

WHO LEADS THE LEARNING?
LOLLIPOP MOMENTS CAN CHANGE
HEARTS, MINDS AND LIVES



LEADERSHIP AT ALL LEVELS

Our story at Nursery Rhymes



#ABEY2018



Where we were.....

Had difficulty in retaining a consistent staff team

- Impacted on best practice
- Low staff morale
- Low staff confidence
- Impacted on meaningful training
- Impacted on building relationships with parents
- And most importantly impacted on meeting the individual needs of the children in our care

What we did.....

- Developed a robust and best practice recruitment process
- Shared information about relevant documents, best practice, monitored and gave feedback
- Clear and concise Training Plan
- Monthly whole team meetings
- Weekly room meetings discussing each individual child
- Empowered staff through sharing information and training
- Robust and focused Appraisal and supervision meeting process
- SMART objectives and action plans for each individual staff member to develop existing skills and learn new skills
- Staff using documents to self evaluate and further develop the setting
- Had 'Stay and Play' sessions to involve parents in the service

Impact, impact, impact!!!!

- Stable staff team
- Staff knowledge and confidence has increased
- Staff confident to seek advice and engage in professional dialogue
- Staff have a shared vision
- Children are developing well in all areas
- Children's planners are individual to them
- Staff and children have excellent relationships
- Parents and staff have mutually respectful relationships
- Scope of activities and experiences for children has greatly increased
- Staff are embarking on Open University Courses to further develop practice.

Pictures of our progress...

Staff training and professional dialogue



Parental involvement In the
playrooms...