



EARLY  
LEARNING  
ASSOCIATION  
AUSTRALIA

The voice for parents and service providers

# PRE SCHOOL MATTERS

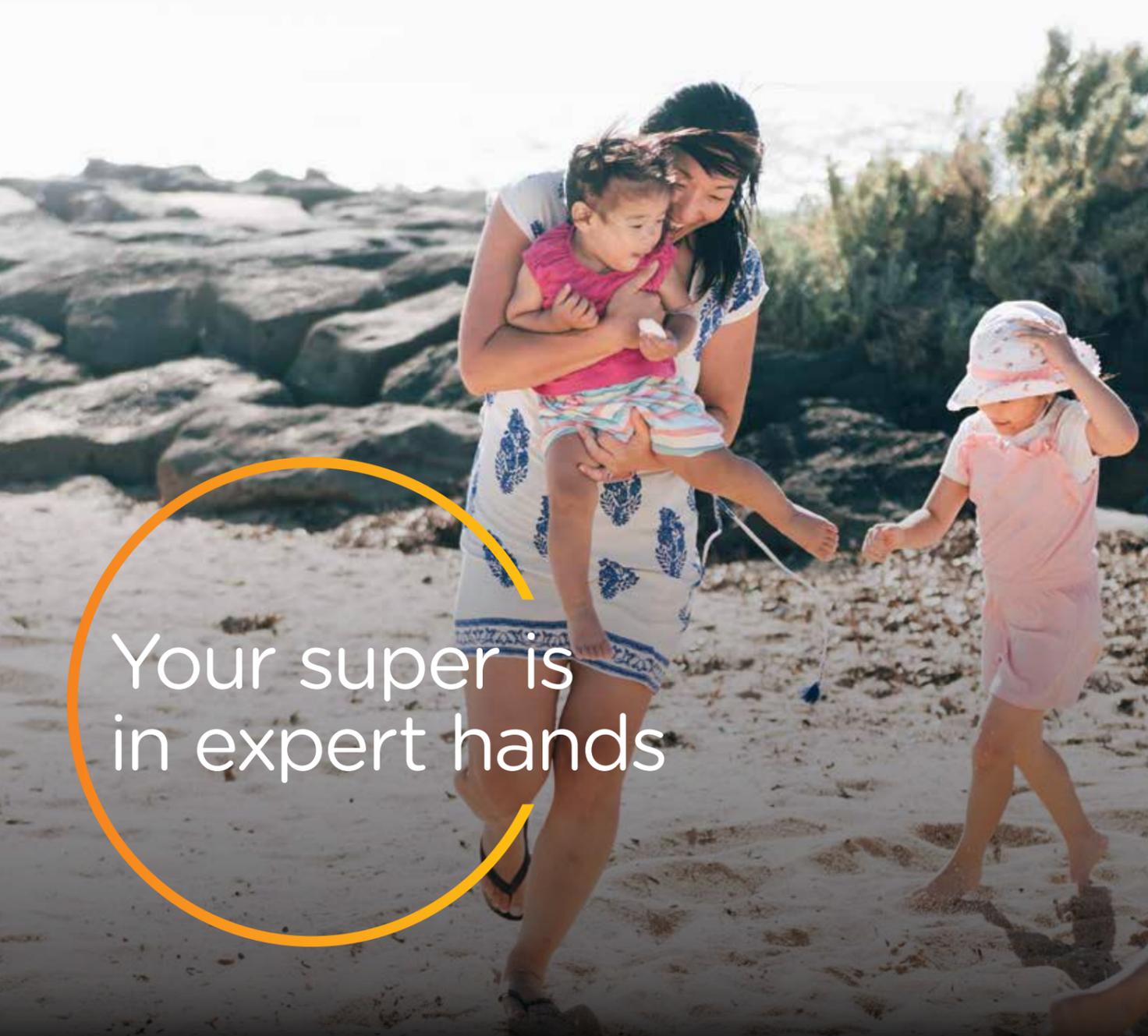
EARLY CHILDHOOD EDUCATION  
PREPARING CHILDREN FOR LIFE  
TERM ONE 2019

2019 CONFERENCE  
REGISTRATION GUIDE

REPORTABLE CONDUCT  
SCHEME UPDATE

MAKING THE MOST OF  
EARLY ABLES





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## PRESIDENT'S REPORT

*In this edition of Preschool Matters ...*

There's vital information on pages 10-12 for service providers on how to manage your obligations under the Reportable Conduct Scheme including links to useful resources.

For those service providers thinking about introducing language programs to their program there is a great article, courtesy of Early Learning Languages Australia on the ELLA program (not to be confused with ELAA), on pages 16-18, about the national initiative to increase the capacity of Australian children to learn a second language.

Also, with the Federal Election approaching, I would like to remind all members and ELAA supporters to sign up to *ELAA's Early Learning – We Are Counting On You* federal election campaign (see pages 20-21) and to use the resources available on the campaign website to let our politicians know what our sector needs and expects from them.

For teachers and educators, this Term's edition of Preschool Matters includes an informative feature on pages 22-23 from Gowrie Victoria about their experience of using the Early ABLES assessment tool and being a part of the Early ABLES Champions program.

EYMs, Committees of Management, teachers, educators and other early years professionals should read the full preview of the 2019 Early Childhood Education Conference on pages 24-31.

I encourage all our members and supporters to register for what promises to be an excellent professional development event at the Crown Conference Centre in Melbourne.

While we are well into Autumn, the change in climate means we may still have some warm days in the southern states right into May. So we must always be vigilant about not leaving children in cars or accidentally locking them in. There's a great article on pages 34-35 about how this can happen and tips for avoiding what can be a very stressful situation – a great resource to share with parents at your service.

And don't forget to take a look at the rest of ELAA's 2019 Professional Development program on pages 38-40. This year's program includes some very useful sessions for managers and educators alike with opportunities to work together and co-construct the learning.

Finally, it's great to see one of Victoria's smallest early learning services, Millewa Pre-School, featured in the ELAA Member Profile on pages 36-37. Smaller services have specific operational challenges, especially when located in rural areas, and it's inspiring to read how they meet these challenges by remaining closely connected to their community.

Happy reading and I look forward to seeing you at the Conference.

**Lee Cath, President, ELAA**

# IN THIS EDITION

This digital version of *Preschool Matters* includes live links to other online content. Just click whenever you see an underlined link like this [example.com.au](#).



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**COVER:** Apply for the *Starting Out Safely* 2019 Road Safety Education Award

Does your service deserve recognition for your road safety education program? Would you like to win \$500 for your service? Would you like to win two free tickets to the 2019 Early Childhood Education Conference for Saturday 18 May (valued at \$890)?

Tell us about your program by going to <https://www.surveymonkey.com/r/Q7F6BFZ> and answer a few short questions.



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*Preschool Matters* is a quarterly magazine which communicates issues and developments that concern and assist members in the effective management of early childhood services.

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**Growing tomorrow**  
 Making quality early childhood education and care a reality for all

17 and 18 May 2019  
 Crown Events and Conferences  
 Melbourne

#growingtomorrow

2019 Early Childhood Education Conference  
 together we grow

## WE'VE JUST GONE THROUGH A RECRUITMENT PROCESS AND WE'RE READY TO EMPLOY A NEW STAFF MEMBER. WHAT DO WE HAVE TO DO TO GET THEM STARTED?

Congratulations on appointing a new staff member. We hope this is the start of a great working relationship between the Committee of Management, other staff members and your new employee which will provide the best possible start in education and care for the children attending your service.



that the employer regularly meets with the employee during the probation period to check that everything is progressing well. If problems arise once your employee commences, it's best to try to get them resolved as soon as possible by letting your employee

know what the expected standards are and working with them to establish new processes if needed. If 12 weeks is not enough time for you to decide whether the employee you have chosen is a good fit for the service, you may need to discuss extending the probationary period with them. These discussions with your employee and subsequent agreement must take place at least one week before the end of the original 12 week probation period.

If a consultation process is not successful in forming a good working relationship, the Committee of Management as the employer, may terminate employment at any time in the probationary period without penalty as long as you give at least one week's notice of termination or 1 week's salary in lieu of notice.

More information about employing new staff can be found in [ELAA's Early Childhood Management Manual](#).

Once you've decided on who you wish to employ, you will need a "Letter of Employment". Employment of Early Childhood staff is generally ongoing (unless there is a reason for a fixed term contract, e.g. replacing a staff member who is on maternity leave or long service leave). Therefore, the Letter of Employment is issued only once during your staff member's employment with you and not renewed yearly. If there are changes in rosters, classification level, pay or other terms of employment, a letter updating the specific details can be written and attached to the original Letter of Employment at any time.

An important part of the Letter of Employment is the description of the probationary period. This is a time at the start of the period of employment where both the employer and the employee can determine whether the employee is suited to the service. Under the VECTEA 2016 agreement, the probation period is 12 weeks during term time. It's important



It has been a busy Term 1 at ELAA with lots happening with new team members coming on board, new Preferred Partners signing on to offer greater benefits to members, advocacy work, commencement of the VECTEA re-negotiation process; and professional development events.

### Advocacy

To advocate for a more supported and recognised early years sector ELAA has recently delivered three key submissions to the Victorian State Government:

- *Early Years Management: Achieving a sustainable service system*, which

identifies the urgent support required to ensure the viability of early years management services for the planned expansion of kindergarten.

- *ELAA's 2019-2020 Victorian State Budget Submission*
- *Review of Victoria's Child Safe Standards* - a submission to the Victorian Department of Health and Human Services on the implementation and effectiveness of Victoria's child Safe Standards.

By way of follow up to the release of the Budget Submission and Early Years Management (EYM) sustainability report, I met with Minister Merlino recently to discuss a number of key issues for our sector, namely the future viability of Victoria's EYM and sessional kindergarten models; the need to develop an early years workforce strategy; and the next steps in the roll-out of universal access to three-year-old kindergarten in Victoria. The Minister is committed to the roll-out of three-year-old kindergarten and will examine the proposals contained in our Budget Submission and EYM

sustainability report and I look forward to further dialogue with him on these matters.

With a Federal Election due to be called soon and held by May, the next few months are a crucial time to make sure the voices of early childhood advocates are heard by our local sitting members of parliament and candidates registering to contest seats.

The Early Learning Everyone Benefits campaign (of which ELAA is a partner) is providing a cohesive platform and coordination support to achieve maximum impact to benefit children, families and the greater community.

To make use of these resources and be part of a national movement to show the politicians and candidates standing in the upcoming Federal Election that #EarlyLearningMatters visit [https://www.everyonebenefits.org.au/get\\_involved\\_2019](https://www.everyonebenefits.org.au/get_involved_2019). There are also resources to help members and supporters tell our politicians what our sector needs on ELAA's own campaign website Early Learning – We Are Counting On You at [www.countingonyou.org.au](http://www.countingonyou.org.au).



### VECTEA

During Term 1 we extended an invitation to eligible ELAA member services and non-member services to confirm whether or not they wished to be represented by ELAA (as the employer representative) in the forthcoming renegotiation of the VECTEA agreement.

ELAA is committed to negotiating a new Victorian Early Childhood Teachers and Educators Agreement (VECTEA) that meets the growing policy needs of Governments who are increasingly acknowledging the value of high quality Early Childhood Education and Care (ECEC). We are also committed to an agreement that applies across different modes of ECEC, rather than just sessional kindergarten. Importantly, we are looking to represent the sector to negotiate an agreement that caters for the needs

of all approved providers irrespective of their size, and supports the attraction, development and retention of high-quality staff to the sector.

Ultimately, ELAA is seeking to negotiate a new VECTEA which covers teachers and educators who operate in community or not-for-profit ECEC services in the State of Victoria, in both sessional kindergarten and integrated kindergarten models.

If you have previously received correspondence from ELAA asking whether or not you wish to be represented by us in the negotiations but did not respond by the deadline of March 27 you can still respond by completing the relevant form/s attached to our correspondence and returning them to [vectea@elaa.org.au](mailto:vectea@elaa.org.au) by 9.00am, Monday 8 April.

## 2019 Early Childhood Education Conference

*together we grow*

Friday 17 and Saturday 18 May  
Crown Conference Centre,  
Melbourne



### The Early Childhood Education Conference is YOUR conference

Our preparations for the 2019 Early Childhood Education Conference are progressing well. I'm really excited about this year's conference because we have a new venue and a completely re-structured speaker program.

Just a reminder to EYMs, Committees of Management and service directors that attending both days of the Conference will count toward 18 hours of your teachers' VIT professional development requirement. All attendees are provided with a certificate of completion which lists individual sessions attended (and references those sessions to the APST) to use as supporting documentation for maintaining VIT registration.

Attending the Conference provides a perfect opportunity for your staff to meet and exchange ideas with hundreds of other early years professionals who are passionate about what they do. And the program also has plenty of relevant sessions for Committee of Management members, managers, and educational leaders. There's always a special buzz generated during the Conference that leaves delegates feeling inspired and returning to work with new perspectives on making the early learning experience at their service the best it can be ... the Conference is a great motivator! For full details on the Conference program, registration, venue, accommodation and more see pages 24 – 31.

### New team members

Finally, I would like to welcome four new additions to the ELAA team – Peter Hains (Service, Delivery and Growth Leader), Chris Boon (Industrial Relations Lead), Sage Michaels (Engagement and Growth Lead) and Sarah Hain (Member Benefits Lead). Each brings a specific set of skills and experience that will result in greater value and benefits for our members and I am very much looking forward to working with them to achieve this. You can read more about our new additions on pages 14 – 15.

All the best for term break and Term 2.

**David Worland**  
CEO, ELAA

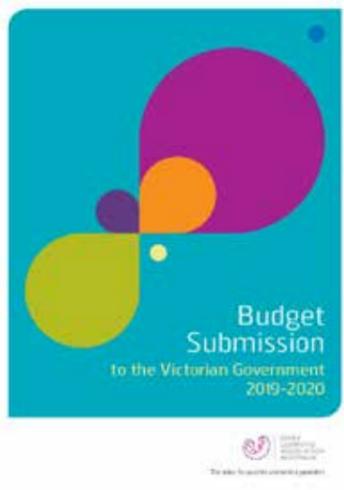
## ELAA publishes new submissions

As part of its ongoing advocacy work, ELAA published three key submissions during February:

### The Review of Victoria's Child Safe Standards

On behalf of its members, ELAA recently provided a submission to the Victorian Department of Health and Human Services on the implementation and effectiveness of Victoria's child safe standards together with our views on the national harmonisation of child safe standards in Australia.

[Download the submission](#)



### Budget Submission to the Victorian Government 2019-2020

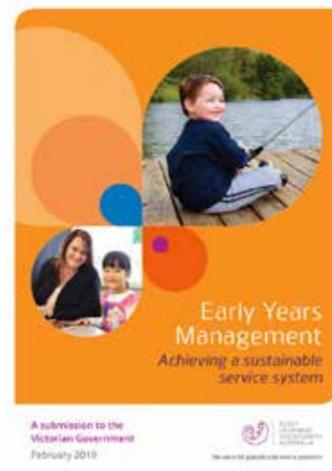
ELAA's 2019-2020 State Budget Submission for 2019-2020 identifies opportunities and strategies to:

- build the future of early education

- develop a skilled, supported and valued workforce
- develop a sustainable service system
- deliver quality services.

The State Budget Submission was accompanied by a separate report, Early Years Management: Achieving a sustainable service system.

[Download the State Budget submission](#)



### Early Years Management: achieving a sustainable service system

ELAA together with our [CEO Group](#) has developed the report, Early Years Management: achieving a sustainable service system, which identifies the urgent support required to ensure the viability of early years management services for the planned expansion of kindergarten.

[Download the report](#)

### Grants for innovative teaching

Does your early learning service have an innovative teaching idea or program?

You may be eligible for financial assistance to bring your idea to life or further develop an existing program through the Bank First 2019 Teaching Initiatives Program.

Grants are offered under four categories:

- Indigenous Culture
- Sustainability
- Engage with Asia
- General Curriculum

For more information and to apply go to: [bankfirst.com.au/tip](http://bankfirst.com.au/tip) or call 1300 654 822

Applications close Friday, 26 April 2019



### Deadline for early years services to join VECTEA negotiations

ELAA is currently inviting ELAA member services and eligible non-member services to join the re-negotiation of the VECTEA by formally confirming that they are agreeable for ELAA to act on their behalf. Emails and follow up letters from ELAA regarding this went out to eligible providers during early March.

Services wishing to be represented by ELAA in this matter need to complete an Employer Bargaining Representative Authorisation Form. If you are a multi-site provider, you also need to complete and return the VECTEA Multi-Site Employer Service Data Form with information about each of the services you manage.

ELAA is committed to negotiating a new agreement that covers teachers and educators who operate in community or not-for-profit ECEC services (irrespective of their size) in the State of Victoria, in both sessional kindergarten and integrated kindergarten models. We are looking to negotiate an agreement that caters for the needs of all approved providers, and supports the attraction, development and retention of high-quality staff to the sector. If you wish for ELAA to negotiate on your behalf please return all forms to [vectea@elaa.org.au](mailto:vectea@elaa.org.au) by 9.00am on Monday 8 April.

# COMPLYING WITH THE

*From 1 January 2019 all approved education and care services and children's services are required to comply with the Reportable Conduct Scheme. The Commission for Children and Young People has oversight of and regulatory responsibility for the scheme for Child Safe Standards.*



In the [Term 4, 2017 edition of Preschool Matters](#), the article 'Early Childhood Services and the Reportable Conduct Scheme' answered the following questions:

- What is the Reportable Conduct Scheme?
- What types of conduct are reportable?
- What are the obligations of the head of an organisation under the scheme?
- What is a reportable allegation investigation?
- What are the benefits of the scheme?



# REPORTABLE CONDUCT

## SCHEME

*In this article we outline steps to take to ensure that your organisation is meeting the requirements of the scheme.*

### 1. Be clear who your head of organisation is

The [head of an organisation](#) is the Chief Executive Officer (CEO), principal officer or equivalent position at your service. Where there is a CEO, principal officer or equivalent, this role cannot be delegated to anyone else. In an early years management organisation, the CEO is the head of organisation, while in a community-managed kindergarten, the president of the committee is likely to be the head of organisation.

Under the Reportable Conduct Scheme, heads of organisations are required to:

- notify the Commission of certain allegations of child abuse and child-related misconduct made against their workers or volunteers
- investigate those allegations and tell the Commission about the response
- have a system in place to enable allegations to be brought to the attention of the head of the organisation.

It is a criminal offence to fail to notify or update the Commission about allegations.

If you are unclear about who is the head of organisation, [contact](#) the Commission for Children and Young People for advice.

### 2. Ensure everyone is clear about their responsibilities

Boards and staff must have a good understanding about the scheme and their responsibilities to make the head of organisation aware of reportable conduct. It is important to make sure your service has a system in place to enable allegations to be brought to the attention of the head of the organisation and the Commission. Ensure you have an up-to-date Child Safe Policy which outlines the steps to take, such as the [ELAA PolicyWorks](#) Policy.

#### [Guidance for Organisations Investigating a Reportable Conduct Allegation](#)

was released by the Commission in June 2018 and provides a step-by-step instruction for managing an investigation, including:

- assessing the allegation
- planning the investigation
- conducting a thorough and fair investigation
- completing an investigation report
- making findings and recommendations.



### Did you know?

The Reportable Conduct Scheme applies to behaviours of staff and volunteers outside of their hours of work or volunteering.

If an allegation of reportable conduct made in the past has been made since the scheme came into effect, it must be reported to the Commission.

[Centre for Excellence in Child and Family Welfare](#)

[Department of Education & Training Early Childhood Protect Portal](#)

[ELAA Early Childhood Management Manual](#)

The [ELAA Employee Management and Development Kit](#) including Managing Performance-related Concerns is currently being updated to reflect the Reportable Conduct Scheme and will be available in April 2019.

### 3. Maintain a focus on child safe standards

Under the Child Wellbeing & Safety Act 2005 heads of organisations are required to prevent reportable conduct and ensure that the services they are responsible for are complying with Child Safe Standards. Child Safe Standards require organisations to plan, implement and review what they do to promote child safety, prevent child abuse and respond to suspected child abuse.

#### Useful resources:

The Commission has lots of useful resources to support people to learn about the scheme including:

- [information sheets](#) to read and share across your organisation
- [video presentations](#)
- [information sessions](#).

It is also a good idea to register for updates from the Commission for Children and Young People to find out about new and updated resources.

# Make an even greater difference.

*Mentally healthy children learn better.*

We know that you became an early learning service educator because you wanted to make a difference. And you could be making an even greater one every day just by knowing how to support the social and emotional wellbeing of children in your learning community, because poor mental health can have a profound effect on learning.

But you're busy, and not counsellors, nor should you be. That's where Be You comes in.

Be You is a free, evidence-based online professional development package that provides you with the building blocks and support to foster a mentally healthy learning community and look after your own wellbeing. It provides tools and advice to spot early signs of mental health challenges, to know what to do and where to go when you see them, and positively reinforce good social and emotional wellbeing.

Join [beyou.edu.au](http://beyou.edu.au) today



Growing a mentally healthy generation

L-R: Peter Hains, Sarah Hain, Chris Boon, and Sage Michaels.



## OUR MEMBER FOCUS IS EVEN STRONGER WITH FOUR NEW TEAM MEMBERS.

As part of ELAA's commitment to improving the services that we offer members, we are delighted to announce the appointment of four new team members to our Service Delivery and Growth area.

### Service focussed leadership

Peter Hains joins ELAA as the Leader of the Service Delivery and Growth team. Coming to us from the Institute of Training and

Further Education, where he was employed as the National Training Operations Manager.

***" Under Peter's leadership, Sarah, Sage and Chris will make a great contribution to ELAA, ..., as we look to promote the highest levels of member service, foster a high performance culture and ensure the successful implementation of our strategic priorities. "***

Peter has a strong connection to the Early Years sector from both a teaching and service provision perspective. Peter is committed to improving organisations and their service delivery through staff development. He is insightful, passionate and aligned to ELAA's vision and his breadth of leadership experience across a range of organisations and sectors makes him a great match for the Lead Service Delivery & Growth role.

### Improved member benefits

Sarah Hain joins ELAA as our new Member Benefit's Lead. Sarah comes to ELAA from the Associations Professionals, where she was employed in a management role to support membership based peak bodies.

Sarah has experience in similar roles with industry/membership based peak bodies as well as a business development background. Her love of working with stakeholders combined with her engaging, motivated and positive attitude plus her professional qualifications make her a valuable addition to the ELAA team. Sarah's engagement with existing and new preferred partners will ultimately deliver greater benefits to our members.

### Better engagement with our members

Our new Engagement and Growth Lead, Sage Michaels, joins ELAA from ACT Labor where she was employed as the Membership Engagement Coordinator. Sage has extensive stakeholder and membership based

experience. She has a passion for not-for-profit organisations and describes herself as a values based professional with a focus on outcomes. Her strong experience in stakeholder engagement, strategic management and process design will help ELAA to develop better processes and better experiences for our members.

### Strengthened industrial relations expertise

Chris Boon, our new Industrial Relations Lead, comes to us with extensive experience in the industrial and employee relations field, having worked with government departments, statutory authorities and not-for-profit organisations, including the Salvation Army and Banyule City Council.

Chris's wealth of knowledge will be used to provide HR/IR advice to our members, as well as being an integral part of the ELAA team which will negotiate the new VECTEA agreement.

Peter, Sarah, Sage and Chris will make a great contribution to ELAA, adding to the strengths of our existing team members, as we look to promote the highest levels of member service, foster a high performance culture and ensure the successful implementation of our strategic priorities.

During 2019, members can expect better service, an expanded range of training and resources, increased member benefits and a new-look conference – watch for some exciting announcements soon!



# LANGUAGE, CULTURE, UNDERSTANDING

By Amanda Macdonald from Education Service Australia

Introducing a new language at your preschool is an exciting way to support the provision of a language-rich environment for the children. We are always singing, talking and reading stories, so incorporating ELLA into a preschool program is easy. It allows you to become a co-learner with the children, exploring the words and culture of another language.



## So, what is ELLA?

### Early Learning Languages Australia

(ELLA) introduces children to learning a new language through fun, interactive digital tablet apps that align with the five learning outcomes of the Early Years Learning Framework. ELLA is a key part of the Australian Government's commitment to supporting language learning. It provides preschool children with exposure to the basics of a language other than English, to help address barriers to language education in the early years of education and to encourage further language learning in later years of schooling.

Last year (2018), over 2500 Australian preschools implemented ELLA. This means that an estimated 90,000 children had experiences with one of the available languages: Arabic, Chinese (Mandarin), French, Hindi, Indonesian, Italian, Japanese, Modern Greek and Spanish. The Australian Government recently announced an additional funding investment in ELLA, to support the continued national availability of the program in preschools and a trial of ELLA with students in Foundation to Year 2, commencing in 2019. This additional funding will also support the development of apps in more of the Australian Curriculum languages: German, Korean, Turkish and Vietnamese.

## How does it work?

The joyful interactivity and play-based nature of the ELLA apps promotes motivation and a positive attitude towards learning a new language. Experts in languages, the Australian Federation of Modern Language Teachers



### → Louise's story

Through ELLA, Uranquinty Preschool implements Indonesian alongside Wiradjuri – the Indigenous language of the local Wiradjuri people. They were one of three finalists in early childhood for a national Narragunnawali Reconciliation Award. Hear Louise discussing how the preschool has made a commitment to learning about language and culture.



### → Yuki's story

Yuki was thrilled when her daughter's kinder chose to learn Japanese. Japanese herself, she has always been eager for her daughters to practise the language with other children. Nevertheless, Yuki wondered how the educators would teach Japanese if they didn't know it. She was surprised how well the children picked up the language using the ELLA apps. She also appreciated the opportunities to be involved in her daughter's preschool year that the ELLA program offered her.

## ADVOCACY YOUR COLLECTIVE VOICE



Associations (AFMLTA), experts in early childhood and technology, Australian Catholic University and Swinburne University of Technology, have played an important role in developing the ELLA apps.

Educators also provide creative play spaces and other experiences that greatly encourage children to use the language modelled in the ELLA apps.

### What are ELLA's benefits?

In 2017, [Swinburne University of Technology's Babylab](#) reported that the ELLA apps are successful in helping children to develop an interest in, and awareness of, other cultures and languages (Kaufman et al., 2017).

Recent evaluations of ELLA and educator observations have shown that ELLA offers a range of benefits for all children involved in the program, including those with language delays and hearing impairment, as well as those from culturally and linguistically diverse backgrounds (Kaufman et al., 2017). If you are interested in participating, contact the ELLA helpdesk at [www.ella.edu.au](http://www.ella.edu.au).



### → Ignatia's story

Ignatia, from Anglesea Kindergarten, encourages children to learn using technology, while maintaining a strong focus on nature play. She has found that once families see and hear their children using Italian, there is an increase in families' support for, and engagement in, the ELLA experience.

*Each edition of *Preschool Matters* we report on ELAA's advocacy work to represent the collective voice of our members.*

### Sector growth

In the lead up to the 2018 Victorian election, ELAA advocated on a number of key issues through its communications channels and through joint initiatives with Community Child Care and ECA (Vic Branch) including a pre-election candidate policy forum and our joint State election submission [Creating children's future today](#). A number of major policy announcements by the Andrews Government around this time indicate that the Government had listened to our individual and joint advocacy activities. Key among those announcements were:

- [15 hours of three-year-old kinder](#) to all Victorian children by 2022
- [785 new kindergartens built and 170 existing services expanded](#)
- the Diploma of Early Childhood Education and Certificate III in Early Childhood Education to be added to the [free TAFE courses](#).

As part of the next steps for the three-year-old rollout, ELAA will represent members at the newly created Kindergarten Expansion Consultative Committee with James Merlino, the Minister for Education who now has early childhood education in his portfolio.

### Victorian State Budget Submission

ELAA's State Budget submission raises implementation issues for the roll-out of three-year-old kindergarten, including a much-needed

workforce strategy and support for VECTEA negotiations.

Additionally, [ELAA's Early Years Manager \(EYM\) CEO Group](#) advises that a lack of funding for early years management has not covered the costs for many years and that the situation has become critical. Consequently, our Budget Submission, also argues the case for more government support for the current EYM model and is accompanied by a detailed ELAA report *Early years management: Towards a sustainable service system* which has been informed by a detailed survey.

### Federal election campaign

With a Federal election looming in May, ELAA's [Federal Election submission](#) prioritises the following areas:

- reform of the Child Care Subsidy
- structural reform of education and care
- commitment to two years of preschool
- commitment to the National Quality Framework.

More information regarding ELAA's expectations of the key parties contesting the next Federal Election is available on our [Early Learning - We Are Counting On You](#) campaign website along with a host of tools and resources. Please visit the campaign site, sign up to the campaign, and make the most of the tools and resources for promoting the campaign.

### ELAA is here to listen.

ELAA is pleased to represent the interests of our members and we welcome any questions or input by contacting us at [elaa@elaa.org.au](mailto:elaa@elaa.org.au)

# EARLY LEARNING WE ARE COUNTING ON YOU

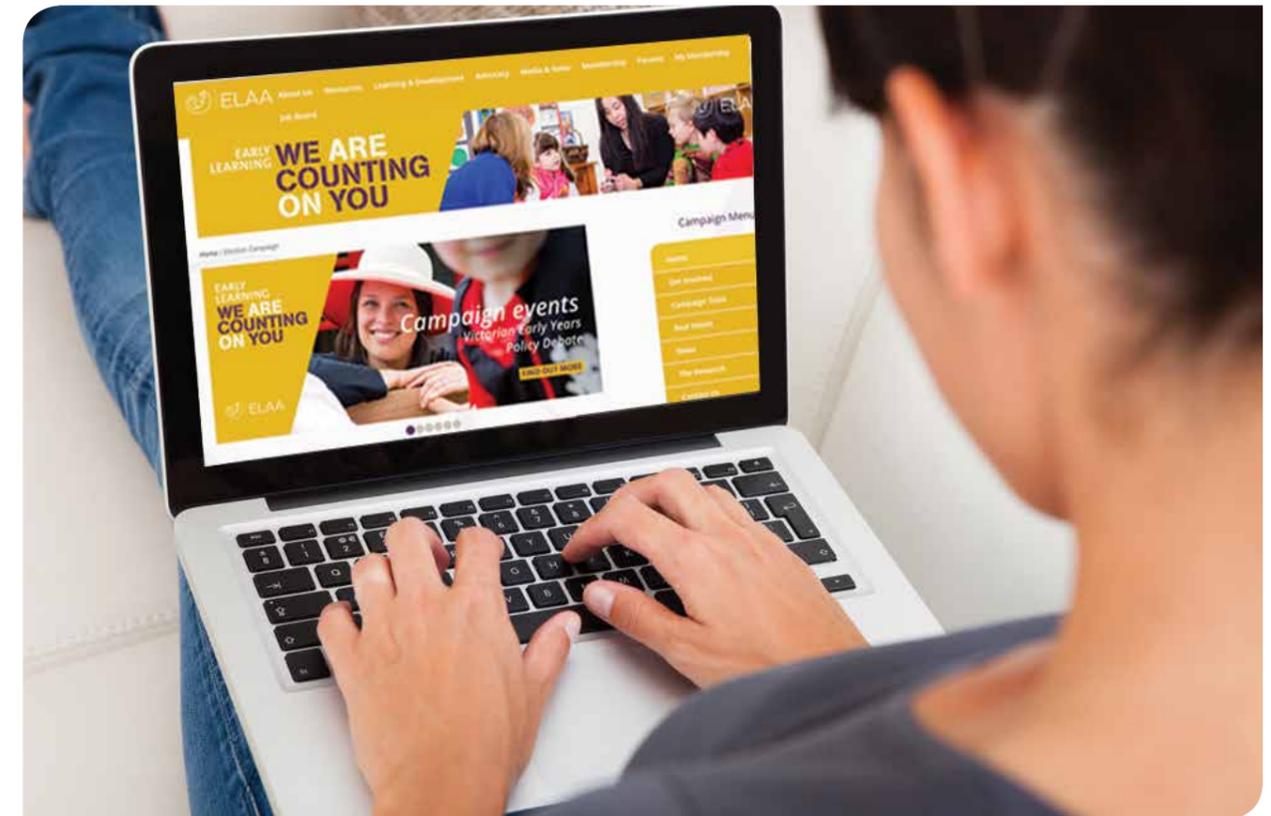
THE FEDERAL ELECTION IS GETTING CLOSER!



*With a Federal Election expected in May, ELAA has renewed its call to members and other early years stakeholders to sign up to its [Early Learning - We Are Counting On You](#) election campaign.*

We are asking the spokespeople for early childhood education and care of the major parties, as well as independent candidates, to commit to the following actions ahead of the Federal election and then, once elected, to work together to make them a reality:

- negotiate a new National Partnership Agreement to guarantee ongoing funding for 15 hours of preschool in the year before school
- extend the National Partnership Agreement to 15 hours of preschool for ALL children in three-year-old preschool programs
- a review and reform of the Child Care Subsidy
- confirm a renewed commitment to funding and developing the National Quality agenda
- improve the regulation of funded registered training organisations
- develop and implement a workforce strategy to ensure early childhood education and care services are adequately staffed with well-trained early and middle childhood professionals who feel supported and whose skills are valued and recognised
- implement structural reform of our sector, through the development of a cross-government agreement, that plans for and integrates education and care.



## Seven simple things can you do to support the campaign?

There's plenty you can do to support the campaign - in fact there's seven specific actions on the Campaign website's [Get Involved page](#) that you and your service can do straight away including:

1. Sign up to the campaign
2. Email the politicians
3. Use the social media resources
4. Send your story to the campaign.
5. Print and display the campaign poster in your service
6. Add the campaign graphic to your email signature
7. Tell parents and careers about the campaign.

Do all seven or just one. Just do what you can as every little bit helps support our services, staff, children and families.

# EARLY ABLES

By Kelly Sweeting, Facilitator / Educator – Gowrie Victoria

Early ABLES is an online tool available to educators to support them in working with children aged two to five years with a developmental delay or disability. The Early ABLES tool is a scientifically validated tool, co-developed by the University of Melbourne and the Department of Education and Training (DET), and adapted from the ABLES tool that is widely used across school age settings.

Early ABLES comprises some key elements to support educators:

- an online platform that is easy to use and accessible, using your service approval ID
- simple multiple choice questions grouped under learning areas that are based on your knowledge and observations of the child
- a learning report for each child that comprises:
  - a visual scale showing where a child is at and the skills that a child is likely to progress to
  - an overview of the child's learning in relation to the early years learning framework outcomes
  - a list of key teaching strategies for educators to support the child's learning.

## An example of how we used Early ABLES

The use of Early ABLES in our kindergarten program provided educators with strategies to support a child in the present but also supported them in future planning. The Early ABLES assessment provided the skeleton of the planning for this child which, when combined with educators' knowledge, developmental theory and the child's skills and interests, formed

a comprehensive assessment and planning cycle. This ensured all professionals working with the child were working towards shared goals and provided a comprehensive assessment that was easy for families to access. Later, this helped the child's transition to school. Educators and Prep teachers met to discuss the skills that this child was working towards and the strategies that have supported them.

## Benefits of Early ABLES

Having supported the development of the Early ABLES tool in Gowrie Programs, as well as accessing the associated training opportunities, it is clear that there are several reasons to utilise the tool:

- the tool has been designed so that anyone can use it, meaning that the early childhood educator that knows the child best is able to complete the assessments
- families can be provided with a detailed yet easy to read strength-based assessment that focuses on where a child is going not where they haven't gone
- achieve consistency in strategies across all teams working with the child
- assist in a seamless transition to school and new education environments utilising an assessment concept and language familiar to teachers.



Overall, Early ABLES is a valuable tool in supporting the learning and development of children with developmental disabilities or delays. It provides an entirely strength-focused assessment for children and families that may otherwise would not have been available to them. Early ABLES is simple, clear and encompasses the foundations of our Victorian Early Years Learning and Development Framework.

## The Department of Education and Training (DET) assists educators to use Early ABLES:

Before you start with Early ABLES, it is extremely beneficial to complete the online learning module that details how to use the Early ABLES assessments and provides five hours of the professional learning requirements for VIT registration.

Access the professional learning portal [here](#).

## Early ABLES Champions

In 2018, face-to-face training was offered to develop 'Early ABLES Champions' and 'Teams Around the Educator'. This enabled numerous professionals to receive specialised training in Early ABLES and coaching to support the early years sector in utilising the tool.

**More training** of Early ABLES Champions and Teams Around the Educator will be available at different locations across Victoria until May 2019. To apply, complete the online learning module and fill out the application which is then processed and assessed by DET.

For further support from DET, including backfill and assistance with accommodation costs, email [earlyables@edumail.vic.gov.au](mailto:earlyables@edumail.vic.gov.au).

# 2019 Early Childhood Education Conference

*together we grow*

Friday 17 and Saturday 18 May  
Crown Conference Centre,  
Melbourne



Join us at the 2019 Early Childhood Education Conference as we journey through this year's theme – *Growing Tomorrow*

How do we *grow* the best learning programs for pre-school children?

How do we *grow* the educators to deliver those programs?

How do we *grow* the leaders to inspire and support them?

How do we *grow* awareness in the community about what we do and why it's important?

How do we *grow tomorrow?*

## A conference for the early childhood education sector

Hosted by Early Learning Association Australia (ELAA) and Gowrie Victoria, the Early Childhood Education Conference has been a leading early childhood education sector professional learning and networking event since 2006.

The Conference is ideal for anyone working in the early years sector including (but not limited to) early years teachers, educators, service managers/directors, Early Years Manager organisations, Committee of Management volunteers, allied professionals e.g. Maternal Child Health nurses, policy makers, researchers, parents, and more.

## A new look program

The Early Childhood Education Conference program has been completely refreshed and restructured to ensure all sessions are targeted and relevant to today's early childhood education professional.

### Four inspiring keynote speakers

We have increased the number of keynote presentations from one to four, with a keynote address at the start and end of each day to ensure delegates arrive and leave feeling focussed and inspired.

#### Professor Manjula Waniganayake

Professor of Early Childhood Education – Macquarie University  
*Leadership encounters in the modern era – who is in charge anyway?*



#### Liana Buchanan

Principal Commissioner – Commission for Children and Young People  
*The reportable conduct scheme in an early learning setting*



#### Dr Red Ruby Scarlet

Creative Director – MultiVerse  
*More than a cat among the pigeons: cultural diversity in everyday curriculum*



#### Mark McCrindle

Principal of McCrindle Research  
*Understanding the times, shaping the trends: a snapshot of the changes transforming early learning education*



### A 'streamed' presenter program

This year's program includes 24 breakout sessions targeted to a range of early years professionals across four streams. Delegates may register for all the break out sessions in a particular stream or choose sessions from a mix of streams. The 2019 streams are:

- Leadership and service management
- Staff development and wellbeing
- Education program and practice
- Engaging communities

### Huge Trade Exhibition

Take advantage of one of the largest early years trade exhibitions in Australia with 60 booths packed full of the latest and best products for early learning services. More details at

[www.elaa.org.au/exhibition](http://www.elaa.org.au/exhibition)

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AND STUDENTS  
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[www.ecec.org.au](http://www.ecec.org.au)

#growingtomorrow

/ELAAustralia @ELAAustralia

Presented in partnership with Gowrie Victoria



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LEARNING  
ASSOCIATION  
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Education  
and Training

## PROGRAM FRIDAY 17 MAY

- **Stream 1 – Leadership and service management**
- **Stream 2 – Staff development and wellbeing**
- **Stream 3 – Education program and practice**
- **Stream 4 – Engaging communities**

8:00am	Registration and Trade Exhibition
8:45am	Opening Performance
8:55am	Conference welcome – ELAA Chief Executive Officer, David Worland
9:00am	Welcome to Country
9:10am	Conference opening by Minister
9:30am	<b>KEYNOTE ADDRESS</b> <i>The reportable conduct scheme in an early learning setting</i> <b>Liana Buchanan</b> Principal Commissioner – Commission for Children and Young People
10:30am	Morning tea and Trade Exhibition
11:15am	<b>A1</b> <i>Early Education Show Live: advocacy is everyone's job</i> <b>Lisa Bryant, Liam McNicholas and Leanne Gibbs</b> Early Education Show Podcast
	<b>A2</b> <i>Mindful Caring – why self-care is a social responsibility</i> <b>Charlotte Tharup</b> The Mindfulness Clinic
	<b>A3</b> <i>Enriching language and learning to support children and communities</i> <b>Megan O'Connell, Tricia Eadie and Jane Page</b> University of Melbourne
	<b>A4</b> <i>Anti-bias curriculum – bringing everyone to the party</i> <b>Alistair Gibbs</b> Windsor Community Children's Centre
12:15pm	Lunch and Trade Exhibition

VIEW FULL  
SESSION DETAILS  
AND SPEAKER  
BIOGRAPHIES AT  
[www.elaa.org.au/program](http://www.elaa.org.au/program)

1:15pm	<b>B1</b> <i>Early Childhood Education and Care sector strategic scan</i> <b>David Worland and Panel</b> Early Learning Association Australia
	<b>B2</b> <i>Workplace mental health hazards – addressing the root cause</i> <b>Cheryl Boysen</b> Recovre
	<b>B3</b> <i>Information technology in early childhood</i> <b>Professor Susan Edwards</b> Australian Catholic University—Institute for Learning Sciences and Teacher Education
	<b>B4</b> <i>Connections and well-being: intergenerational programs benefit us all</i> <b>Gracie Munari and Kelly Sweeting</b> Gowrie Victoria
2:20pm	<b>C1</b> <i>Leadership for cultural inclusivity: how do you foster a sense of belonging, being and becoming in your early childhood setting?</i> <b>Professor Manjula Waniganayake</b> Department of Educational Studies, Macquarie University
	<b>C2</b> <i>Be You – growing a mentally healthy generation includes all of us</i> <b>Glenda Grummet</b> Be You
	<b>C3</b> <i>Science made hands-on and accessible!</i> <b>Ben Newsome</b> Fizzics Education
	<b>C4</b> <i>Nurturing the future: putting our fight for quality early childhood education and care services on the community agenda</i> <b>Daniella Kavoukas</b> Community Child Care Association
3:20pm	Afternoon Tea and Trade Exhibition
3:50pm	<b>KEYNOTE ADDRESS</b> <i>More than a cat among the pigeons: cultural diversity in everyday curriculum</i> <b>Dr Red Ruby Scarlett</b> Creative Director, MultiVerse
5:00pm	The 'Happiest Hour' – drinks, nibbles and networking

# PROGRAM SATURDAY 18 MAY

- **Stream 1 – Leadership and service management**
- **Stream 2 – Staff development and wellbeing**
- **Stream 3 – Education program and practice**
- **Stream 4 – Engaging communities**

<b>8:00am</b>	Registration and Trade Exhibition
<b>9:00am</b>	Conference welcome and Acknowledgement of Country – Gowrie Victoria Chief Executive Officer, Andrew Hume
<b>9:10am</b>	Road Safety Education Award
<b>9:30am</b>	<b>KEYNOTE ADDRESS</b> <i>Understanding the times, shaping the trends: a snapshot of the changes transforming early learning education</i> <b>Mark McCrindle</b> Principal of McCrindle Research
<b>10:30am</b>	Morning tea and Trade Exhibition
<b>11:15am</b>	<b>D1</b> <i>Capacity building in small early childhood educator teams</i> <b>Linda Davison</b> Clarendon Children's Centre
	<b>D2</b> <i>Conversation analysis as a tool for professional development in early childhood education and care</i> <b>Amelia Church and Amanda Bateman</b> University of Melbourne
	<b>D3</b> <i>Continuous improvement – policy, programs and practitioners together for children and families</i> <b>Kim Little and VIC DET Training Panel</b>
	<b>D4</b> <i>Road Safety Education: removing barriers and strengthening the connection between children and the community</i> <b>Zora Marko, Louise Dorrat and Sarah Carmichael</b> ELAA Road Safety Education, Consultant, and Victoria Police
<b>12:15pm</b>	Lunch and Trade Exhibition

REGISTER AS  
A DELEGATE AT

[www.elaa.org.au/  
registration](http://www.elaa.org.au/registration)

<b>1:15pm</b>	<b>E1</b> <i>Strategic planning in early childhood services</i> <b>Marie Howard and Janet Williams-Smith</b> Early Childhood Australia Victorian Branch
	<b>E2</b> <i>Fostering inclusion and participation program; a study in capacity building</i> <b>Kristy Capes and Shannon Upson</b> Victorian Autism Specific Early Learning Centre and La Trobe Community Children's Centre
	<b>E3</b> <i>Integrating health and educational perspectives to co-design a social and emotional learning intervention for early childhood educators</i> <b>Claire Blewitt and Helen Barrett</b> bestchance Child Family Care and Monash University
	<b>E4</b> <i>Understanding and meeting the needs of families facing multiple challenges: the role of early childhood and family services</i> <b>Tim Moore</b> Centre for Community Child Health / Murdoch Children's Research Institute
<b>2:20pm</b>	<b>F1</b> <i>Debates, dilemmas and agitations: using the ECA Code of Ethics and the Box of Provocations to find new solutions to our practice issues</i> <b>Catharine Hydon, Alistair Gibbs, D'Lene Johnson and Janet Williams-Smith</b> Early Childhood Australia Victorian Branch
	<b>F2</b> <i>Bridging our increasing divide – the Early Intervention and Prevention Partnership Initiative in Moonee Valley</i> <b>Sarah Kousal and Belinda Stewart</b> Moonee Valley City Council
	<b>F3</b> <i>What counts as valid knowledge in reflective practices?</i> <b>Dr Red Ruby Scarlet</b> Creative Director, MultiVerse
	<b>F4</b> <i>Out and about with Kulin weather</i> <b>Catherine Hamm, Annette Sax and Miriam Brown</b> Gowrie Clare Court, Yarn Strong Sista and La Trobe University
<b>3:20pm</b>	Afternoon Tea and Trade Exhibition
<b>3:50pm</b>	<b>KEYNOTE ADDRESS</b> <i>Leadership encounters in the modern era: who is in charge anyway?</i> <b>Professor Manjula Waniganayake</b> Department of Educational Studies – Macquarie University
<b>4:50pm</b>	Close – preview for 2020

## New world-class venue

The Conference has a new location for 2019 – Crown Conference Centre in Southbank is a state-of-the-art conference venue in the heart of Melbourne’s cultural, dining, entertainment and sport district.

### Getting there and FREE PARKING

For details on travelling to Crown Conference Centre by public transport and accessing the **FREE DELEGATE PARKING** go to [www.elaa.org.au/venue](http://www.elaa.org.au/venue)



### Stay right next to the Conference

Crown Promenade Melbourne is located right next to Crown Conference Centre Melbourne and offers special accommodation rates for conference delegates. There’s also a huge variety of other nearby accommodation options.

Go to [www.elaa.org.au/accommodation](http://www.elaa.org.au/accommodation) for full details on conference accommodation options.

### Accommodation rebate for Victorian rural early years services

A special Victorian Department of Education and Training accommodation rebate is available for delegates from Victorian rural services on application. See [www.elaa.org.au/accommodation](http://www.elaa.org.au/accommodation) for details.



Accommodation at Crown Promenade Melbourne

Crown Conference Centre at Southbank



## Make the Conference a Melbourne ‘workcation’

### Why not mix work and fun and extend your stay in Melbourne after the Conference?

Crown Conference Centre is located within easy reach of Melbourne’s best galleries, restaurants, theatres and shops so there’s plenty to enjoy at night or on the weekend after the Conference:

- take in a performance at the nearby Melbourne Recital Centre [melbournerecital.com.au](http://melbournerecital.com.au)
- visit an exhibition at the National Gallery of Victoria [ngv.vic.gov.au](http://ngv.vic.gov.au)
- see a show at the Princess Theatre, Regent Theatre, Comedy Theatre [marrinergroup.com.au/venues](http://marrinergroup.com.au/venues) or Her Majesty’s [hmt.com.au](http://hmt.com.au)
- watch your team play at the MCG [mcg.org.au](http://mcg.org.au)
- enjoy some of the great restaurants and bars around Southbank [tripadvisor.com.au](http://tripadvisor.com.au) or
- go exploring Melbourne’s thriving cafe scene [goodfood.com.au](http://goodfood.com.au) and shopping in the CBD.



Melbourne’s lively Southbank precinct



National Gallery of Victoria



Cafes in Black Place laneway

## EARLY CHILDHOOD EDUCATION FOUNDATION

# Make a difference to a child's future.

Over 60,000 children access kindergarten programs across Victoria each year. Many of these children miss out on the opportunity to attend a quality kindergarten program in the year before they commence school because their parents are unable to afford the fees.

Since 1997 the Early Childhood Education Foundation has helped children from families experiencing financial difficulties to access a funded kindergarten program and enjoy the same opportunities to succeed in life as any other child. You can make a difference to a child's future by donating to the Foundation.

**HOW TO DONATE**

The ECEF contributes approximately \$380 per term to a recipient's kindergarten fees – allowing a child to attend at little or no cost.

All contributions will be issued with a receipt and donations of \$2 or more are tax deductible.

If you would like to donate please:

1. Download the donation form from [elaa.org.au/ecef](http://elaa.org.au/ecef)
2. Print out and complete the form
3. Return the form via post or email (see form for address details).

Alternatively, call ELAA on 03 9489 3500.

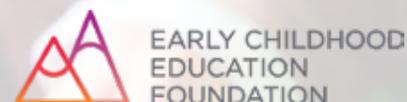
## EARLY CHILDHOOD EDUCATION FOUNDATION

## 22 YEARS

OF MAKING QUALITY EARLY  
LEARNING POSSIBLE FOR CHILDREN  
WHO MAY OTHERWISE MISS OUT

## 244

FAMILIES ASSISTED



EARLY CHILDHOOD  
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FOUNDATION



EARLY  
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AUSTRALIA

## REGS IN FOCUS

*This regular feature focuses on specific Education and Care Services regulations to ensure that services and staff are clear about their responsibilities*

### Hot Weather

This year, summer has really hit with a vengeance – in fact, we have had one of the hottest summers on record in Australia. [National Quality Standard Area 2 – Children's Health and Safety](#) requires that we pay special attention to our children (and also our staff) during these extreme heat days to ensure that all of our children remain healthy.

Young children have been identified as an extremely vulnerable group during heatwave conditions.

Every centre should have its own documented Sunsmart and Extreme Heat procedures, and it is vital that all staff are familiar with these. The beginning of the year is the perfect time to review these, especially with any new team members.

So during a heatwave what can be done to ensure that everyone in our care remains safe?

- Ensure everyone (children and educators) drink plenty of water, even if they do not feel thirsty.
- Limit or restrict outdoor activities and spend as much time as possible in cool or air-conditioned buildings.

- Block out the sun during the day by closing curtains and blinds. Open windows when there is a cool breeze.
- Keep children out of the direct sun during the hottest parts of the day and follow the Sunsmart policy of the centre – if outside stay in the shade.
- Offer the children smaller meals, but more often, and eat cold meals such as fruit and salads.
- Make sure that all food is stored properly (especially anything that needs refrigeration).
- Do not leave children or adults in parked vehicles.
- Ensure that all staff are aware of the symptoms and first aid procedures for heat related illnesses.

For further information and resources click [here](#)

Last year, RACV attended to and rescued 1,326 children from locked cars. That's an average of 4 children a day!



## KIDS IN CARS

# Heat and distraction can be a deadly combination

When we talk about children locked in cars, it is common to first think of incidents where children are locked in cars while their parent has dashed off to run an errand. If someone has not used good judgement to ensure the reasonable care of a child in their care, this is completely unacceptable and illegal.

Sometimes when a child has been locked in a car it is completely accidental and unintentional.

Have you ever forgotten your keys when rushing out of the house? Couldn't remember where you put your wallet? Or forgot to get the milk on the way home?

These are some common examples of memory slip-ups. Slip-ups are natural and can happen to anyone, especially when we are distracted, multi-tasking, rushing, tired or stressed. Some slip-ups result in minor inconveniences. But other

slip-ups can have dangerous consequences, such as accidentally locking the car keys in the car on a hot day with a child inside.

Distraction plays a huge role in when accidental lockouts occur. In an RACV survey, 48% of respondents who had locked themselves out of the car admitted they were distracted by their phone, a conversation or had accidentally left their keys either in the boot or bag.

### The dangers of children locked in cars

When RACV tested the interior temperature of a car on a 30°C day, the thermometer inside the car registered a sweltering 70°C. Even on milder days, the temperature inside a parked car can be 20 – 30°C hotter than outside the vehicle. Most of this temperature spike occurs within

the first few minutes, which means it gets dangerous for anyone inside the car very quickly.

The interior temperature of a car rises rapidly regardless of car size, whether the vehicle is light or dark in colour, or whether the vehicle had tinted windows or reflective sunshades. Leaving the windows slightly open also does not help.

Young children are most at risk in hot cars because they are more sensitive to heat than older children and adults. A young child's body temperature also rises three to five times faster than an adult's. This means they are much more at risk of heat stroke and dehydration.

For parents RACV surveyed who had accidentally locked their children in the car, 65% said their child was less than four years old when the incident occurred. Children at this age are even more vulnerable, because they may be too young to be able to unbuckle themselves and unlock the car.

### Keep children safe

As the heat continues this summer, remember to never leave children unattended in the car and always be aware of where your keys are.

Accidental lock-outs can happen to anyone, anytime, anywhere. Follow these four tips to avoid locking your children in the car:

- avoid distractions when loading and unloading the car
- wind the windows down before putting children in the car in case the car automatically locks
- never give your keys to children to play with because they can accidentally lock the car, and

**?** Have you ever accidentally locked your keys in the car? Tell RACV about your experience and what you do to avoid accidentally locking your child in the car with this short [survey](#)

## RACV rescues around 4 children a day from locked cars

Tips to avoid locking children in the car



Never give keys to kids



Wind down windows



Hold your keys



Avoid distractions

[racv.com.au/checkkeys](http://racv.com.au/checkkeys)



- have an easy way to hold on to your keys to avoid locking your keys in your car. For a handy way to do this, free lanyards can be picked up from any RACV shop.

Explore [www.racv.com.au/checkkeys](http://www.racv.com.au/checkkeys).

For more Road Safety Education resources go to [www.childroadsafety.org.au](http://www.childroadsafety.org.au).

## MEMBER PROFILE

### MILLEWA PRE-SCHOOL



*As a small, rural early learning service Millewa Pre-school has different challenges to metropolitan services like communicating with parents who aren't there at drop off and pick up because their children travel 50 kilometres to the service via school bus.*

#### **Strongly connected to the community since 1977**

The Millewa Pre-School was officially opened on 24 July 1977 after a group of mothers decided at a meeting on 21 June 1973 that the children in our community needed a local pre-school as many families were travelling 75kms or more to access kindergarten for their children. That first year there were 18 enrolments at the Millewa Pre-School, many of

whom continued their connection with the Pre-School when their own children were of an age to attend either three or four-year-old kindergarten. Pre-School parents became Pre-School grandparents and Pre-School children became Pre-School parents!

#### **A one-room kindergarten has its advantages**

The Millewa Pre-School, located in the small North-West Victorian town of Werrimull, offers both three and four-year-old kindergarten to the wider Millewa community. We are a one room kindergarten, located in the same building that opened in 1977. Our three and four-year-old sessions run at the same time which allows for greater socialisation

opportunities for our small groups and ensures that our three year-old group have access to a qualified Early Childhood Teacher for every moment of their time at the Pre-School, as well as a co-educator at all times.

#### **Our families come from up to 50km away**

Our families come from the small towns in the Millewa region as well as farms of all sizes. Strong community ties are very important to the Millewa Pre-School, with many children travelling long distances (some almost 50km) via school bus with the students of the local school, Werrimull P-12 School. Our connection with Werrimull P-12 School has ensured the continued existence of the Millewa Pre-School in the past decade and provides wonderful learning opportunities for our children.

#### **Keeping families engaged despite the tyranny of distance**

At the Millewa Pre-School we try and involve parents in every aspect of our service, from everyday interactions (both in person and through a range of technology) to special family days held at least once a term where both immediate and extended family members are invited to join us to celebrate the children and their progress. We don't often see our parents face-to-face due to the bus travel of our kindergarten group (particularly the four-year-olds who attend for the whole school day in line with the school buses).

#### **A small, rural early years service has its own challenges**

Because a number of our children travel by bus (without parents) we need to be creative in our communication methods with families. Funding is always difficult due to small numbers and we are grateful for the current funding model, without it we would not be able to afford to run a program. It can also be difficult to engage outside providers of incursions etc. due to both the tyranny of distance and the cost when offset against our small enrolments, excursions require travel of 75km each way which is another challenge.

#### **Community commitment and partnership with school make a difference**

We're proud of the hard work of our families and their dedication to early childhood education within our community; without their continual fight over time – from first opening the Pre-School to ongoing funding difficulties requiring engagement with politics at both a local, state and federal level – the Pre-School would not exist. We are also proud of our commitment to the continuity of learning between the Millewa Pre-School and Werrimull P-12 School – our close links allow for ongoing transition from day one of enrolment and learning opportunities that would otherwise not exist for our small community.



## ELAA'S NEW COLLABORATIVE APPROACH TO PROFESSIONAL LEARNING

In 2019, ELAA is taking a new direction in professional learning and development by inviting all members of your organisation to learn together in sessions led and facilitated by key early childhood experts.

Our 2019 professional learning and development program aims to provide you with the tools to enact real and meaningful change at your setting through collaborative and specific targeted sessions.

This new approach to our professional development sessions includes:

- full days from 9.00am to 5.00pm to give participants time to deepen their learning
- opportunities for teams of early childhood professionals in the same service to create meaning together, build on their knowledge base and develop tangible plans to put in place in their services
- allow participants to shape content based on a survey that will be sent out prior to the session asking for input on key issues and critical questions.

ADVERTISING

# The 2019 Program

ELAA has developed a targeted calendar of Professional Learning and Development workshops for 2019. These will be presented by well-known and respected presenters who are experts in their field.

Our 2019 program:

- covers important issues and contemporary topics relevant to the early childhood sector
- is tailored for all early childhood professionals including teachers, educators and other staff such as service managers, coordinators as well as Committees of Management
- is mapped to the National Quality Standards (NQS) and clearly aligns to the Australian Professional Standards for Teachers (APST)
- provides participants with a certificate of participation for individual sessions which can be used as evidence for VIT annual professional development requirements.



## OHS Safety not just child's play

**Quality Area:** 3, 4, & 7

**APST:** 4.4, 6.2, 7.2, & 7.4

**Presenters:** Zora Marko and Emma Morgan

**Date:** Monday, 29 April and Thursday 15 August

**Time:** 9.00am – 5.00pm

**Venue:** (29 April) Manningham City council, 699 Doncaster Rd, Doncaster. Free parking on site (15 August) Darebin North East Community Hub, 35 Copernicus Crescent, Bundoora

**Cost:** \$340 member \$450 non-member



## Putting early childhood leadership in action

**Quality Area:** 4 & 7

**APST:** 2.3, 3.3, 6.1, 6.2, 7.2 & 7.4

**Presenters:** Catharine Hydon & Sharon Jordan

**Date:** Friday, 14 June 2019

**Time:** 9.00am – 5.00pm

**Venue:** Manningham City council, 699 Doncaster Rd, Doncaster. Free parking on site

**Cost:** \$340 member \$450 non-member



## Wellbeing in early childhood settings matters!

**Quality Area:** 4 & 7

**APST:** 6.2, 6.3 & 7.4

**Presenters:** Dr Lyn O'Grady and

Jenny Whelan

**Date:** Wednesday, 11 September

**Time:** 9.00am – 5.00pm

**Venue:** Manningham City council, 699 Doncaster Rd, Doncaster. Free parking

**Cost:** \$340 member \$450 non-member



## Renewing program and practice (QA1) from a team perspective

**Quality Area:** 1

**APST:** 1.2, 2.3, 3.1, 3.2, 3.6, 6.2, 6.3 & 7.4

**Presenters:** Anthony Semann

**Date:** 8 November 2019

**Time:** 9.00am – 5.00pm

**Venue:** Darebin North East Community Hub, 35 Copernicus Crescent, Bundoora

**Cost:** \$340 member \$450 non-member

NQS = National Quality Standard

**Quality Area 1** – Educational Program and Practice

**Quality Area 2** – Children's Health & Safety

**Quality Area 3** – Physical Environment

**Quality Area 4** – Staffing Arrangements

**Quality Area 5** – Relationships with Children

**Quality Area 6** – Collaborative Partnerships with Families and Communities

**Quality Area 7** – Governance and Leadership

APST = Australian Professional Standards for Teachers

# Employee Management and Development Kit



## A free ELAA resource that's like an HR Manager at the end of a mouse click.

The Kit, developed by ELAA to support early learning services in the ongoing management and development of their employees:

- supports employee performance and professional development
- includes a step-by-step guide on how to use the Kit
- is fully downloadable
- includes a range of editable electronic forms
- is completely FREE!

Get the Kit at

[elaa.org.au/resources/free-resources](http://elaa.org.au/resources/free-resources)



EARLY LEARNING ASSOCIATION AUSTRALIA



Jobs in Early Childhood Sponsored by McArthur  
[www.elaa.org.au/job-board](http://www.elaa.org.au/job-board)

Register a job // Find an early learning job  
Get job alerts // Get weekly updates

This service is brought to you by McArthur and ELAA.



EARLY LEARNING ASSOCIATION AUSTRALIA

## Little ones can learn and grow with a bigger and better range at Officeworks.

Officeworks is your one-stop shop for everything educational, helping kids to learn and grow. With over 4,000 quality educational products in-store and online, Officeworks has everything kids need to learn in a way that suits them best.

Visit [officeworks.com.au/learnandgrow](http://officeworks.com.au/learnandgrow)



Register today for an Officeworks Education Account and take advantage of exclusive ELAA member benefits. Visit [officeworks.com.au/elaa](http://officeworks.com.au/elaa)



make bigger things happen

**REGISTER NOW:** Visit the calendar at [www.elaa.org.au/pld](http://www.elaa.org.au/pld) or call (03) 9489 3500

ADVERTISING



## 'Best Fit' recruitment solutions ... 24/7

McArthur provide both permanent and temporary workplace/career solutions across all skill sets including:

- Management roles
- OSHC and Vacation Care
- Early Childhood Directors
- Food Preparation roles
- Early Childhood Teachers
- Cooks
- Diploma Trained Workers
- Certificate Trained Workers

We offer a 24/7 service and guarantee a consultant will be in contact within one hour. **So call the Early Childhood team on 9828 6565**



## Advertise with ELAA

Let your brand speak directly to Australia's early childhood education and care sector

ELAA's news, management, and professional development communications are read by Early Years Manager organisations, independent kindergarten managers, early years teachers, carers and allied professionals such as maternal health nurses.

Advertising opportunities include:

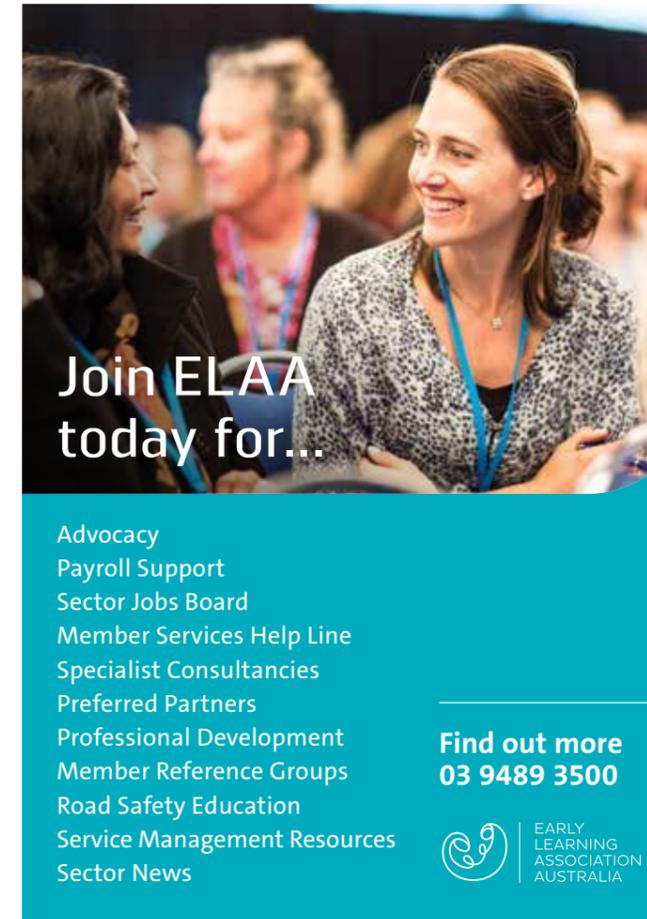
- Preschool Matters magazine
- ELAA eNews
- ELAA website
- ELAA member benefit digital updates
- Professional development resources
- Event branding e.g. Early Childhood Education Conference and more...





**To find out more call ELAA on 03 9489 3500**

ADVERTISING



## Join ELAA today for...

- Advocacy
- Payroll Support
- Sector Jobs Board
- Member Services Help Line
- Specialist Consultancies
- Preferred Partners
- Professional Development
- Member Reference Groups
- Road Safety Education
- Service Management Resources
- Sector News

**Find out more 03 9489 3500**




## First Year at school

ESSENTIAL TIPS FOR PARENTS AND CARERS

BY JENNI CONNOR AND PAM LINKE

This resource can help support children and families in their transition to school

To view a sample chapter or to order, visit [www.earlychildhoodaustralia.org.au/shop/first-year](http://www.earlychildhoodaustralia.org.au/shop/first-year) or call 1800 356 900

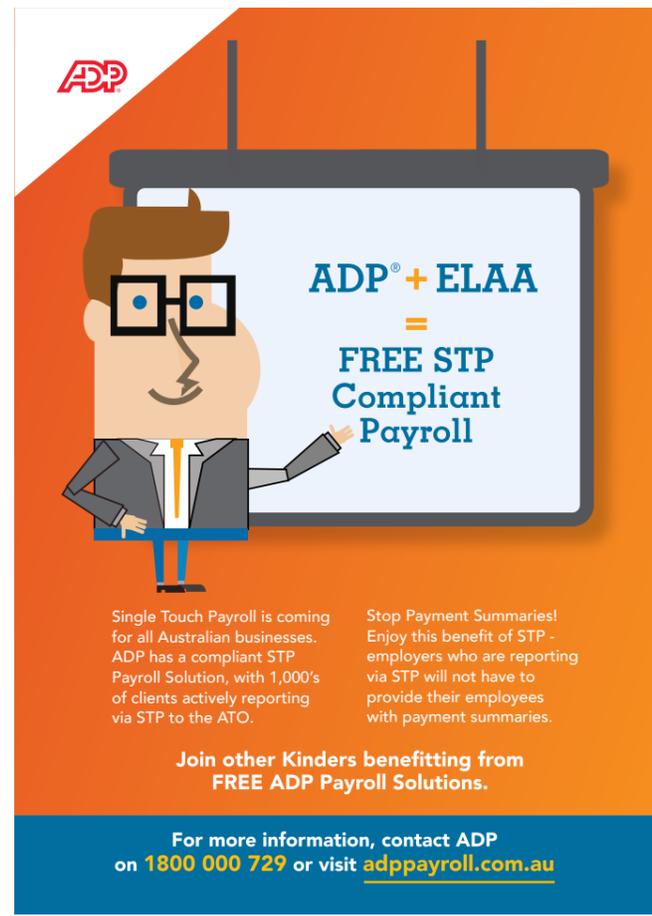



## Become an fkaCS member, today!

Access a range of member benefits and support children's cultural and linguistic rights by becoming an fka Children's Services member.

Join now for the 2019-20 year!  
Visit: [www.fka.org.au/membership](http://www.fka.org.au/membership)

[www.fka.org.au](http://www.fka.org.au) | 03 9428 4471 | [fkacs@fka.org.au](mailto:fkacs@fka.org.au)



## ADP® + ELAA = FREE STP Compliant Payroll

Single Touch Payroll is coming for all Australian businesses. ADP has a compliant STP Payroll Solution, with 1,000's of clients actively reporting via STP to the ATO.

Stop Payment Summaries! Enjoy this benefit of STP - employers who are reporting via STP will not have to provide their employees with payment summaries.

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For more information, contact ADP on 1800 000 729 or visit [adppayroll.com.au](http://adppayroll.com.au)

## "Our experience will help you minimise the risk of temporary recruitment."



With over 30 years experience delivering temporary recruitment solutions to the early childhood education sector, McArthur is now Australia's leading specialist.

We provide permanent and casual workplace/career solutions across all skill sets including:

- Management roles
- Early Childhood Directors
- Early Childhood Teachers
- Diploma Qualified Childcare Educators
- OOSH and Vacation Care
- Certificate Trained Childcare Educators
- Food Preparation Roles
- Cooks
- Workplace Trainers & Assessors

Minimise your temporary recruitment risk by calling the McArthur early childhood team on (03) 9828 6565.





## Starting Out Safely

# Child Car Seats Save Lives

Road Trauma is still the number one killer of Australian children and around 3000 are seriously injured each year on our roads. Choosing the right child car seat and using it correctly can make children some of the safest occupants in your car.

### Child car seats – it's all about size, not age

The law in Australia states that all children under the age of 7 years old must use a child restraint when travelling in a car. Research shows that it is a child's height, not age that determines when a child is safe to use an adult seat belt.

**Remember the law is just the minimum and we can do far more than just the minimum to keep our children safe.**



### Go to [www.carseatssavelives.com.au](http://www.carseatssavelives.com.au) and take the 'five-step test'

To find out if it's safe for your child to be in an adult seatbelt take the 'Five-Step Test' by visiting [www.carseatssavelives.com.au](http://www.carseatssavelives.com.au) here you can also watch ELAA's new video 'Child Restraints and Booster Seats – What You Need to Know' and access more essential information on keeping your child safe in your car.