

Therefore IST is a very important undertaking in improving the performance of teachers.

It was also found that there are significant effects of the training program module based on instructional competencies in improving the knowledge, performance, professional, and personal competencies of the experimental group teachers. These effects can be attributed to content of the training program module. It included instructional experiments, activities, and instructional skills, which helped provide the teachers with the appropriate instructional competencies to develop their knowledge and performance.

Despite the positive findings, there are some limitations in this study. The first would be the sample size of only 50 participants. Thus, the results of the participant responses might be limited. Another would be the demographic concern. A majority of the participants already has experienced in teaching students with special needs or in inclusive settings.

8. Recommendations

The following recommendations are made on the basis of these reflections:

- The training should be sustained for the next generation of teachers in special schools.
- There should be some form of incentives to serve as motivation for the teachers

9. References

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