

# ANNUAL REPORT 2015



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## About the Annual Report

This report presents progress towards achieving the objectives of our strategic plan and KCCC vision and aims for the future.

The purpose of the Annual Report is to:

- provide an overview of the cooperatives operations for education and care
- communicate how the centre is performing
- highlight key achievements
- highlight performance and statistics
- provide a summary of KCCC's financial position as at 30 December 2015

If you would like further information on any aspect of this report, please contact Sigi Hyett, the General Manager of the centre, on 9376 4565.

## Kensington Community Children's Co-operative (KCCC)

Kensington Community Children's Co-operative (KCCC) is unique in its cooperative model. We are a not-for-profit community-based model managed by a committed group of parents with extremely dedicated and highly qualified staff. We have a strong business profile and are in sound financial shape, which means we can focus on what is best for children rather than profits.

We offer education and care to children from 6 weeks to school age as well as Sessional and Integrated Kindergarten programs. We are a 140 place centre with 50 dedicated staff.

We provide a safe and nurturing environment in which we stimulate enquiry, invite discussions, engage the senses and offer choices for children to learn, discover and grow. Our natural setting is an integral part of our program and we encourage and foster sustainable practices.

We are a parent-managed cooperative that has been proudly educating and caring for children from Kensington and surrounding areas since 1982.

## Background

KCCC was established in 1982 in Henry Street, Kensington as a 35-place long day care centre. In 1996, when demand far exceeded the capacity of the Centre, the City of Melbourne (CoM) built the facilities in Altona Street, alongside the existing Kindergarten. The service relocated to its current 140-place facility, which includes 80 places for 4-year-old Kindergarten.

## KCCC Mission

*KCCC is a not-for-profit community organisation that values and supports children and their families. We provide quality early childhood education which helps children grow, develop and learn in a safe and stimulating environment. Our natural setting is an integral part of our program and we encourage and foster sustainable practices.*

### VALUES

#### **In relation to children;**

We value the uniqueness of each child, their interests, learning styles, and backgrounds.

#### **In relation to families;**

We recognise and value the primary role that families play in their children's life.

#### **In relation to staff;**

We value all staff at KCCC, acknowledge their commitment and support their continued professional growth.

#### **In relation to our community;**

We value strong partnerships with members of our community, show respect regardless of background, and acknowledge their role within our service.

### GOALS AND STRATEGIC OBJECTIVES

1. To provide an integrated quality children's service that plays an active part in our community.
2. To create an environmentally, social, friendly and sustainable enterprise.
3. To be pro-active in engaging families to contribute and benefit from the program.
4. To ensure all staff have consistent and available professional learning opportunities.

## National Quality Framework

The National Quality Framework is part of the Council of Australian Government's (COAG) extensive reform agenda for early childhood education and care. Like other early childhood education and care providers across Australia, KCCC is working towards implementing the requirements arising from the reform measures. The National Quality Framework sets a National Quality Standard for early childhood education and care providers.

The National Quality Standard gives families clear information about the quality of early childhood education and school-age care services that they can expect their children to receive. There are seven 'quality areas' in the National Quality Standard which cover aspects essential to the provision of quality early childhood education and care.

## From the Chair of the Board



**Glen Rowlinson**

I am pleased to inform you that the recent 12 months for KCCC have been a stable, solid and successful period, where we have continued to work toward our strategic objectives and goals. This work was driven by the commitment of members who volunteered their time to serve as Room Representatives, at events and working bees, on sub-committees and working groups, and as members of the Board. It is through these channels that members have been able to shape the Co-operative to reflect the desires of our Kensington Community. I would like to thank each and every member who has provided their time and effort, in whatever capacity they could, in support of our Co-operative.

KCCC aims to provide children's early years education, to as much of the Kensington community as we can. Our success this year was reflected in our occupancy rate, which sustained the highest level it has been for many years. Each day of care that KCCC provides to a child, it supports a local family and ensures the viability of the Co-operative to continue to provide our service into future years.

The business side of the Co-operative has performed very well which allows us to reinvest into room resources through our capital works plan. Our policies and procedures, which were comprehensively reviewed and updated in 2014-2015 are now established and supporting quality practice. In partnership with our key stakeholder, the City of Melbourne, we have made significant progress toward our kitchen upgrade and playground refurbishment.

Engaging with families and the community was achieved through the busy calendar of events which included our successful Trivia Night, Room Breakfasts, other fundraising activities, working bees, and our involvement with the Kensington Community Festival, and Cultural Diversity Week. The Fundraising and Community Engagement (FaCE) team, both past and present, deserve special recognition for these accomplishments.

The availability of high quality training achieved with funds from the Long Day Care Professional Development Grant, along with sector leading opportunities from our Denmark Sister School program, means KCCC children are being given education and care from a team that pursue best practice. We continue to review and respond to opportunities to improve our program to ensure consistent and quality care for the children in line with the National Quality Framework. I believe KCCC is in a much more positive position since our previous Assessment in 2014.

While KCCC has the Board and four formal sub-committees (Finance, FaCE, Communications and Marketing, and Quality Improvement) that require your time as volunteers to run and/or provide governance, I would be delighted to hear from you on any other suggestions to support our Co-operative via email [kcccboard.3031@gmail.com](mailto:kcccboard.3031@gmail.com) or through Sigi, the General Manager. It is your Co-operative Membership right to contribute to the growth and success of KCCC for the common benefit of all our members.

## From the General Manager



**Sigi Hyett**

At KCCC we provide children and their families with access to a quality service in which their emotional, social, health and intellectual needs are met. Our programs and shared spaces encourage collaboration, communication, exploration and respect children as capable and competent.

Our staff members' knowledge, experience and commitment encourage children to have a positive attitude to challenge, learn and respect. Our integrated teaching and learning approaches have a strong focus on child-directed play and learning that is driven by the child's interest to understand and know more.

This year has seen a continuing reappraisal and restructuring of our operations and facilities to meet the Early Childhood Education and Care National Quality Framework. There has been an ongoing effort to improve operations, programs and facilities to provide quality services for the children that attend our centre and continue with a sustainable future. It is easy to underestimate the value of good facilities and equipment. KCCC is, after all, not about bricks and mortar. For the past year we have continued to work with the City of Melbourne, embarking on our ambitious plans for the refurbishment of the kitchen to a state-of-the-art commercial facility and the redevelopment of our playground. The planning and preparation of these major projects will finally come to fruition in 2016.

Another major development has been the analysis and design for our refurbished webpage, also to be launched in 2016. The webpage showcases KCCC as the unique and wonderful service that it is, highlighting the centre's vision, strategic plan, curriculum and facilities, attracting new families and effectively communicating with current ones.

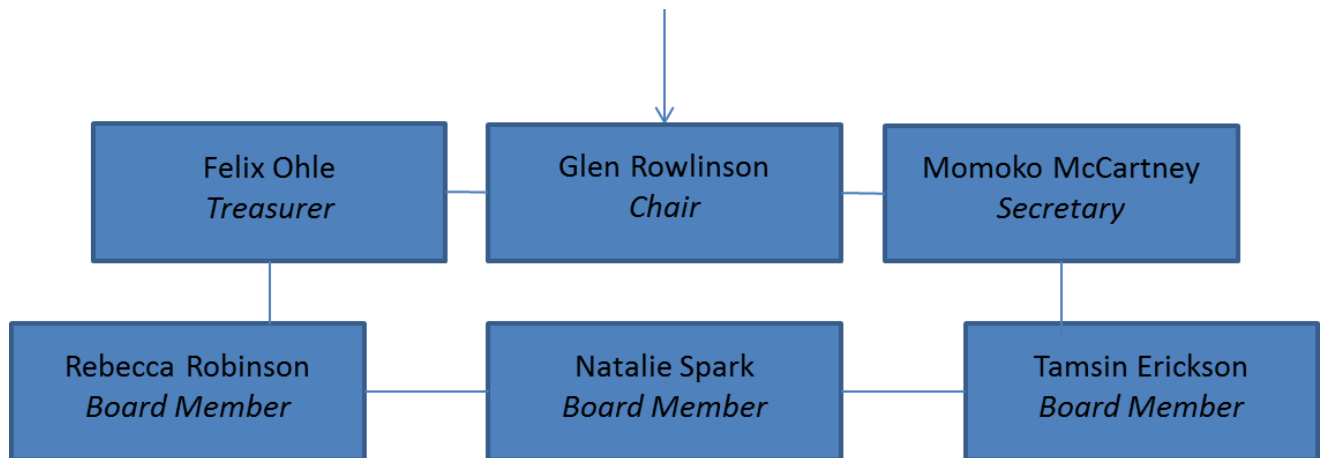
There has been much to digest in relation to the adaptations necessary, to ensure the service continues to reflect and improve and meet the goals of our strategic plan and the rights of the child. Our team of staff have demonstrated strong capacity in dealing with change and a readiness to build on the sound progress that has been made. They are to be congratulated for their commitment and dedication and I strongly believe that KCCC has an exciting future ahead. Our Strategic Plan will continue to guide the service in the coming year, with ongoing review and reflection building on our programs, projects and innovations towards continuous improvement.

To the Members of the Board of Directors and Subcommittees, thank you for your commitment and dedication to the continuous improvement of our governance, management and centre. We have a strong business profile and are in sound financial shape, which means we can focus on what is best for children rather than proceeds. This could not have been achieved without your time, efforts and knowledge, which have been invaluable. As parents of the children attending the service, you demonstrate the concept of family-centred practice as the centre of our ethos.

Our children are our centre and our future; it's a real pleasure for me to be part of such a welcoming and dynamic community-based organisation that supports children and their families. Thank you to all our stakeholders, including children, families, colleagues, the City of Melbourne and the Department of Education and Training for the support that you have given to KCCC this year.

## 2015 Board of Directors:

### Kensington Community Children's Co-operative



Position	Name
Chair	Glen Rowlinson
Secretary	Momoko McCartney (re-appointed 19/3/15)
Treasurer	Felix Ohle (appointed 16/4/2015)
Members	Rebecca Robinson (appointed 19/3/2015)
	Natalie Spark (appointed 19/3/2015)
	Tamsin Erickson (appointed 19/3/2015)

#### Board members retired in 2015:

Teesha Melville (retired 28/1/2015)  
Jonathon Baker (retired 19/3/2015)  
Samantha Plumb (retired 16/4/2015)  
Ania Hampton (retired 19/3/2015)  
Lisa Whiffen (retired 07/5/2015)  
Andrea Carr (retired 19/11/2015)  
Sarah Coleman (retired 19/11/2015)



## Board Meetings:

Date Of Board Meeting	Attendees
22 January 2015	Glen Rowlinson, Sigi Hyett, Lisa Whiffen, Samantha Plumb, Ania Hampton, Teesha Melville, Sarah Colman. Guests: Suzy Owens, Karen Hammerberg, Tamsin Ericksen.
19 February 2015	Glen Rowlinson, Sigi Hyett, Lisa Whiffen, Samantha Plumb, Ania Hampton, Sarah Colman, Andrea Carr, Momomoko McCartney.
19 March 2015 - AGM	Ania Hampton, Sarah Colman, Malene Platt, Samantha Plumb, Clare Tehan, Norma Hernandez, Tamsin Ericksen, Momoko McCartney, Lisa Whiffen, Rebecca Lett, Matthew Williams, Rebecca Robinson, Sally Malone, Jess Whamond, Kartikadewi Poermanddya, Chris Thorn, Kristy Wilson, Paul Brooks, Sally Brooks, Simone Jerrfries, Glen Rowlinson, Janine Stewart, Carla Tatalaschwili, Jon Baker, Katherine Langan, K.Lee, Megan Grant, Megan Newton, Morag McLennan, Sigi Hyett, Amina Diri, Melissa Bell, Gloria Recinos, Cherie Duncan.
16 April 2015	Glen Rowlinson, Sigi Hyett, Lisa Whiffen, Sarah Colman, Tamsin Ericksen, Natalie Spark, Rebecca Robinson, Momomoko McCartney. Guest: Felix Ohle.
07 May 2015	Glen Rowlinson, Sigi Hyett, Lisa Whiffen, Sarah Colman, Natalie Spark, Momomoko McCartney.
21 May 2015	Glen Rowlinson, Sigi Hyett, Felix Ohle, Rebecca Robinson, Tamsin Ericksen, Andrea Carr, Momomoko McCartney
18 June 2015	Glen Rowlinson, Sigi Hyett, Felix Ohle, Rebecca Robinson, Sarah Colman, Tamsin Ericksen, Andrea Carr, Natalie Spark, Momomoko McCartney.
30 July 2015	Glen Rowlinson, Sigi Hyett, Rebecca Robinson, Felix Ohle, Sarah Colman, Andrea Carr, Natalie Spark, Momomoko McCartney,
20 August 2015	Felix Ohle, Sigi Hyett, Rebecca Robinson, Andrea Carr, Natalie Spark, Momomoko McCartney.
07 September 2015	Glen Rowlinson, Sigi Hyett, Rebecca Robinson, Andrea Carr, Tamsin Ericksen, Sarah Colman, Natalie Spark, Momomoko McCartney.
23 September 2015	Glen Rowlinson, Sigi Hyett, Rebecca Robinson, Andrea Carr, Felix Ohle, Tamsin Ericksen, Momomoko McCartney.
15 October 2015	Glen Rowlinson, Sigi Hyett, Rebecca Robinson, Sarah Colman, Tamsin Ericksen, Natalie Spark, Momomoko McCartney. Guests: Donna McMahon, Gilda Howard.
19 November 2015	Glen Rowlinson, Sigi Hyett, Rebecca Robinson, Tamsin Ericksen, Felix Ohle, Natalie Spark, Momomoko McCartney.
02 December 2015	Glen Rowlinson, Sigi Hyett, Rebecca Robinson, Tamsin Ericksen, Felix Ohle, Natalie Spark, Sarah Colman, Momomoko McCartney. Guests: Andy Carr, Melissa Bell, Sam Plumb, Ania Hampton, Christian Thorn, Michael Uren, Miri Hirschfeld, Morelle Bull, Sarah Fitzgerald, Kirsten McArdle, Kate Thomas.
10 December 2015	Glen Rowlinson, Sigi Hyett, Rebecca Robinson, Sarah Colman, Tamsin Ericksen, Felix Ohle, Natalie Spark, Momomoko McCartney,



## Board of Directors Profiles



### **Chair**

**Glen Rowlinson**

**Daelin (Wattle)**

**Tieve & Seren (KCCC Alumni)**

Glen has been on the KCCC Board from October 2010 to May 2012 and from July 2012 until present.

During his time on the Board, Glen has undertaken strategic direction, policy and procedure reviews, been the Chair, and led many working groups to analyse one-off operational issues. He has read the KCCC Constitution more times than he wishes to admit.



### **Secretary**

**Momoko McCartney**

**Takahiro (Banksia) Minami (KCCC Alumni)**

Momoko joined the Board in July 2014.

Along with her Board responsibilities, Momoko is also currently a member of the Fundraising and Community Engagement Committee (FACE) at KCCC and helps coordinate many events and activities.

She has a Bachelor of Engineering (Computer) Hons and has worked in projects, such as IT implementation and performance improvement projects across a range of different industry sectors, including finance, energy, health, resources and mining and higher education.



### **Treasurer**

**Felix Ohle**

**Trixie (Yarragum)**

Felix joined the KCCC Board in July 2015 and is the current Treasurer.

Born in Hamburg, Germany, Felix is fluent in German, English and Spanish and enjoys being involved his local community.

Felix studied business and commerce and works at Viva Energy Australia (formally known as Shell Australia) in logistics and supply chain.



**Director**

**Rebecca Robinson**

**Arabella (Boronia) & Dashiell (Wattle)**

Rebecca joined the Board in 2015. As a teacher, Rebecca strongly values the importance and impact of a good education from the early years into adulthood.

Rebecca has worked in education for over ten years, teaching at Balwyn High School since 2009.

Rebecca has also completed Masters of TESOL and works teaching English to young female refugees and asylum seekers.



**Director**

**Natalie Spark**

**Oliver (Yarragum Room)**

Natalie joined the board in 2015 and has lived in Kensington for 8 years. As a lawyer with more than 10 years experience specialising in employment and industrial relations, Natalie brings a wealth of skills and knowledge to the board.

Natalie provides expertise in KCCC strategic direction and support in Enterprise Agreement negotiation as well as negotiating contracts in matters of corporate governance.

Outside of work and her mummy duties, Natalie enjoys pottering in the garden, reading, watching her beloved Bombers and trying to keep fit.



**Director**

**Tamsin Ericksen**

**Camilla (Gumnut)**

Tamsin joined the Board in 2015.

She has been involved in several not-for-profit boards and committees of management, holding various positions including President.

Tamsin is an accomplished HR professional with over 15 years' experience in the financial, media and professional services sectors.

Tamsin's current role within the digital media industry, is as Head of People and Culture at Private Media. This involves succession planning, talent and performance management, governance, employee relations and a focus on ensuring the company's people are aligned with the right opportunities to maximise their capabilities, potential and careers.



**Director**

**Lisa Whiffen (retired 07/05/2015)**

**Alice (Integrated Kindergarten )**

Lisa has a Bachelor of Business (Business Administration) and experience in Human Resources. Lisa currently consults to organisations on training strategy & design. Lisa joined the KCCC Board in November 2013. During her tenure on the KCCC Board, Lisa has contributed her skills in a specialist human resources consulting role and assisted with staff recruitment.



**Director**

**Sarah Colman (retired 19/11/2015)**

**Georgina (Boronia) & Eliza (Wattle)**

Sarah has a Civil Engineering and Science degree and currently works as a structural engineer at AECOM. The majority of Sarah's work is on transport infrastructure projects. Sarah joined the Board in November 2013. Sarah has two children, Georgina (3) and Eliza (1). In her time on the KCCC Board, she was involved with the Finance sub-committee and held the position of interim Treasurer.



**Director**

**Andrea Carr (retired 19/11/2015)**

**Sophie (KCCC Alumni)**

Andrea has a Bachelor of Planning & Design and a Bachelor of Town & Regional Planning and works at the City of Maribyrnong, as a Coordinator of Urban Planning. Andrea joined the KCCC Board in November 2013. During her tenure on the Board, Andrea led the Fundraising and Community Engagement sub-committee to organise the Trivia Night, a cake stall, community breakfasts and the Christmas party. Our fundraising net revenue this year exceeded \$15,000 and this could not have been achieved without the dedication and commitment of Andrea and the Fundraising and Community Engagement sub-committee.



**Director**  
**Samantha Plumb (retired 19/03/2015)**

Samantha Plumb has a Bachelor and Masters of Physiotherapy with experience in health management. Sam joined the KCCC Board in November 2013. During her tenure on the KCCC Board, Sam held the position of Secretary, submitted grant applications and reviewed the KCCC policies and procedures.



**Director**  
**Ania Hampton (retired 19/03/2015)**

Ania holds a Bachelor of Engineering and is the Director of sustainable design consultancy Edefice. Ania joined the KCCC Board in June 2014. During her tenure on the KCCC Board, Ania worked on the Operations sub-committee, focussing on communications between staff and management.

## Achievements

### *Strategic Objective 1 - To provide an integrated quality children's service that plays an active part in our community.*

We have been working hard to develop our Integrated Service Delivery Statement that is reflective in practice and supports an integrated approach that promotes an engaged and connected organisation to provide optimal support and outcomes to families and children.

We have worked in partnership with primary schools and strengthened our connections through our school transition program, Welcome Breakfasts, Meet and Greet Breakfasts and our literacy program. Our literacy program supported collaboration between the local primary schools where children from those schools attended KCCC during book week which resulted in a shared learning and teaching opportunity.

Collaboration and peer learning with other Early Years Services across the City of Melbourne and Gowrie supported our integrated approach to our programs and shared yard.

In January, KCCC had a fantastic opportunity to connect with services across the globe in Denmark as part of a multidisciplinary approach for collaboration and shared learning in which we developed a sister school and staff hosting/exchange program.

The most effective improvements to service delivery are initiated from within the service. This year, our staff have continuously reviewed and reflected, evaluating our practices and procedures through self-assessment against the National Quality Standards for education and care. The self-assessment has informed the Quality Improvement Plan (QIP) and guided discussion, reflections and strategies for improvements at our regular QIP meetings.

Focus on the following National Quality Standards:

#### *Quality Area 1 – Education Program and Practice*

Educators focussed on curriculum planning, cycle of planning and how this is documented in a meaningful way.

#### *Quality Area 2 – Children's Health and Safety*

We focussed on ensuring a safe and secure environment where the children are supervised and educators are actively engaging with children. An outdoor supervision plan was developed to support our integrated shared yard. Robust risk assessments were undertaken for excursions enabling our children to participate in regular excursions within the local community.

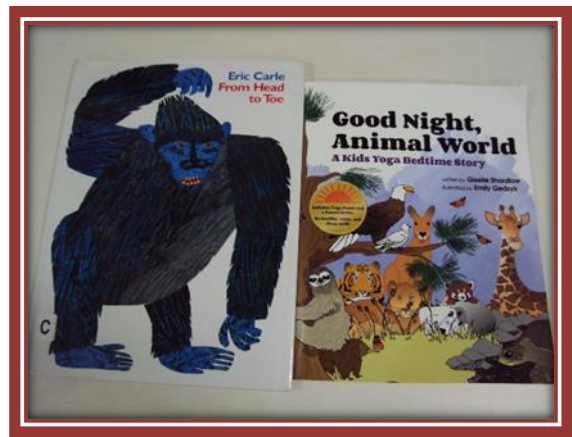
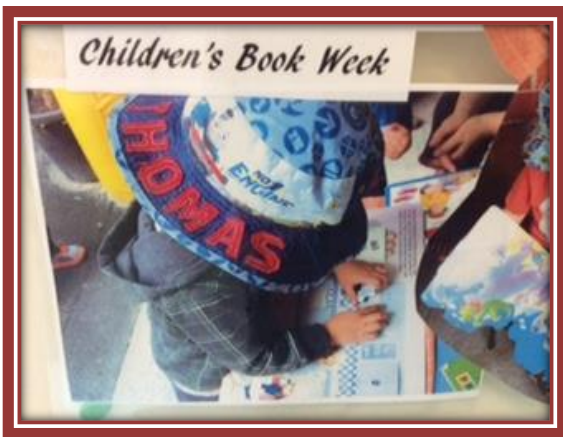
#### *Quality Area 5 – Relationships with children*

We focussed on strengthening a high level of engagement to support positive growing relationships with every child, implementing progressive morning and afternoon meal times across the centre and room layouts have been designed to encourage smaller interactions. Small projects and teacher lead experiences have been implemented within programs and are visible through planning and programming. Parent rosters have been introduced and more parent volunteers are attending our daily programs.

#### *Quality Area 7 – Leadership and management*

Staff are empowered to work collaboratively toward an effective self-assessment process. We have introduced Room Leaders to our teams to establish a clear operating structure that maximises staff performance and therefore optimal outcomes for children and families.





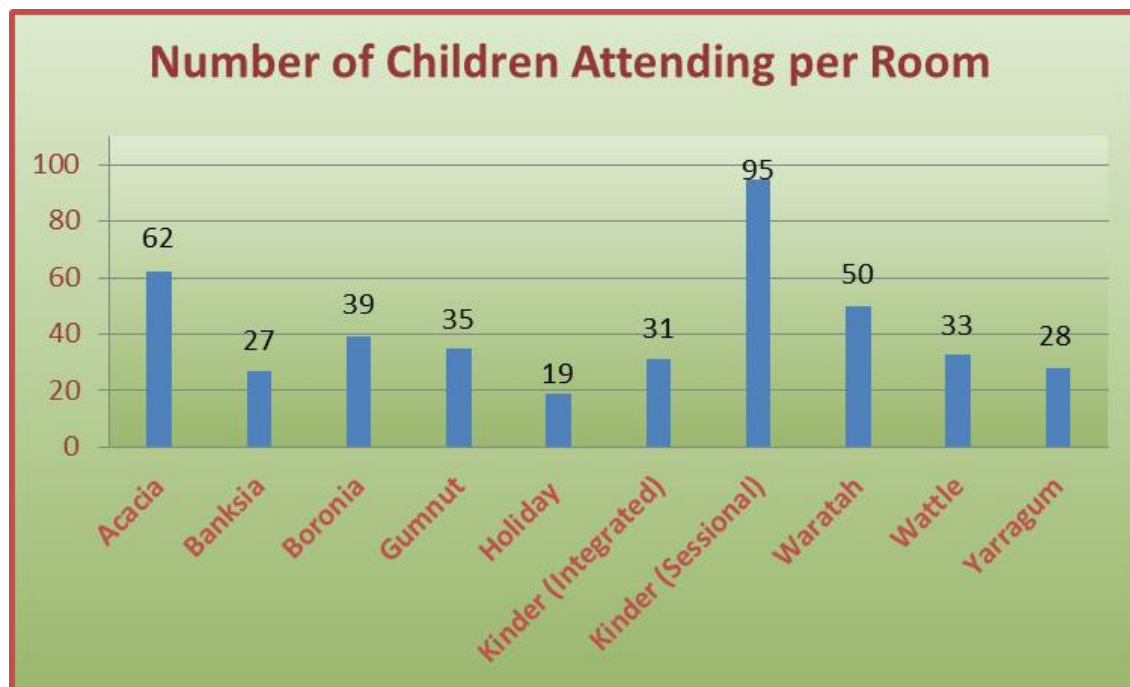
**Strategic Objective 2 - To create an environmentally, socially, and financially sustainable enterprise.**

The introduction of Qikkids Kiosk, an electronic sign in system and Qikkids Enrol where families can now register online to our waitlist supports our sustainability practices and operational efficiencies.

**Occupancy**

In 2015, KCCC provided education and care to a total of 348 children from approximately 237 families across a number of days, across our rooms.

The following table provides an overview of how many children attended each of the rooms.



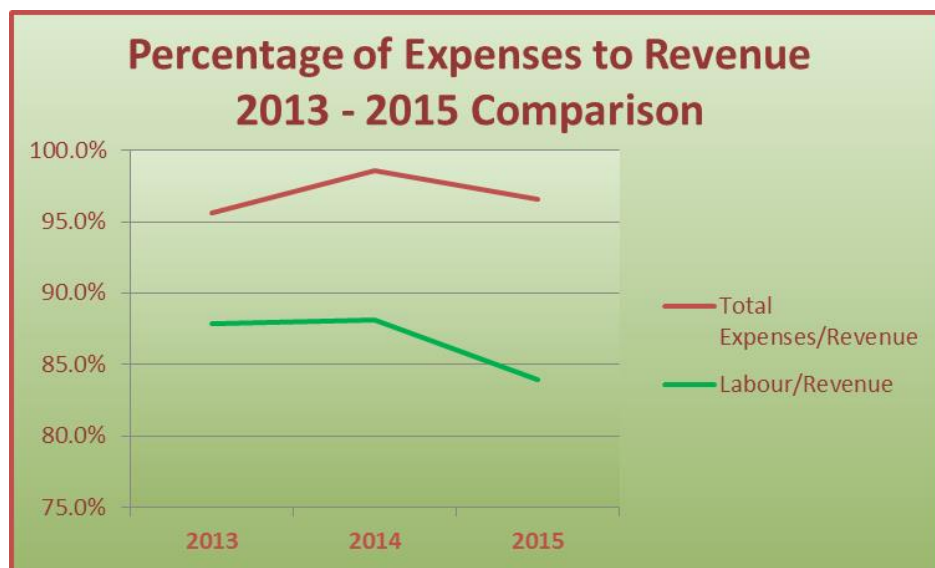
Long Day Care		Room Capacity
Yarragum	Babies	12
Gumnut	Toddlers	12
Wattle	Under 3 year olds	12
Banskia	Under 3 year olds	8
Waratah	2 ½ -3 year olds	16
Boronia	3-4 year olds	16
Tea Tree	3- 4 year olds	15
Kindergarten 4 -5 years		80
(Pre-school the year prior to attendance of primary school)		

We achieved an average of 97% occupancy throughout the year and in some months achieved 99% and 100%. This is an amazing achievement for an early-years-service supporting the local community.



Kensington Community Children's Co-operative (KCCC) is a 140-place centre offering long day care and kindergarten places through both Sessional and Integrated kindergarten programs.

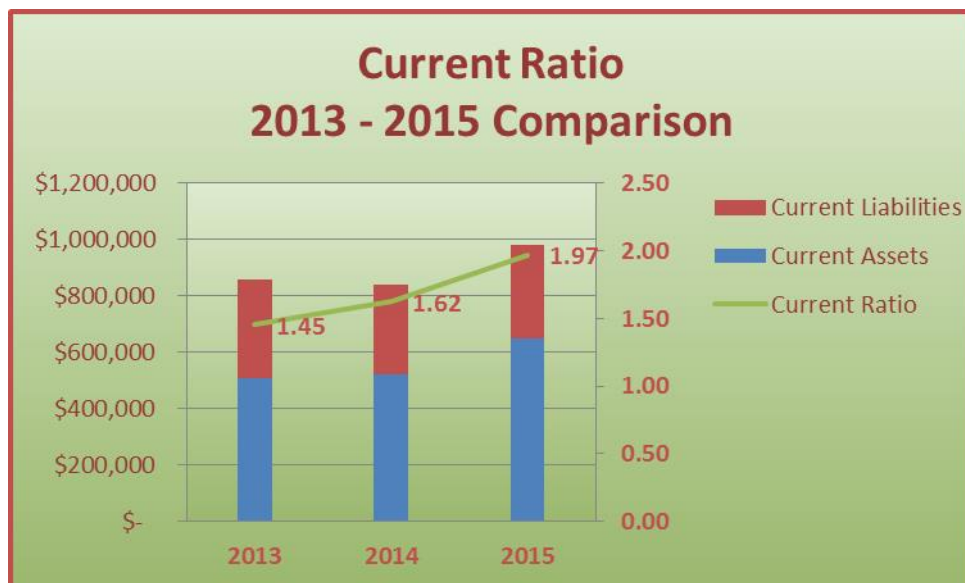
For the 12 month period January-December 2015 the KCCC operating revenue was \$3.1 million and a net surplus of \$107k was achieved. The following graph illustrates the improvement in the percentage of total revenue compared to total expenses and total labour costs from the 2013 – 2015 financial years.



The improvements illustrated above are a result of continued focus on the financial position of the organisation and a number of initiatives undertaken in line with the KCCC Strategic Plan.

These initiatives, driven by the four key goals and strategic objectives of KCCC, have included:

- The introduction of purchasing processes that ensures appropriate analysis against budget and organisational needs. Consideration of potential savings that may be obtained through bulk purchasing practices is also completed as part of this process;
- Reviews of supplier agreements in expenditure areas such as agency staff, printing, electricity, stationery and nappy's to achieve more competitive rates and better quality service;
- Focussing on maximising occupancy at the centre through programs that meet the needs of the community while still maintaining quality service delivery. Data obtained through family surveys have been used to develop relevant and suitable timetables; and
- Successful applications for grant funding to upgrade kitchen facilities, the children's playground and children's equipment including ergonomically designed cots.



Ensuring the long term success of KCCC can also be monitored through our ability to repay our existing liabilities.

The Current Ratio, presented in the graph above, indicates a continued improvement in this key financial metric as our percentage of current assets has continued to grow compared to our current liabilities.

#### *Beyond 2015*

The 2016 Budget result is for a modest net surplus of \$66k which will be reinvested into the centre through a Capital Works Program approved by the Board.

The budget result is based on continued high occupancy levels and a constant effort to improve the efficiency and effectiveness of our processes and procedures.

Through an approach of continuous improvement we will strive to continue to be a financially sustainable enterprise supporting the local community.

*Strategic Objective 3 - To be proactive in engaging families to contribute to and benefit from the program.*

We recognise and value the primary role that families play in their children's lives and foster strong partnerships with families to create the best learning opportunities for children.

With the introduction of the calendar of events for 2015, we held many successful centre wide and community occasions. This resulted in strengthened relationships with our families and local community.

Welcome and Meet and Greet breakfasts were once again a great success this year bringing families, staff, local primary school staff and early years representatives together.

Parent information evenings such as the School Transition Information Evening and the Kindergarten Information Evening provided families with relevant and up to date information on current programs.

*Working Bees*

We held four successful working bees where our members came together and worked tirelessly to improve our facilities all while having fun.



### *Celebrating Diwali*

A number of celebrations were held throughout the year acknowledging the cultural diversity at the centre.



### *Fundraising Events*

The Fundraising and Community Engagement (FaCE) team led numerous fundraising events with another successful trivia night held in October, where over 100 people attended and we raised a massive \$10,000 towards the upcoming refurbishment of our playground.



*Welcome and Spring Breakfasts*



*The Gill family contribution - the KCCC plane refurbishment*





### *Cup day celebrations bringing community together*



### *End of year/Christmas celebrations*

The children's Christmas Party was a winner this year with over 100 children and adults attending. This family event was enjoyed by adults and children alike. Families came together to enjoy Daryl's animal farm which brought a bit of the country to the city, the jumping castle, face painting and craft activities.

Of course Santa's visit highlighted the event.



*Strategic Objective 4 - Ensure all staff have professional, consistent and available learning opportunities that support the educational and developmental needs of children at the service.*

There is clear evidence that the early years, in particular the first three years, is critical in terms of brain development, setting the foundations for preschool, primary school and further life education. Therefore, it is important for our staff to have professional development opportunities that support collaboration and learning. At KCCC, we value all staff, acknowledge their commitment and support their continued professional growth. As a result of the Long Day Care Professional Development Program grant, our staff have attended many professional development opportunities in 2015 enhancing the quality of their work and this is set to continue for 2016.

Continuing development of our staff through professional courses and training is integral to achieving our goals and providing quality service to our community.





The following Professional Development sessions were attended by a number of our staff during 2015:

CPR, First Aid, Anaphylaxis and Asthma	Making Meaning program planning
Education Program and Practice	Manual Handling in the Early Years services
Diploma of Business (Governance)	Beyond the Programming Boxes
Leading Learning in Early Childhood Settings	Coaching: The Next Step for Educational Leaders and Managers
Policies & Procedures Training	Embracing the Early Years Learning Framework
Together We Grow Conference – Early Learning Association	Moving from Reflection to Critical Reflection
Room Leadership & Effective Communication Training	'Making it Work' With an Autism Spectrum Disorder child in your Kindergarten
Dynamic Risk Benefit Assessment	Environmental Education Early Childhood Expo
Integrated Service Delivery	Beyond Tomorrow Conference
Early Childhood Conference of the Performing Arts 2015	Understanding Autism Spectrum Condition Workshop
Child Protection	Protecting Children; Mandatory reporting and other obligations
Leadership and organisational culture team work	Teaching Strategies and Behaviour Support
Diabetes at School & Preschool	Environmental Education Early Childhood Annual Conference
Qikkids intensive training	Integrated Service Delivery: Educational Program & Practice

In 2015, we welcomed a number of new employees. As a result of the organisational restructure and implementation of Room Leader and self-managed teams, staff were provided with opportunities for professional growth and promotion. The self-managed teams enabled consistency of education and care for the children and for the organisation to employ new skilled Educators to join the KCCC team. We saw the continuation of service from many members of our team who have been part of our organisation for more than 10 years. This continued service and dedication provides consistency and stability to our families and is indicative of the genuine and strong relationships our Educators have with the KCCC community.

An increase of staff to our own casual pool has also provided consistency to the education and care for our children as well as efficiencies in operational outputs.

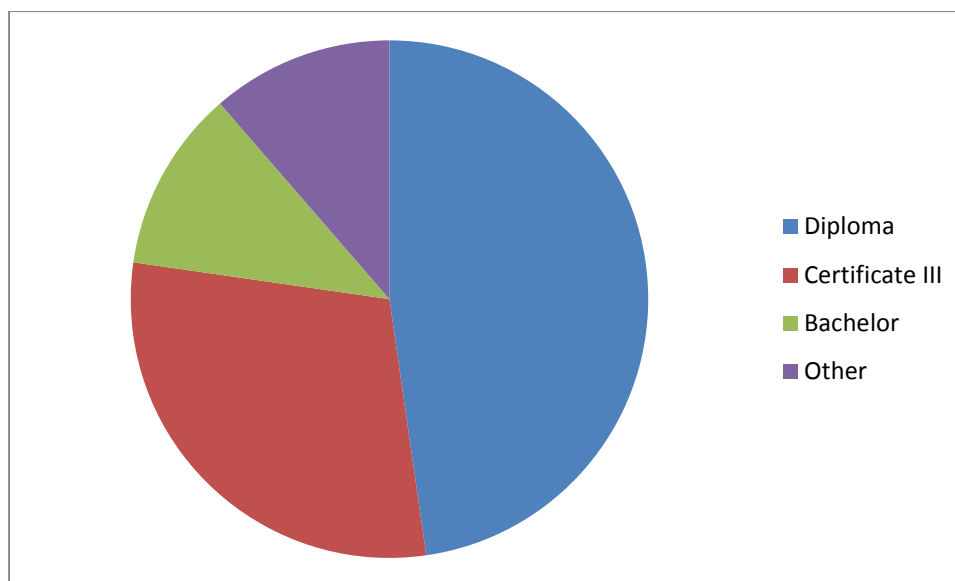
### **This year we welcomed :**

Colleen Charles, Kindergarten teacher  
Holly Hart, Kindergarten Teacher  
Eva Yi, Educator  
Wenting Gu, Educator  
Pauline Cummins, Education  
Eklas Esmaeel, Educator  
Taylor Fagents, Educator  
Eldrita Cashman, Educator  
Natasha Cicosta, Educator  
Nusrat Haque, Educator  
Rosanna Childs, Educator  
Andrea Brereton, Management Accountant

## Tenure of Staff over 10 years

Cherie Duncan	23 Years in April 15
Thi Al Hoa Le	19 years in July 15
Silvia Rodriguez	18 years in Jan 15
Gloria Recinos	17 years in Oct 15
Donna McMahon	16 years in May 15
Norma Hernandez	15 years in April 15
Heather Johnson	13 years in Nov 15
Amina Diria	12 years in Nov 15
Mai Vo	10 years in Aug 15

Our Educators hold a Bachelor of Early Childhood, Diploma of Early Childhood or a Certificate III in Children's Services, with 60% of our permanent staff holding a Diploma or Bachelor qualification.



Our Educators have:

- Working with Children Checks
- Level 2 First Aid
- CPR training
- Anaphylaxis training
- Asthma training

## Communication

The KCCC website was taken down after a period of inactivity of several years. The need to create a user-friendly destination for potential and current families as well as staff and other community stakeholders was evident. This led to the redevelopment of the website. An intensive process was undertaken to develop the website which will be launched in 2016 showcasing the centre's vision and strategic plan, curriculum, facilities and people to attract new families and increase efficiencies in communication with current ones.

## **Staff**

### ***Educators Profile***

#### **An interview with Hayley, Educator, Integrated Kindergarten**



#### **Can you tell us a little bit about yourself?**

My name is Hayley Kasal. I have been working at KCCC for four years and within the early childhood sector for ten years. I have a Certificate III in Children's Services. I have spent a lot of time travelling throughout Europe and with family in Croatia.

#### **What do you enjoy about working at KCCC?**

I have a passion for providing a fun, trusting and challenging environment for children to learn.

I was fortunate enough to be provided with the opportunity to go on KCCC's hosting program to Denmark in 2015. During this time I spent time in both a forest kindergarten and an urban childcare centre. I was able to build relationships with the children, families and staff at both of these services. One of the programs I learnt about during my time in Denmark was the dialogic reading. I have been able to introduce this to the programs at KCCC. I have maintained my contacts in Denmark and continue to collaborate about new initiatives with them.

#### **What do you do in your spare time?**

During my spare time I enjoy spending time exploring Melbourne's Cafes and sights, spending time with my family and friends, traveling, and home décor.

## **An interview with Donna, Educator, Yarragum Room**



Donna has been with KCCC for 16 years and currently works in the Yarragum Room.

### **Can you tell us a little bit about yourself?**

Hello my name is Donna McMahon

I am a Preschool Mothercraft Nurse, Diploma qualified and I graduated in 1985. I was born and grew up in Kensington; I still live locally with my husband and 3 adult children, Mollie, Darcy and Jock. I attended Kensington Primary School and my husband and children attended Holy Rosary School.

### **When did you start working in children's services?**

I have always worked locally My 'first job' was shift work at Tweedle baby hospital and from there I worked at Flemington Childcare Co-op, Kensington Neighbourhood house and in May 1999 I began working at KCCC. Over the years I have seen lots of changes in Kensington and at KCCC.

### **What do you enjoy about working at KCCC?**

I am a passionate and caring Educator and I enjoy the challenges that KCCC brings each day.

### **What do you do in your spare time?**

My weekends are enjoyed with my family and friends.

## **An interview with Andrea, Management Accountant**



Andrea joined the KCCC team in December 2015 and is a valued member of the Management team.

### **Can you tell us a little bit about yourself?**

#### **About my role ...**

I am the Management Accountant at KCCC and part of the Management Team. My primary responsibilities are around ensuring our financial records and reports are accurate, complete and meaningful to support the organizations decision making processes. I am also involved in supporting other administrative and business development processes such as maintaining and updating policies and procedures, reviewing and analyzing new opportunities for the center and investigating grants that may be available to us from various sources.

#### **About my background...**

I am a qualified CPA and started my career as an auditor with Ernst & Young in 2001. While at Ernst & Young I gained wonderful experience across various industries as well as experience in different countries and with different cultures, through the opportunity to travel overseas for a number of assignments.

My next major role was as the Financial Accountant with The Make-A-Wish Foundation. This was a truly rewarding position and provided me with more general accounting knowledge, furthered my management skill and obviously saw me use my skills to contribute to a worthwhile cause.

#### **What I'm passionate about...**

Before joining KCCC, I had taken a professional break to raise my children Campbell (5) and Rose (3). I am very passionate about them both and love the joy and challenges they bring to my day! Through involvement in their kindergartens, playgroups and watching them develop generally, I have built a genuine interest in early childhood services and am thrilled to be able to use my qualifications and skills in this environment.

#### **Some interesting facts about me...**

I grew up in Tasmania and moved to Melbourne when I completed my University degree in 2000. I enjoy being active and eating well despite having a life-time addiction to chocolate and now to coffee as well! I enjoy going out for dinner and seeing a concert or a movie but am notorious for struggling to stay awake late at night!

## Projects

### *Denmark Sister School and staff exchange program*

In 2015 KCCC had a fantastic opportunity to connect with services across the globe in Denmark as part of a multidisciplinary approach for collaboration and shared learning.

The visit was aimed at linking with services that demonstrate cultural diversity and lead best practice in Early Years Curriculum. This enhanced collaboration, relationship building, learning and teaching, where practice, ideas and initiatives were shared across the globe. Partnerships were made and a sister school developed with Fredericksberg in Denmark. This enabled the development of a hosting program moving to a full staff exchange program.

Hayley (Tea Tree Room) arrived in Copenhagen on the 14 October 2015 and the children and Educators at Frederiksberg, Copenhagen had the opportunity to experience what it is like to connect with our service across the globe. They shared skills, ideas and best practice processes, developing and improving practice and relationships to enhance our programs. This broadened children and staff's local-to-global perspective, building on new initiatives and ideas and enhancing communication between global cities which can only assist in cultivating the next generation of global citizens.

Fostering global awareness in our children and staff is a great benefit to their understanding of communities - sharing aspects of their culture, language, and celebrating the benefits of shared teaching and learning that multiculturalism brings.



### *Kitchen refurbishment*

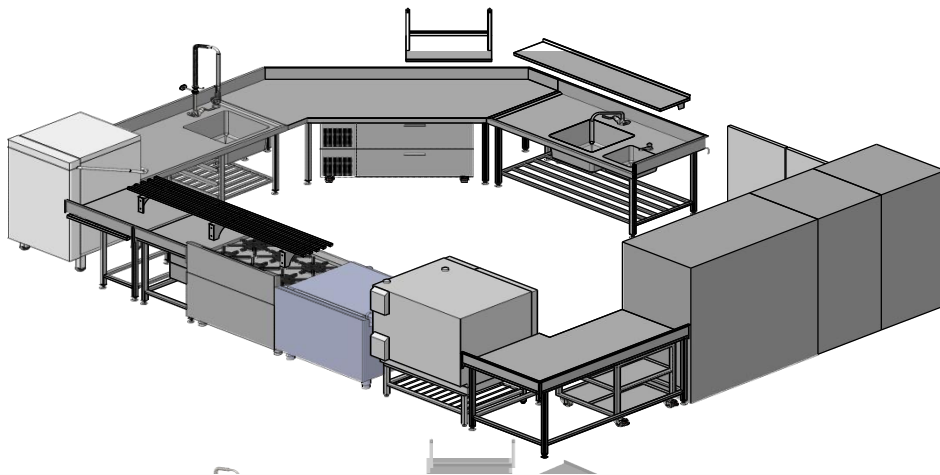
We are thrilled to have been working with the City of Melbourne on a Kitchen Refurbishment project.

After years of planning and many months of designing, we will be upgrading to a new **state-of-the-art commercial kitchen** in 2016 that will replace the existing domestic kitchen.

The City of Melbourne have committed to a budget of over \$60,000 to KCCC for the kitchen upgrade.

This will enable us to accommodate the **on-site preparation of nutritious and tasty meals** for our 140 children each day. The upgraded facility will include large scan pans and large ovens, which will enable opportunities for new recipes and the roll out of our **revised menu**.

**We are excited about our new kitchen renovation which will be installed in 2016.**



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### *Playground refurbishment*

Together with the City Of Melbourne, our major stakeholder, we have been working toward the planning and design of a playground refurbishment. The voices of children, families, staff and expert playground designers have contributed to the draft design and concept plan of our playground.

The City of Melbourne have committed to \$60,000 for the playground upgrade.

The rollout of this work will commence in 2016.





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