

Personal development plan

Development Plan	Why do I want to achieve this?	What resources will I need to achieve my goal?	Target date	How will I know I have achieved my goal?
Emotional learning support assistant (ELSA)	I would like to gain more of an knowledge and understanding of emotional learning and how I can support pupils further.	To become an ELSA supporter I will need to attend training over 5-6 days, spread over 4-5 months. Once I have qualified I would then attended termly supervised visit with an educational psychologist.	I aim to achieve my goal within 18 months.	When I receive my certificate at the end of the training that I have undertaken.
Forest school	I would like to gain more of an understanding of ways forest school encourages child lead play and the benefits.	To be able to achieve this I will look for a local forest school in my area and volunteer at least once a week and attend training course.	On going	I will gain an increased knowledge of the environment around me as well as gaining a certificate at the end.
Food safety training	I currently work at my schools breakfast club, I would like to gain my food safety certificate as I would then be able to the	To do my food hygiene training I would either attend an in person training day at my local authority or I can look at certified online course.	I aim to achieve this goal within 1 month	I will know I have achieved my goal as I will have attained a certified training certificate.

	prepare food, long side providing care for children.			
BA honours in Early years and education	I would like to do this course as I am possibly thinking of doing my PGCE afterwards but also interested in social work care.	To be able to make this goal achievable I would need to enrol at University. Once excepted I will need to attend lectures every week, make a study time management to balance studying, work and home.	This will take me 2 years to achieve.	I will know I have achieved my goal, when I have completed the 2 years of studying and I receive my honours degree at the end and attend graduation ceremony.
Paediatric First Aid	I want to update my paediatric first aid, so I am able to deal with situations dealt to me.	I will need to make sure I have the days and times available to attend if within the work place or outside of working.	I will achieve this within 6 months.	When I have completed the relevant training, I will receive a certified certificate.
Make changes to my lifestyle and weight	I want to make changes to my lifestyle to feel healthier, happier and fitter. I am hoping this will help with my anxiety and boost my confidence.	To achieve my goal of a healthier lifestyle I will need to eat healthier, reduce on the sugary treats, drink plenty of water and increase my exercising.	This goal I would like to achieve within 18 months.	When I reach my goal I hope I will feel less tired, more energetic and my mental health will feel happier.

Reflecting on practise

What is reflective and reflection practise?

Reflective practise is continuously observing and evaluating your actions, looking at how you relate to others and accessing the way you teach. Being a reflective thinker is also continually thinking about your next steps, where you want to go, how you will get there. Looking at the skills you already have and expanding your knowledge further. This is also a good way of looking at furthering your career or education as you can see where you need to gain more knowledge or learning if required. Reflection is something that you can use in your personal life as well as professional work, taking a reflection on your knowledge and skills you already have and looking at the areas that you need to work on and areas that are going okay. Thinking about and asking yourself questions like, what went well, could you have done things differently, how could you have done it differently, how did you and did you take on other people opinions. NBCI (2017) suggests. Writing down your answers to your questions will help you to gather information, in turn making you a good reflective and reflection thinker.

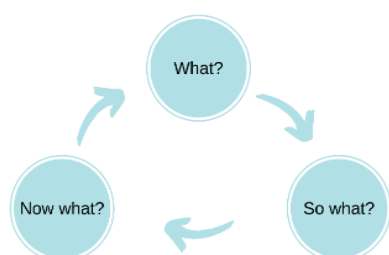
Why is reflective practise important to early years practise?

As and early years practitioner engaging In reflective thinking can help provide better learning experiences for children. Dewey (1933) says that being an open minded, responsible and an empathetic caring professional, means that as a professional you are open to other professionals opinions and views. According to Pacey (2002) it is important for early years practitioners to reflect on their practise as it continually helps to improve the outcome by meeting children's individual needs. Having a reflective practise also shows parents or carers what the setting has to offer and leaves them with the confidence to leave their child in your care. A good practitioner will reflect on their planned activities and evaluate what went well, how they can improve next time, would they do things differently, did they listen to others opinions. Asking all these types of questions is what makes a good practitioner.

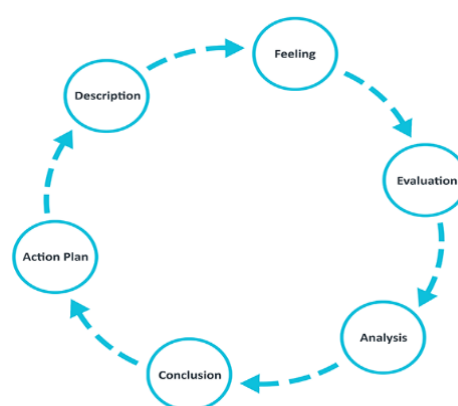
The theory of reflective practise:

Schon (1991) looks at two types of reflection 'reflection in action and reflection on action' and does not consider them as separate actions. He used his work to encourage practitioners to use their own experiences to reflect. He suggests that we are always reflecting on events when it is happening and then after the event has happened. As where Dewey (1933) suggests that the reflection should be based on practical life experiences and social interactions. He was the first to suggest that we should use the two ways of thinking, which it also suggest that he agreed to the same theory as Schon, that we learn from experiences as they are happening and asking questions like, what went well, was it useful, how did that feel. To then reflecting after the experience has passed and questioning, was it a success, could it have been done differently, would you change anything. Dewey (1933) Implies that as educators we do not just learn from one experience but from every experience, continuing the cycle each time we reflect. Both Schon and Dewey used reflective practice as an alternative to technical rationality.

DRISCOLL'S MODEL



GIBB'S MODEL



Analysis of models – compare/contrast/pros/cons

Driscoll's model uses the 3 what's as where Gibb's model asks more in depth questions which covers 6 stages. Although both models are different, they both represent the same meanings. Gibbs looks more in depth at the reflections, asking what, who, how and why and therefore breaks down each evaluation separately, making the reflection easier to digest, as where Driscoll just asks the what's, so what, now what, so only giving brief evaluations of the situations, therefore the reflection is not as in depth. The pro to Driscoll's model is that it is brief and simple to reflective and reflection of evaluations, the cons to this may be less information passed on to other professionals. The pro to Gibb's model is that it is broken down into six stages of processes, therefore more information added to each stage, making it easier to reflect on the situation and more information passed on to other professionals, the cons to this would be a lot more written work, a lot of information to digest and can take longer to fill in each stage. For both models shown they both have the same outcomes and both have pros and cons to each but overall thinking about the pros together, they both offer a structure, a place to start, easier to access the situations and you know when you have reached a conclusion. The cons to both is that you have to follow each step process, may not be able to reflect from the beginning and reflection is a continued at each learning process.

Conclusion

The overall conclusion is that being reflective and reflecting on the decisions that you make is a good thing. It makes you think about where you are, what you are doing and what you want to achieve at the end. Being reflective can help you gain your goals, extend your knowledge and expand your learning. For a teacher it can help them with their class planning, asking what they would like to learn and listening to their suggestions, asking themselves what went well and even better next time if and learning from the experience and then applying any changes. It can make you more aware of your strengths and weaknesses, but also being more proactive and take action. Talking to other people can also be another way of being reflective and reflecting as you gain another person's opinion, share ideas and support each other. Having a positive relationship with other professionals where you need to reflect on the situation that has aroused, can lead to a positive outcome, with support for any new ideas to extend your practice. There are a lot of theorists who have made their own conclusions but many of them have been influenced by Dewey's theory.

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What is professional practice? What is a professional?

A professional is someone who works within a professional setting and has studied and trained to become a professional practitioner like a nurse, teacher or lawyer. They are someone who has trained in the knowledge and skills for their career, who is constantly updating their knowledge and skills by continually studying new areas of their job. A professional practice is where you apply a professional appearance by the way you dress, how you conduct yourself, passing on your knowledge and skills to others, having a good work ethic and conduct.

What values are important for a professional practitioner and why are values important to professional practice?

Having a professional image is important as a practitioner, being smartly dressed, honest, reliable, respectful are just some of the values required but also delivering quality learning and ethical values. Showing that you are trustworthy and reliable builds confidence and acceptance by other professionals. It is important to have values as a professional practitioner because it gives stability within your career, it shows that you are committed to your career and that you take pride in your values and work ethic.

Why is communication and relationships important to professional practice and meeting the needs of the children?

Having a good relationship with children builds up trust and confidence. When you listen to, and show you care and make the children feel safe, the children will feel relaxed and comfortable to be left by their carer. They will feel comfortable to explore their surroundings and share any worries they may have. It is also crucial to gain a good relationship and good communication with the parent or carer as well because if they feel comfortable and relaxed around you, they will open up and talk to you about any concerns they have without feeling like they are being judged and comfortable in leaving their child within the setting. Overall having a good relationship and communication with children in your care is not only important to their learning experiences but also to their wellbeing being a priority.

Why is having an in depth knowledge and understanding important professional practice, including aspects of safeguarding?

It is important to have an in depth knowledge and understanding as a professional because you are in daily contact with pupils. Knowing your policies is key to your understanding of your responsibilities and the role in which you play as a professional. Having all professional staff following the same policy means that everyone is on the same page and what is expected of every professional within the work place. Every practitioner should know what the safeguarding policy is and the role in which they have to play in safeguarding. The section 175 of the Education act 2002 has set a requirement to all educating sectors, ensuring that all educators have put in place safeguard the welfare of children. As a professional practitioner you should know what to keep a look out for children who are a higher risk of harm, abuse or neglect. Have the understanding and knowledge on how to write a report, who to report too and the procedure after reporting.

Why is partnership and multi-agency working important to professional practice?

Having a partnership is important not just for the schools but also for the community, it can help to strengthen the bond with the families in the area. It opens up the wider community working also side other agencies offering work placements, short courses, getting involved the local businesses around the community, this leads to a good partnership with families and with multi-agencies.

There are many multi-agencies that are involved in schools helping identify the needs of families. The Childrens Act (2004) required that each multi-agency must work together, sharing information, knowing what each agency roles and responsibilities are, to ensure early intervention to minimise the impact on each young person's learning and achievements. Each multi-agency working in partnership together need to:-

- Coexist and know what each one does.
- Cooperate with each other.
- Co-ordinate and share roles and responsibilities.
- Collaborate with each other and agree to work together to achieve the same goal.

There are many multi-agency partnerships:-

- Inter-agency workers – More than one agency making a formal plan.
- integrated – Working to develop the needs of children and young people.
- Multi professionals – Professional staff like psychologists, health workers, social workers and police.
- Joint working – More than one agency working on a strategy together.
- Partnership working – A group of professionals coming together to share problems and looking to help each other resolve issues that may arise.

Above all the safeguarding and child protection is the main key to each of the multi-agencies and professionals working together.

How does the observation and planning cycle in form professional practice and ensure practitioners are meeting the needs of children?

Doing observations and planning is an effective way to understand young people's development and learning. Observing children can help enhance the practitioners knowledge and understanding of the development and learning. We observe to:-

- Understand what each individual child can and cannot do.
- Understand what each child enjoys doing and ways they learn.
- Help support planning and provisions.
- To have strategies In place to support learning.
- To further our understanding and knowledge of how children learn to be able to link theory with practice.

- To do this a practitioner will observe and assess whilst the children are playing. The practitioner will reflect on the play by asking open and closing questions. When they have reflected they can then record the outcomes and process. There are 7 areas of the personal development that are looked at:-
- Personal and Social Development, Well-Being and Cultural Diversity
- Language, Literacy and Communication Skills
- Mathematical Development
- Welsh Language Development
- Knowledge and Understanding of the World
- Physical Development
- Creative Development

This will enable the practitioner to meet the needs of the children when planning and put in place any additional support, change the way they teach and differentiate the learning and to inform parents of their child's progress.

How do the Principles of the UNCRC inform professional practice and why is this important?

The UNCRC's principals inform professionals that every child matters and deserves the right to be respected, recognised and protected no matter what their gender, religion or race and that every child is entitled to an education by law. The UNCRC's purpose is to provide peace, friendship, rights and a freedom to promote harmony. The UNCRC has 54 articles but they focus on 4 main articles:-

- A right to life
- The right to develop
- Be protected
- The right to participate

There are two articles that stand out from the UNCRC's articles is:-

Article 28: the right to an education. It states that all children and young people has a right to an education. This is shown within a nursery, primary and secondary schools who provide children an opportunity to learn, develop and respect their dignity and rights.

Article 24: health and health services. The UNCRC also states that every child is entitled to the best possible health, care, food, water, a clean environment and an education, this must be provided by the government. The government has provided free health care, education and child support to parent/carers to be able to provide a clean environment, food and water.

The importance of the UNCRC is that the children's rights are at the heart of the government and that it applies to everyone. Without this children and young people would not have a voice or any rights. Having the UNCRC ensures that a basic human rights is provided for all children and young people.

Conclusion

The overall thought is that as a professional you need to not only show that you have an understanding of the work but also knowledge of the role in which you play. As a professional practitioner being kind, caring and compassionate towards your colleagues but most important to the children or young people within your care. It is imperative that you have good communication with not only other professionals but with agencies from outside and also the parents/carers. Without good communication you cannot develop a relationship. As a professional practitioner using observations not only helps you to get to know the children individually but you get to see how they learn, therefore using the observation to be do your planning, make changes to support learning and to also pass on information to any other agencies that may be involved. As a professional practitioner you also need to show you have a wide knowledge and understanding of the policies and procedures in place. Especially the UNCRC where every child matters and deserves the right to be heard, to be safe and to have a healthy environment. Showing you have a wide knowledge of the safeguarding policy, which is similar to the UNCRC as safeguarding is about the welfare of the child or young person and that they are protected as well as cared for. As a practitioner you need to know the signs of any neglect, harm or abuse that the child or young person may be subjected to and knowing the signs can save a child or young person, so you need to understand the process of how to write a report, who to report too, the agencies you need to involve and keeping everything confidential.

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