

## ACA Victoria Executive Board Nomination 2025

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**Nominee:** Robyn Sarah Khoury

**Service Provider:** Billy Button Early Learning

**Bio:**

Managing Director, Robyn Khoury, brings to Billy Button Early Learning a drive and passion for high-quality childcare and outcomes for children. A mother of five, she understands the importance of family and how a nurturing environment allows children to thrive. Robyn has been in the education industry for over 20 years and has had the privilege to work in various settings including early childhood, primary and secondary schools as well as special education. This diversity in experience allows her to be creative as a childcare operator and find innovative ways to achieve exceptional outcomes for children in her care. Her success has always been built on strong values that guarantee collaborative partnerships with families and the local community. The core values, Discovery, Connection and Respect form the foundation of Billy Button Early Learning. These values were chosen because Robyn believes that through Discovery children become capable and competent learners, that Connection allows collaborative relationships with families and communities, and Respect is about teaching children to have regard for the feelings, wishes, and rights of others which builds their social and emotional development.

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**Describe your experience in the early childhood education and care sector.**

I have been working in the Early Childhood Sector for over 14 years now. I have had a range of experience starting from being a trainee all the way up to becoming an Approved Provider and Owner. I am passionate about the work I do for children with the educators and families. Quality care and building capacity takes one step at a time and a willingness to give more of ourselves.

**Tell us what makes ACA Victoria's mission meaningful to you.**

I believe our work doesn't just stop and end with wanting quality care for all children but by recognising what the sector actual needs. The mission that ACA Victoria holds resonates with me because I believe that in order to advocate for quality we need to address some major issues starting from training and qualifications in early childhood all the way up to empowering those stepping into Approved Provider capacities to better be capable and equipped to run services at a higher quality.

**Describe any Board Leadership experience you have had to date.**

This will be the first time for me. In my business I have Advisory Panel Meetings that support government and accountabilities.

**Outline any skills, connections, resources, or expertise you can provide to improve the services ACA Victoria offers to its members.**

I have strong HR skills, change management skills, compliance infrastructure and training and financial understanding of what assists the business to stay viable especially when quality care is the ultimate goal. I have connections with other Approved Providers, early childhood consultants and am resourceful from a pedagogical standpoint.

**Confirm that you can commit to the time required for meetings and other duties as outlined in the Executive Board Position Description.**

Yes, I am ready to jump in and work collaboratively with others to achieve the goals, visions and strategic plan.

**What are your thoughts on the key challenges and opportunities facing the Early Childhood Education and Care sector?**

As mentioned above, I think there are a lot of areas that need to be addressed however I do think a key opportunity is around training and how qualifications are rolled out. If we can ensure that educators actually come out of their qualifications and degrees with the knowledge and skills they have been signed off for, then we can ensure a higher level of practice and quality being implemented

**Indicate how you might use your time on the ACA Victoria's Board to address these challenges and opportunities.**

This will be my first time having an opportunity like this, and I am looking forward to seeing how I can work with other organisations or government bodies to advocate for change. During COVID I was in contact with several ministers both at state and federal level to advocate for funding needs in the sector to keep our doors opened. I was told at the time by a state authority at the Department that although we had the least amount of centres my voice was brought forward and heard strongly when these discussions happened at parliament level. I was so proud of that because I along with my team and families rallied together to advocate for change.

**What are your ideas to enhance ACA Victoria's engagement with its members?**

I think networking is a huge part of what we do and having the opportunity to go out more and connect with other Approved Provider or Nominated Supervisors would increase engagement. Being about of Council Network Meetings and maybe making a space where more connection can happen would help.