

KEY OBJECTIVES

ALL Quality Areas
1 OVERALL EXCELLENCE

To maintain the rating of 'exceeding' the National Quality Standard (NQS)

Regularly review and update policies, Quality Improvement Plan (QIP)

Develop a **Reconciliation Action Plan (RAP)** to reflect ANMK's commitment to reconciliation

Develop a plan to reflect ANMK's commitment to **sustainability**

KEY OBJECTIVES

Quality Area 6
5 COMMUNITY INVOLVEMENT

Continue our strong community involvement with ongoing connections to local schools, family services, community organisations, Darebin Parklands, Darebin Council networks, past students and families

Liaise with schools – excursion to local schools and incursions of foundation children coming back to ANMK

Continue to engage positively with Darebin Centralised Waitlist to build a strong working relationship to support our current and prospective families.

Identify and understand the role of key contacts in the local community including those in childcare, allied health, schools, council, community organisations, local businesses to continue and grow these relationships

Formalise and strengthen **ANMK's relationship with Darebin Council**

Expand ANMK's relationships with key stakeholders (including with MPs, schools, health services and other early learning providers)

LONG TERM STRATEGIES

2022-23 STRATEGIES

Quality Area 7
2 STRONG FINANCIAL POSITION

To ensure long term financial viability and sound financial practice

Ensure documented financial controls and financial delegations are annual reviewed

Continue sound financial planning, and risk-averse financial governance and ensure monthly financials are reviewed/tracked against budget.

Ensure the individual taking on the treasurer role each year has sufficient understanding of the role and has support of a sufficiently experienced person if not personally experienced

Ensure a **fit-for-purpose banking system**

Engage professional advice that explores options for the Committee to consider regarding a **financial strategy for cash assets** of ANMK

Quality Area 7
3 STRONG GOVERNANCE

Continue to maintain strong, sustainable governance arrangements, which relies on securing skilled, committed parents to run the committee year on year

Initiate succession planning for the parent led committee for the next year in term 3 of current year

Ensure Committee role descriptions are updated annually and remain relevant/accurate.

Explore additional supports or structures the Committee can utilise to assist with workload.

Review roles and responsibilities of Director, President and the Committee

Review **admin processes and documentation** procedures to strengthen organisational efficiency

Explore Early Years Management as alternate governance model (to parent-led volunteer Committee) for consideration by the Committee

Quality Area 1,4,5
4 QUALITY STAFF AND PROGRAM

To retain quality and experienced staff who align with the kindergarten's philosophy and run a quality program

Ensure a Teacher as well as Director attend committee meetings to maintain link between committee and teaching program

Continued commitment to professionalism in recruiting, managing and supporting staff – Refer to more immediate priorities

Support positive, inclusive and trusting staff culture, fostering strong communication and collaboration

Ensure accessible and **documented staff recruitment**, induction, management practices

Create and formalise **staff induction materials** and process and information sheet for relievers

Quality Area 3
6 BUILDING AND GROUNDS

Maintain and enhance the kindergarten's building and grounds to ensure a highly functional and play-based learning environment

Ensure building and grounds are maintained and safe via parent working bees and constant liaison with council.

Plan for replacement of existing **front wall mural** to make it more culturally inclusive and reflective of the kindergarten's philosophy

Improve and enhance outdoor areas to ensure the environment is inclusive, promotes exploration and play-based learning

Facilities are fit-for-purpose for both staff and children and well maintained. This includes: heating, cooling, storage, toilets, nappy change facilities etc

Quality Area 2
7 CHILDREN'S HEALTH & SAFETY

ANMK provides an environment where health and physical activity is supported and promoted and child safety is paramount

ANMK complies with all Child Safe Standards and any other regulatory requirement promoting safety

ANMK has a **system for managing quality, safety and risk**

ANMK has implemented and maintaining all **Child Safe Standards**