7.2.2

Educational leadership
The educational leader is supported and leads the development and implementation of the educational program and assessment and planning cycle.

Week 39
2.12.2024

Section 9. **Management vs Leadership**
(Nominated Supervisor, Educational Leader, Room Leaders).

Room Leader

Aspect	Room Leader's Role in Practice	Room Leader's Leadership Role
Curriculum Implementation	Plans and delivers activities aligned with the EYLF/MTOP to support children's learning and development.	Guides educators in implementing a cohesive curriculum that meets learning outcomes and encourages reflective practice.
Team Collaboration	Works collaboratively with educators to ensure daily routines and programs run smoothly.	Leads team meetings, delegates tasks effectively, and fosters open communication to ensure consistent practices and shared goals.
Mentoring and Support	Provides guidance to less experienced educators, modelling effective teaching and care strategies.	Mentors team members, offering constructive feedback and professional development opportunities to enhance their skills and confidence.
Family Engagement	Builds relationships with families, sharing updates on their child's progress and gathering feedback.	Leads discussions with families during orientations, meetings, and events, representing the team's work and ensuring alignment with family expectations.
Room Environment Management	Sets up and maintains a safe, engaging, and inclusive learning environment.	Oversees room organisation, ensuring that resources and spaces are conducive to learning and aligned with service philosophy.
Critical Reflection	Participates in reflective practices, evaluating the effectiveness of activities and routines.	Facilitates regular reflective sessions with the team to assess practices, identify improvements, and implement changes.
Compliance and Documentation	Ensures accurate completion of observations, planning cycles, and daily records.	Monitors compliance with regulations, policies, and procedures, providing support to educators to meet required standards.
Transitions and Routines	Coordinates smooth transitions between activities to minimise disruptions and support children's wellbeing.	Leads the team in planning and implementing efficient routines that support children's learning and developmental needs.
Problem-Solving and Decision-Making	Resolves immediate challenges within the room, ensuring the safety and wellbeing of children and educators.	Addresses complex issues, makes informed decisions, and provides strategic direction for the team to handle ongoing challenges effectively.
Professional Development	Engages in training to stay updated with early childhood education practices and standards.	Encourages and organises professional learning for the team, sharing insights and resources to inspire continuous improvement.

P a g e | 19

7.2.2

Week 39
2.12.2024

Educational leadership
The educational leader is supported and leads the development and implementation of the educational program and assessment and planning cycle.

Section 9. **Management vs Leadership**
(Nominated Supervisor, Educational Leader, Room Leaders).

Educational Leader

Aspect	Educational Leader's Role in Practice	Educational Leader's Leadership Role
Curriculum Guidance	Provides direction to educators, ensuring the curriculum aligns with the EYLF/MTOP and promotes high expectations for children's learning.	Leads the team in designing and implementing innovative programs that are inclusive, culturally responsive, and aligned with the service philosophy.
Critical Reflection	Facilitates discussions with educators to evaluate current practices, generate new ideas, and improve pedagogy and outcomes.	Establishes a robust culture of reflection by mentoring educators to question their practices, evaluate outcomes, and plan for continuous improvement.
Planning and Assessment Cycle	Supports educators in documenting, assessing, and planning for children's learning, ensuring the cycle is meaningful and relevant for all children.	Guides the team in applying reflective practices to the assessment and planning cycle, ensuring compliance with regulations and high-quality practices.
Mentoring and Capacity Building	Provides one-on-one and group mentoring to educators to develop their professional knowledge, skills, and confidence.	Leads professional learning opportunities, fostering a culture of collaboration and growth, and tailoring support to individual educator needs.
Family and Community Engagement	Assists educators in building strong relationships with families, sharing insights into the curriculum, and incorporating family perspectives into planning.	Represents the service in community connections, facilitating relationships with cultural groups, Elders, and external professionals to enrich the program.
Compliance and Quality Assurance	Ensures documentation and practices meet regulatory requirements and align with the service's quality improvement plan.	Oversees the integration of compliance standards into daily practices, supporting the team during assessment and rating processes.
Professional Development	Keeps up-to-date with current research, theories, and best practices in early childhood education, sharing insights with the team.	Leads professional development initiatives, encouraging educators to apply contemporary evidence-based approaches to their pedagogy.
Equity and Inclusion	Supports educators in creating inclusive learning environments, making reasonable adjustments to optimise participation for all children.	Advocates for equitable practices, ensuring educators adopt culturally safe, inclusive strategies that reflect diverse identities and abilities.
Program Implementation	Collaborates with educators to embed intentional teaching strategies, routines, and transitions that support children's learning and wellbeing.	Provides leadership in setting goals and ensuring alignment between the service's philosophy, educators' practices, and the approved learning frameworks.
Problem-Solving and Decision-Making	Helps educators address challenges in practice, offering solutions informed by theory and evidence-based strategies.	Acts as a strategic leader, ensuring decisions align with the service's goals and prioritise children's learning and wellbeing.

7.2.2

Educational leadership
The educational leader is supported and leads the development and implementation of the educational program and assessment and planning cycle.

Week 39
2.12.2024

Section 9. **Management vs Leadership**
(Nominated Supervisor, Educational Leader, Room Leaders).

Nominated Supervisor

Nominated Supervisor Roles Table

Aspect	Nominated Supervisor's Role in Practice	Nominated Supervisor's Leadership Role
Regulatory Compliance	Ensures daily operations comply with the National Law, National Regulations, and service policies.	Leads the service in maintaining regulatory compliance, conducting audits, and addressing non-compliance issues proactively.
Oversight of Educational Program	Monitors the implementation of the educational program, ensuring it aligns with the EYLF/MTOP and the service's philosophy.	Works collaboratively with the Educational Leader to set clear expectations and oversee program quality and continuous improvement.
Staffing and Team Management	Coordinates staff schedules to meet ratio requirements and ensures educators have the resources and support needed to perform their roles effectively.	Leads recruitment, onboarding, and professional development strategies, fostering a positive workplace culture and supporting educator retention.
Health and Safety	Ensures all health, safety, and wellbeing policies are implemented effectively, including supervision, risk management, and emergency preparedness.	Drives the development of a safety-first culture, ensuring educators understand and adhere to health and safety regulations and practices.
Family and Community Engagement	Supports educators in building respectful partnerships with families and engaging them in their child's learning journey.	Represents the service in community initiatives, promoting family involvement and fostering connections with local organisations and cultural groups.
Policy Development and Review	Implements and regularly reviews service policies, ensuring they remain current and practical for the team and families.	Leads the policy review process by consulting with educators, families, and the broader community to ensure policies reflect best practices and needs.
Professional Development	Identifies staff training needs and facilitates access to workshops, seminars, and ongoing learning opportunities.	Champions a culture of continuous professional development, aligning training with the service's goals and regulatory requirements.
Mentoring and Support	Provides guidance to room leaders and educators, addressing challenges and supporting their professional growth.	Leads the mentoring framework, ensuring all staff have opportunities for growth, collaboration, and reflection.
Continuous Improvement	Supports the development and implementation of the Quality Improvement Plan (QIP) and evaluates its impact on the service.	Drives the QIP process, ensuring goals are set, monitored, and achieved through team collaboration and critical reflection.
Problem-Solving and Decision-Making	Resolves day-to-day operational issues and supports educators in addressing challenges with children, families, or routines.	Leads strategic planning and decision-making, ensuring the service's operations align with long-term goals and regulatory standards.
Child Protection	Ensures all staff understand and comply with child protection laws and procedures, reporting and managing incidents appropriately.	Leads the service's child protection strategy, fostering a culture of awareness and action to safeguard children's wellbeing.