

# 2019 ANNUAL REPORT

January - December



**Reggio Emilia Australia**  
INFORMATION EXCHANGE  
[www.reggioaustralia.org.au](http://www.reggioaustralia.org.au)

A black and white photograph of a hand shaping a piece of clay into a foot shape. A small stick figure is placed on top of the clay foot. The word 'Contents' is written in a bright green color over the image.

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## Vision

Re Search for a culture of childhood that defends and promotes the rights of all children.

## Mission

Reggio Emilia Australia Information Exchange (REAIE) is a not-for-profit membership organisation established in 1994. The organisation was originally established to provide an opportunity for dialogue within Australian contexts. The dialogue responded to the provocations from the educators in Reggio Emilia, Italy. REAIE became an incorporated body in June 2000.

At the heart of the organisation there remains a commitment to defend and promote the rights of all children, promote dialogue, facilitate professional learning and to undertake research.

REAIE achieves its aims and objectives by working collaboratively with members, volunteers and partners to shape and create a learning community.

## Values

The vision, mission and values statements have been co-constructed by the Committee, volunteers and staff. They have evolved and been refined throughout the historical journey of REAIE.

The most recent updates were approved in July 2018 following a strategic planning day where a key set of values were agreed upon for the organisation.

The vision, mission and values underpin the decision making of REAIE and remain at the heart of all strategic planning.

## About REAIE

This annual report has been prepared to provide an overview of work undertaken by Reggio Emilia Australia Information Exchange (REAIE), during the period January 2019-December 2019. It provides an insight into the progress of the organisation, the challenges, the successes and the opportunities.

## Background

- Promote a strong and positive image of children as citizens and active participants in democratic communities through the promotion of the critical role of research, observation, documentation and interpretation of children's processes of action and thought.
- Advocate for social justice and democracy in education, giving priority to active, constructive and creative learning by children.
- Sustain and strengthen the relationship between REAIE and Reggio Children and continue to be their national reference organisation in Australia through the promotion of dialogue, professional learning and research of the educational project of Reggio Emilia.

## Vision, mission and values

When making decisions and advocating for the work of the organisation Reggio Emilia Australia Information Exchange staff and Committee pledge to:

- Honour Children.
- Act with Respect and Integrity.
- Be Democratic and Ethical.
- Support Learning, Teaching and Research.

REAIE believes that these values reflect the vision and mission of the organisation and will support decision-making processes.



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## Introducing REAIE Executive Committee

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### Ruth Wallbridge: Chairperson and Business Development Project Group Lead

Ruth works in a 76 place community kindergarten as a teacher of 4-5 year old children. She has also worked in Long Day Program, Emergency Accommodation and Primary schools. Ruth has been working with the ideas of Reggio Emilia since 2000 which have influenced all areas of her life. She joined the REAIE Committee in 2005 and is currently the Chairperson. Ruth explains that it has been an exciting journey to be part of the evolution of the organisation and she is excited by the possibilities of the future.



Ruth feels very privileged to have met so many REAIE members through the study tours, local Network and Early Childhood Networks. In her spare time Ruth enjoys camping off grid, reading, sewing and spending time with her family. She also volunteers at a social club for adults with special rights and in a nursing home which enables her to round out her engagement with fellow humans. Ruth feels incredibly honoured and humbled to be able to volunteer at REAIE which is made up of so many dedicated and passionate people who share a vision for a better world for all children.

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### Heather Conroy: Vice Chairperson and Conference Convenor

Heather is a relatively recent member of REAIE, having lived in Singapore from (2003-2014). In 2009, she was invited by Reggio Children to collaborate with them to establish an International Network group in Asia. This was a great honour and Heather was immensely proud to have supported the establishment of REACH (Reggio Children in Asia for Children) prior to coming home in 2014.

Heather was fortunate to have been elected to the Committee in 2016 and has since participated in a variety of different ways, including Co-convening the biennial conference in 2019 and participating in the Reggio Children International Network Meetings in Reggio Emilia (2017, 2018 and 2020).



Heather shares her view that the educational project of Reggio Emilia aims to give value to the potential of children—their competence and capacity. REAIE as an International Network group in direct contact with Reggio Children, has, through its national membership base the potential to give value to the competence of children within our own context through our publications and professional learning opportunities (conferences and seminars).

Teaching is complex and becoming ever more so. The values and principles of the educational project of Reggio Emilia offer nourishment to those who seek quality. As a Committee in direct contact with Reggio Children, REAIE has the opportunity to bring this Approach closer to all educators. This both excites and motivates Heather as an individual committee member to commit time and energy to work alongside like minded individuals who share this vision of what can be.

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## Leanne Mits: Secretary

Leanne has been a member of REAIE since 2000 and a member of the REAIE Committee for 20 years. Leanne shares how REAIE has made a difference to her personal and professional life and how staying involved enables her to ensure REAIE positively informs and supports others work with children, families and community. Leanne sees her work with REAIE as participation, advocacy and activism. In 2019 Leanne won the Victorian Early Childhood Teacher of the year award.



There are two things that are very close to Leanne's heart; the pedagogical philosophies from Reggio Emilia and connecting children with the histories and cultures of Aboriginal and Torres Strait Islander people. Leanne has accepted international, national and local visitors to Pope Road Kindergarten in Blackburn, Victoria where people have witnessed her passion for children's rights to a contemporary and authentic early education experience. Leanne began studying a Masters in Early Childhood Education this year to further her thinking and perspectives.

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## Jenny Urbano: Treasurer

Jenny is a Preschool Field Officer who advocates for children with special rights in a supportive role alongside teachers in government funded kindergartens. In this role Jenny actively supports the rights of children, families and teachers and is strongly influenced by the values and principles of the Reggio Approach to Early Childhood Education.

Jenny has taught in kindergartens for over 30 years and continues to develop her knowledge of the educational project of Reggio Emilia through attending professional learning events, workshops and study tours. This has supported her ability to present on behalf of REAIE both nationally and internationally.



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## Introducing REAIE Committee

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### Kerrie O'Neill

Kerrie is currently an Early Childhood Consultant and Lecturer at RMIT. She has worked in the sector for over 30 years in a variety of early childhood roles from Kindergarten teacher, to Trainer/Assessor, Authorised Officer, Senior Policy Officer at DET, Lecturer and mentor. Kerrie is a founding member of Reggio Emilia Australia Information Exchange and was involved in discussions with regard to forming the organisation in 1999. The vision became a reality in the year 2000 and Kerrie has been an ongoing Committee Member since then.



Kerrie has served in many roles, with the longest being the REAIE Treasurer and a member of Executive for over 10 years. She has been a Co-convenor of many conferences, the April Study Tour Leader, a member of the Marketing Project Group and is the current Convenor of the Network groups. Kerrie is also a Facilitator for REAIE workshops and seminars.

Kerrie's commitment to the organisation remains strong because she believes that the educational project of Reggio Emilia upholds the rights of children and contributes to deep critical reflection and thinking about early childhood pedagogy.

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### Debbie Nicholas: Marketing and Communications Project Group Lead

Debbie has been a member of REAIE for over 15 years. She was initially very curious about the educational project of Reggio Emilia after seeing the Hundred Languages Exhibition in Melbourne many years ago. This way of viewing and listening to children appealed to her and so began a continuing journey of knowledge building and exchange.

Since becoming a member of the Committee 8 years ago Debbie has been honoured to be a part of this amazing group of people who strive towards advocating for children, educators and families.



Debbie has come to realise the importance of the exchange of knowledge through professional learning for educators and has been fortunate to have had many opportunities to attend study tours, conferences, workshops and other learning opportunities. Debbie looks forward to sharing her knowledge with others through her continuing role as editor of The Challenge, and through her involvement with the Documentation Centre.

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## Sarah Denholm

Sarah Denholm has been a member of REAIE for ten years, after becoming interested in the educational project of Reggio Emilia as a graduate teacher.

She joined the REAIE Committee in 2018 and is a member of the Marketing and Communications Project Group, the Professional Learning Project Group and the Conference Task Group. Sarah is excited to be a participant in such a dynamic and professional organisation and enjoys contributing to the work and research of REAIE as well as being an advocate for children and childhood.



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## Cara Mearns: Research and Development Project Group Lead

Cara has been actively involved with REAIE for well over a decade, including through the Melbourne Network and as a member of the Committee, on which she has been serving for six years. During her time on the Committee she has been involved in various project groups including Marketing and the Documentation Centre and was the Vice-Chairperson of the REAIE Committee for four years.

Cara feels strongly about the work that REAIE is currently involved with and she is excited about the changes being implemented to ensure that the organisation remains relevant and sustainable well into the future.



Cara believes in the importance of REAIE's role in helping to shape the landscape of early childhood education in Australia.

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## Fiona Zinn: Professional Learning Project Group Lead

Fiona has been a member of REAIE for twenty years and first joined the REAIE Committee in 2004. During her time she has participated in the Conference Project Group, Marketing Project Group, Professional Learning Project Group and Strategic Planning for the organisation.

Driven by a deep commitment to uphold the vision and values of the organisation, Fiona sees the educational project of Reggio Emilia as a powerful tool for renewal in education and for the rights of children everywhere.



She is honoured to be able to give back to the world of education through volunteering for the organisation and supporting REAIE in all its endeavours.



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## Kirsty Liljegren

Kirsty is the former Director of Cornish College Early Learning Centre, in Patterson River, Victoria. During this time Kirsty has had the pleasure of working with educators in the professional learning space both nationally and internationally. Kirsty consults and lectures in a variety of contexts and shares insights from both a practitioner and leadership perspective. On the REAIE Committee Kirsty was Co-Convenor of the 2017 Conference Project and is a current member of the Exhibition Project and the Professional Learning Project Group. Kirsty is also a Facilitator for the REAIE workshops and seminars.



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## Ruth Weinstein

Ruth has over 40 years experience working in the early childhood sector. She has worked as a TAFE Lecturer and has been the owner and Director of two early childhood education settings in Sydney for the last 40 years. Ruth has attended 6 study tours to Reggio Emilia and is currently one of the Reggio Emilia Study Tour Leaders. Ruth has been a REAIE Committee member since 2015 and is a founding member and the current Convenor of the NSW Eastern Suburbs Network. Ruth is keen to use this role to encourage and support educators in their growing interest in the educational project of Reggio Emilia.



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## Kate Mount

Kate explains the joy of being involved in the Committee on both a national and state level for many years now. Her role as a Director of St Peter's Girls' Early Learners' Centre has given her a wonderful platform to build her understandings and research on. Through this role she has been able to develop her practice alongside some incredible colleagues and reach beyond to enrich her experience and bring innovation and new understandings back into the workplace.

This professional cycle of learning has enabled Kate to be actively involved in professional learning opportunities as both a recipient and a presenter and also support the Professional Learning Group on the REAIE Committee. She explains that it is an honour to work alongside the volunteers, Committee and staff of REAIE ensuring that our local voice is heard on a national level.





## Jan Millikan

Jan Millikan, OAM, is the Australian representative to the Reggio Children International Network, Founder and Former Director of the Reggio Emilia Australia Information Exchange (REAIE) where she is a continuing Committee Member. Most recently Jan has represented REAIE as one of the partners in the Thinker in Residence program organised by the Government of South Australia. This involved the Residency of Carla Rinaldi from Reggio Emilia and is now an ongoing program of exchange with Carla and Reggio Children.



Jan was awarded the Order of Australia Medal (OAM) in 2012 for services to Early Childhood Education. She has also been the recipient of a University Fellowship to Japan, is a Fellow of the Australian Council of Educators and a Churchill Fellow.

Other professional roles have involved her as a consultant in Multicultural Education, and a lecturer in Early Childhood Education at the University of Melbourne.

She has also been a Senior Fellow at both Melbourne and Monash Universities.

Jan's particular educational interest is with children 2-8 years of age and has involved teaching in Australia, the United Kingdom, Singapore and Canada; organising conferences and workshops; consultancy in schools; and as a keynote speaker at both national and international conferences.

She has authored two books and has contributed many professional articles to journals both nationally and internationally.

Jan has had a significant involvement with the International Baccalaureate Organisation as a Primary Years teacher-educator and consultant, and as an authoriser of schools. Jan is on the editorial board for the Journal of Research in International.

## Introducing REAIE Staff Team

Rachel Bailey: REAIE Business Manager

Caryn Marks: REAIE Office Manager

Michelle Tenace: Finance Officer

Nicole Harris: Project Officer

Claire Mance: Administration and Customer Service Officer

Thalia Kourelis: Administration and Customer Service Officer



# Chairperson's Report

Preparing Annual reports provides a time to pause and reflect on all that has been worked towards and achieved over the past 12 months. We have much to celebrate with the amazing work that is being done on behalf of Reggio Emilia Australia Information Exchange (REAIE) by our office staff, the Committee, project groups, network groups and members.

2019 has been a significant year for REAIE as we have been able to put policies and processes in place to ensure the sustainability of the organisation. I would like to give special thanks to Rachel Bailey for her passion and commitment to REAIE and for leading our dedicated team to ensure REAIE is relevant and able to meet the needs of the membership moving forward.

Thank you to Caryn Marks, Michelle Tenace, Claire Mance, Thalia Kourelis and Nicole Harris, who, along with Rachel Bailey, are the welcoming voice that for many is the initial contact with our organisation. We are indeed lucky to have such a committed and capable team in the office. This amazing team continues to work tirelessly to realise the Vision and Mission of the organisation. I would also like to thank the 2019 REAIE Committee of Management for their commitment and hard work in a voluntary capacity for the members of REAIE.


I would now like to bring to your attention a few highlights of the past year which has been a very full and busy one.

Our major event in 2019 was the biennial conference held in Perth, *Landscapes of Transformation*, which saw over 600 delegates attend, again a wonderful result for the organisation and for the children of Australia. I would like to thank the organising Task Group and the Perth Network Group.

With better systems and procedures in the office, REAIE has been able to grow the Professional Learning that is being offered around the country. With REAIE's strong links to Reggio Children through the International Network we are able to offer Professional Learning which is guided by and honours the work being carried out in the Infant Toddler Centres and Preschools in Reggio Emilia.

Our network groups continue to be a valuable way that educators can share their challenges and joys on a local level and these provide a lifeline for many educators in the field. The number of network groups continues to grow and throughout 2019 REAIE has worked to support the invaluable work of the voluntary convenors of our 16 Network Groups. I would like to thank them for their ongoing commitment to the pedagogical exchange that these groups provide around the country.

REAIE has a long and important interdependent relationship with Reggio Emilia as a member of the Loris Malaguzzi International Network of Reggio Children. REAIE strives to ensure that the integrity of the work of the schools in Reggio Emilia is honoured and acknowledged as the provocation and inspiration for our work here in Australia. We were delighted to host Tiziana Filippini and partner with Independent Schools Victoria in welcoming Paola Strozzi and Filippo Chieli during 2019.



REAIE values the partnership that we have with Balducci Preschool in Reggio Emilia as part of our membership of the Loris Malaguzzi International Network and we continue to look for ways to strengthen and build this relationship.

In 2019 REAIE held a third January Intensive Study Tour which was once again well attended and provided opportunity for those who have been working with the ideas of Reggio Emilia for a long period of time to delve deeper.


We also continued to offer the International Study Tour to Reggio Emilia in April which saw nearly 80 participants attend with REAIE. This is one way we can support educators to ensure the integrity of the work of the schools in Reggio Emilia is honoured and acknowledged as the provocation and inspiration for their work here in Australia, as we recognise that the educational project of Reggio Emilia is ever evolving.

REAIE continues to partner with a number of peak bodies involved in early education in the 'Early Learning: Everyone Benefits' campaign which aims to increase public awareness and understanding of the benefits of investing in early learning for Australia's future prosperity and to secure political commitment to increase access to early learning. This campaign is being spearheaded by Early Childhood Australia, it has a strong online presence and works to advocate for all Australian children's right to early education.

We can all look forward to an organisation which continues to evolve and be more reflective of the Australian educational setting with opportunities for dialogue, exchange of ideas and professional learning in each state/territory as REAIE's Professional Learning calendar continues to expand to support educators working around Australia. The REAIE Committee will continue to strive to improve services to our national members as together with our membership we will promote a democratic world where equity, social justice and inclusion are an everyday lived experience for all.

In collaboration, we have achieved a great deal in this past year with, and for REAIE and we continue to be well placed to move forward as a national organisation to better serve the members, to work towards our Vision and Mission and most importantly, to support children. This is very much thanks to all the hard work of all our members, the REAIE staff, Network Convenors, Co-Convenors and the Committee who give so willingly of their time to ensure the success of REAIE.

Ruth Wallbridge



2019 Chairperson REAIE



# Treasurer's Report

2019 has continued to be a year of transformation for Reggio Emilia Australia Information Exchange (REAIE). The staff, Committee and volunteers have worked tirelessly to drive forward the work of the organisation. Considerable time and energy were invested in making the Perth 2019 REAIE Biennial Conference a success. I would like to extend my particular thanks to the Perth Network and Jane Merewether for their considerable investment of time and energy in making the conference the success it was.

In addition to the Biennial Conference there were several successful professional learning events held by REAIE throughout 2019. These include the international study tours to Reggio Emilia in both January and April, a number of new professional learning workshops rolled out throughout Australia, the Adelaide Marketplace and workshops presented by REAIE with Reggio Children International speakers in both Melbourne and Sydney. REAIE continues to review income and expenditure to ensure that the organisation remains sustainable throughout 2019 and beyond. All expenditure has been scrutinised and this has identified some areas for improvements which REAIE has acted upon. The ongoing financial requirements of REAIE, including budget updates and financial reports, are presented to the Committee on a monthly basis, embedded in the Business Manager's Report.

The Committee are provided with income and expenditure reports on a quarterly basis. These reports include analysis of budgetary allocations and forecasted incremental annual adjustments. By operating in this way, the Committee can make informed decisions to support objective setting and prioritising all expenditure. Careful monitoring, and forward planning has helped REAIE finish 2019 with a small budget surplus, which is a significant improvement on the end of year financial position for 2018. The surplus result for 2019 will contribute to supporting the ongoing expenses associated with running the organisation in 2020 and beyond.

There have been changes to the staff team in 2019 and REAIE said goodbye to Susii Harbard, Administrative Officer and to Karen Szydluk, Professional Learning Co-ordinator. Both Karen and Susii gave so much to the organisation and left to pursue different opportunities. Claire Mance joined the team in September 2019 and brings with her knowledge and experience of using social media in the voluntary sector for marketing and communication purposes. Thalia Kourelis returned to the team in November 2019 after a period of travel. Thalia supports membership enquiries and professional learning bookings. Considerable planning and development have taken place throughout 2019 to support REAIE to have a financially secure future. Key elements have included an increased programme of professional learning opportunities for members across Australia and the development of a Call To Action Project to help increase membership of REAIE.

I would like to thank the REAIE office team who work to support our membership and Committee. They uphold the REAIE co-constructed vision, mission and values with patience, diligence and professionalism. Thank you also to my fellow committee members, for the hours that you volunteer and for your commitment to the pursuit of social justice and advocacy of children's rights for a quality education.

Jenny Urbano



2019 Treasurer REAIE



# REAIE Business Manager's Report

2019 has been an incredible year of transformation for REAIE. As we approach 2020 the Business Manager celebrates twenty months with the organisation and shares some of the highlights of the journey so far.

In 2018 the REAIE Committee made a commitment to work in a new way to support the ongoing development of the organisation. 2019 saw this work continue through the ongoing development of the project groups originally established in 2018. Significant progress has been driven and achieved by these four project groups:

- Professional Learning.
- Business Development.
- Marketing and Communications.
- Research and Development.

Collectively the four project groups have worked together in a cohesive and collaborative way for the benefit of members and ultimately to support a positive impact on children across Australia.

In order to drive forward the work of the organisation in 2019, key objectives were aligned with the four project groups as follows:

## Project Group One; Business Development:

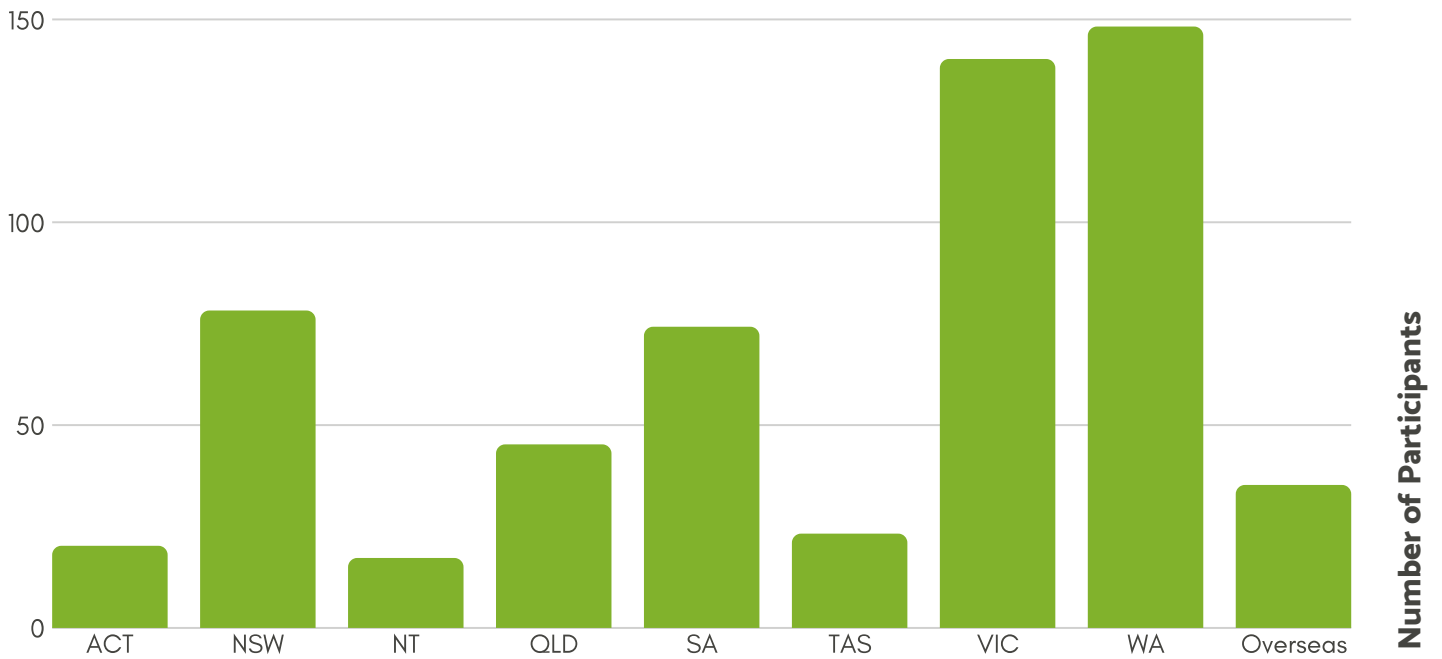
**Objective 1: To develop a sustainable business where income generation exceeds expenditure by 5%**

Key tasks undertaken to support achieving this objective in 2019:

- Budget scrutiny, monitoring, reporting and forward planning fully operational.
- Grant funding received from Perpetual to develop a Capacity Building Project.
- Committee and staff skills analysis undertaken and used to forward plan.
- Professional Learning Facilitator contract developed to safeguard REAIE and intellectual property.
- Biannual strategic planning facilitated to co-construct objectives and forward planning.
- Professional learning programme reviewed and redefined for REAIE.
- Facilitated biennial conference in Perth with more than 600 attendees.
- Information and communication systems upgraded to Office 365.
- Network collaboration meetings established to develop joint partnerships and approaches.
- Network Convenor Resource pack developed including code of conduct and declaration of intent.
- Two representatives supported to participate in Reggio Children International Educator Programme.



# Participants in Perth Conference 2019 by State



The chart above shows individual participation in the Perth Conference with representation from all states. It is however clear that Western Australia and Victoria had significantly more participant representation at the conference. This may be influenced by the geographic location of the conference and the large membership base in Victoria. A large proportion of members indicated that geographically the conference was too far and too costly to travel to. REAIE carefully considers feedback from members and is also committed to ensuring equity and accessibility across Australia. The next REAIE biennial conference is planned for 2021 in Melbourne.

All Business Development Objectives for 2019 were met with one exception:  
 To develop and establish links with government departments and educational establishments.  
 This objective has been deferred until 2021.





# Project Group Two; Marketing and Communications:

Objective 2: To improve marketing and communications and increase membership by 10%

Key tasks undertaken to support achieving this objective in 2019:

- Member survey undertaken to review effectiveness of branding and findings analysed.
- Membership certificate introduced for new members.
- The Challenge Journal remodelled following member consultation in 2018.
- Social media proactively used for marketing and communications.
- Call to Action Project planned to support membership growth and retention.
- Website under review to maintain currency and consistency.
- Workshop and study tour evaluations analysed to inform forward planning.
- Programme of marketing and communications in place to promote professional learning opportunities.
- National Quality Framework poster planned and in development.
- Marketing and promotion of professional learning outside of REAIE membership undertaken.



Members value The Challenge Journal and the networking opportunities that membership provides.

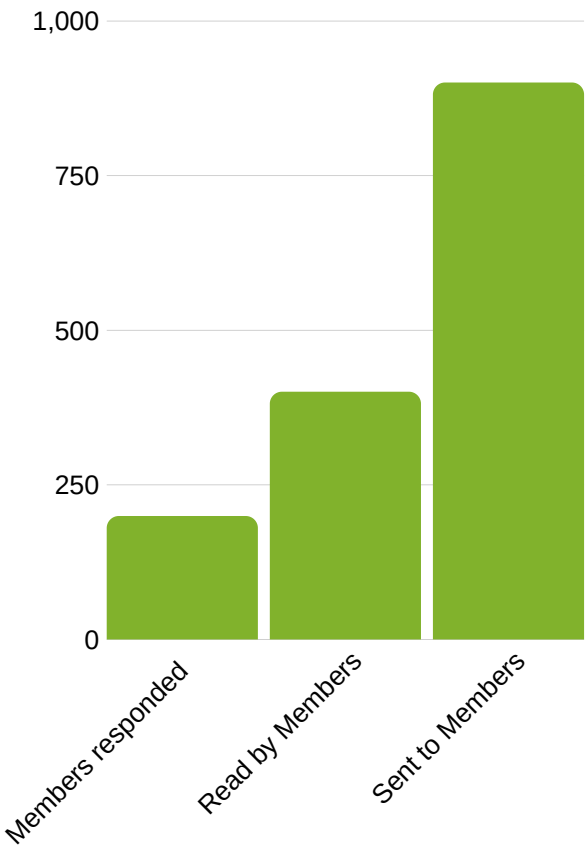
# 2019 REAIE Member Survey

Please find to a synopsis of the REAIE member survey sent to all members in 2019.

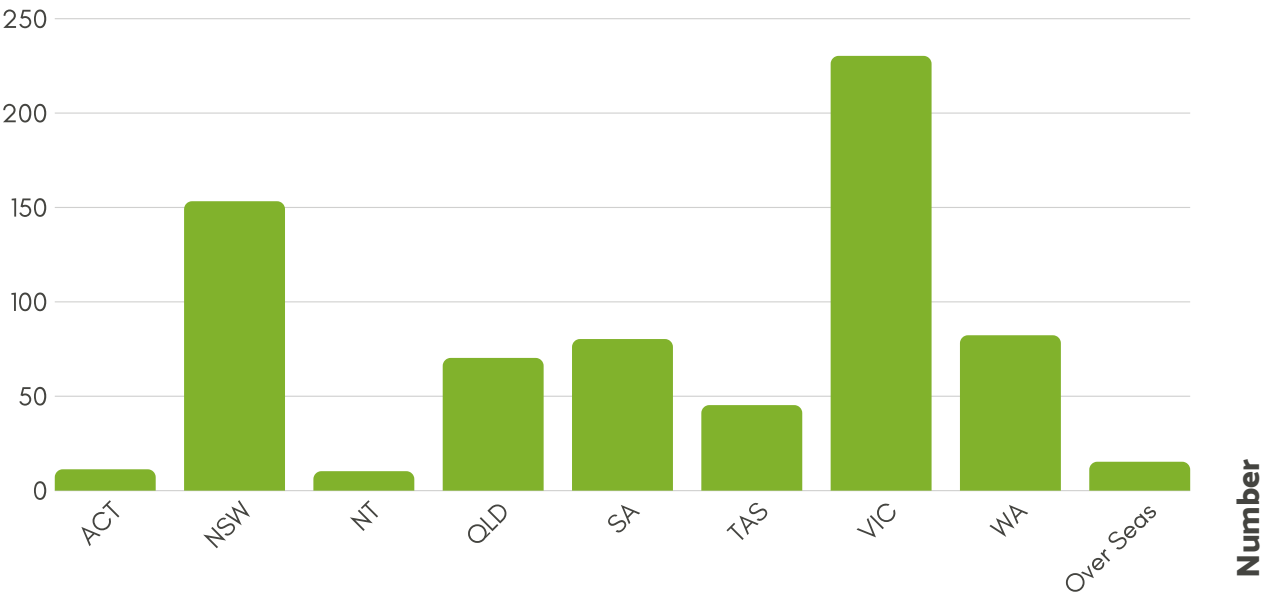
The REAIE Membership Branding Survey was sent out to 874 people. Of those, 395 members (45.2%) read the email. Of those, 138 members answered the survey (34%).

Members told us that they wanted to see REAIE develop the following:

- Webinars.
- Online courses.
- Online discussion groups.
- More discounts.
- Opportunities.
- Membership blogs.
- Opportunities for sharing research.



## State Members

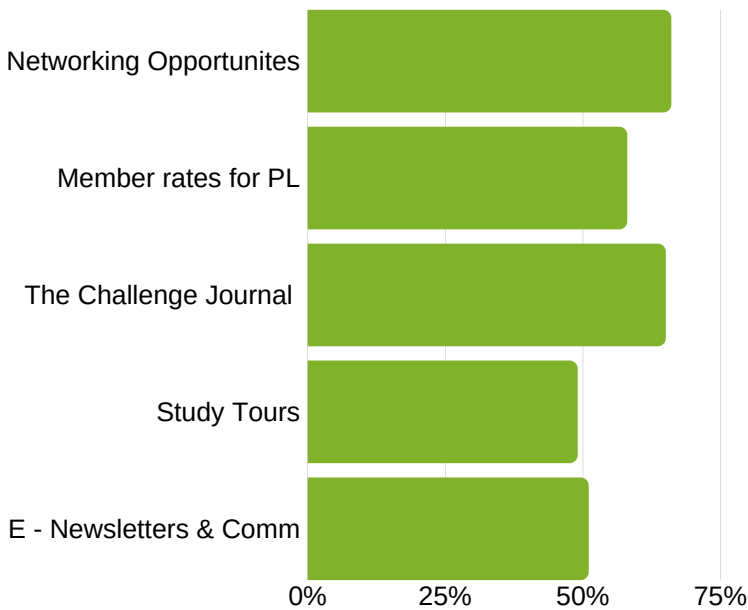


The graph above shows the geographical spread of REAIE memberships. This information is used in an attempt to specifically grow membership in those states where membership is currently below 50 members.



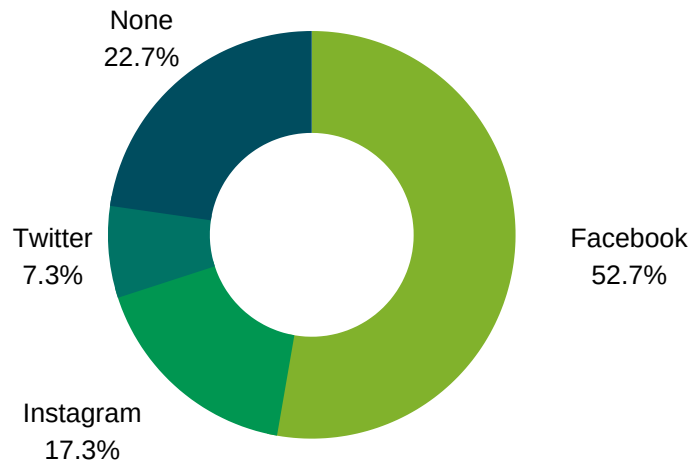
## Why Members choose REAIE

When asked why individuals had chosen to become members of REAIE the following responses were received:



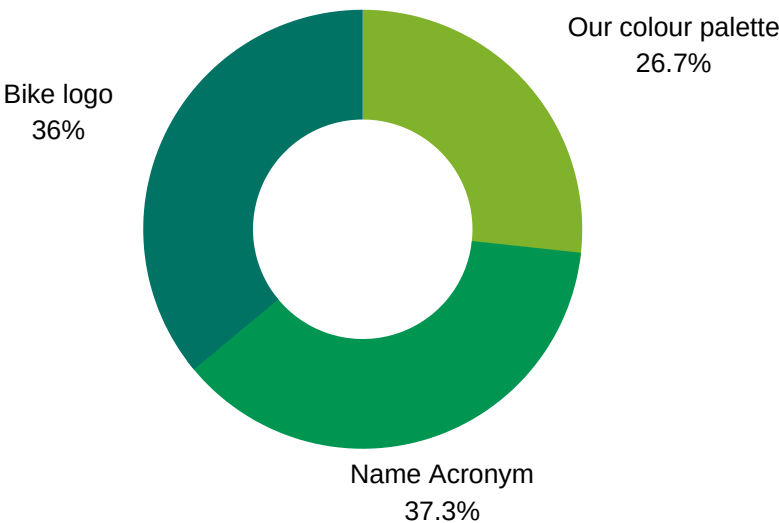
## Member social media preference

From the responses received we were able to determine that more than half of the members who responded value social media as a tool for keeping up to date with REAIE events and news.



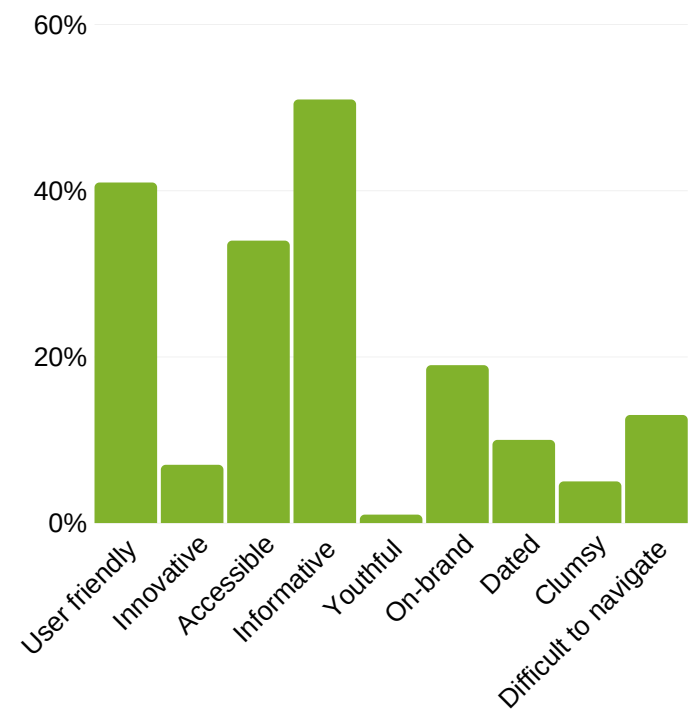
## What do you associate with the REAIE Brand?

REAIE has been interested in understanding whether members recognise and value the REAIE brand. 70% of respondents told us that they did recognise the REAIE brand. You told us that you associate the acronym REAIE and the bike with the brand. We believe this is a powerful message from members.



## Words Members use to describe the website

Members were asked to comment on the REAIE website. The survey shows us that 60% of you find the website informative and 40-50% of you find it user friendly. We know from your feedback that we have more development work to do in relation to the website.



# Project Group Three; Professional Learning in 2019:

**Objective 3:** To develop and implement a professional learning strategy that generates 100% profit and contributes to the growth and sustainability of the organisation.

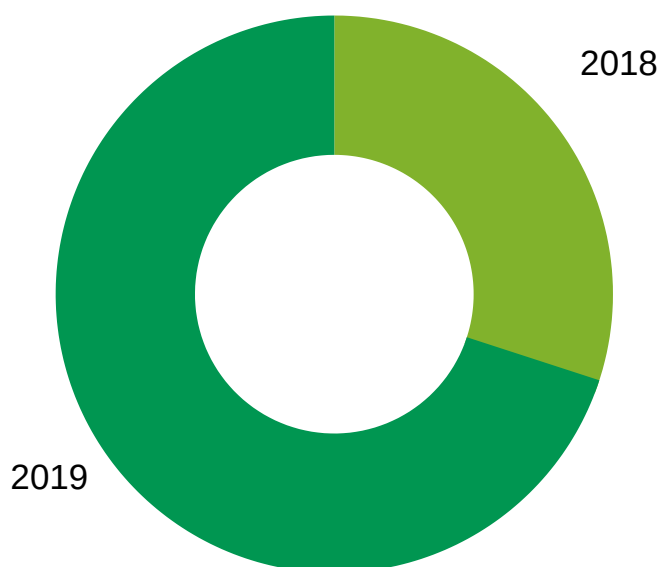
Key tasks undertaken to support achieving this objective :

- Two-year programme of professional learning in development.
- Development and implementation of a professional learning model of support for organisations.
- Responded to an increase number of requests for private professional learning.
- Provided a programme of professional learning which has been promoted to members and non-members.
- Supported a Marketplace of Possibilities in Adelaide.
- Worked in partnership with Independent Schools Victoria to support the Arts Learning Festival Exhibition in collaboration with a number of Victorian Schools.
- Facilitated an intensive workshop with Paola Strozzi and Filippo Cheili; The role of research through Progettazione, The Atelierista theory and Practice and the Theory of Progettazione.
- Completed the development and implementation of five new REAIE workshops; An Introduction to the Reggio Emilia Approach, One Hundred Languages of Children, The Environment as the Third Teacher, Documentation: Listening Differently and An Image of The Child and Childhood.
- Collaborated with Semann and Slattery to facilitate an Evening with Gunilla Dahlberg in Melbourne and Sydney.
- Completion and roll out of three online modules in partnership with Early Childhood Australia.



REAIE has seen an increase in professional learning requests in 2019 by 113%. It is thought that this increase is due to an increased offering and the associated marketing and promotional activities that have accompanied the professional learning. Post workshop surveys help inform and shape REAIE professional learning planning.

## Private Professional Learning Bookings



## Project Group Four; Research and Development:

**Objective 4:** To facilitate research and development and publish two projects per year.

Key tasks undertaken to support achieving this objective in 2019:

- Inaugural meeting of project group held and members co-opted to join the group.
- Plan for Documentation Centre refresh developed.
- Discussions underway in relation to a REAIE research partnership opportunity.

Thanks go to the Research and Development Project Group members who have experienced a number of challenges in developing and achieving key objectives. Further work is planned in 2019/2020 to progress this area of REAIE business.

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Much has been achieved in 2019 through collaboration and partnership, REAIE looks forward to 2020 and beyond and exploring the possibilities and opportunities.

Key plans include:

- Developing advocacy and partnerships.
- Developing a fourth module in partnership with ECA.
- Improving marketing and communications and reaching out to non-members to promote REAIE.
- Membership growth.
- Developing and supporting research.



# Reflections from 2019





# REAIE Networks

REAIE infrastructure is supported by REAIE Networks.

REAIE would like to extend a special thank you to all Network Convenors, Co-Convenors and members for their hard work and enthusiasm in supporting the organisational vision, mission and values. REAIE would not be the organisation it is today without their dedication and support. REAIE is excited about the future and how it can continue to work as an ambassador for change. There are 16 networks operating on behalf of the organisation across Australia.

The REAIE Networks support the work of the organisation and each group provides a place for members to debate pedagogical practice within Australian educational settings in response to the provocation of the educational project of Reggio Emilia. Network groups are open to all REAIE members and invited guests.

The REAIE Network Groups “bring together, for the purpose of creating a strong network, likeminded educators interested in further developing and extending their knowledge of the values and principles of the educational project of Reggio Emilia.” Jan Millikan.

## State & Territory Networks

Networks are critical in reaching and supporting REAIE members across Australia and in 2019 through Networks alone, almost 1000 individuals have been supported.

### Networks:

- Contribute to the advocacy work of the National REAIE Committee in advocating for children’s rights and active citizenship within their own state or territory context.
- Provide a forum for mutual support and exchange enabling educators to share ideas and experiences in relation to the values and principles of the educational project of Reggio Emilia.
- Create communities of practice whereby educators reflect on and challenge their own practice and pedagogy as they make reference to the values and principles of the educational project of Reggio Emilia.

- Ballarat Network Group
- Tasmanian Research Network
- Perth Reggio Network
- Canberra Network
- Adelaide REAIE Hub Group
- Inner West Sydney
- Northern Rivers
- Queensland Brisbane
- Queensland Gold Coast
- Queensland Capricorn Coast
- Melbourne West
- Melbourne
- Mornington Peninsula
- Limestone Coast
- New South Wales Eastern Suburbs
- Research Conversations NSW



# International Network Liaison Report

Jan Millikan and Ruth Wallbridge represented REAIE at the Reggio Children International Network Meeting, 19th February 2019.

The Reggio Children International Network was formally established in 2006 and since then the Network has continued to grow. During this time the general interest of the world towards the Reggio Emilia Approach has grown, both in quantity but also in quality.

Reggio Children is passionate about protecting, defending and giving value to the experience developed by the infant and toddler centers and pre schools of the Municipality of Reggio Emilia. Reggio Children believe that the defence of the Reggio Emilia Approach is, first of all, an ethical defence of values, principles and rights. A large proportion of the meeting was dedicated to discussing Reggio Children plans in relation to developing a Reggio Emilia Approach to educators.

Reggio Children acknowledge that many individuals worldwide organise seminars, conferences and professional learning about the experiences of the infant and toddler centers and pre schools of the Municipality of Reggio Emilia. They are very clear that this dissemination of the practice and principles is not being facilitated on behalf of Reggio Children and that these individuals do not represent Reggio Children in any way; neither are they recognised by Reggio Children.

Reggio Children are clear that potentially all employees of the infant and toddler centers and preschools of the Municipality of Reggio Emilia can be considered Reggio Emilia Approach educators. They have also considered those working inside the Foundation Reggio Children-Loris Malaguzzi Centre. They have clarified that only those working directly inside the infant and toddler centers and preschools are recognised as Reggio Emilia Approach Educators.

Reggio Children considered those people that have a long experience inside the infant toddler centres and preschools but that are now retired. For these people there will be a fundamental bond, they will need to have an exclusive agreement with the Reggio Children system. They could be working for the Foundation or for Reggio Children. Reggio Children believe that these individuals need to be working for the system and not for external subjects.

Reggio Children want to consider how other educators beyond the Reggio system can be recognised as Reggio Emilia Approach educators. They have chosen to start with those who have a long history with Reggio Children, the International Network Members.

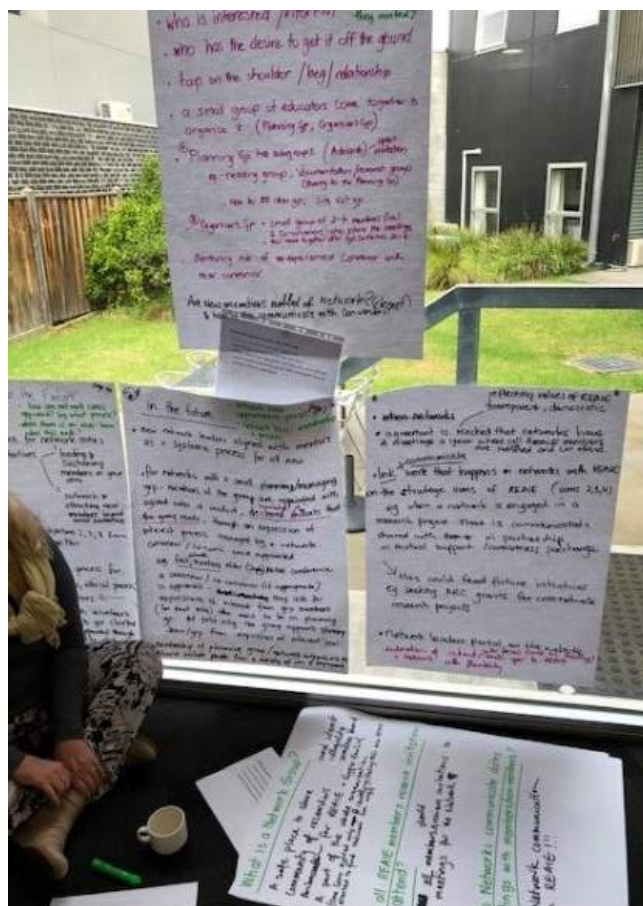
Reggio Children are proposing a defined set of criteria and supporting processes to enable the International Network Members, as the first interlocutors, to be considered. This will be a formal processed planned, organised, facilitated and assessed by Reggio Children.

REAIE identified, through a selection process, two Committee Members to participate in the development of the Reggio Emilia Approach programme. We look forward to sharing more information with members as the project develops further.

## Network Convenor Collaboration

Rachel Bailey, the REAIE Business Manager and Committee member Kerrie O'Neill have been working collaboratively with Network Convenors and Co-convenors to help develop and shape the work of REAIE.

A new planning tool was introduced to support networks to identify and plan professional learning requirements in their areas. Network Convenors and Co-convenors also receive quarterly update reports from the Business Manager to help keep them informed of events, decisions and practice. Network Convenors report that this information is well received and useful.







# Sydney Research Conversations Network Group provides an insight into their collaboration and participation in 2019

## Jessica Rix and Paula West share with Members.....

It is so important to acknowledge and celebrate our journey of continual transformation as a group and as professionals. The relationships we have with each other has brought such strength to our sharing, wondering and researching, and the process has been profound.

In the words of Loris Malaguzzi, we have created a space where there is “a willingness to question all our own abilities, our knowledge, to become humble. Only then will you be able to listen to the child and adult, and to set off on a common search, to ‘educate’ each other together”.

Our focus for 2019 was the Landscape of Transformation and the following is a short summary that highlights the incredible journey we have been on together over 2019.

### Term 1 – Unpacking REAIE Landscape of Transformation

We began by acknowledging our learning and commitment as a group and how our meetings and conversations had influenced our practice over 2018, where we used the spiral as a metaphor for our commitment to researching together. Those that had attended the Reggio Emilia Study Tour in January 2019 shared their wonderings, inspirations and challenges that they had brought back. We also discussed the Landscape of Transformation as being our focus for 2019.

### Term 2 - “Do you consider your child as a thinker and a theory maker?”

Following our focus of Transformation, Beryl from Abbotsleigh ELC, shared her research about parents’ views on early childhood education by asking them to consider the following; ‘Do you consider your child as a thinker and a theory maker?’

Beryl’s provocations and questions were raised to transform parents’ and educators’ lens of seeing, thinking and listening. She challenged her families and team to step inside and wonder with and through the child’s eyes. It was not only an act of advocacy for the image of the child, but also for the image of educators and families, coming together in a relationship of thinking and learning together. This opened up a lens for parents and teachers to listen into children’s wonder and learning.

Beryl sent a photo of each child to their families asking what they thought their child was wondering about to open up the dialogue. Parents were also given Harvard’s Habits of the Mind that the team had been researching to ensure their families were as informed throughout the whole process.

Over time, with their families, they committed to creating a collective vision of building knowledge, skills and dispositions for lifelong learning. The ongoing discussions and collaboration between educators and families was extraordinary. The transformation in seeing, thinking, valuing and respecting the work and learning of very young children was tangible and created possibilities that didn’t exist before. We thank Beryl for being so open and generous in her sharing of the journey she has been on. Her impressive body of work was so inspiring and raised so many questions. This inspired us to take this question back to our own services as a shared form of research within our organisations, and our network group as a collective whole.



## Term 3 – “How do we challenge through education and advocacy, the culture of early childhood education?”

In building connections from our previous discussions, we posed this provocation ‘how do we challenge through education and advocacy, the culture of early childhood education?’ In the words of Tiziana Filippini she challenged us to “think broadly and have a big dream because we are the influencers of our young children”.

## Term 4 – Transformation through our relationship with materials

Unlike all our other meetings where we have worked in collaboration with each other in sharing, collaborating, listening, challenging and hypothesising, we specifically chose this last meeting as a space to connect with ourselves. We created our own ‘space’ our own atelier, a metaphor of experimentation, of listening to, of promoting and enhancing our own ways to research and learn. We explored our own relationship with something outside of ourselves and reflected on the potential materials have in transforming our ways of feeling, seeing, listening and knowing ourselves more deeply. We limited the focus and choice of materials to more fully understand the potential and importance of these relationships in building emotional connection, understanding and confidence and resilience in embracing uncertainty. It can take courage to express our ideas as adults to others, but through taking up the challenge we experience wonder and fulfillment in transforming our sense of self and realising our potential.

Every day we offer children the opportunity to engage with their one hundred languages as a vehicle to explore ‘subject’, and in experiencing this journey ourselves we are able to understand the value of this process and not limit children by our own limitations.



# Financial Reports

2019 has been a busy and productive year for REAIE. Initial concerns around the location of the conference in Perth and the potential impact on numbers able to attend proved less of a concern. The conference yielded a favourable return on investment and that, coupled with other successful professional learning events, enabled REAIE to close the year in a favourable financial position.

The following pages contain the financial report for the period 1st January 2019 to 31st December 2019. It is to be noted that the organisational finances portray a final surplus figure of: \$112,334 (including interest).

This is as a result of the following:

- Staff departure
- Increase in the areas of membership, resources sales and private professional learning carried out post projection
- Recognition of grant funding income previously carried forward in the balance sheet

For any questions relating to the financial reports please contact Michelle Tenace, REAIE Finance Officer:

[michelle@reggioaustralia.org.au](mailto:michelle@reggioaustralia.org.au) /Jenny Urbano, REAIE Treasurer: [Jenny@reggioaustralia.org.au](mailto:Jenny@reggioaustralia.org.au).

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**REGGIO EMILIA AUSTRALIA INFORMATION EXCHANGE INC.**  
**A.B.N. 73 879 960 566**

**FINANCIAL REPORT FOR THE PERIOD 1st JANUARY 2019 TO 31st DECEMBER 2019**



**REGGIO EMILIA AUSTRALIA INFORMATION EXCHANGE INC.**  
**A.B.N. 73 879 960 566**

**COMMITTEE'S REPORT**

Your committee members submit the financial report of the Reggio Emilia Australia Information Exchange Inc for the period from 1st January 2019 to 31st December 2019.

**COMMITTEE MEMBERS**

The names of the committee members throughout the financial period and at the date of this report are:

Ruth Wallbridge (Chairperson)	Kirsty Liljegren
Heather Conroy (Vice Chairperson)	Jan Millikan
Leanne Mits (Secretary)	Fiona Zinn
Jennifer Urbano (Treasurer)	Sarah Denholm
Kerrie O'Neill	Debbie Nicholas
Cara Mearns	Kate Mount
Ruth Weinstein	

**PRINCIPAL ACTIVITIES**

The principal activities of the association during the financial period were:

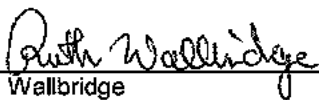
- production and distribution of a journal
- conferences
- workshops and seminars
- study tours
- membership support
- maintenance of website
- sale of resources
- management of expenditure


**SIGNIFICANT CHANGES**

No significant change in the nature of these activities occurred during the period.

**OPERATING RESULT**

The operating profit for the 12 month period amounted to \$112,334  
Signed in accordance with a resolution of the Members of the Committee.

  
Ruth Wallbridge

  
Jennifer Urbano

Dated this 19 day of February 2020

**REGGIO EMILIA AUSTRALIA INFORMATION EXCHANGE INC.**  
**A.B.N. 73 879 960 566**

**STATEMENT OF COMPREHENSIVE INCOME**  
**FOR THE PERIOD ENDING 31ST DECEMBER 2019**

	31-Dec-19 \$	31-Dec-18 \$
<b>INCOME</b>		
Sale of Goods	43,778	38,505
Interest Received		
-Banks	6,047	8,433
Rendering of Services	698,850	761,577
Conference	626,859	-
Miscellaneous Revenue	2,324	3,813
Donations and Grants	23,894	52,356
<b>TOTAL INCOME</b>	<u>1,401,752</u>	<u>864,684</u>
<b>EXPENSES</b>		
Audit Fees	2,600	2,600
Advertising	1,925	869
Bank Charges	9,858	4,064
Conference Expenses	387,903	-
Depreciation	7,035	4,506
Employee Benefits	233,741	249,816
Exhibition Expenses	4,004	2,860
Freight & Cartage	2,803	4,178
Insurance	10,478	17,581
Intensive study tour	53,511	62,942
Venue Expenses	3,129	7,001
Other Expenses	212,367	276,401
Purchases	37,366	30,153
Printing & Stationery	31,682	35,259
Rent	37,763	33,183
Study Tour Expenses	191,565	271,011
Workshop Expenses	61,688	44,160
<b>TOTAL EXPENSES</b>	<u>1,289,418</u>	<u>1,046,584</u>
<b>OPERATING DEFICIT/SURPLUS</b>	<u><u>112,334</u></u>	<u><u>(181,900)</u></u>

**REGGIO EMILIA AUSTRALIA INFORMATION EXCHANGE INC.**  
A.B.N. 73 879 960 566

**STATEMENT OF FINANCIAL POSITION**  
**AS AT 31ST DECEMBER 2019**

	2019	2018
<b>CURRENT ASSETS</b>		
CASH AT BANK - BENDIGO	87,420	7,299
CASH AT BANK - ANZ	203,748	42,871
CASH AT BANK ANZ	822,201	884,864
TERM DEPOSIT - BENDIGO	13,272	12,963
TERM DEPOSIT - ANZ	240,689	237,288
PAYPAL ACCOUNT	23,179	15,058
PETTY CASH	322	261
SUNDRY DEBTORS	21,500	16,550
PREPAYMENTS	69,961	103,303
GST RECIEVABLE	6,420	11,292
STOCK ON HAND	50,709	51,980
LIBRARY	4,072	4,072
	<u>1,543,493</u>	<u>1,387,801</u>
<b>NON-CURRENT ASSETS</b>		
OFFICE FURNITURE AND EQUIPMENT	56,227	53,996
LESS ACCUMULATED DEPRECIATION	<u>34,517</u>	<u>27,482</u>
	21,710	26,514
<b>TOTAL ASSETS</b>	<u>1,565,203</u>	<u>1,414,315</u>
<b>CURRENT LIABILITIES</b>		
SUNDRY CREDITORS	959	-
TRADE CREDITORS	1,759	-
ACCRUED EXPENSES	1,982	-
ANZ CREDIT CARD	-	264
UNEXPENDED GRANT INCOME	31,000	23,893
PREPAID STUDY TOUR DEPOSITS	257,775	136,570
PREPAID PROFESSIONAL LEARNING INCOME	33,095	-
PREPAID VIDEO INCOME	4,466	-
PREPAID CONFERENCE INCOME	-	110,073
PAYG & SUPERANNUATION PAYABLE	8,355	17,428
PROVISION FOR LONG SERVICE LEAVE	12,864	10,979
PROVISION FOR ANNUAL LEAVE	12,808	19,178
GST PAYABLE	8,768	16,892
	<u>373,831</u>	<u>335,277</u>
<b>TOTAL LIABILITIES</b>	<u>373,831</u>	<u>335,277</u>
<b>NET ASSETS</b>	<u>1,191,372</u>	<u>1,079,038</u>
<b>EQUITY</b>		
RETAINED EARNINGS	1,191,372	1,079,038
<b>TOTAL EQUITY</b>	<u>1,191,372</u>	<u>1,079,038</u>



**REGGIO EMILIA AUSTRALIA INFORMATION EXCHANGE INC.**  
**A.B.N. 73 879 960 566**

**STATEMENT OF CHANGES IN EQUITY**  
**AS AT 31ST DECEMBER 2019**

**RETAINED EARNINGS**

	<b>2019</b>	<b>2018</b>
	<b>\$</b>	<b>\$</b>
Opening Balance	1,079,038	1,260,938
Profit/Loss for the year	112,334	(181,900)
Closing Balance at 31 December	<u>1,191,372</u>	<u>1,079,038</u>

**REGGIO EMILA AUSTRALIA INFORMATION EXCHANGE INC****A.B.N. 73 879 960 566****STATEMENT OF CASH FLOWS FOR YEAR ENDED 31ST DECEMBER 2019**

	<b>2019</b>	<b>2018</b>
<b>Income from Operating Activities</b>		
Services rendered	1,369,453	815,069
Grants & Donations	31,000	0
Sales	43,778	37,796
Other income	3,283	3,813
	<b>\$1,447,514</b>	<b>\$856,678</b>
<b>Payments from Operating Activities</b>		
For and on behalf of employees	260,453	244,858
Administration and Office	152,485	203,404
Membership	52,781	73,863
Purchases	40,169	34,331
Program Expenses	439,961	519,732
Network Expenses	23,558	12,289
Advertising	4,844	3,446
Conference Expenses	286,990	0
	<b>\$1,261,241</b>	<b>1,091,923</b>
<b>Net Cash Flow from Operating Activities</b>	<b>\$186,273</b>	<b>(\$235,245)</b>
<b>Income from Investment Activities</b>		
Office Equipment	-2,231	-22,420
Interest Received	6,186	8,525
<b>Net Cash Flow from Investment Activities</b>	<b>\$3,955</b>	<b>(\$13,895)</b>
<b>Total Cash Flow for Year</b>	<b>190,228</b>	<b>-249,140</b>
<b>Cash at Beginning of Year</b>	<b>1,200,604</b>	<b>1,449,744</b>
<b>Cash at End of Year</b>	<b>\$1,390,832</b>	<b>\$1,200,604</b>
<b>Represented by:</b>		
ANZ Cash at Bank	203,748	42,871
ANZ Online Saver	822,202	884,864
Bendigo Bank Term Deposit	13,272	12,963
ANZ Bank Term Deposit	240,689	237,288
Bendigo Bank Cash at Bank	87,420	7,299
Paypal Account	23,179	15,058
Petty Cash	322	261
	<b>\$1,390,832</b>	<b>\$1,200,604</b>

**REGGIO EMILIA AUSTRALIA INFORMATION EXCHANGE INC.**  
**A.B.N. 73 879 960 566**

**NOTES TO THE FINANCIAL REPORT**  
**FOR THE YEAR ENDING 31 DECEMBER 2019**

**1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES**

The financial report is a special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Reform Act 2012. The committee has determined that the association is not a reporting entity.

The financial report has been prepared in accordance with the significant accounting policies disclosed below and in the notes to the financial statements, which the committee have determined are appropriate to meet the needs of the members.

The financial report has been prepared with the requirements of the following Australian Accounting Standards [AASB]

AASB 101	Presentation of Financial Statements
AASB 107	Statements of Cash Flows
AASB 108	Accounting Policies, Changes in Accounting Estimates and Errors
AASB 1048	Interpretations of Standards
AASB 1053	Application of Tiers of Australian Accounting Standards
AASB 1054	Australian Additional Disclosures
AASB 1057	Application of Australian Accounting Standards

The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non current assets.



**REGGIO EMILIA AUSTRALIA INFORMATION EXCHANGE INC.**  
**A.B.N. 73 879 960 566**

Associations Incorporation Reform Act 2012

ss 94(2)(b), 97(2)(b) and 100(2)(b)

**ANNUAL STATEMENTS GIVE A TRUE AND FAIR VIEW OF THE FINANCIAL PERFORMANCE  
AND POSITION OF THE INCORPORATED ASSOCIATION**

We, Ruth Wallbridge, and Jennifer Urbano, being members of the committee of Reggio Emilia Australia Information Exchange Inc., certify that -

The statements attached to this certificate give a true and fair view of the financial performance and position of Reggio Emilia Australia Information Exchange Inc. during and at the end of the financial year of the association ending on 31 December 2019.

Signed: *Ruth Wallbridge*  
Dated: *3/3/2020*

Signed: *Jennifer Urbano*  
Dated: *19/02/2020*

**INDEPENDENT AUDIT REPORT TO THE MEMBERS OF REGGIO EMILIA  
AUSTRALIA INFORMATION EXCHANGE INC**

**Report on the Financial Report**

I have audited the financial report, being a special purpose financial report of the Reggio Emilia Australia Information Exchange Inc consisting of statement of comprehensive income, statement of financial position, statement of cash flows and notes to the accounts for year ended 31 December 2019. The Committee is responsible for the financial report to meet the requirements of Associations Incorporation Reform Act 2012 and I have conducted an independent audit of this financial report in order to express an opinion on it to the members. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of the members.

I disclaim any assumptions of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members or for any purpose other than for which it was prepared.

**Auditor's Responsibility**

My audit has been conducted in accordance with the Australian Auditing Standards. My procedures included examination on a test basis of evidence supporting the amounts and other disclosures in the financial report and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion whether in all material aspects the financial report is presented fairly so as to present a view which is consistent with my understanding of the Association's financial position and performance as presented by the results of its operations.

The audit opinion expressed in this report has been formed on the above basis.

**Independence**

To the best of my knowledge and belief, I believe that there have been no contraventions of any applicable code of professional conduct in relation to my audit.

**Audit Opinion**

In my opinion the financial report presents a true and fair view of the financial position of the Reggio Emilia Australia Information Exchange Inc as at 31 December 2019 and the results of its operations for the year then ended.



BRUCE T HYDON  
Chartered Accountant  
Level 1/ 267A Glenferrie Road  
Malvern, Victoria, 3144  
6<sup>th</sup> February 2020