

# Engaging Pre-Service and Early Career Educators in Leadership and Advocacy

**Amanda McFadden, Jane Bourne  
Georgia Irvine Casey and Chantel Orr**



**Early Childhood  
Australia**

Queensland Branch

# Acknowledgement

Today we acknowledge and pay our respects to the First Peoples, past and present, the traditional custodians of the lands and waterways.



**Early Childhood  
Australia**

Queensland Branch

# Overview of Presentation

- Early Childhood Australia as an advocacy group
- Filling a gap in the sector
- Who are the Early Career Sub-Committee?
- ECA Early Career Educators in action
- Lessons learned - Challenges and future aspirations
- Q&A



# Early Childhood Australia as an Advocacy Group: A vision for early childhood educators as advocates for children.



**Early Childhood  
Australia**

---

Queensland Branch

# The vision and early stages

ECA Qld Branch President and committee saw the need for the implementation of a sustainable community to empower beginning educators to advocate for the provision of quality outcomes for children and families.

# Who are the Early Career Educators?

A mixture of **early career educators** and **early childhood education pre-service teachers** from various Queensland universities and institutions that are committed to Early Childhood Australia's vision of becoming a voice for young children and advocating for their right to access quality early childhood education and care. A subcommittee of the ECA QLD Branch.

Early Career 'Educators Engaging Educators' (ECEEE).



**Early Childhood  
Australia**

Queensland Branch

# Governance and Implementation of Early Career Sub-committee



**Early Childhood  
Australia**

---

Queensland Branch

# Strategic Alignment to ECA Pillars

Built on the pillars of ECA's Strategic plan 2014-2017 at one of our first meetings a year ago.

- Integrity
- Inclusiveness
- Collaboration
- Quality
- Leadership



**Early Childhood  
Australia**

Queensland Branch



# Early Career's Goals

- Establishment of short term and long term goals
- Some of these goals included:
  - ★ Working with the ECA QLD Branch to host the 2016 Under 8's Week
  - ★ Developing a website to connect with other early career educators
  - ★ Hosting professional conversation evenings



**Early Childhood  
Australia**  

---

Queensland Branch

# Practicalities of Implementation: Leading skill development

Collaborating to mentor ECEEE subcommittee to develop:

- Meeting structure
- Committee 'roles' for sustainability
- Documentation formats



**Early Childhood  
Australia**  
Queensland Branch

# Leadership development

- Building a strong partnership with ECA.
- Improving perceptions of our roles and increasing self-efficacy.
- Early career educators contribute new perspectives and fresh ideas and enthusiasm.
- Ongoing support, friendship and encouragement from colleagues.

# Leadership structure

- Distributive Leadership Model
  - ★ Appropriating leadership roles to fulfil the committee vision
  - ★ Shared learning that occurs in the collective model is more influential because of the partnerships that are built in a **community of people with similar interests** (Ebbeck & Waniganyake, 2003).



# Early Career's: Educators Engaging Educators







# Getting started

- From little things big things grow.
- Developing the management skills to support the day-to-day running of a subcommittee.



**Early Childhood  
Australia**

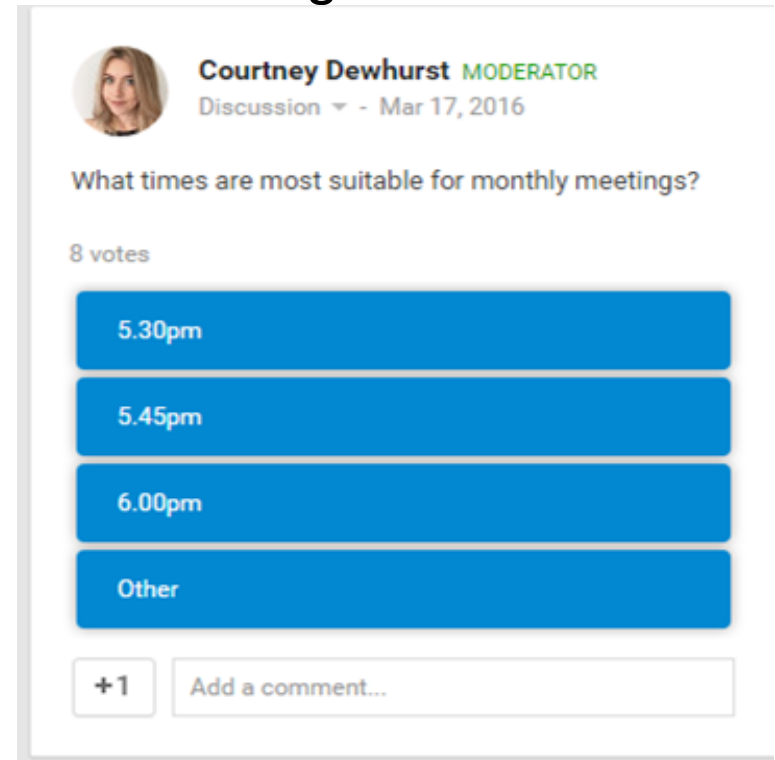
Queensland Branch



# Collaborative decision-making and ICTs

- We use an inbuilt poll app on the Google+ page for voting on

various matters. Including approval for designs on some of our promotional material.



**Courtney Dewhurst** MODERATOR  
Discussion ▾ - Mar 17, 2016

What times are most suitable for monthly meetings?

8 votes

5.30pm
5.45pm
6.00pm
Other

+1 Add a comment...

# Running meetings

## Educators Engaging Educators Minutes

Date: 14.9.15

### Committee Members:

Courtney Dewhurst – Co-secretary  
Chantal Orr – Communications  
Maddy Sneesby – Co-convenor  
Andrea Kewley – Co-treasurer  
Lisa McDonalld – Co-treasurer  
Katelyn McArthur – Co-convenor

### Committee Member Overview:

Scope: to unite early childhood educators  
One member of the committee to attend Early Childhood Australia

- Produce roster for attendance

Become a member of Early Childhood Australia

In regards to the committee member:

- How often are the meetings
- How are you going to communicate to the rest of the committee

Funding possibilities

### Minutes:

Introduction new committees

### Purpose of the group:

Integrity

- Code of Ethics – belief in these and having a comprehensive understanding of these through applying them in your practice
- Professional identity – how are you viewed and the flow on effect from this
- True and authentic to your beliefs and values
- Being underpinned and having belief in early childhoods theories through keeping up-to-date and applying these into your personal pedagogy
- Life long learning

## EARLY CHILDHOOD AUSTRALIA Queensland Subcommittee: Early Career Educators Engaging Educators

Monday, 12<sup>th</sup> October 2015  
Block

QUT Kelvin Grove, B426, Level 4, B

Attendees:

Meeting Agenda	
Item	Notes Action
Opening Statements:	
- Welcome to Country	
- Terms of Reference (membership period conditions)	
- Location of 9 <sup>th</sup> November meeting (28 Bayview Tce, Clayfield)	
Chantel:	
- Group communication approval	
- Establish Google Docs. Group	
Under 8s Week	
- Representation in under 8s week team	
- Role of ECEEE	
- Activities	
Strategic Plan	
- Review pillars (mission & vision)	
- Prioritise to achievable goals for the first annual period	
- Set date of review	



**Early Childhood Australia**  
A voice for young children

Queensland Subcommittee: Early Career Educators Engaging Educators  
14 March 2016  
Australian Catholic University EA.02

Attendees: Laurien Beane, Chantel Orr, Georgia Casey, Lisa McDonald

Meeting Minutes		
Item	Notes	Action
Welcome to Country	I would like to show my respect and acknowledge the traditional custodians of this land, of elders past and present, on which we meet today.	
Meeting Sustainability	Some felt they were pushed for time to be able to make it to the meeting by 5.30.	Chantel: create poll vote for
- Discuss and vote upon 2016 meeting times/regularity and format (digital/personal)	Suggested we move it to 6 pm. Bi-monthly meetings, most liked the idea however after the ACU Symposium as we have a lot to organise. Suggestion that we put it out to the subcommittee and ask what days suit better to increase attendance. Make sure everyone knows how to use the Google hangouts app.	Bi-monthly meetings as well as timing and day of week.  Chantel: find instructions for Google hangouts. Next meeting hold a 15 minute demonstration of how to connect.



**Early Childhood Australia**  
Queensland Branch

# Meeting format

- Held bi-monthly
- Face to face, with video conferencing optional
- Follows set agenda, posted to Google Drive for members to access and edit
- Times negotiated through Google + polling facilities



**Early Childhood  
Australia**  
Queensland Branch



# Digital tools: Google

We have adopted the Google apps, a free and easy way of staying connected. All of the tools interact with each other and are accessible to everyone.



- Google+ social media
- Google Drive
- Google Docs
- Google Hangouts
- Google Calendar
- Gmail 'Google Groups'




# The Google+ Community

ECA Early Career Educators Engaging Educators

Sub-committee collaboration space

 Notifications on 



Private 18 members

All posts

Discussion

Committee goals

Agenda & meeting minutes

Stories and advice







Reflection


Children's Rights Symposium 2...

Under Eights Week 2016

Website design

What's new with you?

 Text  Photos  Link  Video  Event  Poll

**ECA QLD Early Career Educators Engaging Educators** OWNER


Children's Rights Symposium 2016 ▾ · 8:25 AM

Hi all,

There are a few tasks from the children's rights symposium that we thought we might ask if anyone can help out with.

[Read more](#)

+1

**ECA QLD Early Career Educators Engaging Educators** OWNER

Agenda & meeting minutes ▾ · Jul 4, 2016

Hi all,

We decided to postpone because we had a few people sick and many of us were busy at the beginning of school holidays. We are coming up to our 1 year mark

[Read more \(10 lines\)](#)

4 votes

1st August 2016

75%

8th August 2016

0%

9th August 2016

25%


About this community


Invite people


This is the professional, interactive, web-based collaboration space for the ECA QLD ECEEE sub-committee.


It is a private space and can be viewed by invite only.


Below are some handy/ relevant links.


 [ECA website](#)

 [Under Eights FB page -> share this page](#)

 [Send a direct group subcommittee email](#)

 [View the events calendar](#)

 [NEW Google drive shared folder](#)

 [Australia](#)

Upcoming Events

Jul 28

**ACEL Early Childhood Conference**

Tomorrow, July 28, 9:00 AM GMT+10 · Brisbane Convention & Exhibi


Yes ▾

Aug 1

**Video conference for meeting Aug 1st**

Mon, August 1, 5:30 PM GMT+10

Yes ▾

**Chanel Orr** MODERATOR


Discussion ▾ · Jun 26, 2016

June meeting: Thanks to everyone who RSVP'd!

Due to the small amount of people able to make the meeting, I thought I would post to ask how those who can come feel about postponing and having a poll on

[Read more](#)

## Past events




June Meeting (Rough)

Mon, June 27, 6:00 PM  
?

Did you go?

Yes No




ECA QLD Branch Annual General Meeting

Wed, June 15, 6:00 PM GMT+10  
Save the Children

Did you go?

Yes No




24 Photos

Children's Rights Symposium: Save the date to volunte...

Sat, May 28, 8:00 AM GMT+10  
Australian Catholic University (Brisbane)

Did you go?

Yes +0 guests Add photos




May meeting (Last meeting before the children's right...

Mon, May 9, 6:00 PM GMT+10  
Australian Catholic University (Brisbane)

Did you go?

Yes +1 guest Add photos




Make up meeting (CANCELLED)

Tue, April 26, 6:00 PM GMT+10  
Australian Catholic University (Brisbane)

Did you go?

No




April Meeting: ECA Branch general meeting

Mon, April 11, 6:30 PM  
Save the Children Fund Office, 28 Beesley St. West End

Did you go?

Yes +0 guests Add photos




March Meeting 'hangout'

Mon, March 14, 5:30 PM GMT+10  
Hangouts

Did you go?

Yes No




3 Photos

March meeting

Mon, March 14, 5:30 PM  
Australian Catholic University

Did you go?

Yes +0 guests Add photos



Reconciliation Symposium

Sat, March 5, 8:30 AM GMT+10  
257 Gympie Rd

Did you go?

Yes +0 guests Add photos



Search Drive



My Drive > ECA QLD ECEEEE > ECA Sub-committee ▾



NEW

- ▶ My Drive
- Shared with me
- Google Photos
- Recent
- Starred
- Trash

42 MB of 15 GB used

Upgrade storage



ACEL Presentation ...



Agenda



Banner design



CHILDREN'S RIGHT...



Photo documentati...



Photos



T-shirts design



Under Eights week



.DS\_Store



Collaborative Working d...



Icon

Collaborative Working document ECA ECEEE Sub-committee.gdoc



Apps

Suggested Sites

Google

Search Calendar

Calendar

Today

<

>

Monday, Jul 25, 2016

Day

Week

Month

CREATE

Expand All Collapse All

July 2016

S

M

T

W

T

F

S

26

27

28

29

30

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

28

29

30

31

1

2

3

4

5

6

My calendars

ECA QLD Early Care...

Tasks

Other calendars

Add a friend's calendar

Holidays in Australia

Thu Jul 28, 2016

At 9:00am

ACEL Early Childhood Confer...

Thursday, 9:00am

Brisbane Convention & Exhibition Centre...

By Courtney Dewhurst

"Leading in the early years in a new era". The conference runs over two days exploring leadership in early years education. Keynotes include John Medina,

Going

Remove

View on Google+

Mon Aug 1, 2016

All day

New South Wales Bank Holiday (New South Wales)

All day

Northern Territory Picnic Day (Northern Territory)

At 6:30pm

August meeting reflection, future goals and sustainability. - Australian Catholic University EA06 (early childhood room)

Wed Aug 10, 2016

All day

Royal National Agricultural Show Day Queensland (Queensland)

Mon Sep 26, 2016

All day

Queen's Birthday (Western Australia)

All day

Family & Community Day (Australian Capital Territory)

Fri Sep 30, 2016

All day

AFL Grand Final Friday (Victoria)

Sun Oct 2, 2016

All day

Daylight Saving Time starts

Mon Oct 3, 2016

All day

Queen's Birthday (Queensland)

All day

Labour Day (regional holiday)

Wed Oct 5, 2016

At 9:30am

ECA National Conference 2016 'THIS IS CHILDHOOD' - Darwin Convention Centre, Stokes Hill Road, Darwin, Northern Territory, Australia

ECA National Conference 2016...

Wednesday, 9:30am

Darwin Convention Centre, Stokes Hill R...

Terms

Privacy





Early Childhood Australia  
A voice for young children

EVERY YOUNG CHILD IS THRIVING AND LEARNING



Early Childhood Australia

Queensland Branch

EVERY YOUNG CHILD IS THRIVING AND LEARNING



# Advocacy in action



**Early Childhood  
Australia**

---

Queensland Branch

# Establishing a community



Culmination of:

- Google+ for communication within the subcommittee.
- ECEEE Website [www.ecaearlycareers.com.au](http://www.ecaearlycareers.com.au).
- Hosting a series of professional conversation evenings.



**Early Childhood  
Australia**  
Queensland Branch





# United Voice's '**Big steps**' event at Southbank Institute of TAFE, 2015





# Under Eights Week Children's Rights Symposium 2016



- Introducing speakers at Children's Rights Symposium.
- Registration, assisting delegates.
- Designing and issuing PD certificates.
- Contributing and participating in planning meetings.



# Mentoring opportunities

Mentoring by experienced professionals and advocates for the field for early career educators as a stepping stone towards change.

“There is little opportunity for leadership training in early childhood education courses, or to learn from experienced role models in the field (Rodd, 2006)”



**Early Childhood  
Australia**  
Queensland Branch

# Lessons learned: Challenges and future aspirations



**Early Childhood  
Australia**

---

Queensland Branch

# Where to from here?

- Continual development
- QLD Branch meeting participation
- Professional development
- Volunteering at events
- Identity promotion
- Applying for funding, resources and discounts for events



# ICT challenges

- Exploring new technology has its risks.
- It was critical all online interactions upheld highly professional standards.
- Ensuring the values of ECA QLD Branch, and in turn the ECA National Office underpinned our online presence.

# Future aspirations: broadening the scope

- Reaching out to regional and rural early career educators.
- Use the 'Hangouts' app to remotely engage educators in meetings, allowing them 'to have a voice' in decision-making groups.
- Establish a blog to engage casual members and to broaden the scope of the early career network.



# SubCommittee Voices



**Early Childhood  
Australia**

---

Queensland Branch



20-27th May 2017

Save the date



Early Childhood  
Australia

Queensland Branch

Children are **Playing**  
**Country** **to** **CoAst**

Inspiring learning  
in the early years **through..**

**PLAY.**

# Q&A

Reflection

[ecaqlid.earlycareer@gmail.com](mailto:ecaqlid.earlycareer@gmail.com)