**Professionalism Scenario**

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In August, 2012, you receive this note from one of your CHLD 495 group members about her new job:

“When I started working here in July, I was so excited to work with the previous Head Teacher. She seemed like a very passionate, caring, hardworking teacher. A month into the job, I have started to notice certain behaviors that make me really uncomfortable and sad. I can’t believe the teacher I’m working with is doing certain things, especially since everyone in this center loves her and respects her. I am leaving the center feeling emotionally, mentally, and physically exhausted!

The Head Teacher basically treats me like a maid, because I’m doing all the cleaning, all the potties, all the supervising, while she just sits on the floor and uses her phone. I find myself multi-tasking every day. I am doing potties, getting snacks and getting lunch ready, putting the cots down/up, and supervising all 14 children all at once. If she does a messy activity or finishes potties, she leaves a big mess and doesn’t clean it up. I am so embarrassed on how dirty the classroom is that I just clean it up since it is dangerous for the children and it looks really bad for parents to see. Her food/drinks are all over the classroom because she is constantly eating while she walks around the classroom. The classroom is really bad every day, and I am not sure how to tell her to clean since she is my superior.

When it comes to curriculum, I feel like I have no say in it. She does what she wants and asks me for ideas but they are never implemented. I tried to help her by doing two weeks’ worth of curriculum but she threw my ideas away. If she does allow me to do an activity with the children she rushes me or doesn’t offer me support so my activities are never completed. I always notice that she had a lot of paper work, so I have offered her my help but she refuses. She always leaves me supervising all 14 children by myself while she does things on the computer; sometimes she just leaves. Also, every time I give a suggestion or a tip she says that she has three years of experience working with two year olds so she knows more than I do. I don’t know why she is like this towards me.

What breaks my heart the most is her interactions with some of the children. The more I work with her I notice she does a lot of yelling. She wants the children to sit still and not make noise. If they act out in any way or make a mess, she yells at them in a very shaming way. She humiliates children by yelling at them in front of the other children and telling the children that he/she is a bad boy/girl. I notice that children are afraid of her and that they feel like they could not say no to her. For example, one of the children was not hungry and said all done and came to potty with me. As I was finished with him, the Head Teacher came and told him in a very firm voice that he needed to eat because he did not eat at all. The child couldn’t even look at her or answer her; he just walked to his spot really slowly. As soon as she turned away, the child came up to me and told me that he was not hungry and wanted to sleep. I was so upset that I told him that if he was not hungry that it was okay and helped him to his bed.”

1. **What knowledge do you have that you could share with this colleague?**

I would share with colleague all of the information that I have learned throughout the last four years in the child development major. I would share with her about teamwork in the classroom with other teachers and how important it is to share the duties in the classroom and work together. Another thing about teamwork is working together on the curriculum. Everyone’s ideas should be taken into consideration when making a lesson plan to mix things up and keep the curriculum interesting and fun for the children. Yelling at children is never the answer. Children need to be able to trust their teacher and when they are being yelled at in front of other children, they get embarrassed and may not have trust for the teacher anymore.

1. **What attitudes and skills do you want to discuss with her?**

I want to discuss how the attitude you have around children will set the stage for the attitude in the classroom. If a teacher has a bad attitude, the children can tell. Having a good attitude around the children can also affect their attitude toward you. Some skills she can work on are being patient with the children. Staying calm and listening to their words and what they want is important. Another skill that is good to practice in the classroom is giving the children a choice. If a child does not want to sit down for circle, give them the choice to either sit down for circle or stay inside when the other children go outside to play. Giving the children a choice makes them feel more important and wanted in the classroom. Teamwork is another skill that is important to work on. Working with other teachers is something that makes the classroom run smoothly.

1. **What does this scenario say about leadership?**

I don’t believe this scenario says anything about leadership. Leadership is a quality that shows respect and compassion for others. The other teachers should be able to look up to this other colleague that has so much experience. Instead the other teachers are showing more leadership and taking control in the classroom.

1. **What research could apply to this situation?**

There has been a lot of research done on this topic. Teachers who work together in the classroom have a more positive outlook on each day and the children can tell when the teachers are getting along. This is also modeling how the children should act towards each other in the classroom. Also how the teachers interact with the children reflects how the children will interact with each other. Teachers should always be modeling behavior that they want to see from the children.

1. **Are their components of assessment and/or evaluation that could be helpful?**

I believe there are components of assessment and evaluation tat could be helpful in this situation. Evaluating a classroom can tell a person a lot about what the children are learning and the interactions they are receiving each day. Since the children seem to be scared of this other colleague, an assessment can be made and changes will be made to improve the interactions with this teacher.

1. **How could this colleague use collaboration as a resource?**

Collaboration is an important resource that should be used in every classroom. Working together promotes a more positive attitude in the classroom. This colleague needs to learn to work with the other teachers and not just think about herself but everyone else in the classroom as well.

1. **What would you make as a suggestion to your colleague as the next step?**

I would suggest that the colleague thinks about if this job is right for her. If she really does want to be a teacher to young children then she needs to learn about teamwork with other teachers. She also needs to practice different ways to interact with the children.

1. **What is the best piece of advice you can offer?**

The best piece of advice I could offer to this colleague would be to do some research. I would tell her to research different interactions with children and how to communicate with them in a positive way instead of the negative way she was talking to them before. I would also tell her to talk to another teachers about things she could do to change her habits in the classroom.

1. **Although responsibilities to children and families clearly trump responsibilities to a program, are their considerations in the scenario specific to being a good team member?**

Yes I believe that the way this colleague is treating the new teacher is wrong. There needs to be collaboration in the classroom for it to run smoothly. Each teacher should switch off doing jobs like cleaning up activities and doing the dishes.

1. **Have you applied the information contained in your response in a –real life situation? If so, please describe.**

Yes, I believe I have used the information contained in my response in a real life situation. When working in my internships I have had to use teamwork many times. There have been jobs to do in the classroom that are not as fun as others like cleaning up activities and taking out the trash. By switching off with other teachers, it limits the amount that we have to do these tasks and it is fair for all teachers. Also talking to the other teachers about situations going on in the classroom so all teachers are in the know.