

7.2.3

Development of professionals

Educators, co-ordinators and staff members' performance is regularly evaluated and individual plans are in place to support learning and development.



Week 40
9.12.2024

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
Performance Review	Participate in regular performance reviews by providing evidence of achievements and contributions.	Facilitate fair and structured performance reviews for team members, offering constructive feedback and recognising achievements.
Position Description	Follow the responsibilities outlined in the position description to ensure alignment with service goals.	Review team members' understanding of their roles, clarify expectations, and support role adjustments when needed.
Planning for Growth	Identify personal strengths and areas for improvement during evaluations.	Guide team members in setting professional goals and developing individual growth plans aligned with the service philosophy.
Support Strategies	Collaborate with peers to address challenges and share strategies for improvement.	Provide mentoring, coaching, and access to resources to support team members in achieving their goals.
Team Collaboration	Engage in team discussions to reflect on and improve practices.	Promote a culture of open communication, collaboration, and mutual respect within the team.
Professional Learning	Actively participate in training and development opportunities provided by the service.	Encourage team members to attend professional development, and share learning outcomes to enhance team practices.
Goal Setting	Set achievable and measurable goals during performance reviews.	Lead the team in developing collective goals and tracking progress towards achieving them.
Service Philosophy	Reflect the service's philosophy in day-to-day practices and interactions with children and families.	Ensure the team's practices align with the service philosophy, embedding it into planning and interactions consistently.

Week 40, 9-13 December 2024 – 7.2.3 Development of Professionals

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Educational Leader

Aspect	Educational Leader's Role in Practice	Educational Leader's Leadership Role
Performance Review	Provide input during performance reviews, focusing on curriculum implementation and educator growth.	Oversee the performance review process, ensuring educators receive constructive feedback related to curriculum outcomes.
Position Description	Align personal practices with the responsibilities outlined in the position description.	Support educators in understanding their roles within the curriculum framework and how they contribute to service objectives.
Planning for Growth	Identify areas where curriculum and teaching practices can be enhanced.	Guide educators in developing targeted professional learning plans that align with service goals and curriculum requirements.
Support Strategies	Collaborate with educators to address challenges in implementing the curriculum.	Provide tailored support, mentoring, and coaching to educators, focusing on improving curriculum planning and delivery.
Team Collaboration	Work collaboratively with educators to reflect on practices and improve curriculum delivery.	Lead team discussions on curriculum effectiveness, fostering a shared vision for continuous improvement in educational outcomes.
Professional Learning	Participate in ongoing professional development related to curriculum and pedagogical leadership.	Identify and organise professional learning opportunities that align with service priorities and educator needs.
Goal Setting	Set curriculum-specific goals during performance reviews to enhance teaching and learning practices.	Facilitate the development of team-wide goals that align with the National Quality Framework and service philosophy.
Service Philosophy	Embed the service philosophy into curriculum planning and daily interactions with educators, children, and families.	Ensure the curriculum reflects the service philosophy, guiding educators to consistently implement its principles in practice.

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Nominated Supervisor

Aspect	Nominated Supervisor's Role in Practice	Nominated Supervisor's Leadership Role
Performance Review	Participate in their own performance review and ensure reviews are conducted for all educators.	Oversee the performance review process for the entire service, ensuring consistency, fairness, and alignment with service goals.
Position Description	Fulfil their responsibilities as outlined in their position description, ensuring regulatory and quality compliance.	Ensure all team members understand and adhere to their position descriptions, making adjustments where necessary.
Planning for Growth	Identify personal and team-wide strengths and areas for improvement through self-reflection and review.	Lead the development of professional learning plans for staff, incorporating service priorities and individual goals.
Support Strategies	Provide support to educators and leaders, addressing challenges and promoting professional growth.	Establish and maintain mentoring and support systems to ensure educators feel confident and capable in their roles.
Team Collaboration	Collaborate with leaders and educators to reflect on service practices and implement improvements.	Promote a collaborative culture by leading reflective discussions and ensuring input from all staff is valued and considered.
Professional Learning	Engage in professional development to remain informed about regulatory requirements and best practices.	Facilitate access to professional development opportunities for all staff, linking them to individual and service-wide goals.
Goal Setting	Set clear, measurable goals for the service and support team members in achieving them.	Develop strategic service-wide goals, aligned with the National Quality Framework, and monitor progress regularly.
Service Philosophy	Ensure the service philosophy is evident in daily practices, curriculum delivery, and interactions with families.	Embed the service philosophy across all aspects of operations, ensuring alignment in leadership, curriculum, and team practices.

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