

Every effort is made for children to experience continuity of educators at the service.

## Section 1. Early career educator



You must know

When you become an educator, it's important to know we should try to make an effort for children to experience the same educators at the service.

**What could potentially go wrong if educators didn't do the above?**

**Emotional Insecurity in Children:** Children might struggle to form relationships with children and educators, leading to increased anxiety and emotional distress due to constantly changing caregivers.

**Disrupted Learning Progress:** Frequent changes in educators can disrupt the continuity of learning, leading to potential delays in educational progress as each new educator may need time to understand each child's learning needs.

**Behavioural Issues:** Lack of consistent adult presence may result in increased behavioural issues, as children might find it challenging to adapt to varying boundaries and expectations set by different educators.

**Decreased Trust from Parents:** Parents might lose trust in the service, feeling uncertain about the quality and consistency of care and education their children are receiving.

**Difficulty in Monitoring Development:** Continuity of educators is crucial for effectively monitoring and understanding each child's developmental progress. Frequent changes can lead to a lack of in-depth understanding of each child's growth.

**Lowered Staff Confidence:** A lack of effort in maintaining staff continuity can lead to a sense of instability among the team, potentially affecting overall confidence and job satisfaction.

**Ineffective Communication:** Continuity of educators fosters better communication regarding each child's needs, preferences, and history. Without this, there can be significant gaps in information transfer, affecting the quality of care and education



Educator continuity is very important for children's overall experience.

**You must practice** To help with the problems mentioned earlier on the left side, let's take a look at some real-life examples for guidance.

### Helping Emotional Children

**Strategy:** Implement a buddy system where each child is paired with a consistent educator, ensuring they always have a familiar face and point of contact. Also, ask your Nominated Supervisor to provide training for helping children with their emotions to help them build relationships.

### Addressing Disrupted Learning Progress:

**Strategy:** Develop detailed child profiles that are regularly updated and easily accessible to all educators. This ensures that even when a change occurs, the new educator has immediate insight into each child's learning needs and history.

### Resolving Behavioural Issues:

**Strategy:** Establish consistent behaviour management policies across all educators and provide regular training sessions to ensure these policies are uniformly understood and applied. This uniformity helps children understand and adapt to consistent expectations and boundaries.

### Rebuilding Decreased Trust from Parents:

**Strategy:** Enhance communication with parents, offering regular updates on their child's progress and the educational environment. Host open days and

### Week 37, 20 to 24 November 2023 – 4.1.2 Continuity of Staff

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parent-teacher meetings to foster transparency and rebuild trust.

**Overcoming Difficulty in Monitoring Development:**

**Strategy:** Use a shared digital platform where all educators can record observations and developmental milestones of children. This allows for a continuous and comprehensive understanding of each child's development, regardless of staff changes.

**Boosting Lowered Staff Confidence:**

**Strategy:** Focus on team-building activities and create a supportive work environment where educators feel valued and stable. Provide opportunities for professional development to enhance their skills and job satisfaction.

**Improving Ineffective Communication:**

**Strategy:** Implement a structured handover process for educators, including detailed briefings on each child's needs and preferences. Additionally, use team meetings to ensure all staff are updated and informed about key information regarding the children in their care.

After reading these points, which one(s) do you think you need to work on? Describe how you could improve your practice.

After reading these points, which one(s) do you think you doing well? Describe your practice in detail.

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