

Professionalism, paperwork & pedagogy



Sue Irvine (QUT)
Karen Thorpe (UQ)
Jane Bourne (ECA QLD)



The Study

To identify leadership strategies
that enable professional
practice in long day care.



Early Childhood Australia
A voice for young children

Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

The Study



Urban



Regional



Remote



Early Childhood Australia
A voice for young children

Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

The Centre Directors



“Travelled the ranks”



Early Childhood Australia

A voice for young children

Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

Questions for reflection

- What does the term **professional practice** mean?
- How are centres **enabling professional practice**?
- What difference does **enabling leadership** make?
- What are these directors doing?
- What more can be done?

Sharing perspectives



- Thinking about long day care, what does the term ***professional practice*** mean to you?

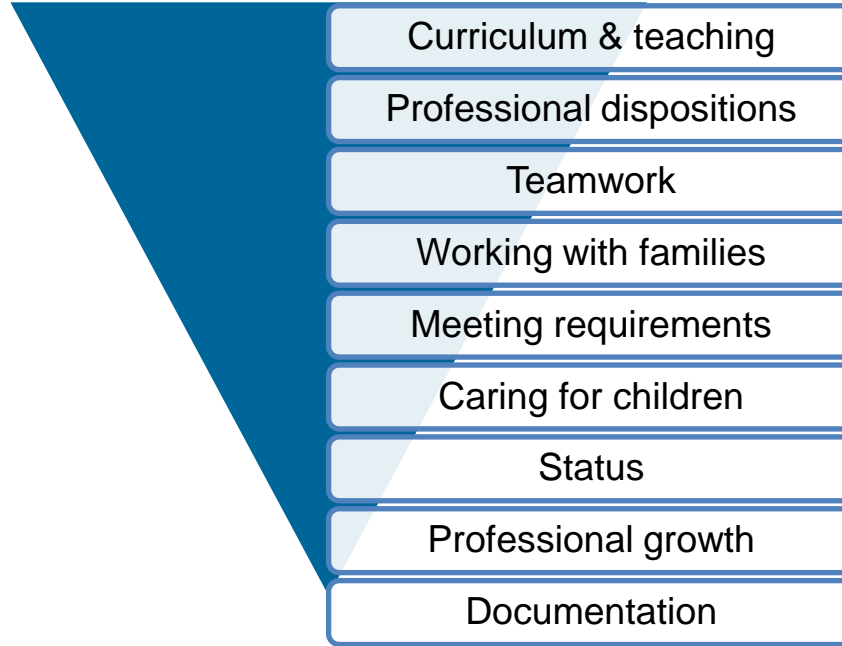


Early Childhood Australia | Celebrating **80** years
A voice for young children

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

What educators said



Early Childhood Australia
A voice for young children

Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

Does professionalism = paperwork?



Early Childhood Australia | Celebrating **80** years
A voice for young children

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

How is professional practice supported?



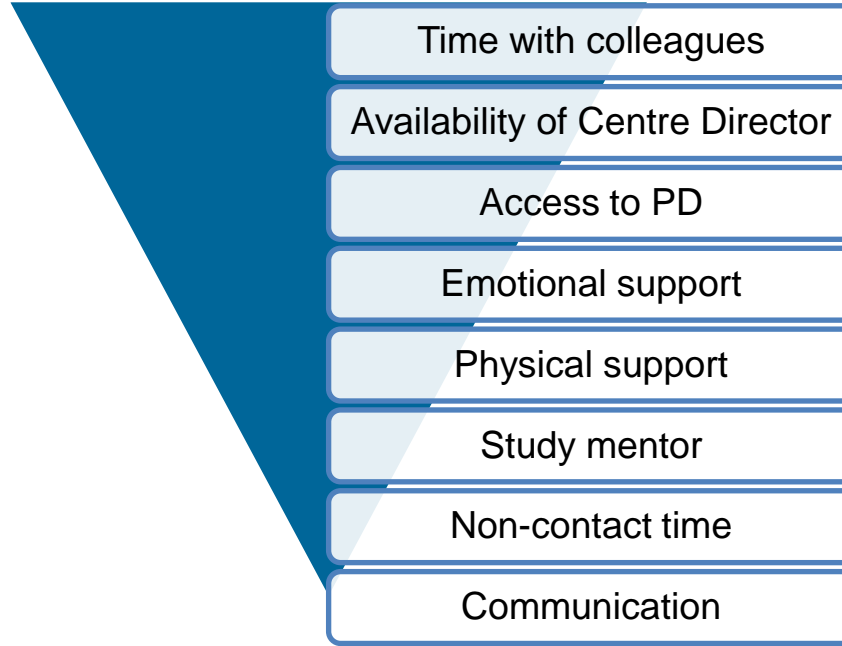
Early Childhood Australia
A voice for young children

Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

What educators valued most



Early Childhood Australia
A voice for young children

Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

Comparing perspectives



- What difference does enabling leadership make?



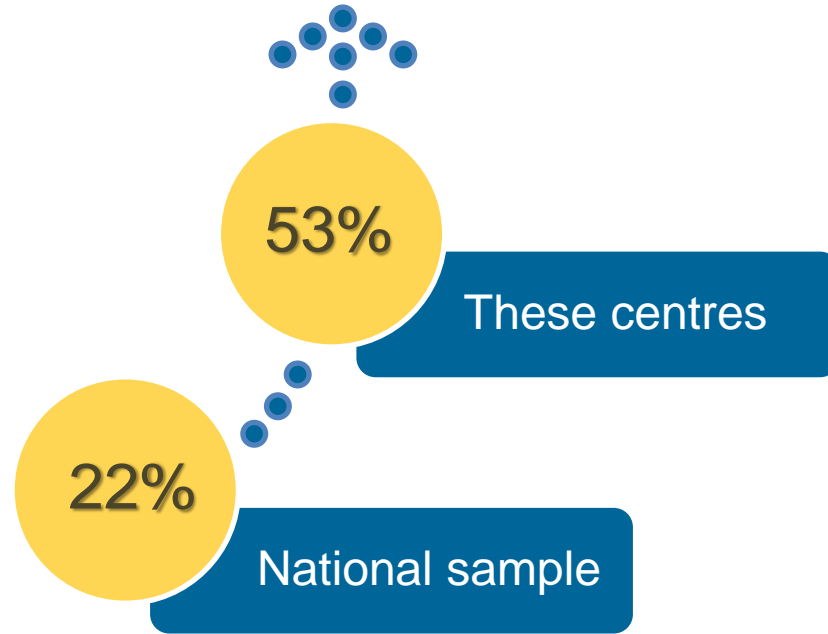
Early Childhood Australia
A voice for young children

Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

Engaging in further education



Early Childhood Australia
A voice for young children

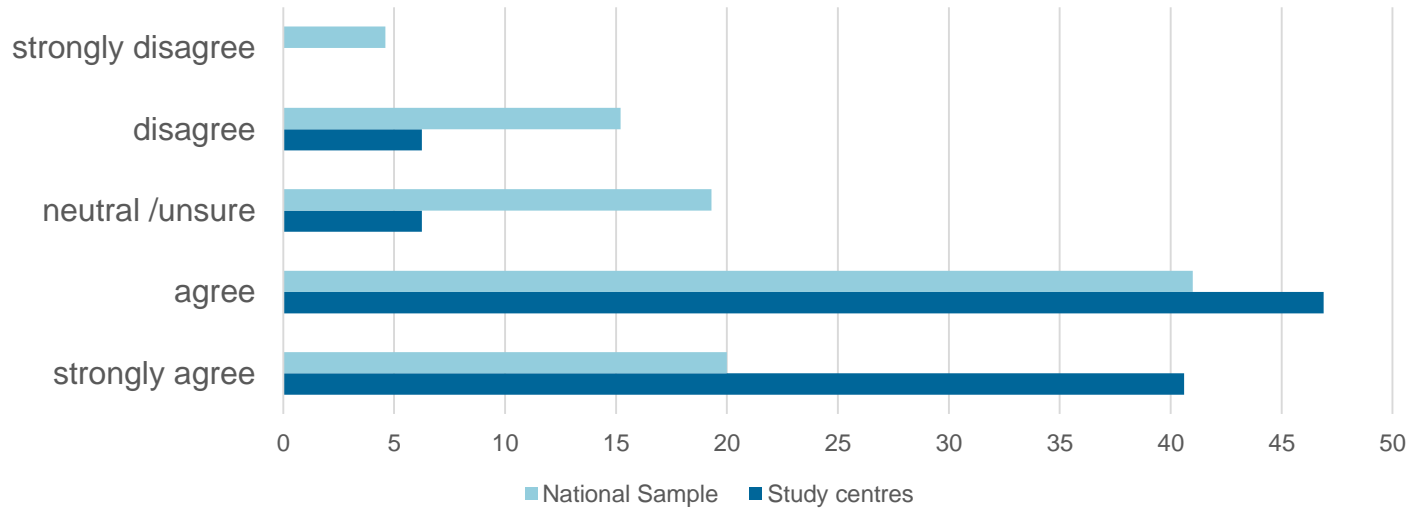
Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

Centre morale

The morale in the centre is high



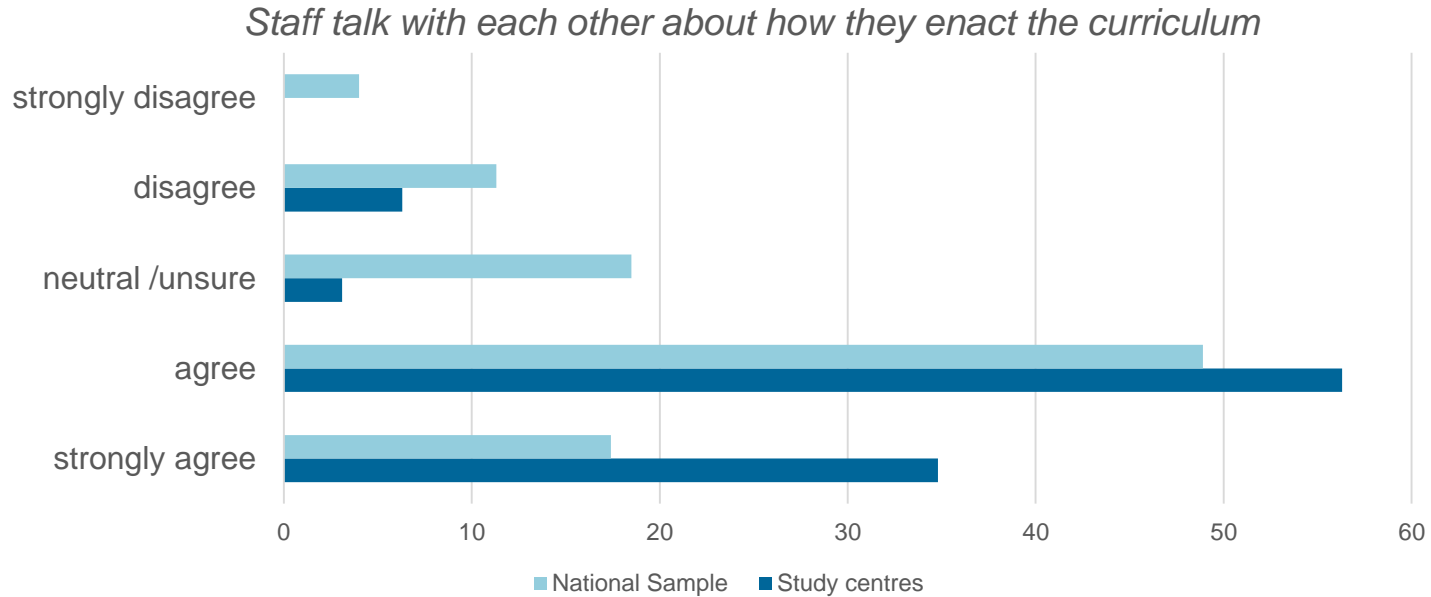
Early Childhood Australia
A voice for young children

Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

Collaboration on curriculum



Early Childhood Australia
A voice for young children

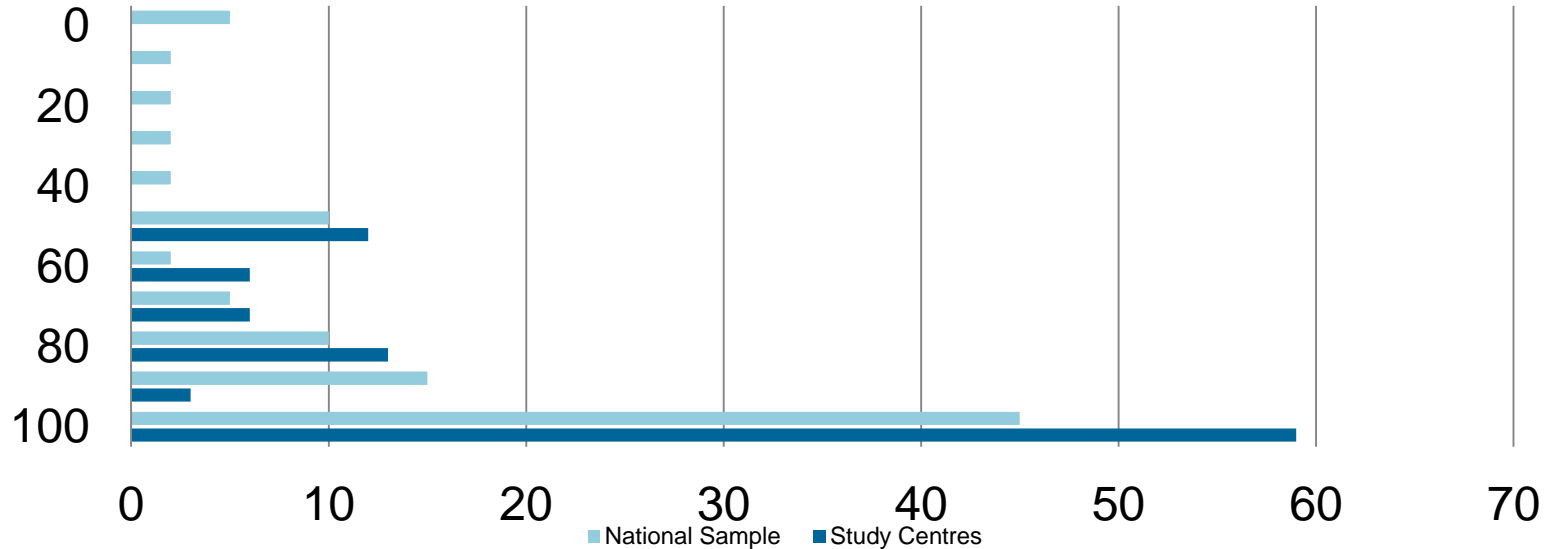
Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

Retention intention

Likelihood to be in same centre in 12 months



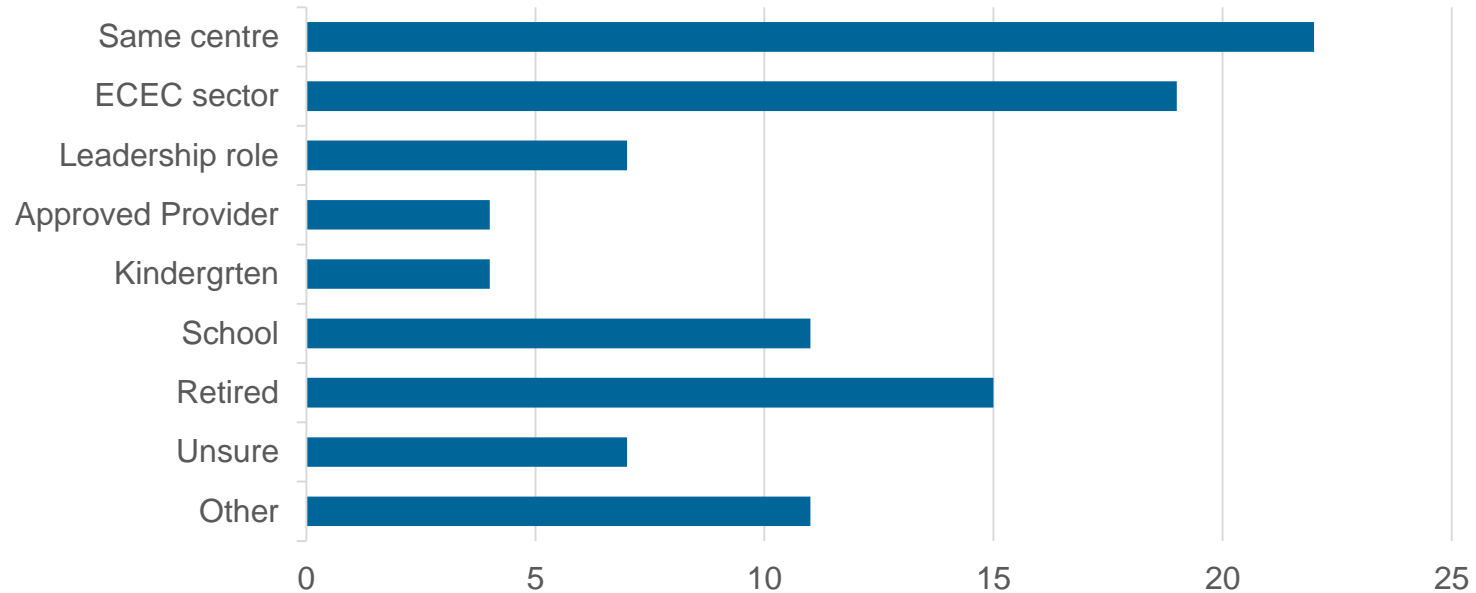
Early Childhood Australia
A voice for young children

Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

Career aspirations (5 years)



Perspectives on leadership



- What are these directors doing?



Early Childhood Australia
A voice for young children

Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

Clear expectations

I have very high expectations of my staff. I know what [professional practice] looks like for me (CD).

Know your job, master your skills, and to continue moving forward in your development (LE).



Early Childhood Australia
A voice for young children

Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

Being present and available

So it's not hard for me to just step out and go and start morning things or be the extra set of hands so that the staff can sit with that new baby or new family (CD).

Great Director. She understands, has worked in this context, is willing to step in and help... The team works together (LE).



Early Childhood Australia
A voice for young children

Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

Managing workload

People are swamped by this imaginary need for this imaginary number of pieces of paper and... ridiculous number of photos, that don't really say or do anything (CD).

The director focuses on relationships rather than paperwork (ECT).

To lose that set number of observations is a relief (AE).



Early Childhood Australia
A voice for young children

Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

Supporting growth

...we pretty much have to wait for someone to die before our juniors can step into lead educator positions...so they don't tend to have long-term goals or they move...
(CD).

There are always new things to learn. It's a growing community. I'm always eager to learn. Children change - we need to change practice to keep up (AE).



Early Childhood Australia
A voice for young children

Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

Respect

For the work: I see [educators] need to be with the children... that's their role and I'm here to support them with that (CD).

For the people: Well, I work with amazing people. I'm blessed (CD).

I must commend them, they're brave. They take it all on (CD).



Respect

[Director] models practices with children, talks about practice, is respectful of staff and will talk with them privately if needed (ECT).

Director doesn't judge, she guides. She doesn't give complete answers, she allows you to work it out, recognising people have different views and ways. Your voice is heard (ECT).



Early Childhood Australia
A voice for young children

Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

What does a successful centre look like?

😊 **Happy children**

😊 **Happy families**

😊 **Happy staff**

This place. Staff willing to work, families and children want to be here (LE).

Like this. Staff supported and happy, children enjoy, parents happy and proud to send their children to the centre (AE).



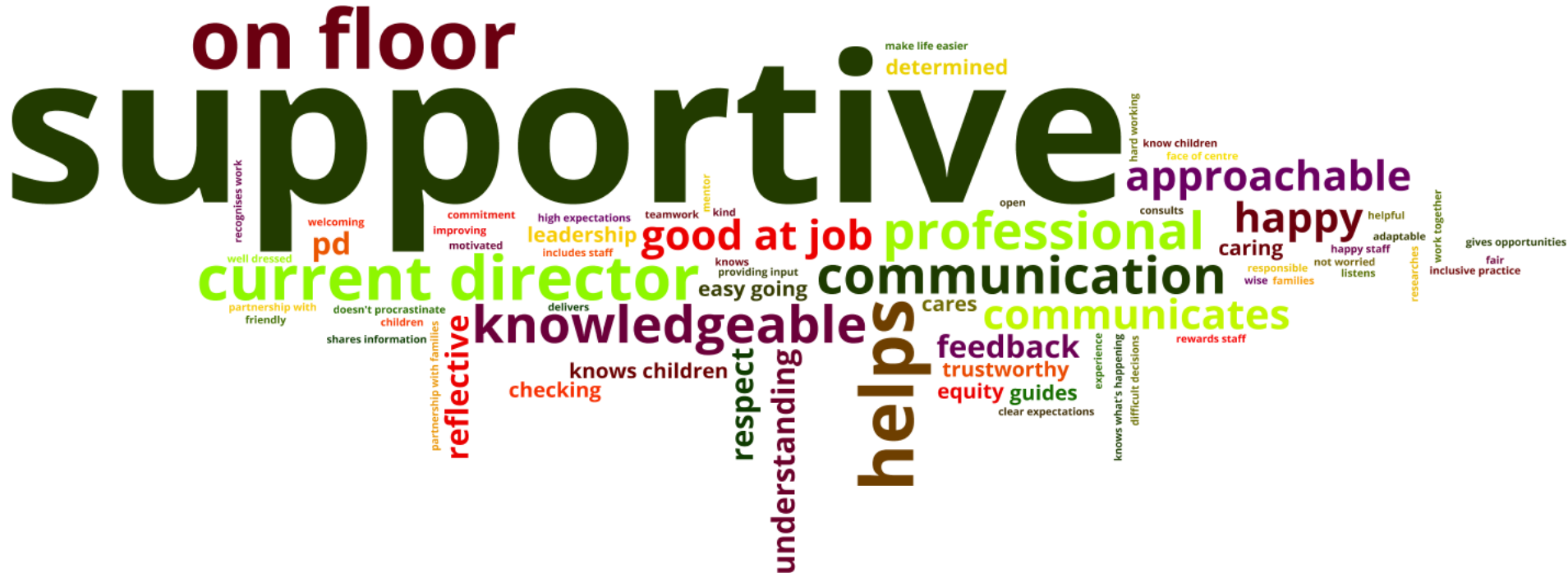
Early Childhood Australia
A voice for young children

Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES

What does a successful director look like?



The research team



This study was funded under the Education Horizon Grant Scheme by the Queensland Department of Education.



- What more can be done to enable educators' professional practice?



Early Childhood Australia

A voice for young children

Celebrating **80** years

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2018

BE THE DIFFERENCE
FOR CHILDREN AND FAMILIES