

ISSUE 100

JIGSAW

THE MAGAZINE OF FAMILY DAY CARE AUSTRALIA

100

th
EDITION

**Excellence in Family
Day Care Awards:**
2022 PRELIMINARY WRAP UP

**Family Day Care
Australia 2022-2025
Strategic Plan**

**30 Years of
Family Day Care:**
THE STORY OF LOIS TOMS

Adventures Galore with
"My Family" Day Care

A Look at Bright Futures
Intergenerational Playgroup

+ A chance to win with Fun with FDCA + Supporting Continuous Improvement with ACECQA
+ Planning for Child Empowerment with Be You + Business Insights + Story Time

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**Early Childhood
Australia**
A voice for young children



Family DAY CARE AUSTRALIA

ISSUE 100

JiGSAW

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A word from the ceo

Welcome to the winter edition of JiGSAW, which just so happens to be our 100th edition!

It's an exciting time to celebrate 100 editions of JiGSAW magazine, with the 11th anniversary of the Excellence in Family Day Care Awards in full steam and our 2022 National Conference on the horizon.

This year's Awards have once again demonstrated the enormous talent within our sector and we thank everyone who has helped make the Excellence in Family Day Care Awards so memorable. You can see a full listing of our 2022 educator, coordinator and service nominees on pages 16-21.

Our 100th edition also contains an important overview of Family Day Care Australia's Strategic Plan for 2022-2025 (pages 7-10) along with our Key Initiatives for 2022-2023 (pages 11-14). As a member association and the only national peak body for family day care, your voice has been instrumental in helping us to establish our strategic priorities and initiatives to best support the sector.

We have some fantastic feature articles to share with you as well, including a glimpse into Bright Futures Intergenerational Playgroup on page 5 and a special look into the world of educator Lois Toms on page 23, who recently celebrated 30 years of family day care!

Don't miss our regular features from Be You and ACECQA in this edition on pages 27 and 29, as they share with us advice on planning for child empowerment and supporting continuous improvement.

We look forward to catching up with many of you in Hobart at the 2022 National Conference this September and in the meantime, don't forget to log into your Member Zone and check out our new Learning Hub developed in partnership with Early Childhood Australia (ECA) - your one-stop portal for your professional development needs!

Andrew Paterson
 Chief Executive Officer
 Family Day Care Australia



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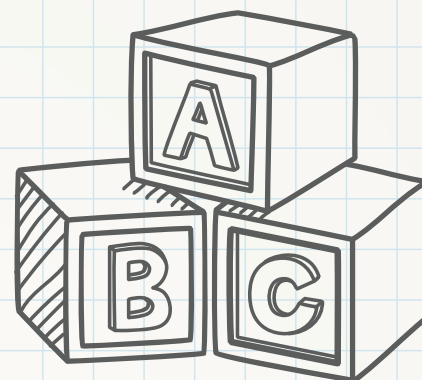
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Early Childhood Education and Care (ECEC) Summary update

The latest quarterly Child Care in Australia statistics were recently released by the federal Department of Education.

The report for the June quarter 2021 shows that:



13,685

approved child care services operated in Australia during that quarter, comprising:

8,554

Centre Based Day Care (CBDC) services (62.5 % of all services)

427

Family Day Care services (3.1%)

4,662

Outside School Hours Care (OSHC) services (34 %)



1,328,540

children across Australia attended child care in the June 2021.

Of these:

782,760

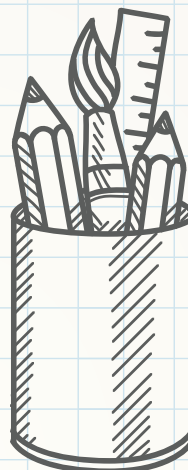
children, or 58.9%, attended CBDC

90,800

or 6.8 %, attended family day care

468,120

or 36.5% attended OSHC.



The total number of families nationally using child care in the June 2021 quarter was

949,920

Of these:

649,340

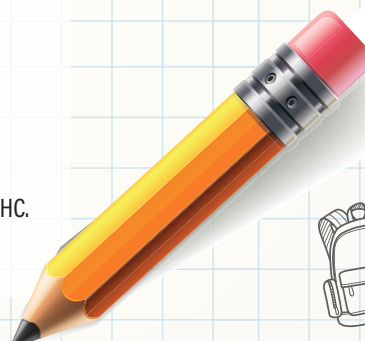
or 68.4% of families, used CBDC

64,820

or 6.8 %, used family day care

355,880

or 37.5% used OSHC.



INDUSTRY SNIPPETS



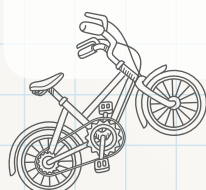
\$10.40

The average hourly fee across all child care types nationally (excluding In Home Care) was \$10.40, with the average hourly fee for family day care sitting at \$10.90. This compared to an average fee of \$10.80 for CBDC and \$ 7.85 for OSHC.



124

In the June quarter 2021, a total of 124 (or 29%) family day care services charged above the FDC fee cap of \$11.30. This compared to 14.9% of CBDC services charging above their fee cap of \$12.20 and 14.4% of OSHC services charging above their fee cap of \$10.67.



To view the full report, visit the Australian Government Department of Education at www.dese.gov.au/early-childhood/resources/june-quarter-2021



A Look at Bright Futures Intergenerational Playgroup



by playing a tune on his harmonica. Anton has mastered several nursery rhymes and the children look to him to play during mat sessions.

These sessions have created meaningful relationships between the seniors, staff, educators and children and has helped to alleviate isolation for the seniors, whilst creating memories that last a lifetime for all involved.

We were joined recently by a personal trainer who came to do a series of exercise sessions at the playgroup.



Bright Futures Children's Services has facilitated a successful Intergenerational Playgroup since 2019, which over the years has gone from strength to strength.

At first it started with inviting seniors to come and have a shared morning tea with Family Day Care and In-Home Care educators and children, to now, offering a morning full of craft, physical activity, music and rhyme.

One regular to the Intergenerational Playgroup sessions is Anton, who will accompany the children singing



We saw some of our seniors getting active by participating in throwing bean bags and doing stretching exercises. The children encouraged the seniors to get out of their chairs and participate.

The Intergenerational Playgroup has given educators opportunities to develop their own sense of belonging to the service and witness the children being independent, confident and thriving in different ways.



Add some sparkle to your marketing campaigns with FDCA's Family Day Care Photo Library

FDCA is pleased to announce the release of a dedicated Family Day Care Photo Library.

The new photo library is available free of charge to all FDCA members via the FDCA Member Zone.

We understand that for many services and educators, finding the time and budget to have professional photos taken can be difficult. This is why we have undertaken a range of photoshoots at various family day care environments and made the photos available to members.

Consisting of over 145 high resolution images that can be previewed and downloaded with ease, the Family Day Care

photo library will provide all FDCA members with access to professional photos that depict family day care's natural home environment. The photos can be used to add extra polish to marketing and promotional campaigns at no additional cost.

Alongside the FDCA Market My Business Hub and Family Day Care Locator, the Family Day Care Photo Library is another tool that FDCA members can access to assist in the marketing of their family day care business.

To access the Family Day Care Photo Library, simply log into your FDCA Member Zone and select *Photo Library* from the menu.



New FDCA resources on early childhood pedagogy



FDCA is proud to launch the latest additions to our suite of professional learning resources: *A Short Guide to Early Childhood Pedagogy* and accompanying *Companion Resource*

Why were these resources created?

FDCA has created these new resources as part of our ongoing commitment to produce practical resources for our members that assist in strengthening pedagogical practice and performance.

Under these Early Years Learning Framework (EYLF)¹ and the National Quality Framework, it is expected that educators take the time to:

- think deeply about and critically reflect on their daily work and pedagogical approach
- ask themselves why they do what they do and challenge any assumptions they hold

- continue to draw on a range of theoretical perspectives to inform their work.

What will these resources cover?

A Short Guide to Early Childhood Pedagogy looks at:

- what pedagogy is, why it's important and the various influences on it
- why it's necessary for educators to examine and draw on a range of theoretical perspectives as part of critically reflecting on their pedagogical approach
- the five broad theoretical perspectives that inform early childhood education in Australia (through the EYLF)
- some prominent theorists in each theoretical category.

The accompanying *Companion Resource* provides more detailed information on the theoretical perspectives and prominent theorists featured in the Short Guide.

Together, these resources are intended to stimulate and encourage critical reflection and professional dialogue among family day care educators, coordinators and educational leaders.

Who are these resources designed for?

The *Short Guide* and accompanying *Companion Resource* speak directly to family day care educators. However, they are also designed as support resources for educational leaders, who work with family day care coordinators and educators to:

- promote and support a culture of professional enquiry
- challenge taken for granted approaches
- generate new thinking to support continuous improvement.²

Where can I access the Short Guide and Companion Resource?

The *Short Guide to Early Childhood Pedagogy* and its *Companion Resource* can be conveniently accessed through the FDCA Member Zone.

1 DEEWR, 2009: *Belonging, Being and Becoming: The Early Years Learning Framework for Australia*

2 Australian Children's Education and Care Quality Authority. (2020). *Educational Leadership in Family Day Care, Stories from the Field: The Educational Leader Resource Addendum for Family Day Care.*

2022–2025 FAMILY DAY CARE AUSTRALIA STRATEGIC PLAN

FDCA is pleased to release our 2022-2025 Strategic Plan and share our Member Initiatives for 2022-23.

FOUNDATIONS FOR PLANNING

As a member association, the needs, challenges and opinions of our members provides a fundamental foundation in establishing our strategic priorities.

In late 2021 FDCA commissioned an independent member survey to provide comparative data to assess progress on several strategic objectives during the period 2018-2021; to better understand the value of membership and member satisfaction; to determine any additional services FDCA could provide to enhance the member experience; to examine the key issues and challenges facing the sector and how FDCA can help address these; and ultimately to inform our strategic planning process to ensure that the national peak is aligned with the needs of its members.

OUR MEMBERS VOICE

While the 100-page report provided comprehensive analysis of each of these issues, there were a number of very encouraging findings for FDCA, particularly off the back of the unprecedented challenges of COVID. These included:

- Sustained high member satisfaction and net promoter scores with a notable increase in net promoter scores among service members
- Strong sentiment regarding FDCA effectively representing the sector with 75% of services and educators agreeing or strongly agreeing
- Strong acknowledgment that FDCA understands sector challenges, again with a notable

positive increase among service members

Additionally, the report provided insights into a number of consistent themes around key issues and challenges for members. These included:

- Administrative burden remains a key challenge for educator and service members and has not eased since our last survey
- The impacts of COVID have been significant, particularly for educators
- Awareness and understanding, being 'valued' by governments and the broader reputation of the sector was of concern to members
- Inequitable/inadequate funding frameworks remain a challenge
- For services, the overwhelming challenge was consistently skills shortages and the increasing challenge of recruiting new educators

The importance and prevalence of these key themes throughout the survey findings provided significant guidance in reviewing our strategic priorities and shone a spotlight on a number of key areas of focus for the period 2022-2025.

A SNAPSHOT OF OUR ENVIRONMENT

As we look ahead we consider the past, present and future internal and external environment in shaping the organisation's strategic priorities.

There is no denying that it has been a dynamic and often challenging decade for our sector through the transition to the National Quality Framework, the Productivity



Commission Review, the challenges of fraudulent operators entering our sector, the transition to the Child Care Subsidy (CCS) and the fee cap, and of course, more recently COVID.

The reputational challenges of non-compliance have lingered well beyond their merit, and despite unwavering strategic advocacy from FDCA, the regulatory and policy environment remain unfavourable, with policy formulation in many areas continuing to inadequately acknowledge and accommodate the family day care model. The funding envelope has tightened, and administrative burden continues to grow, while educator caps, coordinator ratios, compliance focussed ratings and assessment, and excessive delays in CCS approvals have all placed significant viability pressures on our sector and contributed to a sustained decline in the family day care footprint.

Across the broader sector we are in the midst of a workforce crisis prompting the engagement of the Australian Children's Education and Care Quality Authority (ACECQA) in the development and delivery of the 10- year National Workforce Strategy. Although an emerging issue pre-COVID, post COVID, workforce challenges are undeniably the primary challenge facing the broader ECEC sector, and although our sector is not immune, with requisite supports the unique sole trader model may hold some advantages for family day care.

Associations

Of course, the impacts of COVID have dominated the landscape for the majority of the previous strategic period and, while the path ahead remains uncertain, the significant impact of COVID on family day care operations, viability and life more broadly, have placed immense pressure on educators and services, and has created a static educator recruitment environment, the impacts of which may be felt for some years to come.

And yet, despite the many challenges of our environment our sector remains resilient, and more so, remains a critical part of Australia's ECEC landscape. Ironically, COVID shone a light to governments on some of the sector's very unique strengths; the small group, natural home environment, relationships with families, and support for frontline and emergency services workers, saw family day care maintain attendances throughout COVID that were unparalleled by the broader sector.

It is both timely and increasingly evident that family day care is uniquely placed to support a number of key priorities of governments throughout our next strategic period. In framing the years ahead, as we work to represent, support, and promote our sector, it is crucial that we advocate for the uniqueness and irreplaceable value of our sector:

- For the children and families who rely on overnight and weekend care that they cannot get anywhere else
- For those in regional and rural communities where family day care isn't just their option of choice, but at times, their only choice
- For children in many of Australia's most disadvantaged communities, and for those with additional needs for whom the small group, home-like environment is uniquely supportive

- For those seeking greater session flexibility to support casual and part time work as they re-enter the workforce

And of course, for the tens of thousands of women across four decades of family day care for whom our sector has provided a richly rewarding career, and the financial independence and autonomy, of being a small business owner-operator as a family day care educator. Family day care is one of Australia's largest professional networks of women in small business, and is arguably our country's most valuable, not only playing a vital role in shaping the future of Australia's children, but by way of the sector's injection of capacity into workforce participation. In fact, FDCA's modelling with Deloitte Australia demonstrates that each new family day care educator can create 159 hours of parent workforce capacity every week and, over the course of a year, this equates to an injection of over \$300,000 of GDP into our nation's economy.

FDCA wants to see more educators, supporting more children and families, in more communities across Australia.

As the national peak, FDCA is extremely well placed to lead the sector; we have strong organisational capacity and exceptionally robust governance structures, by way of a highly skilled and inspired Board and staff. We are lean, agile and efficient in our work and we enjoy productive stakeholder relationships, a sound financial position and excellent member engagement.

Our Strategic Priorities remain highly relevant and the direct linkages from the Vision, through the Mission, Goals, KPIs and Key Initiatives continues to effectively align strategy with operations that ultimately provides a clear and executable roadmap for a stronger future for family day care.

Family Day Care Educators' Associations

State family day care educators' associations represent educators and provide a range of member-based services, including advice, training, resources and assistance to educator members. Executive committee representatives work in a voluntary capacity to support fellow educators to provide quality home-based child care services.

Family Day Care Associations

State family day care associations provide a range of member-based services including advice, training, resources and assistance to members. This support strengthens services and assists staff in their vital role of providing effective support services to educators and families. The association works actively to promote family day care within their respective states.

Each association operates independently of FDCA.

New South Wales

- Family Day Care Educators' Association NSW Inc
0490 776 339
www.fdceducatorsnsw.com.au
- NSW Family Day Care Association
02 9779 9999
www.nswfdc.org.au

Tasmania

- Family Day Care Council of Tasmania Inc.
0439 307 273

South Australia

- Family Day Care Educators' Association of South Australia
0418 831 433
www.fdcassocsa.com.au

Western Australia

- Family Day Care Educators' Association,
Western Australia, Inc.
08 9255 5290
- Family Day Care WA
08 9251 5777
www.familydaycarewa.com.au

Northern Territory

- Alice Springs Carers' Support Group
08 8952 2906

Queensland

- Family Day Care Association Queensland Inc.
07 3399 3737
www.fdcqld.org

VISION, MISSION, VALUES

VISION

Family day care is the natural choice.

MISSION

To represent, support and promote the family day care sector in delivering high quality early childhood education and care to more Australian children.

ACHIEVING OUR VISION

- 1 Our Vision requires a political, policy and regulatory environment that embraces the uniqueness, importance and capabilities of family day care and that enables a strong, viable and widely accessible sector.
- 2 Our Vision demands consistently high quality outcomes for children in family day care.
- 3 Our Vision requires strong awareness and understanding of the many and unique benefits of family day care for children, families and educators.

Underpinned by our Values and guided by our Mission we will achieve our goals and together we will realise our Vision.

VALUES

EQUITY

Equitable access and the removal of barriers to high quality early childhood education for all children. Equity is a core underpinning of FDCA's organisational culture

PROFESSIONALISM

Ongoing improvement in, and recognition of, the sector as professional early childhood educators and administrators. A professional sector needs a highly professional national peak

EXCELLENCE

Excellent outcomes for children in family day care underpins a strong and viable future for family day care. Excellent outcomes from FDCA will support the sector in this objective

COLLABORATION

Collaborative partnerships between services, educators, families and children are key underpinnings of quality in family day care. FDCA, the sector and stakeholders are partners in achieving our vision



2022–2025 STRATEGIC SNAPSHOT

PRIORITY	GOALS
REPRESENT	<ul style="list-style-type: none"> • Provide strong leadership, a united national voice and future directions for family day care through effective, broadly representative, consultative and evidence-based advocacy on key policy issues • Champion a political, policy and regulatory environment that embraces the uniqueness, importance and capabilities of family day care and enables an agile, viable, accessible and growing sector
SUPPORT	<ul style="list-style-type: none"> • Support ongoing improvement in pedagogical and operational practice, and outcomes for children in family day care, through research, resources, professional learning opportunities and networks • Support the sector in the effective and efficient management of, and compliance with, the administrative, business and regulatory requirements of family day care
PROMOTE	<ul style="list-style-type: none"> • Raise awareness and position family day care on its unique strengths in delivering high quality early childhood education and care to support long term sector viability and growth through marketing, public relations and strategic media management • Raise awareness and position family day care as a career of choice for educators and service providers, and support services in the recruitment of professional early childhood educators in areas of need and opportunity
ORGANISATION	<ul style="list-style-type: none"> • Ensure sustainable, ongoing and valued services to members through technology, innovation, diversification, organisational capacity, operational efficiency, good governance and strong financial management



MEMBER INITIATIVES 2022-2023

In this edition of JiGSAW, FDCA is pleased to share our 2022-2023 Member Initiatives.

Each year, as part of FDCA's Strategic Plan, several Member Initiatives and key projects are planned and undertaken in line with our mission of representing, supporting and promoting the family day care

sector in delivering high quality early childhood education and care to more Australian children. In this article we are pleased to share with you a summary of our 2022-2023 Member Initiatives and projects. These initiatives and projects

will assist our members and the sector in delivering strong learning and developmental outcomes for children and ensure that FDCA is working towards the goals of our Strategic Plan.



REPRESENT

Sector Viability Strategy – Phase 3

Following on from previous years' Sector Viability Strategy Phases 1 and 2, despite some of the significant gains made in terms of engagement levels with policy decision makers and regulators, FDCA must commit to a continuation of the Sector Viability Advocacy Strategy (“the Strategy”) due to the ongoing decline in member numbers and the significant market restrictions that continue to be imposed on the sector. The Strategy will support improving viability, growth and access to funding and increase awareness of the unique and specific issues and challenges facing the sector and reframe policy makers' perceptions of compliance approaches to the sector.

There are a number of complex and interwoven factors that must be considered as part of the Strategy; however, the specific strategies FDCA should consider to assist in mitigating the ongoing decline, and eventually promote sustained growth, are reasonably clear. These include:

- reforming the Child Care Subsidy (CCS) approvals process to allow more prospective approved providers into the sector;
- advocating for targeted sector investment measures as defined in FDCA's Election Commitment Requests, at both an educator and approved service level;
- coupling payment integrity measures with an appropriate balance of sector support measures; and

- ensuring the family day care sector is well represented in specific attraction and retention initiatives detailed in the National ECEC Workforce Strategy.

Understanding Admin Burden

Administrative burden has, across successive member surveys, been identified by FDCA's service and educator members as being one of the most significant operational challenges of running a family day care business. Over recent years FDCA has delivered initiatives and support to address the issue of admin burden, however the matter remains prevalent in the minds of members and there is more work to be done, particularly with a view to exploring opportunities to ease admin burden through technology.

In order to ensure the most efficient and effective responses to the challenges of admin burden, FDCA must first identify in more detail the primary sources of admin burden, including understanding different approaches to 'admin' that may identify more effective operational practice, existing supports and potential opportunities.

As such, FDCA will establish an Advisory Committee or equivalent to explore different operational approaches and supporting tools/practices that reduce admin burden currently and to explore innovative ideas and opportunities to provide further support to members.

Understanding Educators Exiting the Sector

From previous external research commissioned by FDCA, we have a comprehensive understanding of the sociodemographic profile of educators that have entered the sector over recent years and the barriers and challenges they face in doing so, as detailed in the report *Attracting the Next Generation of Family Day Care Educators*. However, short of a high-level rationale provided to FDCA from some exiting members, we do not currently have a comprehensive national understanding of the primary and secondary reasons for those educators that have exited the sector over recent years.

Given the ongoing decline in educator numbers, understanding the profile of these educators and the primary rationales for exiting the sector in more detail may be key to increasing educator retention and thus to the general viability of the sector going forward.

The project will engage an external research agency to conduct a comprehensive survey and analysis of educators that have left the sector over the past two years to understand the key rationales for leaving family day care, which will allow FDCA to develop strategic initiatives that may assist in ameliorating potential trigger points for exiting and/or practical support mechanisms that will assist in educator retention.



SUPPORT

FDCA 2022 National Conference



The FDCA National Conference is Australia's premier family day care event and has a proud history of bringing together stakeholders from the family day care and early childhood education and care sector, to connect and discuss key issues impacting the sector.

Despite being on hold for a year, the FDCA 2022 National Conference, will provide delegates the opportunity to explore and embrace the unique strengths of family day care with their peers, celebrate the centrality of children across all aspects of our pedagogy and practice, and help us to solidify our collective vision for family day care into the future.

Taking place against the picturesque backdrop of Hobart, Tasmania from 15-17 September, the FDCA 2022 National Conference will provide delegates with a wide variety of professional learning opportunities under one roof, access to a first-class line-up of keynote speakers and the chance to celebrate with a Gala Dinner that will include the 2022 Excellence in Family Day Care Awards presentation.

FDCA Direct Educator Recruitment Program

The Direct Educator Recruitment Program now known as the “*Your Business, Their Future*” national educator recruitment program successfully launched in October 2021.

In 2022-2023, the program will continue to provide service members and applicants with a dedicated and personalised recruitment support and contact from FDCA.

This will include national advertising to drive applications through to the FDCA national talent pool, job board advertisements and direct marketing to promote the educator career path, initial applicant screening, validation, and referral of educators to services.

The purpose of the Direct Educator Recruitment Program is to not only assist services with the recruitment of family day care educators and help them support their local communities through the provision of high-quality child care, but to also support the sector by driving growth and ongoing viability.

You can find out more about the *Your Business, Their Future* national educator recruitment program at www.familydaycare.com.au/careers.



FDCA Member Engagement Program

The Member Engagement Program is a new initiative that will provide members with the opportunity to engage with ECEC experts and stakeholders through online panels and forums during the 2022-2023 period.

This program will replace the FDCA National Engagement Program (NEP) with an online format making content and professional learning opportunities available to all members across Australia. This means that location will be no barrier for members who wish to engage with this new initiative.

The online forums will be presented in a live format across various digital platforms, with the forums then saved so that members can go back and view the content at a time and pace that suits their needs.

Despite this program replacing FDCA's face-to-face National Engagement Program Forums, this initiative will still include scheduled onsite visits to services and educators around Australia.

INITIATIVES 2022-2023



PROMOTE

2022 Excellence in Family Day Care Awards

The Excellence in Family Day Care Awards continue to play a crucial role in generating positive media coverage for the sector and in thanking all those in the sector who work to provide inclusive and nurturing education and care environments for children.

In 2022 the awards will again unite the family day care sector, acknowledge excellence and say thank you to educators, coordinators and services for the wonderful and unique contributions they make to families and communities across Australia.

The awards, which commenced in May this year, will run through to September 17 where the National Award winners will be announced at the FDCA 2022 National Conference Gala Dinner.

More information on the 2022 Excellence in Family Day Care Awards is available on page 16 in this edition of JiGSAW.

Family Day Care Advertising Campaign

During 2022-2023 FDCA will deliver an advertising campaign that will focus on promoting family day care as the option of choice for early childhood education and care for families.

The advertising campaign will be delivered through digital mediums such as Facebook and Google Ads and will be implemented throughout 2022-2023, with campaign boosts to take place during strategic timeframes.

This advertising campaign plays a crucial role in generating care leads

for members through the Family Day Care Locator, with over 1,130 leads generated per month so far in 2022. This will be the seventh straight year that FDCA has been able to support the sector through the delivery of a direct advertising campaign.

FDCA will also continue to provide marketing support to all members through the FDCA Member Zone via the FDCA Family Day Locator, the Market My Business Hub and FDCA's Family Day Care Photo Library.

National Family Day Care Week

National Family Day Care Week is another long-standing Member Initiative that will be celebrated in 2023!

The purpose of National Family Day Care Week is to provide the sector with an opportunity to recognise and promote the important role that family day care plays in the education, development and wellbeing of over 90,000 Australian children.

The annual celebration of family day care is also a key strategic media opportunity for the sector and provides an amazing opportunity to come together and raise awareness about the sector across Australia.

In 2023, FDCA will call on all members to get involved in the week by hosting National Family Day Care Week Picnics. Whether it's a picnic at a local park, in your backyard, at your service or in your lounge room, we will be encouraging members to register their picnics so that we can share them with media outlets and raise

the profile of family day care in your community and across the country.

Family Day Care Locator 2.0

In 2022-2023 FDCA will unveil an updated Family Day Care Locator that will provide members with the opportunity to take their marketing to the next level.

The updated Family Day Care Locator will display family day care listings in a new user-friendly hybrid listing/map format that will make it easier for families to find family day care in their area. All members will have the chance to share more about their family day care business via their own locator profile.

Members will also have the option to upgrade their Family Day Care listing to a premium listing, which will provide access to additional features such as photo galleries, videos uploads and the option to display specialisations and qualification in the member profile. Best of all, premium listings will be displayed at the top of the search results, meaning these listings will be seen first by families.

The most exciting aspect of the updated Family Day Care Locator will be the option for members to sign up to Google Ads campaigns that will direct families directly to their member profile. This will be the first time that FDCA will have put the power of Google Ads directly in the hands of members.

Keep an eye out for more announcements regarding the updated Family Day Care Locator in your inbox..

introducing...



THE FDCA LEARNING HUB!

Online learning for family day care

FDCA has partnered with one of Australia's most respected early childhood professional development and advocacy organisations, Early Childhood Australia (ECA), to provide our members with an outstanding new way to meet their professional development needs.

Established in 2014, the ECA Learning Hub is highly regarded for its contemporary and evidence-based library of courses. Through FDCA's Member Zone, you'll gain access to a suite of more than 25 online courses housed on our brand-new, partnered Learning Hub as part of your existing membership.

A partnership worth your time

Our collaboration with ECA is already saving members valuable time and money, providing them with over \$100 worth of education and training annually at no extra cost!

Each course can be completed from the comfort of home, or in the company of colleagues, at a pace that suits you.

Over 25 courses that "speak the language" of educators

Finding professional development opportunities that address the unique framework, standards and requirements under which

family day care operates can be a labour-intensive process.

You want to be sure that the time you put into professional development delivers practical and meaningful benefits, from verified early childhood professionals and experts in the field.

As one of Australia's premier sources of early childhood knowledge, research and development, you can be confident that the ECA and FDCA Learning Hub will meet your high standards in online learning and result in quality outcomes for yourself, your colleagues and your team.

Check out just some of the courses available to you below!



A spotlight on Documenting and Assessing

Guided by Dr Kennedy, participants in the Learning Hub's Documenting and Assessing courses will uncover, unpack and understand the purpose of documenting and assessing within the educational planning cycle.

In Part I, you'll learn how to make your documentation and assessment processes more effective, bust some common myths about documenting under the National Quality Framework (NQF), and study the everyday practices and philosophies of two services.

Part II extends on the learnings from Part I to help participants understand why quality observations matter, along with how to critically reflect and document on a deeper level, and how to include the perspectives of children and families in your documenting and assessing.



Child Safe Organisations

The Learning Hub course on Child Safe Organisations includes 11 robust modules, including an introduction on the development and content of the National Principles, and separate modules unpacking each of the ten National Principles.

Participants are guided by a research-based framework to create a culture, adopt strategies and take action to promote child wellbeing.

Accessing the Learning Hub



Access to the ECA Learning Hub is as easy as 1, 2, 3, through the FDCA Member Zone.

We look forward to helping our members continue to thrive through this significant expansion to our professional development space, and thank our colleagues at ECA for their support of our sector as an invaluable part of the early childhood education and care landscape.

EXCELLENCE IN FAMILY DAY CARE AWARDS 2022

PRELIMINARY WRAP UP

The Excellence in Family Day Care Awards has once again had a successful nomination period with over 3,400 nominations placed in 2022.

The success of this year's awards program means that in six of the last seven years over 3,000 nominations have been placed.

The number of nominations over the years shows that not only are the awards a great way for families, communities and the sector to show their appreciation for the tireless efforts of educators, coordinators/educational leaders and services, but it highlights the priceless role played by these members of the family day care sector in the education, development and wellbeing of children all across Australia.



FDCA would like to congratulate everyone that was nominated in the 2022 Excellence in Family Day Care Awards and thank those from within and outside the family day care community for their ongoing support of the awards and for taking the time to place nominations.

FDCA would also like to thank our wonderful sponsors whose support provides FDCA with the opportunity to acknowledge the amazing work done by family day care educators, coordinators and services.

Thank you to the Tasmanian Government Department of Education, Care for Kids and Early Childhood Australia for their support of this year's Awards program.

This year the National Educator, Coordinator and Service of the year will be announced at the FDCA 2022 National Conference Gala Dinner in Hobart on 17 September 2022.



For more information on the 2022 Excellence in Family Day Care Awards, please visit www.fdca.com.au/awards.

A full list of all nominees can be seen on pages 17 to 21



EDUCATOR NOMINEES

ACT

Ayesha Durrani
 Kalsoom Fatima
 Rebecca Guiren
 Jessica Heffernan
 Tammy Heirdsfield
 Kathryn Howie
 Diane Hunia
 Waleeja Javed
 Kamaljit Kaur
 Lynette Kemsley
 Lorena Manangan
 Isabella Olsson
 Tanjina Poonam
 Gaye Belinda Prebble
 Sonja Radonjic
 Mandana Rezamandi
 Fard
 Kayla Robinson
 Maylyn Salindo
 Neha Sharma
 Joanna Thompson
 Leah Uttley
 Maria Walshe

NSW

Wafaa Abdel Messih
 Catherine Adkins
 Mi Ae Park
 Maria Aggabao
 Namrata Agrawal
 Kylie Agresti
 Daniela Aguib
 Varsha Ahuja
 Saima Akhter Urmī
 Joumana Akkaoui
 Dilruba Alam
 Nicole Albury
 Christine Alchin
 Jennifer Anne
 Alexander
 Lisa Allam
 Dhanushki
 Amarasinghe
 Surbhi Anand
 Sadia Anjum
 Sharmin Anwar
 Shamsad Ara Rahman
 Sonia Arango
 Fatima Araujo
 Ivana Arco
 Sarika Arora
 Sarah Auld
 Minjung Baek
 Neeraj Bala
 Yogini Barot

Alison Maree Barrett
 Sherilee Bartlett
 Ellianna Barton
 Marie Bastian
 Amandeep Batra
 Rowena Bawden
 Kelita Baxter
 Tara-Jane Beattie
 Rhonda Beatty
 Justin Beatty
 Shafiqun Begum
 Denisa Belinic
 Marina Belkin
 Kelly Berger
 Trusha Bhatt
 Thi Bich Suong Vo
 Kanlaya Binkanee
 Rachel Blackhall
 Melanie Blue
 Kathleen Bolt
 Michelle Bonomi
 Amal Botros
 Jannette Kim Bowden
 Emma Bradley
 Colleen Britten
 Tate Britton
 Bobbie Brown
 Kayla Brown
 Danielle Bruce
 Natasha Bruton
 Ilana Butnaru
 Skye-Lee Cabrera
 Koebi Cafe
 Teresa Cafe
 Raine Callaghan
 Robyn Campbell
 Debbie Anne Cannon-
 Clark
 Teniel Capper
 Lani Carney
 Susan Cassar
 Ana Cerqueira
 Lillian Chan
 Qin Chen
 Xiaomei Chen
 Samantha Chippindale
 Maysaa Chmeit
 Sawsan Chmeit
 Jeongim Choi
 Yoonhee Choi
 Karuna Chonkar
 Nadia Ciappara
 Ultima Celdran Clancy
 Deborah Sharon Clark
 Felicity Clark
 Lauren Clark
 Jalina Cleverly
 Angela Coffey
 Nichole Aimee Coleman
 Alison Colling
 Lisa Collyer
 Christine Conditis
 Lee Constable
 Christine Cook

Mary Copas
 Armanda Costa
 Tara Creedy
 Jayne Cronin
 Kate Cronin
 Julie Crowe
 Muhiba Dahir
 Renata D'andrade
 Madeleine Daoud
 Naomi Elizabeth Davis
 Bronwyn Davis
 Tracey Lee Dawson
 Potira De Azevedo
 Kelly Dean
 Kelly Dearle
 Belinda Deaves
 Tanya Debono
 Carolyn Deegen
 Sandra Desilva
 Anju Dewangan
 Natale Dhrohaenessian
 Diana Djajadi
 Kim Do
 Ann Donlan
 Alexandra Dragojevic
 Ru Duff
 Sofia Dutta
 Danielle East
 Amina Ebrahim
 Simone Edmonds
 Shirley Edwards
 Vanessa Edwards
 Faezeh Eghbali
 Arabzadeh
 Albina Evans
 Vika Faeamani
 Siyuan Feng
 Nilufa Ferdaus
 Erosha Fernando
 Brooke Fisher
 Robyn Floyd
 Amy Flynn
 Eszter Foldesi
 Linda Gail Fraser
 Barbara Fraser
 Ivette Galindo
 Alison Galvin
 Helen Ruth Garland
 Elizabeth Garland
 Gabriela Gasinska
 Darshana Gohil
 Jeffery Golledge
 Nevelyn Goncalves
 Leanne Gorman
 Katie Gorton
 Danielle Gotch
 Debbie Gould
 Karen Gozzard
 Stacey Gray
 Karen Grieve
 Maria Grigoryan
 Laura Gruber
 Cass-Ahn Grundy
 Jinjuan Gu
 Karen Gualdi
 Deepti Gupta

Marcela Guttridge
 Amanda Guy
 Seung Ha Jung
 Kathleen Hall
 Belinda Halligan
 Margaret Hambarchian
 Janene Harman
 Emmerson Harris
 Lisa Harris
 Joanne Hart
 Johanna Hawke
 Leanne Haynes
 Kylie Hazell
 Kunyu He
 Ying He
 Alicia Hepper
 Maria Herguedas Irazu
 Lourdes Hernandez
 Louise May Hill
 Heather Hill
 Helen Maree Hillier
 Gail Hohberg
 Deborah Holman
 Lorelle Margaret Holt
 Khaleda Hoque
 Liza Hoque
 Huimin Huang
 Jennifer Hughes
 Ching Hui
 Katey Hui
 Pamela Hunter
 Kerrie Ibbott
 Cheryl Anne Ingram
 Elizabeth Izzard
 Shelley Jacobs
 Pooja Jaidka
 Mahananda Jamble
 Mary James
 Wooyoung Jang
 Kris Janson
 Yanfang Ji
 Bin Jia
 Soo Jin Kim
 Anna Johansen
 Anita Johnson
 Young Joo Lee
 Kerrie Jurd
 Kokil Kakkar
 Preethi Karthikeyan
 Prabhjot Kaur
 Sheree Keato
 Natalie Kebby
 Anne Keith
 Mona Kelada
 Sabrina Kelly
 Linda Kerr
 Rachael Kerr
 Nozveen Khan
 Syada Nasima Khayer
 Hayley Kilroy
 Jemma Kilzi
 Ryojin Kim
 Kellie King
 Samantha King
 Yasuko Kinoshita
 Vijay Kirti
 Pooja Kocher
 Lauren Kogan

Ayesha Koongaha
 Hee Kuk Kwak
 Mani Kumari Rallapalli
 Bo Kyong Choi
 Mee Kyung Park
 Lisa Lakeman
 Dhana Lakshmi
 Devarapalli
 Kristen Lambert
 Brooke Lance
 Rachel Landy
 Leonie Langton
 Asha Lata
 Kiran Lata Bhagat
 Sai Latha Boojala
 Chrisoula Lazos
 Carrie Leader
 Juhyun Lee
 Misung Lee
 Diane Joy Leech
 Nicola Leeson
 Kristina Lapedjian
 Elena Levachova
 Leisa Jane Lewis
 Vivi Liawaty Lie
 Ying Lin
 Xian Ling Li
 Alicia Lloyd
 Mawarni Lo
 Maddison Lord
 Amelia Loughrey
 Jan Lysaght
 Jessica Mackintosh
 Helen Macolino
 Debrah Malhotra
 Dipoli Malhotra
 Monika Malik
 Melanie Maloney
 Laurene Malouf
 Despina Mamounis
 Cheryl Manderson
 Evelise Manzoni
 Meire Marchiori
 Eva Marcus
 Leanne Norma Marsh
 Tetyana Mashkivska
 Nazelie Matar
 Larah Matheson
 Hannah Mcdonald
 Mary-Louise Mcdonald
 Michelle Mcgovern
 Brittany Mcgrath
 Jocelyn Mckay
 Alison Mcwhirter
 Sok Meng Tong
 Donna Mephram
 Kristen Mercieca
 Josephine Mesiti
 Kylie Metcalfe
 Magda Meyer
 Young Mi Seo
 Ying Miao
 Annmaree Miller
 Kaylene Milligan
 Joanne Lee Mills
 Vivien Mina
 Lesia Mirchuk
 Fiona Mitchell

Tracey Mitchell
 Kylie Montgomery
 Kylie Moore
 Tegan Morris
 Anne-Marie Morschel
 Charmaine Moss
 Shormin Mostafiz
 Maria Mourinho
 Nevine Mousa
 Kalindi Mudunkothge
 Angela Mullins
 Tegan Mungoven
 Tracey Murchie
 Courtney Murphy
 Panida Murphy
 Kayla Mylchreest
 May Myo
 Nicole Nairn
 Swapnil Nanda
 Jessie Nash
 Tanjina Nasrin
 Venkateswari Neli
 Asokan
 Rita Nercessian
 Thi Ng
 Tran Nguyen
 Leanne Nicholls
 Georgia Nicholson
 Tanja Nielsen
 Mofiza Nisha
 Lisa Northfield
 Michelle Noy
 Lisa O'meara
 Robyn O'neill
 Stephanie Oppio
 Elaine Orbolato
 Luciana Otto
 Tanya Louise Pankasz
 Cristal Pappas
 Stacey Parezanovic
 Trina Parker
 Ashleigh Parkes
 Kristie Parnham
 Paula Pauling
 Krystal Pereira
 Heidi Perrett
 Jayalaxmi Pervathody
 Gulnaz Perveen
 Kim Pidcock
 Penelope Potts
 Rhianne Powell
 Karen Power
 Veronica Puha
 Rodelyn Race
 Shahnaz Rahman
 Renuka Raj
 Veenu Rajput
 Elma Ralph
 Mi Ran Lee
 Manonmani
 Ranganathan
 Geetha Rao
 Angeline Rashid
 Joanna Ray
 Jade Reading
 Debbie Redgrove
 Karen Refalo
 Zhuoqun Ren

Luana Reys
Amanda Rhook
Candida Ribeiro
Jennifer Rich
Karenne Richardson
Linda Ristevski
Shannan Roberg
Beverley Rollings
Dimity Rose
Merangnage Salgado
Syeda Salma
Magda Sanchez
Oleg Savelyev
Larysa Savelyeva
Karen Sawyers
Rhianna Scarlett
Amina Schluter
Christine Schuck
Kate Scott
Brooke Sellers
Tamanna Shahanaz
Judy Shakespeare
Tanu Shangari
Belinda Shaw
Prativa Shaw
Elena Shemet
Ebony Shroot
Hua Shu
Phillipa Sils
Tracey Sima
Amy Simpson
Karen Sinclair
Jacqueline Singh
Nelam Singh
Bharti Singh Deo
Reene Sinniah
Maria Sirianni
Kavitha Sivakumar
Kay Smart
Hannah Smith
Joanne Smith
Julie Smith
Kate Smith
Leanne Smith
Marilyn Smith
Rebekah Smithers
Jingxin Song
Wal Song
Jin Sook Choi
Tania Michelle Sparrow
Corinne Spencer
Elise Spina
Jessie Spotswood
Shiyamaladevi Srithas
Cynthia Maree
Stanshall
Patricia Streatfeild
Lindsay Struthers
Vatcharee Suansomjeen
Megha Sud
Debbie Sultana
Jehan Sultana
Kerry Summerell
Jee Sun Yong
Chytali Suneel Naik
Bronwyn Sutherland
Natalie Jayne Swan
Linda Tandy
Stacey Tebb

Kirsty Thomas
Rochana Thongnuapad
Kylee Todd
Fei Tong
Jessica Tong
Jade Towers
Suzana Trajkovska
Emma Turnbull
Emma Turner
Patricia Ulberg
Danielle Underwood
Hima Uppalapu
Charmain Van Der Veen
Kathleen Lola Van Loon
Anamika Verma
Ebony-Anne Verney
Maxine Vincent
Sarah Virgili
Kylie Visintin
Aleisha Wade
Sheree Wade
Gemma Walsh
Stacey Walsh
Lisa Warburton
Emma Ward
Jo-Anne Warhurst
Shoko Wark
Louise Watson
Jamie Helen Watt
Vanessa Weber
Melanie Weeden
Rasika Weerasinghe
Ying Wei
You Wei Cai
Kim Wheeler
Kira Whiteman
Chanika Wijayaratne
Rebecca Wilcox
Lisa Wilkinson
Fiona Williams
Natalie Ann Willis
Angela Wilson
Rachel Wilson
Stacey Winstanley
Santa Rence Wolfraad
Kate Woods
Zoe Wykes
Wei-Jun Xia
Hongxia Xie
Qian Xu
Pauline Xuereb
Sreevidya Yadatisastrula
Afroza Yasmin
Cheryl Yates
Liping Ye
Tahmina Yeasmin
Georgia-Mae Yewdall
Nasise Yonas
Haesol Yoon
Christine Young
Goo Young Jeong
Ji Young Lee
Ah Young Yang
Haifeng Yu
Iuliia Zadrutskaja
Maryann Zammit
Yan Zhen Liang
Anastazija Zohar
Bitu Zonoozi

NT

Arphon Auntasi
Noni English
Arpita Kundu
Emily Lawler
Cecile Miel
Ivy Grace Ofiaza
Narieta Tinaikulabu

QLD

Lesley Adams
Natalie Adams
Deborah Adamson
Georgette Ahfock
Ruba Akhter
Jessica Alexander
Leigh Alexander-De
Jersey
Shareena Alfaz
Hafsa Ali
Sabira Ali
Natasha Allaway
Julie Andrews
Elizabeth Anne
Armstrong
Rachael Bach
Elham Bahman
Kooishahi
Leeann Ball
Sharon Lorelle Barber
Jodie Barclay
Bernadette Barker
Angela Helen Betts
Sharmon Carol Birrell
Susanne Bishop
Anita Black
Lisa Blanch
Audra Booth
Karen Booth
Lavinia Bowen
Kylee Bowman
Imogen Boyd
Teagan Bretz
Jennifer Brown
Kylie Brown
Belinda Bryce
Tania Bryson
Shiela Buckell
Felica Burrigge
Debra Bywater
Rhonda Cain
Heather Carter
Margaret Catling
Julie-Anne Chapman
Mahmuda Chowdhury
Sharon Christenson
Carol Anne Churton
Shaeleigh Ciranni
Judy Clark
Toshie Clayton
Medelina Cochran
Kristina Cone

Jacqueline Cowley
Danielle Cramond
Janelle Crook
Belinda Crosbie
Amanda Cross
Megan Crust
Mary Cullen
Jacqueline Cutts
Tina Daley
Aideen Daly
Leanne Daniells
Karen Davies
Susan Davies
Sarah Davis
Michelle Davy
Dominique De Hail
Kirstin De Vera
Chantelle Deller
Bharti Dhillon
Brenda Di Maggio
Lauren Dixon
Madeleine Doran
Daniella Dowsett
Vicki Duncan
Rebecca Dwyer
Josephine Erica Eadie
Jacqueline Edwards
Sharon Edwards
Suzanne Elfverson
Raylene Ellis
Emma Endencio
Donna Amy Erdeljac
Kim Everson
Roshim Fall
Marisa Falwasser
Kayley Farr
Leigh Fernandez Da
Cruz
Gayani Fernando
Monique Ferrario
Silongo Felita
Sue Finlayson
Amy Foti
Sharon Fox
Julie Ann Fraser
Brooke Frunks
Donna Fyfe
Peta Gannon
Tamara Garrett
Erica Gately
Alana Gibson
Melissa Gillett
Anneke Giltinan
Leeanne Goodes
Rachele Goodway
Chandima
Goonewardena
Deborah Graham
Colleen Grahame
Anjelika Green
Renae Green
Laura Groenewoud
Mandie Groves

Belinda Hackney
Shirley Haddock
Terii Hagai
Dianne Haire
Lauren Hamilton
Angelina Hanna
Hayley Hansen
Cathie Healy
Karen Hedrick
Jennifer Hillier
Julie Hills
Natalie Hohl
Naoko Hoshino
Colleen Hourigan
Michelle Hubbard
Shane Hughes
Raelene Hughes
Michelle Irvine
Fazilet Ismail
Melanie Iwikau
Liliane Jahjah
Teena James
Prema Jegatheesan
Piilua Jim Bone
Nikita-Maree Johnson
Tamsyn Johnston
Olivia Jones
Angella Joseph
Kathie Justo-Jones
Mayumi Kafka
Om Karananda Hunt
Poh Kee Ooi
Nancy Keogh
Afroza Khanam
Amina Khatun
Leonie Knight
Tamika Krstevski
Rohini Kumar
In Kyung Shin
Clare Lake
Jazz Lambert
Jennifer Lane
Margaret Larsen
Hem Lata Praskash
Amy Lavery
Belinda Lawn
Natalie Lawrence
Karen Lee-Gadischke
Manori Leelaratne
Rachel Lilliebridge
Yilin Liu
Michelle Longland
Candy Looman
Susana Lu
Michele Tracy Ludlow
Irina Lutwyche
Robyn Frances
Macdonnell

Rhonda Mackander
Suzanne Madden
Mavis Mahdavi
Rosalie Gail Martin
Angela Martin
Shona Martin
Rachel May
Sarah Mcalpine
Krystal Mcarthur
Joanne Mccarthy
Grace Mccarty
Kristy Mcconnell
Justine Mcevoy
Cherrie Mcfarlane
Kathleen Mcgrogan
Sarah Mciver
Wendy Mckee
Sharree Mcurdy
Alysha Mcneill
Kelly Meeds
Erin Menchin
Jennifer Michell
Jayn Millard
Sarah Milosevic
Kirstie "Mitchell"
Rosanna Montgomery
Salma Mousali
Ryley Muller
Kirstyn Murphy
Barbara Myers
June Myers
Jayanthi Narayanan
Juliana Nery
Lucinda Nicker
Tabatha Norman
Janet Norval
Marie Nugara
Hayley Oats
Sandra Ohnsorge
Brenda Okesene
Patricia Olivera
Stephene Olsen
Jenny Onta
Vasanthi Parikumar
Zowie Paterson
Kathryn Philp
Mayra Portillo
Gry Powers
Tutonu Prakash
Janice Price
Jill Prior
Jennifer Profke
Jodie Pyke
Sahaya Stella Raj

EDUCATOR NOMINEES

Alison Ramke
Amanda Ramm
Ann Rane
Lynette Rehbein
Jacqueline Patricia Richardson
Josephine Robertson
Dieuwke Agatha Robinson
Deborah Robinson
Catarina Rodrigues
Vicki Rogato
Christine Rosengreen
Lisa Russell
Jenny Rutherford
Meenu Sambhi
Margaret Joyce Saunders
Kristy Saurin
Jasmin Schafer
Kelly Schortemeyer
Katrin Schwarz
Kylee Scott
Pradeepa Senanayake
Malini Senthinathan
Keshara Sharma
Cheryl Shaw
Urith Shield
Jessica Sides
Jassleen Sidhu
Kelly Slade
Veronica Slean
Catherine Smith
Juliana Smith
Lisa Smith
Tara Smith
Vinodhini Smith
Jodie Soutter
Janet Sprecak
Jennifer Stevens
Christine Lea Stewart
Natasja Stokes
Dalena Sutton
Lynne Swanepoel
Gwendeline Targett
Katie Taylor
Rebecca Ten Caten
Gary Thomas
Joanne Thomas
Isabella Thornhill
Rowena Thornton
Ivy Tiatia
Lois Jeanette Toms
Caroline Aoga Dyonne
Tomuli
Desiree Topacio
Lisemay Townsend-Laloo

Christine Ann Tuson
Danielle Van Veen
Daniel Van Veen
Emily Vogler
Joshna Wasan
Jacinta Weir
Deborah Weisse
Anna Wertmuller
Carol Williams
Katrina Williams
Stacey Wilson
Rebecca Wood
Tracey Wood
Michelle Wootton
Kylie Wyatt
Marie Yates
Angela York

SA

Ayesha Alam
Rachel Aldridge
Katherine Anderson
Sindhu Antony
Shabana Arab
Eden Arasad
Sallyanne Bailey
Kirsty Barrington
Darpana Bhalodia
Sarah Jane Breadnam
Lan Bui
Phuong Bui
Liz Butson
Leonne Gaye Capes
Leisa Casey
Kellie Clark
Amber Connolly
Alison Cook
Yvonne Jane Coulter
Monika Cowin
Dorathy Joyce David
Chloe Dawes
Seema Devda
Helen Jane Devlin
Nga Diep
Juline Mari Dimasi
Loan Do
Mandy Dolman
Alison Fleming
Marian Galaby
Shreema Gautam
Annette Gosden
Karen Hack
Olivia Hames
Amanda Hand
Merrilyn Hannaford
Sue Hanson
Tracey Hawkins
Susan Ann Hillyer
Cathryn Hood
Stephanie Hoy
Leonie Hutchesson

Himelda Ismed
Khurshid Jahan
Debbie Johnson
Wendy Judd
Laiheak Kaing
Prabhpreet Kaur
Kirandeep Kaur Bath
The Khanh Pham
Kate Lambrakis
Susan Langsford
Franca Laub
Leanne Leane-Silva
Michelle Lissiman
Lisa Lloyd
Helen Low
Lien Lu
Meenakshi Mahajan
Shalini Mahajan
Julie Mcanulty
Kylie Mcbride
Apriyani Mcdermott
Azra Modan
Maria Lyda Mojica
Michelle Moore
Kelsey Neighbour
Thi Nga Nguyen
Trang Ngo
Dung Nguyen
Saima Noreen
Philippa Page
Naomi Lee Paton
Susana Pinheiro De
Gonzalez
Michelle Pomfret
Shelley Price
Julie Pulford
Hannah Rasmussen
Nikita Rayner
Shelley Redman
Dayna Rushton
Kelly Russell
Berenice Schmal
Toni Seidel
Teresa Serem
Varsha Shah
Lauren Siviour
Cassie Smith
Dawn Soares
Hina Soni
Sunshine Stewart
Trang Thi Thanh
Nguyen
Van Thi Thanh Nguyen
Jannifer Jane Thiele
Tara Utting
Silvana Vanzillotta
Tai Vo
Tuyen Vo
Maxine Lynette Voigt
Enrica Waldowski
Nancy Wesson
Kaitlyn White
Carlie Woods
Kristen Woodward
Amye Zander
Jo-Anne Zille

TAS

Kathryn Bowerman
Emmanie Braithwaite
Svitlana Brasher
Lydia Burr
Trudy Chilcott
Tammy Cranfield
Carol Freeman
Susanna Haberle
Stacey Hall
Susan Higgs
Tamarra Louise Hilder
Gypsy Hilder
Sadaf Jaferi
Rebecca James
Jecelle Lovell
Hala Mahjoub
Mohamed
Karen Maxwell
Khadija Mayizi
Thalia Mccall
Kristy Mclean
Stephen Mooney-Pursell
Phillipa Alison Nolder
Ann Pearce
Denise Peters
Tania Powell
Jill Selby
Reana Shaw
Courtney Smith
Sharon Sulzberger
Natalie Maree Tiffin
Michelle Walker
Natalie Wall
Heather Walters
Crystal Way
Paige Wylie

VIC

Alice Abbott
Rebekah Abela
Padmakanthi
Abenayake
Patricia Adams
Guangmin Ai
Emma Aiono
Magui Al Ess
Tagawa Ali
Leanne Althaus
Marie Althaus
Rozatben Ami
Geraldine Anson
Harriet John Antony
Ruchika Arora
Michelle Atherton
Tahira Atif
Ratnish Bajwa
Danielle Barnes
Narmadha Bathirarajan
Shaheen Begum
Cristabel Beley
Anne Bell
Joanne Bell
Saffron Bell
Maria Bertrand
Catherine Betteridge

Tori Betts
Manal Bey
Nisha Bhagat
Gillian Bindon
Natasha Blackwell
Lalietta Bordas
Julie Borneman
Champika Bowie
Jennifer Buckley
Jade Bunny
Julie-Ann Byrne
Kathleen Carrick
Joanne Carson
Sheridan Chandler
Vanaja Chenna
Marina Coelho
Peta Cole
Belinda Conway
Tracy Cripps
Connie Cummings
Rajanie Dahanayake
Ivy Dapito
Renae Dargan
Adambarage De Alwis
Pinnaduwege De
Fonseka
Lucita De Jesus Salafia
Gayana De Silva
Joanne Delaland
Pooja Devi
Nandini Dey
Ashika Dilrukshi
Liyanaratne
Delia Diongson
Sharee Dobson
Melissa Dreger
Sonya Drummond
Annicia D'souza
Megan Dunks
Jeewa Duwage
Wafaa Ebrahim
Karen Eldred
Eman Elhaoui
Salam Elhaoui
Jie Fang
Saba Farhan
Jenny Fawcett
Yinxuan Feng
Rosanne Ferdinand
Cihan Filiz
Comlekcioglu
Nadeem Firdous Syeda
Carly Francis
Humaira Freshta Azizi
Courtney Friday
Elisha Fuss
Pooja Gajera
Jyothilakshmi Ganesh
Maryann Gardner
Ho Geok Tan
Clare Gillam
Kay Godfrey
Jordana Golden
Lynette Gonzy
Kylie Graetz
Cheryl Ann Greelish
Katrina Green
Ann Gregson
Chao Gui

Tharanga Gunaratne
Reena Gupta
Hasna Hairullah
Dina Hameed
Shireen Haneah
Lina Hansen
Shiranthi Hasheem
Suzanne Hayashi
Sureka Heeraluge
Kathryn Henschke
Nilanthi Herath
Mudiyanselage
Priyanka Hewalokuge
Gayani Hidellearachchi
Shirley Hirth
Kam Ho Ho
Mei Hong Dai
Shanelle Howe
Tania Howe
Beverly Howell
Lynette Hueber
Rebekah Huggins
Kristy Hussey
Loriever Inumerable
Memona Irfan
Shaylee Irwin
Masoomah Jalalian
Kaushikabhen Joshi
Stephanie Jupp
Rana Kalo
Kukule Kankanamge
Dona Sasika
Karunaratne
Indra Kanthi
Gunawardena
Amarjit Kaur
Gamandeep Kaur
Mandeep Kaur
Manjit Kaur
Rajwant Kaur
Randeep Kaur
Rupinder Kaur
Sandeep Kaur
Sukhwinder Kaur
Kuldeep Kaur Saini
Kanwalpreet Kaur
Sandhu
Kim Kelly
Hind Khalaf
Asiya Khatoon
Shahana Khatoon
Mahnoosh Khayamim
Sudarshane Dilrukshi
Kannangara Koralalage
Priashna Kumar
Wasanthie Kumudini
Galappatty
Kumudini P
Kurukulasuriya
Latoya Kyprios
Thuy Lam
Karen Lancaster
Tracy Leanne Lechte
Christelle Lefort
Hongxia Li
Ling Lin
Zoe Loh
Jun Ma
Sonia Macansh
Aneta Maccarone

Yvette Mackelvie
 Debra Macleod
 Chathurika
 Mahapatunage
 Karunasekara
 Amanda Mahoney
 Saira Majid
 Angela Mammone
 Christine Manning
 Meenakshi
 Margabandu
 Brenda Martin
 Kelly Martin
 Sally McMahon
 Mangalika
 Meedeniyalage
 Benita Meemaduma
 Shweta Mehra
 Rosanna Melder
 Shazia Memon
 Christie Merchant
 Hao Ming Li
 Feroozeh Mokari
 Pauline Moran
 Dona Munasinghe
 Jessica Munday
 Belinda Murphy
 Nuzat Nadeem
 Sayeda Nahar
 Ambikakumary Nair
 Mina Nassiri
 Trang Nguyen
 Anh Nguyen Nguyen
 Belinda Oellermann
 Michelle Oellermann
 Gayle O'shea
 Olivia Pancari
 Nitixa Pandya
 Nadia Pansomboon
 Julie Parker
 Leenaben Parmar
 Hinabena Patel
 Chandima Pathirana
 Pinky Paul
 Angela Pawar
 Sarasi Perera
 Inga Phillips
 Beatriz Pleiter
 Rosy Prashar
 Margaret Prowse
 Rachana Rachana
 Ramya Rajkumar
 Vinita Rampal
 Sulekha Rani
 Parvathi Rathinavelu
 Daisy Ratnarajah
 Ajila Ratnayake
 Lionel Revelman
 Jarnie Richards
 Susan Ringeri
 Sana Rizwan
 Jorit Rogers
 Glenda Joy Rogerson
 Tiffany Rosbergen
 Karyn Rudd
 Tamara Ruffin
 Bindia Sablok
 Hengameh Safa
 Samia Sahely

Nazia Sajid
 Emaya Samaranayake
 Manuja Samasundara
 Mudiyanseleage
 Jagraj Sandhu
 Mary Saul
 Joanne Sciberras
 Tripta Sehjal
 Rosika Senevirathne
 Jacqueline Sestito
 Samantha Sevita
 Nidhi Shah
 Helen Shakespeare
 Christine Shanahan
 Janina Sharer
 Anupama Sharma
 Meenakshi Sharma
 Louise Shaw
 Jenny Shute
 Gardiye Silva
 Zeenath Fathima
 Singhawansa
 Rasangika Siriwardana
 Vanessa Sleiman
 Annette Smith
 Rachael Smith
 Sally-Ann Smith
 Maria Soe Palavi
 Catherine Sostheim
 Natasha Spaul
 Janaky Stock
 Kirstie Stockx
 Pushpika Sumathiratne
 Sinthuja Suthaharan
 Zunaira Tahir
 Stephanie Takle
 Lala Tang
 Siutiti Taufa
 Zenaida Ternola
 Pina Thakkar
 Sapna Thakur
 Shoba Thimmireddy
 Briony Thomas
 Karen Thomson
 Romedios Tinao
 Kristen Tobias
 Maria Todino
 Nevin Toflies
 Debra Towerton
 Katherine Truong
 Paula Tun Yin
 Lachhmi Upadhyay
 Rebecca Valentine
 Bharathi Varadan
 Nancy Vella
 Thea Leine Vidal
 Avanthi Shiroma
 Padukka Vidanalage
 Manpreet Virdi
 Jacqueline Wallace
 Deborah Wassell
 Vilma Watson
 Noelene Webster
 Tara Webster
 Chloe Weir
 Manjula
 Wickramarachchi
 Krishani Wijerathna
 Indika Wijerathne

Kylie Willox
 Jean Wilson
 Wendy Wilson
 Ann-Maree Wright
 Yongmei Xu
 Yan Yan
 Guoying Yang
 Siobhan Yardley
 Deneal Younghusband
 Asma Zahid
 Saira Zia

WA

Lamiaa Abdelhady
 Asha Abdi
 Jennielyn Acuna
 Christine Adams
 Katayoun Afghan
 Tolouei
 Alpaben Aghara
 Dimple Arora
 Tamara Aslett
 Caitlin Astone
 Mary Barratt
 Beverley Bathurst
 Nicola Baxter
 Rebecca Beattie
 Julie Belhamine
 Clara Benegas Lynch
 Lisa Bennett
 Sylvia Beukes
 Leith Blackman
 Cheyenne Bland
 Tracy Bodin
 Caroline Bolt
 Caroline Boocock
 Angela Bowler
 Julie-Ann Brennan
 Jackie Brierley
 Comfort Brown
 Tamara Buckley
 Judy Byrne
 Nuala Carolan
 Neetu Chahal
 Jenna Chambers
 Colleen Faye Chinnery
 Nicole Connell
 Casey Coomer
 Carolyn Cooper
 Jennifer Costa
 Alison Cousins
 Harpreet Dang
 Monique Dangerfield
 Shila Datta
 Charmaine Dawson
 Paula-Marie Dawson
 Maryka De Beer
 Cassandra Dennison
 Leanne Dowsett
 Nicole Dreja
 Honourine D'sylva
 Nasro Egal Ali
 Manjula Ekanayake
 Nicole Fairall
 Amy Fairman

Samantha Folan
 Andrea Fox
 Emma Fox
 Emma Fraser
 Heather Gale
 Stacey Ann Gallagher
 Meredith Gardner
 Jasmin Garratt
 Puja Gautam
 Emma Gibbs
 Victoria Greaves
 Dawn Green
 Narcisse Green
 Raewyn Green
 Caroline Gregory
 Heidi Griffin
 Callie Hagdorn
 Christine Lee Hampton
 Mei Han
 June Hannam
 Sharon Hardman
 Nichole Harrison
 Alesia Haslemore
 Manuel Jose
 Hernandez Canavate
 Emma Higgins
 Keshia Hood
 Karen Hough
 Shuilian Huang
 Roslyn Humbles
 Nicole Jacobs
 Carly Jochimsen
 Tegwen Jones
 Eun Ju Son
 Hyo Jung Han
 Sahana Kalidevapura
 Rajni Kalra
 Ashwinder Kaur
 Bhavjit Kaur
 Bhavneet Kaur
 Darshan Kaur
 Harpreet Kaur
 Manjinder Kaur
 Parminder Kaur
 Lakhveer Kaur Dhillon
 Kuldeep Kaur Gill
 Mellissa Keeler
 Harshida Khetia
 Julieta Killian
 Joanne Knight
 Jennifer Kroeger
 Luciel Kruger
 Savita Kumar
 Roselyn Lawrence-Williams
 Jan Leng
 Toni Lillimagi
 Jessica Lucas
 Kerry Lynch
 Ruchi Malhotra
 Julie Martin
 Hannah Mason
 Jasmine Mclachlan

Linda Mcnaught
 Sheila Menezes
 Carolyn Moffatt
 Josephine Monaco
 Fataneh Moradi
 Sri Morgan
 Tracey Morris
 Sujatha Nanjundappa
 Jennifer Napper
 Megan Nauom
 Rebecca Nicolas
 Evy Norman
 Lindsey Nunn
 Santhana Devi P
 Nyanaperagasam
 Sharon O'brien
 Jessica O'connor
 Lee-Anne Ogle
 Olga Page
 Susana Peel
 Tanya Lee Phillips
 Adriana Pinzon
 Beverley Porter
 Asha Prajapati
 Kirsty Preston
 Dharmishtha Rabadiya
 Shashikala Rajanna
 Geethamma Ranganna
 Sharleen Rauh
 Christine Joy Reeves
 Agnes Renata
 Samantha Reynolds
 Margaret Ritchie
 Sharon Rodrigues
 Ariane Rodrigues Da Cunha
 Chantelle Rogers
 Jayashree S Kolli
 Roopa Sataraddi
 Deaneay Sayer
 Lisa Seia
 Mi Seon Park
 Sandra Sequeira
 Lilik Setyawati
 Alpa Shah
 Shweta Shanbhag
 Manjula Shankrappa
 Alepadi
 Anshu Sharma
 Kiran Sharma
 Sonia Sharma
 Vandana Sharma
 Kerrie Simes
 Elspeth Smith
 Janice Sogi
 Kelly Springer
 Elizabeth Stanger
 Tracey Stephens

Marica Stevanovic
 Jacqueline Lee Stewart
 Donna Sugg
 Frances Svilicich
 Maha Tarish
 Rika Terblanche
 Nagalakshmi
 Tharmarajan
 Narelle Thomas
 Elizabeth Thompson
 Dianne Thomson
 Narelle Thredgold
 Lara Tibbs
 Tanya Todt
 Xenia Torregrosa
 Lydia Townend
 Blair Tredwell
 Samantha Tubbs
 Aixa Aloha Loyola
 Valderrama De Russ
 Patricia Vallejos
 Suzanne Van Deuren
 Wendy Vaughan
 Jeyaletchumi Veloo
 Carmela Verzini
 Kelly Vickers
 Sheetal Walia
 Cindy Walsh
 Wei Wang
 Samantha Warnes
 Tanya Wasden
 Mavis Wasley
 Alyson Weiss
 Natalie Whincup
 Alicia Winn
 Ernawati Witt
 Judith Ann Wolfenden
 Wei Wu
 Kerryanne Wydra
 Margaret Yokwe
 Maryse Younger
 Ming Yu Chou

COORDINATOR NOMINEES

ACT

Penny Cattanach
Emma Cornwall

NSW

Cathy Allotta
Mary Aquilina
Noreen Aslam
Kristy Banister
Karen Beech
Rachel Beedles
Katie Beelen-Smith
Marie Broadbent
Catherine Brodie
Alix Burgess
Tegan Cantrell
Michelle Capewell
Teresa Carbone
Joanne Clark
Maureen Coleman
Sharon Dodd-Gilhooly

Kristine Eldridge
Anita Elliot
Rebecca Fitzpatrick
Janice Francis
Ilham Gamildien
Mallisa Gaydon
Rachael Geddes
Cristie Harris
Sandy Hart
Dianne Jennings
Suzie Kim
Young Kim
Judy Kwok
Renee Long
Debra Magin
Jenny Marquis
Danielle Martin
Louise Mcrae
Barbara Millist
Haydi Mimco
Heyame Nahle
Megan Petrolo
Diana Pirie
Rosie Pupo
Angela Ring
Susan Rossiter
Vicki Roy

Stacey Smith
Joanne Spinner
Lisa Stathakis
Lisa Suszek
Michelle Walsh
Cindy Warren
Gabrielle Whitbread
Jenelle Ycas

NT

Haylee Parker

QLD

Wendy Anderson
Louise Back
Kylie Bishoff
Katrina Bryant
Victoria Campbell
Jamie Cannon
Michelle Clifford
Ricky Falzdeen
Melissa Ferrante
Julian Gaffney
Suzie Gelderblom
Michelle Glowka
Nicole Hall
Leonie Harch
Heather Hayes
Mel Irving

Imogen Mcmenamin
Merinda Meares
Amy Pace
Sonya Reynolds
Sharon Richards
Shelly Sirett
Kylie Smith
Angie Spence
Debbie Tee
Tracey Thomas
Rayleen Tramacchi
Zee Wishart
Joanne Young

SA

Bronwyn Harmer
Kate Kassapis
Michelle Richter

TAS

Maxine Burr
Kirsty Franklin
Georgia Sawyer

VIC

Asma Amir
Anne Ball
Stacey Baltetsch
Madelyn Bindon

Belinda Carroll
Hooi Choong Lee
Huma Ehsan
Shirley Fagan
Rumaisa Fahad
Mandy Fichera
Rebecca Foster
Charmaine Gregory
Caroline Halliday
Julie Hemsley
Kathi Hewitson
Dada Jovanovic
Carolynne Lepage
Julie Metselaar
Deborah Noble
Swati Pandit
Vivienne Patterson
Kerri Sanders
Karen Serpell
Sarwat Shah
Meenu Sharma
Tracey Sheen
Patricia Spence
Telgavati Subramanyam
Ammarah Tariq
Ammarah Tariq
Tamarra Tie
Candice Whyte
Michelle Willmott
Amber Zahid

WA

Samsam Abdi
Sonya Aylmore
Tammy Beswick
Lynne Brooke
Jenna Brown
Samantha Burgess
Brooke Clarke
Jac Condren
Jamie Lee Frazer
Jade Green
Jane Harris
Erin Hutcheson
Hitasha Jeswani
Monica Johnson
Stacey Jones
Eunha Lee
Helen Macbeth
Tonya Morrissey
Sarah Posthuma
Dharmishtha Rabadiya
Rina Shah
Sylvia Snowden
Jodie Stevens

SERVICE NOMINEES

ACT

Communities@Work Family Day Care
And In-Home Care

NSW

24/7 Family Day Care
All Areas Family Day Care
Around The Clock Family Day Care
Artarmon Family Day Care
Baulkham Hills Family Day Care
Cabonne Family Day Care
Campbelltown Family Day Care
Cares "R" Us Family Day Care
Christian Community Aid Family Day Care
Clarence Family Day Care
Collective Family Day Care
Cumberland Council Family Day Care
Early Years Care
Eurobodalla Family Day Care
Family Day Care Sydney Wide
First Start Family Daycare Service
Five Star Family Day Care
Goulburn Family Day Care
Great Western Family Day Care Service
Illawarra Family Day Care
Inner West Family Day Care

Kids' Early Learning Blacktown City
Kidz Dream Family Day Care
Maitland Family Day Care
Midcoast Family Day Care
Natural Choice Family Day Care
Northern Beaches Council Family Day Care
Shellharbour-Kiama Family Day Care
Sydney Family Day Care Scheme
Thrive Kids Family Day Care
Vision Family Day Care Service

QLD

Beaucare Family Day Care
Bowen/Collinsville Family Day Care Scheme
Bramble Bay Family Day Care
Building Futures Care
Busy Butterflies Education And Care Service
Carinbundi Kids Family Day Care
Choices Family Day Care
Early Ages Family Day Care
Enhance Family Day Care - Childers & Region
Excellence In Care Family Day Care
Flamingo Family Day Care
Fraser Coast Family Day Care
Hatchling House Family Day Care

Kids At Home Family Day Care
North Qld Family Day Care
Nurturing Family Day Care
Southern Cross Family Day Care
Townsville Inner City Family Day Care
Ymca Gold Coast Family Day Care

SA

Central Metro Family Day Care

TAS

Adventure Patch Family Day Care

VIC

Baw Baw Family Day Care
Bendigo Family Day Care
Bright Sun Family Day Care
Cheeky Pandas Family Day Care
Dandenong Community Family Day Care
First Idea Family Day Care
Greater Shepparton Family Day Care
Kids Individual Daycare Solutions
Laugh And Learn Family Day Care
Lil' Angels Family Day Care
Melton City Council Family Day Care
Moreland Family Day Care
Pink Lotus Family Day Care

Unicorn Family Daycare Service
Uniting Family Day Care Gippsland
Wyndham Early Learning Family Day Care

WA

Alpha Family Day Care Services
Aussie Kidz Family Day Care Service
Bright Futures Children's Services
City Of Cockburn Family Day Care
Community Vision Family Day Care
Connections Family Day Care
Elite Family Day Care
Excell Academy
Garden Play Family Day Care
Glory Family Day Care
Koolanga Family Day Care Service
Nature Alliance Family Day Care
Nectar Family Day Care Service
West Coast Family Daycare Service
Willi Wag Tails Family Day Care Services

ADVENTURES GALORE

with FDCA's "My Family" Day Care storybook!

Inspired by our members and their families, FDCA developed a storybook narrating a child's first day of family day care.

"My Family" Day Care was designed to support the transition of children into care and showcase the natural approach to play and discovery that family day care nurtures.

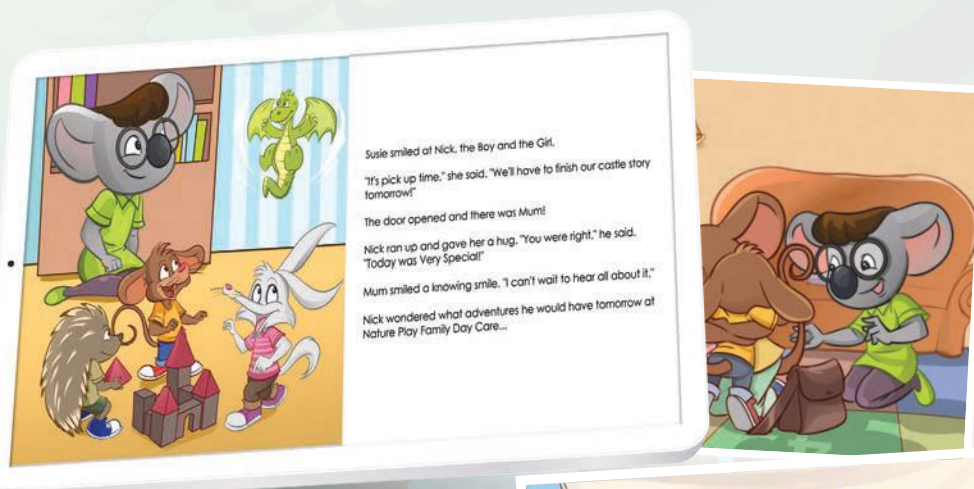
We've been delighted to see our members customising their very own storybooks, including the names of the main character, the parent, the educator and the name of the family day care, to make the story personal to their children.

Alongside the ability to choose the character names, the use of well-known Australian native animals in the illustrations has also allowed our members and their children to "step into the shoes" of their characters and follow along with the adventure!

How to order "My Family" Day Care

If you haven't ordered your fully-customisable version of the "My Family" Day Care storybook, you're missing out!

"My Family" Day Care is available to access through your FDCA Member Zone, under the subheading E-Book.



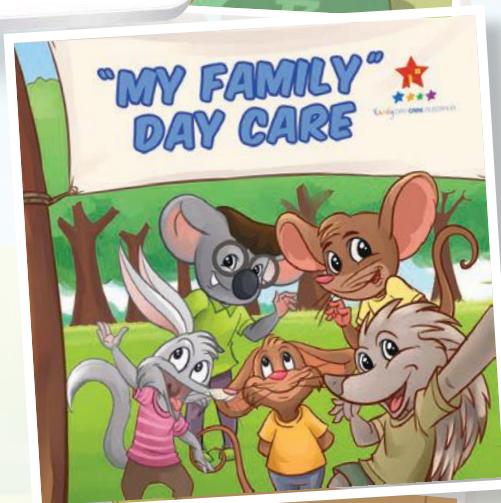
From there, you'll be taken to the FDCA E-Book website, created exclusively by FDCA to allow members the option to customise and download their very own version in a few short minutes.

You can order as many FREE electronic copies of "My Family" Day Care as you'd like, as part of your existing FDCA membership.

Share your adventures with us!

Seeing our members reading "My Family" Day Care with their children makes our day!

If you have any questions about the E-Book, or if you'd like to send through any photos or videos of you and your children enjoying the E-Book, please message the Family Day Care Australia Facebook page.



30 YEARS

OF FAMILY DAY CARE

The Story of Lois Toms!

FDCA had the extraordinary delight of congratulating educator Lois Toms on her 30th anniversary of starting in family day care.

To mark the occasion, Lois' service, North Queensland Family Day Care, arranged a special surprise with the help of families, children and her fellow educators.

We sat down with Lois to chat about her day and her impressive career!

How did you get started in family day care?

I placed my son, Chris, four years old at the time, into Family Day Care in 1991 in Innisfail when I first came home from Western Australia.

He was only in there a few weeks when we had to return to WA.

But in the meantime, a coordinator at the service had asked me if I was interested in doing Family Day Care.

I was living my grandmother at the time and didn't want to disrupt her life any further, so I declined the offer.

After a few months, I rang the Coordinator, Jenni Jamieson, and asked if she was still willing to take me on. She was!

I returned to Innisfail and had my first parent interview within a week of returning home. And there I was, off on my journey into Family Day Care.



Over the course of your career, what are some of the more memorable moments?

Lots of moments to share! Attending the International Conference in Brisbane in 2012 and then the National Conference on the Gold Coast in 2018.

When I married in 2002, the first family I cared for attended the wedding. It was only a small wedding but it was wonderful to have them there and I'm still in contact with the mother.

Being nominated for Educator of the Year was another big one. Even being nominated makes me feel like I am appreciated and valued.

30 years is a big milestone! Your service surprised you with an afternoon tea to celebrate. What was your reaction?

Jamie Cannon, a coordinator for my service, rang me on the morning of my big day to see what I was doing that afternoon. I told her nothing special until that night, when we were going out for dinner at a local hotel.

She told me to be ready at 2pm to go out for afternoon tea and she wanted to run a play session past me as well. So, I was ready.

Jamie and I stopped for a drink at a small shop. While we were in the shop, I spied an ex-parent of mine driving past, which seemed like quite a coincidence.



Jamie then drove me to a local park venue, Warrina Lakes, where I spotted my mother's car.

As Jamie and I walked up the path to the undercover area, I spotted our NQ Family Day Care Service van. I turned to Jamie and said "Really!" and she laughed.

To walk into the undercover area and see so many people there for a surprise celebration was amazing. There were educators, current families, past families and grandparents of children I had cared for over the years.

I didn't know whether to laugh or cry. I now know what my mother and Jamie were up to!!

To top it off, Jamie presented me with a Certificate from Family Day Care Australia, which was very

unexpected! The certificate now hangs in the middle of all of my other certificates.

What's your favourite part about being an educator?

Definitely the uniqueness of the children, their individual personalities, the families that you get to know and help and love.

Also being able to help families that need that bit more support and understanding.

Last but not least, the friendships that are formed with other educators and the networking with educators from other services, locally, state-wide, interstate and international. I have met some wonderful people over the years!

Finally, do you have any words of wisdom for educators starting out in family day care?

Be patient, be open minded, learn as you go and be positive – which is not always easy, but there is a lot of support out there for Family Day Care educators. Not just our services/schemes, but other agencies and fellow educators along with FDCA and ACECQA.





BUSINESS INSIGHTS

Preparing for Natural Disasters

Climate change and other factors mean the risk of natural disasters adversely impacting small businesses is rising. But there are many steps family day care businesses can take to reduce the risk of flood, fire and other catastrophes affecting their operations.

Research shows bushfire risks are growing across Australia, especially in coastal Western Australia, central Queensland and in large parts of NSW, the ACT and Victoria. This year's La Niña weather event means there's also a greater risk of cyclones and floods at the moment.

While we can't control the weather, there are plenty of actions you can take so that in the event of a natural disaster, your family day care is protected.

How to prepare for fire



The first step in preparing for a fire is to understand the risks you face. This starts with an assessment of how your physical premises could be affected by bush or other types of fires.

- Review how close the building is to vegetation, as well as the type of vegetation and its dryness.
- Learn how different weather patterns and topography could affect your home. The incline of the land on which the building stands is key here, with buildings on a slope or located at the top of a hill surrounded by bush typically at greater risk of fire damage.

- Keep an eye on weather patterns and be aware of present threats by regularly checking media such as local radio stations.



IT IS IMPORTANT TO HAVE A PLAN

There are lots of resources to assist businesses to prepare for natural disasters. What's important is to have a plan in place and understand the steps to follow if a major catastrophe is imminent.

Make a Bushfire Survival Plan



Contact your local fire authority, which can provide you with advice specific to your local area about how to prepare for a fire. Some of the elements the plan may consider include what to do in the event of a fire and what you can do to reduce the risk of fire affecting your premises. This may include clearing gutters and securing flammable and dangerous materials such as gas cylinders and farm chemicals.



Check your insurance policies

If you own your family day care premises, ensure you understand how much it could cost to rebuild

it, including the cost to remove debris. According to IAG's figures based on the 2019/2020 fire season, the average cost for debris removal after a fire for a dwelling is \$46,000. This figure is \$68,000 for properties that require asbestos removal. Also review your vehicle insurances and business interruption insurance to understand how the policies can respond in the event of a fire. Check with FDCA to ensure you know what cover you have.



Understand the Bushfire Attack Level (BAL) of your property

This establishes the requirements to construct a building that is resilient to bushfires, including the type of materials that should be used, taking into account factors such as nearby vegetation that has the potential to be flammable and the proximity of the building to it.



How to prepare for storms, floods and cyclones



The La Niña weather pattern means it's critical to be prepared for more frequent and severe storms and rain events. As with bushfires, the first step is to clear gutters and downpipes of debris and anything else blocking them to help prevent water ingress in the event of a storm. It's advisable to hire experienced tradespeople to do this work.

Always keep an eye on upcoming weather patterns so you can be prepared for a

storm, which can often form suddenly. If there is a storm approaching, ensure vehicles are undercover to protect them from hail. Also make sure any objects surrounding the business premises that are untethered such as signage are tied down to prevent them from causing damage to people or property.

It's also essential to develop a communication and evacuation plan and processes to follow if a storm or other weather event is approaching. This involves

making sure first aid kits are accessible and stocked.

Back up all your family day care business data, ideally in the cloud. Depending on the nature of the threat, it may be advisable to remove any IT and electronic equipment from the family day care premises or re-locate equipment on lower floors to higher ground. This also applies to any items that could be damaged by either storms, floods or cyclones.



Planning for child empowerment

By Be You

When children are empowered and have agency in their lives, it benefits their learning, development, mental health and wellbeing. Through making authentic choices that have impacts on their everyday life, children feel more connected to what is happening and can actively engage within their environments.

What does empowerment look like, feel like and sound like in family day care

Empowerment develops citizens who know they have value, who work productively with others, are competent, curious and willing to act. Empowerment means also recognising and conveying that all children and young people deserve respect and the opportunity to have their voice heard, regardless of age,

gender, socio-economic background, culture, beliefs and abilities.

To begin with, children need to feel a sense of belonging and understand that they are in a safe place and that their voice is important and valued. Growing positive and respectful relationships with children and providing opportunities to increase children's decision-making and active participation are all key to children demonstrating their agency.

We do this through trusting that children are capable and competent learners, have their own abilities, opinions, and lived experiences. Slowing down and taking time to listen and be interested in the things that children are sharing give us a unique perspective into how they work and what their interests and goals are.



Ways to empower children and activate their agency include engaging them in:

- planning the program
- creating meal plans
- setting up the environment
- risk assessments
- safety checks
- the flow of the day

Sometimes empowerment can look like accepting a child's choice not to participate in something and understanding that children can engage in different ways and at different times. When you actively plan the learning environment to develop children's sense of agency, you support their capacity for self-determination. This is central to becoming empowered.

Working alongside families and the community

By developing relationships with families, you create a unique space for them to engage their agency and advocate for their children. Respect is central to strong partnerships. Families need to feel that they are part of the learning community and that they can trust us with what is going on in their lives that may influence children's learning and development. Reinforce that family members are a child's first teachers, that families know their child best and that children learn through all their experiences as well as through observing the adults in their environments. Watching family members advocate for themselves and their families can support children stepping into their empowered selves.

Having meaningful discussions with families around the child's learning will support families in seeing the value of this learning. When families and educators are consistent with their learning strategies, it supports child empowerment.

How children engage with their community impacts how they see themselves as active citizens and participants in the community. Children are constantly observing the world around them and how they fit in that world. When children have confidence to express their agency in their communities they are gaining confidence in navigating everyday life. Sometimes this means

Questions for reflection:

1

What does empowerment mean for us, for children for families?

2

How does our learning community acknowledge, consider, celebrate, and learn from diversity and difference?

3

What facilitates and challenges empowering environments?

advocating for children to be a part of the wider community in different ways. Finding ways for children to have a say in what is available to them and opportunities to engage in the community and wider world, acknowledges and celebrates children's active participation. Developing relationships and partnerships with local councils, Traditional Custodians and members of the community can empower children in exploring their place in the community and influence how others see children in the environment.

Empowered educators empower children

Utilising the language of empowerment and agency through documentation channels as well as everyday interactions engages our agency as well as the knowledge and experience you possess as an educator. Utilising professional language and advocating for the job that you do elevates the way in which others perceive you.

As an educator, you have the opportunity to, and responsibility for, promoting an empowering

environment where children and young people are trusted to exercise autonomy and agency. Empowerment can mean many things to different people and developing your own understanding of empowerment may be the first step in your journey. Having conversations with members of our coordination unit around empowerment in our setting can invite different perspectives, bias's and values to be explored.

What are the next steps we can take?

Engage in ongoing conversations about children's empowerment and agency by joining the Be You Connected Community on Advocating for Children's Rights.

Explore the Be You Planning for Empowerment: Growing a mentally healthy generation resource.

Complete the Empower module in the Learning Resilience Be You online Professional Learning Domain and reflect with your team or Be You Consultant.

Register for one the Be You Sessions and Events.



Supporting continuous quality improvement

IN FAMILY DAY CARE

By ACECQA

A key objective of the National Quality Framework (NQF) is to promote continuous improvement in the provision of quality education and care services, with one of its six guiding principles focused on the expectation that best practice underpins service provision.

Self-assessment against the National Quality Standard (NQS) and regulatory requirements is fundamental to an effective cycle of continuous improvement and essential to providing quality outcomes for children and families. It is an important first step in the development and implementation of a Quality Improvement Plan (QIP) and the quality assessment and rating process. Self-assessment is about critically reflecting and evaluating your current service practice and recognising strengths and identifying opportunities for improvement in your unique service context.

Quality improvement as a shared responsibility

The National Regulations (regulations 55 and 56) require the approved provider of an education and care service to prepare, review and revise a QIP. However, it is not expected that they are solely responsible for all the work, decisions or outcomes. Self-assessment and quality improvement planning will benefit from being a shared and collaborative process between

the approved provider, nominated supervisor, educational leaders, coordinators and educators in family day care services. This is consistent with the finding from ACECQA's Quality improvement research project (2019) that genuine and sustained quality improvement in children's education and care is a shared responsibility, with everyone at the service playing a vital role.

When we consider self-assessment and this shared responsibility:

- How can educational leaders, coordinators and educators work together on quality improvement?
- How can coordinators support educators during the self-assessment process?
- How can a distributed leadership model be implemented to support, encourage and extend the decision making of educators?

The recently Excellent rated Choices Family Day Care in Queensland has successfully implemented a distributed leadership model, whereby every educator has the autonomy to make decisions and feel empowered through their work with children and families. Educators are supported and encouraged to develop and organise their own programs, including connecting with community members and organisations to support and extend on the children's interests, strengths, and capabilities.

Strategies for coordinators

Family day care coordinators play a vital role in supporting educators through self-assessment and quality improvement planning, including discussions and critical reflection on practice and its relationship to the quality area standards and concepts – the what, why and how of everyday practice. Coordinators often take on active mentoring roles to support educators' understanding of the NQS and continuous improvement.

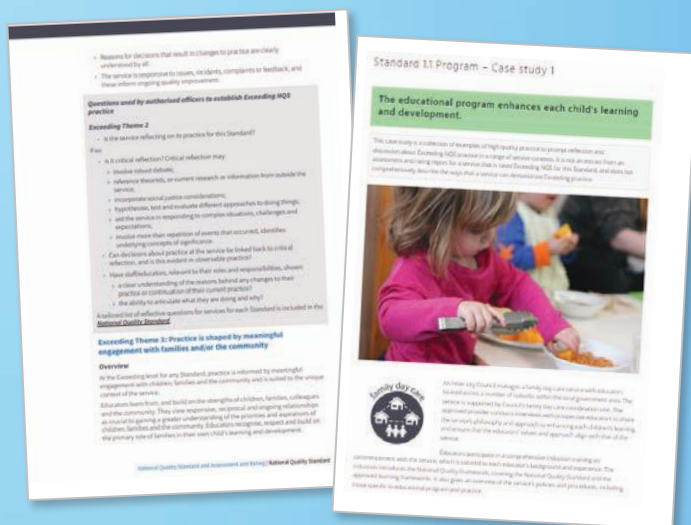
Coordinators might find it useful to identify the unique support they can provide to educators using the following prompts:

- ➔ How do you communicate with educators about the quality improvement process?
- ➔ Do you regularly discuss the service QIP with educators? What strategies do you use to help educators identify strengths and areas for development?
- ➔ What additional strategies can you implement to support quality improvement?
- ➔ What knowledge could you share?
- ➔ Who could you enable and empower?
- ➔ What resources might you share to build quality?

Exceeding NQS guidance and case studies

A resource you might want to consider for building quality and inspiring discussion and reflection on the ways practice can be improved is the Exceeding NQS guidance. Along with detailed information about each of the three Exceeding Themes, the Guide to the NQF also includes reflective questions for Exceeding practice at the Standard level, as well as the **questions used by authorised officers to establish Exceeding NQS practice**. These reflective questions for services and the authorised officer questions can be used as discussion prompts by you and your educators when you are reflecting on practice and the continuous improvement journey.

The Exceeding the NQS page on the ACECQA website also includes case studies offering practical examples of high quality practice in family day care services for each Standard. You might want to consider an activity where you examine



and unpack one case study using the authorised officer questions to reflect on the practices for that Standard. During the activity you might want to consider the following:

- Can you identify the practices in line with each of the authorised officer questions?
- How are the practices described in the case study?
- How would you describe them in your own words?
- How does the case study describe and demonstrate Exceeding practice for that Standard?

Using the questions asked by authorised officers to establish Exceeding NQS practice, you may then find it beneficial to take turns at the roles of educator and authorised officer during a home visit or staff meeting. Compare your answers and understandings, noting the similarities and differences. Were you comfortable and able to clearly articulate your practice? How did

your answers reflect the context of your unique setting? Were some questions harder to answer than others? If so, generating a mind map of educator practice that includes each of the questions might help you with recording, describing and articulating the identified practices from the case study.

This mind map and activity may also be a useful way for reflecting on the current practices within your own service and can be used to describe and demonstrate your own practice during your self-assessment process. It might also be beneficial to refer to the words and phrases you used to describe and record the identified practices within the case study activity.

We encourage you to continue reflecting on the unique ways you can support your colleagues, family day care services and educators through their quality improvement journey. Along with the Guide to the NQF and the Exceeding NQS case studies, the ACECQA website features a range of resources, tools and templates to help you provide quality learning and developmental outcomes for children.



FUN with FDCA



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Enter the Red Star House competition and you could win The Happy Architect Wild Animals Kit – 21 pieces, valued at \$194.90. This wild animals set includes both wooden scenery, wooden animals and a vinyl, full colour printed play mat.



To win this fantastic prize all you must do is find the Red Star House which is hiding somewhere in this magazine. Enter your answer online at www.fdca.com.au/competitions by clicking on the Red Star House competition link. Competition closes 31 November 2022

		8	5					
			3	8				4
7					2	3	8	9
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	7	6		4		5	2	
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2				1	8			
					5	7		

Word Teaser ▶

Enter the Word Teaser competition for your chance to win a \$50 Booktopia gift voucher. Complete the 3-letter words and the middle row across will reveal the solution. Enter your answer online at [www.fdca.com](http://www.fdca.com.au/competitions). au/competitions by clicking on the Word Teaser competition link. Competition closes 31 November 2022.



- | | | | |
|--------------------|----------------------------------|---------------------------|-------------------------------|
| 1. Tiny insect | 4. Fanciful wish, pie in the ... | 6. Scold persistently | 8. Writing tool, fountain ... |
| 2. Years in decade | 5. Wood thickness | 7. Dairy treat, ... cream | |

1	2	3	4	5	6	7	8
A	T	A	S	P	N	I	P
T	N	T	Y	Y	G	E	N

congratulations

...to the winners from Issue 99

Find the Red Star House
Shahnaj Akter, VIC

Sudoku
Vijay Kirti, NSW

Word Teaser
Vicki Rushan, WA



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DR LAURA JANA

Paediatrician, educator and
early development specialist



KEYNOTE SPEAKER

DYLAN ALCOTT AO

2022 Australian of the Year, Paralympic
gold medallist and disability advocate



KEYNOTE SPEAKER

DEAN PARKIN

Director of From the Heart, advocate for
constitutional and structural reform

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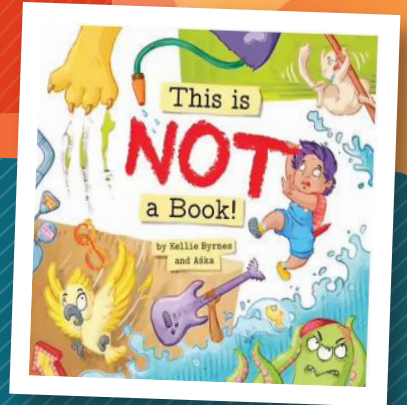


Growing Pains

By: Alison McLennan, Melissa Johns (Illustrator)

The children loved this book. They loved that the boy was worried about his tree.

Miller 4 - "I love the scarf the boy shared with the tree, that was kind"



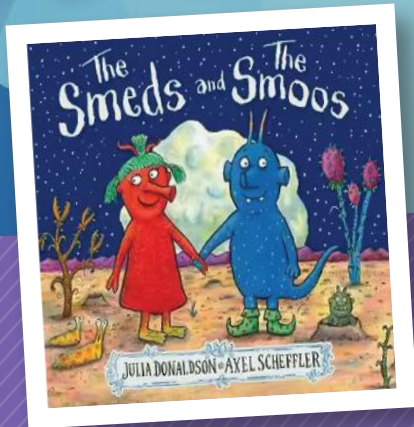
This is NOT a Book

By: Kellie Byrnes, Aśka (Illustrator)

This book confused the children at first and they kept saying "but, it is a book!" But they loved it after a few reads and enjoyed the page with the animals the most!

Millie 4 - "The mermaids are awesome"

STORY TIME



The Smeds and The Smoos

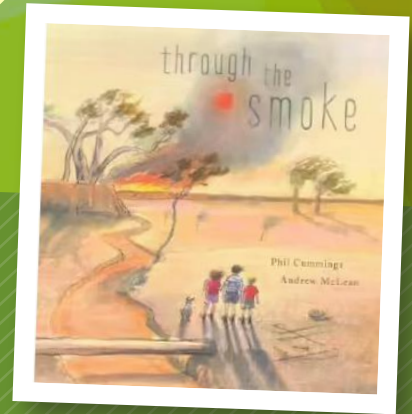
By: Julia Donaldson, Axel Scheffler (Illustrator)

This was the crowd favourite! The children loved that the pages rhymed and were super excited to learn that the author and illustrator also wrote one of our favourite books "The Gruffalo"

Grayson 3 - "I like the Smoos, they are my favourite colour"

Cassie Smith is an educator with DayKids Family Daycare and our Book Reviewer for the 2022 Winter edition of JiGSAW. "Circle time" is one of Cassie's favourite parts of the day. Her children love to sit down and choose a book to read with the group.

Cassie and her children recently ran an initiative donating books to children in need. They were thrilled to receive some brand new books from FDCA for her children to enjoy and share!



Through the Smoke

By: Phil Cummings, Andrew McLean (Illustrator)

We tied this book in with our practice fire drill. The children were worried about the children's safety when the fire came through but were really relieved when the "knights" came to put out the fire.

Rocco 2 - "FIRE TRUCKS!"



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