

## **Outline**

**INCLUSION:** Participants working on inclusion at Istituto Zaccaria will engage in collaborative workshops to develop strategies that foster a welcoming and equitable environment for all. At the moment, we currently offer an innovative approach by having one, two or even three members of staff supporting the students during class time in addition to the teacher which the participants would be able to observe. They'll create projects promoting cultural diversity, such as inclusive art installations, peer mentorship programs, and intercultural events. Participants will conduct discussions on addressing barriers to inclusion, focusing on accessibility, language, and social integration. They will also collaborate with teachers and students to design educational activities that highlight the value of diversity, empathy, and mutual respect.

## **Learning outcomes:**

**INCLUSION:** participants will be challenged mentally and asked to think in broad terms in order to solidify their ability in handling sensitive discussions like inclusion. They will gain a deeper understanding of what peer-to-peer relations look like and what areas of conflict/difficulty arise. We believe that if one can identify the problem as it starts to present itself, the higher are the chances of it being resolved before it escalates. These two aspects will be clear indicators that the job-shadowing has been effective, in that it will enable the participants better autonomy and increased mastery in topics like inclusion, diversity, and empathy. Furthermore, they will also be asked to promote cultural diversity, through discussions on barriers and inclusion, focusing on accessibility, language, and social integration in order to develop the appropriate language needed to render these topics accessible to all. They will also collaborate with teachers and students to design educational activities that highlight the value of diversity, empathy, and mutual respect. Thanks to these activities, and to the discussions that will take place, we plan to measure the effectiveness of the job shadowing program: the more engagement and the more understanding there is from the students on the topic at hand, the higher the chances of true learning and engagement on their part.

## **Participants requirements:**

- It is recommended that the participants have experience working with kids with diverse learning abilities and/or from different cultural backgrounds
- Any knowledge on pedagogy and inclusivity is considered a plus

## **Validation:**

- To validate participants learning, there will be various learning objectives and rubrics created by our school in order to track process and assess how the job-shadowing is progressing
- The school will release a certificate of completion alongside the hours spent and the objectives met IF the training is managed in cooperation with one of our partners.
- At the completion of the program, participants will take part in a written review of their experience in order to give us anonymous feedback that will enable us to assess the course content, its delivery and its effectiveness.

