







Gowrie
New South Wales
Annual Report 2019

Greater reach with Greater impact

VISION

Contributing to a sustainable society through being at the forefront of early and middle childhood education and care to empower and support children, families and professional educators.

Strategic focus

 <p>Children</p> <p>Our promise to children and families is exceptional quality every day.</p>	 <p>People</p> <p>We are focused on people, realising their competency and potential.</p>	 <p>Community</p> <p>We are stronger together, partnerships are developed, strengthened and aligned.</p>	 <p>Sustainability</p> <p>Our programs are fully utilised, we are viable.</p>
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2019 Highlights



New Centres

In 2019 we increased our footprint, officially opening 2 new long day care centres in Cambera and Mayfield. We also proudly opened 4 outside school hours services co-located on school sites including both before and after school care as well as vacation care in North Sydney, Drummoyn, St. Marks and O'Connell.

Additional AMEP Sites

We have continued to open additional centres to support migrant families currently studying English. The Early Learning Centres provide a unique opportunity for children to participate in a program prior to school as well as connect parents together who often experience social isolation.

Program Foundations

We are proud to have developed our Program Foundations in collaboration with our educative teams. These foundations underpin the Gowrie NSW programs and their translation of pedagogical practices to support quality early childhood learning environments.

Partnerships

Gowrie NSW have a long tradition of partnering with other organisations to achieve great outcomes for children and families. In 2019, we have renewed and strengthened our existing partnerships as well as continued to form new ones – deeply understanding we are stronger together.



Tessa Hoser



Nicole Jones

Chair of Gowrie NSW

Last year's report highlighted the significant increase in the reach and impact of a range of our services – we had gone through a period of quite rapid growth. This year has seen organisational change and consolidation, with moderate expansion and further development and implementation of our strategic intent.

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about the Board

CEO of Gowrie NSW

As the new CEO I have been privileged to listen to the stories of our people who go above and beyond daily to enrich the lives of young children and their families. We strive to be connected and embedded in each one of the 38 communities we now work, and just as in 1940 – as an authentic not for profit we are deeply passionate about making a difference in the world now as we were then.

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about the Leadership Team

Our Program Foundations



This year we developed the **Gowrie NSW Program Foundations**.

The document outlines the four foundations of Gowrie NSW programs: **Empowerment, Respectful Relationships, Intentional Play-Based Teaching and Practitioner Inquiry**.

Gowrie NSW programs have always had a strong philosophical foundation. We are clear about why and what we do to create quality early learning and middle childhood learning.

Created collaboratively, our **Program Foundations** document will continue to inform pedagogy and practice at Gowrie NSW for years to come.

Empowerment

Gowrie centres work from a strength-based approach that respects the experiences and knowledge of each child, family and community. Communities, families and children are viewed as strong and capable and are supported to be self-empowered. The curriculum demonstrates respect for children's ideas, decisions and choices.

RESPECTFUL RELATIONSHIPS

Relationships and strong family and community engagement are central to the Gowrie NSW curriculum. Educators are respectful of children, families, communities and other professionals. They value diverse perspectives, priorities and concerns and build collaborative partnerships with families and strong connections with local communities. Educators are intentionally attuned to individuals and small groups of children.

INTENTIONAL PLAY BASED TEACHING

Since its inception, Gowrie NSW learning spaces have been designed to facilitate play-based learning. Learning environments are designed to facilitate exploration, hypothesising and discovery. Educators continue to plan based on the information and insightful knowledge from observations of children and are intentional in their interactions.

PRACTITIONER INQUIRY

The Gowrie NSW curriculum is underpinned by a strong research base. Research has been a key part of Gowrie since the establishment of the Erskineville centre in 1940 as a demonstration child research centre. Gowrie NSW educators today are continually questioning, reflecting on and reconsidering their own practice and implementing and evaluating changes. They are change agents for impactful early childhood education and care practices and advocates for children and the early childhood profession.

Early Education and Care



Our Early Education and Care services continue to build strong and lasting connections with each one of our Gowrie NSW children and families. This is achieved through high levels of retention of our teachers and educators which in 2019, well exceeded sector averages. Retaining great quality teachers and educators ensures attuned and consistent relationships, responsive and engaging learning experiences for children.

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Out of School Hours Care

Our school age care service also delivered exceptional programs to our children and families. We are proud to have opened new services in both Sydney as well as regional locations helping us achieve to greater reach in more NSW communities.

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Adult Migrant Education Program



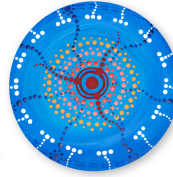
This unique program upholds the rights of newly arrived children to Australia to participate in an early learning experience. In partnership with TAFE NSW we are able to provide more than a place for children but also a place of connection for families some of who are experiencing isolation, disadvantage and vulnerability. Our teams go above and beyond to support families to ensure they can live and thrive in the community they belong.

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INCLUSION

In partnership with KU Children's Services and Include Me, Gowrie NSW is proud to support a diverse group of early childhood services in their journey to include all children in their service. Inclusion and children's rights is at the essence of what Gowrie NSW is all about. The Inclusion Agency and Aboriginal Cultural Hub work closely with long day care services in far reaching corners of NSW to ensure they are equipped to increase children's participation in and early education regardless of circumstance.

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Education Hub



In 2019, we continued to share our quality expertise by providing professional development to the wider education and care sector. The roots of this part of Gowrie's work grew almost 80 years ago in the establishment of our Erskineville demonstration centre.

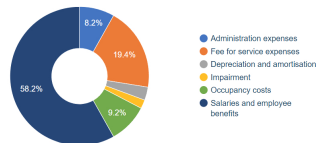
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Financial Snapshot

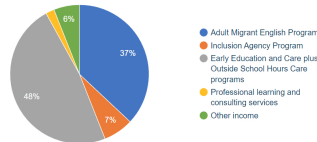
The financial results reflect our investment in our footprint, our people, implementing new systems and upgrading our services and environments for children. The challenges of current market conditions, changes in the Commonwealth funding package created a complex environment for our centres and some of our regional services.

Gowrie NSW remains financially viable with strong reserves and clear strategy for the future.

Where we spent our dollars in 2019



Where our dollars came from in 2019



[DOWNLOAD THE AUDITED FINANCIAL STATEMENT](#)

Where will 2020 lead Gowrie NSW?



In 2020 Gowrie NSW will celebrate 80 years as an organisation. A remarkable milestone, where we will honour the rich heritage which is grounded in research regarding best practice, programs led by experienced qualified teachers, and values of rights, integrity and social justice. These were our founding values and they still resonate strongly today. As we reflect on our past and the people that have blazed the trails before us – we also look to the future and how we support children today and tomorrow.

In 2020 we will continue to invest in our people not only through our professional learning programs but also supporting them to be co-constructors of knowledge as we embed our Program Foundations – the teaching principles that underpin our programs. We will research these foundations through practitioner enquiry and create evidence loops which will link closely with our Education Hub's professional offerings to the sector.

We will build on our previous work of our Reconciliation Action Plan reviewing and thinking deeply about a new Innovate RAP. We are acutely committed to this work and its authentic translation into actions and words. It must be contextual to each community we are working in, and we will work hard to ensure this work is authentically embedded every day.

We have an ongoing commitment to continue to introduce systems that help the whole organisation be more efficient and promote innovation. This will support our sustainability well into the future.

We are excited to be creating the next footprints into the future and shaping the history of Gowrie NSW, with a sharp eye on what matters in the here and now, to ensure we delight in the moment with children, families and our people.

As an early learning organisation for nearly 80 years, Gowrie NSW will continue to have a sharp eye on the future as well as making a difference every day in 2020.

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