



Wellbeing Initiatives

FOR EARLY CHILDHOOD PROFESSIONALS

Wellbeing Profile

Service Name: Kingscliff Mini School



ECEWP





Wellbeing Initiatives

FOR EARLY CHILDHOOD PROFESSIONALS

Service & Initiative Details

Name of Service: Kingscliff Mini School

Service provider: Kingscliff Mini School

Name of wellbeing initiative: Clinical Supervision

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: Lindy Andrews

Position: Director

Email address: kcliffminischool@bigpond.com

Phone number: 0266742750

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: Jack O'Leary

Position: Clinical Psychologist

Email address:

Phone number: 0412676446



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).

Kingscliff Mini School is a community based not for profit preschool for 3- to 4-year-old children predominantly in their year before school. The preschool has been operating since 1968 and is located in the coastal town of Kingscliff, in the far north coast of NSW. Kingscliff is a rapidly growing area with a high need for preschool places. Kingscliff Mini School has recently completed a building project through the Capital Works grants program through Early Childhood Education and Care Directorate. The result of this building project has seen the service expand from a one room service to a two-room service, providing enrolments for 80 families each year. With the increase in enrolment numbers the staff team has increased in size going from a small team of educators to over 20 staff.

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).

The service director heard about clinical supervision through her Preschool Director's Network. Clinical supervision is the practice of engaging a clinical psychologist to provide professional support and learning for early childhood professionals to support wellbeing. The service experienced the loss of one of their colleagues to cancer and the service director felt the need to seek some form of counselling for herself and staff during this time of grieving. The service director then began to investigate the notion of ongoing support for herself and others in the workplace.

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.

Clinical supervision is now available for all staff when they feel they need it - up to three visits in a block. The service Director attends individual and group training with the clinical supervisor to discuss how early childhood professionals can be supported from a wellbeing perspective within the service. These meetings occur once a month. The service Director now meets with staff on a regular basis once a term to discuss goals and any issues they wish to raise. She supports staff to reflect on the issues and facilitate program team meetings.

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.

Sessions with the counsellor for individual and small group sessions to date have averaged out to be around \$4000 per year. This does not include the time and rostering of replacement staff allocated for the individual sessions which depending on each staff member can be in work time and needs to be factored in. Sessions were conducted locally, offsite.



Wellbeing Initiatives

FOR EARLY CHILDHOOD PROFESSIONALS

If you engaged an external provider, how did you go about finding and determining the provider?

Provide a brief (1-2 paragraph) description.

Our service heard about Jack O'Leary and clinical supervision through our Preschool Director's Network which consists of 12 preschools within the far north coast of NSW working together supporting each other, sharing information, policies, ideas and so on.

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).

Educators are allocated an hour with the service director at the beginning of each term and have the option to have individual clinical supervision if needed. It appears that the educators now know that they have this time allocated to them and the follow on from this is that they are more open and inclined to approach the director to discuss any issues when they arise rather than letting them build up. Sometimes they may need to seek advice from other agencies / therapist etc which the director facilitates as well.

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?)

The supervision training that Jack O'Leary provides follows Carl Rogers research coming from a place of empathy. The preschool educators as a whole now have a better understanding and a more professional attitude to clinical supervision.

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?

Clinical supervision offers ongoing professional support for all staff. Educators are working in unprecedented times that have been difficult to navigate to continue to operate and provide a service for families. Our short-term goal is to provide access to support in times of stress and crisis. Our medium-term goal is for educators to seek support when needed by having a clearer understanding of what they need in the way of support. Our long-term goal is for clinical supervision to be available and accessed to create a better understanding in the workplace to support each other.



Wellbeing Initiatives

FOR EARLY CHILDHOOD PROFESSIONALS

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

Informal Evaluation

When we started the clinical supervision and the wellbeing initiative, educators were quite sceptical and resistant to participate in regular supervision meetings. The process to establish the initiative included the service director scheduling individual meeting times where goals were developed, recorded, and reviewed. As time has passed and educators have been involved in the process, they are now more willing to participate. This can be seen through a focus on and achievement of their professional goals. Feedback from educators is that they feel they have opportunities to express thoughts and ideas in a professional manner in both one on one and group meetings and this can be seen within individual critical reflections, meeting minutes and more cohesive teams. This then guides further professional development and training.