



Leadership Team Guide: Professional Learning and Staff Support

Professional Learning and Staff Support

What is Professional Learning and Staff Support, anyway?

An educator's access to on-going training is important for Program Wide Implementation of Pyramid Model practices to be successful in an Early Learning and Childcare Program. The Leadership Team will need to support each educator's learning journey and provide opportunities for continued Professional Learning.

What's the point?

- Ongoing Professional Learning opportunities for educators help them feel confident in their abilities to support children's social and emotional development.
- Educators will be able to ensure children's individual needs are met and all children can participate meaningfully.

How do I do this?

- Have all educators attend Module 1 and 2 of ASaP's *Professional Learning Modules* (PLMs), available in-person or online, and track staff participation in these sessions.
- Provide time for educators to complete *e-learning modules* on the ASaP website as needed.
- Provide coverage for educators to participate in Reflective Practice Meetings (RPMs) to share perspectives and deepen their understanding of Pyramid Model practices.
- Incorporate discussion on the benefits and use of Pyramid Model practices into regular staff meetings and/or program communication.
- Create a system for ongoing monitoring of Pyramid Model practices across rooms (i.e., room/ program goals/ action plans, peer mentor).
- Support peer mentoring using TPOT or TPITOS *Self-Reflection Guides* and schedule a time for educators to share strengths and determine areas for further learning.
- Follow up on a regular basis with room and program goals/ action plans, ensuring that you are updating and modifying goals as needed.

How can ASaP support you?

- Support Leadership Team to understand how to use resources (i.e., *Self-Reflection Guides*, *Practice Implementation Checklist*, *Pyramid Checklist*, etc.) to implement and monitor Pyramid Model practices.
- Provide and co-facilitate (if needed) *Staff Meeting Presentations* developed by ASaP on various Pyramid Model practices (i.e., emotional literacy, problem solving, behaviour expectations).

“A practice of relationships is created through complex and dynamic interactions among diverse community members and begins to grow and evolve as educators learn alongside children and families.”

- Makovichuk, Hewes, Lirette & Thomas, 2014, p. 23

