



Kindergarten Parents Victoria
Annual Report 2009/2010



Thank you



KPV is grateful to our corporate partners and event sponsors for their dedication to the early childhood sector and for supporting our members through provision of excellent services.



We would like to thank the Creswick Foundation for their contribution and all consultants who have assisted KPV on various projects.



We would also like to thank the Department of Education and Early Childhood Development for their ongoing funding of key programs and projects and supporting us in delivering high quality services to the early childhood sector.



Department of Education and
Early Childhood Development

Contents

President’s Report	4
CEO’s Report	5
Our Board	6
Our Staff	6
Vision 2011	7
Our Members	8
Sector Development Projects	9
Membership Support	10
Advocacy	12
Treasurer’s Report	14
Auditor’s Report	14
Financial Statements	15

Our Role

Kindergarten Parents Victoria is the peak organisation promoting the voice of parents in quality early childhood education for Victorian children.

The only early childhood parent representative body in Australia, Kindergarten Parents Victoria (KPV) provides a comprehensive range of products and services designed to support early childhood services. Membership consists of Victorian kindergarten committees, cluster managers and various other organisations associated with early childhood education.





President's Report

It is with great pleasure that I present the 2009/2010 Kindergarten Parents Victoria annual report.

We are working in a climate with an unprecedented focus on early childhood education. KPV, with other key early childhood peak bodies, has long been advocating for community recognition of the importance of quality early childhood education and its impact on positive outcomes for children. A bipartisan commitment to reform has been demonstrated through the endorsement of the *National Early Childhood Development Strategy – Investing in the Early Years* by COAG in 2009. This shared vision to introduce change will enhance the opportunities for all children to access a quality early childhood education program.

Change and reform, however, is not without its challenges. KPV applauds the government for the major reform initiatives but believes that additional time, education and investment is required. The implementation of high quality programs must be supported by effectively managed and adequately funded children's services, as well as a qualified, sustainable workforce. Now the imperative is to resource and support the sector to successfully implement these major reforms that will benefit our young children.

KPV has been especially active this year in promoting the voice of parents and the needs of early childhood providers in a range of policy forums supporting early childhood reform. We have reviewed our membership structures and services to continue to best meet the needs of our diverse membership, including our cluster manager and local government members. This year KPV has delivered a highly successful and inspiring *Early Childhood Education Conference Together we grow – building partnerships* and we have completed

the *Solutions Pilot Project* commissioned by the State Government which explored ways to improve the sustainability of cluster managed and independent kindergarten services.

I would like to thank the KPV Board, our CEO Emma King and the entire KPV staff team for their ongoing support. In particular, I would like to extend a special thanks to Pauline Ogden, who is retiring from our Board after many years of service to KPV and the early childhood education sector. Pauline has been on the KPV Board for five years, held the role of secretary for three years and made a special contribution to many sector projects. She has also been the chair of KPV's Cluster Management Reference Group, an invaluable subcommittee which helps us focus on the service and advocacy needs of the sector. I wish her well and look forward to another year of working to support quality early childhood education in Victoria.

Sue Roberts
President

“KPV, with other key early childhood peak bodies, has long been advocating for community recognition of the importance of quality early childhood education and its impact on positive outcomes for children.”

Sue Roberts, President



CEO's Report

It has been a privilege to commence at KPV as the CEO over the last year and to work with an inspiring group of people. It has been a year of tremendous change in the early childhood sector and the role of KPV as a key stakeholder and advocate for the sector is more important than ever. It has been the privilege of all at KPV to be constantly engaged and advocating for best practice in the early childhood sector and to be working closely with all our members to ensure that our representation and practice is contemporary and best practice.

It is my pleasure to extend my thanks to the members of KPV. It has been my privilege to consult widely across our membership to ensure that KPV is best placed to meet the needs of all members. Our membership is inspirational, providing invaluable support to their staff and families in addition to fostering innovative initiatives for children.

The extraordinary commitment and generosity of our Board remains vital. Our Board members give their time and considerable expertise to ensure that the governance of KPV is sound, shaping the vision of KPV and continually contributing to add enormous value to the organisation. In thanking all Board members, I would like to particularly acknowledge the KPV President and Vice President, Sue Roberts and Danny Pearson for their leadership and outstanding contribution. I would like to add to the President's praise, my thanks to our Secretary Pauline Ogden who retires from the Board this year. Pauline has worked with endless grace and enthusiasm on behalf of KPV, including chairing the *Cluster Manager Reference Group*.

The staff at KPV have continued to work tirelessly to meet the needs of our members. There was particular pressure at the beginning of this year as a result of the approval of the VECTAA. Understandably, members had numerous queries pertaining to wages and conditions and the efforts of our staff were greatly appreciated. The KPV staff bring an enormous range of expertise and experience to the organisation and I would like to acknowledge the important contribution that every staff member makes.

A particular highlight at KPV this year has been the expansion of our training program. We have conducted a range of contemporary seminars on issues of critical importance to the sector. These seminars have included *Universal Access*, Occupational Health & Safety and

strategic planning. We look forward to continuing to develop our training and seminar program and ensuring that the training we provide is first class and meets the needs of our members.

The *Solutions Pilot Project* was an important sector project for KPV. It involved KPV collaborating with three municipalities to proactively work with stakeholders to improve the sustainability of early childhood services. I would like to thank all of those involved in this fantastic project, including DEECD, the many kindergarten committees, the cluster managers and LGAs. It was an absolute privilege for KPV to work closely with a diverse range of stakeholders and our partners in this project, the Municipal Association of Victoria and Monash University. I would also like to extend our thanks to KPMG for their invaluable input during the project.

I would like to acknowledge the critical role played by Kathy Townley, the consultant who worked on the *Solutions Pilot Project* for the final six months of the project. The staff who worked on the *Solutions Pilot Project* also deserve thanks for their extraordinary efforts throughout the project.

DEECD has been a critical partner throughout the year, and we have enjoyed a strong working relationship with various representatives of the Department. In particular, I would like to acknowledge Tony Cook, Paul Linossier, Anthony Raitman and Michael Maher along with the other members of their teams in central office. This year has offered many opportunities for KPV to work closely with the regional DEECD offices and this has been greatly appreciated.

At the political level we are pleased to report positive relationships with both Minister Maxine Morand and her staff as well as with Shadow Minister Wendy Lovell.

KPV looks forward to continuing to work with all members and stakeholders to continue to advocate for high quality early childhood education that is affordable and accessible to all children.

Emma King
Chief Executive Officer

Our Board



- 1

Sue Roberts (President)
Board member since 2005
- 2

Danny Pearson (Vice President)
Board member since 2007
- 3

Pauline Ogden (Secretary)
Board member since 2005
- 4

George Andreola (Treasurer)
Board member since 2009
- 5

Jackie Petrie
Board member since 2005
- 6

Emma Hunt
Board member since 2009
- 7

Karalynn McDonnell
Board member since 2009
- 8

Kirsten Slifirski
Board member since 2007
- 9

Megan Lewis
Board member since 2009

Our Staff



Vision 2011

1



**Education
for life**
Recognition of the
intrinsic value of
quality early childhood
education and its role
in improving life chances

2



**Universally
inclusive**
Well resourced
and accessible
education
for all children

3



**Cohesive
service system**
A coordinated
and multi-disciplinary
system

4



**Involved
community**
A partnership
between professionals,
parents, families
and children

5



**Excellence
& innovation**
Higher standards
of teaching
and programs

6



**Responsive
& flexible**
Programs are
adaptive to
contemporary needs

Our Members



Kindergarten Parents Victoria's members are predominately from not for profit organisations that offer early childhood education programs and other children's services throughout Victoria. Members include parent committees of management, cluster managers, local governments and long day care centres. Other organisations subscribe to KPV because they value our expertise in matters such as industrial and workplace relations, governance, financial planning and Occupational Health & Safety.

Members have told us they place a high level of importance on KPV lobbying the government on their behalf and highly value the support KPV provides for governance, finance and management issues and industrial advice. Particular appreciation is expressed for the telephone advice service.

KPV surveyed the sector to ensure that we are representative of priorities when advocating on their behalf. In 2009/10 the sector told us their priorities

on early childhood education for the State and Federal Governments include:

- ✘ **funding for four year old kindergarten**
"Provide small rural kindergartens with enough funding to deliver the same number of program hours as metropolitan kindergartens do."
- ✘ **funding for three year old kindergarten**
"Maintain the number of hours for three year old programs because we believe two years of preschool education is important to children's development."
- ✘ **making more funds available for buildings to be extended or improved**
"More funding is required to enable services to upgrade buildings to keep supporting three year old kindergarten beyond 2013."
- ✘ **establishing a formal comprehensive program of professional support and learning for early childhood staff**
"To provide a real career path for teachers so that we are able to attract and retain high quality teachers."
- ✘ **establishing a management support outreach service to support individual committees and committee networks**
"Burden of management on volunteer committees is great and relies on professional knowledge base and a steep learning curve of the early education industry – need for appropriate and local cluster management."

KPV continues to review 'what we do' and 'what we say' to ensure that we are a truly representative and responsive membership organisation.

"I was so grateful for all the help as it gave me an understanding of how the kindergarten is meant to run. The consultant was patient, very friendly, and the information was provided in a timely way, the actions were clearly communicated and the information was accurate and we were assisted in solving the problem."

KPV Member

Sector Development Projects



KPV Solutions Pilot Project

The Department of Education and Early Childhood Development funded KPV to work in collaboration with our project partners, the MAV and Monash University, with independent kindergartens and cluster managers in the three pilot areas of Shire of Yarra Ranges, City of Monash and Bass Coast Shire. This two year project, which commenced in September 2008, used a structured proactive approach to explore new ways to improve participants' governance, management practices, service planning, community responsiveness, networking and professional development. The final project report was delivered to the Department in July 2010.



Early Childhood Education Conference Together we grow – building partnerships

KPV in partnership with Gowrie Victoria and an organising committee of early childhood services stakeholders presented the 2010 *Early Childhood Education Conference Together we grow – building partnerships* on 4 - 5 June at Caulfield Racecourse in Melbourne. Keynote speakers Dr John Bennett, Ingrid Pramling Samuelsson, Nairn Walker, Manuel Achten, Phillip Gammage and Pamela Oberhuemer headed a program filled with high calibre speakers from Australia and overseas who shared their views and expertise with over 800 early years' teachers and staff, volunteer committees, employers and parents. The conference was opened by the Federal Minister for Early Childhood Education and Care and the State Minister for Children and Early Childhood Development. The conference trade fair attracted over fifty organisations that showcased their products and services over the two days.



Children's Services Occupational Health & Safety Champion Project

KPV's expertise was acknowledged by Worksafe when they funded KPV to be the OH&S Champion for the children's services sector. This three year project, which commenced in July 2008, promotes safe work practices to all community managed children's service providers and services through various media and methods. The KPV *Children's Services Occupational Health & Safety Champion Project* involves visits to services, promotion of the project to increase awareness of health and safety issues unique to the sector, resolution of OH&S problems, a regular OH&S newsletter and development of a dedicated children's services web site.

Membership Support

Advice

KPV members valued the telephone and email advice service operated by our expert advisors. We assisted members with a range of issues involving committee governance, service management and operation, industrial relations, human resources, occupational health and safety and wage rates.

KPV received over a thousand calls during the 2009/10 financial year and responded to hundreds of email enquiries. KPV also made thousands of outgoing calls and emails and made many site visits to members to assist in the resolution of complex situations.

Some of the main reasons members contacted KPV's advice service during 2009/10 included the introduction of the 38 hour week for staff and the implementation of the new industrial agreement, the *Victorian Early Childhood Teachers and Assistants Agreement 2009 (VECTAA)*.

Universal Access to 15 hours of kindergarten in the year before school has prompted many member enquiries and associated issues such as enrolment policies (particularly three year old programs and priority of access) fee policies and budgets. KPV also received questions regarding cluster management and access to cluster management.

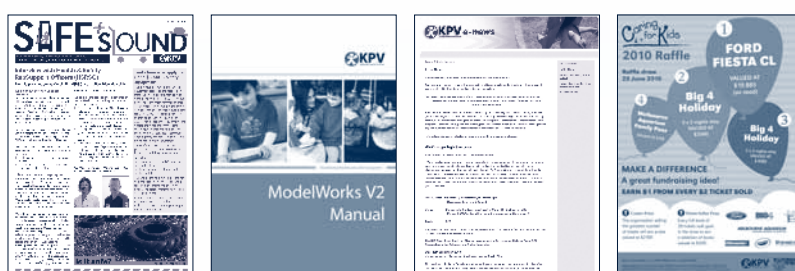
Resources

Governance Tips, *Safe & Sound* (OH&S), *Industrial Bulletins* and *Wages Bulletins* are KPV's regular specialist newsletters to help members understand and comply with a range of legislation, regulations, funding and other requirements for the day to day running and governance of a not for profit service.

During the year KPV reviewed a number of its publications which support committees of management and managers in delivery of their programs to reflect contemporary practice and policy reforms. KPV has reviewed and released a new version of *ModelWorks V2* and will release an updated version of our *Early Childhood Management Manual*, *Governance Works* and *A-Z Guide* later in 2010.

Preschool Matters, our quarterly magazine, online *KPV e-news* and monthly member mailouts continue to keep members informed of the latest developments in the sector. The *KPV e-news* has over 3,000 subscribers.

For the 15th year running, the annual *KPV Caring For Kids* raffle was a tremendous success. The 2010 raffle raised over \$130,000 for the early childhood sector, which is a substantial contribution to the education of our children.



Membership Support



outlined in the COAG agreement, particularly *Universal Access*, proved to be of great interest to the sector with participants ranging from independent kindergartens, cluster managers, local governments and early childhood educators.

The day was structured with presentations from DEECD followed by workshops with discussions on modelling, a case study of a service's approach to three year old programs, benefits of *Universal Access* and integrated services. Catharine Hydon finished the day with an inspiring presentation on moving forward. Evaluations revealed that participants appreciated the opportunity to share experiences and felt more confident about the new policy changes to be implemented.

Our first online training resource was uploaded to the KPV website with more than one hundred services accessing the document.

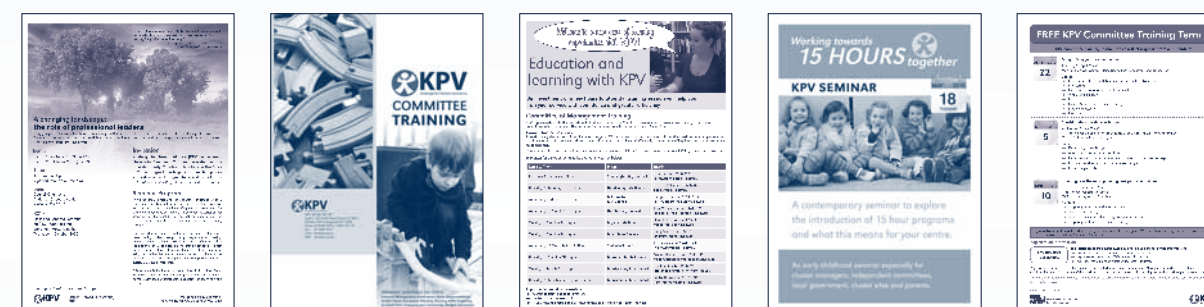
Training, consultancies & seminars

KPV conducted 30 training sessions across the state during 2009/10 on a range of topics, particularly governance and management issues. Local councils and members hosted many of these sessions.

KPV, in partnership with Department of Education and Early Childhood Development (DEECD), held a seminar, *Working towards 15 hours together*, in May 2010 with unprecedented interest. The changes

Consultancy projects requested by members canvassed a broad range of areas, including:

- ✖ communication
- ✖ group dynamics
- ✖ working as a team
- ✖ school readiness
- ✖ grant applications
- ✖ performance appraisals.



“KPV were professional, helpful, friendly and supportive. I was able to address the issues with the information provided, the action I needed to take was clearly communicated and we were assisted in solving the problem.”

KPV Member

Advocacy



Submissions & Media

KPV prepared and presented a number of submissions to the State and Commonwealth Governments after consultation with our stakeholders, members and board. KPV is regularly asked by the media to comment on behalf of our members and our board in relation to early childhood matters. The following submissions can be found at www.kpv.org.au:

- ✖ KPV submission to the Productivity Commission by PilchConnect – July 2009
- ✖ KPV submission in response to the Regulatory Impact Statement for Early Childhood Education and Care Quality Reforms – September 2009
- ✖ KPV response to the draft Victorian Early Years Learning and Development Framework – October 2009

- ✖ KPV 2010/2011 Victorian State Budget Submission – November 2009

- ✖ Emma King was asked by the media to comment on many issues concerning our members and the sector including kindergarten fees and childcare costs for families, transition to school, government funding and major early childhood education and care policy announcements.

Consultations

KPV represented the voice of our members on a variety of community and government consultation groups and committees.

- ✖ KPV's President, Board members and CEO represented our members in regular meetings with state and federal ministers, members of parliament and senior state and federal education officials. They played an active role in the industrial relations negotiations with unions and other peak agencies.
- ✖ KPV's Cluster Manager Reference Group, chaired by Board member Pauline Ogden, was a regular consultative forum where cluster manager members share information, discuss policy innovations and their implications and advised KPV on issues pertinent to the sector.
- ✖ The KPV Industrial Relations Reference Group, chaired by Board member Danny Pearson, included cluster managers and independent kindergarten members. The IR Reference Group provided the KPV board and staff with informed opinion on the broad range of industrial and employment issues which affected KPV members and the early

childhood sector more generally. Their advice on issues negotiated for the new industrial agreement was invaluable.

- ✖ KPV participated in the Validation Reference Group, a panel which oversaw the validation process for reclassification according to teaching standards.
- ✖ KPV was a member of the Early Childhood Australia Qualifications Approval Committee, which advises DEECD on the comparability of individual applicants' overseas and interstate early childhood qualifications and university applications for recognition of early childhood teacher courses.
- ✖ KPV was on numerous advisory and reference groups, including; Anaphylaxis Training Advisory Committee; Not For Profit Human Resources Group; Melbourne City Council Kindergarten Teachers Network; Kids Go For Your Life Network, Cancer Council; Early Years Integrated Services Practitioners Network; Regional Early Years Reference Group (Eastern region); Hobsons Bay Consultative Committee; Transition Project Advisory Group; Transition and Victorian Framework Stakeholder Advisory Group; Protocol Training Reference Group; Children's Services Regulations forums; Office for the Community Sector Not-For-Profit Sector Reference group; Privacy Victoria Network.
- ✖ KPV was the presenting partner of the *2010 Early Childhood Education Conference Together we grow – building partnerships* and was the event organiser of the *Environmental Education in Early Childhood Conference* which was held in October 2009.
- ✖ KPV was a member of the organising committee for the 2009 Romp & Stomp at the Melbourne Museum, a highly successful children's week event attracting over 2000 preschool children and their families.



Industrial and Workplace Relations

This financial year KPV negotiated a new industrial agreement, the *Victorian Early Childhood Teachers and Assistants Agreement 2009* (VECTAA). The new agreement was approved by Fair Work Australia and came into operation in late January 2010.

The new agreement reinforces a strong focus on quality early childhood education along with significant wage increases for early childhood teachers. It will provide our sector with the ability to move towards key reform initiatives including increased teaching time to facilitate the implementation of 15 hours of kindergarten for four year olds by 2013 and the implementation of the *National Quality Framework*. The vast majority of both KPV members and employees supported the new agreement.

January 2010 also saw the introduction of modern awards to replace the multitude of awards that covered employees in Australia. KPV has provided implementation advice and support to our members who needed to change employees from the old award system to a new modern award.

ADP Employer Services, with KPV as a subcontractor, successfully tendered for a contract with DEECD for the provision of a payroll service to support volunteer committees and cluster managers. This service has been provided by our partnership since January 1994. The new contract will continue until June 2013.

“KPV's advocacy on our behalf is invaluable to the range of early childhood services in Victoria due to their solid understanding of our industry and in our opinion, membership is a must.”

KPV Cluster Member

Treasurer's Report

Summary

The financial statements presented with this report are for the year to 30 June 2010 and disclose an operating deficit of \$116,626 (2009: \$91,087), a net asset position of \$647,290 (2009: \$763,916) and a net decrease in cash flows of \$147,772 (2009: increase of \$110,247).

Income Statement

The deficit comprises largely of lower than anticipated income and significant one off costs.

Balance Sheet

KPV's balance sheet indicates that KPV has a solid net asset position with sufficient liquid assets to meet all liabilities notwithstanding that our cash position has decreased by approximately \$148,000 during the year.

Cash Flow

Our cash flows from operations and investing activities disclose a decrease to our cash position of approximately \$148,000 for the year.

Going Forward

KPV recognises that it cannot continue to incur operational losses and the focus for the coming year is to significantly reduce these losses with a view of returning KPV to profitability in the near future.

George Andreola
Treasurer

Auditor's Report

I have audited the accompanying summarised financial report of Kindergarten Parents Victoria Inc., comprising the balance sheet as at 30 June 2010 and income statement for the year then ended, which was derived from the financial report of Kindergarten Parents Victoria Inc. for the year ended 30 June 2010.

The Responsibility of the Board for the Summarised Financial Report

The Board of Kindergarten Parents Victoria Inc. are responsible for the preparation and fair presentation of the financial report. The responsibility of the Board also includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

My responsibility is to express an opinion on the financial report based on the audit. I conducted the audit in accordance with Australian Auditing Standards. These Auditing Standards require that I comply with relevant ethical requirements relating to audit engagements, plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In

making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board, as well as evaluating the overall presentation of the financial report. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Auditor's Independence Declaration

In conducting the audit, I have complied with the independence requirements of the Australian professional accounting bodies.

Auditor's Opinion

In my opinion, the financial report presents fairly, in all material respects, the financial position of Kindergarten Parents Victoria Inc. as at 30 June 2010 and of its financial performance, its cash flows and its changes in equity for the year ended on that date.

David Kew FCA
Fellow of the Institute of Chartered Accountants in Australia

Financial Statements

Income statement for the financial year ended 30 June 2010

	2010	2009
Revenue operating activities	2,041,134	1,966,096
Revenue non-operating activities	59,167	82,618
Employee benefits	-1,438,747	-1,375,297
Other staff expenses	-38,936	-46,809
Marketing expenses	-113,652	-117,783
Administration expenses	-93,244	-86,257
Depreciation expense	-15,608	-26,094
Property maintenance expense	-54,667	-61,150
Projects expense	-23	-3,705
Finance expense	-16,730	-18,426
General expenses	-32,051	-20,752
Occupancy expense	-135,493	-121,853
Operational expense	-277,776	-261,675
Deficit before income tax expense	-116,626	-91,087
Income tax expense	-	-
Deficit after income tax expense	-116,626	-91,087

Balance sheet as at 30 June 2010

		2010	2009
CURRENT ASSETS	Cash & cash equivalents	1,269,090	1,416,862
	Trade & other receivables	81,587	29,953
	Prepayments	17,052	12,069
	Total current assets	1,367,729	1,458,884
NON-CURRENT ASSETS	Property, plant & equipment	78,618	72,765
	Total non-current assets	78,618	72,765
	Total assets	1,446,347	1,531,649
CURRENT LIABILITIES	Trade and other payables	681,207	668,941
	Provisions	74,921	67,436
	Total current liabilities	756,128	736,377
NON-CURRENT LIABILITIES	Provisions	42,929	31,354
	Total non-current liabilities	42,929	31,354
	Total liabilities	799,057	767,733
	Net assets	647,290	763,916
EQUITY	Accumulated funds	647,290	763,916
	TOTAL EQUITY	647,290	763,916

The accounts presented in this Annual Report are an extract from the Audited Financial Report of 30 June 2010. All numbers in AUD\$.



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