

Excellence in Advocating, Caring for and Supervising Children

At Kinda Kapers centres we pride ourselves on our ability to provide the highest level of education and care in a respectful, nurturing and safe environment, encapsulating the elements of the National Quality Standards in all areas of practice.

In keeping with the EYLF we believe in fostering in children a sense of belonging, being and becoming. We do this by working in conjunction with families, support agencies and communities to achieve positive outcomes for children. Kinda Kapers respects differences in ability, interests, culture and capability.

We strive to create mutually respectful and reciprocal relationships between educators and children as well as with families.

- All children have the right to have their culture, identity, strengths, interests and capabilities acknowledged and valued
- Children need warm respectful and reciprocal relationships, coupled with consistent, compassionate, caring and quality interactions to develop a sense of security and belonging
- By working in partnership with families, support agencies and communities through respectful discussions, sharing ideas, and reaching agreements we consistently work towards positive outcomes for children
- Children construct understanding of cultural and social diversity through the way we interact with them and how their culture is represented in the learning environment
- What we believe affects what we do - what we do affects what we believe – therefore we constantly reflect on what we believe and how we act
- Each child's confidence and positive self-image is promoted by providing them with a supportive, secure and safe environment

Excellence in Education

Kinda Kapers educators continually reflect on our practices to improve on learning experiences and achieve learning outcomes. We believe that children are competent individuals who demonstrate the ability to contribute to decisions that affect their lives and learning.

Kinda Kapers are committed to making changes to the learning environment in order to enable each child to build on their individual capabilities and skills.

We consistently endeavour to create welcoming and inviting learning spaces that enrich children's lives. We recognise the children's capacity to have input into programs and the Kinda Kapers family community. Planning, learning and assessment consistently reflects the children's voice.

- All children deserve to experience learning that is engaging and builds success for life
- Children are competent and resourceful individuals who have the inherent right and capacity to contribute to decisions that affect their lives and learning
- Educators continually seek to find equitable and effective ways of ensuring all children have opportunities to achieve learning outcomes by working in partnerships with families
- Educators' reflection on practice must have a transformative impact on pedagogy and philosophy
- Assessment should be ethical, dynamic, forward thinking and child oriented
- Educational programs seek to move children into their individual zone of proximal development through quality pedagogical skill implementation
- Daily routines and transition times are learning experiences and are utilised to extend on children's knowledge and understanding through interactions and conversations
- Programs are planned and implemented which foster children's sense of belonging
- Learning opportunities, scaffolding of learning and exploring intentional teaching opportunities occur naturally throughout the course of every day
- Children benefit from support to participate in group experiences as well as solitary play

Engage and Build Relationships with Families and Children

At Kinda Kapers we provide a warm, welcoming, unbiased environment to all families. We endeavour to develop mutually respectful and collaborative relationships with families and recognise and value each person's contribution to their child's life and learning.

Kinda Kapers staff understand, respect and support cultural diversity in families by inviting input, supporting cultural perspectives and valuing family goals.

- Warm, welcoming environments, free of judgement and responsive to family needs, support and enrich the relationships built with each family. Families and staff can then feel comfortable, valued, respected and supported
- Families and staff benefit from relationships that value each other's contribution to roles in the child's life
- Each family deserves the right to privacy and confidentiality
- Cultural diversity in families is respected by increasing understanding of family perspectives, supporting family aspirations and planning for equitable outcomes
- Programs and educators recognise and honour children's rights as active learners and citizens with the capacity to participate in family community and social life
- The integrity of children's voice is honoured throughout the planning learning and assessment process
- Learning and assessment guides planning and future experiences. Information is shared with families on an ongoing basis and provides a holistic approach to learning and developing partnerships to benefit each child

Working as a Team

At Kinda Kapers we believe that everyone deserves the right to be treated respectfully and honestly in the workplace. We encourage and support active mentoring and continually reflect on our performance as professionals. Staff support one another to create a safe, respectful and enjoyable workplace.

- Everyone deserves to be treated respectfully and honestly in the workplace
- Educators share in decision making and obtain experience and knowledge from one another, ensuring a high level of trust and support and an enjoyable and healthy workplace
- Active mentoring supports professional reflection and continual learning to provide the best care for children
- Positive reinforcement recognises the contributions and achievements of staff
- Constructive communication involving active listening encourages staff to express their thoughts and ideas clearly and honestly with respect for others and for the work of the team, and to absorb, understand, and consider ideas and points of view from other team members
- Problem solving creates solutions that lead to effective outcomes
- Positivity and ongoing professional development are supported and encouraged to build a happy and productive place of work

Links to sources:

Early Years Learning Framework
National Quality Standards
Education and Care National
Regulations
Previous Kinda Kapers Philosophy