

## STAFFING COMMITMENT:

In its planning, decision-making and operations, Highland Grove Preschool prioritises the provision of high-quality Early Learning, where the staff are the most important resource.

*High quality staffing decisions and practices include:*

1. Maintaining long term staff.
2. Higher child: staff ratios than regulatory requirements wherever possible.
3. Encouraging and supporting further professional growth.
4. Encouraging and supporting increased qualifications.
5. Mentoring programs.
6. Specific toddler training for educators working in the 2-3 room.
7. Meetings and training within work hours whenever possible.
8. Providing continuity of educators for children. This commitment includes educators remaining on a room throughout the year and some staff transitioning to a new room at the beginning of each year with the cohort.

*Advocating for High Quality Early Childhood Education is at the forefront of our staffing decisions.*

