

# GOVERNANCE AND MANAGEMENT

## Hoea to waka (wairua pai)

### Keep paddling that canoe (don't give up)

The CORE Education facilitator team has experience working at a management level with a wide range of EC services, including Playcentres, kindergartens, community-based and private education and care settings, umbrella organisations, and home-based care providers. We can provide support to those involved in management and governance roles to effectively fulfil their obligations as a licensed early childhood service.

We believe that flexibility and responsiveness are vital to effective professional learning. Therefore, the topics detailed on this abstract sheet can be offered either through workshops or as an ongoing centre-based professional learning 'package', tailored to your requirements.

CORE Education also offers professional learning opportunities for the following:

- Teaching and learning for the 21<sup>st</sup> Century
- Fostering relationships and communities
- Curriculum design
- Integrating ICT for teaching and learning

## VISION AND PHILOSOPHY

Working collaboratively with an 'outsider' (CORE Education facilitator) is a useful way of gaining clarity with regards to setting your vision and philosophy. We can provide you with resources - reflecting current theory and thinking about teaching and learning - on which to build your vision and philosophy.

- **Developing or reviewing your vision.** We will work with your team in ways that encourage the ownership of your vision to be shared across all team members.
- **Living the vision.** It is easy to create a vision but often much harder to ensure it underpins all practices. We can help with strategies to make your centre's vision and philosophy a living one.

## STRATEGIC PLANNING

Good strategic planning helps organizations anticipate and manage change and improve decision-making processes. Topics we can help you with include:

- **What a strategic planning is and what it is not.** If you have had little experience of strategic planning we can help you get started and provide you with possible frameworks for consideration.
- **Mentoring for strategic planning development.** We can work alongside you as a 'critical friend' as you develop your strategic plan, We can work with key stakeholders to ensure that your strategic plan brings clarity to your vision and goals.
- **Revisiting and evaluating your strategic plan.** Having an 'outsider' involved in this process can provide valuable perspectives that elude 'insiders' because they are so involved. We can provide those 'fresh eyes' when it comes to revisiting and evaluating your strategic plan. We see our role as opening up possibilities and ensuring that the decision making remains with you.

## SELF REVIEW

Self review processes underpin quality early childhood education. Self review is the deliberate process of preparing, gathering, making sense of information, and deciding in order to bring about positive outcomes for children, families, whānau. We can assist you to develop purposeful and manageable review procedures that include the participation of all members of your community.

- **Developing effective and manageable processes of self review.** We can facilitate the process of identifying a focus for review, forming indicators and writing the action plan.
- **Defining your next steps and opportunities for support.** We can work with your team to ensure that the findings of your review translate into improved outcomes.

## PRE/POST ERO SUPPORT

Having confidence in your ability to articulate philosophy, vision and practice strengthens your ability to advocate for your setting to external audiences. Our facilitators can work constructively with management and staff to ensure that you are in a position to respond confidently in your relationship with local Education Review Office personnel:

- **Before ERO visit support.** Our facilitators can offer advice and guidance on all aspects of preparation, including strengthening the links between your internal self review and the external ERO review.
- **After ERO visit support.** We can help to unravel the practicalities of recommendations and responsibilities as you strive to improve those areas of your operation that will have a positive impact on outcomes for children.

## TEACHER REGISTRATION

Having difficulty finding a registered teacher to supervise your registration? Is this the first time you have taken on the supervision/mentoring role? Do you feel nervous about whether or not you are meeting the requirements of teacher registration? CORE facilitators offer professional advice and guidance for registering and mentoring teachers.

- **Understanding the registration process.** We can provide you with in-depth knowledge of the registration process and your responsibilities within this.
- **Mentoring for teachers seeking registration.** You will be supported to engage in critical reflection on practice, and document your journey during ongoing in-centre support with your facilitator.
- **Mentoring the mentors.** We also offer support and guidance to those who are teacher registration mentors.

## PERFORMANCE MANGEMENT

**Appraisal for leaders/supervisors/managers.** Our professional appraiser will work with management groups to review and refine the leadership appraisal process in your setting. As the process is implemented the appraiser will undertake appraisal interviews, observation visits and critical reflection meetings with the leader/s in your setting.