



# Transforming Education: Innovative Approaches to Boost Learning Outcomes in Inclusive and Accessible Education

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**Abstract**—Inclusive and accessible education plays a pivotal role in driving social and educational change, ensuring fair learning opportunities for every student, irrespective of their background or abilities. This paper examines innovative methods for effectively implementing inclusive education systems, emphasizing the latest approaches, technologies, and teaching strategies that enhance accessibility. By reviewing empirical research, it identifies essential factors for successful integration into educational frameworks to boost learning outcomes. The goal is to present a comprehensive model for institutions to adopt, focusing on inclusivity as a fundamental element of educational excellence and long-term sustainability. Creating an inclusive and accessible educational environment is crucial for providing equitable opportunities for all learners. This study explores modern educational tools, policies, and practices that improve inclusivity and accessibility, assessing their effectiveness in enhancing learning outcomes by fostering diverse and interactive learning settings.

**Keywords**—*inclusive education, accessibility, innovative teaching methods, learning outcomes, educational transformation*

## INTRODUCTION

The changing landscape of education calls for institutions to not only focus on academic excellence but also on inclusivity, ensuring every student has access to meaningful educational opportunities. The United Nations Sustainable Development Goal (SDG) 4 highlights the importance of providing inclusive, equitable, and quality education, while promoting lifelong learning for all. However, challenges persist in achieving these goals, especially in diverse classrooms where students have different needs. The growing recognition of the need for inclusive and equitable education is strongly emphasized within SDG 4, which stresses the significance of offering quality education and lifelong learning opportunities to all, particularly in diverse learning settings. Despite the global commitment to these principles, numerous challenges still exist in addressing the varied needs of all learners.

A key element in promoting inclusive education is the need for systemic changes in educational practices and policies. Horishna et al. (2020) highlight that educational exclusion is often connected to broader social exclusion, which limits individuals' access to fundamental rights, including quality education<sup>1</sup>. This perspective suggests that for education to truly be inclusive, it must go beyond traditional academic frameworks and address the socio-economic barriers that many students face. The authors emphasize that all educational stakeholders, including government bodies, must fully commit to inclusivity to create an environment where every learner can succeed. Alongside systemic reforms, effective teaching strategies play a crucial role in supporting inclusivity. Research by Onyesom and Igberaharha (2021) shows that inclusive teaching requires educators to adapt their methods to meet the diverse learning needs of students, ensuring that all can participate in the learning process, regardless of their individual challenges<sup>2</sup>. Adjusting evaluations and curricula to be more flexible can greatly improve learning experiences for students with special needs. As a result, developing and sharing effective teaching strategies is vital for the successful implementation of inclusive education programs.

The importance of educational leadership in fostering inclusive practices cannot be overstated. Khaleel et al. (2021) highlight that school principals play a key role in creating inclusive school cultures that encourage interaction among all students, including those with special educational needs<sup>3</sup>. While effective leadership is essential for implementing inclusive policies and practices, cultivating an environment where diversity is celebrated rather than overlooked. One innovative approach to inclusive education is integrating technology and e-learning. Meskhi et al. (2019) point out that while e-learning brings its own set of challenges within inclusive education, it also offers an excellent opportunity to diversify learning methods and reach students who may otherwise be excluded from traditional educational settings<sup>4</sup>.

<sup>1</sup> Nadiia Horishna et al., "Trends in the Development of Inclusive Education in Ukraine," *Educational Dimension* 3 (December 2020): 103–16, <https://doi.org/10.31812/educdim.v55i0.3953>.

<sup>2</sup> Moses Onyesom and Clever O. Igberaharha, "Inclusive Values and Pedagogies Needed by Business Studies Teachers for Effective Inclusive Education in Secondary Schools," *International Journal of Education and Practice* 9, no. 1 (2021): 220–29, <https://doi.org/10.18488/journal.61.2021.91.220.229>.

<sup>3</sup> Nida Khaleel, Mohamed Alhosani, and Ibrahim Duyar, "The Role of School Principals in Promoting Inclusive Schools: A Teachers' Perspective," *Frontiers in Education* 6 (April 2021): 603241, <https://doi.org/10.3389/educ.2021.603241>.

<sup>4</sup> Besarion Meskhi, Svetlana Ponomareva, and Ekaterina Ugnich, "E-Learning in Higher Inclusive Education: Needs, Opportunities and Limitations," *International Journal of Educational Management* 33, no. 3 (April 2019): 424–37, <https://doi.org/10.1108/IJEM-09-2018-0282>.



The flexibility of digital platforms can create personalized learning experiences, making education more accessible to all students. Finally, the attitudes and training of future teachers play a critical role in the success of inclusion in the classroom. Sasikala's research underscores the importance of embedding inclusive values and practices in teacher education programs<sup>5</sup>. These programs must prioritize inclusivity to prepare a new generation of educators who are equipped to effectively address the diverse needs of their students.

Some previous research revealed on inclusive education strategies and teacher support. Curriculum adaptation has emerged as a crucial strategy in inclusive education. A study revealed that 72% of teachers implemented modifications such as changing game rules, utilizing adaptive sports equipment, simplifying instructions, and adjusting exercise intensity to engage students with disabilities<sup>6</sup>. Other research further supports the importance of curriculum adaptation in addressing the diverse needs of students with special educational needs (SEN)<sup>7</sup>. The use of assistive technology has been also identified as an effective method for promoting inclusivity in physical education as mentioned by Chalkiadakis et al.(2024). In one of his study, 65% of teachers utilized inclusive sports tutorial videos, 61% employed interactive exercise apps, and 57% incorporated motion sensors or wearable devices. These technologies bridge learning gaps, offer multi-sensory learning experiences, and provide personalized training with real-time feedback<sup>8</sup>. The adaptability of digital tools enables customized learning, making education more accessible for all students.

Furthermore, a research conducted by Celestino et al. (2024) showed that insufficient teacher preparation remains a significant barrier to inclusive education. A study found that 59% of physical education (PE) teachers had not received adequate training on inclusion and felt unprepared after their initial training. Research on collaboration among teachers, parents, and other stakeholders is essential for successful inclusion indicates that 70% of teachers engaged in regular communication with parents to provide consistent support at both school and home. Additionally, personalized approaches such as individualized instruction and adapting teaching methods to meet unique student needs are critical for promoting equitable participation in the learning process. This gap between policy expectations and the professional development provided to educators highlights the need for more comprehensive training programs to equip teachers for inclusive teaching<sup>9</sup>.

That research suggests that successful training models for inclusive education should include long-term curricular units with practical, supervised components that offer real-world experience in diverse settings. According to Celestino et al. (2024) effective teacher training should focus not just on understanding disabilities, but also on how to include students with diverse needs in educational. This approach ensures that teachers are better prepared to address the challenges of inclusive classrooms<sup>10</sup>. In conclusion, achieving the goals set by SDG 4 requires a focused and collaborative approach, emphasizing systemic reforms, effective teaching strategies, strong leadership commitment, technological integration, and the training of educators who prioritize inclusivity.

Tackling these interconnected aspects is vital to improving educational outcomes and ensuring that all students have the chance to participate in meaningful learning experiences. The changing landscape of education underscores the urgent need for institutions to prioritize inclusive and equitable practices. SDG 4 calls for quality education that supports lifelong learning for all individuals<sup>11</sup>. Yet, the challenge remains in creating educational systems that balance academic excellence with diversity, ensuring they cater to students with diverse needs. This paper examines innovative approaches to overcoming these obstacles, focusing on contemporary educational tools, inclusive policies, and practices. It explores how modern educational tools, policies, and practices can address these challenges, improving accessibility and inclusivity. Additionally, it discusses how these strategies can enhance learning outcomes by creating a more diverse and engaging learning environment.

## METHODS

This study takes a closer look at existing research and case studies to uncover effective models of inclusive education, following Creswell's approach to qualitative analysis. Creswell emphasizes the importance of systematically reviewing existing literature to identify patterns, themes, and successful strategies. By applying this method, the study highlights key approaches, particularly in physical education (PE) for students with disabilities. These strategies focus on creating an inclusive learning environment through a combination of adapting the curriculum, using thoughtful teaching methods, personalizing instruction, incorporating assistive technologies, and building strong collaboration among educators and support networks. This aligns with Creswell's emphasis on understanding how various factors

<sup>5</sup> C. Sasikala, "Attitudes towards Inclusive Education among Prospective Teachers," *Shanlax International Journal of Arts, Science and Humanities* 11, nos. S1-Nov (November 2023): 42–46, <https://doi.org/10.34293/sijash.v11iS1-Nov.6861>.

<sup>6</sup> Novri Gazali et al., *Realising Inclusive Physical Education: Barriers and Strategies for Including Students with Disabilities*, 10 (2025).

<sup>7</sup> Hemlata, "Concept And Practices In Inclusive Education," *MIER Journal of Educational Studies Trends & Practices*, February 3, 2021, 195–206, <https://doi.org/10.52634/mier/2013/v3/i2/1537>.

<sup>8</sup> Angelos Chalkiadakis et al., "Impact of Artificial Intelligence and Virtual Reality on Educational Inclusion: A Systematic Review of Technologies Supporting Students with Disabilities," *Education*

*Sciences* 14, no. 11 (November 2024): 1223, <https://doi.org/10.3390/educsci14111223>.

<sup>9</sup> Tadeu Celestino et al., "Physical Education Teachers' Representations of Their Training to Promote the Inclusion of Students with Disabilities," *Education Sciences* 14, no. 1 (December 2023): 49, <https://doi.org/10.3390/educsci14010049>.

<sup>10</sup> Celestino et al., "Physical Education Teachers' Representations of Their Training to Promote the Inclusion of Students with Disabilities."

<sup>11</sup> Mireille Krischler, Justin J. W. Powell, and Ineke M. Pit-Ten Cate, "What Is Meant by Inclusion? On the Effects of Different Definitions on Attitudes toward Inclusive Education," *European Journal of Special Needs Education* 34, no. 5 (October 2019): 632–48, <https://doi.org/10.1080/08856257.2019.1580837>.



interconnect to create an inclusive and equitable educational experience for all students<sup>12</sup>.

## RESULT AND DISCUSSION

Research has shown that when inclusive educational practices are implemented, learning outcomes improve significantly. For example, assistive technologies have helped students with disabilities perform better and stay more engaged in their studies. Adaptive learning platforms also play a key role in boosting student retention and overall success by meeting the unique needs of each learner. By integrating these technologies into the classroom, education becomes more personalized and accessible, allowing students with disabilities to not only improve academically but also feel more included socially. These tools help address many of the challenges that traditional classrooms often present<sup>13,14</sup>. Studies have also shown that assistive technologies, such as text-to-speech software, adaptive keyboards, and augmentative and alternative communication devices, significantly improve academic performance for students with disabilities in inclusive settings, making educational resources more accessible and leading to better outcomes<sup>15</sup>. Additionally, technologies like virtual reality (VR) and augmented reality (AR) can enhance social skills, emotional expression, and academic comprehension, especially for students with conditions like autism spectrum disorder, bridging educational gaps and promoting inclusivity through increased social<sup>16</sup>. Moreover, adaptive learning platforms, which use data-driven algorithms to adjust content and pacing based on individual learning needs, provide personalized instruction tailored to specific challenges, helping students engage with the curriculum more effectively and independently<sup>17</sup>.

### Leveraging Modern Educational Tools

Digital learning platforms, like Massive Open Online Courses (MOOCs) and personalized learning systems, offer diverse learners the flexibility to engage with educational content at their own pace. According to research by Alario-Hoyos et al., MOOCs are particularly effective in promoting inclusivity, as they allow students from various backgrounds

to access high-quality learning materials without being hindered by geographical or socio-economic limitations<sup>18</sup>. These platforms can be tailored to individual learning preferences, supporting a range of teaching approaches that meet the unique needs of all students. Similarly, assistive technology plays a key role in improving accessibility in education. Tools like screen readers, speech-to-text software, and specialized programs significantly reduce barriers for students with disabilities. A study by Zhang et al. found that these technologies positively impact academic engagement and performance, leading to increased motivation and participation among learners with disabilities<sup>19</sup>. By integrating assistive technology into classroom practices, educators can foster a more inclusive environment that accommodates all students' needs.

Whereas the implementation of strong inclusive education policies at both national and institutional levels is essential for creating an environment that supports all learners. Policies that clearly define objectives for inclusive education can lead to better educational outcomes, especially for marginalized groups. A systematic review by Sweeney et al. highlighted that countries with well-established inclusive education policies tend to achieve better outcomes for these groups, emphasizing the importance of political commitment to inclusivity<sup>20</sup>. In addition, the attitudes and competencies of educators are crucial for the success of inclusive practices. Ongoing professional development aimed at equipping teachers with the skills to teach in diverse classrooms is essential. Research by Avramidis and Norwich suggests that teacher training focused on inclusive methods boosts teachers' confidence and effectiveness in accommodating diverse learners<sup>21</sup>. Effective training should include strategies for differentiation and culturally responsive teaching.

The last, collaborative learning strategies, which encourage peer interaction, are proven to enhance student engagement and improve learning outcomes. By fostering group work among students from diverse backgrounds, teachers create a sense of community and belonging, which enhances both social and cognitive skills. Hattie's research shows that cooperative learning, when implemented properly,

<sup>12</sup> John W. Creswell, *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches* (SAGE, 2014).

<sup>13</sup> Chalkiadakis et al., "Impact of Artificial Intelligence and Virtual Reality on Educational Inclusion"; Mingxia Zhang, "VLOG-BASED EFL TEACHING MODEL FOR UNIVERSITY STUDENTS: IMPACT ON SPEAKING SKILLS AND ENGAGEMENT," *PUPIL: International Journal of Teaching, Education and Learning*, Global Research & Development Services, May 4, 2024, 146–47, <https://doi.org/10.20319/ictel.2024.146147>.

<sup>14</sup> Zhang, "VLOG-BASED EFL TEACHING MODEL FOR UNIVERSITY STUDENTS."

<sup>15</sup> Jack O Odunga, Paula M W Musuva, and Joshua Rumu A Ndiege, *Exploring Emerging Technologies for Inclusive Education in Students with Learning Disabilities: A Systematic Literature Review*, 2025.

<sup>16</sup> Sonali Bindhani - and Geetha Gopinath -, "Inclusive Education Practices: A Review of Challenges and Successes," *International Journal For Multidisciplinary Research* 6, no. 2 (April 2024): 17341, <https://doi.org/10.36948/ijfmr.2024.v06i02.17341>.

<sup>17</sup> Mengdi Zhang and Zhen Wang, "The Integration of Education and Technology: Empowering Special Needs Students," *Journal of*

*Higher Education Research* 5, no. 5 (November 2024): 368, <https://doi.org/10.32629/jher.v5i5.2967>.

<sup>18</sup> Marios A. Pappas, Chara Papoutsis, and Athanasios S. Drigas, "Policies, Practices, and Attitudes toward Inclusive Education: The Case of Greece," *Social Sciences* 7, no. 6 (June 2018): 90, <https://doi.org/10.3390/socsci7060090>.

<sup>19</sup> Dessalegn Terfassa Moti, Adugna Bersissa Merdassa, and Kasech Tadesse Dessalegn, "Teachers' Knowledge, Attitude and Practices of Inclusive Education in Nekemte Town and Its Surrounding Government Primary Schools," *Science, Technology and Arts Research Journal* 5, no. 1 (April 2018): 102, <https://doi.org/10.4314/star.v5i1.16>.

<sup>20</sup> Anon Zhu and Leng Poh Gee, *Technological Innovation and Classical Dance Education: Application and Impact of Digital Tools in Teaching*, 3, no. 1 (2025).

<sup>21</sup> Rina Darmawan and Rugaiyah Rugaiyah, "Education Financing Model Transformation to Build Education Accessibility Through Free School Fees at PKBM Golden," *Advances In Social Humanities Research* 2, no. 5 (May 2024): 755–67, <https://doi.org/10.46799/adv.v2i5.242>.





can significantly boost student achievement and engagement<sup>22,23</sup>. The diverse perspectives within these groups contribute to richer learning experiences that cater to different learning styles. Furthermore, formative assessments and feedback play a vital role in supporting continuous learning. By focusing on growth rather than just final grades, formative assessments provide a fairer opportunity for all students to showcase their abilities. Black and Wiliam's research emphasizes that formative assessments, coupled with personalized feedback, encourage greater student engagement and help deepen understanding<sup>24</sup>.

Furthermore, research shows that assistive technologies, like text-to-speech software, adaptive keyboards, and Augmentative and Alternative Communication (AAC) devices, significantly boost academic performance for students with disabilities in inclusive classrooms. Additionally, technologies such as virtual reality (VR) and augmented reality (AR) have been shown to improve social skills, emotional expression, and academic understanding, especially for students with autism spectrum disorder. By bridging educational gaps, these tools foster social interaction and promote a more inclusive learning environment. Adaptive learning platforms also play a key role in personalizing education by using data-driven algorithms to adjust content and pacing according to each student's unique needs. This allows for more tailored instruction that caters to specific learning styles and challenges. As a result, students are better able to engage with the curriculum in a way that suits their individual learning pace and needs, helping them work more independently and effectively<sup>25,26</sup>.

### Challenges in Scaling Inclusive Education Models

While there has been progress in implementing inclusive education, several challenges remain, especially in under-resourced areas. These challenges include limited access to technology, resistance to shifting from traditional educational practices, and the need for ongoing investment in teacher training and support systems. Overcoming these obstacles requires a joint effort from governments, educational institutions, and the private sector to make inclusivity a central

part of educational policy. One major barrier is the lack of technological infrastructure, which is crucial for inclusive education, especially when using digital tools and platforms to support diverse learning needs. Many under-resourced regions struggle with inadequate internet access, a shortage of devices, and a lack of technical support. According to UNESCO (2020), over 1.5 billion learners still lack online access, which creates a digital divide that disproportionately affects marginalized groups. This lack of resources prevents educators from fully utilizing adaptive learning technologies and assistive devices that could improve the learning experience for students with disabilities. Scherer et al. (2021) argue that improving technology infrastructure is key to providing equal learning opportunities and ensuring that all students, no matter their background, benefit from inclusive education<sup>27</sup>.

One of the main obstacles is the "digital divide," where not all students have equal access to essential technology or reliable internet, which can disproportionately affect students with disabilities, especially those from low-income families<sup>28</sup>. The high cost of advanced technologies further limits their widespread use<sup>29</sup>. Additionally, for these technologies to be effective, teachers must receive proper training to integrate them into their lessons. However, many educators feel unprepared, which can prevent them from fully utilizing the potential benefits these tools offer. Furthermore, while AI and VR technologies have great potential, they can struggle with processing certain types of information, leading to inaccurate or confusing responses, and technical issues can also arise, limiting their effectiveness<sup>30,31</sup>.

A major challenge in creating inclusive environments is the lack of accessible infrastructure<sup>32</sup>. In one study, 68% of teachers reported that their sports facilities were inadequate for students with disabilities, mentioning issues such as fields without proper access paths and the absence of adapted sports equipment<sup>33</sup>. Physical barriers, such as narrow hallways, crowded spaces, and inaccessible passageways, also limit the mobility and participation of students with physical disabilities<sup>34</sup>. Additionally, financial constraints significantly

<sup>22</sup> North Cooc and Elisheba W. Kiru, "Disproportionality in Special Education: A Synthesis of International Research and Trends," *The Journal of Special Education* 52, no. 3 (November 2018): 163–73, <https://doi.org/10.1177/0022466918772300>.

<sup>23</sup> Sarah M. Hart, "Teacher Candidates Perspectives on Inclusive Education: A Case Study of Mentored Inclusive Research," *Journal of Pedagogical Research*, February 1, 2024, 1, <https://doi.org/10.33902/JPR.202424614>.

<sup>24</sup> S Asnawi, M Dimyati, and R Yusuf, "Education Deserts Mapping of Public Middle Schools in Bogor City: A Step Towards Educational Equity," *IOP Conference Series: Earth and Environmental Science* 1353, no. 1 (May 2024): 012037, <https://doi.org/10.1088/1755-1315/1353/1/012037>.

<sup>25</sup> Zhang and Wang, "The Integration of Education and Technology."

<sup>26</sup> Meskhi, Ponomareva, and Ugnich, "E-Learning in Higher Inclusive Education."

<sup>27</sup> Aoife McNicholl et al., "The Impact of Assistive Technology Use for Students with Disabilities in Higher Education: A Systematic Review," *Disability and Rehabilitation: Assistive Technology* 16, no. 2 (February 2021): 130–43, <https://doi.org/10.1080/17483107.2019.1642395>.

<sup>28</sup> Zhang and Wang, "The Integration of Education and Technology."

<sup>29</sup> Chalkiadakis et al., "Impact of Artificial Intelligence and Virtual Reality on Educational Inclusion."

<sup>30</sup> Chalkiadakis et al., "Impact of Artificial Intelligence and Virtual Reality on Educational Inclusion."

<sup>31</sup> Zhang and Wang, "The Integration of Education and Technology."

<sup>32</sup> Binti Su'aidah Hanur, *MELAYANI DENGAN HATI: Menghapus Diskriminasi Dan Segregasi Antara Anak Reguler Dengan Anak Berkebutuhan Khusus Melalui Sekolah Inklusif YBPK Kota Kediri / Jurnal Al-Hikmah*, October 23, 2019, <https://www.jurnal.badrusholeh.ac.id/index.php/Al-Hikmah/article/view/70>.

<sup>33</sup> Gazali et al., *Realising Inclusive Physical Education: Barriers and Strategies for Including Students with Disabilities*.

<sup>34</sup> Luc Vieira et al., "Attitudes and Self-Efficacy as Buffers against Burnout in Inclusive Settings: Impact of a Training Programme in Pre-Service Teachers," *Teaching and Teacher Education* 144 (July 2024): 104569, <https://doi.org/10.1016/j.tate.2024.104569>.



hinder the adoption of assistive technologies. The high cost of tools like Virtual Reality (VR) and other multi-sensory learning materials restricts their availability, especially in low-resource educational settings. Furthermore, the limited availability of educational materials in AI-driven environments creates another barrier, making it difficult to offer diverse and engaging learning experiences for students with disabilities. Another challenge is the inadequate training that many teachers receive to effectively include students with special needs. This lack of preparation can lead to discomfort and, at times, result in students with special needs being excluded from mainstream activities.

To address these challenges, a collaborative effort is required<sup>35</sup>. Governments must prioritize funding for technology infrastructure and teacher training programs that focus on inclusive practices. Schools and universities need to cultivate a culture of inclusivity through curriculum adjustments and professional development initiatives. Teachers should be given opportunities for continuous learning, mentoring, and collaborative engagement to build their skills in inclusive education. The private sector also has a crucial role to play by providing affordable technological solutions, such as low-cost devices and internet access, particularly in remote areas. By working together, these sectors can help close the gap and make inclusive education a reality for all. In conclusion, although assistive and adaptive technologies offer substantial benefits for creating inclusive educational environments and improving student outcomes, their successful implementation hinges on addressing challenges related to accessibility, cost, and teacher training. A thoughtful and strategic integration of these tools is essential to empower students with disabilities, ensuring they have the resources to thrive academically and socially.

Teachers in Turkey have observed that centralized education policies often fail to address local needs, highlighting the critical role of teachers' efforts and community-specific strategies. Without proper orientation programs and limited parental involvement, integrating diverse student groups, such as Syrian Turkmens, can become challenging<sup>36</sup>. This emphasizes the need for a more localized approach to education that takes into account the unique circumstances of each community and the importance of engaging local support. One effective approach is collaborative teacher education, where general and special education teacher candidates are trained together. This sends

the message that all teachers share responsibility for every student, fostering a collaborative environment that prepares educators for inclusive teaching.

Research by Hart (2024) shows that including collaborative assignments and field experiences in teacher training helps build the knowledge and skills necessary for inclusive classrooms<sup>37</sup>. Furthermore, practical experience plays a crucial role. Studies suggest that training programs should balance coursework with hands-on experience in high-quality inclusive classrooms. Direct contact with students with disabilities during training helps teachers develop positive attitudes and effective intervention<sup>38</sup>. In conclusion, both initial and ongoing teacher training are key to successful inclusive education. However, this training is often seen as insufficient. For it to be truly effective, professional development must be practical, context-specific, and enriched with collaborative opportunities such as mentored research and peer networks, which can strengthen teachers' confidence, skills, and resilience in supporting all learners.

Then, for inclusive education to truly succeed, educators need the right skills and knowledge to support the diverse needs of their students. Professional development programs focusing on inclusive teaching practices are essential for enhancing teachers' understanding of these methods. These programs provide not only theoretical knowledge but also practical strategies to help teachers address classroom diversity effectively. Collaborative learning networks, such as teaching communities and peer mentorship, play an important role in helping educators adopt inclusive practices by offering ongoing support and shared learning experiences. Research highlights that both pre-service and in-service training programs are key to improving teachers' attitudes, self-confidence, and sense of accomplishment, all of which are vital for creating inclusive classrooms<sup>39,40</sup>.

However, studies have shown that inclusive education courses can significantly improve teachers' attitudes and self-confidence, fostering a more positive outlook toward teaching students with diverse needs<sup>41</sup>. While ongoing professional development is seen as beneficial for increasing teachers' abilities to work with SHN students, many still report that the training they receive doesn't fully meet their specific intervention needs<sup>42</sup>. Teachers often seek continuous training to enhance their intervention skills, update their teaching strategies, and better understand their students' challenges. Additionally, engaging pre-service teachers in mentored

<sup>35</sup> Binti Su'aidah Hanur et al., "Skill Reinforcement Management of Inclusive Education towards Shadow Teachers in Islamic Institutions," *Al Hikmah Indonesian Journal of Early Childhood Islamic Education* 9, no. 1 (June 2025): 33–49, <https://doi.org/10.35896/ijecie.v9i1.934>.

<sup>36</sup> Fatih Bektas et al., "Educating the Displaced: Inclusive Education for Syrian Turkmens in Türkiye," *Cambridge Journal of Education*, July 29, 2025, 1–22, <https://doi.org/10.1080/0305764X.2025.2536059>.

<sup>37</sup> Hart, "Teacher Candidates Perspectives on Inclusive Education."

<sup>38</sup> Vieira et al., "Attitudes and Self-Efficacy as Buffers against Burnout in Inclusive Settings."

<sup>39</sup> Alicia Massiah et al., "Educational Leadership for Social Transformation: An Inclusive Approach for Schools as Places of Belonging," *Power and Education* 17, no. 2 (July 2025): 142–58, <https://doi.org/10.1177/17577438241297239>.

<sup>40</sup> Michael Delimitros et al., "A Model for the Design of Immersive Learning Enactments for Students with Disabilities: A Literature Review-Based Validation for Students with Intellectual Disability," *Proceedings of the 10th International Conference on Software Development and Technologies for Enhancing Accessibility and Fighting Info-Exclusion*, ACM, August 31, 2022, 141–45, <https://doi.org/10.1145/3563137.3563145>.

<sup>41</sup> Komi Mawouli Gbebe, "Inclusive Education at the Centre of Human Development Issues in Togo," *European Journal of Education* 58, no. 2 (June 2023): 289–98, <https://doi.org/10.1111/ejed.12555>.

<sup>42</sup> Angelika Paseka and Susanne Schwab, "Parents' Attitudes towards Inclusive Education and Their Perceptions of Inclusive Teaching Practices and Resources," *European Journal of Special Needs Education* 35, no. 2 (March 2020): 254–72, <https://doi.org/10.1080/08856257.2019.1665232>.



research on inclusion helps them build resilience and navigate the complexities of diverse classrooms, while also strengthening their ability to connect with and make informed decisions for all students<sup>43</sup>.

## CONCLUSION

In conclusion, innovative approaches to inclusive and accessible education are crucial for improving learning outcomes and ensuring equal opportunities for all students, regardless of their abilities or backgrounds. By integrating technology, adopting flexible learning models like Universal Design for Learning (UDL), and investing in teacher development, educational systems can better support the diverse needs of learners. However, significant challenges remain, particularly in under-resourced regions, including limited access to technology, resistance to traditional educational methods, and insufficient investment in teacher training and support systems. To address these issues, a collaborative effort from governments, educational institutions, and the private sector is necessary to make inclusivity a reality for every learner.

Improving technological infrastructure is especially important, as access to essential resources like adaptive learning platforms and assistive technologies is vital for enhancing the learning experience for students with disabilities. By bridging the digital divide is key to providing equitable learning opportunities for all students, regardless of their location or socio-economic status. For inclusive education to be truly effective, educators must receive continuous professional development that equips them with the skills and knowledge to support diverse learners. While teacher training programs are crucial, they are often perceived as insufficient. To be truly impactful, these programs must be practical, context-specific, and include collaborative opportunities like mentored research and peer networks, which help build teacher confidence, skills, and resilience. By thoughtfully integrating assistive technologies and focusing on comprehensive teacher training, educational systems can empower students with disabilities and ensure they have the resources they need to succeed both academically and socially.

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