

Illawarra Area Child Care



Annual Report



Angelina 4 years
Zara 4 years
Hospital Hill OCC

2017/18

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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.

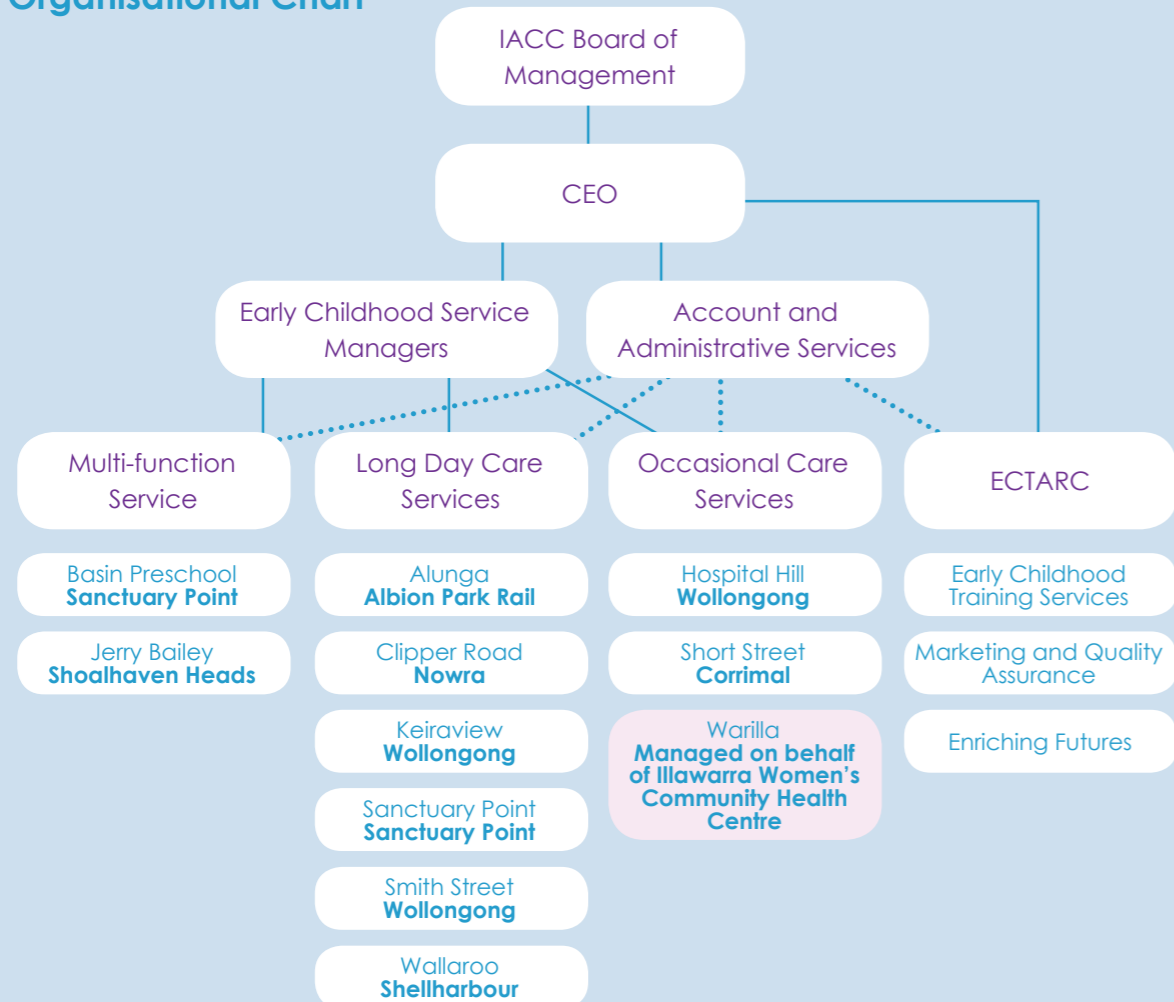
IACC manages six long day care services, three occasional care services and two multi-function services in the Illawarra and Shoalhaven.

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 Approved Provider 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
Leanne Griffiths	President	Community
George Thomson	Treasurer	Community
Lisa Miller	Committee Member	Community
Kerry Little	Committee Member	Alunga
John De Jonge	Committee Member	Keiraview
Jasmina Micevski	Committee Member	Wallaroo
Jacqueline Girvan	Committee Member	Jerry Bailey



President & CEO Report



President, Leanne Griffiths



CEO, Jan Langtry

IACC has a proud history of providing optimum early learning education and training services to the education and care sector for the past 32 years. As we continue to evolve, we are driven by our commitment to meet the needs of our children, families, students, staff and the communities where we work.

In 2017/2018 we have worked with 2030 children, 794 families and 1806 students. We are only as strong as the communities we operate in and we are so proud of the innovative programs and projects we undertake at grass roots level. Through this report you will see how we engage with others to enrich learning for children and our students

Congratulations to ECTARC for 20 years as a leading Registered Training Organisation, offering qualifications and professional development to educators and staff in ECEC and SAEC.

At a Board level we are looking towards the future and have focused on reviewing the current Constitution. CCSA were contracted to assist with the review and to provide advice and support to guide the Board's discussions. The review included; consideration of the objectives of the organisation to ensure they reflect our core business, changes to improve corporate governance arrangements such as membership criteria, Board structure and terms of office, decision making processes and current technological ability.

The Board held a Special General Meeting in September to approve changes. The new Constitution follows the standard model constitution for companies limited by guarantee and will be registered in the name of ECTARC which will fit with our proposed plan to rebrand the organisation in early 2019.

We are halfway through the IACC strategic plan and have completed many of the major projects that were needed to deliver results against our plan. As we head into the next phase we will be reviewing our strategy in the context of the ever changing environment we work in.

We have continued to invest in our services. More than \$500,000 has been invested in improvements and upgrades to our services ensuring we continue to offer safe, nurturing and inspiring learning environments and promote IACC in an increasingly competitive world. Our ongoing investment in professional learning of \$65,000 continues to provide positive outcomes for the staff and ultimately for our children and students.

We have had successful outcomes with funding submissions for our services. These include extended User Choice contracts with the ACT, NSW, QLD governments to deliver traineeships and apprenticeships. We were successful in our bid for Sustainability Support Grants under the Community Child Care Fund. This is to implement changes to business practices and introduce innovative solutions over the next 3 years to improve the sustainability and viability of some of our services. Our relationship with NSW Health continues to flourish with new tenders including the delivery of *Munch and Move* Webinars until December 2018.

We are proud of the positive achievements we have seen throughout the last year

Part of our work with services this year has been preparing for transition to the new Commonwealth Child Care Package. Once fully implemented in July 2018, it represents the most significant change to the early learning and care system in 40 years. The new Child Care Subsidy will replace the Child Care Benefit (CCB) and Child Care Rebate (CCR) with a single means tested subsidy. A component of the new package is the Parental Activity Test. We will be monitoring this closely as we have some concerns that this may disadvantage some families and will result in children being withdrawn from services because their parents cannot meet the eligibility requirements, or because the administration involved in the system is too onerous. We firmly believe that children have a right to access 2 days per week of education and care, irrespective of their parents' workforce participation. We continue to contribute our views to various enquiries and reviews to advocate for young children, families and our students.

Following a review of the National Quality Framework for Early Childhood Education and Care, there were changes to the legislation which came into effect on 1 October 2017, with a revised National Quality Standard (NQS) being introduced on 1 February 2018. Changes included streamlining the NQS including the reduction of the number of standards from 18 to 15 and the number of individual elements from 58 to 40. Supervisor certificate requirements were removed so service providers have more autonomy in deciding who can be the responsible person in each service, and to reduce red tape. These changes will reduce some of the administrative concerns but will not impact the standard of education and care for children.

Over the past 6 months, two of our services, Keiraview and Smith Street, were externally assessed against the new National Quality Standards for Early Childhood Education and Care. Congratulations to the service teams who performed extremely well against the criteria and achieved the excellent results of "Exceeding" the National Quality Standard. This reflects the hard work of educators and the IACC Management team who have supported

the staff in quality service delivery for young children and their families.

As we continue our cultural learning journey, 81% of staff have participated in cultural awareness training. This has built our knowledge and capability to understand and promote Aboriginal and Torres Strait Islander cultural safety and engagement in the services we provide across the business.

As an organisation we strive to provide optimum environments for our people, children and carers/families - we do this really well. This is always our priority, but we recognise the need to focus on our operations (behind the scenes systems and processes) which, because our work is time consuming and can be resource intensive don't always receive the attention they require to operate at optimum effectiveness.

The Board agreed it's time to invest more into the operations without losing our focus on services, therefore in 2019 we will be realigning and expanding the early childhood leadership team. This will strengthen our capacity for efficient systems and operations to maximise responsive and supportive service delivery. I believe this is positive for everyone and will position IACC as a really strong business in the market.

We are immensely proud of the positive achievements we have seen throughout the year, a direct result of the hard work and commitment of our staff supported by the Board and we would like to sincerely thank everyone. Many thanks to the Board for their governance and ongoing commitment and thank you to our families that support us and entrust us with the care and education of their children. To our amazing, focussed leaders and your teams across the organisation, we appreciate and acknowledge your commitment, expertise and ongoing support - you are all what makes this organisation a great place to work.

Finance Report

Danco Stojkoski

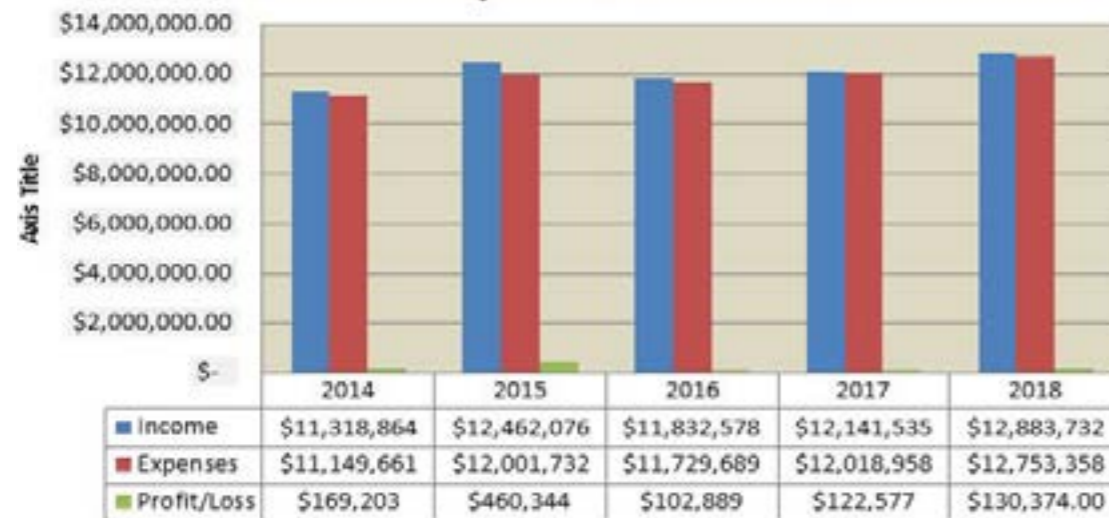


Results

Illawarra Area Child Care Ltd is a financially strong and secure organisation:

- For the last five years our annual growth is 4.00%.
- All services are financially viable.
- Strong financial practice and systems are in place.
- Responsive decision making is made on sound financial information in all areas of our work.
- Diverse revenue can support future development.

Income & Expenses from 2014-2018



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

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

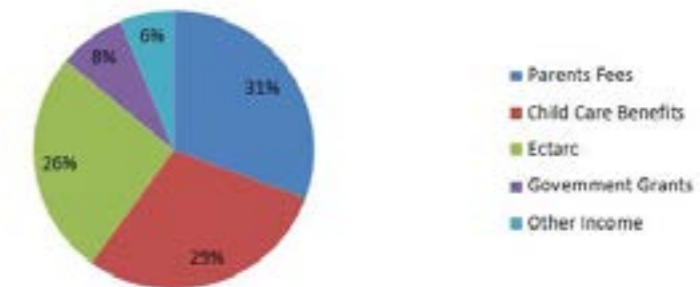
Strategies

- 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 are in place.
- We have had an increase in student's setting up Direct Debits for payment of tuition fees.
- There has been a reduction in unpaid invoices.
- Nearly 90% of the parent fees are one

Finance Report

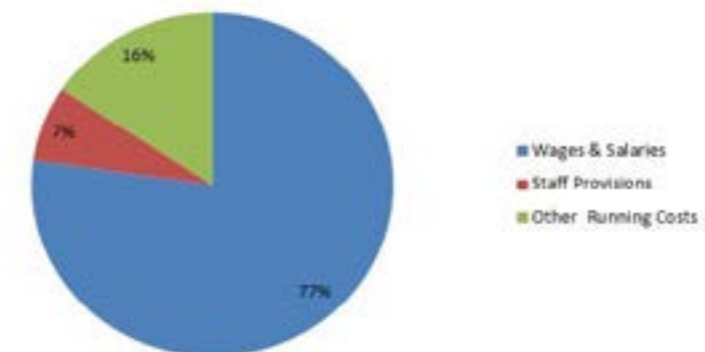
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Income 2017-2018



The percentages show that combined parent fees, child care benefit and government grants provide almost 72% 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 26%, and 2% is the income from other organisational activities including interest earned from the term deposits.

Expenses 2017-2018

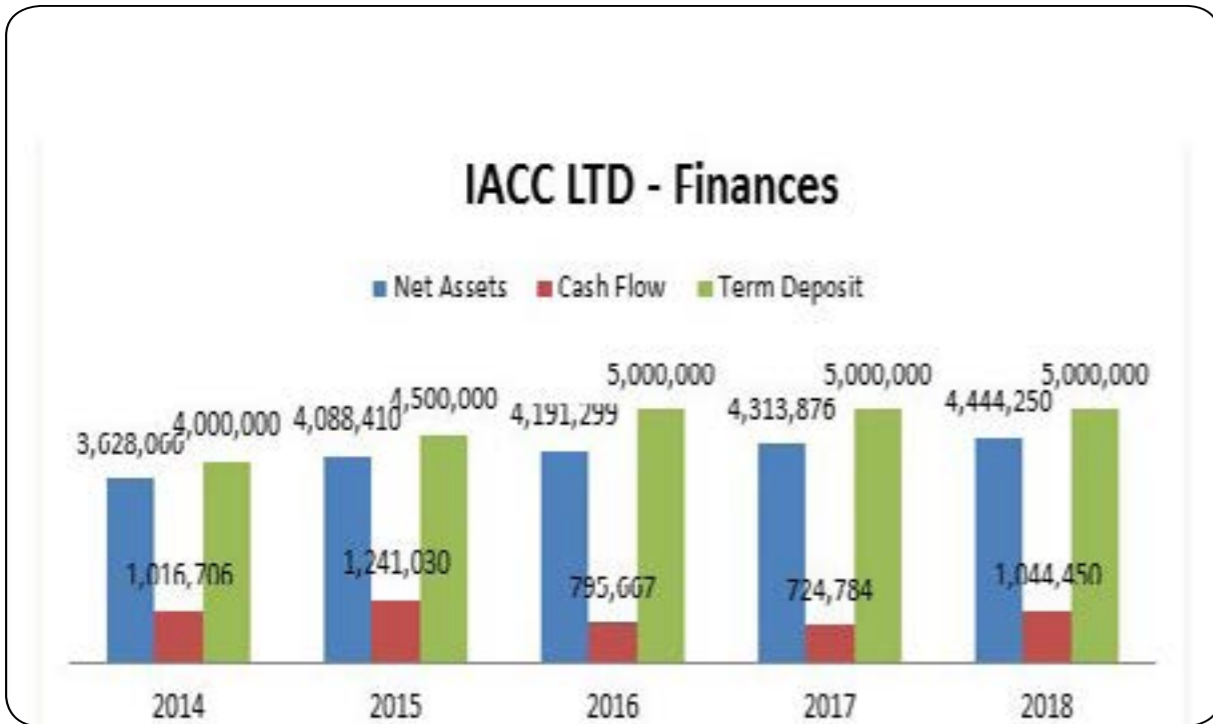


The chart above shows that 84% of the major expense for the organisation related to staffing costs.

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

- Net assets - other financial assets of \$5,000,000.00 term deposit was reinvested and is required for staff entitlements
- The amount of \$570,000.00 was spent on building and yard maintenance and equipment purchase.

- During the year the Board approved around \$250,000.00 for writing and printing learning resources.
- Funds have been allocated to upgrade indoor and outdoor environments as required.



Going Forward

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.

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

Goals

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

- 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 Recognises all IACC Services
- Munch and Move celebrates 10 years
- South Coast Assessors Network (SCAN) celebrates 10 years
- 81% of staff have completed Cultural Awareness Training
- Smith Street & Keiraview both received a rating of "Exceeding"
- Congratulations to employees who have upgraded their qualifications and those who have participated in professional development!
- María Golebiewski (Short Street) Illawarra Diploma Trainee of the Year
- Certificate III & Diploma resources completed

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



20 Years Service

Kristina Lisica (Short Street)

Nan Greig (ECTARC)

10 Years Service

Jodie Cook (The Basin)

Amanda Mayberry (ECTARC)

Anita Rowles (Keiraview)

**Melanie Baker (Wallaroo/
Keiraview)**

Leanne Arthur-Worsop (Smith St)

Marta Golebiewski (Short St)

**Marijana Repac (Hospital Hill/
Short St)**

Emma Barrow (Short St)

Jenna Young (Wallaroo)

Nicole Walsh (Wallaroo)

IACC is very proud to have a retention rate of 94% and that we are an employer of choice.

Educational Programs and Practices

Changes introduced to the National Quality Framework this past year has informed the agendas for IACC's network and service team meetings and annual planning days. On October 1, 2017 changes to the National Law and Regulations commenced, followed by the revised National Quality Standards (NQS) on 1 February 2018. The revised NQS introduced three Exceeding themes that a service needs to demonstrate for a standard to receive Exceeding the NQS. Supported by Kathryn Barker, Melissa Wicks and Linda Windley, our committed teams set about unpacking and aligning practices to these themes – *Practice is embedded in service operations; Practice is informed by critical reflection; and Practice is shaped by meaningful engagement with families and/or the community.* We are proud that our services are so committed to strengthening practice and we thank all staff for the passionate and professional approach they bring to their work.

Our Educational Leaders continue to lead the development and implementation of the educational program and assessment, and the planning cycle at each service. Educational Leaders have provided support and mentoring to their colleagues to build on their knowledge, skills and professionalism to extend their practice and pedagogy.

We continue to strive to always be *bigger, stronger, wiser and kind* and have introduced the *Focus on Relationships* Project to expand on our implementation of the *Circle of Security*. By strengthening the capacity of our educators to use an attachment approach which supports children to feel safe, secure and respected, we can help children to grow in confidence to explore and learn. The Project has also enhanced our educators' understanding of the impact of trauma on infants, toddlers, young children and their families and they use this to inform their daily practice.

IACC's cultural journey continues to enhance our shared responsibility to understand, respect and value diversity. To begin each day, children and educators share an Acknowledgement of Country to acknowledge Australia's First People, enhance a sense of belonging and reaffirm their responsibility to care for the environment for everyone to enjoy. An Acknowledgement of Country opens all IACC network and team meetings.

Educators and Management had the opportunity to attend the Reconciliation Conference in Wollongong - two days of inspiration, tears, reflection, connection, engagement with Elders and cultural awareness. This, together with participation in the *Ngroo Walking Together Program* has enabled our services to develop activity plans which focus on building positive relationships and engagement with the local Aboriginal community and to provide culturally relevant programs for children.



Service environments continue to be transformed to reflect more natural, sustainable learning spaces. Over the past year, in collaboration with children and families we have upgraded the outdoor learning environment at Sanctuary Point Children's Centre, The Basin Preschool and Keiraview Children's Centre. Warilla Occasional Care Centre's upgrade of outdoor learning environment and Hospital Hill Occasional Care Centre's upgrade of their office and staff room spaces were partly funded through the NSW Government Community Building Partnerships Program.



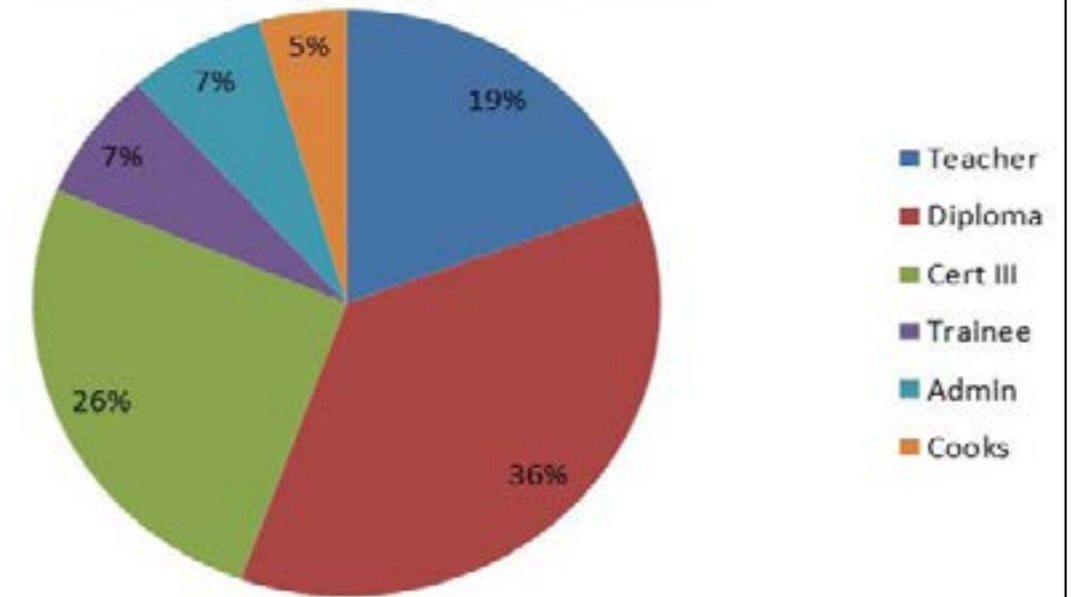
We continue to partner with other organisations to implement programs to strengthen our service delivery and links to the broader community.



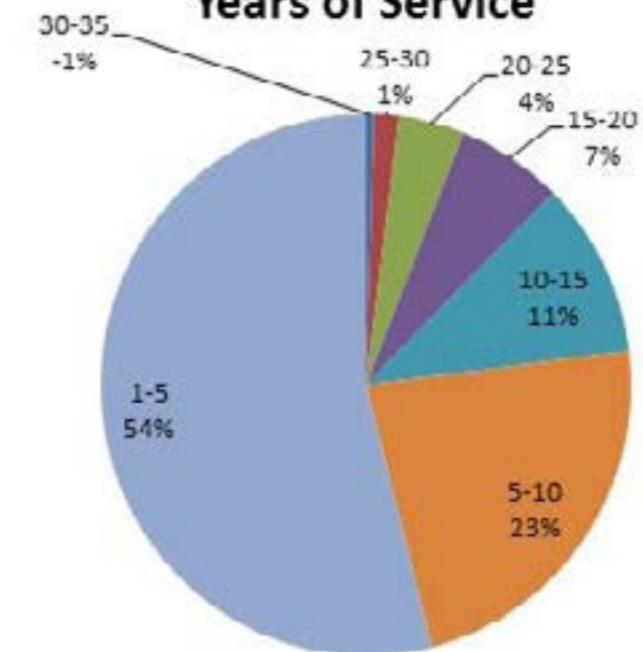
IACC was successful in receiving funding to deliver the *Play and Learning Together Program* as part of Communities for Children, Shellharbour initiative. The project has upskilled educators to deliver the PALS program to children enhancing their social skills and supporting their transition to school as well as providing information to families so they can support and strengthen their children's social skills at home.



IACC Employee Qualifications



Years of Service



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)
- Community Connections Solutions Australia
- Family Services Illawarra
- Families NSW (Illawarra & Shoalhaven)
- Communities for Children Shellharbour
- Occasional Child Care Australia
- 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
- NESAs
- Shoalhaven Council Reference 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

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



ECTARC Training and Professional Development

With the introduction of the new ECTARC Training Portal (using the "Canvas" Learning Management System) we can now provide all students with an electronic copy of their learning and assessment materials more efficiently than sending hard copies through the post. Students also complete all written assessments online, and upload videos and other evidence directly to this portal.

The CHC Community Services Training Package is again under review and we have participated in the review process. The second draft is due for release in November 2018.

We continue to deliver traineeships/ apprenticeships throughout NSW, Queensland and ACT, as well as qualifications and Statements of Attainment to Fee for Service students across Australia. Last financial year ECTARC issued 1,242 qualifications and Statements of Attainment. We have seen a 5% increase in new business in traineeships/ apprenticeships, with repeat business remaining steady. Our enrolments also remain steady at approximately 2,000 across all qualifications and Statements of Attainment. In the ACT our student numbers have increased 45% over the last financial year.

We have developed webinar study sessions for all units of competency, and these are available to small groups/individual students as a real time session with a Training and Development Officer.

Inservices and Webinars

Over the year we have presented 111 face to face workshops and 321 webinars and 3,923 participants.

Resources cover all the units for the CHC30113 Certificate III in Early Childhood Education and Care and the CHC50113 Diploma of Early Childhood Education and Care.

We would like to thank our external reference group who continue to review and validate our resources, ensuring they reflect educators in a full range of ECEC settings. Feedback from students has been very positive, receiving comments on how easy the content is to understand and how engaging they are to read.

These learning resources are also a practical tool for services to use as part of ongoing in-house professional development. Educational leaders have described how they support teams through professional conversations with educators and how they can be used as a resource for families.

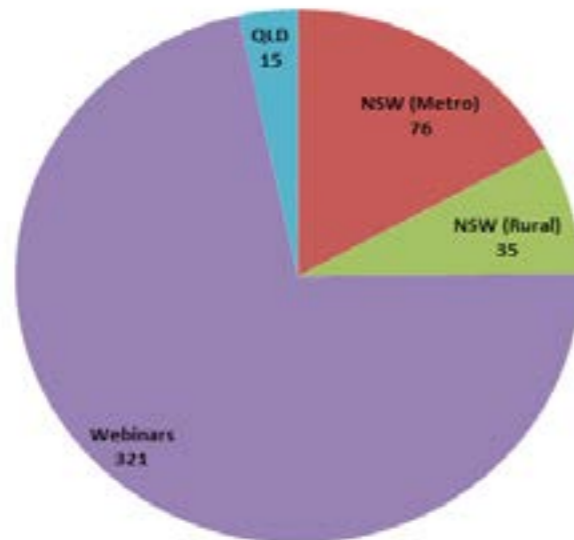
We have exhibited our resources at ECEC conferences targeting employers and educational leaders for purchases which has been well received.

Learning Materials/Enriching Futures

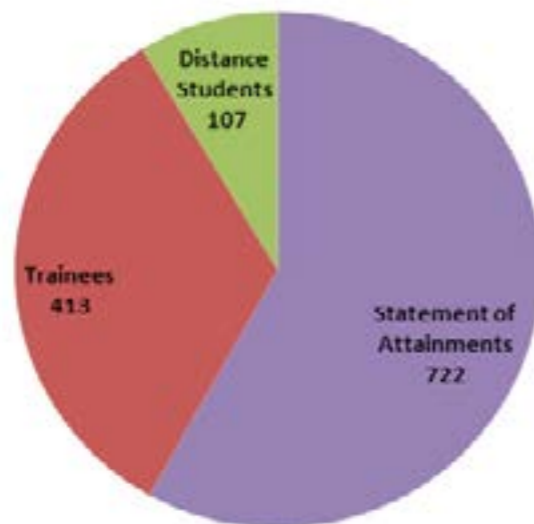
ECTARC is continuing the development of the amazing new learning resources for students and educators in the education and care sector. The 34 learning resources to date provide students, educators and leaders in education and care a wonderful opportunity to develop their knowledge and skills.

“ I just have to say I love how the training has evolved over the years ”
Jasmin, Certificate III

Workshops 2017-18 Financial Year



1242 Completions



ECTARC TURNS 20

IACC established ECTARC in 1998 after successfully tendering for funding from the Australian National Training Authority (ANTA). Since its creation, ECTARC has been leading the way as an early childhood training specialist, building an enviable reputation for training excellence.

Located firstly in Wollongong, and now in Warrawong, ECTARC has offered training in both VET qualifications and professional development. Starting with a team of 3, ECTARC now has 25 Training and Development Officers, supported by Management, Finance and Administration teams. We have embraced IT technology as it has evolved over the years, and now provide electronic learning and assessment materials and webinar support to students across Australia to extend their learning.

Sue Bond was employed in 1998 to establish an ECTARC presence in Queensland. Today the ECTARC Queensland team is located in Brisbane and delivers training programs across the state.

ECTARC's specialist early childhood knowledge, extensive sector experience and commitment to providing the best early childhood training has seen ECTARC evolve to become a reputable, respected and award winning national Registered Training Organisation.

ECTARC was awarded NSW Small Training Provider of the year in 2006, 2007, and 2012, and in 2007 won the National Training Award for Business Innovation.



Collaborative Relationships

Over the past year we have maintained and built new relationships across the early childhood and training communities including representation 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.

These relationships include:

- NSW Community Services and Health Industry Skills Council
- NSW Ministry of Health Office of Preventive Health (OPH)
- Campbelltown City Council
- Community Connections Solutions Australia (CCSA)
- Aboriginal Early Childhood Support and Learning Inc.
- University of Wollongong
- South Coast Assesors Network
- Australian College of Educators
- Randstad
- The Smith Family
- Mobile Children's Services Association
- Early Childhood Australia
- NSW Family Day Care
- Vocational Training Committee (Illawarra)
- Charles Sturt University
- Health and Community Services Workforce Council (QLD)
- QLD Department of Education and Training
- Frontier Services - Remote Area Family Service (QLD)
- Disabled Australian Apprentice Wage Support (DAAWS, NSW & QLD)

- Planning 4 Life (LLN Support QLD)
- Queensland Children's Activity Network (QCAN)
- Redcliffe Youth Space (QLD)
- Australian Childcare Alliance
- Early Childhood Teachers Association (ECTA)
- NSW Education Standards Authority (NESA)
- KU Children's Services

We continue to work closely with the Office of Preventive Health (OPH) from the NSW Ministry of Health with the *Munch & Move* program, presenting the Phase 8 and 9 webinars, and working on several projects to ensure the program resources are kept up to date and relevant. We have presented at the eleven *Munch & Move* Statewide conferences being held throughout the year in a variety of locations across NSW, as well as the annual Local Health District conference. We have developed and are delivering 89 Healthy Menu Planning Cooks workshops throughout NSW over the next two years.



Centre Projects

Alunga Children's Centre - 2018
 At Alunga, we are strengthening relationships through the Circle of Security....



..... We have collaborative relationships with families and the community.....



Sharing knowledge, training and expertise

Advocating for children and families' needs



The **Zones of Regulation** in the Early Learning Room was implemented following family feedback from the information night.



Early experiences and relationships have profound effects on brain development.



In July, we held a **family information night** around the *Circle of Security*. We had a great turn out, with families sharing information, seeking feedback and driving future developments in the program.

Access to support services and a collaborative approach to inclusion



Rallying for Ruby

Together with our families, we raised over **\$1,800** for Ruby to support the family with her ongoing medical bills.



We have introduced a **STEM** and **literacy** area to make learning more visible to families and to encourage children to explore science, technology, engineering, mathematics and literacy.



Relationships

Relationships create the fabric of our lives. Relationships are the fabrics that weave all things together!



Our focus is on relationships!

Our community at Clipper Road Children's Centre is strengthened by our relationships with all stakeholders. Families, children and educators were asked to choose a piece of fabric to weave into the loom to depict and represent the diversity amongst us that strengthens our relationships. This precious weaving, made at the *Family Welcome BBQ* early in the year, is proudly displayed in the centre foyer for all to enjoy.

At Clipper Road we value:

- ✓ Australia's Aboriginal and Torres Islander culture
- ✓ the role of parents, families and community
- ✓ the principles of equity, inclusion and diversity – *kindness, fairness, safety and respect*
- ✓ each other's strengths and positive contributions
- ✓ physical and emotional wellbeing
- ✓ the benefits of environmental sustainability

We impact others positively by:

- Learning to embed emotional intelligence through helping children recognise and understand emotions, feelings and needs, using tools such as PALS, Kidsmatter and the principals of Circle of Security.
- Checking in to see if our team mates are OK or need help, taking time to give each other positive feedback, and celebrating special events with each other.
- Acknowledging the children's and families achievements each and every day.
- Being available to families and children.
- Practicing effective listening.
- Undertaking ongoing professional development providing a culturally safe place for all.
- Encouraging community involvement and engagement.



Environments that supports exploration and sustainability

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The Benefits of Taking Risks in Play!

Everyday life is full of risks and challenges. Children need opportunities to develop the skills identified with managing risk and making informed decisions about risks.

Risky play helps develop important life skills such as building confidence, resilience and problem solving.



Creating Sustainable Practices for Life!

Creating natural environments and providing natural materials is an important way for sustainability to occur.

At Hospital Hill we have established an environment both indoors and outdoors that encourages sustainable living as well as creating spaces that fosters exploration. The environments now include: quiet spaces for children to retreat to, a vegetable patch, recycling bins, a pet rabbit, worm farm, mud pit, fire pit and windmill.

Sustainable practices are not only linked to the natural environment but also the way we relate to it through our society and culture.



Reconciliation – Our Journey

What is Reconciliation?

In its broadest sense “reconciliation means “coming together”. In Australia reconciliation refers to bringing together Aboriginal and Torres Strait Islander people and other Australians. At JBCC, our educators would like to inspire and enable our children and families to contribute to the reconciliation of our nation, by starting within our community.

Our Reconciliation Journey so far at JBCC.

At JBCC over the past 18 months our reconciliation story has unfolded. In this time we have developed as a team through gaining knowledge, training, organisational support, understanding, education, commitment, consultation, relationships and listening and talking with Aboriginal people. We have been guided by five critical dimensions for reconciliation. These do not exist in isolation; they are interrelated and can only achieve full reconciliation if we progress in all these 5 areas.

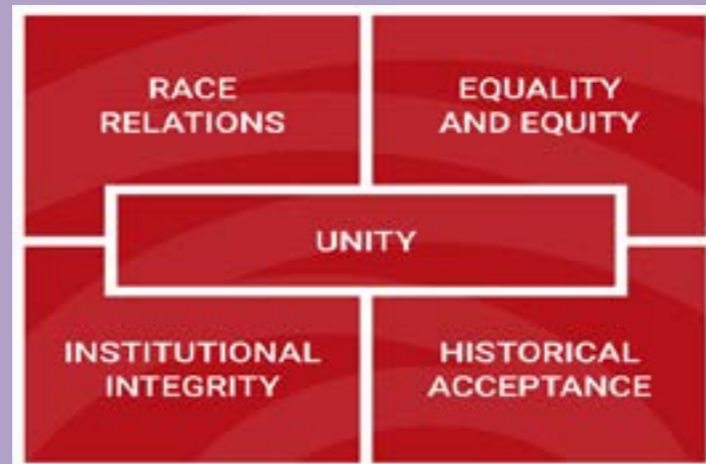
Moving forward at JBCC

Narra-gunna-wali - meaning alive, wellbeing, coming together.

To help us achieve our goal we have sourced Narragunnawali, a part of reconciliation Australia to guide us to consolidate and extend on what we have achieved so far, and to further foster a higher level of knowledge around reconciliation with the development of a RAP (Reconciliation Action Plan). Narragunnawali can provide us with consistent support, online tools and resources that align with the EYLF. All our educators took part in an Introduction to Narragunnawali webinar at a team meeting and together we are ready to embrace this next step. I am very proud of our dedication, respect, commitment and passion towards reconciliation for Aboriginal and Torres Strait Islander people.

“Reconciliation must live in the hearts, minds and actions of all Australians as we move forward, creating a nation strengthened by respectful relationships between the wider Australian community and Aboriginal and Torres Strait Islander people”.

....Make reconciliation part of your story - *Reconciliation Australia.*



Acknowledgment of country during the morning Yarnin circle and families writing on a leaf and placing it on our Reconciliation wishes tree.

Keiraview Children's Centre 2018 – Respect and Diversity

Our journey begins every morning with our Acknowledgement to Country; we gather in our rooms and welcome each other to our day. In doing this, we begin to understand, respect and take responsibility for ourselves and our friends as we learn and grow together.

The Educators at Keiraview understand that we support and strive to extend on our own and our children's education by empowering all to explore differences, support fairness and feel safe to learn and explore the environment and community in which we live.

“We Acknowledge the Traditional Custodians of this land, and say thank you for caring for the land we learn and play on” – The Children at Keiraview Children's Centre.



Sanctuary Point Children's Centre



Life has been very busy this year at Sanctuary point Children's Centre. We started the year, well a little into the year with our new yard. The children and their families loved the final result and new families that come to visit the centre always make a comment about how lovely and inviting the yard looks. We however, still have many plans for our outdoor environment.

The children have been busy planting and looking after trees which were donated by one of our families from the local native nursery and they have really enjoyed getting their hands dirty and the responsibility of watering the plants. So, our next adventure is to plant some fruit trees in our to be garden area where we will create a community garden where families can come and pick produce and cook at home, promoting healthy food choices and encouraging families to get outdoors and be active.

To add to the garden area we have had funding approved from Stronger Communities to extend our cot room and then build a staff room / meeting room in the garden area which will be lovely for having catch ups with families.

Having funding to extend the cot is very exciting for the centre as we have had an extensive waiting list for children under 2 years olds requiring a cot for about 3 years now. It will great for the centre and the community.

To help support the Early Learning Everyone Benefits campaign Ann Sudmalis came for a visit during Early Learning Matters week. She was very interested in how we were going to use the funding we were granted and enjoyed talking with the children. She also donated a box of books and puzzles to help us build our resources back up after the horrible vandalism a few months ago. Ann has also invited us to apply for additional funding to secure the centre grounds better.

Short Street Occasional Care Centre

Sustainability in Practice



Short Street Occasional Care values sustainability practices throughout our program.

Children make decisions about sustainable practices in our program through:

discussions about recycling,

bokashi composting, worm farms and compost bin,

watering the garden by hand and planting a variety of bee friendly plant,

looking after and being respectful of the animals that share our garden from native bees to the many birds and lizards,

having turns being water, light and energy monitors,

growing and sharing food from our community garden and

taking things slowing gives children time to make connections with each other and their world.

Smith Street Children's Centre 2018

Quality Area 6: Collaborative partnerships with families and communities

Ongoing collaborative partnerships with the community is embedded into our service operation, children's learning, wellbeing and participation

"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."



We use the deadly cards as a window to explore and facilitate conversations about the Aboriginal and Torres Strait Islander culture.



Educators consistently support families to participate in the service, and to share in the decision making about their child's learning and wellbeing.

Together we have organised events such as a dentist visit the children and participating in the baton relay when it came to Wollongong.



Educators foster partnerships and sense of community with our families for example celebrating Mother's Day with a movie night.

Sustainable practices are embedded throughout our program



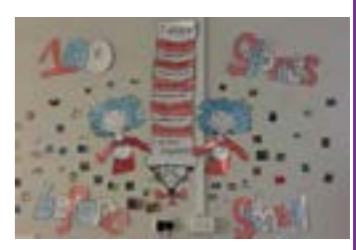
Smith Street builds meaningful relationships and engages with the local community. We have developed a great relationship with the Homeless Hub by donating money, blankets and food and participating in days such as - Wrap up for homeless day.

Exceeding Service in all Quality Areas

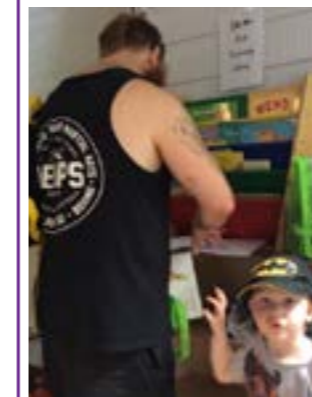
Quality Early Learning & education



At The Basin Preschool we value quality early learning & education; learning in the here & now as well as preparing for the future. In 2018 the educators have embed three daily group time yarning circles. Each group has a key focus of mathematics, music & movement or literacy. Many yarning circles this year have also been interest based; some of our bigger interests this year have been space, sharks & chickens.



The Basin Preschool 2018



At The Basin Preschool we recognise & respect the diverse nature of our country's people. We have a strong Aboriginal culture embedded in our service, incorporating the Dhurga language into our every day practices, and we have our own 'Acknowledgement to Country' at the start of each morning yarning circle. The children have been learning about & using 'Traditional Aboriginal' symbols for storytelling. We have engaged in age appropriate discussions & read children's stories about sorry day & the history of Australia including that of the stolen generation.



Respect & Diversity

Colaborative Partnerships

Warraroo has many collaborative partnerships with families, the community and colleagues



We regularly visit our neighbours Elanora Nursing Home & Shellharbour City Library



We visit our local shopping centre and invite guests to the centre such as Billy Backpack



We invite families in for special events and information nights. Families often accompany us on excursions around our community



We are committed to having a greater understanding of the local Aboriginal & Torres Strait Islander people and culture. We sing a Acknowledgement of Country Dharawal song every morning and often share dreamtime stories around the fire pit.



As a team we attend a wide variety of training and critically reflect upon our practices regularly at team meetings



We held an information night for families and showcased all our strengths and encouraged opportunities for feedback. Our guest speaker was the Principal of Flinders Public School. We also held a disco for the children.

Establishing Relationships



Our focus at Warilla Preschool & Occasional Care is on developing secure, respectful & reciprocal relationships, & implementing trauma informed practice. Our environments & interactions provide opportunities for rich collaborative learning & assist children to develop skills for self-regulation, communication & problem solving.

Our children & educators have been involved in several community programs that support relationship building. The *PALS (Play and Learn to Socialise)* Program has supported children to develop social skills & confidence in preparation for Transition to School.

Sing and Grow, a music therapy program has supported children to develop language, literacy and numeracy, gross motor, communication and social skills and co-regulation through sharing the enjoyment in music.

Our children and educators are involved in the *UOW's Self-Regulation Study*. Our service is a control service & data has been collected from 4 to 5 years old children based on their ability to self-regulate and take turns. Educators have implemented a range of activities provided by UOW which were designed to target cognitive, emotional and behavioural self-regulation skills.



ILLAWARRA AREA CHILD CARE LTD EMPLOYEES

1 July 2017 – 30 June 2018

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	Donna Bartley (Contract)	
Finance Manager	Danco Stajkoski	
Payroll Officer	Caitlin Rout	Tina Simmons
Accounts Officers	Lauren Taafe	Tina Simmons
	Hayley Markham	
IACC Administration Support	Hayley Markham	Jane Hardy
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 Caterina Sacco Naomi Moorwood Sara Parkinson Natalie Kent Jodie Rusten Jennifer Ellis	Michelle Haley Lyndsey Beveridge (Parental Leave) Alison Gillespie (Resigned) Lauren Guevara Donna Guest Annmaree Bridges
Training and Development Support Staff	Charmaine Reh Julie Cassar (Contract) Jennifer Wood (Contract)	Louise Windisch(Contract) Amanda Mayberry (Contract) Kate Meek (Contract)
Administration Support	Shelby Seidel (Contract) Cynthia Cuoco Renae Dimovski (Contract)	Kristy Batten (Resigned) Eliyah Abdullah (Contract) Melissa Moutia (Contract)
Distance Trainers	Heather Bennett (NSW)	
	Emma Fisher (NSW)	

QLD Staff

QLD Manager	Natalie Fernandes	
Training and Development Officers	Kathy Weston Angie Twomey	Kim Rooding Tammy Sims (Resigned)
Administration Support	Louise Braunack	

Long Day Care Centres

ALUNGA

Director	Patricia McGlashan (Contract)	Kate Haydon (Parental Leave)
Early Childhood Teacher	Kim Barnett Emma Clayton	Angela Robertson Alana Blackall
Early Childhood Educator	Shannon Hill Jamie Oakes Alysha Purnell	Emily Stanworth Belinda Best
Early Childhood Worker	Tara Pickett (Parental Leave) Taya Sharpe	Manori Indraratna Chloe McCarthy
Trainee Child Care Worker	Jasmine-Lee Holmes (Contract)	Kate Herbert (Complete)
Cook	Megan Hill	
Administration Assistant	Jodie Faff	Tina Simmons (Resigned)

CLIPPER ROAD

Director	Deborah Unwin	
Child and Family Practitioner	Janine Molyneux	
Early Childhood Educator	Briony Golding Angela Volcic (Resigned) Kellyanne Hogben (Resigned) Jacqueline Smith (Contract)	Cheneice Russell Annette Sullivan (Contract) Nicola Cordner (Resigned) Rhiannon McMillan
Early Childhood Worker	Tina Loydell (Contract)	Samuel Berryman (Contract)
Trainee Child Care Worker	Isabelle Campbell (Contract) Katarzyna Muz (Complete)	Emily Wardle (Complete)
Cook	Erina Moore	
Administration Assistant	Karen West-Wilson	

KEIRAVIEW

Director	Linda Logue	
Early Childhood Teacher	Anita Rowles Donna Guest (Resigned) Nicole Compton	Gabrielle Higgins (Resigned) Alicia Onofri
Early Childhood Educator	Paula McKeirnan Lynne Stokes Kate Mauricio Giustina Raso Aimee Devine (Contract)	Alysha Purnell (Contract) Zea Walsh-Kemp (Leave) Roselyn McFarlane (Complete) Rachael Loustos
Advanced Early Childhood Educator	Amy Partridge	
Early Childhood Worker	April Parsons Jessica Sims	Erin McParland (Leave) Amy Simpson (Contract)
Diploma Trainee	Samantha Tatton (Complete)	
Trainee Child Care Worker	Mikayla Large (Contract)	Rachel Cotterel (Complete)
Cook	Mandy Swan	
Administration Assistant	Melanie Baker	

ILLAWARRA AREA CHILD CARE LTD EMPLOYEES

1 July 2017 – 30 June 2018

SANCTUARY POINT

Director	Nicole Thompson	
Early Childhood Teacher	Elizabeth Waite (Parental Leave)	Alison Tassell
Early Childhood Educator	Marion Milne Deborah Wardle Carolyn Demoulias (Contract) Tina Borg (Contract)	Rhiannon O'Connor (Parental Leave) Carol Flannagan (Contract)
Early Childhood Worker	Karen Riddle	Gabrielle Rees
Diploma Trainee	Carly Bradshaw (Complete)	
Trainee Child Care Worker	Jade Fuz (Contract)	Jamie Lee Gibbons (Complete)
Cook	Margaret Davies	
Administration Assistant	Carol Flannagan	

SMITH STREET

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

WALLAROO

Director	Lisa Booth	
Early Childhood Teacher	Sally Collier Melissa Ward (Resigned) Larissa Lantouris	Tania Milovanovic (Resigned) Lani Freeme
Early Childhood Educator	Sara Paillas Emily Collings (Contract) Emma Peachman	Rachel Rogan Jenna Young (Parental Leave) Nicole Walsh
Child Care Worker	Natalie Dallas Simone Rathjen Alexandra Manglis	Yemaya Roughley-Hutchison (Contract) Olivia Logan (Contract)
Diploma Trainee	Yemaya Roughley Hutchison (Contract)	
Trainee Child Care Worker	Rachel Tasca (Contract) Olivia Logan (Complete)	Amy Simpson (Complete)
Cook	Marijana Sarin	Emily Collings
Administration Assistant	Melanie Baker	

Occasional Care Centres

HOSPITAL HILL

Director	Tamara Gardiner	
Early Childhood Educator	Alison Smith Aimee Devine	Jessica Strickland (Parental Leave) Tahlia Jacobs
Advanced Early Childhood Worker	Debbie Sharman	Kelly Hobbs-Middleton
Early Childhood Worker	Debra Arnold Elisha Plant	Ebony Ward (Resigned)
Trainee Child Care Worker	Jasmine Lord (Complete)	Brianna Cunningham (Contract)
Administration Assistant	Marijana Repac	
Support Worker (Cleaner)	Inge Ellul	

SHORT STREET

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

WARILLA

Director	Hayley Olbrich	
Early Childhood Educator	Rachel Notarianni (Resigned) Rachael Loustos	Karen Davis Melissa Smith
Early Childhood Worker	Jaiyde Davies (Contract) Rumeysa Ongel (Complete)	Wardia Kaadan
Trainee Child Care Worker	Brooke Moule (Contract)	Laura Bullard (Complete)
Administration Assistant	Sally Robinson	

Multipurpose Centre

THE BASIN PRESCHOOL

Director	Kiley Guillaume	
Early Childhood Educator	Jodie Cook Haylee Comber	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 (Resigned)
Early Childhood Educator	Mary Dimou Amber Henning Kiralea Gillen (Parental Leave) Rebecca Edwards (Resigned)	Jenna Turk Jenna Ring Nichelle Cowley (Contract)
Early Childhood Worker	Jessica Foard (Parental Leave) Janice Garrett	Ebony Ward
Trainee Child Care Worker	Rachel Owen (Contract)	Deccy Ledezma (Complete)



Illawarra Area Child Care Ltd

Unit 2, 210 Shellharbour Road
Warrawong, NSW, 2502

P: 02 4223 1100

F: 02 4223 1150

E: info@iacc.com.au

www.iacc.com.au

