

# Albert Park Preschool Centre

## Annual Report | 2017

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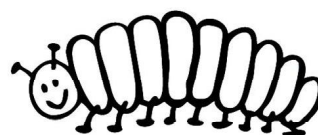
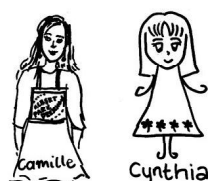
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### Koalas



### Kangaroos



**ALBERT PARK**  
Pre-School 2017



### Wallabies



### Wombats





## 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.

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

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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.



## 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.

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*“Young children learn  
best through play”*

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## 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.

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

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## 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, plan for the future and support our goals as a service.

This partnership with families 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 generously volunteered their time, knowledge and skill to serve our community on the Albert Park Preschool Committee of Management in 2017:

**President:** Jessica Wall

**Vice-President:** Sarah Hughes

**Secretary:** Rebecca Coventry

**Treasurer:** Michael Furness

**General Member / Assistant Treasurer:** Vanita Furness

**General Member / Communications:** Kim Stanley

**General Member / Fundraising & Social Coordinator:** Naomi Hobson | Caja Gilbert

**General Member / Wellbeing:** Danielle Glover

**General Member / Environment:** Susanna Dimiropoulos

**General Member / Health & Safety:** Jess Conway

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*“Our Kindergarten  
belongs to our  
community”*

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## Our Staff

### Teaching Staff

**Nominated Supervisor / Educator W Groups / Health & Safety Officer:** Janice Vissaritis

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

**Teacher W Groups / Wellbeing & Cultural Leader:** Cynthia Salim

**Educator K Groups:** Sally Knorr

**Internal Relief Staff:** Emily McNamara | Jacinta Walker

### Management

**Admin Director:** Jenny Whelan

## Our 2017 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 throughout the year.

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:** Susanna Dimiropoulos & Lou Corke

**Group Rep 3 yr old Wallabies:** Francoise Guerin

**Group Rep 4 yr old Kangaroos:** Vanessa Toy & Lou Dewar

**Group Rep 4 yr old Wombats:** Gaia Archer-Craig





*“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 2017 with us at Albert Park Preschool.

My name is Jess and I am the President of the volunteer Parent 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 2017 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.

### Our key goals

We are very grateful to the Committee of 2016 for the work undertaken to plan key aims and objectives for 2017. 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 2017 were:

- Towards Energy Neutral
- Continuing our participation in the Healthy Together Achievement Program
- Pursuit of excellence

We are very proud to have worked together in pursuit these goals and share with you our progress.

### Caring for our world | towards energy neutral

I am very proud to announce that the Centre is well on track to achieving it's aim of becoming energy neutral. At the final Committee meeting for the year, the team voted to allocate the funds necessary to install the second and final stage of our solar panel installation. This is scheduled to take place on Friday 19th of January. We have also requested the support of Council to take the next step in terms of converting the building's gas hot water system to electric so that this too can be solar powered. With the combination of these actions we are hopeful of becoming the first energy neutral Kindergarten in the City of Port Phillip in 2018.

On behalf of the Committee, I would like to thank Camille and Susanna and the rest of the environment team for their combined efforts during 2017. We've enjoyed a very successful year in terms of our environmental goals and this has been acknowledged with our graduation from the Seedlings Program having been awarded the highest status of "Thriving". Along the way we strengthened our partnership with Bunnings who donated us a compost unit. We also received a grant from City of Port Phillip to extend our vertical garden.

One of our greatest achievements this year was with regard to our energy and waste reduction targets. These savings well exceeded expectation and I would like to thank the staff, children and families for their united efforts in making this possible.

**In 2017 we:**

- **reduced gas use by 76%** (achieved by staff using the electric heating & cooling system rather than the gas heater)
- **reduced water use by 64%** (achieved by the installation of dual flush children's toilets as part of bathroom upgrade provided by Council).
- **reduced grid electricity use by 24%**

Our waste reduction targets have also been exceeded. We commenced the year with 2 red waste bins and in Term 1 returned one to Council. This Term we were able to swap the remaining red bin for a smaller size and are continuing to reduce our waste in the hope of downsizing further in 2018.

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.



## Caring for each other | healthy together

We have successfully progressed through the Healthy Together Achievement Program - this year with the Safe Environments and Healthy Eating & Oral Health badges. Our Kindergarten's commitment to health and wellbeing was recognised earlier this year with a grant from the City of Port Phillip to support our staff training around wellbeing. As a result of being runner up in the 2016 WorkSafe Awards Commitment to Workplace Health & Wellbeing category, our story has been promoted through a number of community channels including a case study profile produced by Leading Well Victoria.

Behind the scenes a great deal of time and energy has gone into policy writing to support wellbeing and we would like to thank Trine Simpson (mum to Oliver in the Kangaroos) for the many hours of research and writing she has committed to this endeavor. We are hopeful this policy will be finalised early next year with the support of ELAA, and will lead the way to wellbeing policies becoming the norm and not the exception.

Our sincere thanks to Danielle Glover - our Wellbeing Rep on Committee - who has worked closely with staff to provide evidence for our Safe Environments badge around targeting a toxin free Kindergarten. Our commitment to wellbeing will be supported into the future thanks to Danielle's generosity. Although the Glover family's Kindergarten days are coming to an end with Millie's transition to Prep approaching, Danielle has launched the eco friendly room spray she designed with the children on her [www.simpleasthat.com.au](http://www.simpleasthat.com.au) website. Sale proceeds will be gifted back to the Kinder to support our ongoing wellbeing initiatives. Danielle's initiative was recently recognised with an Honorable Mention in the MacArthur Volunteer of the Year Awards. Congratulations Danielle and thank you!

## Caring for community | pursuing excellence

We are committed to supporting a feedback culture and the continuous strengthening of our Kindergarten so that it may in turn contribute to a thriving community. 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. We capture these learnings for our Quality Improvement Plan (QIP) to guide us forward. From 1 Feb 2018 we will be operating under a revised set of National Quality Standards (NQS) and our QIP is currently being updated to reflect that. We encourage families to take the time to review the standards as they are a short cut into understanding what it is we do at Kinder and why we do it. You can access a copy of the new NQS on our website at the following link:

<http://files.acecqa.gov.au/files/NQF/RevisedNQSandOtherChanges.pdf>

## Events & fundraising

Our Fundraising & Social Sub-Committee events led by Naomi Hobson, Diana Mott, Caja Gilbert and Kirsty O'Loughlin were responsible for helping to raise more than \$11,000 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, as we continue to adjust 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.

2017 Fundraising monies made possible the following purchases:

Fish & Turtle Tank	2 new Ipads & Sonos Music System
Rainbow Ring	Wooden water play table and tubs
Wooden channels	Wooden conveyor belt

### Term 1: Family Sports Day

Due to the overwhelming success of our Family Sports Day and Easter Egg Hunt last year, we repeated this event on Sunday 26 March and moved it to a larger location. Our sincere thanks to





## President's Report (continued)



Galilee Primary School for donating the use of the school grounds and to Committee member and George's mum, Jess Conway, for making that happen. We once again 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 Naomi Hobson and her fundraising team for organising and executing this event and to Sarah Hughes for hosting the sporting activities. It was a perfect day and fun for all. We must also pass on our gratitude to the Easter Bunny for arranging the Easter Egg Hunt. Thanks to the support of our families and the effort put in to organising, this event that was intended to be purely fun and social actually raised \$500. You told us that you loved the day so we will definitely be including it in the 2018 calendar.

### **Term 2: Cake Stall**

Our annual Cake Stall outside Husk has been happening for as long as anyone can remember on the Saturday prior to Mother's Day. Thank you so much to the busy bakers and helpers and volunteers. 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 and last but not least, thank you to Diana Mott for taking on the role of coordinating the day. The Mott family have supported the Kindergarten in many ways for many years now and will be missed very much as their youngest moves on to Primary School in 2018.

### **Term 3: Bunnings Sausage Sizzle**

Our annual Sausage Sizzle at Bunnings in Port Melbourne was held on Sunday 30 July. Another great success, we extend our gratitude to the many helpers who sizzled and sold sausages from the early morning until the late afternoon. We have a reputation as being one of the tastiest sausage sizzles in the Bunnings calendar thanks to the meat and onions having been donated to us by Andrews Hamburgers. A special thanks to the Mitropolous family for arranging this generous sponsorship for us and directly helping us to raise \$1811 towards two new iPads and a new music system. In 2018 we are happy to announce not one, but two sausage sizzles. Our sincere thanks to Connor and the team at Bunnings for providing this extra support to raise the necessary funds to complete our solar panel installation.

### **Term 3: Social Night, Disco & Auction**

Our Social Night is intended to put the "fun" into fundraising and this year was no exception. Held at The Water Rat Hotel on Friday 15th September, this event featured a sporting theme, music provided by DJ Dan, food and beverages produced by the Water Rat Hotel and our Silent Auction made possible by the generous donations from local traders. Another highlight was the sale of the children's class canvasses inspired by their magical place called "Sun World" that were auctioned on the night by Brocke Hambrecht from Cayzer Real Estate.

Thank you also 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 20 of the Annual Report.

This event raised just over \$4900 thanks to the extraordinary organising efforts of Kirsty O'Loughlin and Caja Gilbert. Thank you ladies so much for making this night such a success. Many of the new purchases you are noticing at Kinder at the moment are a direct result of your support of this night.

### **Our committee**

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 like to personally thank each of the parents who have served on the Committee of Management this year. It takes a lot of time, passion and dedication for which I am truly grateful. Every year we strive to support the organisation and make the Kinder a better learning environment for all the children. Thank you for your hard work and commitment throughout 2017.



## Annual Report | 2017

I would like to add a special thanks to outgoing members who have individually contributed quite a few years of service to Kinder. Firstly my thanks to Jess Conway, who has helped fundraise, baked many a cake and assisted behind the scenes in various ways over a number of years, most recently advising on the Kinder's Health & Safety policies. To Sarah Hughes, who began as Fundraiser, more recently has served as Vice President, and developed our first family sports day last year that is now an annual event; to Susanna Dimiropoulos, who has been an amazing Group Rep several times, has gathered numerous fundraising donations over the years, as well as being dedicated to improving the Kinder Environment this year. And finally to Kim Stanley, who has fulfilled the Comms role on Committee for many years and editing the pages of this Report for the very last time. Heartfelt thanks to all of you for your contributions over many years of service to the Kinder.

### 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 knows 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. 2017 also marks Janice Vissaritis' 21st 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 2017 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 \$9000. 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 organisations in particular who have made a significant contribution to the Kindergarten in 2017 - Bunnings, Gasworks and Reggio Emilia Australia. 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:

Department of Education & Training	City of Port Phillip
Early Learning Association Australia	Healthy Together Victoria
Hon Member for Albert Park - Mr Martin Foley	ParentPaperwork

### 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 moving on to Primary School and leaving your Kinder days behind, 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**





## Treasurer's Report | Michael Furness

### Profit & Loss

#### Pre-fundraising

Albert Park Preschool Centre is a not-for-profit incorporated association and registered charity. During the year to 30 September 2017, the Albert Park Preschool made a net loss pre OTHER INCOME & OTHER EXPENSE of \$-13,545 (2016 loss of \$-15,201 ). This loss was anticipated and budgeted for accordingly.

#### Post-fundraising

During the year to 30 September 2017, the Albert Park Preschool made an overall net loss of \$-2313 including OTHER INCOME & OTHER EXPENSE (2016 loss of \$-4275).

Total income\*\* of \$366,585 was higher than 2016 (\$356,258) with total expenses\*\* of \$368,899 also higher than 2016 (\$360,534)

Principal sources of income were:	2017 \$	2016 \$
Fees	\$178,040	\$172,097
Subsidies & council grants	\$166,436	\$166,633
Fundraising (gross)	\$14,195	\$15,253
Sundry Income (i.e. Kinder Hire, Interest)	\$7,913	\$2,275

Total fee income was marginally higher due to the net impact of a small increase in both 3 and 4 year old fees. 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. 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 \$88,836 (2017) from \$93,694 (2016).

Current liabilities \$57,191 in 2017 from 2016 \$42,616

As at 30 Sept 2017 the Net Asset Position of the Albert Park Preschool was \$141,746 from \$144,060 in 2016.

### Michael Furness| 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 support the Kindergarten to achieve its purpose and vision. My role includes staff management, bookkeeping and payroll, communications and enrolments, and the development of policy and quality at the Centre (minding our Ps and Qs!)

Included in my responsibilities is the opportunity to support the Committee to make fully informed decisions and to ensure the Committee's decisions are carried out in the day to day management of the service.

I'm sincerely grateful to President Jess and the Committee for their ongoing support and dedication to decisions made in the best interests of children. My gratitude also to our wonderful group reps and to the Early Learning Association of Australia (ELAA) and Healthy Together Victoria for their guidance and encouragement. Our volunteers and partner organisations continue to make a great contribution to the Kindergarten's success.

A highlight of the year for me has been the opportunity to share the Kindergarten's "wellbeing for all" journey in a number of meetings and speaking engagements. These occasions remind me that we are always learning, as I seem to take away more than I hope to bring to these opportunities. I've met some inspiring people along the way and have been asked some wonderful questions that have generated many wonderful group conversations.

One question that has stayed with me from these experiences came from a Monash Uni leader who asked, "What support is needed in the early years to ensure children continue to thrive as they make their way to tertiary education?". What a great question! Certainly not one that is easy to answer in 25 words or less, but it is a question that I believe we should continue to ask ourselves every day.

Everything we achieve at Kinder we achieve as a team and I would like to thank the staff for their support, friendship and the willingness with which they share their special gifts. I feel very privileged to be able to witness from such close proximity the difference they make in the lives of children and families every day. They are a big part of the answer to the curious question mentioned above, because they are a big part of what we can do as a community today to support children to thrive into the future.

I'm looking forward to all that unfolds in 2018 as we seek to continuously strengthen the quality of the Kindergarten and our service to the community. I am excited to have been invited to submit a proposal to speak about the Kinder's journey at the Together We Grow Early Childhood Conference to be held in May next year. It is an honour for me to be able to represent this Kinder and its community and I thank you all for the opportunity to do so.




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*"Everything we achieve  
at Kinder  
we achieve as a team"*

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Jenny  
Aged 4



## Staff Leadership Reports

### Our Nominated Supervisor & W Group Educator | Janice Vissaritis




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*“We continue to  
look out for ways to  
strengthen our approach  
to health and safety ”*

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My name is Janice and I fulfil the leadership roles of Nominated Supervisor and Health & Safety Officer at Albert Park Preschool in addition to Educator of the W groups.

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. This role extends to ensuring that staff, families and any person attending the service are also adequately supervised and protected from harm.

We continue to look out for ways to strengthen our approach to health and safety and this year three significant actions took place:

- a new portfolio added to Committee in the role of Health & Safety to embrace ongoing strengthening and provide staff a further point of reference and guidance.
- a “whole of building” approach to safety with staff meetings now scheduled at times to permit attendance of maternal health nurses to strengthen our team approach.
- a ThingleToodle Safety Birthday celebration attended by the Minister for Roads & Road Safety, The Hon. Luke Donnellan, was enjoyed by the children and highlighted our walking tours and the role they play in teaching road safety. This opportunity was the result of our ongoing partnership with Zora from ELAA who also conducts our annual onsite OH&S inspection.

### The Child Safe Standards

The introduction of the Child Safe Standards has influenced our practice and supports our ongoing aim to ensure children are happy, safe and learning when they are at Kindergarten. Earlier in the year I attended a training session around the standards which prompted the introduction of identification tags for visitors and parent/carers for added visibility and awareness. The tags were designed with the children which also provided opportunity to capture their thoughts about what makes them feel safe at Kinder.

### Healthy Together Victoria

We continue to 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 2017 we targeted two key areas: safe environments and healthy eating/oral health. Considering our focus on the child safe standards, we’ve been able to generate a great deal of evidence to support our safe environments badge. My thanks to past parent, Lisa Minton for the support provided to evidence our healthy eating approach and to current parent, Sarah Hughes, for arranging a dental visit incursion for the children that we will continue into the future.

### Our Health & Safety Goals in 2018

In 2018 our health and safety focus will shift towards the next two levels we need to achieve in our pursuit of “healthy” status which are sun protection and tobacco control.

In addition to this, a grant received from City of Port Phillip earlier this year will be utilised to complete our professional development goal of all staff members being trained in Mental Health First AID to complement our physical first aid qualifications. Completing this training is scheduled for May 2018 and will see our service graduate from silver status to gold status.

### In Reflection

My year with these leadership roles has been rewarding, very busy, and not without challenge, but I am very grateful to have the opportunity to learn and grow with these roles in 2018.



Janice  
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.

What a year full of achievements and wonder. We have been fortunate to have Karen from Reggio work with us in a mentoring capacity. This has strengthened both educator and family understanding of the Reggio Emilia Approach and the ways we are inspired in our context. Karen also attended our annual Family Focus Group and 3 yr old Parent Information Night as a guest speaker, helping our families to understand why we do what we do and that children are at the centre of our approach.

Project work is a key theme of the Reggio Approach and this year the children have been very engaged with our all of Kinder project on the topic of "light" across all groups. We started collecting children's voices; what they knew and what they wanted to know. As we went along, we built a central question for children and families: "How does light make you feel?"

The children told us:

*I like light because I get to see. I feel happy. Light makes me happy because it's bright. It means summer. You can go to the beach, go swimming, go to the zoo.... the park!*

Family contributions:

*Warm, safe, hope and promise, start of a new day/new adventure, relaxed, new beginnings.*

The children were very engaged with the idea of cities. This led to explorations in many forms - some children used blocks, others preferred clay, while others used paint and craft to express their ideas. The children merged the two interests together to create "Sun World". This is an imaginary place where you can be what you want to be. The project culminated in our Celebration of Culture, Life & Light day. We celebrated with rainbows, a smoking ceremony and new beginnings.

We also enjoyed a range of incursions and excursions throughout the year including:

- Eat 4 Life with Nutritionist Lisa Minton
- Dr Hubble's Bubble Show
- 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
- ThingleToodle Road Safety
- Dentist Visit

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.

This year our sustainability work continued and we were fortunate to graduate from the Seedlings Program and were awarded the highest status rating of "Thriving" for each category. We are proud to continue our partnership with Seedlings in the mentoring category. The children have been regular participants in the community garden. We have planted carrots, strawberries, tomatoes and cucumbers. We have cared for our plants and watched them grow and change over time. We kept three worm farms active and the children have learned about the what worms do and don't eat. We made great progress with our goals to reduce energy, water and waste and are currently on target to achieving our ultimate goal of energy neutrality - hopefully as early as next year!

We have really come together as a team, community and Kinder and we have a lot to be proud of.

Looking forward to more adventures together in 2018.




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*"As we went along, we built a central question for children and families: "How does light make you feel?"*

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*Camille  
Aged 4*






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*“The children have gained and showed a lot of respect towards others and other cultures through learning and delivering the Acknowledgement of Country.”*

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*Cynthia  
Aged 4*

## Staff Leadership Reports (continued)

### Our Wellbeing & Cultural Officer | Cynthia Salim

My name is Cynthia and I am the Wellbeing & Cultural Officer at the Kindergarten and Teacher of the W Groups.

My key goals for 2017 in this area of leadership included strengthening our connection to our local indigenous culture along with a celebration of home culture and languages.

#### Our Partnership with the Boon Wurrung

One of the greatest achievements and highlights of the year has been the strengthening of a partnership with the local Boon Wurrung. We were very privileged to have Jaeden from the Boon Wurrung undertake a traditional smoking ceremony with us to commence our Celebration of Culture, Light and Life in October. He welcomed us to the land of his ancestors and asked us to promise two things in return: that we take care of the bubups (children) and the land. At Kinder these are two rules we share and value very highly.

#### Our Celebration of Culture

I would like to thank everyone who helped to make our Celebration of Culture, Life & Light such a wonderful success. We had lots of fun planning the day and very grateful to you all for sharing food, songs, stories and language from your families' cultural heritage.

Another highlight of our day was the delivery of The Acknowledgement of Country by the children. Jaeden was very grateful to experience this. The Acknowledgement has been embedded across the Kindergarten this year in all meetings of staff and Committee and children's group times. The children have gained and showed a lot of respect towards others and other cultures through learning and delivering the Acknowledgement of Country.

We also captured the cultural backgrounds of our families attending Kinder by celebrating home culture in the room such as the Welcome and Goodbye songs in different languages.

#### Supporting Wellbeing

I would like to thank Danielle and the Wellbeing team for continuing to support our “wellbeing for all” journey at the Kinder. We love our new eco friendly non toxic room spray developed with the children and are very excited that this is now a product on sale to the public. Not only will this raise money to help fund our wellbeing and sustainability initiatives moving forward, it also helps us to share our story in the hope that others might be inspired to make positive change in the world.

#### Our Wellbeing & Cultural Goals in 2018

In 2018 we will continue to strengthen our partnership with the Boon Wurrung and are looking forward to Jaeden visiting us regularly throughout the year to support our learning. We would also like to invite families to share their culture and traditions to strengthen our celebration of events that are meaningful to families.

## 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 2017 and we would like to thank the following organisations and providers for training provided:

### EARLY LEARNING ASSOCIATION AUSTRALIA

- Indigenous Perspectives in Children's Programs
- Music & Movement in Early Childhood Programs

### FARRAN ST EDUCATION

- Early Childhood Management Series

### GOWRIE

- Child Safe Standards
- Educational Leadership

### HEALTH & SAFETY TRAINING

- HLTAID004 Provide an emergency first aid response in an education and care setting (includes Asthma & Anaphylaxis)
- MHFA - Mental Health First Aid refresher course

### OPEN UNIVERSITY

- Cert III in Early Childhood Education & Care

### REGGIO EMILIA AUSTRALIA

- Strengthening understanding of the Reggio Emilia Approach
- The 100 Languages Exhibition
- Reggio Emilia Australia 2 day Conference in Melbourne with special guest speaker, Tiziana Filippini, from the city of Reggio Emilia in Italy.

### SEEDLINGS

- Bringing the Outdoors In

### SEMANN & SLATTERY

- Creating Beautiful Learning Environments for Children

### VICTORIAN GOVERNMENT

- Healthy Together Achievement Program Victoria
- DET: QAR Team Quality & Regulation | The new National Quality Framework
- DET: Emergency Management & Response
- Child Safety: Mandatory Reporting & Other Obligations for Early Childhood



## 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](http://www.balibohouse.com)



## Our Key Partners in 2017

### Bunnings Port Melbourne | Connor & Sally

Our last Sunday in July sausage sizzle at Bunnings Port Melbourne has been part of our annual fundraising calendar for many years and has helped fund a number of improvements at the Kindergarten. This year was no exception and funds raised were used to purchase a music system which was at the top of the wish list for both children and staff.

But wait.. There's more! We've been very fortunate this year to have Connor and Sally visit us on a number of occasions to contribute directly to our aim to support children's connection with nature by planting and gardening with our groups. Bunnings has further supported our Kinder by donating a compost unit to manage our organic waste. They are also thinking outside the box as to how they can help us achieve our number 1 environmental goal to be energy neutral. To this end, they have generously provided us the opportunity to conduct a sausage sizzle specifically to raise money for our solar panel installation on Sunday 4 Mar next year.

Thank you so much Connor & Sally. We are very grateful to you and Bunnings for your support.

### Gasworks Arts Park | Tracey McIrvine

Tracey McIrvine and Gasworks Arts Park are two of our community treasures. For many of our local families Gasworks is an assortment of wonderful things - a place for our four legged friends to run free, a theatre, a café, a gallery, a farmers market, an indigenous garden... the list goes on! Of course one of the gifts that Gasworks gives our community is a home for resident artists to dream, imagine and create. These are things we love to do at Kinder too!

One of the highlights of our year is meeting and working with Tracey McIrvine who is the Visual Arts Manager at Gasworks. Tracey was able to make one of our very special dreams come true which was to honour the memory of our Teacher Isha who passed away last year with a special tribute. Thanks to Tracey's kindness, the generosity of Gasworks and the creative talent of sculptor Jonathan Leahey, we now are proud custodians of a work of art in our outdoor space - a beautiful butterfly memorial plaque to adorn the rainbow wall.

We are very humbled to have been supported in this way and would like to express our sincere gratitude to Tracey, Jonathan and everyone at Gasworks Arts Park.

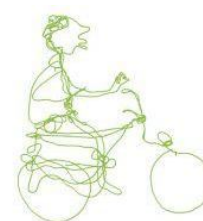
### Reggio Emilia Australia | Karen Szydluk

Our Kindergarten program and practice is guided by our Philosophy and the Reggio Emilia Approach. The Reggio Emilia Approach is an educational philosophy that was founded by Loris Malaguzzi with the families of the Italian township of Reggio Emilia post World War II.

We are very proud to be members of the Reggio Emilia Australia Information Exchange and to be guided in the continuous strengthening of our work with children through our partnership with their Professional Learning Coordinator, Karen Szydluk.

Karen has become a regular visitor at Kinder over the past twelve months, working with staff to mentor and support the ongoing development of our program and practice. When one of our families earlier this year expressed a desire to learn more about the Reggio Emilia Approach, we invited Karen to attend both our annual Family Focus Group in August and Parent Information Night in November. She very kindly agreed! These were wonderful experiences for our Kinder community giving families and staff the opportunity to partner with Karen to share knowledge towards a shared future vision and a celebration of childhood.

Thank you Karen. We are very grateful for your support and truly value our ongoing partnership.



**Reggio Emilia Australia**  
INFORMATION EXCHANGE  
*re search for a new culture of childhood*

## Thank you to our Community Supporters

A sincere thank you to our many supporters throughout 2017. 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.

<b>Albert Park Deli</b>	<b>Kite Republic</b>
<b>Albert Park Library</b>	<b>Leading Well Victoria</b>
<b>Albert Park Primary School</b>	<b>Miss Brow Bar</b>
<b>Andrews Hamburgers</b>	<b>Miss Nail Bar</b>
<b>Basilico</b>	<b>Misuzus</b>
<b>Bhive Group</b>	<b>Moses and Co</b>
<b>Bisbas Hardware</b>	<b>MSAC</b>
<b>Brumbys Bakery</b>	<b>My Pet Store</b>
<b>Bunnings</b>	<b>No. 84 Cafe</b>
<b>Cayzer Real Estate</b>	<b>ParentPaperwork</b>
<b>Chefs Hat</b>	<b>Passionfoods</b>
<b>City of Port Phillip</b>	<b>Pet Grocer</b>
<b>Coles Supermarket</b>	<b>Play Central</b>
<b>Cotton On</b>	<b>Proper &amp; Son</b>
<b>Coventry Bookstore</b>	<b>Ralph's Meats</b>
<b>Cravens Pharmacy</b>	<b>Red Star Coffee</b>
<b>Debbie Thomson Graphic Design</b>	<b>Reggio Emilia Australia</b>
<b>Debortoli</b>	<b>{SIMPLE as that}</b>
<b>DNA Products</b>	<b>Spotlight</b>
<b>Early Learning Association Australia</b>	<b>Super Cool</b>
<b>Expressions</b>	<b>T2</b>
<b>Fishermen's Bend Gymnastics</b>	<b>The Avenue Bookstore</b>
<b>Foxy Vixen</b>	<b>The Water Rat Hotel</b>
<b>Galilee Primary School</b>	<b>Vintage Cellars</b>
<b>Garden of Eden Nursery</b>	<b>Zara</b>
<b>Gasworks Arts Park</b>	
<b>Guardian Pharmacy</b>	
<b>Gumtree</b>	
<b>Hon Member for Albert Park Mr Martin Foley</b>	
<b>Husk</b>	
<b>IGA</b>	
<b>Jess' Pilates</b>	
<b>JB Hi Fi</b>	