

Early Years Management

In June 2016, the Department of Education and Training introduced a new policy framework for Early Years Management (EYM) to replace the 2009 Kindergarten Cluster Management framework. The new policy reflects the broader role of EYM organisations in delivering a greater range of integrated early years services. EYM supports community-based kindergartens in delivering high quality education and care programs for children and families. bestchance supports over 80 member kindergartens across 14 local government areas.

bestchance Early Years Program Principles

- bestchance is committed to supporting member kindergartens to provide high quality early childhood education and care programs.
- We recognise and build on the strengths of educators, valuing educator contributions and facilitating professional growth.
- We build relationships with Parent Advisory Groups and work in partnership to meet the needs of the community.
- bestchance is committed to reflective practice and ensuring that EYM operations are subject to ongoing quality improvement.

Objectives of Early Years Management

- To improve outcomes for children and families through the provision of quality education and care programs.
- To provide educators with a consistent and professional employer.
- To support and provide opportunities for accessible, quality professional development and networking.
- To provide expertise and resources to ensure that regulatory requirements are met and quality standards achieved.
- To remove the regulatory and legal responsibilities of committee members in their voluntary capacity at the kindergarten. The workload is reduced and volunteer Parent Advisory Groups can enjoy building engagement and family connections within the service.

Benefits to Kindergarten Committees/Parent Advisory Groups

- The Employer role becomes the responsibility of bestchance. We manage all aspects of employment and performance, including performance reviews and professional development requirements.
- The Approved Provider role becomes a bestchance responsibility. As a professional Approved Provider, bestchance knows the legal responsibilities in relation to the Education and Care National Law and Regulations. Kindergarten programs are monitored, supported and developed to provide the best outcomes for children and families in the community.
- The Funded Agency role becomes a bestchance responsibility. As the Funded Agency, bestchance is responsible for per capita funding, data collection and reports, management of staff provisions, payroll and salary processes, leave entitlements, WorkCover and superannuation.
- Opportunity to network with other Parent Advisory Groups, share ideas and contribute to bestchance Parent Partnership Meetings.
- Support, mentoring and management from bestchance with any issues or concerns that may arise.
- Support Parent Advisory Groups in undertaking their roles and responsibilities.

Benefits to Educators

- Consistent employment from a professional employer whose focus and background is delivery of high quality early childhood education and care programs. Educators are mentored and supported for continuous improvement by a highly skilled, professional early childhood team.
- Upskilling of educators in teaching, leadership and management of the service.
- Guidance and support in preparation for and during National Quality Standards Assessment and Rating visits.
- Networking with other early childhood professionals to share ideas and resources.
- Mentoring and support for effective communication between educators and families and Parent Advisory Groups.
- Participation in an extensive and targeted professional development program with individual goal-setting and cyclic support and review.

Roles and Responsibilities of bestchance

- As Employer, Approved Provider and Funded Agency, bestchance has ultimate responsibility for service quality, regulatory compliance and management.
- Educators are supported to meet and exceed National Quality Standards.
- Employment of appropriately qualified and suitable educators who meet the needs of the kindergarten community.
- Manage and resolve complaints, concerns or issues.
- Support educators to attend relevant professional development that will assist in quality service delivery and is responsive to the needs of children and families.
- Work in partnership with Parent Advisory Groups and other external stakeholders including the Local Government in which the kindergarten is located, and Early Learning Association Australia (ELAA).
- Develop, monitor and review policies and procedures in consultation with educators, Parent Advisory Groups and kindergarten families.

Roles and Responsibilities of Parent Advisory Groups

- Supporting the service on a day-to-day basis; planning for improvements and upgrades to the facility.
- Meeting the rules and requirements of an incorporated association (if relevant).
- Encouraging, facilitating and supporting the involvement and active participation and inclusion of all families attending the service.
- Working cooperatively with *bestchance* to resolve any concerns or issues.

Representatives from the bestchance Early Years Management team can be available to attend a meeting in order to further discuss the benefits of joining bestchance Early Years Management. We are happy to meet with educators and parent committees to answer questions they may have.