECTARC is represented on a broad range of early childhood and training networks. This engagement allows us to share our skills and knowledge with others and ensures that our sector knowledge is strong, current and relevant, delivering best outcomes for our students.

We continue to work closely with the Office of Preventive Health (OPH) with the Munch & Move program, presenting the Phase 7 webinars, and working on several projects to ensure the program resources are kept up to date and relevant. We also completed the Hunter New England Physical Activity Trial working with selected services in the region to create opportunities to promote physical activity. ECTARC is proud of the partnership we have developed with our colleagues from OPH.

These relationships include:

- NSW Community Services and Health Industry Skills Council
- Keep Them Safe Networks
- Campbelltown City Council
- Sisters Dreaming
- Community Connections Solutions Australia (CCSA)
- Aboriginal Early Childhood Support & Learning Inc
- University of Wollongong
- South Coast Assessors Network
- Australian College of Educators
- Randstad
- The Smith Family
- Mobile Children's Services Association
- Early Childhood Australia



- Professional Experience Council
- NSW Family Day Care
- Vocational Training Committee (Illawarra)
- Charles Sturt University
- Health and Community Services Workforce Council (QLD)
- QLD Department of Education and Training
- Fronteir Services - Remote Area Family Service (QLD)
- Disabled Australian Apprentice Wage Support (DAAWS, NSW & QLD)
- Planning 4 Life (LLN Support QLD)
- QCAN - Queensland Activity Network
- Redcliffe Youth Space (QLD)
- Australian Childcare Alliance
- Early Childhood Teachers Association
- NSW Ministry of Helath
- NESA

ECTARC is represented on a broad range of early childhood and training networks.



Engaging, Collaborating and Maintaining Links

Families

We value the important contributions made by families to our services and we thank them for their support.

Advocacy and Representation

We are active participants in a variety of forums and networks at local, state and national levels. We advocate as champions for quality outcomes and accessible early childhood education and care services for all children and quality training outcomes for our students. :

These include:

- Early Childhood Australia (NSW Executive)
- Family Services Illawarra
- Early Years Expo Executive
- Community Connections Solutions Australia
- NSW Early Childhood Professional Experience Council
- Families NSW (Illawarra & Shoalhaven)
- Shoalhaven Aboriginal Children, Youth & Family Strategy
- Communities for Children Shellharbour
- Occasional Child Care Australia
- Community Services & Health (CS&H) Industry Training Advisory Board (ITAB)
- CS&H Subject Matter Expert Group (SMEG)
- Illawarra & South Coast Region Vocational Training Committee
- South Coast Trainer and Assessor Network
- Career Employment Australia
- Shellharbour & Wollongong Parenting Interagency
- Paint the Town REaD - Wollongong, Shellharbour & Shoalhaven

- Shellharbour KidsFest
- Charles Sturt Teacher Education Course Advisory Board
- ECA Learning Hub Reference Group
- Australian College of Educators
- South Coast Child Wellbeing Network
- Early Childhood Australia Illawarra & South Coast Regional Group

Collaboration

We work closely with colleagues from other related agencies to support children and families in IACC services. These include Noah's Shoalhaven, Nowra Family Support, Barnardos, Inclusion Support Agencies, Illawarra Women's Community Health Centre, Family Services Illawarra, Illawarra and Shoalhaven Women's Refuges and the University of Wollongong Early Years Professional Practice Experience Program.

Recognising Those Who Make Our Work Possible

NSW

Department of Industry - Training Services
NSW

Department of Education

Department of Family and Community Services

Department of Premier and Cabinet
QLD

Department of Education and Training
Commonwealth

Department of Education

Department of Employment

Councils

Shellharbour, Shoalhaven and Wollongong

ACT

Training and Tertiary Education/ ACT Education & Training Directorate



Centre Projects

Alunga Children's Centre

Collaborative Relationships

Community Involvement: Children have been more involved in our local community through regular visits to the nursing home, attending local events such as Kidsfest and NAIDOC celebrations, regularly visiting our local primary school and neighbouring preschool and helping fundraise in our community.

Circle of security: We continue to use The Circle of Security to strengthen relationships with children and families, helping them to feel safe, secure, supported and develop a strong sense of belonging.



Quality Early Learning and Education

The Zones of regulation: We have implemented strategies and language from The Zones of Regulation to help support children with their social and emotional development and self regulation. We use visual colour charts and tools to help children to identify and understand feelings and emotions.



2017



*Embedding collaborative relationships
and quality early learning and
education at
Clipper Road Children's Centre
2017*



ew

- ✚ Philosophy
- ✚ Director
- ✚ Child and Family Practitioner
- ✚ Team
- ✚ Environments



merging

- ✚ Embedding practices that reflect the principles of Circle of Security
- ✚ Renewed and emerging relationships' and partnerships
- ✚ Refined enrolment/orientation and transition processes
- ✚ Increased opportunities for cultural awareness and belonging
- ✚ Stronger links with community



ays

- ✚ Ongoing reflective practices
- ✚ 1:1 educator meetings with C&FP
- ✚ Collaborative community engagement and relationships
- ✚ Professional development and training
- ✚ Networking and shared knowledge
- ✚ Shared vision/IACC Strategic Plan to deliver quality early childhood programs
- ✚ Family events and parenting sessions
- ✚ Referrals for families
- ✚ Social/Emotional Programs

Establishing Community Links

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Everyone Benefits from Strong Community Links.

- Awareness of community resources available to support children with a diverse background and their families.
- Increased visibility in the local community as serious and genuine supporters of children and families.
- Children learn more about their own community.
- Children become known in the community.
- Families are able to develop new connections and build new support networks
- Families learn more about their local community



How do we get out in the Community and invite the community in?

- University of Wollongong Discovery Centre
- Wollongong City Library and Art Gallery
- Bunnings Green Team
- Science Centre Bubbles and Balloons
- Breast Cancer Pink Sports Day
- Hula Hoops and Handstands Healthy Eating



Respect and Diversity

Quality Early Learning and Education

Collaborative Relationships

Respect and Diversity

What does Respect and Diversity mean at Jerry Bailey?

Respect and Diversity at an early childhood level is not just about a few experiences that we put out here and there, or a few songs we sing on a particular day, but a holistic, authentic approach that integrates all aspects of respect and diversity for our Preschool and community. Educators at Jerry Bailey understand they have a responsibility to support diversity in early childhood to help children to feel good about themselves, their families and their communities. We believe through exposing children to differences, things that are unfamiliar, and experiences beyond their immediate lives, we will help to empower children to respect diversity, champion fairness and challenge discrimination in their lives.



We need to give each other the space to grow, to be ourselves, to exercise to our diversity. We need to give each other space so that we may both give and receive such beautiful things as ideas, openness, dignity, joy, healing, and inclusion.

Max de Pree



What we do to make a difference? Empower all children: using, acknowledge, explain and awareness as our mantra.

Jerry Bailey Educators undertake relevant cultural training to gain understanding of Aboriginal culture to guide their practices. We extend this by a commitment to building our awareness and undertaking our own projects to build knowledge.

We acknowledge the culture, uniqueness, strengths and differences of children families and educators respectfully through our interactions, within our program and our environment.

We welcome, celebrate and respect all individuals with a non bias attitude.



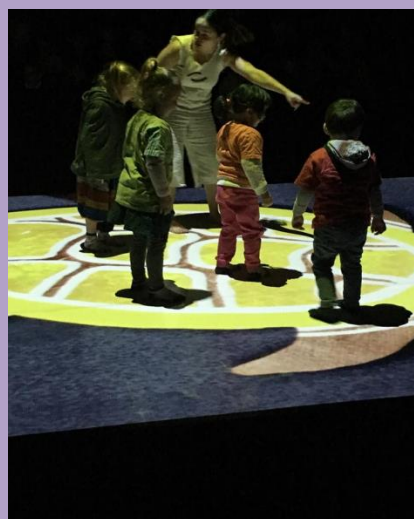
How is this reflected in our Service?

Our research project on exploring the meaning and significance of Cullunghutti Mountain.

By building genuine relationships with local elders to become involved in committees such as AECG (Aboriginal education consultancy group).

Engaging children in creative arts and cooking experiences which reflect Aboriginal culture.

We support children to broaden their understanding of the world in which they live.



Diversity

the thread that holds us together

Keiraview Children's Centre 2017



Conversation and collaboration

'When Early Childhood Educators respect the diversity of families and communities, and the aspirations they hold for children, they are able to foster children's motivation to learn and reinforce their sense of themselves as competent learners'. (EYLF, 2009, p13)



Encouraging empathy and respect



We strive to reflect the IACC Core Value of Respect and Diversity in our everyday practice. We spent time this year exploring the world with our families, discovering and celebrating their diverse cultural backgrounds.

We endeavour to share Aboriginal ways of learning and teaching with all children, and "promote a greater understanding of Aboriginal and Torres Strait Islander ways of knowing and being." (EYLF, 2009, p.13)



Exploration, engagement and understanding

Sanctuary Point Children's Centre's Collaborative Partnerships with Families and the Community, 2017

Relationships with families and the community has been a focus for us this year.

We focused on making sure that our families felt welcomed and valued – let them know we are all working towards a common goal – providing the best possible care for their child. We wanted to establish and maintain reciprocal relationships with families.

We engaged more with the community, showing support and building networks where we all work together to make Sanctuary Point a happy and safe place for all families in our community.



Relationships with our families have been enhanced by all educators welcoming the families with a smile, genuinely asking them about how they are going, remembering something they have told us in the past and asking them about the outcome – reciprocal relationships. These genuine relationships have generated more enrolments for the centre with existing families recommending the centre in the wider community.

Our connection with Sanctuary Point Public School has flourished. We are very proud that that we are always considered when they have an event and value our input into their school. Some of the things that we are involved in with the school are: Transition to School program, Book character parade, simultaneous story time, family BBQ's, Sanctuary Point Connect.



We are very excited to be a part of 'Paint Shoalhaven REaD, Black and Yellow'. Having this initiative in our area has brought our community networks closer together as we all work towards enriching the lives of our families in our community.

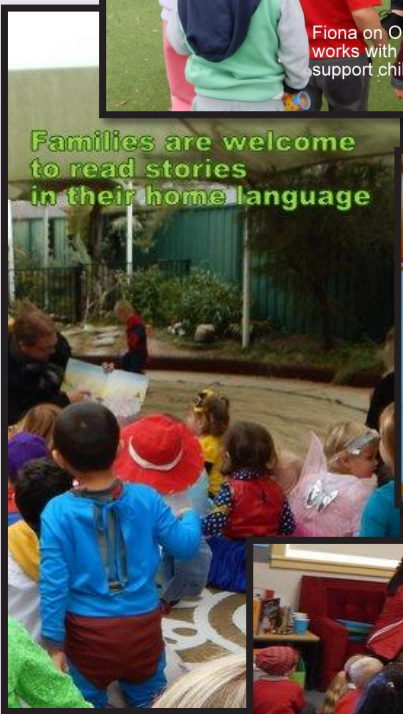
Our involvement in enriching our community and building partnerships include: Sanctuary Point Services Expo held at the school, Sanctuary Point Planning day – breaking down the barriers for our community, and providing some activities for the families Sanctuary Point Pride Market Day.

Short Street Occasional Care Centre 2017



Fiona, an Occupational Therapist from Naoh's works with educators and families to support children

Collaborative partnerships enrich and expand our program!
Children bring family and community ways of being, belonging and becoming to their early childhood settings. By building on these experiences educators help all children to feel secure, confident and included and to experience continuity in how to be and how to learn' EYLF pg 16



Families are welcome to read stories in their home language



Fitness with Pippa to promote being active



visiting the local school



visits to the library for the '100 Stories Before School' program to promote literacy



Aboriginal culture is valued and respected

Smith Street Children's Centre 2017

"We acknowledge the traditional custodians of the land by placing our hands on the land. Saying hello sky, hello me, hello everyone"



"We Acknowledge the traditional custodians of the land on which we live, learn and play"



Respect & Diversity

Acknowledgement to Country at Smith Street Children's Centre is part of our morning meeting in our yarning circle in both rooms, we acknowledge the traditional custodians of the land in which we live, learn and play. It helps us build respect, responsibility, understanding, knowledge and relationships as we strive to close the gap.



Innovation and Sustainability

The children have been active participants with our sustainable practices over the year. We empty our food waste into our compost bin daily and use our worm farm juice to help our vegetables in our garden grow.



Quality early learning and Education

Our "Science and Investigation" area has been a big interest over the year with a range of open-ended materials and resources for the children to hypothesise, experiment and explore.



Collaborative Relationships "The Circle of Security"

We are implementing language from The Circle of Security to help our children to feel safe, secure and supported.



Quality Early Childhood Education

At The Basin Preschool we understand the importance of play as a tool for learning, we believe in unhurried play – time to play, we invite them to explore, investigate and think. As an educator, the challenge is to listen!



We value imagination as an important attribute, imagination is the source of invention and one could not exist without the other.



We value that children are motivated by their own desire to make sense of their world and will seize opportunities to learn.

We are responsive to children's ideas and play which are the bases for our daily decision making



Relationships are important at The Basin Preschool. We value getting to know each child's individual strengths and interests so we can plan experiences that enable children to contribute to their own learning and engage in a discovery of what is important to them.



2017

And care at The Basin Preschool....

Quality Early Learning and Education

We encourage deep learning through Science, Technology, Engineering, Maths (STEM) in a manner that is consistent with the Early Years Learning Framework. We offer experiences that incorporate STEM in all areas of the program.

We encourage confident learners who ask questions and try new ideas and resources. Children resource their own learning through connecting with people, technologies and natural and processed materials. (Outcome 4 of the Early Years Learning Framework)



SCIENCE

Exploring dinosaurs, fossils, bugs and sea creatures and volcanos
This encourages questioning, observing and communicating.

TECHNOLOGY

Cubetto is a robot who uses a map to find his way to special places like castles and space. Children need to decode many processes to direct Cubetto to his destination. We have been engaged in 'OSMO' a unique learning tool designed for iPads. The children have been able to develop their spatial awareness, and improve their hand eye co-ordination. OSMO offers maths and literacy experiences.

ENGINEERING

We offer many different resources for the children to plan and build and the child is encouraged to construct their knowledge.

MATHS

Through asking questions, How many? Which way? How long? Each area of our environment incorporates maths.

Warilla Occasional Care Centre 2017

Collaborative relationships with our local Aboriginal Community

Our educators have engaged in cultural learning training. This has empowered and encouraged our team to learn more about our local Aboriginal community. An Aboriginal family within our service supported us with inviting local Elders Aunty Bev, Aunty Delma, Aunty Eileen and Aunty Lindsey to visit the service. This provided educators with opportunities to discuss historical information regarding our local area, and to learn more about the Aboriginal Culture. The Elders provided us with feedback on how our environment reflects our value of Aboriginal culture. We are working with the Elders to develop an 'Acknowledgement of Country' to use with the children during our morning yarn.

Embedding culture in sustainable ways is a goal within our service's Quality Improvement Plan, which is continuing to evolve with support from Shellharbour City Council and the Aboriginal Community. Next we are working on establishing a bush tucker garden.

Educators at Warilla Occasional Care recognise that, diversity and promoting a greater understanding of Aboriginal and Torres Strait Islander ways of knowing and being, contributes to the richness of our society (EYLF 2009).



ILLAWARRA AREA CHILD CARE LTD EMPLOYEES

1 July 2016 – 30 June 2017

IACC CENTRAL OFFICE

CEO	Jan Langtry	
Early Childhood Services Manager	Kathryn Barker	
Early Childhood Services Manager	Melissa Wicks	
Project Coordinator - Paint Shellharbour REaD	Clare Murray	
Project Coordinator– Guiding Quality in Practice	Linda Windley	
Project Officer - Building Connections	Louise Windisch (Parental Leave)	
Project Officer -	Honora Jenkins (Complete)	
Finance Manager	Danco Stojkoski	
Payroll Officer	Anne Roch (Retired)	Caitlin Rout
Accounts Officers	Lauren Taafe	Tina Simmons (Secondment)
	Hayley Markham	Fiona van Dam (Retired)
Human Resources	Angie Krasuska (complete)	
IACC Administration Support	Hayley Markham	Kelsey Jackson (Resigned)
	Zoe Ballarin (Resigned)	
Support Staff	Inge Ellul	

ECTARC

CEO	Jan Langtry	
Manager – Distance Programs	Nan Greig	
Manager – Funded Programs	Natalie Fernandes	
Manager – Compliance and Quality Assurance	Sarah Mezedi	
Manager – Development and Resources	Leesa van Duin	
Manager - Marketing	Rachel Griffith	
Training and Development Officers	Cindy Duggan	Michelle Haley
	Caterina Sacco	Lyndsey Beveridge (Parental Leave)
	Naomi Moorwood	Alison Gillespie (Parental Leave)
	Sara Parkinson	Lauren Guevara (Parental Leave)
	Natalie Kent	Donna Guest (Secondment)
	Jodie Rusten	Annmaree Bridges
	Belinda Wakeford (Resigned)	
Jennifer Ellis		
Training and Development Support Staff	Charmaine Reh	Julie Cassar (Contract)
	Debbie Weick (Complete)	Amanda Mayberry (Secondment)
	Jennifer Wood (Contract)	Elaine McNamara (Complete)
	Kate Meek	Tania Milovanovic (Contract)
Administration Support	Alyshia Aquilina (Resigned)	Acacia Braithwaite (Complete)
	Shelby Seidel (Traineeship)	Caitlin Rout (Complete)
	Kristy Batten (Contract)	Kelsey Jackson (Resigned)
	Cynthia Cuoco	Eliyah Abdullah (Contract)
	Renaë Dimovski	Claudia Penn (Complete)
Distance Trainers	Heather Bennett (NSW)	
	Emma Fisher (NSW)	
QLD Staff		
QLD Manager	Sue Bond (Retired)	
Training and Development Officers	Tammy Sims	Kim Rooding
	Angie Twomey	Kathy Weston (Parental Leave)
	Stella Pabon (Complete)	
Administration Support	Louise Braunack	Sophie Lavey (Complete)

Long Day Care Centres

ALUNGA

Director	Kate Haydon	
Early Childhood Teacher	Kim Barnett Emma Clayton Alana Blackall	Angela Robertson
Early Childhood Educator	Shannon Hill Belinda Best Samantha McCreanor (Resigned) Alysha Purnell	Renee Kanitz (Resigned) Emily Stanworth Jamie Oakes
Early Childhood Worker	Tara Pickett Taya Sharpe Melissa Smith (Resigned) Chloe McCarthy	Manori Indraratna Debra Arnold (Resigned) Rialyn Catap (Contract)
Trainee Child Care Worker	Kate Herbert (Contract)	Rhys Castle (Complete)
Cook	Megan Hill	
Administration Assistant	Tina Simmons	

CLIPPER ROAD

Director	Deborah Unwin	Heather Nuttall (Resigned)
Child and Family Practitioner	Janine Molyneax	
Early Childhood Educator	Angela Volcic Maria Weaningtyas (Complete) Kathryn Butcher (Resigned) Jacqueline Smith (Contract)	Cheneice Russell Kellyanne Hogben Nicola Cordner
Early Childhood Worker	Rialyn Catap (Complete) Tina Loydell (Contract)	Keiralea Higgins Bell (Complete)
Trainee Child Care Worker	Katarzyna Muz (Contract)	Emily Wardle (Contract)
Cook	Erina Moore	
Administration Assistant	Karen West-Wilson	

KEIRAVIEW

Director	Linda Crapis-Logue	
Early Childhood Teacher	Anita Rowles Donna Guest (Secondment)	Gabrielle Higgins (Parental Leave) Alicia Onofri (Contract)
Early Childhood Educator	Paula McKeirnan Lynne Stokes Zea Walsh-Kemp Giustina Raso	Alysha Purnell (Contract) Rachael Loustos (Complete) Kate Mauricio (Leave) Rosalyne McFarlane
Advanced Early Childhood Educator	Amy Partridge	
Early Childhood Worker	April Parsons Jessica Sims	Sophie Cachia (Complete) Erin McParland
Diploma Trainee	Samantha Tatton (Contract)	
Trainee Child Care Worker	Sandra Roser (Complete)	Rachel Cotterel (Contract)
Cook	Mandy Swan	
Administration Assistant	Melanie Baker	Tina Simmons (Resigned)

ILLAWARRA AREA CHILD CARE LTD EMPLOYEES

1 July 2013 – 30 June 2014

SANCTUARY POINT

Director	Nicole Thompson	
Early Childhood Teacher	Elizabeth Waite (Parental Leave) Kiley Guillaume (Resigned)	Alison Tassell
Early Childhood Educator	Barbara Newman (Retired) Rhiannon O'Connor Eleanor Carpenter	Marion Milne Deborah Wardle
Early Childhood Worker	Karen Riddle Jessica Lovehill (Complete)	Mark Forbes (Contract) Ginalyn Dane (Resigned)
Diploma Trainee	Carly Bradshaw	
Trainee Child Care Worker	Jamie Lee Gibbons (Contract)	
Cook	Margaret Davies	
Administration Assistant	Carol Flannagan	

SMITH STREET

Director	Louise Whittaker	
Early Childhood Teacher	Megan Cracknell	Janette Hoskin (Resigned)
Early Childhood Educator	Michelle Sowden Carley Robinson Leanne Arthur Worsop Courtney Bunt Rebecca Huggett (Contract)	Debbie Weick Cassandra Adams Donna Bartley Lisa Carrick (Parental Leave) James Quinn (Contract)
Early Childhood Worker	Courtney Feeney (Complete) Ranji Jayanthakumaran (Contract) Jessica Sims (Contract)	Katie Kunze Sandra Roser (Contract)
Diploma Trainee	Alexandra Manglis (Contract)	Rebecca Edwards (Contract)
Trainee Child Care Worker	Jemma Oldroyd (Contract)	
Cook	Judith Papoutsakis	
Administration Officer	Genelle Todd	

WALLAROO

Director	Lisa Booth	
Early Childhood Teacher	Sally Collier Melissa Ward Larissa Lantouris (Contract)	Tania Milovanovic (Parental Leave) Lani Freeme (Contract)
Early Childhood Educator	Mandy Knox (Resigned) Rebecca Huggett (Contract) Emma Peachman Nicole Walsh	Sara Pailas (Parental Leave) Jenna Young Rachel Rogan
Child Care Worker	James Quinn (Resigned) Simone Rathjen Yemaya Roughley-Hutchison (Contract)	Natalie Dallas Melissa Smith (Resigned)
Trainee Child Care Worker	Olivia Logan (Contract) Alex Horvath (Complete)	Amy Simpson (Contract) Yemaya Roughley-Hutchison (Contract)
Cook	Marijana Sarin	Robyn Kennedy (Resigned)
Administration Assistant	Melanie Baker	



Occasional Care Centres

HOSPITAL HILL

Director	Tamara Gardiner	
Early Childhood Educator	Karen Davis (Resigned) Jessica Strickland (Parental Leave)	Alison Smith
Advanced Early Childhood Worker	Debbie Sharman	Kelly Hobbs
Early Childhood Worker	Debra Arnold Rumeysa Ongel (Resigned)	Ebony Ward (Contract)
Trainee Child Care Worker	Jasmine Lord (Contract)	Melissa Purkis (Complete)
Administration Assistant	Marijana Repac	
Support Worker (Cleaner)	Inge Ellul	

SHORT STREET

Director	Kristina Lisica	
Early Childhood Teacher	Emma Barrow	Kayla Coates (Contract)
Early Childhood Educator	Kylie Pettit Tracey Field (Leave)	Katrina Woodward Maylinda Ajdari
Early Childhood Worker	Milena Premovic	Christine McConnell (Contract)
Diploma Trainee	Marta Golebiewski (Contract)	
Trainee Child Care Worker	Rhylee Brisbane (Contract)	Brydee Toohey (Complete)
Administration Officer	Marijana Repac	

WARILLA

Director	Hayley Olbrich	Alana Blackall (Resigned)
Early Childhood Educator	Rachel Notarianni Karen Davis Rachael Loustos (Contract)	Catherine Pepper (Resigned) Terese Willumsen (Resigned)
Early Childhood Worker	Trudi Walker (Resigned) Rumeysa Ongel (Contract)	Jaiyde Davies (Contract) Nazife Kara (Complete)
Diploma Trainee	Melissa Smith (Contract)	
Trainee Child Care Worker	Laura Bullard (Contract)	
Administration Assistant	Sally Robinson	

Multipurpose Centre

THE BASIN PRESCHOOL

Director	Kiley Guillaume	Melinda Wren (Resigned)
Early Childhood Educator	Jodie Cook Haylee Comber (Contract)	Amy Hampton (Parental Leave) Holly Perrin (Contract)
Early Childhood Worker	Nicole Freshwater (Contract)	
Trainee Child Care Worker	Telisha Thomas (Contract)	
Administration Assistant	Catherine Taufa	

JERRY BAILEY

Director	Melissa Ward (Contract)	Carlie Page-Quinn (Parental Leave)
Early Childhood Educator	Mary Dimou Emily Collings Jenna Ring Kiralea Gillen	Jenna Turk Amber Henning Rebecca Edwards
Early Childhood Worker	Jessica Foard	
Trainee Child Care Worker	Deccy Ledezma (Contract)	Caitlin Spencer (Complete)



early childhood services and training

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