Child Development & Behaviour Specialists

SERVICES GUIDE

Empowering Educators to
Strengthen Behaviour Practice and
Create Positive,
Sustainable Outcomes for All.



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1. About

At Child Development & Behaviour Specialists (CDBS), we provide practical, research-based, and data-driven behaviour training for organisations, teams, and educators working with children — including those with developmental concerns, diagnoses, and a range of behavioural needs.

We build educators' confidence, knowledge, and proactive practices through evidence-informed strategies that create positive, consistent, and supportive environments. Our work focuses on understanding the function of behaviour, promoting sustainable approaches, and strengthening relationships that improve wellbeing and learning outcomes.

Led by Kelly Oldfield, CDBS partners with services and schools to embed effective, sustainable, and evidence-based behaviour frameworks that empower educators and transform outcomes for children.

Child Development &
Behaviour Specialists



Kelly Oldfield is the owner and director of Child Development and Behaviour Specialists and the creator of FILIT,
a cutting-edge Behaviour and Wellbeing System. She has pioneered a systematic, data-informed approach to
behaviour management. Leveraging her extensive
qualifications, including a Bachelor of Behavioural Studies (Psychology) and a Graduate Diploma of Psychology
Advanced from Monash University, she is dedicated to enhancing the lives of children and their surrounding communities.

2. Services and Training

Keynote Presentations
Our Keynote Presentations **engage and inspire educators and leaders** to see behaviour and wellbeing through a **fresh, practical, and evidence-informed lens.** Designed to connect research with real-world experience, each keynote sparks reflection, encourages new perspectives, and motivates lasting, meaningful change across teams and settings.

Professional Practice Consulting
Our professional Practice Consulting provides **tailored guidance and practical support for educators and leaders,** addressing specific challenges, refining strategies, and building confidence in daily practice. These personalised sessions often include on-site visits with role modelling and real-time demonstrations, offering focused, actionable solutions that **promote clarity, consistency, and sustainable change.**

Immerse & Empower Professional Workshops Series
Combine evidence-based theory with practical, hands-on strategies that create meaningful, lasting change in everyday practice. **Delivered in-person or online**, each highly interactive and solution-focused session builds confidence, consistency, and collaboration to strengthen positive, **inclusive environments where every child — and every educator — can thrive.**

Professional Development Days: Strengthening Knowledge, Creating Change
Our Professional Development Days offer educators the time and space to dive deeper into key areas of **practice through evidence-informed learning, reflective discussion, and collaborative problem-solving.** Designed to inspire professional growth and strengthen whole-team consistency, these sessions promote shared understanding, renewed confidence, and positive, lasting change across educational settings.

Practice Frame and System Development
Our **Practice Frame and System Development** helps services c**reate clear, practical, and evidence-informed frameworks that strengthen behaviour and wellbeing practice**s. Working collaboratively with leaders and teams, we design and refine procedures that build consistency, support professional confidence, and improve outcomes for both educators and children.

Online Learning
Our Online Learning provides flexible, accessible professional development that **educators can engage with anytime, anywhere.** Combining evidence-informed content with practical strategies, these modules support ongoing growth, consistency, and confidence in practice.



Kelly Oldfield is an experienced Behaviour Consultant with over 17 years of expertise in supporting children aged 2 to 16, including those with diagnoses and high-risk behaviours. She collaborates with schools, Education Support Centres, Early Learning Centres, and OSHC Services across Australia.
Through her evidence-based, data-driven approach, Kelly is dedicated to upskilling educators, delivering strategies to decrease challenging behaviours and create positive environments. Her consulting services promote positive relationships, safety, and success for all, ensuring tailored, impactful support for each unique context.

3. Keynote Speaker

Kelly Oldfield's keynote presentations engage and inspire educators, leaders, and professionals to view behaviour and wellbeing through a fresh, evidence-informed lens. Drawing on over 17 years of experience in behaviour consultancy, leadership development, and educator capacity building, Kelly combines research with relatable, real-world examples that resonate deeply with teams.

Each keynote delivers practical insight into the factors that shape behaviour, educator wellbeing, and positive school culture — while offering realistic, achievable strategies that can be implemented immediately. Sessions are thought-provoking, reflective, and grounded in practice, sparking meaningful conversations that motivate change, strengthen confidence, and unite teams around a shared purpose.

Kelly's keynote sessions set the tone for professional growth, encouraging participants to reframe challenges as opportunities for improvement and to lead with clarity, compassion, and consistency



Kelly Oldfield

> *Behaviour is how one acts, not the way one feels, thinks or hurts.*

4. Professional Practice Consulting:

Our Professional Practice Consulting provides educators and leaders with targeted, evidence-informed support to strengthen behaviour and wellbeing practices within their own learning environments. Through on-site observation, reflection, and real-time guidance, Kelly models effective strategies and supports educators to build confidence, consistency, and clarity in daily practice.

Each consultation is individually tailored to the unique needs of the service or school—addressing immediate challenges while embedding long-term, sustainable approaches. The process focuses on identifying environmental and relational influences, refining team responses, and strengthening educator capacity to manage complex behaviours effectively.

By gaining a holistic understanding of both indoor and outdoor environments, Kelly works alongside teams to create calm, engaging, and inclusive spaces that promote positive behaviour, emotional regulation, and learning success for all children.

Consulting services are flexible and can be **delivered face-to-face or online**, ranging from **short-term, targeted guidance to medium-term implementation and mentoring.** Whether you require a **one-off consultation, ongoing capacity building,** or structured system development, support is always collaborative, practical, and grounded in evidence-based practice.

Hourly and day rates apply.
Please contact for more information.
Note: Travel and accommodation charges may apply depending upon location.



5. Practice Framework & Systems Development

Our Practice Framework & Systems Development service supports organisations, schools, and early learning settings to design and implement structured, evidence-informed systems that strengthen behaviour, wellbeing, and educator practice. Kelly collaborates with leaders and teams to review existing processes, identify areas for growth, and implement effective, sustainable behaviour support strategies — including approaches for complex and high-risk behaviours, disabilities, and diagnosed conditions — that align with each organisation's values and priorities.

This service extends beyond documentation; it focuses on creating frameworks that are practical, accessible, and confidently applied across all levels of practice. Through consultation, modelling, and professional guidance, Kelly helps teams translate policy into purposeful, everyday practice that enhances safety, clarity, and consistency across the organisation.

By combining professional learning, system review, and ongoing implementation support, this service drives sustainable, whole-organisation improvement. Teams build the knowledge, skills, and confidence to apply frameworks effectively, resulting in consistent practice, safer environments, and stronger outcomes for both educators and children.

Hourly and day rates apply.
Please contact for more information.
Note: Travel and accommodation charges may apply depending upon location.

6. Immerse & Empower Professional Workshops Series

"Our Immerse & Empower Workshops place educators at the centre of the learning experience, combining practical strategies with hands-on collaboration to build confidence, consistency, and lasting impact in practice."

The Immerse & Empower Professional Workshop Series combines a strong theoretical foundation with practical, evidence-based strategies that can be applied immediately in educational settings.

Highly interactive and solution-focused sessions encourages active participation, reflection, and collaboration — providing sustainable approaches to building positive, inclusive, and proactive environments.

Our goal is to empower professionals with the tools, knowledge, and confidence to create learning environments where every child — and every educator — can thrive

- Designed for educators, leaders, and support professionals across Early Learning, OSHC, and Child Support Services and School settings.
- 2-hour sessions delivered face-to-face or online, focused on practical, evidence-informed learning.
- Include interactive discussion, real examples, and take-away strategies for immediate application. Also a Q&A section
- Participants receive a Certificate of Professional Learning recognising engagement in behaviour, wellbeing, and educator-growth training.



Immerse & Empower Professional Workshop Series

Foundational → Complex → Specialised

Foundational Professional Workshop (Core Level)

At the Foundational level, workshops focus on building essential understanding, confidence, and proactive practice in behaviour support.

Educators develop shared language, consistent expectations, and practical strategies that can be applied across daily interactions.

These sessions establish the skills needed to create calm, positive, and predictable environments where all children feel safe, supported, and ready to learn.

Complex Professional Workshop (Applied Practice)

At the Complex level, workshops extend foundational knowledge into deeper, more strategic, and reflective applications.

Participants learn to analyse behaviour data, refine team responses, and embed frameworks that strengthen consistency across settings.

These sessions support professional growth through collaboration, reflection, and system-level alignment — helping educators respond confidently to complex challenges with evidence-informed, proactive practice.

Specialised Professional Workshop (Targeted Practices)

At the Specialised level, workshops focus on advanced and targeted approaches for complex, high-risk, and sector-specific behaviour support.

Educators and leaders explore evidence-informed strategies for trauma, neurodiversity, recovery, and inclusive practice while strengthening leadership capability and precision in response.

These sessions build team capacity to create sustainable, trauma-aware systems that promote safety, inclusion, and wellbeing — enabling both educators and children to thrive through confidence, connection, and consistency.

Immerse & Empower Professional Workshop Series

Core → Complex → Specialised

Foundational Professional Workshop (Core Level)

1. Foundations in Consistent Behaviour Practice
2. Understanding the Four Functions of Behaviour
3. Escalation and De-Escalation: Strategy-Led Practice
4. Strengthening Authentic Relationships to Support Growth
5. Play and Development: Supporting Behaviours Through Practice

Complex Professional Workshop (Applied Practice)

1. Data-Informed Behaviour Modification: Turning Insight into Action
2. The Behaviour–Environment Connection: Implementing Positive Behaviour Support in Action
3. Supporting Children with Trauma and Adverse Childhood Experiences
4. Restorative and Reflective Practices - Building Trust and Growth
5. Leading a Team with Strength-Based Practices

Specialised Professional Workshop (Targeted Practices)

1. Embedding Trauma and ACE-Informed Practice Within the Setting
2. Leading Restorative Practice: Creating a Culture of Repair and Connection
3. Supporting Neurodiverse Learners: From Understanding to Action
4. Visual Supports: Evidence-Based Tools for Behaviour and Learning
5. Protective Behaviours for Safe and Supportive Environments

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FOUNDATIONAL WORKSHOPS

Foundations for Consistent Behaviour Practice Workshop

This workshop establishes a strong foundation for understanding and applying consistent behaviour support across all learning environments. Educators explore the principles of proactive, predictable, and relationship-based practice, developing shared language and clarity in approach. Through reflection and discussion, participants strengthen confidence in applying consistent strategies that create safe, calm, and engaging environments for every child.

Strategic Focus

· Develop a unified understanding of consistent behaviour support and shared team language.
· Build proactive, predictable routines that promote calm and trust across settings.
· Strengthen alignment and clarity in educator responses and expectations.

Educator Outcomes

· Increased confidence in delivering consistent, proactive behaviour support.
· Improved team collaboration through shared approaches and language.
· Greater ability to create safe, inclusive environments that promote engagement.

Understanding the Four Functions of Behaviour Workshop

This workshop explores why behaviours occur by examining the four key functions—sensory, escape or avoidance, attention, and tangible. Educators learn to identify behavioural patterns, triggers, and motivations using practical tools and observation techniques. Participants gain the knowledge and confidence to look beyond surface actions and implement strategies that address the underlying purpose of behaviour.

Strategic Focus

· Identify and understand the four primary functions that drive behaviour.
· Use observation tools and data to recognise behavioural patterns and triggers.
· Apply targeted strategies that meet underlying needs and promote positive change.

Educator Outcomes

· Enhanced understanding of why behaviours occur and how to interpret them effectively.
· Greater confidence in designing responses that match the function of behaviour.
· Stronger consistency in addressing behavioural needs with purpose-driven strategies.

FOUNDATIONAL WORKSHOPS

Escalation and De-Escalation: Strategy-Led Practice Workshop

This workshop provides educators with the knowledge and skills to recognise, prevent, and respond to escalating behaviours using evidence-informed, strategy-led approaches. Participants explore the stages of escalation, early warning signs, and communication techniques that maintain safety and support regulation. Through reflection and scenario-based learning, educators build confidence in responding calmly and effectively in high-stress situations.

Strategic Focus

· Identify early signs of escalation and apply preventative, proactive strategies.
· Strengthen de-escalation communication techniques that promote calm and safety.
· Develop reflective responses that reduce risk and foster emotional regulation.

Educator Outcomes

· Improved ability to recognise and respond to escalating behaviour safely and confidently.
· Enhanced self-awareness and emotional regulation during high-stress interactions.
· Greater team consistency in managing challenging situations with calm, measured practice.

Strengthening Authentic Relationships to Support Growth Workshop

This workshop highlights the critical role of authentic, trusting relationships in shaping behaviour and supporting children's social and emotional growth. Educators explore the influence of empathy, communication, and relational safety on regulation and engagement. Participants develop practical strategies to foster connection, strengthen belonging, and build emotionally supportive environments that nurture resilience and confidence.

Strategic Focus

· Recognise the link between relationships, regulation, and positive behaviour outcomes.
· Build connection through empathy, communication, and consistent emotional support.
· Foster inclusive, relationship-centred environments that promote belonging and growth.

Educator Outcomes

· Increased confidence in using relational approaches to guide positive behaviour change.
· Stronger educator-child connections that enhance engagement and trust.
· Enhanced ability to create emotionally safe, inclusive learning environments.

Play and Development: Supporting Behaviours Through Practice Workshop

This workshop explores the powerful connection between play, development, and behaviour. Educators learn how to use play as a practical tool to support regulation, social interaction, and problem-solving. Through hands-on examples and reflection, participants discover how structured and unstructured play promotes communication, resilience, and self-regulation in children of all ages.

Strategic Focus

· Understand how play supports emotional, social, and behavioural development.
· Implement play-based strategies that encourage communication, cooperation, and regulation.
· Use play intentionally to foster resilience, confidence, and connection.

Educator Outcomes

· Increased understanding of how play influences behaviour and engagement.
· Greater confidence in embedding play-based strategies into daily practice.
· Enhanced ability to use play to strengthen regulation and positive behaviour.

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Kelly and the CDBS team will assist in scheduling your preferred date, tailoring sessions to your organisation's needs, and providing all pre-session information and resources.
Workshops and professional development sessions are available Australia-wide, both in-person and online, with certificates of attendance provided for all participants.

COMPLEX WORKSHOPS

Data-Informed Behaviour Modification: Turning Insight into Action Workshop

This workshop explores how behaviour data can be transformed into meaningful action. Educators learn to collect, interpret, and apply data to inform intervention planning and evaluate strategy effectiveness. Through reflection and practical examples, participants gain skills in using observation tools and evidence-based decision-making to strengthen team communication and improve outcomes for children.

Strategic Focus

· Collect and interpret behaviour data to identify trends, triggers, and progress over time.
· Use evidence-based tools to guide planning, intervention, and evaluation of behaviour support strategies.
· Translate data insights into clear, actionable steps that improve consistency and communication across teams.

Educator Outcomes

· Improved ability to use data to inform behaviour support and decision-making.
· Enhanced confidence in evaluating and refining strategies based on evidence.
· Greater consistency in communication and collaborative practice across teams.

The Behaviour–Environment Connection: Implementing Positive Behaviour Support in Action **Workshop**

This workshop examines how environmental factors influence behaviour and how to embed Positive Behaviour Support (PBS) principles into daily practice. Educators learn to design environments that proactively support regulation, inclusion, and engagement. The session combines environmental design and PBS frameworks, providing practical tools for creating consistent, supportive, and strategy-led environments.

Strategic Focus

· Analyse environmental, relational, and sensory factors that shape behaviour and engagement.
· Apply PBS principles to create supportive, predictable, and inclusive learning environments.
· Use reflection and observation to identify areas for environmental and systemic improvement.

Educator Outcomes

· Enhanced understanding of how environment influences behaviour and participation.
· Improved confidence in designing and maintaining proactive, PBS-informed settings.
· Stronger team consistency through shared frameworks and preventative strategies.

Complex Professional Workshops

Supporting Children with Trauma and Adverse Childhood Experiences Workshop

This workshop builds educator understanding of how trauma and adversity impact development, relationships, and learning. Participants explore trauma-informed strategies that promote safety, predictability, and emotional regulation. The session empowers educators to apply practical approaches that support recovery, resilience, and connection in everyday settings.

Strategic Focus

· Understand how trauma and ACEs influence development, learning, and behaviour.
· Implement trauma-informed strategies that promote regulation, trust, and recovery.
· Develop reflective approaches that support emotional safety and consistency across the team.

Educator Outcomes

· Increased understanding of trauma's impact on children's development and behaviour.
· Improved confidence in applying trauma-informed practices across environments.
· Greater capacity to create safe, predictable, and nurturing spaces for all children.

Restorative and Reflective Practices - Building Trust and Growth Workshop

Behaviour Specialists

This workshop supports educators to embed restorative and reflective approaches within daily practice. Participants learn how to facilitate conversations that rebuild trust, promote accountability, and strengthen relationships after incidents. Through practical frameworks and guided reflection, teams develop the capacity to turn challenges into learning opportunities that foster growth and understanding.

Strategic Focus

· Explore restorative principles that promote empathy, repair, and growth.
· Learn strategies to facilitate reflective conversations that build trust and accountability.
· Integrate restorative approaches into daily interactions and post-incident responses.

Educator Outcomes

· Enhanced confidence in applying restorative and reflective practices.
· Improved ability to foster trust and strengthen relationships after incidents.
· Greater team capacity to create a culture of empathy, accountability, and learning.

Leading a Team with Strength-Based Practices Workshop

This workshop develops leadership capacity through the use of strength-based and reflective approaches. Participants explore how to recognise, leverage, and nurture individual and team strengths to build a positive, motivated culture. The session equips leaders and aspiring leaders with tools to promote collaboration, consistency, and confidence across their teams.

Strategic Focus

· Identify and utilise individual and team strengths to build a positive workplace culture.
· Develop leadership practices that promote collaboration, motivation, and consistency.
· Apply reflective tools to strengthen communication, engagement, and team growth.

Educator Outcomes

· Improved confidence in applying strength-based and reflective leadership practices.
· Enhanced ability to foster positive, solution-focused team environments.
· Greater capacity to model collaborative, inclusive leadership.

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Kelly and the CDBS team will assist in scheduling your preferred date, tailoring sessions to your organisation's needs, and providing all pre-session information and resources.
Workshops and professional development sessions are available Australia-wide, both in-person and online, with certificates of attendance provided for all participants.

SPECIALISED WORKSHOPS

Embedding Trauma and ACE-Informed Practice Within the Setting Workshop

This workshop focuses on embedding trauma and Adverse Childhood Experience (ACE)-informed approaches consistently across teams and settings. Participants learn how to align daily practice, policy, and procedure to ensure predictable, nurturing, and supportive environments. Through reflection and team-based planning, educators explore strategies to strengthen consistency, prevent re-traumatisation, and sustain trauma-informed cultures.

Strategic Focus

· Embed trauma and ACE-informed approaches within everyday routines, practices, and policies.
· Promote consistency and reflection across teams to maintain predictable, supportive environments.
· Build capacity for ongoing trauma-informed implementation and whole-site wellbeing.

Educator Outcomes

· Improved understanding of how to embed trauma-informed principles into daily practice.
· Enhanced ability to sustain consistent, nurturing, and predictable environments.
· Greater team alignment and shared responsibility in supporting children with trauma histories.

Leading Restorative Practice: Creating a Culture of Repair and Connection Workshop

This workshop supports educators and leaders in restoring safety, trust, and relationships following challenging or critical incidents. Participants learn to conduct reflective post-incident reviews and apply restorative strategies that prioritise emotional recovery for both children and staff. The session highlights how to transform crisis moments into opportunities for reflection, repair, and strengthened team confidence.

Strategic Focus

· Understand the principles of effective post-incident recovery and reflection.
· Apply restorative and trauma-informed approaches that rebuild trust and emotional safety.
· Develop structured debrief and follow-up processes that strengthen wellbeing and learning.

Educator Outcomes

· Increased confidence in supporting recovery and debriefing after incidents.
· Enhanced ability to restore safety, trust, and communication within teams and classrooms.
· Stronger team capacity to implement structured, restorative post-incident processes.

Protective Behaviours for Safe and Supportive Environments Workshop

This workshop equips educators with preventative approaches to support children's personal safety and wellbeing. Participants learn how to embed protective behaviour concepts into everyday practice, teaching children to recognise, respond to, and communicate about unsafe situations. The session focuses on empowering educators to foster open communication, build trust, and reduce risk across all learning environments.

Strategic Focus

· Understand the principles of protective behaviours and their application in education settings.
· Develop preventative, proactive strategies that strengthen safety and awareness.
· Promote open, safe communication between children and educators to reduce risk.

Educator Outcomes

· Improved ability to integrate protective behaviours into everyday learning routines.
· Increased confidence in addressing safety topics in an age-appropriate way.
· Greater ability to promote safety, trust, and wellbeing within the learning environment.

Supporting Neurodiverse Learners: From Understanding to Action Workshop

This workshop provides educators with knowledge and practical tools to support neurodiverse learners, including children with autism, ADHD, and sensory processing differences. Participants explore how neurodiversity presents in educational settings and learn to use inclusive, strength-based approaches to build confidence and connection. The session also addresses respectful terminology, common myths, and environmental adjustments that promote regulation and success.

Strategic Focus

· Build knowledge and understanding of neurodiversity and how it reflects within educational settings.
· Develop inclusive, strength-based strategies that promote engagement, communication, and regulation.
· Implement environmental and relational adjustments that celebrate diversity and reduce barriers to learning.

Educator Outcomes

· Enhanced understanding of neurodiversity and its impact on learning, behaviour, and engagement.
· Improved ability to apply inclusive, evidence-informed strategies in daily practice.
· Greater confidence in supporting neurodiverse learners through proactive, consistent approaches.

Visual Supports: Evidence-Based Tools for Behaviour and Learning

This workshop introduces educators to visual supports as practical, evidence-based tools that enhance communication, structure, and regulation. Participants explore how visuals promote understanding, independence, and predictability for all learners—particularly those with communication or regulation challenges. The session provides ready-to-apply strategies for designing and implementing visuals across various learning settings.

Strategic Focus

· Understand the role of visual supports in promoting communication, structure, and engagement.
· Learn how to design and implement visuals that enhance predictability and reduce anxiety.
· Integrate visual tools to improve transitions, routines, and independence across the day.

Educator Outcomes

· Improved confidence in designing and using visual supports effectively.
· Increased understanding of how visuals support behaviour, regulation, and learning.
· Enhanced ability to embed evidence-based tools into everyday environments.

Child Development & Behaviour Specialists

Kelly and the CDBS team will assist in scheduling your preferred date, tailoring sessions to your organisation's needs, and providing all pre-session information and resources.
Workshops and professional development sessions are available Australia-wide, both in-person and online, with certificates of attendance provided for all participants.

7. Professional Development Days: Leading Practice and Collective Growth Series

Leading Practice and Collective Growth Series
Full day Professional Development

The **Leading Practice and Collective Growth Series** comprises three stand-alone, full-day professional learning sessions—each designed to strengthen educator capability, consistency, and confidence in practice. While each session can be booked independently, together they create a powerful pathway for teams seeking sustainable, whole-site improvement.

Each day provides the depth, time, and collaboration needed to explore complex behavioural frameworks, engage in guided reflection, and translate evidence into action. Through applied learning and scenario-based collaboration, participants connect theory to practice and collective growth.

Facilitated by Kelly Oldfield, each session builds capability, aligns practice, and embeds proactive, consistent approaches to behaviour, wellbeing, and educator development across all settings. Participants leave with practical tools and the confidence to lead evidence-informed and sustainable change within their own context.

The Three Full-Day Professional Learning Sessions

1.Establishing the Foundations for Consistent and Sustainable Behaviour Practice
Establishes essential foundations for proactive, consistent, and sustainable behaviour support across teams and settings.

2.Responding with Precision: Managing Complexity and Risk in Behaviour Support
Explores advanced strategies for understanding and responding to complex and high-risk behaviours through reflective, evidence-based practice.

3.Driving Improvement: Evidence-Informed Practice for System-Level Success
Focuses on using data and reflection to evaluate, refine, and embed consistent, evidence-informed practice across teams and organisations.

Session Overview

·Tailored for whole teams and leadership groups seeking deeper, sustained learning.
·Full-day sessions delivered face-to-face or online, combining reflection, collaboration, and scenario-based practice.
·Include comprehensive resources and templates to support implementation within each setting.
·Participants receive a Certificate of Professional Learning acknowledging engagement in advanced, evidence-informed professional development.

Establishing the Foundations for Consistent and Sustainable Behaviour Practice

This full-day professional learning establishes foundational knowledge in sustainable behaviour support. Participants examine behaviour as communication, explore the four functions of behaviour, and apply proactive strategies that foster predictable, safe, and engaging environments. Educators gain confidence in using data and evidence-informed approaches to strengthen consistency and connection across teams.

Facilitated by Kelly Oldfield, this interactive day includes access to practical resources, templates, and real examples that can be applied immediately. Participants leave with the frameworks and confidence to embed consistent, proactive, and sustainable behaviour support practices that drive meaningful and long-term change.

Module 1 – Understanding Behaviour and Building Foundations

- Explore the science of behaviour as communication and how children express needs through action.
- Understand the four functions of behaviour — sensory, escape/avoidance, attention, and tangible — and apply them to real examples.
- Reflect on environmental, relational, and developmental influences that shape behaviour and guide educator response.

Module 2 – Applying Evidence-Informed Strategies in Practice

- Learn proactive, preventative approaches that build predictability, safety, and calm learning environments.
- Explore real-world case scenarios through collaborative problem-solving and guided role-modelling.
- Use behaviour data and templates (ABC charts, observation tools) to identify triggers, patterns, and opportunities for positive intervention

Module 3 – Embedding Sustainable Behaviour Support Across Teams

- Apply learning to your own service context through guided team reflection and structured action planning.
- Explore leadership and communication strategies that sustain practice over time and across staff changes.
- Develop clear, practical next steps using provided planning templates and environmental review tools.

Interactive Components

- Collaborative scenario and case analysis
- Live modelling and discussion-based learning
- Access to digital tools, templates, and checklists

Resources and Tools Provided

- Behaviour Function Quick-Reference Chart
- Data Collection Templates (ABC, Frequency, Duration)
- Environmental Audit and Reflection Tool
- Implementation and Action Planning Template

Participant Outcomes

- Deepened understanding of behaviour principles and consistent support frameworks.
- Enhanced confidence in applying proactive, evidence-informed strategies.
- Strengthened ability to use data and team planning tools to sustain behaviour support practice across contexts.

Responding with Precision:
Managing Complexity and Risk in Behaviour Support

This full-day professional learning session builds on foundational knowledge to explore advanced, evidence-informed strategies for complex and high-risk behaviours. Participants examine how, diagnosis, environmental factors, and relational dynamics contribute to escalation and sustained behaviour patterns. The day provides frameworks for conducting observations to provide sustainable intervention plans, and implementing consistent de-escalation and restorative practices that maintain safety, trust, and connection.

Facilitated by Kelly Oldfield, this masterclass integrates guided analysis, scenario-based learning, and collaborative planning. Participants receive advanced templates, and team-planning tools to strengthen confidence and capability in managing complexity safely, proactively, and with precision.

Module 1 – Applying Function of Behaviour and Targeted Intervention

- Conduct structured functional behaviour assessments to identify underlying causes and triggers.
- Develop targeted, evidence-informed intervention plans that align with assessed needs.
- Practise linking functional assessment findings to real-world scenarios through guided discussion.

Module 2 – Understanding Complexity and Escalation

- Analyse the layered influences of trauma, diagnosis, and environment on behaviour.
- Identify the stages of escalation and recognise early cues and relational triggers.
- Reflect on educator regulation, tone, and communication within the escalation process.

Module 3 – De-Escalation, Recovery, and Restorative Practices

- Implement de-escalation strategies that maintain dignity, safety, and emotional regulation.
- Explore trauma-aware recovery and restoration processes that rebuild trust and connection.
- Develop service-specific action plans that embed consistent responses and post-incident review.

Interactive Components

- Scenario-based planning and debrief sessions
- Collaborative team reflection and role-modelling activities
- Leadership discussion and peer feedback

Resources and Tools Provided

- Escalation Cycle Visual and Recovery Flowchart
- Incident Reflection and Debrief Template
- Team Planning and Response Consistency Checklist

Participant Outcomes

- Enhanced capability to assess, interpret, and address complex and high-risk behaviours safely and effectively.
- Increased confidence in applying data-driven, evidence-informed intervention and recovery plans.
- Strengthened team collaboration, alignment, and consistency through shared frameworks and reflective practice.

Driving Improvement: Evidence-Informed Practice for System-Level Success

This full-day professional learning session focuses on using behaviour data to inform decision-making, evaluate progress, and guide targeted intervention planning. Participants learn to collect, interpret, and apply behaviour data through tools such as ABC charts, frequency and duration logs, and environmental scans. Through guided analysis and case examples, educators explore how data reveals behavioural patterns, supports reflection, and strengthens accountability and outcomes across teams.

Facilitated by Kelly Oldfield, this session combines demonstration, collaborative analysis, and scenario-based learning. Participants receive templates, reflection tools, and practical resources that support embedding data-driven practice within their setting and across the wider organisation.

Module 1 – Collecting and Interpreting Behaviour Data

- Learn how to collect meaningful, observable, and measurable behaviour data using structured tools.
- Identify behavioural trends and environmental or relational influences.
- Build shared understanding across teams through consistent data interpretation.

Module 2 – Analysing Patterns and Informing Practice

- Interpret case examples to identify patterns and determine underlying functions of behaviour.
- Use data analysis to guide intervention design and evaluate strategy effectiveness.
- Engage in collaborative analysis activities to strengthen team reflection and alignment.

Module 3 – Embedding Data-Driven Reflection and Review Systems

- Explore how data can inform ongoing reflection and team decision-making.
- Establish feedback loops that connect data to planning, reflection, and improvement.
- Create site-specific action plans to sustain consistent, evidence-informed practice.

Interactive Components

- Data collection and analysis workshops
- Real and simulated case study interpretation
- Team reflection and improvement planning
- Guided strategy mapping and feedback sessions

Resources and Tools Provided

- Behaviour Data Collection Template
- Behaviour Pattern Analysis and Reflection Guide
- Team Data Review and Planning Framework
- Implementation and Monitoring Checklist

Participant Outcomes

- Increased capability to interpret and apply behaviour data effectively in planning and reflection.
- Improved consistency and accountability through structured, data-informed team practice.
- Enhanced confidence in using evidence to evaluate, refine, and sustain positive behavioural outcomes.

8. Our Online Learning

Online professional development learning modules providing education, theories and strategies to support understanding of a wide range of behaviour and development areas.

Online support is available to all educators within the program, providing a touchpoint with CDB Specialists via video chat, audio call or email. This provides an avenue to ask questions, critically reflect, seek clarification, and address any new barriers which come to light.



Fundamental Elements to Behaviour Support

- The unit outlines fundamental elements to support behaviour processes in all environments.
- These elements are educator focused by strengthening your skill set, in order to establish a solid foundation of behaviour management processes.

The Four Functions of Behaviour

- Throughout the course of this unit the four key functions of behaviour will be addressed and explained. It is important to be able to identify and understand these four areas as this will assist in the modification of undesirable or inappropriate behaviours.
- Each function will be outlined and explained with examples for each area to ensure depth of understanding.

Five Step Behaviour Modification Process

- The behaviour modification process outlines the necessary steps required to alter an undesirable or inappropriate behaviour.
- This unit will identify and explain these five steps at length and display the required skills and strategies needed to adjust or change unacceptable behaviours.

Escalation and De-escalation

- The escalation process occurs when there are unresolved internal or external conflicts for a child. Behaviours during escalation can be challenging, disruptive and risky. These behaviours can cause considerable disruption and risk to people within the environment and damage to property.

ONLINE LEARNING:
Supporting Educator Growth

Emotional Intelligence

- This unit will explore emotional intelligence and the skills that can be strengthened to develop EQ. While some people have a naturally high EQ, it can be learned through the development of skills such as understanding fixed versus growth mindsets, learning to create positive habits, addressing personal barriers, resilience training, and self-regulation strategies.

ONLINE LEARNING
Positive Behaviour

Positive Behaviour Support

- Positive behaviour support is a person-centred evidence-based approach that provides a framework for long term support for children as well as people with learning disabilities, behaviour disorders and other diagnoses.

ONLINE LEARNING
Supportive Learning

Early Years Development

- The unit outlines fundamental elements to support behaviour processes in all environments.
- These elements are educator focused by strengthening your skill set, in order to establish a solid foundation of behaviour management processes.

We acknowledge the Traditional Owners of the land where we work and live. We pay our respects to Elders past, present and emerging. We celebrate the stories, culture and traditions of Aboriginal and Torres Strait Islander Elders of all communities who also work and live on this land.

Online Courses and Fees

All Courses
Includes All 7 Modules
12 Months
Subscription
$279.00 inc. GST

Individual Courses
Pick and Choose
6 Months
Subscription

Prices as listed below

Group Subscriptions
Manage multiple subscriptions for organisations
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Variable Subscriptions

Please contact for quote

Course	Module	Individual Price inc. GST
Core Behaviour	Fundamental Elements to Behaviour Support	$20
	The Four Functions of Behaviour	$20
	Five Step Behaviour Modification Process	$20
	Escalation and De-escalation	$20
Supporting Educator Growth	Emotional Intelligence	$20
Positive Behaviour Practices	Positive Behaviour Support	$20
Supportive Learning	Early Years Development	$20

Each module takes an estimated 1.5 hours to 2.0 hours to complete.

For all enquiries and information please contact Kelly.

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Child Development & Behaviour Specialists