



Building capability

Goodstart is committed to building a capable, aligned and engaged workforce to support the delivery of best practice, quality early learning to all children.

Qualified educators are vital

Children learn through play and high-quality programs that support their learning, delivered by skilled educators.

“The core of a good early experience for children is a strong relationship and high quality intentional teaching. That takes good teachers who are well prepared to begin with, who receive strong continuing coaching and professional development and who are adequately supported financially.”

Dr. W Steven Barnett,
Rutgers University &
Goodstart Thought Leader

Early learning educators play a key role in supporting children’s learning in both the first five years and school. To do this well they must have the professional capability to make a difference. We know that capable, qualified educators can spot potential learning or developmental issues early, before they become bigger problems later in a child’s life.

Research shows that preschool children taught by an educator with a diploma or bachelor degree score 30 points higher on their Year 3 NAPLAN tests than children taught by a less qualified educator, or children who did not attend preschool at all.

Raising educator qualifications and improving educator-to-child ratios were key reforms in

the National Quality Framework agreed by COAG in 2009, which has improved the quality of early learning across Australia.

Year 3 NAPLAN Score by Preschool Teacher Qualification (Means)

	No preschool	Certificate qualified teacher	Diploma qualified teacher
Numeracy	396	410	429
Reading	398	402	436
Writing	408	416	431

Source: Warren D & Haisken-DeNew J, 2013.

(continued)

What is Goodstart doing to attract, retain and nurture great people?

In 2016, Goodstart invested \$13 million in professional development and training of its people and more than 800 educators took part in professional learning days during the year. Over the past seven years, more than 8,000 educators have completed qualifications through the Goodstart Institute.

The quality of our early learning offering has also been improved through the implementation of Goodstart's own Practice Framework which provides educators with a state-of-the-art guide to help structure high-quality learning steps for children. Over the past two years, more than 3,000 of our educators have participated in our Professional Capability Building program, providing access to latest thinking in early learning practice. This has been followed up with the release of *The Goodstart Practice Guide* and a suite of new professional capability building programs.

Over 60 per cent of Goodstart educators now hold a diploma

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or degree qualification – a vast improvement from 2010 when 20 per cent of educators held no qualification at all. The number of qualified early childhood teachers working in Goodstart centres has risen from less than 200 in 2010 to over 900, and is still rising.

Early Childhood Teachers and quality in Goodstart Centres

We've been investing in our people as part of a concerted effort to raise the quality of early learning across our network of more than 640 centres and over 13,000 employees. In 2016, over 80 per cent of Goodstart centres were assessed as meeting the national quality standards (a substantial improvement), with a growing proportion (27 per cent) assessed as 'Exceeding' the

national standards. This was well above the sector average.

Our educators are supported by a team of early learning and social inclusion specialists who provide an environment of continuous improvement and learning. Goodstart is strongly committed to improving the health, safety and wellbeing of our people and the children in our care. Our risk and hazard management program – SAFER – builds our educators' capability in the areas of safety and risk for both them and their children.

Recognising the increasing professional capabilities of our workforce, our latest enterprise agreement places Goodstart in a strong position in the sector to continue to attract the best people and ensures they are remunerated well above the industry award.

In seven years, employee initiated turnover at Goodstart has halved from 23.8 per cent to just 11 per cent. Our employee engagement scores came in at the top end of results among larger employers.

Our Vision

is for Australia's children to have the best possible start in life.

Our Purpose

is to ensure children have the learning, development and wellbeing outcomes they need for school and life.



To see how we bring our plan to life, you can view our animation here: <https://vimeo.com/goodstartel/strategic>

goodstart
early
learning

Together there's no limit.