

Albert Park Preschool Centre

Annual Report | 2016

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Table of Contents	
Our Mission	3
Our Purpose	3
Our Philosophy	4
Our Health Charter	5
Our Committee	6
Our Staff	7
Our Group Reps	7
President's Report	8
Treasurer's Report	12
Administration Report	13
Teaching Staff Reports	14
In Memory of Isha	17
Our Commitment to Balibo	18
Our Ongoing Learning	19
Our Key Partners	20
Our Supporters	21
Appendix	22
Media Article: - Preschool Matters	
Media Article: - Teacher Learning Network	
Media Article: - Healthy Together Vic	
Profile Article: - ELAA Annual Report	





Our Mission

The Albert Park Preschool Centre Inc is committed to providing a quality Kindergarten program which meets the needs of our children and their families.

We believe that our Kindergarten is a unique and individual place. We, therefore, deem it important to preserve the individuality of all children both for their own happiness and for what they can contribute to society.

Our Purpose

In relation to children, the Albert Park Preschool Centre Inc is committed to:

1. Fostering and maintaining the development of the educational, emotional, social and physical well-being of all children.
2. Developing in children: creativity, honesty, tolerance, consideration, sharing, caring, enjoyment, self esteem, independence and an inquiring mind.
3. Providing a stimulating and safe environment in which children are encouraged to take on new challenges and new learning with confidence.
4. Providing a program for individual children that gives them a wide variety of activities, experience and events.
5. Meeting children's individual needs with flexibility.
6. Encouraging and assisting children to feel that they belong to the group.
7. Developing attitudes towards equity and social responsibility.
8. Addressing issues such as our membership of a multicultural society, our responsibility for the environment and the various qualities that children will need to live satisfying and full lives.

In relation to the families, the Association is committed to:

1. Encouraging interaction and friendships between children, their families and staff.
2. Providing a forum for discussion on all matters of interest.
3. Encouraging and assisting in the dissemination of information about Preschool development and education to families of young children.

The Committee of Management is committed to:

1. Providing ongoing communication between the members of the Committee of Management and the Association.
2. Providing effective management.
3. Taking over the assets, liabilities and functions of the Incorporated Association known as the Albert Park Preschool Centre
4. Working towards achieving these goals in accordance with all the relevant State and Federal Statutes and Regulations.

“It’s a little Kinder with a big heart”



Our Philosophy

Along the meandering path of childhood, children find joy in great and small things. In childhood, children become aware of the wonder of life and the incredible marvel of being human.

In the presence of others, among gentle, smiling people, children discover lovely surprises each day. To learn self-control, to develop honesty and integrity, to grow in empathy and become a happy, caring human being, a child needs time and space to play.

Children are at the centre of their learning, discovering the pleasure of independence through encounters with people in supportive, respectful environments.

Learning takes place when ideas, concepts and theories are shared with others.

To clearly see, to absolutely hear, to truly feel, children need clarity, acceptance and generosity from their teachers and parents. Children grow upward and outward through action and joy towards friendship, happiness and the discovery of the unknown.

At Albert Park Preschool we believe:

Young children learn best through play, that play is life and that life is learning.

Children learn when they are free to explore, to make choices, to develop interests and construct their own identities and understandings of the world.

Children are motivated to learn when they and their families are accepted and respected.

Children learn best when they feel valued socially, emotionally and intellectually.

Children develop positive dispositions towards learning through supportive interactions with adults and peers.

Creativity emerges when children are given the time and space to freely explore the world around them in an atmosphere of mutual trust.

Children benefit from a connection to Nature and can help lay the foundations for a happy, healthy, sustainable future for our community.

Our view of the child

We view the child as a competent individual seeking understanding of the world and their place in it.

We see children as individuals capable of devising creative ways of knowing, understanding and making connections and meaning.

We see each child as a unique identity dependent on relationships and a sense of belonging to others.

Our hope for the future

We hope for an Australian future of compassionate and educated citizens who have equal opportunities to contribute to and engage happily with all facets of life.

We hope to develop in our young children a strong sense of identity and a sense of belonging to a diverse community.

We hope that children develop strong dispositions for learning throughout their lives and that they will be happily engaged, socially functional, optimistic, curious and resilient into adulthood.

*“Young children learn
best through play”*

Our Health Charter

At Albert Park Preschool Centre we believe in the wonder of life and the incredible marvel of being human.

Our Vision:

We strive to create a welcoming, caring, safe and supportive environment that assists all members of the Kindergarten community to experience "health" - defined by the World Health Organisation as a "State of complete physical, mental, and social wellbeing, and not merely the absence of disease or infirmity." We embrace a "whole of centre" approach to the promotion of health and wellbeing, along with adopting a holistic approach to all aspects of health.

To become a health promoting Kindergarten we are committed to working together to:

- encourage and support healthy lifestyles for children, staff, families and the community in which we live and play.
- set clear goals around our vision to be a health promoting Kindergarten that are developed in partnership with our community and pursued collaboratively.
- engage children, families and staff as active participants in the promotion of health and wellbeing
- encourage staff and families to be positive role models for healthy choices and lifestyles
- support children to engage physically, mentally, emotionally and socially with their surroundings, peers and teachers.
- provide children with the tools and techniques to develop emotional literacy, accept and navigate challenge, and be optimistic, curious and resilient into adulthood.
- incorporate opportunities for physical activity, mindfulness and learning about healthy choices into the planning of program that empower children to take action to enhance their health and wellbeing.
- provide an environment that supports and encourages healthy choices and lifestyles, provides opportunity for calm and quiet, and complements health messages delivered in the program.
- celebrate the beauty in our natural environment, clean air, fresh water, the growing of food and our interconnection with nature.
- ensure staff, children and families are supported to access resources, tools and training to enhance their knowledge, compassion and capacity to promote health and wellbeing.
- build partnerships with local health professionals, services and the wider community to enhance health promotion capacity.
- ensure all our policies and procedures support and reflect the values contained within this Health Charter.
- identify boundaries to the delivery of health promotion and supporting each other to overcome them with a commitment to ongoing improvement.

Our Commitment:

Albert Park Preschool Centre is committed to ensuring this charter is visible in the day-to-day practice of our Kindergarten. We are committed to ensuring respect, fairness and equality are promoted and modelled, and a sense of belonging is fostered for all.

We believe:

- that creating a healthy Kindergarten will improve health and wellbeing outcomes for all members of our community both now and in the future.
- that children are competent and capable and can appreciate the importance of their own health and wellbeing – and others - when they see the values of health, wellbeing and respect modelled at home, at Kindergarten and in the general community.
- that creating a healthy Kindergarten will support children to have the best possible start in life, helping them to flourish, and to contribute to a happy, healthy, sustainable future for our community.

“We believe in the wonder of life and the incredible marvel of being human”



Our Committee

In 1996, after many years of being Council operated, the Kindergarten was placed under voluntary parent Committee of Management. This means that each year the Kindergarten is governed by a Committee made up of parents who work closely with staff to manage the Centre and plan for the future.

This partnership with parents in the running of the Kindergarten helps connect us to our community and ensures the views and values of families and children are always considered when making decisions.

We would like to sincerely thank the following parents who volunteered their time, knowledge and skill to serve our community on the Albert Park Preschool Committee of Management in 2016:

President: Jessica Wall

Vice-President: Sophie Fetterplace

Secretary: Elaine Haggett

Treasurer: Hugh McIntosh

General Member / Communications: Kim Stanley

General Member / Fundraising & Social Coordinator: Sarah Hughes

General Member / Wellbeing: Sheena Teeder / Danielle Glover

General Member / Environment: Susanna Dimiropoulos

General Member: Georgia McNamara

General Member: Amy Woolf

*“Our Kindergarten
belongs to our
community”*

Our Staff

Teaching Staff

Nominated Supervisor / Teacher W Groups / Wellbeing Leader: Jacinta Walker

Educational Leader / Teacher K Groups / Sustainability Leader: Camille Lee-Hill

Teacher W Groups / Wellbeing Leader: Cynthia Salim (commencing Term 4 2016)

Lead Co-Educator / Health & Safety Officer: Janice Vissaritis

Co-Educator / Cultural & Inclusion Officer: Isha Mahmood

Internal Relief Staff: Emily McNamara | Sally Knorr | Lesley Munro | Abbie Ferguson

Management

Admin Director: Jenny Whelan

Our 2016 Group Reps

Our sense of community is supported by the wonderful work of our Group Reps who help to support families to feel a sense of belonging at Kinder by organising a range of social activities.

We would like to sincerely thank the following parents who have supported the Kindergarten in the role of Group Rep this year:

Group Rep 3 yr old Koalas: Rowena Treseder

Group Rep 3 yr old Wallabies: Rebecca Coventry

Group Rep 4 yr old Kangaroos: Melinda Andrew

Group Rep 4 yr old Wombats: Susanna Dimiropoulos



“Families have always played an important role in contributing to the success of the Kindergarten”

President’s Report | Jessica Wall

Welcome and thank you for sharing 2016 with us at Albert Park Preschool.

My name is Jess and I am the President of the Committee of Management.

Our Annual General Meeting provides the opportunity for us to look back on the year that was. Within the pages of this Annual Report are the many highlights we have achieved together. Throughout 2016 we have continued to strengthen and grow as an organisation. We are committed to providing the highest standards of early childhood education and making a positive contribution to our community.

One of the comments in our annual family survey described us as "a little Kinder with a big heart". We feel this description fits us perfectly and it has helped to inspire our current aim to embed wellbeing for all as a core strength of our service.

Our key goals

We are very grateful to the Committee of 2015, under the leadership of Nikki Lowe, for the work they undertook to plan key aims and objectives for 2016. Three key goals were identified as part of this process, and resources allocated to place the Kindergarten in the best possible position to achieve them.

Our key goals in 2016 were:

- Pursuit of the Healthy Together Achievement Program (specifically targeting our Physical Activity and Mental Health & Wellbeing Badges)
- Effective transition to the new 1:11 educator to children ratios
- Towards Energy Neutral

We are very proud to have worked together to achieve all three of our goals. We have successfully progressed through the Healthy Together Achievement Program and have had our work recognised in the media and with our nomination in the 2016 WorkSafe Awards. Despite the financial challenges associated with transitioning to the reduced ratios introduced this year, we have been able to generate a viable budget for the future. The installation of solar panels at the Kindergarten during the Term 3 break has taken us much closer to our ultimate goal of becoming an energy neutral Kindergarten.

All these things have been possible thanks to the support of Committee, staff, families and members of the broader community, all of whom we celebrate in our Annual Report in the pages to follow.

In the spotlight

The Kindergarten’s best practice has been profiled in a number of publications this year including:

- Preschool Matters magazine
- Teachers Learning Network Journal
- Cancer Council Newsletter
- ELAA Annual Report

Copies of the above are provided in the Appendix to the Annual Report.

Our commitment to ongoing improvement

Our annual surveys of Committee, staff and families are a time for us to reflect on who we are and what we do and how we can do it better. All our surveys highlighted overall increases in satisfaction. This year in our family survey, 100% of families told us they feel safe to share their point of view and report any concerns they might have. We consider this a great achievement as we have worked hard over the past few years to create a feedback culture and demonstrate our ongoing commitment to continuous improvement.

Annual Report | 2016

Events & fundraising

Our Fundraising & Social Sub-Committee led by Sarah Hughes were responsible for helping to raise more than \$10,000 this year - a fantastic result! Congratulations to everyone involved.

The support of families and community with regard to our fundraising efforts has enabled the Kindergarten to continue to grow. In a challenging year financially, with the adjustment to the new ratios and the reduction in fees and government funding that this represents, monies raised from our fundraising/social events have been key to creating improvements in our Kindergarten environment.

2016 Fundraising monies made possible the following purchases:

- new wooden tables for the classroom
- replacement of the outdoor wooden A frame equipment
- new reading chair, couch and soft furnishings for calm corner
- more plants for both inside and outside Kinder
- two adult sized ergonomic chairs that descend to child level to support the health & wellbeing of staff

Term 1: Family Sports Day

Our super fun Family Sports Day and Easter Egg Hunt was held on Sunday 20 March at Port Melb Community Centre & Trugo Club. We enjoyed an amazing turn out. In fact, it was the best response we have ever had to an "all of Kinder" social event. A big thank you to Quinn Thomassen's family from our Kangaroos group. Her mum, Fiona is a local nutritionist and Damien is a sports coach, and together with their students they produced a wonderful array of sporting activities for the children and families to enjoy. We must also pass on our gratitude to the Easter Bunny for arranging the Easter Egg Hunt and to Brumbys for sponsorship the Hot Cross Buns. It really was a wonderful morning and we hope it will become part of the Term 1 calendar again next year.

Term 2: Cake Stall

The weather was beautiful, the cellophane glistened in the sun and the Kindergarten was on full display at our annual Cake Stall on Saturday 7 May. Thank you so much to the busy bakers and helpers. Thank you also to our local MP, Martin Foley, who came down to draw the raffle. We were also fortunate to have the support of our community. Special thanks go out to Cayzer Real Estate and Husk. Thanks also to the many local businesses who contributed items to the hampers. They looked spectacular and were packed with goodies.

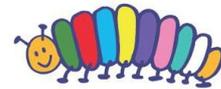
Term 3: Bunnings Sausage Sizzle

Our annual Sausage Sizzle at Bunnings in Port Melbourne was held on Sunday 31 July 2016. Another great success, we extend our gratitude to the coordinator of the event, Melinda Andrew (Min) and the fundraising team. We have a reputation as being one of the tastiest sausage sizzles in the Bunnings calendar. This year the food was particularly delicious having been donated to us by Andrews Hamburgers. A special thanks to the Mitropolous family in our Koalas group for arranging this generous sponsorship for us.

Term 3: Bingo Disco Social Night & Auction

Sarah and the team really put the "fun" into fundraising on Friday 19th August with our Bingo Disco Social Night and Auction at the Port Melbourne Yacht Club. Special thanks to DJ Dolly for the fabulous entertainment. Thank you also to Jo Marais for assisting the children to create our beautiful group canvases auctioned on the night by Geoff Cayzer. Our silent auction attracted a record number of entries from local traders. Thank you to everyone who invested time and energy in sourcing goods and services for the silent auction. A complete list of all our supporters can be found on Page 21 of the Annual Report.





President's Report (continued)

Our committee

Thank you to our parent volunteers who served on the Committee of Management this year. It has been a pleasure to be the President of such a passionate and skilled group of people working together to achieve the best possible outcome in the best interests of the children and our organisation as a whole.

I would specifically like to thank Sophie Fetterplace, who is taking a break from Committee life in 2017. Sophie is our longest serving member having served 6 consecutive years on the Committee. This is a record that is going to be hard to beat!

Thank you also to Sheena Teeder who has served on Committee this year in the portfolio of Wellbeing. This portfolio was a new general member position created this year to support the Kindergarten's pursuit of the Physical Activity and Mental Health & Wellbeing badges under the Healthy Together Achievement Program. Sheena was recently recognised as a finalist in the McArthur Volunteer of the Year Award for her work promoting wellbeing initiatives both here at Kinder and also at Albert Park Primary School and Albert Park College. Congratulations Sheena!

Our staff

Our annual family survey repeatedly tells us that families perceive the quality of our staff is one of the best things about Albert Park Preschool. As their employer, the Committee know this to be true. We view attracting and employing the best staff as key to the success of the Kindergarten. Our staff model is one of distributed leadership that recognises the range of skills and experiences that each individual member of staff brings and seeks to embed strength across the organisation.

On behalf of the Committee, I would like to thank ALL our staff for their dedication and commitment throughout the year.

We have had some hellos and goodbyes this year. We would like to thank Lesley Munro for her achievements as Educational Leader in the time leading up to her return to New Zealand at the end of Term 2. Lesley spent 3 wonderful years with us which were highlighted by her participation in the study tour to Reggio Emilia in Italy. This trip had been a life long dream of Lesley's and we were proud to play a role in helping her to achieve it. Sincere thanks also to Camille Lee-Hill who has taken on the important role of Educational Leader into the Kindergarten's future.

This year we also experienced the excitement of Jacinta's wedding to Shane and now the anticipation of the birth of their first child at the end of November. We congratulate them both at this special time. Of course this also means that Jacinta will be taking a break from teaching and we welcome Cynthia to the team and thank her sincerely for stepping in to cover Jacinta's parental leave.

2016 also marks Janice Vissaritis' 20th year at the Kindergarten. A very special achievement indeed! Congratulations Janice and thank you for the positive contribution you have made in the lives of hundreds of families. We are truly grateful.

Our friends in Balibo

In 2016 we have continued our commitment to advancing the education of children in East Timor. This year we donated \$1500 to Balibo House Trust bringing our financial support over the past 5 years to a total of \$7500. We are very proud to support the children of Balibo and you can read more about the wonderful work of the Balibo House Trust on page 18 of the Annual Report.

Our key partners

We are very fortunate to have a number of key partners whose support of the Kindergarten ensures we continue to thrive.

On page 20 of the Annual Report we acknowledge three people in particular who have made a significant contribution to the Kindergarten in 2016 - Geoff Cayzer, Brett Hedger and Zora Marko.



Annual Report | 2016

We thank them very sincerely for their support along with the following organisations and individuals who continue to champion early childhood education and contribute to our success:

- City of Port Phillip
- Department of Education & Training
- Early Learning Association Australia
- Gowrie
- Healthy Together Victoria
- Honourable Member for Albert Park - Mr Martin Foley
- ParentPaperwork
- Reggio Emilia Australia
- Teacher Learning Network

Our wonderful community

Finally, thank you to all our families for your contribution. Families have always played an important role in contributing to the success of the Kindergarten.

Thank you also to the parents who rolled up their sleeves to support our annual Spring working bee and those that helped shape the future of our Kindergarten by attending our annual family focus group.

To the outgoing Committee members, thank you so much for your support and your service.

To our incoming Committee members, thank you for contributing your time and energy to the governance of this very special place.

To those families, who like myself have children commencing Primary School in 2017, we wish you all the best and thank you for choosing Albert Park Preschool to be such an important part of your child's learning journey.

Jessica Wall | President | Albert Park Preschool

Postscript

When preparing my President's Report 4 weeks ago, I could not foresee that the Kindergarten was about to face its greatest challenge with the sudden loss of our much loved educator, Isha.

On the morning of Tuesday 17th October, with the Committee in caretaker mode having held our final meeting a week earlier, we learned of Isha's unexpected passing. This news came as a great shock to us all. It was my saddest time as President but it was also a proud time as we witnessed the Kindergarten's greatest strength - its sense of community - in full force. It was our support of each other that helped us get through.

We wish to express our gratitude to our partners who provided special assistance at very short notice including Albert Park Primary School, ELAA, and ANZUK Education. We would also particularly like to thank our internal relief staff, Abbie and Emily, for stepping in to cover the Educator K roster. With their support and understanding we have been able to continue to provide the high standard of education and consistency of teaching that characterises our Kindergarten.

In the pages to come, the area that was reserved for Isha's leadership report as our Cultural Officer, has been dedicated to her memory. She will be greatly missed and lovingly remembered. Our thoughts are with Isha's family and friends.





Treasurer's Report | Hugh McIntosh

Profit & Loss

Pre fundraising

Albert Park Preschool Centre is a not-for-profit incorporated association and registered charity. During the year to 30 September 2016, the Albert Park Preschool made a net loss pre OTHER INCOME & OTHER EXPENSE of \$-15,201 (2015 loss of \$-2,794). This loss was anticipated and budgeted for accordingly.

Post fundraising

During the year to 30 September 2016, the Albert Park Preschool made an overall net loss of \$-4,275 including OTHER INCOME & OTHER EXPENSE (2015 loss of \$-1,962.11).

Total income** of \$356,258 was higher than 2015 (\$352,597) with total expenses** of \$360,534 also higher than 2015 (\$354,559)

Principal sources of income were:	2016 \$	2015 \$
Fees	\$172,097	\$167,218
Subsidies & council grants	\$166,633	\$166,474
Fundraising (gross)	\$15,253	\$16,663
Sundry Income (ie, Kinder Hire, Interest)	\$2,275	\$2,240

Total fee income was marginally higher due to the net impact of an increase in both 3 and 4 year old fees offset against the reduction in enrolments resulting from the introduction of new ratios. Income from government subsidies and grants remained on par with prior year. Fundraising continues to enjoy a very successful outcome.

The increase in operational expenses is largely attributable to increased staff costs which had been anticipated in advance and budgeted for accordingly. Overall, administration costs came in slightly lower than anticipated. The loss recorded pre fundraising was anticipated and planned in the context of transitioning to the new ratios and spending of accumulated fundraising profits from prior years.

Balance Sheet

Cash at bank/term deposits moved to \$ 93,694 (2016) from \$105,023 (2015).

Current liabilities \$42,616 in 2016 from 2015 \$39,831

As at 30 Sept 2016 the Net Asset Position of the Albert Park Preschool was \$ 144,060 from \$148,335 in 2015.

Hugh McIntosh | Treasurer | Albert Park Preschool

** When relating the above figures to the Auditors report, please note that:

TOTAL Income = "Income" plus "Other Income"

TOTAL Expenses= "Expenses" plus "Other Expense"

Administration Report

Our Administration Director | Jenny Whelan

My name is Jenny and I am the Administration Director at Albert Park Preschool. I work very closely with the Committee and staff to ensure the Kindergarten is well managed and future focused. My responsibilities include staff management, bookkeeping and payroll, communications and enrolments, and leading the development of policy and quality at the Centre (minding our Ps and Qs!)

This year a key goal for management has been to support and promote the wellbeing of staff as part of our aim to see wellbeing for everyone who comes in contact with our service a key strength of the Kinder.

One of my responsibilities has been to coordinate our Health & Wellbeing team meetings and prepare regular submissions to the Victorian Healthy Together achievement program. It has been a highlight of my year to work with this team and meet lots of wonderful people along the way. We spent Term 1 collaborating with staff and families on the development of our Health Charter. This led to me writing an article for publication in the Preschool Matters magazine and further, being invited to write a submission to the WorkSafe Awards in the Wellbeing category where we ultimately came runner up to EastLink Victoria. This was a big honour for our little Kinder.

I've also been closely associated along the way with the wonderful people at ParentPaperwork helping to develop new ways to save families and staff time by communicating efficiently and effectively. (Hopefully with a major development to announce in that regard very soon!) I was very proud to be interviewed by journalist Venessa Paech earlier in the year with regard to our Centre's leadership in terms of communications and innovative practice.

I'm very grateful to the Committee and staff for their ongoing support, and the Early Learning Association of Australia (ELAA) and Healthy Together Victoria for their guidance and encouragement. Our partner organisations have made a great contribution to our success in 2016 and they are wonderful and inspiring people to work with.

One of the things I really love about working at the Kindergarten is when I have the opportunity to enrol a "second generation" family. We have a number of Kinder children who have returned to the Centre in recent times as parents. I love flicking through our archives with them to find pictures of their childhood and share in their memories. This Kindergarten has a long and proud history.

Being involved in setting the 2016 goals and helping support staff to help achieve them has been incredibly rewarding. Everything we achieve at Kinder we achieve as a team and the Committee and staff have worked together in 2016 with great success around our wellbeing and energy neutral goals.

Undertaking the Mental Health First Aid training course and arranging for the Kindergarten to achieve silver status as a mentally healthy workplace was a highlight of my professional development this year. The next step in this journey is to provide the opportunity for all staff to complete this training which would enable us to achieve gold level status.

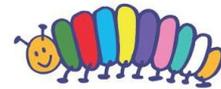
I truly believe that what we achieve together makes a difference and provides a platform for both the children and our organisation as a whole to reach full potential.



*“Everything we achieve
at Kinder
we achieve as a team”*



*Jenny
Aged 4*



Staff Leadership Reports

Our Nominated Supervisor & Wellbeing Officer | Jacinta Walker



My name is Jacinta and until recently commencing maternity leave, I have fulfilled the roles of Nominated Supervisor, Wellbeing Officer and Teacher of the W Groups at Albert Park Preschool.

As Nominated Supervisor I have a range of responsibilities related to the day to day operation of the service including ensuring educational programs meet requirements and children are adequately supervised and protected from harm.

My key goals for wellbeing in 2016 included seeing "calm corner" come to life. This involved lots of discussions and brainstorming with staff, children and families including Committee and the Health & Wellbeing team. Another key goal was to work towards our Mental Health & Wellbeing badge for the Healthy Together Achievement Program.

My greatest achievement and highlights for 2016 were seeing the vision of calm corner physically at Kinder and seeing the children and families talk about and engage in our space. I have loved hearing stories of children talking at home about calm corner and deep breathing as well as our five finger solution to dealing with big emotions. It makes me proud to see the messages we share at Kinder get passed on to home life. I have also just loved seeing the transformation in the children. Seeing them go to calm corner when they need to, watching them practice their deep breathing and seeing them put words into actions has just been wonderful.

To support me to reach these goals I have the entire APK staff team and committee to thank. Also the Health & Wellbeing team and Sheena in her role as Wellbeing Rep on Committee. We would not have achieved half as much as we did without the support of these key people. I thank the staff, committee and especially Sheena for all the hard work this year to assist in achieving these important goals.

My professional development highlight for the year was having Sheena come into our staff meeting to conduct mindfulness training with us as a whole team. I also really enjoyed the Gowrie Introduction to Mindfulness training. This strongly reinforced all the things we were already doing at Kinder and gave me a bit of a boost to know that what we were already doing was amazing!

The next step in my leadership journey is to ensure that all we have achieved continues to have a permanent place in the program, Kinder and community as a whole. In addition to this, achieving our Mental Health & Wellbeing Badge with Healthy Together Victoria and continuing to successfully work our way through the all stages of the Healthy Together Achievement Program.

*"It makes me proud
to see the messages
we share at Kinder get
passed on to home life"*



Jacinta
Aged 4

Our Educational Leader & Sustainability Officer | Camille Lee-Hill

My name is Camille and I am the Educational Leader (EL) & Sustainability Officer at the Kindergarten. In my role as EL I am responsible for leading the development of program and teaching practice and setting clear goals and expectations around program.

The key goals for my leadership areas in 2016 were to continue to make children's learning more visible, to strengthen our mutual understanding of the Reggio Emilia Approach and, in terms of sustainability, to target becoming energy neutral.

The successful implementation of Storypark in 2016 as an online portfolio system has strengthened our partnership with families in the development of program at the Kindergarten. Our walking tour program expanded over the past twelve months, and by doing so, strengthened the children's connection with their community. Over the course of the year we visited St Silas (our primary destination should we ever be called upon to evacuate the Kinder), the Albert Park Library, Eden Nursery, St Vincent Gardens and our local Primary School. We also enjoyed a range of incursions and excursions including:

- *Eat 4 Life with Nutritionist Lisa Minton*
- *Physical Activity Fun with Fiona & Damien's Team*
- *The Bones Show for Kids*
- *Norm the Toy Man*
- *Royal Botanic Gardens of Melbourne*
- *Collingwood Children's Farm*
- *Wild Action - The Zoo Comes to You*
- *Responsible Pet Education*
- *The Flying Bookworms*
- *Katrina from One Song Drumming*
- *Yoga with Sheena*
- *Pilates with Jess*

Many of our incursions and excursions were targeted towards our goals for program which included strengthening our connection with Nature, our creativity, and our physical activity and wellbeing.

In terms of professional development, a personal highlight for me was attending the Reggio Emilia Australia Conference in Sydney with special guest speaker, Tiziana Filippini, from the city of Reggio Emilia in Italy. Our further studies of the Reggio Approach as a team have guided us to focus on one area well and to ensure our documentation is meaningful. I found that the Reggio Approach sits well with sustainability documentation. Seeing our Mother Earth group project develop was very rewarding.

In 2016 our professional development as a team had a focus on programming and documentation. We engaged Gowrie and Reggio Emilia Australia to deliver training onsite to strengthen our approach to program and planning. This was very valuable as all staff members learned and developed together.

As a result of our successful partnership with Brett Hedger from local Council, our solar panels were installed in September and represented a significant step towards becoming an energy neutral Kindergarten.

Highlights of the year included having my article about our sustainability journey published in the Teacher Learning Network Journal and consequently being invited to deliver a professional development course for TLN on the topic. We also hosted a visit from a Centre embarking on their sustainability journey. Sharing our practice with others and hosting students on placement is an important part of our approach.

The next steps in my leadership journey are to continue towards becoming an energy neutral Kindergarten, reduce waste and water consumption and expand our involvement in the Seedlings network. In terms of leading the development of program, continuing to make children's learning visible with meaningful documentation and embedding sustainability across all groups are my core goals. We are currently looking forward to setting our all of Kindergarten group project for 2017.



*“Seeing our
Mother Earth project
develop has been very
rewarding”*



*Camille
Aged 4*



Staff Leadership Reports (continued)

Our Health & Safety Officer & Acting Nominated Supervisor | Janice Vissaritis



“We have achieved great success with our health and wellbeing initiatives this year thanks to the united effort of Committee, staff and families”



Janice
Aged 4

My name is Janice and I am the Health & Safety Officer at the Kindergarten. I will also be relieving Jacinta's role as Nominated Supervisor from now and throughout 2017 in her absence on parental leave.

Healthy Together Victoria

Health and wellbeing has been a key focus of Kindergarten practice this year as we work towards official status as a “healthy” Kindergarten under the Healthy Together Achievement Program of Victoria. Achieving this status is a staged approach, and in 2016 we targeted two key areas: physical activity and mental health & wellbeing.

We have achieved great success with our health and wellbeing initiatives this year thanks to the united effort of Committee, staff and families. The appointment at the end of 2015 of a Wellbeing Officer on staff and a Wellbeing portfolio on Committee has helped rally the resources necessary for our words to become actions. The creation of a sub-committee focused around health and wellbeing was well supported by families. As a collaborative team, we developed a Health Charter at the beginning of the year to guide our progress.

Throughout the year our actions have included:

- introducing regular walking excursions in the program
- additional training for staff around health and wellbeing
- regular yoga and mindfulness sessions with the children
- commencing all meetings at both staff and committee level with 5 minute meditations
- making changes to the environment to better support health and wellbeing of both staff and children including adult sized chairs for the classroom that descend to children's level and the development of calm corner with soft furnishings

WorkSafe

Earlier this year WorkSafe Victoria focused their attention on early childhood services. Our Kindergarten was inspected in February. The work we had undertaken with Zora Marko from the Early Learning Association Australia (ELAA) had prepared us well for this event and set us on a path to becoming runner-up in the Commitment to Health & Wellbeing category of the 2016 WorkSafe Awards.

The Child Safe Standards

The introduction of the Child Safe Standards has also influenced our practice and will support our ongoing aim to ensure children are happy, safe and learning when they are at Kindergarten.

Our Health & Safety Goals in 2017

In 2017 our health and safety focus will shift towards the next two levels we need to achieve in our pursuit of “healthy” status which are safe environment and healthy eating.

In Loving Memory of Isha Mahmood

14 October 1982 - 17 October 2016

During the evening of Monday October 17th, our much loved member of staff, Isha Mahmood, passed away suddenly. Amidst our shock and sadness, we express gratitude for the time Isha shared with us and the gifts she generously bestowed upon us and our broader community.

Isha was born, raised and educated in India before coming to live in Australia. As her tertiary qualifications were not recognised here, she enrolled in further study whilst working part time at the local IGA supermarket here in Albert Park. It was Isha's dream to become a teacher here in Australia and we are very fortunate that our Kindergarten became part of that journey.

Like many local families, Jenny knew Isha through her work at the IGA and in 2014 they arranged for Isha to complete her student placement at Albert Park Preschool. This was a cunning plan indeed! On Isha's first day it was clear she had found her true vocation and was a perfect fit for our Kindergarten family. From day one it felt as though she had been with us forever. As soon as a permanent position became available, Isha officially joined the team. At the beginning of 2015, Camille and Isha commenced teaching the K groups roster together and a successful partnership and special friendship was forged.

Earlier this year, Isha accepted the role of Cultural Officer at the Kindergarten. This was a new leadership position created especially for Isha as a reflection of her personal commitment to diversity, inclusion and equity - values we hold in very high regard at Kinder. Isha commenced a cultural heritage flag project to coincide with the Olympic Games. This subsequently led to a joint project with the Wellbeing Team which is in progress now - our aim being to produce a flag for the Kindergarten that reflects the values held by the staff, children and families. Sadly, Isha will not see the flag project completed.

Another project Camille and Isha had planned together related to the creation of a rainbow canvas. This idea has become the inspiration for a lasting memory in Isha's honour. Thanks to the collaborative efforts of our local community, we were able to host a celebration of Isha's life at the Kindergarten on Sunday 30 October where a section of the wall in our outside space was painted. With a beautiful design created by Vanessa Fodera and paints donated by Tony from Bisbas Hardware, we each took turns to add paint to the wall. Isha's husband, Waqas, joined us on the day and made a lasting contribution to the image by painting the OM - a symbol of great significance. It was a special day.

Isha will always be remembered for her cheeky smile, her natural warmth, and the loving manner in which she approached her work with children and colleagues. She loved working at the Kinder and we loved having her with us. Isha was a dedicated employee who told us often that she never wanted to work anywhere else. The early childhood sector has lost a gifted educator. We have lost a colleague and a dear friend.

Our thoughts remain with Isha's family and friends. We are grateful for every day and every memory shared.





Our Commitment | to our friends in Balibo

Albert Park Kindergarten is a proud supporter of the Balibo Five Kindergarten in East Timor.

About the Balibo 5

In 1975, five journalists from Australia were sent to East Timor to cover reports of the threat of Indonesian invasion. They were stationed in a house in Balibo. One of the journalists, Greg Shackleton, painted an Australian flag on the building thinking it would protect them in the event of any possible attack. This was not the case and they were murdered by Indonesian forces on 16th October 1975.

About Balibo House

The BaliboTrust, formed by the Victorian Government, purchased the house where the journalists were killed in 2002 and converted it to a learning centre for the local people. The Balibo Five Kindergarten, so-named by the local community in memory of the events of 1975, operates from Balibo House.

Advancing childhood education

Timor-Leste has the fastest growing population in Asia, and the fastest rate of growth outside sub-Saharan Africa. This rapid growth in the number of young Timorese – 43% of the population is under the age of 14 – highlights the importance of robust and effective childhood education.

Prior to 2012, the Kindergarten in Balibo was too small for the number of children it served, had poor sanitation and suffered from incursions of livestock and vehicles. In response to these challenges, the Trust – in conjunction with Rotary clubs in Australia and Timor-Leste – set out to address the problem. The program of works included:

1. doubling the size of the kindergarten to accommodate 60 students
2. repairing the old building,
3. building a playground and secure fencing
4. providing new books, toys and learning materials
5. building new, secure toilets for teachers and students
6. funding the employment and training of two new kindergarten assistant teachers

The refurbishment and extension of the kindergarten is making substantial difference to the lives of the Balibo community as they work to overcome poverty and build a new future of peace and prosperity.

Source: www.balibohouse.com



Our Ongoing Learning

At Albert Park Preschool we believe in supporting children to develop a life long love of learning. As part of this philosophy we recognise that we are all still learning. Supporting staff to continue to learn is an important part of what we do.

Our staff have undertaken a range of professional development opportunities throughout 2016 and we would like to thank the following organisations and providers for training provided:

GOWRIE

- Reflective learning circle: Becoming Exceeding two part series
- Guiding and supporting children's behaviour
- Literacy Concepts in Early Childhood
- Introduction to Mindfulness
- Strengthening Program, Planning Cycle and teaching practice.
- Inclusion of Children with Additional Needs

REGGIO EMILIA AUSTRALIA

- Strengthening understanding of the Reggio Emilia Approach
- Reggio Emilia Australia Conference in Sydney with special guest speaker, Tiziana Filippini, from the city of Reggio Emilia in Italy.

TEACHER LEARNING NETWORK (TLN)

- Supporting children's self regulation ages 3-5 Autism in the classroom

FARRAN ST EDUCATION

- Communication Styles - Learning about self and others
- Mental Health First Aid Certification (Mental Health First Aid Australia)

MONASH UNIVERSITY

- Supporting Children with Additional Needs in Early Childhood

VICTORIAN GOVERNMENT

- Healthy Together Achievement Program Victoria
- DHS: No Jab No Play
- DHS: Child Safe Standards
- DET: QAR Team Quality & Regulation
- DET: Emergency Management & Response

HEALTH & SAFETY TRAINING

- HLTAID004 Provide an emergency first aid response in an education and care setting (includes Asthma & Anaphylaxis)
- HLTAID001 Annual CPR Training (MSAC)



Our Key Partners in 2016



Geoff Cayzer | Cayzer Real Estate

Local Real Estate Agent, Geoff Cayzer, is our major supporter and has sponsored Albert Park Preschool for almost 20 years.

Geoff is a champion of early childhood in our community and believes that there is no greater gift than the trust a parent can place in a teacher to shape their young child's life for their future.

Cayzer Real Estate's annual financial contribution helps fund our Kindergarten program and improvements to our environment. Geoff also personally provides support to our fundraising activities including the live auction of our annual class canvases.

We commenced the new year with brand new signage at the Kindergarten designed and funded by Cayzer Real Estate.

Thank you so much Geoff. We are very proud of our ongoing partnership.



Brett Hedger | City of Port Phillip (CoPP)

Brett Hedger is the Greenhouse Programs Officer from the Sustainability Department at local Council and an active member of our local community.

Brett first visited us in 2013 when the Kindergarten participated in the Seedlings pilot program developed to embed sustainable practices in early childhood. He continues to support and guide our efforts to become an energy neutral Kindergarten.

This year, thanks to Brett's efforts, we secured a generous donation from the Community Carbon Cops which combined with funds from Committee and the support of the sustainability team at CoPP, made our September installation of a 2.88 kW solar panel system possible. The new system will generate approximately 3,800 kilowatt hours of electricity annually which will offset 5 tonnes of CO2 emissions. This represents approximately 46% of our current building electricity consumption taking us much closer to our goal of being energy neutral.

Thank you Brett and thank you Community Carbon Cops for helping us to help our planet.



Zora Marko | Early Learning Association of Australia (ELAA)

Our Kindergarten has been a member of the Early Learning Association of Australia (ELAA) for as long as anyone here can remember!

The staff at ELAA provide expert support and professional guidance to early childhood services throughout Victoria. Zora Marko's specific expertise relates to health and safety. We first met Zora late last year when we invited her to conduct an OH&S audit of the Kinder as part of our ongoing commitment to quality improvement and the safety and wellbeing of staff and children. That was just the beginning of Zora's association with our service.

Over the past 12 months, Zora has played a key role in inspiring our health and wellbeing journey. It was on Zora's recommendation, and with ELAA's support, that we lodged a submission to the WorkSafe Awards of Victoria in the category of Commitment to Workplace Health & Wellbeing. As one of more than 200 WorkSafe Award submissions, we were honoured to ultimately be selected as runner-up in our category to EastLink Victoria.

With Zora's encouragement, we continue to share our best practice with others and embed our commitment to wellbeing as a core strength of the Kindergarten. Thank you Zora.

Thank you to our Community Supporters

A sincere thank you to our many supporters throughout 2016. The following local traders have made a financial contribution to the success of our Kindergarten by donating goods and services to use either at Kinder or in our fundraising efforts.

<i>Albert Park Deli</i>	<i>Husk</i>
<i>Andrews Hamburgers</i>	<i>Jackie Tarabay</i>
<i>Aptus Seafood</i>	<i>Junior Republic</i>
<i>Basilico</i>	<i>Kamel Restaurant</i>
<i>Belle Couleur</i>	<i>KidKo</i>
<i>Bisbas Hardware</i>	<i>Kite Republic</i>
<i>Brumbys Bakery</i>	<i>Masque</i>
<i>Bunnings</i>	<i>Mediterraneo</i>
<i>Cayzer Real Estate</i>	<i>Miss Brow Bar</i>
<i>Chambers Music</i>	<i>Miss Nail Bar</i>
<i>Chefs Hat</i>	<i>Misuzus</i>
<i>Coles Supermarket</i>	<i>Moses and Co</i>
<i>Community Carbon Cops</i>	<i>Mr Darcy</i>
<i>Continental</i>	<i>MSAC</i>
<i>Cottle on Coventry</i>	<i>No. 84</i>
<i>Coventry Bookstore</i>	<i>Pacific Rim Thai</i>
<i>Cowderoy Dairy</i>	<i>Paloma Bleu</i>
<i>Cox Automotive</i>	<i>ParentPaperwork</i>
<i>Cravens Pharmacy</i>	<i>Passionfoods</i>
<i>Debbie Thomson Graphic Design</i>	<i>Play Central</i>
<i>DNA Products</i>	<i>Rose St Trading</i>
<i>Elite Athlete Performance Network</i>	<i>Ryan Beck Hair</i>
<i>Endota Day Spa</i>	<i>Salts of the Earth</i>
<i>Fishermen's Bend Gymnastics</i>	<i>Sew Laurel Lee</i>
<i>Fitness for Fun</i>	<i>South Melbourne Seafoods</i>
<i>Foot & Body & Soul</i>	<i>Stable</i>
<i>Gianna Molinaro</i>	<i>Sweat with Soul Fitness</i>
<i>Green Element</i>	<i>The Avenue Bookstore</i>
<i>Guardian Pharmacy</i>	<i>The Roti Man</i>
<i>Gumtree</i>	<i>Vanessa Fodera</i>
<i>Habitots</i>	<i>Vic Asia</i>
<i>Hapsburg Empire</i>	<i>Vintage Cellars</i>
<i>Hon Member for Albert Park Mr Martin Foley</i>	<i>Wool Baa</i>