

# Annual Report 2018 2019



## Executive Summary 2019

### Deniliquin Children's Centre Inc

An incorporated organisation, which is a community managed early childhood service provider. PR-00003911

### Location

362-3710 Whitelock St

Deniliquin 2710

### Services

Deniliquin Preschool- SE00007099. 49 licensed places

Deniliquin Childcare Centre- SE00007098. 55 licensed places

Deniliquin Mobile Service- SE00014785. 25 licensed places (operating in Pretty Pine, Blighty, Wakool & Bunaloo)

Deniliquin Toy Library

### Staff

12 casual staff (educator & support)

12 temporary staff members (including trainees)

39 Permanent staff members (full & part time) including 5 admin staff

### Families

195 active families (41 mobile, 104 preschool, 103 childcare)

### Children

273 children (44 mobile, 105 preschool, 124 childcare)

### Utilisation rates at 30/6/19

Mobile- 32%

Preschool 94%

Childcare 91%

### 2018-19 Management Committee

President- Cathy Bliss (GM review steering committee)

Vice President- Jo Burn

Secretary- Eliza Eastman

Treasurer- Sophie Pisasale

General Committee

Hayley Purbrick (GM review steering committee)

Chris Brown (GM review steering committee)

Amber Farley

Jen Laird

Michelle Siena

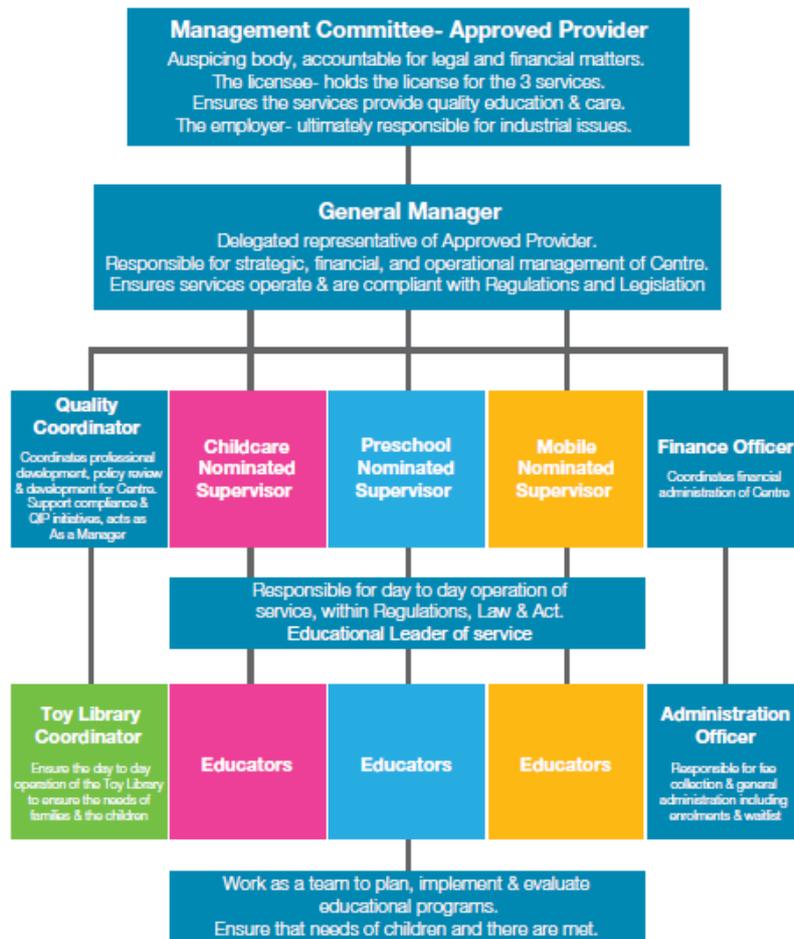
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## 2018-19 Organisation structure



### Deniliquin Children's Centre



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DENILIQVIN  
**Children's  
Centre**

**Our Vision**  
Educating rural  
children from  
the mind and  
heart

**Our Mission**  
To create safe, happy,  
stimulating environments  
in rural communities where  
children are supported to  
reach their potential and  
learn life long skills

## Our Values

### Nurturing

We care for and help  
the development of  
children, families and  
educators in our Centre

### Empathy

We have the ability to  
understand and share  
the feelings of others

### Joy

To be in our Centre  
creates feelings of great  
pleasure and happiness

### Inclusion

A diversity of people feel  
valued and respected, have  
access to opportunities  
and can contribute  
their perspectives and  
talents at our Centre

### Integrity

We are honest and have  
strong principles

### Passion

We have an intense  
enthusiasm for the work of  
early childhood education

## Our Philosophy

We know that  
children who are  
nurtured to grow  
and learn will be the  
richness and beauty  
we all wish to see in  
the world.

We recognise  
that it takes  
a village to  
raise a child.

We embrace children's sense of awe and wonder as well as their individuality and we encourage them to care for others and the world around them. We aspire to maximise participation in our services through active involvement in our community, exercising a culturally responsive approach that welcomes everyone and a deep commitment to advocate for the value of early childhood education. We respect and acknowledge the diversity of first people across communities and we value their contributions.

Our village believes:

- Children are capable, joyful and inspirational
- Families are to be respected as the foundations of children's learning
- Educators are passionate, caring and responsive
- Our wider community is vibrant, knowledgeable and robust

**Freedom to play, explore, learn and be adventurous is at the core of our curriculum.** The wide-open plains of Deniliquin and surrounding country communities, on the land of Wamba Wamba and Perrepa Perrepa people, is where we call home. Our natural landscape is one of farming, shaped around the rivers and lagoon. Natural learning environments in all-weather are celebrated.

**We hope childhood is a time for happiness where each child feels valued, capable and confident that their voice will be heard.**

Responsive relationships where children are supported and guided resonate within our services. We value reflection, authenticity, partnerships and children's inspiration to develop a sense of belonging.

We instill a  
love of learning,  
giving each child  
the opportunity  
to reach their full  
potential.

We believe education is *'the kindling of the flame, not the filling of the vessel'* (Socrates)

**Knowing that children learn best through play, we take a collaborative, holistic and intentional approach to our work.**

Generations of children and families have grown through their participation in our multiple services. We understand that when early learning is relevant and meaningful, it unlocks the potential of our community.

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## **Presidents Report - Cathy Bliss**

Thank you for another fabulous year as President of the Deniliquin Children's Centre's Management Committee. It has been filled with lots of exciting events along the way and it has been a privilege to play a small part in it. The most significant achievement in the last financial year was the completion of the new Childcare Centre with the start of care and provision of meals at the start of 2019.

The official opening was in March and very well attended by the Member for Farrer Sussan Ley and Mayor Norm Brennan. The purpose built, community resource will serve hundreds and hundreds of children and families with nurturing care and education for many years to come. The new centre looks amazing and the educators and staff have done a wonderful job ensuring the smooth transition for children, families and everyone involved. A huge congratulations to everyone involved on completing a very successful project that you should all be very proud of.

In early 2019, the planning and preparation for Stage 2 - The Community Hub began. This involved the refurbishment of the old childcare building into a new administration block and a spacious home for the Toy Library. BGreen Constructions completed the build in August and it looks fabulous.

The strategic goals and operational plan compliment each other and govern the way DCC operates. We are very proud of them and the direction the organisation is heading.

The new Childcare and Preschool playgrounds have been revamped to create some beautiful outdoor areas to promote play and learning. The new signage and fence along Hardinge Street make the location of our organisation easily identifiable. It also looks very professional with our new logo. The DCC Website has undergone a face lift to improve functionality, productivity and access to our services. It will help promote the organisation, as it is certainly more user friendly and looks great also.

The process and preparation for the upcoming Assessment & Rating Visits in July for not one, but both the new Childcare building and Preschool services have been extremely time consuming and extensive. We are very proud of the quality, care and education the preschool and Childcare Centre offer and provide our children and families.

Congratulations also to the Mobile team for your ongoing support and care for our rural children and communities who are facing some very difficult and challenging times at the moment. The communities are very appreciative and grateful to have such a unique service available to them.

Thank you to Jo Burn (Vice President), the executives, the GM Steering Committee and the management committee for their support, endless hours and dedication to serving the organisation and making sure we provide the highest quality of care and education to Deniliquin and our surrounding communities. You should be extremely proud of volunteering your skills, experience and passion.

Finally I would like to acknowledge our outgoing committee member Chris Brown, for his dedication to the meetings, thoughtful contributions and his many years of service since 2015. Every successful organisation needs a motivating leader and we are blessed to have Felicity guiding us every step of the way. We would be lost without her initiative, commitment, foresight, support and caring approach towards everyone she makes contact with. I would also like to thank Kellie, Donna, Mel and Tammy as well as Claire and Kylie for their pivotal roles in the organisation and to all the leaders, educators and staff at Deniliquin Children's Centre for their continued commitment to ensuring we offer the best services for our organisation.

**Cathy Bliss**

President- Management Committee

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## General Managers Report

### Completed by Felicity Michael

The most notable highlight for the Deniliquin Children's Centre in 2018-19 is the opening of the new childcare centre. This building will stand as a community resource for generations to come. At a cost of \$1.6 million (\$1.25 million from NSW government funding and the remainder from DCC reserves), it increases our childcare capacity from 28 places per day to 55 places per day meeting a long standing community need. It has also meant a significant increase in staff, from 13 FTE at the childcare centre in 2018 to 18 FTE at the childcare centre in 2019. The introduction of meal provision has also been an achievement.



### Progress with Strategic Goals

The Strategic Plan and Operational plan was adopted by the organisation in September, 2018. This has guided the Quality Improvement Plan of each service. This year we have made significant progress with these Quality Improvement plan goals, as each educator committed to a project within them, which they have championed and progressed.

#### **To be recognised for high quality, play based learning programs in safe, natural and inclusive environments**

Coordinated critical reflection- including audit tools- under guidance of Quality Coordinator.

Development of our other physical environments has also been a focus. The playgrounds of both childcare and preschool have been expanded. Using funds from grants and reserves improvements valued at \$50000 have been made.

Our new Centre logo was adopted in 2018 to better represent our Philosophy. This has resulted in new signage and uniforms as well as communication templates for the Centre. This includes the ripple design in the concrete path outside the childcare centre, new signage on Hardinge St and an arch sign above the main entrance to the Centre.

The final stage of the Childcare expansion project is the redevelopment of the old Childcare Centre building into a Community Hub- for use of families, and the base for administration, Toy Library, staff training and management offices for completion in August 2019 with a budget of \$130,000.

#### **To build strong and collaborative relationships with children, families and communities**

Relationship audits to ensure that children's have a sense of belonging in the service.

Opportunities for families to participate in the service has been a focus including Read to Me Grandparents day. Regular events such as Mothers and Fathers day, Christmas concerts and parties as well as Fundraising events that our services participated in our organised have also been well supported by families and staff.

A project to develop culturally inclusive programs has been implemented across all of our services with mentoring from Yarkuwa Indigenous Knowledge Centre has seen the incorporation of language, weaving and art projects and a bush kinder program being investigated in Preschool.

Ongoing partnership with Intereach to deliver the Koori Playgroup program.

#### **To be an employer of choice that supports a motivated and qualified team**

Introduction of the Values and behaviours chart for the organisation

In 2019 the Leadership team introduced the "Ripple Award" for acknowledgement of staff members demonstrating organisation values.

Developing the qualifications of our team has again been a focus. 2018-19 saw 2 existing workers gain their Diploma qualifications through a traineeship with the Centre, 2 gain their Certificate 3 qualification and 6 more begin training with the organisation.

Leadership training was also a focus with the Assistant supervisors and the Nominated Supervisors undertaking training.

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Other training areas included safe driver training for the Mobile team, WHS training for the entire Centre, food safety training for the Childcare Centre educators, behaviour guidance training for the Preschool.

## **To be a well governed, financially sustainable, value driven organisation**

In 2018-19 the Centre again sponsored a member of the Management Committee to complete a Diploma of Governance.

Governance training undertaken by whole Management Committee

Financial processes are always under review and development.

## **To be a community leader in environmental sustainability**

Each service has embedded sustainability projects. This will continue to be a focus for each service Quality Improvement Plan.



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## Quality Coordinator report- completed by Kellie Crossley

### Highlights

#### Professional Development

A Professional development plan has been developed whereby training has occurred according to staff needs; which were identified throughout the staff Personal Development review process. On average, monthly training has been coordinated across the organisation. Training has occurred face to face, and also via webinar depending on the topic. The organisational training day focused on Continuous Improvement which was facilitated by Catherine Hydon. This was good timing with the Assessment and Rating process occurring in both Preschool and Child Care.

#### Work Health and Safety (WHS)

Focus areas- WHS training for Assistant supervisors, development of policy, review & development of emergency policy & procedures

#### Compliance and audit

Compliance audits have been conducted across all services with focus on preparation for Rating and Assessment

#### Policy review

The policy review process has ensured that most policies have been reviewed in the last two years.

#### Quality Improvement Plans

All QIP's identified strengths which link to the National Quality Standards. Any improvements required were then put into the plan. Another significant improvement to the QIP implementation has been an increase in accountability and method of documentation. All service have the same QIP goals this year

QA1- To make program & practice more responsive to children and available to families

QA2 To embed healthy lifestyles into the minds of children, educators and families

QA3 The outdoor environment meets the needs of children, educators and the community

QA4 To develop an engaged and quality team

QA5 We will be responsive, reflective and engaged with every child

QA6 To develop and maintain respectful partnerships with family and community

QA7 To develop effective systems at DCC that build professionalism and a high quality service

#### Projects

A Language and Cultural awareness project with the support of Yarkuwa.

#### Child care- kitchen

The Child care expansion involved setting up the kitchen including food safety, systems and menus as well as recruitment & training.

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## Service Report for the Toy Library

Completed by: **Penny Gallpen**

Current financial members -32

18 Duty Members plus 9 unfinancial

9 Non-Duty Members plus 3 unfinancial

5 Group Members plus 2 unfinancial

There are 20 families on the Occasional borrowing list who have borrowed in the last 12 months.

There are 15 families in the New Mum's Group.

There are 11 DCC Service Groups from Child Care, Pre-School and Mobile.

The focus of the past year has been in 3 main areas:

- 1 **Update member details** to ensure we have correct information and an accurate reflection of users on our database. To encourage members to become financial or notify of resignation. To request long overdue toys be returned.
- 2 **Stocktake of toys and update database to show an accurate reflection of resources.** This includes accounting for missing or damaged toys and ensuring toy description matches what is available for borrowing.
- 3 **The move into the new premises.** To devise a floor plan to best utilise the space available and how to make toys most accessible and appealing. Also, to create a space for sitting, a space to entertain visiting children and a clear walkway to access offices.

Duty members play an important role in the service and it is pleasing to see there are currently 27 who enable access on Saturday mornings.

Our Admin staff are also playing a vital role in allowing further access outside of Toy Library opening hours. This has extended the availability of our resources to families who would otherwise not have utilised our service.



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## Service Report for the Preschool Service

Completed by: Donna Crane-Nominated Supervisor

### Service Overview

The Deniliquin Preschool is an exceeding not-for profit service offering a high-quality preschool program for 40 weeks a year between 8.15 and 3.45 to children aged 3-6 years. In 2019 we have 105 children from 103 families. 81 children accessing the recommended 15 hours in their year before school, 42 children are from low income, 11 ATSI background children, 5 LBOTE children and 3 children with Inclusion Support Funding. Our service offers 3 separate age groups to cater to the developmental needs of specific ages. We are a two-unit service, each room consisting of 22 children. Each room's program is delivered by a 4-year trained early childhood teacher, a diploma qualified educator, an assistant educator and a trainee educator to cover breaks and programming. Families can also access to our APSC program until 5:15pm every afternoon. Our service in collaboration with Purtill's offer a bus service to and from preschool for our rural children.

### Service focus for the year

**QA1: Educational Program and Practice-**To make the program and practice more responsive to children and available to families.

We now have our program each fortnight available to families on Storypark.

**QA2: Children's Health and Safety-** To embed healthy lifestyles into the minds of children and educators. We have had 4 educators recently trained to focus on embedding our new garden initiatives and to provide fundamental movement skills to both indoor and outdoor programs.

**QA3: Physical Environment-** The outdoor environment meets the needs of the children, educators and the community.

We have introduced light and watering monitors with the children, we have started our chook buckets and are reading to start composting. We have refurbished our old wooden fence into large garden beds and into a bus stop cubby for our children, we have planted a sensory garden and much more.

**QA4: Staffing Arrangements-** To develop an engaged and quality team.

We have had a great growth in how we embed our QIP as a living document. Having each educator contributing to the QIP projects through their PDR goals and having it available to all educators on Storypark has been monumental.

**QA5: Relationships with Children-** We will be responsive, reflective and engaged with every child.

We have embedded relationship audits for every child that is evaluated twice a year.

**QA6: Collaborative Partnerships with Families and Communities-** Develop and maintain respectful partnerships with family and community.

We have made an excellent connection with Karen Wilson and have begun to look at 3 projects in the Preschool. Bush Tucker Garden, Regular Bush Excursions to the Island Sanctuary and embedding Wamba Wamba words into our everyday language through early literacy.

**QA7: Governance and Leadership-** Develop effective systems at DCC that build professionalism and a high-quality service.

We have had an extremely busy year embedding systems for our educators to be successful through their PDR process and QIP projects.

### Highlights for the year

#### 1. Deniliquin Preschool Playground Development Project Plan-Completed Projects

Water tank for vegie gardens, water tank & pump for reticulation in digging patch, Installation of 2 shade sails, installation sandpit in pelican yard, installation of vegie gardens in main playground and Pelican yard, Install roof on classroom verandah, moving of shipping container for storage, move fence to boundary, develop new bike track, firepit & seating relocated into yard, install new colour bond fencing on Hardinge St boundary, installation of sprinkler system for playground and installation of bus stop.

#### 2. QIP training and Notice of Assessment and Rating Visit

As mentioned earlier our service focus has been on systems that support educators to be engaged in the Quality Improvements of our services and in their delivery of Early Childhood Education. We now have some great systems such as Storypark QIP'S for educators to contribute to, a training plan to support goals, individual and group projects for educators to drive in the QIP, educator PDR'S available on Storypark for each educator to update and drive and a more succinct PDR process for educators and NS's to drive out for quality outcomes. Catherine Hydon was

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fundamental in teaching educators how to be more actively engaged and involved in both the cycle of PDR and QIP processes.

## 3. Preschool Projects

The introduction of Sustainability Audits brought about significant changes in how we are minimizing our footprint. We have embedded some exciting projects and practices to educate our children and ourselves on being more aware of the environment around us. We attended a community-based training in composting, we have started light monitors, chook buckets, watering monitors, bee garden, wheat crop, built repurposed garden beds, installed two rainwater tanks and plan on having a washing station and bubblers for the outdoors.

### Community involvement

We supported many charity events together such as the Cupid's Undie Run, Can Assist High Tea, PJ and crazy hair week for the Asthma Aust Foundation, Footy Colours Week and our annual dinner date each term at the Sky Dragon. We celebrated the special people in our lives, Mothers and Fathers Day, Grandparents/ Read to Me Week, , we went on many excursions-farm visit, South School NAIDOC week, block Community Visits, we hosted 2 working bees, collaborated with Yarkuwa Indigenous Knowledge Centre with our project, we had the local fire brigade and police educational officer attend over the evacuation weeks plus much more..



## Police Visit

Today at Preschool we had a visit from Senior Constable Paul Elsworth who told us about how to keep safe in our community and about his role as a police officer.

ALWAYS wear your seat belt when you are in the car.

Always wear your helmet when you ride your bike.

If a stranger comes up to you don't go away and put your hands up.

When you see an accident or someone who needs help call your parents/teachers or neighbours.

When you cross the road hold an adults hand and cross at the pedestrian crossing.

piccoll.com.au



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## Service Report: Deniliquin Child Care Centre

Completed by: **Melanie Penglis, Nominated Supervisor since August 2018**

### Service Overview

Deniliquin Child Care Centre is licensed for 55 children per day, five days per week. Total of 124 permanent enrolments from 103 families as well as casual enrolments for children who attend other services of DCC. Our operating hours are 8am-6pm. Our Centre comprises of four rooms:

- *Puggles (0-1)* – 10 children, four educators. Total enrolments- 22 children.
- *Possums (1-2)* – 10 children, four educators. Total current enrolments 27 children.
- *Joeys (2-3)* – 15 children, four educators. Total current enrolments 32 children.
- *Wombats (3-6)* – up to 19 children, 3-4 educators rostered, based on the needs of each group. Total current enrolments 44.

The Deniliquin Children's Centre employs nineteen educators as primary educators within the Child Care Centre as well as hosting trainees and other work placement students.

### Service focus for the year

#### **QA1: Educational Program and Practice**

- Make program and practice more responsive to children and available to families
- To reflect on our educational program, and consider how we capture children's and family's voices in the program
- Develop a program appropriate for each of the four rooms at Child Care.
- For all educators be able to contribute to documentation of children's play, learning and development, with understanding of the cycle of planning.

This is still an area for development.

#### **QA2: Children's Health and Safety**

- Embed healthy lifestyles into the minds of children and educators including sustainable practices e.g. a vegetable garden, collecting food scraps for chickens, energy and light monitors across all room
- WHS officer has increased understanding of WHS in the early childhood sector; WHS is high priority in all aspects of the service.

#### **QA3: Physical Environment**

- The outdoor environment meets the needs of the children, educators and the community
- The indoor and outdoor program marry each other and are inclusive of all children.
- An outdoor environment which is safe, and stimulating for children's learning

The outdoor environment is an area for continued development for both educators and leadership.

#### **QA4: Staffing Arrangements**

- Develop an engaged and quality team including building relationships within the new centre, having input into the service QIP as well as recognising achievements within the team.

#### **QA5: Relationships with Children**

- We will be responsive, reflective and engaged with every child- this included training to overcome barriers
- All educators feel equipped to support children with their learning needs

Inclusion support is an area for continued development.

#### **QA6: Collaborative Partnerships with Families and Communities**

- Develop and maintain respectful partnerships with family and community

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- Build relationships in order to increase access for Aboriginal children and families into our service  
This has been an area of development and achievement in 2019.

## QA7: Governance and Leadership

- Develop effective systems at Deniliquin Children's Centre that build professionalism and a high-quality service
- For Nominated and Assistant Supervisor, Educational Leader and Team Leaders to confidently and effectively execute their roles and responsibilities

In a new team this was an area of development and achievement in 2019.

## Highlights for the year-

- The transition from the old building to the new purpose-built space and developing new ways to implement our program and practices.
- Doubling the amount of families whose children we're able to provide care and education for, and almost doubling the number of children enrolled.
- Preparing for and undertaking the Assessment and Rating process.
- The EL role being executed clearly.
- An overall understanding and use of the QIP –The team is more aware of the role of the QIP and how practices, relationships, community involvement, etc. all links together.



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## Service Report: Deniliquin Mobile Children's Service

Completed by: **Tammy Cairnduff** – Nominated Supervisor Deniliquin Mobile Children's Service since April 2018

### Service Overview –

The Deniliquin Mobile Children's service is privileged to be licensed for 25 children in rural and remote communities surrounding Deniliquin 5 days a week, offering 6.5 or 7 hour days. We currently service Pretty Pine, Blighty (2 days a week), Wakool and Bunnaloo, providing childcare and preschool.

Our Mobile community consists of 44 permanent children from 41 families. We are funded through – NSW Department of Education Preschool funding

- NSW Department of Education Long Day Care Funding
- Department of Education and Training (Commonwealth) Community
- Childcare Fund viability Funding
- Department of Education and Training (Commonwealth) Childcare Subsidy Service

Our staff an Early Childhood Teacher, 2 x Diploma, a Certificate 3, and a Certificate 3 in training. The team of dedicated educators prepare equipment and resources, travelling daily to our communities providing unique and interesting educational experiences tailored for each individual child.

### Service focus for the year

#### **QA1- Educational Program & Practice Program/Documentation**

- To develop the program and make it more responsive to children and families

#### **QA 2: Children's Health & Safety Practices**

- To embed children's health & safety into the program

#### **QA4- Staffing arrangements**

- To review Educator philosophies

#### **QA5- Develop quality relationships with children**

- Relationship audit

#### **QA6- Collaborative Partnerships-**

- Embedding culturally appropriate practices – in conjunction with Yarkuwa
- Develop relationships with families- our take home animals

We also introduced our take home animals to build relationships with our families across the four venues.

#### **QA7- Leadership & Service Management**

- To ensure systems are in place- preparation for A&R



### Highlights for the year-

**Take Home Animals** - The Mobile children are developing their sense of identity and sharing it with their friends also they are finding connections among one another, giving them a sense of connection and belonging to Mobile.

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HAPPY MOTHERS FROM MOBILE



Thankyou to all our families for helping us have some wonderful fun with our morning teas on Mobile this week. The children have had such a lovely time and every afternoon they have been talking with each other at group time about the special things their mum's do for them.

We would like to wish everyone a fantastic Sunday and hoping everyone has a joyful Mother's Day.



**Mothers Day-** We had morning tea with pamper activities that everyone could join in together and share stories of love and joy for their children.

**Child's Achievement-** Each child's achievements are considered the achievement of the service

**Community Involvement-** Throughout the year the Mobile team has participated and hosted a range of community gatherings including

- Read To Me Week
- Footy Colours Day
- Fathers Day
- Red week raising money and awareness for Neurofibromatosis

**Wakool-** We have been welcomed back to Wakool this year



LOOK AT OUR PROGRAM WE DESIGNED



This month at Mobile the children have created their own program with all there favourite activities.

We have a school setting as many of the children are preparing to start school next year allowing them to build confidence and familiarise with transition.

We also have many small world sensory experiences where the children play alongside each other or solitary engaging in developing sensory-motor skills, imagination and language.

With designing their own program the children feel recognised and respected for the input they are providing their educators. (EYLF OUTCOME 1)



## OUR MOBILE TRUCK



After our walk this morning the children noticed that their Mobile truck was very dirty. I asked them how we could fix that and they all shouted "wash it". I then asked how will we wash it and what do we need? The children all put their ideas together and came up with, soap, water, a bucket and some clothes. We collected all that we needed and begun our truck washing. How pleased they all were when our truck was nice and clean sharing their achievement amongst each other.

The children worked together taking turns and sharing clothes with each, showing pride in their truck as they wanted it to look clean.

