



Gowrie Victoria Early Years Management

For over 85 years, Gowrie Victoria has been at the forefront of high-quality early learning in Australia.

We're a purpose-driven, not-for-profit organisation and our belief in the potential of children drives everything we do.

We are committed to improving outcomes for children through our relentless focus on high quality practice.

This impact extends well beyond the walls of our own services. It enables us to increase the capabilities, confidence and engagement of educators and teachers across Victoria. We do this by translating theory into practice, sharing our learning, and shining a light on best practice.

Gowrie Victoria is known as a place for demonstration. We offer a number of coaching, mentoring and learning programs that aim to show rather than tell, and that encourage reflection on what we learn. This comes from our culture of genuine curiosity and learning.

We know that real learning and growth happen when we're curious, reflective and open-minded. This enables us to go beyond the surface and achieve better outcomes that make a difference.



Gowrie Australia is a national body of six state-based not-for-profit organisations with a rich history of innovation and leadership in the early learning sector. The Gowrie organisations were all founded on the core values of inclusion, relationships, partnerships and child-led learning, with a strong focus on social justice and equity—something we've shown an unwavering commitment to for over 85 years.

We work in diverse contexts across Australia, but our shared beginning means we have a collective voice which exemplifies and demonstrates high quality practice, while advocating for children's rights, evidence-based practice, ongoing professional learning and children's safety.

Our approach to leadership combines pedagogy with insights into adult learning—empowering educators to translate theory into meaningful practice. With curiosity at the core, we strive to continually improve and support children, families, communities, and colleagues.

Vision

Children are empowered to achieve their potential.

Purpose

We lead, innovate and demonstrate high quality early learning to create a strong early childhood sector.

Values

Curiosity

Our foundation is a culture of genuine openness and curiosity by promoting children's voices, nurturing diverse perspectives, and encouraging initiative, all to achieve better outcomes and continuous improvement.

Authenticity

We invest in trust and positive relationships by promoting authenticity, collaboration, inclusivity, and a supportive, non-hierarchical environment that encourages idea-sharing and wellbeing.

Commitment

We believe in children's potential and are committed to high-quality work and sustainability, consistently taking ownership and seeking improvement to achieve better outcomes.





Approaches

Innovate

We will be curious to find new and better ways to achieve higher quality and better outcomes

Demonstrate

We will exemplify and demonstrate high quality practice

Collaborate

We will amplify our impact through partnerships and strong relationships

Advocate

We will use our voice to advocate on issues that advance excellence in ECEC

Strategy 2024-27

Goal 1

Deliver and demonstrate high-quality pedagogy & practice

Goal 4

Develop effective leaders

Goal 2

Improve access to and participation in high quality education

Goal 5

Build organisational sustainability

Goal 3

Build the capability and confidence of new and experienced teachers and educators





Governance

Gowrie Victoria is governed by a Board, which is responsible for approving Gowrie Victoria's strategic direction and for oversight of the organisation's management. The Board members bring a wide range of strategic and business skills and perspectives to Gowrie Victoria, and are passionately committed to achieving its purpose and vision.

Executive Management

Led by the Chief Executive, the executive management team is responsible for the implementation of the strategy, achieving the strategic goals and day-to-day smooth running of Gowrie Victoria's services, operations and programs.



Karen Weston
Chief Executive Officer



Alison Smith
Executive Manager
Early Learning



Glyn Williams
Executive Manager
Adult Learning



Sue Chamberlain-Ward
Executive Manager
People and Culture



Operating Structure

Gowrie Victoria operates as an Incorporated Association registered in Victoria. The Association is also a registered charity of a large size with annual revenue of over \$33m. Income is derived from fees, subscriptions, gifts, sponsorships, donations, government grants, fund raising activities and such other sources as the Board determines.

Gowrie Victoria is structured with two departments delivering core services and programs.

Early Learning

Management of long day care, sessional kindergarten and integrated kindergarten services in Victoria.

Adult Learning

Workforce and professional development, through training, mentoring, coaching and blended learning programs for the sector.

The centralised enabling functions include Finance, IT, People & Culture, Marketing & Communications, and Operations.

Adult Learning Programs

In 2025, we supported 397 services across Victoria through one or more of our training, mentoring and coaching programs (and 26 services from Queensland).

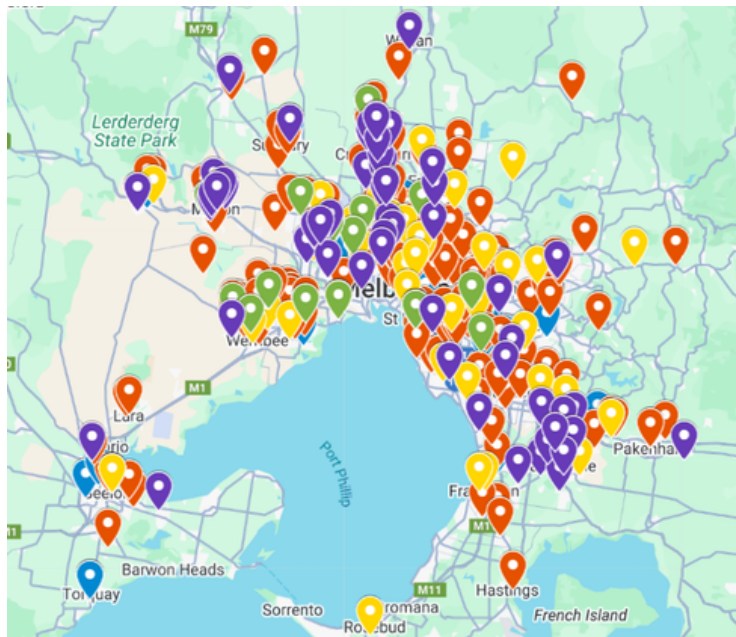
We currently coach teachers and leaders in over 150 services across Victoria through School Readiness Funding.

We co-deliver the Victorian Department of Education's Early Years Learning Networks and support teachers at 71 local events across Victoria each term.

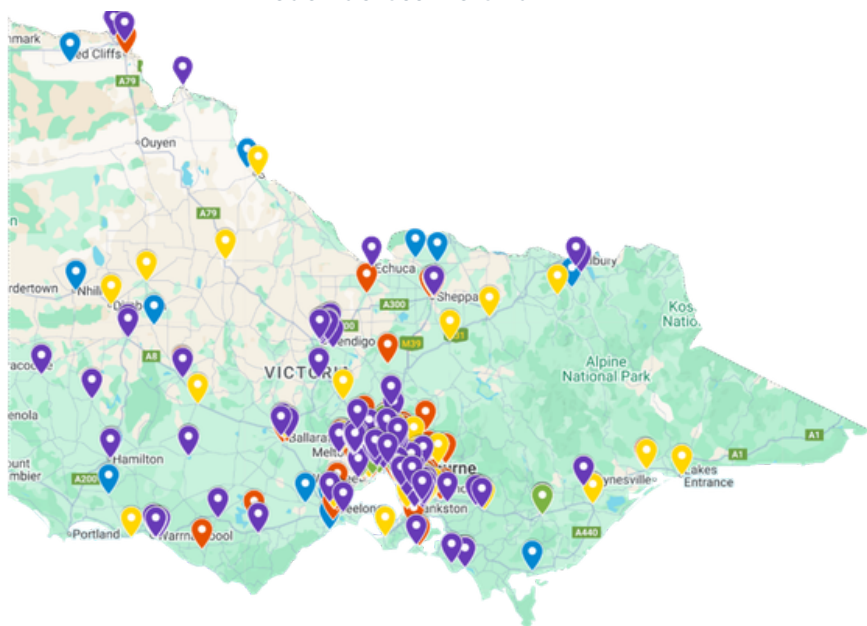
We also offer blended learning programs through the Gowrie Learning Hub, combining eLearning, coaching, webinars, communities of practice and tours.

- Mentee
- Coachee
- Trainee
- Coaching of Service (SRF)
- Learning Network Event

Reach across Metro Melbourne



Reach across Victoria



Early Learning Services



Broadmeadows Valley

30-54 Johnstone St
Broadmeadows, VIC 3047



The Harbour

1 Seafarer Ln
Docklands, VIC 3008



Carlton Learning Precinct

150 Palmerston St
Carlton, VIC 3053



Carlton North

36 Newry St
Carlton North, VIC 3054



Clare Court

40 Court St
Yarraville, VIC 3013



Docklands Kindergarten

cnr Saint Mangoes Lane and
Little Docklands Dr
Docklands, VIC 3008

Opened in 2026. Not yet rated.

Marshalltown Road Kindergarten

122 Marshalltown Rd
Grovedale, VIC 3216

Minindee Road Kindergarten

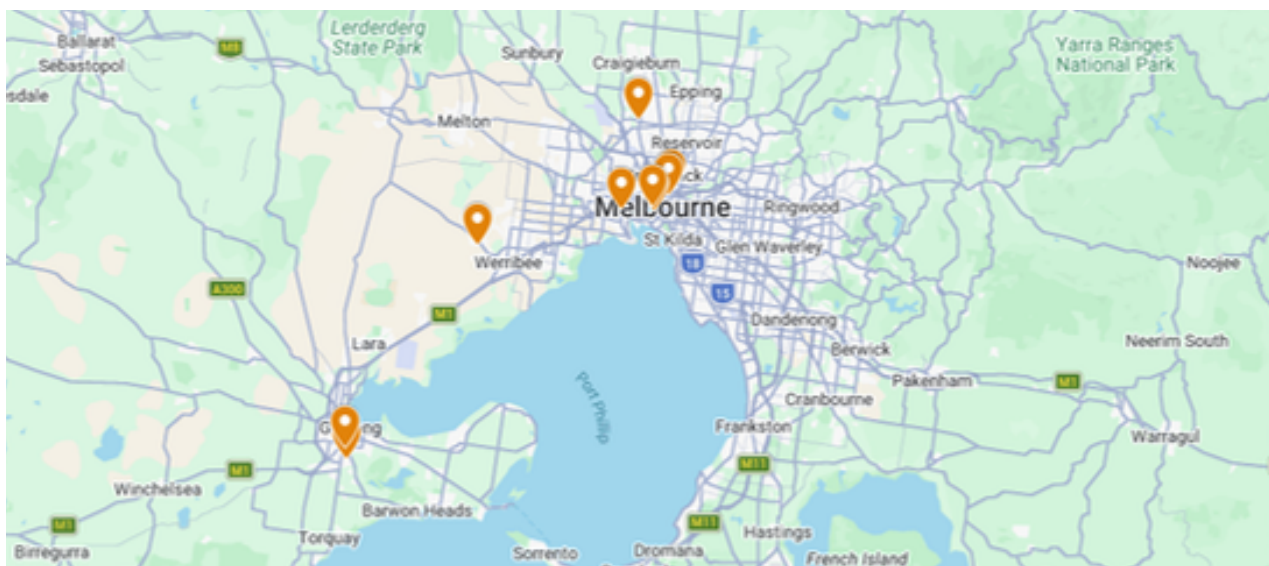
52 Minindee Rd
Manor Lakes, VIC 3024

Oberon Kindergarten

15 Torquay Rd
Belmont, VIC 3216

Opening in 2027

- Craigieburn North
- Footscray
- Wyndham Vale



Early Years Management (EYM)

Gowrie Victoria is an [Early Years Management \(EYM\)](#) organisation working at the heart of Victoria's early childhood reform, driving the transition toward a more integrated, sustainable, and high-quality sector.

We provide professional leadership and centralised management for participating kindergarten and early learning services, drawing on our long history and expertise in child-led learning, focus on high quality, governance and management, networks across the ECEC sector and strong relationships with the Department of Education.

Tailored and reliable arrangements	Including assessment of strategic fit and suitability of EYM arrangements, management of transition and approval process with the Department of Education.
Management of compliance	Including approved provider responsibilities as specified in the Education and Care Services National Law and National Regulations, meeting the requirements of the Department of Education's Early Years Management Policy Framework 2016, management of employment, legal and regulatory requirements, provision of best practice policies and procedures, and shared systems.
Improved staff wellbeing and retention	Through strong organisational structures and processes, we support our teams in their day-to-day work, career pathways and with professional development opportunities that align with their aspirations.
Improved educational outcomes	Through inclusive services and support to adopt contemporary, evidence-based practices, access to Gowrie's adult learning and professional development and collaboration across the wider organisation.



Growth

With the Victorian Government's *Best Start, Best Life* reforms making free kindergarten for 3- & 4-year-olds more accessible for families, we are providing early learning for hundreds more children each week in growth areas in outer Melbourne and Geelong. We expanded two existing services in 2025, opened three new kindergartens in 2026, and will open three more kindergartens in 2027.

We remain focused and committed on increasing our impact by growing our diverse portfolio of programs and services, and directly supporting more teachers, educators, children and families.

Gowrie Victoria is interested in supporting kindergarten and long day care services that aspire to exceeding quality. We are especially interested in services on or near school sites and regional early childhood hubs with potential to deliver our adult learning programs alongside the management of services.

Gowrie Victoria

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