

## Concept of the municipal kindergartens in the city of Gotha

### Who are we?

Multi-professional teams work in the 10 municipal kindergartens of the Gotha city administration, consisting of educational specialists, technical staff and the kindergarten managers. The educational teams look after, train and educate children from the age of 8 weeks until they start school.

Our kindergartens are educational places that support families and have a family-complementary mission. The educational work in the kindergartens takes place within the framework of the Thuringian education plan up to the age of 18 and is based in the Thuringian kindergarten law.

The Gotha city administration coordinates and supports the work in the kindergartens. It ensures and improves the necessary framework conditions.

### For whom are we there?

The focus of our actions are the children entrusted to us - regardless of gender, nationality, culture, religion or life characteristics. We see ourselves as partners, advisors and supporters of children, parents and relatives.

### What do we stand for?

Our kindergartens are a protective space for the benefit of the children entrusted to us, while respecting children's rights. Appreciative interaction between everyone involved is the basis for our partnership.

Parents can choose a kindergarten based on the different pedagogical concepts and various levels of care.

## What is the aim of our work?

In our actions we respect the individuality of the children and their families. Parents can trust that from the very beginning of our educational work, the individual interests and wishes of the children are regarded and that each individual child is provided with the best possible care and education.

We also accompany the children in the transition from nursery to kindergarten by the age of 3 and prepare the children for the next phase of their life at school during the kindergarten period.

Our work is based on democratic coexistence and is particularly characterized by cultural openness, tolerance, equal opportunities, justice and the prevention of any form of violence.

The aim of our work is to make the children strong, open-minded, responsible and independent. We are designers of a happy kindergarten time.

## How do we work?

We are a team with different actors and diverse strengths, with experience in social interaction and skills in kindergarten pedagogy. Our teaching staff have various professional degrees and additional qualifications. Working together as a team enables us to work pedagogically and design the child care based on the needs of the child.

For the benefit of the children and to achieve educational goals, we work with various institutions, facilities and partners. When working together, we pay attention to transparency and participatory scope for everyone.

## What do we offer?

We offer:

- half-day or full-day care for children until they start school, based on different pedagogical concepts.
- various care and learning rooms.
- regular opening hours from Monday to Friday
- various food and beverage catering, but at least one lunch catering that meets DGE standards.

For our employees in the teams we offer:

- a responsible, interesting and varied field of work
- professionalism and cooperation
- active participation in the development of the quality management
- employment in accordance with the collective agreement for the public service
- regular individual or facility-related trainings
- official framework conditions for qualification measures
- company health promotion.

For those interested in a career, we offer:

- various internships
- Federal Voluntary Service
- practice-integrated training

### **What do we have?**

- We have qualified employees with motivation and commitment who are in regular professional exchange.
- Our houses and gardens offer supportive care and learning spaces for child education
- Our networks are very well developed and widely branched.
- We have a carrier-related quality management to ensure and develop quality.
- Our administration has extensive experience and expertise in operating kindergartens. With a high sense of responsibility, it secures and develops the framework conditions for modern care, education and training in kindergartens.

### **How do we work successful?**

We measure successful work by the atmosphere, enthusiasm and satisfaction in our kindergartens. We recognize visible developmental progress and feel personal satisfaction through the children's successes.

We receive positive feedback and appreciation for our work from other employees, parents and partners.