



KCCC ANNUAL REPORT 2018





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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 2018

If you would like further information on any aspect of this report, please contact the centre, info@kccc.org.au

KENSINGTON COMMUNITY CHILDREN'S CO-OPERATIVE (KCCC)

Kensington Community Children's Co-operative is unique in its co-operative model. We are a not-for-profit community-based model governed by a committed group of parents with extremely dedicated and qualified staff.

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.

A parent-governed co-operative that has been proudly educating and caring for children from Kensington and surrounding areas since 1982.

OVERVIEW

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 funded 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.

GOALS AND STRATEGIC OBJECTIVES

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

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.



NATIONAL QUALITY FRAMEWORK

The National Quality Framework (NQF) was the result of an agreement between all Australian governments to work together to provide better educational and developmental outcomes for children. The NQF introduced a new quality standard in 2012 to improve education and care across long day care, family day care, preschool/kindergarten and outside school hours care services. The NQF aims to raise quality and drive continuous improvement and consistency in children's education and care services through:

- the National Law and National Regulations
- the National Quality Standard• an assessment and quality rating process
- national approved learning frameworks
- a regulatory authority in each state and territory responsible for the approval, monitoring and quality assessment of services in their state or territory
- a national body – ACECQA, which guides the implementation of the NQF and works with regulatory authorities.

The delivery of the NQF is guided by set objectives and guidelines to ensure consistent and effective function. The objectives of the NQF are to:

- ensure the safety, health and wellbeing of children attending education and care services
- improve the educational and developmental outcomes for children attending education and care services
- promote continuous improvement in the provision of quality education and care services
- establish a system of national integration and shared responsibility between participating jurisdictions and the Commonwealth in the administration of the National Quality Framework
- improve public knowledge, and access to information, about the quality of education and care services
- reduce the regulatory and administrative burden for education and care services by enabling information to be shared between participating jurisdictions and the Commonwealth. ■



THE GUIDING PRINCIPLES OF THE NQF

- The rights and best interests of the child are paramount
- Children are successful, competent and capable learners
- Equity, inclusion and diversity underpin the framework
- Australia's Aboriginal and Torres Strait Islander cultures are valued
- The role of parents and families is respected and supported
- Best practice is expected in the provision of education and care services

MESSAGE FROM THE GENERAL MANAGER



What a fantastic year we've had at the KCCC in 2018. Together we have accomplished many things we are proud of, none of which would have been achievable without the support from everyone at KCCC and the broader community. We commenced the year with our welcome breakfast where a record number of families, children and staff, over 300 people to be exact, came together fostering a sense of belonging, wellbeing and joy.

We extended our small group excursion program across the centre. It was great to see the many children with their bright yellow visis vests participating in the excursion program. Each day children ventured out to destinations such as the Maribyrnong river, the Melbourne Museum, the Flemington Library, Lynch's bridge residential care, the YMCA soccer and yoga, the train stations, JJ Holland park and the Kensington shops and the Venny Adventure Playground kinder program. These small group excursions are based on the concept of the dialogic reading program, adapted from our sister school in Denmark; where the same group of children with the same educators venture out. This program has strengthened relationships, creativity, persistence, conflict resolution, risk taking, independence and interdependence and of course, provides lots of fun.

Our children were provided opportunity to share their views and their ideas with the City of

Melbourne town planners in the initial planning phase of the JJ Holland playground refurbishment. We were thrilled to see that the town planners have adapted their many ideas in the JJ Holland play space renewal concept plan. Providing the children a platform to have a voice about the spaces they use certainly encourages children to have a sense of belonging in their community and we thank the City of Melbourne for this opportunity.

Our Fundraising and Community engagement team worked tirelessly once again. The feeling of warmth and connectedness was evident throughout the year, where we saw a large number of our families and staff give up their time to attend working bees, our trivia night and participate in our programs.

Our capital works achievements this year included full centre paint, newly refurbished bathrooms, lino replacements and sound panels in the kindergarten rooms. The capital works plan continues to support and enhance the service needs. The planning and scoping of upgrades to the staff room kitchen and the children's rooms kitchenettes has been completed and we will see these come to fruition in 2019.

Our staff led amazing programs that strengthened children's learning and development. A number of our staff participated in forums and conferences that showcased how we embed the practices at KCCC that invite

discussions, engage the senses and offer choices for children to learn, discover and grow. This coupled with the action research projects, ongoing professional learning and development, coaching and mentoring has increased practice and developed leaders in the sector.

Our financial situation continues to be an ongoing sustainable concern, which gives me confidence that KCCC will continue along a path of sustainability, that can provide high quality education and care into the future.

Together with the KCCC Board of Directors and input from our staff, children and families we have reviewed our mission, values and goals and established the goals for the next 3 years. This next stage at KCCC is certainly set to be exciting; encompassing progression, innovation and creativity.

On this note, it is also with very mixed feelings that I write this address. After working 5 years at the KCCC I am preparing to leave the wonderful centre and community in 2019.

It has been my privilege to contribute to the KCCC and share in the journey that has seen this service move from a service rated by the Australian Children's Education and Care Quality Authority of 'Working towards' to 'Exceeding' the National Quality Standards. A centre that is sound in business operations and delivers quality practice with invested and passionate people.

This could have only been completed with the open minds, commitment and 'have a go' attitudes of our staff, Board, children and families. This is what makes KCCC so special, the people; the children, families, staff and community. I am confident that the people, systems and processes in place at KCCC will continue to see this early years-service flourish from strength to strength, providing excellence in Early Education and Care.

On a personal note, I thank you all for your support, commitment to the KCCC and friendship over the years and wish you all the very best ongoing. Our children are our future, and together with them we can learn so much.

Special thanks to all our stakeholders, children, families, colleagues, the City of Melbourne, the Department of Education and Training, ACEQA, Community Child Care, ELAA, Jobs Australia and our facilitators for the support that you have given KCCC this year.

Special thanks to the Board, subcommittees and the wonderful team of staff and of course our children who are so very capable, competent and so very precious. It has been a pleasure to work and learn together, with a willingness to continue to review, grow, reflect, inspire, be inspired, teach and continually strengthen the focus on outcomes for children.

Wishing you all the very best and thank you.
Sigi Hyett, General Manager ■

KCCC BOARD

FELIX OHLE MESSAGE FROM THE CHAIR

It was another fantastic year for KCCC, with 2018 seeing in new initiatives, enhanced facilities and continued learning excellence.

The KCCC team had a busy year advancing services and extending engagement programs for children. Professional and self-development were priorities for our Educators in 2018, in supporting their continued growth and advancing the team's knowledge and skills.

To effectively enable and guide KCCC management and operations, the Board focused on strengthening governance frameworks in 2018. Part of this, was refreshing the Strategic Plan which will be released at the Annual General Meeting in May 2019.

Some key achievements in 2018 include:

- Evolving and extending the excursion program, introducing a number of new experiences for our children in 2018. Whether it's practicing the latest Yoga moves at the YMCA, meeting dinosaurs at the Melbourne Museum or engaging with older members of our Kensington community through the intergenerational program, they all present unique development opportunities for our children.
- In promoting childhood health and wellbeing, the dental screening and health checks that took place in 2018 provide a great platform to promote conversation about brushing teeth and healthy lifestyle.
- The KCCC continues to drive it's facility enhancement program. New enhancements include newly painted walls, new flooring and new change areas in some rooms. Implementing these changes takes work and I acknowledge the entire team at KCCC for fundraising, planning, engaging stakeholders and managing the execution of these works, ensuring minimal disruptions to our children and their experience.

- KCCC was also well presented with external groups. These included staff presentations at the Early Learning Association Australia Conference about KCCC's international sister school program and sharing practical tips and strategies for promoting belonging and diversity at the Victorian Inclusion Expo. KCCC also hosted regular 'study tours' from across Victoria, sharing with other Educators and stakeholders the latest practices the at KCCC had brought to life.
- Our children also had a big say in the redevelopment plans for JJ Holland Park which also demonstrated the influential role KCCC plays in the broader Melbourne City community.

On behalf of the KCCC Board, I would like to acknowledge the hard work of our KCCC Leadership Team and all Educators, in ensuring our children are inspired, encouraged and supported in their development every day.

I would also like to thank our relentless, hardworking Fundraising and Community Engagement Subcommittee (FACE) for their efforts in getting our community together for the trivia night, cake stalls and the annual movie night, in securing funds to advance programs and facilities across the KCCC.

On a personal note, it has been an absolute privilege to Chair the KCCC Board and work closely with the Educators in 2018. I would like to thank everyone, our Educators, community partners and families for their continued support.



Professional and self-development were priorities for our Educators in 2018, in supporting their continued growth and advancing the team's knowledge and skills.

Felix Ohle, Chair

KCCC BOARD PROFILES



FELIX OHLE CHAIR

Lucien (Gumnut) and Trixie (Lorikeet Kindergarten)

Felix has been on the KCCC Board since May 2015. Shortly after joining the board, Felix took on the position of Treasurer which he held until late in 2017 when he took on the role as Chair.

Born in Hamburg, Germany, Felix studied international business and economy and has worked in the petrochemical industry for over 20 years in Europe, the USA and for the last 7 years, in Australia where his wife Sarah grew up. Felix loves the community feel of Kensington which he calls home and sees the KCCC as an integral part of it. Being able to participate and contribute to the Kensington community has been the main reason he joined the Board four years ago. He feels privileged to work with the Board and KCCC team and is proud to see all the progress that has been made over the recent years. ■



JACQUI POLA SECRETARY

Annika (Integrated Appletree Kindergarten) and Elijah (Banksia)

Jacqui is a mother of two children at KCCC, Annika and Elijah. They have been members of KCCC since April 2015 and couldn't be happier with KCCC for their children.

Jacqui is a teacher at Clifton Hill Primary School and previous to that taught at Sunshine Harvester Primary School. Being in education for more than ten years and previously as a nanny overseas and in Melbourne while studying, Jacqui is passionate about children and their learning. She strongly believes in the learning through play model. Predominantly Jacqui has worked in the early years of education, being a Prep teacher for many years and being involved in and leading kinder/school transition programs.

Jacqui's expertise in school settings include being the treasurer and secretary for an AEU (Aus. Education Union) sub-committee, taking and distributing minutes for staff meetings, organising and running professional development for staff and holding leadership position in Literacy and Numeracy coaching. Jacqui has presented at a conference in QLD at QUT on an adapted numeracy PMP (perceptual motor program) and drafted, written and edited scope and sequences for literacy and numeracy, and is familiar with the Early Years Learning Framework.

Jacqui and her husband have lived in Kensington for over ten years and have embraced the Kensington community life. They feel honoured to live in such a close and caring community who look out for each other. ■



SCOTT TATULASCHWILI TREASURER

Jay (Alumni), Tom (Alumni) and Max (Gumnut Room)

Scott and his family have been a part of the KCCC community since 2011 when their eldest son Jay joined the Waratah room as a three-year old and their second son Tom joined the Yarragum room as a ten month old. Their third son, Max, has followed in his two brother's footsteps and is currently in the Gumnut room. Scott and his wife Carla have always been so appreciative of the wonderful care and learning opportunities that KCCC provide. They are confident that when at the centre their children will really be cared for and, they will have fun.

Scott volunteers his services to the KCCC Board to ensure that his family and many others like his in the wider Kensington community can continue to enjoy all that KCCC offers. Scott has worked in large organisations in accounting & finance, auditing, banking and superannuation. As a qualified Chartered Accountant, he works to support Senior Leaders, Audit Committees and Boards in reaching their strategic objectives. His experiences have also included internal and external audit, risk, statutory and regulatory reporting, management accounting, board reporting, finance operations, asset and inventory management, business planning and forecasting, tax and business partnering.

Outside of work, Scott enjoys spending time with family and friends, playing golf and actively participating in the community. Scott older boys now attend Holy Rosary School and needless to say the Tatulaschwili family are also active member of the school community. ■

KCCC BOARD PROFILES



MORELLE BULL DIRECTOR

Claudia (Wattle), Peter and William (Alumni)

Morelle Bull has been a member of KCCC since 2013. She lives in Kensington with her husband Ed and their three children – Will, 6, (KCCC alumni), Pete, 4, (alumni) and Claudia, 18 months. They moved to the area in 2008 and Morelle strongly values the community vibe that makes Kensington a great place to live.

Since graduating from uni in 2004, Morelle has worked in a number of professional roles. She commenced her career as an economist, transitioned to being a lawyer and is now a business manager. Morelle is the National Manager of retail partnerships at Australia Post. In this role, she is responsible for managing the almost 3000 licensed post offices.

Morelle has a passion for working with organisations that assist children. She is currently chair of the board at Kids' Own Publishing (KOP). KOP is an organisation that aims to improve children's literacy and love of reading, particularly children in indigenous and disadvantaged communities. She is also involved with the Committee of Management at St Kilda Mums and a member of the Finance and Risk Assessment Committee and the Governance Committee.

Morelle has also been involved with a number of KCCC committees, a member of the Fundraising and Community Engagement committee in 2014 and 2015. While on the committee, Morelle played a big part in re-establishing fundraising events, most notably the trivia night. In 2018 Morelle was a member of the Quality Improvement Plan (QIP) committee and joined the Board in 2018.

Outside of work and volunteering, you will find Morelle on a netball court or walking around the streets of Kensington pushing a pram while balancing a coffee in one hand, and a scooter in the other. ■



CAROLINE INNIS DIRECTOR

Maggie (Alumni) Bea (Integrated Appletree Kindergarten) & Joe (Wattle)

Caroline and her family joined KCCC in Jan 2016. Her children Bea (Appletree) and Joe (Wattle) love the educators, environment and activities that KCCC provides. Maggie (Alumni) who has started prep last year loves coming back to KCCC to pick up her siblings and give her former educators a run down of her day.

Between wrangling three young children Caroline works as a lawyer for a small law firm in Niddrie. Her work revolves around helping people with making their wills and assisting with probate applications. Her favourite part of her job is chatting with her clients, administrative staff, café owners and anyone who will listen to her. It's a juggle, and the balls often drop, but thankfully she had the good sense to marry a Scotsman who is an excellent cook, so at least the kids are well fed and talented highland dancers.

Caroline joined the Board in 2018 and has been valued member of the KCCC board. Caroline brings a wealth of knowledge and skill to the board and is keen to continue to contribute. ■



MEG TERRILL DIRECTOR

Audrey (Lorikeet Kindergarten), Mabel (Banksia) and Albi (Alumni)

Meg Terrill is a corporate unicorn; equal parts sparkly marketing maven and boring finance geek. Her left and right brain strengths are constantly duking it out for dominance.

Meg has over 18 years experience gained in a breadth of corporate roles across Brand Management, Finance, HR/Capability and Chartered Accounting. Creative branding and strategy are her jam, and she managed multimillion dollar marketing programs for brands like Schweppes, Red Bull, Cottee's, SOLO and Pepsi for over ten years. Her most recent corporate role saw her responsible for the training and career development of the entire national marketing team at Schweppes Australia (she tried not to let the power go to her head). In a past life Meg was a chartered accountant, and whilst this fact is not something that tends to float peoples boat at parties, she considers her CA experience her career secret weapon, as it allows her to infuse all her creative advice with a strong dose of commercial reality. Meg is just as likely to talk your ear off about creative campaigns, social media and communication as she is about data, margins, and bottom lines.

Since having children, Meg has tested and adapted her big business skills in successfully launching her own start-up personalised kids clothing business – Little Scooch – and on freelance clients in the small business community.

Meg is mama to three little legends and a big white dog. She enjoys cruising on her bike, stand up paddle boarding, renovating, wearing too much leopard print, and navigating using bakeries and cafes as key landmarks.

Meg is passionate about causes she believes in, and after a death-defying 2017 is currently acting as an ambassador for the Red Cross Blood Bank. She is also assisting with strategy and steering for the Kensington Good Karma Network and previously contributed to local not-for-profit West Welcome Wagon with governance and risk management to support their incorporation process. ■



ANTHONY TRANTINO DIRECTOR

John (Alumni) & Max (Banksia)

Anthony and his wife Ali moved to Kensington some years ago now because they really love the community focus in a suburb so accessible to the city.

Anthony works in the energy industry as an Engineering Manager overseeing many construction projects on the east coast of Australia. He has strong skills in contractor management, cost control, and is driven by delivering projects efficiently and in a cost effective manner.

Anthony grew up on a 300 acre cattle farm in Gippsland and moved to Melbourne after studying Mechatronic Engineering at uni. He brings an abundance of practical skills, he and his son John love rolling their sleeves up, putting on our tool belts and getting stuck into a good working bee!

Anthony enjoys cycling, skiing, hiking and camping, the you may see him on his daily cycle commute to the centre with John in tow. Anthony also enjoys his reignited passion for Lego!

Anthony's family will be part of the KCCC community for many years to come and he plays an active role as a director on the board. ■



KATE WALKER DIRECTOR

Amelia (Banksia) and Alice (Yarragum)

Kate and her family have been part of the KCCC community since Jan 2017 since Amelia now in Banksia room joined KCCC in the Yarragum room. Kate has been a valued member of the board since 2018.

Kate enjoys helping KCCC achieve its strategic objectives and ensuring it continues to be a leading education and care centre. Kate has a background in HR and specialises in organisational culture and driving employee engagement, enhancing organisational effectiveness through diversity and inclusion, strategic planning; and leadership / talent development. She is passionate about the future of work and what this means for childhood education (and upbringing).

Kate is a big advocate for KCCC and is grateful for the opportunity to contribute to the board. ■



KYLIE YOUNG DIRECTOR

Charlie (Integrated Appletree Kindergarten) & Abigail (Banksia)

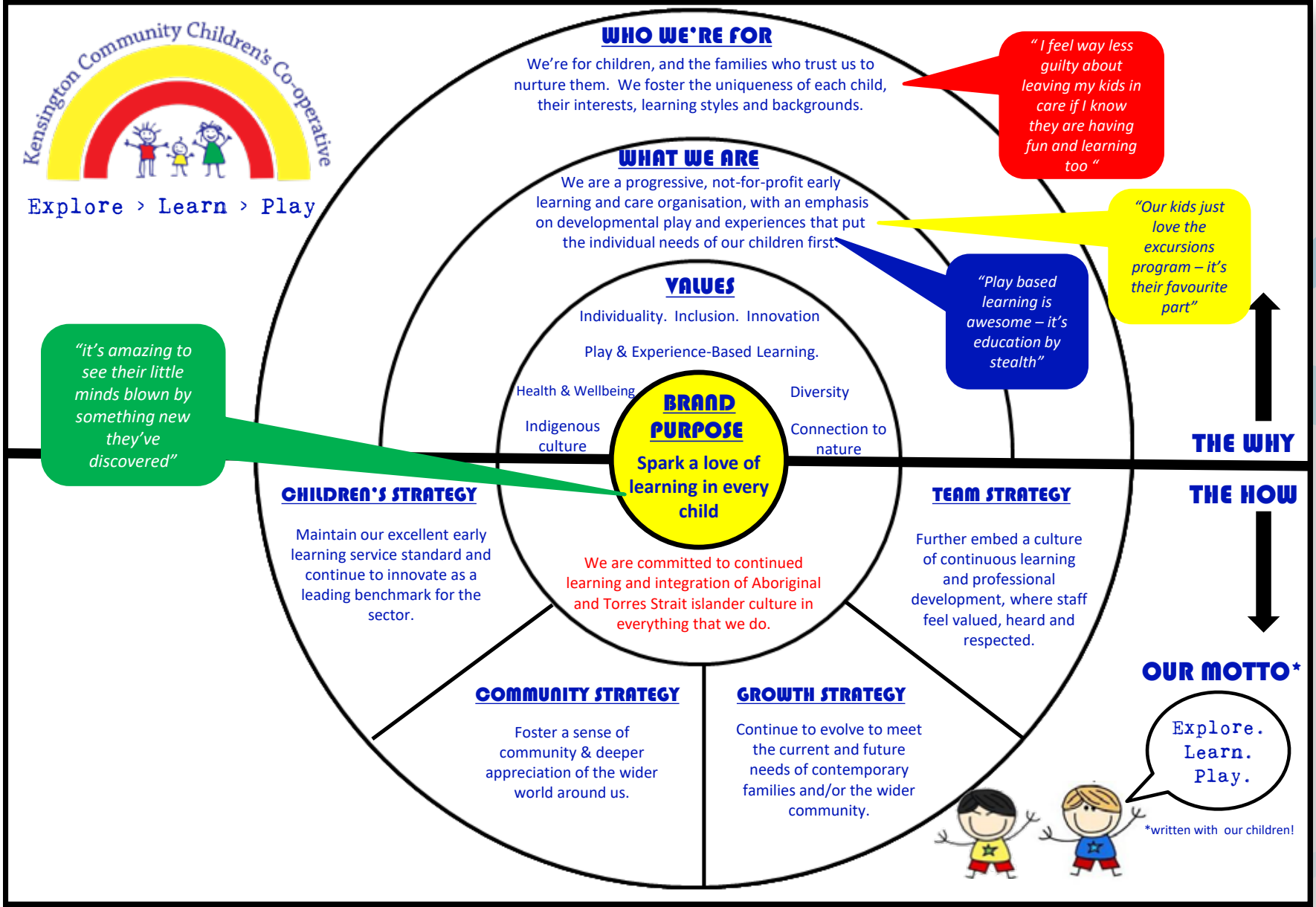
Kylie has been a Kensington local for 7 years and shares two beautiful children, Charlie (4yrs – Appletree Room) and Abigail (2yrs – Banksia Room), with her husband Alex.

Professionally, Kylie has spent the last 16 years in the financial services industry spread across both the private and public sectors. Kylie currently works for one of the major banks and leads the transformation function responsible for improving customer experiences. Kylie has spent most of her career in risk management roles and has experience in leading people, managing change, and effective governance and decision making.

Outside of work, Kylie enjoys spending quality time with family and friends, especially large gatherings that provide her with an excuse to get creative in the kitchen.

After 4 years as a KCCC member, and watching Charlie and Abby thrive in this supportive and creative environment, Kylie has developed a strong appreciation for the important role the Co-operative plays in our children's lives. The dedicated staff, the community spirit of the members and the learning approach are key ingredients of what makes the KCCC unique. Kylie is passionate about contributing to the board and its forward plans, so that the Co-operative continues to create the best opportunities for our children to grow, have fun and develop their own unique identities. ■

KCCC STRATEGIC PLAN 2019-2021



HIGHLIGHTS 2018: WHAT A GREAT YEAR AT KCCC!

Over the next ten pages we reflect on KCCC's Programs, groups, connections and community. ▶



HIGHLIGHTS 2018: THE KCCC RECONCILIATION ACTION PLAN EMERGING

In 2018 the KCCC Reconciliation Action Plan (RAP) working group have travelled far. The group was formed early on in 2018, but in true KCCC style, the ideas and foundations for this group began long before. Our commitment began in 2015 when we updated our Quality Improvement Plan to embed Aboriginal Torres Strait Islander culture within our programs. Our relationship with the Wurundjeri tribe and the magnificent mosaic that adorns our exterior walls, demonstrates a clear commitment to acknowledging the traditional custodians of the land and to sharing stories new and old. Much of our professional development and program planning has recognized the contributions to Australia, of Aboriginal and Torres Strait Islanders and shown our commitment to ongoing learning. Our work is guided by documents such

as, The Victorian Early Years Learning and Development Framework (VELDYF), which was recently updated to privilege and embed Aboriginal and Torres Strait Islander knowledge, again, supporting our work. The RAP working group has therefore, been a perfect extension to all this work and another pathway to evidence our commitment to embedding Aboriginal and Torres Strait Islander culture, history, knowledge and current perspectives in our work.

The RAP group, led by Karen our Program Leader, meets monthly has included children, staff and families. The group have taken the time to think deeply about how to build our knowledge and understanding, in a manner that is thoughtful. The meetings have provided opportunity for the team to collaborate and critique our programs, and plan with purpose

EXPLORING THE STORIES, LANGUAGES AND KNOWLEDGE OF OUR LOCAL AREA



WAYA



BUNJIL THE EAGLE



“Reconciliation could change everything, it could change the future, it could even change the past.”

Jake aged 5

and meaning. This has been explored from an anti-bias approach to ensure we show the diversity of Aboriginal and Torres Strait Islander culture.

In 2018, our professional development commenced with an Aboriginal Cultural walk at the Royal Botanical Gardens. This was followed on with strengthening our knowledge at our mid-year professional development day with a local Aboriginal person, Dean Stewart at the Kensington Town Hall. Dean inspired the team to look and think locally. By looking on what is on our own doorstep, the stories and ideas become more tangible for children and together we have learnt about the space we inhabit; its history, present and the potentials for the future. Connecting with local knowledge, history and ideas, fits well with the KCCC strong sense of community.

The many ideas flowing from the rooms, our excursion programs to the

Maribyrnong river, our RAP group, our commitment to our Quality Improvement Plan and embedding Aboriginal Torres Strait Islander culture into our programs and guided by the Narragunnawali reconciliation for schools and early years website, the KCCC Reconciliation Action Plan is ready to be launched in early 2019.

Our vision, which, alongside our 17 actions and deliverables, has been submitted to the Narragunnawali (Reconciliation Australia).

KCCC RAP VISION

The children at KCCC have been exploring ideas of reconciliation and building their understanding of Aboriginal and Torres Strait Islander culture. Our work has focused on the local area, as children build their awareness and connection with the local community; to learn about the past and present and contemplate the future. ▶



“We could all just be friends.”

Ray aged 5

HIGHLIGHTS 2018: CHILDREN'S VOICES IN OUR COMMUNITY

JJ HOLLAND PARK REFURBISHMENT, "WILL THE CITY OF MELBOURNE LISTEN?"

The KCCC children were delighted to be invited to by the City of Melbourne Open Space Planners to hear our thoughts, ideas and vision for the upgrade of the JJ Holland park playground.

They were inspired by the prospect of being able to help re-design JJ Holland playground and were keen to make sure their voices would be considered "by the people" (Lucas aged 5).

It is not often that adults seek out children's ideas, particularly when it comes to town planning, and were thrilled that the City Of Melbourne took the time and listened to the children's thought's, ideas and stories about what they envisaged for their local playground.

The children came up with ideas that revealed their creativity and imaginations, as well as considering the practicalities. Interestingly many of the children thought about playing in the park in the dark and came up with some innovative ways to light the park at night, for

instance, a brain shaped climbing frame, which "lights up as you climb on it". The environment was also considered as they thought about using light sensors for night time play.

A number of children created the JJ Holland Park model and design and were delighted to share and explain elements of the model and their ideas with the Open Space Town Planners, Cathy Kiss and her team of architects from the City of Melbourne.

The children explained the different elements which included a sandy beach area, rocks for seals to jump on and a cargo ship. There were many ideas for role play, such as a pirate ship and Star Wars climbing space

Physical space was also something that many of the children considered and they thought of a range of designs to experience height, sliding and swinging. The ideas to create a brain to climb onto using wire was another innovative idea from the children. "It will be in the very middle of the park" said Lucas, "It's electric. An electric brain". Louis added,

"It is to climb on." Advay joined in, "Our electric brain only turns on at night. When it turns morning it turns off."

The City of Melbourne Open Space Planners were so inspired by the ideas and suggestions of the children as well as their imaginative storylines and it was welcoming to see that the children's ideas have been adapted in the renewal concept plan. The City of Melbourne town planning team are looking forward to continuing to work with you on this project with the KCCC children and acknowledged that it will be so much the richer from the children's input.

KCCC thank the City of Melbourne for their continued effort to partner with KCCC enriching the lives of the children and community.

"It is not often that adults seek out children's ideas, particularly when it comes to town planning."



PLAYGROUND PLANNING



METRO TUNNEL

METRO TUNNEL - CROSS YARRA PARTNERSHIP (CYP)

The metro tunnel has had a big impact on the Kensington community and the KCCC as we are in close proximity to the tunnel. In 2018, we have been pleased that the Cross Yarra Partnership (CYP) team have communicated with the KCCC across the year and have been eager to collaborate with us to capture the views of the community and explain the progress of the project. The tunnel works will be part of the community for approximately the next 5 years, and as such KCCC have been and will continue to use this as a learning opportunity with the children.

WHAT ARE THE CHILDREN LEARNING FROM THIS PROJECT?

The CYP team have visited the service and talked to the children about the impact of the tunnel and spoke to the children about the big machines and what they are actually undertaking, including the noises they make. Our inquisitive minds soon were ignited

as the children were keen to find out about what the tunnel is going to look like and how the tunnel is going to be constructed. The CYP team brought a mini piling rig for the children to view and this was a hit as was the noise recorder. The noise level recorder, measured the loudness of the children, as they made their loudest sounds, trying to record and measure up to the level of a jet plane taking off.

The visits provided opportunities for the children to share their thoughts about, "What we love about Kensington" with the shops and Bunnings gaining a lot of comments, the children love having JJ Holland park on their doorstep.

Throughout the year the children have been visiting the park to watch the tunnellers at work and share their knowledge of diggers and trucks.

The children's art work and comments have been used for the designs of the hoardings, which now are displayed along JJ Holland park.

Our children as active participant of our community! ▶

HIGHLIGHTS 2018: WIDENING OUR SMALL GROUP EXCURSIONS AND SPECIALIST PROGRAMS

2018 saw our extension and strengthening of our small group excursions. The smaller groups provide opportunity for and intentional teaching, strengthened opportunities to support children's learning and development and connections with their community.

Our programs at KCCC provide many opportunities for children and are based on children's rights. Our indoor/outdoor programs and multi age setting offer many choices for children and certainly the benefits for children are countless. Strengthened language, independence and interdependence, resilience, risk taking, creativity, innovation, empathy, learning just to name a few.

With such a dynamic setting that offers so many choices for children, it is lovely to be able to extend this program and offer smaller group opportunities. Our small group excursions use the concepts of the dialogic reading program, adapted from our sister school in Denmark, where the same educators take the same small group of children on a regular excursion or undertake a project. This enhances and support strengthened relationships, creativity, persistence, conflict resolution, independence and interdependence and is certainly a value add to the program offered within the centre walls.

MARIBYRNONG RIVER TRAIL

Many of our children across the centre have ventured down the Maribyrnong river trail in 2018. This project destination provides children with a deeper understanding of our Indigenous culture. It is also an extension of the mosaic mural project that now runs along the entire outdoor wall at KCCC. The mosaic represents the creation story and a Bird-Eye View of the Maribyrnong River with its Flora and Fauna set out like a map. The children have learnt about the Indigenous people's place in Australian history within the context of their community. The children made connection with the mosaic mural and the Maribyrnong river and the educators continued to foster this learning and understanding through these regular excursions.

RIVER WALK



YOGA AND MOVEMENT



THE INTERGENERATIONAL PROGRAM - KCCC & DOUTTA GALA LYNCH'S BRIDGE RESIDENTIAL CARE FACILITY

In 2018 we continued our partnership with Lynch's Bridge Residential Care Facility, where every week a group of eight children, together with educators from the Boronia team made their way to the facility and spend a little over an hour with the residents.

Combining early childhood and the elderly benefits all generations. Research has proven that these interactions can have fantastic benefits for each generation and this has certainly been evident with our program.

Our relationship between the residents, children and staff at Lynch's Bridge has resulted in some life affirming interactions, with staff, residents, families and children all commenting on the benefits of the intergenerational program. Learning is stimulated for both the elderly and the children and increased opportunities to develop social and emotional skills.

THE YOGA AND ACTIVE MOVEMENT PROJECT:

Led by the talented and inspiring educators at KCCC, Marcela and Gloria, these active programs held at the YMCA weekly, have provided opportunity to identify the benefits of healthy body, healthy mind, and supported the children to explore and be active whilst having so much fun.

Our partnership with the YMCA enabled us to use the YMCA recreation centre and JJ Holland Park on a regular basis throughout the year. Marcela led the innovative yoga group and Gloria the active ball and soccer program for all children in each room across the centre.

Gloria and Marcela adapted the program for each group and child to ensure that all children had the opportunity participate. Children's wellbeing where the state of being comfortable, healthy or happy has been at the focus. This has enhanced children's mental health, self-awareness, calming, encouraged healthy habits, self-acceptance, happiness, co-operative skills, participation, team building and overall enjoyment and fun. ▶



INTERGENERATIONAL PROGRAM

HIGHLIGHTS 2018: WIDENING OUR SMALL GROUP EXCURSIONS AND SPECIALIST PROGRAMS



THE VENNY – ADVENTURE PLAYGROUND



THE VENNY – ADVENTURE PLAYGROUND – LAUNCHED IN 2018

In 2018 the Venny adventure Kindergarten program came to life after 2 years of planning and collaboration. This program has been inspired by our Sister School Forest Kinder program. Of course in Kensington we are no where near a forest, however, the next best thing is our amazing backyard! JJ Holland Park, The Maribyrnong River and The Venny. All offering opportunities that provide the same benefits to children as a bush/forest kindergarten program do.

The birth of our Venny program in 2018 has certainly highlighted the value these programs add to children's outcomes.

Children are provided with the opportunity to develop their own risk assessment through engaging in a supervised and safe risk level environment.

Through "risky" play children are have been able to develop dispositions such as persistence, creative thinking skills, problem solving, self-confidence and working collaboratively with peers.

"Children are seriously disadvantaged if they do not learn how to approach and manage physical and emotional risk. They can become either timid or reckless, or be unable to cope with consequences. Young children need to be able to set and meet their own challenges, become aware of their limits and push their abilities (at their own pace), be prepared to make mistakes, and experience the pleasure of feeling capable and competent....Young children also need to learn how to recognise and manage risk as life-skills, so as to become able to act safely, for themselves and others." Jan White, 'Natural Play, Natural Growth, in the Early Years'.

We thank our partners The Venny for supporting our children to have the many opportunities the Venny offers for children to engage in safe and supervised risky play. In 2019 we are excited to be extending this program over 2 days which will enable all the integrated kindergarten children to access and attend this wonderful program.

MELBOURNE MUSEUM

This year the children across many rooms have ventured a little further to the Melbourne Museum.

Small group excursions have provided children with plenty of opportunities to learn about: Australia's first people, walk amongst tall eucalypts, ferns, rare plants and distinctive wildlife, Journey through Milarrri Gardens having a unique insight into some of the native flora and waterways significant to the Aboriginal people of Victoria.

Through guided investigations using real objects and hands on experiences, children have found out more about how dinosaurs/animals lived, through their own observations they posed their own questions about these objects. Museum experiences have had a powerful impact on learning. Our team of dedicated educators have used the Victorian Early Years Learning and Development Framework (VEYLDF) to support and create unique museum



MELBOURNE MUSEUM

learning experiences.

"Research over the past few decades has revealed how the human brain is biologically primed for learning from birth." – VEYLDF, 2016 pg 2

"The early childhood period of children's lives has a profound impact on their learning and development for the long term. From birth to eight years, children's developing brains undergo rapid change. This is when children have the greatest opportunities to develop neural pathways for learning and are also most vulnerable to negative experiences." – VEYLDF, 2016 pg 2

"Children learn about themselves and construct their own identity within the context of their families and communities. This includes their relationships with people, places and things and the actions and responses of others." – Belonging, Being and Becoming – The Early Years Learning Framework for Australia, 2011 p.20



COMMUNITY EXCURSIONS

FLEMINGTON LIBRARY VISITS AND EXCURSIONS WITHIN OUR LOCAL COMMUNITY

It is essential for children to experience all aspects of the world they live in and make strong connections with the community. When children from birth have positive experiences of relationship and place, they can develop a strong sense of security, identity and belonging. They can construct a positive image of themselves, and behave as secure, significant, respected individuals. As children build self-identity and a sense of belonging they reach out and communicate the need for comfort, assistance and companionship. As they

show interest in others and experience being part of a group.

Our regular excursions within our local community is a crucial and vital part of our program. This has supported social, economic and environmental advantages for our children and community. As our children adventure out, be it either by foot, prams, or accessing public transport, we are fostering a sense of community

Using public transport is a good opportunity for children to foster their belongingness to the community. It promotes continuity of learning extending their current knowledge of transport from home to KCCC and to the community. Different modes of transportation are an ongoing interest of the KCCC community.

Road, train and tram safety: Through road and railway signs, traffic lights, important road and public transport safety awareness such as watching for incoming moving vehicles, holding on to an educator's and excursion buddy's hand during journey around Kensington.

Extending of the learning at KCCC in 2018, many of the children have been exploring art in regards to art interpretations, possibilities in the form of art, cultural awareness and further prospects for children to build their awareness of self and others when out in the community.

In 2018 it has been a regular occurrence and now norm to see many of the KCCC children with their Visy vests out and about within our community and as active participants of our community. ►

HIGHLIGHTS 2018: COMMUNITY CONNECTIONS

KENSINGTON AND FLEMINGTON COMMUNITY FESTIVAL

The children did a wonderful job of singing and starting off the festival, introduced by Mel Irons, who did a marvellous job as MC for the day.



KENSINGTON AND FLEMINGTON COMMUNITY FESTIVAL



TRIVIA NIGHT



BOOK WEEK



2018 TRIVIA NIGHT SUCCESS!
The evening was a great success and a true indication of the vibrant, generous and well-connected community that exists at KCCC.



DIWALI



COHEALTH DENTAL SCREENING

DENTAL SCREENINGS
Partnership with COHealth continued in 2018 with dental screenings for the majority of children at KCCC.
Having the dental screenings at KCCC provided the children with a familiar environment and trusted educators that helped the children feel more safe and calm.



MCH HEALTH CHECKS



STORYPARK

STORYPARK
Storypark continued to provide a reciprocal platform where educators and families shared stories and special events about the children. The secure, private online space has enabled families to be involved and up-to-date with their child's program and development and increased family participation in their child's program and development. ■



TRANSITION TO SCHOOL



FATHERS DAY CAKE STALL



WELCOME BBQ



PLAYING THE DRUMS



LEADING INNOVATION: KCCC PRESENT AT THE VICTORIAN INCLUSION EXPO

KCCC continues to be a lead in the sector sharing our work at education and state forums. In 2018 we were invited to present at a number of forums and visited by other services.

We showcased our service through a bus tour which was hosted by the Victorian Inclusion Agency. The tour of KCCC enabled a number of educators from across Victoria to go behind the scenes at this unique service to see how at KCCC we invite discussions, engage the senses and offer choices for children to learn, discover and grow – all in our natural setting that encourages and fosters sustainable practices, inclusion and community connections.

The KCCC panel of Educators presented and shared experiences which not only inspired others but also empowered and identified educators at KCCC as leaders of their sector.



KCCC PRESENT AT THE VICTORIAN INCLUSION EXPO

Our staff, Jess, Educator from the Integrated Appletree Kindergarten and Karen, the Program Leader presented on behalf of KCCC at this expo.

Jess and Karen highlighted how we look at inclusion through a wider lens and addressed what this meant for all children and families in both the long and short term. It was an opportunity to unpack and share our story of the everyday ways in which children are supported to gain a sense of belonging and ownership of our community, and the relationships which are fostered, which are an intrinsic part of this process.

Jess and Karen spoke about how KCCC attention to children's rights plays a key part in inclusion, how the educators are constantly observing, noticing and responding to what children are telling us through their non-verbal and verbal communication. This involves educators spending time observing and listening

to children and seeking ways to make everyone feel welcome and valued. It also includes the way relationships are fostered and nurtured; relationships are key at KCCC.

The presentation highlighted our orientation process and efforts to get to know the family, the child's first teacher, which are a valuable step to help us create an inclusive environment. Our ongoing efforts to get to know every child are not only reflected in action, but also in our planning through different pieces of documentation, including the children's Individual Education Plan's, which respond to children's dispositions of learning and the important role of their interactions with others and the world around them.

The role of our educators featured heavily in the presentation, as they shared the different ways in which our teams constantly review and critique practice. They emphasised how ongoing learning and deep reflection prevented



“We were pleased to show how we had listened to our families and begun to reach out around the globe and create programs, such as our Sister School in Denmark and newly formed relationship with a school in India.”

us from working without thinking. This supports us to have a level of consciousness that means we are always aware of new potentials and always ready to rethink and be flexible and spontaneous. The individual room meetings and our Educators reflection journals, have helped support this.

At KCCC we consider how children potentially face exclusion through long or short term illness. Stories were shared about the importance of ensuring children are able to attend the service when they have a medical condition or injury. Jess was able to share how we accommodated

the different adaptations we have made to the physical environment to support, as well as the training and learnings staff had to undertake to best support children and families in these circumstances.

The physical environment plays a huge role in this, often simple adjustments and modification transform a space from one with limited access to one which accommodates everyone. Indeed the garden space, indoor/outdoor program and open door policy, mean that children can go in and out with the flow and work with others and in spaces that best suit their needs, interests, skills and knowledge. The garden and the openness of the space provides a myriad of opportunities for children to engage according to their ways of being and doing. The garden space and our strong belief in play, including risky play was a prominent feature in the presentation and considered the importance of the power shift that occurs through play and how this supports children to feel their work is valued, supported and trusted. As children so often have less power than adults, through privileging their play they are able to shift the power dynamic and take the lead, in play children are in control. Karen shared how at KCCC risky play also provides further opportunity for children to test their skills, whilst witnessing that the adults around them trust them. Our legendary apple tree was showcased as was our tool workspace, The Venny and our excursion

program and the opportunities that these elements of our program bring.

The presentation showcased how we had considered families varied cultural backgrounds and how these are reflected in many of our celebrations and in our everyday programs. We were pleased to show how we had listened to our families and begun to reach out around the globe and create programs, such as our Sister School in Denmark and newly formed relationship with a school in India. It was also a delight to be able to share stories of how our families make such a rich and warm community, which is reflected in how many ways in which they are involved in KCCC.

Jess and Karen shared our intention of our programs in relation to 'isms' from racism, to ageism. The feedback from the audience in regard to our Intergenerational program with Lynch's Bridge, has provided us with the confidence that KCCC may have steered others into wanting to connect with some of their local residents, particularly those in aged care facilities. ■

OUR CHILDREN, OUR COMMUNITIES, OUR GLOBAL CITIZENS

The KCCC team leading the way developing global citizens.

The KCCC team were once again awarded the opportunity to presented at the Early Years Learning Conference in 2018. This was the second year running that the KCCC has showcased areas of the programs.

This years presentation, consisted of the team sharing their experience of how at KCCC the broader relationships with families, community and educators has enabled the development of an international sister school and staff host program. Having launched our sister school program with Frederiksberg in Copenhagen in 2015, we have been delighted to see the continuing success of this program. The opportunities and outcomes which have supported innovative programs and enriched learning for children at KCCC and Frederiksberg are certainly fostering global citizens.

Our relationship with our international sister school has supported a number of educators to participate in reciprocal visits through a staff host program over the past 3 years. This has provided opportunity for shared knowledge, skills, ideas, engagement and observation in new and different ways of practice.

In 2018, two educators, Nicole and Jess, were the adventurous pair who set off to Denmark full of questions and ideas; eager to find out what more we can learn from the Danes and equally, what more they can learn from us.

The pair had already gained lots of information from the previous exchanges, and were keen to build on this knowledge. Our sleep rooms and dialogical reading programs have been

two of the big outcomes from this sharing of knowledge and Nicole and Jess were eager to dig deeper into what these could look like. Jess focused on the over threes and the Kinder rooms, including heading out to the forest kinder, whilst Nicole spent time with the younger rooms.

Jess was curious about what communication would be like, as Danish is a "tricky language to comprehend" and not one that either of them were familiar with. On her return, she expressed her surprise at how easy it had been to form relationships. Certainly, their early childhood skills, were put to good use, as both are adept at trying to communicate with verbal and non-verbal children and children with different home languages. It took surprisingly little time for them to build a rapport, communicate and get in tune with the children in Frederiksberg (with some helping hands/words from the educators). It was interesting to hear Jess and Nicole reflect on how communication was possible and how this experience had given them further insight into what that means for families and children who join our service with English as an additional language. Nicole felt that this could be strengthened and relationships with children could be formed more speedily, if educators learnt some Danish. Indeed, Nicole has been busy collating resources in Danish to introduce to the children and teams, the visit has furthered, "our desire to incorporate more languages into the program" so that we can learn together. Nicole made this one of the focal points of her trip as she, "decided to focus on getting resources in Danish so we can implement this into the program". Nicole has brought back

some Danish books and some song recordings to help us on this journey.

Language and relationships were indeed, a big part of the trip as it was vital for Jess and Nicole to connect with the educators in Denmark. Both felt they were welcomed, "Completely and utterly with open arms, every step of the way. It was like I had been working there for a long time", this demonstrates the strength of relationships over time from those who had travelled there before and the bonds that have been built. Both could see how the Danish model with the same children attending each day, helped to foster deep bonds between the groups. These insights made them consider the importance of how we have set up the small group dialogical reading and excursion groups with the same children and same educators here at KCCC, and how they truly do strengthen relationships and learning.

Nicole's desire to build on the dialogical reading program at KCCC, brought some satisfaction, as she could see, "Many of the ideas and projects we have implemented since the start of the Denmark project are doing really well and bringing new ideas into the program, still some room for improvement but impressed how well we have implemented, particularly excursions and dialogical reading." After observing how the dialogical reading program works in Denmark, Nicole has inspired us to create even more resources and has encouraged us to link this program even more with our excursions. The tools and books have now been introduced with the excursions in mind, as well as the interests, program and room communities. Nicole discovered that Frederiksberg focused on the children learning Danish. This really

“Our desire is to incorporate more languages into the program so that we can learn together.”

made her reflect on what is important to our context and she is currently working on how we can use the dialogical reading program to utilize the multiple languages and diverse cultural knowledge that is so rich at KCCC. Nicole has been looking at some books with languages other than English that our staff can share with the children at KCCC.

Nicole and Jess were keen to see how the children's independence and self-help skills were fostered in Denmark and there were certainly many synergies with KCCC. They noticed how sleep routines and toileting played a part in this, just as our sleep routines offer the children agency to follow their needs, the children in Denmark were also encouraged to understand their minds and bodies. In Denmark many of the infants had time in the fresh air sleeping in their prams, and independence was encouraged "in self dressing and getting themselves ready for bed and taking bed to the sleep room" Toileting is big on the independence agenda as at 12-18 months, the Danish children are, "encouraged to take off their own nappies and dress and undress themselves, giving them sense of autonomy." For the Danish minds the emotional dolls also play a huge role in supporting the children to recognize, acknowledge, label and understand their emotions. The emotional dolls were used on multiple occasions and even taken out on excursions." This is something Nicole believes we can extend at KCCC. Nicole observed how the dolls were used to talk about a particular emotion that was pertinent at the time and Nicole is eager for us to use these in a similar manner. The dolls currently work alongside our emotional wellbeing toolkit and this work looks to

be something that will grow in 2019. Jess noticed that some of the rooms had made their own version on the dolls, but in the form of Emotional monsters- which has given her some ideas.

Overall, moving forward will be exciting, as Nicole and Jess share their ideas inspired from Sister School Staff Host Program, and we continue to lap up their enthusiasm. Nicole and Jess were pleased to see that their Danish counterparts had taken on board many of our ways, particularly in regard to sustainability. Certainly, this program provides both Frederiksberg and KCCC with the most amazing opportunities to build on their professional development and share some of the Early Childhood love. ■



“Many of the ideas and projects we have implemented since the start of the Denmark project are doing really well and bringing new ideas into the program, still some room for improvement but impressed how well we have implemented, particularly excursions and dialogical reading.”

OUR STAFF: KCCC STAFF PRESENT AT VICTESOL SYMPOSIUM, 2018

By Sara Stefani, Appletree Integrated Kindergarten

After a presentation to the board describing the Apple Tree kinder program, I and Karen (program leader) were offered the opportunity to speak at the 2018 VicTESOL Symposium by a member of the board.

The aim of the symposium is to acknowledge that for many learners using more than one language is part of the everyday. The purpose is to share teaching and learning experiences that promotes learner's first language use in all learning contexts.

In early childhood, language acquisition and expression occur for all learners. Through our talk we were able to share the values of KCCC. We also spoke that to build a society that values diversity, equity and one another, we must begin by understanding the integral knowledge passed down from the first people of this land. We acknowledged that diversity has been part of the land far before colonisation and immigration. 'Prior to colonisation there were approximately 250 Indigenous languages spoken in Australia (approximately 40 in Victoria).'

(Victorian Aboriginal Corporation for Languages, 2019).

Another part of our practice at KCCC is that we acknowledge that all children bring with them a 'virtual schoolbag' (Thomson, 2002) packed with the different life experiences and knowledge gained from the different communities that they are a part of. This links to the benefit mind set approach that looks at how we can build a good community through our everyday interactions.

"We are compassionate presences, trustworthy companions and aware contributors. We are the open-minded and open-hearted ones that show up, see what is needed and take wise action"- Ash Buchanan.

When children are encouraged to think about how they can work with others through positive interactions, they are open to diverse ways of being. "We all need to be friends to have a healthy eco-system" (Remy, 4 years old- Apple Tree Kinder 2018).

The wonderful thing about teaching in early childhood is that we are witnesses to the myriad of ways that children

express themselves and communicate to others. It is our role as educators to be critically reflective on our own pedagogies and practices and be aware of what we do explicitly and implicitly teach. What we implicitly teach is also known as the hidden curriculum. 'The hidden curriculum teaches about the things that do not appear to be the explicit focus of the teaching and learning taking place at the time' (Churchill et al. 2011, p187). As Early Childhood professionals, it is our role to ensure that all the children are included or run the risk of having a classroom in which some voices are privileged over others.

The VicTESOL symposium was a great opportunity for us to share our pedagogies and practice from an early childhood perspective. We also had the opportunity to learn from other educators from a diverse range of learning and teaching contexts. Dr Julie Choi from Melbourne Graduate School of Education spoke about 'Language as a resource or using language resourcefully?' - how every learner has resources and that they

bring their resources to spaces of learning. Bec Robinson (a teacher and board member at KCCC in 2018) spoke about the importance of developing connections and community in classrooms to support and teach refugee learners. Bec spoke about how educators can support students through the use of the framework for recovery. Another speaker was Dr. Mervi Kaukko who shared her experiences of using storycrafting with new arrivals. Storycrafting is a method for children to share their experiences with others through co-creating stories with peers. Learning from other educators from diverse educational contexts helped me to reflect on my own practice and add to the way I teach young children. ■

"It is our role as educators to be critically reflective on our own pedagogies and practices and be aware of what we do explicitly and implicitly teach."

OUR STAFF: 2018

Our staff team, are of course our biggest asset (apart from the children) to the organisation. In 2018 we continued on our journey of critical reflection and quality improvement through reflective practice and professional learning opportunities. Our teams have undertaken numerous professional development and learning opportunities which have included presenting at state wide conferences, forums, participating in international staff hosts/exchanges and are leaders in their own right creating innovative programs.

KCCC's distributed leadership model is evident as the staff team are empowered and enthusiastic about coming to work and applying their current and new knowledge.

Our year commenced with professional learning extending knowledge about Aboriginal Torres Strait Islander culture. This was followed by first aid, anaphylaxis and CPR training.

Over the course of the year each staff member undertook

an average of 26 hours professional development. Sessions included a series of sessions run by Playworker Marc Armitage - How neat too neat for play and the possibilities was one of the many; the Early Learning Association Australia Conference was attended by a number of our team with a focus on 'Our Children - Our Communities'. The team undertook professional learning on topics such as Anti Bias; Reconciliation; Risk taking in Early Childhood; Manual Handling; Diabetes; Reflective practice; Cultural inclusion; leadership; safe sleeping; child protection and food safety.

This coupled together with regular forums for collaborations such as specialist focus groups and individual team meetings provided opportunity for ongoing reflection and discussions. As well as on the floor mentoring and coaching led by our program and pedagogical leaders, Karen and Kavita has supported our team and consolidated and strengthened the practices and programs at KCCC.

KCCC's progressive and innovative programs are fuelled by the creativity

and passion for children and their positive outcomes that our staff demonstrate each day. Our educators certainly are an empowered, confident body of learners who continue to inspire and ignite a love of learning not only for children. ■



FINANCIAL COMMENTARY 2018

The financial result for Kensington Community Children's Co-operative (KCCC) in 2018 was a \$146k surplus (2017 \$152k), reflecting continued consistency and care in the financial management of the Co-operative.

The introduction of the Australian Government's new Child Care Subsidy funding model occurred part way through our financial year (July 2018) and rolled out smoothly for the service and our families.

Operating revenue for the 12-month period January-December 2018 grew to \$3.99 million and the Co-operative's asset base continued to grow as prior year earnings have been retained for future investment and development opportunities.

Our operating result continues to be affected by high levels of occupancy

maintained throughout the year, a product of a closely managed enrolment process and a strong waiting list of families seeking care at KCCC. Combined with the continual review and management of operating expenses, cash investment and staffing models, KCCC has again reported a successful financial result for the most recent financial year.

OCCUPANCY

Maintaining a high level of occupancy is a key driver to the success of KCCC, from a financial perspective and from a community perspective. High occupancy ensures we are making available to our families as many places as possible and serving our communities needs for early childhood care and education to our maximum capacity, see graph 2.

KCCC is a 140-place per day centre offering programs for children aged between 6 weeks and 6 years old. There are 9 children's rooms at the service with varying size capacities and age groups as outlined in graph 1.

During 2018, an average occupancy of 99% was achieved over the year in the long day care rooms at KCCC. This average level of occupancy has continued to grow over the last four years, as illustrated in the following graph, thanks to closely managed wait-list, enrolment and orientation processes.

In total 293 children, from 235 different families, attended KCCC at some time during 2018.

LABOUR COSTS

Labour costs represent the most significant financial investment each

year at KCCC. In 2018, labour costs represented 86.4% of revenue. This represents a clear illustration of the significant resource employees are in the success of our service.

KCCC is proud to provide employees under the Professional Childcare Standard with above Award conditions and support all staff in their ongoing professional development and growth. Highly qualified and engaged employees, aligned to the service goals and objectives, will continue to result in successful business operations for KCCC as well as positive outcomes for our children and families.

OPERATING EXPENSES

Total operating expenses at KCCC are effected by the support and contributions received from the City of Melbourne in running our service. This support, combined with prudent and sustainable purchasing practices, have enabled KCCC to reduce operating costs as a percentage of revenue in 2018. See graph 3.

LONG TERM FINANCIAL VIABILITY

The Current Ratio calculation represents KCCC's ability to repay its financial obligations by calculating the percentage of current assets compared to current liabilities. Management of our future

benefits and future obligations ensures we continue to be in a position where we have financial capacity to meet our business requirements and informs our decision making around investment in other areas of the service. Graph 4 shows KCCC's current ratio has continued to grow over the last 5 years and sits at a very strong 2.28 at the end of the 2018 financial year.

THE FUTURE AT KCCC

Capital improvements to KCCC during 2018 included the installation of ergonomically designed nappy change facilities in all the children's bathrooms; new vinyl flooring being laid in these spaces; and the complete re-painting of the service over our end of year closure period.

The support of the City of Melbourne has enabled these improvements and upgrades to occur at our service and continue to provide us with a well maintained and safe environment.

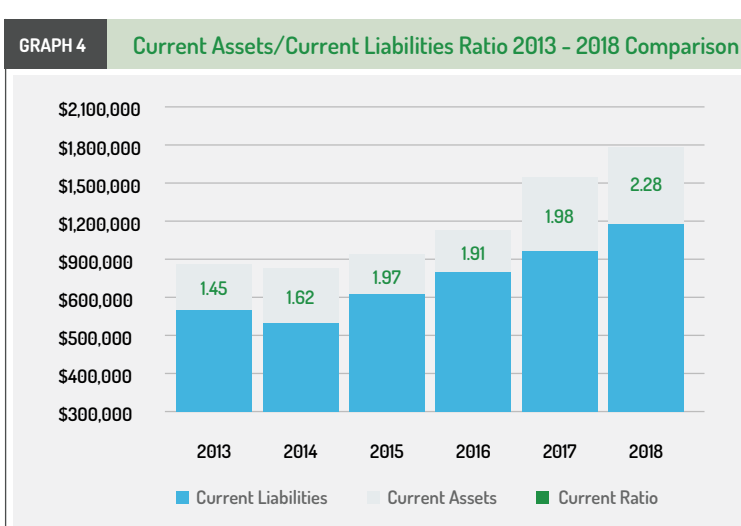
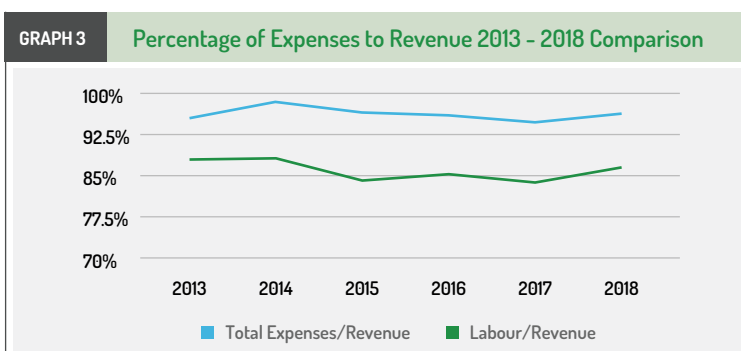
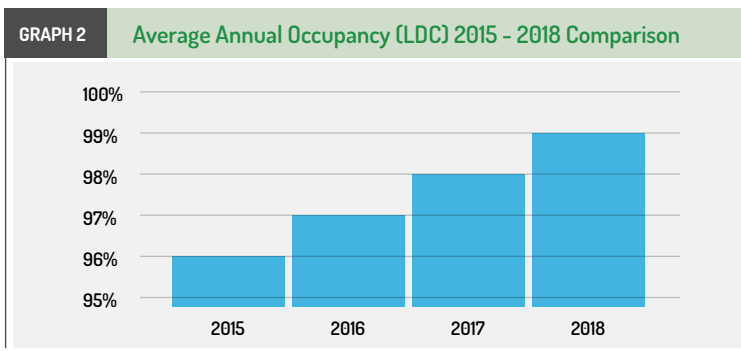
KCCC's own investment in creating spaces that support and enhance the experience of our children and Educators has also continued during 2018.

State of the art sound panels installed in our large kindergarten room and investment in size appropriate, adjustable furniture being two examples of our

commitment to creating the best environment possible for all members at our service.

Commitment continues to be made to an upgrade of our baby's yard in the near future with plans now prepared on how this space could be improved. Consideration on how we can further meet the needs of our wait-list is also forefront of mind in our strategic planning and investment decisions making.

The 2019 budget has again been set for a modest net surplus and includes an increase of approximately one full time equivalent employee in the staffing structure to further support and enhance our unique programs. Plans are underway for future capital improvements in 2019 that include staff room kitchenette and locker upgrade and full replacement of all kitchenettes in the children's rooms. Ongoing investment in learning and development opportunities for our staff (including our renowned overseas exchange program), tight management of occupancy, and continual focus on improving the efficiency and effectiveness of our operations will be key drivers to our success in the year to come and beyond. ■



CAPITAL WORKS: A BIG STEP FOR OUR CHILDREN

KCCC are privileged to work with in partnership with the City of Melbourne for our capital improvements, ensuring we meet our changing needs of our community. Identifying these needs it is important for us to consider and adapt the physical environment to encourage children's agency and independence and Workplace Health and Safety (WH&S).

In 2018 our refurbishment of the children's bathrooms and nappy change facilities has supported children's independence by accessing these spaces safely and independently with support from educators and ensuring we meet the requirements of WH&S.

Careful planning and collaboration enabled a considered approach to ensure that the upgraded bathrooms met the needs of children and staff. Additionally, our centre saw the replacement of the lino in all bathrooms, full paint of the centre's interior and exterior.

KCCC also invested funds to install state of the art sound panels in the large kindergarten room which has supported the changing needs of the program. ■



UPGRADED NAPPY CHANGE AREA IN PROGRESS

Careful planning and collaboration enabled a considered approach to ensure that the upgraded bathrooms met the needs of children and staff.

Sigi Hyett, General Manager

After almost two years of planning the refurbished bathroom areas have been created, which have provided a 'huge step' forward towards access and independence for our children. This is integral to the health and safety and learning for our youngest members of our community.

The children are able to move with safety literally 'stepping up' to the nappy change areas which have been specifically designed with workplace health and safety in mind. Educators across the service are confident in actively promoting independence and safety.

Special thanks to the City of Melbourne, the Architects and builders, children and staff for their support in making this refurbishment possible. ■



ACKNOWLEDGMENTS

Thank you to all our stakeholders, we value the strong partnerships with our community and stakeholders and acknowledge their commitment and role within our service. ■

Thank you for your contribution to KCCC this year.

- Australian Children's Education and Care Quality Authority
- Australian Childhood Foundation
- City of Melbourne
- City of Melbourne – Children's Services
- City of Melbourne – Maternal Child Health
- City of Melbourne – Access to Early Learning
- Children's Services Coordinators Association
- Co-Health Community Health
- Community Child Care Association
- Department of Education and Training
- Diabetes Victoria

- Early Childhood Australia
- Early Learning Association Australia
- FKA Children's Services
- Flemington and Kensington Bowling Club
- Fredriksberg Folkebornehave
- Gallagher Bassett
- Holy Rosary Primary School
- Jellis Craig
- Jobs Australia
- KCCC Board Members
- KCCC Sub Committee Members
- KCCC Families
- KCCC Staff
- Kensington Children's Network
- Kensington Community Network
- Kensington Community

- Kensington Food Forest
- Large Community Services Network
- Lynch's Bridge Residential Care facility
- Marc Armitage
- Melbourne Museum
- Metro Tunnel
- River Nile
- Royal Children's Hospital
- The Venny
- Toby Ansell
- United Voice
- Urban Communities
- Victorian Government Department of Education and Training
- Wurundjeri Tribe
- YMCA Kensington

