



## Tips for when you hit bumps in the road



A map for working better together

There are times when working together for inclusion may not go smoothly. Pinpointing where things have gone wrong will help you to find a starting point to get back on track.

Working together is not always easy, but it *is* possible, it *is* best practice, and it *is* worth it.



“It’s hard to find the time.”

### **Working together does take time, but it’s worth it.**

Working together for inclusion is about forming relationships. Like any relationship, it takes time to establish. Be patient. Together, you can work towards a shared inclusion purpose or outcome for a child or resolve a barrier to inclusion in an early childhood education and care service. Different people are coming together to achieve this, and it is not always straightforward. There can be many ways to achieve the same purpose. Navigating this takes time.

### **To work as a team and get the inclusion team journey back on track:**

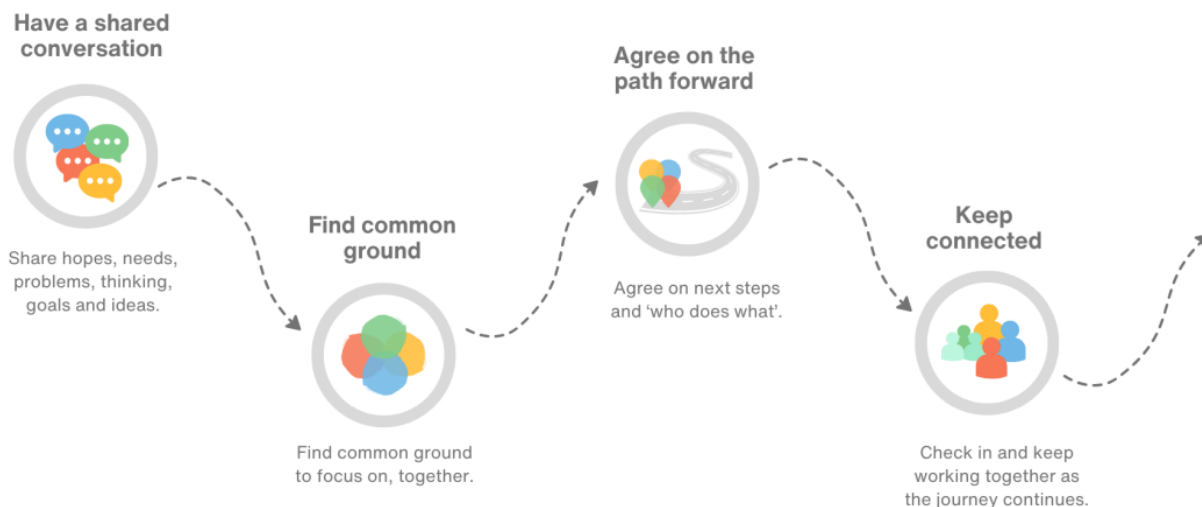


- ▶ Talk about timeframes and what is possible for everyone. This might include the amount of time spent in ECEC services and when this happens, the length of team meetings, how often the inclusion team will meet, and time efficient ways to communicate in between meetings.
- ▶ Re-set the team journey with a shared conversation whenever there is a bump in the road. This will help to address issues quickly. If just getting started as a team, taking extra time at the beginning will set things up for a smoother journey together.
- ▶ Work towards finding common ground for the team to focus on, together. No matter how small, a shared priority provides a focus to build upon.
- ▶ Agree on the path forward, so each team member knows the next steps and who is doing what.
- ▶ When the team needs to make decisions, organising a more formal conversation or meeting can help. (See also ‘We don’t seem to be making progress’)

Making time to work together will be better for the child, better for the family, better for the service and better for early childhood intervention professionals. It will make a real difference both now and for the future.

- ▶ When meeting together, always consider privacy and timing to accommodate the different needs of each team member where possible. If meeting in person, choose a physical space that is welcoming, accessible, comfortable and enables information sharing and discussion with minimal interruption.
- ▶ Use regular and open communication. Seek clarity if you do not feel that you fully understand what is being shared. Share positive feedback with your team members when possible.
- ▶ Plan and be well prepared for meetings.
- ▶ Keep calm and use “I” and not “you” statements. Focus on the shared inclusion purpose that you are working on as a team.

► Continue to use the *Inclusion Together* map...



## “I need some more help.”

If the inclusion team needs further help, access these inclusion support organisations and resources:



Family and Carers

- [Family Advocacy](#)
- [Kindred](#)
- [Reimagine Australia](#)
- [Thrivary](#)



Early Childhood Intervention Professionals

- [PRECI: Professionals and Researchers in Early Childhood Intervention](#)
- [Reimagine Australia](#)
- [Thrivary](#)



Early Childhood Education and Care Services

- [Disability Discrimination ACT \(1992\) resources](#)
- [Inclusion Agencies](#) provides free tailored inclusion support to educators in Commonwealth funded centre-based day care, family day care and out of school hours care services across Australia.
- [Reimagine Australia](#)
- State funded programs provide inclusion support to community-based kindergartens and preschools. The structure and focus of these programs vary from state to state. For example,
  - New South Wales – [Sector Capacity Building Program](#)

- Queensland - [Kindergarten Inclusion Support Scheme](#)
- Victoria - [Kindergarten Inclusion Support \(KIS\) Contacts](#)

Contact your relevant state or territory education department for information and contact details.

▶ [Thrivary](#)

Click [here](#) to find out more about *Inclusion Together* or go to <https://inclusionagencynswact.org.au/about/inclusion-together>