

Teamwork Policy

Rationale

Effective teams support the achievement of common goals for improving the quality of care and education at services. Individuals within a team do not have to think the same way. However, they do need to respect each other's values, skills and experiences. Respect for diverse viewpoints and backgrounds enriches the team by bringing together different perspectives and ideas.

Aim

Effective teamwork is important in the creation of positive outcomes in the development and learning of children as all team members are working together towards the common goal which in the case of Millennium Child Development Center is the provision of high quality care. Effective communication in the childcare environment encourages educators to operate as a team, to reflect upon, plan for, improve Center practice, and provides a positive role model for children.

Working as a team provides each participant with the opportunity for personal and professional growth. Teams become vehicles for affirmation, sharing of resources, constructive peer criticism, problem solving and reflection.

Effective teamwork contributes to stability in childcare services by improving the self-esteem, job satisfaction and morale of educators and can reduce stress and burnout. It is also crucial in achieving goals and accomplishing tasks.

Implementation

It is the policy of Millennium Child Development Center that all employees work as a team, both in their individual rooms and as a Center as whole. Effective teamwork can only occur when educators know and understand other's responsibilities, routines, and the ability to think for themselves and use their initiatives whilst maintaining a high level of communication with others.

Teamwork requires early childhood professionals to share the workload, the "chores", and the willingness to help each other out. If colleagues are having a hectic day, yet your room is quiet, offer to help out. Be aware of the other rooms; understand when their busy times are and work together to get the jobs done. Setting up each other's rooms so that they have all the necessary equipment ready for the day is one way in which to work as a team, as well as communicating and expressing your needs so that others know and can help wherever they can.

Educators Will:

- Engage in active listening techniques when communicating with their colleagues.
- Seek to understand each other's feelings and points of view. □ Share information and resources.
- Respect and appreciate the values, knowledge and skills of others.

- Work together to solve problems in a collaborative manner.
- Resolve personal conflict positively.
- Provide support to colleagues who are experiencing stress
- Act promptly to support other team members in difficult situations.
- Support and assist new educators during their orientation and induction period.
- Support each other to reflect on their interaction and relationships with children.
- Offer constructive peer criticism to colleagues in relation to tasks or areas they may need to develop further. This should be done one-on-one; not in the company of other colleagues, children or parents.
- Contribute new and innovative ideas and approaches.