

Information sheet

BELONGING, BEING & BECOMING

Collaborative leadership and teamwork

Collaborative leadership and teamwork are built on a sense of shared responsibility and professional accountability for children's learning, development, and wellbeing. It is a view of leadership that empowers all members of the team to use their professional knowledge and skills in ways that assist everyone to do the best they can for children, families and colleagues in their setting.

This information sheet provides a summary of the Principle Collaborative leadership and teamwork in *Belonging, Being & Becoming: The Early Years Learning Framework for Australia (EYLF) V2.0*.

It provides you with reflective questions as you consider your practice, service philosophy and children's program in relation to this principle.



Links to the National Quality Standard (NQS)

The NQS recognises the potential of the educational program and practices to enhance each child's learning and development. The EYLF V2.0 Principle, Collaborative leadership and teamwork is reflected in several quality areas of the NQS, with a particular focus in:

QA4: Staffing arrangements

Element 4.2.1: Professional collaboration – Management, educators and staff work with mutual respect and collaboratively, and challenge and learn from each other, recognising each other's strengths and skills.

QA5: Relationships with children

Standard 5.1: Relationships between educators and children – Respectful and equitable relationships are maintained with each child.

Element 5.2.1: Collaborative learning – Children are supported to collaborate, learn from and help each other.

QA6: Collaborative partnerships with families and communities

Standard 6.2: Collaborative partnerships – Collaborative partnerships enhance children's inclusion, learning and wellbeing.

QA7: Governance and Leadership

Element 7.1.1: Service philosophy and purpose – A statement of philosophy guides all aspects of the service's operations.

Standard 7.2: Leadership – Effective leadership builds and promotes a positive organisational culture and professional learning community.

Element 7.2.3: Development of professionals – Educators, co-ordinators and staff members' performances are regularly evaluated, and individual plans are in place to support learning and development.

Collaborative leadership and teamwork are aspects of a positive work culture where motivation to enact a professional philosophy of cooperation and collaboration enables positive relationships to grow.

- This principle focuses on leadership and teamwork as a collective professional activity of all educators to improve quality educational programs, practices and outcomes for children.
- The importance of effective leadership in early childhood education and care is well documented including the relationship between effective leadership and outcomes for children.
- This goes beyond formal leadership positions, to include leadership principles and practices enacted by children and educators.

What does this look like in practice?

- Educators demonstrate professional and respectful conversations when interacting with each other on a daily basis.
- Educators engage with different ways of thinking and working to critically reflect on their practice both individually and as a team.
- Educators contribute to curriculum decisions and Quality Improvement Plans.
- Educators [collaborate](#), lead their own ethical practice, and take shared responsibility and professional accountability for their actions and the decisions they make.
- Educators professionally and respectfully communicate and share ideas and views about quality improvement and practice to optimise children's learning, development, and wellbeing. A culture of peer mentoring and shared learning is evident as all team members contribute to each other's professional learning and growth for high quality programs for children.
- There is a [community of practice](#) approach to develop a collective responsibility for driving continuous improvement.
- A positive work culture is enacted that is based on a professional philosophy of cooperation and collaboration.
- All educators use their professional knowledge and skills in ways that assist everyone to do the best they can for children, families and colleagues.

Reflective questions and provocations

- How does your service philosophy reflect and guide the quality practice of Collaborative leadership and teamwork?
 - » ACECQA – [Information sheet – QA7 – Educational leadership and team building](#)
- What aspects of leadership and teamwork in your service contribute to the development of a positive organisational culture?
 - » ACECQA – [We hear you blog – Mentoring matters](#)

- How are the skills and knowledge of team members developed to improve shared leadership?
 - » ACECQA – [Information sheet – QA7 – Educational leadership and team building](#)
- What strategies do you use to ensure that the diversity, personal strengths, professional experiences and knowledge of all team members are shared, acknowledged and utilised to support collaborative leadership and teamwork in your service?
 - » ACECQA – [We hear you blog – Developing a professional learning community](#)
- What opportunities are provided for team members to engage in conversations and discussions to further develop their skills, or to improve practice and relationships?
 - » Department of Education, Australian Government – [Leading Learning Circles for Educators Engaged in Study](#)
- How do you ensure that everyone's voice is heard and considered?
 - » ACECQA – [Information sheet – QA4 Belonging, being and becoming for educators](#)
- What strategies are proving successful in building a professional learning community? How do you know they are successful?
 - » ACECQA – [We hear you blog – Collaboration and commitment: Building a culture of professional learning](#)

ACECQA references and resources

- ACECQA – [Guide to the National Quality Framework](#)
- ACECQA – [We hear you blog – Collaboration and commitment: Building a culture of professional learning](#)
- ACECQA – [We hear you blog – Developing a professional learning community](#)
- ACECQA – [Information sheet – QA7 – Educational leadership and team building](#)
- ACECQA – [The Educational Leader Resource](#)
- ACECQA – [We hear you blog – Leading Innovation](#)
- Australian Government Department of Education – [Belonging, Being and Becoming: The Early Years Learning Framework for Australia V2.0 \(EYLF V2.0\)](#)

Other references and resources

- Early Childhood Australia (ECA) – [The Spoke blog – Inspiring leadership in early childhood](#)
- Department of Education, Australian Government – [Leading Learning Circles for Educators Engaged in Study](#)