



Scalloway preschool

Staff Development and Training

Scalloway Preschool highly values its staff. It is in the interests of the preschool, the children and the families that each staff member is given the opportunity to develop their skills to their maximum and to broaden their knowledge and skills in caring for children.

Personal and professional development is essential to maintaining the quality and delivery of high quality care and education for young children in early years. It underpins all aspects of curriculum delivery and positive interactions. At Scalloway Preschool we ensure that all of our staff are qualified or aim towards qualification by undertaking training. We strongly promote constant professional development and all staff have individual training records and continued professional development plans to enhance their skills and expertise.

External training and support is sought as appropriate to the needs of the preschool and the children attending and to renew/update staff qualifications.

To facilitate the development of staff we:

- Lead and role model with staff, and offer encouragement and support to achieve a high level of morale and motivation
- Promote teamwork through ongoing communication, involvement to enhance our practice
- Provide opportunities for delegation based on skills and expertise to offer recognition and stimulate staff
- Encourage staff to contribute ideas for change within the setting and hold regular staff meetings and team meetings to develop these ideas. Regular meetings are also held to discuss strategy, policy and curriculum planning
- Encourage staff to further their experience and knowledge by attending relevant external training courses
- Encourage staff to pass on their knowledge to those who are less experienced and disseminate knowledge from external training to other staff members.
- Provide regular in-house training relevant to the needs of the preschool.
- Carry out ongoing supervision with all staff. Staff self-appraisals are carried out every year where objectives and action plans for staff are set out, whilst also sourcing training according to their individual needs. Service users are to be included in staff assessment and appraisal via parental questionnaires.
- Develop a continued professional development plan addressing both qualifications and continuous professional development needs of the setting and of individual staff
- Promote a positive learning culture within the setting
- Provide inductions to welcome all new staff and offer ongoing support and guidance

