4.1.2 **Continuity of staff**
Every effort is made for children to experience continuity of educators at the service.

Week 37
18.11.2024 | *Section 6.* **Exceeding: Critical Reflection** (Educational Leader)
Educational Leader to manage whole service critical reflection.

Assess your practice first.

Read the below description and evaluate it in relation to your practices.

Exceeding – Critical reflections. A team reflection on continuity highlighted past challenges where high turnover disrupted relationships and impacted learning. For example, in a meeting discussing Q1 observations, the team noted how children showed signs of distress during transitions with unfamiliar educators. This prompted changes, such as rostering adjustments and prioritising professional development to retain staff, ensuring more consistent educator-child interactions and improved relationship-building practices.

If you are doing similar practices to the example, use the below question to help you write your **'exceeding practice for critical reflection'** description so you can add it to your QIP or SAT (NSW only).

For **Exceeding** the QIP and Self-Assessment Tool (SAT)
Critical Reflection - Please give an example of a team reflection on opportunities to improve continuity of educators, including if relevant consideration of past events that negatively impacted continuity.

If you and your educators need to learn how to achieve exceeding – critical reflection, proceed here and do below.

The following section outlines the steps to ensure you are exceeding in Critical Reflection. If you have already successfully completed the previous section demonstrating how you are exceeding in Critical Reflection, you do not need to complete this section.

Look at the words in detail to identify what is exceeding.

Please give an example of a team reflection on opportunities to improve continuity of educators, including if relevant consideration of past events that negatively impacted continuity.

Let's break down the above statement into two parts and provide simple descriptions to help you:

Part 1: Team Reflection on Opportunities to Improve Continuity of Educators:

This part of the question asks for an example of how a team (such as a group of educators or school staff) might reflect on or discuss ways to enhance the stability and long-term presence of educators within their organisation. It's about identifying strategies or actions that could be taken to ensure educators remain with the team for longer periods, thereby providing consistency for children.

Part 2: Consideration of Past Events That Negatively Impacted Continuity:

This section is asking for an example that includes a look back at previous incidents or situations that had a detrimental effect on the continuity of educators. It seeks an analysis of what went wrong in the past and how these insights could inform future improvements. The goal is to learn from past challenges to prevent similar issues from recurring.

Now that we have examined the words in detail, we can start exploring what these concepts could look like for you. It is important to ensure that we make it very clear how these concepts have **created change** in your service.

Please give an example of a team reflection on opportunities to improve continuity of educators, including if relevant consideration of past events that negatively impacted continuity.

Implementing Flexible Work Arrangements:
Reflection: The team observed that rigid rosters had previously led to high stress and burnout, causing some educators to leave. **Action:** Introduce flexible working hours and the possibility of part-time roles to accommodate educators' needs, improving work-life balance and job satisfaction.

Developing a Stronger Onboarding Process:
Reflection: High turnover in new hires was identified, partly due to a lack of adequate onboarding and support in their initial months. **Action:** Create a comprehensive onboarding program that includes mentorship, regular check-ins, and training sessions to help new educators acclimate and feel supported.

Enhancing Professional Development Opportunities:
Reflection: Past feedback showed a lack of career growth opportunities, leading to stagnation and loss of motivated staff. **Action:** Establish a clear pathway for professional development, including workshops, courses, and opportunities for career advancement within the organisation.

Strengthening Team Communication and Support:
Reflection: Previous instances of miscommunication and lack of support among staff were identified as factors contributing to dissatisfaction. **Action:** Implement regular team meetings, create open communication channels, and establish a peer support system to foster a collaborative and supportive work environment.

Creating a Healthy Work Environment: Reflection: The team recognised that past instances of workplace stress and lack of well-being support led to educator fatigue and resignations. **Action:** Introduce initiatives focused on mental health and well-being, such as stress management workshops, counselling services, and regular wellness activities. This approach aims to create a healthier work environment, reducing burnout and encouraging educators to stay longer.

Building a Culture of Inclusivity and Respect:
Reflection: Feedback and exit interviews revealed that a lack of inclusivity and respect in the workplace contributed to some educators feeling undervalued and

choosing to leave. **Action:** Implement training sessions on diversity, equity, and inclusion to foster a more respectful and welcoming work environment. Promote open dialogue and cultural competence among staff to ensure everyone feels valued and understood. This cultural shift aims to create a more harmonious and supportive community, encouraging educators to remain with the service.

Your example. Select a point from above and break it down into the subsections.

What team reflection have you completed on opportunities to improve continuity of educators *(Remember reading these descriptions becomes a part of the reflection).*

… What consideration of past events that negatively impacted continuity have you considered and changed? *(Describe the changes you made after the reflection).*