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

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Georgia Irvine Casey and Chantel Orr
Acknowledgement

Today we acknowledge and pay our respects to the First Peoples, past and present, the traditional custodians of the lands and waterways.
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.
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).
Governance and Implementation of Early Career Sub-committee
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
- Collaboration
- Leadership
- Inclusiveness
- Quality
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
Practicalities of Implementation: Leading skill development

Collaborating to mentor ECEEE subcommittee to develop:

- Meeting structure
- Committee ‘roles’ for sustainability
- Documentation formats
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.
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.
Running meetings

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**Educators Engaging Educators Minutes**

Date: 14.9.15

Committee Members:
- Courtney Dehurtt - Co-secretary
- Chantal Orr - Communications
- Moddy Strydom - Co-convenor
- Andrea Ewens - Co-treasurer
- Lisa McDonald - Co-treasurer
- Karen McArthur - Co-convenor

Committee Member Overview:
- Scopes: to unite early childhood educators
  - Produce material for attendance
  - Become a member of Early Childhood Australia
  - Attend one meeting per week
  - Do you have a connection to the Cheat?
  - Are you the meeting?

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 their practice
  - Professional identify - how are you viewed and the role on effect from this
  - True and authentic to your beliefs and values
  - Being understood and having belief in early childhood's theories through keeping up-to-date and applying those into your personal pedagogy
  - Life long learning

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**EARLY CHILDHOOD AUSTRALIA**

Queensland Subcommittee: Early Career Educators Engaging Educators

Monday, 12th October 2015

QUT Kelvin Grove, B426, Level 4, B Block

Attendees:

<table>
<thead>
<tr>
<th>Meeting Agenda</th>
<th>Notes</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Opening Statements</strong></td>
<td></td>
<td></td>
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<tr>
<td>* Welcome to Country *</td>
<td></td>
<td></td>
</tr>
<tr>
<td>* Terms of Reference *</td>
<td></td>
<td></td>
</tr>
<tr>
<td>* Membership period conditions *</td>
<td></td>
<td></td>
</tr>
<tr>
<td>* Location of 1st November meeting <strong>2:00 pm</strong> (Toowoomba)</td>
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<tr>
<td><strong>Chanel</strong></td>
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<tr>
<td>* Group communication approval *</td>
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<tr>
<td>* Establish Google Docs Group *</td>
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<tr>
<td><strong>Under 3s Week</strong></td>
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<td></td>
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<tr>
<td>* Representation in under 3s week team *</td>
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<tr>
<td>* Role of ECEEE *</td>
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<tr>
<td>* Activities *</td>
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<tr>
<td><strong>Strategic Plan</strong></td>
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<td>* Review pillars (mission &amp; vision) *</td>
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<tr>
<td>* Prioritize to achievable goals for the first annual period *</td>
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<tr>
<td>* Set date of review *</td>
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</tbody>
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**Table: Meeting Minutes**

<table>
<thead>
<tr>
<th>Item</th>
<th>Notes</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welcome to Country</td>
<td>I would like to share my research and acknowledge the traditional custodians of this land, elders past and present, on which we meet today.</td>
<td></td>
</tr>
<tr>
<td>Meeting Sustainability</td>
<td>Some felt they were pushed too fast to be able to make it without any notice.</td>
<td>Bi-monthly meetings as well as timely and day of week.</td>
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<tr>
<td>Discussion of 2016 meeting</td>
<td>Bi-monthly meetings, most felt the idea however after the ACU Symposium and we had a lot to organize.</td>
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<tr>
<td>Suggestion that we put it on the subcommittee and ask what days suit better to increase attendance.</td>
<td>Make sure everyone knows how to use the Google hangouts app.</td>
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<tr>
<td>Chanel: create polls to get Bi-monthly meeting as well as timely and day of week.</td>
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<tr>
<td>Chanel: create instructions for the Google hangouts. Next meeting, hold a 15 minute demonstration of how to connect.</td>
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</tbody>
</table>
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
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 Hangouts
- Gmail ‘Google Groups’
- Google Drive
- Google Docs
- Google Calendar
The Google+ Community

ECA Early Career Educators Engaging Educators
Sub-committee collaboration space

What's new with you?

ECA QLD Early Career Educators Engaging Educators

Children's Rights Symposium 2015  -  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 Add a comment...

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 sub-committee email

View the events calendar

NEW Google drive shared folder

Australia

Upcoming Events

ECA QLD Early Career Educators Engaging Educators

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 (16 lines)

4 votes

1st August 2016  -  75%

8th August 2016  -  0%

9th August 2016  -  25%

Chantel Orr  MODERATOR

Discussion  -  Jun 25, 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
https://plus.google.com/u/0/events
ACEL Early Childhood Conference - Brisbane Convention & Exhibition Centre, Merivale Street, South Brisbane, Queensland, Australia

ACEL Early Childhood Conference...

By Courtney Daxhurst

"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.

Mon Aug 1, 2016
All day
- New South Wales Bank Holiday (New South Wales)
- Northern Territory Public Holiday (Northern Territory)
At 9:00am
- 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)
- 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)
- 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
Advocacy in action
Establishing a community

Culmination of:

- Google+ for communication within the subcommittee.
- Hosting a series of professional conversation evenings.
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)”
Lessons learned: Challenges and future aspirations
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
Like the Under Eights Week Facebook page

Children are Playing Country to Coast
Inspiring learning in the early years through PLAY

20-27th May 2017
Save the date

Early Childhood Australia Queensland Branch
Q&A

Reflection

ecaqld.earlycareer@gmail.com