



Issue No.43

COSA COMMITTEE 2011-2012

October 2011

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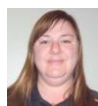
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## A WORD FROM OUR CHAIR

### COSA'S NEW NAME HAS EMERGED

### FAMILY DAY CARE EDUCATORS ASSOCIATION OF S.A. INC.



Our State Association is transitioning from COSA, and with that will come a name change, changes to our Constitution, a new Logo and a new Business Planner which will assist our colleagues with the Early Years Learning Program.

The reasoning behind this is to embrace the changes in our sector due to the New Quality Framework, and while it will be sad to see our State Association transition from COSA, it is vital that this significant change takes place

Members voted at a special meeting held on the 26<sup>th</sup> September at the Royal Hotel, 2 North Terrace, Kent Town. The new name for our organisation will be:- Family Day Care Educators Association of South Australia Incorporated. A new logo name and design has also been established.

Please remember our State Association name will change, but the work we do will always continue, and we will always be ready to support you when you need us and to work tirelessly for you as we have done in the past.

Hopefully all name changes will come into effect for our next newsletter.

## **Our New Committee**

Priscilla Schwanz has been elected to continue leading our committee, with Merrilyn Hannaford as Vice-President. Welcome to our new committee members, Leanne Morony, Kerrie Waters and Hazel Butler. Debbie Johnston is continuing as a very proficient secretary as well as Juline Demasi as Treasurer and Membership officer. Sonia Menzell has also been re-elected to keep us at the front of Promotions/Public Relations assisted by Kerrie Waters and Hazel Butler. Julianne Sonntag is continuing to look after the clothing sales assisted by Barbara Muder. Barbara is also our events coordinator. Elizabeth Gavin Policy Officer assisted by Leanne Morony, Joyleen O'shea and Laura Kaczurowski. Rona Dahlitz is our representative to the FDC Business Centre Consultative. Kylie Stafford is Project Officer and Finance.

Priscilla wishes to thank those people who attended the AGM, and she looks forward to working with all colleagues in the near future. Please support us as we move forward into a new era, with the changes ahead

## **National Members Forum**

Priscilla has been re-elected to the position of Educator's Representative on the National Member's Forum as there was not another nomination for this role in this State. Priscilla thanks all colleagues for supporting her nomination again for the next year, and for electing her as President of our new State Association for 2011-2012. Our Association is funded by our membership, so when meeting with colleagues or networking please encourage them to join our State Association so that we can represent you both locally and nationally.

## **CLOTHING MANAGER**

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## **Website**

**Please encourage other Educators that are not a member to visit our website and remind them that the membership form is available on the site.**



For the many members out there wanting to access the website this is all you need to do.

Enter: [www.fdca.com.au/cosa](http://www.fdca.com.au/cosa)

## **Members Only Section**

Your email is your Username

Password is your COSA Membership No. SA\*\*\*\*

If you have any trouble please contact Debbie Johnson by:

Mobile: 0421992463 or

Email: [fdc.assoc.sa@live.com](mailto:fdc.assoc.sa@live.com)

Danni McIntosh has also been elected on the National Members Forum as the Coordination Unit representative

Priscilla attended National Member's Forum meeting on Saturday 24<sup>th</sup> September at the Rydges Hotel in Sydney. She was able to meet FDCA new CEO Carla Northam who chaired the meeting.

Due to the resignation of Deb Tipper, previously the Project Manager for the Five Year Plan, we now have a new Project Manager, Susan Russo, and we welcome her to our team and look forward to working with her.

## **Priscilla Elected as New Director to the FDCA Board**

From the National Members Form meeting Priscilla was elected to the Board. Congratulations in being chosen for this position and we wish you every success with this new challenge.

## **New Draft Regulations**

The New Draft Regulations is having a huge impact on the childcare sector across the nation, and while it has been an overwhelming process for many, I wish to congratulate all of you who have answered surveys or who have responded to e-mails sent out by our Association Secretary. It is important that we feedback information to the government when required because if we don't they will assume that we accept everything that is taking place in our sector.

## **MY TIME, OUR PLACE - School Age Children**

This document has been released, with the aim of delivering nationally consistent and quality school-age care programs across Australia, and Minister Kate Ellis states that the aim of the framework was to provide children with a strong sense of identity and wellbeing, to equip them with confidence, communication skills and help them to feel connected to their world. "Children thrive when families, educators, schools and the wider community work together in partnership to support children's wellbeing and learning. In school age care settings there is a great importance placed on relationships and nurturing children's talents and interests", Minister Ellis said.

"We are moving away from the highly structured, one size fits all approach and more towards a system of care which responds to the needs and interests of individual children"

## **VAST AMOUNT OF EFFORT TO PRODUCE A "BUSINESS PLANNER" FOR SA EDUCATORS**

Many thanks to our planning group who have had the task of bringing information together, consultation and brain storming to get the draft to the 15<sup>th</sup> draft edition. As you can see it takes considerable commitment to get 14 editions and still counting. We aim to get it as good as possible for our 1<sup>st</sup> edition pub due to be released at the end of 2011 year ready for use in 2012. We have had an extraordinary response to membership and encourage you to join and support those Educators who represent you at state and national meetings.



**HOW TO GET YOUR FREE PLANNER.....All those who have paid their Association Membership by END OF NOVEMBER will receive the first edition MAIL OUT IN DECEMBER..... ready to start the new year with a fresh approach to your business practices.**



**JULINE DIMASI AND DEBBIE JOHNSON**

**PRESENTING THE PLANNER AT A PLAYGROUP FOR CONSULTATION IN THE NORTH.**

## COSA Membership



### EDUCATORS PLEASE READ THIS AND SUPPORT US

Please encourage your colleagues to join. Without your support we will not have a State Association, and this will mean that Child Care Educators will not have a voice at State and National Level and our issues will not be heard as they are now.

Many changes have been made since the NMF began in February 2008, and as we continue with the Five Year Plan, "Working For A Stronger Future", more changes will be implemented for the benefit of us all. We can only make these changes occur if you support your two State Representatives, who at this time are Danni McIntosh, Co-ordination Unit Rep, and myself, Priscilla Schwanz, Child Care Educator Rep, SA.

Please remember also we still charge the least amount for membership than any other State. The cost of \$25 annually is minimal.

Other States membership is varied up to \$65 annually.

- **Enjoy membership information on our website with meeting minutes and latest information**
- **Be updated regularly of events**
- **Ask us for advice for your concerns with your business**
- **We advocate on your behalf for a stronger future in Family Day Care**
- **We are an email or phone call away to assist you (see list at front of the newsletter)**

**Talk with Educators in your net works and encourage them to become COSA members too.**

*We are Educators caring for you*



## BUSINESS CORNER TIPS



**Independent Fee Setting (IFS) or fee deregulation means that Family Day Care Carers are able to charge a rate that they consider appropriate for the service they offer.**



COSA has often met with Educators in the community and at meetings where the issue of fees is raised.

It has become apparent to COSA that some Educators are undervaluing the work they do and that is reflected in the income levels achieved.

When setting your fees we ask you to reflect on some of the following to determine the value of your service:-

- Is your premises presented in a clean and orderly environment
- Do you provide adequate equipment, books, toys and material that is suited to a range of children, including school age
- Is the information received and filed clearly understood by you including all policies and approval requirements
- Do you communicate with families in open, responsive and productive dialog
- Do you record your daily practices, including the observations of children in care
- Are you up to date and/or working on the Early Years Learning Framework so that when validated you pass

The list is never ending, extensive and broad.....

Therefore COSA ask you to reflect on what you do, your business practices and how it reflects on Family Day Care.

We are proud of the work Educators do, know that they are on equal footing to other childcare services and work hard to produce positive childcare for families.

Many Educators are now setting "Sessional Fees", i.e. whole day session rates, part time session rates. Many Educators are unaware that they can do this.



### **The benefits of Sessional Fees:**

- Educators set the hours available to work i.e. 7.30 to 5.30 @ \$65.00 PER DAY X 4 CHILDREN = \$260 PER DAY
- Parents know how much each week the fees will be without change.
- Paperwork is less because the Educator has a session fee = less calculations.



The Educator has a set income each day/week and will only vary if the family requires additional hours above the hours work.

**For more information on sessional fees contact F.D.C. Educators of S.A. by email with your question and we will be happy to answer.**

## **SOME PROMPTS TO ASSIST YOU - WHAT CHILDREN LEARN THROUGH PLAY**

### [What Children Learn Through Play.pdf](#)

## **Meningococcal**

While this disease is rare, it is worthwhile ensuring that you recognise the signs of meningococcal disease and know how to respond when necessary.

### **Symptoms**

The symptoms of meningococcal disease may include one or any combination of the following: the sudden onset of fever, headache, neck stiffness, joint pain, a rash of red-purple spots or bruises, nausea and vomiting and sensitivity to light.





## COSA CLOTHING ORDER

AVAILABLE TO COSA MEMBERS  
ONLY

**Advertise and  
Personalize Your  
Business with a  
Professional FDC  
Image**



Clothing available with the family day care logo and your personalized name displayed (optional) are available for viewing on our website.

- ★ Orders will be given to the suppliers on the last Tuesday of every month
- ★ Orders can take two to three weeks before they are available
- ★ Clothing orders must be paid in full before the order is processed
- ★ No return, exchange or refunds available -take care when ordering

### **Payment Methods:**

3 options to choose from

**Include: Name, address and Phone  
Number on payment for  
identification.**

#### **1. Cheque or Money Order posted to-**

**COSA Clothing**

P.O. Box 456,  
Ingle Farm, SA, 5098

#### **2. Pay direct to Bank S.A.**

#### **3. Internet transfer:**

**COSA Clothing**

**BSB: 105-158**

**ACCOUNT NO:590773840**

### **How to Order /Contact**

[cosa@live.com.au](mailto:cosa@live.com.au)

[www.fdca.com.au/cosa](http://www.fdca.com.au/cosa)

SEE OUR NEW RANGE AVAILABLE



## **CONSULTATIVE MEETING/QUALITY ASSURANCE MEETINGS...WHATEVER YOU CALL THEM, ARE YOU MISSING OUT ON AN OPPORTUNITY TO INFLUENCE YOUR FUTURE IN FAMILY DAY CARE.**

These meetings are an opportunity to voice your opinions, exchange points of views, work together in partnership. and have an opportunity to impact on the job you are doing.

If you don't take advantage of this opportunity you are letting yourself down. Being a part of consultation is rewarding, constructive and productive in the business practices of running your FDC Childcare Business.

If you want to be a part of the decisions made in our state then attend these meeting, say what is on your mind and participate in the process of being informed, advised and consulted.

Be Part of the Process..... .Be Pro Active..... Don't leave your future to others.... Be informed.

Your consultative meetings are published in your scheme newsletters well in advance - contact your scheme for information about the next meeting date.

### **DON'T BE AN OSTRICH....**

**BURY YOUR HEAD IN THE SAND AND**

**YOU'LL NEVER KNOW WHAT'S GOING ON.**



## **COSA STRATEGIC PLAN**

Our committee met on 16th October to put together our first Strategic Plan for our future. The "Why""How"" What" approach (more about this in next newsletter).

We believe this will assist us in setting future goals with achievable outcomes for the next three years to meet the needs of our membership in our changing world of Family Day Care. Realistic goals will be based on visionary planning and we will begin with the focus on the Association's mission with strategies to achieve the goals. We expect to establish a clear direction for the future of the Association with a vision of being visible, viable and valued.



**Events**

**Sports Bar**

**ROYAL HOTEL** - COSA appreciate the service,  
meals and meeting room provided by this venue.

**We recommend you pay The Royal Hotel a visit.**  
Centrally located near the City, Zoo and Botanical Gardens.

**Bistro**

**Functions**



## WEBSITES TO HELP YOU WITH YOUR FAMILY DAY CARE BUSINESS

NEED HELP WITH THE E.Y.L.F.? LOOKING FOR IDEAS WAYS TO  
MANAGE YOUR TIME IMPLEMENTING THE E.Y.L.F.?

Great Sharing of Ideas and a better understanding of the  
framework on these following websites and Facebook

[www.aussiechildcarenetwork.com](http://www.aussiechildcarenetwork.com)

A great site for easy understanding of the E.Y.L.P.- free access to a variety of  
E.Y.L.P. resources, tips, printable work sheets, kids activities and games, child  
development, forum and information for Childcare Professionals.

<http://www.earlychildhoodaustralia.org.au/eylfp/>

Great way to learn more about the EYLF

An online EYLF interactive Forum available to early education and care settings and  
educators, workshops, register for interesting newsletters to help you with your  
Early Years Learning Framework and lots more.

Go to facebook for some great EYLF interactive ideas.

<http://www.facebook.com/eylfp?sk=wall>

Also check out April Angels EYLF help for Educators on Facebook

Some 2,500 hits per day- sharing from Educators, Coordinators and Centre Based  
Care with many examples to give you ideas

April is an Early Childhood educator with much experience implementing,  
documenting, programming and planning the EYLF, willing to share and help  
educators get their heads around the EYLF and its challenges within their service.  
She currently practices the EYLF in her own service and mentors many others in  
their EYLF journey.

[https://www.facebook.com/pages/Aprils-Angels-EYLF-help-for-  
Educators/122268561188719?sk=info](https://www.facebook.com/pages/Aprils-Angels-EYLF-help-for-Educators/122268561188719?sk=info)

[www.familydaycareaustralia.com.au](http://www.familydaycareaustralia.com.au) -visit their exciting new website  
Find really good resources for your business.

Ask to put you on the E-mail listing for the weekly E-Newsletter to keep up with  
what is happening in Family Day Care throughout Australia. Join the carer's forum.  
WE THANK FDCA FOR THE MANAGEMENT OF OUR COSA WEBSITE.

Interact with FDCA on their facebook site- The sharing of ideas across the nation  
on all topics in regard to your business.

<http://www.facebook.com/familydaycareaustralia?sk=wall&filter=2>

Looking to advertise your service?

Advertise free on "Careforkids" website:

<http://www.careforkids.com.au/childcareproviders.asp>

 **Careforkids.com.au**  
Australia's online child care resource

**Need to fill your vacancies**  
**Visit this recommended network**  
**COSA has received great feedback about this site**  
**from FDC Educators who are using it**



## Events Calendar 2011

**COSA Meeting dates:**

**Monday: 24th October 2011**

**Monday: 28th November 2011**

**Monday:**

**Time: 7:30pm**

**Place: Royal Hotel**

**Address: 2 North Terrace KENT TOWN**

Come for a Meal from 6:30pm

## The 7th Family Day Care Australia National Confer - 2012



**Children - the heart of the dream**

Will be held at the Brisbane Convention & Exhibition  
Centre from 18-21 July 2012

The triennial conference will join with the  
International Family Day Care Organisation's  
conference to bring delegates a world-class event

### Online Registration

Online registration will be open in 2011. If you would  
like to be placed on the mailing list for this conference  
please email your contacts to  
[anna@cdesign.com.au](mailto:anna@cdesign.com.au)

**Start saving now for this great  
event and add some extra days  
for a holiday in Sunny  
Queensland**

### WE WOULD LIKE TO HEAR FROM YOU

*Do you have a good news story, tips and hints  
that you would like to share ?*

*What would you like to see in your newsletter?*

*We would love to put some of your  
networking/activity photos in this newsletter with  
a small description of the event.*

*Let's share some of our activities that are useful  
ideas for the E.Y. L.F.*

Contact the Editor with your story:- 8390 3384 or  
Email:[bdmj.hanna@bigpond.com](mailto:bdmj.hanna@bigpond.com)

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the time of printing. The Editor, reserves the right  
to withhold any articles Material or contributions  
until checked and given full Consent of the  
COSA committee. The Editor reserves the right to  
edit article or contributions for spelling,  
grammar and English.

Your COSA COMMITTEE

**WRITTEN BY AND FOR CAREPROVIDERS  
OF SOUTH AUSTRALIA**

As elements of the  
Early Childhood Education and Care National Quality Framework (NQF)  
roll out, it is important that educators have clear and accurate information about  
what it means for them and their work.

**Check out the Draft of the Education and Care Services approved 14/10/11  
effective from 01/01/2012**

<http://www.acecqa.gov.au/national-quality-framework/national-regulations/>

## **National Quality Framework (NQF)**

(A framework required for management of childcare organization)  
Is a key mechanism/requirements/framework for raising the quality of provision in settings catering for young children. i.e. Long day Care, Kindergartens, Family Day Care, and OSHC.



In our Unpacking the NQF we look at the seven quality areas of the

**The National Quality Standard is organised into 7 areas and we can see where the EYLF fits.**

## **National Quality Standard (NQS)**

- |   |  |
|---|--|
| <b>1 Educational program and practice</b>                               | <b>EYLF</b> , Setting, Cultural Diversity, Planning, learning  |
| <b>2 Children's health and safety</b>                                   | Healthy Eating, Physical Activity, Supervision, Abuse, Policies, Emotional Wellbeing,  |
| <b>3 Physical environment</b>   | Risk Management, Equipment, Planning, Environment, Health & Safety, Excursions.  |
| <b>4 Staffing arrangements<br/>(Staff/Educators/Management)</b>         | Interaction, Partnership, Business Practices, Network, Support Each Other,   |
| <b>5 Relationships with children</b>                                    | Responsive, Behaviour, Engaging, Respectful, Rights of the Child. Trust, Interactive.  |
| <b>6 Collaborative partnerships with<br/>families &amp; communities</b> | Value Role Of Parent, Beliefs, Work Together, inclusive practice, confidential,<br>community networking, support organizations and Events. |
| <b>7 Leadership and service</b>   | Being Professional, Continuous improvement <b>management</b> Grievances, Quality<br>Service, Storing of Info.                              |

Information on the National Quality Framework and the National Quality Standard can be found at  
[www.deewr.gov.au](http://www.deewr.gov.au)



**National Quality Standards - outcome 1: Educational program and practice**

## **1 The Early Years Learning Framework**

The Early Years Learning Framework (or other approved learning framework) guides curriculum decision making and enables each child's learning in the five outcomes:

- Children have a strong sense of identity
- Children are connected with and contribute to their world
- Children have a strong sense of wellbeing
- Children are confident and involved learners
- Children are effective communicators.