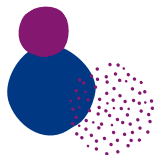




Quality Improvement Plan 2022



About Us

Baringa Early Learning Centre has a rich history in early childhood education and care, with an Exceeding National Quality Standard. Baringa has supported generations of families for over 40 years and continues to be home for children in the community.

OUR VISION

Children prepared for today and tomorrow.

OUR MISSION

We provide the best foundation for children through excellence in early childhood education, advocacy and family support.

OUR VALUES

**Kindness . Respect
Passion . Positivity
Courage . Inclusion
Innovation .
Empowerment .**



Banksia Room



Acacia Room



Grevillea Room



Hakea Room



Melaleuca Room



Hibiscus Room



EARLY LEARNING CENTRE

2022 Quality Improvement Plan

Our Philosophy

We are a family-focused, community-based and inclusive organisation which collaborates with families to empower children in their life-long learning journey.



EARLY LEARNING CENTRE

2022 Quality Improvement Plan

OUR PEOPLE

We collaborate and support each other to create a professional, passionate and positive working community. Our educators show courage in providing innovative approaches to education, empowered to continuously improve and celebrate achievements along the way.



OUR CHILDREN

We believe in building meaningful relationships with children and empowering them to explore the world through play-based learning. Our environment is one of inclusion, kindness and respect, where all children have the opportunity to express themselves and feel a sense of belonging.



OUR FAMILIES

We build on trusting and collaborative relationships with families as we educate and care for their children. We ensure each family is treated with kindness, respect and feels included in our diverse community through open communication and involvement in activities.



OUR ORGANISATION

We pride ourselves in exceeding the needs of children, staff and families. We are committed to the organisation's sustainability, building positive relationships in the community and being inclusive of people from all backgrounds.



Our 2022 Priorities

Following a range of consultations with children, families and staff, Baringa has the following priorities for 2022.

Strengthening Agency

Baringa will prioritise strengthening each staff member's capacity for agency. We understand agency as being the ability to initiate our own learning, feel empowered to make decisions and take action to influence our profession.

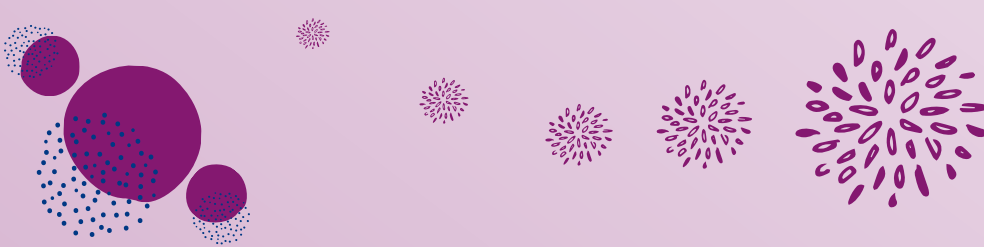


Holistic Wellbeing

Expanding on the momentum of last year, holistic wellbeing will embed the importance of education and the environment in developing positive approaches to physical and mental wellbeing with children, staff and families.

Community Engagement

Learning from positive support received by children, families and staff during the COVID19 pandemic, Baringa will continue building on meaningful and reciprocal relationships and partnerships with the wider community.



Strengthening Agency

Baringa will prioritise strengthening each staff member's capacity for agency. We understand agency as being the ability to initiate our own learning, feel empowered to make decisions and take action to influence our profession.

STEPS AND SUPPORT

- Clear, consistent communication of expectations and standards.
- Coaching through personal and professional aspirations.
- Individual training opportunities to meet self-identified goals.
- Increasing collaboration through Staff Working Groups.
- Development of a new Enterprise Bargaining Agreement.

Links to...

STRATEGIC PLAN 2022-2025

- Baringa supports staff to learn, lead, adapt and excel. Staff feel a strong sense of belonging, pride and empowerment.
- Enable flexible working arrangements in support of staff.
- Enable leadership at all levels by supporting staff input and participation in Working Groups for ongoing centre improvement.



What success looks like...

GOALS AND OUTCOMES

- Professional working culture where individual strengths are nurtured.
- Staff feel empowered, feedback is encouraged and actioned.
- Awareness and understanding of points of contact and support.
- Challenging situations are turned into opportunities for growth.
- Staff area actively contributing to the future direction of Baringa.

HIGH PRIORITY

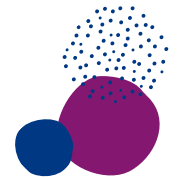
- Quality Area 1 Educational Program and Practice
- Element 4.2.2 Professional Standards
- Element 7.2.3 Development of Professionals

LEADERSHIP PROVIDED BY

- Centre Management
- Marshalls Staff Working Group
- Enterprise Bargaining Agreement Staff Working Group



2022 Quality Improvement Plan



Holistic Wellbeing



Expanding on the momentum of last year, holistic wellbeing will embed the importance of education and the environment in developing positive approaches to physical and mental wellbeing with children, staff and families.

STEPS AND SUPPORT

- Further exploration of safety, stranger danger and risky play.
- Including nutrition and sustainability in education programming.
- Improving learning environments to flow with more intention.
- Facilitate children to develop mixed-age friendships.
- Increase outdoor activities for children and group time.

Links to...

STRATEGIC PLAN 2022-2025

- Baringa supports children to learn in an environment that fosters and advocates for their positive physical and mental wellbeing. We welcome and celebrate diversity.
- Review current education program for diversity content and further embed cultural perspectives across education programs.
- Establish an Active Play and Wellbeing Framework.

What success looks like...

GOALS AND OUTCOMES

- Children demonstrate respectful relationships and inclusive behaviours.
- Children understand diverse cultures and immerse themselves in experiences.
- Staff have the freedom to create dynamic learning environments with resources.
- Staff are confident in accessing and embedding cultural educational programs.
- Families are supported to extend wellbeing practices and principles at home.

MEDIUM TO HIGH PRIORITY

- Quality Area 2 Children's Health and Safety
- Quality Area 3 Physical Environment
- Standard 5.2 Relationship Between Children

LEADERSHIP PROVIDED BY

- Centre Management
- Healthy Wellbeing Staff Working Group
- Outdoor Staff Working Group

RECONCILIATION ACTION PLAN 2022

- Celebrate National Reconciliation Week each year.
- Teach about the concept, history and progress of reconciliation.
- Raise awareness of current affairs and issues that are significant to Aboriginal and/or Torres Strait Islander peoples.
- Understand what it means to Acknowledge Country, and provide everyone the opportunity to do so at meetings and events.
- Continue to display the Aboriginal and Torres Strait Islander flags to demonstrate pride and respect for Australia's First Peoples.
- Raise awareness, teach, and take positive action against racism.
- Ensure Aboriginal and/or Torres Strait Islander histories and cultures are incorporated in curriculum planning, development and evaluation processes.



Community Engagement

Learning from positive support received by children, families and staff during the COVID19 pandemic, Baringa will continue building on meaningful and reciprocal relationships and partnerships with the wider community.

STEPS AND SUPPORT

- Provide excursions and incursions involving community members.
- Encouraging families and staff to become involved in charitable causes and volunteer activities which align with our values.
- Share expertise in early childhood education by increasing access to resources and best practice.
- Partner with tertiary, training organisations and other early learning services to encourage collaboration in the community

Links to...

STRATEGIC PLAN 2022-2025

- Baringa builds and nurtures relationships with families to support the education and care of their children.
- As a community hub we connect staff, other families and the community to meet their needs.
- Increase accessibility of services to the wider community.
- Baringa has effective governance to be financially, environmentally and resource sustainable.

What success looks like...

GOALS AND OUTCOMES

- Children have a sense of belonging to the local community.
- Embedded sustainable practices with educational resources.
- Increased engagements from families and community through educational programs, community events and online interactions.
- Increased access of educational and parenting resources.
- Established collaborations with other organisations to increase importance of the early childhood education profession.

MEDIUM PRIORITY

- Quality Area 6 Collaborative Partnerships with Families and Community
- Element 6.2.3 Community Engagement

LEADERSHIP PROVIDED BY

- Community Engagement Officer
- Inclusion Staff Working Group
- Sustainability Staff Working Group

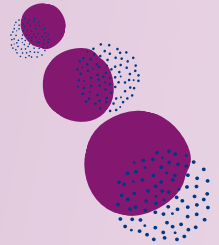
RECONCILIATION ACTION PLAN 2022

- Coordinate a Welcome to Country for significant events.
- Build relationships with the local Indigenous community members, founded on mutual respect, trust and inclusiveness.
- Establish external networks with groups committed to reconciliation.
- Organise and participate in events to commemorate days/weeks of national significance for Indigenous peoples and reconciliation.
- Celebrate progress of Reconciliation Action Plan in Baringa and throughout the community.
- Increase the centre's procurement of goods and/or services from Aboriginal and/or Torres Strait Islander businesses.



EARLY LEARNING CENTRE

2022 Quality Improvement Plan



Join our journey

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Baringa Early Learning Centre acknowledges the Traditional Custodians of Country throughout Australia, on which we live and learn each day and help guide the young leaders of tomorrow. We recognise the Traditional Custodians' continuing connection to lands, waters and communities. We pay our respect to Aboriginal and/or Torres Strait Islander peoples and cultures, and to Elders past, present and emerging.

