

## 2022 DIRECTORS REPORT

It has been a roller coaster of a year as we headed back to more normal ways of being. Our learning culture is a strengths-based approach and adopts a growth-mindset for staff, children and our management committee which brings a rich learning environment to grow and develop at our own pace. We foster growth through a process of continuous improvement for all stakeholders and these goals stem from best practice, staff, team and service goals and as new learning emerges.

Some key achievements for this year have been:

- Management committee training and induction- building community capacity with a focus on governance and compliance in a heavily regulated sector. Training, skills and interests make our committee a dynamic group of volunteers
- A Parent survey was completed with such wonderful feedback on all that we do at THCK
- A flowchart was developed to aid our feedback policy
- Our Educational Leader, Steph Campbell:
  - continued our outdoor research project with staff on learning spaces and how children play in the outdoors. From feedback we improved the storage of items in our open sheds to support children's agency and engagement
  - provided mentoring and support to teachers and educators regarding the planning cycle and staff individual learning goals
  - supported the completion of the NSW Department of Education Transition to School Statements (TTSS) via the new online portal
- Improvements to information sharing regarding the program; we gathered data, reflected on practices and trialled varied ways to share learning with families. The intention was to focus on the time we spend with children, as this is crucial to developing the program and documentation should not override the time being engaged
- Connections with Murray Toola Damana Aboriginal and Torres Strait Islander preschool
- Staff professional development regarding the Australian Early Development Census (AEDC) released in 2021 reporting on five domains of children's development and how we can improve practices to improve outcomes for children, particularly vulnerable children. We also engaged with psychologist Marina Bailey about inclusion support practices
- Review of the Individual Learning Plan (ILP) format for children receiving Disability Inclusion Program (DIP) funding and engaged with therapists and the Star Association for training and support
- A number of excursions to extend the programs of each class and offer an experience to venture beyond the preschool gates including the theatre, zoo, art gallery, Cumberland state forest and also in our local community
- Incursions included Wombats Wild Weekend theatre show, Litterbugs via The Hills Shire Council and Water Safety with Carlile swim school
- Hosting a parent information night to support children and parent's transition to school with guest speakers from public schools, catholic schools, a speech therapist, occupational therapist and a previous preschool parent to share her experience
- Policies were updated according to our regular schedule of policy reviews as well as updating policies as needed when changes are made to the regulations
- Engaged in the soft plastics recycling program, initiated from a staff goal for learning and development

- Connecting with our community through social and fundraising events, parent teacher meetings and a working bee
- Fundraising and parent monetary donations to purchase new equipment. A number of families donated their bonds and this will help purchase new outdoor seating, books and an outdoor easel
- We hired the community rooms at the new Waves for the statewide government eye screening program for 4 year old children
- Collaboration with The Hills Men's Shed to refurbish our outdoor timber blocks and trucks, reflective of our sustainable practices
- 12 months Subscription to Happy Families with Dr Justin Coulson for families to access parenting resources
- Improving our systems and processes- one of our biggest and most challenging goals was moving to cloud based IT systems. We were supported by a funded state government program and are still on our way to mastering this change, however we have seen some improved sharing of information and administration processes
- Staff wellbeing via meetings and staff development days including drumming experiences, reviewing roles and responsibilities and a management and staff dinner
- Maintenance is ongoing and planned each year to keep our preschool a safe and inviting space and in addition we installed ventilation units, new blinds for the skylights and a non-slip floor coating in the children's bathroom

As always, our decision making puts the children at the forefront. We develop a program for each child that supports their growth and development and a lifelong love of learning.

Relationships are key to the work that we do, and we consciously make time to connect with children, each other and parents/carers to ensure our program reflects our community. We focus on the here and now to ensure that each child's preschool experience is relevant, engaging and remains a special memory in years to come.

Thank you to the 2022 Management Committee, I have enjoyed working with you all and seeing your growth in knowledge and skills and appreciate your strong alignment to our preschool Philosophy and values in relation to decision making and future planning.

Thank you to the wonderful team of teachers and educators that I am privileged to lead and guide; these professional and dedicated individuals are the people who make preschool such a wonderful place.

Looking forward to a slower pace in 2023.



Allison McCartney

Director/Nominated Supervisor