

5 ways to show evidence of reflections

While we are generally quite good at critical reflection one area that services fall down in is showing evidence of this.



Staff meetings

Staff can reflect individually on a topic and then come together at a meeting to share their own ideas and opinions and collaborate these together with each other. This allows you to show both individual and group reflections which allows educators to challenge each other.



Appraisals

A more routine approach to appraisals, not just once a year, allows educators to constantly be engaged in a process of reflecting on their strengths and identifying improvements. This can help educators develop their skills in this area.



Program reflections

The approach to reflecting on the program needs to show a willingness to critically reflect. This means going beyond stating facts like "today it rained and we were inside" and instead looking at the consequences of this and what to do to address this.



Self-assessment process

All educators should be involved in the self-assessment process within the service, identifying changes that have been made to improve practices to show a commitment to continuous improvement. Once this is established as a system it will support updating the self-assessment tool.



Systematic approaches

By developing policies, procedures, forms and systems that support critical reflection to occur within the service, allows everyone to know their roles and responsibilities around critically reflecting within the service. Find a way that works for you and your educators to support this to happen.