

My Development Plan and Goals!

ECEY4009 | 2308243 | 3143 Words

These are the skills and qualities I have gained during my time within the education sector. I have completed various courses to develop my skills further, such as tricia chlic to help children learn letters in Welsh, we have also been doing 'ffurfio ffantastig' which helps the children to form the letter in a sequence for example going from C to O then to A and so forth, Emotional literacy support assistant (ELSA) which helps the children to talk about a variety of topics such as anger and emotions. I am also First aid trained, to help when a child requires medical assistance, I also have conducted a Speech and language course to help with the children's speech and finally, I have completed an online course on adverse childhood experience (ACEs) and early trauma. Which was remarkably interesting to learn how different things affect the children.

I plan to develop my skills further by completing this course. I will develop my knowledge and gain a deeper understanding of children's education and care. This will help me build my confidence, the benefits of this would allow me to become a better leader for the children and a better role model. developing my skills in Real Pe will help create a fun environment for the children and it is particularly important for your mental health and well-being for both your mind and body.

My development goal is...	The steps I will take to achieve this are...	What Resources will I need...	I will achieve this by...	Goals achieved	How I am doing... Need support (red) On track (amber) Ahead of plan (green)
Real Pe Course	A more enjoyable exercise experience for everyone. Using this application to help develop my skills and abilities to show how fun it is to keep fit. And be able to deliver a fun activity for the children which Covers more of the skills than just sports.	Laptop/Computer Projector Marking Spots Balls Bean Bags Music Cones	July 24	By achieving this goal, I would be accomplishing the real PE activity with the children more often. Seeing the children enjoying the activity.	
To successfully gain a degree	Plan my time effectively to complete my modules. Read the essential list of books to gain knowledge on the topics. Making sure I have a timetable to follow. Applying a great deal of focus on the topics.	Laptop Access to Hwb Timetable Teams Attend lectures! Organisation skills	July 25	Once I have received and passed all modules and gained a full understanding of the course.	
My Confidence	If I do something out of my comfort zone to praise myself on the work that I have completed. Request feedback from others about my work. push myself to complete work I would normally delay.	Positive thinking Mindfulness colouring. Exercise and Diet Sleep Routine Self-Praise	July 25	I would expect to be more forthcoming in completing unfamiliar tasks and more confident in everything that I do.	

Reflective Practice

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Reflection and Reflective practice

on tasks to improve the positions of prolonged knowledge. Reflective Practice is when you look back on your actions when conducting anything you do, what could you change the next time you perform an activity. It could be drawing shapes on the table to help the children when undertaking a maths activity. You could reflect on a situation such as, challenging a child on the task they are performing, a child could count to ten in nursery. You could assist that child to count to twenty and beyond to help widen their knowledge.

According to Aubrey and Riley (2022 p. 236) Reflection is a formula where an individual investigates the activities, characteristics, previous situations, and communications to gain a further understanding and to implement improved options. Reflection is when you look back at previous events to analyse any improvements you could make to provide a better result. Hallet (2013 p. 27) claims that observing tasks as you go, gives an appearance of a collective point of view.

Aubrey and Riley (2022 p. 236) notes that Reflective practice is a sensible method where you reflect

Why is it important?

involves the foundation needed to be an experienced and established professional. Everyone develops differently. By using your Reflective Practice skill you can change the way you conduct a task with the children to help them or to challenge them further. Campbell-Barr and Leeson (2016 p. 105) believes that Reflection is a great tool as it promotes a greater knowledge base, this allows you a more comprehensive development strategy.

Jackson (2022) discusses why reflective practice is important in the early years. The key points to consider are to provide the framework for the children, for the qualified individuals progression, to provide the foundation for the parents and children as well as Maintain a reliable and trusted relationship. A child's brain develops the most over the first five years of their life. This is when a child gains relationships, feelings, and speech. Having effective communication between the children and the parents can be vital as this makes you more approachable and if problems occur you are there to support them through the positive and challenging times.

Following Brock (2014 p. 7) Reflection and Reflective practice

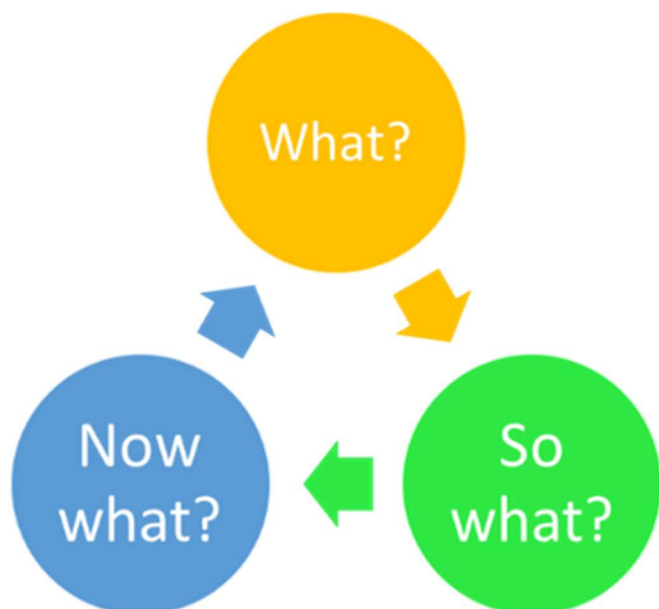
Looking back on Reflection.

learning kinaesthetically, but it is also about observing and carefully considering the actions you take, it is also about exploring practical options which can result in great opportunities with solving difficult issues.

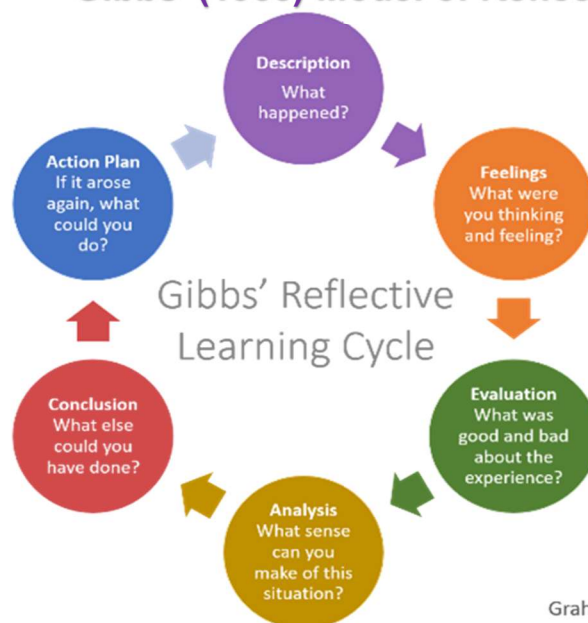
The Open University (2023) looks at Schön "Reflection-in-Action" This discusses the ability to understand and react to a situation as you are undertaking a task, this involves the logic and the possible result of your actions. The Open University (2023) discusses Schön "Reflection-on-Action" This happens externally to the setting where you look at the circumstances to understand further, and to gain more clarity of the situation. Changing the landscape of a task in real time to suit everyone's needs. EdShare Southampton (no date) discusses Schön extended on Dewey study to enhance the professional development and practise. This allows the practitioners to enhance their knowledge and it allows them to become an expert in specific areas of work.

There are various theories of reflective practice but the two we will talk about are Dewey (1933) and Schön (1991). The Open University (2023) suggests that Dewey has indicated that reflection is not only about

Rolfe et al. (2001) Model of Reflection



Gibbs' (1988) Model of Reflection



Graham Gibbs, 1988

Comparing models

There are two chosen reflective models outlined which compare effectiveness of Rolfe *et al.* (2001) and Gibbs' (1988). The University of Connecticut (No Date) claims that Rolfe *et al.* looks at three effortless situations: "What? So What? Now What?" The positives of this method are the multitude of questions contained within each of the three points of this model. This provides even further clarity to each point as they provide a wider understanding of reflection. This model is more complicated to understand and use effectively, it also requires more time to reflect.

Denis (2019) claims that Gibbs' Reflective Cycle is a straightforward six step approach to aid your skills and knowledge in your place of work. Denis (2019) Suggests that the advantage of this model is the ability to easily understand it, this could be helpful when you are starting your career as a professional. This can improve your understanding upon previous events as well as providing a stable and more accurate outcome. Denis (2019) points out "it's a reactive rather than proactive approach". This could be a disadvantage as it is more useful for reflection on past events and resolving issues that may have already occurred and is therefore not as effective for future situations.

By looking at both concepts Gibbs' gives you a more detailed approach to investigate all six areas to allow a deeper understanding. The advantage of this is the ability to deconstruct each point down into a detailed flow to allow a broader evaluation. While Rolfe *et al.* only has a three-point Reflective model, there is more depth to each point. Fallin (2021) claims that the three-stage model is more flexible, and it allows more adjustments.

Based on the investigation of both models, it has become clear that the three-stage process is more effective for the early years practise as it covers more in-depth questioning. This is important as this allows you a more stable approach, more control over your actions and a much wider knowledge base to work on. It also provides the safety net needed to future proof events and issues that could arise, it also provides an initiative-taking approach which can be useful for making quick decisions.

Conclusion

All of this points to the conclusion that we can see why reflection and reflective practice is so important within early years practise, as every child is different, and they are still developing. The models discussed clearly outline the importance of reflection, the methods are both beneficial in their own way. There is clearly a need for both at different points. The six-stage model is a great option for reflecting on past events to help build a better future. The three-stage model is certainly the more viable option for real time events and reflecting as you go as it provides a great option for forward thinking and as well as maintaining a stable working environment for the children and the practitioners.

We will be discussing the key characteristics of what it means to be a professional practitioner and how this impacts the educator and the children, as well as indicating the importance of each aspect of a professional.

What makes someone a Professional? It is a well-known fact that professionals take important steps to become an expert at what they do, they require expertise and a wide range of skills. This could include various tests and research to help build their academic skill set. Professional practice is the act and requirement to practise your skills and qualification to support the industry of work in which you are involved. It can also be the certification to allow you to perform within your chosen professional practice. For instance, Reed and Walker (2015 p. 256) mentions that a Professional is someone who has gained the qualification within a specific area.

A Professional is someone who follows the policy and procedures of the workplace to keep the children. An open mindset is an excellent quality because it allows you to develop as a person and as well as providing an understanding of different perspectives and considering ideas. Having great listening skills allows you to understand the children's views and needs, as this provides the best options for the children, becoming a role model for the children is an important aspect as it allows you to shape their minds, they will also look up to you, they will find comfort in communicating with you, it also builds an approachability factor, and this helps build a great relationship with the children.

There are multiple values to consider, it is important to note that everyone's values are different, it all depends on how the parents or guardians raise each child. Pacey (no date) suggest that transparency is about being clear in your conversation and being able to clarify the information your discussing, reliability is another important value, because it allows others to trust you, Integrity is working with everyone in an honest manner and upstanding concept and being able to understand others' opinions along with principles and respectfulness and honouring the individual's ideas, principles, and their manners.

According to the general teaching council of Scotland (no date) these values give assistance by improving the educator's abilities, it supports the classroom assistant to enhance the children's needs, this allows the person who is educating to improve their knowledge as well as being more collaborative with other agencies. Having these values are crucial as they will encourage you to consider how you treat everyone, this also allows the children an open and honest relationship with you.

The key attributes of a professional are having excellent communication skills and a great relationship. Raising Children (2023) believes that communicating effectively is one of the most important ways to build a good connection with the family. The benefit of this includes reassurance, engagement, and enlightenment, this helps forge a reliable connection among the work force and family members. This can also improve on your relationship with the parents as you are making yourself approachable which allows a smoother experience in the event of any issues occurring. Creating a bond with each child can take time, but that does not matter as the benefits outweigh the time, it helps build trust, and the overall experience for the parents and children is vastly improved.

According to the Department for Education (2021) children spending time with other individuals can support the child's social skills as well as their ability to share their views and interests. This also allows them to grow their communication skills and help them build confidence and support them with adapting around others. This will help meet the needs of the children by allowing them to develop further.

Rupp (2022) points out that obtaining a comprehensive knowledge base of a specific subject is a path you take to become a specialist, in addition to this, making various attempts to perfect and understand the subject as much as you can. You would also develop your understanding and knowledge by taking part in additional training courses. British Council (2023) points out that it is

important to understand the learners as this allows you to plan your teaching methods based on the individual's attributes and beliefs. This could include different learning techniques to support the child's personality, therefore it is best to have a deep understanding to allow good preparation and alternative options to support the children.

Safeguard training is a necessity within the childcare industry, National Society for the Prevention of Cruelty to Children look at protecting all children. NSPCC (2023) says that it protects any child from harm by making sure they flourish with care as it focuses on making sure that every child has the most positive outcome as well as protection from any form of physical or mental impairment. McMahon and Dyer (2018 p. 72) claims that any form of childcare should have the duty of care to provide each child with safety and support they may need. There are seven core aims to help with safeguarding in Wales. According to social care Wales (2018) "These aims inform decisions about national priorities and objectives and inform local strategy and service provision". This is where the Welsh government have agreed the seven key points to help maintain the children's safety and to make sure that each child is listened to, have a safe place to call home and a protected house which provides each child a location to express their feelings.

One of the most important considerations of partnership is working as a team, this allows everyone to remain on the same page to be able to help and do the best for the child. The Welsh Government (2015) talks about working with multiple organisations as this provides knowledgeable individuals the ability to work closely together with different organisations to obtain exceptional practice. Using this calibration benefits the child and family from an integral position to make sure that everyone concerned plays a part in supporting the needs of the family. Multi-agencies provide the support and framework needed to help a variety of situations, such as additional learning needs. This is a key example of the importance of having multi-agencies to support the children as this allows them equal opportunities to learn.

Observation is a significant part of the early years as this allows you to understand the children's development levels. It is important to review the progress of each child because this allows you to assess and implement changes to help with progression. Children often require different approaches to learn when observing their needs. Educater (2022) points out that observation means watching and actively listening to the children to understand their interest and how they socialise with their peers, and to understand how comfortable they are with the surroundings as well as analysing their abilities, this helps build a clear picture.

According to Educater (2022) the planning cycle provides a foundation to allow you to implement any necessary changes to support the development of the children, this could include creating activities to help the children's needs, as well as providing structure to allow a better view of the activities. Without planning it can become difficult to support the children, there would be no structure to their development, and this could hinder the children's abilities to learn.

Lievens (no date) suggests that there are four key principles of the United Nations Convention on the Rights of the Child by looking at the equal opportunities policy to make sure that the children are all treated with equal rights and fairly. This benefits the children when making a choice, it allows you to make sure the outstanding welfare of the children is at the forefront. To be able to grow and mature in a fair and effective way and to be able to understand and to allow them to voice their ideas and thoughts.

The importance of UNCRC is signified by the 4 key principles as it provides anyone under the age of 18 the ability to express things in their own way, the (article 14) of United Nations International Children's Emergency Fund, indicates the importance of allowing the children to explore their own beliefs, it provides structure for the education system, with the ability to adapt and assess each child's best interests and to allow a comfortable journey during their education. UNICEF (article 3) looks at the interests of children, this is important as it looks after the child's interests at heart, Lievens (no date) states that you must consider the child's thoughts, have consideration,

appreciate them, and keep them safe. This has changed how children grow up. It also keeps vulnerable children safe as you have a duty of care to protect them.

Finally, we can see why being a professional in the early years is a key area where we must enforce our expertise to be able to give the children an education they deserve, providing the tools needed and following all the relevant guidelines to help meet the overall needs of the children. Being a professional within your area provides stability for the learners. We have outlined the key features of becoming a professional, we have learnt that a professional requires vast knowledge, excellent communication and relationship skills, the ability to actively listen and plan as well as adapt to the situation, and always consider the values of others. We have discussed the importance of observation, based on the benefits and flexibility it provides. Using all the areas we have discussed helps cement a positive and successful future for the staff and children.

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