



Exceeding the NQS

Section 6 - Exceeding – Embedded Practice

Assess your practice first.

Read the below description and evaluate it in relation to your practices.

Exceeding – Embedded Practice

Our Philosophy, core values and reporting structure help all staff understand their roles and responsibilities. For example, we have only one direct report – educators to room leaders, room leaders to Nom Sup. We have regular meetings with educators on Mondays and discuss our core values and Philosophy. The Nom Sup writes the core values into action descriptions and scenarios and uses them with educators to assist in practice adjustment to meet our Philosophy.

If you are doing similar practices to the example, use the below question to help you write your ‘**exceeding practice for embedded**’ description so you can add it to your QIP or SAT (NSW only).

For **Exceeding** the QIP and Self-Assessment Tool (SAT)

Embedded Practice - Discuss how the service Philosophy, core values and reporting structure help all staff understand their roles and responsibilities.

If you and your educators need to learn how to achieve exceeding – embedded practice, proceed here and do below.

The following section outlines the steps to ensure you are exceeding in Embedded Practice. If you have already successfully completed the previous section demonstrating how you are exceeding in Embedded Practice, you do not need to complete this section.

Look at the words in detail to identify what is exceeding.

Discuss how the service Philosophy, core values and reporting structure help all staff understand their roles and responsibilities.

In this question, you are being asked to explain how three key elements - the service philosophy, core values, and reporting structure - contribute to assisting all staff members in comprehending their respective roles and responsibilities at the service.

Service Philosophy: This refers to the fundamental beliefs, principles, and goals that guide the operation of the education and care service. Discuss how the service's philosophy outlines its approach to teaching, learning, and child development, and how this aligns with the roles and responsibilities of staff.

Core Values: These are the fundamental principles or standards that the service holds as important. Explain how the core values provide a framework for decision-making and behaviour, ensuring that all staff members understand their ethical responsibilities and how their actions contribute to the service's mission.

Reporting Structure: This pertains to the hierarchy and communication channels within the service. Describe how the reporting structure clarifies who reports to whom and how information flows, helping staff members understand where they fit into the organisation and to whom they are accountable for their roles and tasks.

In your response, you should explain how these elements work together to create a shared understanding among staff about their duties and roles, and how they contribute to the overall functioning of the service.

It is important to ensure that we make it **very clear how these above concepts have created change in your service.**

Discuss how the service Philosophy, core values and reporting structure help all staff understand their roles and responsibilities.

Service Philosophy Example: Service Philosophy: "We believe in creating a child-centred learning environment that promotes exploration, creativity, and holistic development."

How It Helps Educators Understand Roles and Responsibilities:

- Educators understand that their primary focus is on the well-being and development of each child.
- They know that their role involves creating learning opportunities that align with the philosophy, encouraging children's curiosity and self-expression.
- Responsibilities include observing and documenting children's progress, adjusting activities to suit individual needs, and continuously reflecting on how their actions support the service's philosophy.

Core Values Example: Core Value: "Respect and Inclusivity - We value each child, family, and staff member's uniqueness and ensure an inclusive and respectful environment."

How It Helps Educators Understand Roles and Responsibilities:

- Educators recognise that treating each child, family, and colleague with respect is a fundamental expectation.
- They understand that their roles encompass creating an inclusive classroom where diversity is celebrated and all children feel welcomed and valued.
- Responsibilities include implementing inclusive teaching practices, addressing any biases, and fostering positive interactions among children and adults.

Reporting Structure Example: Reporting Structure: The reporting structure follows a hierarchy where Educators report to the Educational Leader, who then communicates with the Nominated Supervisor.

How It Helps Staff Understand Roles and Responsibilities:

- Educators know who to report to for guidance, feedback, and addressing concerns.
- They understand their role within the larger team and can seek support from higher-level staff when needed.
- Responsibilities include clear communication with supervisors, sharing progress and challenges, and working collaboratively within the established reporting structure.

Your turn. Select a point from above and break it down into the subsections.

Discuss how the service Philosophy, core values and reporting structure ...

... help all staff understand their roles and responsibilities....