

QIP

E-BOOK

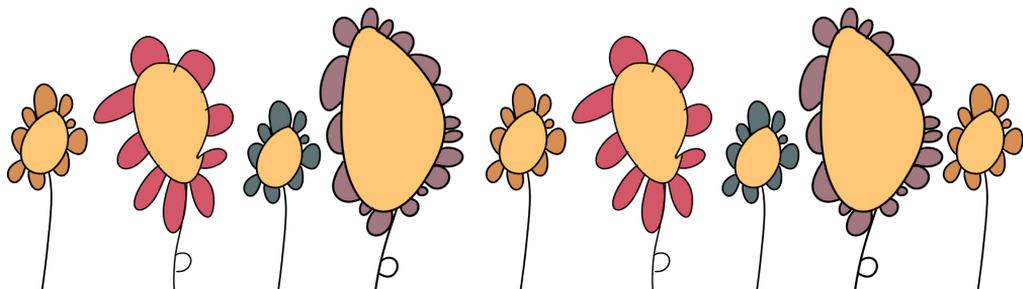
A HOW-TO GUIDE



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CONSULTANCY

5 STEPS TO SUCCESSFUL GOAL SETTING

FOR YOUR QUALITY IMPROVEMENT PLAN



NICE TO MEET YOU

Hi! I'm Michelle Walsh

I'm an Early Childhood Consultant and Trainer. My team and I are passionate about making your job easier and inspiring you to be creative!

I've been working in early childhood education & care for 21 years as an educator, teacher, director, assessor, manager and consultant.

I'm lucky enough to have spent time in a range of roles including; Consultant with Semann & Slattery, Trainer with Gowrie SA, Director, NCAC Validator, Regional Manager for 90 services in a large organisation and Area Manager for 8 services.

My team and I are based in South Australia and love to work with people here in SA and interstate.



What lights me up?

Face-to-face training where I can connect with leaders and educators who are inspired to drive quality practice when they get back to work. Ooh and I love the positive feedback following our sessions and meeting people back in their services.

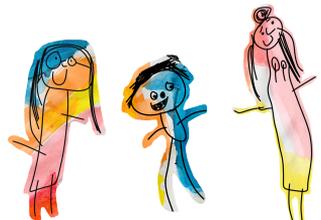
Providing leadership training for Directors, Educational Leaders and Team Leaders to build their capacity, confidence and ability to lead with enthusiasm and energy.

Conducting Mock Assessments for services where we can provide a road-map to quality practice and provide some confidence to educators for when it comes time to being observed by Assessors.

Creating NEW and EXCITING ways to do things in our sector that excite people and bring our strengths to the forefront. For example, PowerQIPing which has been such an amazing adventure and I am always so excited to showcase the best way to go about creating a Quality Improvement Plan that reflects each unique site.



- Michelle Walsh



STEP 1

Stay Positive & Forward Facing

Remember your QIP is not designed to catch you out on quality!

Your QIP should be for you and your team to capture what you do well and what you are planning on doing moving forward. Instead, I often read QIP goals that suggest or even admit to not meeting the standard.

If this is you, then I encourage you to rethink your approach.

When conducting Mock Assessments, which I do often, I'm provided with the QIP before my visit and I'm concerned when I read that the service is not meeting the standard, or worse - when it states the service isn't compliant through the wording of the goal. E.g 'To upgrade our yard to meet the regulations' or 'our team leader in the Toddler room refuses to program, so we will provide her with more time'.

Remember that when the Assessor is determining a rating for your site, it's hard for them to record a meeting or exceeding in your report when you've already flagged issues related to compliance.

So how do we set goals that are positive and forward facing?

- Work with a strengths-based approach (just like you would with your documentation of children's learning)
- Remember the audience (families, other professionals, your team and the Assessor) when you are writing goals
- Consider the standards and look to build upon them. for example, once you set your goal, do a sense check by asking yourself 'if we didn't achieve this goal, would our service still be meeting the standard?' If so, then this is a great goal which drives your team beyond the standard and gives them something to sink their teeth into.

Check out our Wellbeing Journals for your team - Keeping it positive!



STEP 2

SMART PC

Smart, Measurable, Achievable, Realistic and Time based. PLUS I add the concept of 'People Care'

We all know how to set a goal and you've probably been doing this for a while. You won't be alone if your goals relate specifically to the Standards and no one in your team remembers what they are.

Make sure your team care about the goal!

Your team need to be passionate about the QIP goal and so do you! This way, you will be keen to implement the goal, embed the practice and collect evidence of your progress.

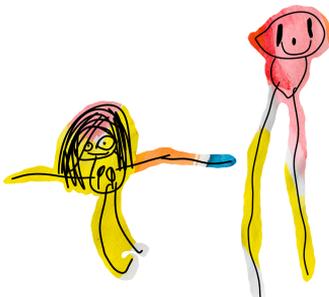
Ask your team what they care about and spend time thinking deeply about your goals before you set them.

For example, do you want goals such as:

- To improve our cycle of planning so that everyone understands it.
- For our team to understand their responsibilities in relation to child protection.

Or... do you want goals that light you on fire? Maybe something like:

- To enact a Gratitude practice with children, families, our team and our local community to enhance relationships and make a positive impact in our learning community.
- For every child to have a strong sense of identify through a stellar curriculum of safety, respect and language which supports their knowledge of their rights.



STEP 3

Go after what you know is important!

These QIP goals should really make an impact if you achieve them.

Think about what you've been noticing lately in children and the way they have changed since the pandemic. We all know things have shifted in parenting and in children, so why not go after something in that space?

We've noticed children are playing differently and the work we do with Preschools is highlighting that children are behind in play fundamentals such as, stages of play, play cycle, play types and schemas. So, what can we do about it? We can set goals for our team and our families to have a focus on supporting play.

Check out our Play Cards - focusing on play fundamentals and supporting you to encourage and notice play.



How will this help?

We will all be more equipped to support children's play and children will be engaging in play for longer periods of time.

Workshop with your team other things they've noticed that we should be 'going after'.

Think about Development, Wellbeing and Social relationships. We can look at some inspiring work that happening in our sector such as learning environment design, equity and screen time. All these things are broad enough for us to really capture the whole community in our goal progress and have an impact! If you begin PowerQIPing, you'll be able to capture this in a way that engages your whole team and community.

Children's play is essential to their learning!

STEP 4

Think BIG, Plan BIG!

I always encourage leadership teams to think of the QIP as their own cycle of planning - we talk about this in **PowerQIPing** training

Imagine this is your inquiry project!

PowerQIPing



If you are going to set a goal that can be achieved by one person or within the next month, I recommend you just 'do it'. Instead of wasting your very precious time as a leader writing it down then doing it.

Just do it OR... Think Big and Plan Big for that same goal.

What do I mean by this?

I mean instead of jotting down a goal to 'do the staff appraisals', because this will meet your requirements in Quality Area 7. You were probably going to do it anyway - or like many Directors 'not until you absolutely have to'.

Get to the bottom of why this process is so disliked by everyone and CHANGE IT! You don't have to do it the way it's always been done! We are forever trialling new approaches to make it more meaningful and enjoyable for everyone. Join us on this fun ride!

Also have a think about why it's important enough to be mentioned in the NQF. What about a goal such as (and I'm just spit-balling here):

'To create a rich, meaningful & collaborative process for our team's development as professionals by enacting a Distributed Leadership Model and a Growth Approach'.

(If you want help with a goal such as this, Hourglass Consultancy specialise in Distributed Leadership Models and Growth Approach for Early Childhood Professionals - reach out and we can explain more).

PowerQIPing is a better, more engaging way to create your QIP.

- Michelle Walsh

This PowerQIPing Model created by Michelle Walsh Hourglass Consultancy will tap into your passion and let you truly SHOWCASE the amazing work you do! Join the program to check out what other services have created. You will receive a 'how-to guide', a template and a Critical Reflection Checklist. We can't wait to see your creative PowerQIP.

STEP 5

Avoid reinventing the wheel

*What's wrong with the obvious goals?
Let them write themselves.*

We are in the midst of change in the NQF and with the V2.0 of the Learning Frameworks. These changes are writing goals for you!

I know I just said Think Big and Plan Big and now I'm reversing that statement - BUT stay with me! Some things can be BHAGs (Big Hairy Audacious Goals) and some goals can be about understanding changes, embedding new practice or language which has been introduced to us. So, even though some goals might be bigger and more exciting with a focus on IMPACT, some will simply be relevant to your team NOW.

Don't overload your team with too much information, too many goals or too many things to 'go after' OR you won't get anywhere!

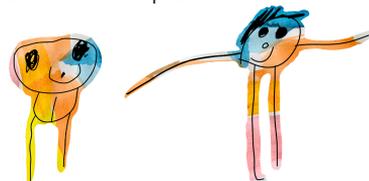
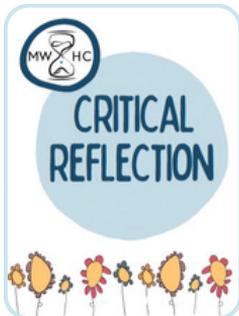
Use Critical Reflection questions to guide you in your goal setting.

Our Critical Reflection Cards are designed to support you reflect on practice and set goals for improvement.

Be the leader who is cool to set goals that help your team make space for, and sit with these new documents or these changes. Let them feel a sense of achievement just for learning some new words from the Learning Framework and embed that into their curriculum reflections. This is a great achievement and something they already have to be working on... so let's let them do that for a little while.

Some examples of things you might focus on in the near future include:

- Child Safe Principles - embedding practices and developing your understanding
- Learning Framework changes
- Sleep & Rest Policies & practices



CREATE YOUR QIP AS A POWERQIP

WHAT IS POWERQIPING?

PowerQIPing

It's an alternative and engaging way to do your Quality Improvement Plan.!

Since the design of the PowerQIPing approach in 2021 by Michelle Walsh, the Hourglass Consultancy team have conducted training to & provided support for more than 150 centres who are all using presenting their QIPs using the PowerQIP model.

IT'S DYNAMIC, USES VIDEO AND PHOTOS AND PROVIDES A MORE INTERACTIVE EXPERIENCE TO SHOWCASE YOUR SERVICE TO FAMILIES, TEAM MEMBERS AND THE ASSESSOR.

The feedback from our sessions is always great and we have evolved it over the time to ensure we provide you with everything you need to get started PowerQIPing as soon as the session is finished.

The session is 2 hours and you receive:

- The PowerQIPing Template
- A 'How to' guide for all the technological elements of PowerQIPing.
- A BONUS Critical Reflection Training session with our CR Cycle
- A Certificate of Participation

CHECK OUT THE EXAMPLES BELOW:

QA 1: Educational Programs and Practise

What we do well at:

"We offer an all weather play program with a strong connection to nature"

How it is achieved:

- We offer all weather play to all children so they are able to benefit fully
- All rooms have [play equipment](#)
- All rooms offer outdoor play and hot food
- Our family handbook explains to parents the outdoor program we facilitate and their child will need to engage accordingly
- It is visible in our philosophy.



PowerQIPing

QA 3: Physical Environment
Strengths & Exceeding Themes Evidence

Purchasing equipment and resources

Our focus in planning for learning spaces is purchasing equipment and resources that are sustainable, durable and easily maintained. As a team, we continuously reflect on the children's learning environments to ensure we provide spaces that are accessible for all children. As part of our ongoing commitment to creating natural environments, we also source natural materials to create inviting spaces for children, so they have a connection to the natural world throughout our centre.



PowerQIPing

Quality Area 7: Leadership and Service Management

Staff involvement

Start Date: November 2022

Create Videos / Audios

Capturing moments

Powerpoint presentations

Purpose to reach many groups

Goal:
For the QIP to be reviewed and redeveloped in a more user friendly document.

USER FRIENDLY

PowerQIPing

Reflect our Centre Philosophy

PowerQIPing

How creative can you and your team be?

