| TSC category | Early Intervention and Learning Support Development | | | | | |
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| **TSC** | Social Service (Early Intervention) Programme Development and Implementation | | | | | |
| **TSC description** | Develop, implement and monitor programmes for children with developmental needs, their families or related stakeholders | | | | | |
| **TSC proficiency description** | **Level 1** | **Level 2** | **Level 3** | **Level 4** | **Level 5** | **Level 6** |
| | | | | ECC-DCH-4025-1.1 | ECC-DCH-5025-1.1 | ECC-DCH-6025-1.1 |
| | | | | Manage Centre-level programmes | Refine the planning, implementation and evaluation of programmes for scaling up across multiple Centres | Influence sector-wide development, implementation and review of programmes through advocacy of rigorous methodologies of planning, implementation and evaluation |
| **Knowledge** | | | | • Target client profile characteristics and needs<br>• Methods for needs analysis to assess gaps in programmes and services<br>• Methods for analysis of clients' barriers to accessing programme<br>• Evidence-based practices, interventions and frameworks for quality programme development<br>• Various collaborative approaches and models with professionals and other stakeholders to execute programme effectively | • Methods such as theory of change, logic model etc. to guide programme or intervention design, planning and monitoring of programme standards<br>• Types of programme evaluation approaches<br>• Continuous quality improvement cycles and processes<br>• Strategies to build stakeholder support and commitment to programme | • Sector-wide needs and gaps for considerations for programme development and implementation<br>• Models of programmes and services delivered locally and overseas<br>• Types of sector-wide programmes and synergies between them<br>• Policy implications on programme implementation |
| **Abilities** | | | | • Implement tailored programmes while considering the resources, practices, strategies and models of change to achieve desired children related outcomes<br>• Collaborate with stakeholders to achieve the programme goals for the target client group | • Keep abreast of the policies pertaining to the care, management and education of children with developmental needs<br>• Review literature to assess the best evidence-based practices in designing programme and interventions to address the needs of target client and gaps in programmes | • Integrate sector-wide programmes<br>• Lead in driving adoption of new intervention methods, tools and assistive technology<br>• Drive awareness of sector trends<br>• Spearhead the enhancement of Centre-wide programme design and implement approach |

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| | | | | • Review the progress of target clients periodically throughout the programme<br>• Monitor to ensure proper adherence of programme and interventions of involved staff using prescribed protocols and processes<br>• Develop outreach activities to create awareness and take-up of programme | • Oversee the Centre-wide programme design and implementation<br>• Oversee the set-up of programme manuals, protocols and processes for overall implementation and monitoring of programme standards<br>• Collaborate with researchers to conceptualise and execute evaluation<br>• Review and improve programmes to ensure outcomes and quality of service provision in meeting the target clients' needs<br>• Develop outreach strategies to promote programmes<br>• Monitor the allocation and sufficiency of resources for successful programme execution and scalability | • Consult relevant stakeholders to gather feedback to improve sector-wide programmes<br>• Drive reviews of the programme to ensure effectiveness of service across Centres or service areas<br>• Drive collaborations and partnerships across Centres and agencies to enhance effectiveness of programmes<br>• Develop outreach strategies to promote programmes sector wide |

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