



EARLY
LEARNING
ASSOCIATION
AUSTRALIA

3YO funded kindergarten expansion and program models

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Acknowledgment of Country



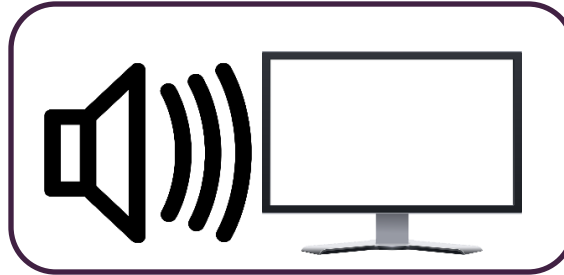
ELAA acknowledges the traditional owners of the land on which we live and work and pay our respects to Elders past, present and future.

Administration

TIME AVAILABLE: 1 HOUR



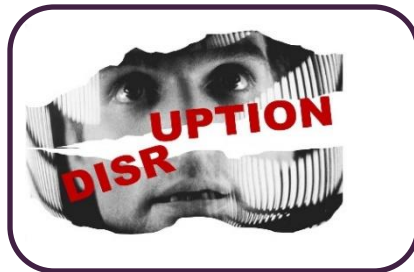
PARTICIPANT AUDIO & VIDEO



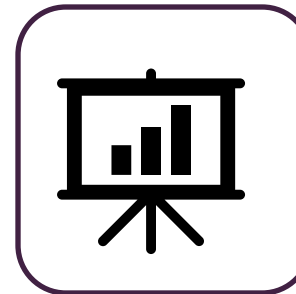
CHAT FACILITY
DISABLED o USE Q&A
FUNCTION



TECHNOLOGICAL DISRUPTION



Slides



Session overview

- What to consider when increasing the hours in the 3YO funded kindergarten program?
- Ensuring a collaborative approach
- Potential program models
- Where to find further assistance?



Increasing hours

From 2023, it will be up to service providers to determine how many hours of funded Three-Year-Old Kindergarten they deliver per week, with a minimum of five hours and a maximum of 15 hours.

When making the decision it is important to consider the

- Community needs
- Accessibility
- Workforce
- Infrastructure
- Budget



Community Needs

It is important

- to be inclusive and provide support to accommodate all children and families in your community.
- that your service understands and responds to changing needs of families.

Questions to consider

- What funded hours do our families require? Can we increase gradually?
- Does a longer day of education and care fit better with the working schedules of parents?
- Is there a need for an extended hours or occasional care program?
- Would providing a school holiday program support families?
- Logistically, do the session times suit school pick up and drop off?
- Are programs affordable?
- Will the length and days of sessions offered be attractive to new families in the area and bring in more enrolments?

Accessibility

In 2023 the priority is to give as many Victorian children access to funded three-year-old kindergarten as possible.

This will require services to find creative ways to accommodate enrolments and meet the flexible funding criteria.

This may include exploring

- offering longer sessions,
- increasing group sizes,
- operating for more days a week,
- considering rotational and mixed-age group models,
- continue to offer 5 hours or a gradual increase.

Workforce

When increasing 3YO funded hours consideration needs to be made on the current and future staffing requirements for your service.

Including but not limited to meal breaks, workload and industrial agreements.

Questions to consider

- How many full time, part-time and casual staff do you employ?
- Will the new timetable result an increase or decrease in current staffing arrangements?
- What are the conditions of the awards/ agreements that they are employed under?
- Does the employment agreement/award require staff to take a break from children? If so, how will you cover breaks making sure you adhere to Early Childhood Regulation and Funding requirements? Will the breaks be paid or unpaid?
- Does the timetable allow for collaborative work between staff members and time for planning meetings?

Infrastructure

The infrastructure of the service needs to be taken into consideration when changing the program model.

The options available will vary depending on the service being a single or multi room kindergartens.

Questions to consider

- Will the current infrastructure accommodate additional children and therefore the need for additional staff?
- Does the service need to undertake any building work to accommodate the program change?
- Does the service have the necessary space requirements?

Budget

Before any changes are implemented, a projected budget should be completed to ensure

- there is a balance between viability of the service and keeping fees affordable
- the model or timetable is accessible for families.

All planning is ultimately linked back to the budget.

Questions to consider

- How will the additional funding impact the current fees?
- How will the increase in hours impact operational costs of which salary is a large portion?
- Are we familiar with the employee award/agreement entitlements?
Such as leave entitlements, future pay increases

Collaborative approach

- Communication and teamwork are key elements in managing the change process.
- It is important to ensure staff, families and the broader community are aware of the need to review the current model options that are being considered and finally the model that has been decided on.
- By informing families and staff of the reasons for reviewing changes to the current model and the progress or status of the review, they will feel included and informed and more supportive of any changes.
- It is vital for the smooth operation of the service that all staff members remain informed and are consulted during the process of investigating potential timetables or modelling options.

Program models

Standard/traditional model

- This model separates the 3yo and 4yo cohorts into age specific groups and they attend the service for the required number of hours across the week.
- The size of the group is generally as close to the number of approved places for the space available.
- Hours are set out in a weekly timetable and considers the Staff: Child ratios and funding requirements.

Rotating model

- The rotating model includes a smaller group of children that is combined with another small group of children on a particular day to form a larger group.
- The combinations of the smaller groups can be different on different days.

Group	Group Size	Monday	Tuesday	Wednesday	Thursday	Friday
4YO Group 1	14					
4YO Group 2	14					
4yo Group 3	14					
3yo Group 1	28					
3yo Group 2	28					
Total children per day		28	28	28	28	28

Rotating model examples

4YO- 3 groups (2 days each x 7.5 hours) and 3YO- 1 group (2 days x up to 7.5 hours)

MONDAY - 3YO	TUESDAY- 4YO	WEDNESDAY- 3YO	THURSDAY- 4YO	FRIDAY- 4YO
Group A	Group B	Group A	Group B	Group C
	Group C		Group D	Group D

4YO- 4 groups (3 days x 5 hours session) and 3YO- 1 group (1 day x up to 7.5 hours)

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Group A	Group B	Group C	Group D	3YO program 5 hours
Group B	Group C	Group D	Group A	
Group C	Group D	Group A	Group B	
Possible extended care				

Multi age model

- Is a combined group of three-year-old and four-year-old children to form a larger group.
- The number of approved places, Child: Staff ratios and funding requirements must still be followed.
- This model can help a service to accommodate as many children as possible if enrolments are low.
- This model is suitable for both standalone kindergartens and long day care.

Multi-age model example

Multi-age Option 1		Mon	Tues	Weds	Thurs	Fri		
2 x 4yo groups	8am							
	8.30am							
	9am							
Group 1 - 3 x 5 hour sessions		Group 1 9.00am	Group 2 8.30am	Group 1 9.00am	Group 2 8.30am	Group 1 9.00am		
	9.30am							
Group 2 – 2 x 7.5 sessions	10am							
	10.30am							
4yo & 3yo group 3 x 5 hours sessions	11am	5 hour		5 hour		5 hour		
	11.30am		7.5 hour session		7.5 hour session			
	12pm	2.00pm		2.00pm		2.00pm		
	12.30pm	Multi-age Model 4yo and 3yo		4.00pm		Multi-age Model 4yo and 3yo	4.00pm	Multi-age Model 4yo and 3yo
	1pm							
	1.30pm							
	2pm							
	2.30pm							
	3pm							
3.30pm								
4pm								
4.30pm								

Multi-
age
Model
4yo and
3yo

Multi-
age
Model
4yo and
3yo

Multi-
age
Model
4yo and
3yo

Combination model

The combination model can include a mix of:

- traditional,
- multi-age,
- rotational and
- any other program option to maximize the number of enrolments that can be accommodated at a service.

OPTION 1						
4yo – 15 hours (3 x 5 hours)						
4yo – 15 hours (2 x 7.5 hrs)						
3yo – 5 hours (2 x 2.5 hours rotational model)						
		Mon	Tues	Weds	Thurs	Fri
Group 1- 4yo group 3 x 5 hour sessions per week	8am					
	8.30am					
	9am					
	9.30am					
	10am					
Group 2- 4yo group 2 x 7.5 hour sessions per week	10.30am	8.30am	8.30am	8.30am	8.30am	8.30am
	11am	4yo	4yo	4yo	4yo	4yo
	11.30am	Group 1	Group 2	Group 1	Group 1	Group 2
	12pm	5 hours	7.5 hours	5 hours	5 hours	7.5 hours
1 x 3yo rotational group	12.30pm	1.30pm	4.00pm	1.30pm	1.30pm	4.00pm
	1pm					
	1.30pm					
2 x 2.5 hour sessions per week	2pm					
	2.30pm	2.00pm		2.00pm	2.00pm	
		3yo Rotational Groups AB		3yo Rotational Groups AC	3yo Rotational Groups BC	
	3pm					
	3.30pm					
	4pm	4.30pm		4.30pm	4.30pm	
	4.30pm					
		Notes/ Considerations:				
		One teacher can only teach a maximum of 25.5 hours per week.				
		The service would require a second teacher for a portion of the timetable.				

Maximising utilisation

Options	4YO sessions	3YO sessions	Days	Total enrolments 22 children in group	Total enrolments 30 children in group
1	2 x 7.5 hours	3 x 5 hours	5 days	44	60
2	2 x 6 hours 1 x 3 hours	2 x 6 hours 1 x 3 hours	5 days	44	60
3	5 x 3 hours	5 x 3 hours	5 days	44	60
4	2 x 3 hours 2 x 4.5 hours	2 x 3 hours 2 x 4.5 hours	5 days	44	60

Steps towards deciding a program model and developing a timetable

Step 1	Approved Provider becomes aware of the need to change the current program
Step 2	Review current program
Step 3	Collect enrolment data
Step 4	Consultation
Step 5	Design program options
Step 6	Staffing
Step 7	Budget and fees
Step 8	Draft proposal-present options- final proposal
Step 9	Final decision
Step 10	Implementation
Step 11	Formal notification to staff
Step 12	Marketing plan
Step 13	Offer placements
Step 14	Review and evaluation

Further assistance

The team at ELAA are available to provide further assistance and can be contacted at:

Member Solutions: membersolutions@elaa.org.au or

Ph: 9489 3500 (press 1 OR 2) - Monday to Friday, 10am – 3pm.

Free resources from www.elaa.org.au

- Model works
- Budget works

Drop in session

Your local [Early Childhood Branch](#)

