



Message From The Chief Executive Officer

With the end of the year near, we are all looking forward to the festive season and time to enjoy families and friends. Lady Gowrie Tasmania services will close at the normal time on Friday 23 December and reopen on Tuesday 3 January 2012.

This closure provides the opportunity for annual services and maintenance to be undertaken at each site and importantly for educators to have a well earned break from role in educating and providing education and care for children. For many families, this closure provides the opportunity for the usual routines to be relaxed and chance to catch their breath before another year begins.

2012 will bring the commencement of the National Quality Framework which includes the introduction of new national quality standards, which combines the previous state based licensing standards and the federal government quality assurance system. The Framework also includes improved child to adult ratios and increases requirement for qualification of educators. Lady Gowrie Tasmania has championed the National Reform Agenda for Early Childhood Education and Care as the vision of improving outcomes for children is central to our own beliefs and values.

Whilst there has been a great deal of media about the increased cost of these reforms, unlike the majority of providers in Tasmania, Lady Gowrie Tasmania has not increased fees in 2012. This decision means that the organisation will strive to absorb the increased cost of service provision in current budgets. One of the efficiency strategies is to implement one system for fee payments from next year. Whilst this is a significant change for families, the current systems are not as

effective as one would hope demonstrated by a high level of bad debt. Furthermore, the range of options in place incurs a large commitment to administrative functions including fortnightly manual processing has increased potential for human error.

The decision to use the Ezidebit system was not taken lightly. A range of options were investigated including dialogue with other education and care services interstate and intrastate. This investigation included checking the credentials and history of Ezidebit which gave us confidence in this choice. Many businesses have taken a similar tack – no doubt for the same reasons identified by Lady Gowrie.

For existing families this is certainly a change in culture and will cause some angst. We reiterate that the decision was made to support affordability for families and ensure that all families comply with their commitment to payment for services. Sadly, those families who have continued to do the right thing and comply with the contract of care conditions by paying fees regularly and on time are subject to changes which aim to address the past non compliance by some families which has resulted in significant outstanding debt. For new families to the organisation the change is more easily accepted as they have not experienced the range of past payment options provided to families. Furthermore, the current economic climate adds further pressure to ensure that the organisation has systems in place to support a sustainable and viable business.

It is important for families to note they will receive an emailed statement each fortnight on Wednesday and the direct

debit will occur on the Friday which is seven days after the statement end. Should any families have issues with the statement there is the opportunity to make contact with the respective service administration to have the direct debit payment altered, cancelled or placed on hold. This seven day period allows for Child Care Benefit and Child Care Rebate to be applied as per the Centrelink system.

Acknowledging the impact of the changes, please be assured that this was undertaken to support affordability and to address issues of fairness and equity – all families should take responsibility for complying with agreements regarding payment for service provided and those who do the right thing should not bear the cost of those who do not.

As is the case with change, there will no doubt be implementation issues, I reiterate to families that we can only sort any such issues if these are communicated to us. Families are encouraged and supported to make contact with the respective service manager immediately any issue is identified.

On behalf of the management team, educators and support staff at Lady Gowrie Tasmania, I wish you and your family a safe, peaceful and joyous festive season and look forward to welcoming returning families back in 2012. To those families who are moving on with children commencing the first year of school, thank you for your support of the organisation and we wish you and your family all the best into the future.

Sincerely

Ros Cornish
Chief Executive Officer

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News from the Board of Directors

It's hard to believe as I write this article there is only one month left of 2011. Whilst many of us look forward to a well earned break over the Christmas/ New Year period, the staff of Gowrie Tasmania is already busy planning placements and programs for 2012.

2011 saw the conclusion of the Federal Governments Building Educational Revolution. As many of our families would know, this program saw significant disruption to our outside school hours care programs at a number of schools. I thank all our families for their patience and understanding during this work. The end result however is greatly improved facilities for these programs.

In 2012 we face a new challenge with the introduction of the early childhood education reforms. This will see a number of changes to the education and care programs, including changed ratios and changes to educator requirements. As I've stated previously Gowrie is a strong supporter of these changes and we look forward to the benefits they will deliver to children. Gowrie has been preparing for these reforms for some time and we are confident of a smooth introduction across all services.

As we look forward to new starts in 2012, sadly we must farewell one of our board members, Cherie Atchison. Cherie and her family are moving to Western Australia. I'd like to take this opportunity to thank Cherie for her enthusiasm and energy, and wish her and her family well in this new chapter of their lives. I'm sure our Gowrie Perth colleagues can benefit from Cherie's experience.

I wish all Gowrie families and staff a safe and happy Christmas. Enjoy the break and come back refreshed for an even bigger and better 2012.

Scott Adams
Chair – Board of Directors.

Implementation of Early Years Learning Framework

Lady Gowrie Tasmania Children Services have been actively implementing the Early Years Learning Framework (EYLF) in programs for children from birth to 5 years.

The framework is a guide for Educators in conjunction with families to create learning programs responsive to children's ideas, interests, strengths and abilities, and recognise that children learn through their play.

The Early Years Learning Framework describes childhood as a time of belonging, being and becoming.

Belonging is the basis for living a fulfilling life. Children feel they belong because of the relationships they have with their family, community, culture and place.

Being is about living here and now. Childhood is a special time in life and children need time to just 'be'—time to play, try new things and have fun.

Becoming is about the learning and development that young children experience. Children start to form their sense of identity from an early age, which shapes the type of adult they will become.



Educators use the Framework in a range of early childhood settings, including long day care, preschools and family day care to ensure that your child receives a high quality experience.

We have created learning programs that build on your child's interests and abilities, and develop a sense of Belonging, Being and Becoming.

Through the Framework's five learning goals educators will assist your child to develop:

- a strong sense of their identity
- connections with their world
- a strong sense of wellbeing
- confidence and involvement in their learning; and
- effective communication skills.

Relationships are key to implementing all aspects of the EYLF and Educators look forward to build meaningful relationships with children and families as we continue the E.Y.L.F journey in conjunction with the National Quality Standards in January 2012.

Managers Forum Report

Each year, managers from all LGT services in both the North and South, have the opportunity to gather for two days of collegial networking and professional development.

This year, key focus topics included employee retention and engagement, the Early Years Learning Framework (EYLF) and the changes to the standards and validation process - the NQS: National Quality Standard. Managers from all services devised a presentation aimed at showcasing the journey the service has taken in relation to the implementation of the EYLF. This proved to be a valuable tool in each services reflection process, looking at how others have taken the journey and providing ideas for future growth and development. With the introduction of the NQS in 2012, each service has been required to review their status in terms of program size, documentation and interactions with children. The session undertaken by managers allowed them to brainstorm policies and procedure to ensure all new quality standards will be reached. Again a very valuable exercise in terms of reflection and future development.





Meals Without Tears

Mealtimes can feel like a war zone in homes with babies and toddlers – even more so when one or more are fussy eaters. Below are some simple tips on making mealtimes with young children more enjoyable.

- Involve children in menu planning: makes them feel included
- Have set times for evening meals: sometimes they are past their hungry time – have a time range for meals
- Eat at the table: supports them to focus on their meal if sitting at the table, less tempted to wander off and play
- Get the children to help: give them a small job to do, they become involved
- Server age appropriate portions: if they are hungry they will ask or you can offer more
- Turn of distractions: let the phone ring, turn off the television and music – they become easy distractions to little people (and big ones too!)
- Model appropriate behaviour: children follow by example. Model the behaviour that you want them to replicate
- Encourage conversation: a great time to unwind and relax with pleasant conversation about the day with the child
- Remove the battle lines: you can't make the child eat. But no substitute meal provided
- Only focus on the big issues: too much negativity can bring the whole routine down. Maintain reasonable core behaviour expectations but let other things go!

Adapted by Ros Cornish from information provided by Centre for Child and Community Health

Favourite Recipes

MACARONI CHEESE (4 SERVES)

1 serve béchamel sauce
1 ½ cup shredded cheese (½ cup for top)
2 cups uncooked pasta
1-2 tomatoes or tin tomatoes.

Cook pasta and drain.

Preheat oven @ 180 degrees

Make béchamel sauce:

Melt 2 heaped tablespoons of butter in pan, add 2 tablespoons of plain flour, heat together - stirring constantly. Keeping pan on the heat - slowly add milk to flour mixture (about 500 ml). Stir mixture until mixture simmers and thickens. Add 1 cup of the cheese.

Mix sauce with the cooked pasta and transfer the mix to a casserole dish.

Place sliced tomatoes (or tomato puree) on top, finally sprinkle with remainder of cheese.

Heat in moderate oven until golden brown.

FRUIT CRUMBLE

440g apricots, peaches or apples (stewed or tinned)
1 cup self-raising flour
2 tablespoons brown sugar
½ cup oats
2 Tablespoons butter

Preheat oven @ 180 degrees

Spray casserole dish with oil

Place fruit in dish

Prepare crumble mixture (below)

Combine dry ingredients in a bowl and rub margarine into mixture, sprinkle mixture on top of fruit. Bake in oven until slightly crispy or golden brown.



About Lady Gowrie Family Day Care...

We are an early education and care option for families and a business option for individuals, currently offering services in your area.

Lady Gowrie Family Day Care is a Quality home-based child care and education service that offers a warm, safe, secure and stimulating home environment catering for young babies through to pre-teens.

Home based Educators...

Our family day care educators have personal qualities which reflect community diversity of families, values and cultures, such as:

- Empathy
- Warmth
- Flexibility
- Professionalism
- Maturity
- Commitment to nurturing and educating children

If you need care give Lady Gowrie Family Day Care a call on 62233238 and talk about your options for care or operating a quality home based child care service in our own home.

Lady Gowrie Family Day Care looks forward to hearing from you and meeting your care requirements.

Maxine Lilley
Lady Gowrie Family Day Care Manager
fdmanager@gowrie-tas.com.au





Play in the Early Years

Why is Play so Important?

- Play gives infants and children the opportunity to use all five senses (sight, hearing, smell, taste and touch) in a safe and fun way, which develops their brains and bodies.
- It is the main way your child learns about their environment, surroundings and skills they will need for life.
- By interacting with you and listening to you when you play, your child is developing their brain's potential for learning and relationships. An infant's favourite toy is their parents face, looking at your face, copying your expressions and watching your responses to them.

Children's Play Types

- As your child develops their play progresses through solitary or alone, alongside another, interacting together, turn taking, to co-operative play.
- Watch your child's actions when they are playing, try to provide opportunities for these actions or close alternatives for their play. They can repeat play to practice the skills they need to develop or want to master.
- Recycled toys and everyday objects allow your child to express their interests in play e.g. using the inside of cardboard rolls, boxes, lids, clean containers, blankets, pots, spoons etc
- Your child may play in one or many patterns, e.g. building things, moving things, banging, musical play, or pulling objects apart. Look for your child's interests (then buy or borrow toys, investing time and money wisely!).

Learning Through Play

- Songs, talking and stories develop your child's social and language skills (tone of voice, volume, expression and meaning) e.g. with books. Children start to open the books, turn pages and connect meaning with pictures, and understand another person.
- Your child can develop their motor and thinking skills through something as simple as pulling things 'out' and putting things 'in' e.g. play with milk lids, scarves, paper or tissues with a tissue box.
- Your young child learns literacy and academic skills through play, even the house work, e.g. writing shopping lists, counting towels into the wash, pack away colour or number of toys.
- Through pretend play, your child will develop social and verbal skills, talking and interacting with people, imaginary characters and/or dolls.
- Songs about road rules or full names of family members keep children protected when away from home. Playing out stories (acting or with toys), clarifies your parental boundaries of what is acceptable and appropriate.

Idea's for Learning Through Play

- Constructive play or Arts and Crafts – Building with boxes or blocks using brushes (even with water) develops your child's fine motor coordination, math's skills, science concepts and knowledge of objects.
- Role Playing – This gives your child the chance to act out the real life scenarios the child experiences, developing social skills, language and their imaginations.
- Messy Play – This is a good outlet for emotion and provides your child with an opportunity to learn about different textures and materials (water, sand, etc) along with thinking skills (controlling and understanding the substance).
- Moving Around – Dance, running, jumping, climbing can be supported at an early age, developing awareness of your child's body in space, judge distances, and balance.
- Imaginative Play - Providing props, can give your child things they must use their imagination for play. A circle of stuffed toys can become animals in the jungle, on a farm or even guests at a tea party. Cardboard boxes of different sizes are great to use in encouraging your child to use their imagination.
- Rough and Tumble Play – This is play. It is necessary for children to explore, experience, practice and master self regulation of their emotions and themselves. Often relationship boundaries are felt; Dads often prefer rough play -not Grandma!

(Adapted from Article NGALA – Parenting with Confidence)





Vacation Care

LGT South has three Vacation Care programs for the upcoming summer period: Lansdowne Crescent, Albuera St and Taroona. These services run from 8.00 am to 6.00 pm and have a variety of activities planned for the children to enjoy ranging from Science experiments, puppetry, enjoying nature and playing games in the sun. (We now just have to hope for some sun!!) For booking and enquiries for these vacation care programs please contact us on (03) 6230 6864 or email cluster2@gowrie-tas.com.au

LGT North has two Vacation Care programs for the upcoming summer period: University North and LGT Frederick Street. A copy of the programs are available and booking are now being taken. For enquiries: Frederick Street Vacation Care Program contact (03) 63 481 390 or University North Vacation Care Program by contacting (03) 63 243 731.

LGT South manages ten OSHC programs as listed below.

Albuera St, Bowen Road, Goulburn St, Lansdowne Crescent, Mt Nelson, Rosetta, Richmond, Springfield Gardens, South Hobart and Taroona

We are currently taking enrolments for these programs for commencement in February 2012.

For bookings or enquiries please contact us on (03) 6230 6864 or email cluster2@gowrie-tas.com.au .

LGT North manages four After School Care Programs as listed:

Launceston Preparatory School, Norwood Primary School, University Campus and Mowbray Primary School. Bookings are now being taken for February 2012. For further information please contact (03) 63 243731

Reindeer cupcakes recipe

These cute little reindeers will be loved by all the kids and grown-ups alike. They are chocolate-y good and cute to boot. Give them as gifts in cupcake sized boxes or make a platter to take along to a party. They will disappear fast!

Ingredients:

1 pkt Mud cake mix

Ingredients to make up the mix.

Patty pans

1pkt Jaffas Smarties

1 pkt pretzels

Method:

Preheat oven to 200°C. Place silver foil patty pans in a 12 cup tray.

Prepare cake mix as directed and place 1/3rd cup measures in each patty pan and bake for 20 minutes. Leave to cool on a wire rack.

When cooled take the icing and give each cupcake a generous coating.

Place Jaffas on each one for the nose and smarties etc for the eyes.

Cut the pretzels to make the antler shapes and push into cupcake.



Christmas Closure

All Education and Care Services will close Friday 23/12/2011 at close of business and re-open Tuesday 3/1/2012.

End of year celebration for children and families will be held during December. Keep an eye out for information at services.



LADY GOWRIE TASMANIA

wishes all our families a Safe and wonderful Festive Season!!!



Northern Services Contact Numbers / Email

Long Day Care Centres

Alanvale

6348 1390
avcc@gowrie-tas.com.au

Norwood

6336 6971
nwcc@gowrie-tas.com.au

University

6324 3731
uncc@gowrie-tas.com.au

Outside School Hours Care Programs

Frederick Street VAC

63481390

Launceston Preparatory School

ASC 63366971

Norwood ASC

6336 6971
nwcc@gowrie-tas.com.au

University ASC Campus

University ASC Mowbray

University VAC Campus

6324 3731
uncc@gowrie-tas.com.au

Occasional Care Program

Frederick Street Pre-School Program

63481390
avcc@gowrie-tas.com.au

Head Office

'Glenora' Building
229 Campbell Street, Hobart
6230 6800
info@gowrie-tas.com.au

Southern Services Contact Numbers / Email

Long Day Care Centers

Acton

6248 5644
atcc@gowrie-tas.com.au

Battery Point

6214 0380
bpcc@gowrie-tas.com.au

Bowen Road

6211 0340
brcc@gowrie-tas.com.au

Campbell Street

6230 6881
cstcc@gowrie-tas.com.au

Lindisfarne North

Richmond

South Hobart

Swansea

6230 6865
cluster1@gowrie-tas.com.au

University

6226 2088
uscc@gowrie-tas.com.au

Outside School Hours Care Programs

Albuera Street

ASC & VAC

Bowen Road

ASC

Goulburn Street

ASC

Lansdowne Crescent

BSC, ASC & VAC

Mt Nelson

ASC

Richmond ASC

62306864
cluster2@gowrie-tas.com.au

Rosetta

ASC

South Hobart

ASC

Springfield Gardens

ASC

Taroona

ASC & VAC

Family Day Care

Family Day Care Scheme Pre-school Program

6223 3238
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