

BUILDING BLOCKS

FEBRUARY 2016

WHAT'S IN THIS ISSUE?

- Sustain your childcare business
- Assessing and evaluating children's learning
- A Treasure Basket for non-mobile babies
- Multicultural Books – To Diversity and Beyond!
- 10 wonderful reasons for children to learn self-defence



Australian Childcare Alliance
Victoria

Newsletter of the **Australian Childcare Alliance Victoria**

ACAV News

Welcome to your new committee for 2015/16. The positions have now been settled as follows:

President: Paul Mondo, Bimbi Day Care
Vice-President: Jenny Kearney, Dudley St & Sutherland St Child Care & Kindergarten
Treasurer: Sam Rosenberg, Buddies Early Learning Centre
Secretary: Sharon Smith, Cranbourne Day Care and Kindergarten
Member: Lucian Roncon, First Steps Child Care
Member: Nick Moutzouris, Monashvale Early Learning Centre

Sam Rosenberg

Sam is currently the Approved Provider of Buddies Early Learning Centre, a 47 place service in Bentleigh. Over many years he has developed and run multiple services, priding himself on providing top quality service with a difference for the children in his care.

A Chartered Accountant, Sam is also the Director of Childcare Management Systems, a childcare consultancy and RTO. With his in-depth knowledge of the industry combined with an acute understanding of the needs of individual centres, and groups of centres, Sam is a very valuable resource.

Sam has had experience in both Freehold and Leasehold centre development from the ground up as well as existing childcare centre acquisitions and turn-arounds. He has executed multiple sales of childcare businesses and is known for his ability to guide a centre through improvement, growth, stability and selling at the most opportune time. He will bring to his role as Treasurer a diverse array of talents, a passion for the sector and a genuine commitment to ACAV's ongoing contribution to its members and the sector more broadly. Sam was Treasurer some years ago and we now welcome him back.



Nick Moutzouris

Nick and his family own and operate two services in Melbourne and Nick is Director of Monashvale ELC in Clayton. Being part of a family run business, Nick well and truly understands the challenges the sector is facing and is enthusiastic about using this opportunity to address some of those challenges and build on the opportunities brought by new growth and a strengthened focus on quality in the sector.

Nick brings to the role robust financial skills, strong negotiating skills, a thorough knowledge of the sector and an innovative approach derived in part from previous roles in the real estate industry. We welcome him and look forward to working with him.



Welcome to our new Member Services Coordinator

In exciting news, we have appointed a Member Services Coordinator, Jessica Seddon, who will start in the role later this month. Jessica's main focus will be visiting and talking with members and potential members, to ensure that we are delivering services that you need and want.

Sector News

News from Australian Childcare Alliance Executive Officer Anna Minson

Welcome back! ACA is ready for a fantastic new year. We hope you enjoyed some rest and relaxation over the holiday season. Not all of us had a quiet break. President Gwynn Bridge and National Treasurer, Nesha O'Neil, did a fantastic job responding to several media stories and ensuring the ACA voice was heard. They spoke about our concerns for rising childcare fees, affordability for families, ratio changes and family day care reforms. Media highlights and interviews can be found on the ACA Facebook page – please like us to follow our activity.

The ACA national executive is holding its first face to face meeting in February. Be sure to stay tuned for updates and photos of the team as we discuss what 2016 has in store!

**Let's make sure that in 2016
#AllChildrenCount!**

PROUDLY SUPPLYING THE

INDUSTRY FOR OVER 20 YEARS

AS A FAMILY OWNED COMPANY

Melbourne
FOOD DISTRIBUTORS

"One Order, One Delivery®"

Your One Stop Solution for all your:

- Groceries at wholesale Prices
 - Including:
 - Gluten-free Products
 - Chilled, Dairy & Frozen Products
 - Complete Food Service (Bulk)
- Fresh Milk: normal, Lite, etc...
- Freshly Baked Bread
 - *Wholemeal *Wholemeal Toast *White
 - *Turkish Bread *Muffins *and lots more....
- Australian Fresh Fruit & Vegetable Produce
- Fresh Meat
 - Beef Chicken Lamb Pork
 - (Halal Certified Meats also available)

Delivered to You in our Fleet of approved Food Transport
Refrigerated & Temperature Controlled Vans & Trucks

Place Your Order by 2pm, for next Business Day delivery

Save the hassles of having multiple Suppliers by having

"One Order, One Delivery®"

Call Us Now on: (03) 8541 6030 or Fax: (03) 9543 886

or email at: orders@mfdfood.com.au

In Proud Partnership with Australian Childcare Alliance



MEMBER EVENTS AND PD UPDATE

Member Networking Meeting

Wednesday 24 February, 6.30pm at King Kids ELC, 159-167 Fleetwood Drive, Narre Warren.

Come along to hear a sector update from Paul Mondo; from Andy King about his journey to Exceeding in all quality areas and from supplier members about what they can offer you. Attendance is free as always, but please register your attendance at: www.trybooking.com/KGGH or phone or email us.

Don't forget to register for our fabulous PD events and meetings listed on the Yearly Planner we sent with the December newsletter. All events are open to ACAV members and non-members, but as always, members pay discounted rates. In brief the events are:

Professional Development in 2016

2016 is shaping up as a big year for PD at ACAV. On the calendar so far are:

February 24	Members Networking meeting
March 2	Anthony Semann - When the going gets tough, the tough get communicating
March 8	FISH! Childcare Experience Workshop
March 23	Members Networking meeting (Geelong)
April 28	Catharine Hydon - Understanding Agency for 2 Year Olds
April 30 & May 1	Staff Management Masterclass –Ballarat
May 27	Chris Daicos - There's a Volcano in my tummy
June 22	Members Networking meeting
August 19 & 20	Annual Conference at Crown Conference Centre
Multiple dates	Customised Training workshops- see opposite page

If you have any queries, please contact Philippa Valder on 03 9532 2017 or by email to philippa.valder@childcarealliance.org.au. You will always find up to date details on our website at: www.vic.childcarealliance.org.au/events



artillery
melbourne
interior
architecture

Level 1, 387 Clarendon Street
South Melbourne VIC 3205
(03) 9686 1899
info@artillery.com.au
artillery.com.au

Early Childhood Education

2016 ACAV Professional Development

**BOOK
NOW**

\$77 Members (incl. gst)
\$99 Non-members
(incl. gst)

For bookings and enquiries please call 1300 275 282

DATE	LOCATION	TIME	WORKSHOP
March 7	Geelong	10am-12pm 1pm-3pm	Storytelling in the Early Years Maths and Science in the Early Years
March 11	East	1pm-3pm	Storytelling in the Early Years
March 18	West	10am-12pm	Storytelling in the Early Years
April 8	East	1pm-3pm	Maths and Science in the Early Years
April 14	North - Watsonia	10am-12pm	Maths and Science in the Early Years
May 10	North - Preston	1pm-3pm	Music and Movement
May 20	West	10am-12pm	Music and Movement
June 10	East	1pm-3pm	Cultural Diversity and Inclusive Practice
June 17	West	10am-12pm	Cultural Diversity and Inclusive Practice
July 15	East	1pm-3pm	Sharing the Care and Education with Families
July 21	North - Watsonia	10am-12pm	Sharing the Care and Education with Families

August 19 and 20, 2016

ACA CONFERENCE

Present 'Active Bodies Active Minds' at ACA Conference

September 5	North - Preston	1pm-3pm	Managing Challenging Behaviours
September 16	West	10am-12pm	Managing Challenging Behaviours
October 7	East	1pm-3pm	The Planning Cycle in Action
October 14	West	10am-12pm	The Planning Cycle in Action

**Additional unscheduled
Professional Development
sessions available include:**

- The Value of Play in the Early Years
- Intentional Teaching
- A Child's Resilience and Self-Worth
- Leading a Team
- Sustainability

East

Carnegie Library
7 Shepparton Ave, Carnegie 3163

West

Altona Meadows Library
2 Newham Way
Altona Meadows 3028

Geelong

Belmont Library
163 High Street, Belmont 3216

Watsonia

Watsonia Library
Ibbotson Street, Watsonia 3087

Preston

Preston Library
266 Gower Street, Preston 3072



Scheduled workshop opportunities also available through the Australian Childcare Alliance Victoria

Sustain your childcare business

by Dr Brenda Abbey, Childcare by Design



In today's economic climate, the challenges may seem greater than ever to sustain your childcare business. It is essential to deliver a high quality education and care program for children and their families, and to run at a profit. Most owners and managers know you need a business plan to inform your business for the future and to support your staff in the present to operate the service for success – this remains vital.

The following 10 tips to take your business forward in 2016 are based on issues I frequently encounter during my consultancy work with services, particularly during operational reviews and due diligence. It only takes a few skilful changes to revitalise your childcare business in ways that result in better outcomes, such as more consistent quality care, better use of time and resources, happier staff, an improved NQS rating, and increased profitability,

1. Consistent service name and contact details: The name used for your service needs to be the same in every forum (signage, online, and documents). Every detail connected with it also needs to be current and accurate. It is common to encounter a service with several variations of its name (e.g. Amazing Childcare Centre, Amazing Kindy and Preschool). The website might have a different name again, and the address provided varies. When you add to this a mishmash of designs on websites and signs, out-dated contact email

addresses, and mobile phone numbers that are no longer connected to the service, you can see how confused your business might appear to the outside world.

2. Transparent management structure: The management structure and how the service is governed need to be documented clearly and accurately – preferably with a diagram – and displayed in a prominent place in the service. The name of the Approved Provider should be highlighted. Everyone needs to know the decision-makers. Often the Nominated Supervisor is the only known face and point of contact with parents and staff. When she/he leaves, parents and staff can become uneasy about what will happen to the service with the 'leader' gone.

3. Clearly articulated philosophy, mission, and goals:

Your philosophy, mission, and goals underpin operational decision-making, policies, procedures and everyday practices, so they must make sense and add value. They will evolve further as the service becomes more established, but with the Approved Provider's ongoing influence. They need to be constructed prior to the recruitment of staff. With these in place, incoming staff members will know what is required of them, both in terms of delivering education and care, and also operating a business.

4. Effective policies and procedures: Policies and procedures should guide every aspect of the service's operations.

They need to be consistent with all relevant legislation, standards, and codes of practice. They also need to be user-friendly and a collaborative responsibility between the Approved Provider and their staff to ensure they are appropriate. Nominated Supervisors sometimes spend inordinate amounts of time modifying a service's policies and procedures to replicate those in their previous positions, or incoming staff rely on practices from a previous service rather than following the policies and procedures of their current service. This behaviour can cost the service considerable time and money, and result in confusion and inconsistent performance.

5. Well-established recruitment, orientation, professional development, staff performance appraisals, and management processes: Your staff members bring their everyday practices from other centres, which could have little to do with your mission, values, and goals. Sustaining your business is about having clearly defined roles and recruitment processes, which ensure formal qualifications and other requirements are in place, including referees always checked. Also make the same effort to document staff assessments, professional development, and training as you do a child's portfolio. Exit data for staff and parents leaving the centre is invaluable, as it provides information from parents and staff about their perceptions of the service's strengths and areas which could be improved.

6. Quality Improvement Plan: A skilfully written and well-presented QIP is a valuable asset. It should identify the level to which the service meets or exceeds the National Quality Standard, as well as strategies and timeframes for improvements where necessary. It is the service's blueprint for action and articulates where its time and resources will be directed. In reality, Nominated Supervisors can spend countless hours developing a QIP, and they might not possess the skills to do this well or how to involve staff and parents. This can lead to a disappointing rating, because the team members and parents have little or no idea of how they could have contributed, and do not know how to best present their day-to-day practices or the service on the review days. 'Unfair' ratings are often the outcome of much misdirected time, effort, and money.

7. Effective and extensive networks: The value of professional networking with the Department, the community, local and national training organisations, and with other Nominated Supervisors is often overlooked. These networks have an impact on the long-term success of the service as a business, as well as how it is perceived as an education and care provider.

8. Well-presented documentation: All of your documentation needs to look as though it belongs to the service, and not be prepared as a mismatched collection of poorly written and presented items. Every document you produce should present

a consistent message to the parents, staff and the community, and government departments. It is worth investing in professional support and tools to do this efficiently and cost-effectively.

9. Known succession plans: Every service needs succession plans for staff in pivotal positions, including guidelines for the first few weeks after a transition. Nothing is more unsettling to staff than not knowing what will happen when a pivotal team member leaves. Pivotal team members are highly valued employees, but the service will not collapse when they leave. Succession plans counter the likelihood the Nominated Supervisor will be perceived as indispensable and the only point of familiarity and contact with parents and staff. Also identify what aspects of the business are not open to an incoming Nominated Supervisor to change. Think carefully about what must remain steady, regardless of who is at the helm, and balance being open to change with valuing aspects of the operations that have been already purposely embedded.

10. Business support: While some of the tips above can be implemented internally, others are best addressed by the knowledge and skills of outside experts. Your Nominated Supervisor is an expert at providing childcare services, but is not usually also a business expert. You need to work together to identify the right expert support, and scaffold your valuable team with those services that will amplify their efforts and keep them focused on their strongest contributions to sustaining your business. Acknowledging this and freeing staff to direct their attention to the areas where they can make the most impact for your business is a good investment.

Dr Brenda Abbey, www.childcarebydesign.com.au, is an education and care consultant who provides services and products throughout Australia and overseas, to existing and developing services, government, and other organisations. Brenda has particular expertise in centre design and assessment, the NQS and EYLF. Contact Childcare by Design at email infor@childcarebydesign.com.au or mobile 0419 661 921.





More people in health and community services choose HESTA for their super

Supports your industry | Low fees | A history of strong returns



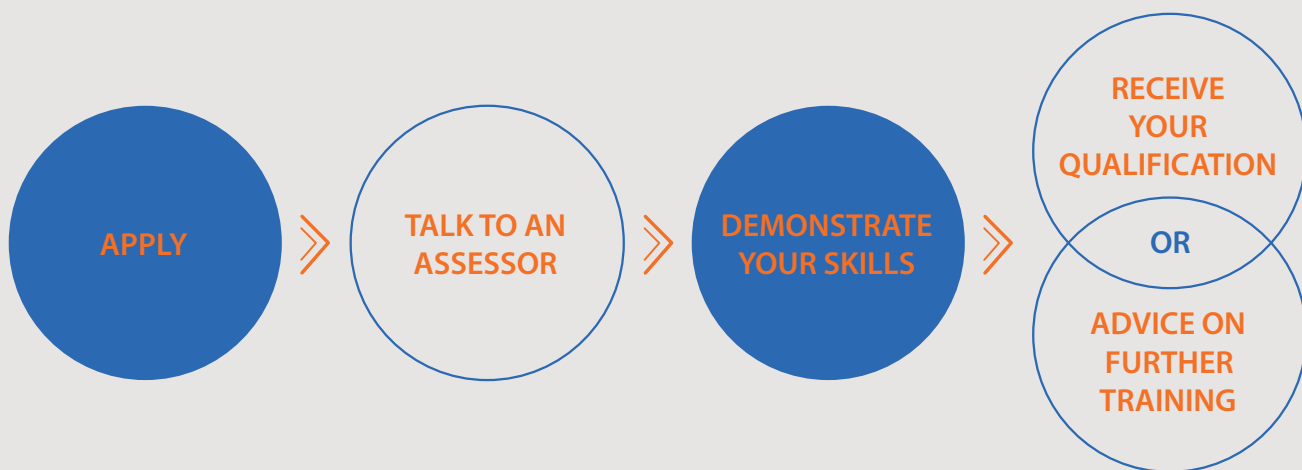
Issued by H.E.S.T. Australia Ltd ABN 66 006 818 695 AFSL 235249, the Trustee of Health Employees Superannuation Trust Australia (HESTA) ABN 64 971 749 321. Investments may go up or down. Past performance is not a reliable indicator of future performance. Product ratings are only one factor to be considered when making a decision. See hesta.com.au for more information. Before making a decision about HESTA products you should read the relevant Product Disclosure Statement (call 1800 813 327 or visit hesta.com.au for a copy), and consider any relevant risks (hesta.com.au/understandingrisk).



GET YOUR STAFF QUALIFIED

VETASSESS is excited to launch the Early Childhood Educator Assessment program across Victoria. With the early childhood and care workforce growing in recent years and changes to the staff education requirements, it's never been more important to ensure your employees are qualified. Your employees, who have been working in their profession full time for a minimum of two years and fulfil relevant assessment criteria, may now be awarded a Diploma of Early Childhood Education.

WE CAN ASSIST YOUR STAFF IN OBTAINING THIS THROUGH 4 EASY STEPS:



WHY GET ASSESSED WITH US?

We are leaders in skills assessment and recognition, providing superior assessment solutions to clients locally, nationally and across the world.

For further information on how we can help, simply contact us on **1300 133 488** or view more information on our website at www.vetassess.com.au/skills-assessment

Assessing and evaluating children's learning

by Rhonda Livingstone, National Educational Leader, ACECQA



The beginning of the year is often a time to welcome new children and their families to your service. As part of the orientation process, services provide information to families about their operations while supporting them to develop a sense of belonging as they become part of the service community.

Parents may, and should be encouraged to, take this opportunity to ask about their child's learning and how they will know about their child's progress. It is a crucial time to develop an effective partnership of sharing information with families and gathering information about children's current knowledge, interests and abilities.

When providing information for parents, educators may consider the following questions:

- *What information is shared with families about assessment for learning and how will this inform their child's program?*
- *What might families see documented about their child's learning?*
- *How does the service support children to be actively involved and to influence the assessment of their own learning?*

The National Quality Framework (NQF), including the approved learning frameworks (Belonging, Being and Becoming - The Early Years Learning Framework for Australia [EYLF] and My Time Our Place: Framework for School Age Care [FSAC]), focuses on overall outcomes for children. Assessment for children's learning supports educators 'in partnership with children, families and other professionals to plan effectively; communicate about children's learning and progress; determine the extent to which all children are progressing; identify children who may need additional support; evaluate the effectiveness of learning opportunities and reflect on pedagogy and practice that will suit individual children'. (EYLF p17 or FSAC p16).

Assessment for learning is:

- *a practice integral to the ongoing cycle of planning, driving the planning process*
- *flexible and undertaken in the most effective way for each child, taking into account their current interests and abilities, while considering their family, culture and language as well as the amount of time the child spends in the service*
- *using multiple approaches to enable educators to plan for each child's competencies and dispositions*
- *making children's learning visible by creating evidence of learning.*

The ongoing cycle of planning has been the focus of much discussion and professional development since the implementation of the NQF. Element 1.2.1 of the National Quality Standard (NQS) specifically requires that 'each child's learning is assessed as part of an ongoing cycle of planning, documenting and evaluation'. The NQF Snapshot (at 30 September 2015) shows that Standard 1.2 of the NQS, 'educators and co-ordinators are focussed, active and reflective in designing and delivering a program for each child', is one many services find challenging.

The Educators' Guide to the Early Years Learning Framework and the Educators' Guide to the Framework for School Age Care support a model of decision-making as an ongoing cycle of information gathering, questioning, planning, acting and reflecting. Each of the processes contributes to intentionally acting on information about children's learning, enabling educators to extend on this meaningfully. Applying theories about how children learn and develop to the evidence gathered supports educators to plan for children's further learning and set relevant next steps.

Information gathering and assessment for learning and evaluation occurs throughout the ongoing cycle of planning.

There are many ways to gather information to inform planning, such as interviews and reflections with families, observations, anecdotes, learning stories, photos, video, children's audio clips and children's work that reflects significant learning.

Collecting and recording information about children's learning enables educators to share ideas and reflect on practices that drive learning. Educators can document and discuss their reflections on the important interactions and experiences children enjoy each day. Experiences and ideas become tangible through the process of documentation. It allows for new ideas to emerge that support children to be active participants in their own learning.

There is no one-size-fits-all approach to documenting children's learning and educators are empowered to explore a range of styles and methods to determine what works best for quality outcomes for children and their families. The amount of assessment information gathered and how this is recorded, shared and displayed, depends on the service's philosophy, the children who attend and their families and the educator's agreed ways of working. The key is consistency, sharing the information with families to build a shared understanding of roles, responsibilities and processes.

The Educators' Guides have some useful reflective questions to inform decision-making when engaging in the assessment for learning process. Here are some reflective questions you might like to use at your next team meeting to guide the assessment for learning process for 2016:

- *What does observing, documenting and assessing look like in your setting and how does this include children's and families' voices?*
- *What does success look like for individual children and who recognises and interprets success?*
- *How do you support children to assess their own learning, including discussing their next steps based on their interests and abilities?*
- *How do you use assessment information to support families to understand the skills and abilities of their children and how can they extend them at home?*
- *From a local cultural perspective, how do you know about the learning that is valued and expected for children, including Aboriginal and Torres Strait Islander children? In what ways is this valued and assessed in your setting?*

Once you've analysed your assessment for learning practices, think about how the outcomes of the assessment support quality improvement and how could they be reflected in your Quality Improvement Plan strengths and goals?

References:

My Time Our Place, Early Years Learning Framework, Educators' Guide to the Early Years Learning Framework, Educators' Guide to the Framework for School Age Care, Effective Curriculum Planning and Documentation Methods

Everything your childcare centre needs



In addition to our guaranteed everyday lowest prices across the widest range in Australia, Officeworks has partnered with ACA Victoria to bring members:

- **Preferential pricing**
- **FREE delivery**
- **Dedicated Education Account Manager**
- **A dedicated ACA Victoria ordering website**

Open your Education Account today by calling **03 8575 1276** or visit **officeworks.com.au/campaigns/ACAVIC**

**LOWEST PRICES
EVERY DAY**

Officeworks



modern teaching aids

Creating engaging learning environments for over 50 years.

Art & Craft • Natural Play • Resources for EYLF
• LEGO® Education • Pretend & Play



P 1800 251 497 **F** 1800 151 492 **W** teaching.com.au



'the Child Care Super difference'

Child Care Super is a specialist superannuation fund committed to servicing you, your employees and the Child Care community.

Our difference:

- A dedicated consultant to provide support whenever you need it.
- Make superannuation easy to understand for your employees.
- Easy to use online clearing house service for employers to make all contribution payments on one site.[^]

We're here to help you

 **1800 060 215**
(8am–7pm AEST)

 **childcaresuper.com.au**

 **ChildCareSuper**
helping you get there

[^] Child Care Super's Clearing House solution is provided by MercerSpectrum. MercerSpectrum and the online service are products issued by Mercer Outsourcing (Australia) Pty Ltd ABN 83 068 908 912 ASFL 411980.

Guild Trustee Services Pty Limited ABN 84 068 826 728 AFS Licence No. 233815 RSE Licence No. L0000611 as Trustee of the Guild Retirement Fund ABN 22 599 554 834 (which includes Child Care Super). MySuper Authorisation No. 22 599 554 834 526. For more information call 1300 361 477

ALL CHILDREN COUNT

WE WELCOME AN EXTRA

\$3.5B

FOR THE CHILDCARE SECTOR

PRIME MINISTER
TURNBULL SAYS
**INNOVATION
BEGINS IN THE
EARLY YEARS**

- WE AS A NATION
REAP THE REWARDS

WE APPLAUD THE GOVERNMENT
FOR RECOGNISING THE POWERFUL
INVESTMENT IN

EARLY CHILDHOOD EDUCATION & CARE

BUT CHILDREN WILL FALL THROUGH THE CRACKS

**FUNDING CUT
FOR SINGLE
INCOME FAMILIES
EARNING**

>\$65K

A YEAR WHEN A PARENT
DOES NOT MEET
THE ACTIVITY TEST

**HOURS CUT
FOR SINGLE
INCOME AND
NON-WORKING
FAMILIES EARNING**

<\$65K

A YEAR FROM
24-12 HRS A WEEK

**ACCESS CUT
FOR FAMILIES
IF EITHER MUM OR DAD
DON'T MEET THE ACTIVITY TEST**



#AllChildrenCount

We call on the Turnbull Government to ensure affordable access to quality early learning and care for all children. Every child deserves the best start in life and we simply cannot afford to let them fall through the cracks.



Australian Childcare Alliance

Representing the future of Australia's children

A Treasure Basket for non-mobile babies

By Bridie Raban, Honorary Professorial Fellow, Melbourne Graduate School of Education

What is a treasure basket?

In simple terms, a treasure basket is a collection of natural and household objects that are put into a basket. The basket is put on the floor and babies are encouraged to explore its contents. Babies, who can sit up but not yet crawl, can experience discovery play through a treasure basket. A treasure basket is a simple but very effective way of offering deep and meaningful stimulation to babies.

The treasure basket offers choice and promotes concentration skills. Babies can choose which items to pick up or not and when to pick them up. Learning how to choose is a very fundamental life skill.

The actual basket should be sturdy and made of wicker or other natural material with no sharp bits or edges. It needs to have rigid sides and be flat bottomed. Ideally, aim to have a round basket. The baskets should be about 12 centimetres in height and 30 centimetres in diameter. However, a baby with shorter arms might be better with a smaller basket. Some educators have successfully used a large tin or bowl instead of a basket.

Case Study

Poppy, nine months old, and Phoebe, seven months, were sat either side of a treasure basket. This was their first experience of a treasure basket and both showed their excitement by vocal sounds and gross motor movements such as waving their arms and moving their legs. Their excitement was also evident in their feet: their toes moved up and down and wiggled. Both of their mums sat behind their babies and every now and then both Poppy and Phoebe looked up and smiled at them. Both mums made reassuring comments and smiled back.

The basket should be placed on the floor at the side of the baby, not in front of them. In this position a baby can more easily access the items and more than one baby can be involved. The educator should be seated to one side of the baby, so that they can see and observe the play, but not in the line of vision of the baby. This is so the baby will interact with the objects and not another person. Holding a baby on their knee with the treasure basket in front of them is not good practice and will not allow the baby to experience the full potential of treasure basket play.

What objects can go into a treasure basket?

Collect as many objects as possible of different colours, texture, taste, smell, weight and temperature. The idea is to offer maximum stimulation to the baby's senses, so look for objects to stimulate:



- *Sight – different colours, form, length and shininess*
- *Smell – a variety of scents*
- *Sound – ringing, tinkling and banging noises*
- *Taste – could be restrictive, but possible*
- *Touch – texture, weight, shape and temperature*

Objects can be made of metal, wood, shell, stone, bristle, raffia, rubber, leather, material. It is good practice to have more than one of each object, such as two wooden spoons, and to have a full basket.

Remember the more variety in the treasure basket the more motivating and richer the play experience will be for the baby.

Caring for objects

The objects that are chosen for the treasure basket should be hygienic and safe. But what is actually meant by safe? Everybody has their own views of what constitutes 'safe' based on their own personal experiences. For example, it might be considered that a bunch of keys is quite safe for a baby to explore; but somebody else may have had a baby who had hurt their lips or mouth on the keys and so would consider this object as unsuitable for use in a treasure basket. In the same way, a baby may be offered a fir cone found in a woodland area, thinking it is ideal for a treasure basket; somebody else may think it is unhygienic and dirty and so not offer it.

In terms of cleanliness and objects being hygienic, objects should be able to be washed as with any other toy given to a baby. A bowl of hot water can be used with washing up liquid.

Washing objects by hand and rinsing in clean water is an effective way of keeping things clean and hygienic. Also wiping each object with a sterile wipe, or using a disinfectant spray. Think carefully before using some commercial cleaning products, such as antibacterial sprays, given current research on their effect on very young children in relation to allergies and other medical conditions.

Some natural objects such as feathers and pine-cones, paper and card and things made from leather, fur and other textiles will not wash. Such objects can be sterilised very effectively in a microwave oven, provided there are no metal attachments. Pine-cones and feathers for example can be put in a microwave

for about 20 seconds without damage to either the object or the oven.

If there are concerns about the safety of an object then don't include it. Think of the words, 'washable, wipeable or disposable': a very sound rule to follow.

Natural objects can deteriorate more quickly than metal or wood and therefore it is important that they are replaced as soon as they start to look worn. Materials can be either washed by hand or in a washing machine.

What will be kept in the treasure basket when it is not in use? The basket itself is a natural container and it doesn't need to be put into anything else. The basket should be easily accessible as other resources would be. Objects should not get dusty or mixed up with other equipment so it is a good idea to cover the basket when not in use.

More ideas for working with babies can be found in Bridie's book:

Ridell-Leech, S. & Raban B. (2011) Play in the Early Years: Discovery Play. Blairgowrie, VIC: Teaching Solutions.

Case Study

As part of the normal cleaning routine in a Long Day Care setting, staff in the baby room tipped out the contents of their treasure baskets after each baby had explored the contents. All wipeable objects were cleaned over with 'baby wipes'. Anything that had deteriorated, was damaged or had loose bits, was taken out and thrown away and the remaining objects were taken to the kitchen area and either washed in warm soapy water, rinsed and left to dry or popped into the microwave for a few seconds. Although this aspect of their routine took a bit more time, it prevented cross-infection and so helped keep the babies healthy and safe.

McArthur
Best People Fit



keptme

STAFF MANAGEMENT MASTERCLASS

30 April - 1 May 2016

Ballarat Hotel & Convention Centre
613 Main Rd, Ballarat



Our Childcare Industry Experts

From humble beginnings as a two-man operation in 1895, Bankwest has grown to become an icon of Western Australia and a banking partner to businesses across Australia - building a trusted, knowledgeable and established reputation in a number of specialised industries.

Our knowledge and experience in managing specialised transactions has developed our expertise in structuring and funding businesses in the childcare industry.

We lend to all sectors of the industry and have both owner operators, development and investment exposures.

Whether you're wanting to make the most of your financial assets, managing your costs or financing growth, our team of experts aims to deliver banking solutions for your business needs so that you can gain a competitive advantage.

To enjoy the benefits that come from working with Bankwest's experienced team, please contact us today.

Huw Leonard

Relationship Manager

☎ 0455 086 725

✉ huw.leonard@bankwest.com.au

David Considine

Business Development Manager

☎ 0475 829 324

✉ david.considine@bankwest.com.au

Kim McCauley

Senior Relationship Manager

☎ 0455 097 746

✉ kim.mccauley@bankwest.com.au

☎ bankwest.com.au/business

☎ 13 700

bankwest



FOR BUSINESS



Where the
**Learning
HAPPENS**

2016 ACA VIC CONFERENCE



EARLY CHILDHOOD EDUCATION & CARE CONFERENCE

Crown Conference Centre Melbourne
19 & 20 August 2016



Australian Childcare Alliance
Victoria

Why YOU SHOULD ATTEND IN 2016

- Excellent Speakers
- Great Topics
- Fantastic Range of Exhibitors
- Cocktails & Conversation Reception
- Networking Opportunities

Register Here

via the ACA Victoria website

[www.vic.childcarealliance.org.au/
events/conference](http://www.vic.childcarealliance.org.au/events/conference)

Early Bird Registration (Closes: Friday 13 May 2016)

Member Early Bird	\$495.00
Non-Member Early Bird	\$695.00

Registration

Member Registration	\$595.00
Non-Member Registration	\$795.00

One Day Pass

Member Pass: Friday	\$345.00
Member Pass: Saturday	\$300.00
Non-Member Pass: Friday	\$445.00
Non-Member Pass: Saturday	\$400.00

* All prices in Australian Dollars and inclusive of GST



Dr Michael Carr-Gregg

Dr Michael Carr-Gregg is one of Australia's highest profile psychologists. He is currently the Managing Director of the Young and Well Cooperative Research Centre, which is committed to exploring and understanding the role of new and emerging technologies in the lives of young people.



Anthony Semann

Anthony Semann is one of the Directors and founders at Semann & Slattery, with 15 years work as a researcher, consultant and manager with a broad range of government, non-government and private organisations. His skills and expertise have seen him work with organisations across Australia and overseas including Columbia University (New York) as well as in France and New Zealand.



Stacey Currie

According to the usual script, Stacey should be living on the streets, in jail, on drugs or dead. She experienced family breakdown, child abuse, teen pregnancy, homelessness and domestic violence. But this remarkable woman has defied the odds in a spectacular way and is now helping other young vulnerable mothers create a better life for themselves and their children.

Panel Session – Hear from 5 sector experts in one place at one time!

Anthony Semann will host a lively conversation with Dr Anne Kennedy, Dr Michael Carr-Gregg, Professor Frank Oberklaid and Warren Cann, providing delegates with a range of unique views on challenges and opportunities for the future of the ECEC sector, including where the children fit in. Delegates will be invited to pose questions and engage with this fantastic panel.

SPONSORED BY:

Platinum Sponsor



Silver Sponsor



Bronze Sponsor



Education Sponsor



Custom made careers start here.

Multicultural Books – To Diversity And Beyond!

by JJ Stranan, Director, Global Kids Oz



The Australian EYLF encourages educators to create inclusive multicultural classroom environments. One of the most rewarding ways to engage young children in discussion about diversity is via books, and there are many delightful cultural titles available for the class bookshelves.

But while we may all agree that diversity education is important, class resource budgets are never bottomless pools! Educators and parents need to make practical decisions about buying tools for the classroom to ensure they have the necessary equipment to teach across the whole curriculum.

It is easy to presume that a multicultural book collection will be used only for teaching about diversity. But an investment in quality multicultural books actually offers a resource you can use across curriculum areas.

Have you considered how you might use multicultural books to teach and discuss topics other than diversity?

1. Literacy

The research tells us that reading (of any kind) to young children has multiple benefits, including increased cognitive skills and early literacy. From street signs to restaurant menus, the more you demonstrate the link between letters, sounds and words, the earlier kids begin to make their own attempts at reading and writing.

Your multicultural book library is no different. Whether you're using specifically educational non-fiction guides to cultures, or imaginative fairy tales based on community stories from around the world, any book read with enthusiasm by an educator goes a long way towards piquing a child's interest in books in general.

2. Organisation

Books as objects in a classroom can be used strategically to teach skills around responsibility and organisation. It's never too early to operate an informal library, for example, where children can take a favourite book home for the weekend – and remember to bring it back!

Many classrooms offer children a free 'reading' time where they can explore pictures and mimic sounds even if they're not yet making sense of actual words. This often ends with books scattered around a mat – and a great opportunity for helping to tidy up.

- *Can the children match up books with similar illustrations as they pack them away?*
- *Can they count the books as they pick them up?*
- *Can they put them on different shelves according to the colour of the cover or spine?*
- *Or choose categories of their own, like books about animals on the top shelf, and books about families on the bottom?*

In this way, books can be useful tools for teaching a range of skills other than reading.

3. Emotional and social development

Multicultural books are not just about cultural diversity; they're stories about all the same kinds of quandaries you might find in more mainstream books and can be an excellent resource when it comes to teaching children about emotions. Many children's books are based around age appropriate moral dilemmas, like how to make good choices in the playground or how

to manage anger or frustration. If you have a good library of multicultural resources, don't keep them on the shelf for 'cultural diversity day' – keep them in constant rotation at story time and help children unpack the lessons they offer.

Look for quality multicultural titles that demonstrate diverse families, the school experience or friendship dilemmas. Looking at these common situations through the eyes of children from a diverse range of backgrounds helps children to understand just how universal some emotions may be. Young people all over the world experience anger, joy, confusion and love. What can we learn from the ways they express their feelings?

Books about culture, bilingual story books and books that showcase world stories are some of the most valuable resources you can add to your classroom or home. They offer a productive, engaging way for educators to present issues around cultural diversity to young children. Even challenging subjects can be explored in age appropriate ways from the safety of the story mat.

But books offer so much more than just stories! A good library of books about culture becomes a tool to be used in many other creative ways, teaching children a wide range of developmental skills and making diversity education part of everyday life in the classroom.

Global Kids Oz stocks a wide range of books and other multicultural resources that bring diversity to life in the classroom. Browse our comprehensive range for more great ideas that make teaching about diversity easy, inclusive and fun!



“Our focus is to place the best early childhood people in the best environments for children.”

McArthur

Best People Fit

McArthur has been delivering recruitment & career solutions to the early childhood education sector for over 20 years.

- For clients we provide easy access to qualified and experienced staff, screened and recruited by our specialist early childhood consultants;

- For candidates, we provide permanent, temporary and contract solutions with the best employers, without joining fees or pre-registration.

Contact us today to find out how we can help you.

t: (03) 9828 6565
e: ecvic@mcARTHUR.com.au
w: www.mcarthur.com.au



10 wonderful reasons for children to learn self-defence

By Leann Webb, Director Childhood Australia



There are many benefits that a child can gain from learning self-defence including true character development that can shape their lives for the better.

As a Krav Maga Instructor and one of Australia's few Kids Krav Maga Instructors, I am obviously biased that the best form of self-defence for kids is Dynamight Kids or Kids Krav Maga. But, the reality is that most martial arts, and also wrestling and gymnastics, offer many of the same benefits...it comes down to having a great instructor who builds the body and protects the mind for the kids in his or her care. With the right instructor, kids flourish in self-defence and martial arts training:

1. Improves physical fitness and coordination

In a self-defence program, kids are active. The locomotor, nonlocomotor and manipulative movements develop gross and fine motor skills and therefore result in a holistic improvement in fitness and physicality. Kids benefit from improved coordination, strength, agility, balance, flexibility, cardio, speed, and reactive and bursting power. And this physical development makes a life-long difference: children who are physically capable and confident grow in to adults who are physically capable and confident.

2. Teaches concentration, discipline and respect

Martial arts and self-defence are widely acknowledged for their ability to cultivate concentration, discipline and respect in their students. The students need to listen to their instructor, sit still, stand straight, stand in a line, wait patiently and take turns.

3. Develops confidence

In a self-defence program, children are constantly learning new skills, and each one is a little more challenging than the one before. Not everything is easy and developing these skills can take practice, but developing new skills leads to confidence and pride in one's abilities.

4. Develops assertiveness, tenacity and determination

Mastering new skills, such as physical abilities and self-defence techniques, requires assertiveness, tenacity and determination. Kids have to be prepared to give it a go, keep trying, work through failure, try harder, see others succeed, make small improvements, until they experience success. A good self-defence program will also help children develop determination through drills that push them to succeed past the point of their preconceived limitations and assumptions.

5. Develops communication, listening and social skills

Listening and following instructions are fundamental aspects of a self-defence program, and a good self-defence program is going to place a lot of emphasis on teaching children to 'speak up for themselves'. In addition, even though self-defence and martial arts are 'individual' activities, they are delivered in a structured group environment, which means, interacting with others, developing friendships and learning group behaviour such as turn taking, supporting each other, being kind, respect for each other etc.

6. Teaches nutrition, anatomy and hygiene

In a physical program that encourages movement, it is easy to reinforce why we need to eat well to give our bodies fuel for playing. And a good self-defence program is also an opportunity to teach anatomy and hygiene.

7. Teaches spatial concepts

For small children, a self-defence program is also a fantastic vehicle for teaching spatial concepts which are

essential for children as they take their first big steps into the world.

8. Teaches awareness of danger

A good self-defence program will teach awareness of danger, and in particular, that it is much better to avoid a problem than to have to solve one. In self-defence for kids, the children learn to use their eyes and their ears to be aware of their situation, for instance, aware of the road and cars, or keeping close to mummy and daddy. This is the most important aspect of self-defence for kids. If they are aware of themselves and aware of things that could mean danger, they have the best chance of staying safe.

9. Teaches gentle solutions to bullying and rough play

Sometimes an 'attack' is rough play, like siblings wrestling or getting too rowdy; and sometimes an attack is bullying or fighting which can really hurt. Either way, when we're talking about kids at home or in the childcare centre or in the playground, the last thing we want is any child getting hurt. So a good self-defence program teaches gentle solutions for when the child is being 'attacked' by another child. A good program emphasises using voice and non-violent ways to protect their personal space. And at the end of the day, this means we're teaching non-violent conflict resolution skills – and that's handy for life!

10. Helps kids to stay safe and avoid accidents

And finally, a good self-defence program will be holistic. After all, there is not much point teaching a child self-defence if they don't know to stay off the road. Through self-defence, we can develop a child's awareness across a broad range of safety topics, including road safety, water safety, sun safety, electricity, burns, etc and of course, stranger danger and concepts of personal body protection (eg from my top to my toes, I say what goes).

That's 10 amazing benefits from teaching kids self-defence. Find a good instructor and get started today!

Give your centre a BOOST with Childhood Australia's world-class educational programs to help children be the best and brightest they can be.

French, Spanish and Italian



Australia's leading foreign language program teaching French, Spanish and Italian to children as young as 18 months. The play-based lessons include stories, singing, dancing, games, physical activities and craft.

Jungle fitness, safety and self-defence



A fun-filled, energetic program of jungle fitness, games and activities that teaches safety and self-defence so that kids are ready for anything. Helps kids to grow up stronger, healthier and safer.



Go wild and get active

A full-spectrum physical program that incorporates ball, rope, hoop, cone and balloon games to help develop fine and gross motor skills, spatial awareness, coordination, balance, flexibility, agility and strength.



Learning through music

A music therapy program which harnesses the power of music to enhance babies' and toddlers' learning and development. Uses music to create a multi-sensory learning environment which is perfect even for babies.

1300 61 22 88

info@childhoodaustralia.com.au
www.childhoodaustralia.com.au



SIMPLY INTUITIVE

ONLINE PORTFOLIOS | TIME & ATTENDANCE

We provide software to help reduce the administrative burden...



Online Portfolio and Office Manager -

You can capture the moments as they happen, save them online and then publish them electronically to parents.

Create a CD with the child's portfolio to save on printing costs and time.



Reduce Paperwork and Improve Compliance -

Educators can quickly and easily create meaningful observations on a PC or tablet using our inbuilt frameworks.

Find the reports you need in seconds to ensure you are complying. Keep all of your policies, forms and documents online.



Engagement -

Send daily updates via email. Each parent gets their own unique website and app for children's photos, artwork, news, documents and observations.

Parents can download the parents app for free from Apple or Android stores to receive notifications, access content and comment on posts.



Time and Attendance -

We allow centre managers and owners to create rosters in minutes and communicate them to staff via email and SMS, fill shifts or find replacements, track leave and entitlements, collect clocking data and export to the payroll provider of their choice.

... so that you can focus on
the important things.



ChildCarers
Good Start Grow Smart

1300 824 855

WWW.CHILDCARERS.COM.AU

Visit our website to sign up for a 30 day free trial today!

Writing the QIP is **EASY** with



\$495.00 (incl. GST)

Member Partner News

It is with pleasure that we announce our new partnership with ChildCarers. ACAV's vision is to ensure equity within the early education and childcare sector by representing members, keeping members well informed and supporting them to provide the highest quality care for their families.

Childcarers vision is to help centres reduce their administration burden, simplify their parent communications and thus leave more time to raise the quality of their care.

ACAV and ChildCarers share a commitment to helping improve member outcomes by providing access to a variety of online child care management software solutions at preferential member rates. Accordingly, ChildCarers is pleased to offer a discount of 10% off ChildCarers' published list price to any ACAV member that is currently not a ChildCarers customer or alternatively for an existing ChildCarers customer that purchases a new product from ChildCarers. An ACAV member need only quote their ACAV membership number to access the discount.

Supplier Member News

We are also pleased to advise that Childhood Australia has become a supplier member. Childhood Australia delivers a range of educational programs including foreign language, safety and self-defence, music therapy and jungle fitness. Each of their programs is fun, play-based and dynamic, as well as being backed by science and research to make sure they offer a full suite of developmental benefits to children. You can contact Childhood Australia on 1300 61 22 88 or by email to daniella@childhoodaustralia.com.au

Supplier Members

Accountants



SC Accounting
T: 03 9569 7516

E: screelman@scaccounting.com.au
W: scaccounting.com.au



ShineWing Australia
T: 03 8635 1800

E: akelly@shinewing.com.au
W: shinewing.com.au



Target Accounting Service P/L
T: 1300 668 088

E: tracy@targetaccounting.com.au
W: targetaccounting.com.au

Architects & Landscapers



Perkins Architects
T: 03 9510 9697

E: info@perkinsarchitects.com.au
W: perkinsarchitects.com.au

Banking



Bankwest
T: 0455 097 746

E: kim.mccauley@bankwest.com.au
W: bankwest.com.au

Brokers



Artemis Corporation
T: 0403 227 077

E: diane@artemischildcare.com.au
W: artemischildcare.com.au

OneStop Commercial
T: 03 9585 1929

E: info@gtd.com.au

Building & Property Maintenance



AGrade Test and Tag
T: 0407 046 188

E: george@agradetestandtag.com.au
W: agradetestandtag.com.au



EnergySpec Electrical
T: 03 9885 0386

E: david@especelectrical.com.au
W: especelectrical.com.au



Furlong Painting Pty Ltd
T: 0415 568 561

E: office@furlongpainting.com.au
W: furlongpainting.com.au



Jim's Test and Tag
T: 0411 337 774

E: scott.mcdowell@jimstestandtag.com.au
W: jimstestandtag.com.au



MAW Building
T: 0423 264 452

E: mark@mawbuilding.com.au
W: mawbuilding.com.au



Switch PM
T: 03 8687 2400

E: adrianb@switchpm.com.au
W: switchpm.com.au

Cleaning & Office Supplies



All Craft and Educational Supplies
T: 03 9465 0862

E: alex@acesupplies.com.au
W: acesupplies.com.au



Kinderstar
T: 03 8685 8623

E: louroark@kinderstar.com.au
W: kinderstar.com.au



Officeworks
T: 03 8575 1276

E: sspivak@officeworks.com.au
W: officeworks.com.au



Pricebreakers
T: 03 9569 6944

E: clive@pricebreakers.com.au
W: pricebreakers.com.au



Taren Cleaning Supplies
T: 02 9668 8987

E: Murray@taren.com.au
W: taren.com.au

Consultancy & Management



McArthur
T: 03 9828 6565

E: anni.mcarthur@mcArthur.com.au
W: mcArthur.com.au



Child Care Management Systems
T: 1300 139 778

E: sam@childcarems.com.au
W: childcarems.com.au

Consultancy & Management (continued)



The Time Retriever
T: 1300 794 401

E: peter@timeretrievers.com.au
W: timeretrievers.com.au



Time Target
T: 03 9516 0300

E: kimd@timetarget.com.au
W: timetarget.com

Educational Resources & Programs



Childhood Australia
T: 1300 612 288

E: info@childhoodaustralia.com.au
W: childhoodaustralia.com.au



Backyard in a Box
T: 02 9452 2515

E: info@backyardinabox.com.au
W: backyardinabox.com.au



Global Kids Oz
T: 1300 320 065

E: culture@globalkidsoz.com.au
W: globalkidsoz.com.au



Hey dee ho music
T: 1300 139 631

E: jenny@heydeehomusic.com.au
W: heydeehomusic.com.au



MTA
T: 1800 251 497

E: mdegeus@teaching.com.au
W: teaching.com.au



Safe Sleep Space Pty Ltd
T: 1300 775 337

E: cindy@safesleepspace.com.au
W: safesleepspace.com.au



True Culture
T: 0455 269 929

E: info@trueculture.com.au
W: trueculture.com.au



Teaching Solutions
T: 0448 881 452

E: chris@teachingsolutions.com.au
W: teachingsolutions.com.au

Food and Nutrition



Betaware Melamine Dinnerware
T: 03 5973 4224

E: peter9995@bigpond.com
W: betaware.com.au



InFocus Food Safety
T: 1300 818 408

E: info@infocusmg.com.au
W: infocusmg.com.au



Food Hygiene Australia
T: 03 9578 4661

E: foodhygiene@bigpond.com
W: foodhygieneaustralia.com.au



Melbourne Food Distributors
T: 03 8541 6030

E: sales@mfdfood.com.au
W: melbournefooddistributors.com.au

Insurance Services



Guild Insurance
T: 1800 810 213

E: DPiacentino@guildinsurance.com.au
W: guildinsurance.com.au

Payment Solutions



Ezidebit Pty Ltd
T: 1300 763 256

E: jeffrey.jones@ezidebit.com.au
W: grow@ezidebit.com.au

Policies



Childcare by Design
T: 0419 661 921

E: info@childcarebydesign.com.au
W: childcarebydesign.com.au

Software & IT support



Abraham Multimedia
T: 0466 425 876

E: abrahammedia@gmail.com
W: abrahammultimedia.com



Beezsafe
T: 0412 310 515

E: mark@beezsafe.com.au
W: beezsafe.com.au



CareforKids
T: 02 9235 2807

E: mark@careforkids.com.au
W: careforkids.com.au



Child Carers
T: 1300 824 855

E: nealmeharg@childcarers.com.au
W: childcarers.com.au



Childcare Centre Desktop
T: 0412 456 429

E: venas@optusnet.com.au
W: childcarecentredesktop.com



Kidsoft
T: 1800 427 234

E: bec@kidsoft.com.au
W: kidsoft.com.au



QK Technologies
T: 1300 367 770

E: zreeve@qktech.com.au
W: qikkids.com.au



KeptMe
T: 03 9010 6220

E: stevenstojanovski@keptme.com
W: keptme.com



Educa
T: 1800 797 518

E: dave@educa.com.au
W: educa.com.au

Superannuation



Child Care Super
T: 1800 060 215

E: mmartignoni@guildfinancial.com.au
W: childcaresuper.com.au



HESTA
T: 0418 568 641

E: tcuda@hesta.com.au
W: hesta.com.au

Training Providers



Customised Training
T: 1300 275 282

E: brooke.ross@customisedtraining.edu.au
W: customisedtraining.edu.au

Children's Accident Protection from Guild.

Because dare devils and little angels – are not as indestructible as they think.

No matter how well you look after the children in your care, accidents can happen. Whether it's a leap, a fall or another child's push, the financial and emotional pain can be devastating for both you and the parents of an injured child.

When you choose Guild's Children's Accident Protection Insurance, you're protected in this scenario and will be able to act quickly providing financial support to the family of an injured child.

Call us today **1800 810 213**
or visit **guildinsurance.com.au/cap**



Better through experience.

