

Outline

Description

The heart of effective staff relations is recognizing and appreciating individual differences. This module provides a comprehensive model for supervising staff, promoting their ongoing professional development, and creating a strengths-based team. You'll learn about the importance of tailoring your supervisory style and professional development strategies to the individualized needs of each staff member, how to use performance appraisal as the catalyst for growth and change, and how to nurture a positive work climate that promotes peak performance.

Objectives

After completing Promoting Peak Performance, you will be able to:

- Apply the concepts of motivation theory to early childhood work environments
- Implement a developmental approach to supervision
- Create individualized professional development plans for teachers
- Use performance appraisal to promote reflective practice
- Describe the elements of a positive work climate
- Understand the importance of creating a professional learning community for promoting and sustaining high-performing teams

Content

I. Introduction

- A. Importance of the topic
- B. Module goals and objectives
- C. Overview of content

II. An Individualized Model of Supervision and Staff Development

- A. Appreciating individual differences
- B. Implementing the model
- C. Overcoming resistance to change

III. Performance Appraisal as the Catalyst for Growth and Change

- A. Characteristics of effective performance appraisal
- B. Conducting performance appraisals
- C. Common errors in conducting performance appraisal

IV. We're in this Together—Nurturing that Esprit de Corps

- A. Creating connections
- B. Shaping expectations
- C. Expanding perspectives

V. A Final Word