

DO YOU SUPPORT ACECQA'S PROPOSAL TO CHANGE THE ASSESSMENT AND RATING NOTIFICATION PERIOD TO 1-5 DAYS

Postcode	Support	Quality Rating	Setting	Comment
2000	No	Exceeding	Long daycare	This change will not stop services from bringing in staff from elsewhere just for the A&R visit. This change will create a very negative view of the A&R process which is already seen as distressing and heavily dependent on the individual assessor. This change may well add to the "why bother" attitude within centres. It will not be seen as giving centres a fair go, very un-Australian. This change will very negatively impact on the experiences for children as the increased stress placed on staff will be picked up by the children and lead to a depressive deterioration in their outlook.
2000	No	Exceeding	Standalone Preschool	Many services are confused about whether they should be maintaining the QIP or the Self Assessment Tool so are doing both in effort to make sure that they are doing the "right thing" as there is never a clear answer about which document to complete even though both are extensive - that is not OK its creating more work for educators already with enough to do. Here is an idea tell us which one you want and get rid of the other one - we don't need to be guessing or have any more grey areas about such an important part of the assessment process. I'm on many online groups of educators right across the sector and all they create is a level of stress and anxiety, that perpetuates a sense that educators are constantly not doing enough, or meeting the ever increasing expectations required to be "judged" at a level that will make them feel like they are doing good job. The A&R system is not effective in rating the quality of services it is the thing that destroys the good educators who try to elevate the level of their service while they become overwhelmed with the ever increasing demands of an over regulated unrealistic set of expectations to achieve it. Can you imagine how "reflecting" on everything thing you do when you feel your not acheiving it makes you feel - ah but thats what we are told to show evidence of - never being sure of how much is enough because each A&R assessor may have a different view - and we do aim to please. Critical reflection when your overwhelmed in a system that has a ridiculous amount of standards to meet daily, weekly monthly, yearly, is not helpful when some days meeting ratios is about the only thing that you feel you have achieved. It is the very reason why the good educators are leaving the system and the quality in services is being compromised because of it. Replacing quality staff is near impossible. The A&R system is destroying the industry because it has become all consuming and takes away from what we all trained to do teach children. It is a horrible system that creates anxiety, confusion, in some, fear, stress, and for those who have been around long enough cynicism. You want good quality services services put the people in the field who in their wisdom create the ever increasing standards, best practice guides, to support services to implement them. Or if they are not available - knowing that will never happen - provide people trained with that knowledge. Then the services will know what is required of them, and those setting the standards will have a much more realistic informed view about what is achievable, know the services they are dealing with, and have a much better understanding of the industry. Years ago those people were known as DOCS Advisors and services worked collaboratively with them to provide quality care. Then a one off four year visit by a Neville nobody acting as judge and jury will be not necessary - and yes I'm now in the cynicism frame of mind about our current system.
2010	No	Exceeding	Long daycare	This change will reinforce the view that the A&R system is very stressful and relies very much on the person that you get to carry out the review. This change will affect the children very negatively as they will sense that staff are stressed and this will trigger negative and potentially anxious emotions in the children. This change will lead to staff increasingly disengaging with the rating system. This change will not prevent services from adding or substituting staff for the A&R visit. This can be done almost
2010	No	Meeting	Long daycare	This can be used as a threatening tool by DoE. Centres need a complete cycle to implement changes/improvements as they plan/implement steady achievable goals.
2018	No	Meeting	Long daycare	This change will mean more staff will become disillusioned with the quality rating system. Why does a quality rating system have such a poor quality approach to engaging staff? This change will not make one iota of difference in terms of centres bringing in extra staff for the A&R visit. If anything, it is likely to increase the prevalence of that approach as centres will say the notification period is unfair so we are going to compensate by adding extra staff. Children will be the biggest losers if this notification change goes through. The tension in staff will be palpable not only when the notification comes through but for the whole period from lodging their QIP until the A&R visit is over. For this whole period, the children, who are acutely aware of the emotional state of the staff, will themselves become very anxious and uncertain about what the future holds. It is a no-brainer that staff will switch off from the whole quality process if this is the way they perceive they are being treated.

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2022	No	Exceeding	Long daycare	In theory we should be able to be assessed on any day however the pressure to keep Self Assessments complete at all times as well as other evidence puts incredible pressure on staff who are already under pressure because of staff shortages and Covid. It just seems another way to reduce the number of settings achieving exceeding to make the process of A&R a necessity.
2023	No	Meeting	Long daycare	I do not support this decision, as nowadays it is hard to recruit staff and it takes time to train new staff as well. Secondly, it will put extra pressure to the nominated supervisor, educational leaders, as for example, if we are trying to implement some new procedure and changes to the centre, we need time for the educators to adjust. This will not allow staff to be confident during the visit, as the pressure will be a lot more.
2026	No	Meeting	Long daycare	I firmly believe that the service needs to operate at its quality every day. However, in real, A & R is an A & R. 1-5 days' notice is an enormous pressure. The current 1-2 weeks' notice is already pressure anyway.
2030	No	Exceeding	Long daycare	I get the need to stop things like people importing teams and resources etc just for a day but I think 1 - 5 days is too short a notice period. Teams like to get together to make sure they are operating at the highest standard, to talk through everything and make sure everyone knows what to expect. This short period would then become more like a spot check. I think it would impact negatively on centres and place way too much pressure on teams.
2031	No	Exceeding	Standalone Preschool	This system creates so much stress and all people involved feel overwhelmed by this process!
2031	No	Exceeding	Standalone Preschool	This added pressure on our sector, especially after all we have been through and are still struggling with for the last 3 years is unfair and creates unnecessary anxiety and stress on educators and directors. We know we run an excellent service and don't need this added pressure to prove our worth!!
2031	No	Meeting	Long daycare	The ever increasing and excessive requirements of the regulator have been a major contributor to the difficulties now facing our industry. This is going to do more harm than good.
2033	No	Meeting	OSHC/BASC	This change puts alot of pressure on educators.
2036	Unsure	Meeting	Long daycare	After my last A & R back in 2018 where the assessor was a complete fruitcake I believe the process does not reflect the quality of the service, it reflects the personal opinions of the assessor. Myself and my Educators operate our service as if every day is A & R. So my opinion is if they give us 5 days or 5 weeks we really don't give a toss.
2040	Yes	Meeting	OSHC/BASC	The A & R process overall is a stressful time for services, providing little time to mentally prepare to present to reach an exceeding rating not just a meeting rating. Our service in particular always strives for excellence and it would be great to have the time to ensure that we can continue to showcase that by preparing our nerves.
2040	No	Exceeding	Long daycare	Parents don't care about A&R or the actual ratings they go on the feel of the centre. I think services should be measured compliant or not. And if an exceeding rating is sort has this as an opt in for those who wish to tread above the quality standard.
2046	No	Working Towards	Long daycare	Staff feel so much pressure, they know their jobs, they know what they are doing but with the pressure of someone looking over their shoulder for up to 5 days causes anxiety, stress and it's added pressure they don't need. The A&R needs more input from parent's and information from a parent's point on how they feel the centre is meeting their families expectations.
2055	No	Exceeding	Long daycare	this industry is already at breaking point, this will put MORE pressure on and cause more issues!
2063	No	Meeting	Long daycare	It is an absolutely ridiculous initiative like all there initiatives We are severely worked and underappreciated and overregulated compare that to the schools it's a joke
2064	No	Exceeding	Long daycare	We didn't see any obvious communication in regards to the change of the notice period from DoE, and we have recently received their A&R notification. Considering that it is our first time trying Self Assessment instead of QIP, we have limited confidence to maintain Exceeding without enough training and such limited time frame. We are expected to submit the Self Assessment Document within 3 weeks since receiving the first email from DoE, and having a whole 3 months gap anticipating their 5 days notice after submitting the document. We are still experiencing staffing shortage whilst working hard on recruitment. The shortened notice is not realistic but only adding more pressure on our sector.

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2064	No	Meeting	Long daycare	The current system is broken and the government needs to listen to those of us on the floor not these academics and many, many companies making a lot of money out of the broken system. We are bleeding with workforce and the paperwork is the most common reason why our educators are leaving. To many people who DO NOT work with our children on a day to day basis have to much power in this process and the A and R is KILLING us.
2065	Unsure	Meeting	Long daycare	Coming from the UK where it has always been one day, It doesnt phase me at all. I actually think its more authentic. It's the shear lack of staff across the industry that will impact the quality of what the service is capable of achievning, is what bothers me. It feels unfair to be assessed when we are expereincing such high staff shotages and cannot fulfil our best potential.
2065	No	Exceeding	Long daycare	Childcare sector is so demanding on a day to day basis. This change will put so much pressure in all management staff and face to face Educators.
2065	No	Exceeding	Long daycare	An absurd proposal.
2066	No	Exceeding	Long daycare	What a load of crap the department has now got too much power it is a joke and we must take our power back the Prime Minister doesn't get audited with 1 to 5 days notice and schools get three months what is this it's discrimination
2066	No	Meeting	Long daycare	I agree the large operators and corporates who are furnishing services with educators but they have resources that small operators do not, and it is about time that the smaller centres have different rules to the larger operators and corporates. Withe the amount of money the governmnet is spending on theis obsolete and outdated system this can occur.
2067	No	Meeting	Long daycare	Whilst I do understand why the change has been made and believe that centre's should always been meeting high standards, not just at A&R, it does increase the pressure substantially on educators and management. We have all worked so hard to a deadline to achieve outcomes and recieve a good rating, it is hard to keep up the paperwork and evidence at all times and we need a bit of notice to pull everything together so that we can prove how good we are. We have already had one of our top educators (WT ECT) ask to be removed as the room leader because they are worried that they will have an A&R sprung on them at anytime and this is too much pressure for him. We are having a meeting with him next week to reassure him and find ways to further support him, but this is clear evidence that this notice period is too short for the educators. We want to do our best and we want to receive Exceeding at our next A&R, but we need time to get ourselves ready to collate our evidence.
2067	No	Exceeding	Long daycare	Too many choices in the survey. I did not support Ayanna with five days notice or one days notice it is hard enough to do it properly and do a self assessment in three weeks because that's how long it takes me to do it I'm currently doing to assessment writings and I am going mad I am advocating strongly against it with all the passion that consumes me and my family It will make it another process that I don't care about and at the moment I do it would value my work because of my workload will come so busy that I won't want to do it any more. It was a road my quality of work because I will not put value on a system that does not value on me Gilda Skinner
2068	No	Meeting	Long daycare	No other sector/profession would have this kind of expectation or pressure placed upon them. Just because this is a female dominated workforce doesn't mean we should have to put up with this. With workforce shortages the pressure will drive more educators out. Give us a break. We are already at breaking point. Please, please please DO NOT allow this to happen.
2071	No	Exceeding	Long daycare	This change will have the biggest effect on the children. Children are very perceptive and they will become aware of the increased levels of anxiety felt by staff. This already happens to some extent but a shorter notification period will increase this anxiousness to a much higher degree.
2072	No	Meeting	Long daycare	Admin burden will increase & services may need a dedicated staff member for A&R only which will increase cost of running a
2075	Unsure	Exceeding	Long daycare	Not fair on services who had plenty of notice not true ratings
2084	No	Exceeding	OSHC/BASC	We already have spot visits with no warning but having 1 to 2 weeks notice of a full A&R assessment would result in less stress for staff. We should also be able to delay the visit when key staff (eg the NS or EL are on leave for some reason.
2084	No	Meeting	Long daycare	If the shoe was on the other foot, those people who roll this out would complain as the increase in service paperwork and admin pressure would go through the roof. It's a ridiculous notion

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2099	No	Meeting	Long daycare	Our main concern is the effect on the children that this change will have. Staff will become more stressed in the time between lodging the QIP and when the assessment and rating visit is complete. This is because they won't have proper time for their final preparation for the visit. This will translate into children absorbing that stress, leaving them disconsolate and unsure of their place in the world. Staff are already quite negative about the assessment and rating process. This proposed change will make them even more so. The experience will not be good which will lead to a feeling of helplessness irrespective of the effort they may put in. If the aim of this change is to reduce the prospect of centres increasing staffing numbers on the day, then that is a fallacy. The reality is that it will become more likely that centres will bolster their staffing as a reaction to the short notification period. In the end, staff will feel like there is no point in trying to work with a system that treats them so poorly and many will give up trying. These assessment and rating visits should be uplifting for staff. This proposed change will have the opposite effect.
2099	No	Meeting	Long daycare	ESPECIALLY during the current staffing crisis this is a really stupid thing to do. How can centres with a higher-than-normal casual ratio to permanent staff be training everyone to a high standard right now? Are they trying to catch centres out on purpose, or are they trying to favour the conglomerates with deep pockets, or are they trying to push services to close altogether? When other areas of Government are bending over backwards to help business stay afloat, here is one Department making it more stressful and more difficult. I can just see even more, good, senior people and business owners leaving the sector. And finally I might be one who joins them :(
2113	No	Exceeding	Long daycare	Whilst we are aware that "importing an A team" during assessment and rating preparation time is a widespread practice in the sector particularly within corporate services, the ability for any service to work at an exceeding level at all times in this market is impossible. Exceeding services are working extremely hard every day to meet regulations particularly around staffing levels. Managers are on ratio to cover staffing gaps and as a result services are unable to cope with the regulatory burden of the NQS at all times. All services are currently being battered by market forces completely out of our control - our ability to recruit and retain staff is at the lowest point in the history of the sector. The lack of understanding or support given by ACEQA and the NSW governing bodies to modify the requirements for services is a gross miscalculation on the ability of the leaders in the sector to be able to adequately respond. This seems to be the regulating bodies being so out of touch with the coal face pressures that any increase to 'pressure' will see more leaders just quit. I have been operating in this sector for 14 years and have always run exceeding services. We chose not to apply for excellence as the requirements for additional 'testing' was not fair to the staff and took away from our core business of educating and caring for children. What you are asking is for this burden to be at all times and be with no notice. If you want to increase timelines for A&R preparation in this current market expect more services to have a reduction in ratings. Expect more leaders to quit and expect more instability. Our sector lacks support and adjustments that are in keeping with the reality of operating in a market that has been battered by regulator 'thought bubbles' and dire staffing shortages brought about by COVID and boarder closures. Whilst I agree that reducing the timeline for preparation is ultimately where the rating system should go, please pick your timing. That is what we do at the coal face. We work with our teams to see what they can tolerate and do not expect more than what is humanely possible for staff. We work with them to achieve success not set them up to fail. Your miscalculation will see the entire state rating drop which is not a reflection on what the state is doing. It is a reflection on how the NSW governing body works with the sector. If you want to help us succeed in this current market you will be focusing on how you can reduce the regulatory burden, bring the NSW regulations in line with the other states, really study what the NSW Small Business Commissioner report has given you and respond with ways for the sector to operate that takes away pressure rather than piles on pressure. You are out of touch, and you are adding to an already burnt out, broken sector.

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2113	No	Meeting	Long daycare	This proposed change will not make any difference to centres bringing in extra staff for an A&R visit. If anything it will increase the probability of centres "staffing up" as they will feel they need it [due to the short notice given. Many staff will feel that all the effort to achieving a high rating is a waste of time as insufficient time is provided to prepare. The extra time is not used so much to do extra things as this becomes obvious during the assessment process. Rather it is used for staff to mentally prepare for the upcoming visit. Unfortunately, a shorter notice period will make staff view the quality improvement system as a quality destruction system, one that is designed to treat staff as incapable of completing tasks within given timeframes and creating a feeling of mistrust. Lastly, the children are going to be the ones most to suffer if the proposed shorter notice period goes ahead. This is because the children will notice the extra stress created within team members from when the QIP is sent in until the the report is delivered. This will then lead the children to feel worried and upset because that is how the staff will feel.
2113	No	Exceeding	Long daycare	Due to the sector being hit hard with staff shortages, I believe the services should have more support phone calls, webinars and etc. If leave has been approved and falls on the A&R dates for NS or EL they will be pressured into working. A&R would be better if the assessor came in and observed how the service operates, how the children engage in the program, how the EL and NS support the team. Not sitting with management and asking questions around each element and standard. This can all be submitted in the QIP or evidence can be provided prior to the visit.
2119	No	Working Towards	Long daycare	While we support the keeping standards at all times the change will put lots of extra pressure onto the educators and management, as it does involve of providing lots of physical paperwork and evidence which you want to present and don't miss. Such pressure is not necessary and does not support staff and sector who are trying their best to provide better outcomes.
2119	No	Exceeding	Standalone Preschool	For those services without a full time non teaching director the paperwork involved with be too difficult.
2120	Unsure	Exceeding	Long daycare	The scheduling of leave in particular for key staff such as D, NS &/or EL will make this very difficult. I would hope that some element if leniency would be shown under these circumstances.
2120	No	Exceeding	Long daycare	The current process is stressful because it's long and uncertain...each week you are thinking "we could get our visit next week". However, 1-5 days is not the answer (and one day is downright disrespectful) It would be better to provide an exact date of the visit at time of notification (say 2-3 weeks after notification) this would avoid a lot of unnecessary stress for educators and directors. Thanks for seeking input.
2121	Unsure	Meeting	Long daycare	Why do we need to continually document and show evidence. Just Do It! As a qualified experienced professional (26 years experience) just let me dig in the sand pit and enjoy the children. Far too many services have their most experienced and qualified educators off the floor writing shit to make their service look good. But what is needed is for all of us to just be with the children and get back to basis/ high quality interactions and responsive care.
2121	No	Exceeding	Long daycare	The change will put undue stress on all staff, especially during a staffing crisis where we can barely manage ratio let alone continuous quality improvement.
2122	Unsure	Meeting	OSHC/BASC	What is the motivation for ACECQA in changing notification? I understand the more consistent in the practices point, but I dont see it as less pressure.
2122	No	Meeting	Long daycare	Ridiculous. We have to work in partnerships with families and children. We have to have respect for children families and educators. We have a huge issue with staff shortage, stressed out overworked staff. We have huge mental health concerns in the country but we have a department who want to do this..... none of this adds up where is the respect, working in partnerships with the sector..... they just treat us like a joke.
2122	Yes	Working Towards	Long daycare	N/A
2122	No	Meeting	Long daycare	Although I think it is important for services to always be maintaining and operating at high quality. I think it will just add extra pressure to services, to continually ensure all paperwork is up to date, when currently many services are struggling to find educators and often Nominated supervisors/directors are working on the floor to cover staff leave due to sickness and not being able to find casuals.
2125	No	Exceeding	Long daycare	If ACECQA will work also around approved leave of senior staff (AP,D& EL) then I'm also ok with the short notice but it needs to work both ways.

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2136	No	Meeting	Long daycare	The reality is, that this will add more stress to an already stressful and horrendous system.
				How is the system okay when we do not look at the program provided for more than 5 minutes and we rate the service then comment they didn't have enough resources for multiculturalism. When the service had more than 150 resources representing 14 didn't cultures with 9 different cultures being engaged in the service Yes it was overturned but to write that is absolutely ridiculous. It actually made my staff cry they work so hard and do such an amazing job. I throw my hands in the air. To be very honest I am so done I am ready to walk away and i have been in the industry for over 25 years.
2142	No	Meeting	Long daycare	
2145	Yes	Exceeding	Long daycare	We need to be ready at all times. This will ensure that people do not become complacent when they are due to be assessed. We all know the turn around depending on the previous rating and if you are not ready it is our own fault
2145	No	Meeting	OSHC/BASC	Its just another kick in teeth for the not for profit OOSH sector.
2145	No	Meeting	Long daycare	It will be overwhelming for the educators
2145	No	Working Towards	Long daycare	I based the above comments on the noble notion, that early childhood professionals should enjoy their time with the children by showing them relaxed attitude, not only having to get involved in heavy documentation load.
				How are we going to get more consistency in ratings and assume r visits. That is the big question. It is not transparent it is totally opinionated. I know of 4 services same policies all had an and r within three months. 3 services policies were fine 1 service they had an issue with 1 policy but exactly the same policy everywhere else. Please explain and please explain how and when this changes.
2145	No	Meeting	Long daycare	ACECQA does not play a constructive role with services. A&Rs are high pressure situations where services feel more judged than supported. Assessors should offer more constructive support on a regular basis rather than big A&Rs every 3 years. Assessors at A&Rs and even spot checks are ALWAYS negative and "nitpicky". A more positive approach is greatly needed to guide and support us to remain compliant and best meet the high standards of education and care we want to provide.
2146	Unsure	Meeting	Long daycare	the department can assess centres more often say once year. If the purpose is to maintain the quality the same as the assessment day. Short notice is to try to catch and punish instead of encouraging centres doing right things
2147	No	Exceeding	Standalone Preschool	We are always working on our sawd and always try to keep our high standards but i think mimimum 7 days is fair to all etreme pressure is placed on educators by leadership amdbthis will only cause more in an already very challenging emvironment
2148	No	Exceeding	Long daycare	What is the benefit of this???? Why do we not work with the sector. I have just been into a service that has no equipment and I mean nothing but they are still open haven't had a visits from the department for 5 years, but your concern is having 1 to 5 days notice. The department have lost control and to be frank it is quite funny at how ridiculous they are.
2148	No	Meeting	Long daycare	The reason for this change and it's benefits is not clear. ECE services need more support to increase their quality rather than feeling 'inspected' or at least a balance of both would certainly be appreciated.
				ACECQA does not play a constructive role with services. A&Rs are high pressure situations where services feel more judged than supported. Assessors should offer more constructive support on a regular basis rather than big A&Rs every 3 years. Assessors at A&Rs and even spot checks are ALWAYS negative and "nitpicky". A more positive approach is greatly needed to guide and support us to remain compliant and best meet the high standards of education and care we want to provide.
2150	No	Meeting	Long daycare	Department should reconsider the a and r process. Too much pressure to the sector.
				This is not a change our sector needs when we are in the middle of a staffing crisis and experiencing burnout. While I can see how some of the more positively geared answers above could be feasible, in services who are fully staffed, with permanent educators who are fresh and vibrant and passionate, that doesn't seem to be the overall state of being in ECEC right now if you read any educator run social media. This will push more quality educators out of our already dwindling sector and leave the ones left behind even more stressed out and disillusioned.
2153	No	Exceeding	Long daycare	
2153	No	Meeting	Long daycare	This is absolutely ridiculous

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2154	No	Meeting	Long daycare	This isn't a supportive approach to encouraging more quality services to achieve a consistent high quality rating, but a fear tactic that will put excessive pressure on an already struggling industry. With recruitment so low, it is an actual source of anxiety to have to also worry about this too. A&R is already seen as daunting and this change now makes it more so with a constant worry of not being ready. If A&R was a more supportive way of encouraging services to aim for the highest quality they can, then this may not be such an issue. A subjective approach by some assessors, knowing that centres within our network have had different experiences or been spoon fed their evidence by assessors, the fear of one little thing not being perfect due to simple human error and affective the overall rating, the pressure of needing to put forth endless examples of practice and critical reflection, and multiple other reasons assessment and rating is not effective overall is a huge reason why such a short notice period is detrimental and adds to the already mounting pressure in our industry. We will see many more high quality educators and managers leave in droves because of the continually increasing pressure, and we have already seen enough leave.
2154	No	Exceeding	Long daycare	the system puts so much pressure on services already, this will increase it 10 fold!!!
2154	No	Meeting	Long daycare	Staff need to be able to take leave but they never can will the department not be taking leave????
2154	Unsure	Meeting	Long daycare	Something does need to change for the franchises who do bring in the best of the best for A&R but the little single family owned and operated centers who are doing their best and already on the floor plus doing the admin are already struggling with time and resources this would make that even more stressed and pressured for them. Places with a team across a number of centers will nail it they will just employ someone to be doing QIPs that are copied and pasted .. again so only punishing the smaller centers again. There has to be a way for larger franchises to be reviewed ? And smaller ones with teaching directors and ELs to be reviewed a little differently.
2155	No	Exceeding	Long daycare	You make it harder resulting in less quality.
2155	No	Exceeding	Long daycare	Please let us do our job and stop justifying your own existence!
2155	No	Working Towards	Long daycare	I don't think changing the notice period is the solution, rather the entire A&R process needs revising. Increase shorter monitoring and compliance visits throughout the year and focus on quality in longer service visits to make the process more positive
2156	Yes	Meeting	Long daycare	This will reflect the more true levels of quality of centre
2156	Yes	Exceeding	Long daycare	Changing the days to 1-5 will keep more services honest however most services would be suffering post covid and of course they cannot meet ratings when they can't access staff!
2160	No	Meeting	Long daycare	I think it is ridiculous. The system is broken very very broken and this is going to make it even more so. The question is do we want to loose all great educators to other sectors.
2161	No	Meeting	Long daycare	It is obvious to the sector that this has been a knee jerk reaction by ACECQA to offset the bad publicity they have received regarding Services who came the system with their A Team. What needs to happen is that A&R needs to go it provides nothing more than chaos for the Sector, more Educators are leaving the Service than ever before
2164	No	Meeting	Long daycare	We've had an extension of our A&R which has been great as it's really motivated the team to implement exceeding practises. I feel like more notice will be more beneficial
2164	Unsure	Meeting	Long daycare	Sounds like an unfair practice that will provide little benefit for the educators and other staff working with the children as it will only heighten stress and anxiety levels.
2165	No	Meeting	Long daycare	This change will increase stress on educators. There is not much that you can fake in 10 days but it is enough time to prepare ourselves and check last minute's bits and pieces, reorganise activities that could interfere with the assessment visit, reorganise time off of key staff,etc
2167	Yes	Meeting	Long daycare	This change will allow authentic outcomes.
2168	No	Meeting	OSHC/BASC	Very difficult in OOSH and Vacation Care programs such as ours as we would need to put extra staff on to replace our hands on Director and Educational Leader.

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2168	No	Meeting	Long daycare	Not every day is a perfect day. I do not believe we can catch up with all paper work sometimes due to many reasons, so for the service to maintain high Rating we need sometimes to catch up on some points. If it was no rating I would say that is fine 1-5 days is good enough. For example if few of main educators are on leave. how the relief staff will catch up on our daily Assessment and rating evidences to achieve high quality. We need to be realistic in our daily practices. We have our children to look after which are priority number one. I believe at least 4 weeks is good enough to catch up on the areas we couldn't have a time to do it.
2170	No	Meeting	Long daycare	There has to be a middle ground for the A&R process. While I understand the reasoning behind reducing the notification time, 5 days is too little notice. It would make sense to give at least 2 weeks. What if the educational leader is on leave, or the supervisor for that matter? This ruling is inconsistent with the Regs.
2170	No	Meeting	Long daycare	So we get 1 to 5 days notice of a rating however they take 6 to 9 weeks to get back to us. Although they then want to reschedule the visit as something has come up or better still we say the AP is not available and they say well someone can be there on their behalf but if something happens the AP is responsible and will be taken to court even if they are not in attendance the day something happens. So which is it they should be there as they are always responsible or they can have someone else be responsible when it suits the department
2170	No	Meeting	Long daycare	It's very disappointing to see that changes are made in regards to the timeframe of notice for A&R, rather than focusing on the current struggles centres are having to find educators, ECT's and reliable staff. They should focus on what's important rather than making things more stressful for current directors and nominated supervisors. It makes services feel that ACEQA is NOT on their side by making decisions like these. We should be working as a team rather than working against each other and putting more stress and pressure by decisions like these.
2174	No	Meeting	Long daycare	The change from three months to one week is drastic and unnecessary. It's just shows they don't listen to the needs of services & understand the daily hard work that educators do. Again it feels like they want to catch people out and use fear & punishment as a way of keeping people in line rather than trusting that we are actually trained professionals with qualifications to do a good job. Without knowing how the actual process will change as a result of this shorter time line it is hard to judge if it will be beneficial but there is NO way a service can be prepared to be rated under ALL 7 quality areas in such a short one frame. I get nervous for every spot check & I seem to lose my wits so can never find what I need simply because anxiety kicks in. Unless they ensure that we have a portal where ALL required information is going to be held & easily accessible that does not come at an additional expense & workload of services then I can't see how this very short timeline can be a good thing.
2176	No	Meeting	Long daycare	This change will cause, Services to close. Will increase the Lack of staff. Fees will go up very high. We will need more staff to do paper work. Holidays will not be approved which will cause educators to resign then apply for other jobs. Educators will work in restaurants or shops rather than childcare, far less stress. We will sell all our centres. This is policing rather than accreditation. If they reduce the 4 weeks to 10 - 14 days is more reasonable, services need over a week to check the paperwork and practices to ensure they are in line with the over regulated sector. ACECQA staff are waste of tax payers as they are not trained well and have aggressive approach. Long day care should strike for a week if they implement such an idea. You must call to close for a week, the government need to know their position and stop sitting behind the desk and give orders. You implement we close. That is the message to ACECQA. let few millions of people sit at home for a week and the economy struggle.
2177	No	Meeting	Long daycare	As stated in the survey even though this will deter services from calling in a third party to assist with A&R it will more importantly apply undue pressure on already pressed Nominated Supervisors, educators and Approved Providers. The sector is seeing a huge exodus from educators, this decision will potentially deter more away from it due the pressure from the top whether it's from their managers or the DET to perform. There will be no other organisation or industry that gives such short notice for a serious regulatory assessment. Please for the sake of our educators and their welfare we urge you to reconsider this decision.
2190	Unsure	Meeting	Long daycare	A &R are is not a true reflection of what some services provide. sick of the services that are highly rated because of the chains or money. Not happy with how the A&R is carried out in our industry as there is no truth in some case and others miss out regardless of the outstanding service they and education to the children because of time spend on the floor developing children and not just documentation to impress A&R.HOW SAD.

DO YOU SUPPORT ACECQA'S PROPOSAL TO CHANGE THE ASSESSMENT AND RATING NOTIFICATION PERIOD TO 1-5 DAYS

Postcode	Support	Quality Rating	Setting	Comment
2195	No	Meeting	Long daycare	This change will mean some/many staff will never be able to schedule approved leave (eg annual leave, holiday, breaks) with confidence. This is our biggest concern for us in our centres. It's not fair at all on anybody in any service for centre owners and managers. We do have to show off all our skills and best educators that have been with us for a very long time.... but imagine they're on leave during our minimal 1-5day notice! It's not practical nor fair at all.
2196	Yes	Exceeding	Long daycare	The change will ensure services will have to maintain self assessment. Not just pull it together when they get an email. If this change happens then the process of the visit also needs to change. There are so many better ways to conduct the visit to take the pressure and stress off centres. Lets build relationships between decs and services....lets break down the a&r into smaller visits...lets intense and show centres how to make chNges. With the current shortage we want to be smarter, with the children more and not tied to documentation. Sick of going to centres to see educators glued to ipads just to capture documentation.
2200	No	Meeting	Long daycare	The reality is, This change will put more pressure on staff and we will see more people leaving the industry. The Early childhood sector is already struggling to find staff and is also stretched to the limit. I'd suggest keeping everything the way it was with a 6 week notice period to all centre.
2200	Unsure	Meeting	Long daycare	The issue is the paperwork involved in the process and finding the time to have it all ready for the visit.
2206	No	Exceeding	Standalone Preschool	I believe my service operates at a high quality level consistently, however, the requirements of the A and R to maintain an exceeding status are unrealistic and distract from our primary goal of connecting and forming authentic and consistent relationships with children as educators feel compelled to take away some of this valuable time to ensuring they are meeting the many elements within each of the quality areas
2207	No	Exceeding	Long daycare	It's like they want to catch you out, the system is already seen as a game for many, ie you have to play the game, and those services who bring in other teams, and act on the day will always find a way to get around the system, we need a completely different system instead of one of compliance and punishment. There is plenty of research out there that shows what works if you want to improve practice and change behaviour - social learning theory is one approach. How about something radical like this instead of continuing to milk an already broken system.
2208	No	Meeting	Long daycare	People who implement these changes are inconsiderate of all educators who are working in our industry, however it's always easy to add additional work on others when your not the one who has to do it.
2209	No	Meeting	Long daycare	With monitoring visits occurring more regularly and without notice, shouldn't A&R be a more structured process to allow services to present their practices without unnecessary stress?
2210	No	Meeting	Long daycare	The time and money involved in anr is unacceptable. No parents actually care. Only other service owners ask our ratings. Our families just want the educators on the floor and living their children.
2212	No	Exceeding	Long daycare	I have participated in 5 A&Rs across my services in the last 4 years. One can occasion the Assessor had not even read the QIP prior to the face to face visit. They relied on discussions with us during the meeting before referencing back the QIP. This change feels like another scare tactic from The Department of Education. It will be impossible to recruit and maintain leaders in ece as the pressure and anxiety of anticipating an A&R will be incomprehensible.
2212	No	Exceeding	Long daycare	- Giving a window for the date of visit of 4 weeks vs 6 weeks would be great. 6 weeks is a long time to be feeling anxious. which is only a natural reaction/feeling around A&R regardless of where you sit and what work you are doing etc. Giving 3 weeks notice to submit self assessment gives some leeway if services have been struggling with staff/recruitment, transition new children, additional needs and inclusion may be taking more time, gives time to review and submit the SA.
2213	No	Meeting	Long daycare	This will exhaust our already exhausted resources in an already poorly supported sector. What we need is relief not more pressure.
2216	Unsure	Meeting	Long daycare	It will create more challenges in already suffering Early Learning Centres and their educators. As we struggle to meet the child/staff ratio on daily basis, especially COVID is still around and extremely difficult to find the casual staff.
2216	Yes	Exceeding	Long daycare	I support this as A&R would be a real assessment of services, however I would be supporting this if the expectation would be lessened and if there was sufficient time after the visit to provide evidence of what the assessor didn't see during the visit.
2220	No	Exceeding	Long daycare	The main thing is evidence. The department want evidence for everything little thing, which means we will be constantly printing and filing and basically sitting in the office instead of actually caring for the children

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Postcode	Support	Quality Rating	Setting	Comment
2221	Yes	Meeting	Long daycare	I don't think this change should have any negative effect
2222	Yes	Meeting	OSHC/BASC	The proposal will more than likely expose a lot of the For Profit services that don't operate at high quality & have a team that work behind the scenes that never set foot in services but make key decisions. These services don't have nominated supervisors that are based on the floor, yet somehow are considered to be legally in charge of a service.
2224	No	Meeting	Long daycare	Enough is enough. Staff shortages have put enough pressure on services. We don't need extra and unnecessary pressure from the department. They should be trying to support the industry not make it harder. Soon providers will leave the sector also.
2226	No	Meeting	OSHC/BASC	There needs to be more assistance to service who want to get to meeting after Covid and less "assessment" - I'm currently in a new role and the pressure of getting our service ready with a new team is adding enough pressure to make all educators want to leave.
2230	No	Working Towards	Long daycare	I think they have now put pressure on many educators to leave the sector. It has put fear, pressure and unrealistic time frames on things. Educators have a fear of a and r, spot checks etc and now this has applied more fear. I feel sorry for the childcare workers who put in so much effort to only fear this even more and add more stress to this industry
2230	Yes	Exceeding	Standalone Preschool	I appreciate that for services with teaching director or NS who are only given limited admin time this will be very challenging. However I believe this is an important part of the improving the quality and professionalism of our sector overall and therefore promote the importance and strong need for services to have adequate administration time for directors/NS in ALL services. I am very fortunate to be a director with a mentoring role rather than an allocated weekly class teaching role.
2232	No	Exceeding	Long daycare	Our service runs at a high quality but The current system allows time to focus on our quality and systems before the visit. This time is important to us
2233	No	Exceeding	Standalone Preschool	With the sector in crisis I feel that any way staff can be encouraged and supported would be more advantageous. Staff will see this move as negative and more pressure to be constantly performing
2234	Unsure	Meeting	OSHC/BASC	Services should be operating at a minimum standard of their quality rating at all times, not just go for gold when they know the assessors are coming. We provide an amazing service to our families and what you see is what you get. We would love to get higher ratings but will not spend time on admin/paperwork that is needed with families just to get a gold star.
2250	No	Meeting	Long daycare	With the current climate of the industry and working in a small service that has no ties to any other services creates huge pressure on myself (NS and Ed Leader). Finding staff in the industry right now has been a challenge and therefore I spend a lot of my time supporting the children and educators on the floor. Finding time to finish my QIP is near impossible at this present moment. If I find out that we have A&R and have 1-5 days to complete my QIP, I feel as though I would crumble and let my entire team down. Hearing this news honestly makes me want to leave the industry. It is not that we don't practise good standards, it's that finding the time to ensure that my QIP and other important things office based are completed on time for the A&R visit. I hope they reconsider this because it's not totally fair. Small centres like the one I work in don't have the additional staff or support like bigger
2250	No	Meeting	Long daycare	It will be too much pressure on services in what is already a highly pressured industry. More staff will leave being unable to keep up with huge amounts of paperwork
2251	No	Exceeding	Long daycare	There is not enough support for services within the framework of the regulations and then it's so much when it gets to A And R .
2259	No	Meeting	OSHC/BASC	Work load has increased considerably over the past few years so as small centres with few staff are not being able to spend quality time with the kids. The reason we are all in this industry.
2259	No	Working Towards	Long daycare	What if a director/ns is new to the role? Owners will now put added pressure on their already understaffed, overworked, underpaid teams. It's an unfair expectation of those centres who are 'working towards', or who have just recruited a new team.
2259	Yes	Meeting	Long daycare	Staff are already under pressure and to shorten the notice period makes it worse. It's not like they have anything to hide, but they need more time to organise their documentation in readiness for A&R. If any of our regular or permanent staff just happen to have planned annual leave at the time of A&R, our centre may not be seen in its best light. Especially since casual staff replacing permanent staff on that day will not be as familiar with our centre. Again, we will be disadvantaged.

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Postcode	Support	Quality Rating	Setting	Comment
2260	Unsure	Exceeding	Long daycare	A&R should be abolished. It does nothing to improve quality and is so subjective it borders on corrupt. Owners and operators spend too much time and effort away from children, staff and families focusing on A&R and their is absolutely no guidance as to what exceeding themes look like. Only one person's perspective on the day. Then there is the fall out of staff needing mental health support due to the stress of A&R
2261	No	Meeting	Long daycare	We need more support and this is not supporting our centre in various ways. The added pressure to all workers will be detrimental, and we need support to increase quality. This will feel like an inspection rather than us taking pride in showcasing what we do here for the Assessor. I do not support this idea and would like to know why are you proposing this change when the system we have in place now is working fine.
2261	No	Meeting	Long daycare	This change will not benefit any centres in the long run as there is much to prepare and show how we go above meeting standards. The added stress will be detrimental to the sector and educators will leave.
2261	No	Meeting	Long daycare	ACECQA does not play a constructive role with services. A&Rs are high pressure situations where services feel more judged than supported. Assessors should offer more constructive support on a regular basis rather than big A&Rs every 3 years. Assessors at A&Rs and even spot checks are ALWAYS negative and "nitpicky". A more positive approach is greatly needed to guide and support us to remain compliant and best meet the high standards of education and care we want to provide.
2263	No	Meeting	Long daycare	This will make it very difficult if you have staff on leave. This will affect small services more as they will need to spend more money paying staff to keep paperwork up to date at all times. This is hard with staff shortages and lack of staff applying for jobs. Who will want to come into the industry? I agree with spot visits but when they want the ratings up on display is it a true indication of the service if you have casuals working because staff are on leave?
2280	No	Meeting	Long daycare	Initially I thought that it would add more pressure to the team, but in actual fact I think that it would make it more consistent. Fear works, and encourages all to lift their game. Yes, it's more work initially, but then it's ok to maintain it. For small services it can be hard as time is an issue. I don't like the fact that due to current staff shortages it will be hard for staff to take holidays or have a sick/mental health day. Some leeway needs to be given for this.
2280	Yes	Exceeding	Long daycare	I think its a great idea
2282	No	Meeting	Long daycare	We have enough pressure now. Early Educators and Educators are leaving the sector in droves. This is unrealistic and putting unnecessary pressure on an already stressed industry which is no good for quality care for children and files.
2284	No	Meeting	Long daycare	The sector is already in duress. We don't need our staff and nominated supervisors under this pressure. The entire system is ridiculous
2285	No	Meeting	Long daycare	The A & R process is completely broken and doesn't reflect the needs of our community. This simple breaks it more.
2286	Unsure	Meeting	Long daycare	I have just had an unscheduled week off due to personal issues if we had been notified of A&R during this time it would put excess stress onto an already stressed staff
2289	No	Meeting	Long daycare	As a sector, regardless of your current quality rating we have had a very tough 3 years with minimal support or acknowledgement - why the change?
2290	Yes	Meeting	OSHC/BASC	I think the assessors will see a more true example of care for services where they stage their ratings and assessments particularly in multi National companies where they also import resources for the event only to remove one gone. I'm all for it ! Bring it !
2290	No	Working Towards	Long daycare	Current quality rating was caused by the Education Department failure to adequately respond to complaint regarding behavior of the assessment officer NB - 8 BREACHES - no Breaches after intervention of Lawyers after 23 years of experience in child care with average 95% capacity and working words - the above ticks are a wake up call - the Edu /Dep will be accountable when families realize their educators need more support rather than being policed
2291	No	Working Towards	OSHC/BASC	It is just another example of how assessors want to "catch" centres out. It proves that A&R is about finding fault and not about improvement. Not one family at our centre cares about our rating. The A&R process doesn't reflect our centre and what we do well. A&R is not a fair process when it is subject to the assessors personal views or how they individually interpret things.
2299	No	Exceeding	Long daycare	More pressure on smaller services

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2324	Unsure	Meeting	Long daycare	It will be hard for staff to take leave and keep the right ratios. Getting the QIP completed is a huge task but maintaining it will be easier as it needs to be constantly up to date.
2325	No	Exceeding	Long daycare	This is absolutely unfair! And we wonder why many Directors are leaving the Industry and there is staff shortage. To write an 80,000 word document in that time frame is unattainable. As a passionate owner of 10 years the new A&R and the pressure has actually made me lose sleep and reconsider my career and that is very sad considering I love my service, my career and what I have created in my beautiful community. We have enough pressure as it is. This affects the mental health of everyone involved to have an unattainable time line for so much work and pressure !!!!!!! It will also take away the quality interactions from the children with so much paper work and stress in that time frame. Absolutely ridiculous to have that expectation and pressure. I feel like throwing a Chris Lily- Summer Heights High (Mr G) tantrum - I'm so sick of it, here's my resignation scene. Hahaha I think every Director would feel the same - unless they have super powers!
2325	No	Meeting	Standalone Preschool	Our day to day pressure is already high as we strive continually to provide quality care and education. Forward planning and day to day operations can influence how we would present at A&R and could have adverse effects if it occurred suddenly. Minimum 3 weeks notice should be given to Services. While we should be operating at standards continually unforeseen spontaneously planned events can influence the Rating given which may or may not benefit a Service. From experience Staff need time to process the upcoming A&R some don't cope with short notice, which has become more evident due to the huge changes that COVID affected everyone's lives and mental health. Ready or not it does cause extra stress within a Team.
2330	No	Meeting	Long daycare	Early childhood is experiencing very bad staff shortage which already made service hardly run smoothly very day. Educators already burnt out for just keeping the service running only. At the moment, we really need Department Education to help to release stress from following some of the regulations, for example, staff qualifications as we are hardly find qualified staff. Because of the staff shortage stress, lots of educators left the industry to find other less stress jobs. We are expecting more room for service to improve, the longer notice will help the service to prepare all the documentations ready. I believe most of the service are struggling operating with qualified staff.
2332	No	Exceeding	Long daycare	It will make a leave a little harder but if your given enough notice for a 3 month period of assessment and rating then at least you know not to schedule anything in those next few months
2335	No	Meeting	Long daycare	I get the reason why. But with the shortage at the moment and lack of experience in the feild this will be a tough ask to work at such high standard all the time to meet exceeding. I am almost a qualified teacher and not sure ill stay in the I industry and more stress and work at home to keep up will push me back to hopsplity or casual. Which is another problem in it self there so much work casually no paper work and better money.
2350	No	Working Towards	Long daycare	How much more pressure do we need. Can this industry be for the children as it is supposed to be and about all these ratings & paperwork?
2370	No	Exceeding	Standalone Preschool	I believe that this system might offer additional pressure and might send many people out of the early childhood.
2380	No	Meeting	Long daycare	At my centre we are struggling with staffing (due to pregnancies, compensation, mental health leave), our main focus is on the children. As the Nominated Supervisor I spend lots of time on the floor assisting educators as we do not have an off the floor Educational Leader. Sometimes, we can go weeks without programming due to the staff shortage. This would put additional stress on myself and educators to continue to provide high quality care and quality paperwork to maintain our rating. We are great at what we do, and it would be heart-breaking to lose credits on paperwork when our quality of care for the children is what's important.
2427	Yes	Meeting	Long daycare	The change may increase a little pressure on services...but that's fine. I don't think it will stop those services who import A-team just for A&R...though it may put some pressure on them too.

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Postcode	Support	Quality Rating	Setting	Comment
2430	No	Meeting	Long daycare	This change is a quantum leap in increasing the regulatory burden on EC profession. For a small provider/service staff taking leave will be near impossible. Any change to the A&R "system" should be quarantined until our sector's educator supply issue eases. What are the bureaucrats thinking? Maybe to ease supply every ECECD field officer and ACECQA employee should be required to work two days per week in a Centre as an Educator to really understand how the regulatory burden impacts on daily practices. It would also assist in easing the supply for Educators. Thank you for putting out this survey.
2430	No	Exceeding	Standalone Preschool	Please fight this change. It will add more pressure to an industry that is already stretched. WE feel it will contribute to more educators leaving the sector.
2440	No	Meeting	Long daycare	The regulatory requirements are excessive and burdensome to operators and staff. The constant increase in requirements put on educators and centres is in most cases unnecessary as it does not lead to an improvement in the level of care. Instead it has the opposite affect with educators now commonly needing to neglect part of their duties in order to keep up. This has been a big factor in people leaving our industry.
2443	Unsure	Working Towards	Long daycare	My service is regional we have 3 staff, like most services we are all strstxhed if someone is away we ask children to swap to another day. We currently don't have time for admin or off the floor programming.
2448	No	Meeting	Long daycare	I have simply had enough. Come and get me I say, maybe they will send the white coats in at the same time?
2450	No	Meeting	Long daycare	How does this address the real issues that we have in the sector:- No staff/ chronic staff shortages, low wages, subjective assessments, a sectors who over ten years ago introduced a regulation that we are still unable to have both universal/ australia wide uniformity and real outcomes for"quality". These changes are really about what would work best for the Department in managing their assessment timetable in the age of Covid. it is about them meeting their KPI's. It is not about, with hand on heart, what is best for Services. The excessive pressure this would put on Services already breaking under the pressure of no staff, lack of real sustainable funding is untenable and is frankly offensive to even be suggested.
2473	No	Exceeding	Standalone Preschool	This change unfairly effects small stand alone services who are already disadvantaged by having few staff to do everything that is required for A & R. 2 weeks was already a short time frame but was manageable. As a director of a small community preschool that currently exceeds the National Quality Standards I am burnt out after 3 years of Fires, Covid & Floods. I will be resigning at the start of the term. I know of at least one other direct with the same plan and another planning to leave before their next A & R.
2486	No	Meeting	Long daycare	Shorter A and R notice does not help with the pressure already experienced by the childcare sector in keeping the staff familiar with the ever-changing requirement of their job, best practice and NQF.
2488	No	Meeting	Long daycare	This will put pressure on director to constantly keep everything up to date with all ready so many stresses in the sector- limited qualified educators, limited office time as always covering staff absences on the floor the pressures are ongoing.
2489	Yes	Meeting	Long daycare	More feedback from families during a&r would help to paint a better picture of the quality provided
2500	No	Meeting	Long daycare	This change further indicates the department's apparent hidden agenda of : • undermining the professionalism and trust in the sector ; • attempting to intentionally "catch us out" despite our unending hard work, and dedication in servicing increasingly selfish and ungrateful families . This proposed change also consolidates the widely held belief that the department prefers to seek out non-compliancerather than commend us on ALL the areas in which services are doing well in! This change will lead to EVEN MORE great educators/teachers/providers leaving the sector !!! Instigate this change at your own peril !!!

DO YOU SUPPORT ACECQA'S PROPOSAL TO CHANGE THE ASSESSMENT AND RATING NOTIFICATION PERIOD TO 1-5 DAYS

Postcode	Support	Quality Rating	Setting	Comment
2500	No	Exceeding	Long daycare	I update our centre QIP every three months, updating progress and setting specific actions. I would like the time within the notice period to bring it up to date and allow the assessor time to read my updates. It makes me wonder at what point the QIP is going to be read with 1 to 5 days notice. It is my understanding that NSW Department of Education is moving towards an online self assessment rather than a QIP so I wonder at what point in time this going to be read for assessors to be prepared for the visit - if it is too far in advance then they won't be reading the most up to date progress or will it be a set timeframe for them within the notice period we are provided to ensure it is relatively up to date? I think that this change does not give enough time for educators to do their initial panic, process and realise that they will be ok and then actually be ok, feeling calm and reassured for the actual day. I understand and find that it is frustrating to hear of centres using the notice period to make changes and arrangements to improve their practice on the day of A&R. I believe that when a centre is exceeding, the best thing to do leading into A&R is actually to slow down, do what you do well and not make any changes for a few weeks. I think it is evident when teams adjust their practice for A&R with the current notice period and there are questions assessors could ask or documentation they could seek - they could compare the weeks roster with a week 3 months prior; they could ask to see documentation of when incursions / facilities works or any other questionable things were set in motion. I think it turns A&R essentially into a spot visit which puts additional pressure on good teams who are working in challenging times. I think any additional pressure on ECEC teams at this stage increases the risk of losing more people from the sector. I think this can't be seen as a stand alone change, I think it has to be considered along with other changes set to impact centres - NSW change to online self-assessment especially impacts those who currently work with a centre developed QIP; we expect to receive the updated EYLF in the next few months. I think the staff shortage crisis needs to be kept in mind when creating change and in turn increasing pressure on current staff. I am not opposed to a reduction in the time frame and I am confident in mine and my teams capacity to respond to a shortened time frame but 1 to 5 days is not what I would call reasonable. At least 7 to 10 days would be a much more considerate time frame. I think spot checks should be utilised in centres where there is any suspicion or evidence of "putting on an A&R show" and I think if spot checks confirm a lesser degree of performance then A&R results should be immediately adjusted.
2518	No	Meeting	Long daycare	Why does the notice time need to be shorter for A&R's ?? If they are just trying to catch services out on doing the wrong thing, then up the spot checks. Services need time to try and make sure they have enough staff on hand as the nominated supervisor is taken off the floor to accommodate the accessors. Labour shortages are extremely hard at the moment My nominated supervisor is our lunch fill in.
2518	No	Meeting	Long daycare	No we don't want 1-5days notice, it's not enough time. Aren't spot checks for this purpose. I thought A&R were to help Centre's not just to catch them out.
2527	No	Meeting	Long daycare	I don't believe that this is a positive change, 1-5 notice is ridiculous. The time taken off the floor for the duration of the assessment needs to be planned for and this doesn't give you enough time for this. This is more like a spot check than an assessment and rating. Assessment takes time,,, this does not allow for this. 🤔
2529	No	Meeting	Long daycare	This change puts increasing pressure onto the service in particular the nominated supervisor, contrary to the statement that this should ease pressure. As a nominated supervisor i would rather not take holidays than be having a holiday that's filled with stress that rating an assessment could occur at anytime.
2529	Yes	Working Towards	Long daycare	It is fair to services that are doing the right thing all the time and receive a lower rating than one that brings all their best staff and months of fake displays and practices into the service. This will also give a more realistic idea of what the average level of quality is to then be able to review and possibly revise how services are rated.
2530	No	Meeting	Long daycare	Our industry has so many younger educators now than 10 years ago and mental health, depression and anxiety is the highest I have ever seen due to the DOE ridiculous expectations documentation required, long hours, short staff, conditions of employment, the pressure of the 50/50 rule and trying to meet this, the training course do not prepare our new educators for this, a lot of the management a very young and do not have the experience or life skills to deal with mental health and running a center. It is impossible to keep bombarding staff with updates of the sector and all the rules. The whole A&R process is ridiculous!

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Postcode	Support	Quality Rating	Setting	Comment
2535	No	Meeting	Long daycare	We run a remote service in Berry NSW, we do our absolute best to provide an excellent quality service to our children and families. Our families can attest to this. Like all services we have seen huge staff shortages in the sector but it has put immense pressure on services like ours with limited access to staff. If there was a gastro outbreak for example, we might call our primary school teacher qualified Parents to help us cover ratios so we can continue to support our working families and the towns productivity! Without warning who will be available to demonstrate all our well thought out procedures that have been practiced and reviewed to the fullest? That will not allow us to demonstrate our excellence and our commitment on the day. I do understand that a responsible person will always be on site as well as First Aid Trained etc, but we can not take our focus away from the children and can not at short notice offer an additional staff to assist with the day. That would be impossible. I will also not be expected to request my staff work through lunch for two days if I was not given sufficient notice to find additional help on the day of visits. I understand, you wish for A&R to be a true reflection of what childcare is offering our families but please reconsider the stresses small/remote services like ours deal with day to day before this is mandated across the state.
2536	No	Meeting	Long daycare	With the massive amount of pressure already on services to meet all the regulations and the documentation needed for this, we need a more supportive approach from ACEQUA. 1-5 days is not supportive, it's pressuring.
2536	No	Meeting	Long daycare	Our industry is at breaking point and the expectations just continue to rise.
2538	No	Meeting	Long daycare	I think it is a great idea however I feel a 8-10 period is more fair
2538	Unsure	Exceeding	Long daycare	I agree that educators and services should be operating at the same quality at all times, however my concern is leave ie/ maternity leave, annual and sick leave
2540	No	Exceeding	Long daycare	In an already over stressed field we we are giving 110% don't make it even harder!
2541	Unsure	Working Towards	Long daycare	This change will effect different services / Educators differently for some less stress for other more.
2541	Unsure	Working Towards	Long daycare	Services deserve the additional notice period to compile evidence of their practice that they may have overlooked, or have not had time to document thoroughly with more and more directors spending their time on the floor with the current staffing crisis. Though ratings would more accurately reflect what services are providing, staff absence, illness and leave can impact upon how services operate on any given day. An outbreak of illness for example that results in the majority of the regular staff could have negative impacts on service operation and not accurately reflect how that service usually operates. Yes, a service should operate relatively the same even with relief staff. I see the pros and cons for both sides!
2548	No	Exceeding	Long daycare	Some people need advance notice of major assessments for their own well-being. I think this change will only heighten stress for these people and add to the well-being issues already being experienced. Do more frequent spot checks instead!
2559	No	Meeting	Long daycare	With the sector like it is with low staff availability so many directors working on the floor, something has to give and QIP up to date is one of those. I believe it will stop those centres just putting on a performance for the day to get exceeding but it will hurt the ones doing the right thing and ultimately lose more quality educators.
2560	Unsure	Exceeding	Long daycare	While we are committed to continuous improvement, the minimal notice period does negatively affect staff leave. For example, we are scheduled for A&R between 13/2/23 and 28/4/23. I have several staff who had planned holidays prior to receiving our Notice for Assessment. They are now questioning whether to cancel their leave in case our A&R falls on the time they are off, or are worried that they may be asked to postpone their plans to support the team during this time. Longer notice periods allow us to give our staff notice and to discuss options and make alternative arrangements as needed.
2560	No	Meeting	Standalone Preschool	This is my current opinion. It may change. I do think it will ensure embedded practices are occurring but we will just have to see. The A&R is not fair at all . They should just the rating to meeting or not meeting only
2560	No	Exceeding	Long daycare	I love early learning education but I feel it has become a very exhausting job with a low sense of accomplishments as when we finally think we have it right new changes or expectations are introduced, not giving us the time to enjoy and celebrate our achievements.

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2560	No	Meeting	Long daycare	As someone who has been in the child care industry for over 25 years, i can honestly say am reaching my breaking point being a nominated supervisor. I will not push my staff any further We are all already burnt out and we are unable to recruit quality educators as they are all leaving. I do not care about A&R anymore. In my whole lifetime of working in child care I have been asked twice what our services rating is! We have an wonderful service and our children and families love us, we are already exceeding regardless of a rating we are given by someone who comes in for one day and assesses us based on their observation for a few hours. And now i cannot take planned leave for extended periods of time incase they Notify whilst i am away, I will not leave this huge responsibility on my educators. I am so burnt out, I feel I am almost done. Good services will lose nominated supervisors and good services will close their doors or sell up. The whole industry is in crisis and still they continue to push us. I just don't
2564	No	Meeting	Long daycare	Whilst there are aspirational benefits in thinking this might make people keep everything more consistent and up to date the reality is that the industry is short staffed and maintaining ratios and safety at all times takes priority over working in the office when you don't have the luxury of both. This will add unnecessary pressure to people in an already struggling sector at this point in time where people can barely find ECTs and quality educators.
2567	No	Working Towards	Long daycare	With labour shortages constant pressure of hust getting relief staff when staff are sick its too difficult to add on this type of pressure to centres. It also adds to administive burdens you also cant plan for staff development conferences etc
2570	No	Meeting	Long daycare	Big service providers (chains) will always be able to quickly respond and shift their team accordingly, small/ single services will buckle under the pressure after 3 very challenging years. We have our QIP worked on at least monthly, we have 60 policies that are reviewed so this will be up to date but our interactions with children and families and between our team is our strength and that is the highest priority of ours, and communicated by families as one of their main priorities and yet in these areas we were rated meeting. We'd be happy for the A&R to see who we really are, but don't think the system change to shorter lead time will be beneficial
2572	No	Meeting	Long daycare	More time taken away from the children to beurocratic red tape and a rating that parents pay little attention to.
2573	Unsure	Working Towards	Long daycare	it needs to be that everyone gets the same notice period across the board for example if one service gets 3 days it shouldnt be that another gets 1day or another gets 5 days
2594	No	Meeting	Long daycare	The only way it would work with only 1-5 days notice is if the centre were at least given advance notice of which month the visit would occur so that holidays can be organised so as not to be at the same time.
2594	No	Meeting	Long daycare	I think this change will place an enormous amount of pressure on services and will impact recruitment and people leaving service. Directors and educators will never be able to plan for leave and there is certain holidays that can't be cancelled which will mean educators will be either forced to cancel holidays or not be present during this visit. I think this idea is not sustainable. Obviously visits are unannounced which still will catch services out unaware if they are not meeting requirements. Why should all quality services be punished.
2630	Yes	Working Towards	OSHC/BASC	I think it's a good way to improve consistency in the quality of practice and will minimise the likelihood of practices being dishonestly represented.
2640	Yes	Meeting	Long daycare	We believe it will ensure consistent practice everyday. Allows the ability to embrace constructive feedback on current practice.
2650	No	Meeting	Standalone Preschool	What is the aim of this change? Where was the consultation with the sector? All I can see it doing is taking a further toll on the health and wellbeing of teachers and educators. More will leave the sector. The rating system is a farce. It is really about the written documentation. Little goes into observation from the assessors point of view. Some assessors can't see real quality...that's the disappointing part and then we have to spend time justifying it. Assessing and rating a service in one day with 1-5 days notice is unfair, unjust and not realistic. Spot visits are far more beneficial and will assist to identify those services at high risk of not providing quality care and following the regulations. I have already suffered burnout and been off work for 6 months. I continue to suffer from depression and anxiety as a Director but simply can't do it much longer. My primary stress is the documentation and training/mentoring poorly trained staff. It leaves very little time to interact with the children and their families.
2650	No	Meeting	Long daycare	The amount of documentation to prove adherence to regulations is abhorrent.

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2656	No	Working Towards	Long daycare	While our service runs at (what we consider to be) a high level all the time, our focus is primarily on the children. At times of A & R, we require time to 'put our ducks in a row' without reducing the important thing, the time we spend with the children.
2665	Unsure	Meeting	Standalone Preschool	It is a joke. Seriously in what other industry . Should never be for profit . Should be NSW Ed Dept run and funded including wages . Pay teacher to teach . Parents have very interest in ratings . This is bureaucracy driven. A local service has working towards and has breach notices and investigation.Still operates and breaches ratios Not sure why I'm bothering Rural centres can't employ a Ateam ... again it's all about making money . Let's go back to a compliance check perhaps
2671	No	Meeting	Family daycare	I feel we provide a quality service at all times to our families, however, not having time to gather evidence will mean that some of our quality work/experiences may not be showcased fully to the assessors.
2671	Unsure	Meeting	Standalone Preschool	Given the Early Childhood profession is in crisis, I feel this will add more pressure. Whilst we provide high quality care to the community, the pressures are real and times are hard. Employing trainees or working towards staff (with minimal experience) to meet ratio adds extra pressure to those that have undergone A & R process and relied upon to train staff, run a class, engage with families and upload/maintain documentation.
2707	Unsure	Meeting	Standalone Preschool	We are currently a community preschool however we are in the process of apply to incorporate long daycare as we now have now facilities for children under 3 in our small community as our last family daycare has closed. We will take time to adjust to the new requirements of being a daycare. We have employed new educators however only 2 of the 6 new educators have a qualification and that's a ECT/Primary and a Cert 111.
2711	No	Meeting	Long daycare	The amount of time required by the Nominated Supervisor to be spent with the Authorised Officer is prohibitive to this change working. Nominated Supervisor's are incredibly busy with tightly packed schedules. To clear 2 days at such short notice is very unreasonable and will lead to dysfunction for much longer than the 2 day visit period.
2720	Unsure	Exceeding	Long daycare	I'm happy with the change apart from feeling I won't be able to take any leave until we have been through A and R . As the director I feel I'm the most confident speaking with assessors.
2747	No	Meeting	Long daycare	I have seen services bring in. The 'A Team' it's a fantastic experience where staff learn and the positive effects from the A teams visit are long lasting.
2748	No	Meeting	OSHC/BASC	Notification period currently is perfect
2750	Unsure	Meeting	Long daycare	I have run services that are rated working towards, meeting and have received an exceeding in A and R. The consistency between corporate services and small private ones is black and white, the new system will really showcase the reality of what is happening in services. Exceeding services should be one of the first to go through the new system as it will show how many are putting on a "Act" I really believe there will be a dramatic drop of exceeding services sector wide. A and R will not be the reason for placing more pressure on services, it will be the shortage within the sector of educators as this still is not being addressed.
2750	No	Working Towards	Long daycare	I already question the quality of the ratings... I had a visits and received a letter I went back in my letter saying I didn't know what they were talking about and received another letter saying everything was rectified and they were happy with my response.... I did not answer it that shows the inadequacy from a ridiculous department. They are a joke and I think they just want to push people out of the sector. Maybe we need to rate them.
2753	Unsure	Exceeding	Long daycare	whilst i completely accept that services should be operating at at quality standards at all times the reduced lead time prevents the emotional preparation of staff calming nerves spending time highlighting and building confidence that what they are already doing is quality outcomes and what the assessor is looking for. i think the short period will increase anxiety potentially see staff take leave or be away to avid the stress and see services not receive the rating they deserve as we know its an on the day assessment. staff freeze and cant explain or answer the assessor in these circumstances. whilst i know there are service providers who stack staff resources and change this for the day i dont believe a skilled assessor (being one myself in the passed) would fail to see practices are not embedded or consistent throughout the service.

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2760	Unsure	Meeting	Long daycare	I think it will ensure no "staging" is happening for A & R. It will be difficult if key educators are on leave at the time of the visit to correctly display what the service is really like. Maybe if a key educator such as Educational leader, is on leave at the time of the visit and there is evidence to prove so, possibly run the visit when scheduled and get an unexpected drop in within a month or so for assessors to identify any changes. This would make it a fairer process in that regard. It does mean constantly updating the SAT which is timely.
2761	No	Meeting	Long daycare	I believe at least 4 week notice needed as we can not always get all jobs done on the dY. We need sometime to catch up on some work
2761	Yes	Meeting	Long daycare	I am hoping that this change will weed out the services that are all or show. Although services doing their best and what is right will be put under more pressure.
2763	No	Excellent	Long daycare	I don't why early childhood sector keeps screwing up in putting more pressure on teachers. pretty much MOST leaving the sector and NOT WANTING to come back says a lot about stupid decisions like this that just stress everyone out ALL the time. It's like they want all childcare to shut down due to lack of teachers.
2766	No	Meeting	Long daycare	The change will add more pressure to ECE sector, and it will be hard to keep educators because of too much unnecessary documentation.
2774	No	Meeting	Long daycare	There is already too much stress at times of A&R without making it this quick. Also, it's only one step in the rating process.
2774	Yes	Exceeding	Long daycare	My understanding is there will be a 2 month window notified for A&R and the 1-5 days notification will be within that window and a zoom session is offered as well as a preview of one of the QA areas prior to submitting the working document. This seems like a good process to me.
2776	No	Meeting	Long daycare	When assessment occurs, usually an additional staff member to work with the A&R officer is required as not all centres have non-teaching staff and usually they want to look at documents someone has to provide. This may not be possible with such short notice if at all these days. A lot of time is already wasted putting documentation together for someone else to look at. Insisting on perpetual updating means someone is not focusing on interacting with the children. If a key person is away then you are not getting the full and complete or true picture of the day to day. Finally, what a kick in the teeth after all that educators have been through for the last 3 years in regard to respect and recognition of what early childhood people have been doing by continually treating them as if they have to prove their education over and over.
2794	Yes	Meeting	Long daycare	I think it puts more pressure on Authorised Officers who will have less time to assess the information provided in the self assessment or QIP document. I think it is a good change to ensure that services who have always done the right thing are on an even playing field with services who are doing the wrong thing.
2795	Yes	Meeting	Long daycare	The only issue I could see is the time needed to cut and paste the self assessment document onto the portal one, it is a shame we can't submit the Dept of Education one we use as a working document, it is a very timely and seems like doubling up to have to move all of the information to the other template.
2795	No	Meeting	OSHC/BASC	I found A and R to be extremely overwhelming, with no support from our assessor. I found our assessor to be rude and quite mean to staff - which only made the experience harder to manage.
2795	Yes	Exceeding	Long daycare	I do feel this will increase pressure on services until we all go through it and have a better understanding of the changes and what that looks like in real time. I do agree that regular and portioned checks will help ensure all services are actually providing great learning and care environments instead of getting themselves ready for the time A&R comes around. I do think their needs to be understanding and focus on children instead of paperwork especially in times of covid and shortages in staffing so coordinators are more on the floor supporting then preparing for A&R all the time.
2795	No	Exceeding	Long daycare	Annual leave in particular is the concern as you want key educators and leadership present for these visits. In addition a service that may wish to do monthly or quarterly updates on self-assessment/QIP will be struggling to cramp everything into only a week's notice. A week's notice is sufficient if the process is changed from the current to something more streamlined

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Postcode	Support	Quality Rating	Setting	Comment
2830	Unsure	Meeting	Standalone Preschool	We are a service that has moved and yet to be assessed. At this stage we are continuing to improve practice as the new service has offered so much more for us. But we are not ready to reflect an assessment that truly shows our abilities. Everyone has bad days and this would be saying you can't ever have a bad day. It also means that everyone will be fearful around the time of year when we know that assessment and rating is coming and prolong the anxiety that comes with that. This could impact the mental health of an already struggling sector. As much as I personally prefer this as I strived to have a service that meets the qualities at all times, there are times when staff shortages or illness or other things get in the way and prevent this from being completed. I believe 2 weeks is enough time to still adequately inform us so that if we have had one of those months, you are not left thinking we are not a quality service.
2830	No	Meeting	Long daycare	There is already so much pressure on educators and directors with the staffing shortages in the sector. Having an A&R with 1-5 days notice just increases this pressure. For example, what if the current director is on leave at the time of notice. If it is only 1 to 5 days they may not be able to come back (or could be away ill), it would leave the whole process on the shoulders of someone in the room to try and do when they most likely are needed for ratios and unable to get out.
2873	No	Meeting	Standalone Preschool	It's an incredibly short time frame and puts a lot of pressure on the centre