

A Sector Capacity Building Program

Preschool Inclusion Readiness Plans



"We cannot become what we want to be by remaining what we are" - Max De Pree

What is a Preschool Inclusion Readiness Plan?

A **Preschool Readiness Plan** is a document you develop in collaboration with your Preschool Inclusion Consultant, which assists you to develop a clear vision and goals around inclusion to work toward over the coming year.

Why develop a Preschool Inclusion Readiness Plan?

- ▶ The plan is devised by and owned by you – a working document that helps to keep your team cohesive and focussed.
- ▶ It provides strong evidence, which can be shared during compliance and ratings visit to demonstrate that your team are actively prioritising inclusive practice and working collaboratively with your Preschool Inclusion Consultant.
- ▶ When you develop a Preschool Readiness Inclusion Plan with us, you will receive a certificate to display so that families and visitors such as Compliance Officers will know that you are actively focusing on inclusion.
- ▶ The planning process and ongoing Preschool Inclusion Consultant's support provided throughout the year, contributes to the minimum 8 hours (12 hours for priority preschools) of support you are entitled to each term, as set out by the Department of Education.

What the process involves

Step 1 You begin by having a coaching conversation with your Preschool Inclusion Consultant where you critically reflect on your preschool's inclusive practices (this may involve one or more members of your team depending on your preferences).

You will identify:

- 1) an area of strength and
- 2) an area needing growth

Step 2 You will be offered a series of thought-provoking questions/scenarios to help you critically reflect on inclusion.

The purpose is to bring you clarity to your current inclusive practices and assist you to develop your vision in order to move forward. With this reflection and your vision in mind, you will establish goal/s and devise an action plan to achieve your goal/s.

Step 3 Your team revisits and reviews your plan throughout the year as you implement your actions. This will keep your vision alive, enable you to refine your actions and further reflect on how you are progressing. Your Preschool Inclusion Consultant will also be in contact regularly and support you with realising your preschool's goals (via visits, phone calls, emails, coaching).