

COVID-19 DECISION-MAKING

We would like to help our SA Montessori team members understand the complex process we go through each time we make a decision about a protocol or response to the COVID-19 situation.



FIRST WE MUST CONSIDER THE EXPERT ADVICE AVAILABLE

This is a complex and ever-evolving situation, and we must turn to the experts in health and governance to provide both advice and directives. We have the ability to 'interpret' advice, and to build upon it, but we must strictly adhere to directives. Therefore, when we consider a new measure for SA Montessori, or when we receive a suggestion from staff or families, we must first turn to these sources to determine whether it aligns with the current recommendations and requirements.



Department of Health Federal Government

Top experts are developing guidelines, advice and protocols that give us explicit directives.



Department of Education State Government

The Department of Education picks out the Federal directives that are relevant to the education sector.

ACECQA Regulatory body

ACECQA is working hard to distil the information into early childhood specific instructions.



THEN WE MUST CONSIDER HOW IT WILL IMPACT EACH OF OUR STAKEHOLDERS

A decision that seems 'right' for one of these groups might be detrimental to another, and we have a responsibility to find balance.



Children



Employees



Families, including siblings, parents and grandparents



The 'service' as a continuing entity, as we need to consider our viability and our future



The 'sector', as the choices of one centre can influence others



The public, as our actions can contribute to panic or positivity

COST-BENEFIT ANALYSIS

Each potential action will inevitably bring with it costs as well as benefits. We have to consider the ratio to ensure that the benefits outweigh the costs overall, but we also need to look at individual components to ensure that there won't be such an overwhelming cost to one particular area (or stakeholder) that it undermines the overall benefits.



Financial

What will the financial costs and/or benefits be of this idea?



Human resources

What will the costs and benefits be for our employees?



Physical

How will our physical health be threatened or enhanced by this choice?



Psychological

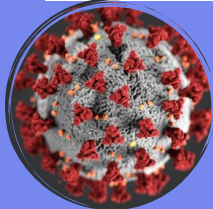
How will our mental health be threatened or protected?



Reputation

Could this idea damage parent trust in us, or improve our image?

FOR EACH SET OF STAKEHOLDERS WE CONSIDER THOSE COSTS AND BENEFITS IN RELATION TO TWO SEPARATE ISSUES



The virus: Risk of infection

Right now the world is actually facing two distinct but interconnected threats: One is the Coronavirus itself, and the other is the panic it creates.

Both of these issues have serious potential consequences.

The risk of illness, and its strain on the public healthcare system, is significant and must be treated as a priority.

The risk of panic, however, can also have dire impacts on people as it disadvantages the vulnerable who can't access resources, it can be detrimental to psychological health and can heighten the damaging impact on the economy and social well-being.

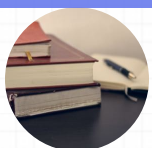
We therefore need to consider every measure or suggestion in terms of the costs and benefits for the virus, and also the costs and benefits of how it impacts the sense of anxiety.



The panic: Risk of reaction

THEN WE CROSS-CHECK IT AGAINST OUR USUAL LEGAL AND REGULATORY RESPONSIBILITIES

Despite the unprecedented and unusual situation we are facing, we do still need to follow our ordinary obligations.



Industrial Relations Laws

Our staff members are still protected by the IR Laws that have always been in place to support the rights of employees.



Insurance

There are certain clauses to our insurance that we must be aware of when making any decisions, as certain actions could negate our claims.

National Quality Standards

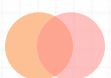
We are still - at present - required to meet ratios and abide by the Quality Standards, so we cannot implement measures that undermine these.



THIS IS WHY IT SOMETIMES TAKES US TIME TO REACH A DECISION OR APPROVE AN IDEA



THIS IS WHY SUGGESTIONS NEED TO COME TO HEAD OFFICE RATHER THAN HAPPENING AT A CENTRE LEVEL



THIS IS WHY WE MIGHT SOMETIMES SAY 'NO' TO AN IDEA - IT MAY HAVE MERIT, BUT STILL NOT PASS THROUGH EVERY STAGE OF THIS DECISION-MAKING PROCESS

THANK YOU FOR YOUR UNDERSTANDING AND SUPPORT.