Batemans Bay Working Group Session Four World Café – 16.05.2012

**HOW DO WE SUPPORT STAFF TO WORK AND AGREE ON COMMON GOALS? (I.E. AROUND PROJECTS TO DO WITH QIP)**

- How does a dynamic team work?

-Time

-Being realistic on goals and time frame.

-More staff

-Know what staff members don’t want

-Break the goals down

- Make their contributions valuable

-Staff meetings

-Accessible information.

**WHAT WILL WE DO IF THE ASSESSOR IS NARKY?**

- Pick your battles

- Write down what they said.

- Accept this if the issue related to compliance

- Ask relevant questions, hopefully leading things back in the right direction!

- Remain composed and polite.

- Back up decisions with evidence – why we do what we do / made a decision etc

- Clearly and confidently articulate your views.

- Suggest the need for reflection.

**HOW DO WE SUPPORT CASUALS AND PART-TIMERS TO ENGAGE IN THE QIP PROCESS?**

- Invitations to staff meetings.

- Formal induction ensures policies are read and orientation to centre occurs.

- Ensure QIP summary is on display as well.

- Buddy process – someone to talk to.

- Clear daily practices, policies and goals.

- Have information available in simple point form.

- Try to use regular casuals.

- What casuals…what staff??? - (Thanks Janice – anyone want to move to Mogo for work?!)

- Request their contribution to staff QIP process.

**HOW TO REASSURE STAFF THAT IT WILL BE OK…AND TO VALUE THE PROCESS?**

- Lots of practice verbalizing what we are good at and procedures as well.

- Have staff take turns to reflect on practices of different rooms.

- Concentrate first on strengths of individual staff.

- Practice articulating the processes we have gone through…Our journey to get to this point.

- Allowing staff to constantly question practice.

- Learning process we are all in together – reassure them that they are part of a team.

- Praise and recognize good quality practice and educator engagement.

- Practice talking about scenarios and articulating so that they feel OK and prepared.