

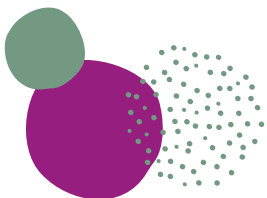


**2023 Quality  
Improvement Plan**

# Acknowledgement

**Baringa 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.**



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Baringa's 2023 Quality Improvement Plan will guide our actions and practices over the year. Our priority areas were developed based on feedback from staff, children, family and community members.

# 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**



**Hibiscus Room 1**



**Melaleuca Room**



**2023 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.



## 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 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.

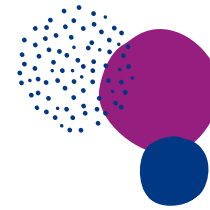
## OUR FAMILIES

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 2023 Priorities

Following a range of consultations with children, families and staff, Baringa has developed the following priorities for 2023:



## Strengthening Culture

Baringa will strengthen our passionate working culture by encouraging agency and investing in educators' personal and professional development. We will also continue to embed diverse cultural perspectives, ways of being and learning in our educational programs and environments.



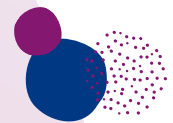
## Active Play and Wellbeing

Baringa will promote active play and wellbeing in educational programs and daily routines. We will continue supporting active environments and opportunities that nurture the holistic wellbeing of children and families.



## Community Relationships

Baringa will continue to build meaningful relationships and partnerships with our community. We will strengthen our communication with families, and prioritize advocacy in action to support positive change in the Early Learning Sector.



# Strengthening Culture

Baringa will strengthen our passionate working culture by encouraging agency and investing in educators' personal and professional development. We will also continue to embed diverse cultural perspectives, ways of being and learning in our educational programs and environments.

## STEPS AND SUPPORT

1. Implement daily rituals that foster belonging.
2. Clear communication of centre policies, expectations and support networks.
3. Provide and advertise personal and professional development opportunities.
4. Support staff to collaborate and share resources centre-wide.
5. Increase opportunities to develop cultural knowledge with staff.



*What success looks like*

## GOALS AND OUTCOMES

- Staff feel supported and engaged in their personal and professional development.
- Staff confidently access centre policies and available support networks.
- Resources are shared and teams collaborate effectively.
- Baringa embeds diverse cultural perspectives in educational programs, routines and environments.
- Staff strengthen cultural knowledge.



# Active Play and Wellbeing



Baringa will promote active play and wellbeing in educational programs and daily routines. We will continue supporting active environments and opportunities that nurture the holistic wellbeing of children and families.

## STEPS AND SUPPORT

1. Develop a family oriented active outreach program and encourage community involvement.
2. Develop play and wellbeing resources that support active education opportunities.
3. Empower educators to lead exploration of risky play, sensory play and social skills with children.
4. Include nutrition and sustainability in educational programs.
5. Support working groups to continue developing the outdoor play environment.

*What success looks like...*

## GOALS AND OUTCOMES

- Families and children engage with Baringa's active outreach program.
- Families extend active play and wellbeing principles at home.
- Active play and wellbeing resources are used in educational programs.
- Children strengthen social skills and participate positively at Baringa.
- Working Groups are supported to create positive change in our outdoor environment





# Community Relationships

Baringa will continue to build meaningful relationships and partnerships with our community. We will strengthen our communication with families, and prioritize advocacy in action to support positive change in the Early Learning Sector.



*What success looks like...*

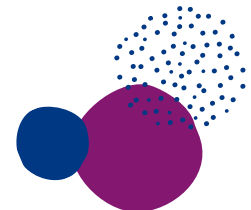


## STEPS AND SUPPORT

1. Support regular communication between staff and families.
2. Provide opportunities for community engagement at Baringa.
3. Encourage incursion and excursion opportunities with the local community.
4. Partner with tertiary, training organisations and other early learning services to encourage collaboration in the sector.
5. Advocate for innovation and positive change in the Early Learning Sector.

## GOALS AND OUTCOMES

- Families feel supported by regular communication from Baringa.
- Families are engaged with educational programs, community events and online interactions.
- Baringa increases awareness of and access to local family resources and services.
- Baringa is an advocate for Early Learning and has strong connections with industry representatives and organisations.



How this fits into our journey...



## Strengthening Culture

## Active Play & Wellbeing

## Community Relationships

### Reconciliation Action Plan

#### Strengthening Culture

- Enhance cultural teaching and learning activities by engaging Aboriginal and/or Torres Strait Islander people from within the Baringa community.
- Provide opportunities for staff to build and extend knowledge of Aboriginal and/or Torres Strait Islander cultures including cultural training.
- Ensure policies are inclusive of Aboriginal and/or Torres Strait Islander people and aim to increase knowledge of histories and cultures.
- Encourage staff to be involved in the ongoing development and implementation of the RAP through staff development opportunities.
- Teach or learn about Aboriginal and/or Torres Strait Islander languages, including the language specific to the local area.
- Ensure Aboriginal and/or Torres Strait Islander histories and cultures are incorporated in curriculum planning, development and evaluation processes.

#### Active Play and Wellbeing

- Celebrate National Reconciliation Week each year.
- Teach about the concept, history and progress of reconciliation.
- 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.

#### Community Relationships

- 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.
- Raise awareness of current affairs and issues that are significant to Aboriginal and/or Torres Strait Islander peoples.

### Strategic Plan 2022-2025

#### Strengthening Culture

##### Priority 1: Our Children

Review current education program for diversity content and further embed cultural perspectives across education programs. By 2023, 80% of education programs have cultural perspectives embedded.

##### Priority 2: Our People

Enable leadership at all levels by supporting staff input and participation in Working Groups for ongoing centre improvement. By 2023, each staff has a professional development and performance plan and reviewed at least annually.

##### Priority Area:

High Priority.  
Quality Area 1: Educational Program and Practice.  
Element 4.2.2 Professional Standard.  
Element 7.2.3 Development of Professionals.

#### Active Play and Wellbeing

##### Priority 1: Our Children

Develop and implement an Active Play and Wellbeing Framework to ensure a consistent and comprehensive educational program incorporating physical and mental wellbeing. By 2024, 80% of educators' written summative assessments provide detailed evidence that children are thriving in their learning, emotional and social environment.

##### Priority 3: Our Families

Develop a family oriented outreach program. By 2023, pilot family-oriented outreach program is implemented.

##### Priority Area:

Medium to High Priority.  
Quality Area 2: Children's Health and Safety.  
Quality Area 3: Physical Environment.

#### Community Relationships

##### Priority 3: Our Families

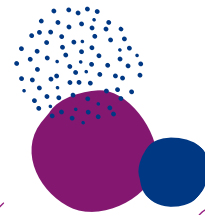
Create a Families Framework of Baringa programs, events and experiences for participation by family members. Review Baringa's Communications Framework to increase interactions. By 2023, 50% increase in online engagement, including social media. By 2023, pilot family-oriented outreach program is implemented.

##### Priority 4: Our Organisation

By 2024, 25% annual increase of advocacy activities, such as submissions and participation in policy consultations.

##### Priority Area:

Medium Priority.  
Quality Area 6: Collaborative Partnerships with Families and Community.



*Join our journey*

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