



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

We collaborate in ways consistent with our Philosophy, and core values. We are professional and our interactions respectful. We focus on improving outcomes for children and value all educators’ views and ideas irrespective of experience. To achieve this we have placed educators on performance reviews and the Ed Leader has demonstrated how to be room leader and ensure educators know exactly what is expected. This has resulted in improvements. Educators unwilling to change leave the service.

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)
Please discuss how your approach to professional collaboration, and that of your team, is consistent with your service Philosophy, and code of conduct or ethics.

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.

Please discuss how your approach to professional collaboration, and that of your team, is consistent with your service Philosophy, and code of conduct or ethics.

There are two parts of the question above, here is how we can look at each part.

Part 1: Approach to Professional Collaboration

Explanation: This means how you and your team work together with others in a respectful and cooperative manner. It involves sharing ideas, skills, and responsibilities to achieve common goals. Your approach to collaboration reflects your way of interacting with colleagues, being open to feedback, and contributing positively to team efforts.

Part 2: Alignment with Service Philosophy and Code of Conduct/Ethics

Explanation: This refers to making sure that the way you collaborate professionally matches the core values and principles of your organization. Your service philosophy outlines the goals and beliefs of your work, while your code of conduct or ethics sets the standards for your behaviour. Aligning your collaboration approach means that the way you work together is in line with these values and standards, ensuring consistency and a shared **commitment to the organization's mission**.

In simple terms, the statement is asking how your teamwork style fits with your organisation's guiding principles and rules, and whether your collaboration reflects those values in action.

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

Please discuss how your approach to professional collaboration, and that of your team, is consistent with your service Philosophy, and code of conduct or ethics.

Open Communication and Respectful Feedback:

You and your team prioritise open and honest communication. You actively listen to each other's ideas and opinions, providing feedback in a respectful and constructive manner. This aligns with your service philosophy of fostering a supportive environment where everyone's voice is valued, and it reflects your ethical commitment to treating each other with respect.

Collaborative Decision-Making:

Whenever important decisions need to be made, you involve relevant team members in the process. This collaborative approach resonates with your service philosophy of inclusivity and shared ownership. It also adheres to your code of conduct, as it exemplifies transparency and fairness in decision-making.

Sharing Resources and Expertise:

Your team willingly shares knowledge, skills, and resources to enhance each other's work. This collaborative sharing aligns with your service philosophy of promoting growth and development. It also reflects your ethical responsibility to contribute positively to the team's success by leveraging each other's strengths.

Conflict Resolution with Integrity:

When conflicts arise, you and your team address them openly and professionally, seeking solutions that respect everyone's perspectives. This practice is consistent with your service philosophy of maintaining a harmonious and supportive environment. It also demonstrates your commitment to ethical conflict resolution, valuing the well-being of all involved parties.

Embracing Diversity and Inclusion:

Your team values diversity and actively seeks input from individuals with different backgrounds and viewpoints. This practice reflects your service philosophy of providing equal opportunities and fostering a diverse community. It also aligns with your code of conduct by

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upholding fairness and equality in your collaborative interactions.

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

Please discuss how your approach to professional collaboration

...and that of your team, is consistent with your service Philosophy, and code of conduct or ethics.