

# Element 4: Professional Practice

## Activity I: Leading professional practice

Early childhood settings should have professional development structures in place to support and promote professional practice, for example, making time for reflection for all practitioners. Activity I supports you to review the structures in your setting.

When supporting others to reflect and to update and refresh their professional knowledge and skills, we...		Examples of current strengths and/or notes about areas requiring development
a.	provide time for all practitioners to reflect on their own and with their team.	
b.	provide regular in-service training, hold team meetings, and provide support and supervision, giving and receiving constructive and supportive feedback on practice.	
c.	set aside time regularly, either at weekly team meetings or once a month, to talk about the team's experiences of professional development activities, allowing them to share new knowledge and insights.	
d.	regularly provide time to discuss challenges that arise in the course of practice and encourage the team to engage in research activities to contribute to formulating solutions or changing practice.	

Adapted from *Síolta's Professional Practice Research Digest*.

When supporting others to reflect and to update and refresh their professional knowledge and skills , we...	Examples of current strengths and/or notes about areas requiring development
e. provide resources and support for unqualified staff, or those in training to achieve their own professional development goals. See <i>Activity D, Reflecting on my dispositions, skills, abilities and knowledge</i> . Encourage practitioners to continue formal certified training and to attend a range of uncertified training/continuing professional development opportunities.	
f. provide resources and support for qualified staff to upskill and go on to further training and education opportunities by achieving their own professional development goals, both formal certified training and by attending a range of uncertified training/continuing professional development opportunities. See <i>Activity D, Reflecting on my dispositions, skills, abilities and knowledge</i> .	
g. identify one experienced practitioner with relevant qualifications, to support staff in training and/or students on placement.	
h. encourage staff to keep a log or note of professional activities as a useful source of insight and learning.	
i. help all practitioners and particularly those who are new to the team, to become familiar with our vision, curriculum statement, long-term plan.	
j. provide opportunities to carry out reading and research related to practice. Where possible, we provide a resource area with books, journals and internet access to enable staff to use online material for educational or networking activities.	

	When supporting others to reflect and to update and refresh their professional knowledge and skills , we...	Examples of current strengths and/or notes about areas requiring development
k.	encourage practitioners to participate in network meetings with other professionals, and observe practice in other settings.	

**Considering the strengths and areas for improvement identified above, we can support others to reflect and undate their knowledge and skills by:**

1.	
2.	
3.	
4.	