

INCLUSION QUARTERLY

EDITION EIGHTEEN NOVEMBER 2011

What's happening in professional development for NSW ISFs?

Welcome to the November edition of inclusion Quarterly (iQ)

This edition of iQ provides more information about some of the upcoming professional development opportunities for NSW Inclusion Support Facilitators (ISFs).

Self-paced learning package

We are pleased to advise that the self-paced learning package for ISFs is now available. This package provides ISFs with immediate support when they commence in the role. It is not intended to be a definitive text on the ISF role. Rather, it aims to provide ISFs with relevant information as an introduction to the role. It is anticipated that the package will complement and build on orientation provided through Inclusion Support Agencies (ISAs). It may also be used in conjunction with other professional supports, such as the ISF mentoring program.

This self-guided learning package is in five sections:

1. An introduction to Australian Government programs, including the Inclusion and Professional Support Program and the National Quality Framework;
2. Guiding principles and practices underpinning the role of the ISF;
3. An introduction to coaching as a capacity building strategy;
4. A series of case studies to work through, drawing on the content of sections 1, 2 and 3; and
5. The role of professional development in supporting ongoing learning.

The package is free of charge and is available as a PDF. ISFs wishing to obtain a copy can email Lorraine Madden: lorraine@semannslattery.com.

Sydney based ISF regional event

The first of two Sydney based events will be held on Tuesday, 13 December 2011 at the Portside Conference Centre, Symantec House, Level 5, 207 Kent Street.

This event will focus on understanding and supporting effective change. It aims to support ISFs, as facilitators of positive change, to gain an understanding of theories of change and the practical application of these theories. In doing so it will explore the following topics:

- the nature of change in organisations;
- psychological responses to change;
- resistance to change;
- planning and communicating change; and
- maintaining a positive approach to change within organisations.

To register go to <http://www.cscentral.org.au/cgi-bin/isf/sessions>.



Semann & Slattery
PO Box 202
Newtown NSW 2042
P 02 9557 1460
F 02 9516 0907
www.semanslattery.com

ISF mentoring program

Mentoring is defined as "...a reciprocal, out-of-line reporting relationship between two people where the mentee's self-growth and professional development is facilitated through the use of evidence-based principles and practices" (Slattery, 2009). The ISF mentoring program provides responsive and individual support to ISFs through a series of five one-hour mentoring sessions, facilitated over a period of approximately five months. Sessions may be face to face or over the phone, as negotiated between the mentee and Semann & Slattery. Mentoring may also be used in conjunction with other professional development opportunities available for ISFs. Here is what one ISF said about her experience in the mentoring program:

"Through the mentoring program, I have been given the opportunity to extend my current skills and improve my performance as an ISF. My mentor has been there to support and challenge my thinking and to guide me through any issues/concerns that arose during the program. My mentor's wealth of knowledge and expertise has been an invaluable resource for my personal and professional growth and development. What I particularly like about the program is that it was individualised and tailored towards my needs.

At first I was somewhat hesitant to enter the program, as I was concerned about how I was going to fit it into my work schedule. However, I have found the program and my mentor to be very flexible and accommodating and I am looking forward to what the remainder of the program brings. I have found the program to be very beneficial and would encourage fellow Inclusion Support Facilitators to enter the program". (Janine Field)

If we would have new knowledge, we must get a whole world of new questions.
Susanne K. Langer

Facilitated reading group

Reading groups provide an opportunity for ISFs to examine their understanding of key issues and consider the implications for practice, using reflective practice and critical reflection as a professional learning tool. In 2012, Semann & Slattery will facilitate a reading group focusing on reflective practice.

The reading group will be facilitated via a series of four phone link ups. Each phone link up will be one hour long and scheduled one month apart. Prior to each reading group, participants will be sent a selected reading which will relate to the topic area. To prepare for the phone link up, ISFs will be asked to read the selected article or book chapter and reflect on the issues raised, how the issues relate to their role, and how they might apply this knowledge in their role. More information, including dates and times for all four phone link ups, will be available shortly.

ISF team leader event

The first ISF team leader event for 2011 will be held in conjunction with the 2011 Leadership Conference on Tuesday, 22 November 2011. This conference is facilitated by Semann & Slattery and the Institute of Early Childhood, Macquarie University, on behalf of Children's Services Central. In addition to attending the conference at a subsidised rate, Semann & Slattery will host a breakfast meeting and discussion forum exclusively for ISF team leaders from 7.30am on the morning of the conference.

Team leaders can register for this event using a hard copy version of the CS Central registration form. Please note on the form if you will be attending the breakfast meeting. The form can be returned to Semann & Slattery (NOT to Children's Services Central) via fax or post by *Monday, 14 November 2011*.



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