

KINDERGARTEN PARENTS  
VICTORIA (KPV) 2008 SURVEY  
FOR INDEPENDENT  
COMMITTEES OF  
MANAGEMENT  
REPORT



**Parenting Research Centre**  
*raising children well*

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## 1 Introduction

This report presents findings from the 2008 Kindergarten Parents Victoria (KPV) 2008 survey for Independent Committees of Management. KPV seeks member input annually to gather information relevant to service review and planning for the future. A number of different aspects of managing a Centre were explored through the survey, including the different services offered, fees and subsidies, use of information technology, administration support, committee members' experiences and responsibilities and perceptions of KPV member services.

There were a number of specific questions to be addressed by this report, and these are numbered consecutively throughout. Although 179 surveys were returned to KPV, not all questions were answered in every survey. Thus when percentages are presented in this report, they reflect the proportion of the number of Centres that responded to the item, which was not necessarily the total 179. For example, in Table 1 below, only 176 surveys included their local government area (LGA; used to classify Centres by DEECD region), so in Table 1 where 57 Centres were classified into the Southern Metropolitan Region, the percentage was calculated by 57/176 and not 57/179, showing that 32% of those Centres that provided their LGA came from the Southern region.

It should be noted that throughout the report several measures of central tendency are used: *average (range in parenthesis)* refers to the mean, *median* is the middle score of the distribution, and *mode* represents the most frequent response. Minimum and maximum of responses will be given for some analyses, while *n* indicates the number of responses.

## 2 Centres

Six hundred and twenty-four surveys were sent out to KPV Independent Committees of Management across Victoria in October 2008. 179 Centres responded, representing approximately 29% of the Independent Committees. The 29% response rate needs to be kept in mind when interpreting the results presented here as they only offer a snapshot of what is happening in the Centres that responded. It should also be noted that an additional 19 surveys were returned after the data were analysed and could not be included.

Of those who completed the survey, the majority were Committee Presidents ( $n= 114$ , 64%). Of the remaining 36% of respondents; thirteen (7%) were Committee Secretaries, eleven (6%) were Directors, seven (4%) were Committee Treasurers, seven (4%) were Committee Vice Presidents, five (3%) were Administration staff, three (2%) were Teachers, three (2%) were Managers, two (1%) were Co-ordinators, two (1%) were Chairperson, and the final twelve (6%) had a variety of other roles/titles at the Centre.

Funding categories: Standard= one hundred and forty-three (90%); Rural= fifteen (9%); Small Rural= one (1%) (missing = 20). Centres responding were located in approximately fifty-four out of the seventy-nine local government areas (LGAs).

Given the large number of LGAs, for the purposes of comparison, the Centres were categorised according to the nine DEECD regions in Table 1. The second column of the Table has the number of surveys returned by way of DEECD region, with percentages showing the proportion per region of the total of returned surveys. The third column has the number of surveys sent to each region, with percentages representing the proportion of returns from surveys sent out. The majority (79%) of responses came from the Metropolitan regions. Based on the number of surveys sent out to each region, a smaller than expected percentage of survey responses were received from the Southern Metropolitan and Loddon Mallee regions, while a greater response was received from the Northern Metropolitan, Western Metropolitan and Eastern Metropolitan regions. Centres were categorised as either DEECD Metropolitan (Southern Metropolitan, Northern Metropolitan, Western Metropolitan, Eastern Metropolitan) or DEECD Regional (Hume, Barwon-South Western, Gippsland, Grampians, Loddon Mallee) for the purpose of comparison throughout the report.

Table 1. Response rates across DEECD regions

	Number of Centres responding (%)	Number surveys sent to Centres in Region (% total sent out)
Southern Metropolitan	57 (32%)	170 (27%)
Northern Metropolitan	24 (14%)	104 (23%)
Western Metropolitan	9 (5%)	38 (24%)
Eastern Metropolitan	44 (25%)	181 (29%)
Hume	7 (4%)	32 (5%)
Barwon-South Western	9 (5%)	39 (6%)
Gippsland	7 (4%)	23 (4%)
Grampians	6 (3%)	14(2%)
Loddon Mallee	11 (6%)	22 (4%)

### 3 Services

The average number of services per Centre was 2.3 (range= 1-8). Table 2 displays information about the different services and programs offered within Centres; number and duration of programs offered, children with additional needs and from different backgrounds, and enrolments. It shows that three- and four-year-old Kindergarten were the most commonly offered services. Centres with long daycare services offered the longest programs (in hours) and had the most children (on average) enrolled per Centre. Long daycare services also had the largest average number of children on the waiting list for 2009, with one Centre reporting a waiting list of 200 children.

Table 2. Services and programs offered at Centres for 2008

	No. Centres offering this service	No. programs offered	Length of program (hours per week)	No. weeks per year program operates	Average no. children enrolled	Average no. children with additional needs	Average no. children from indigenous backgrounds	Average no. children from CALD backgrounds	Average no. children on waiting list for 2009
Three-year-old Kindergarten	153	2 (1-5)	5 (2-25)	40 (36-52)	29 (1-79)	1 (0-15)	0 (0-4)	4 (0-29)	16 (0-88)
Four-year-old Kindergarten	172	2 (1-10)	12 (4-35)	40 (10-52)	46 (10-126)	2 (0-22)	1 (0-10)	7 (0-60)	14 (0-78)
Long daycare*	17	3 (1-5)	38 (3-55)	50 (48-52)	56 (21-95)	1 (0-3)	0 (0-1)	8 (0-15)	71 (7-200)
Care before/after/between Kindergarten*	14	2 (1-5)	17 (2-50)	44 (40-48)	23 (4-60)	0 (0-1)	-	-	-
Occasional Care*	7	1 (1-1)	9 (3-15)	42 (37-49)	21 (20-21)	-	-	-	1 (0-1)
Playgroup (parent supported) *	11	2 (1-5)	2 (1-3)	38 (20-42)	14 (0-25)	-	-	-	-
Playgroup (staff supported) *	7	3 (1-5)	2 (2-4)	40 (38-42)	38 (2-75)	1 (0-3)	-	5 (0-15)	30 (0-80)
Early Intervention*	8	-	-	-	-	-	-	-	-
Other (e.g. MCH, holiday program)*	12	-	-	-	-	-	-	-	-

There was a large amount of missing data for the questions in the survey about services marked with an asterisk (\*) in Table 2, meaning the sample size for many of these questions was much smaller than the overall sample size of 179. It is assumed that the missing data means that respondents ignored questions about services they did not have at their Centre.

The total number of children enrolled in three-year-old Kindergarten in 2008 was 3,744 across the 128 Centres that responded to the question about number of enrolments. The total number of children enrolled in four-year-old Kindergarten in 2008 across the 143 Centres that responded to this item was 6,562. In 2007, approximately 57,495 children were enrolled in four-year-old Kindergarten in Victoria (DEECD 07-08 annual report), and assuming the number of enrolments is similar this year, approximately 11% of four-year-old children attending Kindergarten are represented by this report.

Only 46 (26%) of Centres reported they have expanded or changed the programs they have offered in the last 12 months. These changes included, expanding services or sessions, changing policy or teaching approach, and using a rotational model.

Most Centres did not offer integrated kindergarten and childcare programs ( $n = 154$ , 87%). The two most common examples of support Centres reported they would need to offer integrated programs were; needing more space or a bigger building and needing more qualified staff. Some Centres suggested they would not be interested in integrated programs as their focus is on early childhood education/Kindergarten rather than child care, or because there is a child care service near by.

Seventy-four Centres reported that they provide a 10 hour four-year-old Kindergarten program. The four-year-old Kindergarten programs at two Centres were less than 10 hours, while 61 Centres reported providing four-year-old Kindergarten programs over 10 hours (range = 11-35 hours).

Question 1. What are the characteristics of Centres that think they will be able to offer 15 hours of preschool for four-year-old children in the near future?

Sixty-seven (40%) Centres reported that they think they will be able to offer 15 hours of funded preschool for four-year-olds in the near future. Examples of support Centres would need to offer 15 hours funded preschool included:

- Increased funding
- More time/staff
- More space

Some Centres reported they would need to rearrange/drop services to accommodate this change. There was no significant relationship between the average number of children waiting for three- or four-year-old Kindergarten programs and Centres' perceptions of whether they could offer 15 hours of funded preschool to all four-year-old children.

Compared to those who think they will not be able to offer 15 hours of preschool for all four-year-old children in the near future, those who **do**:

- Have more services on average (2.4 vs. 2.0)
- Have fewer average children currently in four-year-old kindergarten (42 vs. 49)
- Charge higher average fees per term for three-year-old (\$267.5 vs. \$197.7) and four-year-old Kindergarten (\$302.4 vs. \$184.2)
- Have a longer average four-year-old Kindergarten program (13 hours vs. 11 hours)
- Have more qualified staff on average (4 vs. 3)

Centres that offer long daycare were more likely to say they **will** be able to offer 15 hours Kindergarten (yes: 12/71%; no: 5/29%). Those Centres that do not offer long daycare appeared to be somewhat more likely to report they will **not** be able to offer 15 hours Kindergarten (yes: 51/36%; no: 90/64%).

There were no significant differences between those Centres that do and don't think they will be able to offer 15 hours of preschool for four-year-old children in the near future on:

- Difficulty employing a relief teacher
- Funding category
- Having any paid administration support
- The hours worked by committee members
- DEECD Metropolitan or Regional
- Having expanded or changed programs in the past 12 months
- Offering care before/after Kindergarten

#### Question 2. What are the characteristics of Centres that have considered joining a cluster management model in the last 12 months?

The majority of Centres (133, 75%) had not considered joining a cluster management model in the last 12 months. Reasons why Centres had not considered this include:

- Not necessary
- Difficult to work out pros and cons
- Not suitable for Centre's approach/theoretical model
- Concern about losing community feel
- Wanting to remain independent
- Still investigating possibility
- No other Kindergartens nearby to join with
- Have an administrator/administrative officer
- Dislike of cluster management model

There were no significant differences between those Centres that have and have not considered joining a cluster management model in the last 12 months on:

- Number of services
- Difficulty employing a relief teacher
- Number of children in three- and four-year-old Kindergarten
- Fees per term charged for three- and four-year-old Kindergarten
- Funding category
- Having any paid administration support
- Number of qualified staff

Centres were more likely to have considered joining a cluster management model when the average hours worked by the Treasurer were greater ( $F(1, 20) = 4.0, p < .05$ ; yes = 5.1 hours ( $n = 32$ ) vs. no = 3.6 ( $n = 89$ )). Centres classified as DEECD Metropolitan were somewhat less likely to have considered joining a cluster management model (yes: 28/20%; no: 106/80%), while Centres classified as DEECD Regional were more evenly spread between yes and no (yes: 15/37%, no: 26/63%). Centres were also less likely to have considered joining a cluster management model when the hours worked by the Committee Secretary were rated as reasonable (yes: 21/22%; no: 73/78%), compared to when hours worked were rated as unreasonable, where responses were evenly spread (yes: 6/50%; no: 6/50%). This suggests that when Committee Secretary hours are seen as reasonable, Centres were less likely to consider joining a cluster management model.

#### **4 Fees**

Fees per term were only calculated for Kindergarten programs due to the large amounts of missing data and differences between Centres in the reporting of fee structures across other programs (i.e. some respondents gave amounts per hour, per day, or per term). Please note that when Centres reported more than one fee amount, the higher fee amount was used in calculations.

Table 3. Fees charged for three- and four-year old Kindergarten **per term**

	Fees (\$) charged for programs per term			
	Average	Range	Median	Mode
Three-year-old Kindergarten	224	70-1320	215	220
Four-year-old Kindergarten	230	69-2200	185	150

The fees charged for Kindergarten varied widely across Centres. Although some Centres reported very high fees (i.e. \$1320 and \$2200), it is important to note that the average, median and mode fee amount were much lower. It is possible that some of the higher fees reflect differently structured Kindergarten programs that may, for example, run for longer hours, across more days, or include an early childhood education program that is different from traditional Kindergarten. Exploring the exact nature of Kindergarten programs across Centres in future surveys would help to clarify these issues.

There was a significant relationship between the number of children enrolled in three-year-old Kindergarten and fees charged for three-year-old Kindergarten ( $r = .21, p < .05$ ), meaning the more children enrolled, the higher the fees were. Conversely, there was no significant relationship between number of children enrolled in four-year-old Kindergarten and four-year-old fees.

Fees charged per hour were calculated by multiplying the number of hours per week by the average number of 10 weeks per term (T1 = 8 weeks, T2 = 12, T3 = 10, T4 = 11) to create a variable 'hours per term'. The fees for three- and four-year-old Kindergarten were then divided by hours per term to work out the average fees per hour for Kindergarten programs (Table 4). Fees per hour for three-year-old Kindergarten were higher on average, and varied more widely than those for four-year-old Kindergarten.

Table 4. Fees charged for three- and four-year old Kindergarten **per hour**

	Fees (\$) charged for programs per term			
	Average	Range	Median	Mode
Three-year-old Kindergarten ( $n = 121$ )	5	1-12	5	5
Four-year-old Kindergarten ( $n = 118$ )	2	1-9	2	2

Fees per hour were broken down even further into categories based on Kindergarten program hours per term (Table 5). Due to the small number of Centres reporting fees, differences in fees per hour based on program hour categories are difficult to interpret. However, visual inspection suggests that fees are similar over all categories for three- and four-year-old Kindergarten. The exception is four-year-old Kindergarten programs over 16 hours duration per week, which appear to charge a higher hourly rate on average than shorter duration four-year-old programs.

Table 5. Details of fees charged for three- and four-year old Kindergarten **per hour**

	Fees (\$) charged for programs per term			
	Average	Range	Median	Mode
Three-year-old Kindergarten				
≤12 hours ( $n = 117$ )	5	1-12	5	5
13-15 hours ( $n = 3$ )	5	3-9	4	*
Four-year-old Kindergarten				
≤12 hours ( $n = 104$ )	2	1-4	2	2
13-15 hours ( $n = 9$ )	2	2-4	2	2
16+ hours ( $n = 5$ )	4	1-9	1	*

*Note.* \* could not be calculated because only one response for each fee and mode represents the most common response

**Question 3. Do fees charged for three- and four-year-old Kindergarten differ across regions?**

There was considerable variation in the fees charged per term, ranging from \$70 to \$1320 for three-year-old Kindergarten and \$69 to \$2200 for four-year-old programs. Statistical analysis revealed that, overall, there was a significant difference between regions in the fees charged for three-year-old Kindergarten ( $F(8, 132) = 5.2, p < .01$ ) and four-year-old Kindergarten ( $F(8, 138) = 2.3, p < .05$ ) (see Table 6). Visual inspection shows that the highest fees for three-year-old Kindergarten were in the Eastern Metropolitan region and the lowest in the Grampians and Hume regions. For four-year-old Kindergarten, visual inspection shows the highest fees were also in the Eastern Metropolitan region and the lowest in the Western, Hume and Loddon Mallee regions.

Table 6. Average (range), median and mode for fees per term across DEECD regions **per term**

	Three-year-old Kindergarten		Four-year-old Kindergarten	
	<i>n</i> Centres	Fee (\$)	<i>n</i> Centres	Fee (\$)
Southern Metropolitan	78	Average:222 (85-700) Median: 215, Mode:110	107	Average:225 (80-1100) Median: 225, Mode:185
Northern Metropolitan	19	Average: 219 (100-310) Median: 220, Mode:250	21	Average:190 (69-350) Median: 180, Mode: 200
Western Metropolitan	8	Average:132 (88-182) Median: 123, Mode:*	9	Average:130 (100-185) Median: 125, Mode:100
Eastern Metropolitan	65	Average:327 (115-1320) Median: 267, Mode:220	79	Average:372 (80-2200) Median: 260, Mode:190
Hume	5	Average:113 (90-135) Median: 113, Mode:90	10	Average:130 (110-150) Median: 125, Mode:125
Barwon-South Western	14	Average:116 (70-172) Median: 100, Mode:100	14	Average: 184 (110-250) Median: 190, Mode:110
Gippsland	8	Average:127 (75-200) Median: 115, Mode:75	13	Average:136 (110-210) Median: 125, Mode:110
Grampians	3	Average: 113 (80-150) Median: 110, Mode:80	6	Average: 197 (125-380) Median: 160, Mode:125
Loddon Mallee	15	Average:132 (88-182) Median: 123, Mode:88	21	Average:130 (100-185) Median: 125, Mode:100

*Note.* \* could not be calculated due to multiple equally common responses

Table 7 displays fees per hour across DEECD regions. Statistical analysis revealed that, overall, there was a significant difference between regions in the fees charged for four-year-old Kindergarten ( $F(8, 115) = 3.0, p < .01$ ). Visual inspection shows a similar pattern to that reported above for fees per term, so that the highest fees per hour for four-year-old Kindergarten were in the Eastern Metropolitan region and the lowest in the Western, Gippsland and Loddon Mallee regions.

Table 7. Average (range), median and mode for fees across DEECD regions **per hour**

	Three-year-old Kindergarten		Four-year-old Kindergarten	
	<i>n</i> Centres	Fee (\$)	<i>n</i> Centres	Fee (\$)
Southern Metropolitan	38	Average: 5 (2-12) Median: 5, Mode: 5	39	Average: 2 (1-4) Median: 2, Mode: 2
Northern Metropolitan	17	Average: 5 (3-9) Median: 5, Mode: 5	17	Average: 2 (1-4) Median: 2, Mode: 2
Western Metropolitan	7	Average: 5 (4-5) Median: 5, Mode: 5	7	Average: 1 (1-1) Median: 1, Mode: 1
Eastern Metropolitan	31	Average: 5 (3-10) Median: 5, Mode: 4	26	Average: 3 (1-9) Median: 2, Mode: 2
Hume	5	Average: 4 (3-5) Median: 5, Mode: 3	5	Average: 1 (1-2) Median: 1, Mode: 1
Barwon-South Western	7	Average: 4 (2-6) Median: 4, Mode: 2	6	Average: 2 (1-2) Median: 2, Mode: 1
Gippsland	6	Average: 4 (4-5) Median: 4, Mode: 4	6	Average: 1 (1-1) Median: 1, Mode: 1
Grampians	4	Average: 3 (1-5) Median: 3, Mode: 1	4	Average: 2 (1-4) Median: 1, Mode: 1
Loddon Mallee	7	Average: 5 (4-5) Median: 5, Mode: 4	7	Average: 1 (1-1) Median: 1, Mode: 1

Tables 8 and 9 display Kindergarten fees by funding categories per term and per hour. Statistical analysis revealed a significant difference between funding categories for three-year-old Kindergarten fees ( $F(1, 118) = 8.8, p < .05$ ), so that Rural Centres, on average, charged lower fees for Kindergarten programs than Centres in the Standard category. Although the pattern of fees charged appears to be the same for four-year-old Kindergarten fees, this difference was not significant ( $F(2, 127) = 2.4, p > .05$ ).

Table 8. Average fees (\$) (range), median and mode *n* across funding categories **per term**

	Standard	Rural	Small Rural
Three-year-old Kindergarten	Average: 245 (75-1320) Median: 220, Mode: 220, <i>n</i> = 109	Average: 111 (80-200) Median: 100, Mode: 95, <i>n</i> = 11	*
Four-year-old Kindergarten	Average: 246 (69-2200) Median: 190, Mode: 180, <i>n</i> = 117	Average: 132 (100-180) Median: 130, Mode: 110, <i>n</i> = 12	*

*Note.* \* could not be calculated due to only having 1 response

Fees per hour were significantly higher for Centres in the Standard category than those in the Regional category for both three-year-old Kindergarten ( $F(1, 107) = 7.0, p < .01$ ) and four-year-old Kindergarten ( $F(1, 108) = 4.1, p < .05$ ).

Table 9. Average fees (\$) (range), median and mode *n* across funding categories **per hour**

	Standard	Rural	Small Rural
Three-year-old Kindergarten	Average: 5 (2-12) Median: 5, Mode: 5, <i>n</i> = 97	Average: 4 (1-5) Median: 4, Mode: 4, <i>n</i> = 11	*
Four-year-old Kindergarten	Average: 2 (1-9) Median: 2, Mode: 2, <i>n</i> = 98	Average: 1 (1-2) Median: 1, Mode: 1, <i>n</i> = 11	*

*Note.* \* could not be calculated due to only having 1 response

Please note that unless specifically stated, when fees for Kindergarten are used in analysis throughout the rest of the report, **fees per term** are used as these were directly reported by Centres and considered more reliable.

## 5 Centre Inclusiveness

Centres were asked about children with additional needs, children who received the kindergarten fee subsidy, and children from Culturally and Linguistically Diverse (CALD) backgrounds (see Tables 2 and 10). Table 2 (pg. 6) shows that the number of children per service with additional needs ranged from zero to 22, the number of children per service from Indigenous backgrounds ranged from zero to 10, and the number of children per service from CALD backgrounds ranged from zero to 60.

Table 10 gives details about the applications for KISS funding. Eighty-seven Centres applied for funding for 131 children. One hundred and seven applications were successful in 2008, with an average of seven hours support received for each child. Responses suggested that Centres believed the KISS funding received was not adequate (56% no, 44% yes). It was reported that one hundred and ninety-eight four-year old children who were ineligible for the KISS funding would have benefited from such extra support. The majority (80%) of Centres reported they had utilised the preschool field officer, and most (92%) believed this support was adequate. Although a large number of children received the kindergarten fee subsidy, 56% of families still incurred out of pocket expenses. Most Centres (56%) reported that they provide funds from their operating budget to support children from CALD backgrounds, and interestingly 97% had not used the ONCALL Interpreting and Translating Services.

Table 10. Details about inclusiveness across Centres

Applications for KISS funding	Total no. applications= 131 Average no. applications= 1 (0-4)
Number of KISS applications that were successful	Total no. successful= 107 Average no. successful= 1 (0-4)
Average number of hours of support received for each successful application	7 (0-16)
Were the hours of funded support adequate?	Yes: 34 (44%) No: 42 (56%)
If unsuccessful in receiving funding, did you employ additional staff?	Yes: 21 (53%) No: 19 (47%)
If yes, who paid for the cost of this staff?	Centre: 24 (92%) Family: 2 (8%)
Number of four-year-old children not meeting criteria for KISS funding who would have benefited from it	Total no. children= 198 Average no. across Centres= 3 (0-16)
Number of children an application would have been put in for if KISS funding were available for three-year-old Kindergarten	Total no. children= 92 Average no. across Centres= 1 (0-7)
Did you utilise the services offered by a preschool field officer (PFO)?	Yes: 129 (80%) No: 32 (20%)
Of those who used the PFO, was this support adequate?	Yes: 114 (92%) No: 10 (8%)
Number of children who received the four year old kindergarten fee subsidy	Total no. children= 2332 Average no. across Centres= 17 (0-78)
Number of children who received the three year old kindergarten fee subsidy	Total no. children= 37 Average no. across Centres= 1 (0-20)
Did the child's family who received the kindergarten fee subsidy incur any out of pocket expenses associated with their child's enrolment at kindergarten?	Yes: 75 (56%) No: 59 (44%) e.g. term fees, excursion fees, fundraising, levies, enrolment, maintenance, additional hours
Does the Centre provide funds from its operating budget to support children from Culturally and Linguistically Diverse (CALD) backgrounds?	Yes: 75 (56%) No: 59 (44%) e.g. translation of resources, interpreters, books, resources, training

Table 10. Details about inclusiveness across Centres continued

Did you utilise the ONCALL Interpreting and Translating Services?	Yes: 5 (3%) No: 147 (97%)
If so, did ONCALL meet your needs?	Yes: 4 (80%) No: 1 (20%)

Question 4. Is having children with additional needs at a Centre associated with fees?

There was no significant relationship between fees per term charged for three- or four-year-old Kindergarten and the number of children with additional needs attending three-year Kindergarten. Although weak correlations, higher three-year-old Kindergarten fees per term (but not per hour) were associated with a greater number of three-year-old KISS applications that would have been submitted if possible ( $r = 0.25, p < .05$ ), while higher four-year-old Kindergarten fees per term were associated with fewer successful KISS applications ( $r = -0.23, p < .05$ ; non-significant for fees per hour) and a greater number of three-year-old KISS applications that would have been submitted if possible ( $r = 0.3, p < .05$ ; remaining significant for fees per hour).

Question 5. Does the number of children in receipt of the Kindergarten fee subsidy differ across DEECD region?

See Table 11 for the total number of children ( $n$  = total number of Centres that responded to this question) in receipt of the Kindergarten fee subsidy across DEECD region.

Table 11. Total number of children in receipt of the Kindergarten fee subsidy across DEECD regions

	Three-Year Kindergarten No. children (no. Centres)	Four-year Kindergarten No. children (no. Centres)
Southern Metropolitan	21 ( $n = 41$ )	745 ( $n = 44$ )
Northern Metropolitan	2 ( $n = 19$ )	393 ( $n = 17$ )
Western Metropolitan	0 ( $n = 8$ )	123 ( $n = 7$ )
Eastern Metropolitan	0 ( $n = 25$ )	321 ( $n = 34$ )
Hume	1 ( $n = 1$ )	124 ( $n = 6$ )
Barwon-South Western	4 ( $n = 8$ )	146 ( $n = 8$ )
Gippsland	3 ( $n = 6$ )	171 ( $n = 6$ )
Grampians	0 ( $n = 3$ )	57 ( $n = 5$ )
Loddon Mallee	6 ( $n = 9$ )	210 ( $n = 8$ )

The total number of children receiving the three-year-old Kindergarten fee subsidy in the Southern Metropolitan region was greater than in the other regions, but it is worth noting that more Centres from this region responded to this question (41 Centres). Statistically, the average number of children per Centre receiving the three-year-old Kindergarten fee subsidy did not vary by DEECD region.

The total number of children receiving the four-year-old Kindergarten fee subsidy was highest in the Southern Metropolitan region, followed by the Northern Metropolitan region and the Eastern Metropolitan region. The Grampians region reported the lowest total number of children receiving the subsidy.

When the *average number of children per Centre* receiving the four-year-old Kindergarten subsidy was explored, there were significant differences across regions ( $F(8, 136) = 2.47, p < .05$ ), but a different pattern was revealed than noted above in the table displaying the *total* number of children across region. For example, the Gippsland region reported the highest average number of children receiving the subsidy per Centre (average = 29,  $n = 6$ ), followed by Loddon Mallee (average = 26,  $n = 8$ ). The lowest average number of children receiving the four-year-old Kindergarten subsidy was reported by the Eastern region (average = 9,  $n = 34$ ).

**Question 6. Who paid for additional staff to assist children with additional needs in Centres?**

Of those Centres that were unsuccessful in receiving KISS funding, 21 Centres (53%) employed additional staff while 19 Centres (47%) did not. Additional staff were most often paid for by Centres ( $n = 24$ , 92%) rather than families ( $n = 2$ , 8%).

**Question 7. How much additional expense did families who received the Kindergarten fee subsidy incur?**

Of the small number of Centres that responded to this question, the most common out of pocket expenses that families receiving the Kindergarten fee subsidy incurred were additional fees, incursion/excursion fees, and maintenance fees (Table 12). Although not specified by Centres, it is assumed these additional fees are generally per term. Centres also reported charging families for additional hours, fundraising levies, enrolment fees and equipment fees.

Table 12. Additional fees paid by families receiving the Kindergarten fee subsidy

	Additional fees (range)
Additional fees per term ( $n = 16$ )	Average: \$51 (18-168), Median: 43, Mode: 20
Incursion/Excursion fees ( $n = 29$ )	Average: \$33 (5-150), Median: 25, Mode: 20
Maintenance fees ( $n = 12$ )	Average: \$31 (20-50), Median: 30, Mode: 20

*Note.*  $n$  refers to the number of Centres reporting each additional fee

There were no significant relationships between the number of families receiving either the three- or four-year-old Kindergarten fee subsidy at each Centre and whether these families incurred any out of pocket expenses associated with their child's enrolment at kindergarten. Whether or not these families incurred additional expenses at the Centre was also not significantly associated with the total number of services at a Centre, the number of children in three- or four-year old Kindergarten, fees charged per term for three- or four-year-old Kindergarten, funding category, or DEECD Metropolitan/Regional classification.

## 6 Administration Support

One hundred and fifty-five Centres (90%) had some form of paid administration. Table 13 presents details about paid administration support (PAS), including type of staff, average hours per week worked, and perceptions about the reasonableness of the hours worked. The most common form of PAS was Teacher time (management support/ancillary time), with the least common being Assistant on-call time or other. Most Centres rated the hours required by clerical/bookkeepers as reasonable, but almost half believed the hours worked by Teachers in administration support were unreasonable.

Table 13. Paid administration support across Centres

	Centres with this paid administration position	Average hours per week worked	Overall response of perceptions of hours worked	
			Reasonable	Unreasonable
Clerical/bookkeeping (onsite)	72 (46%)	9 (1-62)	62 (78%)	18 (22%)
Clerical/bookkeeping (offsite)	76 (52%)	4 (1-20)	50 (89%)	6 (11%)
Teacher (mgmt support/ancillary time)	99 (66%)	7 (1-40)	44 (56%)	34 (44%)
Assistant (on-call time)	33 (27%)	9 (1-40)	17 (65%)	9 (35%)
Other (e.g. volunteer, enrolment officer, committee members)	5 (9%)	4 (1-12)	-	-

**Question 8. Is there a relationship between having PAS and fees?**

Any paid administration support (PAS) was defined as those Centres indicating they had at least one paid administration position. There was no significant relationship between whether a Centre had any PAS and fees per term for three- or four-year-old Kindergarten or total fundraising profit. Including only Clerical/bookkeeping (onsite/offsite) administrative support did not change these results.

**Question 9. Is there a relationship between having PAS and size/complexity of a Centre?**

There was no significant relationship between whether a Centre had any PAS and the number of children in three- or four-year-old Kindergarten, the total number of services at a Centre, Committee ratings of onerousness of hours worked, or funding category. Including only Clerical/bookkeeping (onsite/offsite) admin support did not change these results.

## 7 Fundraising

One hundred and forty-eight Centres (87%) reported engaging in fundraising activities. The average fundraising profit across the 122 Centres that responded to this item was \$5709 (range= \$120-\$21486, median and mode= \$5000). The most common successful fundraising activities listed were trivia nights, chocolate drives, Bunnings BBQs, and sausage sizzles.

The most successful fundraising activities were similar across DEECD regions (see Table 14), with Trivia nights most often listed as the most successful activity. Both Hume and Loddon Mallee regions stood out as different to other regions, where raffles, bulbs and pie drives were the most successful fundraising activities.

Table 14. Three most successful fundraising activities by DEECD region

	Fundraising Activities
Southern Metropolitan	Trivia night, Chocolates, Bunnings BBQ
Northern Metropolitan	Trivia, Chocolates, Bunnings BBQ
Western Metropolitan	Bunnings BBQ, Chocolates, Pie drive
Eastern Metropolitan	Trivia night, Chocolates, Bunnings BBQ
Hume*	Raffles, Bulbs
Barwon-South Western	Chocolates, Bunnings BBQ, Levy
Gippsland	Trivia night, Bunnings BBQ, Bulb
Grampians	Trivia night, Bunnings BBQ, Chocolates
Loddon Mallee*	Pie drive, Chocolates

*Note.* \* Only two activities listed by more than one Centre

**Question 10. Is there a relationship between fundraising profit and program fees?**

For those Centres that reported engaging in fundraising activities, there was a statistically significant relationship between fundraising profit in 2008 and fees per term charged for three-year-old Kindergarten ( $r = .23, p < .05$ ) and four-year-old Kindergarten ( $r = .77, p < .01$ ), so that Centres with higher fundraising profits also tended to charge higher fees per term.

## 8 Staffing

A total of 514 qualified staff were working across the 170 Centres that responded to this question (see Table 15). Recruiting new staff took on average around 3 weeks, but one Centre reported a 90 day search for staff. Centres were more likely to use a professional recruitment agency when they were looking for relief staff compared to permanent staff. The majority (87%) of Centres reported not

needing to cancel sessions due to lacking qualified staff. Ninety per cent of Centres reported that their staff have access to professional networks.

Table 15. Details of staffing across Centres

How many qualified staff are employed at your centre?	Average: 3 (1-24) Median: 2, Mode: 2	
Have you recruited qualified staff in the last 12 months? If yes, how many?	Yes: 89 (52%) No: 82 (48%) Average: 1 (0-4) Total recruited: 129	
How many days did the recruitment process take?	Average: 22 (0-90) Median: 20, Mode: 30	
How much did you spend on the recruitment process?	Average: \$560 (0-2500) Median: \$485, Mode: \$500	
Do you find it difficult to employ a relief teacher when necessary?	Yes: 82 (50%) No: 77 (47%) N/A: 6 (3%)	
Are you using a professional recruitment agency for support when employing staff?	<u>Permanent staff</u> Yes: 16 (11%) No: 118 (77%) N/A: 19 (12%)	<u>Relief staff</u> Yes: 91 (58%) No: 60 (39%) N/A: 5 (3%)
How many days did you need relief qualified staff in the last 12 months? Did you have to cancel sessions due to lack of qualified staff? If yes, how many sessions did you cancel?	Average: 13 (0-200) Median: 6, Mode: 5 Yes: 22 (13%) No: 147 (87%) Average: 1 (0-2) Median: 1, Mode: 1	
Have any of your early childhood teachers completed the validation process? If yes, how many teachers have completed the process?	Yes: 56 (34%) No: 106 (66%) Average: 1 (0-15) Median: 1, Mode: 1	
How many of your staff gained additional qualifications in the last 12 months? Examples: Masters of Education, Anaphylaxis training, Certificate 3 Children's Services, B. Early Childhood Education	Average: 1 (0-8) Median: 1, Mode: 1	
Do your staff have access to professional networks? Examples: Local staff, local area teacher group, council, PACKTA, DEKTA	Yes: 142 (90%) No: 12 (8%) N/A: 3 (2%)	

When asked to comment on early childhood teachers completing the validation process, the most common theme emerging across responses was that the process was too long, difficult and complex, particularly for a small pay increase. Other comments included: 'Should be for all Kindergarten Teachers'; 'Good that not compulsory'; 'Committee feel parent evaluations say a lot about what they want'; 'A lot of work but worth it in the end'; 'Very long process-paid time release would have been beneficial'; 'Perhaps phone/Email mentors. Excellent process, but need more peer support in isolated regions'.

## 9 Staff Training

Centres indicated the most interest in staff training was around 'communicating with families', followed by 'inclusive practice and children with disabilities' and 'effective transition to school'. Centres were least interested in training around 'family law (lawful authority and court orders)'. See Figure 1.

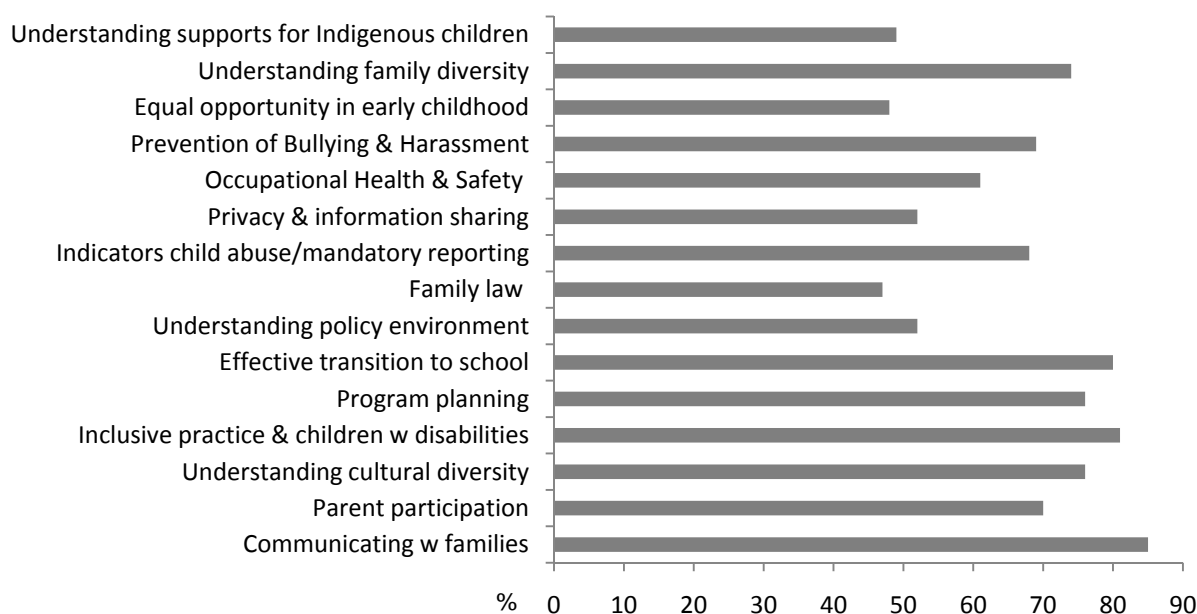


Figure 1. Percentage of Centres indicating interest in selected areas of staff training.

## 10 Use of Information Technology

The majority (96%) of Committees reported using a computer, with 98% of Centre computers having internet access. Although 95% of Centres have a Centre email address, the majority (68%) of Centres did not have their own website. Most Committee members reported using email to communicate with each other. Eighty-six per cent of Centres reported receiving KPV's *e-news*, and interest in online training was indicated by 62% of Centres.

Table 16. Details of information technology use within Centres

Does your committee use a computer?	Yes: 167 (96%) No: 7 (4%)
Does your computer have internet access?	Yes: 167 (98%) No: 3 (2%)
If yes, what type of internet access do you have?	Dial-up: 14 (8%) Broadband: 145 (91%)
Does your centre have an email account?	Yes: 162 (95%) No: 8 (5%)
Does your centre have its own website?	Yes: 53 (32%) No: 113 (68%)
Does your committee send/receive emails through the centre's email address?	Yes: 129 (75%) No: 44 (25%)
Does your committee communicate with each other via email between meetings?	Yes: 146 (84%) No: 27 (16%)
Does your committee send/receive emails through another email address?	Yes: 153 (90%) No: 18 (10%)
Does your centre receive KPV's <i>e-news</i> newsletter?	Yes: 145 (86%) No: 23 (24%)
Would your committee be interested in online training from KPV?	Yes: 93 (62%) No: 57 (38%)
Would your committee be able to complete online surveys at KPV's website?	Yes: 143 (89%) No: 18 (11%)

### Question 11. Did use of Information Technology differ by region?

More Centres in the DEECD Metropolitan category reported having a Centre website than in the Regional category ( $\chi^2(1, n = 164) = 7.2, p < .01$ ). Specifically, of those Centres classified as DEECD Metropolitan, 48 (38%) had a website, while 80 (62%) did not, and of those classified as DEECD Regional, 5 (14%) had a website, while 31 (86%) did not.

A similar significant pattern was identified when Centres were grouped according to funding category (Standard or Rural) ( $\chi^2(1, n = 147) = 7.6, p < .01$ ). Specifically, of those Centres classified as Standard, 51 (38%) had a website, while 83 (62%) did not, while none of those classified as Rural had a website ( $n = 13, 100%$ ). In addition, more Centres within the Standard funding classification reported being interested in completing an online survey ( $\chi^2(1, n = 143) = 5.4, p < .05$ ). Specifically, of those Centres classified as Standard, 118 (91%) would complete an online survey, while 11 (9%) would not, and of those classified as Rural, 10 (71%) would complete an online survey, while 4 (29%) would not.

## 11 Committees

Table 17 displays information about committee positions across Centres, the years and hours worked in these positions and ratings of how reasonable these hours were. Presidents tended to work the most hours (average of six per week) with Treasurers averaging four hours per week and most other positions working on average 2-3 hours per week (although results suggested a wide variation in the hours worked across positions and Centres). The position of Payroll Officer was the least likely committee position to be filled, with the most likely to be filled positions being President, Treasurer and Secretary. The hours required by each position were rated as reasonable.

Table 17. Committee details

	Centres with this position filled	Average hours per week worked	Number of years on committee (range 1-4+)	Overall response of perceptions of hours worked	
				Reasonable	Unreasonable
President	169 (99%)	6 (1-30)	Average: 2 Median: 2 Mode: 1	91 (75%)	31 (25%)
Vice President	138 (86%)	2 (<1-15)	Average: 2 Median: 2 Mode: 1	89 (94%)	6 (6%)
Treasurer	167 (99%)	4 (<1-20)	Average: 2 Median: 2 Mode: 1	87 (78%)	25 (22%)
Secretary	165 (97%)	2 (1-15)	Average: 2 Median: 1 Mode: 1	95 (89%)	12 (11%)
Enrolment Officer	113 (71%)	3 (1-15)	Average: 2 Median: 2 Mode: 1	57 (81%)	13 (19%)
Payroll Officer	83 (54%)	2 (<1-12)	Average: 2 Median: 2 Mode: 1	52 (90%)	6 (10%)
Fundraising Officer/Convener	136 (83%)	3 (1-10)	Average: 1 Median: 1 Mode: 1	70 (81%)	16 (19%)
Maintenance Officer	122 (74%)	2 (1-10)	Average: 1 Median: 1 Mode: 1	64 (89%)	8 (11%)

Question 12. Is there a relationship between size/complexity of a Centre and hours worked by committee members?

There was no statistically significant relationship between number of services at a Centre, funding category and average hours worked per week in any committee position. However, there was a significant correlation between the hours worked by the committee President and the number of children attending three-year-old Kindergarten ( $r = .27, p < .05$ ), suggesting that Committee Presidents tended to work more hours when the number of children attending three-year-old Kindergarten was greater. This relationship was not found for four-year-old Kindergarten attendance.

The number of hours worked by the Fundraising Officer was significantly associated with total fundraising profit ( $r = .24, p < .05$ ), so that increased Fundraising Officer hours were associated with greater fundraising profit.

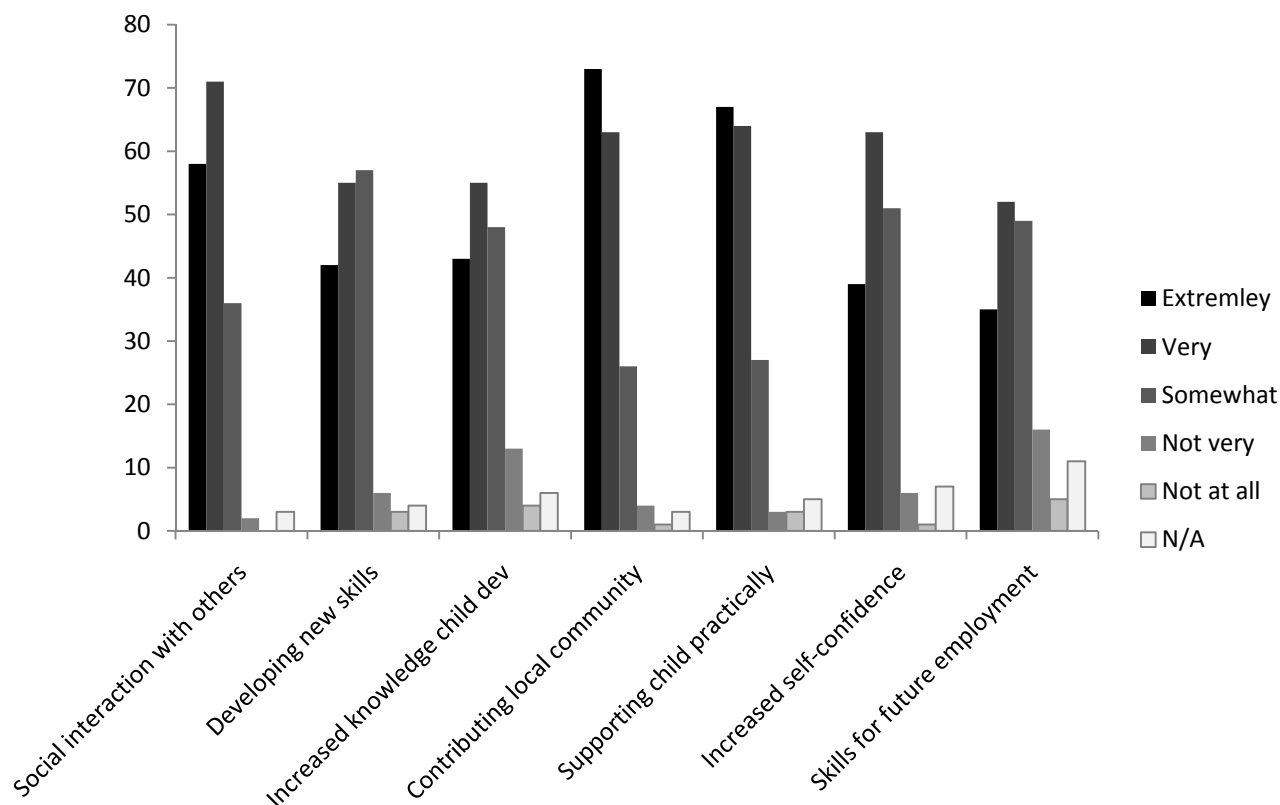
There were no significant relationships between the number of services at a Centre and any of the committee positions' ratings of whether or not the hours worked are reasonable.

Question 13. Is there a relationship between hours worked by committee members and having any paid administration support?

There was no significant relationship between perceptions of hours worked by committee members, average hours worked per week, or average number of years on the committee and whether their Centres had any paid administration support or not. Including only Clerical/bookkeeping (onsite/offsite) admin support did not change these results.

## 12 Committee Experience

Members were asked to indicate the level of benefit they received across a number of different areas from their time on the Committee. Respondents were asked to rate six potential benefits on a 5-point scale from 'extremely beneficial' to 'not at all beneficial'. Figure 2 shows the percentage of responses in the six categories, and shows that the most beneficial aspects of being on a Center's committee were; contributing to the local community, supporting their child in a practical way and social interaction with others.



**Figure 2.** Committee ratings of the level of benefit they received in different areas.

### 13 Committee Responsibilities

Members were asked about a number of responsibilities that have been identified previously by KPV as potentially onerous for Committees. Respondents rated how onerous the responsibilities were on a 5 point scale, with high scores representing a high level of onerousness. Table 18 displays details of how onerous each responsibility was, the number of Centres that approached KPV for assistance, and how helpful different forms of assistance were.

The Committee responsibilities listed as most onerous were; Consideration of Cluster Management, DEECD Requirements, Industrial Relations and Managing Conflict. For each responsibility, email/phone advice was the most common form of assistance sought and was seen as helpful. Overall, Centres were more likely to rate each form of assistance as helpful, rather than unhelpful.

Table 18. Perceptions and actions around Committee Responsibilities

	Average onerous rating*	Number (% of answered) approached KPV for assistance	Of those who approached KPV for assistance in this area, was assistance helpful?
Committee Processes	2.4 ( <i>n</i> = 165)	66 (43%)	Training Yes: 16 (84%) No: 3 (16%)
			Tools & Resources Yes: 25 (93%) No: 2 (7%)
			Consultancy Yes: 8 (73%) No: 3 (17%)
			Email/Phone Advice Yes: 53 (96%) No: 2 (4%)
DEECD Requirements	3.4 ( <i>n</i> = 164)	43 (30%)	Training Yes: 6 (86%) No: 1 (14%)
			Tools & Resources Yes: 8 (89%) No: 1 (11%)
			Consultancy Yes: 14 (93%) No: 1 (7%)
			Email/Phone Advice Yes: 35 (95%) No: 2 (5%)
Employer Responsibilities	3.2 ( <i>n</i> = 165)	74 (52%)	Training Yes: 6 (100%) No: -
			Tools & Resources Yes: 19 (100%) No: -
			Consultancy Yes: 12 (100%) No: -
			Email/Phone Advice Yes: 66 (97%) No: 2 (3%)
Industrial Relations	3.4 ( <i>n</i> = 165)	40 (32%)	Training Yes: 4 (67%) No: 2 (33%)
			Tools & Resources Yes: 10 (91%) No: 1 (9%)
			Consultancy Yes: 12 (92%) No: 1 (8%)
			Email/Phone Advice Yes: 34 (100%) No: -
Management Processes	3.1 ( <i>n</i> = 165)	32 (24%)	Training Yes: 7 (100%) No: -
			Tools & Resources Yes: 14 (100%) No: -
			Consultancy Yes: 9 (100%) No: -
			Email/Phone Advice Yes: 20 (95%) No: 1 (5%)
Managing Conflict	3.3 ( <i>n</i> = 167)	40 (31%)	Training Yes: 6 (86%) No: 1 (14%)
			Tools & Resources Yes: 6 (86%) No: 1 (14%)
			Consultancy Yes: 9 (90%) No: 1 (10%)
			Email/Phone Advice Yes: 27 (100%) No: -

Note. \* 1 = not at all, 2 = not really, 3 = a little, 4 = very, 5 = extremely

Table 18. Perceptions and actions around Committee Responsibilities continued

	Average onerous rating (1 = not at all, 5 = extremely)	Number (% of answered approached KPV for assistance)	Was assistance helpful?	
Occupational Health & Safety	2.5 (n = 166)	15 (11%)	Training	Yes: 3 (60%) No: 2 (40%)
			Tools & Resources	Yes: 4 (80%) No: 1 (20%)
			Consultancy	Yes: 3 (60%) No: 2 (40%)
			Email/Phone Advice	Yes: 6 (75%) No: 2 (25%)
Record Keeping	2.8 (n = 162)	27 (20%)	Training	Yes: 4 (100%) No: -
			Tools & Resources	Yes: 13 (100%) No: -
			Consultancy	Yes: 4 (100%) No: -
			Email/Phone Advice	Yes: 19 (100%) No: -
Support for Staff	2.6 (n = 163)	23 (17%)	Training	Yes: 4 (80%) No: 1 (20%)
			Tools & Resources	Yes: 9 (90%) No: 1 (10%)
			Consultancy	Yes: 7 (88%) No: 1 (12%)
			Email/Phone Advice	Yes: 17 (100%) No: -
Consideration of Cluster Management	3.6 (n = 163)	18 (16%)	Training	Yes: 2 (50%) No: 2 (50%)
			Tools & Resources	Yes: 8 (80%) No: 2 (20%)
			Consultancy	Yes: 3 (60%) No: 2 (40%)
			Email/Phone Advice	Yes: 13 (100%) No: -

*Note.* \* 1 = not at all, 2 = not really, 3 = a little, 4 = very, 5 = extremely

### 14 KPV Advocacy

Centres rated the importance of 11 issues for KPV to advocate to government on their behalf. Overall, all issues were rated as at least 'very' important, except 'Enhance funding to improve cluster management' and 'Provide assistance to kindergartens seeking to expand hours and programs available to families', which were rated 'a little' important on average. See Figure 3.

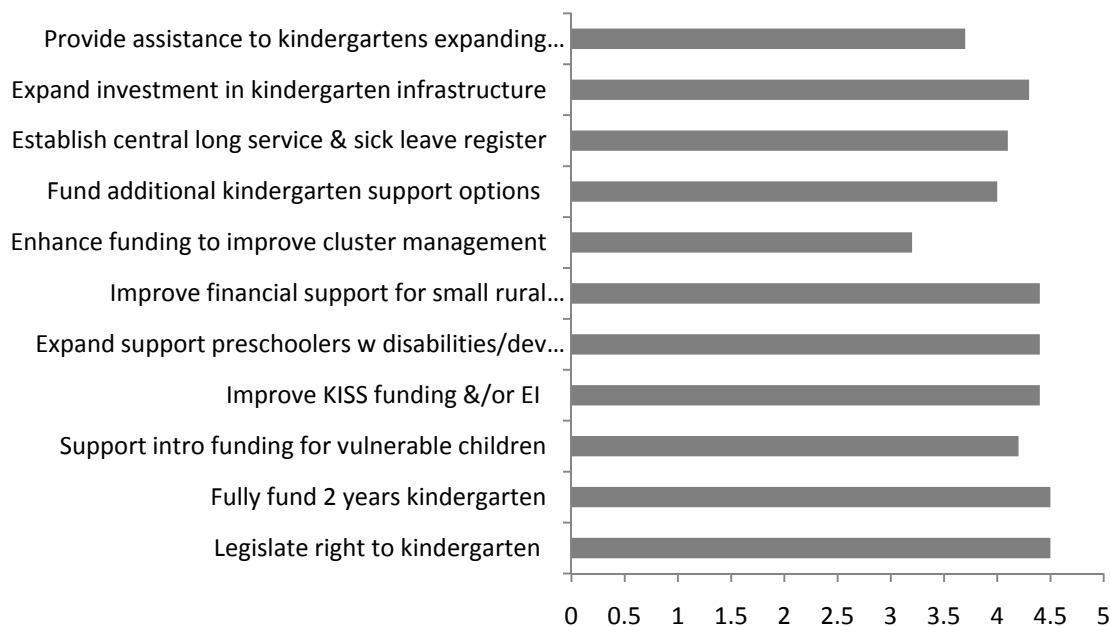


Figure 3. Centre ratings of the importance of certain issues for KPV to advocate to government on. (Note. 1 = not at all, 2= not really, 3 = a little, 4 =very, 5 = extremely)

## 15 KPV Membership Support

Members were asked to rate their satisfaction with the services provided by KPV where 1 = very dissatisfied, 2= not satisfied, 3 = satisfied, and 4 = very satisfied. Table 19 shows the frequency of satisfaction ratings for seven types of KPV services. Members were most satisfied with the management advisory services, resources, and payroll advice provided by KPV. The least utilised service was advocacy/media, followed by conferences/seminars. It is important to note that overall a relatively large proportion of respondents indicated that they had not used many of the membership services.

Table 19. Average satisfaction ratings across KPV membership services

	Did not use	Very dissatisfied	Not satisfied	Satisfied	Very satisfied
Advocacy/media ( <i>n</i> = 161)	109 (68%)	1 (1%)	2 (1%)	28 (17%)	21 (13%)
Management advisory service ( <i>n</i> = 164)	39 (24%)	1 (1%)	-	67 (41%)	57 (35%)
IR/HR services ( <i>n</i> = 162)	64 (40%)	1 (1%)	2 (1%)	48 (30%)	47 (29%)
Payroll advice ( <i>n</i> = 164)	54 (33%)	1 (1%)	1 (1%)	55 (34%)	53 (33%)
Conference/seminars ( <i>n</i> = 166)	93 (56%)	1 (1%)	-	45 (27%)	27 (16%)
Training ( <i>n</i> = 166)	90 (54%)	1 (1%)	1 (1%)	48 (29%)	26 (16%)
Resources ( <i>n</i> = 162)	25 (15%)	1 (1%)	2 (1%)	77 (48%)	57 (35%)

## 16 Summary of Selected Findings

### Financial and Time Contributions of Parents and Committee Members

- Parents sending their three-year-olds to a Kindergarten program are paying on average \$224 per term, while those sending four-year-old children to Kindergarten are paying on average \$230 per term for the program
- Parents were contributing on average \$5709 per Centre per year in fundraising, although some Centres were raising closer to \$20,000 per year
- Most committee members contributed on average 2-4 hours of their time every week to the running of the Centre, while committee Presidents contributed on average six hours per week to Centres

### Fees

There was considerable variation between Centres in fees charged.

- Regional and funding category differences in fees were found for both three- and four-year-old kindergarten programs
- 2332 families received the four-year-old Kindergarten fee subsidy, but some paid additional costs such as additional fees, in/excursion fees and maintenance fees
- Centres with greater numbers of children attending three-year-old Kindergarten were more likely to have higher fees for three-year-old Kindergarten programs

### KISS Funding

Centres reported on the degree of success with KISS applications for children with additional needs

- 107 KISS applications were successful in 2008, with an average of seven hours support received for each child
- Over half of the Centres responding thought that the hours of funded support were inadequate
- Almost 200 four-year-old children across Victoria who were currently ineligible for KISS funding would have benefitted from funding for inclusion support

### Use of Information Technology

- A substantial majority of Centres have computers with internet access
- Just under a third of Centres have websites
- More DEECD Metropolitan Centres have their own website than DEECD Regional Centres
- More Centres in the Standard funding category would be interested in an online KPV survey than Centres in the Regional funding category

### Cluster Management

- The majority of Centres have not considered joining a cluster management model in the past 12 months
- Centres were less likely to have considered joining a cluster management model if they were within the DEECD Metropolitan regions and when Committee Secretary hours were seen as reasonable

It is important to remember that the findings in this report may not be representative of all Centres in Victoria as the response rate was 29% and some regions appeared to be over or underrepresented. However, the results do provide an important snapshot of what is happening for 179 Centres, and the trends presented here may very well be applicable to more Centres across Victoria.



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