



**Let's look at behind the educational work with the MDVI population
– staff management from Hungarian perspective**

There is a Hungarian saying:
„We have to cook from the ingredients we do have at home.”
So what do we have?

Clermont-Ferrand - 4 th May, 2012.

Krisztina Katona

Supervisor of the MDVI program

katona@vakisk.hu



We have well-trained staff! 😊

Teachers' and therapist' background:

Independent faculty for special pedagogy: BA, MA ... Phd studies

BA:

- basic medical subjects, wide range of pedagogical, psychological, sociology and linguistic classes as well
- basic subjects on special pedagogy
- In the last 2 years students can choose 2 specialities among mental retardation, hearing impairment, VI, psychopedagogy and physical impairment (autism, work with the very severely mentally retarded specialities are under preparation, rehabilitation speciality ran 3-times) -) academical and practical subjects of the chosen fields, weeks of practice in special schools

The BA gives a very solid theoritical basis for the work. Unfortunately, the practice is still not enough!

MA: BA + 1 more year of academic subjects (more a scientific approach/ a researcher perspective)



We have

well-trained staff! 😊

Assistants', program-aids' background:

- they need a high-school diploma
- they need to be trained and qualified assistants , which is an intensive ,year-long course, a kind of a „mini-college” organised by secondary schools and private organisations

We can carefully choose our staff members.

There is a concious selection procedure (CV, interview/s, database).

Based on the past work experiences we set up certain criterias (qualifications, knowledge, work history, **personality, eagerness for team work, flexibility, life-management skills**, language knowledge, etc.)



The need of additional trainings! ☹️

- **There is not enough practice during the college studies**
- **Inspite of the rapidly changing VI population**
the college curriculum is still skill-based, therapy-based and school subject- oriented:
 - constant dilemmas with the educational content – What do/shall we teach?
 - constant dilemmas with the educational context - How and with what do we teach?
 - What is teaching anyway?
 - Applying new forms of work (team work, communication, cooperation)

The trainings has to answer these!!!



Inservice trainings ...

... give special knowledge based on the work experience and the needs of the certain departments

1. **New Staff Workshop:** orientation day for all the new employees on two levels
Total staff: 280 New staff: app. 15 per school year (60 percent work with MDVI- high fluctuation rate)
Content: introduction of the field, the school, the different departments, the work with all the partners and also sensitization.
2. „Tour” in the whole organisation
3. In service training in the MDVI program during the whole school-year: communication, **work activities**, self-independence skills, social-emocional development, **free-time activities**, educational content and administration
4. First Aid (EFR) course for everyone working with MDVI
5. We plan to start at least 2 special courses next year at the school (not only MDVI related)
6. In 5 years we have to develop a wide selection of courses



Functional approach

Meaningful /valuable activities: one of the central concepts working with MDVI; complex activities covering many developmental areas at the same time while focusing on the individuals future needs and possibilities.

It is extremely hard to teach for the staff. They can hardly put it into the learned teaching patterns!

Good example is the table we worked on in the last months for the project. Even if they work according to the functional approach they have difficulties to write it down .





Future goals using the JOBS MDVI project work

Setting up a recommendation for certain criterias for the staff members working with MDVI.

Giving a model training system based on the project partners's best practices.



So ...

we can work into the same direction on
European level as well!



Krisztina Katona
Supervisor of the MDVI program
katona@vakisk.hu