



Develop Staff Competencies: What staff will be in the pilot and are they prepared to implement inclusive practices?



Research indicates that inclusive preschool programs demonstrate better outcomes for children and families by establishing an interdisciplinary, coordinated service delivery system that prioritizes attracting competent staff, enhancing staff skills and enabling team collaboration.

These are critical components to providing high-quality inclusive preschool services that should be reflected in job descriptions by including:

- current and future inclusive expectations,
- required skills, abilities and responsibilities, and
- expected values and attitudes.

Furthermore, the administrative supports teachers/staff receive must be associated with high-quality practice implementation (e.g., technical assistance, policies supporting evidence-based practice and data-based decision making, coaching, and other supports such as professional development and collaboration release time). Other considerations include developing an intentional ongoing in-service staff training system and conducting periodic staff satisfaction surveys.