SERVICE DIRECTOR'S REPORT

ANNUAL GENERAL MEETING 2025

Thank you to everyone that has given up their time to come out tonight for the 2025 AGM of Rose Park Community Childcare. Thanks to all of the parents who are here in person, on Zoom and have signed a proxy vote as they are unable to attend. As a community-based Service, it is a requirement of our constitution that we have a certain number of parents attend, so we really value your effort. Thanks also to the educators that have stayed past their shift time to be here in support.

Highlights for the last year

One of the biggest highlights of the past year especially for the educators and the Board, is the beginning of the renovations. In 2019, the upgrade of the outdoor yard was completed. The Board commenced discussions in 2020, with a focus on the indoor environment, so for us it has been a five-year lead in to where we are now. The Board over those five years have worked tirelessly to get us to the point we are now. There have been a number of different boards over the years, and they have all played their part. A special thanks to our current Board who have worked through all of the final preparations before the official sign off. Lisa did say that we wouldn't believe it until the portable toilets arrived. Once they arrived, we knew it was really going to happen.

The Board have given the approval to have two extra educators each day to help with transitions, etc during renovations. As with all renovations, or so I'm told, delays happen. Initially we were told of a very short turn around period. Unfortunately, those predictions were unrealistic, as we have discovered. Being an old building, things were discovered as the builders uncovered part of the building. For example, we have always had a leak in the Wallabies room, down the wall. We thought it was an outside gutter problem, but it ended up being a rusted box gutter in the ceiling, which was able to be replaced when they pulled the ceiling down. Another example that prolonged stage one was the fact that as a new section was added to the old house a long time ago, meaning that footings were in the middle of a room that had to be jack hammered through and took a lot longer than expected. We also have had installed a whole new electrical board, bringing all power to one board, as we previously had two.

We will continue to keep you updated as things progress. Thanks to all of you for your patience. Your children seem to be adapting well well. The builders have become part of the furniture. The site manager from WG Build told me that recently when he walked in one of the children said 'Here is the boss builder'. He was quite chuffed.

Thanks to all of the educators that have been incredibly flexible and patient. It has at times been tricky with the reduced spaces, but the educators have worked together and adapted as needed. A special shout out to Kim. We initially thought it may be a couple of weeks of sandwiches, and we are now on week 10. Kim has been so inventive with what she has been making, and sandwiches have barely been on the menu. Thank you, Kim.

At the end of last year, the social and fundraising committee organised a Christmas picnic for families at Morialta. it was well attended by families. It was a lovely relaxed time for families and educators. It allowed all, the time to chat in a casual setting, while the children played happily.

The children and educators from the Tarnta room have been visiting Pakapanthi (Victoria Park) once or twice a week for quite a while now. The educators tell me that the children are great at following all of the instructions with transitions and play. For those on Facebook you would have seen all of the learning that has occurred through these visits. Recently they were able to visit The Commissary for baby chinos.

The Tarnta room went on their first big excursion for a very long time. They took a trip to the Aviation Museum, extending on the some of the children's interest in planes. The highlight for some of the children when asked on the day was the bus ride. Well done to Jacinta for organising your first excursion as the Early Childhood Teacher in the room.

Kylie has continued to foster links with other services and agencies. We have had visits from Margaret Ives Community Children's Centre and Surrey Downs Community and Jacinta visiting 3 different education and care services

With all of the stories in the media regarding different concerns in the education and care industry, the government made it a requirement to bring in some new policies around the safeguarding of children. Kylie and I worked over a couple of days and created a new policy on Safe use of Digital Technologies and all the accompanying resources and other policy changes that go with that. Thanks, Kylie, for your dedication to quality improvement.

Jess has been working for a couple of years now on literacy kits. She has fully completed 10 kits. Jess will be approaching a couple of families to trial them. Once there has been trials conducted, they will be able to be borrowed by any family that would like to. Thanks Jess, you are so creative and we really appreciate all of the work that you have put into these packs.

We like to encourage family involvement in the life of the Service. We have had visits from different families over the year. A few of the visits included Agustina coming to make pancakes, Anna playing her cello, and Louis coming with a friend to play his guitar and sing. Thanks to all of the families who are willing to be involved at the Service.

Some of the other highlights included, Mondee Bees coming in February, Warrawong Sanctuary coming in October and Vic's husband brought his rubbish truck in September.

We were also able to invite Families Growing Together to run a workshop on Building Coping skills in children in October. The feedback from the families that attended was very positive. Thanks to the educators that provided the creche on the night.

Staffing

RPCC currently employs 21 permanent full time or part time staff members, including educators, a kitchen manager and management staff. I would like to thank the staff for their commitment to their work, throughout the last year.

This year April finished up at Rose Park. She is currently undertaking some extra study.

Congratulations to Corina who finished her diploma in August and Ning who completed hers in May.

As the assistant director, Lisa works in the office most days and covers for me when I am not here. She is the frontline, often answering the phone and returning emails. A lot of the tasks that she completes behind the scenes keep the Service ticking along. Thanks Lisa.

Kylie continues to work in her role as a leader in quality improvement. Kylie and I have continued to meet offsite, when possible, to have some uninterrupted time to thrash out new ideas and strengthen current ones. Kylie was able to attend the Early Childhood Australia Conference virtually last year. Thanks for all you do for the Service and Early Education and Care.

Thanks to our Kuula/under twos team consisting of Kylie, Em, Maddy, Ama, Georgie and Payel. Alice also spends some time in this area, but can also be seen across the Service. You will also see Deb and Yu-Ting work in different rooms. Thanks Alice, Deb, and Yu-Ting for being so flexible. Sarah, Tracey, Vic, Jess and Tahira – our Wadlha/Wallabies team, and to Jacinta, Corina, and Karilyn as they have continued their roles in our Tarnta/Kangaroos room. Thanks to our Kitchen Manager, Kim, for all the preparation, cooking and working around allergies that you do. Thanks to Deb, Ama, Corina and Lisa who have filled Kim's role when she is unable to. It's a tough job.

I am also thankful that we have some dedicated casual workers –Ying, Hannah, Ning, Manu and Vasu.

Em and Kylie meet together when possible and look for any improvements that can be made in the area of sustainability. They were able to go and pick up a batch of trees from Trees for Life to help them grow before planting. We were also able to purchase and have installed a water tank thanks to the money that we won from the sustainability awards last year. Thank you both for your commitment to sustainability and the environment.

Karilyn, Kylie and Sarah, one of our current parents, and myself are part of the Reconciliation Action Plan committee. We are due to review our current RAP, which is done annually. Thank you for your commitment to Reconciliation and embedding Aboriginal and Torres Strait Island perspective into the curriculum.

Thanks to Jess, Maddy, Jacinta, Georgia as well as one of our parents, Katya, for being on our Social and Fundraising Committee. Some of the highlights have been – last year's Christmas picnic, Kytons fundraiser and Book Week celebrations. Some of the committee have been writing book reviews for our Facebook page and newsletter. We were able to raise money for the Whitmore Square Breakfast BBQ – thanks for the connection, Jacinta. Katya organised Share the Dignity donations and we also donated nappies to the Nappy Collective.

Thanks to all of those educators that may not have a role on one of these committees but work tirelessly behind the scenes. These things that you do, are important too and help the Service to run smoothly and make our days easier.

Some of the professional development topics that educators have attended this year have been effective supervision, concussion protocols by one of our parents Caitlin, Reconciliation SA, and CPR as an educator team. We also were successful in getting a grant for professional development from the government enabling each educator to undertake 8 hours of study.

As a Service we applied for the Worker Retention Grant and begun receiving funds from the government in June, starting with back pay dating back to December 2024. A much appreciated boost in pay. We are currently waiting to hear about the gender undervaluation case that was submitted to Fair work by the industry.

Utilisation

The utilisation for the Service has remained in the low to mid 50's across the year, which has been great. It is a constant juggling act for Lisa and I to try to meet current family requests, to have spaces for upcoming siblings if possible and then work through our waitlist. Thank you for your patience in this area.

Licensing and Compliance

RPCC continue to meet the requirements of the National Quality Framework (NQF), Education and Care Services National Regulations and Education and Care Services National Law at the national level and Education and Early Childhood Services Registration and Standards Board (EECSRSB) at the state level. We were last assessed fully under the NQF in 2017. Just last week we had a pre assessment and ratings visit by the Education Standards Board. I am happy to say that there were no 'non-compliance', just a few things to tweak.

The Service's Food Safety Program was audited by the Eastern Health Authority late last year and only had a couple of tweaks to do. We are due again in December this year.

Board

This year the Board has consisted of Rachael as the chair, Angela as the secretary, Shannon as the deputy chair, Mick as the treasurer, Katya and Agustina. They come to meetings each month and read numerous emails and documents throughout each month. They made some difficult decisions, wanting the best outcomes for you as association members and your children. This Board have really driven the renovation and funding requirements and celebrated as we signed off both things. They are your advocates. I would like to thank them for their volunteer contribution to the Service and their support of myself in my role. Their role is not an easy one, but this Service has been in great hands throughout it all.

The Future

The renovations will continue to happen and looking to be completed early next year. I thank you for your continued patience in this area.

We, as a Board and staff team, look forward to a continued focus on quality improvement and building stronger partnerships with our families. It makes such a difference to our childcare community when we have input and support from parents/caregivers and their families. Without your valued and continued support, we would not be the Service we are today.

Sarah Rogers
Service Director
September 2025