

INTOUCH

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A wise person, who went down to posterity as Anonymous, once said that *“Teamwork divides the task and multiplies the success”*.

This quote is more than just a memorable statement, but a tried and tested direction that is applicable across all walks of life and in any sector.



February saw the FES staff at Head Office dedicate some hours to Team Building activities. It was an event that helped one to remember the true driving force behind a successful outcome, the interpersonal and intrapersonal communication skills that need to be continuously honed, and the far-reaching effects of our actions on colleagues, and eventually on clients.

Teamwork isn't just about working *in* a team together. It is about working together *as* a team, towards a shared vision. It is something that can be experienced in every pillar of the FES services. The synergy between the different FES Head Office departments is paramount for the fluid operation of the entity, especially in the service delivery in the centres. The ongoing co-operation enables the centres to be a creative hub, where children are not only cared for, but are also invited to participate in extra-curricular activities. This is the result of a network of collaboration between the FES Head Office, the leadership of the respective Centre Coordinators, and the collaboration of the staff complement at the centres.

This newsletter features not only examples of the teamwork activities at Head Office, but also examples of activities carried out with the children in the centres, that reflect the commitment to deliver. Featured are also two of our longest serving Centre Coordinators in the regular interview section, information about the ongoing work carried out to maintain the centres, and job opportunities within FES, including vacancies for Skolasajf 2022.



This issue:

Foreword	pg 1
The Power of the Team	pg 2
Carnival at Il-Ferrovija	pg 4
Carnival at Klabb 3-16 Żurrieq	pg 5
Meet our staff members— Christian Sciberras	pg 6
Meet our staff members — Pauline Agius	pg 8
Ongoing Refurbishment	pg 10
Easter Holidays Klabb 3-16 Service	pg 11
Job Opportunities —	pg 12
• Klabb 3-16 • Skolasajf 2022	
Testimonials from our employees	Pg 14

The Power of the Team

A Teambuilding Event was held for the FES Head Office staff on the last Friday of the month. It was an opportunity for cross-departmental co-operation on tasks that were alienated from the usual schedule, but provided a chance for developing communication, listening, and collaboration skills. The event was organised by the Programmes Department, and was created and led by the Programme Coordinators **Justin Balzan** and **Bella Said**.



The short event kicked off with a presentation and discussion based on the thesis presented by Patrick Lencioni, in his book titled 'The Ideal Team Player'. Patrick Lencioni is an American author about business management, particularly in relation to team management.

Patrick Lencioni's central thesis in this book is that an ideal team player should possess a mix of three virtues, whereby he is *Humble, Hungry, and Smart*. A real team player embodies all of these three qualities.

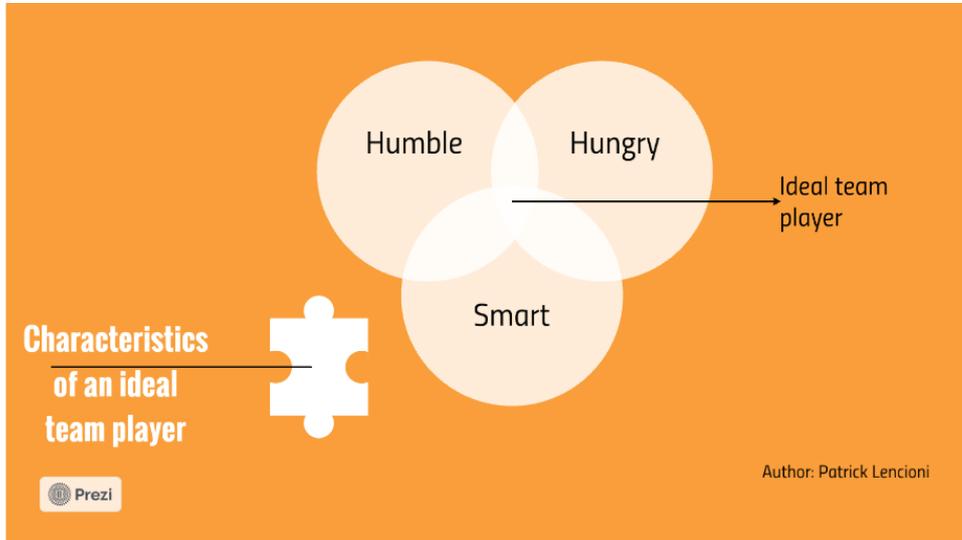
By being humble, Lencioni refers to the fact that a team player forgoes his ego and even any credit, and is more concerned with the collective's outcome than with the personal successes. Such people are self-confident, but they are not arrogant. They are sure of themselves and contribute their talent for the goals of the team.

A hungry team player is someone who is motivated to work and to go the extra mile, without the need to be supervised. Such a team player will be continuously exploring ways and means how the team could reach its goals more efficiently and effectively.

Lencioni describes the last virtue with the term 'smart'. This is not referring to intellectual intelligence, but to the emotional intelligence and interpersonal awareness that keeps a group of people working respectfully and productively together. Such people are active listeners and give constructive feedback, enabling them to remain engaged in conversations intently. Their behaviour contributes to the cohesion of the group.

The Power of the Team.....cont'd

Smart team players are also able to discern between sincerely smart people and those who use their 'smartness' as just as a manipulative tool.



This theoretical background served as a launching pad for the way the teams worked together in a number of tasks, often against the clock. The assignment of roles and delegation of tasks; the delivery of, and listening to, directions; the contribution of suggestions and ideas that ensued, were all practical demonstration of the previous presentation.

The whole session served as a reminder of the importance of teamwork and how this is the key to unlocking the true and full potential of a team, leading to successful outcomes.



Carnival at Il-Ferrovija

In February 2021, for the first time since World War II, we had no carnival parades, dances, and merrymaking. Carnival as we know it was called off due to the COVID-19 pandemic. This means that many children under three years have never yet experienced the vibrant colours, the creativity, and the grandeur of a Maltese and Gozitan Carnival. However, the FES childcare centres still stepped up to the plate to enable the children to experience the carnival spirit. Featured here is of the activities at Il-Ferrovija Childcare Centre at B'Kara,

The staff at the centre donned colourful hair accessories that transformed them into a range of friendly animals. They put their heads together to come up with an initiative that allowed the children to be active participants in their very own carnival parade. Apart from the activities to create masks and hats, they planned to create much smaller versions of the usual triumphal floats, with the children lending their own creative flair in decorating them.

The idea behind the creation of floats was to do a Carnival Parade with the Floats. Three different floats were created, based on the themes of Transport and Animals/Insects. The children were involved by painting the floats, sticking pompoms, gluing collage bits, and adding glitters. Most of the materials used were recycled, such as carton boxes, shoe boxes, toilet paper rolls, and saved scraps of foil. The children were mesmerised, totally engaged in seeing their imagination come to life, and feeling proud to ride in the completed floats. The success of the whole event was evident and reflected in the smiles of the children.



More pictures are available on the [Il-Ferrovija FB page](#).
Well done to all!

Carnival at Klabb 3-16 Żurrieq

Carnival at **Klabb 3-16 Żurrieq** has also been celebrated in a grand way. Carnival Day is in fact a fixture in the annual calendar of this centre. The first day of the Carnival Holidays was an array of colours as students and staff members enlivened the place with their colourful costumes, apart from their daily good cheer.



The celebrations also included a carnival float competition amongst the students, with the support and participation of their respective Playworkers too. All carnival floats were made from recycled material, mainly cardboard, and were decorated with original designs that are sure to catch one's artistic eye. Klabb 3-16 students also were asked to create a small individual float together with their parents and guardians at home. This gave our students the opportunity to bond more with their loved ones during the holidays and express their creativity through art. All students who participated in the activity were given a certificate for their involvement and as a merit for their hard work.



When all the floats were ready, classes were given a designated area in the school ground where they could all exhibit their carnival floats. This was also followed by a spontaneous dance by each class.

Meet our staff members

Name : Christian Sciberras

Role : Centre Coordinator at Klabb 3-16 B'Kara

In your work you have to manage a group of adults and at the same time be accessible for play opportunities with children. How do you strike the balance?

I always say good planning is the key to success. One needs to be organised and manage time well. I always plan a weekly schedule for myself, to ensure that all the required work is done and a good balance is found. Usually, to manage and complete all tasks within the required deadlines, we sacrifice part of our free time and work outside office hours.

Having said that, it is a very rewarding experience. I firmly believe that hard work always pays off and it is always a pleasure when I see that all stakeholders join forces to ensure that each child is given the best educational experience possible. Our children deserve the best as individuals, to enable them to build a future for themselves and as part of a nation. I always treasure a quote learnt during my Lasallian formation "Always treat students as if they were the children of a king".

Forrest says. "Life is like a box of chocolates!". How do you relate to such a statement?

Maybe Forrest's quote might sound in contraposition with my previous observation regarding good planning. However, I believe that it actually strengthens it. Even though in life we shall always have to face unexpected situations, we should always be prepared to be able to react well to, and possibly also anticipate, all situations which we face during our day.

You are a new addition to the crayon box. What colour would you be and why?

Light blue, because it gives colour to many marvellous jewels of nature, such as the sky and the beautiful Mediterranean Sea which surrounds us. It is also used to colour the kit of the Italian National Team. Italy is a country which I love for various reasons, such as its culture, the food, the beauty of its cities, and not least its language. The latter has in fact also permeated into my job, as I work as a full-time Italian teacher at De La Salle College, a boy's secondary school situated at Cospicua.



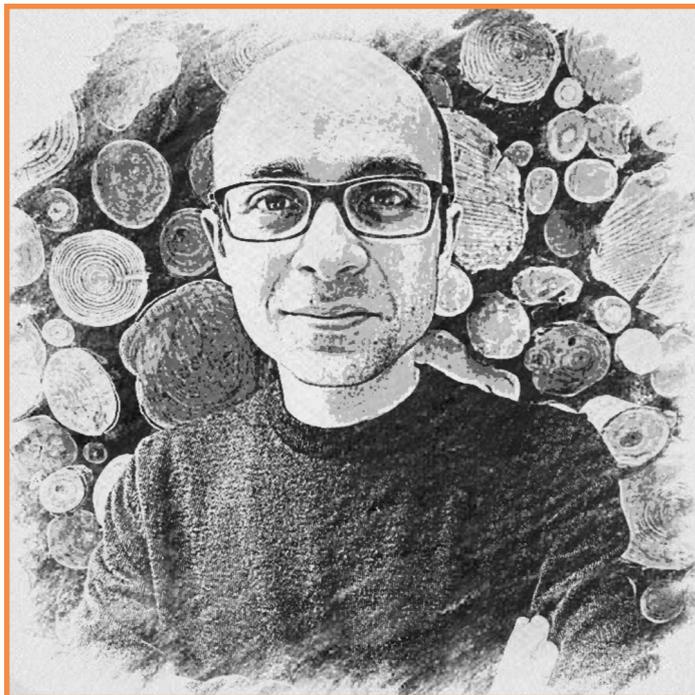
Meet our staff members.....**Christian Sciberras**

New children start using our services all the time. How do you make a child feel welcome when s/he is the new addition to the centre?

We make all children feel welcome by promoting a good class environment. We always teach children that just like fish in an aquarium, we are all different, but we can still swim together. Good teamwork is essential to nurture a good environment. We also ensure to liaise with the school administration and class teachers to ensure good communication is maintained. The cooperation is very important to guarantee continuity in the child's upbringing and reach our common goals, so as to offer the best educational experiences to our students.

A plate of baked macaroni, a roast chicken, or a tuna *ftira*. Which one of these delectables would definitely be on your menu?

All are good and offer good nutritional value. Most probably the final choice would be determined by the time of the day and the particular situation. A well toasted Maltese ftira with tomatoes, olive oil, and tuna is ideal to enjoy when you need to recharge during a busy day at work. A dish of baked Macaroni would be ideal to share with the family during a picnic or for a quick dinner. Roast Chicken is ideal for a Sunday lunch to start the week with a good boost of protein. All the above can be very well complemented with my favourite beverage, which is a good cup of black unsweetened coffee, or an espresso to end the meal.

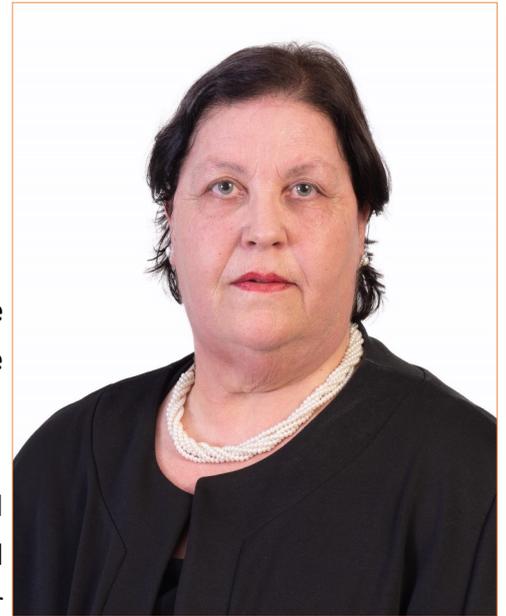


Meet our staff members

Name : Pauline Agius

Role : Centre Co-Ordinator at Id-Denfil Childcare

Centre, Siggiewi



In your work you have to manage a group of adults and at the same time be accessible for play opportunities with children. How do you strike the balance?

Managing a group of adults with all their baggage, is not an easy task and it takes thought and energy to balance it. I believe that one needs a good ear (to listen) and an open heart (empathy). I believe that each member of staff has different abilities and while talking to them, I try to identify their strengths and emphasise on those. I always try to look for the positive things and praise them for that. When weaknesses are identified, we work together on them to turn them into strengths. Sometimes I feel like I am not going to reach my ultimate goal, but with perseverance and patience, things work out but this takes time. This approach helps to build a team, and not have employees working independently of each other.

Upon arriving at the office, I carry out a visit around the centre, and then settle down to start tackling the day's agenda. This always includes communication with my staff members; I make sure that I find the time during the day to be with them and talk to them in an informal way. This helps each staff members to feel comfortable and understand that I am available and ready to listen and discuss any issues that they bring up. I don't have a fixed routine for this, as I go to the rooms at different times of the day so that I will be able to engage with the children as well. I love to sit and get engaged into a conversation with a child who is keen to show me what he is doing and in his language explain his play. This time for me is an opportunity to discuss with the Educator the child's development and any other things that are needed to be discussed in more depth. These are special moments for me to see that everyone is working together.

Forrest says. "Life is like a box of chocolates!". How do you relate to such a statement?

During the course of our lifetime we go through different circumstances. In a box of chocolates there may be different shapes, textures and taste. I think of the shapes as the different moments or circumstances that shape your character and help you to get stronger, even if there are obstacles to overcome. The textures and taste for me are the opportunities that I had and took up. The opportunities sometimes have a harsh texture and a sweet taste like the milk chocolate. Others have a smooth texture but are not so sweet, like the dark chocolate. The opportunities that I grabbed helped me to realise that to cope with all the situations, you have to choose the right texture and taste, even if sometimes it has to be the harsh texture with a somewhat bitter taste.

Meet our staff members.....**Pauline Agius**

You are a new addition to the crayon box. What colour would you be and why?

That colour would my favourite one, which is aquamarine. This colour transports me to a place of serenity, by the sea., which is where I go frequently to relax and recharge. For some the sea is just a massive body of water; for me it is part and parcel of my mental health, my ideal place to unwind, and a source of tranquility.

New children start using our services all the time. How do you make a child feel welcome when s/he is the new addition to the centre?

When we have new additions at the centre, I keep in mind that each child is an individual and therefore I use different ways to welcome the child. My staff and I always greet them warmly at the door by giving our full attention to the children to help them feel welcome. We also try to assure them that it is safe to be with us. During the settling-in-period, we let the children explore the surroundings at their own pace. This enables them to feel in a safe environment while we gently steer them to start mingling with their peers. We follow their whereabouts and together with the Educators, we observe their likes and dislikes. We continue to give our assurance not only to the children, but also to the parents , as they become part of our extended family at the centre.

A plate of baked macaroni, a roast chicken, or a tuna ftira. Which one of these delectables would definitely be on your menu?

Definitely a tuna ftira. Within the deliciousness from the combined flavours of the mix of ingredients, lies the beauty of its simplicity. Simple and tasty. And if you eat it by the sea.....



Ongoing Refurbishment

The *Id-Denfil* Childcare Centre at *Siggiewi*, has recently undergone extensive refurbishment of its indoor area. When carrying out such works, one has to keep in mind not only the aesthetics of the environment, but also the safety factors. This combination ensures that the centre is welcoming, conducive to learning and exploring, stimulates the imagination, and is also a hazard free environment.

The physical environment within a childcare centre plays an important role in learning and play. The layout and organisation influences how children feel, act, and behave. It influences their social and language interactions, not only between themselves, but also with their respective childcare educator.

The refurbishment at the *Id-Denfil* Childcare Centre included fresh painting of the walls with vivid colours, and the installation of soft panelling on the walls to make them safer. This arrangement for example, makes the Circle Time area more comfortable and helps the children to engage in activities that stimulate their cognitive, social, emotional, and physical development .



Easter Holidays Klabb 3-16 Service

During the **Easter holidays**, the Klabb 3-16 service will once again be offered to working parents and guardians.

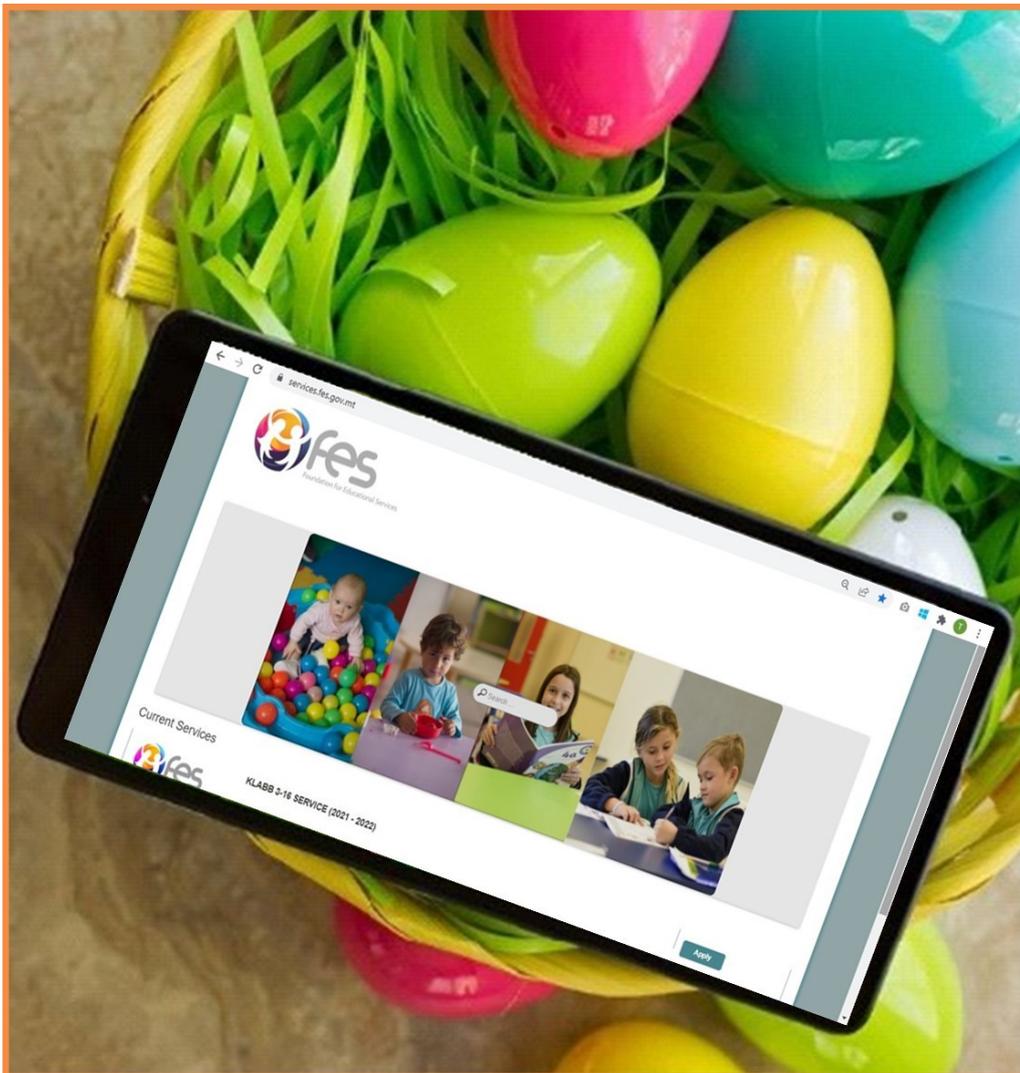
Applications will open between 10th and 21st March 2022.

All applications will be received online at <https://services.fes.gov.mt/>

Service will be offered on 13th, 14th, 19th, 20th, 21st and 22nd April 2022.

FES reserves the right to not open centres which do not meet the required quota of service users. However, clients will be offered the option of using the service in a nearby centre.

Follow the FES FB page for more details.



Job Opportunities

The Foundation for Educational Services currently has a number of job vacancies.

Click [HERE](#) to find out more and apply for the job most suited for you.

For any queries, call [22586830/35](tel:22586830). We will be very happy to assist you.



**WE'RE
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- Part-time Playworkers
- Part-time Child Support Workers
- Part-time Tutors

Email us on hr.fes@gov.mt

Apply here: www.recruitment.fes.gov.mt

Job Opportunities

SKOLASAJF 2022 VACANCIES NOW OPEN

The FES has opened calls for applications for the following job vacancies

- | | |
|-------------------------|---------------------------------|
| ✓ Regional Coordinators | Jobsplus Permit No.134/2022 |
| ✓ Centre Coordinators | Jobsplus Permit No.111-135/2022 |
| ✓ PERs | Jobsplus Permit No.115-136/2022 |
| ✓ Playworkers | Jobsplus Permit No.114/2022 |
| ✓ Sports Playworkers | Jobsplus Permit No.137/2022 |
| ✓ Child Support Workers | Jobsplus Permit No.112-113/2022 |

Employees needed for schools in

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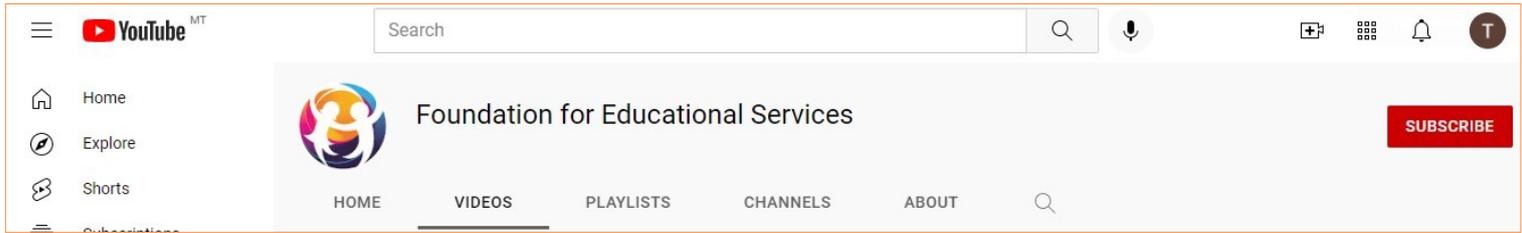
- Apply on www.recruitment.fes.gov.mt
- These are ongoing calls for applications
- Interviews will be held on a regular basis



- f Foundation for Educational Services
- t +356 22586830/11/25/35
- w www.recruitment.fes.gov.mt
- e hr.fes@gov.mt

APPLY NOW

Testimonials from our employees



FES also has its own [You Tube channel](#), where one can also find videos of past and current employees in different roles, talking about their job experiences.

Click on the link to take you to the selection of videos, where you can choose the role of your interest. Have a look to get a first hand testimonial through the short interviews with workers, who have already fulfilled different roles in the FES Childcare, Klabb 3-16, and Skolasajf centres.

We are sure that you will find a role that fits your interests.



Interview with a Playworker

Interview with a Child Support Worker

Interview with a PER (Playworker with Extra...



Skolasajf Child Support Worker

Skolasajf Playworker with Extra Responsibilities

Skolasajf Centre Coordinator

391 views • 2 years ago

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