



*It's the Season
to be Jolly...tra la..... la*

It's that time of year again !

As 2021 is drawing to a near, December is the month where Christmas is fast approaching and we get a little bit busier than usual. We think about gifts, Christmas trees, Christmas lights, baubles, turkey, Christmas cakes, Christmas socks, as part of all the fun stuff in preparation for one of the most exciting times of the year.



Christmas is indeed a sacred time. Different people enjoy it in a different manner. There are those for whom it carries a deeply religious sentiment; others enjoy the glittering lights, the parties and the overall merriment. However, it is also a time for everyone to take stock of the year that would have gone by, count one's blessings, and prepare to face the oncoming year with a resolve to consolidate one's good actions and improve other areas in one's life. As John Lennon's epic song titled "So This is Christmas" reminds us: So this is Christmas, and what have you done ?

Thankfully, for millions of people, Christmas goes beyond the thought of just celebrations, as they think of those people, children and adults alike, who are less fortunate, and try to think of different ways and means to light a sparkle in their eyes.

The Foundation for Educational Services wishes all its service users, staff and children a wonderful Christmas filled with love, hope, strength and happiness, as we approach 2022 with positivity.

We look forward to being of service to families and communities in 2022.



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The Lora Technique!

Listen, Observe, Reflect & Act

Our Bi-Annual Training Seminar



Our Bi-Annual Training Seminar was recently held online with all the staff members in our 13 childcare centres. The subjects on the agenda focused on the Child Led Approach type of learning, how Reflective Practice improves performance, the Serve and Return Communication technique, and how one can Make the most of Supervision Sessions.

The Seminar was introduced by the Head of Programme Mr David Chircop, while the sessions were delivered by the Programme Department Team, made up of Ms Kathryn Xuereb, Ms Bella Said, Mr Justin Balzan and Mr Jefflyn Grech.

The following is an overview of the seminar.

Benefits of the Child-Led Approach

This session was carried out by the staff of Bebbuxu Childcare Centre who shared the practice they continued to develop during the last six months. Through the use of videos and images, each Childcare Educator discussed the benefits derived from the CLA through Circle Time and other behaviours that can emerge when children are settling-in or have special needs. At the end of the session all the CEs in their respective centres were invited to build a resource between them.

Reflective Practice for Childcare Educators

During this session, the Childcare Educators were presented with an overview of the importance of reflective practice and how this could be put into practice when working with the children. The CEs had the opportunity to put this into practice.



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Making the most of Supervision Sessions

This session was built on the Centre Coordinator's survey responses, sent 4 weeks earlier, surrounding Supervision Sessions. We discussed the power of observations, our body language and practicing active listening and having inclusive conversations. We also discussed tips on supporting ourselves being in the moment and also how we efficiently deliver constructive feedback. During the session we delved into the various sections of the Supervision Session sheet and discussed the use of SMART goals to aide both Educators and Coordinators in creating goals that are specific, measurable, attainable, relevant and time-bound. The second half of the session was dedicated to workshops made of 4 small groups. They each created a SMART goal out of a particular scenario.

Serve and Return Child Interactions

This session focused on using simple two-way interactions with the children using a 'serve & return' approach. This term, that is associated to a game of tennis, is used to describe the importance of back and forth communication with children. This helps to build neural connections in the child's brain which support the development of communication and social skills. The CEs participated in a workshop to familiarize themselves with this approach.



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NEW SIGNS!

FES is currently in the middle of project that aims to not only embellish the outer facades of our Childcare Centres, but also to give a warm welcome to our youngsters, and give the centres the FES corporate look. This project involves the creation of signs for each respective centre, the designs for which derive from the name of each centre.



The first signs to be put up were those at Il-Merill Childcare Centre at Pembroke. The sign above the main door shows the name of the centre and a picture of the namesake, a Merill, which is Malta's national bird.

The side sign shows a number of children happily running towards the centre. This is an image that the FES Childcare Educators witness everyday, as the children run to greet them to spend the day in their care.



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NEW SIGNS!

People travelling down the road Vjal ir-Rihan in San Gwann, are also being greeted with two colourful signs as they approach the FES Childcare centre, is-Sardinella, adjacent to the Primary School.

The first sign on the roadside wall grabs one's attention and leads the eye to the second sign above the doorway to the centre. *Is-Sardinella* (Garden Geranium) is the species of flower that has lent its name to the title of the FES Childcare Centre at San Gwann. Children are depicted holding a flower in their hands, with the natural beauty of the flora reminding us of the beauty of children.



NEW SIGNS!

The last centre to benefit from this embellishment project during the month of November, was **Ix-Xemx** at Qawra. It too has had its outer façade adorned with the now trademark artwork associated with the FES Childcare Centres.

So our northernmost childcare centre has not only recently been moved to brand new premises, but is now also boasting a colourful greeting to children and parents making use of the service. These images not only help to identify the centre with a corporate look, but also attract one's attention as one may be looking for the **Ix-Xemx Childcare Centre**.



Being part of a school, clients may be confused which door to access. The bright and vivid colours of the signs are now a clear indication to the entrance of this much needed service.





**REGISTRATIONS ARE
AVAILABLE**

The FES Childcare Service is available at the following locations

Birgu,	Il Kuluri Childcare Centre	Tel: 23985119
B'Kara	Il-Ferrovija Childcare Centre	Tel: 25985561/2
Bormla	Il-Bejta Childcare Centre	Tel: 21807090
Floriana	It-Tghanniqa Childcare Centre	Tel: 25982611
Gzira	Qawsalla Childcare Centre	Tel: 25984560
Haż-Żebbuġ	Żmeraldi Childcare Centre	Tel: 25987681
Marsa	Il-Pespus Childcare Centre	Tel: 25987150
Naxxar	Pizzi Pizzi Kanna Childcare Centre	Tel: 25986820
Pembroke	Il-Merill Childcare Centre	Tel: 21376644
Qawra	Ix-Xemx Childcare Centre	Tel: 2598 6996
San Gwann	Is-Sardinella Childcare Centre	Tel: 21372851
St. Venera	Il-Bebbuxu Childcare Centre	Tel: 21443855
Siggiewi	Id-Denfil Childcare Centre	Tel: 21432348

**Interested?
Contact the Childcare Centre
of your choice for an appointment**

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Life Skills Programme

During the month of November 2021, FES launched a **Life Skills Programme** at the Klabb 3-16 Centre of Haż-Żabbar. This project is a short programme of five sessions, aimed at 9 and 10-year old children who hail from diverse home backgrounds and who will be in year 6 this coming scholastic year, 2021 - 2022.



The Life Skills Programme was organized with the invaluable help of several partners who lent their expertise to reach the students who participated in the sessions. The topics that were covered and the partners who took part, are the following:

- Safety Awareness – **Civil Protection Department**
- Managing Personal Finances – **HSBC/ Junior Achievers Young Enterprise (JAYE)**
- Using Recreational Facilities and Engaging in Leisure Activities – **SportMalta**
- Personal and Social Skills – **Aġenzija Żgħażaġh**
- *Cyber bullying – will be delivered in December by the Cyber Crime Unit (Malta Police Force)*



FES would like to take this opportunity to thank each of these partners for their ongoing support. More information about each of these sessions may be found on the FES Facebook page.

Mr Godwin Sghendo
and Ms Leanne Newell from the
Civil Protection Department



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Life Skills Programme



Ms Elizabeth Pulo from Junior Achievement Young Enterprise (JAYE) Malta Foundation.



Mr Carmel Gauci from SportMalta



Ms Pamela Sammut and
Mr Shaun Busuttil
from Aġenzija Żgħażaġh



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Il Borza ta' San Martin Movember at FES

St. Martin of Tours, whose feast is celebrated on 11th November, is well known for his altruistic act of donating half of his cloak to a homeless man.

Staff at the FES Head Office took a cue from this legendary act of kindness, and combined the celebration of San Martin with the **Movember** campaign.

As a fund raising activity, staff members ordered a custom made *Borza ta' San Martin*, proceeds from which were added to the **PINK October donations**, to be passed on to the Malta Hospice Foundation.

On Thursday 11th November, the FES' very own **Martin (Sammut)**, went around the offices distributing the goods and thanking everyone for their kind donation.

Well Done Everyone!



MOVEMBER



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LLAPSI+ Conference



During the past few years, the Foundation for Educational Services has collaborated with the Migrant Learners' Unit, to organise 12 Making Friends Bringing Friends (MFBF) Clubs in 6 different Klabb 3-16 Centres. The MFBF Clubs were an afterschool creative initiative with the aim of providing an opportunity for Maltese, European and Third-Country Nationals students, to work and socialise together to better understand and appreciate each other's culture.

The MFBF Clubs were just one of a series of actions in the Language Learning and Parental Support for Integration Projects (LLAPSI and LLAPSI+), partially financed by EU funds.

On 10th November 2021, the Migrant Learners' Unit organised the *LLAPSI + Project Conference*, where the various actions within the LLAPSI+ Project were discussed, including the MFBF Clubs. Guest speakers on the day were the Minister for Education, the Hon. Dr Justyne Caruana, and the Parliamentary Secretary for EU Funds, Hon. Dr Stefan Zrinzo Azzopardi, who both referred to the importance of education, which translated into the (LLAPSI and LLAPSI+) Projects.

More detailed information about the event can be found [here](#).



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Two minutes with two of our employees

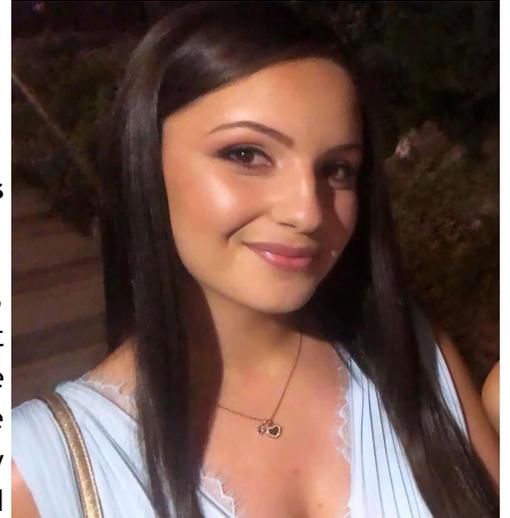
Name : Jessica Moore

Age : 23

Role : Programme Secretary—HR

What Is your role at HR? And how long have you been in this position?

My journey with FES started in 2017 as a Playworker, however, from February 2021, I joined the Human Resources Department and it has been a wonderful experience ever since. My role consists of various responsibilities such as regular upkeep of the employee's files, assisting with the recruitment and eligibility process, discussion of placements, telephone calls and emails and other related tasks to HR.



What do you like most about your job?

The field of HR is vast and ever-changing to make things better - new strategies to aid employees, effective planning, and so much more to improve processes to reach our highest potential. There are so many great aspects of working with HR as there is always room to grow and learn everyday. We are the front liners of problem solving, when it comes to the employees. The services that FES offers made me realize what a huge impact it has on the families. This makes me feel more motivated to keep working hard through my journey with FES.

What do you find challenging when you work in such a very busy department?

Each workday is different and comes with its own challenges, about which I don't complain as it helps me learn new things and keeps the work engaging. When hiring an employee, it doesn't mean that they will work with us forever. All of our staff is important to us, so having even just one person leave can cause a lot of issues, which creates a lot of paperwork and phone calls. There is no definite way of improving employee retention, but what help are for sure motivation and keeping an open line of communication. All this may be challenging at times but having the help of my great work mates will guarantee a satisfactory outcome.

What's one thing that you do not go without when working in a busy office such as the HR department?

Everyday comes with its own set of challenges, and considering that we are constantly busy, my diary is my best friend, and I cannot go without it. Each morning I compile a *To Do* list which helps me to tackle the tasks I have for that day, one by one. My diary helps me stay organized since the day is quite unpredictable as problems crop up at any time.



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Name : Johann Gatt

Role : Centre Coordinator,

Centre : Klabb 3-16—Attard



How long have you been working with the Foundation?

In 2018 I served as a Centre Coordinator during Skolasajf at the Qormi San Bastjan Centre. For two consecutive years, I also worked as a Homework Tutor at the Mqabba Centre. Since December of last year, I have occupied the post of Centre Coordinator at Klabb 3-16 Attard.

What's a typical day like at Klabb 3-16?

It's an exhilarating rollercoaster with very sharp bends at times but a very rewarding ride. Each day is a new experience, as children don't come in boxes. They each have their own background, their very own character and their particular mood of the day, characterised mostly by the events that would have happened earlier in the day. Covid-19 has not made it any easier for them and it pains me to see how much it may affect them in the long term, on various levels. So as one can expect, it takes a lot of planning and organisation to create a learning environment that meets the needs of children entrusted in our care.

A typical day at the Klabb may thus include nursing friction burns, joining a class to sing along nursery rhymes (mostly out of tune), comforting a child who feels he's being left out, encouraging a child who is struggling in HW, answering emails from FES, taking calls from parents, shooting penalties in the yard, resolving conflicts, filling contact tracing forms and at the same time being ever so patient and understanding. In a nutshell, it's a crash course in multitasking.



Interview : Johann Gatt/.....continued

What do you like most about working at the Klabb?

Spending time with children that attend our Klabb, watching them reach new milestones and acquire new life skills, is by far the greatest job satisfaction once could ask for. So I make it a point to spend as much time as possible monitoring the classrooms and the outdoor areas, interacting with the staff and the students unless I'm tied up at the office with important deadlines.

Discussing progress of students with staff members and working together with the staff to find more efficient and effective ways of operation, is something I strive to make time for. Thanks to the team of dedicated educators and the meticulously planned monthly programme prepared by FES, we are managing to reach more and more children. Unlike other jobs, education might not reap immediate results, but being part of the child's journey is a big privilege for any educator. Something that has always fascinated me is the way kids envisage the world around them, and the more we try to understand that perspective, the better we can accede to their needs.

What part of your job you find the most satisfying and the most challenging?

My passion remains anything related to student empowerment. So, I do my best to instill these principles at our Klabb, since I strongly believe that notwithstanding their age, children have a right to voice their concerns about issues that affect their quality of life. I also value a lot the role of parents in the holistic development of their child, so working together with parents is also something I really love.

This role carries with it a lot of responsibility, and it also demands taking very tough decisions which might come across as harsh at times although in the best interest of all stakeholders. Trying to instill an ambience of collegiality amongst all the staff is always a 'works in progress' matter, because as adults we also have our distinct backgrounds, traits and temperaments, myself included. At the end of the day, it is all about striking a balance and compromising.



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From the Notice Board

The Foundation for Educational services is seeking to recruit the following personnel:

[Playworkers Klabb 3-16](#)

[Child Support Workers Klabb 3-16](#)

[Tutors Klabb 3-16](#)

[Playworkers Development Course](#)



Vacancies

This is an ongoing call for applications

Playworker Klabb 3-16 (Part-time)

Jobsplus Permit No. 451/2021

Child Support Worker Klabb 3-16 (Part-time)

Jobsplus Permit No. 623/2019

Tutors Klabb 3-16 (Part-time)

Jobsplus Permit No. 427/2021

email: hr.fes@gov.mt | Kindly apply: <https://recruitment.fes.gov.mt> | Call : 22586835/11

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Best wishes



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