

## ADDRESSING TRAINING AND DEVELOPMENT NEEDS

*by:*

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In any institution or organization, training and even School Learning Action Cells (SLACs) are essential. It's a fantastic chance to increase the employees' knowledge and abilities. Employees gain from training and development on both an individual and organizational level. An employee with the appropriate training can perform better in a school environment. Employee confidence is boosted via training, seminars, and workshops that help them better grasp their roles and their duties. Competent personnel undoubtedly benefit the company.

Accordingly, it's critical to set aside time to talk about and record each employee's needs for training and development (both teaching and non-teaching). The school head and teachers' developmental needs are documented in the training that was attended under the School-Based Management system. These are useful not only for accurate documentation but also for identifying the requirements and strengths of each individual employee.

As everybody would agree, teachers who consistently attend training sessions are anticipated to advance in their profession since their needs are being met. Then, the leader of the school must talk about the training and development requirements for his or her staff. In addition to having the relevant papers on the subject, he or she needs to confirm whether the knowledge they learned from attending the seminars is applied. Attending training is pointless without practice or application.

Furthermore, according to Solheim (2017), teacher learning is an ongoing process that enhances teachers' capacity to instruct, helps them acquire new information, and helps them become more proficient—all of which benefit students' learning. Studies throughout the years have shown that students perform better and are more engaged in the classroom when teachers are capable and efficient classroom managers.

As the Department of Education (DepEd) emphasized, the country's delivery of high-quality, easily accessible, pertinent, and emancipating basic education is guaranteed by the Results-Based Performance Management System (RPMS), which is in line with the Philippine Professional Standards for Teachers (PPST). No doubt, with these standards, addressing training and development needs is a must.

#### *References:*

Solheim, Ksenia (2017) Importance of Teacher Learning for Students' Achievement, retrieved from <https://laringsmiljosenteret.uis.no/research-and-developmentprojects/classroom-interaction-for-enhanced-student-learning-ciesl/news/importanceof-teacher-learning-for-students-achievement-article127646-24409.htm>