



STAFF TRAINING AND DEVELOPMENT POLICY

Objective: To ensure continuous professional growth for staff, enhancing their capacity to meet the diverse needs of children and adults with disabilities.

Aims:

- **Specialized Training:** Provide regular training on disability awareness, behavior management, communication techniques, crisis intervention, and any emerging best practices.
- **Workshops and Seminars:** Encourage staff participation in relevant professional development opportunities.
- **Mentoring and Support:** Offer mentoring and coaching for less experienced staff members to develop skills and confidence.

Procedures:

- **Training Calendar:** Maintain an annual training calendar with mandatory and optional sessions.
- **Evaluation of Training Impact:** Assess how training improves service delivery and the learning outcomes of students.