



# Wellbeing Initiatives

FOR EARLY CHILDHOOD PROFESSIONALS

## Submission – Professional Wellbeing Profile

### Overview

There is growing recognition that early childhood educator wellbeing is an important issue. Educator wellbeing has implications for educators themselves and their families, for the children and families in their care, their employers and society more broadly.

As yet, however, we have very little evidence of how services / organisations can best support educator wellbeing. It's really important, therefore, that we critically reflect on what is currently being done in early years' services to support educator wellbeing, and whether or not these initiatives work. The 'Promising Wellbeing Initiatives for Early Childhood Professionals' project aims to gather evidence on what wellbeing initiatives work, for whom and why. The aim is to then share these learnings with the early years field.

If you would like to submit information about a promising wellbeing initiative being implemented in your service, please ensure that you understand the following (please tick the box to indicate agreement / understanding):

I understand that following submission of my Professional Wellbeing Profile, the ECEWP and CCSA PWP working group will work with my service / organisation to finalise and publish the profile.

I understand that my profile will identify my service / organisation.

I have sought permission to make this submission from my service provider / organisation.

I have sought permission to make this submission from everybody who potentially could be identified, for example, names of external service providers.

I understand that my service / organisation will be required to approve in writing the final version of the profile prior to publication.

I understand that the final approved profile will be made publicly available through the CCSA and ECEWP websites and publications.

I understand that that my service / organisation can withdraw our submission at any point up to publication.

Signature

Date

Position

For further information please contact CCSA on [promisingwellbeinginitiative@ccsa.org.au](mailto:promisingwellbeinginitiative@ccsa.org.au) or the ECEWP team on [ecwp@mq.edu.au](mailto:ecwp@mq.edu.au)



ECEWP





# Wellbeing Initiatives

FOR EARLY CHILDHOOD PROFESSIONALS

## Service & Initiative Details

**Name of Service:**

**Service provider:**

**Name of wellbeing initiative:**

## Contact details

**Contact details person / organisation:** (Insert the name and position of the contact person from your service. We will contact this person in the first instance if we need more information.)

**Name:**

**Position:**

**Email address:**

**Phone number:**

**Wellbeing organisation/s provider details:** (Who provided the initiative? Insert name and position of a contact person at the organisation/s delivering the program / or person within your organisation who is delivering the program.)

**Name:**

**Position:**

**Email address:**

**Phone number:**



ECEWP





# Wellbeing Initiatives

FOR EARLY CHILDHOOD PROFESSIONALS

## Background

### Description of Early Years' Service

Provide a brief description of the type of early years' service where you are implementing the initiative (e.g., location, demographic, size of service).

### What was the wellbeing 'problem' in your service that prompted the initiative?

Provide some details of the situation that led your service / organisation to implement a wellbeing initiative (e.g., any particular challenges your service has faced in the past few years - such as floods, fire, COVID-19, concerning staff members, children or families).

### Who is the wellbeing initiative for?

Provide some details about the staff (e.g., particularly for Educators / Directors / Educational Leaders etc) to whom the wellbeing initiative is aimed, and why it was important to address their particular needs.

### How did you fund this initiative? How did you obtain or manage this?

If you are comfortable to share, please indicate approximately how much the initiative cost – in terms of money, time and resources, staff time, space.



ECEWP





# Wellbeing Initiatives

FOR EARLY CHILDHOOD PROFESSIONALS

## **If you engaged an external provider, how did you go above finding and determining the provider?**

Provide a brief (1-2 paragraph) description.

## **What did you do in the wellbeing initiative?**

Provide a brief (1-2 paragraph) description of the wellbeing initiative (e.g., what it is; how often it is offered; how it is delivered etc).

## **If there was a theoretical underpinning and evidence for the wellbeing initiative, what was it?**

Provide an explanation of any theories and/or research that informs the initiative? (e.g., is it trauma informed / strengths based etc?)

## **What are the expected outcomes of the wellbeing initiative?**

Provide an explanation of what you are hoping the wellbeing initiative at your service / organisation will achieve? What does the initiative hope to achieve in the short term, medium term and long term?



ECEWP





# Wellbeing Initiatives

FOR EARLY CHILDHOOD PROFESSIONALS

## What evidence is there that the initiative is working (or not) in your Service / Organisation?

In this section, please share any evidence you have that demonstrates that the wellbeing initiative implemented in your service / organisation is working (or not) in answer to question 1, 2, or 3. There are different levels of evidence – some are very robust (e.g., randomised control trials), others are more anecdotal (e.g., participant feedback). We are interested in *any* type of evidence that you have gathered. Based on the type of evidence you have gathered about your wellbeing initiative – **complete either section 1 or 2 or 3 below**.

**1. If you have conducted a formal external evaluation**, please provide details of the evaluation report and where it can be accessed.

**2. If an internal evaluation has been conducted**, please provide the following details:

*Methodology:* What evaluation methodology was used? (e.g., survey / action research project etc)

*Participants:* Who were the participants (e.g., number / position in the service etc)

*Ethical considerations:* How was consent of the participants obtained? Add in any other ethical considerations

*Methods:* What tools were used to collect data / participant feedback? (e.g., questionnaire / interviews etc). And when / how often were they used?

*Analysis:* How was the data from your evaluation analysed? (e.g., statistical analysis / thematic analysis)

*Findings:* What did the data tell you about the wellbeing initiative?



ECEWP





## Wellbeing Initiatives

FOR EARLY CHILDHOOD PROFESSIONALS

*Learnings, Implications and Recommendations:* Based on the findings of your evaluation, comment on what you have learnt about the wellbeing initiative implemented in your service / organisation and your views on its benefits (or not) for supporting educator wellbeing?

**3. If you have not conducted a formal evaluation**, what evidence do you have that the wellbeing initiative is working (or not)? You could for example provide: testimonials from participants in the wellbeing initiative; figures that demonstrate reductions in staff sick days / turnover / performance management of staff; evidence of improvements in staff morale; case study etc. Please attach other documents as evidence if you wish.

**Is there anything else you would like other directors or educators to know about the initiative?**

**Thank you for your submission.**

Please send us this submission via [promisingwellbeinginitiative@ccsa.org.au](mailto:promisingwellbeinginitiative@ccsa.org.au). We will send you a receipt acknowledging your submission. The Promising Wellbeing Initiative for Early Childhood Professionals team will contact you within two weeks to work with you on developing your submission.

For further information you can contact CCSA on [promisingwellbeinginitiative@ccsa.org.au](mailto:promisingwellbeinginitiative@ccsa.org.au) or the ECEWP team on [ecewp@mq.edu.au](mailto:ecewp@mq.edu.au)



ECEWP

