

# Wheels on the Bus Tour

Saturday, 31 August 2019



"Around here, we don't look backwards for very long. We keep moving forward, opening up new doors and doing new things because we're curious. And curiosity keeps leading us down new paths." Walt Disney

# ACA NSW CALENDAR OF EVENTS

## SEPTEMBER - DECEMBER 2019

### SEPTEMBER

02 SEPTEMBER 2019  
NETWORK MEETING  
(PARRAMATTA)

04 SEPTEMBER 2019  
QUICKIES: MANAGING &  
MAXIMISING STAFF  
PERFORMANCE ... LEGALLY  
(PARRAMATTA)

09 SEPTEMBER 2019  
QUICKIES: CREATING THE  
BEST QIP FOR THE "NEW"  
NQF (PARRAMATTA)

09 SEPTEMBER 2019  
NETWORK MEETING  
(VIA LIVE WEBINAR)

16 SEPTEMBER 2019  
NETWORK MEETING  
(NEWCASTLE)

23 SEPTEMBER 2019  
EXECUTIVE COMMITTEE  
MEETING

30 SEPTEMBER 2019  
NETWORK MEETING  
(LOWER NORTH SHORE)

### OCTOBER

02 OCTOBER 2019  
QUICKIES: HELP WITH  
NSW'S SERVICE PROVIDER  
APPROVAL PROCESS  
(PARRAMATTA)

14 OCTOBER 2019  
NETWORK MEETING  
(VIA LIVE WEBINAR)

21 OCTOBER 2019  
NETWORK MEETING  
(BLACKTOWN)

26 OCTOBER 2019  
2019 EXCELLENCE IN EARLY  
CHILDHOOD EDUCATION  
AWARDS GALA NIGHT  
(THE ROCKS, SYDNEY)

28 OCTOBER 2019  
EXECUTIVE COMMITTEE  
MEETING

### NOVEMBER

01 NOVEMBER 2019  
QUICKIES: CREATING THE  
BEST QIP FOR THE "NEW"  
NQF (PARRAMATTA)

02 NOVEMBER 2019  
WHEELS ON THE BUS (LDCs)

11 NOVEMBER 2019  
NETWORK MEETING  
(VIA LIVE WEBINAR)

11 NOVEMBER 2019  
ANNUAL GENERAL MEETING

25 NOVEMBER 2019  
EXECUTIVE COMMITTEE  
MEETING

### DECEMBER

25 DECEMBER 2019  
CHRISTMAS

# President's Letter

*Welcome to the third Wheels on the Bus Tour for 2019! We will be visiting three unique services. A very big thank you must be said to today's wonderful hosts, the Owners, Directors and Educators of Konomi Kindergarten, Jacaranda Cottage and Little Kingdom. Without the generosity of these services, we would not be here today.*

*These services are vastly different and have different approaches to providing quality early childhood education and care to their children. Each service has been rated Exceeding and you will see their distinct and diverse practices that are embedded.*

*We are also grateful to our corporate partners, sponsors and advertisers of the bus tour who, without them, it would not be possible to bring these tours to you.*

*Within this booklet, you will find information about each service, statistics of the service, their achievements as well as activities ACA NSW are working on for the betterment of our sector.*

*We ask that you request permission from the service before taking any photographs as well as respecting the wishes of the services involved.*

*We hope that you find the day inspiring, fun and an opportunity to meet and network with like minded individuals.*



*Warm Regards,*

A handwritten signature in black ink that reads "Lyn Connolly". The signature is written in a cursive, flowing style.

**Lyn Connolly  
President  
Australian Childcare Alliance NSW**

# code of conduct

As a participant on the ACA NSW Wheels on the Bus Tour, you have agreed to abide by the following:

1. Be respectful of the property (including intellectual property) of the services visited. Such property cannot be copied, replicated nor disturbed without permission.
2. Be respectful of the staff of the services visited. Do not invade their privacies or compromise their properties.
3. Be respectful of the children and families of the services visited. Any digital recordings via camera, video, etc, can not be taken of any children's names or faces.
4. Be respectful of the instructions of the services visited. Any room that is locked or the door is shut or signs indicating that such door(s) ought to be shut, must be closed or not be opened without permission from the services visited.
5. Be respectful of each other on the bus tour, including the views/opinions of the services visited.
6. Be safe always. Ensure that all participants (including yourself) are not in harm's way (eg trip hazards, road rules and traffic).

Should you require any further information/clarification, please approach any ACA NSW staff member or representative.



# Itinerary

- 09:00 Welcome
- 09:15 All aboard!
- 09:20 Drive to Konomi Kindergarten
- 10:00 Tour Konomi Kindergarten + Morning Tea
- 10:50 Drive to Jacaranda Cottage
- 11:05 Tour Jacaranda Cottage
- 12:00 Drive to Norths Leagues Club for lunch
- 12:10 Lunch
- 13:40 Drive to Little Kingdom
- 13:55 Tour Little Kingdom
- 14:55 Drive to ACA NSW, Parramatta
- 15:30 End of Wheels on the Bus





**SERVICE APPROVAL:** 2 September 2008  
**APPROVED PLACES:** 60  
**RATING ISSUED:** January 2015

Quality Area 1:	Exceeding NQS
Quality Area 2:	Exceeding NQS
Quality Area 3:	Exceeding NQS
Quality Area 4:	Exceeding NQS
Quality Area 5:	Exceeding NQS
Quality Area 6:	Exceeding NQS
Quality Area 7:	Exceeding NQS

Konomi Kindergarten has strong partnerships with the families of the enrolled children. Communication is through many different channels such as day to day, 'whats app', email, surveys (overall operation, food, sleep, outside sports and physical activities, delivery of the obs & DJ to parents and language preference).

We are engaging families in the evaluation of yearly plan at the end of the year as well as being part of overview of the program at the beginning of the year (Meet & Greet night). We also provide new families with an "information session" before their children start attending. At this session we discuss most of operational matters and what is expected from families as well as identifying children with medical condition to organise an individual meeting for conducting risk assessment and minimization procedure.

Parents participation in all aspects of curriculum is strongly encouraged ensuring at least one participation per month in each room. Mid-year individual interview to discuss children's progress and collect wishes and ideas for further planning.

Parents also have a great involvement in the 3 festivals of Konomi Kindergarten (Sport, Art and Music), they are part of organizing, costume making, teaching etc... we have 100% attendance in the festivals and celebrations.

Parents are taking part in policy review and QIP. Many community activities organized by families such as Clothing exchange; Toys swap program created by families.

Konomi Kindergarten has been always rated high quality by NCAC before NQS and also in 2014 "our first-time assessment through new system" rated exceeding in all 7 Quality Areas. We view QIP as a living document that support us to see our strengths and highlights areas of improvement.

We have been assessed last in 2014, now we are working as a team to highlight what is in our culture, context, curriculum, community that is above and beyond standard, for example we write about our staffing arrangement that is above requirement ratio and why.

Our occupancy is 100% and we have many people on the waitlist as well. Maybe it is to do with the uniqueness of the culture and languages (Japanese & English) that we offer and maybe the history of being high quality.

Most of our new families were inspired by existing or past families and recommended our service (word of mouth).

Although so far oversupply hasn't been an issue for Konomi Kindergarten, but we believe that it should be regulated and suburbs and areas that already a number of childcare services are operating, new license must not be given without considering occupancy of existing services in the area.

I believe Konomi's Japanese culture and language attracts Japanese families as well as high quality of program for care and education. We receive application online from overseas that are thinking of moving to Australia Finding quality educators has been one of struggles for every one and we are not different. Half of our educators coming from Japan and Konomi Kindergarten support their business visa for 4 years. This is a different challenge with the department of Immigration and very costly (lawyer fee, Immigration fee, higher salary for candidate, and a lot of paperwork) The non-Japanese educators are employed in Australia, which is another headache and difficult task. We work with many recruitment agencies to hire staff.

In terms of quality program, we always strive to achieve a higher level of education for our children and their families. In terms of occupancy we have 2 years of enrolment in our waitlist so we don't do marketing as we can't accommodate more student in our service.

Konomi Kindergarten was established by a Japanese company about 30 years ago with the aim of accommodating the needs of the families who come to Australia on business visa for their children to continue with Japanese language and culture. Now because of CCS, Konomi is open to the community and has to follow government priority of access policy, therefore we currently enroll Japanese & non-Japanese students, but more than half of the enrolled children are coming from Japanese background.



Host for the day  
**Fary Jafari**  
Director/Nominated Supervisor

# JACARANDA COTTAGE



**SERVICE APPROVAL:** 29 November 2007  
**APPROVED PLACES:** 50  
**RATING ISSUED:** November 2018

<b>Quality Area 1:</b>	Exceeding NQS
<b>Quality Area 2:</b>	Meeting NQS
<b>Quality Area 3:</b>	Exceeding NQS
<b>Quality Area 4:</b>	Exceeding NQS
<b>Quality Area 5:</b>	Exceeding NQS
<b>Quality Area 6:</b>	Exceeding NQS
<b>Quality Area 7:</b>	Exceeding NQS

Face to face and personalised treatment for all who walk through our door is a high priority for us. Every person is seen and valued as an individual. From the first phone call to the orientation process, and even beyond this to daily interactions and centre events to build connection and community, we warmly welcome each family and value their very important contribution to both their children's care and education and the life of our centre. We provide information nights and blog posts on topics of interest and we have special events and unique festivals to bring our community together and build a sense of belonging. Regular communication through various methods ensures everyone stays in the loop. We set up daily routines and staffing to ensure that there is ample time for conversation between parents and educators at the beginning and end of each day.

We are constantly reflecting on our practice and on the values that underpin it. We believe that it is important to have integrity and to continue to learn, reflect and evolve in order to achieve high quality, not just follow trends blindly. We aim to provide an environment and experiences here for children, staff and families that have a positive effect on everyone's wellbeing well beyond their time here, and that the ripple effect of this will be of benefit to our wider society and our beautiful planet. This is our main objective. We set very high standards for ourselves to create a positive impact on the world, so it is nice to have that acknowledged by achieving the Exceeding rating. We are very proud of our whole team and their efforts in creating this result.

Our most recent assessment and rating visit was in September 2018. We found it to be quite different from previous processes. It was more challenging, more lengthy and we found there to be a lot of overlap between the expectations across different elements, standards and quality areas.

We are a family business with a lifelong passion for early childhood education and care, and have been in the area for over 30 years, with a reputation for providing high quality education and care. Many of our management team and staff have worked with us for 15-24 years. We are like a family. Our cottage and its garden provide a nurturing, home-like space. Our holistic philosophy is unique and constantly evolving to reflect our growth.

We generally employ more staff than we need so that we can fill absences in-house. However, last year was the first time we have had to use casuals from agencies in a very long time. This year our staffing has been very stable, so it hasn't been an issue.

We will continue to value and bring out the best in each person in our centre - children, families and educators alike. For example, we are currently working with staff on developing a unique holistic offering incorporating each person's specific talents and interests (personal and professional). Some examples include handmade resources, indigenous links, kitchen gardens, meditation and mindfulness, culture, therapeutic use of music, permaculture, kindness, and character education. We aim to maintain and further develop our links to the local community, and to offer new initiatives in parent support and education. We have many ideas on future directions for our gardens and sustainable practices and for sharing these with families. We will continue to align our practices with the principles of the Earth Charter and grow in our understanding and practices of caring for the Earth and its people.



Host for the day  
**Cathy Creighton**  
Approved Provider



**SERVICE APPROVAL:** 6 July 2016  
**APPROVED PLACES:** 90  
**RATING ISSUED:** August 2017



Quality Area 1:	Exceeding NQS
Quality Area 2:	Exceeding NQS
Quality Area 3:	Exceeding NQS
Quality Area 4:	Exceeding NQS
Quality Area 5:	Exceeding NQS
Quality Area 6:	Exceeding NQS
Quality Area 7:	Exceeding NQS

Little Kingdom Childcare, The Rocks, was opened in 2016 and is one of two Early Learning Centres proudly established and owned by George and Fatima Pajamakoski.

Being a family owned Centre, the owners understand the pressures faced by parents and are committed to supporting them, as well as their child's learning and development.

In addition to providing children with opportunities to create, explore, move, dance, experiment, talk and ask questions and learn, the team also support parents by:

- Offering 'Casual days', for those families who require an additional day in childcare.
- Offering 'Make Up days' free of cost, when children are ill and unable to attend the Centre.
- Organising regular events for children and their families, including Date Night, Vivid Party, New Year's Eve Party, Mothers' Day Morning Tea and Fathers' day Lunch, etc.
- Twice yearly 'Parent/Educator' Consultations.
- Offering a "Holiday discount", while away on holidays.
- Offering haircuts for the children at the service.
- Organising parent seminars/workshops to help parents gain knowledge in certain topics.

We strongly believe that children learn and develop best when families and Educators work in partnership and enjoy a strong, positive relationship. The strategies outlined above go a long way to establishing and strengthening these relationships, where we can share our knowledge of the children's strengths and interests and subsequently plan a range of engaging learning experiences for the children (including regular

incursions and excursions).

Being located in the CBD gives Educators the opportunity to plan a wide range of excursions that support children's learning and development. Over the past 3 years, children have visited venues such as the Botanic Gardens, The Museum of Contemporary Art, Barangaroo (via ferry), the Powerhouse Museum, Fort Street Public School and Sydney Observatory. We are fortunate in that we are able to walk to most of these venues and take the opportunity to learn more about our city!

At Little Kingdom, The Rocks we also offer a range of extracurricular activities, such as 'Happy Feet', Mandarin and Spanish lessons, Music and Movement, Soccer and Creative Dance. So that all children have an opportunity to take part in an activity, regardless of the number of days that they attend, we offer these over the whole week. This is just another way in which we support children's learning and development, complementing the daily experiences provided by the Educators.

We consider ourselves as one big family, helping each other, enjoying each other's company and learning together.



Host for the day  
**Mariana Villarreal**  
Centre Director



**EARLY EDUCATION  
AND CARE COLLEGE**  
POWERED BY



**WELCOME TO THE BETTER WAY TO  
TRAIN EARLY CHILDHOOD EDUCATORS...**

**WHERE HIGH LEVELS OF CONTACT ARE  
THE NORM, NOT THE EXCEPTION**

**WHERE RESOURCES ARE RELEVANT AND  
PRACTICAL**

**WHERE EDUCATORS ARE CARED FOR  
AND MENTORED**

**SUPPORT YOUR VERY OWN COLLEGE  
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Working with children can be unpredictable. If something happens to a child in your care that escalates to a claim, it can be overwhelming.

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Better through experience.





# Have you heard?

## Guild Early Learning Workers Compensation insurance extends to preschools

As of 3 July 2018 Guild is proud to provide workers compensation insurance under our specialised licence for childcare, preschool, OOSH and kindergarten centres in NSW.

Employees are your most valuable asset and at Guild, we understand they can be more like family. Sometimes, despite your best efforts to prevent it, they may get hurt on the job. Of course, prevention is better than the cure, but when an injury occurs, you want your employees treated with respect and provided with solutions that help them bounce back as quickly and cost-effectively as possible.

We understand that working with children is busy enough, so we've made protecting your business and your employees even easier and more cost effective. Combine your Guild Childcare Business Insurance Policy with a GEL workers compensation Policy and you could save 5% off your insurance premium\*.

You're already entrusting us to protect your business, so why not let us protect you and your staff as well? Getting a quote is easy, simply visit our website [guildinsurance.com.au/GEL](http://guildinsurance.com.au/GEL) or contact your trusted Account Manager.

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COMMUNICATING  
TO OVER **5400**  
across NSW &

**15,000**  
Nationally

ANNUAL  
SECTOR  
GROWTH  
of 14% (2012 – 2017)

More than 30yrs  
IN BUSINESS **30+**



# WHEELS ON THE BUS TOUR



@ChildCareNSW  
/ChildCareNSW



1300 556 330

nsw@childcarealliance.org.au  
www.nsw.childcarealliance.org.au