

# TAKING A STAND

## ACTION RESEARCH PROJECT

### CONNECTING SOCIAL JUSTICE, INCLUSION, EQUITY AND ADVOCACY WITHIN PRACTICE

#### FACE-TO-FACE SESSIONS

21 JUNE 2017  
23 AUGUST 2017  
13 SEPTEMBER 2017  
18 OCTOBER 2017  
15 NOVEMBER 2017  
6 DECEMBER 2017

TIME: 9AM - 4PM

#### LOCATION:

WORKFORCE COUNCIL  
LEVEL 16, 100 EDWARD ST,  
BRISBANE CITY

#### ONLINE COACHING SESSIONS

12 JULY 2017  
30 AUGUST 2017  
4 OCTOBER 2017  
1 NOVEMBER 2017  
29 NOVEMBER 2017

TIME: 1PM - 3PM

#### COST:

\$3600 PER  
ORGANISATION

#### SHOWCASING EVENT

FEBRUARY 2018 (TBA)

EXPRESSIONS OF  
INTEREST CLOSE  
FRIDAY 31  
MARCH 2017

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### CONNECTING SOCIAL JUSTICE, INCLUSION, EQUITY AND ADVOCACY WITHIN PRACTICE

Develop your capacity to advocate for inclusion and equity.

Critically reflect over time to create change within your service and community.

Understanding the process of action research creates valuable learning programs that benefit your service, children, families and the community.

### WHAT IS ACTION RESEARCH

Action Research is an inclusive and accessible form of research where people explore an agreed topic and work towards achieving growth and change in practice.

Action research involves cycles of questioning, gathering information, reflecting and deciding on a course of action.

As people work through these phrases, they are guided by a facilitator and coach. Many services and centres have embarked on this journey with amazing, significant changes to their practice as a result.

Throughout the project not only do people work together to achieve growth and change but they develop the skills within themselves and their organisation to replicate the model that creates long lasting change and building capacity within teams, across teams and the organisation service.

*"I just did not realise the impact it would have on me professionally, personally...it really has been amazing. Participation in this evolved into something so much more than we dreamed of. The journey has deepened our knowledge of our Aboriginal history and way of living and being. It has also strengthened our community relationships. Our facilitators were amazing mentors and the participants committed and passionate."*

Narelle Dawson, Bribie Island Community Kindergarten

### WHAT'S INVOLVED

Action research is supported by a facilitator and mentor. There are six learning days and six online group coaching sessions. We also host a showcasing and networking celebration to share your learning and celebrate your successes.

### WHAT ARE THE KEY FEATURES OF EFFECTIVE PD?

- ✓ Extension of the professional development program over a period of time
- ✓ The involvement of staff in assessing their own learning
- ✓ The creating of opportunities for staff to have a trusted 'other' to discuss improving practice

(Raban, Waniganayke, Nola, Ure, Brown and Deans cited in Practice Potentials 2008, p128)

**Action research ticks all the boxes for enacting effective and sustainable practice change.**

### YOUR COMMITMENT

Services who wish to access the action research project must be committed to supporting and enacting real practice change. Services must commit to engaging two staff, who will consistently attend all sessions. One of these staff must be at leadership level. Services should demonstrate their commitment by ensuring the whole service supports the two participants attendance and learning, and is open to new ways of working.

**Action research is not about professional development for the two people participating in the learning days. Action research is about whole of service change led by the two people participating in the learning days.**

### YOUR INVESTMENT

Action research is a cost effective, long term investment in an organisation's staff, business and the community. Evaluation shows high rates of success, practice change and organisational growth. You can easily see the cost effectiveness and value of this project by comparing the cost of the equivalent in one off professional development sessions or a two hour in-service.

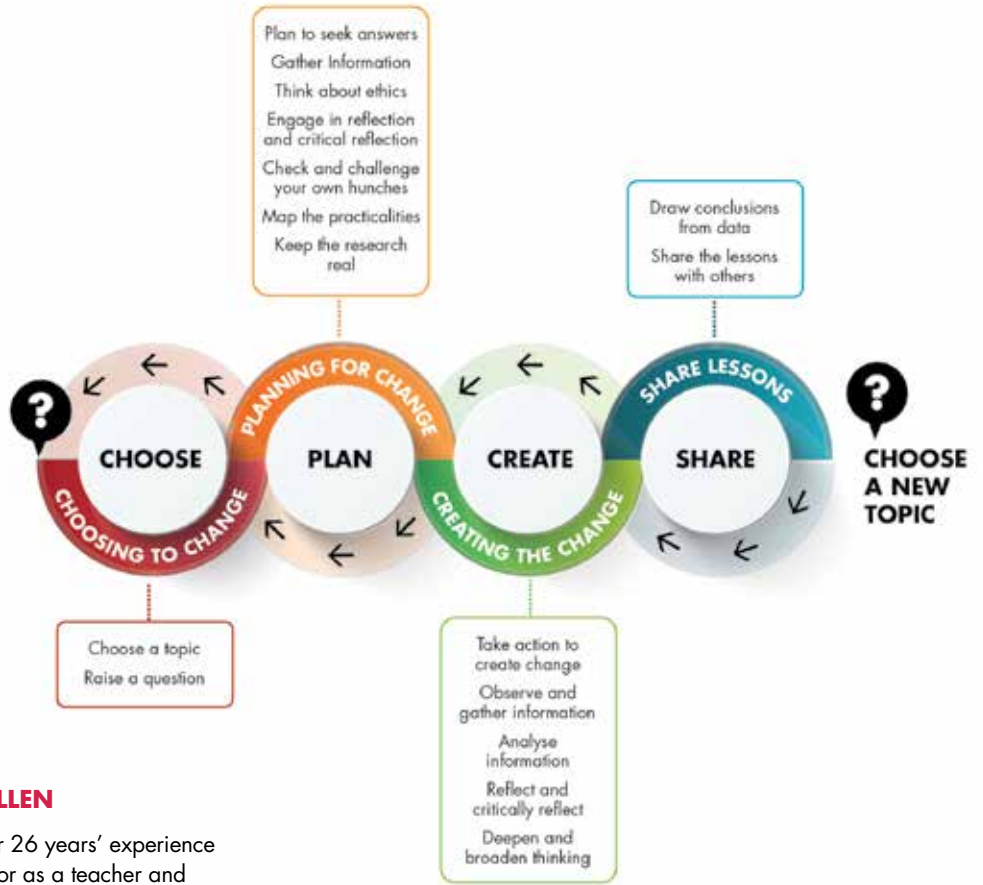
Organisation participation fee: \$3600.

This includes participation in a six-month project that involves:

- 6 learning days
- 6 online sessions
- phone & email access to coaching for two staff
- support for participants to lead and enact whole of service practice change
- a showcasing and networking celebration.



# THE ACTION RESEARCH MODEL



## FACILITATOR



### STEPHEN GALLEN

Stephen has over 26 years' experience in the ECEC sector as a teacher and educator, consultant, presenter and leader. He has taught and worked across SAC, home based care, kindergarten and primary school, but his primary focus has been in long day care, including over twelve years as a contact educator.

He has consulted and presented for Workforce Council, Gowrie Qld, TAFE, QUT, C&K and many other organisations. Some of his main interests include pedagogy and documentation, empowering educators and children, and social justice and inclusion.

Stephen also specialises in Educational program and practice, Documenting children's learning, Critical reflection, Diversity, Inclusion, Social justice, Children's agency and rights, Relationships with children, Designing learning environments, Empowering and motivating teams and individuals and facilitation of Action research projects.

## COACH



### STACEY DE CALMER

Stacey is a Workforce Consultant at the Workforce Council where she has held various roles since 2007. Stacey has been involved in a variety of projects and programs focusing on the early childhood sector.

Stacey was part of the team that developed the Workforce Council's latest resource 'Reflection in Action', and is most interested in using group processes that promote participation and the expansion of world views.

Stacey's work over the last few years has predominantly been supporting services looking improve their quality, and taking on a mentor role in leadership programs.

## EXPRESS YOUR INTEREST IN PARTICIPATING

Expressions of interest close Friday 31 March 2017.

To register your interest complete the registration process through Eventbrite. You will be required to pay a \$200 deposit per organisation.

We can accept 15 organisations into the action research project. Acceptance will be on a first in basis. You do not have to indicate at this stage the two participants who will lead your project.

If on the 31st of March we do not have 15 expressions of interest the action research project will not proceed and all deposits will be returned.

If on the 31st of March we have 15 expressions of interest, we will then proceed and invoice the service for the remainder of the fee. If the service, decides to withdraw their expression of interest after the 31st of March no refund of the deposit will be provided.

## REGISTER NOW!

Visit <https://taking-a-stand-action-research-project.eventbrite.com.au> to register your expression of interest.

For more information please call Chris or Stacey at the Workforce Council on 1800 112 585.